

# Irregularities

MINUTES OF THE BOARD OF TRUSTEES,

The following blank pages have been reserved for the purpose of recording thereon an important report which has not yet been found.

V. E. Muncy,  
Sec.

Dec. 10, 1894.

Pages 137-138-139-140-141-142-143-144-145-146-147-148-149

DR.		Robert S. Bullock Treasurer of A. & M. College		
1881,	June 7	To Balance June 7/81.		\$35,605.65
	July 2	Kentucky	3635.54	
	6	"	49.50	
	Nov. 23	"	3337.38	
1882,	Jan. 7	"	49.50	
	Feb.	"	3634.78	
	Apr. 14	"	873.40	
	June 3	"	3163.85	
			<u>1750.87</u>	26295.82
1881	July 6	Wit to May 1st.		392.17
	Aug. 3	Pasturage	55.50	
	Dec. 24	"	24.00	79.50
	Aug. 9	Produce	51.35	
	Sept. 22	"	53.25	
	Oct. 22	"	20.95	
1882	Jan. 7	"	241.65	
	Mar. 9	"	92.50	
	" 18	"	18.20	
	Apr. 22	"	<u>130.35</u>	608.25
1881	Sept 22	Tuition	1065.	
	Oct. 3	"	195.	
	8	"	140.	
	22	"	150.	
	Dec. 24	"	183.	
1882	Apr. 6	"	151.	
	29	"	21.	
	Mch. 9	"	<u>144.</u>	2049.00
1881	Oct. 19	Ky. University		7.00
	Nov. 23	Patterson		7000.00
				<u>72037.39</u>
				<hr/>
		To Balance		333.48
		Add for error reported by Committee		<u>1.</u>
				<u>334.48</u>

In Account with A. & M. College	CR.
By Stone work	2147.07
Iron work & Etc.	13998.07
Brick Work	15162.66
Carpenters work	11723.30
Plastering	6404.99
Farm & grading	5964.02
Sundries	3183.71
Salaries	9284.94
Painting	1813.60
Insurance	235.50
Apparatus	1786.05
Balance - - -	<u>333.48</u>

X Error of \$1. reported by Committee.

To the Board of Trustees of the A. & M. College of Kentucky.

The Committee appointed at the last June meeting of the Board of Trustees to consider the report of the President of the College, have the honor in completion of its duties, to report now on the subject of the regulation of salaries.

We have corresponded with various institutions with the view of ascertaining their specific rates of compensation, and the general conditions which attach to the service. We find a considerable difference in the practice on both of these points, not only as between different institutions, but also in the same institution.

In some cases the rate is entirely a matter of special agreement, the recognized principle being, that "Every man has his price - that is, his special labors have a market value." In other cases the salary attaches to the position and a uniform rate for all full professorships is aimed at. In some cases a uniform probationary rate is allowed, with a precise ultimate increase after from 2 to 5 years. But whatever may be the general rule, exceptions are recognized as sometimes expedient or unavoidable.

The greatest disparity that is observed in these particulars among different institutions relates to the rate of compensation. It has recently been stated on the authority of President Harper of the New Chicago University, that "College Presidents receive salaries running from \$620. to \$10,000., with an average of \$3047.; that the salaries of the higher class Professors run from \$5500 down to \$540., with an average of \$2045.; and that the lower grade of instructors get from \$400, up to \$4,500.; the average being \$1,470."

The wealthy institutions, especially those endowed and managed under the conditions of large private bequests, pay large salaries, without perhaps always securing the best service; and it may be imagined that they are often more accessible through favoritism or influence, than through personal qualification. It would be difficult to understand how otherwise a " low grade Instructor could command a salary of \$4,500. High Schools in large cities generally pay rather high salaries; but the service is more laborous than in colleges and the tenure dependent on election at short periods.

For institutions corresponding nearly, in resources and other particulars, with our State College, \$2000. for Professors is a common rate, and \$3000. for President is much below the usual allowance. For example, the University of Kansas and that of Illinois, pay full Professors \$2000. The University of Indiana pays full Professors from \$1500 to \$2000. The allowance to the President is, respectively, \$5000. \$6000, and \$4000, with a house. The annual income of these institutions, respectively, is \$85,000.; \$100,000.; and \$67,000, with an annual increase in the latter case, against our \$64000 with some annual increase. Perdue University pays full Professors \$1800 with a house, " but less when first called to the institution." The Agricultural College of Michigan pays its President \$3200, with a house; Professor of Chemistry \$2000, with a house; Veterinary Professor \$1500 without a house; other full Professors \$1800 with a house; Adjunct Professor of Chemistry \$1800 without a house; All assistant Professors \$1000, and rooms; Instructors \$500 to \$750 and room. The A. & M. College of Virginia pays its President \$2,500. He is also Director of the Experiment Station. It does not appear whether this brings him any additional compensation. Professors \$1800 Professors of 5 year's standing \$2000.; Adjunct Professors \$1,500.; Assistant Professors \$1,000.; Instructors \$600. The University of Tennessee pays its full Professors \$1800, - after 2 years \$2000, " Associate Professors usually young men who take charge of new Departments " \$1500.

The lowest and most varied salaries that have come to our notice, are those of the Kansas State Agricultural College. It may be interesting and suggestive to study them somewhat in detail, and the table in full is included herewith.

It will be observed that it gives the President \$3000 and Professors from \$1600 to \$2000.

These examples seem to suffice as guides for a system of salaries for our institution. Although the financial statement of the College shows still some average, and the rate of increase in the net income is not quite determined, yet we think that the schedule of rates which we submit herewith may be safely adopted. Its general plan consists in attaching the salary to the position in the case of the full Professorships, because it is not easy to grade the value of unknown candidates, or even of tried incumbents who cannot usually be brought under the test of expert supervision; to determine the allowance by special discrimination within certain limits for subordinate employes; and to make it nearly uniform in the Professorships, with a certain increase after 5 years of service, in the grade. The details are as follows:

President	\$3000.	
added to such sum say	\$300. as	
may be required of him for the rent of his house, and pasturage - increased from \$2500 with house and pasturage - say		\$3300.
Veterinary Chair: - - - -		\$1500
Anatomy and Physiology; increased from \$1000 -		\$1200
Geology and Paleontology; increased from 1200 -		\$1500
Military Science and Tactics: The head of this Department, an officer of the army, has his salary from the General Government. No additional compensation is allowed by any institution for his services in that capacity, and we recommend none under present circumstances.		
Principal of Academy: - - - - -		\$1500
Principal of Normal Department: increased from \$1,750 - - - - -		\$1800
Same after 5 years service in the grade		\$2000

Business Agent, in addition to his regular salary in the College reduced from \$600	\$400
The Business Agent should give a bond for a suitable sum and the checks of the Agent should be compared with the vouchers and countersigned by the President of the College.	
The Secretary of the Board of Trustees is reduced from \$300	\$150
The Treasurer: - - reduced from \$300	\$100
The salaries of all other officers and employes of the college proper, and the Experiment Station, not above specified shall be determined by a special vote of the Board of Trustees, and for the present are established as follows:	
M. A. Scovell, Director Experiment Station: such gross sum as shall be equivalent to the net salary of \$2500, and the extra allowance heretofore accredited to him which hereafter shall cover all compensation allowed to him.	\$2660
A. M. Peter, Chemist Experiment Station	\$1500
Henry E. Curtis, Assistant Chemist do	\$1250
J. S. Terrill assistant Botanist and Entomologist	\$ 750
Miss Alice Shelby, Stenographer	\$ 600
Mr. Martin, duties not stated	\$ 480
Hawkins, Farm Superintendent	\$ 480
Jordon, assistant Horticulturist	\$ 480
McFarlin, Milking cows	\$ 240
M. L. Pence, assistant Professor of Civil Engineering	\$1500
J. L. Logan, Instructor in Academy	\$1200
J. W. Newman Instructor in Normal Dept.	\$1000
R. L. Blanton Assistant Professor of Greek and Latin increase from \$1200	\$1300
J. M. Davis, Instructor in Academy	\$1000
V. E. Muncy Instructor in Academy increased from \$750	\$ 900
Mrs. Lucy B. Blackburn, Matron and Instructor in the Academy increased from \$750	\$ 800



James H. Wells, Assistant Professor of Mechanical Engineering increased from \$900	\$1000
Miss Mary Hödges, Stenographer & Clerk	\$ 600
Mr. Milligan, Carpenter,	\$ 600
Thos. Aubery, fireman,	\$ 393
James Murray, Gardener,	\$ 750
George Peak, duties not stated	\$ 480
Joe Dicker duties not stated	\$ 480
Janitress - - -	\$ 156
Janitor - - -	\$ 135
Janitor - - -	\$ 180

PROVISOS:

- 1st. No increase of pay or salary in any case under this Schedule shall take effect prior to January 1, 1894.
- 2nd. All appointments to positions in the college proper and Experiment Station, shall be subject to termination at the will of the Board of Trustees; and for flagrant cause The Executive Committee when the Board of Trustees is not in session, may suspend the service and pay off any employe, until the case can be acted on by the Board of Trustees but not otherwise.
- 3rd. All professors, instructors and other employes, shall be available at the call of the President of the College, for any appropriate temporary duty for which they may be qualified, and which an emergency may require.
- 4th. The Board of Trustees may modify in any manner, the organization of any Department of study or studies of any employe; but no department shall be created, or discontinued or modified either in the matter of organization or salaries, nor any professor, principal, or assistant employed or discharged, except by the express order of the Board.
- 5th. In those cases where the service is divided between the Experiment Station and the college proper, the salary shall be divided proportionally from time to time - not in a permanent manner - between the respective funds according to the condition of each; provided that no portion of the Station fund shall be diverted from its legitimate object.

- 6th. The Executive Committee shall employ - except salaried employes - such mechanics, janitors firemen and other laborers paid by the day, week, or month, as may be authorized from time to time in the appropriations of the Board of Trustees, for necessary work on the farm, college grounds, and buildings, in any Department of the institution.
- 7th. All annual salaries shall be payable in ten or twelve equal installments according to the character of the employment.

#### Explanatory Remarks.

The proposed modifications will make an immediate increase of \$2,450 and an ultimate increase of about \$3,450 per annum in the amount of the present pay roll of the College.

They reduce Professor Nelson's salary for the present \$200 and the Business Agent \$200 while they increase the aggregate salary of the latter by \$50. It has been considered proper and expedient to include the salary of the Business Agent in this revision, \$400 for the duties of that office, added to the full salary of the rather light duties of the chair of Mathematics and Astronomy, is believed to be ample compensation.

No modification has been proposed in the pay of the subordinate employes, there being no evidence to indicate the propriety of any increase. The current wages of the locality, and the special recommendation of the officers who supervise the work, afford the evidence which should determine such cases.

The documentary information which has in part afforded the basis of this report, may be useful for future reference, or even for the present consideration of the Board. It is therefore enclosed herewith, and recommended to be filed.

D. C. Buell, Chairman of Com.

Dec. 6, 1893.

The Board of Trustees of the Agricultural and Mechanical College of Kentucky met, in regular session in the President's room in the College Building at 10 A. M. Dec. 11, 1894.

Present	Messrs.	Bird, Cardy, Flourmay, Gathright, Gooding, Hindman, Hines, James, Johnston, Patterson, Peak, Riddell, Dr. Spurr, R. A. Spurr, Wilson,
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On motion Dr. Spurr was nominated and elected chairman of the Board to act pro tempore in the absence of Governor Brown.

MINUTES READ.

The proceedings of the previous meeting of the Board were read.

On motion of Mr. Johnston ordered " that the designation of the duties discharged be substituted for the names of persons, it being distinctly affirmed that the salaries attach to positions and functions and not to persons."

The minutes of the previous meeting were then approved and signed.

BOARD, Members of, qualified.

Messrs. Flourmay, Hindman and Hines were duly qualified as members of the Board by taking the oath of office.

EX. COM. Minutes of, read.

The minutes of the Executive Committee were read, but their consideration was postponed till the afternoon session of the Board.

On motion ordered that the Board adjourn to meet at 1:30 P. M. standard time.

Pursuant to adjournment the Board of Trustees met in the President's room at 1:30 P. M.

Present:

His Excellency, John Young Brown, Governor of Ky.  
Ex-officio Chairman.  
Dr. Spurr, Chairman,  
Bird,  
Clardy,  
Flourmay,  
Gathright,  
Gooding,  
Hindman,  
Hines,  
James,  
Johnston,  
Patterson,  
Peak,  
Riddell,  
R. A. Spurr,  
Wilson.

President's Report - read.

The President of the College then read his Report and in connection therewith the following subsidiary Reports viz:  
Report of the Head of the Department of Physics.  
Report of the Dean of the Normal Department.  
Report of Dean of Scientific Course.

Report of Dean of Mechanical Engineering.  
Report of Commandants of Cadets.  
Report of Dean of Classical Course.  
Report of Principal of the Academy.

Mr. Gathright moved that the President's Report be received and that with the appended Reports be referred to appropriate Committees.

Carried.

" SUITABLE REGULATIONS and Rules," Report of Com. on.

The Committee, composed of Messrs. Gathright, James, and Buell, appointed at the last meeting of the Board, submitted its Report on " Suitable Regulations and rules for the government of the meetings of the Board and the guidance of the Executive Committee.

On motion of President Patterson the Report was received, and on motion of Mr. Clardy same Report was made a special order for 9 A. M. Dec. 12.

On motion of Dr. Clardy ordered that action of the Executive Committee, in appropriating, from the emergency fund, \$300.00 for the Geological Department be ratified.

On motion of Mr. Gathright ordered that \$200.00, or so much thereof as may be necessary, be appropriated for the Department of Geology.

On motion of President Patterson ordered that a special Committee be appointed to consider the requisitions contained in the Report of the Dean of the Mechanical Engineering Department.

Whereupon the Chairman appointed the following viz:  
Messrs. Peak, Gooding, and Wilson.

MILITARY INSTRUCTION and College Discipline, Committee on.

On motion of President Patterson ordered that a standing committee be appointed to consider Military Instruction and College Discipline.

Chairman appointed the following, viz: Messrs. Hindman, Gen. Buell and Johnston.

The President called attention to that part of his report which relates to Athletics and Greek letter Societies.

ATHLETICS and Greek - letter Societies.

On motion of Dr. Clardy ordered that the consideration of Athletics and Greek - letter Societies be referred to the Committee on Military instruction and college discipline.

MORRILL, Bust of, \$45 for.

Mr. Johnston moved that \$45.00 be appropriated to pay for a bust of Senator Morrill, Carried.

Ayes:  
Bird,  
Clardy,  
Flourmay,  
Gathright,  
Gooding,  
Hindman,  
Hines,  
James,  
Johnston,  
Patterson,  
Peak,

Nays:  
Riddell,  
Dr. Spurr,  
R. A. Spurr,  
Wilson,

Mr. R. A. Spurr moved that \$45.00 be appropriated for a bust of Representative Hatch of Missouri. Seconded.

Mr. Johnston moved that Mr. Spurr's motion be laid upon the table. Carried.

Ayes:  
Bird,  
Flourmay,  
Gathright,  
Hindman,  
Hines,  
James,  
Johnston,  
Riddell,  
Dr. Spurr,

Nays:  
Clardy,  
Gooding,  
Patterson,  
Peak,  
R. A. Spurr,  
Wilson,

On motion of Dr. Clardy ordered that the publication of a Natural History Bulletin be referred to the Committee on salaries.

CLASS-DAY Exercises, \$50 appropriated.

Mr. Johnston read a petition, from the students of the Senior Class, requesting an annual appropriation of a sum, not to exceed \$50.00, to defray the necessary expenses of " Class day Exercises."

On motion ordered " that a sum not to exceed \$50.00, be appropriated for the necessary expenses of class day Exercises."

On motion of Mr. Hindman ordered by unanimous vote that section 4, of the Report of the committee on " Suitable regulations and rules for the government of the meetings of the Board and the guidance of the Executive Committee " be adopted at once and that the committees therein specified, be appointed by the chairman.

The Chairman appointed the following committeemen to serve upon the committees indicated, viz:

On Committee on Report of the President of the College:  
Messrs. Gathright, Riddell, and Flourmay.

On Committee on Finance:  
Messrs. R. A. Spurr, Clardy, and Bird.

On Committee on Appropriations:  
Messrs. R. J. Spurr, Hindman and Peak.

On Committee on Buildings and Grounds:  
Messrs. James, Hines, and Wilson.

On Committee on Experiment Station:  
Messrs. Clardy, Bird, and Gooding.

On Committee on Salaries:  
Messrs. Gathright, Hindman, and Johnston.

STUDENTS PETITION for Self-Government, in Dormitories.

A student came before the Board and read a petition, signed by a number of students, requesting that the regulation requiring that Military discipline shall obtain in the dormitories be annulled, and the students be allowed to formulate regulations for the government of, and discipline in the dormitories.

On motion ordered that the students petition be referred to the Committee on "Military instruction and College discipline."

ACTS OF EX. COM. approved.

On motion of Mr. Flourmay ordered that the Acts of the Executive Committee since the June meeting of the Board be approved.



LATIN and GREEK in Academy.

On motion of Mr. Gathright ordered that all students in Latin and Greek below the rank of Freshman be relegated to the Academy, after the close of this collegiate year.

The Board then adjourned to meet 9 A. M. suntime Dec. 12th.

The Board of Trustees met in the President's room in the college building at 9 A. M. Suntime December 12th, 1894.

Present

Bird,  
Clardy,  
Flourmay,  
Gathright,  
Gooding,  
Hindman,  
Hines,  
James,  
Johnston,  
Patterson,  
Peak,  
Riddell,  
Dr. Spurr,  
R. A. Spurr &  
Wilson.

The President requested permission to read a communication from Oneill, an attorney in Louisville requesting that a Record Book belonging to the College be sent to Louisville to be used as evidence in court.

COLLEGE RECORDS not to be sent away.

On motion of Mr. Gathright ordered that the President be instructed to say to Mr. Oneill that the Records of the A. & M. College cannot be sent away except by an order of Court.

Missing report(s)