

# MEETING OF THE BOARD OF TRUSTEES

OF THE

# UNIVERSITY OF ILLINOIS

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**October 17, 1942**



The October meeting of the Board of Trustees of the University of Illinois was held at the Chicago Illini Union Building, 715 South Wood Street, Chicago, at 10 o'clock a.m. on Saturday, October 17, 1942.

The following members were present: President Meyer, Mr. Davis, Mr. Forno, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston; Mr. Adams took his place with the Board during the forenoon.

President Willard was present; also Mr. A. J. Janata, Assistant to the President, Mr. H. E. Cunningham, Secretary, Mr. Lloyd Morey, Comptroller, Mr. C. S. Havens, Director of the Physical Plant Department, and Mr. J. F. Wright, Director of Public Information.

On request of President Meyer, President Willard introduced Mr. Benjamin F. Affleck, Mr. Otto Beich, and Mr. Ronald M. Kimball, members of the General Advisory Committee, who sat with the Board during the entire day.

## MINUTES APPROVED

The Secretary presented the minutes of the meeting of August 29, 1942.

On motion of Mr. Karraker, the minutes were approved as printed on pages 57 to 96 above.

**MATTERS PRESENTED BY PRESIDENT WILLARD**

The Board considered the following matters presented by the President of the University.

**AUTHORITY TO CONFER DEGREES IN OCTOBER**

(1) A request for authority to confer degrees in October, as recommended by the University Senate. (For summary, see page 147; list, page 158.)

On motion of Mr. Jensen, these degrees were authorized.

**CHANGES IN STATUS OF PROFESSORS****ROGER ADAMS AND W. C. ROSE**

(2) Professor Roger Adams, Head of the Department of Chemistry, has requested that he be relieved of the responsibilities of the headship for an indefinite period, in view of the great demands upon his time and energy as Chairman of Division B of the National Defense Research Committee. (This Division supervises all of the National Defense Research Committee's work in Chemistry and Chemical Engineering throughout the United States.) Professor Adams will continue as Professor of Organic Chemistry, supervising the training of graduate students in research and carrying on his own scientific investigations for the University. I have approved a leave of absence for him as Head of the Department only, beginning September 17 and continuing until further notice.

To replace Professor Adams as Head of the Department, I have appointed Professor William C. Rose as Acting Head, beginning September 17 and continuing until further notice, at an annual salary rate of \$9,500. This is an addition of \$1,000 a year. Funds are available in the budget of the Department to provide for this additional compensation.

It was desirable to make these changes effective at the beginning of the first semester of 1942-1943. Therefore, after consulting with the President of the Board, I approved these changes in status and request confirmation of my action.

On motion of Mrs. Grigsby, the action of the President of the University in authorizing these changes was approved and confirmed.

**SERVICES OF PROFESSOR H. T. SCOVILL AS ACTING DEAN OF THE COLLEGE OF COMMERCE AND BUSINESS ADMINISTRATION**

(3) Dean C. M. Thompson has been on leave of absence, with full pay, since March 20, 1942, for special service to the Illinois State Council of Defense. He has been given additional leave for the academic year 1942-1943. During his absence Professor H. T. Scovill, Head of the Department of Business Organization and Operation, has been serving as Acting Dean.

I recommend that Professor Scovill be paid additional compensation at the rate of \$1,000 a year, beginning September 1, 1942, for his services as Acting Dean of the College of Commerce and Business Administration, this to be paid out of funds available in the Department of Business Organization and Operation.

On motion of Mr. Fornof, this recommendation was approved.

**CHAIRMANSHIP OF DEPARTMENT OF POLITICAL SCIENCE**

(4) Professor John M. Mathews of the Department of Political Science has asked to be relieved of the chairmanship of the Department because of his health. The Dean of the College of Liberal Arts and Sciences recommends that his resignation be accepted and that his salary remain at \$6,000 a year. Prior to his appointment as Chairman, which became effective September 1, 1941, he had been recommended for an increase in salary from \$5,500 to \$6,000. He was then given no additional compensation when he was made Chairman.

I concur in this recommendation.

After consulting the Dean and the Executive Committee of the College of Liberal Arts and Sciences, I recommend that Professor C. A. Berdahl be appointed Chairman of the Department of Political Science, effective October 1,

1942, at an annual salary of \$6,000. I further recommend that he be reappointed Chairman of the Department for two years from September 1, 1943, at the same salary. This is an increase in salary of \$300 a year. Incidental to these changes, I recommend that the salary of Professor C. M. Kneier of the Department of Political Science be increased from \$5,700 to \$6,000, effective October 1, 1942.

If these changes and promotions are approved, I recommend that the necessary assignment of \$600 be made from the General Reserve Fund to provide for these adjustments in the budget.

On motion of Mr. Livingston, these changes were approved and the appropriation was made as recommended, by the following vote: Aye, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Kar-raker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Adams, Mr. Cleary, Mr. Green, Mr. Wieland.

#### APPOINTMENT OF C. W. LYON AS BUSINESS MANAGER OF THE ATHLETIC ASSOCIATION

(5) The Board of Directors of the Athletic Association at a meeting on September 10 appointed Mr. C. W. Lyon, formerly Assistant to the Director of Physical Plant Department, as Business Manager of the Athletic Association, effective October 1, 1942, at an annual salary of \$4,000. This appointment is subject to approval by the Board of Trustees.

I recommend approval of this appointment.

On motion of Mr. Davis, this appointment was approved. The President of the University introduced Mr. Lyon.

#### LEAVES OF ABSENCE

(6) A recommendation that the following leaves of absence be granted members of the staff for the reasons and periods and under the conditions indicated in each case:

DONALD B. KEYES, Professor of Chemical Engineering, leave for four months from September 1, 1942, on half pay, for part-time service in the Chemicals Branch of the War Production Board. It is anticipated that Professor Keyes will not be requested to spend more than two weeks each month in this work. The leave has been granted at the request of the W.P.B.

R. W. BARTLETT, Associate Professor of Agricultural Economics, leave for the month of September, without pay, to assist the Pennsylvania War Board in a study of the milk distribution problems of that State.

MARY R. KINNEY, Instructor in Library Science, leave without pay for the academic year 1942-1943, to accept a temporary appointment at Simmons College.

H. B. DORNER, Professor of Floriculture, disability leave with pay from noon July 2 through August 7, 1942.

A. W. ANDERSON, Assistant Professor of Education, disability leave with pay from September 28 through October 31, 1942.

MRS. ANN LUCILLE LAIRD, Director of Nurses, extension of leave, without pay, from October 1 through December 31, 1942.

A. W. ARON, Professor of German and Head of the Department, sick leave with full pay for six weeks from October 5, 1942. The Department will carry on his work without additional expense to the University.

#### *Leaves of Absence for War Service* (The leave in each case is without pay.)

L. A. PENNINGTON, Assistant Professor of Psychology, for one year from September 1, 1942.

G. D. SMITH, Associate in Soil Physics and Soil Survey, from September 14, 1942, through August 31, 1943.

MARVIN G. FLANNERY, Instructor in Surgery, for one year from September 1, 1942.

WILLIS J. POTTS, Associate Professor (Rush) of Surgery, for one year from September 1, 1942.

JOSEPH R. BENNETT, Associate in Medicine (Rush), for one year from September 1, 1942.

ALFRED C. LEDOUX, Associate in Radiology, for one year from September 1, 1942.

EARLE GRAY, Assistant Professor of Medicine (Rush), for one year from September 1, 1942.

PAUL L. BEDINGER, Instructor in Medicine, for one year from September 1, 1942.

SAMUEL J. HOFFMAN, Assistant Professor of Pediatrics, for one year from September 1, 1942.

ALVIN F. KUHLMAN, Associate in Dairy Husbandry, from October 1, 1942, through August 31, 1943.

NORMAN B. ROBERG, Associate in Medicine, for one year from September 1, 1942.

MELVIN L. AFREMOW, Associate in Medicine, for one year from September 1, 1942.

CLAUDE W. FAULKNER, Assistant in English, for one year from September 1, 1942.

G. R. NEGLEY, Assistant Professor of Philosophy, for one year from September 1, 1942.

W. J. KINSINGER, Assistant in Prosthetic Dentistry, from September 10, 1942, through August 31, 1943.

M. KEITH HUMBLE, Assistant Professor of Industrial Education, for one year from September 1, 1942.

HOWARD J. BRAUN, Instructor in Physical Education for Men, for one year from September 1, 1942.

W. R. MOSES, Instructor in English, for one year from September 1, 1942.

RICHARD C. SKINNER, Teacher of English in University High School, for one year from September 1, 1942.

CARLETON A. CHAPMAN, Associate in Geology and Geography, for one year from September 1, 1942.

LINDON SEED, Associate Professor of Surgery, for one year from September 1, 1942.

JOSEPH S. DRABANSKI, Associate in Urology (Department of Surgery), for one year from September 1, 1942.

JAMES R. WEBSTER, Associate in Dermatology (Rush), for one year from September 1, 1942.

A. W. McLINTOCK, Janitor in the Physical Plant Department, from September 3, 1942, through August 31, 1943.

M. C. JOCHUMS, Assistant in English, for one year from September 1, 1942.

JOHN H. PRIBBLE, Assistant in Anatomy, for one year from September 1, 1942.

LEON S. SHALLA, Assistant in Anatomy, for one year from September 1, 1942.

WALTER W. DALITSCH, Health Officer in the Chicago Colleges, from November 1, 1942, through August 31, 1943.

WALTER STAAKS, JR., Assistant in French, from September 12, 1942, through August 31, 1943.

FRANK G. MURPHY, Assistant Professor in Orthopaedics, from September 15, 1942, through August 31, 1943.

STANLEY BROWNSTEIN, Associate in Medicine (Rush), for one year from September 1, 1942.

ROBERT MARTIN BESANCON, Associate in Physics and Mathematics in the Department of Chemistry of the College of Pharmacy, for one year from September 1, 1942.

REVILO OLIVER, Instructor in Spanish and Italian, for one year from September 1, 1942.

ROLLAND STEVENS, Junior Library Assistant, from September 21, 1942, through August 31, 1943.

GEORGE VRYONIS, Medical Adviser for Men and Instructor in Hygiene, from September 24, 1942, through August 31, 1943.

E. W. GOESSLING, Assistant in German, from September 25, 1942, through June 30, 1943.

MAURICE B. EVANS, Sound Technician in the Physical Plant Department, from November 20, 1942, through August 31, 1943.

JOSEPH W. SCOTT, Instructor in Speech, from September 15, 1942, through June 30, 1943.

TRUE W. ROBINSON, Associate in Zoology, from September 16, 1942, through August 31, 1943.

MAX BERG, Associate in Pathology, from October 1, 1942, through August 31, 1943.

ROGER A. VAN ATTA, Assistant in Ophthalmology, from September 26, 1942, through August 31, 1943.

THADDEUS A. POREMSKI, Assistant in Urology (Department of Surgery), from October 1, 1942, through August 31, 1943.

LAWRENCE W. KRUTSINGER, Machinist in the Physical Plant Department, from October 5, 1942, through August 31, 1943.

EDGAR L. ERICKSON, Assistant Professor of History, from October 7, 1942, through August 31, 1943.

CHARLES B. PUESTOW, Associate Professor of Surgery, indefinite leave beginning October 12, 1942.

IRVING E. STECK, Instructor in Medicine, from October 15, 1942, through August 31, 1943.

STEWART L. TUCKEY, Assistant Professor of Dairy Manufactures, from October 16, 1942, through August 31, 1943.

OSCAR E. NADEAU, Associate Professor of Surgery, from November 1, 1942, through August 31, 1943.

LESTER CHARLES DOLK, Instructor in English in the College of Pharmacy, for one year from September 1, 1942.

FRANK V. THEIS, Assistant Professor of Surgery (Rush), from October 1, 1942, through August 31, 1943.

#### *Extension of Leave for Defense Service*

A. A. BRIELMAIER, Associate in Civil Engineering, from September 1, 1942, through January 31, 1943.

On motion of Mr. Davis, these leaves were granted as recommended.

#### **AGREEMENT FOR OPERATION OF THE ILLINOIS EYE AND EAR INFIRMARY**

(7) The Board of Trustees has already approved in principle the affiliation of the Illinois Eye and Ear Infirmary with the College of Medicine, and its operation jointly by the University and the State Department of Public Welfare. I now submit a formal agreement between the Department and the University, providing for this joint operation, which has been prepared by representatives of the University and of the Department, including the Director. I recommend that the Board authorize the President and Secretary to execute this agreement. The Director of the Department has already advised that it is acceptable to him and that he will execute it.

On motion of Mr. Fornof, the execution of this agreement was authorized as recommended.

#### **APPROPRIATION FOR MICROSCOPES FOR MEDICAL AND DENTAL STUDENTS**

(8) In past years the University has purchased microscopes for resale to medical and dental students. Recent rulings by the War Production Board will soon stop, or may already have stopped, the manufacture of student microscopes.

In view of this impending shortage of such equipment, the needs of medical and dental students for the duration of the war can best be met from existing

stocks by inaugurating a rental system, instead of selling the instruments outright. Practically all other medical schools have adopted this practice, and some have been renting microscopes for several years.

The present stock of microscopes was purchased for the Student Supply Store. The inventory value for these instruments is \$9,688.44. In order to set up this rental system, I recommend that an appropriation of \$10,000, or so much thereof as may be necessary, be made from the General Reserve Fund to reimburse the Student Supply Store Revolving Fund. These instruments were purchased from the latter Fund, and if they were re-sold to students, as in the past, the Fund would be reimbursed.

It may also be desirable to purchase microscopes now owned by third-year and fourth-year students and alumni to provide a stock of such instruments to meet the needs of medical and dental students in the future. The whole problem is being studied on a long-time basis to determine whether rental of instruments to students should be a temporary or permanent policy. In the meantime, steps should be taken to protect the needs of future students.

On motion of Mrs. Grigsby, these recommendations were adopted and the appropriation was made, by the following vote: Aye, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Adams, Mr. Cleary, Mr. Green, Mr. Wieland.

#### **PURCHASES AUTHORIZED**

(9) A report of the following purchases authorized by the President of the University in accordance with the University Statutes:

Ozone water treatment apparatus, to be used in connection with N.D.R.C. water purification investigation, from Ozone Processes, Inc., at a cost of \$1,950 f.o.b. Urbana.

Yearling feeder steers—43 good to choice, 11 medium, 11 common—to be purchased by W. E. Carroll, Head of the Department of Animal Husbandry, after inspecting and selecting the most suitable animals, at an approximate cost of \$7,000.

Fourteen purebred cows for the dairy herd, to increase production to meet requirements of the Illini Union and the Navy Schools, from Scott Meyer, Hannibal, Missouri, at a total cost of \$4,000.

Finishing Men's Residence Hall basement corridor walls in central building and north and south connecting tunnels. Ceramic tile wainscot with plaster above is to be provided. Plaster, present ceilings, and overhead piping are to be painted. Walls of tunnels are to be furred with partition tile. Work to be done by King and Petry, Champaign, the lowest bidder, at a cost of approximately \$2,500 (17% on labor, 5% on materials).

One thousand tons 1¼" x 28 mesh washed screenings produced at the Peabody Coal Company mine at Westville, Illinois, in the Danville District, from the Peabody Coal Company, at \$2.00 a ton, or a total of approximately \$2,000 f.o.b. mine.

About 250 good to choice feeding lambs weighing 60 to 70 pounds, to be inspected, selected, and arrangements made for their purchase by W. G. Kammlade, of the Department of Animal Husbandry, at an approximate cost of \$2,300.

This report was received for record.

#### **PURCHASE RECOMMENDED**

(10) A recommendation that the following purchase be authorized:

Reducing and desuperheating equipment for the Abbott Power Plant, from the Republic Flow Meters Company, Chicago, at a price of \$3,136.50.

On motion of Mr. Jensen, this purchase was authorized as recommended.

**QUARTERLY REPORT OF THE COMPTROLLER**

(11) The quarterly report of the Comptroller to the Board of Trustees as at June 30, 1942.

On request of the President, the Comptroller presented this report, which was received for record.

At this point, Mr. Adams took his place with the Board.

**PATENT ON IMPROVEMENT IN COLD CATHODE RECTIFIER**

(12) The Secretary of the Board reports that he has received from Brown, Jackson, Boettcher, & Dienner original United States Letters Patent No. 2,293,468, dated August 18, 1942, issued to the Board of Trustees of the University of Illinois as assignee of Charles T. Knipp, covering an improvement in the Cold Cathode Rectifier.

This report was received for record.

**ADJUSTMENTS IN BUDGET FOR 1942-1943**

(13) In approving the budget for 1942-1943, the Board of Trustees authorized the President of the University to make such changes and adjustments as are necessary. Pursuant to this authorization, the following adjustments were made in the operating budget during the first fiscal quarter ending September 30, 1942:

*Permanent additions to current budget:*

Business Office, salaries, change in salary of C. A. Webber.....	\$ 200
Registrar's Office, salaries, change in salary of Dorothy B. Wines.....	40
Personnel Bureau, salaries, change in salary of W. M. Gilbert.....	500 <sup>1</sup>
Physical Education for Men, salaries:	
Change in salary of R. O. Duncan.....	300 <sup>1</sup>
Additional funds to provide for the appointment of Donald L. Kienlen and John Strell, Jr.....	200 <sup>1</sup>
Library School, salaries, additional funds to provide for the appointment of Guy R. Lyle.....	400 <sup>1</sup>
Geology and Geography, salaries, changes in salaries of A. D. Cutshall and A. W. Booth.....	1 050 <sup>1</sup>
Retiring Allowances, to provide for the retirement of H. L. Wingfield, R. G. Morris, and Jesse Myers.....	2 234 <sup>2</sup>

*Temporary addition to current budget:*

Special appropriation to Department of Bacteriology to cover expense of conducting tests for the Health Service.....	500
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On motion of Mr. Karraker, these adjustments were approved and the necessary appropriations were made, by the following vote: Aye, Mr. Adams, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Cleary, Mr. Green, Mr. Wieland.

**COST OF SURVEY BY AMERICAN COUNCIL ON EDUCATION**

(14) The American Council on Education has reported that the cost of its survey of the University of Illinois will exceed the original estimate by perhaps as much as \$2,000. The difference is due to (1) more meetings of the survey commission than were originally contemplated, and (2) more extended services on the part of its full-time secretary. Present expenditures are approximately \$3,500; two more commission meetings are in prospect, and there will

<sup>1</sup>These appointments were reported to the Board of Trustees August 29, 1942, but no appropriation was made for the changes in salary.

<sup>2</sup>These retirements were authorized by the Board of Trustees June 20, 1942, but no appropriation was made for the retiring allowances.

be additional time required of the secretary plus the editorial work on the report. I recommend that the additional assignment of \$2,000 be made from the General Reserve Fund for this survey.

On motion of Mr. Karraker, this appropriation was made as recommended, by the following vote: Aye, Mr. Adams, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Cleary, Mr. Green, Mr. Wieland.

#### **APPROPRIATION FOR UNIVERSITY COUNCIL OF DEFENSE**

(15) The Board of Trustees on June 20, 1942, appropriated \$1,600 to the University Council of Defense for its activities. The original estimate for its program was prepared before the Council had sufficient information on what would be expected of the University in training workers to meet the requirements of the Office of Civilian Defense. During the summer 738 staff members completed a course of training and were certified by the State Office of Civilian Defense. A new course of training is now under way, and 725 additional staff members are receiving training. The present program will also include a number of students.

On the basis of present information it is estimated that the total annual cost of this program will be approximately \$3,600. There is a balance in the present appropriation of \$850. As the operating cost for the balance of the current fiscal year is estimated at \$2,750, the Council requests a supplementary appropriation of \$1,900.

I recommend that a supplementary assignment of \$1,900 be made from the General Reserve Fund to the University Council of Defense.

On motion of Mr. Jensen, this appropriation was made as recommended, by the following vote: Aye, Mr. Adams, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Cleary, Mr. Green, Mr. Wieland.

#### **REVISED BUDGET FOR CHICAGO ILLINI UNION BUILDING**

(16) Certain changes in the budget and organization of the Chicago Illini Union Building (Minutes, June 20, 1942, page 1116) have been found necessary in order to meet the request of the Alumni Association to release Miss Mildred Fisher, who has been serving as Manager of the building, to take charge of the new Illini Center which has been opened by the Alumni Association in the LaSalle Hotel, Chicago.

It is proposed to put Miss Margaret Johnson, now Food Service Manager of the Building at a salary of \$3,000, in general charge of the entire building at a salary of \$3,600. One-half of Miss Johnson's salary will be charged to the building budget and one-half to the food service budget. Assisting her in the recreational and social program of the building will be F. W. Kasch, Recreational Director, now at \$1,800, for whom a salary of \$2,200 is proposed, and Miss Elizabeth Bullwinkel, now desk clerk at \$1,320, to be Social Secretary at a salary of \$1,620.

This budget covers general building operations only. The food service is operated as a separate budget, and thus far has been self-supporting. Present conditions relating to food, cost of labor, and volume of business may result in a deficit in this activity for the coming year.

The revised budget is submitted by the Director of the Physical Plant and is endorsed by the Executive Dean and the Comptroller. I recommend approval and an additional appropriation of \$3,720 from the budget income reserve to cover it. This will make a total appropriation of \$9,983 from University funds for the year beginning July 1, 1942. The appropriation for the corresponding period of 1941-1942 was \$10,725.



CHICAGO ILLINI UNION BUILDING  
GENERAL BUDGET (EXCLUSIVE OF FOOD SERVICE)  
JULY 1, 1942, TO JUNE 30, 1943

<i>Income</i>	
Student fees.....	\$15 575
Appropriation from general University funds (June 20, 1942).....	6 263
Additional appropriation requested.....	3 720
<i>Total Income</i> .....	\$25 558
<i>Expense</i>	
Loan expense.....	\$ 6 277
Administrative expense:	
Salaries and wages:	
Margaret Johnson, Manager (C.S.) (half-time).....	1 800 <sup>1</sup>
Elizabeth Bullwinkel, Social Secretary (C.S.).....	1 620
F. W. Kasch, Recreational Director (C.S.).....	2 200
Accountant (half-time).....	960
Stenographer.....	1 200
<i>Sub-total</i> .....	(7 780)
Office supplies.....	600
Travel.....	100
Telephone and telegraph.....	300
Miscellaneous.....	100
<i>Total Administrative Expense</i> .....	(8 880)
Operating expense:	
Salaries and wages:	
Janitors and maids.....	6 140
Main desk.....	440
Checkrooms.....	350
Recreational attendants.....	1 575
<i>Sub-total</i> .....	(8 505)
Heat, light, and power.....	5 650
Janitor supplies.....	400
Furniture and fixture replacements.....	1 600
Furniture and fixture repairs.....	400
Building maintenance.....	4 000
General operating expense.....	600
Retirement fund.....	665
Social program expense.....	450
Recreational expense.....	1 400
Contingencies.....	1 205
<i>Total Operating Expense</i> .....	(24 875)
Deduct operating expenses assumed by Physical Plant Dept.....	—14 474 <sup>2</sup>
<i>Net Operating Expense</i> .....	10 401
<i>Total Net Expense</i> .....	\$25 558

On motion of Mr. Livingston, this revised budget was approved as recommended and the appropriation was made, by the following vote: Aye, Mr. Adams, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Cleary, Mr. Green, Mr. Wieland.

<sup>1</sup>Also paid \$1,800 from Food Service Budget.

<sup>2</sup>This is equivalent to the expenditures on the building when it was used by the College of Pharmacy before being converted into a Union Building.

**DISCONTINUANCE OF UNIVERSITY MILL TAX FUND**

(17) In 1911 the General Assembly passed an act providing for a special one mill tax levy for the support of the University. This levy was made against all property in the State, and until 1919 all appropriations for the University were made from its proceeds. From 1919 on, the needs of the University were such that it was necessary for the State to make additional appropriations out of the general revenue fund, and since 1929 the appropriations from the general revenue fund have exceeded the total available in the mill tax fund.

From time to time the basis of valuation of property in the State was changed so that, instead of the one mill rate originally provided, the rate was adjusted to one-third mill, where it now stands. When the Retailers' Occupational Sales Tax was established in 1933, property tax levies by the State were suspended. Provision was then made that an amount equivalent to the return which would have been realized from property tax levies for the University would be transferred to the University mill tax fund.

The present biennial appropriation bill of the University provides that payments shall first be made out of the mill tax fund, known as the "University of Illinois Fund," after which they shall be made out of the general revenue fund unless otherwise specified. For the fiscal year ended June 30, 1942, disbursements from State tax funds totaled \$7,008,370 (including the Research Hospital, and excluding Federal funds). Of this amount \$1,653,500 was paid from the mill tax fund.

From these facts it is obvious that the mill tax levy has lost its original significance, which was to provide completely for the support and development of the University. The appropriation requests of the University are considered in total by the State officials and the General Assembly, with little or no regard to the amount available in the mill tax fund. However, in disbursing and accounting for appropriations, it is necessary to take cognizance of this fund and use the money that comes into it to the extent of that total. This means extra transfers, extra accounting and reporting in several of the State offices and in the University offices.

In a recent conference, Director of Finance McKibbin raised the question whether the University would have any objection to the discontinuance of this special levy and this special fund. There appear to be no important arguments against that proposal. The President and Comptroller recommend that the Board express its concurrence in this change.

On motion of Mr. Jensen, the Board concurred in the proposal to make this change.

**CASE OF DOUGLAS PHILLIPS**

(18) As previously reported to the Board of Trustees (Minutes of April 22, 1942, page 834), the Industrial Commission of Illinois approved the claim against the Athletic Association of Mr. Douglas Phillips for compensation for injuries suffered by him in a diving exhibition in the George Huff Gymnasium swimming pool, while performing in a student aquatic show on the night of May 20, 1939.

The Athletic Association appealed this ruling to the Circuit Court for review on (1) whether the Athletic Association is separate and distinct from the University, and (2) whether Mr. Phillips was actually an employee of the Association while engaged in the performance at the time of his injury. The Circuit Court of Champaign County has rendered an opinion in favor of Mr. Phillips' claim.

This decision is far-reaching in its effect and would place students engaged in athletic activities, particularly those receiving complimentary tickets for the contests and performances in which they participate—a customary practice—in the class of employees of the Athletic Association. The decision also directly affects the question whether or not the Athletic Association is an entirely distinct and separate entity or is an agency of the University of Illinois. Incidentally, the opinion includes some observations and comments seriously reflecting on the University, which are not supported by the record. The Court said:

"In the case at bar, the Athletic Association receives a large income from gate receipts of athletic contests in which the students themselves (under com-

petent coaching) furnish the source of the gate receipts. These receipts amount to over \$200,000 a year as shown by this record. It is common knowledge that the relationship of boys participating in athletics to their University has changed in concept during late years. Many of the southern schools make no pretense of the fact that boys are paid regular salaries to come and participate in athletics and if such an athlete were injured, this Court sees no reason why they should not be regarded as employees under the Compensation Act, just as was held in the Walker case in England. The furnishing of training tables, the obtaining of easy jobs for athletes, and many similar practices, are justified in many quarters from the increased gate receipts that have come to the great Universities through the erection of large stadia and the growth of popular interest in college athletics. If a boy participated in an athletic event purely for the love of the sport and without any semblance of compensation therefor, he should not be regarded as an employee within the meaning of a Compensation Act. But when the boy gets free tickets, and his organization gets a percentage of the gate receipts, while the line is hard to draw, this Court feels that under all circumstances of this record, the award of the Industrial Commission is right and should be and is approved and confirmed by this Court."

Counsel for the Athletic Association has requested that the Board of Trustees join in a writ to the Supreme Court of Illinois appealing from this decision and thus retain in the litigation the question of the relationship between the Athletic Association and the University.

I recommend that the Board join in this appeal.

On motion of Mr. Livingston, this recommendation was adopted.

#### MANDAMUS FOR ADMISSION OF EARL BERTRAM ZAZOVE TO THE COLLEGE OF MEDICINE

(19) The University Counsel has submitted a report on the outcome of *People ex rel. Petrone and Zazove vs. University of Illinois et al.* This was a petition for a writ of mandamus filed by Honorable Robert Petrone of the General Assembly and Earl Bertram Zazove of Chicago to compel the University to issue Mr. Zazove a certificate of scholarship in the University and to admit him to the College of Medicine.

The case was started in August by service of summons on all the members of the Board of Trustees, the President of the University, the Executive Dean of the Chicago Colleges, and the Examiner and Recorder of the Chicago Colleges as respondents. Representative Petrone charged that Mr. Zazove, whom he had nominated for a General Assembly scholarship, was refused admission to the 1942 class of the College of Medicine, in order to humiliate Mr. Petrone and by reason of religious and racial prejudice against Mr. Zazove. The latter in his part of the petition charged that he was denied admission because of caprice, personal prejudice, and bias, and through arbitrary conduct on the part of the University.

The Board of Trustees by resolution adopted at its meeting on August 29 authorized the University Counsel to take any and all action in the Courts of this State, which in his judgment may be necessary to protect the rights and interests of the University in the premises. The University Counsel had previously entered his appearance as counsel for the Board of Trustees and filed an answer to the petition within the time limit required. Thereafter the Attorney General of Illinois moved to strike the appearance of the University Counsel and the answer he filed, but without tendering an answer or a pleading of his own. Had that motion been granted, the University would have been left without an answer to the petition of Petrone and Zazove and would have been in technical default.

The motion to strike the appearance and answer filed by the University Counsel was heard on September 22 before the Circuit Court in Chicago. At that hearing a representative of the Attorney General suggested that both the Attorney General and the University Counsel represent the University. Inasmuch as the Attorney General was entirely unfamiliar with the defense and with the facts and had not consulted with the University officials in relation to the defense, and since the case was up for trial on the merits immediately follow-

ing the ruling on this motion, the University Counsel objected to this joint representation. The court thereupon ruled that the University Counsel should represent the Board of Trustees but that the Attorney General's representative might be present as an observer. This, of course, is the right of any citizen and of any member of the bar in any trial which is not private by order of the court.

Following this ruling, counsel for the petitioners filed a written motion for a non-suit. The University Counsel had taken the position in numerous conferences where counsel for the petitioners had suggested this procedure, that the University would not be satisfied with anything less than the withdrawal of the suit, which for technical reasons, the suit being a mandamus proceeding, would preclude the possibility of another suit being filed in the same matter later. If a motion for a non-suit were granted without objection (and it could not have been granted if the University had objected), it would mean termination of the present suit but with the right of the petitioners to start another suit in the same matter later.

This matter was discussed with the President of the University and with a member of the Board of Trustees who was present. It was decided that it would be best to consent to the proposed motion, and the University therefore interposed no objection to the granting of a motion for a non-suit. The motion was granted, the plaintiffs were non-suited, and the proceeding thereupon came to an end.

This report was received for record. In this connection, Mr. Adams read the following letter from the B'nai B'rith Anti-Defamation League:

October 5, 1942

*Dr. Arthur Cutts Willard, President  
University of Illinois  
Champaign, Illinois*

MY DEAR DR. WILLARD:

We have received the report of our Committee which, upon your gracious invitation, examined the procedure governing admissions to the University of Illinois College of Medicine. Our Committee was made familiar in detail by Dr. Allen with the statistical record of applicants and those admitted in the medical school in 1942.

Our Committee's report discloses no evidence of discrimination upon religious grounds, and we assure you of our gratification in observing this absence of discriminatory practice.

Very sincerely yours,  
RICHARD E. GUTSTADT, *Director*

#### **PURCHASES RECOMMENDED (SUPPLEMENTARY)**

(20) A recommendation that the following purchases be authorized:

Instruments listed below, for resale to students in the College of Dentistry, from the Fara Manufacturing Company, Chicago, at a total cost of \$1,380.05.

53 sets Black's scalers	48 long handle explorer #17
54 sets Towner files	60 long handle explorer #23
70 sets Bate's scalers	108 long handle explorer #3
210 sets Cone socket handles	

Subscriptions for periodicals and continuations of periodicals published in 1942 in European countries, through the Joint Committee on Importations, representing seven national library associations, at an estimated cost of \$5,934.31 for the year. Funds are available in the budget of the Library for this purpose.

Ten choice and ten common grading steers for the Department of Animal Husbandry in the Agricultural Experiment Station at a cost of approximately \$2,500. The purchase requires inspection of several lots of animals before a selection can be made, and the price to be paid will depend on the market at the time of purchase.

On motion of Mr. Adams, these purchases were authorized.

**CONTRACTS EXECUTED BY THE COMPTROLLER  
AUGUST 25 TO OCTOBER 7, 1942**

(21) The following report of routine contracts executed by the Comptroller:

<i>With Whom</i>	<i>Purpose</i>	<i>Amount to be received by University</i>	<i>Date</i>
Federal Shipbuilding and Dry Dock Company	Weldability of armor plate	\$ 2 500	August 26, 1942
U. S. War Department	Research work on armor plate	1 200	August 11, 1942
Civil Aeronautics Administration	Ground instruction, lodging, board, and transportation for not more than twenty trainees	5 760	July 1, 1942
Office of Emergency Management	Confidential Contract (O.E.M. SR-300)	8 800	March 21, 1942
Office of Emergency Management	Confidential Contract (O.E.M. SR-300)	50 800	August 3, 1942
Office of Emergency Management	Confidential Contract (O.E.M. SR-593)	55 621	August 18, 1942
Office of Emergency Management	Confidential Contract (O.E.M. SR-599)	23 210	August 20, 1942
Office of Emergency Management	Confidential Contract (O.E.M. SR-607)	500	August 20, 1942
State of Illinois, Division of Highways	Earth pressures on rigid culverts	500	September 17, 1942

This report was received for record.

**PURCHASE OF COAL FOR CHICAGO PHYSICAL PLANT**

(22) The Director of the Physical Plant Department and the Purchasing Agent recommend the purchase of 8,000 tons (10% more or less) 1 $\frac{1}{4}$ " Illinois screenings for the Chicago Physical Plant, to be delivered as required in accordance with specifications, from the Silver Creek Coal Company, Chicago, at a price of \$4.35 a net ton delivered, or a total expenditure of \$34,000. The contract will stipulate price reductions for failure to meet guaranteed analysis. Bids were received and opened from eleven producers and distributors; three other producers and distributors were invited to bid but declined to do so. The Silver Creek Coal Company is the only one bidding on the University's specifications.

On motion of Mr. Livingston, this award was authorized subject to constitutional provisions.

**ADJUSTMENT IN BUDGET OF SCHOOL OF MUSIC**

(23) The Director of the School of Music requests an addition of \$1,180 to the operating budget of the School of Music to provide for the employment on a full-time basis of an instrument repair technician, at a total wage of \$2,400 a year.

At present the maintenance technician for organs, wind and string instruments, and the University chimes, divides his time between the School of Music and the Physical Plant Department. It has become impossible for him to do on one-half time the maintenance work required of him in the School of Music. It is essential that the organs and other instruments be kept in first-class condition for effective instruction. Students studying organ pay fees for the use of these instruments in practice and are entitled to have them in good condition. The proper solution is to place this technician on full-time employment in the School of Music and to provide that division of the University with the necessary funds.

I recommend an appropriation of \$1,180 out of the current year budget income reserve for this purpose.

On motion of Mr. Jensen, this appropriation was made as recommended, by the following vote: Aye, Mr. Adams, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Cleary, Mr. Green, Mr. Wieland.

#### **PURCHASE OF LAND IN CHAMPAIGN**

(24) A recommendation from the Dean of the College of Engineering and the Director of the Physical Plant Department that the University purchase the strip of land between Wright and Sixth Streets, Champaign, just north of the Vi-varium Building, which is a part of the right-of-way abandoned by the Illinois Traction System, now the Illinois Terminal Railroad, at a price of \$1,500. This is a logical site for construction in the near future of a betatron (electron accelerator) laboratory for the Department of Physics.

There is a reserve of \$12,000 set aside by the Board of Trustees on November 18, 1941 (Minutes, page 694), for the electron accelerator project, but this reserve is subject to appropriation for specific purposes.

I recommend authorization of the purchase of this land and the assignment of \$1,500 from this special reserve for the purpose.

On motion of Mr. Adams, this purchase was authorized and the appropriation was made as recommended, by the following vote: Aye, Mr. Adams, Mr. Davis, Mr. Fornof, Mrs. Grigsby, Mr. Jensen, Mr. Karraker, Mr. Livingston, Dr. Meyer; no, none; absent, Mr. Cleary, Mr. Green, Mr. Wieland.

#### **CHANGES IN VACATIONS**

(25) The University Senate Committee on Calendar recommends the following changes in the vacation schedule of the Urbana departments for this year:

1. Eliminate the Thanksgiving vacation period, with the provision that there shall be no classes on Thanksgiving Day.

2. Stagger the beginning and ending of the Christmas vacation period as follows:

Dismiss at twelve noon on Tuesday, December 15, undergraduate students of junior and senior standing, unclassified and irregular students, graduate students, students in the College of Law, and students in the Library School.

Dismiss at twelve noon on Wednesday, December 16, undergraduate students of freshman and sophomore standing.

Begin classes for undergraduate students of junior and senior standing, unclassified and irregular students, graduate students, students in the College of Law, and students in the Library School, at twelve noon, Tuesday, December 29.

Begin classes for undergraduate students of freshman and sophomore standing at twelve noon on Wednesday, December 30.

3. Hold no classes on Friday, January 1, New Year's Day.

On motion of Mr. Davis, these changes were authorized.

#### **EXPENDITURES FROM GENERAL REVENUE FUND**

The President reported informally on a statement from the State Department of Finance on the total amount allotted to and expended by the University from the General Revenue Fund of the State.

#### **COMMITTEE ON CIVIL SERVICE AND WAGES**

Mr. Livingston, for the Committee on Civil Service and Wages, made a report of progress in the consideration of classifications of positions and the organization of employees' councils.

#### **EXECUTIVE SESSION**

On motion of Mr. Karraker, the Board went into executive session and considered the following matters presented by the President of the University. The representatives of the General Advisory Committee were requested to be present during this presentation.

**BOOZ, FRY, ALLEN, & HAMILTON REPORT**

The President of the University presented the following material relative to the report of the survey of business administration and organization of the University made by the firm of Booz, Fry, Allen, & Hamilton:

1. Preliminary correspondence and records.
2. Letter of transmittal of the report, dated August 1, 1942.
3. Administrative review of the report.
4. Administrative leadership at the University of Illinois.

After the reading and discussion of these documents, Mr. Davis offered the following motion, which was adopted:

1. That the President of the University be requested to have the survey report duplicated and sent with his analysis and recommendations to the members of the Board of Trustees, to the Chairman of the Executive Committee of the University of Illinois General Advisory Committee, and to the American Council on Education Commission to Survey the University for its opinion;
2. That the President furnish Booz, Fry, Allen, & Hamilton copies of the documents presented at this meeting;
3. That the President discuss with representatives of Booz, Fry, Allen, & Hamilton, the recommendations in their survey prior to the next meeting of the Board; and
4. That Mr. Edwin G. Booz and the associates be asked to appear at the next meeting of the Board to discuss their recommendations.

**1. Preliminary Correspondence and Records**

December 24, 1941

*Booz, Fry, Allen, & Hamilton*  
*135 South LaSalle Street*  
*Chicago, Illinois*

Attention: Mr. Edwin G. Booz

GENTLEMEN:

At the meeting of the Board of Trustees on December 16, the President of the University of Illinois was instructed to employ your firm to make a survey of the business operations, business departments, activities, and methods of the University. The total cost of this survey, including your fee and all expenses, is not to exceed \$20,000. This is the maximum amount and may be less. It is my understanding that as the survey proceeds certain areas may require less time than now contemplated, or the entire survey may be shortened by mutual agreement, in which case a reduction in charges would result.

There is enclosed a general outline of the scope which it is expected the survey will cover, in conformity with instructions given me by the Board of Trustees in the resolution formally adopted on this subject, and informally in the meeting but without actual recordation in the minutes. A copy of the action of the Board of Trustees is enclosed. It is understood by the Board, and I was so advised, that the range of the survey will be determined by me.

While it may not always be easy to draw a distinct line of demarcation between business operations on the one hand and educational and scientific research work on the other, a line however which the Board of Trustees expects us to observe with reasonable fidelity, I am sure that we shall be able to work out these problems through conferences and discussions from time to time. It is also my understanding that in addition to a final report, you will submit reports of progress periodically so that we may take advantage of any suggestions which are accepted by the University and approved by the Board of Trustees.

Will you please let me know about when you expect to begin your work? Are the terms as above stated satisfactory?

Please be assured that my office, as well as all offices, officials, and employees of the University will give you every possible assistance in your work and cooperate with you to the full extent of our ability.

Very sincerely yours,

A. C. WILLARD

*President*

TENTATIVE OUTLINE OF DEPARTMENTS AND ACTIVITIES TO BE INCLUDED  
IN SURVEY OF BUSINESS DEPARTMENTS, ACTIVITIES, AND METHODS

1. Business Office (Urbana and Chicago):
  - (a) University budget—form and procedure.
  - (b) Collection and handling of cash.
  - (c) Purchasing; Office Supply and General Chemical Storerooms.
  - (d) Insurance.
  - (e) Inventory records of permanent properties.
  - (f) Student supply store.
  - (g) Expenditure and disbursement procedure.
  - (h) Accounting and financial reporting.
  - (i) Investments.
  - (j) Student loans.
  - (k) Payrolls and employment procedure.
2. Physical Plant Department (Urbana and Chicago):
  - (a) Physical plant operation and maintenance (Urbana and Chicago) including Physical Plant Storerooms (Urbana and Chicago).
  - (b) Union Buildings (Urbana and Chicago).
  - (c) Bookstore (Urbana).
  - (d) Residence halls (Urbana).
  - (e) Blueprinting and photography (Urbana).
  - (f) New building design and construction.
3. General business activities not under Business Office or Physical Plant:
  - (a) University Press—Print Shop (Urbana).
  - (b) McKinley Hospital (Urbana).
  - (c) Information Office—mail service and mimeographing (Urbana).
4. Business activities in educational divisions:
  - (a) Libraries—purchasing and binding (Urbana and Chicago).
  - (b) Agricultural Salesroom (Urbana).
  - (c) Agriculture: Salesroom; Creamery; Home Economics Cafeteria (Urbana).
  - (d) Research and Educational Hospital—Dietary Division (Chicago).
  - (e) Student records: Registrar's Office and various deans' offices, including Dean of Men and Dean of Women.
  - (f) Non-academic personnel in educational divisions (Urbana and Chicago): (1) departmental storerooms; (2) tool rooms; (3) mechanic and scientific shops.
  - (g) Radio Station (Urbana).
  - (h) School of Journalism—printing plant study in conjunction with University Press and Illini Publishing Company (Urbana).
5. Business activities under affiliated organizations.
  - (a) Athletic Association—ticket sales, purchasing, plant maintenance, supplies, and equipment (Urbana).

REPORT OF FINANCE COMMITTEE

*Extract from*

*Minutes of Board of Trustees of the University of Illinois*  
*Meeting of December 16, 1941*

Some months ago the Board of Trustees referred to the Finance Committee the question as to whether there should be a survey made of the business operations of the University with a view of determining the efficiency and economy of administration and procedure of administration. This is in keeping with the practice of many industrial concerns, schools, institutions, and agencies of the Federal Government.



The Committee has given much attention to this question and held a meeting on December 4th for final consideration of the subject, at which meeting was present Mr. Booz, of Booz, Fry, Allen, and Hamilton, to explain the methods of such work, and also there were present all members of the Finance Committee, the President of the Board of Trustees, the President of the University, the Comptroller, and the head of the Physical Plant Department.

There was a full discussion of all the matters pertaining to this question and the Committee, therefore, now desires to make the following report.

It is recommended that the President of the University be instructed to employ a competent firm to make such survey of the business operations of the University at a cost not to exceed \$20,000, such firm to be Booz, Fry, Allen, and Hamilton.

Respectfully submitted,

KARL A. MEYER  
CHESTER R. DAVIS  
O. M. KARRAKER

REPLY FROM BOOZ, FRY, ALLEN, & HAMILTON

December 31, 1941

*President A. C. Willard  
Office of the President  
University of Illinois  
Urbana, Illinois*

DEAR PRESIDENT WILLARD:

We are pleased to receive the request of the Board of Trustees to proceed with a survey of the business operations of the University of Illinois. The outline which you attached to your letter covers various business operations which we shall be glad to study within the appropriation of \$20,000 as stated for fee and expenses.

We shall be pleased to work very close to you personally and to your associates. As I am greatly in need of a rest, I would appreciate it if we could start this February 1, by which time I expect to return to Chicago refreshed by a few weeks in Florida.

Sincerely yours,  
EDWIN G. BOOZ

## 2. Letter of Transmittal of the Report

August 1, 1942

*Mr. Arthur Cutts Willard, President  
University of Illinois  
Urbana, Illinois*

DEAR PRESIDENT WILLARD:

In accordance with your letter of December 24, 1941, and the earlier action by the Board of Trustees of the University, we have made a survey of the business administration and organization of the University of Illinois and are pleased to submit herewith a report of findings and recommendations.

In the course of our work we covered the areas enumerated in your "Tentative Outline of Departments and Activities to be Included . . ." We interviewed all of the University's key administrators and many of their subordinates both at Urbana and Chicago. We have checked the manner in which this personnel is organized and the manner in which it handles the many aspects of this educational business.

We have studied the Athletic Association and, at your request, the Alumni Association, to inform ourselves of their methods of operation and their respective relationships to the University.

We have examined the adequacy of the organization of the University to carry on the many phases of its educational business and the adequacy of the operating departments to serve this educational business effectively.

Our survey conducted over the past six months has convinced us that the University's chief difficulty lies in its unsound plan of organization.

The present organization fails mainly in that it places upon you, the University's President, the impossible task of supplying leadership to and coordinating the efforts of twenty-eight key administrators, the Athletic Association, the

Alumni Association, the University of Illinois Foundation, and a number of Boards and Committees, while at the same time subjecting you to the rigors of the State Legislative Sessions and other public contacts required of the President of any large state university. The present organization does not recognize that the University has the three key university functions of education and research, business, and public relations, and consequently does not provide strong administrative leadership for each of them coordinated under your direction.

To correct this basic difficulty, it is necessary to change the plan of organization. To accomplish this purpose we have presented in this report a fully developed plan of organization.

The proposed plan reduces from twenty-eight to four the number of key administrators reporting to the President. It provides for a Vice President of Education and Research, a Business Manager, a Vice President of Public Relations, and the Executive Dean of the Chicago Colleges. It gives to the Vice President of Public Relations the task of handling the three associated activities. It gives to each, under your broad guidance, complete authority and responsibility for supplying stimulating leadership to the activities carried on in his area.

By giving the Business Manager complete supervision over all the work now performed by both the Comptroller and the Physical Plant Departments, as well as functional supervision over all other University business activities, it provides for the most effective handling of the business functions and relieves the President of this difficult coordinating job.

This plan relieves both the Board and you of many detailed operating decisions to the point where your combined attention can be devoted to the broad policy problems of the country's fifth largest university.

This integration, coordination, and simplification of top organization structure permits further simplification, streamlining, and pulling together of related functions in the lower strata of the organization. It eliminates areas of doubt and conflict. By so doing, it eliminates the need for the University's cumbersome time-consuming system of committees. It places necessary University responsibilities in the hands of individual administrators charged with performing them competently, so that the University can expect to get 100 cents' worth of value for each dollar expended.

In addition, the report recommends broad improvements in eleven of the University's business methods and procedures.

While the purpose of this survey has been to increase the University's effectiveness rather than save money, the benefits of the proposed program can be obtained at no greater cost and, if properly administered, at an estimated \$50,000 annual savings.

It is our considered opinion that by supporting the proposed program you can make a genuinely worthwhile contribution to the University's long-time future. The proposed organization plan is needed particularly at this time to equip the University with leadership and give it flexibility to meet the needs of the war and post-war periods.

The success of the proposed plan, once adopted, will depend upon the judgment with which personnel is selected and assigned to the organization's key positions. Although certain positions will require new people, by and large the new organization can be manned effectively by present personnel.

We wish to thank you for the manner in which you and your office facilitated our contacts with your administrative staff and the manner in which you made your own time available.

Very truly yours,

BOOZ, FRY, ALLEN, & HAMILTON

### 3. Administrative Review of the Final Report

#### I. INTRODUCTION

The final Report on the "Survey," comprising 8 chapters, 244 pages, 14 charts, and an appendix of 7 pages, but with almost no supporting evidence, was delivered to the President of the University on August 17. This was the first definite information received as to the discoveries, proposals, and recommenda-

tions resulting from this study. Naturally, it has taken several weeks for the President and principal officers of the University to familiarize themselves with the contents of the Report, review its findings and the reasons therefor, and prepare the following statement for the Board of Trustees. In no single instance during the six months the Survey was in progress did the Survey group suggest any immediate change in our present business methods, administration, and organization. Such suggestions had been invited initially and the invitation was repeated during the period of study by letter under date of April 11, 1942.

The Board may secure a general conception of the results of the Survey by reading first the letter of transmittal dated August 1, 1942 (page 113 above). It also seems appropriate to present to the Board certain general comments on the main results indicated in the letter before proceeding to a detailed discussion of the Report itself. It should be obvious, even from the letter, that the Report is concerned not with one but with two major problems, viz., the *educational organization* of the University and the *business management* of the University. In spite of the fact that the announced purpose of the Report limited the investigators to business operations, the two problems mentioned above are inextricably interwoven into a single plan of reorganization.

## II. BASIC CONSIDERATIONS

The most important aspect of this entire study is the concept of a University as reflected in the attitude of mind of the Survey group who did the work and formulated the conclusions. They state (p. 65)<sup>1</sup> that "the proposed plan recognizes three major functional areas: (1) Education and Research, (2) Business, (3) Public Relations." These areas are then dealt with as of coordinate importance and placed under the complete administrative control of three new officers, who are assigned great authority in their respective areas.

A university has only *one* major function, which is education and research, both conceived in their broader senses. The business operations of the institution are secondary and incidental to this function, and so are its general public relations. Both of these agencies serve the first function, but are not coordinate with it. A great university is a collection of strong departments covering the various fields of knowledge, grouped into colleges or schools for the purpose of administering the processes of teaching and research. If distinguished and capable scholars head these departments and suitable conditions and opportunities exist, they will collect a competent staff of professors and the institution as a whole will become distinguished. A few top administrators will not make a distinguished university *unless the faculty itself is distinguished*. The professional reputation of the University of Illinois has rested in the past, and now continues to rest, on a large and notable group of distinguished professors.

The University of Illinois will become a greater institution of learning when it can secure the funds to find and retain a larger number of such distinguished professors in more of its departments. To be sure, it must conserve its funds. Its business affairs must be and are well managed. In order to secure appropriate funds, it needs greatly to improve its public relations. But these are accessory activities. Educational leadership requires the closest possible cooperation between the President and the departments where the education and research programs must originate, and be directed.

In my judgment, the group who made this Survey appear to think in terms of a commercial business where all important ideas and policies originate among the top management officers and are passed down to the organization to execute. They announce on page 1 that "The University of Illinois is an educational business." The phrase "educational business" is used three times in the letter transmitting the Report to the President. This language is a clear revelation of the frame of mind of the investigators toward all aspects of this study. But in a great university the top management officers cannot possibly expect to exercise a similar type of control over the many distinguished departments and professors in such an institution. It is in the departments, under the stimulus of great scholars who are also great teachers and research men, that educational and research programs normally originate. These are the programs that must be encouraged, coordinated, and facilitated by the Deans and the President through business operations and administrative plans.

<sup>1</sup>Page references are to the Report itself.

It is, of course, an essential responsibility of the Deans and the President to help in finding these scholars and to provide and maintain the buildings, equipment, and staff for their work. The University of Chicago became a great University under President Harper because he found and was able to attract to his campus through most adequate salaries many distinguished scholars. It was not because he had a top management group of high-salaried administrators who conducted a *business*. The University of Chicago will cease to be a great University when it is unable to hold and attract distinguished scholars to its faculty, no matter how many high-salaried executives are in top management positions.

### III. MAJOR PROPOSALS OF THE REPORT

As the letter of transmittal indicates, the Survey proposes a far-reaching plan of reorganization for the administration of the University, as well as numerous changes in the use and structure of various buildings. It provides for three new principal officers: Vice President of Education and Research, Business Manager, and Vice President of Public Relations (pp. 66-72), directly under the President, in addition to the present Executive Dean of the Chicago Colleges. It also provides for 41 additional positions and for the elimination of 33 positions, together with numerous salary increases and decreases. These positions are listed in the Appendix to the Report. The total of these salary increases is \$161,270 and the total of the salary decreases is \$153,468, so that the net increase (exclusive of salary increases and decreases in clerical and stenographic personnel which have not been taken into consideration at all) is estimated by the Report to be \$7,802 per year.

In addition to these changes in administrative personnel, the Survey proposes (Item 5 on p. 209) numerous and important changes in the Physical Plant itself, if the new officers are appointed and properly housed and the new business methods and procedures are put into effect. There are also eleven specific changes in present business methods and procedures recommended (pp. 237, 238). The program of capital expenditures for changes in the Physical Plant embraces seven principal items (pp. 213, 214) for which no cost estimates are submitted. The probable cost of carrying out such a program of major building remodeling will not be less than \$500,000, based on our experience in doing similar work on the campus. Moreover, the necessity for doing this work must be weighed against pressing educational and research needs.

It is finally estimated (p. 240) that if *all the changes* in personnel and buildings recommended by the Survey are put into effect the annual savings in operation should amount to not less than \$50,000 per year. This estimate, however, is extremely indefinite and is not supported by detailed evidence.

The estimated annual savings of \$50,000<sup>1</sup> consist of the following items:

(i) Estimated additional cash discounts.....	\$ 5 000
(These are contingent on an increase in working cash funds by legislative action.)	
(ii) Estimated reduction in clerical and secretarial help.....	45 000
(Based on 10% of present salaries, and to be gained by job evaluation, work load studies, etc. The saving, of course, is merely a guess, for it overlooks many departments inadequately supplied with clerical help, existing salary scales which are too low, and our own studies of job evaluation, work load, and the like.)	
(iii) Estimated savings in printing costs.....	5 000
(But based on a merger of printing facilities which could be effected only by a large capital expenditure.)	
<i>Estimated total</i> .....	<u>\$55 000</u>
<i>Less new administrative staff (net)</i> .....	<u>— 7 802</u>
<i>Net estimated savings per year</i> .....	<u>\$47 198</u>

It should be pointed out also that a great many changes in the present University Statutes, some new legislation such as an increase from \$100,000 to \$250,000 in working cash funds, a capital appropriation of at least \$500,000 from the State, and amendments to the new University Civil Service Act will be necessary if the Survey proposals are put into effect.

<sup>1</sup>The sum of \$50,000 is mentioned in the letter of transmittal and the sum of \$55,000 is mentioned on p. 240 of the Report.

## IV. GENERAL COMMENTS ON THE MAIN PROPOSALS

The Survey is right in proposing the transfer of more business matters to a business officer in order to give the President more time for contact with the departments. It is wrong in proposing (pp. 66-68) to isolate the President from the main purposes of the institution through a Vice President who would *take over entirely* his contacts with the education and research programs of the departments and the men responsible therefor. An officer who *works with and assists* the President in the development of the educational and research programs of the University can be of the greatest value. In the domain of educational policy, the present services of the Provost are of this nature and are now being extended and should be more extended. In the matter of general university research, the Dean of the Graduate School, as Chairman of the University Research Board, renders similar service to the President.

The Survey is wrong in assuming that a Business Officer can exercise autocratic authority over matters affecting purchases, equipment, and non-academic personnel in the educational departments. The business department will function best when, as in the past, it operates as an agency of service to the men who actually *are* the University. It must aid them to meet their needs in the most economical and expeditious manner, and in accordance with sound business practices, but always in close cooperation with the President.

The recommendation for an officer to deal especially with public relations is a confirmation of a decision reached several years ago, but action on which has had to be deferred because of lack of funds. The exact duties of such an officer and his relations to other officers, however, must be very carefully studied. To think of him as a promotional expert is dangerous.

The Survey was specified by the Board of Trustees as limited to a survey of the "business operations" of the University.<sup>1</sup> The instructions given to the firm by the President as authorized by the Board of Trustees indicated that the Survey would cover the "business operations, business departments, activities and methods of the University."<sup>2</sup> The letter of instructions also outlined the areas and subjects to be covered. It was definitely stated that the Survey would observe with "reasonable fidelity," "a distinct line of demarcation between business operations on the one hand and educational and scientific research work on the other." These instructions were accepted by the firm.

Contrary to this specific limitation, the Report proposes a general reorganization of the University as a whole, in both its educational and business operations. It proposes changes in the methods and channels of dealing with research programs, student welfare, the functions of the College of Liberal Arts and Sciences, and numerous other subjects whose business aspects are in a peculiar way ancillary to educational aims and purposes.

There was also a definite understanding with the firm, in conversations between the Board Committee and other University representatives, confirmed later in writing by and to the President, that any conclusions which might be reached in the course of the Survey, and any suggestions which were considered in order, would be presented to the officers concerned for consideration and comment *before* the final report was completed and transmitted. This was not done. Only one general feature of the recommendations as now proposed was presented to the President in advance of the delivery of the final Report, and no comment or recommendation was discussed with any other officer.

I have discussed these matters at length because in my judgment the Board of Trustees can make a tremendous mistake in studying and appraising this Survey if they do not keep constantly in mind the fundamental purpose and the unique nature of departmental organization, and the true character of a great university. Moreover, I am convinced that we can meet most of the justifiable criticisms of this Survey (many of which have been under discussion by our own staff) as to business management and methods with far less change in our organization and much less expenditure for salary funds than is proposed. The Administration's recommendations for action will be made after a detailed review of the Report has been presented to the Board of Trustees.

A. C. WILLARD

<sup>1</sup>For extract from the minutes of the meeting of December 16, 1941, see page 112 above.

<sup>2</sup>For President Willard's letter of December 24, 1941, see page 111 above.

#### 4. Administrative Leadership at the University of Illinois

The principal reason given by Booz, Fry, Allen, & Hamilton in support of their proposal to add three new executive officers of high rank is based on the assertion that "*the driving force of the profit motive which characterizes American industry is lacking, and no driving administrative leadership has taken its place.*"

In view of this assertion, it seems important and appropriate to present certain facts about what has been done at the University during the eight years since the present administration went into office on July 1, 1934. This comparative factual record covering important phases of University activities is as true a measure of administrative accomplishments or otherwise as can be secured from objective data. The order in which the items are presented has no significance as to their *relative* importance. Nor is the list exhaustive; it is merely representative, and confined to essential facts, all of which are fully supported by detailed data and complete information.

##### 1. Student Enrollment (Urbana and Chicago):

	1933	1941
Winter Session (Nov. 1).....	9,996	13,060
Summer Session.....	2,382	4,320
Total .....	12,378	17,380

##### 2. Faculty and Staff (not including laboratory and temporary employees):

	Oct. 25 1934	Nov. 1 1941
Urbana .....	1,417	2,025
Chicago.....	470	813
Total .....	1,887	2,838

3. *Biennial Appropriation* (including both Urbana and Chicago divisions): \$11,594,902 for 1933-1935; \$19,339,127 for 1941-1943 (of this total for 1941-1943, \$1,871,938 was transferred from the Department of Public Welfare as part of the reorganization of the program of the College of Medicine in Chicago).

4. *Current University Income for Biennium* (including all sources): \$11,787,169 for 1933-1935; \$22,160,179 for 1941-1943 (estimated for 1942-1943). These amounts include Federal funds received directly by the University, gifts, and trust funds, in addition to the biennial appropriations indicated in the preceding paragraph.

5. *New Buildings and Other Capital Improvements Since 1934:* In addition to the major items listed below, totaling \$7,868,974, minor capital improvements, such as remodeling and modernization of existing buildings, a new telephone system, and improvements in the water system, have cost approximately \$450,000 during this period. A State appropriation of \$125,000 for a Band Building was made for the 1941-1943 biennium, but construction was postponed on account of war priorities.

Metallurgical Laboratory addition.....	\$ 49 998
Dentistry, Medicine, and Pharmacy Building (Second Unit).....	1 818 836
Library addition.....	222 216
McKinley Hospital addition (South Wing).....	181 101
Gregory Hall.....	888 713
Illini Union Building (Urbana).....	1 483 004
Abbott Power Plant and Distribution System.....	1 685 934
Men's Residence Hall.....	690 563
Chicago Illini Union Building.....	101 274
Total from University Funds.....	\$7 121 639
Natural Resources Building.....	582 335 <sup>1</sup>
Natural Resources Garage and Service Building.....	70 000 <sup>1</sup>
Geological Survey Laboratory.....	95 000 <sup>1</sup>
Total .....	\$7 868 974

<sup>1</sup>State appropriation made to the Department of Registration and Education.

5a. *Gifts*: The University has received as contributions to the above major building program \$1,435,000 from Federal sources in outright grants and nearly \$250,000 subscribed by alumni for furnishings and equipment for the Illini Union Building, or a total of \$1,685,000. In addition, the University has received from its friends and alumni, a total of \$1,261,732 in cash or in negotiable securities at market value, or a grand total of \$2,946,732.

6. *Maintenance of Buildings*: The amount spent for maintenance of buildings in 1933-1935 was \$321,603; for 1941-1943 it is \$648,044 (estimated for 1942-1943). The total spent in the eight years from 1933 to 1941 is \$1,871,920.

6a. *Power Plant Performance*: Comparative data on generation and consumption of power and steam in relation to coal burned in the old and new power plants at Urbana:

	1932-1933	1941-1942	Percentage of Increase or Decrease
Building cubage heated.....	55,981,863	63,277,352	+ 11.24
Electric power (K.W.H.):			
Generated .....	5,689,800	12,193,400	+ 114.30
Purchased .....	1,446,900	.....	.....
Sold .....	.....	324,500	.....
Consumed .....	7,136,700	11,868,900	+ 66.31
Coal burned (tons).....	37,932	34,191	- 9.86
Steam for heating (1000 lbs.).....	337,142	311,324	- 7.66

7. *Library Accessions during eight years, 1933-1941:*

Volumes in Library, July 1, 1934.....	978,212
Volumes in Library, July 1, 1942.....	1,306,561
Volumes added in 8-year period.....	428,349

Total Library Budget:

1933-1935 .....	\$551,002
1941-1943 (estimated for 1942-1943).....	\$917,450

8. *New Programs of Education and Research in the Chicago Colleges:*

(a) The appointment of an Executive Dean to coordinate all professional education and research in Medicine, Dentistry, and Pharmacy. This coordination was greatly facilitated by the erection and furnishing of the second unit of the Dentistry, Medicine, and Pharmacy Building at a cost of \$1,818,836 in 1937.

(b) The affiliation with the Presbyterian Hospital, adding 250 distinguished doctors to the clinical faculty and 500 beds for instruction.

(c) The transfer of the Research and Educational Hospitals from the Department of Public Welfare to the University of Illinois, involving a biennial budget addition of \$1,871,938.

(d) The opening of the Illinois Neuropsychiatric Institute (built with a State appropriation of \$834,750, plus a Federal P.W.A. grant) by the Department of Public Welfare under a new agreement between the University and the Department, housing the University's Departments of Neuro-Surgery and Psychiatry.

(e) The affiliation of the Illinois Eye and Ear Infirmary of the Department of Public Welfare with the College of Medicine under a new agreement between the Department and the University for joint operation.

(f) The opening of the Chicago Illini Union for students, faculty, and alumni, in the remodeled Pharmacy Building, at a cost of \$101,274. (Note: This was not a State appropriation but is a self-liquidating project.)

9. *New Programs of Education and Research at Urbana:*

(a) The organization of the General Division in the College of Liberal Arts and Sciences, with a biennial budget of \$64,000. This involved three years of study and preparation.

(b) A survey of all courses and curricula in the divisions at Urbana, made by the Senate Committee on Educational Policy, for the University's internal use in improving teaching effectiveness. This survey was proposed by the Bureau of Institutional Research. The report consists of 110 pages, supplemented by a set of charts illustrating the text.

(c) The strengthening and extension of the services of the University Research Board of the Graduate School to review all general research programs, both proposed and in progress. It renders a most important advisory service in accepting funds from donors, and in making grants for hundreds of projects.

(d) Instruction in social administration and a recently completed survey as a basis for a new school of social service.

(e) The latest addition to the Library stacks (cost, \$222,216), increasing the stack capacity by 500,000 volumes.

(f) The erection of Gregory Hall (cost, \$888,713) to house the College of Education, the School of Journalism, the Radio Station, and various departments of the College of Liberal Arts and Sciences. This building provides air-conditioned rooms for summer instruction and is the largest and finest classroom, laboratory, and lecture room building on the campus.

10. *New Programs Closely Related to Teaching:*

(a) The Personnel Bureau of the University, for student counseling and guidance. It helps freshmen especially and advises all students on choice of field of study by determining vocational aptitudes. Its biennial budget is \$87,000.

(b) Establishment of the State-wide High School Testing Program, providing an important service to the colleges and high schools of Illinois. Reports were made on 33,300 students in 1942. This program is very useful to the Personnel Bureau.

(c) Increased facilities and staff of the Provost's Office and the Bureau of Institutional Research, to study educational costs and to review all budget estimates for operation, maintenance, and new buildings. The University Building Committee studies all requests for new buildings and additions and advises the President and the University Council.

(d) The accumulation of all memoranda prepared for the President by the Bureau of Institutional Research during the past eight years, including 257 titles, for reference and comparison year by year.

11. *Abbott Power Plant:* The construction of this new power, heating, and lighting plant and distribution system is resulting in a saving in operating costs of approximately \$50,000 a year over the obsolete old plant and system. A fundamental improvement affecting the physical services (power, heat, and light) to all the departments of the University at Urbana-Champaign, this was one of the principal objectives of the present administration and involved a State appropriation of \$1,675,000, plus \$10,934 from general university funds.

12. *Men's Residence Hall:* The first unit in a men's housing program, long overdue, was constructed at a cost of \$690,563. Self-liquidating, it required no funds from the State. It initiated a badly needed system of supervision of housing for male students, establishing better standards of living—another principal objective of the present administration.

13. *Illini Union Building:* This new building at Urbana was constructed (without State funds) at a cost of approximately \$1,500,000, of which alumni subscribed nearly \$250,000 for furnishings. The Union provides a long-needed social center for students, faculty, and alumni, and is, in the field of extra-curricular affairs, the most important objective undertaken and executed by the present University administration.

14. *Special Administrative Policies Effected:*

(a) The new University Retirement System of Illinois authorized by an act of the General Assembly and extended to the five State Normal Universities and Teachers' Colleges and the three State Scientific Surveys.

(b) The transfer to the University of the administration of Civil Service as it applies to University personnel, by an act of the General Assembly, under which all classifications are fixed and all examinations and appointments are made by the University.

(c) A program of conferences with the five State Normal Universities and Teachers' Colleges to discuss matters of mutual interest and to promote efficiency through cooperation.

(d) Improving the student-faculty health service by a greatly increased hospital benefit program, and a 44-bed addition to the McKinley Hospital at a cost of \$181,101.

15. *Engineering, Science, and Management War Training:* A state-wide program to serve the war industries in Illinois was promptly established by the



Division of University Extension. The University received and administered \$300,000 of Federal funds for the fiscal year 1941-1942, from the United States Office of Education, for training 6,309 students, who were enrolled in 33 courses in 236 classes meeting in 29 communities.

16. *University War Committee*: Created immediately after the declaration of war, this committee has worked intensively and speedily in the mobilization of the University's resources, including research programs, curricula, the protection of life and property, civilian defense, and an information center for students, as described in a bulletin entitled "War Program of the University of Illinois," issued in May, 1942.

17. *University R. O. T. C.*: The Reserve Officers Training Corps at the University of Illinois has become one of the most important in the United States because of a background of forceful and unwavering support by the present and past administrations of the University. In the current semester it has enrolled over 4,700 students, of whom 765 are in the Advanced Course and in line for commissions as Second Lieutenants.

18. *Naval Training Schools*: The United States Navy now has three training units at Urbana, using more than half of our athletic facilities (buildings and fields) and all our residence halls for both men and women. These units include a School for Signalmen, a School for Diesel Engine Operators, and an Officers Diesel Engine School. They are here because the University administration and Board of Trustees were willing to make the necessary sacrifices and adjustments to provide quarters for 2,100 Navy men. The building changes alone have cost more than \$400,000, the University to be reimbursed under contracts with the United States Navy.

19. *Accelerated Program*: All colleges and schools of the University, both in Urbana and Chicago, are now operating on a year-round basis to make it possible for students to secure their degrees in three years or less.

20. *Radio Station WILL*: Owned by the University of Illinois, WILL now operates seven days a week on an all-educational program. It has not only stepped up its power from one thousand to five thousand watts, but it has built new transmission towers and moved into new quarters at a cost of \$31,291.

21. *Associated Organizations*:

(a) In order to establish closer contact with the citizens of Illinois, a new General Advisory Committee of about 100 prominent men and women has been appointed and organized to advise with the President of the University through ten subcommittees.

(b) The Alumni Association is being reorganized with a full-time paid Executive Director in an attempt to maintain the closer and continued interest of graduates and former students in the University.

(c) The University of Illinois Foundation has been set up as a non-profit corporation to serve the University in developing patents and to act as a trustee in administering trust funds and securing loans for certain self-liquidating projects, such as the Illini Union Buildings and the Men's Residence Hall.

22. *Future Education and Research Programs*:

(a) As one of the most important future fields of human activity will be found in air transportation, the University administration has outlined a comprehensive teaching and research program including several colleges and many departments. Funds are being actively sought from State and Federal agencies for an air field, service buildings, and laboratories. The essential features of the program are presented in a bulletin entitled, "A Program of Education and Research Related to Air Transportation at the University of Illinois, Including a University Airport."

(b) More emphasis is to be placed on the teaching program, especially at the freshman-sophomore levels, by increasing the maturity of the staff, and developing the curriculum of the General Division.

(c) Review and appraisal of all courses is to be continued in accordance with the Report of the Senate Committee listed under 9 (b), above.

(d) More men of distinction in teaching and research are to be added to the faculty.

23. *Future Public Relations Program:* Addition of a general administrative officer is contemplated, to bring to the people of Illinois a better knowledge of what the University is, what it does, and what it hopes to do.

24. *Publications by the University Press:* Plans have long been considered for the expansion of the University Press and for the publication of scholarly books and monographs. Funds for this purpose have been proposed in each of the last two bienniums, but it has been necessary to eliminate them. This is one of the most important forward steps that can be taken by an institution which desires to promote its distinction and serve the traditions of culture and research. These efforts to secure funds will be continued in the next biennial budget, until a program of publications worthy of the University of Illinois is firmly established.

#### BIENNIAL BUDGET FOR 1943-1945

On request of the President of the University, the Comptroller presented the following statement.

The law requires that the University file with the State Department of Finance, not later than November 1 next, the budget for the biennium beginning July 1, 1943. In accordance with the provisions of the University Statutes, the President has called on the University Council of Deans, Directors, and members elected from the University Senate, to make recommendations concerning the budget.

The budget estimates for 1943-1945 as approved by the University Council are transmitted as the best presentation of the essential needs of the University that can be made at this time. In view of tremendous uncertainties ahead, even in the next few months, I recommend approval of these estimates with the understanding that important revisions may be necessary before the appropriation bill is drafted. I further recommend that the President of the University be authorized to prepare and file with the State Department of Finance the University's budget for 1943-1945, as recommended herein, in accordance with the amounts and items included and in the form required by the Department.

The budget for the biennium 1943-1945 is the most difficult to prepare of any similar budget for a number of years. To predict enrollments for two and one-half years ahead with any degree of accuracy is well nigh an impossibility. To what extent educational institutions can continue to function along previous lines or must adjust themselves still further to war conditions cannot at this time be foretold. Staff changes, especially due to leaves for war service of various kinds, will increase in number. When leaves of absence for such persons are granted, the positions must be maintained in the budget but in many instances it will not be necessary to make expenditures for replacement. Salary and wage rates cannot be regarded as entirely static, although the recent executive order of the President of the United States will tend to hold salaries of certain groups at present levels. Prices of commodities will tend to become stabilized at present levels, but these prices are higher than the University up to this time in most instances has been obliged to pay because of forward buying prior to recent increases, and, even with prices stabilized, the University has adjustments to make to bring itself in accord with that level. While purchases of equipment generally cannot be made, expense of repairs and maintenance must increase in order to extend the life of present equipment.

*Preliminary Budget Policies:* As a basis for the preparation of the 1943-1945 budget, the University Council considered and adopted recommendations of the Advisory Committee of the Bureau of Institutional Research as presented in Memorandum No. 256, dated July 16, 1942, a copy of which is deposited with the Secretary for record. The essential phases of this recommendation are contained in Section II, "The War-time Budget," pages 3 to 5 of the memorandum.

*Budget Requests of Administrative Officers:* Memorandum 256, after approval by the University Council, was submitted to all administrative officers with forms for transmittal of budget estimates. The results of this action are contained in Memorandum 261, which was submitted to the University Council on October 8, 1942, and was approved by the Council, after certain modifications of original policy.

Subsequent to the distribution of Memorandum 256, two releases have been received which have a bearing on the budget problem. The first of these is a communication from the State Department of Finance setting forth the policies of the Governor and the Department with respect to the budget for the coming biennium. (See page 124, below.) The second is the recent executive order of the President of the United States, issued October 3, 1942, stabilizing salaries, wages, and prices.

The actions of the University Council as contained in Memorandum 261 involve substantial reductions in the original requests of deans and directors and are intended to take account as fully as possible of conditions as they now stand.

*Enrollment Data and Prospects:* Enrollment of students has shown a considerable decrease in the past two years, as shown by the following data, and further decreases are predicted.

	<i>Total Enrollment (including extramural)</i>	<i>Percentage De- crease from Previous Year</i>	<i>Percentage Decrease from 1940</i>
November 1, 1940 (highest in the University's history).....	14,134	...	....
November 1, 1941.....	13,060	7.6	7.6
October 1, 1942.....	11,578 <sup>1</sup>	9.1 <sup>1</sup>	18.1 <sup>1</sup>

It may seem inappropriate to propose an increase in the total operating budget of the University in the face of this decreased enrollment. The following facts and conditions, however, have a bearing on this situation:

(1) Decreased enrollment has resulted in decreased income from student fees. The internal budget for 1941-1942 was decreased by \$85,500 because of this fact, and the budget for 1942-1943 was further reduced for the same reason, so that the actual educational budget for 1942-1943 is \$57,998 less than authorized by the appropriations made by the State for the current biennium had all income materialized. (The gross operating budget is not decreased proportionately because of increase in agricultural sales and operations of auxiliary enterprises which, however, do not provide funds for the general educational budget.)

(2) While the actual teaching staff has been reduced substantially in proportion to the decrease in enrollment, this reduction falls largely in the lower salary brackets. The total teaching staff of the Urbana departments in 1940-1941 represented 818 persons on a full-time equivalent basis. The corresponding number for the current year is approximately 740 persons, a decrease of 9.5 per cent. The budget for 1943-1944 as presented provides for a full-time equivalent of approximately 710 persons in active teaching status in the Urbana departments. This is a decrease of 4.2 per cent in the staff since 1940-1941.

(3) While the reduction in enrollment represents an over-all decrease of 18.1 per cent since November 1, 1940, the decrease in the Chicago divisions, where the expense of instruction is highest, is only 1.0 per cent. In view of pending military service and man-power legislation which will affect practically all male students in all universities sooner or later, it is impossible to make any accurate or even approximate estimates of what the enrollment will be in the fall of 1943. Consequently, the only basis of comparison with the peak enrollment of November 1, 1940, is the 1942 enrollment. Furthermore, high enrollments still prevail in all technical divisions such as engineering, physics, and chemistry.

(4) Expense of physical plant operation and maintenance not only cannot be decreased but is increased because of higher scales of wages and higher scales of prices for coal and other commodities. Wage rates of the various groups of employees in the Physical Plant Department have increased between 15 and 20 per cent since December, 1940. The delivered cost of coal for the Urbana departments is 42 per cent higher than it was in 1940.

(5) A substantial portion of the budget of the University is devoted to activities other than instruction of students. The work of the Agricultural and Engineering Experiment Stations and of numerous other research agencies continues substantially as before.

<sup>1</sup>These figures are subject to correction to November 1 basis when figures are complete.

(6) Whatever decrease in expense of office and library service might result from decreased enrollment is offset by increased scale of wages and cost of materials. Expense of general administrative offices is increased both because of these facts and because of the increased complexity of handling business transactions. A good example is in the Purchasing Division where numerous forms must be completed for every purchase requiring a priority rating. The passage of the Federal "victory" tax requiring deductions from payrolls is another example of expenses that are added because of the actions of outside agencies.

*Salaries of Persons on Leave:* One of the problems faced in the biennial budget is that dealing with salaries of persons on leave for war services. Since such persons are given leave with the right to return, it is essential that their salaries be retained in the budget. On the other hand, it is certain that a substantial part of these salaries will not be required. No very accurate estimate can be made of the total that may accumulate in this way, but it will amount to at least \$200,000 a year.

There are certain non-recurring expenditures, as detailed in Memorandum 261, totaling \$72,430. It is anticipated that these expenditures can be met out of unused balances in military leave positions.

If it becomes necessary to accelerate further the University's teaching program through a three-term or four-quarter system, these funds would be required for this purpose.

It should be pointed out that the budget now contains no specific sum for emergencies or contingencies. Unused balances from on-leave positions, therefore, constitute the only back-log in the budget for these purposes.

*Summary of Proposed Budget:* The budget as recommended for the biennium is summarized in three exhibits which follow.

Exhibit I is a summary of the increase in the operating budget proposed for the coming biennium. The amount of this increase is \$552,297 a year, or \$1,104,594 for the biennium, an increase of 6.5 per cent.

Exhibit II is a summary of capital projects recommended, the total of which amounts to \$1,095,000, an increase of \$76,000 over the capital budget for the current biennium, or 6.5 per cent. These appropriations are non-recurring.

Exhibit III is a general budget summary of State appropriations. In this summary is included the educational operating budget, the capital budget, and also the budget of revolving and self-supporting activities, services to affiliated organizations, refunds, and all other non-budget transactions. These activities are handled through the University Income Fund, and it is necessary to estimate their amount so that a suitable appropriation of this fund may be secured. The receipts from student fees and other income applied to the educational budget are also covered in the University Income Fund.

The summary includes both the general University budget and the Research and Educational Hospitals budget which in the present biennium was a separate appropriation.

Various adjustments necessary in revolving activities and Federal funds are reflected in the total. As a result of these various changes, the appropriation from tax revenues required for the coming biennium will be \$15,595,928, or \$1,133,435 more than for the current biennium, making a grand total budget of \$20,446,190, as compared with a total of \$19,339,127 for the current biennium, a net increase of 5.2 per cent.

EXTRACT FROM "BUDGET ESTIMATE INSTRUCTIONS"  
FROM DEPARTMENT OF FINANCE  
DATED AUGUST 12, 1942

*Budget Policy*

The following general policies were announced in a letter from the Governor to all budgeted agencies, July 6, 1942:

"1. No new operating activities and no expansion or extension of existing activities should be considered, except where a clear and direct relationship to the national war effort can be demonstrated.

"2. The present organization and activities of your department should be carefully scrutinized to eliminate or curtail functions which might be restricted, at least for the duration of the war emergency.

"3. No expenditure should be contemplated for the purchase of land or extension of existing plant, except to provide for the relief of dangerous overcrowding at institutions.

"4. Expenditures for repair and maintenance of physical plant should be limited to the minimum amount required for projects essential to protect health and safety and to safeguard the State's investment.

"5. Expenditures for equipment should be limited to amounts needed to replace units absolutely essential to present operations, the necessity for which can be justified to Federal authorities controlling the release of equipment.

"6. A substantial reduction must be made in total current operating expenditures, other than for support and maintenance of institutional inmates."

To elaborate further the Governor's policy, the following rules set forth in a letter from the Director of Finance to all budgeted agencies are quoted:

"First, your estimates for the purchase of commodities should be made according to prices now prevailing. To provide for possible increases of prices not now determinable, consideration will be given by the Governor at a later date to the need for adjustment of these estimates.

"Second, your estimates for salaries and wages should indicate salary adjustments which are deemed essential to the retention of a minimum efficient staff. Before final determination of the Governor's Budget, information as to pay rates for comparable State and private employment in Illinois will become available to permit the establishment of a uniform policy on this matter.

"Third, your estimates of funds to be required for operating expenses should not exceed in total those of the present biennium for your department or agency."

#### EXHIBIT I

##### SUMMARY OF ANNUAL INCREASES REQUESTED FOR 1943-1945 BY DEANS, DIRECTORS, AND ADMINISTRATIVE OFFICERS WITH RECOMMENDATIONS OF UNIVERSITY COUNCIL

	<i>Increases Requested</i>	<i>Proposed Reduction in Requests</i>	<i>Increases Recommended by Council</i>
<b>Salaries and Wages:</b>			
Increases in lower salaries.....	\$ 224 096		
Other salary adjustments.....	30 084	\$ 90 671	\$254 000
Increases for distinction.....	90 491		
Staff additions.....	120 152		
Staff reductions.....	-114 396	18 056	-12 300
Wages (adjustments and additions)....	136 121	58 925	77 196
Retirement systems.....	32 500		32 500
<i>Total, Salaries and Wages.....</i>	<i>(519 048)</i>	<i>(167 652)</i>	<i>(351 396)</i>
<b>Expense and Equipment:</b>			
Equipment (decrease).....	-27 498		
Ordinary supplies.....	12 554		
Adjustment for price level.....	112 829	94 363	22 101
Repairs and maintenance.....	18 579		
<i>Total, Expense and Equipment....</i>	<i>(116 464)</i>	<i>(94 363)</i>	<i>(22 101)</i>
<b>New Programs:</b>			
Operation of airport.....	11 000 <sup>1</sup>		11 000
School of Nursing.....	25 000		25 000
Operation of unused wing of Psychiatric Hospital.....	100 000		100 000
Savings in debt service charge on Medi- cal and Dental Building bonds....	-7 000		-7 000
Presbyterian Hospital.....	22 300		22 300
Physical Plant Department, additional services.....	99 327	71 827 <sup>2</sup>	27 500
Scientific publications.....	15 000	15 000	
<i>Total, New Programs.....</i>	<i>(265 627)</i>	<i>(86 827)</i>	<i>(178 800)</i>
<i>Total Annual Increase.....</i>	<i>\$ 901 139</i>	<i>\$348 842</i>	<i>\$ 552 297</i>
<i>Total Increase for Biennium.....</i>	<i>\$1 802 278</i>	<i>\$697 684</i>	<i>\$1 104 594</i>

<sup>1</sup>Depends on capital appropriation.

<sup>2</sup>Total of \$72,430 transferred to non-recurring funds.

## EXHIBIT II

## PROPOSED CAPITAL BUDGET FOR 1943-1945

Land for airport.....	\$200 000	
Airport buildings.....	550 000	
Payment of portion of Medical and Dental Building bond issue.....	<u>345 000</u>	
<i>Total for 1943-1945.....</i>		\$1 095 000

## COMPARATIVE CAPITAL BUDGET FOR 1941-1943

General University capital appropriations.....	\$640 000	
Research and Educational Hospital capital appropriations.....	<u>379 000</u>	
<i>Total for 1941-1943.....</i>		\$1 091 000
<i>Increase.....</i>		\$ 76 000

## EXHIBIT III

PROPOSED BUDGET OF STATE APPROPRIATIONS FOR 1943-1945  
INCLUDING RECOMMENDATIONS OF UNIVERSITY COUNCIL

	<i>Comparative Figures for 1941-1943</i>	<i>Proposed Increase or Decrease</i>	<i>Proposed for 1943-1945</i>
<i>Expenditures:</i>			
<i>Operating Expenses:</i>			
Educational Budget.....	\$16 977 596 <sup>1</sup>	\$1 104 594	\$18 082 190
Revolving and Self-supporting..	1 342 531	-53 531	1 289 000
<i>Total Operating Expenses.....</i>	<i>(18 320 127)</i>	<i>(1 051 063)</i>	<i>(19 371 190)</i>
Capital Budget.....	1 019 000	76 000	1 095 000
<i>Total Expenditures.....</i>	<i>\$19 339 127</i>	<i>\$1 127 063</i>	<i>\$20 466 190</i>
<i>Sources of Funds:</i>			
State Tax Revenues.....	\$14 462 493 <sup>2</sup>	\$1 133 435	\$15 595 928 <sup>3</sup>
Reappropriated Federal Grants..	326 634	-6 372	320 262
University Income.....	4 550 000	.....	4 550 000
<i>Total Income.....</i>	<i>\$19 339 127</i>	<i>\$1 127 063</i>	<i>\$20 446 190</i>

On motion of Mr. Jensen, these recommendations were approved, and the President of the University was authorized to prepare and file the biennial budget with the State Department of Finance as recommended.

## SECRETARY'S REPORT OF CONTRACTS

The Secretary presented for record the following list of documents signed by the President and the Secretary of the Board and deposited with the Secretary since the last report.

1. Assignment of interest to the University of Illinois Foundation on patent of down-draft furnaces, invented by Julian Robert Fellows and John Clem Miles, executed June 13, 1942.

2. Contract with the Mueller Construction Co., for alterations and additions to the Research and Educational Hospital, in Chicago, in the amount of \$44,783, dated June 24, 1942.

<sup>1</sup>Based on Internal Budget for 1942-1943.

<sup>2</sup>Consisting of \$12,940,555 for the University in general and \$1,521,938 for the Research and Educational Hospitals.

<sup>3</sup>Consisting of \$14,500,928 for operating purposes and \$1,095,000 for capital purposes.

**TREASURER'S REPORT**

The Secretary presented also for record the report of Mr. Frank M. Gordon, Treasurer, for the year ending June 30, 1942.

STATEMENT OF RECEIPTS AND DISBURSEMENTS  
UNIVERSITY OF ILLINOIS

Balance July 1, 1941.....	\$	406	087	63
Receipts:				
July, 1941.....	\$525	560	84	
August, 1941.....	195	534	74	
September, 1941.....	702	429	44	
October, 1941.....	391	551	62	
November, 1941.....	268	492	58	
December, 1941.....	190	782	09	
January, 1942.....	642	594	62	
February, 1942.....	407	370	70	
March, 1942.....	412	632	13	
April, 1942.....	421	747	06	
May, 1942.....	245	418	78	
June, 1942.....	363	685	41	
<i>Total Receipts</i> .....		4	767	800 01
		\$5	173	887 64

Disbursements (as per cancelled checks returned to  
Comptroller):

July, 1941.....	\$326	667	94	
August, 1941.....	255	598	39	
September, 1941.....	315	863	48	
October, 1941.....	344	264	31	
November, 1941.....	346	725	31	
December, 1941.....	447	716	05	
January, 1942.....	244	955	49	
February, 1942.....	433	914	64	
March, 1942.....	350	041	60	
April, 1942.....	592	590	75	
May, 1942.....	464	068	45	
June, 1942.....	414	948	26	
<i>Total Disbursements</i> .....		4	537	354 67

Balance on hand June 30, 1942 (on deposit at First  
National Bank of Chicago)..... \$ 636 532 97

STATEMENT OF RECEIPTS AND DISBURSEMENTS  
MEDICAL AND DENTAL COLLEGE BUILDING  
SPECIAL FUND

Balance July 1, 1941.....	\$33	139	19
Disbursements (as per cancelled checks returned to Comptroller):			
October, 1941.....	33	139	19
Balance on hand June 30, 1942.....		(none)	

FRANK M. GORDON, *Treasurer*  
Correct: LLOYD MOREY, *Comptroller*

## APPOINTMENTS MADE BY THE PRESIDENT

The Secretary presented also for record a list of appointments made by the President of the University.

ALLEN, MRS. ELIZABETH KRUSKAL, Assistant in Spanish, on one-fourth time, for five months beginning September 1, 1942, at a salary at the rate of thirty dollars (\$30) a month. (September 28, 1942)<sup>1</sup>

ALLEN, JOSEPH HEATLY DULLES, JR., Instructor in Spanish, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800). (September 2, 1942)

ANGRES, ERWIN, Assistant in the Department of Criminology, Social Hygiene, and Medical Jurisprudence, in the College of Medicine, for one year beginning September 1, 1942, without salary. (October 5, 1942)

AUTEN, DONALD SEYMOUR, Student Prosecutor in Anatomy, in the College of Medicine, on one-fourth time, for nine months beginning October 1, 1942, to receive exemption from tuition and laboratory fees. (September 17, 1942)

BAKER, GRIFFIN, Research Assistant in Entomology, on three-fourths time, for eight months beginning October 1, 1942, at a salary of nine hundred dollars (\$900). (October 2, 1942)

BATELL, MRS. ETHEL GOTTRICK, Assistant in Mathematics, beginning September 1, 1942, and continuing through January 31, 1943, at a salary at the rate of one hundred fifty dollars (\$150) a month. (September 26, 1942)

BAUDIN, MAURICE CHARLES, JR., Assistant in English, on full time, for five months beginning September 1, 1942, at a salary at the rate of one hundred fifty dollars (\$150) a month, and on two-thirds time, for five months beginning February 1, 1943, at a salary at the rate of one hundred dollars (\$100) a month (this supersedes his previous appointment). (September 26, 1942)

BAYLOR, MRS. MARTHA BARNES, Special Research Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of one thousand two hundred dollars (\$1200) (this supersedes her previous appointment). (September 4, 1942)

BEAN, HALDANE WESLEY, Assistant to the Dean of the College of Agriculture and to the Director of the Agricultural Experiment Station and the Extension Service in Agriculture and Home Economics, and Associate in Animal Husbandry, in the College of Agriculture, and in the Agricultural Experiment Station, for one year beginning September 1, 1942, at a salary of two thousand four hundred dollars (\$2400) (this supersedes his previous appointment). (September 25, 1942)

BECKER, MRS. GERTRUDE CATHERINE, Principal Clerk in the Provost's Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand eight hundred dollars (\$1800) (this supersedes her previous appointment). (September 21, 1942)

BEDRICK, THEODORE, Assistant in Mathematics, on one-third time, for five months beginning September 1, 1942, at a salary at the rate of sixty dollars (\$60) a month, and on one-sixth time, for five months beginning February 1, 1943, at a salary at the rate of thirty dollars (\$30) a month (this supersedes his previous appointment in Mathematics). (October 2, 1942)

BEIMFOHR, OLIVER WENDELL, Assistant in Geography, beginning September 15, 1942, and continuing through June 30, 1943, at a salary at the rate of one hundred eighty dollars (\$180) a month. (September 26, 1942)

BELL, JOHN FRED, Professor of Economics and Acting Director of the Bureau of Economic and Business Research, for eleven months beginning October 1, 1942, at a salary at the rate of five thousand dollars (\$5000) a year (this supersedes his previous appointment). (September 26, 1942)

BENNETT, MRS. JESSIE CASSIDY, Assistant in English, beginning September 15, 1942, and continuing through January 31, 1943, at a salary at the rate of one hundred fifty dollars (\$150) a month. (October 2, 1942)

BERDAHL, MRS. EVELYN TRIPP, Assistant in English, beginning September

<sup>1</sup>The date in parenthesis is the date on which the appointment was made by the President of the University.



15, 1942, and continuing through January 31, 1943, at a salary at the rate of one hundred fifty dollars (\$150) a month. (September 30, 1942)

BERG, IRWIN AUGUST, Clinical Counselor in the Personnel Bureau, and Instructor in Psychology, for eleven months beginning October 1, 1942, at a salary at the rate of two hundred dollars (\$200) a month. (October 9, 1942)

BITTNER, LOUISE HELENE, Assistant in German, on three-fourths time, beginning October 8, 1942, and continuing through June 30, 1943, at a salary at the rate of one hundred five dollars (\$105) a month. (September 30, 1942)

BOAS, WALLACE, Senior Laboratory Mechanic in the Department of Civil Engineering, in the Engineering Experiment Station, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of two thousand one hundred dollars (\$2100) a year (this supersedes his previous appointment). (October 2, 1942)

BONE, ROBERT G., Associate in History, for one year beginning September 1, 1942, at a salary of two thousand two hundred fifty dollars (\$2250) (subject to leave of absence, without salary, for 1942-1943, for military service) (this supersedes his previous appointment). (September 4, 1942)

BOTTOMLEY, JOSEPH ARTHUR, Assistant Professor of Mining Engineering, in the Department of Mining and Metallurgical Engineering, in the College of Engineering, for eleven months beginning October 1, 1942, at a salary at the rate of three thousand three hundred dollars (\$3300) a year. (September 26, 1942)

BOWMAN, MRS. MARCIA BROWN, Assistant in English, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500). (September 17, 1942)

BOYD, SAMUEL NEIL, JR., Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 28, 1942)

BOYER, DALE TREVOR, Cashier in the Bursar's Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand four hundred forty dollars (\$1440) (this supersedes his previous appointment). (September 1, 1942)

BRADLEY, EUGENE FERRING, Assistant in Spanish, on three-fourths time, for ten months beginning September 1, 1942, at a salary of nine hundred dollars (\$900) (this supersedes his previous appointment). (September 17, 1942)

BRADLEY, MRS. RUTH CAMPBELL, Assistant in Sociology, on one-half time, beginning September 23, 1942, and continuing through June 30, 1943, at a salary at the rate of seventy dollars (\$70) a month. (October 9, 1942)

BRAND, ASHLEY MOSS, Assistant in Obstetrics and Gynecology, in the College of Medicine, for eleven months beginning October 1, 1942, without salary. (October 16, 1942)

BREEN, H. EDWARD, Instructor in Accountancy, on three-fourths time, and Counselor in the Personnel Bureau, on one-fourth time, for ten months beginning September 1, 1942, at a salary of two thousand one hundred dollars (\$2100) (this supersedes his previous appointment). (August 31, 1942)

BRIGGS, CARLETON B., Senior Record Clerk in the Bureau of Economic and Business Research, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one hundred thirty-five dollars (\$135) a month. (October 6, 1942)

BRINE, JANE. RAYMOND, Junior Clerk-Stenographer in the Department of Agronomy, in the Agricultural Experiment Station, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand three hundred twenty dollars (\$1320). (September 9, 1942)

BRISTOW, MRS. EVELYN McLAIN, Assistant in Spanish, on one-fourth time, for five months beginning September 1, 1942, at a salary at the rate of thirty dollars (\$30) a month. (September 26, 1942)

BULKLEY, WILLIAM FREEMAN, Assistant in Forestry Extension, in the Extension Service in Agriculture and Home Economics, for one year beginning September 1, 1942, at a salary of one hundred eighty dollars (\$180), in addition to one thousand six hundred twenty dollars (\$1620), paid by the United States

Department of Agriculture, for which the University assumes no responsibility (this supersedes his previous appointment). (September 26, 1942)

BUNCH, MAYME JOSEPHINE, Assistant in History, on two-thirds time, beginning October 1, 1942, and continuing through January 31, 1943, at a salary at the rate of eighty dollars (\$80) a month. (October 2, 1942)

BURNS, OCIE ROMNEY, Senior Laboratory Assistant in the Department of Physiological Chemistry, in the College of Medicine, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand five hundred dollars (\$1500) (this supersedes his previous appointment). (October 6, 1942)

BURRAGE, FRANCES, Library Assistant and Cataloger, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand seven hundred dollars (\$1700) a year. (September 19, 1942)

BYERRUM, RICHARD U., Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 4, 1942)

CAREY, MILBURN ERNEST, Associate in Music, on three-fifths time, for one year beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800). (September 30, 1942)

CARR, MRS. MARION GRUDIER, Assistant in English, beginning September 15, 1942, and continuing through January 31, 1943, at a salary at the rate of one hundred fifty dollars (\$150) a month. (September 21, 1942)

CARR, NORMA EUNICE, Junior Clerk-Stenographer in the Graduate School, beginning at noon, September 15, 1942, and continuing through August 31, 1943, subject to University Civil Service rules, at a salary at the rate of one thousand two hundred sixty dollars (\$1260) a year (this supersedes her previous appointment). (September 19, 1942)

CHANCE, CHARLES JACKSON, Assistant in Physiology, for ten months beginning September 1, 1942, at a salary of one thousand five dollars (\$1500). (September 2, 1942)

CONRAD, MRS. LYDIA C., Senior Record Clerk in the Dispensary, in the College of Medicine, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand nine hundred twenty dollars (\$1920) (this supersedes her previous appointment). (September 23, 1942)

CONROY, EDWARD HUBERT, Special Research Assistant in Chemistry, on one-fourth time, and Assistant in Chemistry, on one-fourth time, for ten months beginning September 1, 1942, at a salary of six hundred twenty-five dollars (\$625) (this supersedes his previous appointment). (October 5, 1942)

COOLMAN, LAVON, Instructor in Music Education, on three-fourths time in the University High School, and on one-fourth time, in the School of Music, for ten months beginning September 1, 1942, at a salary of two thousand five hundred dollars (\$2500). (September 3, 1942)

COOLMAN, LAVON, Instructor in Music Education, on 83/100 time in the University High School, and on 17/100 time in the School of Music, beginning September 16, 1942, and continuing through June 30, 1943, at a salary at the rate of two hundred fifty dollars (\$250) a month (this supersedes his previous appointment). (October 16, 1942)

COOLSEN, FRANK GORDON, Assistant in Economics, on one-half time, for ten months beginning September 1, 1942, and Teacher in the University High School, on one-fourth time, beginning September 21, 1942, and continuing through June 30, 1943, at a salary at the rate of one hundred ten dollars (\$110) a month (this supersedes his previous appointment). (October 16, 1942)

COTELL, HARRY, Assistant in Medicine, beginning October 1, 1942, and continuing through June 30, 1943, without salary. (October 16, 1942)

CUTHBERT, F. LEICESTER, Special Research Associate in Petrography and Mechanical Engineering, in the Engineering Experiment Station, for one year beginning September 1, 1942, at a salary of three thousand dollars (\$3000) (this supersedes his previous appointment). (September 4, 1942)

DAHLSTEDT, WAYNE WILMER, Assistant in English, on full time, for five months beginning September 1, 1942, at a salary at the rate of one hundred

fifty dollars (\$150) a month, and on two-thirds time, for five months beginning February 1, 1943, at a salary at the rate of one hundred dollars (\$100) a month (this supersedes his previous appointment). (September 26, 1942)

DAVIS, JAMES ELWOOD, Extension Forester and Associate Professor of Forestry Extension, in the Extension Service in Agriculture and Home Economics, for one year beginning September 1, 1942, at a cash compensation of two thousand four hundred twenty dollars (\$2420), in addition to one thousand three hundred eighty dollars (\$1380) paid by the State Natural History Survey, for which the University assumes no responsibility (this supersedes his previous appointment). (September 26, 1942)

DEJORDY, ALMA, Assistant in Library Science, beginning September 10, 1942, and continuing through June 30, 1943, at a salary at the rate of one thousand four hundred dollars (\$1400) a year (this supersedes her previous appointment). (September 14, 1942)

DELEE, SOL THERON, Assistant in Obstetrics and Gynecology, in the College of Medicine, for one year beginning September 1, 1942, without salary. (September 14, 1942)

DOERING, ELLOR BENJAMIN, Assistant in English, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500). (September 11, 1942)

DOLAN, CATHARINE, Junior Clerk-Stenographer in the Bursar's Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand two hundred sixty dollars (\$1260) (this supersedes her previous appointment). (September 1, 1942)

DOLAN, CATHARINE, Senior Clerk-Stenographer in the Office of the High School Visitor, beginning September 19, 1942, and continuing through August 31, 1943, subject to University Civil Service rules, at a salary at the rate of one thousand five hundred dollars (\$1500) a year (this supersedes her previous appointment). (September 11, 1942)

DRUMMOND, ROBERT LORING, Instructor in Art Education, on two-thirds time in the University High School, and on one-third time in the Department of Art, beginning September 1, 1942, and continuing until further notice, but not beyond June 30, 1943, at a salary at the rate of two hundred seventy dollars (\$270) a month. (August 31, 1942)

DUBNER, HAROLD H., Assistant in Criminology, Social Hygiene, and Medical Jurisprudence, in the College of Medicine, for eleven months beginning October 1, 1942, without salary. (September 30, 1942)

DUNN, BETTY LOUISE, Assistant Clerk-Stenographer in the Physical Plant Department, beginning August 1, 1942, and continuing through August 31, 1942, subject to University Civil Service rules, at a salary at the rate of ninety-five dollars (\$95) a month. (September 14, 1942)

DUNN, BETTY LOUISE, Assistant Clerk-Stenographer in the Physical Plant Department, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand one hundred forty dollars (\$1140). (September 14, 1942)

DUNN, JOSEPHINE JOY, Assistant in French, on one-half time, for ten months beginning September 1, 1942, at a salary of seven hundred dollars (\$700). (September 17, 1942)

ELSBERRY, MAX ROLAND, Continuity Writer in the Radio Station, on one-half time, for one year beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 18, 1942)

ENGELJOHN, MRS. ETHEL WATSON, Senior Clerk-Stenographer, in the College of Medicine on two-thirds time, and in the Chicago Division of the Registrar's Office, on one-third time, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand nine hundred twenty dollars (\$1920) (this supersedes her previous appointment). (September 23, 1942)

ERWIN, NATHANIEL H., Assistant in Speech, on one-fourth time, for five months beginning September 1, 1942, at a salary of one hundred eighty-seven

dollars fifty cents (\$187.50) (this is in addition to his appointment in the Radio Station). (September 28, 1942)

EUBANKS, MRS. SHIRLEY MORROW, Assistant Clerk-Stenographer in the Periodical Division, in the Acquisition Department of the Library, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand eighty dollars (\$1080) a year (this supersedes her previous appointment). (September 30, 1942)

EWING, FRANCES ELEANOR, Assistant in Mathematics, on three-fifths time, for five months beginning September 1, 1942, at a salary at the rate of ninety dollars (\$90) a month, and on two-fifths time, for five months beginning February 1, 1943, at a salary at the rate of sixty dollars (\$60) a month (this supersedes her previous appointment). (September 26, 1942)

FAULKNER, CLAUDE WINSTON, Assistant in English, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500) (subject to leave of absence, without salary, for 1942-1943, for military service). (September 23, 1942)

FAULKNER, JAMES WILLIAM, Student Prosector in Anatomy, in the College of Medicine, on one-fourth time, for nine months beginning October 1, 1942, to receive exemption from tuition and laboratory fees. (September 17, 1942)

FIELDING, MRS. JEAN GILBERT, Assistant in Spanish, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (August 31, 1942)

FILIPPI, CHARLES ROBERT, Assistant in Ceramic Engineering, in the College of Engineering, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800). (September 2, 1942)

FISCHER, LEROY HENRY, Research Assistant in History, beginning September 1, 1942 and continuing through January 31, 1943, at a salary at the rate of sixty dollars (\$60) a month. (September 11, 1942)

FLETCHER, MRS. MARY LOUISE HAMILTON, Supervising Nurse in the Research and Educational Hospital, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand five hundred twenty-four dollars (\$1524) (this supersedes her previous appointment). (September 30, 1942)

FLORES, JOSEPH S., Instructor in Spanish, on full time, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800), and to give instruction in Spanish at Chanute Field, for ten months beginning September 1, 1942, at an additional salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 26, 1942)

FOGLE, STEPHEN FRANCIS, Instructor in English, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800) (this supersedes his previous appointment). (September 2, 1942)

FORD, MARY POSIWILKA, Assistant Laboratory Assistant in the Natural History Museum, on three-fourths time, for eleven months beginning October 1, 1942, at a salary at the rate of sixty dollars (\$60) a month. (October 5, 1942)

FREELAND, PAUL ALEXANDER, Student Assistant in General Engineering Drawing, in the College of Engineering, on one-third time, beginning September 1, 1942, and continuing through January 31, 1943, at a salary at the rate of forty dollars (\$40) a month. (September 4, 1942)

FREESE, HOMER BENJAMIN, Student Prosector in Anatomy, in the College of Medicine, on one-fourth time, for nine months beginning October 1, 1942, to receive exemption from tuition and laboratory fees. (September 17, 1942)

FUZAK, JOHN ALEXANDER, Instructor in Industrial Education, for ten months beginning September 1, 1942, at a salary of two thousand four hundred dollars (\$2400) (this supersedes his previous appointment). (September 14, 1942)

GAGER, KATHRYN N., Assistant Clerk-Stenographer in the Library School, on one-half time, beginning September 16, 1942, and continuing through August 31, 1943, at a salary at the rate of fifty dollars (\$50) a month. (September 21, 1942)

GEBHARD, JACK WENDELL, Associate in Psychology, for one year beginning

September 1, 1942, at a salary of two thousand four hundred dollars (\$2400). (August 31, 1942)

GEBHART, MRS. FLORENCE P., Assistant in Hygiene and Medical Adviser for Students, beginning September 15, 1942, and continuing until further notice, at a salary at the rate of two hundred dollars (\$200) a month. (September 15, 1942)

GIBSON, ROBERT WILDER, Assistant in Mathematics, on 8/15 time, for five months beginning September 1, 1942, at a salary at the rate of eighty dollars (\$80) a month, and on one-third time, for five months beginning February 1, 1943, at a salary at the rate of fifty dollars (\$50) a month (this supersedes his previous appointment). (September 26, 1942)

GOLDBERG, MILTON L., Assistant in Physiology, in the College of Medicine, on three-fourths time, for eleven months beginning October 1, 1942, at a salary at the rate of one hundred dollars (\$100) a month (this supersedes his previous appointment). (October 16, 1942)

GOLDBLATT, LUCILLE, Junior Clerk-Stenographer in the Chicago Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand three hundred twenty dollars (\$1320) (this supersedes her previous appointment). (September 14, 1942)

GOLDMAN, MRS. OLIVE REMINGTON, Assistant in English, on one-half time, beginning September 15, 1942, and continuing through January 31, 1943, at a salary at the rate of seventy-five dollars (\$75) a month. (September 23, 1942)

GOODNIGHT, CLARENCE JAMES, Instructor in Zoology, beginning September 16, 1942, and continuing through June 30, 1943, at a salary at the rate of one hundred eighty dollars (\$180) a month. (September 26, 1942)

GRAHAM, K. MERLE, Assistant in Zoology, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 11, 1942)

GRAHAME, ROBERTA M., Instructor in English, in the College of Pharmacy, for one year beginning September 1, 1942, at a salary of two thousand four hundred dollars (\$2400). (October 5, 1942)

HANSON, MRS. THELMA KLOTZ, Assistant in Zoology, on one-fourth time, for ten months beginning September 1, 1942, at a salary of three hundred dollars (\$300). (September 18, 1942)

HARDENBROOK, HARRY, JR., Assistant in Animal Pathology and Hygiene, in the Agricultural Experiment Station, and in the Extension Service in Agriculture and Home Economics, on two-thirds time, for one year beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500). (August 31, 1942)

HARDING, HAROLD, Personnel Secretary in the Bursar's Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of two thousand seven hundred dollars (\$2700) (this supersedes his previous appointment). (September 1, 1942)

HARMAN, MARIAN, Library Assistant and Cataloger, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of two thousand dollars (\$2000) (this supersedes her previous appointment). (September 4, 1942)

HARTER, HARMAN LEON, Assistant in Mathematics, on three-fifths time, for five months beginning September 1, 1942, at a salary at the rate of ninety dollars (\$90) a month, and on two-fifths time, for five months beginning February 1, 1943, at a salary at the rate of sixty dollars (\$60) a month (this supersedes his previous appointment). (September 26, 1942)

HATCHARD, WILLIAM REGINALD, Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 28, 1942)

HATTAN, CORINNE R., Assistant in Mathematics, on 19/30 time, for five months beginning September 1, 1942, at a salary at the rate of ninety-five dollars (\$95) a month, and on one-half time, for five months beginning February 1, 1943, at a salary at the rate of seventy-five dollars (\$75) a month (this supersedes her previous appointment). (September 26, 1942)

HAZEN, KEITH, Assistant Cashier in the Bursar's Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand three hundred twenty dollars (\$1320) (this supersedes his previous appointment). (September 1, 1942)

HERDA, MATTHEW GEORGE, Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (September 28, 1942)

HEYLIGER, VICTOR, Assistant in Physical Education for Men, for ten months beginning September 1, 1942, at a salary of three hundred dollars (\$300), in addition to two thousand four hundred dollars (\$2400) paid by the Athletic Association, for which the University assumes no responsibility. (September 15, 1942)

HILL, LEONA ANNE, Assistant in Home Economics, in the Agricultural Experiment Station, for eleven months beginning October 1, 1942, at a salary at the rate of one thousand two hundred dollars (\$1200) a year. (September 19, 1942)

HOLLENBECK, HELEN MARIE, Assistant Clerk-Typist in the Department of Agricultural Economics, in the Extension Service in Agriculture and Home Economics, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand twenty dollars (\$1020) a year. (September 26, 1942)

HOOVER, M. JANET, Assistant in Geology, for ten months beginning September 1, 1942, at a salary of one thousand two hundred dollars (\$1200). (September 4, 1942)

HOSKISSON, WILLIAM ARNISON, Assistant in Dairy Manufactures, in the Department of Dairy Husbandry, in the College of Agriculture and in the Agricultural Experiment Station, for eleven months beginning October 1, 1942, at a salary at the rate of one thousand eight hundred dollars (\$1800) a year (this supersedes his previous appointment). (September 14, 1942)

HOUTCHENS, MRS. CAROLYN WASHBURN, Instructor in English, beginning September 15, 1942, and continuing through January 31, 1943, at a salary at the rate of one hundred eighty dollars (\$180) a month. (September 23, 1942)

HOVORKA, JOHN, Assistant in Physics, on one-half time, for ten months beginning September 1, 1942, at a salary of seven hundred dollars (\$700). (September 12, 1942)

HUBACH, ROBERT ROGERS, Assistant in English, on full time, for five months beginning September 1, 1942, at a salary at the rate of one hundred fifty dollars (\$150) a month, and on two-thirds time, for five months beginning February 1, 1943, at a salary at the rate of one hundred dollars (\$100) a month (this supersedes his previous appointment). (September 26, 1942)

HUBER, RAMONA L., Assistant Clerk-Stenographer in the Department of English, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand two hundred dollars (\$1200) a year from September 1, 1942, through January 31, 1943, and at the rate of one thousand twenty dollars (\$1020) a year from February 1, 1943, through August 31, 1943 (this supersedes her previous appointment). (September 4, 1942)

JAENING, TECKLA KATHERINE, Junior Clerk-Stenographer in the College of Law, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand two hundred dollars (\$1200). (September 23, 1942)

JANKE, CARL WALTER, Senior Accountant in the Physical Plant Department, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of two thousand eight hundred dollars (\$2800). (September 28, 1942)

JOHNSON, RALPH HARRY, Instructor in Physical Education for Men, on three-fourths time, and Counselor in the Personnel Bureau, on one-fourth time, for ten months beginning September 1, 1942, at a salary of two thousand two hundred dollars (\$2200) (this supersedes his previous appointment). (September 11, 1942)

JOHNSTON, HUGH WILLIAM, Assistant in Chemistry, on one-half time, for

ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 28, 1942)

JONES, MRS. GENEVA MILLARD, Assistant in Soil Survey Publications, in the Department of Agronomy, in the Agricultural Experiment Station, for one year beginning September 1, 1942, at a salary of one thousand three hundred twenty dollars (\$1320). (September 9, 1942)

JONES, ROBERT ELLERY, Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (October 2, 1942)

KAHLERT, MERCEDES GUILLERMINA, Assistant in Spanish, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 11, 1942)

KAHN, HARRY S., Student Prosector in Anatomy, in the College of Medicine, on one-fourth time, for nine months beginning October 1, 1942, to receive exemption from tuition and laboratory fees. (September 17, 1942)

KLEIN, J. RAYMOND, Biochemist and Assistant Professor of Psychiatry, on 5/6 time, at an annual salary of two thousand seven hundred fifty dollars (\$2750), and Assistant Professor of Physiological Chemistry, on 1/6 time, at an annual salary of five hundred fifty dollars (\$550), for one year beginning September 1, 1942 (this supersedes his previous appointment). (October 5, 1942)

KOKOSKA, MILTON FRANK, Assistant in Geology, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 9, 1942)

LANDON, BEATRICE ELEANOR, Assistant in Chemistry, on one-half time, beginning September 1, 1942, and continuing through January 31, 1943, at a salary of three hundred dollars (\$300). (September 28, 1942)

LANE, WILMA MAXINE, Assistant in the Commerce Reading Room of the Library, on one-half time, beginning September 18, 1942, and continuing through August 31, 1943, at a salary at the rate of six hundred dollars (\$600) a year. (September 19, 1942)

LAPP, JOHN CLARKE, Instructor in French, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800) (this supersedes his previous appointment). (September 17, 1942)

LAPSLEY, JANIE CAMPBELL, Assistant in Mathematics, on three-fifths time, for five months beginning September 1, 1942, at a salary at the rate of ninety dollars (\$90) a month, and on two-fifths time, for five months beginning February 1, 1943, at a salary at the rate of sixty dollars (\$60) a month (this supersedes her previous appointment). (September 26, 1942)

LAWRENCE, MRS. MARGUERITE B., Assistant Clerk-Stenographer in the Acquisition Department of the Library, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand twenty dollars (\$1020) a year. (September 30, 1942)

LAWYER, KENNETH, Assistant Professor of Business Organization and Operation, and Associate in the Bureau of Economic and Business Research, for one year beginning September 1, 1942, at a salary of four thousand three hundred dollars (\$4300). (August 31, 1942)

LENDRUM, FREDERICK C., Assistant Professor of Medicine, on one-half time, in the Department of Medicine, and assigned to Pharmacology, on one-half time, for eleven months beginning October 1, 1942, at a salary at the rate of two thousand five hundred dollars (\$2500) a year. (September 18, 1942)

LEVY, HERMAN ABRAHAM, Associate in Medicine, on one-half time, for one year beginning September 1, 1942, at a salary of one thousand two hundred dollars (\$1200) (this supersedes his previous appointment). (September 2, 1942)

LEVY, MRS. LUCRETIA M., Assistant in Mathematics, on 8/15 time, for five months beginning September 1, 1942, at a salary at the rate of eighty dollars (\$80) a month. (September 28, 1942)

LEWIS, CLAY, Instructor in Chemical Engineering, for ten months beginning September 1, 1942, at a salary of two thousand five hundred dollars (\$2500). (September 14, 1942)

LEWIS, JOHN WILSON, Assistant in English, on full time, for five months beginning September 1, 1942, at a salary at the rate of one hundred fifty dollars (\$150) a month, and on two-thirds time, for five months beginning February 1, 1943, at a salary at the rate of one hundred dollars (\$100) a month (this supersedes his previous appointment). (September 26, 1942)

LINDAHL, WILLARD ARNOLD, Student Assistant in General Engineering Drawing, in the College of Engineering, on one-third time, beginning September 1, 1942, and continuing through January 31, 1943, at a salary at the rate of forty dollars (\$40) a month. (September 4, 1942)

LITMAN, SIMON, Professor of Economics, for six months beginning September 1, 1942, at a salary at the rate of five hundred dollars (\$500) a month. (October 9, 1942)

LITTRELL, JUNE LUIS, Assistant in Zoology, on three-fourths time, beginning September 15, 1942, and continuing through June 30, 1943, at a salary at the rate of nine hundred dollars (\$900) a year (this supersedes her previous appointment). (September 21, 1942)

LOCKHART, MRS. CORA EWERS, Assistant in Home Economics, in the Agricultural Experiment Station, for eleven months beginning October 1, 1942, at a salary at the rate of one thousand four hundred dollars (\$1400) a year. (September 19, 1942)

LOCKHART, HAINES BOOTS, Special Research Assistant in Chemistry, on one-half time, beginning September 25, 1942, and continuing through June 30, 1943, at a salary at the rate of sixty dollars (\$60) a month (this supersedes his previous appointment). (October 2, 1942)

LOVETT, MRS. WINIFRED, Junior Clerk-Typist in the Personnel Bureau, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand two hundred dollars (\$1200) (this supersedes her previous appointment). (September 1, 1942)

LOWELL, VIRGINIA MAUD, Assistant in English, on full time, for five months beginning September 1, 1942, at a salary at the rate of one hundred fifty dollars (\$150) a month, and on two-thirds time, for five months beginning February 1, 1943, at a salary at the rate of one hundred dollars (\$100) a month (this supersedes her previous appointment). (September 26, 1942)

LOWSMA, HENRY, Associate in Chemistry, in the College of Pharmacy, for one year beginning September 1, 1942, at a salary of three thousand dollars (\$3000). (September 23, 1942)

LUMMIS, FRANK MAX, Assistant in the Classics, on one-half time, for ten months beginning September 1, 1942, at a salary of seven hundred dollars (\$700). (September 14, 1942)

MACK, ROBERT DONALD, Instructor in Philosophy, for ten months beginning September 1, 1942, at a salary of two thousand dollars (\$2000). (September 19, 1942)

MAGILL, LEWIS MALCOLM, JR., Assistant in English, on one-third time, for ten months beginning September 1, 1942, at a salary of five hundred dollars (\$500). (September 2, 1942)

MAGILL, LEWIS MALCOLM, JR., Assistant in English, on full time, for five months beginning September 1, 1942, at a salary at the rate of one hundred fifty dollars (\$150) a month, and on one-third time, for five months beginning February 1, 1943, at a salary at the rate of fifty dollars (\$50) a month (this supersedes his previous appointment). (September 26, 1942)

MAXFIELD, BETTY JANE, Assistant File Clerk in the Department of Agricultural Economics, in the Extension Service in Agriculture and Home Economics, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand one hundred forty dollars (\$1140) (this supersedes her previous appointment). (September 9, 1942)

MAY, GEORGES CLAUDE, Assistant in French, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 19, 1942)

MAYOL, MARY JOAN, Assistant Clerk-Typist in the Print Shop, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand twenty dollars (\$1020) a year. (October 9, 1942)



MCCONNELL, GOLDEN A., Executive Secretary in the President's Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of three thousand two hundred dollars (\$3200) (this supersedes his previous appointment). (August 14, 1942)

McFARLAND, CORLEY B., Assistant in Ophthalmology, in the College of Medicine, beginning October 15, 1942, and continuing through August 31, 1943, without salary. (September 23, 1942)

MCGIVAREN, NINA STAMPS, Junior Library Assistant in the Reference Department of the Library, on one-half time, beginning September 8, 1942, and continuing through August 31, 1943, at a salary at the rate of seven hundred dollars (\$700) a year. (August 31, 1942)

MCPHERSON, JAMES BEVERLEY, JR., Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 28, 1942)

MCREYNOLDS, MARY LUCILLE, Assistant Office Appliance Operator in the Accounting Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand two hundred dollars (\$1200). (September 11, 1942)

MEEK, JAMES BRACE, Student Assistant in General Engineering Drawing, in the College of Engineering, on one-third time, beginning September 1, 1942, and continuing through January 31, 1943, at a salary at the rate of forty dollars (\$40) a month. (September 19, 1942)

MEISNER, DONALD FRANKLIN, Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 28, 1942)

MESSER, CONSTANTINE JOHN, Assistant in English, on two-thirds time, and Assistant in Russian, on one-third time, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500). (September 1, 1942)

MILES, FREDERICK DEAN, Instructor in Architecture, for ten months beginning September 1, 1942, at a salary of two thousand five hundred dollars (\$2500). (September 15, 1942)

MILES, MRS. NELLIE MORRIS, Assistant in Mathematics, for four months beginning October 1, 1942, at a salary at the rate of one hundred fifty dollars (\$150) a month. (October 14, 1942)

MILLER, SONIA, Assistant in English, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500). (September 14, 1942)

MONTGOMERY, MAX MALCOLM, Associate in Medicine, on one-half time, for one year beginning September 1, 1942, at a salary of one thousand two hundred dollars (\$1200) (this supersedes his previous appointment). (September 5, 1942)

NEUHAUSER, IRENE, Instructor in Dermatology, in the College of Medicine, on 15/100 time, beginning October 1, 1942, and continuing through August 31, 1943, at a salary at the rate of twenty dollars (\$20) a month (this supersedes her previous appointment). (October 9, 1942)

NIX, MARGARET A., Senior Clerk-Stenographer in the Office of the Executive Dean of the Chicago Colleges, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand five hundred dollars (\$1500) a year (this supersedes her previous appointment). (October 15, 1942)

NOECKER, JULIA AGNUSS, Assistant Clerk in the Catalog Department of the Library, on two-thirds time, beginning September 28, 1942, and continuing through August 31, 1943, at a salary at the rate of six hundred eighty dollars (\$680) a year. (September 23, 1942)

NORDHEIM, EDWIN I., Assistant in Zoology, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 18, 1942)

NORRIS, WILLIAM P., Upjohn Company Fellow in Chemistry, for ten months beginning September 1, 1942, at a stipendium of six hundred dollars (\$600). (September 11, 1942)

ODOR, ANNA FRANCES, Assistant in German, on three-fourths time, for ten months beginning September 1, 1942, at a salary of one thousand fifty dollars (\$1050). (September 19, 1942)

OSBORN, HAROLD MARION, Assistant in Physical Education for Men, for ten months beginning September 1, 1942, at a salary of nine hundred dollars (\$900), in addition to six hundred dollars (\$600) paid by the Athletic Association, for which the University assumes no responsibility. (September 15, 1942)

PATTERSON, JOHN DOUGLAS, Assistant in Physical Education for Men, for ten months beginning September 1, 1942, at a salary of one thousand seven hundred dollars (\$1700). (September 1, 1942)

PENG, KE MING, Special Research Assistant in Soil Fertility, in the Department of Agronomy, in the Agricultural Experiment Station, on one-half time, beginning September 1, 1942, and continuing until further notice, at a salary at the rate of eight hundred forty dollars (\$840) a year. (September 11, 1942)

PETERSON, DORIS E., Instructor in English, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800). (September 4, 1942)

PETERSON, ELWIN HERBERT, Assistant in Animal Pathology and Hygiene, in the Agricultural Experiment Station, beginning October 1, 1942, and continuing through August 31, 1943, without salary (entire salary of two thousand four hundred dollars (\$2400) paid by the State Department of Agriculture). (October 5, 1942)

PHELPS, ROSE BERNICE, Assistant Professor of Library Science, on three-fourths time, for five months beginning September 1, 1942, at a salary at the rate of one hundred eighty-seven dollars fifty cents (\$187.50) a month (this supersedes her previous appointment). (September 18, 1942)

POCHERT, LORRAINE R., Assistant Clerk-Stenographer in the Medical and Dental College Library, beginning September 21, 1942, and continuing through August 31, 1943, subject to University Civil Service rules, at a salary at the rate of one thousand two hundred dollars (\$1200) a year. (September 26, 1942)

PORZAK, BERNARD PETER, Assistant in English, on full time, for five months beginning September 1, 1942, at a salary at the rate of one hundred fifty dollars (\$150) a month, and on two-thirds time for five months beginning February 1, 1943, at a salary at the rate of one hundred dollars (\$100) a month (this supersedes his previous appointment). (September 26, 1942)

PRAHL, EVELYN LUCILE, Junior Clerk-Stenographer in the Bursar's Division of the Business Office, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand two hundred sixty dollars (\$1260) a year. (October 15, 1942)

PRESCHER, WILLIAM FRANCIS, Assistant in Geology, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 4, 1942)

PRICE, MAURICE THOMAS, Visiting Lecturer in Sociology, beginning September 1, 1942, and continuing through February 28, 1943, at a salary at the rate of three thousand dollars (\$3000) a year. (September 28, 1942)

PYENSON, HARRY, Special Research Assistant in Dairy Husbandry, in the Agricultural Experiment Station, beginning October 1, 1942, and continuing until further notice, at a salary at the rate of one hundred eighty-seven dollars fifty cents (\$187.50) a month. (October 5, 1942)

RAFFERTY, GERTRUDE THERESE, Assistant in the General Division of the College of Liberal Arts and Sciences, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 11, 1942)

RAMSER, JOHN HUBERT, Assistant in Agricultural Engineering, in the College of Agriculture, and in the Agricultural Experiment Station, for one year beginning September 1, 1942, at a salary of two thousand one hundred dollars (\$2100). (August 31, 1942)

REED, CORDELIA, Assistant in French, on three-fourths time, and Assistant in Spanish, on one-fourth time, for ten months beginning September 1, 1942, at a salary of one thousand three hundred dollars (\$1300) (this supersedes her previous appointment). (September 17, 1942)

REID, BETTY CAROL, Assistant Clerk-Stenographer in the Registrar's Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand twenty dollars (\$1020). (September 4, 1942)

REITSEMA, ROBERT H., Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 28, 1942)

ROBBINS, KENNETH C., Assistant in Physiological Chemistry, in the College of Medicine, on one-half time, for one year beginning September 1, 1942, at a salary of six hundred dollars (\$600). (August 31, 1942)

ROCKWELL, HARRIET MARY, Assistant in English, beginning September 15, 1942 and continuing through June 30, 1943, at a salary at the rate of one hundred fifty dollars (\$150) a month. (September 26, 1942)

ROGIER, EVELYN MARGUERITE, Junior Library Assistant in the Acquisition Department of the Library, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand five hundred dollars (\$1500). (September 1, 1942)

ROSALDO, RENATO, Instructor in Spanish, on full time, beginning October 1, 1942, and continuing through June 30, 1943, at a salary at the rate of one hundred eighty dollars (\$180) a month, and to give instruction in Spanish at Chanute Field, beginning September 1, 1942, and continuing through June 30, 1943, at a salary at the rate of sixty dollars (\$60) a month (this supersedes his previous appointment). (October 5, 1942)

RUCKER, HERBERT JUDSON, Associate in Vocational Agriculture, in the College of Agriculture, for one year beginning September 1, 1942, at a salary of two thousand eight hundred dollars (\$2800). (September 12, 1942)

RUSHING, DOROTHY BEAL, Assistant in English, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500). (September 4, 1942)

SACHS, SAM, Research Assistant in Mechanical Engineering, in the College of Engineering, beginning September 24, 1942, and continuing through August 31, 1943, at a salary at the rate of two thousand four hundred dollars (\$2400) a year (this supersedes his previous appointment). (September 21, 1942)

SAKAI, GALE ETSUKO, Junior Library Assistant in the Acquisition Department of the Library, on three-fourths time, for eleven months beginning October 1, 1942, at a salary at the rate of eighty-seven dollars fifty cents (\$87.50) a month. (October 1, 1942)

SASLOW, HERBERT BASIL, Assistant in Zoology, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 26, 1942)

SAWHILL, CLARENCE EDWIN, Associate in Music, on one-half time, and Acting Assistant Director of Military Bands, on one-half time, for one year beginning September 1, 1942, at a salary of three thousand two hundred dollars (\$3200) (this supersedes his previous appointment). (September 19, 1942)

SAWYER, MRS. JANET MUMM, Junior Library Assistant in the Loan Department of the Library, on one-half time, beginning September 16, 1942, and continuing through August 31, 1943, at a salary at the rate of seven hundred dollars (\$700) a year. (September 19, 1942)

SCHACHT, OTTO WILLIAM, JR., Student Assistant in General Engineering Drawing, in the College of Engineering, on one-third time, beginning September 1, 1942, and continuing through January 31, 1943, at a salary at the rate of forty dollars (\$40) a month. (September 19, 1942)

SCHLEGEL, RICHARD T., Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 4, 1942)

SCHNEIDER, LEONARD B., Assistant in Psychology, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 17, 1942)

SCHULZ, LOIS JANE, Assistant in Geology, on three-fourths time, for ten months beginning September 1, 1942, at a salary of nine hundred dollars (\$900) (this supersedes her previous appointment). (September 11, 1942)

SCHWARTZ, STEVEN OTTO, Instructor in Medicine, for one year beginning September 1, 1942, without salary. (September 14, 1942)

SCOTT, JOSEPH W., Assistant in Speech, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800) (this supersedes his previous appointment). (September 2, 1942)

SCOTT, JOSEPH W., Instructor in English, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800) (this supersedes his previous appointment). (September 14, 1942)

SHAFF, RUTH VIRGINIA, Assistant Office Appliance Operator in the Catalog Department of the Library, on one-half time, beginning September 22, 1942, and continuing through August 31, 1943, at a salary at the rate of forty-five dollars (\$45) a month. (September 23, 1942)

SHAFFER, LOTTIE MAE, Junior Clerk-Stenographer in the Extension Service in Agriculture and Home Economics, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand three hundred twenty dollars (\$1320) (this supersedes her previous appointment). (September 14, 1942)

SHANNON, CLIFFORD HUGH, Assistant in Soil Fertility, in the Department of Agronomy, in the Agricultural Experiment Station, beginning October 15, 1942, and continuing through August 31, 1943, at a salary at the rate of one hundred twenty-five dollars (\$125) a month. (October 16, 1942)

SHANOR, LELAND, Instructor in Botany, on three-fourths time, and Counselor in the Personnel Bureau, on one-fourth time, for ten months beginning September 1, 1942, at a salary of two thousand four hundred dollars (\$2400) (this supersedes his previous appointment). (September 2, 1942)

SIDEBOTTOM, OMAR MARION, Research Graduate Assistant in Theoretical and Applied Mechanics, in the Engineering Experiment Station, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (October 11, 1942)

SILBERGELD, SAM, Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 28, 1942)

SKALA, JOSEPH CHARLES, Junior Accountant in the Chicago Division of the Physical Plant Department, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand nine hundred twenty dollars (\$1920). (September 14, 1942)

SMELTZER, PERCY J., Special Research Assistant in Dairy Husbandry, in the Agricultural Experiment Station, on one-third time, for one year beginning September 1, 1942, at a salary of five hundred fifty dollars (\$550). (August 31, 1942)

SMITH, MRS. EDITH MCBRIDE, Assistant Clerk-Typist in the Physical Plant Department, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand eighty dollars (\$1080). (September 14, 1942)

SMITH, LYLE W., Assistant in Physics, on one-half time, for ten months beginning September 1, 1942, at a salary of seven hundred dollars (\$700). (September 12, 1942)

SMITH, WANDA LEE, Assistant Clerk-Typist in the Accounting Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand eighty dollars (\$1080). (September 11, 1942)

SNYDER, WALTER EUGENE, Special Research Assistant in Dairy Husbandry, in the Agricultural Experiment Station, beginning October 1, 1942 and continuing until further notice, at a salary at the rate of one thousand six hundred dollars (\$1600) a year. (September 11, 1942)

SPRINGER, MELVIN DALE, Assistant in Mathematics, on three-fifths time, for five months beginning September 1, 1942, at a salary at the rate of ninety dollars (\$90) a month, and on two-fifths time, for five months beginning February 1, 1943, at a salary at the rate of sixty dollars (\$60) a month (this supersedes his previous appointment). (September 26, 1942)

STADERMAN, ORVILLE PAUL, Assistant in Mathematics, on 8/15 time, for five

months beginning September 1, 1942, at a salary at the rate of eighty dollars (\$80) a month, and on two-fifths time, for five months beginning February 1, 1943, at a salary at the rate of sixty dollars (\$60) a month (this supersedes his previous appointment). (September 26, 1942)

STAFFORD, EDWARD EMERSON, Assistant Dean of Men, for eleven months beginning October 1, 1942, at a salary at the rate of three thousand six hundred dollars (\$3600) a year. (September 30, 1942)

STALVEY, JAMES BENJAMIN, Assistant in Political Science, for ten months beginning September 1, 1942, at a salary of one thousand two hundred dollars (\$1200) (this supersedes his previous appointment). (September 19, 1942)

STANLEY, WILLIAM O., Visiting Assistant Professor of Education, for one year beginning September 1, 1942, at a salary of three thousand two hundred dollars (\$3200). (August 31, 1942)

STEGEMEIER, HENRI, Instructor in German, for ten months beginning September 1, 1942, at a salary of two thousand dollars (\$2000). (September 9, 1942)

STEWART, JAMES WARREN, Assistant Professor of Mining Engineering, in the College of Engineering, for eleven months beginning October 1, 1942, at a salary at the rate of three thousand six hundred dollars (\$3600) a year. (September 19, 1942)

STINSON, CHARLES HENRY, Special Research Assistant in Soil Fertility, in the Department of Agronomy, in the Agricultural Experiment Station, on one-half time, beginning September 1, 1942, and continuing until further notice, at a salary at the rate of eight hundred forty dollars (\$840) a year (this supersedes his previous appointment). (September 11, 1942)

STRACK, KENNETH HUGHES, Junior Stores Clerk in the Office Supply Store-room, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand two hundred dollars (\$1200). (September 15, 1942)

STROUT, MRS. RUTH FRENCH, Research Assistant in the Classics, for one year beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800). (September 2, 1942)

SUMMERSON, CHARLES HENRY, Assistant in Geology, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800). (September 15, 1942)

SWANSON, MRS. BERTHA COE, Junior Clerk-Typist in the Bursar's Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand two hundred sixty dollars (\$1260) (this supersedes her previous appointment). (September 1, 1942)

SWINDELL, MRS. DOROTHY POTTER, Teacher in the University High School, for nine months beginning October 1, 1942, at a salary at the rate of one hundred eighty dollars (\$180) a month. (October 16, 1942)

TAYLOR, SYLVIA ISABEL, Junior Library Assistant in the Acquisition Department of the Library, on one-half time, beginning September 21, 1942, and continuing through August 31, 1943, at a salary at the rate of fifty dollars (\$50) a month. (September 23, 1942)

THOMPSON, HELEN IRENE, Assistant Clerk-Stenographer in the Bursar's Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand one hundred forty dollars (\$1140). (September 14, 1942)

THOMPSON, THEOS JARDIN, Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 11, 1942)

TORAN, WILLIAM B., Assistant in English, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500). (September 2, 1942)

VERAGUTH, ARNOLD JOHN, Special Research Assistant in Chemistry, for ten months beginning September 1, 1942, at a salary of one thousand dollars (\$1000). (September 11, 1942)

WALSH, FRANK JOSEPH, Instructor in Obstetrics and Gynecology, in the College of Medicine, for eleven months beginning October 1, 1942, without salary. (October 16, 1942)

WALTER, MARJORIE LOUISE, Assistant in Speech, on one-third time, for ten months beginning September 1, 1942, at a salary of five hundred dollars (\$500). (September 21, 1942)

WATSON, EOLENE, Junior Clerk-Typist in the Department of Agricultural Economics, in the Agricultural Experiment Station, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand two hundred dollars (\$1200) (this supersedes her previous appointment). (September 9, 1942)

WATSON, SARAH MARTHA, Assistant in Psychology, on one-half time, beginning September 18, 1942, and continuing through June 30, 1943, at a salary at the rate of one thousand dollars (\$1000) a year. (September 19, 1942)

WELCH, HELEN MARGARET, Junior Library Assistant in the Acquisition Department of the Library, beginning September 21, 1942, and continuing through August 31, 1943, subject to University Civil Service rules, at a salary at the rate of one thousand five hundred dollars (\$1500) a year. (September 26, 1942)

WELTIN, EDWARD G., Assistant in History, on one-fourth time, beginning September 19, 1942, and continuing through June 30, 1943, at a salary at the rate of thirty dollars (\$30) a month. (September 26, 1942)

WESTON, JANET LOUISE, Associate in Economics, on three-fourths time, and Counselor in the Personnel Bureau, on one-fourth time, for one year beginning September 1, 1942, at a salary of two thousand six hundred dollars (\$2600) (this supersedes her previous appointment). (August 31, 1942)

WHITE, MRS. FREDA BRIDGEWATER, Junior Clerk-Stenographer in the Provost's Office, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one hundred dollars (\$100) a month. (October 9, 1942)

WHITE, ROBERT BROWNING, Student Assistant in Anatomy, in the College of Medicine, on one-fourth time, for nine months beginning October 1, 1942, to receive exemption from tuition and laboratory fees. (September 17, 1942)

WHITSON, JOHN WALTER, JR., Assistant in Chemistry, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600) (this supersedes his previous appointment). (September 28, 1942)

WHITTLE, KATHERINE WHITE, Library Assistant in the Loan Department of the Library, for eleven months beginning October 1, 1942, subject to University Civil Service rules, at a salary at the rate of one thousand seven hundred dollars (\$1700) a year. (September 19, 1942)

WILKINS, CHARLES THOMPSON, Assistant in English, for ten months beginning September 1, 1942, at a salary of one thousand five hundred dollars (\$1500) (this supersedes his previous appointment). (September 17, 1942)

WILLARD, RUTH FRANCES, Assistant in Spanish, on three-fourths time, for five months beginning September 1, 1942, at a salary at the rate of ninety dollars (\$90) a month, and on one-half time, for five months beginning February 1, 1943, at a salary at the rate of sixty dollars (\$60) a month. (September 26, 1942)

WILLIAMS, CHARLES RALPH, Assistant in Zoology, on one-half time, for ten months beginning September 1, 1942, at a salary of six hundred dollars (\$600). (September 15, 1942)

WILLS, JOHN ELLIOT, Assistant Professor of Agricultural Economics Extension, in the Extension Service in Agriculture and Home Economics, for one year beginning September 1, 1942, at a salary of three thousand eight hundred dollars (\$3800). (August 31, 1942)

WILMARTH, CHARLES EARL, Special Research Assistant in Plant Genetics, in the Department of Agronomy, in the Agricultural Experiment Station, on one-half time, beginning October 15, 1942, and continuing until further notice, at a salary at the rate of seventy dollars (\$70) a month. (October 16, 1942)

WILSON, KEITH LEROY, Instructor in Music, on three-fourths time, and in Military Bands, on one-fourth time, for one year beginning September 1, 1942, at a salary of two thousand one hundred dollars (\$2100) (this supersedes his previous appointment). (September 19, 1942)

WINDHOLZ, FRANZ, Assistant in Radiology, in the College of Medicine, for one year beginning September 1, 1942, without salary. (October 5, 1942)

WINKLER, PAUL WALTER, Junior Library Assistant in the Catalog Department of the Library, beginning September 14, 1942, and continuing through August 31, 1943, subject to University Civil Service rules, at a salary at the rate of one thousand four hundred dollars (\$1400) a year. (September 18, 1942)

WITTERT, VICTOR, Assistant in Oral Surgery, in the Department of Oral and Plastic Surgery and Oral Pathology, in the College of Dentistry, three half days each week, beginning October 15, 1942, and continuing through August 31, 1943, without salary. (October 10, 1942)

WRIGHT, ELEANORE REIDELL, Assistant in Obstetrics and Gynecology, in the College of Medicine, for eleven months beginning October 1, 1942, without salary. (September 30, 1942)

WRIGHT, JAMES DIXON, Instructor in German, for ten months beginning September 1, 1942, at a salary of two thousand dollars (\$2000). (September 2, 1942)

ZELLER, MICHAEL, Instructor in Medicine, for eleven months beginning October 1, 1942, without salary. (October 16, 1942)

ZIMMER, ROLLY W., Head Cashier in the Bursar's Division of the Business Office, for one year beginning September 1, 1942, subject to University Civil Service rules, at a salary of one thousand nine hundred twenty dollars (\$1920) (this supersedes his previous appointment). (September 1, 1942)

ZIMMERMAN, KENNETH WALTER, Assistant in Physical Education for Men, for ten months beginning September 1, 1942, at a salary of one thousand eight hundred dollars (\$1800), in addition to one hundred fifty dollars (\$150) paid by the Athletic Association, for which the University assumes no responsibility (this supersedes his previous appointment). (September 26, 1942)

#### DECLINATIONS AND RESIGNATIONS

The Secretary presented also for record the following list of declinations and resignations.

ANDERSON, RUTH MARIE, Research Assistant in the Bureau of Institutional Research—resignation effective September 8, 1942.

ANGLAND, NORA M., Junior Clerk-Stenographer in the Hospital Laboratory, in the College of Medicine—resignation effective August 1, 1942.

AUSTIN, WALTER JAMES, Special Research Graduate Assistant in Civil Engineering, in the Engineering Experiment Station—declination effective September 1, 1942.

BARNHART, MRS. RUTH ROBERTS, Assistant Clerk-Typist in the Department of Home Economics, in the Extension Service in Agriculture and Home Economics—resignation effective October 14, 1942.

BATELL, MRS. ETHEL GOTTRICK, Assistant in Mathematics—resignation effective October 1, 1942.

BAUER, MRS. ALICE G., Junior Library Assistant in the Acquisition Department of the Library—resignation effective September 16, 1942.

BEARD, MARGARET C., Junior Clerk-Stenographer in the Department of Physiology, in the College of Medicine—resignation effective November 1, 1942.

BERBAUM, STANLEY EARNEST, Mechanic in the Military Department—termination effective September 30, 1942.

BJORKLUND, JUNE, Scholar in Economics—resignation effective September 1, 1942.

BONER, J. RUSSELL, Instructor in Economics—resignation effective October 1, 1942.

BUTLER, WILLIAM A., Assistant in Physics, in the College of Engineering—resignation effective September 1, 1942.

CASE, HARRY WALTER, Associate in Psychology—resignation effective September 1, 1942.

CHRISTIE, CELIA LOUISE, Assistant Clerk-Stenographer in the Office of the Dean of the College of Engineering and in the Department of General Engineering Drawing—declination effective September 1, 1942.

CHURCHILL, WARREN SOLYOM, Assistant in Zoology—resignation effective September 1, 1942.

COLEMAN, SAMUEL D., Assistant Extension Editor and Associate in Agri-

cultural Extension, in the Extension Service in Agriculture and Home Economics—resignation effective September 24, 1942.

COOPER, MARILYN J., Assistant Clerk-Stenographer in the Department of Agricultural Economics, in the Agricultural Experiment Station—resignation effective September 1, 1942.

COVEY, DELVIN L., Scholar in English—resignation effective September 1, 1942.

CRESS, ALLAN M., Assistant in German—resignation effective September 1, 1942.

CRIST, RAYMOND E., Associate in Geography—resignation effective September 1, 1942.

DAVIS, GEORGE HAMILTON, Assistant in Geology—declination effective September 1, 1942.

DEWEY, MRS. DOROTHY S., Senior Clerk-Stenographer in the Department of Medicine—declination effective September 1, 1942.

DIXON, MRS. DOROTHY LANE, Assistant Clerk-Typist in the Extension Service in Agriculture and Home Economics—resignation effective at noon, October 9, 1942.

DUKER, GUY MAXWELL, Instructor in Music Education—resignation effective September 1, 1942.

DUSSER DE BARENNE, DOROTHEA R., Research Assistant in Psychiatry, in the College of Medicine—declination effective September 1, 1942.

ERICKSON, MRS. ALINE WOLFF, Assistant Dietitian in McKinley Hospital—resignation effective September 1, 1942.

EYESTONE, W. H., Assistant in Animal Pathology and Hygiene, in the Extension Service in Agriculture and Home Economics—resignation effective September 14, 1942.

FIELDING, MRS. JEAN GILBERT, Scholar in Spanish—resignation effective September 1, 1942.

FROBERG, LAWRENCE, Assistant in English—declination effective September 1, 1942.

GLICK, FRANCIS J., Fellow in Chemistry—resignation effective September 1, 1942.

GORBLE, JAMES LAWRENCE, Assistant in Animal Husbandry, in the College of Agriculture, and in the Agricultural Experiment Station—resignation effective September 1, 1942.

GOLDIE, WILLIAM JAY, Assistant in Physical Education for Men—resignation effective September 1, 1942.

HILGARD, JOSEPHINE R., Assistant in Criminology, Social Hygiene, and Medical Jurisprudence, in the College of Medicine—cancellation effective September 1, 1942.

HILL, MRS. HELEN WILLIAMS, Assistant in English—resignation effective September 1, 1942.

INNIS, REBECCA JANE, Assistant Clerk in the Catalog Department of the Library—resignation effective September 28, 1942.

JEROME, RICHARD CLARK, Assistant in Economics—declination effective September 1, 1942.

KELLEY, MRS. BYRD BUCHAN, Social Director of Davenport House—resignation effective September 1, 1942.

KREPS, CLIFTON H., JR., Fellow in German—resignation effective September 1, 1942.

LEE, RICHARD WAYNE, Assistant in Physics, in the College of Engineering—resignation effective September 1, 1942.

LEVINE, VICTOR, Assistant Professor of Pathology, in the College of Medicine—resignation effective October 2, 1942.

LEVITIN, EMIL DAVID, Assistant in Psychiatry, in the College of Medicine—declination effective September 1, 1942.

LIPSCOMB, SARA, Assistant Clerk-Typist in the Radio Station—resignation effective October 20, 1942.

LYON, CLYDE WILLIAM, Assistant to the Director of the Physical Plant Department—resignation effective October 31, 1942.



MARKUSICH, MRS. MARGARET EWALD, Junior Laboratory Assistant in the Department of Dental Pathology and Therapeutics, in the College of Dentistry—resignation effective at the close of business September 14, 1942.

McLALLEN, ROSELLA, Junior Medical Technologist in Bacteriology and Public Health, in the Department of Pathology, Bacteriology, and Public Health, in the College of Medicine—resignation effective September 16, 1942.

McNEILL, ELLEN, Stenographer in the Medical, Dental, and Pharmacy Library—resignation effective June 15, 1942.

McVEY, EMERSON KING, Assistant in Pediatrics, in the College of Medicine—declination effective September 1, 1942.

MILLER, CARL, Assistant in Psychiatry, in the College of Medicine—declination effective September 1, 1942.

MOODY, RICHARD, Instructor in Speech—resignation effective September 1, 1942.

MORRIS, WILLIAM McCULLOCH, Junior Stores Clerk in the Department of Physiological Chemistry, in the College of Medicine—declination effective September 1, 1942.

NELSON, MARGARET, Junior Clerk-Stenographer in the Office of the Dean of the College of Liberal Arts and Sciences—resignation effective October 8, 1942.

NICHOLSON, HUGH PHILO, Assistant Professor of Mining Engineering, in the College of Engineering—resignation effective October 1, 1942.

NISBET, H. LOUISE, Scholar in Philosophy—resignation effective September 1, 1942.

NORDHEIM, EDWIN IVER, Assistant in Zoology—resignation effective October 1, 1942.

ODOR, ANNA FRANCES, Fellow in German—resignation effective September 1, 1942.

OSTERDOCK, MRS. LOROLIVE, Copyholder in the Print Shop—resignation effective October 6, 1942.

PALMER, FREDERICK A., Fellow in History—resignation effective September 1, 1942.

PASSARELLI, EDWIN WILLIAM, Associate in Medicine—declination effective September 1, 1942.

PEARSON, FLOYD CHARLES, Storekeeper in the Office Supply Storeroom—resignation effective October 19, 1942.

PIERCE, MARY JEANNE, Assistant Office Appliance Operator in the Catalog Department of the Library—resignation effective September 22, 1942.

PRESCHER, WILLIAM FRANCIS, Assistant in Geology—declination effective September 1, 1942.

PRESSON, ROSEMARY, Assistant Clerk-Stenographer in the Agricultural Experiment Station—resignation effective September 25, 1942.

RAE, EDWIN CARTER, to give instruction in Art, in the Summer Quarter of 1942—resignation effective June 8, 1942.

ROBERTS, ROYSTON M., Fellow in Chemistry—resignation effective September 1, 1942.

ROMPPAINEN, N. VIRGINIA, Junior Stenographer in the Department of Animal Pathology and Hygiene—declination effective September 1, 1942.

RORABACHER, LOUISE ELIZABETH, Instructor in English—resignation effective September 1, 1942.

ROSS, DONALD VERNON, Assistant in Chemistry—declination effective September 1, 1942.

SARGENT, HUGH WILLIAMS, Assistant in English—declination effective September 1, 1942.

SIPPY, HALL IVAN, Assistant Professor of Medicine (Rush)—declination effective September 1, 1942.

SLATER, CHARLES PHILLIP, Assistant in Accountancy—resignation effective September 1, 1942.

SMARZO, MARJORIE MARGARET, Associate in Hygiene and Medical Adviser for Women—resignation effective October 1, 1942.

SMITH, HAROLD J., Assistant in Animal Genetics, in the Department of Animal Husbandry, in the Agricultural Experiment Station—resignation effective September 15, 1942.

SNEAD, CLAUDE R., Fellow in Surgery—resignation effective September 1, 1942.

STEVENS, DONALD PHILIP, Instructor in Architecture—resignation effective September 1, 1942.

STEWART, EDWIN L., Fellow in Spanish—resignation effective September 1, 1942.

SWEENEY, MRS. MILDRED M., Junior Clerk-Stenographer in the Hospital Laboratory, in the College of Medicine—declination effective September 1, 1942.

THOMPSON, THEOS JARDIN, Assistant in Chemistry—declination effective September 1, 1942.

TUCKER, MRS. LUCY J., Junior Clerk-Stenographer in the High School Testing Bureau, in the Registrar's Office—resignation effective at the close of business October 25, 1942.

WANG, JOYCE, Scholar in Chemistry—resignation effective September 1, 1942.

WARD, EDWARD JOHN, Special Research Graduate Assistant in Civil Engineering, in the Engineering Experiment Station—resignation effective September 1, 1942.

WIECZOREK, MARY MICHAELINE, Graduate Assistant in Hospital Pharmacy, in the College of Pharmacy—resignation effective October 12, 1942.

WILLIAMSON, LOIS MAURINE, Assistant Clerk-Typist in the Registrar's Office—resignation effective at the close of business October 23, 1942.

WILMETH, KATE S., Junior Stenographer in the Department of Animal Pathology and Hygiene—resignation effective at the close of business September 30, 1942.

WIXSON, MARGARET, Assistant in Speech—resignation effective September 1, 1942.

WOJNIAK, FRANK, Assistant Professor of Laryngology, Rhinology, and Otology (Rush), in the College of Medicine—declination effective September 1, 1942.

WOOD, L. K., First Assistant in Soil Fertility, in the Department of Agronomy, in the Agricultural Experiment Station—resignation effective at the close of business September 25, 1942.

WRIGHT, JAMES DIXON, Instructor in German—declination effective September 1, 1942.

ZYGMUNT, JOSEPH F., Scholar in Sociology—resignation effective October 16, 1942.

#### DEGREES CONFERRED IN AUGUST AND OCTOBER, 1942

The Secretary presented also for record the lists of degrees conferred in August (see page 148) and October (see page 158).

The Board adjourned.

H. E. CUNNINGHAM

*Secretary*

KARL A. MEYER

*President*

**SUMMARY OF DEGREES CONFERRED IN AUGUST, 1942**

## Degrees in the Graduate School, conferred at Urbana:

Master of Arts.....	116
Master of Science.....	104
Master of Music.....	4
<i>Total, Graduate School, Urbana.....</i>	<i>224</i>

## Degrees in Law, conferred at Urbana:

Bachelor of Laws.....	5
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## Baccalaureate Degrees, conferred at Urbana:

Bachelor of Science, Library School.....	56
Bachelor of Arts, College of Liberal Arts and Sciences.....	70
Bachelor of Science, College of Liberal Arts and Sciences.....	24
Bachelor of Science, College of Commerce and Business Administration.....	29
Bachelor of Science, College of Agriculture.....	26
Bachelor of Science, College of Education.....	59
Bachelor of Science, College of Fine and Applied Arts.....	5
Bachelor of Fine Arts, College of Fine and Applied Arts.....	5
Bachelor of Science, School of Journalism.....	8
Bachelor of Science, School of Physical Education.....	6

*Total, Baccalaureate Degrees, Urbana..... 288*

*Total, Degrees Conferred at Urbana..... 517*

## Degrees in Dentistry, conferred at Chicago:

Doctor of Dental Surgery.....	2
<i>Total, Degrees Conferred at Chicago.....</i>	<i>2</i>

*Total, Urbana and Chicago, August, 1942..... 519*

**SUMMARY OF DEGREES CONFERRED IN OCTOBER, 1942**

## Degrees in the Graduate School, conferred at Urbana:

Doctor of Philosophy.....	25
Master of Education.....	2
Master of Arts.....	12
Master of Science.....	14

*Total, Graduate School, Urbana..... 53*

## Baccalaureate Degrees, conferred at Urbana:

Bachelor of Social Administration, College of Liberal Arts and Sciences.....	1
Bachelor of Arts, College of Liberal Arts and Sciences.....	11
Bachelor of Science, College of Liberal Arts and Sciences.....	5
Bachelor of Science, College of Engineering.....	49
Bachelor of Science, College of Agriculture.....	3
Bachelor of Science, College of Education.....	8
Bachelor of Science, College of Fine and Applied Arts.....	1

*Total, Baccalaureate Degrees, Urbana..... 78*

*Total, Degrees Conferred at Urbana..... 131*

## Degrees in Pharmacy, conferred at Chicago:

Bachelor of Science in Pharmacy.....	2
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## Degrees in Dentistry, conferred at Chicago:

Doctor of Dental Surgery.....	2
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## Degrees in Medicine, conferred at Chicago:

Bachelor of Science in Medicine.....	4
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## Degrees in the Graduate School, conferred at Chicago:

Doctor of Philosophy.....	4
Master of Arts.....	2
Master of Science.....	4

*Total, Graduate School, Chicago..... 10*

*Total, Degrees Conferred at Chicago..... 18*

*Total, Urbana and Chicago, October, 1942..... 149*

Degrees conferred in August, 1942 (see above)..... 519

*Total, Degrees Conferred since Commencement in June, 1942..... 668*

*Degrees Conferred August 29, 1942, at Urbana***GRADUATE SCHOOL****Degree of Master of Arts***In Business Organization and Operation*

JEANNETTE POFFENBARGER WILLIAMS, A.B., Augustana College, 1928

*In Classics*

DONALD JAMES FOLEY, A.B., St. Louis University, 1939

SISTER MARIE DANIEL CONWAY, Ph.B., University of Chicago, 1921

*In Education*

BERTHA DEAL ABBOTT, A.B., Drury College, 1934

MOHAMED ASGHAR, B.S., 1941

JAMES ARLAND BARKER, B.Ed., Southern Illinois Normal University, 1932

THEODORE HOWARD BARTHOLOMEW, B.Ed., Western Illinois State Teachers College, 1932

AFTON CHARLINE BEASLEY, B.Ed., Southern Illinois Normal University, 1934

MARY BLANCHE BOLAND, A.B., College of St. Francis, 1937

JOHN MOTSINGER BREWER, B.Ed., Southern Illinois Normal University, 1935

WILLARD THOMAS BRIGGS, A.B., Knox College, 1940

EARL HAROLD BURDOCK, A.B., Penn College (Iowa), 1921

JAMES HAROLD BURKHOLDER, B.S., State Teachers College (Shippensburg, Pa.), 1937

LURA MINNI SOTA CARRITHERS, B.Ed., Illinois State Normal University, 1932

MILDRED RUTH CHANDLER, A.B., Evansville College, 1938

CARL CLARENCE CLAPPER, B.Ed., Western Illinois State Teachers College, 1934

DONNA ROSEMARY COLDWELL, A.B., 1938

FRANCIS EARL DE REUS, A.B., St. Ambrose College, 1938

ANNAMAE ELIZABETH EASTERDAY, A.B., Carthage College, 1939

PAUL HERMAN EBELING, B.S., 1937

MARY KATHRYN FREED, B.S., Northeast Missouri State Teachers College, 1940

SIBYL CORINNE GARRISON, B.S., 1938

GENE MERLIN GOFORTH, B.Ed., Southern Illinois Normal University, 1933

HARRIET LOUISE GRANDY, A.B., Illinois Wesleyan University, 1933

ROY JOHN GRIEBEL, A.B., McKendree College, 1939

HAROLD CHARLES HATHAWAY, A.B., McKendree College, 1934

ARTHUR HORRELL HAYS, B.Ed., Southern Illinois Normal University, 1938

MARGARET VIRGINIA HEALY, B.S., Washington University, 1937

ALVIN EDWARD HECK, JR., A.B., Knox College, 1939

LOUIS WILSON HIGGS, B.Ed., Western Illinois State Teachers College, 1937

DONALD LEAGUE HOLLEY, B.Ed., Illinois State Normal University, 1938

JAMES EDWARD HOLT, B.Ed., Southern Illinois Normal University, 1931

MARGARET ELIZABETH IUTZI, B.Ed., Illinois State Normal University, 1938

MILDRED AMELIA IUTZI, B.Ed., Illinois State Normal University, 1937

HOWARD THEODORE JACKSON, B.S., Illinois Wesleyan University, 1937

JEANNETTE LOUIS JOBUSCH, B.S., 1937

GLENN JACOB JOHNSTON, B.S., Bradley Polytechnic Institute, 1933

CLELLA LORNE JONES, B.Ed., Illinois State Normal University, 1934

JAMES HAROLD JONES, B.Ed., Eastern Illinois State Teachers College, 1937

EMMA KATHRYN KASTEL, B.Ed., Illinois State Normal University, 1938

JAMES MARTIN KELLY, Ph.B., DePaul University, 1939

VERNON JAMES MARR, A.B., Shurtleff College, 1937

KARL LOUIS MASSANARI, A.B., Goshen College, 1936

RALPH MCBRIDE, B.Ed., Southern Illinois Normal University, 1938

OLIVE MAY McLAUGHLIN, A.B., Monmouth College, 1938

PAUL VERNON McMORRIS, B.Ed., Eastern Illinois State Teachers College, 1932

LOUISE GRAY McNUTT, B.Ed., Eastern Illinois State Teachers College, 1935

CLYDE WILLIAM MILLS, B.Ed., Eastern Illinois State Teachers College, 1938  
JOHN DAVISON MOSS, B.Ed., Southern Illinois Normal University, 1935  
LINA MARIA MOULTON, A.B., 1932  
ELMER DAVID MURRAY, B.Ed., Southern Illinois Normal University, 1937  
AURELLA LAVELLE OGDEN, B.Ed., Illinois State Normal University, 1937  
WILLIAM ROBERT PHILLIPS, B.Ed., Southern Illinois Normal University, 1939  
ERNEST PRICCO, B.Ed., Eastern Illinois State Teachers College, 1934  
NELLORA MELISSA QUIGLEY, B.Ed., Western Illinois State Teachers College, 1935  
STANLEY WILLIAM RAHN, A.B., St. Olaf College, 1936  
CLARENCE LEE REEVES, B.Ed., Illinois State Normal University, 1935  
MARIDAN RICHTER, B.F.A., 1941  
HENRIETTA JANE ROBERTS, B.S., 1934  
BASIL EUGENE ROHRER, B.Ed., Southern Illinois Normal University, 1939  
ROBERT HERMAN ROWE, B.Ed., Illinois State Normal University, 1933  
BERTHA IRENE MUSICK RUTLEDGE, A.B., Southwestern College, 1922  
SISTER MARY BERNARDA ADAMS, A.B., Rosary College, 1935  
SISTER MARY VERENA HOUGH, B.Ed., Milwaukee State Teachers College, 1937  
KENNETH WALSH STEPHENS, B.S., Bradley Polytechnic Institute, 1933  
ALVIN ROBERT TERVELT, A.B., Central College (Pella, Iowa), 1936  
LETA THOMPSON, B.Ed., Southern Illinois Normal University, 1933  
MARGUERITE ROBINSON TUPPER, A.B., 1932  
LOUISE MCKINNEY VAN WINKLE, A.B., 1928  
CHRISTINA ELIZABETH WALSER, A.B., Eureka College, 1932  
VIRGINIA FLORENCE WILDT, A.B., 1928  
ELIZABETH JANE WILSON, B.Ed., Eastern Illinois State Teachers College, 1936  
PAUL RODE WORKMAN, A.B., Eureka College, 1924

*In English*

THOMAS FRANCIS BATELL, A.B., Knox College, 1937  
ROBERT GILES BROOKS, B.Ed., Illinois State Normal University, 1939  
ALFRED HENRY DEUTSCH, A.B., St. Johns University, 1936  
PATRICK JOSEPH HAYES, A.B., St. Ambrose College, 1939  
FRANCES LUCILE HORLER, A.B., State University of Iowa, 1931  
WANDA MAE LITTLE, A.B., 1940  
LOUISE MACY, A.B., Illinois Wesleyan University, 1928  
MARY ADELIA NICHOLS, B.S., 1934

*In French*

MARIE LOUISE DUEZ, A.B., Berea College, 1936  
ADELE JOAN TUMAN, A.B., 1938

*In Geography*

MAX LEE WHITE, B.Ed., Eastern Illinois State Teachers College, 1936

*In German*

ANNA ELIZABETH PAULI, A.B., Bradley Polytechnic Institute, 1938  
DOROTHY MARY ZUCKER, A.B., 1940

*In History*

MARGARET RUBY BARTON, A.B., Lindenwood College, 1941  
WILLIS WOODROW CARMEN, A.B., 1939  
CAROL IDELLA CHRISTIANSON, A.B., 1938  
EDWARD GEORGE DIRKSEN, A.B., Columbia College, 1936  
MARTHA VIRGINIA LAW, B.S., 1936  
HUI-I LIANG, A.B., 1941  
WILLIAM VINCENT McDONOUGH, A.B., St. Ambrose College, 1940  
RALPH EDWARD PERRY, Th.B., A.B., Olivet Nazarene College, 1939, 1941  
SISTER MARY ALODIA DOHERTY, A.B., Rosary College, 1930  
LOIS RUTH TWEEDY, B.S., 1937  
CARROLL FRANCIS VANDEVENTER, B.S., 1938

*In Library Science*

- PAUL LAVERN KNAPP, B.S., Western State Teachers College, 1932; A.B.(Lib.), University of North Carolina, 1936  
MARJORIE FRANCES RUMBLE, A.B., University of Kansas, 1934; B.S., 1939  
GILES FREEMONT SHEPHERD, JR., A.B., A.B.(Lib.), University of North Carolina, 1934, 1936  
JOSEPHINE MATHEWS THARPE, A.B., Florida State College for Women, 1931; B.S.(Lib.), 1938

*In Mathematics*

- ETHEL GOTTRICK BATELL, B.S., 1936  
BETTY ANN EATON, B.S., 1941  
JULIUS FRANCIS KIRCHGESSNER, A.B., St. Viator College, 1938  
SISTER MARY PATRICIA MULLEN, A.B., Creighton University, 1922  
SISTER FLORENTINUS O'CONNOR, A.B., Rosary College, 1926

*In Political Science*

- DAVID ABRAHAM ROZEN, A.B., University of Texas, 1941

*In Social Science*

- MARY KATHERINE DEWEY, A.B., Lindenwood College, 1935

*In Sociology*

- AUDREY BYRDEEN BOWER, A.B., McKendree College, 1929  
MARY ELLEN KRUM, A.B., Illinois Wesleyan University, 1933; B.Ed., Illinois State Normal University, 1934

*In Spanish*

- IVY MAUDE BRITTON, B.S., 1928  
GRACE GORDON WILSON, A.B., Colorado State Teachers College, 1921

*In Speech*

- NAOMI WINGFIELD HUNTER, A.B., 1939  
KATHERINE ELIZABETH STAPP, B.S., 1935

*In Zoology*

- RAYMOND LeROY CROWELL, B.Ed., Southern Illinois Normal University, 1930  
KENNETH MERLE GRAHAM, A.B., Allegheny College, 1941

**Degree of Master of Science***In Accountancy*

- RUTH BROWN, B.S., Indiana State Teachers College, 1933  
MARSHALL EARL GOINS, B.Ed., Illinois State Normal University, 1935  
STERLING ROGER STEPHENS, B.Ed., Illinois State Normal University, 1933  
ADA TEODORI, B.Ed., Illinois State Normal University, 1937

*In Agricultural Economics*

- FRED RAYMOND COUGHLIN, B.S., 1940  
AUGUSTUS LOUIS ODER, B.Ed., Eastern Illinois State Teachers College, 1924

*In Agronomy*

- DARRELL DEAN DICKEN, B.S., Kansas State College, 1937  
EUGENE ELLIS DOWNING, B.S., 1937  
EARL MELVIN LUTZ, B.S., 1936  
GEORGE RAY REIFSTECK, B.S., 1936

*In Animal Husbandry*

- ALBERTO CORDOVA ELEFANO, B.S.A., University of the Philippines, 1933  
ROBERT JOSEPH MAURER, B.Ed., Illinois State Normal University, 1937

*In Animal Nutrition*

LORENZO PEDRO ZIALCITA, JR., B.S.A., University of the Philippines, 1938

*In Animal Pathology and Hygiene*

WILLIAM MORRIS THORNING, B.S., D.V.M., State College of Washington, 1940, 1941

*In Bacteriology*

GRACE JUNE BENJAMIN, B.S., University of Chicago, 1940

JAMES KELSEY DAY, A.B., Southwestern College, 1921

HOWARD ERRETTE MOORMAN, B.Ed., Southern Illinois Normal University, 1936

*In Botany*

KARL KERMIT McWILLIAMS, B.Ed., Eastern Illinois State Teachers College, 1933

WILLIAM WILSON THOMAS, B.Ed., Eastern Illinois State Teachers College, 1941

*In Business Organization and Operation*

SISTER MARY BASILIANA SROKA, A.B., Notre Dame College (Ohio), 1936

*In Chemistry*

ROBERT EDWARD ALLEN, A.B., Grinnell College, 1941

ROBERT JOHN DEARBORN, A.B., Wabash College, 1941

JAMES BEVERLEY McPHERSON, JR., A.B., Kenyon College, 1941

*In Civil Engineering*

DOUGLAS EMERIT DREIER, B.S., University of Colorado, 1940

*In Dairy Husbandry*

JOHN JOSEPH SHEURING, B.S., 1940

*In Economics*

NUGENT WEDDING, B.S., 1938

*In Education*

ARTHUR JAMES ANDREWS, B.S., 1923

WILLIAM REXFORD BENOIT, B.S., 1938

FLORENCE CAROLINE BODENBACH, B.S., 1937

HENRY JAMES BOTHWELL, B.S., 1939

BENJAMIN CLARK CAMPBELL, B.Ed., Western Illinois State Teachers College, 1941

MORRIS FRANCIS CARR, B.Ed., Illinois State Normal University, 1937

ROBERT CESSNA, B.S., 1919

HAROLD EUGENE CLAY, B.S., 1936

BERTHA BURNETT CLINE, B.S., 1927

HARRY AUSTIN COMBES, B.S., 1937

GLENN DODD, B.Ed., Eastern Illinois State Teachers College, 1931

MARGARET ELAM, B.S., Indiana University, 1937

GERALDINE ABNER GALLOWAY, B.S., 1941

MILDRED EVANGELINE GLODKOWSKIS, A.B., 1930

JEANNETTE GORDON, B.S., 1938

JOHN THADDEUS GUNNING, B.Ed., Illinois State Normal University, 1938

JAMES EBB HARGRAVE, B.Ed., Southern Illinois Normal University, 1937

RAYMOND E. HARTSTEIN, B.S., State Teachers College (Slippery Rock, Pa.), 1939

MARY MILLICENT HARWOOD, A.B., 1939

HAZEL HUGHES HASTY, B.S., 1928

STASIA V. HAYMAN, B.S., 1937

MARGUERITE CECELIA HEMPEN, B.S., 1939

MARIE CELEST HEMPEN, B.S., 1939

HOWARD WAYNE HIGHTOWER, B.S., 1940

ELMA CATHERINE JOHNSON, B.S., 1937

GEORGE WILLIAM KARRAKER, B.Ed., Southern Illinois Normal University, 1930

ELIZABETH ELEANORE KEMPER, B.S., Indiana University, 1935  
 MAURICE NOYES LAWLER, B.S., 1936  
 ANNA DONNABELL LEWIS, B.S., 1936  
 RUTH LINDSEY, B.S., Indiana State Teachers College, 1938  
 VERNON HAROLD MACOMBER, B.S., 1935  
 NELLE MARGARET MARTIN, A.B., 1940  
 ROBERT EMMETT MATTIX, B.Ed., Eastern Illinois State Teachers College, 1934  
 SHIRLEY NEAL MCKEAN, B.Ed., Western Illinois State Teachers College, 1924;  
 A.M., University of Iowa, 1933  
 CARROLL SAMUEL NAFZIGER, B.Ed., Illinois State Normal University, 1940  
 CARL EUGENE NATION, B.S., 1938  
 HOWARD CECIL NELSON, B.S., University of Wisconsin, 1930  
 LLOYD JAMES PHIPPS, B.S., 1940  
 JUNE WENDELL PRICE, B.S., 1939  
 CATHERINE LOUISE PUTNAM, B.S., 1938  
 VERGIL MONROE RAGSDALE, B.Ed., Southern Illinois Normal University, 1939  
 ROBERTA FRANCES RAIKES, B.S., 1939  
 MILDRED LOUISE RAU, B.S., 1932  
 JOHN MARLOWE SLATER, B.S., 1939  
 SARA LOUISE SLAUGHTER, B.S., 1931  
 KEITH WATSON STEIN, B.S., 1936  
 FRANCES RAE STUTZMAN, A.B., 1940  
 WAINO ELMER THOMPSON, B.S., Bradley Polytechnic Institute, 1934  
 LUCILLE MARIE TKACH, B.Ed., Illinois State Normal University, 1935  
 FRANCIS JOAN VALENTINE, A.B., James Millikin University, 1927  
 ALVIN RAMSEY VOLK, B.S., University of Missouri, 1932  
 HARVEY EVERETT WADE, B.S., 1932  
 MEREDITH WAYNE WATTS, B.S., 1938  
 CARL WORTHINGTON WEBB, B.Ed., Illinois State Normal University, 1936  
 EVA MARIE WEBER, B.Ed., Eastern Illinois State Teachers College, 1935  
 KEITH ESTEL WHETSTONE, B.Mus.Ed., Murray State Teachers College, 1939  
 EVELYN MARGARET WILDI, B.S., 1933  
 ROBERT OSCAR WILSON, B.Ed., Southern Illinois Normal University, 1936

*In Entomology*

WILBUR KENNETH BINGMAN, B.Ed., Southern Illinois Normal University, 1934

*In Geography*

MANDO ERNEST PRIMO, B.Ed., Western Illinois State Teachers College, 1936

*In Geology*

ROBERT RAMON REYNOLDS, B.S., University of Chicago, 1939

*In Home Economics*

ELIZABETH MARY TYNE, B.S., Rosary College, 1940

*In Horticulture*

ROLLIN HANLY WILLIAMS, B.S., Purdue University, 1933

*In Library Science*

ETHEL SUSAN MURCH, A.B., Washington University, 1929

LILLIAN MARGUERITE SIMMONS, B.S., A.M., Northwestern University, 1919, 1920;  
 B.S.(Lib.), 1938

ROBERT HALE SPINDLER, A.B., Michigan State College, 1933; B.S.(Lib.), 1940

*In Mathematics*

CLIFFORD JAMES HERTENSTEIN, B.S., McKendree College, 1935

CORA MAGDALENE SMITH, B.Ed., Southern Illinois Normal University, 1935

*In Music Education*

ROBERT WILLIAM GLOVER, B.Mus., B.Mus.Ed., Knox College, 1941

MAHLON BERTON MERCER, B.S.(Music), B.S.(Educ.), B.Mus., 1936, 1937, 1937



*In Physics*

GEORGE LOUIS BEYER, JR., A.B., Miami University, 1941  
HERMAN WILLIAM KOCH, B.S., Queens College, 1941  
LEONARD FREDERICK KRAMEL, B.S., Kent State University, 1941  
ROSALYN IRMA SUSSMAN, A.B., Hunter College of the City of New York, 1941  
ABRAHAM AARON YALOW, A.B., Syracuse University, 1939

*In Zoology*

EDWIN IVER NORDHEIM, B.S., Bemidji State Teachers College, 1941  
WILLIAM CLARENCE TEPE, B.S., Duquesne University, 1941  
DONALD RUFF THOMPSON, A.B., North Central College, 1941

**Degree of Master of Music**

ALLEN EUDELLE CANNON, B.Mus., B.S., 1941  
RALPH ARTHUR PIXLEY, B.Mus., 1941  
ALICE EVANGELINE TUBBS, A.B., Bates College, 1927; B.Mus., B.S., 1933  
KEITH LEROY WILSON, B.S., B.Mus., 1938, 1939

**COLLEGE OF LAW****Degree of Bachelor of Laws**

SAMUEL BRADLEY BURSON, A.B., Stanford University, 1940  
JOHN WILMER DYAR, A.B., Eureka College, 1939  
CLARENCE HUGH HARWOOD, B.Ed., Eastern Illinois State Teachers College, 1936  
JACKSON PEARCE NEWLIN, A.B., University of Arizona, 1939  
KIMBALL SMITH, A.B., 1941

**LIBRARY SCHOOL****Degree of Bachelor of Science in Library Science**

HELEN JOSEPHINE ANDERSON, B.S., South Dakota State College of Agriculture and Mechanic Arts, 1941; with Honors  
MAUDE EDGERTON BAIRD, A.B., Monmouth College, 1911  
MARTHA ANNA BERNHART, A.B., Ottawa University, 1938  
DOROTHEA MAE BERRY, B.S., 1937  
HARRY BITNER, LL.B., A.B., University of Kansas City, 1939, 1941; with Honors  
ELEANOR ANN BLANCHARD, A.B., Iowa State Teachers College, 1929  
LORAYNE BRYSON, A.B., Mississippi State College for Women, 1922  
MARY JOSEPHINE CALNAN, A.B., 1941  
HELEN IVES COCKS, B.S., Western State Teachers College (Kalamazoo, Michigan), 1929  
GRACE LOUISE COLLINS, A.B., Lincoln University, 1937  
MARY BELLE CRAVER, B.Ed., Southern Illinois Normal University, 1938  
MARGUERITE LEE WALTER DAHL, A.B., Minot State Teachers College (North Dakota), 1928  
CHARLES EVERETT DALRYMPLE, JR., A.B., University of Kansas, 1939  
MARY ELIZABETH EARLE, A.B., University of Kentucky, 1936; with High Honors  
HELEN ELIZABETH FREUDENBERG, A.B., 1939; with Honors  
EMMA JANE GAMMELL, A.B., Miami University, 1938; with Honors  
EMILY GARDNER, A.B., University of Wisconsin, 1930  
RUTH JANE GLASS, B.S., Arkansas State Teachers College, 1939  
AUREVIA MAURINE PALMER GRAHAM, B.S., University of Missouri, 1934  
MARY GRAHAM, A.B., Tarkio College, 1933; with Honors  
JOSEPH BURL GRUBB, A.B., Southern Methodist University, 1934; with Honors  
LUANNA GRACE HALL, A.B., Cornell College (Iowa), 1931  
EDYTHE REDDING HOLSINGER, B.S., Ball State Teachers College (Muncie, Indiana), 1936  
MARY ALICE IRETON, B.S., Wilmington College, 1933  
HELEN ASTRID JOHNSON, A.B., Macalester College, 1934; with Honors  
LELLA OPAL KELLY, A.B., Franklin College, 1926; with Honors

LIBBIE KESSLER, A.B., University of Michigan, 1938  
 ENNID JUANITA KIRK, A.B., Indiana State Teachers College, 1933; with Honors  
 EUGIA ANN LEWIS, A.B., University of Kansas, 1940  
 MARGARET CAROLINE WALKER LEWIS, A.B., University of Louisville, 1936  
 ALMA PAULINE LUNDEEN, B.Ed., Western Illinois State Teachers College, 1934;  
 with Honors  
 ARLENE NAOMI MARKS, A.B., Emmanuel Missionary College, 1936; with High  
 Honors  
 CORA VINCEN MASSEY, A.B., Fisk University, 1933  
 ELEANOR SCHMITT MELLICHAMP, A.B., Nazareth College, 1932  
 MARTHA UPCHURCH MEREDITH, A.B., Arkansas State Teachers College, 1941  
 NANCY ELIZABETH MILLER, A.B., University of Kentucky, 1938  
 MARY LOUISE CORINNE MOORE, A.B., A.M., St. Louis University, 1938, 1942  
 GERTRUDE SKINNER MORRIS, A.B., Illinois Woman's College, 1928  
 MARGARET BELLE MURRAY, A.B., Grinnell College, 1928; A.M., University of  
 Wisconsin, 1931  
 ARLESS BARNETT NIXON, A.B., East Texas State Teachers College, 1936  
 GOLDIE LUELLA TILMAN NOTT, B.S., Miami University, 1934; with High Honors  
 RUBY GERALDINE PORTER, B.S., Eastern State Normal School (Madison, South  
 Dakota), 1928; with Honors  
 MARY LOUISE PRICE, A.B., Georgetown College, 1936  
 LOUISE CORNELIA PYLE, A.B., Monmouth College, 1937  
 SARAH REBECCA REED, A.B., Cornell College (Iowa), 1936  
 HAZEL ANTHENE SCHEIBER, A.B., Parsons College, 1935  
 RUTH WINIFRED LONG SIEFKES, A.B., University of Nebraska, 1936  
 SISTER MARY JACQUELINE DALY, A.B., Clarke College, 1936  
 MARGUERITE ELIZABETH SMITH, B.S., Oklahoma Agricultural and Mechanical  
 College, 1935; with Honors  
 MARY ALICE SMITH, A.B., Monmouth College, 1933; A.M., 1934; with Honors  
 LEE ANNA JEWELL SMOCK, A.B., Bethany College, 1925; A.M., University of  
 Kansas, 1931  
 EDITH CLARK SPERRY, A.B., Parsons College, 1936  
 ELMYRA RICHARDSON TODD, B.S., Langston University (Oklahoma), 1939  
 FLORENCE ADA TOWER, A.B., University of Michigan, 1931; with Honors  
 GENEVIEVE FAY TURNER, A.B., Drury College, 1938  
 NONA IRENE WARRENBURG, A.B., 1941

## COLLEGE OF LIBERAL ARTS AND SCIENCES

### Degree of Bachelor of Arts

#### *In Liberal Arts and Sciences*

ELAINE HARRIET BIERFIELD	SAUL HERMAN FOX
DOROTHY MAXINE BORAH	LESTER EUGENE FRAILEY, JR.
ESTHER RUTH BOYLE	VERNA MARDELLE FRERICHs
HARRY MARTIN BRAUER	WARREN GRAHAM FULLER
HARVEY FREEMAN BRINN	DONALD JAMES GARLAND
LINCOLN ABRAHAM CHAYES	EDNA LYNCH GARNER
BETTY BRYANT CHENOWETH	JOHN SAMUEL GARVIN
THOMAS ROBERT CLEMONS	WILLIAM ATHANAS GINOS
JAMES PAUL CODY	MARIE LOUISE GIRHARD
CHARLOTTE MARIE COLBY	JOE JINNETT GRIFFIN
THOMAS LOU CORIDEN	JOHN WALLACE HALLOCK, with High Honors in Political Science
PHYLLIS LOUISE CROCOMBE	VIRGINIA ANN HEIDINGER
KENNETH BRATTON DESCH, with High- est Honors in Political Science	MARTHA ANNETTE HOLMES
GERALD DICKSON	CYRIL JANDUS HONSIK
CLIFFORD WARREN DRAPER	BARBARA JANE HUNTER
BETTY JEAN EBERLE	ROBERT MAXWELL JARRETT
VINCENT WALTER ERICKSON	MERCEDES GUILLERMINA KAHLERT
MORRIS JOSEPH FOGELMAN	DAVID LARI KENDRICK

GEORGE RALPH KOWALSKI  
 WILLIAM MAX KRUZAN  
 BETTY ANN LAWS  
 WALTER SLEETH MANN  
 HOWARD DANE MARSHALL, with Highest Honors in Chemistry  
 THOMAS NELSON MARTIN  
 CHARLES JEFFERS McCAMMON  
 ALICE RODKEY MCKINNEY  
 EDWIN DEBERGE MENDELS  
 ROBERT LEE MILLER  
 HAROLD B. MINDELL  
 MARY HERING NEALE  
 JOHN WILLIAM PATTON  
 PAUL PLOTKIN  
 GEORGE POWERS, JR.  
 ANN MARIE PUSIC  
 JAMES EDWARD REEB

CHARLES EDWARD ROSELL  
 PAUL JEFFREY SCHUTZ  
 WILLIAM ELLIS SCHWIED  
 HELEN LOUISE SEATON  
 JOAN MILTON SHAW  
 JAMES COLWELL SPALDING  
 PHILIP ARCHIE SPRADLING  
 KURT FREDRICK STARK  
 WALTER EWELL STEPHENS, JR.  
 HARRY WALTER STUERMER  
 DONALD WALTER TARUN  
 BETSY TAYLOR  
 WILLIAM HENRY TODD  
 JOHN CROWDER VALLANCEY  
 MARY FRANCES VARNADO  
 JANET RICHARDSON WALKER  
 JOHN BAKER WEISNER

### Degree of Bachelor of Science

#### *In Liberal Arts and Sciences*

ALFORD LOUIS ANDERSEN, JR.  
 MARY ANN BERFIELD  
 RUTH EVELYN DIETZ  
 ROY GLADSTONE  
 JEROME GABRIEL GREEN  
 MARVIN JACOBSON  
 MORRIS JAKOFSKY  
 RICHARD THOMAS JOHNSTON  
 MARVIN SAM PACKER

JOSEPH FRANK PAGANO  
 FLOY PELLETTIER, with Honors in Chemistry  
 NORMAN RAYMOND PIESBERGEN  
 WILLIAM FRANCIS PRESCHER  
 THOMAS FRANCIS REILLY  
 HAROLD TIPPETT SPARKS  
 RICHARD EARL SPENCER  
 JOHN ALBERT YEATMAN, JR.

#### *In Chemistry*

JOHN FREDERICK DOWDALL  
 LOUIS EDWARD SIMHAUSER

ARNOLD NELS WENNERBERG  
 JAMES PEARSON WEST

#### *In Chemical Engineering*

JOHN FRANCIS BITTEN  
 JOHN PALMER HERRING, JR.

JAMES WALTER MILNE

### COLLEGE OF COMMERCE AND BUSINESS ADMINISTRATION

#### Degree of Bachelor of Science

##### *In Accountancy*

HAROLD LEON GOLDMAN  
 HENRY THEODORE KINK  
 RAY VAN LAMBERT  
 FRANCIS PATRICK PRANGE

JACK L. ROSEMARIN  
 HERSCHEL FRANCIS STRIPE  
 VASILIOS JOSEPH VANGER  
 EDWARD WOLF

##### *In Banking and Finance*

KENNETH RICHARD RATHERT

ROY GERARD WIESBROCK

##### *In Commerce and Law*

RALPH EDWARD DAVIS

BRYAN HARRIS

##### *In Commercial Teaching*

PHYLLIS STORM

##### *In Economics*

ROBERT CARTWRIGHT FOULON

##### *In General Business*

ALBERT TRUMAN GRAVELIE

*In Industrial Administration*

JAMES CLAIR FLATLEY, JR.

NICHOLAS SHISHKOFF

*In Management*

JACK CHARLES BERGSTROM

PAUL STANLEY MEUSER

WILLIAM CHIPPS COOL

OSCAR HERBERT RITZ

BERNARD RICHARD DICTOR

RAYMOND OTTO SOPHER

DOROTHY JEAN MARSH

*In Marketing*

GEORGE WILLIAM AHLF

EARL WAYNE STANFIELD

HERSCHEL F. GROFF

JOHN ROBERT WOODS

IRVING KORNICKE

## COLLEGE OF AGRICULTURE

## Degree of Bachelor of Science

*In Agriculture*

HAROLD EUGENE ARNOLD

ROBERT GEORGE NEUMANN

HOWARD ORA BADER

EUGENE ROBERTS NICHOLS

HOBART VIRGIL DEFFENBAUGH

BERNARD SOL REST

ARTHUR EVAN FRASER, JR.

JOHN ROBERT TATE

GALE VICTOR GOSSETT, with Honors

BRYANT LEONIDAS WALWORTH, with

JOHN MERLE HUNT, with Honors

Honors

VERLYN KARL KORTEMEIER

WILLIAM FRANKLIN WIKOFF

GILBERT EARL LAMPE

JOHN CARROLL WISE

HARVEY EUGENE MARSHALL

*In Home Economics*

DOROTHY MCCAMMON BEY

SUSIE MAE JOHNSON

RUTH MERRIFIELD DROVER

MARY JANE KIRKPATRICK

ROBERTA FAYE HAY

ESTHER JOSEPHINE MENDENHALL

BETTY LANGENWALTER HILLMAN, with  
Honors

MARY ELIZABETH SCHWAGER

HELEN JAYNE HUNT

TORRIE ELAINE WRIGHT

## COLLEGE OF EDUCATION

## Degree of Bachelor of Science

*In Education*

ELEANOR GRACE ANDERSON

BERTHA MABEL KANNMACHER

EVELYN BAKER

MARY ALICE KEIGHIN

WILLIAM FREDRICK GOTTLIEB BEST

ELIZABETH MARSH KUHLO

HAZEL ELIZA BOYD

JEAN ELDRIDGE LEES

MARY LOIS BROOKS

ALICE BESSIE LYONS

JUNE EUGENIA CALLAWAY

JAMES ROBERT MADDOX

MILDRED ESTELLA CARPENTER

SUSANNE THERESA MAHONEY

HESTER ELLEN CESSNA

WILLIS JASON MARTIN

MARY JANE CLIFFORD

MARY LOUISE MOORE

GEORGE JAMES CONNER

ALICE HALL MOSHER

FLORENCE PAULINE DUNSMORE

HAROLD LE ROY NEWTON

VELLA MAE FADDEN

GENEVIEVE MARIE O'MALIA

RICHARD JAMES FISHBEIN, JR.

FLORENCE MARGARET PEARSON

FLORA ANNA GUSTOFF

WILHELMINA IONA PERKINS

CARL GARLAND HARRIS

SARAH ROSE PHILLIPS

VERYL HEALY

DORIS ALLENE PIERCY

MARGARET ANN HEINEKE

GENEVIEVE RICHARDSON

RONALD ATHOL HENDERSON

MARGARET ESTHER ROBBINS

LORETTA FLORENCE HENDRIX

SUSAN VERNE ROOT

MARGARET THOMAS HENNINGSEN

ELIZABETH ANN SCHNUR

LEMUEL BYRD HOLLOWAY

AUSTIN WILLIAM SCHRAUDENBACH, JR.

JENNIE MAE HUFF

SISTER MARY LILLIAN MAHER

MARJORIE DUNCAN HUGHES

SISTER MARY LORITA McAULIFFE

SISTER MARY JUSTIN NEVINS  
ESTHER LEE SMITH  
CLOVIS BOEGEL SNIDER  
ELIZABETH ADELE STOBIE  
E. GENE HOUSER STURGEON

ALELIA BUTLER THOMAS  
ESTELLE NAOMI THOMPSON  
MARION AMERICO VERTON  
MAYNARD NILS WIKHOLM  
RUSSELL ALFRED ZIMMERMAN

*In Agricultural Education*

LYLE ARCH MONTGOMERY

RAYMOND WILLARD THOMPSON

*In Industrial Education*

GEORGE LESLIE PEDERSEN

**COLLEGE OF FINE AND APPLIED ARTS**

**Degree of Bachelor of Science**

*In Architectural Engineering*

MAX GOLDBERG

*In Architecture*

GEORGE STEWART FLAGLER

*In Music Education*

MARJORIE LUCILLE HULET  
BETTY LOUISE LANDIS

LILLIAN NELLE POLL

**Degree of Bachelor of Fine Arts**

*In Art Education*

EDNA CLARA YOUNG, with Honors

*In Commercial Design*

WALLACE OTTO ROEVER

ROBERT THOMAS STEBBINS

*In Industrial Design*

EDWARD WESLEY CARDIFF

*In Painting*

CATHERINE IOLA SNYDER

**SCHOOL OF JOURNALISM**

**Degree of Bachelor of Science**

*In Journalism*

HENRY BARTENSTEIN  
CYRIL WALTER BRAUN  
VIRGINIA LEE CLARK  
JOHN SEYMOUR COSTELLO

CLARK WENDELL R. FISHEL  
CHESTER BRUCE GRAY  
SUSAN KARSTETTER  
JAMES WATSON McNOLDY

**SCHOOL OF PHYSICAL EDUCATION**

**Degree of Bachelor of Science**

*In Physical Education*

JUNE ERNESTINE ANDERSON  
RICHARD WILLIAM BRUNTON  
HERBERT HAROLD DIXON, with Honors

JAMES CHAPMAN EASTERBROOK  
ROBERT JOSEPH ROTH, JR.  
OLGA VICTORIK

*Degrees Conferred August 15, 1942, at Chicago*

**COLLEGE OF DENTISTRY**

**Degree of Doctor of Dental Surgery**

RAYMOND GREENFIELD, A.B., New  
York University, 1938

RAY OAKDALE, B.S., 1942

*Degrees Conferred October 15, 1942, at Urbana***GRADUATE SCHOOL****Degree of Doctor of Philosophy***In Accountancy*

JAMES MARKHAM CARRITHERS, A.B., Coe College, 1936; M.S., Iowa State College, 1937

ROBERT IRVINE DICKEY, B.S., Wesleyan University, 1930; M.S., 1939

*In Agronomy*

JOHN STANLEY MCVICKAR, A.B., M.S., 1935, 1939

*In Animal Husbandry*

IRVIN FRED EDWARDS, B.S., Iowa State College, 1934; M.S., Colorado State College, 1937

*In Chemistry*

LEONARD JAMES ARMSTRONG, A.B., St. Olaf College, 1937; M.S., North Dakota Agricultural College, 1939

JOHN TERRELL CLAPP, JR., B.S., Purdue University, 1923; M.S., 1940

JAMES OLIVER CORNER, JR., A.B., Dartmouth College, 1939; A.M., 1940

ADOLPH ROBERT JENSEN, B.S., Wheaton College, 1937; M.S., 1940

ROBERT LOUIS LETOURNEAU, B.S., Wheaton College, 1939; M.S., University of Akron, 1940

THOMAS WILLIAM MASTIN, A.B., Wabash College, 1938; M.S., 1939

MARY LOUISE QUAlFE, A.B., M.S., University of Michigan, 1938, 1939

*In Economics*

J. RUSSELL BONER, A.B., University of Colorado, 1928; A.M., 1937

*In English*

JAMES FRANCIS LARKIN, A.B., St. Viator College, 1932; A.M., 1941

SARAH TRUMBULL SISSON, A.B., A.M., Butler University, 1923, 1927

*In French*

ROBERT EDWARD HALLOWELL, B.Ed., Eastern Illinois State Teachers College, 1939; A.M., 1940

*In Geology*

CHARLES HENRY SUMMERSON, B.S., M.S., 1938, 1940

*In History*

CHARLES DAVIS CREMEANS, A.B., College of Wooster, 1936; A.M., 1940

MARVIN WACHMAN, B.S., A.M., Northwestern University, 1939, 1940

*In Mathematics*

JOHN CLARENCE BELL, B.S., M.S., 1937, 1938

*In Political Science*

JOHN EVERETT WILLIAMS, A.B., St. Viator College, 1923; A.M., Catholic University of America, 1929

*In Spanish*

RENATO IGNACIO ROSALDO, A.B., A.M., 1936, 1937

*In Zoology*

EDWARD FERGUSON, JR., A.B., M.S., 1929, 1933

GORDEN WILBUR HASSE, A.B., A.M., Oberlin College, 1937, 1939

PAUL VICTOR GUSTAFSON, B.S., Whitworth College, 1936; M.S., 1937

MARIAN FRANCES JAMES, A.B., Illinois College, 1937; A.M., 1939

**Degree of Master of Education**

KENNETH DAVIS CABLE, A.B., Cornell College, 1923; A.M., 1931  
MAX REED GOODSON, A.B., A.M., 1933, 1936

**Degree of Master of Arts***In Classics*

RUTH CUNDIFF DOSS STAFFORD, A.B., 1941

*In Education*

ERIC HOMER GRIFFITH, B.Ed., Southern Illinois Normal University, 1925  
MARY ELIZABETH IBALL, A.B., 1937  
ALENIA BELLE MCCORD, A.B., Greenville College, 1935  
THOMAS ALONZO SINKS, B.Ed., Southern Illinois Normal University, 1939  
COCOA O'LOLAN TRAYLOR, JR., A.B., Eureka College, 1939

*In English*

BEULAH ALMIRA HUTCHENS, B.Ed., Illinois State Normal University, 1923; M.S., 1927

*In History*

MARJORIE RUTH PAULLIN, B.S., 1937

*In Library Science*

SISTER MARY MALACHY LAITHWAITE, A.B., Rosary College, 1936

*In Social Sciences*

LESTER HOWARD PALMER, A.B., 1927

*In Speech*

GEORGIA GABRIELLE CASEBIER, B.S., 1940

*In Zoology*

ELIZABETH ANDERSON, A.B., University of North Carolina, 1937

**Degree of Master of Science***In Agricultural Economics*

WILLIAM NEIL THOMPSON, B.S., 1941

*In Bacteriology*

ARTHUR ALBINUS ANDREASEN, B.S., 1940

*In Botany*

DORIS GRACE ZALATORIS, B.S., 1941

*In Business Organization and Operation*

FRANK GORDON COOLSEN, B.S., Northwestern University, 1937  
JOHN ROBINETTE IMMER, A.B., Drury College, 1937

*In Chemistry*

NATHAN ELMER BALLOU, B.S., Duluth State Teachers College, 1941  
CLARENCE FREDERIC HUBER, A.B., Wabash College, 1938

*In Education*

CHERRYLL MADELYNN MCCOLLEY, B.S., 1940  
ROY ADRIAN STAGGS, B.S., Culver-Stockton College, 1928  
CALISTA SWEARINGEN, B.Ed., Western Illinois State Teachers College, 1939  
VIVIAN MARGUERITTE WOLFRAM, B.S., 1940

*In Geology*

JOSEPH WATROUS ALEXANDER, B.S., 1941

*In Music Education*

MARY CATHERINE MEDLEY, B.S., 1927

*In Zoology*

HERBERT BASIL SASLOW, A.B., Columbia University, 1941

**COLLEGE OF LIBERAL ARTS AND SCIENCES****Degree of Bachelor of Social Administration**

YVONNE MARGUERITE PORCHÉ

**Degree of Bachelor of Arts***In Liberal Arts and Sciences*

GERALD DONALD ATLAS  
 SUSAN IRENE BUHAI  
 PETER HECTOR FURNO, JR.  
 HARVEY KRAVITE  
 SAMUEL WALTER LESHER  
 ERIC PAUL LOFGREN

ALBERT CHARLES MARTIN  
 RAYMOND WILLIAM POPE  
 HAZEL RUTH SCHAYES  
 ELEANOR JEAN THOMPSON  
 ROBERT FRANKLIN THORPE

**Degree of Bachelor of Science***In Liberal Arts and Sciences*

CARLTON HUNERKOCHE  
 EDWARD WESLEY MOORE

MELVIN RUBENSTEIN

*In Chemistry*

JAMES ABBY FREEK

*In Chemical Engineering*

LOUIS SNOWDEN COLE, JR.

**COLLEGE OF ENGINEERING****Degree of Bachelor of Science***In Ceramic Engineering*

OWEN HARVEY CROSS  
 ROBERT SEYMOUR KURTH  
 WILLIAM HENRY McLAUGHLIN

PETER REIN  
 CHARLES JOSEPH STALEGO

*In Civil Engineering*

UDOM SAKDI BHASAVANICH  
 ROBERT WILLIAM EHRENGOTT  
 MILO CLYDE FEAR  
 FREDERICK IRWIN FLETMEYER  
 CARL WILLIAM GOEFFERT  
 MYRON LEOPOLD GORAL  
 WILFRID FARRAR GREENWOOD  
 CORRELL EUGENE JULIAN

ROBERT ERB MUSSER  
 ROBERT BOWEN NICKELL  
 TEMEL ORGA  
 GEORGE ALBERT ROUSH, JR.  
 STANLEY GILBERT STEERS  
 JULIUS ISRAEL TABACH  
 MEHMET ENSAR UYANIK  
 ARTHUR FRANK ZEMAN

*In Electrical Engineering*

JOHN WESTWOOD CONWAY  
 LENNART AUGUST HARTMAN

GEORGE SIDNEY JERDAN  
 ROBERT FREEMAN RIGGS

*In Engineering Physics*

PAUL PREHN BEY  
 BILLIE DICK HENDERSON

LYLE WILLARD SMITH

*In General Engineering*

ALPINER SCOTT EICHMAN

IRWIN CHARLES RADA



*In Mechanical Engineering*

WILLIAM WOOSTER BLOOD  
 JAMES WALTER BURCH  
 MERLE MICHAEL DANDER  
 ARNOLD WINFIELD HULLMAN  
 ROBERT ALLEN HUNT  
 JOHN BOWERS JARMAN  
 FRANK KINGSLEY JOHNSON

ROBERT HOWARD JOHNSON  
 JOHN FELIX KELLY  
 JAMES JOSEPH McNALLY  
 OMAR MARION SIDEBOTTOM  
 EUGENE ROBERT TRACHTENBARG  
 WILLIAM BURTON WOOD

*In Metallurgical Engineering*

PAUL HERBERT BOHLEN

DONALD BRIAN ROACH

*In Railway Electrical Engineering*

ROBERT MATSON STACY

*In Railway Mechanical Engineering*

JAMES EDWARD CARLSON  
 DAVID MONTAGUE HARTMAN

RICHARD ALBERT RAYER

**COLLEGE OF AGRICULTURE****Degree of Bachelor of Science***In Dairy Technology*

ROY NICHOLAS DURBIN

*In Home Economics*

LENA DORIS COOPER

PAULINE TWEEDY

**COLLEGE OF EDUCATION****Degree of Bachelor of Science***In Education*

LUVERNE ETHEL ENGELBRECHT, with	FERN REED
Honors in German and Education	LOIS LAVONE ROMIG
SAMUEL FRANCIS HOKE	GUSTAVA WHEELLESS
GRACE PLUNKETT LESSEN	HIGHLAND WISEMAN
FLORENCE MARGARET McCASKIE	

**COLLEGE OF FINE AND APPLIED ARTS****Degree of Bachelor of Science***In Architecture*

MATHEW HAROLD LAPOTA

*Degrees Conferred October 15, 1942, at Chicago***COLLEGE OF PHARMACY****Degree of Bachelor of Science***In Pharmacy*

KENNETH HERBERT HARRIS, Ph.C.,  
 1935

HERBERT NORMAN LUTZ

**COLLEGE OF DENTISTRY****Degree of Doctor of Dental Surgery**

WALTER BRUNO OSINSKIS

MORRIS DAVID ROSS, A.B., Brooklyn  
 College, 1938

## COLLEGE OF MEDICINE

## Degree of Bachelor of Science

*In Medicine*

ROBERT LIPPERT, M.D., 1940  
SIDNEY MASEL

CHARLES TAYLOR MOSS, JR.  
ROBERT ALLAN SILLS

## GRADUATE SCHOOL—CHICAGO

## Degree of Doctor of Philosophy

*In Bacteriology*

WALTER RICHARD HESS, B.S., University of Nebraska, 1927; M.S., 1937  
EDWARD ERNEST VICHER, B.S., M.S., 1935, 1937

*In Physiological Chemistry*

HAROLD ROBERT COHEN, B.S., University of Chicago, 1938; M.S., 1939

*In Surgery*

DONALD SIDNEY MILLER, B.S., M.S., 1930, 1933

## Degree of Master of Arts

*In Psychology*

MARY ELIZABETH MUNSON, A.B., Sweet Briar College, 1922  
LEON D. SHAPIRO, A.B., 1941

## Degree of Master of Science

*In Bacteriology*

BERNARD HALPERN, B.S., 1939

*In Medicine*

RILEY FISHER THOMAS, B.S., University of Chicago, 1922; M.D., Rush Medical College, 1932

*In Physiology*

HIROAKI MINATOYA, A.B., University of Oregon, 1938

*In Surgery*

LEROY EUGENE WALTER, B.S., 1937