

Minutes of the Meeting of the Executive Committee of the Board of Trustees, University of Kentucky, for the regular monthly meeting, November 24, 1919.

The Executive Committee of the Board of Trustees of the University of Kentucky met in regular monthly session in the office of the President at the University on Monday, November 24, at 11:00 o'clock, a. m. The following members were present: Richard P. Ernst, R. G. Gordon, and P. P. Johnston, Jr.. President McVey and Wellington Patrick, Secretary, were also present.

The meeting was presided over by R. P. Ernst, vice-chairman of the Committee. The minutes of the previous meeting were read and on motion adopted.

(1) Bill for Audit of University's Accounts. A bill for \$700 in favor of Marwick, Mitchell, Peat and Company for auditing the books of the University was presented. On motion, it was directed that Mr. Peak should be instructed to ask the firm to submit an itemized statement of the account.

(2) Bill for Examining Title to Sherffius Property. A bill for \$75 in favor of J. P. Johnston, for examining the title to the Sherffius property was presented and ordered paid.

(3) Resignations, Appointments, Changes in Salary, and Leaves of Absence. The following list of appointments, resignations, changes in salary, and leaves of absence was presented and on recommendation of the President, approved as presented:

#### Appointments

Appointment of Miss Vivian Moffett as stenographer in the Stenographic Bureau, at a salary of \$60 a month, effective December 1, 1919.

Continuation of employment of J. C. Gentry, county agent, Mercer County, Kentucky, at a salary of \$175 a month, for a period of twelve months, effective October 1, 1919.

Continuation of employment of George Kirk, county agent, Mason County, Kentucky, for a period of twelve months, effective October 16, 1919, at a salary of \$216  $\frac{2}{3}$  a month.

Appointment of Marcus Jerome Clarke, assistant county agent, Daviess County, Kentucky, for a period of one and one-half months, effective November 16, 1919, at a salary of \$120.08  $\frac{1}{3}$  a month.

Continuation of employment of G. C. Baker, county agent, Lawrence County, Kentucky, effective January 1, 1920, at a salary of \$150 a month.

Appointment of John Wesley Sanders, assistant county agent, Henderson County, Kentucky, effective November 16, 1919, for a period of one and one-half months, at a salary of \$120.08  $\frac{1}{3}$  a month.

Appointment of O. J. Stewart, instructor in chemistry for the remainder of the year at a salary of \$1,400 for the remainder of the year.

Appointment of E. S. Perry as assistant in the Department of Geology for the remainder of the year at a salary of \$800 for the remainder of the year, effective December 1, 1919.

Appointment of John B. Nelson, assistant in bacteriology in the Public Service Laboratories, at a salary of \$1,800 a year, effective November 10, 1919, or upon his arrival for duty. He is a graduate of the Massachusetts Agricultural College and has been well trained from a public health viewpoint, receiving his training at the Harvard Technology School for Public Health.

Employment of Miss Marie Jackson at \$65 a month in the seed testing laboratory, the employment to be on half pay, effective November 15, and continuing until January 1, 1920, when she will be ready to give full time to the work.

#### Resignations

Resignation of A. L. Brueckner, assistant in the Department of Veterinary Science, effective October 31, 1919.

Resignation of Miss Ruth Chinn, stenographer in the Stenographic Bureau, effective November 21, 1919.

Resignation of Miss Dorothy Ratliff, home demonstration agent, Calloway County, effective November 13, 1919.

Resignation of William S. Brusse, county agent, Simpson County, Kentucky, effective October 30, 1919.

Resignation of Miss Hazel Adams, stenographer in the extension division, effective October 16, 1919.

Resignation of Miss Katherine Meier, stenographer in the extension division, effective October 27, 1919.

#### Increases in Salary

Increase in salary for Miss Carrie Lee Hathaway, seed analyst, from \$65 to \$75 a month, effective December 1, 1919.

Increase in salary for Miss Anne McCullough, clerk in the office of the Director of the Experiment Station, from \$60 to \$70 a month, effective December 1, 1919.

Increase in salary for E. J. Gott to \$2,000 a year, effective November 1, 1919.

Increase in salary of Miss Louise Webb from \$80 to \$100 per month, effective December 1, 1919, on a ten month's basis.

Increase in salary of Thomas Aubrey, fireman in the Engineering Building, from \$75 to \$100 a month, effective December 1, 1919.

#### Leaves of Absence

Sabbatical leave of absence is granted to Professor E. L. Rees for the scholastic year 1920-1921 on half pay, for the purpose of travel, study, and rest from his work on account of his eyes.

Leave of absence is granted to Professor T. J. Barr for one year, without pay, effective January 1, 1920, for the purpose of acting as general superintendent of the Kentucky Block Cannel Coal Company, Cannel City, Kentucky.

(4) Salaries. President McVey discussed with the Committee the salary situation at the University. He stated that conditions at the present time were such that many good men were leaving the University and accepting better salaries elsewhere. He pointed out that the College of Agriculture had, in this way, lost about fifteen men during the last year; that the College of Engineering has lost four or five; and that the College of Arts and Science had lost a number. He made the point that the effect on the University could

not be wholesome. "There is a twofold effect", said the President "namely, the new men who are employed are invariably paid higher salaries than we were paying to the men who left, and second we do not always succeed in getting as good men as those who leave us. The general tone of the University is in danger of declining. It is difficult for men to live on the salaries they are getting even though the University has increased salaries during the past two years about 33%. Other institutions have been forced to enter upon a program of salary increases. Harvard is now attempting to raise a fund of \$14,000,000 to increase the salaries of their faculties. Oberlin University the other day received an endowment sufficient to increase the salaries of their entire staff 50%. Princeton and other universities are working out plans to meet the emergency.

"I have had under consideration for several days a plan to offer with the January salary to each member of the staff a flat bonus of \$100. It is estimated that it would cost the Institution about \$24,000 to carry it out. It is planned to extend it down even to clerks and stenographers who have been at the University for at least one year. Senator Peak, the Business Agent, has made a report to me on the probable effect on the finances of the Institution, and in his opinion it would press the Institution very hard to carry out the plan. If it can be done, such action would have a very favorable effect on morale and relieve the situation somewhat at the present time."

(5) Carey-Reed Contract for the Patterson Hall Walk. On his request, Mr. Carey of the Carey-Reed Company of Lexington, Kentucky, appeared before the Committee to discuss with them the status of his contract relative to the construction of a walk from the campus to Patterson Hall. Mr Carey made the point that owing to war time prices he would not now be able to finish the walk at a cost within the limits of the agreement, but stated that if the Committee desired, he was willing to proceed with the work and finish it as agreed. Whereupon it was agreed that the Company should proceed at once with the work and finish it according to contract, putting an asphalt surface on the present walk.

(6) Report of the Legislative Committee. President McVey reported to the Committee the tentative report of the Legislative Committee appointed at a previous meeting of the Board and indicated the program that had been tentatively outlined and agreed upon by them. After discussion the Committee deemed it desirable that the matter should be presented to the next meeting of the Board in order that the members of the Board should be fully acquainted with the program and have an opportunity to discuss it.

(7) Board Meeting Changed from December 9 to 18. Attention was called to the fact that the Inauguration of Governor Morrow was set for December 9, the date on which the next meeting of the Board falls. The Secretary of the Committee was directed to call the next meeting of the Board for December 18 on which date the Governor has promised to be present.

(8) Business Agent Authorized to Borrow \$40,000. President McVey called the attention of the Committee to the fact that in order to meet the accounts of the present month, it is necessary for the University to borrow \$40,000 until funds shall have been received from the State. On motion, duly made and seconded, the Business Agent was authorized to borrow this money.

(9) Report of the Business Agent. The report of the Business Agent was received, read and ordered filed.

There being no further business, the Committee adjourned.

Respectfully submitted,

Wellington Patrick,

Secretary of the Committee.