

Faculty Senate

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1950 Minutes

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ROLL CALL	Dr. J. E. Butts, vice chairman, called the Faculty Council to order in regular monthly session at 4:10 o'clock in room 208, Memorial Union. Coffee was served by Professor Betty Lynd Thompson and her committee. The following members were present: Bash, Blanch, Bollen, Butts, Callarman, Campbell, Childs, Colby, Craft, Davies, Demuth, Dixon, Friedman, Gilfillan, Gleeson, Goode, Jensen, Lemon, McCutcheon, Maser, Milam, Norton, Ordeman, Parkinson (for Wanless), Robertson, Schoenfeld, Smith, Swarthout, Swygard, Thompson, Ware, Wells, Wilkinson, Williams, Wise.
APPROVAL OF MINUTES	The minutes for the meetings of November 10, 1949 and December 8, 1949 were declared approved without change.
PRESENTATION OF NEW MEMBERS	The vice chairman introduced and welcomed newly elected members of the Faculty Council: Professors Blanch, Campbell, Dixon, McCutcheon, Swygard, Teutsch, Ware, Wells, and Wilkinson, and Professor H. N. Parkinson representing Professor Wanless.
ELECTION OF EXECUTIVE COMMITTEE MEMBERS	The vice chairman called for nominations for members of the executive committee of the Faculty Council, two from the elective group and two from the appointed group of members. Names placed in nomination were: Professors John Swarthout, George Williams, Delmer M. Goode (for secretary), and Dean G. W. Gleeson. Motion was made, seconded, and carried that nominations be closed and that the nominees be declared elected. Ballots were then distributed for voting on a vice chairman and a secretary to be chosen from among the newly elected members of the executive committee. Assisting Dr. Butts in conducting the balloting were Professors Childs and Wells. The vice chairman announced that Dr. Swarthout had been elected vice chairman and Mr. Goode secretary.
ELECTION OF MEMBERS OF COMMITTEE ON REVIEW AND APPEALS	The vice chairman called for election of two members of the faculty committee on Review and Appeals. Any members of the faculty are eligible to election, he said. Those nominated were Professors J. L. LeMaster, Clara Storvick, and L. D. Coolidge. After balloting was completed the vice chairman announced that Professors Storvick and Coolidge had been elected. The third member of the committee is to be appointed by President Strand.
ACADEMIC DEFICIENCIES COMMITTEE	Dr. Butts said that a special report would be presented by the committee on Academic Deficiencies. Since Dr. Swarthout, chairman of the committee, had been absent from the recent sessions of the committee, Mr. Dallas Norton, student personnel coordinator, presented the report. He distributed mimeographed sheets giving data on academic deficiencies of students and comparisons for recent years. Included also were specimens of letters sent to students in connection with academic warning, probation, deferred suspension, and suspension, and forms of agreement with students who terminate their studies or are suspended.

Mr. Norton said in summary: The Academic Deficiencies Committee has responsibility and discretionary authority for upholding high scholastic standards. Oregon State College each year receives a cross section of academic abilities from Oregon high schools. Some of these students might profit most from training of vocational type, some should have work experience, some should be in a major field different from the one they enter, some would profit most from an institution of another type or size. Many of course find our offerings and their abilities in harmony. The committee is faced with the problem of the best decision for the welfare of each student in each case. It accepts this responsibility humbly. It invites suggestions and comments.

General discussion of students' academic difficulties was engaged in by members of the council. Dean Milam recognized the fact that courses listed in one-year or two-year "terminal" curricula may be the sort often most useful for students who have difficulties in four-year curricula. She emphasized, however, that at least in the case of home economics the shorter curricula are not designed for students of the poor-performance group. Rather they are pursued by young women who plan soon to be married or who because of financial or other reasons cannot remain longer than one or two years. Dean Maser suggested that courses and combinations of courses that are adapted to students of the poor-performance group be printed in special lists. The belief was expressed that high schools and parents have a part in the development of unsatisfactory attitudes and habits in students and hence in causing academic difficulties. The chairman suggested that the problems of academic deficiencies be discussed further by the council at a subsequent meeting.

ADJOURNMENT

The council adjourned at 5:30 o'clock.

DELMER M. GOODE
Secretary

ROLL CALL After a brief period for coffee served by Professor Betty Lynd Thompson and her committee, President Strand called the Faculty Council to order in regular monthly session at 4:10 o'clock in 208 Memorial Union. The following members signed the roll call sheet: Blanch, Childs, Colby, Demuth, Friedman, Gilfillan, Gleeson, Hansen, Jensen, Lemon, Milam, Munford, Ordeman, Robertson, Swarthout, Thompson, Ware, Wilkinson, Williams.

MINUTES The Council approved the minutes of the meeting of 12 January 1950.

EXECUTIVE COMMITTEE REPORT The President announced that the Executive Committee of the Faculty Council (Gleeson, Swarthout, and Williams) had met just prior to this meeting. A suggestion arising in that meeting is that steps be taken to provide the faculty, particularly younger faculty members, with information as to how the Faculty Council functions and how it can be reached. A Faculty Bulletin dealing with this subject is planned.

CURRICULUM PROPOSALS The President reviewed the action of the State Board of Higher Education in regard to the curriculum proposals passed by the Faculty Council on 8 December 1949. Although the Board turned down a number of requests for new courses and revisions of old courses -- particularly in Arts, Letters, and Social Science and the geography courses in General Science -- it acted favorably on all the requests from the professional schools, granted a major in physical education, and authorized a major in General Agriculture with a minor in Journalism. Details of the Board action may be found in the Secretary's files.

The President reported that the Chancellor had asked each institution to name the fields in which they had been "pressured" to add courses. The University said that institution had been asked to offer major work in Home Economics and Engineering and service courses in Forestry for majors in Business Administration. President Newburn, however, had refused to consider adding Engineering at the University. President Strand indicated that most pressure on this campus had come from those who desired more work in Social Science.

In connection with future policy regarding requests for upper-division courses in Social Science Dean Colby suggested that "maturity of mind" be given as a prerequisite rather than lower-division courses.

ADJOURNMENT The Council adjourned at 4:59 o'clock.

J. K. Munford
Acting Secretary

January, 1950

ELECTED MEMBERS OF FACULTY COUNCIL

(Terms expire on December 31 of the year indicated at the head of column)

<u>1950</u>	<u>1951</u>	<u>1952</u>
	<u>Agriculture</u>	
Wilbur T. Cooney	R. E. Dimick	G. E. Blanch
	<u>Business and Technology</u>	
---	C. C. Callarman	R. K. Campbell
	<u>Education</u>	
H. R. Laslett	---	---
	<u>Engineering</u>	
G. B. Cox	H. B. Cockerline	R. A. Wanless
	<u>Forestry</u>	
William A. Davies	---	---
	<u>Home Economics</u>	
Marie Diedesch	Julianne Wise	Mrs. Margaret Ware
	<u>Pharmacy</u>	
---	---	R. S. McCutcheon
	<u>Science</u>	
Leo Friedman	J. S. Butts	W. D. Wilkinson
G. A. Williams	W. B. Bollen	
	<u>Lower Division</u>	
Herbert E. Childs	J. M. Swarthout	K. R. Swygard
	G. K. Smith	E. W. Wells
	<u>Physical Education</u>	
Betty Lynd Thompson	---	J. V. Dixon
	<u>Library</u>	
---	Irene Craft	---
	<u>Agricultural Extension Service</u>	
---	---	Wm. L. Teutsch
	<u>Agricultural Experiment Station</u>	
O. H. Muth	---	---

ROLL CALL With Vice-chairman Swarthout presiding the Faculty Council convened in regular session at 4:00. After a brief coffee period provided by Professor Thompson and her committee, the following members signed the roll-call sheet: Bollen, Butts, Callarman, Campbell, Childs, Colby, Cooney, Craft, Davies, Demuth, Dimick, Friedman, Gleeson, Jensen, Kofoid (for Cockerline), Laslett, Demon, McCutcheon, Mumford (for Goode), Luth, Norton, Smith, Swygard, Teutsch, Thompson, Wanless, Wilkinson, Williams, Wise.

LETTER FROM PRESIDENT STRAND The Vice-chairman read a communication from President Strand which listed three questions on which he would like to have the opinions of the Faculty Council:

1. What effects of present primary and secondary educational theory and practice can be detected in our college program?
2. How much "watering down" have we done?
3. What should be done about it?

The Vice-chairman reported that the Council's executive committee had discussed these topics briefly and that the President had pointed out the need of thorough investigations to determine (1) the level of preparation of students coming from Oregon high schools (2) what we can do to improve our program to take care of them. The President had mentioned that perhaps money could be appropriated for investigative purposes.

DISCUSSION Excerpts of the discussion follow:

Laslett. Numerous surveys have already been made. It has been shown, for example, that the correlation between grades and the ACE is about .50. Between high-school grades and college GPA there is some correlation but not a significant one. Students who make the best grades in high school make good grades in college, but not necessarily the highest. These studies are about 10 or 15 years old, but they are still valid.

Teutsch. In traveling over the state and talking with parents for thirty years, I have never noted a time when there is more concern with the problem of the adjustment of high-school graduates to college than there is at present. It is a real problem which this Council might profitably study.

Gleeson. Students come from Oregon high schools very poorly prepared to undertake professional study in engineering and science. Their decimal points float around; they do not know the multiplication tables. As a result of poor preparation there is a 50% mortality in Engineering. We can see a marked difference

between preparation now and what it was 15 years ago. What we plan to do about it is (1) to initiate a pre-engineering pattern for those who need more training before entering engineering and (2) to give consideration to developing a technical-terminal program which will be general rather than confined to one field of engineering.

Friedman. State teacher-certification laws offer a real problem. I know of one young lady who had majored in chemistry who could not get a high-school certificate. She had taught chemistry as a graduate assistant for two years in college; she had taken all of the required courses in education except supervised teaching, but she could not get a certificate because she had not practiced taught under the supervision of a high-school chemistry teacher.

Colby. One weakness in secondary schools is typified by the fallacious idea that "anybody can teach English." Required reading for all those interested in this discussion is the article by Alfred Lynd on quackery in education in the current issue of the Atlantic Monthly. In regard to the comparative abilities of students coming to college now and those of a decade ago I cannot give much significant evidence, but the fact that the English Department now places 15% of the entering freshmen in English K as compared with 10% some years ago seems to be one indication of poorer preparation.

Friedman. In Chemistry 101 we have found it necessary to devote some time to purely high-school level review of mathematics. We try to get these floating decimal points anchored in place.

Campbell. Weren't the students who came to college ten or fifteen years ago a more select group than they are now? Don't we get more nearly a cross-section of high-school population now than we did then?

Norton. About 90% of the boys and girls of high school age in Oregon are now in high school. This is a much higher percentage than in the past. Those coming to college now represent a fairly good cross section of the high-school population. In the past a group more selective in ability to do college work came to college. On the average the group that comes today is unquestionably lower in ability than it was in the past. Another point to consider is that high-school principals today accept the fact that 80% of their pupils will not go to college.

Wise. Home Economics students show lack of adequate preparation.

Cooney. In the poultry department we find that students have to be led by the hand when they come to college. We try to put them on their own by the end of the sophomore year.

Gleeson. Mr. Norton, what do high schools teach if they do not prepare their students for college?

Norton. Social pressures of local communities have a definite influence on high schools. Here's an example: If a principal were to tell a PTA meeting that the high school intends to raise its academic standards and put pressure on students to do better work, the PTA would heartily back him. When it comes to the students who may be flunked in such a raising of standards, however, every mother insists that the child failed because of some other one than her own. As a result the high schools consider the needs of the 80% who will not go to college and concentrate on what might be termed "surface teaching." Under present policies no one is failed either in high school or elementary schools. Hence, students slip by and are graduated without being required to meet academic standards.

Laslett. People are getting soft. School boards are getting soft. The policy of many boards seems to be "getting the most kids through school for the least money." This false economy is a mistake. The 18-year law is a stupid one. Student Teachers frequently report they go into a high school and "knock themselves out" on a bunch of youngsters who have no interest in being in school and who are merely spending their time there waiting until they are 18. Too many schools under the influence of progressive education aim only at producing contented students. As a result those who come to college tend to be selfish and self-centered; they are less well adjusted than they were in the past.

Some years ago an idea was suggested that is still a good one. In the summer after they finish high school give those who want to come to college a series of tests to determine their abilities to do college work. Base advice on the results and thereby exclude those who have no chance of success.

Swarthout. Let us turn to a new question: Have we watered down our work?

Butts. I deal primarily with advanced students and certainly hope that I have done no watering down.

Wise. In Home Economics we have adjusted courses somewhat to fit students but not to the detriment of the subject matter.

Swarthout. To improve our offerings at this college we have three

possible choices:

1. Restrict enrollment to exclude those not capable of doing college-calibre work.
2. Develop a pre-professional curriculum to prepare capable, but untrained, students for college work.
3. Develop terminal programs which will give those students who do not finish work for a degree something worthwhile to carry away with them.

Childs. Choice #1 is not possible at this institution. Pre-professional program might include remedial work under separate supervision. It should stress reading and writing and mathematics. Terminal programs should not be developed by each school but should be organized as a function of the college itself.

Gleeson. I would add a fourth possible choice to those listed by the chairman. The whole problem of raising high-school standards might be approached through the powerful Association of Land Grant Colleges and Universities. That organization could do something about it on a national scale.

Norton. On the other hand, we need to keep at it on a state level. We might encourage students to take college preparation more seriously by offering scholarships based on the best standings in each county of the state.

Wilkinson. The idea that we take over preparatory work harks back to the days when every college was divided into an academy and a collegiate department. We should not go back into the high-school business.

Childs. We've already gone into it.

Thompson. Can anyone explain the difference between junior and senior matric in Canadian secondary schools?

Smith. In Canada the high schools come up to the standards set by the university. There is no catering to local demands. If a student plans to go to the university he takes the senior matric. If not, he may take the junior matric. The curriculum for university preparation contains four years of solid subject matter. High-school teachers must be majors in the subjects which they teach.

The general discussion which followed led to the formulation of two motions, each of which was duly seconded and passed by the Council.

Motion 1. The Council recommends to President Strand and

Meeting #4 - 5

the executive committee that at a future meeting of the Council someone working in secondary schools be invited to give the members a view of the social pressures and other problems encountered by high schools in trying to raise their standards of instruction.

Motion 2. The Council recommends that the President appoint a committee to make a study both on a long-term and short-term basis of high school-college scholastic relations and report to the Council at a later meeting.

ADJOURNMENT The Council adjourned at 5:35 o'clock.

J. K. Lunford
Acting Secretary

Oregon State College

Meeting #55

MINUTES OF THE FACULTY COUNCIL

13 April 1950

- ROLL CALL After a brief coffee period provided by Professor Betty Lynd Thompson and her committee, the Council convened in regular session at 4:15 p.m. Those present were: Bash, Carlson, Childs, Colby, Cooney, Cox, Craft, Crossen, Darlington, Demuth, Friedman, Gilfillan, Hansen, Laslett, Lemon, McCutcheon, Munford (for Goode), Muth, Norton, Ordeman, Pfanner (for Campbell), Phinney, Swarthout, Thompson, Wanless, Ware, Williams, Zeran, and also present was Virgil Bett. In the absence of President Strand, Vice Chairman Swarthout presided.
- LOWER DIVISION LECTURE SERIES A motion was made and seconded that the Faculty Council go on record as highly approving and commending Dean Colby and the Lower Division committee in charge of the current Liberal Arts Lecture Series, "Mid-Century Man, an Appraisal," and Professor Herbert E. Childs in particular for his lecture, "Modern Man and His Philosophy," given on Tuesday evening, 11 April. The motion carried.
- GENERAL EXTENSION Chairman Swarthout called on Dean Zeran to present to the Council the final recommendations arrived at by the Committee to Study Relationships with the Extension Division. Dean Zeran read and discussed many points of the report, a copy of which may be found in the secretary's files. Several members of the Council raised objection to the wording of a statement under "Resident Credit, Undergraduate": "A minimum of 12 hours of this 45-term-hour requirement must be earned on the home campus of the school or college concerned. This requirement may be increased or decreased by the head of the school or college which grants the degree." Those who objected claimed that if 12 hours were established as a minimum, no one, not even a dean could reduce it. If it is not intended to be an absolute minimum, the word usual or normal should be inserted before the word minimum. A motion to accept the report, however, received a second and was passed without negative vote.
- AAUP RECOMMENDATIONS OF TENURE AND PROMOTION Professor Bett, representing the A.A.U.P. Committee on Academic Freedom, Tenure, and Promotions passed out copies of a mimeographed report. The Chairman asked Council members to study the recommendations included in the report and to be prepared to discuss it in detail at the May meeting of the Council. It was agreed that members of the A.A.U.P. Committee should be invited to meet with the Council at that time.
- ADJOURNMENT The Council adjourned at 5:10 p.m.

J. K. Munford
Acting Secretary

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- ROLL CALL The Faculty Council was called to order by President Strand at 4:00 o'clock in Room 208, Memorial Union. Members present were: Adrion, Bash, Butts, Campbell, Carlson, Childs, Cockerline, Colby, Cooney, Craft, Davies, Forslund (for McCutcheon), Friedman, Gillfillan, Gleeson, Goode, Jensen, Kuhn (for Dimick), Laslett, Lemon, Milan, Moshberger (for Demuth), Norton, Ordeman, Strand, Swarthout, Swygard, Ware, Wilkinson, Williams, Zeran. Also present were Professors Katherine Read and Dr. L. A. Kirkendall of the Department of Household Administration, and Professors V. Bett, J. R. Dellenback, C. V. Plath, and R. W. Smith, members of the Committee on Academic Freedom, Tenure, and Promotion of the local chapter of the American Association of University Professors.
- APPROVAL OF MINUTES It was reported that one or two verbal corrections had been made in minutes of previous meetings. The minutes for the meetings of February 9, March 9, and April 13 were approved.
- HONORS AND AWARDS On motion the Council ratified the May 8 action of the Executive Committee in approving on behalf of the Council the recommendations of the Committee on Honors and Awards for the current academic year.
- APPROVAL OF CANDIDATES FOR DEGREES President Strand said that faculty action on candidates for degrees at the coming Commencement would necessitate a special meeting of the Faculty Council at a busy time. He suggested that the Council delegate to the Executive Committee the authority to approve the lists on behalf of the Council. The Council on motion voted to delegate this authority to its Executive Committee.
- COURSES ON "PASSED" OR "NOT PASSED" PLAN President Strand presented for discussion a proposal by the School of Home Economics that it be authorized to offer certain courses (HAD 222, 223, 422, 405) without usual grades. Students in these courses would receive a grade of either "Passed" or "Not Passed." Such credits would be omitted in computing grade-point averages. The request was for a three-year experimental period. President Strand said this request had been discussed by the Administrative Council, which had voted to refer it to the Faculty Council for discussion. President Strand called on Dr. Kirkendall who outlined the reasons for the proposal. He said the work in these courses is highly individualized. It aims to help individuals work out their specific problems in the area of family relations. He reported experience elsewhere in offering such work on the no-grade basis and said he was sure he accomplished more. Professor Katherine Read also spoke in explanation and support of the proposal. A brief discussion was called for in order to open up the problems involved. These were chiefly the question of a precedent--ultimate extension of the no-grade idea--and the difficulty when students transfer credits most of which carry grades and some no grades. President Strand requested the School of Home Economics to supply a statement in explanation and support of the proposal which can be sent to Council members for study in advance of the next meeting.

Meeting #56 -- 2

ACADEMIC
FREEDOM,
TENURE, AND
PROMOTION

Professor K. Swygard, chairman of the A.A.U.P. Committee on Academic Freedom, Tenure, and Promotion, presented mimeographed copies of the final report to be presented soon to the society. He presented the regrets of two members of the committee who were unable to be present: Professor Sara W. Trentiss and Dr. Henrietta Morris. Discussion was participated in by many members of the Council and members of the A.A.U.P. committee. President Strand asked the Council if it would like to have its own committee in this field. Since the A.A.U.P. itself had not yet acted on the report it was felt that no action was as yet in order by the Faculty Council. President Strand said that further discussion would be arranged before any institutional action is taken.

ADJOURNMENT

The Council adjourned at 5:20 o'clock.

DELMER M. GOODE
Secretary

ROLL CALL

Opening with an informal coffee period arranged by Professor Betty Lynd Thompson, the Faculty Council met at 4:00 o'clock with President Strand in the chair and the following members present: Bash, Beach, Bollen, Brandon, Butts, Campbell, Carlson, Childs, Cockerline, Colby, Cooney, Cox, Craft, Davies, Diedesch, Dimick, Dixon, Friedman, Gilfillan, Gleeson, Goode, Hansen, Hunderup (for Robertson), Jensen, Langton, Laslett, McCutcheon, Maser, Moshberger (for Demuth), Muth, Norton, Ordeman, Poling, Smith, Swarthout, Swygard, Strand, Thompson, Wanless, Ware, Wells, Wilkinson, Williams.

APPROVAL OF
MINUTES

Consideration of the minutes for the May 11, 1950 meeting of the council was called for. The minutes were declared approved.

APPROVAL OF
CANDIDATES
FOR DEGREES
AND SENIOR
HONORS

At the May 11, 1950 meeting of the Faculty Council it was voted to delegate to the executive committee power to act for the council in approval of candidates for degrees. The executive committee met on May 29, 1950 with all members present. Also present was Dr. D. T. Ordeman, registrar, who reported the lists of candidates. It was moved that approval be given to the granting of degrees to persons on the list of candidates who should have completed requirements for degrees since June 6, 1949, and that any necessary adjustments in the list be made by agreement among the dean of the school concerned, the registrar and the Committee on Academic Requirements. The motion was seconded and carried. By way of record, the list of those qualifying for degrees at the 81st annual commencement is summarized as follows:

School of Science--B.A., 11; B.S., 190.
 School of Agriculture--B.S., 310.
 School of Business and Technology--B.A., 4; B.S., 315.
 School of Education--B.A., 6; B.S., 137.
 School of Engineering--B.A., 9; B.S., 527.
 School of Forestry--B.S., 105; B.F., 1.
 School of Home Economics--B.A., 2; B.S., 110.
 Department of Nursing Education--B.S., 3.
 School of Pharmacy--B.S., 67.
 Graduate School--M.A., 3; M.S., 126; Ed.M., 18; M.F., 3;
 Ed.D., 3; Ph.D., 17.

Dr. Ordeman then reported on the graduates who had been recommended for Senior Honors. It was moved that the list he ratified on behalf of the Faculty Council, subject to confirmation by the council. The motion was carried. Names of seniors to be listed for Senior Honors in the official program were as follows:

School of Science: George Ferris Jubber, Donald Raymond Buhler, Richard Clarence Thomas, Frederick Wayne Hiller, Maurice John Aegerter, James Laroy Miller, Jean Louise Baker, Talbert Delynn Sehorn, Ida Marie Fredell, Allan Earl Gilbert, William Richmond French, Peter Dale Kunz, Ronald Orville Clarke, Wesley Gerald Bruer, Dean Moore Robertson, Bill Joe Newby, Frank Gordon Curl, Gilford Yuen Wong, Howard Frank Savage, Alan Sherman Markee.

School of Agriculture: Glenn William Harvey, Albert Henry Hoffmeister, Harlan Karl Robe, Thomas Eugene Campbell, Samuel Oviatt, John Gaylord Carrothers, John Alfred Yungen, William Quentin Wick, Harte Ervin Penttila, Gilbert Wright Dyer, Arthur Eugene Ohling, Ellis Macy Hadley, Alan Eben Jacobs, Edson Akira Fujii, Herbert Vincent Smith, Eugene Karl Morton, Joseph Clyde Greenley, Edward Cornelius Gorman, Hugh Grimes Caton, Grant Fred Brown, James Edward Wahlstrom.

School of Business and Technology: Margaret Anne Schuster, Marilyn Josephine Mix, Bernard Ernest Vaillancour, Betty Officer Gray, James Howard Coe, Merlyn Edward Doleman, Donald Brozka Sayre, Robert Paul Dunn, Everett Robert Cox, Jr., Fawn LaRae Brooks, Richard Dale Nelson, Richard Baird Madsen, Richard Jack Spady, Joseph Gus Ficq, Robert Cecil Stewart, Elmer Harris Taylor, Paul William Romppanen, Donald Raymond Sutton, James Ralph Beck, Jr.

School of Education: Ruth Maxine Young, James Grady Hobson, Patricia Ruth Doolittle, Carolyn Sue Coleman, Nancy Joan Connelly, Harry Reed Barnes, Emery Vernon Hildebrandt, Janet Ruth Miller, Alice May McCullough, Charles Harold Kipper, William Alfred Sensiba, Margaret Celeste Othus, Annie Jean Jarvis.

School of Engineering: George Bryan Cox, Jr., Raymond Louis Rofini, Millard Leroy Brown, Edward Fred Weitzel, Marion Keith Miller, Jack Leo Kerrebrock, Andrew Vaughn Smith, Clyde Edgar Shaw, Gilbert Marion Mathison, Ralph Irving Larsen, Donal Albert Meier, Milton Byrd Larson, Calvin Elroy Califf, Delmar C. Johnson, Yoshio Teshima, Charles Edward Wicks, Alvin Vernon Akin, Ethan LeGrand Beals, Donald Loren Watson, James Rodgers, John B. Ream, Jr., Harvey Windsor Pullin, Michael Olin Rothwell, Richard Carl Johanson, Alan Carter Lodell, Robert Carlisle Lutton, Herbert William Miller, Donald Ray Wilson, Samuel John Sherrill, Earl Eugene Smith, Elroy Everett Harden, Robert Arthur Poulin, Keith LaVern Fowler, Craig Walter McMicken, Theodore Edmund Leonard, Marvin Kenneth Soiland, Alan Hilman Lee, Roland Arthur Harvey, Ralph Henry Nielsen, Jack George Croeni, Richard Raines Harlow, Howard Franklin Phibbs, Ralph Alfred Klingbeil, Hal Love Hollister, Jack Farley Helman, Edgar Floyd Wildfond, Lawrence Earl Getgen, Jr., Carl William Gustafson, Robert William Reid, Raymond Eugene Southwell, Elliott Robbins Buxton, Lyle Eugene Weatherbee, Lawrence Robert Whitney, Loten Carroll King, Dirks Bruce Foster.

School of Forestry: Henry John Gratkowski, Marvin Frank Wolf, Charles Henry Walter.

School of Home Economics: Patricia Jeanne DeLateur, Carolyn Louise Jensen, Helen Philip Valentine, Janet Alice Halliday, Lilly Yuriko Namba, Zelta May Wieman, Ruby May Frederick, Carol Jean Miller, Mary Constance Struck, Dorothy Gayle Boles, Jean Masten Ward, Priscilla Ruth Irwin.

School of Pharmacy: Kenneth David Burson, Louis Waldemar Johnson, Marion Bradshaw, Janet Johnson, Francis Albert Arrell.

ELECTION OF
FACULTY
MEMBERS OF
STUDENT
SENATE

President Strand announced that the term of office of Professors Miriam Macpherson Holman and W. M. Langan, faculty members on the Student Senate, had expired. He called for nominations for new representatives. Professors J. R. Dilworth and Betty E. Hawthorne were nominated. After motion, the council voted to instruct the secretary to cast a unanimous ballot for the two nominees. Professors Hawthorne and Dilworth were declared elected.

TOPICS FOR
COUNCIL
CONSIDERATION

President Strand reported that the executive committee had selected a number of topics which it thought the Faculty Council might like to put on its program for attention during the current year. The topics suggested were: (1) Grades and Grading; (2) Function of the Faculty Council; (3) Faculty Welfare. On the last topic he said that the Committee on Faculty Welfare would report at an early meeting its findings based on recent studies.

GRADES AND
GRADING TO
BE STUDIED

It was pointed out that the proposal already before the council that a department be authorized to give credit without grades is part of the whole problem of grades and grading which is a responsibility of every faculty member. After discussion it was agreed that the President would appoint a committee to determine what may be the most profitable way for the Faculty Council to consider this broad problem.

FACULTY
COUNCIL
FUNCTION

President Strand said that when the Faculty Council was organized in 1944-45 one hope was that it would serve to give faculty members, especially those in instructor and assistant professor ranks, a freer opportunity to contribute their ideas on matters of faculty, educational, and institutional interest. Apparently there had been few approaches to the council. "Are they in awe of this august body?" suggested the President. He asked what the council might think of an officer, perhaps called a provost, chosen from the nonadministrative group to conduct discussions and be approachable. Several council members spoke in favor of the provost idea. Suggestion was made that the provost might be elected by the instructors and assistant professors and be ex officio a member of the Faculty Council. Reference was made to the large numbers of instructors and assistant professors; they would be an unwieldy group, according to one speaker. Dr. Laslet said that in his term on the council he had been trying to serve as an intermediary between the group he represents and the council, presenting matters to the council from his group and carrying items back to them for their information. At the close of the discussion, President Strand asked all elected members of the council to hold a session with all instructors and assistant professors of the group they represent for discussion of the provost idea and chiefly to determine whether need is felt for additional provision for interchange.

AMERICAN
COUNCIL ON
EDUCATION
MEETING

Dr. Strand spoke briefly of a recent meeting of the American Council on Education which he had attended. The effect of mobilization on colleges and universities was the central interest. The smaller private institutions, some of which in the past have condemned such programs as the ROTC, showed active interest now in obtaining ROTC units.

Meeting #57 - 4

SUGGESTIONS INVITED President Strand invited members of the council to make suggestions of matters that might have Faculty Council consideration.

STADIUM DRIVE Staff perplexities about the drive for stadium funds were mentioned. Staff members, it was stated, in many cases believe they will be penalized if they do not contribute, or do not contribute enough. President Strand said he did not wish to make the stadium a subject for Faculty Council consideration. As for administrative supervision of faculty contributions, he said, "I've never seen a list of those who contribute to the Community Chest."

LENGTH OF SUMMER SESSION Professor Cox spoke of the disadvantage to his department, and to other departments, of the eight-week summer session. He said he hoped the six-week session could be reestablished. There was no general discussion. President Strand said he would ask the director of the summer session whether he wishes to discuss the length of summer session with the Faculty Council.

ADJOURNMENT The council adjourned at 5:15 o'clock.

Delmer M. Goode
Secretary

- ROLL CALL With Dr. J. M. Swarthout, vice chairman, presiding, the Faculty Council met at 4:00 o'clock in regular session. A preliminary coffee period was enjoyed for which Professor Betty Lynd Thompson was hostess. Present were: Bash, Beach, Blanch, Bollen, Butts, Callarman, Campbell, Carlson, Childs, Cleaveland, Cockerline, Colby, Craft, Davies, Demuth, Diedesch, Dimick, Dixon, Fincke (for Brandon), Friedman, Gleeson, Goode, Jensen, Keene, Langton, Laslett, Lemon, McCutcheon, Maser, Norton, Ordeman, Reichart, Robertson, Scheel, Swarthout, Swygard, Thompson, Ware, Wells, Weswig (for Muth), Williams, Zeran.
- APPROVAL OF MINUTES The minutes of the meeting of October 12 were declared approved as circulated to council members.
- ELECTION OF NEW STUDENT SENATE REPRESENTATIVE The chairman announced that Professor Betty Hawthorne found she could not accept election as representative on the student Senate. He called for nominations for the position. Dean Bash nominated Mrs. Irene Butts of the Department of English. On motion the nominations were closed and the secretary was asked to cast a unanimous ballot for Mrs. Butts as representative on the student Senate.
- CIVIL SERVICE AND OTHER PAY INCREASES & ADJUSTMENTS Dean Lemon was asked to present the main facts about the recent pay increases and adjustments for state civil service and other staff members. He said academic people whose salaries are \$4,800 or less will receive a cost of living increase of \$10 a month for four (probably eight) months beginning November 1. Part-time academic staff members will receive proportionate increases and graduate assistants will receive \$3 per month.
- FACULTY WELFARE COMMITTEE Dr. Swarthout announced for President Strand that the December meeting of the Faculty Council will give special attention to faculty welfare matters and the Committee on Faculty Welfare will have a report.
- MEETINGS WITH INSTRUCTORS & ASSISTANT PROFESSORS At the October meeting elected members of the council were asked to arrange meetings with the instructors and assistant professors of the groups they represent to discuss the proposal of having a provost or any matters they might like to take up. Most of the groups either had held meetings or had them planned. Professor Cockerline reported for engineering, Dr. Campbell for business and technology, Dr. Childs for lower division of liberal arts, Miss Thompson for physical education, Professor Davies for forestry, Miss Diedesch for home economics.
- MATTERS PENDING Dean Colby said the new Committee on Grades and Grading would be meeting immediately after the council meeting to schedule plans for its work. He mentioned also a matter now before the Curriculum Council pertaining to reducing credit for "subcollegiate" courses. Chairman Swarthout reminded council members that the executive committee welcomes communications from members and others suggesting topics for Faculty Council consideration.

Meeting #58 - 2

FUNCTIONS &
OBJECTIVES OF
OREGON STATE
COLLEGE

Chairman Swarthout presented a proposal that had been made to President Strand and the executive committee that a study be made of the functions and objectives of Oregon State College. He cited a recent report of the educational survey of Massachusetts Institute of Technology which included such a study. Discussion was invited. Dr. Campbell spoke in support of the idea. He said that, whereas discussions of promotion often emphasize training, experience, and ability, he thought promotions should be made on a basis more closely tied in with faculty members' actual service to the institution, their contribution to the furtherance of its objectives. Mr. Scheel spoke of a long-time study maintained by the agricultural divisions of Oregon State College--the School of Agriculture, the Agricultural Experiment Station, and the Extension Service--to analyze the needs of Oregon that should be served. This study, he said, had been found stimulating and valuable. Dr. Wells referred to the study a few years ago in the Lower Division of Liberal Arts, with Dr. Childs as chairman, concerned with objectives in general education. Dr. Swygard referred to a current study on a national basis by the American Association of University Professors dealing with objectives of college teaching. Dr. Fincke said that the home economics faculty is interested in study of objectives and believes such study should be continuous.

Dean Maser spoke of the question whether the institution as a whole should first deal with its objectives and then the schools deal with objectives in relation to school functions, or the other way about. He mentioned one advantage in the former plan. If the institution as a whole should determine that research is a primary responsibility of the institution and its component divisions, a school like business and technology which now has no research program would be stimulated and helped in obtaining funds for such a program.

On motion the council voted to ask President Strand to appoint a committee to formulate a plan for conducting a survey of the functions and objectives of Oregon State College.

ADJOURNMENT

The Faculty Council adjourned at 4:50 o'clock.

Delmer M. Goode
Secretary

ROLL CALL

President Strand called the Faculty Council to order in special session at 4:00 o'clock in room 110, Commerce Hall. The members present were: Beach, Blackwell (for Ordeman), Blanch, Bollen, Butts, Campbell, Childs, Cleaveland, Cockerline, Colby, Cooney, Crossen, Davies, Demuth, Diedesch, Dimick, Fincke (for Brandon), Friedman, Gleeson, Goode, Hansen, Jensen, Langton, Larse (for Callarman), Laslett, Lemon, McCutcheon, Poling, Reichart, Smith, Strand, Swarthout, Swygard, Thompson, Wanless, Ware, Zeran. The members of the Curriculum Council were specially invited to be present at the meeting; of the nine members the following were present: Professors May DuBois, D. M. Goode (secretary), L. Q. Larse, J. W. Sherburne (chairman).

FACULTY
WELFARE
REPORT AT
DECEMBER 14
MEETING

President Strand in opening the meeting said that the Committee on Faculty Welfare will bring in a report at the next meeting December 14. He said the new committee on objectives and functions of Oregon State College will be appointed soon and that he would welcome suggestions for members, although of course not all those suggested would necessarily be appointed.

REPORT OF
CURRICULUM
COUNCIL

He welcomed the members of the Curriculum Council who were present and expressed his thanks to the council for its many hours in consideration of curricular proposals. He called on Dr. Sherburne, chairman, to present the report of the Curriculum Council. Dr. Sherburne presented first a sheet covering some of the human aspects confronting the work of the Curriculum Council and listed some eight questions that at present face the council. He mentioned the misuse of reading and conference course listings and cited a recent Barometer story which incorrectly used a reading and conference number for a course offering. He called attention to the proposal at the end of the Curriculum Council report for the authorization of special course numbers for temporary courses. He indicated three corrections in the mimeographed report of the Curriculum Council, copies of which had been sent in advance to all members of the Faculty Council.

President Strand presented totals of credit additions during the eight preceding years aggregating more than 1000 net term hours increase. He read two paragraphs from the leading article in the current issue of School and Society in which the need for a conservative and moderate policy in curricular developments was stressed. He then called for consideration of the Curriculum Council report page by page.

Meeting #59 - 2

In the detailed consideration and discussion free questioning was in order and many members of the council participated. Dr. Friedman raised the question about meeting the requirements of California law which specifies six hours of supervised teaching for junior college certification. It was suggested that for students wishing to meet the California requirement it would be possible to register for six hours under CC 505 and take the work of the proposed course CC 506 plus other similar work for the added credit if the department approves. Dean Gleeson explained that the dropping of the major in mining engineering looks toward a possible regional curriculum in some institution in the region. In response to questions, Dean Crossen said that the new five-year curriculum in pharmacy contains no pharmacy courses in the first two years. Among other comments, President Strand referred to the plan for special numbers for temporary courses and said, "this is an important proposal but it will have to be used judiciously or we won't have it very long."

REPORT
ADOPTED

Dr. Swarthout moved that the Faculty Council approve the report of the Curriculum Council, including curricular proposals for the 1951-52 Catalog. The motion was seconded, put to vote, and was declared carried.

ADJOURNMENT

The Faculty Council adjourned at 5:20 o'clock.

Delmer M. Goode
Secretary

ROLL CALL

With Dr. J. M. Swarthout, vice chairman, presiding, the Faculty Council met at 4:00 o'clock in regular session, following a preliminary coffee period. Present were: Bash, Brandon, Bullis (for Muth), Butts, Callarman, Campbell, Childs, Cleaveland, Colby, Cooney, Craft, Davies, Demuth, Diedesch, Dimick, Friedman, Gilfillan, Goode, Jensen, Laslett, Lemon, Norton, Ordeman, Poling, Smith, Scheel, Swarthout, Swygard, Thompson, Wanless, Ware, Wells, Williams. Members of the Committee on Faculty Welfare present were: Professors G. E. Blanch, H. E. Childs, Leo Friedman, H. H. Hilleman, A. D. Hughes, and D. C. Mumford (chairman). Members of the Committee on Salaries and Retirement of the Oregon State College Chapter of the American Association of University Professors were present as follows: Professors G. E. Blanch, Leo Friedman, Roy B. Saunders, J. M. Swarthout (chairman) and Betty Lynd Thompson. Also present were: Dr. W. J. Chamberlain, president of the Oregon State College Chapter of the State Employees Association, Mr. J. K. Riley, campus administrator for the State Civil Service, and Dr. Florence L. Hupprich.

APPROVAL OF
MINUTES

Consideration of the minutes for the meetings of November 9 and December 7, 1950 was called for. No modifications were proposed and the minutes were declared approved.

MEETINGS WITH
INSTRUCTORS &
ASSISTANT
PROFESSORS

The chairman called for reports of any meetings that Faculty Council members had held with the instructors and assistant professors of their constituencies. Dr. Childs reported for the Lower Division. The instructors and assistant professors of Lower Division had met three times, he said, with their representatives on the Faculty Council. Attendance had been 20, 20, and 16 out of a total of 60 in the two ranks. Purposes and procedures of the Faculty Council were explained. Dr. Childs said that in general interest was indicated in two principal subjects: more, and more effective faculty participation in the government of the College; better machinery for transmitting ideas from individual staff members to the school and to the Faculty Council, and vice versa. They felt that if improvements were made in the machinery of discussion, such topics as they may wish to discuss would receive more faculty and administrative attention. The staff members voted: to continue meeting as a body for a few more meetings, to recommend to the Dean that periodic school meetings be held for discussion of ideas and the instruction of Lower Division representatives on the Faculty Council, to recommend an increase in the elected membership of the Faculty Council.

Professor Marie Diedesch reported for the School of Home Economics. She said that instructors and assistant professors had suggested a handbook for new staff members and for persons considering appointment to Oregon State College. She suggested topics to be included in such a handbook: retirement plan, Blue Cross, and other aspects of instructional policy and staff welfare. She said the examination schedule is a matter of concern to the instructors and assistant professors.

FACULTY
RETIREMENT
PROVISIONS

Professor Mumford named the members of the Faculty Welfare Committee, introduced those who were present, and other persons especially invited. He exhibited first a colored chart which showed the decline in the value of a dollar during the past 100 years. He called on Professor Roy Saunders to report on faculty retirement. Professor Saunders distributed copies of a report on retirement prepared by the Committee on Salaries and Retirement of the Oregon State College Chapter of the American Association of University Professors. He referred specifically to the following recommendations of the Oregon State Employees Association to be made to the Legislature: Raise the basis for prior service allowance from \$2.50 to \$4 a month for each year of prior service, and remove the 20-year limitation on number of years credited; increase from \$3,000 to \$4,200 the limit of annual salary on which an employee contributes to build his current service retirement annuity which the State matches at retirement. He next presented the following recommendations of the Oregon State College A.A.U.P. Chapter: Endorse and support the program of the Oregon State Employees Association for amending the State Retirement Plan in the 1951 Legislative Session, as being important and in the right direction, although still insufficient to make the plan adequate for college retirement; ask the Board of Higher Education to introduce a supplementary program, as has been done in other colleges and universities, to provide approximately half salary at retirement when added to the annuity provided by the State Plan. He pointed out that the A.A.U.P. was approving supplementary provision to assure half salary on retirement.

RESOLUTION
ON FACULTY
RETIREMENT
PROVISIONS

Dr. Childs on behalf of the Committee on Faculty Welfare then presented the following resolution: That the Faculty Council approve both the program of the Oregon State Employees Association for amendment of the Public Employees Retirement Act in the 1951 Legislative Assembly, and also the supplementary program suggested by the Oregon State College Chapter of the American Association of University Professors. Dr. Childs moved that this resolution be adopted as an emergency action, since this meeting would be the last meeting of the Faculty Council before the meeting of the Legislature. The motion was seconded, voted upon, and was declared adopted by the Faculty Council.

FACULTY
SALARIES

Professor Mumford then called on Dr. Swarthout to present the A.A.U.P. committee report on salaries. Copies of the report were distributed. Points of the report emphasized by Professor Swarthout were: (1) The trend to keep the professor's salary at least twice that of the instructor appears to be well established in higher education. Comparisons show that at Oregon State College increases of salaries for the lower ranks made necessary by competition in maintaining staff have resulted in throwing the salary scale seriously out of balance. Professors' salaries, he said,

should be increased to an average of approximately \$7,000 per year to bring them in line with salaries paid in comparable institutions and to restore the necessary balance to the faculty scale at Oregon State College in order that initiative and efficiency be maintained. Associate professors' salaries also require adjustment. (2) He further pointed out the decline in purchasing power of Oregon State College faculty salaries in the past ten years. It would require today an increase of more than 20% in the salaries of the average professor to raise his "take-home" pay to its 1939-40 purchasing power. Since the average worker in virtually every other field had not only recovered his 1939 purchasing power but had gone well beyond it, faculty salaries, he said, should be raised to a point where their purchasing power would represent an increase of 25% above the 1941 level. The ratio of increase from 1939 to 1949 for the average person in the country was 2.11; for Oregon State College salaries (before tax) the ratio has been: instructors 1.87, assistant professors 1.70, associate professors 1.76, professors 1.58.

Professor Mumford, supplementing Dr. Swarthout, said the A.A.U.P. report points out the need for additional upward adjustments of salaries of staff members on a twelve-months basis to bring them in line with the ten-months salaries. Whereas the ratio of twelve-months to ten-months salaries might be expected to be 1.20, according to the A.A.U.P. report, the actual ratio at Oregon State College is only 1.13.

Dr. Friedman presented some aspects of a recent report of the A.A.U.P. Chapter at the University of Oregon in which a 16% salary increase was declared to be a minimum to place the faculty on a basis comparable with other institutions and occupations. It was found that more than three-fourths of the full time staff said they supplemented their salary by other earnings. Many who did not do so said they couldn't. One-fourth of them said they would leave the profession if they could. The Committee suggested: (1) publicity to inform the public of the salary situation; (2) thorough study of the salary problem; (3) cooperative effort with Oregon State College.

Professor Mumford distributed copies of the report of the Committee on Faculty Welfare, including a chart and four tables. The points covered, supported by data contained in the report, were:

- 1 Wages of clerical staff have kept pace with the increase in cost of living, but salaries of professors have lagged behind.
- 2 Oregon State College professors and associate professors are below the average salary level of 50 other higher institutions studied.
- 3 Oregon State College salaries are seriously below prewar salaries in purchasing power.

Meeting #60 - 4

4 Provision for increased faculty purchasing power similar to that experienced by the average United States citizen would require salary increases at the present time ranging from 48% to 84%.

5 Relative salary differences between instructors, assistant professors, associate professors, and professors have been notably decreased at Oregon State College.

Professor Mumford said that the Committee was making no specific recommendation on salaries at that time. It plans an early meeting with President Strand.

RESOLUTION
ON FACULTY
SALARIES

Dr. Childs moved adoption of the following resolution: That the Faculty Welfare Committee be instructed to request of the Chancellor, through President Strand, a meeting of the Chancellor, the Finance Committee of the State Board of Higher Education, three representatives of the faculty of the State College, and three representatives of the faculty of the University in order to discuss more nearly adequate salaries and retirement allowances for the faculties of the State System. The motion was seconded and discussion called for. Discussion showed that while the University of Oregon is mentioned, the resolution leaves the way open to include other institutions in the State System of Higher Education. The Faculty Council on vote adopted the resolution.

APPRECIATION
EXPRESSED FOR
COFFEE HOUR

Dr. Butts moved that the Faculty Council give a vote of thanks to Professor Betty Lynd Thompson for her services in providing coffee before the Faculty Council meetings. The motion was seconded and carried. Miss Thompson, after acknowledging the thanks extended to her, said that she had been indoctrinating her successor in the coffee hour idea and then introduced Dr. Florence Hupprich, newly elected representative of the Division of Physical Education.

ADJOURNMENT

The Faculty Council adjourned at 5:20 o'clock.

Delmer M. Goode
Secretary

January 1951

ELECTED MEMBERS OF FACULTY COUNCIL

(Terms expire on December 31 of the year indicated at the head of column)

<u>1951</u>	<u>1952</u>	<u>1953</u>
	<u>Agriculture</u>	
R. E. Dimick	G. E. Blanch	R. N. Lunde
	<u>Business and Technology</u>	
C. C. Callarman	R. K. Campbell	---
	<u>Education</u>	
---	---	R. R. Reichart
	<u>Engineering</u>	
H. B. Cockerline	R. A. Wanless	Leslie A. Clayton
	<u>Forestry</u>	
---	---	James D. Snodgrass
	<u>Home Economics</u>	
Laura Cleaveland	Mrs. Margaret Ware	Marie Ledbetter
	<u>Pharmacy</u>	
---	R. S. McCutcheon	---
	<u>Science</u>	
J. S. Butts		Ernst J. Dornfeld
W. B. Bollen	W. D. Wilkinson	E. A. Yunker
	<u>Lower Division</u>	
J. M. Swarthout	K. R. Swygard	Edward D. Smith
C. K. Smith	E. W. Wells	
	<u>Physical Education</u>	
---	J. V. Dixon	Florence L. Hupprich
	<u>Library</u>	
Irene Craft	---	---
	<u>Agricultural Extension Service</u>	
---	J. W. Scheel	J. W. Scheel
	<u>Agricultural Experiment Station</u>	
---	---	D. E. Bullis