

Faculty Senate

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1949 Minutes

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ROLL CALL

President Strand called the Faculty Council to order at 4 o'clock in Room 208 Memorial Union with the following council members present: Adrion, Bash, Bollen, Butts, Callarman, Carlson, Childs, Colby, Cooney, Craft, Crossen, Davies, Demuth, Dimick, Forslund, Friedman, Gilfillan, Gleeson, Goode, Jensen, Langton, Laslett, LeMaster, Lemon, Maser, Milan, Norton, Ordeman, Poling, Price, Robertson, Schoenfeld, Schulein, Smith C.K., Smith M.E., Strand, Thompson, Wise, Swarthout, Weniger, Yunker, Zeran. Present also were: Professor G. W. Holcomb, retiring council member after a three-year term; members of the Committee on Faculty Welfare including Professors D. C. Mumford (chairman), G. E. Blanch, H. H. Hillemann, and A. D. Hughes; and Dr. E. B. Hudson, president of Lincoln College, University of New Zealand.

NEW MEETING ROOM

The council was meeting for the first time in the room newly appointed for the Faculty Council and the Student Senate. The room has been made comfortable and beautiful with full-size rug, attractive draperies, arm chairs, a handsome table for the presiding officer, and on a long wall a copy of Mihaly Munkacsy's "Milton Dictating to His Daughters." The picture, painted by the late J. Leo Fairbanks, former head of the Department of Art and Architecture, from the 1878 original, is loaned through courtesy of Mrs. Fairbanks.

APPROVAL OF MINUTES

Consideration of the minutes for the December 9, 1948, meeting was called for. No changes being proposed, the minutes were declared approved.

ELECTION OF OFFICERS

President Strand called for nominations for the office of Vice Chairman of the Faculty Council for the year 1949. Nominees proposed were: Dr. J.S. Butts, Dr. H.R. Laslett, Dr. C.V. Langton. On motion, nominations were closed. Mr. Robertson and Dr. Swarthout served as tellers. After the balloting President Strand announced that Dr. Butts had been elected. Nominations for Secretary were called for. Mr. Goode was nominated. On motion the nominations were closed and a unanimous ballot was voted for Mr. Goode as Secretary. Nominations for the two other members of the Executive Committee were called for. Nominees proposed were Professors H.C. Forslund, H.R. Laslett, Clara A. Storvick, and E.A. Yunker of the elected group of council members, and Dr. C.V. Langton of the appointed group. Motion was made, seconded, and carried that nominations be closed. President Strand said that as Dr. Langton stood unopposed in the appointed group he would declare him elected to the Executive Committee. After balloting on the other candidates, President Strand announced that Dr. Yunker had been elected a member of the Executive Committee.

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INTRODUCTION
OF PRESIDENT
E. B. HUDSON

President Strand introduced Dr. E.B. Hudson, president of Lincoln College of the University of New Zealand, who spoke briefly of his visit to this and other campuses in the United States and sketched the organization of his university. The University includes six university colleges and two agricultural divisions, located at different points throughout the country. President Hudson was gracious and friendly and his remarks were brightened by humor. President Strand outlined for President Hudson the history of the Faculty Council, its functions, and its relation to Administrative Council and school and departmental faculties.

REPORT ON
FACULTY
SALARIES
DISTRIBUTED

As provided at the December meeting of the council, Professor D.C. Mumford, chairman of the Committee on Faculty Welfare, distributed mimeographed copies of a report on comparative salaries at institutions of higher learning. Copies for mailing to council members not present at the meeting were also supplied. Accompanying the report were copies of an eight-page reprint from the Oregon Voter on the needs of the State System of Higher Education including salary needs.

PROVISIONS
FOR FACULTY
RETIREMENT

Professor Mumford then proceeded to report for the committee on current aspects of the provisions for faculty retirement. He called on Professor G.E. Blanch to report on the plans of the Oregon State Employees Association to seek amendments to the present law. Professor Blanch's report was distributed in mimeographed form.

RESOLUTION
PROPOSED

Dr. Friedman presented a resolution endorsing the program of the State Employees' Association in seeking amendments to the law. He said the Association felt that such support from outside their own body would be helpful. He moved that the resolution be adopted. The motion was seconded. After some discussion, President Strand said that action on the resolution would be postponed to a special meeting of the Faculty Council which he would call for next week, thus giving council members time for careful consideration.

The following materials were then distributed: (1) Public Employees Retirement System: A Digest of Provisions Applying to Oregon State College Staff Members: October 1948. (2) Comparison of State Public Employees Retirement Act and Official Statement on Staff Retirement. (3) Copy of Letter from F. Leo Smith, attorney (legal counselor) for the State Employees Association. (4) A Comparison of Retirement Programs for the Academic Staff.

SECOND
RESOLUTION
PROPOSED

Professor Mumford, on behalf of the Committee on Faculty Welfare, presented a resolution for consideration of the council and action at the special meeting the next week.

ADJOURNMENT

President Strand at 5:30 o'clock adjourned the meeting to reconvene at 4:00 p.m., Thursday, January 20, 1949.

DELMER M. GOODE
Secretary

ROLL CALL

Dr. J. S. Butts, vice chairman, called the Faculty Council to order at 4:00 o'clock in Room 208, Memorial Union. The following council members were present: Adrion, Bollen, Butts, Callarman, Carlson, Childs, Cockerline, Colby, Cooney, Cox, Craft, Crossen, Darlington (for Poling), Davies, Demuth, Diedesch, Dimick, Dunn, Forslund, Friedman, Gilfillan, Goode, Jensen, Langton, Laslett, LeMaster, Lemon, Milam, Morton (for Bash), Muth, Nelson, Norton, Ordeman, Robertson, Smith C.K., Smith M.E., Storvick, Swarthout, Thompson, Weniger, Williams, Wise, Yunker, Zeran. Present also were the following members of the Committee on Faculty Welfare: Professors G. E. Blanch, G. V. Copson, H. H. Hillemann, A. D. Hughes.

RESOLUTION
ENDORSEING
AMENDMENTS
TO STATE
RETIREMENT
LAW

Dr. Butts announced that the purpose of the meeting was to consider and perhaps take action on the two resolutions that had been introduced at the meeting held January 13. At that meeting motion was made and seconded that the council adopt the following resolution:

BE IT RESOLVED, That the Faculty Council of Oregon State College, after careful consideration of the State Employees' Association proposed amendments to the state employees' retirement act, is wholly in accord and hereby endorses such proposed amendments which were approved at the annual meeting of the Association November 19-21, 1948.

Discussion was continued on the proposed resolution and particularly on some items of the proposed amendments. It was brought out that the Faculty Council was not in a position to modify the amendments, since they represent a program of the State Employees' Association. Dr. Friedman said that the Association believed that, in some stage of its effort to get the amendments passed, it might be helpful if it could say that the Faculty Council of Oregon State College had endorsed the program. Passing of the resolution would mean such endorsement. Question was called for. Voting was done by show of hands. The resolution was adopted without dissenting votes.

Dr. Friedman then moved that the officers of the Faculty Council be requested to forward copies of the resolution just adopted to Professor P. M. Brandt, president of the Corvallis Chapter, State Employees' Association. The motion was seconded. The motion was carried.

RESOLUTION
ON BOARD
POLICY ON
FACULTY
RETIREMENT

Dr. Friedman, on behalf of the Committee on Faculty Welfare, spoke on the second resolution that had been introduced at the preceding meeting. This resolution was designed to obtain, if possible, a modification of the policy of the State Board of Higher Education on retirement of staff members at age 65. One of the great problems in starting a faculty retirement plan, he said, is to

RESOLUTION
ON STAFF
RETIREMENT
(continued)

care for accrued liability or prior service credit. Reasonable provision can usually be made for those who will not retire until some 20 years or more after the plan goes into effect. But unless some special provision is made for those who will retire in the early years of the plan, considerable hardship will result. The Oregon state retirement plan took care of this matter by making it possible to retain an individual on a year-by-year basis after age 65 if his service is in the public interest. The Chancellor and the State Board of Higher Education have not utilized this provision of the law. The result has been that staff members reaching age 65 have been "retired" with pensions of \$50-\$60, an amount too small to constitute a retirement provision. Dr. Friedman then presented data on the retirement programs of nine other institutions, showing for the most part better retirement provisions. He then read the resolution, slightly revised from the week previous, and moved its adoption as follows:

"The Faculty Council of Oregon State College has observed the effects of the present policy on staff retirement and believes that the policy is working needless damage to the morale of the faculty in all age brackets and to the educational program.

"The Council recommends that until the present retirement plan is improved to a point commensurate with the retirement system in effect for employees of the Federal Government and for employees of other institutions comparable with our own, the case of each individual reaching age 65 shall be carefully examined and that such individual, if he so desires, shall be continued on the staff on a year-to-year basis whenever his continued service is in the public interest.

"The Council therefore respectfully urges the State Board of Higher Education to relinquish its present policy of refusing to recognize the full provisions of the Retirement Act which clearly states: 'A police officer or fireman, who is a member of the system and reaches the age of 60 and any other employe who is a member of the system and reaches the age of 65, except a person subject to the teachers' tenure law, may be continued in service for successive periods of one year each, upon written recommendation of the administrative head of his employer that continued service on his part is in the public interest, and upon approval of the board.'"

The motion to adopt the resolution was seconded. Discussion was continued. A number of questions, explanations, and corrections of data or terms were presented. Question was called for. Vote was by show of hands. The resolution was declared adopted by a vote of 22 to 4.

Dr. Friedman moved that the officers of the Faculty Council be requested to forward the resolution as adopted through the proper channels to the Chancellor and the State Board of Higher Education. The motion was seconded and carried.

PERIOD OF
RELAXATION
BEFORE
COUNCIL
MEETINGS

Professor Betty Lynd Thompson raised the question whether a short period of relaxation, with coffee, would not be desirable just before the scheduled Faculty Council Meetings. She said that many council members by 4 o'clock doubtless have put in a strenuous day. She asked for a show of hands by those interested. The response was general. On motion the council voted to ask the chairman to name a committee to take the matter in hand temporarily. Dr. Butts then asked Miss Thompson to act as chairman and choose her own committee to get the plan under way.

ADJOURNMENT

The meeting was declared adjourned at 4:48 o'clock.

DELMER M. GOODE
Secretary