The Faculty was called to order at 4:15 p. m. The Provost, serving as Chairman of the meeting, appointed the Professor of Electrical Engineering, Professor Smith, Secretary pro tem for this meeting. The minutes for the meeting of June 11, 1947 were read and approved.

The Provost announced the deaths of the following members of the University Faculty:

Francis Joseph Seery, Professor of Hydraulic Engineering, Emeritus on July 26, 1947;

Leonard Alexander Lawrence, Associate Professor of Surveying, on August 11, 1947;

Frank Oakes Ellenwood, Professor of Heat-Power Engineering, on September 7, 1947;

Jacob Rolland Collins, Professor of Physics, on September 16, 1947;

Henry Neely Ogden, Professor of Sanitary Engineering, Emeritus, on September 29, 1947.

The Provost announced the retirement and the election to the emeritus status of the following members of the University Faculty:

Jessie Austin Boys, Associate Professor of Home Economics, Emeritus as of July 1, 1947;

LeRoy P. Burnham, Professor of Architecture, Emeritus as of July 1, 1947;

Frank Pores Bussell, Professor of Plant Breeding, Emeritus as of September 1, 1946;

George Julius Heuer, Professor of Surgery, Emeritus as of July 1, 1947;

May Kennedy, Professor of Nursing, Emeritus as of July 1, 1947;

Helen Monsch, Professor of Home Economics, Emeritus as of July 1, 1947;
Eugene Pool, Professor of Clinical Surgery, Emeritus as of July 1, 1947;

Juan Estevan Reyna, Associate Professor of Drawing, Emeritus as of July 1, 1947;

Howard Wait Riley, Professor of Agricultural Engineering, Emeritus as of July 1, 1947;

Harold Ellis Ross, Professor of Dairy Industry, Emeritus as of November 1, 1946;

Ernest William Schoder, Professor of Civil Engineering, Emeritus as of July 1, 1947;

Lester Whyland Sharp, Professor of Botany, Emeritus as of July 1, 1947;

Earl Sunderville, Professor of Veterinary Anatomy, Emeritus as of February 15, 1947;

Flora Martha Thurston, Professor of Home Economics, Emeritus as of July 1, 1947;

Charles Leopold Walker, Professor of Civil Engineering, Emeritus as of July 1, 1947;

Elias Root Beadle Willis, Associate Librarian, Emeritus as of July 1, 1947;

Albert Hazen Wright, Professor of Zoology, Emeritus as of July 1, 1947.

The Dean announced the following appointments to standing committees of the University Faculty:

Committee on University Lectures
F. O. Waage and George Winter, each to serve until November 1, 1951.

Committee on Student Conduct

Committee on Student Activities
J. N. Tilton, jr. and D. G. Clarke, each to serve until November 1, 1951; Prof. Tilton to serve as Chairman.

Committee on Entrance Credentials and Relations with Secondary Schools
H. M. Gifft to serve until November 1, 1951.
Committee on Undergraduate Scholarships
G. C. Kent to serve until November 1, 1951.
R. W. Shaw, now a member of the Committee, to serve as Chairman.

Committee on Calendar
J. A. Dye, C. M. Nevin and H. S. Tyler, each to serve until November 1, 1951.

Committee on the Scheduling of Public Events
Robert Hull and R. Y. Thatcher, each to serve until November 1, 1951.
M. F. Neufeld, now a member of the Committee, to serve as Chairman.

Committee on Prizes
M. H. Abrams to serve until November 1, 1951.
E. A. Lutz to serve until November 1, 1950.
P. D. Ankrum, now a member of the Committee, to serve as Chairman.

Committee on Scholastic and Aptitude Testing
D. J. Shank to serve until November 1, 1951.

Committee on Music
Walter French to serve until November 1, 1951.
Robert Hull to serve ex officio (as a representative of the Department of Music).
C. W. Jones, now a member of the Committee, to serve as Chairman.

Committee of Award of the Moses Coit Tyler Prize
P. W. Gates to serve until November 1, 1950.
H. A. Myers, now a member of the Committee, to serve as Chairman.

Committee on University Policy

The Dean read a letter from Professor F. A. Southard, jr., now on leave from the University, in which he tendered his resignation as Secretary of the University Faculty.

As the special order, the Professor of Classical Languages and Literatures, Professor Caplan, representing the Committee on Nominations for 1946-47, put in nomination the following names as members of the Committee on Nominations for 1947-48:
Committee on Nominations, 1947-48
H. W. Briggs
Lemo Rockwood
R. F. Chamberlain
D. W. Baker
H. H. Love, Chairman

There being no nominations from the floor, it was moved and carried that the Secretary cast an unanimous ballot, approving the slate recommended by the Committee.

The names of Herrell DeGraff, Professor of Land Economics, and H. D. Laube, Professor of Law, were placed in nomination for Secretary of the University Faculty by the Committee on Nominations. It was moved that the Faculty proceed to an election at once. After a call for nominations from the floor, which resulted in none, the motion was carried, with the Professor of Sociology and Anthropology, Professor Cottrell, and the Professor of English History, Professor Marcham, serving as tellers. Professor Laube was elected.

A recommendation was made by the Committee on Student Activities that May 22, 1948 be designated Spring Day. The recommendation was approved without dissent.

Reporting for the Committee on University Policy, the Dean moved that the University Faculty recommend to the Board of Trustees that the University By-laws be amended so as to make the University Publisher an ex officio member of the University Faculty. The motion was carried unanimously.

Reporting for the Committee on the Evaluation and Improvement of Instruction, the Professor of Botany, Professor Curtis, presented the following recommendations:

1. That the work of all assistants shall be carried out
under careful supervision by experienced members of the faculty. ("Careful supervision" means the kind of close collaboration between the experienced teacher and the assistant which provides each with opportunities to observe the other at work, and in which the experienced teacher is responsible for the effectiveness of instruction.)

2. That departments or groups of departments consider the advisability of instituting courses or seminaries for the discussion of the special problems involved in the teaching of their subjects.

3. That teaching assistants and instructors be urged to avail themselves of courses offered in educational psychology.

4. That the University Faculty ask the deans and faculties of the several colleges and schools to assume responsibility for carrying out these measures for the improvement of instruction.

The first two paragraphs were approved by the Faculty and the last two were not.

In view of the lateness of the hour, Dean Murdock moved that when this meeting adjourned, it adjourn until October 29 at 4:15 p.m. to complete the business now on the agenda before the next regular meeting.

The Professor of Botany, Professor Curtis, presented the following report for the Committee on Tenure and Efficiency and moved its adoption:

Parts B and C of Report of the Committee on Tenure and Efficiency

B. "In certain departments there are a few positions involving instructional or research duties that are essentially different from those performed by the great majority of the Faculty. These positions, except for certain research associates, typically entail no independent responsibility for scholarly teaching or research since they only require competence in teaching some standard processes, such as drawing, machine work or laboratory procedures, or in performing certain high-grade technical operations required in research.
Persons in these positions may hold miscellaneous titles such as "teaching associate," "research associate," "instructor technician," or other designations of similar status.

1. Those who are appointed to positions of "teaching associate," "research associate," or "instructor technician" and any other position of similar designation shall be entitled to permanent tenure if retained after eleven years of service, excepting that the period of the war years, 1941-1946, shall not be counted.

2. Those appointed to these positions shall be eligible for inclusion in the retirement system as are other members of the various faculties.

3. The foregoing shall not apply to appointees of the above designations where salaries are paid from temporary grants, but the appointee must be informed of this fact in writing at the time of the appointment.

C. In view of the marked diversity in the granting of sabbatic leaves in various parts of the University, the Committee recommends the adoption of the following revision of the University Legislation relating to sabbatic leaves as passed by the Board of Trustees on May 4, 1946.

1. Whenever any professor, associate professor, or assistant professor has continuously served the University in one or more of such grades for at least six years or the equivalent thereof, he may, subject to the approval of the Board of Trustees, have sabbatical leave of absence for one year upon half pay or for one term upon full pay, for the primary purpose of increasing the value of his further services to the University.

2. Unless under special circumstances this rule is waived by the President, application for sabbatical leave of absence must be made by letter to the President prior to the term preceding the term during which absence is desired. Copies of the application shall be sent by the applicant to the dean and the department head concerned. The proper administrative officials shall make the necessary arrangements and inform the applicant if possible at least three months before the leave is due. A permanent record of all applications and actions thereon shall be kept in the office or offices designated by the President.

3. The responsibilities within each department shall be distributed so as to permit every professor, associate professor or assistant professor to have sabbatical leave when it comes due, without overburdening the other department members. If unusual conditions within a department or college make it necessary for the administration to delay a requested sabbatical leave, the additional time of service of the staff member involved shall count cumulatively toward future leave, but this sentence shall apply only after the approval
of this section.

4. The duties of a resident member of the staff are suspended while such member is on sabbatic leave of absence."

It was moved to amend sec. 1 of Part B by deleting the words, "except that the period of the war years, 1941-1946, shall not be counted." The motion was passed by a show of hands.

It was moved to amend sec. 1 of Part B by deleting the words, "and any other position of similar designation." The motion was passed by a show of hands.

At the request of the Provost, Dean Murdock assumed the chair whereupon Dr. Adams moved to return the report to the Committee for clarification of language. The motion was carried by a voice vote.

The hour being late, it was moved and carried that the meeting of the University Faculty be adjourned until the previously agreed upon meeting date.

\[\text{Signature}\]

Secretary pro tem
The special meeting of the University Faculty was called to order at 4:15 p.m., Provost Adams presiding.

At the request of the Dean of the University Faculty, Dean Murdock, unanimous consent was granted to dispense with the reading of the minutes of the last meeting and to deviate from the usual order of business.

The Faculty proceeded to the consideration of the following resolution:

"Whereas it is clear that the increases granted the Faculty in the general salary schedule of the 1947-1948 budget met only in part the need for improvement, therefore be it resolved:

1. That the University Faculty recommends to the Board of Trustees that Cornell University should proceed to develop a Faculty salary and retirement program which should receive full consideration as a vital part of any planned program of University development, to the end that the economic status of the Faculty shall not be jeopardized.

2. That in view of the urgent situation the University Faculty requests the Board of Trustees to appoint representatives to meet with five representatives elected by the University Faculty as a joint committee to discuss both an immediate and a long term program designed to improve the Faculty salary and retirement schedule.

3. That the University Faculty further requests the Board of Trustees to include among its representatives on such joint committee some Trustees who are members of the Board's Standing Committee on Planning and Development.

4. That the University Faculty elect its five representatives, two of whom shall be from the State Colleges or Schools, and two of whom shall be from the Endowed Colleges, at its November meeting from a list of nominees to be proposed by last year's Special Committee on Salaries after consultation with the Committee on University Policy.

5. That the five representatives so elected shall serve for a three year term as a Special Committee of the University Faculty on the Economic Status of the Faculty, said Special Com-
mittee to elect its own chairman.

6. That the Faculty requests the President to transmit to the Board of Trustees the recommendation and requests contained in paragraphs 1-3 inclusive, and to associate himself with the work of the joint committee if it be established."

The Professor of Speech, Professor Wichelns, moved the adoption of the resolution, which motion was seconded. Then Professor Wichelns spoke to the merits of the resolution, citing the desirability of the establishment of a Special Committee for the purpose of bringing to the immediate attention of the Board of Trustees certain pressing economic needs of members of the Faculty and to focus the attention of the Board of Trustees continuously on the economic needs of the Faculty as a whole since their economic status is a matter of University policy, and will be of especially vital importance in the immediate future.

The resolution was unanimously adopted.

In order to ascertain the wish of the University Faculty, the Professor of Botany, Professor Curtis, moved, in behalf of the Committee on Tenure and Efficiency, the following resolution:

"It is the sense of the Faculty that, in addition to the grant of tenure to professors and associate professors, tenure should also be extended to a restricted number of individuals whose duties are in many respects similar to those of the professorial staff but who are not in line for appointment to professorships."

The motion was seconded.

In discussing the merits of the resolution, the Professor of English History, Professor Marcham, voiced the opinion that its vagueness gave to it a sufficient breadth to invite its defeat. In support of its soundness the Professor of Speech, Professor Wichelns,
cited the English parliamentary procedure employed by a member who sought leave to introduce a bill. Such a member obtained the privilege by merely revealing the object he sought to attain and not by a detailed delineation of the provisions of the bill. The Professor of Law, Professor Thompson, advocated the passage of the resolution citing the significant contributions of some of the able technicians who have served the University faithfully.

The motion to adopt the resolution prevailed, in a vote taken by a show of hands.

The Professor of Botany, Professor Curtis, moved to recommend to the Board of Trustees the adoption of those provisions under Part B of the Report of the Committee on Tenure and Efficiency amended as follows:

B. "In certain departments there are a few positions involving instructional or research duties that are essentially different from those performed by the great majority of the Faculty. These positions, except those of certain research associates, entail no independent responsibility for scholarly teaching or research since they only require competence in teaching some standard processes, such as drawing, machine work or laboratory procedures, or in performing certain high-grade technical operations required in research. Persons in these positions may hold the titles, "teaching associate," "research associate," or "instructor technician."

1. Those who are appointed to positions of "teaching associate," "research associate," or "instructor technician" shall be entitled to permanent tenure if retained after eleven years of service.

2. Those appointed to these positions shall be eligible for inclusion in the retirement system as are other members of the various faculties.

3. The foregoing shall not apply to appointees of the above designations where salaries are paid from temporary grants, but the appointee must be informed of this fact in writing at the time of the appointment.
C. In view of the marked diversity in the granting of sabbatic leaves in various parts of the University, the Committee recommends the adoption of the following revision of the University Legislation relating to sabbatic leaves as passed by the Board of Trustees on May 4, 1946.

1. Whenever any professor, associate professor, or assistant professor has continuously served the University in one or more of such grades for at least six years or the equivalent thereof, he may, subject to the approval of the Board of Trustees, have sabbatic leave of absence for one year upon half pay or for one term upon full pay, for the primary purpose of increasing the value of his further services to the University.

2. Unless under special circumstances this rule is waived by the President, application for sabbatic leave of absence must be made by letter to the President prior to the term preceding the term during which absence is desired. Copies of the application shall be sent by the applicant to the dean and the department head concerned. The proper administrative officials shall make the necessary arrangements and inform the applicant if possible at least three months before the leave is due. A permanent record of all applications and actions thereon shall be kept in the office or offices designated by the President.

3. The responsibilities within each department shall be distributed so as to permit every professor, associate professor or assistant professor to have sabbatic leave when it comes due, without overburdening the other department members. This provision shall apply immediately, except that in departments where sabbatic leaves are overdue a transition period not to exceed four years may be allowed.

4. The duties of a resident member of the staff are suspended while such member is on sabbatic leave of absence.

The motion was seconded.

The Director of the School of Mechanical Engineering, Director King, moved to amend sec. 1 of Part B as follows: "shall be entitled" to read "may be entitled" and making the right to permanent tenure dependent upon the phrase, to be added at the end of the paragraph, "upon the recommendation of the head of the department."

The motion was seconded and the amendment was rejected by a viva voce vote.

The main motion to adopt Part B was voted upon and carried by
The Chairman of the Committee on Tenure and Efficiency, Professor Curtis, then moved to recommend to the Board of Trustees the adoption of the recommendation under Part C of the Report relating to sabbatic leaves. The motion was seconded and the Chairman explained the relation which the recommendations had to the existing legislation.

The Professor of Romance Languages, Professor Bishop, moved to amend sec. 1 of Part C by deleting the terminal clause "for the primary purpose of increasing the value of his further services to the University." The motion was seconded. The deletion of the clause was opposed by the Dean of the University Faculty, Dean Murdock. The motion to adopt the amendment was lost by a viva voce vote.

The Professor of Romance Languages, Professor Bishop, expressed doubts concerning the wisdom of retaining the qualifying phrase in sec. 1, "or the equivalent thereof," which was explanatory of the conditional requirement of the six years to be "continuously served" by a staff member to be entitled to sabbatic leave. The Chairman of the Committee on Tenure and Efficiency explained that this phraseology was taken from the existing legislation and that the phrases had been interpreted in the past by the Administration not to require continuous service to qualify an applicant for sabbatic leave.

The Dean of the School of Business and Public Administration, Dean O'Leary, requested that the minutes of the University Faculty should disclose that in actual practice, under the phraseology of the statutes which was adopted, the word, "continuously," had been customarily interpreted to include service which had been, with
reasonable justification, interrupted.

The Chairman, Provost Adams, so ordered.

The Head of Hotel Administration, Professor Meek, moved to amend sec. 2 of Part C, so that the original application for sabbatic leave must be made "to the dean of the appropriate college" and copies of it sent "to the President and to the department head concerned."

The motion was carried by a viva voce vote.

The Professor of Electrical Engineering, Professor Malti, moved to delete the excepting clause in the last sentence of sec. 3 of Part C so that the sentence would read, "This provision shall apply immediately." omitting therefrom "except that in departments where sabbatic leaves are overdue a transitional period not to exceed four years may be allowed."

The motion was seconded and the amendment was adopted by a viva voce vote.

The question then was: Shall the recommendations under Part C, as amended, be adopted? The motion prevailed in a viva voce vote and the recommendations were adopted.

The University Faculty adjourned at 5:50 p. m.

[Signature]
Secretary
The meeting of the Faculty was called to order at 4:15 p. m., Provost Adams presiding.

The minutes of the meeting of October 8, 1947 were read and approved.

The minutes of the special meeting of October 29, 1947 were read and, after correction, approved.

The Chairman, Provost Adams, announced the retirement of:

Horace Leonard Jones, Professor of Greek, Emeritus as of July 1, 1947;

Robert Pelton Sibley, Professor of English, Emeritus as of July 1, 1947.

The Dean read a communication from the Secretary of the Board of Trustees regarding the action of the Board, at its meeting on June 16, 1947, upon Part A of the Report of the Committee on Tenure and Efficiency, as recommended by the University Faculty at its meeting of June 11, 1947. The Board of Trustees approved the following modified version of the recommendations for submission to the University Faculty with the understanding that, if approved by that body, it will be reconsidered by the Board:

REPORT OF COMMITTEE ON TENURE AND EFFICIENCY

A. 1. Teaching Fellows and Assistants

Academic employees serving only part time on appointments for specific periods may be designated as (a) teaching fellows or (b) assistants. The qualifying adjectives, "research" and "teaching," may be used to specify the nature of the duties of an assistant.

2. Instructors and Faculty Instructors

Academic employees recommended to the Board by the President
of the University as having sufficient maturity or professional advancement may be designated as (a) instructors, or (b) faculty instructors.

(a) An instructor may be a candidate for an advanced degree at Cornell, but shall not have the right to vote as a member of the faculty. He shall not continue in this grade of appointment for more than one academic year after he has ceased to be a candidate for a Cornell advanced degree.

(b) A faculty instructor may not be a candidate for an advanced degree at Cornell. The maximum period of service as a faculty instructor shall be five academic years.

3. Assistant Professors

Assistant professors shall serve under appointments for definite periods. The maximum period of service of an assistant professor shall be two periods of three academic years each except that in the case of an assistant professor who, prior to his appointment, has served as faculty instructor at Cornell for five academic years, the maximum period of service as assistant professor shall be for three academic years. An assistant professor may be continued in that rank beyond the specified maximum period only for reasons which in the judgment of the President are temporary.

4. Appointments in Departments of Military and Naval Science

The foregoing provisions with respect to maximum period of service do not apply to instructors and assistant professors of the Departments of Military Science and Naval Science."

The Dean read a communication from the Dean of the Veterinary College, announcing a change in the requirements for admission, which was adopted by the Faculty in Veterinary Medicine on November 7, 1947.

"Beginning with the fall of 1949 the minimum education requirements for admission to the New York State Veterinary College shall be the satisfactory completion of two years' study in an approved college or university. The two years of college study shall include:

- English - 6 semester hours
- Physics - 6 semester hours including laboratory
- Biology or Zoology - 6 semester hours including laboratory
- Chemistry - 12 semester hours including laboratory

The courses in English, Physics, and Biology or Zoology should
cover at least one academic year each. The work in Chemistry should cover at least one and a half academic years and must include a course in organic Chemistry with laboratory work. A course in Zoology is preferred to a course in Biology.

Courses identical to, or substantially the same as, those in the Veterinary Curriculum will not be considered as meeting any part of the minimum requirement for admission to this College.

An applicant for admission is expected to have facility in the use of the English language in speech and composition. Therefore, a course in oral and written composition, or in speech, is strongly recommended.

The choice of other courses is left to the student, but following is a list of recommended subjects: quantitative chemical analysis, a modern foreign language, history, economics, government, botany, mathematics, biometry, philosophy, psychology, comparative anatomy, general physiology. It is suggested that not more than 30 semester hours of the minimum requirement be devoted to chemistry, biology or zoology, and physics."

The special order of the meeting was the receipt of nominations for the vacancies to be filled at the Fall election. The Professor of Plant Breeding, Professor Love, as Chairman of the Committee on Nominations, submitted the following:

**Committee on University Policy**

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<th>Term</th>
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<tbody>
<tr>
<td>W. H. Farnham</td>
<td>Five Year Term</td>
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<td>H. A. Wichelns</td>
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<tr>
<td>M. C. Fincher</td>
<td>Four Year Term</td>
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<tr>
<td>W. S. Sayre</td>
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<tr>
<td>Catherine Personius</td>
<td>Two Year Term</td>
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<td>R. Y. Thatcher</td>
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**Board on Physical Education and Athletics**

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<tr>
<td>J. O. Jeffrey</td>
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<td>H. C. Stephenson</td>
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**Board on Student Health and Hygiene**

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<th>Name</th>
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<tr>
<td>Robert Dalton</td>
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<td>A. H. Leighton</td>
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<th>Name</th>
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<tr>
<td>A. E. Sutherland</td>
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<td>Harold H. Williams</td>
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Nominations from the floor were called for; there were no nominations.
Upon motion of the Professor of History, Professor Laistner, the nominations were declared closed and the nominations were referred to the Committee on Elections.

The Professor of Government, Professor Briggs, as Chairman of the committee authorized at the last meeting to nominate members for election to the special Committee on the Economic Status of the Faculty, nominated a list of five members from the endowed colleges and a list of five from the State colleges, and moved the adoption of the following rules to govern the election:

VOTING RULES

1. Vote for 5 names, of which not more than 3 shall be on one list and not more than 2 on the other.

2. The 5 nominees receiving the highest numbers of votes shall be declared elected, provided that a majority is required for election, and provided further that not more than 3 shall be elected from one list.

3. Should any vacancy occur in the Committee, the Faculty, at its next regular meeting, shall elect a representative to fill the vacancy.

There being no nominations from the floor, upon motion of the Professor of Government, Professor Briggs, the Faculty proceeded to vote on the following nominees as Faculty representatives on the Special Committee on the Economic Status of the Faculty:


From the State colleges: Herrell DeGraff, Hazel Hauck, C. M. McCoy, J. E. Morton and Donald S. Welch.

The Chairman, Provost Adams, appointed the Professor of Romance Languages, Professor Bishop, the Professor of Industrial and Labor Relations, Professor Neufeld, and the Professor of Administrative Engi-
neering, Professor Loberg, to act as tellers.

The following nominees were elected: George P. Adams, Herbert A. Wichelns, Arthur J. Keeffe, Herrell De Graff and Hazel Hauck.

As Chairman of the Committee on Prizes, the Professor of Electrical Engineering, Professor Ankrum, announced that the Professor of Romance Languages, Professor Bishop, had offered to revive the Morrison Poetry Prize for a period of five years. The Morrison Poetry Prize was founded in 1909 by James T. Morrison of Ithaca. It consists of $100 in cash, awarded annually for the best original poem or poems. The Committee on Prizes recommended the following rules for the administration of the prize:

"1. Competition is open to any regularly registered student of the University who has not received a baccalaureate or first degree.

2. The poem or poems offered in competition must be typewritten and shall contain not less than one hundred lines. They must be signed with an assumed name. The real name of the competitor is to be enclosed in a sealed envelope, superscribed with the assumed name.

3. The poem or poems and the sealed envelopes are to be deposited with the Registrar at or before 12 o'clock noon of March 1 of each year.

4. The poems shall be examined and the prize awarded by a committee of three professors appointed by the President.

5. After the completion of the competition, the successful poem or poems shall be deposited in the University Library by the Dean of the University Faculty and the Library's rules regarding the circulation of manuscripts shall apply thereto. The poem or poems shall be typewritten in a way suitable for deposit in the Library, and shall be fastened within a manila cover or otherwise bound.

6. In case none of the poems shall, in the judgment of the committee, reach a sufficiently high degree of excellence, the prize will not be awarded.

7. If in the opinion of the committee of award two competitors are equal or nearly equal in merit, the prize may be equally or
appropriately divided; but in event of the committee deeming no competitor worthy of a first prize no second prize shall be awarded.

8. The winner of the prize shall not be eligible for subsequent competition, but this shall not disqualify competitors who have shared the prize."

Upon motion of Professor Ankrum, the rules recommended were unanimously adopted.

The Professor of the History of Art and Archaeology, Professor Waage, as Chairman, moved in behalf of the Committee on University Lectures, that the University Publisher be made an ex officio member of the Committee on University Lectures. The motion was seconded and unanimously carried by a viva voce vote.

The Dean, reporting as Chairman of the Committee on University Policy, announced the appointment of a Sub-Committee on the Codification of the Legislation of the Faculty as authorized at the June meeting. The Sub-Committee consists of Cornelius Betten, Chairman; E. F. Bradford, and C. C. Murdock.

The Dean presented resolutions, proposed by the Committee on University Policy, relating to the interruption of regularly scheduled classes. The resolution follows:

A Whereas the By-laws of the University prescribe the number of session days which shall constitute the academic year and provide that the date of the first day of instruction, the date of Commencement, the vacation periods and University holidays shall be fixed by the University Faculty, subject to the approval of the Board of Trustees; and

B Whereas any interruption in regularly scheduled classes seriously interferes with the efficiency of instruction;

C Resolved that changes in the calendar should not be made by administrative announcement without reference to the University Faculty except in cases of emergency; and
Resolved that it is the responsibility of each member of the instructing staff to insure that the quality and content of the instruction given in each class during the periods just before and just after a University vacation shall conform to the same standard which is maintained at any other meeting of the class. This responsibility is not to be regarded as depending in any way upon the number of students present in the classroom.

Be it further resolved that the legislation of this Faculty relating to absences just before and just after vacation periods be amended to read,

2 No member of the staff of instruction shall make changes in the teaching schedule just before or just after the Thanksgiving, Christmas or Easter vacations without the approval of the dean of his college.

3 Students are expected to be present throughout each term at all meetings for which they are registered.

Excuses for absences on the two days just before or the two days just after the Thanksgiving, Christmas and Easter vacations may not be given by the individual instructor but may be granted by the dean, secretary or other authorized officials of each college.

4 Every member of the staff of instruction shall record the attendance in each of his courses for the two days immediately preceding and for the two days immediately following any recess and shall report promptly to the dean of his college or to some official designated by the dean the number of absences, and the number of students registered in each class scheduled during the two days preceding and the two days following the vacation period.

5 After each vacation period the authorized official of each college, school, or independent department is requested to make a report to the Dean of the University Faculty concerning the attendance of classes scheduled just before and just after the vacation period."

On behalf of the Committee on University Policy, the Dean moved the adoption of the resolutions, which motion was seconded.

The Professor of Government, Professor Briggs, moved to amend the resolutions by deleting Part E, consisting of paragraphs 2 to 5 inclusive, which motion was seconded. By a viva voce vote the motion was lost.

The Professor of Chinese History, Professor Biggerstaff, moved to delete paragraphs 4 and 5 of Part E, which motion was seconded. The
motion was carried by a show of hands vote. The question was then on
the adoption of the resolution as amended. The motion was carried by a
viva voce vote.

The Professor of Botany, Professor Curtis, presented the Report of
the Committee on Tenure and Efficiency recommending a modification of
Part A of the Report as submitted to the University Faculty by the Board
of Trustees. The Committee recommended the deletion of the word, "the,"
after the words, "as a member of," at the end of the first sentence of
section (a) of Part 2, and the addition of the words, "any college or
school," before the word, "faculty," and also the addition of the words,
"nor for more than a total of five academic years," at the end of the
sentence closing section (a) of Part 2.

The Committee also recommended the addition of the sentence, "He
shall be a member of his college or school faculty with the right to
vote." after the first sentence in section (b) of Part 2, and the ad-
dition of the clause, "except in the case of one who has previously
served as instructor for two or more academic years; in this case the
maximum period shall be three academic years," at the end of the sen-
tence closing section (b) of Part 2.

Professor Curtis then moved the adoption of the recommendations.

Due to the lateness of the hour, the Professor of Mathematics,
Professor Agnew, moved to lay the Report upon the table until the next
meeting. The motion was seconded; the motion prevailed in a viva voce
vote.

The Faculty adjourned at 5:55 p. m.

Secretary
The meeting of the Faculty was called to order by the President at 4:15 p.m.

The minutes of the meeting of November 12, 1947, were read and approved.

The President announced the death of Rollins Adams Emerson, Professor Emeritus of Plant Breeding, on December 8. The Faculty rose as a token of its respect.

The President announced the appointment of Professor Irene Patterson of the College of Home Economics to serve as a member of the Committee on Entrance Credentials and Relations with Secondary Schools for the unexpired term of Professor John E. King, who resigned.

As Chairman of the Committee on Elections, the Dean announced the results of the election to fill the vacancies on the various University Faculty committees. 430 ballots were cast. Of these, 16 ballots were rejected for failure to conform to the Rules of Procedure prescribed for voting. 414 valid ballots were counted.

The following nominees were elected:

To the Committee on University Policy:

For the term of five years - W. H. Farnham
For the term of four years - M.G. Fincher
For the term of two years - Catherine Personius

To the Board on Physical Education and Athletics:

For the term of three years - H. C. Stephenson

To the Board of Student Health and Hygiene

For the term of three years - Robert Dalton
For the term of two years - Harold H. Williams
The Professor of Botany, Professor Curtis, in behalf of the Committee on Tenure and Efficiency, renewed his motion to adopt the recommendations of the Committee to modify Part A of the Report as submitted to the University Faculty by the Board of Trustees, the consideration of which was laid on the table at the last meeting. The motion was seconded.

The Professor of Mechanical Engineering, Professor Erdman, moved to amend the second sentence in section (b) of Part 2 to read, "He shall be a member of his college of school faculty and may be given a right to vote." The motion was seconded and was carried by a viva voce vote.

The motion then was on the adoption of the recommendations of the Committee on Tenure and Efficiency as amended. The motion to adopt the amended recommendations prevailed.

Professor Curtis then moved that Part A of the Report, as amended, be transmitted to the Board of Trustees for its approval. The motion was seconded and was carried by a viva voce vote.

The Registrar, Dr. Bradford, in behalf of the Committee on Calendar, submitted the Proposed Calendar for 1948-49, embodying the recommendations of the Committee for the suspension of instruction prior to Thanksgiving and the beginning of registration and instruction at the opening of the Fall term.

Proposed Calendar, 1948-49

Fall Term, 1948-49

Registration .......... Sept. 20-21, Mon. and Tues.
Instruction begins ........ Sept. 22, Wed., 1 p.m.
Thanksgiving recess:
  Instruction suspended .......... Nov. 24, Wed., 12:50 p.m.
  Instruction resumed .......... Nov. 29, Mon., 8 a.m.
Christmas recess:
  Instruction suspended .......... Dec. 18, Sat., 12:50 p.m.
  Instruction resumed .......... Jan. 3, 1949, Mon., 8 a.m.
Examinations begin ........................................ Jan. 24, Monday
Examinations end ........................................ Feb. 2, Wednesday
Midyear Holiday ......................................... Feb. 3, Thursday

Spring Term, 1949

Registration ........................................ Feb. 4-5, Friday and Sat.
Instruction begins .................................... Feb. 7, Monday, 8 a.m.
Spring recess:
  Instruction suspended ................................ March 26, Sat., 12:50 p.m.
  Instruction resumed .................................. April 4, Mon., 8 a.m.
Spring Day, a holiday .................................. (A Sat. in May determined
Examinations begin ..................................... May 30, Monday annually)
Examinations end ........................................ June 7, Tuesday
Commencement Day ...................................... June 13, Monday

Dr. Bradford then moved the adoption of the Calendar for 1948-49, as
proposed by the Calendar Committee. The motion was seconded; it prevailed
without dissent.

The Faculty adjourned at 5:10 p.m.

[Signature]
Secretary
The meeting of the Faculty was called to order by Dean Murdock at 4:15 p.m.

The minutes of the meeting of December 10, 1947, were approved.

The Dean announced the death of Vladimir Karapetoff, Emeritus Professor of Electrical Engineering, on January 11, 1948. As a symbol of its respect, the Faculty rose.

Due to the delayed arrival of Provost Adams, the Dean requested the Professor of English History, Professor Marcham, to preside.

The Dean announced the appointments of the following Memorial Committees by the President:

To Draft Resolutions on the Death of Professor Frank Oakes Ellenwood, Professor of Heat-Power Engineering

W. J. King
C. L. Walker
C. O. Mackey, Chairman

To Draft Resolutions on the Death of Professor Leonard Alexander Lawrence, Associate Professor of Surveying

Harry Britton
John E. Perry
P. H. Underwood, Chairman

To Draft Resolutions on the Death of Professor Henry Nealy Ogden, Emeritus Professor of Sanitary Engineering

Ernest Merritt
P. H. Underwood
C. L. Walker, Chairman

To Draft Resolutions on the Death of Professor Jacob Rolland Collins, Professor of Physics

L. G. Parratt
R. Y. Thatcher
G. E. Grantham, Chairman
To Draft Resolutions on the Death of Professor Rollins Adams Emerson, Emeritus Professor of Plant Breeding

B. S. Monroe
L. F. Randolph
F. P. Bussell, Chairman

To Draft Resolutions on the Death of Professor Francis Joseph Seery, Emeritus Professor of Hydraulics

R. F. Chamberlain
Hugh Troy
E. W. Schroder, Chairman

The Professor of Botany, Professor Curtis, in behalf of the Committee on Tenure and Efficiency, moved that the following sentence be added to the legislation already adopted relating to the term of appointment of Instructors and Faculty Instructors:

"An Instructor or a Faculty Instructor may be continued in that rank beyond the specified maximum period only for reasons which, in the judgment of the President, are temporary and when it is intended that such an appointment is to be followed by an increase in rank."

The motion was seconded and was adopted by a viva voce vote.

Professor Curtis then presented certain recommendations of the Committee on Tenure and Efficiency regarding the adjustment of grievances and the recommendations of the Committee on University Policy for certain modifications thereof. This discussion was merely for the information of the Faculty, action thereon being deferred to a subsequent meeting of the Faculty.

Upon the arrival of Provost Adams, Professor Marcham relinquished his position as Chairman pro tempore.

The Dean presented the Report of the Committee on Entrance Credentials and Relations with Secondary Schools on the matter of entrance unit credit for work in foreign language pursued in secondary school
and then moved to adopt its recommendation. Its recommendation is embodied in the following resolution:

"Resolved that the present statement concerning the granting of entrance credit for foreign language be abandoned and that the following statement be adopted in its place: 'It is desirable to present at least two years of a foreign language for entrance credit, although credit will be granted for a single year of study in not more than two languages.'"

The motion was seconded and the resolution was adopted.

The Dean reported for the information of the Faculty that the Committee on University Policy was giving consideration to various questions of policy suggested by the current agitation for a New York State University. One of these is of importance whatever may be the outcome of the present controversy, namely, the effect upon the University of the growth of junior colleges. The Committee is in process of appointing a subcommittee to study this problem.

The Dean announced the appointment of a subcommittee of the Committee on University Policy, consisting of F. G. Marcham, W. F. Willcox Morris Bishop, Chairman, to make a study and to report concerning the collection and preservation of materials relating to the history of the University.

The Emeritus Professor of History, Professor Bretz, moved the adoption of the following resolution:

"Resolved (1) that this Faculty requests the Committee on Student Activities to consider further the requirement that student organizations shall be required to furnish a list of membership.

Resolved (2) that the Committee be requested to submit, at a subsequent meeting of this Faculty, a written report of reasons for the requirement."
Resolved (3) that until this Faculty shall have had opportunity to consider the matter, the enforcement of the requirement shall be suspended."

The motion to adopt the resolution was seconded.

The Professor of Horticulture, Professor MacDaniels, moved to amend the resolution by striking out part 3. The motion was seconded and was lost on a viva voce vote.

The question was then on the adoption of the resolution; the resolution was adopted.

The Faculty adjourned at 5:25 p. m.

[Signature]
Secretary
The meeting of the Faculty was called to order by the President at 4:15 p.m.

The minutes of the meeting of January 14, 1948, were read and approved.

The President announced the death of William Lindsay Malcolm, Professor of Civil Engineering and Director of the School of Civil Engineering, on January 18, 1948, and also the death of Charles Ernest Hayden, Professor of Veterinary Physiology, on January 25, 1948.

In respectful deference to their memory, the Faculty rose.

For the information of the Faculty, the President commented at length on the work of the Temporary Commission on the Need for a State University in anticipation of the publication of its Report on February 16, the careful reading of which he commended to the members of the Faculty.

The Dean announced that the Committee on the Economic Status of the Faculty had elected as its Chairman, George P. Adams, Jr.

The Dean announced that the Faculty of the Graduate School had approved the recommendation of the Division of Engineering to discontinue the degree of Master of Science of Engineering to become effective with the Fall term of 1948-49. Its action was transmitted to the University Faculty to secure its approval as a recommendation to be submitted to the Board of Trustees.

The Dean announced that the Board of Trustees had approved, at its recent meeting, the calendar for the academic year of 1948-
1949 as recommended by the University Faculty at its meeting of December 10, 1947.

The Dean announced that the Board of Trustees had adopted, on recommendation of the President, the proposal of the University Faculty of October 29, 1947, to amend the existing regulations of the University relating to sabbatic leaves.

The Dean announced that the Board of Trustees had approved, upon recommendation of the President, the request of the University Faculty on October 29, 1947, for the appointment of a committee of the Board to meet with a committee of the University Faculty to discuss the establishment of a faculty retirement and salary program. The appointment of the members of the committee of the Board of Trustees was referred to the Chairman of the Board, with power.

The Dean announced that the Board of Trustees had tabled Part B of the recommendation of the University Faculty of October 29, 1947, relating to the tenure of teaching associates, research technicians, and instructor-technicians, and their participation in the retirement plan of the University, after its discussion of the advisability of granting tenure to employees who were not primarily engaged in teaching. It was pointed out that the question of their participation in the Contributory Retirement Income Plan might be covered by the committee now engaged in formulating a retirement plan for non-academic employees of the University.

The Dean announced that the Board of Trustees had adopted, on recommendation of the President, the proposal of the University Faculty of November 12, 1947, as amended on December 10, 1947, and
on January 14, 1948, relating to Assistants, Instructors and Assistant Professors, subject to an amendment excluding the Medical College Faculty.

Amendments to the By-Laws of the University to conform to the foregoing legislation were also adopted. Sec. 3(b) of Article XIV on The Faculties now reads as follows:

"Each college or school faculty, except that of the Graduate School, shall be composed of the President, who shall be ex officio the presiding officer, the dean, the directors and all professors, associate professors, assistant professors, faculty instructors and instructors in the department or departments under the charge of that faculty. Instructors may be candidates for an advanced degree at Cornell but shall not have the right to vote as a member of any College or school faculty. A faculty instructor may not be a candidate for an advanced degree at Cornell but may be given the right to vote in his college or school faculty by action of the college or school faculty concerned."

In accordance with the resolution adopted by the Faculty at its January meeting, the Professor of Architecture, Professor Tilton, presented, in behalf of the Committee on Student Activities, the following statement:

"The primary purpose of the ruling put into effect September 1947 by the Faculty Committee on Student Activities, requiring student organizations to submit membership lists, is to enable enforcement of the frequently violated University regulation prohibiting students on probation from participating in extracurricular activities on the campus. The list is also used to determine whether or not members of organizations are Cornell students.

It is proposed that such lists be held strictly confidential, available only to the Counselor of Students Office. By having such a list, it will be possible for the University authorities to know which students on the list are on probation or are not regularly registered in the University. No other means seems adequate to accomplish these purposes.

It is pertinent to state that the Student Council, on December 11, gave thorough consideration to the matter of membership lists and voted to sustain this policy. As far as student opinion is concerned it appears significant that only 2 out of a total of 240 organizations have refused to submit membership lists. The members of these 2
groups have chosen to regard the procedure as a violation of personal liberties. It should suffice to state that the Student Activities Committee has no intention of permitting the use of membership lists for other than the stated purposes. It regards as unjustified and undemocratic the attempts of an exceedingly small minority to interfere with the orderly conduct of University business."

Professor Tilton then moved that the rule requiring student organizations to submit their membership lists to the Faculty Committee on Student Activities be approved. The motion was seconded. Upon a rising vote, the motion was lost by a vote of 84 to 79.

The Faculty adjourned at 5:50 p.m.

\[Signature\]

Secretary
The meeting of the Faculty was called to order by the President at 4:15 p.m.

The minutes of the meeting of February 11, 1948, were read and approved.

The Dean announced that Neal Dow Becker, Chairman of the Board of Trustees, had appointed as a Special Committee to confer with the Committee of the Faculty on Economic Status:

Harold M. Stanley, Chairman
Matthew Carey
Frank S. Columbus
Mary H. Donlon
George R. Pfann

The Dean announced that the Faculty of the College of Engineering recommended that the professional degrees of C.E., M.E., E.E. and Chem. E. be discontinued, as of this date. Its action was transmitted to the University Faculty to secure its approval as a recommendation to be submitted to the Board of Trustees.

On motion of the Dean, the Faculty voted to approve the recommendation of the Faculty of the College of Engineering to the Board of Trustees to discontinue the professional degrees of C.E., M.E., E.E. and Chem. E. as of this date.

On motion of the Dean, the Faculty voted to approve the recommendation of the Faculty of the Graduate School to the Board of Trustees to discontinue the degree of Master of Science in Engineering to become effective with the Fall term of 1948-1949.
As Chairman of the Committee on Registration Procedures, Dr. Bradford reported on the advisability of fixing a final date for reporting preliminary ("mid-term") grades, and of including in the regular University calendar a final date in each term for reporting preliminary grades for all undergraduates. Dr. Bradford moved to adopt the report and to refer it to the Committee on University Calendar for its consideration. The motion prevailed.

On motion of the Dean, the Faculty voted to approve the recommendation of the Committee on Prizes that the Guilford-Prize essay which was submitted on March 2, 1948, the day after the closing date, due to misunderstanding of the rules, be accepted.

In behalf of the Committee on University Policy, the Professor of Roman Literature, Professor Bishop, as Chairman of its sub-committee, appointed to examine the question of collection and preservation of historic materials concerning Cornell, reported at length. The Committee recommended the appointment of a University archivist, provisionally outlining his duties, with diverse suggestions concerning the use and the depositories of the pertinent materials. A Centennial History of Cornell in 1968 was envisioned.

Upon motion of Professor Bishop, the report was adopted by a unanimous vote.

In behalf of the Committee on Tenure and Efficiency, the Professor of Botany, Professor Curtis, moved to adopt Resolution I, relating to the principles governing the rights and responsibilities of the members of the Cornell staff relating to freedom of research and publication and to freedom of expression of opinion as citizens. The motion was seconded.

The Professor of Botany, Professor Knudson, moved to lay the Resolu-
tion on the table, which motion was seconded. The motion prevailed.

Then, Professor Curtis moved to adopt Resolution II, relating to procedures for assuring the democratic administration of appointments and advancements. The motion was seconded.

Upon motion of the Professor of Accounting, Professor English, the Resolution was referred to the Committee on University Policy for further study of the existing policy and for a report of its recommendations to the Faculty.

Professor Curtis then moved to adopt section 1 of Resolution III, relating to procedures for adjustment of grievances, which motion was seconded.

The Professor of Mathematics, Professor Hurwitz, moved to amend the first sentence of section 1, relating to the Panel of Conciliators, by adding at the end thereof the clause "one of whom the President shall designate Chairman of the Panel." The motion was seconded and, on a viva voce vote, was lost.

The Professor of Speech, Professor Wichelns, moved to amend by striking out the first three words of paragraph 2 of section 1, "Any staff member," and to substitute therefor "Any member of the academic staff." The motion was seconded and the substitute phraseology was adopted.

The Professor of Electrical Engineering, Professor Smith, moved to amend paragraph 1 of section 1 by striking out the last sentence, "No person who devotes more than half of his time to administrative duties shall be appointed conciliator." The motion was seconded and the motion to strike prevailed.

The question was: Shall section 1 of Resolution III be adopted? The motion was lost.
The Professor of Accounting, Professor English, moved to lay the rest of Resolution III on the table and to discharge the Committee. The motion was seconded.

The Professor of Botany, Professor Petry, requested that the motion be divided, to which request Professor English consented.

The question was: Shall the rest of Resolution III be laid on the table? The motion prevailed.

The question was then: Shall the Committee be discharged? The motion was lost.

The Faculty adjourned at 5:30 p.m.

Secretary
The meeting of the Faculty was called to order by the President at 4:15 p.m.

The minutes of the meeting of March 10, 1948, were read, and corrected to show that the last question "Shall the Committee be discharged?" was not put to a vote. As corrected, the minutes were approved.

The President announced the death of Samuel Willard Harmon, Associate Professor of Entomology, on March 16, 1948. As a token of its respect, the Faculty rose.

The Dean announced the appointment of the following Committees of award:

**The Bess Berlow Cohan Prize**
R. C. Bald
James Hutton, Chairman

**The Forbes Heermans Prize in Playwriting**
W. A. Hurwitz
H. A. Myers
H. D. Albright, Chairman

**The Guilford Essay Prize**
E. F. Bradford
R. E. Cushman
W. M. Sale, jr., Chairman

**The Morrison Poetry Prize**
David Daiches
W. H. French
Morris Bishop, Chairman

**The Ninety-Four Memorial Debate Prize**
W. D. Curtiss
Victor Reynolds
R. F. Howes, Chairman

**The Charles Lathrop Pack Forestry Prize**
Bristow Adams
C. H. Guise
R. S. Hosmer, Chairman
The Dean announced the following awards:

Forbes Heermans Prize to June E. Fairchild.

Morrison Poetry Prize divided equally between Robert Darlington, George Eiten and Lucille Oaklander.

"Ninety-Four Memorial Debate Prize to Alvin Arnold.

The Professor of Economics, Professor George P. Adams, Jr., as Chairman of the Committee of the Faculty on Economic Status, reported at length on the progress of the work of the Committee. Professor Adams offered, in behalf of the Committee, the following Resolution and moved its adoption:

WHEREAS the continued decline in the value of the dollar has worsened the economic status of all members of the University Faculty, therefore be it resolved:

1. That, to meet a general emergency, the University Faculty requests the Board of Trustees to adopt an immediate and general, rather than a wholly selective, adjustment in Faculty salaries in the Endowed Colleges.

2. That the Faculty requests the Board of Trustees to recognize the inadequacy of the present minimum salaries being paid at various ranks and to proceed at once towards the establishment of the following minimum scales:

   - Faculty Instructors: $3,000
   - Assistant Professors: $4,000
   - Associate Professors: $5,000
   - Professors: $6,000

3. That the University Faculty further requests the Board of Trustees to increase the University's contribution to the retirement system.

4. That the Faculty asks the President to transmit to the Board of Trustees the requests contained in the foregoing paragraphs.

The motion to adopt the Resolution was seconded and, upon a viva voce vote, the motion prevailed.

The Faculty adjourned at 5:25 p.m.

[Signature]
Secretary
The meeting of the Faculty was called to order by the President at 4:15 p.m.

The minutes of the meeting of April 14, 1948 were read and approved.

The President announced the death of Edwin Woodworth Hamlin, Professor of Electrical Engineering, on April 27, 1948. As a symbol of its respect, the Faculty rose.

The President reported on the recent action of the Board of Trustees in granting an increase in salary to the teaching staff, commenting upon the difficulties involved, the obligations entailed and the limitations of its application, as well as upon the security measures in prospect for both the clerical staff and the teaching staff.

The Dean announced the appointment, by the President, of the following Committees:

Committees to Write Memorial Articles Concerning:

**Samuel Willard Harmon**
C. E. Palm, G. H. Wellington,
Hugh Glasgow, Chairman

**Charles Ernest Hayden**
D. W. Baker, J. N. Frost,
H. H. Dukes, Chairman

**Vladimir Karapetoff**
W. A. Hurwitz, E. M. Strong,
R. F. Chamberlain, Chairman

**William Lindsay Malcolm**
H. M. Gift, B. S. Monroe,
P. H. Underwood, Chairman
Committees of Award:

The Barnes Shakespeare Prize
H. D. Albright, R. C. Bald,
David Daiches, Chairman

The Corson French Prize
Morris Bishop, E. W. Fox,
B. L. Rideout, Chairman

The Graduate Prize in Philosophy
Max Black, Norman Malcolm,
A. E. Murphy, Chairman

The Manuscript Club Short Story Prize
M. H. Abrams, Baxter Hathaway,
Morris Bishop, Chairman

The Dean announced the following awards reported by the Chairmen of the Committees of Award:

The Bess Berlow Cohen Prize to Jules Brody.
The Corson French Prize to Jan W. Dietrichson.
The Juliette MacMonnies Courant Prize to Sara E. McGowan.
The Guilford Prize - no award.
The Manuscript Club Short Story Prize - 1st prize to Edgar Rosenberg
2nd prize to William Mulvihill

The Barnes Shakespeare Prize to S. Lila MacLeod

On behalf of the Committee on Calendar, the Secretary of the University, Secretary Howes, moved that Thursday, September 16, be included in the official University Calendar for 1948-49, as the date for the opening of the Freshman Orientation Period.

The motion was seconded and, on a viva voce vote, the motion prevailed.

On behalf of the Committee on University Policy, the Dean reported on the desirability of reorganizing the office of, and re-
allocating the duties of, the Dean of Students, now being carried on by the Counselor of Students (Men) and the Counselor of Students (Women) and their staffs. To secure the objectives desired and to recommend to the Board of Trustees the requisite changes in legislation, the Dean presented the following Resolutions:

"WHEREAS the office of Dean of Students, which was established by the Board of Trustees upon recommendation of this Faculty, is now vacant, and

WHEREAS the responsibilities of the office of Dean of Students are now being carried by the Counselor of Students (Men) and the Counselor of Students (Women) and their staffs, and

WHEREAS there is no prospect of the office of Dean of Students being filled,

NOW THEREFORE BE IT RESOLVED

(1) That the legislation of December 10, 1930, in so far as it relates to the Committee on Undergraduate Scholarships and to the Committee on Student Activities, and also the legislation of May 9, 1945, by which the Dean of Students is made the Executive Secretary of each of these Committees, be amended by the substitution of the following:

The Committee on Undergraduate Scholarships shall consist of eight members of the University Faculty appointed by the President for terms of not more than four years, the Dean of the University Faculty, ex officio, and a representative of the office of the Counselor of Students (Men) or of the Counselor of Students (Women) who shall be appointed by the President for an indefinite term and who shall serve as the Executive Secretary of the Committee. The President shall designate the Chairman of the Committee.

The Committee on Student Activities shall consist of eight members of the University Faculty appointed by the President for terms of not more than four years, the Dean of the University Faculty and the Registrar of the University, ex officio, and a representative of the office of the Counselor of Students (Men) or of the Counselor of Students (Women) who shall be appointed by the President for an indefinite term and who shall serve as Executive Secretary of the Committee. The Registrar shall serve as Recording Secretary and the President shall designate the Chairman of the Committee.

(2) That the legislation of November 13, 1946, relative to the
Committee on the Scheduling of Public Events, be amended by the substitution of the following for the second sentence of that legislation:

'Three of the seven appointed members shall be selected so as to give representation to the Department of Music, the Department of Speech and Drama, and either the office of the Counselor of Students (Men) or the office of the Counselor of Students (Women).'

BE IT FURTHER RESOLVED that the University Faculty recommend to the Board of Trustees

(3) That the office of Dean of Students be now abolished,

(4) That there be substituted therefor two offices, namely, Dean of Men and Dean of Women, to which shall be assigned the duties which were formerly the responsibility of the Dean of Students,

That the Dean of Men be charged with responsibility for counseling the men students of the University and of acquainting the Administration of the University with their needs,

That the Dean of Women be charged with responsibility for counseling the women students of the University and of acquainting the Administration of the University with their needs, and

That matters which concern the interests of both men and women be the common responsibility of the Dean of Men and the Dean of Women.

(5) BE IT FURTHER RESOLVED that if and when the Board of Trustees shall put into effect this recommendation, the legislation, enacted this day by the University Faculty with respect to the membership of the Committee on Undergraduate Scholarships, the Committee on Student Activities and the Committee on the Scheduling of Public Events, be amended by the substitution of "Dean of Men" for "Counselor of Students (Men)" and by the substitution of "Dean of Women" for "Counselor of Students (Women)" wherever these terms appear in that legislation."

At the request of the Dean, the five sections of the Resolutions were considered by the Faculty in three parts.

Upon motion of the Dean, which was seconded, Sections (1) and (2) of the Resolutions were adopted.

Then the Dean moved to adopt Sections (3) and (4), which motion was seconded.
The Professor of Mechanical Engineering, Professor King, moved to amend Section (3) so as to read, "That the offices of the Dean of Students, the Counselor of Students (Men), and the Counselor of Students (Women) be abolished." The motion to amend was seconded and the amendment was adopted.

The question then was: Shall Section (3), as amended, and Section (4) be adopted? The motion prevailed and the Sections were adopted by a show of hands.

Upon motion of the Dean, Section (5) of the Resolutions was adopted.

The President recognized the Professor of Economics, Professor Adams, who was given the privilege of the floor. In behalf of the Committee on Economic Status, Professor Adams reported that the Committee proposed to undertake a survey of the retirement policies of the various universities and of the salary scale at Cornell. Professor Adams expressed the appreciation of the membership of the Committee for services rendered by the President and others in supplying the material which made possible their recent Report. The Committee was especially grateful for the valuable services rendered by the President which culminated in the favorable action of the Board of Trustees.

The Professor of Military Science and Tactics, Colonel Hospital, moved that the Department of Military Science and Tactics be authorized to conduct its final examinations in the Spring Term each year during the week prior to the normal period prescribed for final examinations and that these examinations be conducted during hours other than those regularly prescribed for military training but not conflicting with other requirements.
The motion was seconded. By a viva voce vote, the motion prevailed and the special dispensation was ordered.

The Faculty adjourned at 5:10 p.m.

[Signature]

Secretary
The meeting of the Faculty was called to order by the President at 4:15 p.m.

The minutes of the meeting of May 12, 1948 were read and approved.

The President announced the deaths of the following members of the Faculty:

Edwin John Doty, Associate Professor of Psychiatry, on March 19, 1948.

Francis Robert Sharpe, Emeritus Professor of Mathematics, on May 18, 1948.

Ernest George Merritt, Emeritus Professor of Physics, on June 5, 1948.

As a token of its respect, the Faculty rose.

The President reported briefly on the activities of the Greater Cornell Committee and its impending formal announcement of an initial drive for $12,500,000 capital funds for the University. The President commented on the composition of the Committee, the purposes to which the fund is to be dedicated and the relation of initial drive to the duration of the proposed fund raising, indicating the assistance that the members of the Faculty would be able to render.

The Dean announced that the Board of Trustees, by its action on May 1, 1948, had discontinued in accordance with the recommendation of the University Faculty, the following professional degrees:

Chemical Engineer (Chem. E.)
Civil Engineer (C. E.)
Electrical Engineer (E. E.)
Mechanical Engineer (M. E.)
Master of Science in Engineering
The Dean announced that in accordance with the legislation passed by the University Faculty at its last meeting with respect to the membership of the Committee on Student Activities and of the Committee on Undergraduate Scholarships, the President has appointed Mr. F. C. Baldwin as a member of the Committee on Student Activities and Mr. R. L. Perry as a member of the Committee on Undergraduate Scholarships.

The Dean announced that the President had appointed the following Committees to write Memorial Articles concerning:

Edwin Woodworth Hamlin
C. L. Seeger
Martha Stahr
C. R. Burrows, Chairman

Francis Robert Sharpe
W. A. Hurwitz
W. G. Malti
W. E. Carver, Chairman

Ernest George Merritt
G. W. Herrick
H. E. Howe
R. C. Gibbs, Chairman

The Dean announced that the President had appointed the following Committee of Award:

The Luana L. Messenger Prize
Edwin Nungezer
G. H. Sabine
Mario Einaudi, Chairman

The Dean announced that the following prizes have been awarded:

The Duniway Prize in History and Political Science to Victor Alexander Lord, jr.

The 1886 Memorial Prize to Raymond F. Shepherd

The J. G. White Prize in Spanish to Gareth Pickard

The J. G. White Prize in English divided between Amanda Eslaimen and Erik Wiklund

The Graduate Prize in Philosophy to Daniel Kading
The Woodford Prize to George H. Fowler

The Moses Coit Tyler Prize to Mrs. Edith Fox

The Charles Lathrop Pack Foundation Forestry Prize to Daniel Duberman

On behalf of the Calendar Committee, the Secretary of the University, Secretary Howes, submitted the following Report on the proposed six-year Calendar:

1. The proposed six-year Calendar follows the pattern of the Calendar for 1948-49, as previously approved by the Faculty.

2. Dates for beginning the Freshman Orientation period and reporting mid-term grades are included.

3. Announcement of Spring Day as a holiday has been eliminated. Faculty legislation has expired, and the Committee on Student Activities and University Policy will make recommendations later.

4. The plan of beginning instruction in the fall at 1:00 p. m. Wednesday and beginning Thanksgiving vacation on Wednesday noon, as embodied in the 1948-49 Calendar, is continued. The Committee intends to study the results of this change next fall and to recommend improvements if such action seems desirable.

Secretary Howes moved the adoption of the proposed Calendar, which motion was seconded.

The Professor in Personnel Administration, Professor Hertel, moved to amend the proposed calendar so that instruction will begin at 8:00 a. m., Wednesday, September 21, 1949 (instead of 1:00 p. m.), and on the corresponding Wednesdays for the years thereafter; and that instruction be suspended at 10:00 p. m., Tuesday, November 22, 1949, and on the corresponding Tuesdays for the five years thereafter.

The motion was seconded and, upon a viva voce vote, the amendment was adopted.

Due to amendments proposed by the Professor of Preventive Medicine,
Professor Showacre, and the Professor of Electrical Engineering, Professor Smith, and the result of their far-reaching effect, on motion of Secretary Howes it was voted to refer the proposed Calendar to the Committee on Calendar for its further consideration.

The Dean reviewed the legislation of the Faculty and of the Board of Trustees by which the Program of Extramural Courses was initiated and pointed out the need for some revision of the legislation. The Director of Extramural Courses, Professor W. D. Smith, presented the following report:

This report will deal first, with the present activities of the Division and second, with certain matters of policy and operation within the Division.

During the present year, including the summer of 1947, ten different courses have been offered in 13 different centers in the State. These courses represented 3 Schools and Colleges and 7 Departments of instruction. A total of 206 students was enrolled in the 10 courses. These were Extramural courses and Extramural students.

During the present academic year, the Division has enrolled a total of 144 part-time, non-resident students for study in regular on-campus courses. These are not Extramural students but persons in the surrounding area who are employed for a major part of the day and who commute to the campus for courses scheduled at hours - usually late afternoon and on Saturdays - convenient to their available time. During the current term, in which 78 such students were registered, courses were taken in 8 different Schools and Colleges with 24 Departments of instruction represented. These students registered for 313 credit hours of work, or an average of 4 hours per student. Predominantly these students are teachers or other public school employees. Ten are College instructors most of whom commuted from Sampson College. In addition, there were 5 nurses, an industrial consultant, a Y. M. C. A. secretary, office workers, a hotel manager, an assistant store manager, a laboratory technician and persons representing some 8 or 10 other classifications of employment.

It may be of interest to note that the large majority of students enrolling through the Division are seeking post-graduate credit. This applies both to the Extramural students and those part-time students registering in on-campus courses. Many of them are candidates for advanced degrees in Cornell while others are candidates
for degrees in other institutions. Professional and technical improvement seem clearly to be the motivating influence for their registration.

Turning to the second part of this report, I wish to refer first to the policy, referred to in the preceding data, of registering part-time, non-resident students in the Division of Extramural Courses. The policy was established in 1945, by action of the Board of Trustees, thus making possible a registration of such persons without the necessity of exacting payment of fees for certain on-campus services which they were denied by reason of their available hours of attendance upon the campus. These fees are the Health and Infirmary, Willard Straight Hall and Physical Recreation fees. In lieu of these fees and to include all other costs, except the matriculation fee, these students are charged the same registration fee as are the Extramural Students.

The plan has seemed to work very satisfactorily and has proved beneficial to the considerable number of students who can avail themselves of it. But there has been some confusion as to identity of this group of students in contrast to the Extramural students and Extramural Courses. Effort is being made to establish the necessary distinctions.

In connection with this problem of policy, as well as in other policy problems confronting the Division, it seemed desirable to have appointed an Advisory Committee for the Division. A request for such a committee was made and granted during the present term. The President has appointed to that committee - Professors Murdock, Cunningham, Winsor, Hulse, Gibson, Chamberlain, Failing, and Brooks, with the Director of the Division as Chairman. This committee has studied previous legislation of this Faculty, the Board of Trustees and of the separate College Faculties dealing with the Extramural Division, and has approved a policy to guide the program of the Division.

On behalf of the Committee on University Policy, the Dean moved to recommend to the Board of Trustees that section 4 of the legislation of the University Faculty of April 17, 1935, by which the Extramural Program was inaugurated, be amended by deleting the words in parenthesis and by adding the underscored words as shown:

Each course offered shall be under the jurisdiction of the college and the department in which courses of similar content of instruction are located, the (persons)" person "in charge to be (those)" one "regularly engaged in giving instruction in (those departments)" the department or a person recommended by the department for the particular purpose.
The motion was seconded. The recommendation to amend was adopted and was referred to the Board of Trustees for their approval.

On behalf of the Committee on University Policy, the Dean moved that the Faculty approve the organization of the Advisory Committee for the Division of Extramural Courses and the policy adopted by the Advisory Committee with respect to the registration of part-time non-resident students in on-campus courses as outlined in the report of the Director of the Division.

The motion was seconded, and, upon a viva voce vote, the motion prevailed.

On behalf of the Committee on University Policy, the Dean moved that the University Faculty approve the request of the Faculty of the Veterinary College that credits in clinical subjects might be reported to the Registrar by the letters "S" and "U" to indicate the satisfactory or unsatisfactory completion of Clinical Orientation 201, Clinical Conferences 202, and Clinics 203, in lieu of numerical marks.

The Faculty approved the motion.

The Faculty adjourned at 5:20 p. m.

[Signature]
Secretary
The meeting of the Faculty was called to order at 4:15 p. m., Provost de Kiewiet presiding.

The minutes of the meeting of June 9, 1948 were read and approved.

On behalf of the President, the Provost announced the death of the following members of the Faculty:

Hugh Glasgow, Professor of Entomology, on July 17, 1948.
James Kenneth Wilson, Professor of Soil Technology, on July 28, 1948.
Sterling Woodford Patterson, Secretary Emeritus, on August 2, 1948.
Paul Albinus Dineen, Associate Professor of Clinical Surgery, on September 20, 1948.
Warren Howard Hook, Associate Professor of Heat-Power Engineering, on September 29, 1948.

As a token of its respect, the Faculty rose.

The Dean announced that the Board of Trustees had adopted the amendment to section 4 of the legislation of the University Faculty of April 17, 1935, relating to Extramural Courses, in accordance with the recommendation of the University Faculty on June 9, 1948.

The Dean announced that the Board of Trustees had adopted the legislation, proposed by the University Faculty on May 12, 1948, establishing the offices of Dean of Men and Dean of Women and assigning the duties appertaining to them.

The Dean announced appointments, by the President, to the standing committees of the University Faculty. These appointments are for terms of four years, beginning November 1, 1948 except as noted.

Committee on University Lectures
Bertram Willcox
Slade Kendrick - the fall term during the leave of absence of Mabel Rollins
Committee on Student Conduct
Ralph Alexander
W. A. Wimsatt to serve as Chairman

Committee on Student Activities
C. A. Hanson
L. C. Petry
P. D. Ankrum - the fall term during the leave of absence of G. R. Hanselman

Committee on Undergraduate Scholarships
W. G. Moulton
Jeanette Read

Committee on Entrance Credentials and Relations with Secondary Schools
B. L. Rideout

Committee on Scheduling of Public Events
H. F. Newhall
Walter Stainton - the fall term during the leave of absence of H. D. Albright

Committee on Calendar
W. D. Curtiss

Committee on Military Science and Physical Training
A. S. Schultz, jr. - without term
C. A. Hanson - without term

Committee on Prizes
Marvin Bogema
M. H. Abrams to serve as Chairman

Committee on Music
H. E. Guerlac

Committee on Scholastic and Aptitude Testing
R. J. Walker
C. L. Rossiter to serve until October 31, 1951

Committee of Award of the Moses Coit Tyler Prize
R. M. Williams for a three-year term beginning November 1, 1948

The Dean announced the appointment, by the President, of the following special committees to write memorial articles for the Necrology:
Concerning Hugh Glasgow
   J. D. Luckett
   C. E. Palm
   F. Z. Hartzell, Chairman

Concerning S. Woodford Patterson
   W. L. Conwell
   J. N. Tilton, jr.
   Donald English, Chairman

Concerning James K. Wilson
   C. N. Stark
   J. B. Summer
   H. O. Buckman, Chairman

The election of the 1948-49 Committee on Nominations was a Special Order.

On behalf of the Committee on Nominations for 1947-48, the Professor of Plant Breeding, Professor Love, nominated the following for membership on the Committee on Nominations for 1948-49:

   J. H. Bruckner
   James Hutton
   T. W. Mackesey
   L. P. Wilson
   R. F. Chamberlain, Chairman

Professor Love then moved the election of the nominees designated. The motion was seconded.

The Provost called for nominations from the floor. There was none. The motion to elect the designated nominees was carried.

The Dean then moved the adoption of the recommendation that the legislation of June 13, 1945, namely, "The Department of Physical Education and Athletics is permitted to use for men students registered in Physical Training three grades - P, F, and Inc." be amended by the deletion of the word, "men". The motion was seconded and the motion prevailed.

On behalf of the Committee on University Policy, the Dean reported
that the Committee had had under consideration at several meetings during the spring term a proposal made to the President and referred by him to the Committee that there be established in the University a credit course on "The American Way of Life" to be required of each student. The Committee invited other members of the Faculty to attend the meetings at which this proposal was discussed, these members being selected to represent fields related to the subject of the proposed course.

There was unanimous agreement that to require such a course would defeat its purpose and in its place it was proposed that there be organized a series of lectures open to the University community and an elective course or courses offered in one or more colleges of the University with the subject matter of the lectures an integral part of the courses. It was impossible to organize a course of this sort for the academic year 1948-49, but the organization of the lectures was feasible inasmuch as the Carnegie Corporation made a grant of $10,000 for the purpose. At this stage, the matter was brought to the attention of the Committee on University Lectures which agreed to cooperate. In order that plans for this lecture series might be made during the summer months, the President appointed a temporary committee under the Chairmanship of the Committee on University Lectures, Professor Waage. The other members were: Earl Brooks, R. E. Cushman, C. W. de Kiewiet, W. H. Farnham, and R. F. Howes. The President has now appointed the committee which will manage the lectures during 1948-49 and will make plans for a course or courses which may be offered by one or more colleges of the University beginning with the academic year 1949-50. This committee consists of Earl Brooks, C. L. Rossiter and E. W. Fox, Chairman.
In behalf of the Committee on Calendar, Secretary Howes reported on the fixing of the final date for the reporting of midterm grades as follows:

As directed by the University Faculty, at its meeting on March 10, the Committee on Calendar has carefully considered the question of establishing a definite date each term for reporting midterm grades. The Committee voted to fix noon of the last day of the seventh week of instruction, i. e. noon of the forty-second day of instruction, as the due date for reporting midterm grades from the several school and college offices. For the current term the time will be noon of Tuesday, November 9. The corresponding time for the Spring Term in 1949 would be noon on Saturday, March 26, just before the Spring Recess.

In behalf of the Committee on Military Science and Physical Training, the Dean made the following recommendation:

A special student admitted for a period of less than two years is exempted from the requirement in Military Science during that period.

Any student, who is enrolled in the Organized Naval Reserve Program, may postpone the Military Science requirement while he is so enrolled, and any student, who satisfactorily completes one calendar year of work in the Organized Naval Reserve Program, shall have satisfied two terms of the University Military Science requirement.

Upon motion of the Dean, the recommendation was approved.

The Faculty adjourned at 4:50 p. m.

Herbert D. Lande
Secretary
In the absence of the President, the meeting of the Faculty was called to order by the Dean at 4:15 p.m.

The minutes of the meeting of October 13, 1948 were read and approved.

The Dean announced the death of William Henderson Wilder, Assistant Professor of Electrical Engineering, on November 3, 1948. As a token of its respect, the Faculty rose.

In the absence of the President, at the request of the Dean, the Professor of International Law, Professor Briggs, took the chair to preside.

The nomination of candidates for the December election having been made a Special Order, the Report of the Committee on Nominations was called for. In the absence of the Chairman of the Committee, Professor Chamberlain, the Report of the Committee was made by the Professor of Law, Professor Wilson. The following nominations were submitted for the positions designated:

**Representative on the Board of Trustees**
- Herrell De Graff
- J. R. Moynihan

**Committee on University Policy**
- G. P. Adams, jr.
- M. F. Neufeld

**Board on Physical Education and Athletics**
- J. O. Jeffrey
- S. W. Warren

**Board on Student Health and Hygiene**
- H. M. Giffit
- Charlotte Young

The Chairman called for nominations from the floor.
The Professor of Botany, Professor Petry, nominated, for Representative on the Board of Trustees, the Professor of Botany, Lewis Knudson.

The Professor of Extension Teaching and Information, Professor Phillips, nominated, for the Board on Physical Education and Athletics, the Professor in Extension Service, L. R. Simons.

Professor Wilson then moved that the nominations made from the floor be added to the list of nominees presented by the Committee on Nominations. After having been seconded, the motion unanimously prevailed.

The list of nominations, as amended, was referred to the Committee on Elections.

On behalf of the Committee on University Policy, the Dean moved that the University recommend to the Board of Trustees that the By-Laws of the University be amended so as to make the Associate Registrar an ex officio member of the University Faculty.

The motion was seconded and, upon a vote, the motion was unanimously carried.

On behalf of the Committee on University Policy, the Dean submitted the following recommendations:

The Committee on University Policy recommends that there be constituted a standing committee of this Faculty to be known as the Committee on Registration and Schedules. The Committee shall consist of the following ex officio members: the Registrar, the Associate Registrar, the Chairman of the Committee on Calendar, and the Dean of the University Faculty, and of members, appointed by the President for terms of not more than four years so as to give representation to the University Faculty, to the several undergraduate schools and colleges and to the independent departments. A member of the Committee, who represents a college, school or independent department, may be reappointed at the termination of a term.
of service. The Registrar shall serve as Chairman of the Committee.

It shall be the responsibility of this Committee to plan the procedures of pre-registration and registration and to arrange for class schedules with respect both to place and time.

It shall be the responsibility of the Committee on Calendar to consider and recommend to the Faculty legislation governing the use, for instructional purposes, of the hours of the days as well as of the days of the year.

The Dean then moved the adoption of the recommendations. The motion was seconded and, upon a vote, unanimously prevailed.

The Faculty adjourned at 4:35 p.m.

[Signature: Secretary]
The meeting of the Faculty was called to order by the President at 4:15 p. m.

The minutes of the meeting of November 10, 1948 were read and approved.

The Dean announced that the following had been appointed by the President to serve on the Committee on Registration and Schedules until November 1, 1952 except as otherwise designated:

- Miss Dorothy H. Bateman
- H. M. Giff
- C. H. Guise
- C. A. Hanson
- J. P. Hertel
- M. L. Hulse
- D. H. Jewell
- C. W. Jones
- T. W. Mackesey
- W. L. Nelson
- H. G. Smith
- P. B. Stiness
- Miss Esther Stocks
- E. B. Wilson

To serve until February 4, 1949:

- W. J. King
- H. F. Wiegandt

To serve until November 1, 1950:

- E. C. Showacre

The Report of the Committee on Elections having been made a Special Order, the Dean, as Chairman of the Committee, reported the election of the following candidates:

To the office of Faculty Representative on the Board of Trustees: Herrell De Graff
To membership on the Committee on University Policy: George P. Adams, jr.

To membership on the Board on Physical Education and Athletics: Stanley W. Warren

To membership on the Board on Student Health and Hygiene: Charlotte Young

The Dean reported the distribution of the votes cast to be as follows:

The Committee received 472 ballots of which 467 were validated and 5 were not validated. Of these, 3 were not signed, 1 signature was illegible, and one signature did not correspond to any name on the official membership list. The legislation of the Faculty specifies that a plurality of votes cast should be necessary for election.

461 ballots were cast for the office of Faculty Representative on the Board of Trustees of which Herrell De Graff received 187, a plurality of 38 with respect to the 149 votes received by Lewis Knudson.

450 ballots were cast for membership on the Committee on University Policy of which George P. Adams, jr. received 302, a majority of the votes cast.

446 ballots were cast for membership on the Board on Physical Education and Athletics of which Stanley W. Warren received 179, a plurality of 3 with respect to the 176 votes received by J. O. Jeffrey.

447 ballots were cast for membership on the Board on Student Health and Hygiene of which Charlotte Young received 267, a majority of the votes cast.

As Chairman of the Committee on Calendar, Secretary Howes, reported on the proposed University Calendar for the six years, 1949-1955.

The proposed calendar was reported as follows:

At the June meeting of the University Faculty, the Committee on Calendar proposed a University Calendar for six years, beginning with the academic year 1949-50. In the discussion, two proposals for significant changes in the calendar were made from the floor, and the Faculty voted to refer the matter back to the Calendar Committee for further consideration. The Calendar Committee has investigated both proposals thoroughly and now recommends a slightly revised calendar, copies of which are before you.

One of the suggestions made last June had to do with the period
at the end of the first term and beginning of the second term. After being informed of the results of the Committee's investigation, Professor Smith, who made the original suggestion, has agreed to withdraw it.

The second matter had to do with the time when classes should be dismissed before Thanksgiving, and consequently the time when classes should begin at the opening of the Fall Term. The calendar for the current academic year contains the new provision that classes begin at one o'clock on the Wednesday following registration, and be dismissed at 12:50 on the Wednesday preceding Thanksgiving. There was a considerable amount of sentiment in the faculty for beginning classes in the future at 8 o'clock on the Wednesday following registration and dismissing them on the evening of Tuesday before Thanksgiving.

The discussion of this topic at the Faculty meeting, as in preceding meetings of the Committee, was based on the assumption that the time on Wednesday before the opening of classes had in previous years not been used for an important purpose. The Calendar Committee has learned from subsequent study that the entire day was used for physical examinations of new students, and that the elimination of even the half day this year from the Freshman Orientation period placed an undue burden on the staff of the University Clinic. Our Committee was informed by the Committee on Freshman Orientation that the length of the orientation period was originally determined by the number of days necessary for the medical staff of the University to complete these physical examinations. The experience of the medical staff is that they can handle not more than 400 such examinations each day. On this basis, an extra half day should have been added to the beginning of the orientation period this year. The Committee was also informed, however, that each day added to the orientation period costs the University approximately $1,500 for housing and feeding the freshmen.

Because of these considerations, plus the recommendation of the Dean of Men and the impression of the members of the Committee that dismissing classes Wednesday noon appreciably reduced the cutting of classes before the Thanksgiving vacation this Fall, the Calendar Committee voted to continue to dismiss classes at 12:50 o'clock on the Wednesday before Thanksgiving. Consequently, the Committee also voted to continue beginning classes at one o'clock on the Wednesday following registration for the Fall Term. The evidence presented by the representative of the University Clinic makes necessary also the opening of the Freshman Orientation period on the Thursday before registration, rather than on Friday. The six-year calendar which is now recommended to the Faculty contains these provisions.

The only actual change from the calendar recommended last June is the beginning of the Freshman Orientation period one day earlier. The precise time on Thursday when the Freshman Orientation program should begin is left to the Committee on Freshman Orientation, with the hope that only a portion of the day will be needed.
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<tbody>
<tr>
<td>Freshman Orientation begins</td>
<td>Sep 15</td>
<td>Sep 14</td>
<td>Sep 13</td>
<td>Sep 18</td>
<td>Sep 17</td>
<td>Sep 16</td>
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<tr>
<td>Registration</td>
<td>Sep 19</td>
<td>Sep 18</td>
<td>Sep 17</td>
<td>Sep 22</td>
<td>Sep 21</td>
<td>Sep 20</td>
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<tr>
<td>Instruction begins at 1 pm</td>
<td>Sep 21</td>
<td>Sep 20</td>
<td>Sep 19</td>
<td>Sep 24</td>
<td>Sep 23</td>
<td>Sep 22</td>
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<tr>
<td>Midterm grades due</td>
<td>Nov 9</td>
<td>Nov 8</td>
<td>Nov 7</td>
<td>Nov 12</td>
<td>Nov 11</td>
<td>Nov 10</td>
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<tr>
<td>Thanksgiving Recess:</td>
<td>Nov 23</td>
<td>Nov 29</td>
<td>Nov 28</td>
<td>Nov 26</td>
<td>Nov 25</td>
<td>Nov 24</td>
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<tr>
<td>Instr. suspended, 12:50 pm</td>
<td>Nov 28</td>
<td>Dec 4</td>
<td>Dec 3</td>
<td>Dec 1</td>
<td>Nov 30</td>
<td>Nov 29</td>
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<td>Instr. resumed, 8 am.</td>
<td>Jan 5</td>
<td>Jan 4</td>
<td>Jan 3</td>
<td>Jan 5</td>
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<td>Christmas Recess:</td>
<td>Dec 21</td>
<td>Dec 20</td>
<td>Dec 19</td>
<td>Dec 20</td>
<td>Dec 19</td>
<td>Dec 18</td>
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<tr>
<td>Instr. suspended.</td>
<td>10 pm</td>
<td>10 pm</td>
<td>10 pm</td>
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<td>Instr. resumed, 8 am.</td>
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<tr>
<td>Term Examinations begin</td>
<td>Jan 23</td>
<td>Jan 22</td>
<td>Jan 21</td>
<td>Jan 26</td>
<td>Jan 25</td>
<td>Jan 24</td>
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<tr>
<td>Term Examinations end</td>
<td>Feb 1</td>
<td>Jan 31</td>
<td>Jan 30</td>
<td>Feb 4</td>
<td>Feb 3</td>
<td>Feb 2</td>
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<tr>
<td>Midyear holiday</td>
<td>Feb 2</td>
<td>Feb 1</td>
<td>Jan 31</td>
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<tr>
<td>SPRING TERM</td>
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<tr>
<td>Registration</td>
<td>Feb 3</td>
<td>Feb 2</td>
<td>Feb 1</td>
<td>Feb 6</td>
<td>Feb 5</td>
<td>Feb 4</td>
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<tr>
<td>Instruction begins</td>
<td>Feb 6</td>
<td>Feb 5</td>
<td>Feb 4</td>
<td>Feb 9</td>
<td>Feb 8</td>
<td>Feb 7</td>
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<tr>
<td>Midterm grades due</td>
<td>Mar 25</td>
<td>Mar 24</td>
<td>Mar 22</td>
<td>Mar 28</td>
<td>Mar 27</td>
<td>Mar 26</td>
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<td>Instr. suspended, 12:50 pm</td>
<td>Apr 3</td>
<td>Apr 2</td>
<td>Mar 31</td>
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<tr>
<td>Instr. resumed, 8 am.</td>
<td>Apr 3</td>
<td>Apr 2</td>
<td>Mar 31</td>
<td>Apr 6</td>
<td>Apr 5</td>
<td>Apr 4</td>
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<tr>
<td>Final Examinations begin</td>
<td>May 29</td>
<td>May 28</td>
<td>May 26</td>
<td>Jun 1</td>
<td>May 31</td>
<td>May 30</td>
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<tr>
<td>Final Examinations end</td>
<td>June 6</td>
<td>June 5</td>
<td>June 3</td>
<td>June 9</td>
<td>June 8</td>
<td>June 7</td>
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<tr>
<td>Commencement Day</td>
<td>Jun 12</td>
<td>Jun 11</td>
<td>Jun 9</td>
<td>Jun 15</td>
<td>Jun 14</td>
<td>Jun 13</td>
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Secretary Howes then moved the approval of the proposed six-year calendar. The motion was seconded.

The Professor in Personnel Administration, Professor Gibson, moved to amend the proposed calendar so as to begin instruction at 8 a.m. on Wednesday, September 22, 1949, and to suspend instruction on Tuesday evening prior to Thanksgiving.

The motion was seconded and, on a vote, was lost.

The motion then was that the proposed calendar be approved. The motion carried and the calendar was approved.

As Chairman of the Committee on Student Activities, the Professor of Architecture, Professor Tilton, reported the recommendation of the Committee that University exercises be suspended on Saturday, May 21, 1949 which shall be designated as Spring Day and that the Committee on Registration and Schedules be instructed to make a schedule of evening hours in which may be held the classes and laboratory periods which would normally occur on the morning of Spring Day.

Professor Tilton then moved the adoption of the recommendation of the Committee. The motion was seconded. Upon a vote, the motion was carried.

On behalf of the Committee on Scholastic and Aptitude Testing, the Professor of Education, Professor Woodruff, reported the following members of the Faculty to the Board of Consultants authorized by the legislation of the Faculty of February 12, 1947:

- R. C. Clark
- J. M. Cowan
- L. A. Emerson
- B. L. Herrington
- D. E. Lundberg
- M. S. McIlroy
E. L. Palmer
T. A. Ryan
A. Schultz, jr.
F. H. Stutz
E. R. VanArtsdalen
R. J. Walker

He described briefly the activities of the service in scoring examinations for members of the Faculty and in giving individual tests to students. He outlined the research projects now underway.

The Faculty adjourned at 4:55 p. m.

Herbert S. Laube
Secretary
The meeting of the Faculty was called to order by Provost de Kiewiet, at 4:15 p.m.

The minutes of the meeting of December 8, 1948 were read and approved.

The Dean announced that the President had appointed the following committees to write memorial articles:

**Concerning W. H. Wilder**

- W. E. Meserve
- H. F. Newhall
- W. H. Erickson, Chairman

**Concerning W. H. Hook**

- B. K. Northop
- Carl Crandall
- R. E. Clark, Chairman

In behalf of the Committee on University Policy, the Dean announced the appointment of the following sub-committee on the State University to consider problems that may arise with reference to its establishment:

- M. P. Catherwood
- S. C. Hollister
- M. L. Hulse
- G. C. Kent
- C. C. Murdock
- Grace Steininger
- C. O. Mackey, Chairman

In behalf of the Committee on University Policy, the Dean announced that the Secretary of the Faculty, Professor Laube, has been added to the sub-committee on the Codification of the Legislation of the Faculty.

In behalf of the Committee on University Policy, the Dean recommended that the legislation of November 9, 1938, specifying the duties and respon-
sibilities of the sub-committee of the Board on Physical Education and Athletics, be amended to read: "With regard to all matters relating to the curriculum of the Department of Physical Education and to (of) eligibility and student leaves of absence to participate in athletic contests, sole authority shall reside in a sub-committee of the Board (Council), consisting of the Chairman, the President and the three Faculty members of the Board (Council)."

The Committee on University Policy (1) recommended that the Faculty amend the legislation of November 9, 1938 by the inclusion of the underscored words and the omission of the words in parentheses and (2) that this legislation and that of May 8, 1940 regarding the Department of Clinical and Preventive Medicine be so interpreted that in each case the authority of the sub-committee with respect to the curriculum of the department shall include the authority to approve courses for University credit.

The proposed amendment gives to this sub-committee jurisdiction over the curriculum of the Department of Physical Education similar to that now exercised by the corresponding sub-committee of the Board on Student Health and Hygiene.

The Dean moved to adopt the amendment to the legislation. The motion was seconded and, upon a vote, the amendment was adopted.

In behalf of the Committee on University Policy, in connection with the work of its sub-committee on the Codification of the Legislation of the Faculty, the Dean presented the following proposed formulation of the legislation regarding Standing Committees:
The Standing Committees of the University Faculty are:

Committee on University Policy
Committee on University Lectures
Committee on Student Conduct
Committee on Student Activities
Committee on Undergraduate Scholarships
Committee on Entrance Credentials and Relations with Secondary Schools
Committee on Scholastic and Aptitude Testing
Committee on Military Science and Physical Training
Committee on Calendar
Committee on Registration and Schedules
Committee on Scheduling of Public Events
Committee on Music
Committee on Prizes
Committee of Award of the Moses Coit Tyler Prize
Committee on Nominations
Committee on Elections

Except as otherwise provided in the legislation concerning each committee:

(a) The Dean of the University Faculty shall be a member ex officio of each standing committee.

(b) The appointed members of each committee shall be designated by the President who shall also designate the chairman.

(c) Appointed members shall serve for a period of not more than four years. The term of service shall begin on November 1, except that vacancies occurring before the expiration of a term shall be filled by appointment by the President (for the remainder of the unexpired term). An appointed member (appointed for a full term of four years and a member appointed to serve a term of) who, at the expiration of his term has served more than one year shall not be eligible to renewed appointment. In case of temporary inability to act, due to absence from the University or to other causes, an ad interim appointment may be made by the President to be effective while the inability of the regular member continues.

New material is underscored; material, which is in the old legislation but which it is proposed to omit in the new, is in parentheses.

The Dean moved to approve the legislation proposed. The motion was seconded. Upon a vote, the motion was carried.

The Dean presented to the Faculty a request from the Faculty of the College of Architecture that recommendation be made to the Board of Trustees for the establishment of a degree, Bachelor of Science in Land Planning.
It is proposed to accept candidates no longer for the Bachelor of Landscape Architecture degree and teach landscape architecture on the graduate level only with the land planning curriculum as a preparatory course. This curriculum may be completed in four years.

The Dean moved that the Faculty recommend to the Board of Trustees the establishment of the degree. The motion was seconded.

In the debate which followed, the discussion centered about the issue: Is not the title of the degree broader than the curriculum justifies? Other titles were suggested.

The Professor of Land Economics, Professor Conklin, moved to amend the title by inserting the word, "Urban," so as to read "Urban Land Planning". The motion was seconded.

The Professor of Regional Planning, Professor Mackesey, objected to the amendment on the grounds that it was out of order.

The Provost sustained the objection. The By-Laws require that all recommendations made by the Faculty to the Board of Trustees to establish a degree must be accompanied by the approval of the College requesting its establishment.

The main question was called for. The question was: Shall the Faculty recommend to the Board of Trustees the establishment of the degree, as requested by the College of Architecture. By a divided vote, the motion was carried.

The Faculty adjourned at 5:20 p. m.

[Signature]
Secretary
The meeting of the Faculty was called to order by Provost de Kiewiet at 4:15 p.m.

The minutes of the meeting of January 12, 1949 were read and approved.

The Dean announced that communications had been received from the Secretary of the Board of Trustees, announcing the approval by the Board of the following recommendations made by the University Faculty:

- The recommendation of November 10, 1948 that the By-Laws of the University be amended so as to make the Associate Registrar an ex officio member of the University Faculty.
- The recommendation of December 8, 1948, designating Saturday, May 21, 1949 as Spring Day and approving the suspension of exercises on the morning of that day, with the provision that there be made a schedule of evening hours in which may be held the classes and laboratory periods which would normally occur on the morning of May 21.
- The recommendation of December 8, 1948, specifying the University Calendar for the academic years 1949-1955.
- The recommendation of January 12, 1949 regarding the establishment of the degree, Bachelor of Science in Land Planning.

In the absence of the Chairman of the Committee on Entrance Credentials and Relations with Secondary Schools, the Dean reported the following recommendations of the Committee for the consideration of the Faculty:

1. That the requirement of fifteen satisfactory units of secondary school work for admission to the undergraduate divisions of the University be waived in the case of transfer stu-
dents who will have completed one year or more of college work at the time of proposed entrance.

(2) That advanced standing credit be allowed only for courses in which the candidate has obtained a grade equivalent to the Cornell 70 as a minimum. Exceptions to this rule in the case of passing grades below that level may be made only with the joint consent of the division of the University in which the candidate is enrolled or to be enrolled and the department at Cornell giving instruction in that subject.

(3) That the name of the Committee on Entrance Credentials and Relations with Secondary Schools be changed to the Committee on Entrance Credentials.

The Dean moved to refer articles (1) and (2) of the recommendations to the college faculties for their consideration and report. The motion was seconded and, upon a vote, the motion unanimously prevailed.

The Dean then moved the adoption of article (3) of the recommendations. The motion was seconded and, upon a vote, prevailed unanimously.

On behalf of the Committee on University Policy, the Dean presented the following proposed procedure, for the approval of the Faculty and its recommendation for adoption to the Board of Trustees, to be followed when the dismissal of a member of the Faculty was sought for unsatisfactory work or misconduct:

(1) When it is proposed to dismiss a member of the Faculty for unsatisfactory work or for misconduct, the dean of his college or school shall cause to be delivered to him a letter stating that such dean believes that the interests of the University require that the Faculty member shall be dismissed; specifying in brief and general terms the reason for such belief; requesting the resignation of the Faculty member and stating that the Faculty member will not be dismissed if he will resign; offering to confer with the Faculty member at the earliest mutually practicable date in regard to the subject-matter of the letter; and enclosing
(2) If the Faculty member within four weeks after his receipt of his dean's letter, or, if he accepts his dean's invitation to a conference, within four weeks after such conference, submits to his dean his written resignation effective upon its receipt by the dean, such resignation shall be accepted and he shall not be dismissed.

(3) If the Faculty member, within the time specified in section 2 of this article, notifies his dean in writing that he desires a formal hearing, the following steps shall be taken and the following conditions complied with:

a. The Administration shall furnish the Faculty member with a full and detailed written statement of the charges against him;

b. A board shall be appointed to hear the case and to make a written report of its findings and recommendation to the President, who shall append such report to any recommendation he may make to the Board of Trustees in the premises. Such board shall consist of five members of the University Faculty appointed by the President, two of whom shall be selected by him, two by the accused, and the fifth by the other four.

c. The accused shall have a reasonable time in which to prepare for such hearing;

d. At such hearing the accused shall be entitled to be accompanied by an adviser of his own choice, who may or may not be a member of the University Faculty or an attorney, and who may act as his counsel; to present witnesses in his own behalf, and to confront and question the witnesses against him; and

e. Within a reasonable time after the conclusion of such hearing, the accused shall be furnished without cost to him a complete typed record of the questions asked, testimony given, and statements made at the hearing, and a typed copy of the board's findings and recommendation.

(4) If within the time specified in section (2) of this article the Faculty member has neither submitted to his dean his written resignation effective upon its receipt by the dean, nor has notified his dean in writing that he desires a formal hearing, the Board of Trustees shall be free to dismiss him without hearing and without further advance notice to him.
(5) The preceding sections of this article are not applicable to severances from the University's service resulting from decisions not to promote, irrespective of the bases of such decisions; nor to the termination by the Administration of the services of a Faculty member with a division of the University the budget of which includes no part of the Faculty member's salary, irrespective of the reasons for such termination.

The Dean moved that the Faculty recommend, to the Board of Trustees, the adoption of the proposed procedure for the dismissal of a member of the Faculty.

The motion was seconded.

In presenting the recommendations, the Dean recalled that on March 10, 1948 the Faculty had referred recommendations of the Committee on Tenure and Efficiency to the Committee on University Policy for further study of the existing policy and for a report of its recommendations to the Faculty. This study has been undertaken jointly by the Committee on University Policy and a Committee of five members of the Deans' Conference, appointed by the President at the request of the Committee on University Policy. The joint Committee has had two meetings and has set up a Sub-committee consisting of the Professor of Law, Professor Farnham, the Dean of the College of Engineering, Professor Hollister, and the Professor of History, Professor Marcham, to formulate its recommendations. The problem of the dismissal of a member of the Faculty was not one of the specific problems referred to the Committee on University Policy, but it was closely related to them. The Committee on University Policy proposes to make its recommendations in three parts. The study of the procedure of dismissal of a member of the Faculty is the first part to be completed. The other two parts have been referred to Sub-committees for further study.
The Dean requested that Professor Farnham, Chairman of the Subcommittee, who is on leave of absence this term and is without power to vote, be permitted to answer any questions which any member of the Faculty might wish to ask regarding the recommendations. No objections were raised. The diverse questions, which were asked by various members of the Faculty, were discussed at length.

The Professor of Botany, Professor Petry, moved to substitute the words, "incompetence or neglect of duty," for the words, "unsatisfactory work" appearing in the opening clause of Article (1).

The motion was seconded and, upon a vote, prevailed.

The Professor of Electrical Engineering, Professor Malti, moved to amend Article (1) by substituting the clause, "If, after repeated warnings and discussions with a Faculty member, the Dean has arrived at the conclusion that it is desirable," for the opening clause, "When it is proposed to dismiss a member of the Faculty".

The motion was seconded and, upon a vote, was lost.

Upon motion of the Professor of Psychology and Education, Professor Freeman, the recommendations were re-referred to the Committee on University Policy for further consideration.

On behalf of the Committee on the Financial Status of the Faculty, the Professor of Economics, Professor Adams, commented briefly on its Report which had been distributed. On motion of Professor Adams, the Report was made a Special Order for the next meeting of the Faculty.

The Faculty adjourned at 5:25 p. m.

[Signature]

Secretary
The meeting of the Faculty was called to order by the President at 4:15 p.m.

The minutes of the meeting of February 9, 1949, were read and approved.

The Report of the Committee on the Financial Status of the Faculty having been made a Special Order, the Professor of Economics, Professor Adams submitted its interim report as the basis upon which the following recommendations were submitted on January 15, 1949 to the Trustee Committee:

"The Trustee Committee was presented with the following set of interim recommendations, arranged in descending order of priority:

1. (a) Adjustment of the group life insurance system, as follows:

   Salaries between $2,500 and $3,500, to carry insurance at $5,000.

   Salaries between $3,500 and $4,500, to carry insurance at $7,500.

   Salaries between $4,500 and $5,500, to carry insurance at $10,000.

   Salaries of $5,500 and up, and all full professors, to carry insurance at $15,000.

   This will cost the University $1,100

(b) Provision of hospital and surgical insurance to all members of the University, with the University contributing 40% of the cost. This will cost $6,900
2. Provision of paid-up group life insurance policies with face value of $1,000 to members of the State Colleges upon retirement. This is already in effect for members of the Endowed Colleges.

This will cost ......

3. An increase of 5% in the University's contribution to retirement funds.

This will cost $92,000

4. Establishment of a minimum salary scale of $6,000 for professors, $5,000 for associate professors, $4,000 for assistant professors, and $3,000 for faculty instructors.

This will cost $31,000

5. Provide annually for selective salary increases for members of the faculty.

$45,000

6. Raise the ceiling upon salaries for the purpose of contributing to retirement funds from $6,000 to $10,000.

If number 3, above, has been adopted.

This will cost $15,000

7. The establishment of a minimum salary schedule of $7,000 for professors

This will cost $61,000

Professor Adams informed the Faculty that the Trustees' Committee, which had been appointed by the Board of Trustees to confer with the Faculty Committee, was discharged by the Board of Trustees in January 1949, at its own request. Since the term of service of the Faculty Committee was three years, opportunity would still permit the Faculty Committee to present any proposals to the Board of
Trustees which the Faculty might approve.

The Report was presented by Professor Adams for the purpose of making a series of motions, based on its recommendations, which were arranged in a descending order of priority, dealing with (1) the insurance of the teaching staff, (2) their retirement protection and (3) the remaining items. The object of these motions was to obtain an expression of opinion of the Faculty, as evidence of their interest, to guide the further action of the Committee.

Upon motion of Professor Adams, by several separate motions, the Faculty approved the recommendations of the Committee as to the following items:

Item 1, relating to the establishment of a minimum salary scale;
Item 1(a), relating to the adjustment of the group life insurance;
Item 1(b), relating to provisions of hospital and surgical insurance; and
Item 2, relating to paid-up life insurance policies for members of the State Colleges upon retirement.

Professor Adams also moved for approval by the Faculty of the recommendations by the Committee of Item 3 relating to an increase of 5% in the University's contribution to retirement funds.

The Professor of Economics, Professor Reed, had previously raised the question as to whether the benefits, so received, were to apply only to future service, or to past service as well. Professor Reed raised the question of the study by the Committee of the experience of other employer organizations, which had increased their
contributions to retirement funds. Professor Reed then moved that Item 3 and Items 6 and 7 should be referred to the Committee for further consideration.

The motion, having been seconded, upon a vote, prevailed.

Professor Adams informed the Faculty that the salaries at Cornell compared favorably with the salaries paid by other universities and that any further consideration relating to increasing them should be deferred to more pressing questions as indicated by the descending order of priorities in the recommendations of the Committee.

Upon motion of Professor Adams, the Faculty approved the order of priorities proposed by the Committee for the prior consideration of those items dealing with the questions of insurance and retirement, postponing the consideration of the remaining items.

Upon behalf of the Committee on University Policy, the Professor of Veterinary Medicine, Professor Fincher, as Acting Chairman, presented the following recommendation:

"The University Faculty expresses its appreciation of the aims and achievements of the Greater Cornell Committee and asks the warm support of the entire University Community."

Upon motion of Professor Fincher, the recommendation was unanimously adopted.

The President spoke at length to the Faculty in order that its members might have a better understanding of the financial status of the University and its needs. He discussed the diverse projects which the University had undertaken, particularly since the War, and the responsibilities and difficulties which each project entailed. The President concluded his remarks with emphasis on his confident and
hopeful outlook for the success of the Greater Cornell Drive.

The Professor of Industrial and Labor Relations, Professor Neufeld, as Chairman of the Committee on the Scheduling of Public Events, requested the Faculty to clarify for the Committee the policy which it was expected to pursue. The repercussions of the denial by the Committee of the petition of the Marxist Discussion Group to schedule Eugene Dennis as a speaker had been followed by a pending petition to schedule as a speaker, Harry Sacher, defense counsel for the Communists, whose trial is now pending in New York City. There existed in the Committee a division of opinion as to policy, which made imperative immediate Faculty action.

Upon motion of Professor Neufeld, a Special Meeting of the Faculty was ordered, to be held on Wednesday, March 16, at 4:15 p.m., for the discussion of the question of University policy regarding the matter.

The Faculty adjourned at 5:45 p.m.

Secretary
Faculty Salaries at Cornell

Table 1 portrays the comparative salary ranges, median and mean salaries for each academic rank in the Endowed and State Colleges. These figures are derived from the 1948-49 budget, and therefore include, for the Endowed Colleges, the general $500 salary increase granted last year. They also include, for the State Colleges, the cost of living bonus which came into effect April 1, 1948, although that bonus has not yet been incorporated into basic salaries. Accordingly, median salaries without bonus have been calculated for the State Colleges, and are included within parentheses.

Table 1
Comparative Calculation of Salaries for 1948-49 Budget

<table>
<thead>
<tr>
<th>Rank</th>
<th>Endowed Colleges</th>
<th>State Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>138</td>
<td>152</td>
</tr>
<tr>
<td>Median Salary</td>
<td>$6,500</td>
<td>$6,500 ($5,810)</td>
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<tr>
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<td>7,119</td>
<td>6,679</td>
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<tr>
<td>Range</td>
<td>5,000 to 13,500</td>
<td>5,440 to 9,400</td>
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<td>Associate Professors</td>
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<td></td>
</tr>
<tr>
<td>Number</td>
<td>92</td>
<td>128</td>
</tr>
<tr>
<td>Median Salary</td>
<td>5,000</td>
<td>5,250 (4,637)</td>
</tr>
<tr>
<td>Mean Salary</td>
<td>5,180</td>
<td>5,275</td>
</tr>
<tr>
<td>Range</td>
<td>4,000 to 7,800</td>
<td>4,407 to 6,648</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>89</td>
<td>87</td>
</tr>
<tr>
<td>Median Salary</td>
<td>4,250</td>
<td>4,500</td>
</tr>
<tr>
<td>Mean Salary</td>
<td>4,269</td>
<td>4,494</td>
</tr>
<tr>
<td>Range</td>
<td>3,500 to 6,500</td>
<td>3,945 to 5,934</td>
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<tr>
<td>Faculty Instructors</td>
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<td></td>
</tr>
<tr>
<td>Number</td>
<td>45</td>
<td>46</td>
</tr>
<tr>
<td>Median Salary</td>
<td>3,250</td>
<td>3,250 (2,827)</td>
</tr>
<tr>
<td>Mean Salary</td>
<td>3,270</td>
<td>3,416</td>
</tr>
<tr>
<td>Range</td>
<td>3,000 to 3,800</td>
<td>3,000 to 4,561</td>
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</tbody>
</table>

To facilitate such comparison as is possible, in Table 2 the Committee subjoins a simplified tabulation prepared by the (National) Committee on the Economic Status of the Profession of the American Association of University Professors. The anonymity desired by most institutions makes individual identification impossible, but the class of institution presented is generally indicated by the groups mentioned.
### Cornell (Endowed Colleges)

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Mean</th>
<th>Median</th>
<th>Maximum</th>
<th>Minimum</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3,000-$3,500</td>
<td>3,225</td>
<td>3,250</td>
<td>3,500</td>
<td>2,700</td>
</tr>
<tr>
<td>$3,500-$4,000</td>
<td>3,775</td>
<td>3,750</td>
<td>4,000</td>
<td>3,000</td>
</tr>
<tr>
<td>$4,000-$4,500</td>
<td>4,225</td>
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<td>5,775</td>
<td>5,750</td>
<td>6,000</td>
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</table>

### Seven State Universities

<table>
<thead>
<tr>
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<td>5,775</td>
<td>5,750</td>
<td>6,000</td>
<td>5,000</td>
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</tbody>
</table>

### Five Large Colleges (Over 7,000 Students)

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Mean</th>
<th>Median</th>
<th>Maximum</th>
<th>Minimum</th>
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<td>5,775</td>
<td>5,750</td>
<td>6,000</td>
<td>5,000</td>
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### Ten Privatize Middle Atlantic Colleges

<table>
<thead>
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<td>5,750</td>
<td>6,000</td>
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</tbody>
</table>

### Nine Pravate New England Colleges

<table>
<thead>
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<td>6,000</td>
<td>5,000</td>
</tr>
</tbody>
</table>

### Table 2

Salaries scales in selected groups of universities.
The Committee has complied with repeated requests from both the President and the members of the Trustee Committee for some indication of the priority to be attached to specific recommenda-
tions made the Faculty Committee. The order of priority shown
is based upon the very low cost to the University of the proposed
expansion of the insurance system, which should, subject to Fac-
ulty approval, make its immediate adoption possible, and upon
the real urgency of an improvement in the retirement system
despite the comparatively high cost entailed. Both the recom-
mandations and the priorities accorded them have been made in
realization of the financial stringency to which the University
is currently subject. The Committee, of course, may modify the
order of priority or intersperse additional recommendations as
circumstances appear to warrant.

The Committee offers the following comments upon certain of
its recommendations:

1 (a). The existing group life insurance system has been
seventeen years in operation, and the change in economic condi-
tions since its establishment appears to the Committee to warrant
the corresponding changes in the system. These have been worked out
in consultation with the Treasurer's Office and with representatives
of the Prudential Insurance Company.

With the individual's contribution to the premium remaining
at $7.20 per $1,000 of insurance, faculty members whose insurance
is raised from $10,000 to $15,000 would pay an additional $36
annually, or a total of $108. And individuals now insured at
$5,000 would pay an additional $18, or a total of $54, for in-
surance at $7,500.

1 (b). At present approximately one-third of the University
Faculty subscribe to Blue Cross hospital insurance, paying the
entire premium themselves; there is no provision for surgical
insurance in the University. It seems to the Committee that the
Faculty should be given the opportunity to decide whether it
wishes to make provision for catastrophic illnesses which can
neither be foreseen nor adequately financed on an individual
basis.

The insurance recommended would provide $10 a day towards
hospital expenses for the insured member and his dependents up
to a period of 31 days for any single hospital admission each
year. There is no limit to the number of separate hospital ad-
missions in any single year which would be similarly paid for.
An additional $100 would be paid for incidental hospital expenses
for each single admission. Surgical fees up to stipulated maxima
for various types of operations would also be paid, and maternity
benefits are included.

The net cost to the University of the group life insurance
now in effect averages approximately $16,000 per annum, after
each annual rebate, based upon that year's experience, has been received. The Committee believes that, even under present circumstances, a net total cost to the University of $25,000 for all insurance taken out, would be feasible. With the University paying 40% of the premium for the proposed hospital and surgical insurance, which would add $7,000 net to the annual cost, and the expansion of the group life insurance system adding another $1,100, this total figure would be approximated.

On these assumptions, the monthly cost of the hospital and surgical insurance to members of the Faculty would be approximately as follows:

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For this insurance to come into effect, 75% of the Faculty would have to signify willingness to participate; thereafter, the insurance would be compulsory for new members of the staff. If the Trustees authorize this program, full details, in writing, will be given to the Faculty, whose members will then be individually canvassed.

2. At present, members of the Endowed Colleges are presented with a paid-up life insurance policy of $1,000 upon retirement; members of the State Colleges are not. Since the insurance system is University-wide for members in service, the Committee has recommended that its benefits upon retirement be made likewise University-wide.

The Committee hopes to make an additional report to the Faculty when the disposition of these recommendations to the Trustees has become known.

Respectfully submitted,

Herrell de Graff     A. J. Keeffe
Hazel Hauck         H. A. Michelns
G. P. Adams, jr., Chairman
The meeting of the Faculty was called to order by the President at 4:15 p. m.

The minutes of the meeting of March 9, 1949, were read and approved.

The President announced the death of Axel Ferdinand Gustafson, Professor of Soil Technology, Emeritus, on March 10, 1949.

As a token of its respect, the Faculty rose.

The President spoke briefly concerning the position of the University in soliciting contributions from the members of the Faculty in the Greater Cornell Drive. He said that it doesn't make sense to go to the Faculty for funds to raise their salaries. But cogent argument may be made for contributions on the basis of a variation of their financial status. Of course, no obstacle should be thrown in the way of any of them who may desire to contribute. The members of the administrative staff have contributed generally. Nothing will be held against any member of the Faculty who does not contribute. His advice was to summon the requisite sales resistance to overcome the solicitor's pressure to contribute. Let your conscience guide you in determining whether you will contribute and how much.

The President also spoke of his strenuous trip to the West Coast in behalf of the Drive. He was impressed with the eager receptiveness of the Cornellians whom he met, particularly the large Californian groups. The Drive now seems to have attained an irresistible momentum.

The Dean announced the appointment of the following Committees by the President:
Committee on Registration and Schedules
G. R. Hanselman and C. C. Winding to serve until November 1, 1952

Committee to Prepare a Memorial Article
Concerning Professor Axel F. Gustafson
Richard Bradfield
C. H. Guise
H. O. Buckman, Chairman

Committee on University Policy
F. H. Rhodes to serve during the leave of absence of W. H. Farnham

Committee on Undergraduate Scholarships
R. C. Shaeffer to fill the vacancy caused by the resignation of R. L. Perry

Committee on University Lectures
S. A. Asdell to serve during the leave of absence of Mabel Rollins

Committee of Award of the Guilford Prize
James Hutton
F. E. Mineka
R. C. Bald, Chairman

Committee of Award of the Charles Lathrop Pack Foundation Forestry Prize
Bristow Adams
C. H. Guise
R. S. Hosmer, Chairman

The Dean presented the following recommendations of the Committee on Entrance Credentials, which were referred by the Faculty at its February meeting to the several college faculties and announced that the recommendations had been approved by the Faculties of Agriculture, Architecture, Arts and Sciences, Engineering, Home Economics, Industrial and Labor Relations, and Veterinary Medicine.

(1) That the requirement of fifteen satisfactory units of secondary school work for admission to the undergraduate divisions of the University be waived in the case of transfer students who will have completed one year or more of college work at the time of proposed entrance.
(2) That advanced standing credit be allowed only for courses in which the candidate has obtained a grade equivalent to the Cornell 70 as a minimum. Exceptions to this rule in the case of passing grades below that level may be made only with the joint consent of the division of the University in which the candidate is enrolled or to be enrolled and the department at Cornell giving instruction in that subject.

The Dean moved to adopt the recommendations of the Committee on Entrance Credentials. The motion was seconded.

The Professor of Romance Literature, Professor Rideout, moved to amend the first sentence in paragraph (2) of the recommendations, in order to clarify its purpose, by inserting the words, "for work completed in other institutions," after the word, "allowed".

The motion to amend was seconded and, upon a vote, the motion prevailed.

The motion was then upon the adoption of the recommendations, as amended. Upon a vote, the amended recommendations were adopted.

The Professor of Economics, Professor Adams, reporting for the Committee on University Policy recommended the adoption by the Faculty of the following resolution. This was the result of a request by the Committee on the Scheduling of Public Events for guidance with regard to the policy to be followed when recognized student organizations ask permission to schedule a public lecture on a controversial political subject.

Whereas the Committee on the Scheduling of Public Events has requested guidance concerning the conditions under which the Committee shall authorize student organizations to sponsor public events; and

Whereas this Faculty notes that the primary function of the Committee is to arrange for the orderly scheduling of all public events and, in its discretion, to approve presentations sponsored by recognized student organizations; and
Whereas the policy of the Committee, in exercising its discretion, has been to follow the long-standing University tradition of freedom by allowing open discussion of controversial issues; and

Whereas this Faculty acknowledges responsibility to its students, and to the society of which it is a part, by encouraging open and searching analysis of all significant human institutions and systems of thought;

Therefore Be It Resolved that the University Faculty reaffirms its belief in the University tradition of freedom of speech and endorses the policy which has been followed by the Committee in authorizing the presentation of controversial issues in open meetings of recognized student organizations.

After extended comment on its desirability, Professor Adams moved the adoption of the resolution. The motion was seconded.

The Professor of Economics, Professor Tyndall, moved to amend the last paragraph of the resolution by deleting the clause, "which has been followed by," and substituting therefor the word, "of".

The motion to amend was seconded. Upon a vote, the amendment was lost.

The question was then on the motion to adopt the resolution as proposed. Upon a vote, the resolution was adopted with only one or two dissentient votes.

The Faculty adjourned at 5:25 p. m.

Herbert D. Laube
Secretary
The meeting of the Faculty was called to order by the President at 4:15 p. m.

The minutes of the meeting of April 13, 1949 were read and approved.

The President announced the death of the following Faculty members:

Charles Love Durham, Professor of Latin, Emeritus on April 16, 1949

Francke Huntington Bosworth, jr., Professor of Architecture, Emeritus, on April 29, 1949

As a token of its respect, the Faculty rose.

In making a report to the Faculty on the action of the Board of Trustees on the 1949-1950 budget, the President said that he welcomed the opportunity although the subject was not a pleasant one.

In the light of present commitments, the current year will probably show an actual deficit of about $400,000 at the year-end. Despite the fact that the Board of Trustees has become more and more resistant to running the University in the red, the 1949-1950 budget adopted by the Board of Trustees shows an initial deficit of $828,000 with a probable booked deficit of $840,000 when the year opens July 1, 1949. A revised schedule of student fees will net approximately $90,000 of new income so that the initial deficit will be about three-quarters of a million dollars.

Generally speaking, the 1949-1950 budget is a hold-the-line budget. It is a tight budget and a disappointing one. This is
due basically to the inflation and rising costs which have occurred over the past few years in this country. That the Board of Trustees will not continue to permit the University to operate in the red is made clear by the fact that the Administration has been put under a formal mandate by the Board to effect a balance of the budget not later than 1950-1951.

The President indicated that he was under no illusions as to what the situation involved, yet there was no reason for fright. A part of the solution lies doubtless in an increase of revenues. In this connection the financial relations of the endowed colleges to the State clearly require critical examination. Yet it seems clear that the projected budget cannot be brought into balance solely by new revenues. Economies in operation must be effected. In bringing this about the Faculty must associate itself with the Administration. By cooperative enterprise the accustomed standards can be maintained at a lower cost. The gratifying results of the Greater Cornell Drive indicate that it should not only reach its goal of $12,500,000 but exceed it. With the assistance of the Deans and the cooperation of the Faculty, the President looked hopefully upon the situation and its outcome.

The President was questioned by various members of the Faculty concerning the allocation of funds received from the Greater Cornell Drive.

The Professor of International Law, Professor Briggs, presented and moved the adoption of the following resolution:

Whereas the President's report on the budget carries the implication that improvement in the economic status of the Faculty must be deferred during the period of financial stringency, and
Whereas the report raises questions of general University policy,

Resolved that the problems raised by the report be referred to the Committee on the Economic Status of the Faculty and to the Committee on University Policy for consideration and report at the next regular meeting of the Faculty.

The motion to adopt the resolution was seconded.

During the course of the discussion, the Provost said that the Dean had in his possession a letter addressed to him by the Provost and requested the Dean to read the communication.

The Professor of Botany, Professor Petry, objected that the request was out of order.

The President sustained the objection.

Professor Petry then moved to amend the resolution: The Committees shall meet jointly, and report jointly, and the report may be made at the next meeting or at a subsequent meeting at their discretion.

The motion was seconded and, upon a vote, the motion to amend prevailed.

The question was then on the adoption of the resolution as amended. Upon a vote the amended resolution was adopted.

The Dean announced the appointment of the following Committees by the President:

Committee to Write a Memorial Article
Concerning Professor Durham

James Hutton
Dexter Kimball
Emmet Murphy
Prof. Hutton to serve as Chairman
Committee to Write a Memorial Article
Concerning Prof. Bosworth
H. E. Baxter
J. A. Hartell
W. F. Willcox
Prof. Baxter to serve as Chairman

Committee on Student Conduct
T. W. Silk to serve until November 1, 1952
to fill the vacancy caused by the resignation
of R. H. Dalton

Committee of Award of the Barnes Shakespeare Prize
H. D. Albright
R. C. Bald
H. A. Myers
Prof. Bald to serve as Chairman

Committee of Award of the Bess Berlow Cohan Prize
James Hutton
E. F. Mineka, Chairman

Committee of Award of the Corson Browning Prize
M. H. Abrams
David Daiches
E. F. Mineka, Chairman

Committee of Award of the Corson French Prize
M. G. Bishop
G. I. Dale
R. A. Hall, jr., Chairman

Committee of Award of the Graduate Prize in Philosophy
Max Black
Stuart Brown
Norman Malcolm
Prof. Black to serve as Chairman

Committee of Award of the Manuscript Club Prize
M. H. Abrams
M. G. Bishop
J. A. Sessions
Prof. Abrams to serve as Chairman

Committee of Award of the Morrison Poetry Prize
R. C. Bald
M. G. Bishop
M. W. Stearns
Prof. Bishop to serve as Chairman
Committee of Award of the Sherman Bennett Prize
Mario Einaudi
C. L. Rossiter
Marc Szeftel
Prof. Rossiter to serve as Chairman

Committee of Award of the Woodford Prize
H. D. Albright
E. F. Mineka
H. R. Smart
Prof. Albright to serve as Chairman

The Dean announced that the following prizes have been awarded:

Fuertes Memorial Contest in Public Speaking:
1st. John W. Darley, jr.
2nd. Robert E. Miller
3rd. Joseph L. McGinnis

1886 Memorial Prize:
A. M. Nicholi

1894 Debate Prize:
Lawrence Greenapple

Corson French Prize:
Carol Bagger

Woodford Oration Prize:
Frank H. Davis, jr.

The Committees of Award of the Charles Lathrop Pack Foundation Forestry Prize, the Sherman Bennett Prize and the Guilford Essay Prize report that they are making no awards.

The Faculty adjourned at 5:50 p. m.

[Signature]
Secretary
The meeting of the Faculty was called to order by Provost de Kiewiet at 4:30 p.m., the Faculty having migrated to Goldwin Smith B by way of Room 110 from Room 122, Boardman Hall, in quest of an auditorium of adequate seating capacity.

The minutes of the meeting of May 11, 1949 were read and approved.

The Dean announced that the following prizes had been awarded:

Graduate Prize in Philosophy..................Marcus G. Singer
Duniway Prize..........................Alvin L. Arnold
Moses Coit Tyler Prize....................John P. Roche
Heerman's Prize in Playwriting............Frank C. Kallen
Morrison Poetry Prize..................(Robert Wheeler
Corson Browning Prize..................Jan W. Dietrichson
J. G. White Prize in Spanish...........(Joan C. Snyder
J. G. White Prize in English...........(Murray D. Lester
Bess Berlow Cohan Prize................(Carlos Osuna
Manuscript Club Short Story Prize......H. D. Rossiter
Barnes Shakespeare Prize..............Robert Bernen
Caldwell Prize....................Arthur Moskowitz
LOVENBERG PRIZE........................William N. White

On behalf of the Committee on University Policy, the Dean presented the following resolution relating to the interpretation of the status of a member of the University Faculty while on sabbatical leave:

Resolved that the University Faculty recommend to the Board of Trustees that the legislation adopted by the Executive Committee of the Board on March 12, 1907 regarding the status of a member of the University Faculty while on sabbatical leave shall not be interpreted to exclude such member from the privilege of continuing to serve on any University Faculty committee when so requested by the committee, nor to preclude such member from the exercise of the right to vote at a meeting of the University Faculty, nor to debar him from normal use of library and laboratory facilities.
Upon motion of the Dean, the Faculty voted unanimously to recommend to the Board of Trustees the adoption of the interpretation proposed.

On behalf of the Committee on the Economic Status of the Faculty and the Committee on University Policy, the Professor of Economics, Professor Adams, presented their Joint Report on the questions of University policy which were involved in the President's recent Report to the Faculty on the 1949-1950 budget.

The Joint Report follows:

The joint committee wishes to record its appreciation of the frankness and fullness of the President's report upon the subject of the 1949-1950 budget for the endowed colleges. It is wholly salutary that the faculty be kept apprised of financial and other conditions which may affect those operations of the University for which the faculty has primary responsibility, and the committee welcomes the President's report for that reason. The committee also appreciates the inclusion in the President's report of information about problems which are in the process of solution.

There are two aspects of the report upon which the committee wishes to comment: the allocation of gifts in the course of the Greater Cornell Campaign, and the proposed search for means whereby academic and administrative costs can be reduced.

**Allocation of gifts**

The committee fully understands the necessity of eliminating the budgetary deficit, and it recognizes that until this is accomplished, the Trustees can make no substantial increase in appropriations. The committee nevertheless believes that the standing and prestige of the University are dependent upon maturity of scholarship and effectiveness of teaching on the part of its faculty. These, in turn, require untroubled minds, leisure for reflection and study, protracted and intimate access to books and other tools of learning, and opportunity for travel in order to communicate with scholars elsewhere and to establish associations with more distant centers of learning. These are not luxuries; they are professional obligations which a university of standing should recognize and foster.

This appears to be recognized by the Greater Cornell Com-
mittee in its published statements, and the fund raising campaign is being conducted with the general understanding that three million dollars of the immediate campaign goal, originally set at $12,500,000, will be devoted to setting the faculty salary scale above its present level. The committee therefore urges the importance of allocating the funds received in the Greater Cornell Campaign in such a way as to achieve this purpose.

Reduction of operational costs

The committee endorses the President's proposal for a searching self-examination by the University of the costs associated with its entire range of operations, and it welcomes the suggestion that the faculty participate in the inquiry. While this investigation should clearly be university-wide, the faculty is most intimately concerned with the academic side of the operation. Accordingly, the committee offers the following suggestions:

A small committee, representative of the major divisions of the University, should be constituted to guide and coordinate the search for ways and means by which economies in instruction, administration, and services can be effected. This small group should serve as a center for a group of members of the faculty selected so as to furnish contact with the academic departments of the University. This group should be charged with the responsibility of studying the operation of the departments in the search for possible economies which would not jeopardize academic efficiency.

The committee considers this responsibility too great to be added to the burden of any existing faculty committee. It also urges the importance of careful selection of the membership of these committees, and assurance of sufficient time and facilities for a thorough and careful investigation. The establishment of these committees should be undertaken promptly so that at least the nucleus can begin operations before the beginning of the fall term.

In conclusion, the committee wishes to express its sense that the projected investigation represents less a burden than a valuable opportunity to take stock of the significant changes in the structure and operations of the University which have occurred during the war and post-war years.

Upon motion of Professor Adams, the Faculty voted unanimously to approve the Joint Report and to transmit it to the President for his consideration.

The Dean read a communication from the Interfraternity Council,
petitioning the University Faculty to grant to the Council primary powers of self-government. The Dean commented upon the petition in the light of past experience with prior attempts to establish student self-government. On behalf of the Committees on Student Conduct and Student Activities, the Dean presented the following proposed policy, conditioning the grant of initial disciplinary power to self-governing student organizations for the approval of the Faculty.

If the University Faculty Committees on Student Conduct and Student Activities were to delegate to a self-government association disciplinary powers over recognized student organizations, the delegation would be under the following conditions:

(a) The recognized student organizations concerned must be a group of substantial size and of wide University significance and must be practically unanimous in desiring that the self-government association shall exercise disciplinary powers and either of the two University Faculty Committees may, at its discretion, call for a confirmation of such unanimity of opinion.

(b) The constitution and by-laws of the self-government association and proposed changes therein shall be submitted to the two University Faculty Committees concerned for approval of such articles as have to do with disciplinary matters.

(c) Such laws and rules legislated by the self-government association for the guidance of the recognized student organizations under its jurisdiction shall be submitted to the University Faculty Committee on Student Activities for its approval.

(d) Each self-government association shall have a judiciary committee to hear cases coming under the jurisdiction of that association. The judiciary committee shall have the right to summon the appropriate officers of the offending student organizations and witnesses.

(e) The judiciary committee shall report its findings and recommendations to the University Faculty Committee on Student Conduct. A report shall be made for every case heard whether the organization is found guilty or is exonerated. If an accused organization accepts the findings and recommendation
(whether of penalty or of exoneration) by such a judiciary committee, such acceptance shall be in writing and shall be filed with the Chairman of the Committee on Student Conduct by the judiciary committee. If the accused organization does not wish to accept the recommendations of the judiciary committee of the self-government association, it may appeal the case to the Committee on Student Conduct.

Upon motion of the Dean, the Faculty unanimously approved the policy proposed by the Committees on Student Conduct and Student Activities.

As Chairman of the Committee on Evaluation and Improvement of Teaching, the Professor of Botany, Professor Curtis, reported on the progress of the Committee. The Committee has in immediate prospect two questionnaires. The main objective of one is to enable teachers, who so desire, to have their students in any class evaluate their characteristics in order to improve the effectiveness of their teaching. The other questionnaire is a self-evaluating type. It emphasized the necessity of a critical reexamination of objectives and presents possible tests for determining success in attaining them. The Committee has other plans for evaluating and improving teaching. The questionnaires, with certain other material, will probably be available by the middle of the fall term. The Committee will be glad to confer with all interested individuals on the procedures outlined.

On behalf of the Committee on University Policy, the Professor of Industrial Chemistry, Professor Rhodes, moved the adoption of the following resolution:

Resolved that the University Faculty recommend to the President of the University that no member of the Communist Party be appointed to membership in the University Faculty.

The motion was seconded.
In advocating the adoption of the Resolution, Professor Rhodes urged "that the Communist Party is not a political party in the proper and accepted meaning of the term. It is an organization, controlled by a relatively few men and largely from abroad, that goes far beyond the normal and proper activity of a true political party in attempting to formulate and direct legislative action, and undertakes to direct the thinking and the speech of its members on cultural and scientific questions not even remotely connected with the activities of government. This is a proved and admitted fact. Because of these restrictions on free speech and free thought, no person openly affiliated with the Communist Party should be appointed to a place on the University Faculty."

The Professor of Romance Literature, Professor Bishop, in attempting to decide how to vote on the resolution, found himself in this dilemma. If he were to favor the resolution, he could be accused of joining in the wave of hysteria and terror of Communism, which is now invading this country. If he were to vote against the resolution, he could be charged by the press with being in sympathy with Communism. To extricate himself from this plight, Professor Bishop moved to lay the resolution on the table.

The motion was seconded.

The Provost ruled that the motion to lay the resolution on the table had priority over the motion to adopt.

By a divided vote, the motion to table the resolution prevailed.

The Dean read the following communication from the University Library Board recommending the establishment of a system of inspection of all books taken from the University Library:
The Library Board recommends to the University Faculty that the Faculty approve the recommendation of the Library Board that the Director of the University Library be given authority to establish a system of inspection of all books taken from the University Library.

The Dean moved to adopt the recommendations of the University Library Board.

The motion was seconded.

Director McCarthy reported that a recent check of the University Library showed 21½2 books were missing. Upon a search check, 800 books were found. There was a loss of over 1300 volumes. Although the problem is not a new one, it has become much worse than it was in the past. Various other large university libraries have decreased their losses by adoption of a similar system.

Upon a vote, the motion to adopt the recommendation prevailed with a few dissenting votes.

The Dean availed himself of the remarkable opportunity to speak to a well-filled house to impress upon the Faculty the desirability of a large attendance by its members at Commencement Exercises.

The Faculty adjourned at 5:40 p. m.

[Signature]

Secretary
The meeting of the Faculty was called to order by Acting President de Kiewiet at 4:15 p. m.

The minutes of the meeting of June 8, 1949 were read and approved.

The President announced the deaths of the following members of the Faculty:

Walter King Stone, Associate Professor of Fine Arts, Emeritus, on June 21, 1949;
Otis Freeman Curtis, Professor of Botany, on July 4, 1949;
William Sargent Ladd, Professor of Clinical Medicine, on September 16, 1949;
Fred Stillman Rogers, Professor of Machine Design, on October 2, 1949;
Roy A. Olney, Professor of Rural Education, on October 7, 1949.

As a token of its respect, the Faculty rose.

The Dean announced the following appointments to Committees:

Committee on University Lectures
M. S. Kendrick

Committee on Student Conduct
Arthur Larson
T. H. Canfield

Committee on Student Activities
F. S. Erdman
Mary Ford

Committee on Undergraduate Scholarships
A. T. Blomquist
M. S. McIlroy
Harold H. Williams, Chairman

Committee on Entrance Credentials
S. M. Barnette
L. H. Harden

Committee on Scholastic and Aptitude Testing
A. S. Schultz, jr.
C. L. Rossiter, Chairman
Committee on Calendar  
W. E. Meserve  
Ruth Scott

Committee on Scheduling of Public Events  
Elias Huzar  
H. D. Albright  
H. F. Newhall, Chairman

Committee on Music  
C. W. Mason

Committee on Prizes  
E. L. Bassett

Committee of Award of Moses Coit Tyler Prize  
H. W. Thompson  
R. M. Williams, Chairman

Committee on Military Science and Physical Training  
H. J. Loberg to succeed A. S. Schultz, Jr.

Committee on University Policy  
F. F. Hill for the balance of the term of Catherine Personius, on leave.

Committee on Economy  
Herrell DeGraff  
Donald English  
H. M. Gifft  
M. L. Hulse  
F. A. Long  
C. C. Murdock  
F. M. Wells  
A. S. Schultz, jr., Chairman

Committee on Evaluation and Improvement of Instruction  
To fill the vacancies caused by the death of Prof. Curtis and the retirement of Prof. Kruse:  
Lloyd Elliott  
M. F. Neufeld  
H. A. Myers, Chairman

Committee to Write Memorial Article Concerning Walter King Stone  
Bristow Adams  
E. D. Montillon  
K. L. Washburn, Chairman

Committee to Write Memorial Article Concerning Otis Freeman Curtis  
C. W. Jones
The President expressed a desire to avail himself of the opportunity to speak to the Faculty from time to time on matters of importance relating to the interests of both the endowed and State colleges. Among them would be the progress of the budget for the University as a whole. From time to time, he planned so far as possible to attend the faculty meetings of the various colleges to discuss their specific interests in the light of the concern of the Board of Trustees over the accumulating deficit threatening the management and welfare of the institution. He expressed his awareness of the need of the support of the entire Faculty since the operation of the whole life of the University was involved.

If the spirit of comity prevails, good results may be expected. The President hoped to have members of the various committees appear before the Faculty to supply information within their competence. Three advisory committees have been appointed to survey the problems involved. One consists of members of the Faculty; one consists of the Deans of the various colleges; and one has been appointed by the Board of Trustees. The prime purpose of their appointment was to avoid any misunderstanding of the issues involved and any conflicts attending thereon. The hope is to discover new sources of income and to reduce items of expenditure in order to achieve a balance of the budget. Certain sets of figures are to be released to the Deans shortly. There are possibilities of increasing the budget by an adjustment of the fiscal relations between the endowed colleges and the State schools. The latter achievement will be dependent upon the activity of the Board of Trustees.
The faculties were certain to be worried about their salaries and their tenure. These interests have been brought into controversy. Both must be protected. It is not necessary to assume that either is involved. Since the Faculty is concerned with the life of the community, the mandate to balance the budget must be met for the best interest of the University. The search for its balance does not mean money necessarily, but a matter of curriculum. There must be a skillful review of promises, especially of buildings, new buildings as well as the remodeling of old buildings. The need is not to balance the budget for the year 1950 but rather for the decade 1950-1960. The great promise lies in understanding. The task entails a cooperative call for criticism. It is a communal responsibility.

The Dean read a communication from Director McCarthy, Executive Secretary of the University Library Board, advising the Faculty that its report on the proposed system of inspection would be deferred pending further study.

The Dean read a communication from Glenn W. Ferguson, President of the Cornell Interfraternity Council, to the effect that the Council had unanimously agreed to accept the conditions specified in the resolution adopted by the University Faculty Committees on Student Activities and Student Conduct granting to the Council initial jurisdiction over the fraternities which comprise its membership.

In the absence of the Professor of Electrical Engineering, Professor Chamberlain, Chairman of the Committee on Nominations, the Professor of Regional Planning, Professor Mackesey, presented the following nominations for membership on the Committee on Nominations
for 1949-50.

A. W. Laubengayer
J. W. McConnell
C. C. Winding
A. L. Winsor
J. H. Bruckner, Chairman

The President asked for nominations from the floor. No nominations were made.

A motion was made and seconded that the nominations presented by the Committee on Nominations be approved. Upon a vote, the motion prevailed and the nominees were thereby elected.

In behalf of the Committees on Student Activities and Student Conduct, the Professor of Zoology, Professor Wimsatt, announced that a resolution, delegating initial jurisdiction to the Interfraternity Council with respect to the fraternities which comprise its membership, had been adopted by the Committee on Student Conduct and the Committee on Student Activities and that the Interfraternity Council had accepted the terms of the resolution by a unanimous vote of its members. The resolution adopted by the Committees was in accordance with the statement of policy adopted by the Faculty at its June meeting. In addition, the resolution provides that the Committee on Student Activities may suggest to Interfraternity Council changes in its By-Laws and that the Judiciary Committee of the Council shall consider any case brought to it by the University Proctor to whom any member of the Faculty may report apparent infractions. Professor Wimsatt also reported that an increasing interest was being shown by student groups in setting up some form of Men's Self-Government Association which might be granted initial jurisdiction in disciplinary matters concerning individual students, and that
steps in this direction are being fostered by the Faculty Committees concerned.

The Committee on Military Science and Physical Training, acting with the approval of the Committee on University Policy, recommended that the Faculty amend its legislation concerning the Physical Training requirement so as to permit the exemption of students on the basis of physical condition. It was proposed to amend section 3 of the legislation of June 9, 1945 by the addition of the underscored words in the following:

Exemptions from the requirement may be made by the University Faculty Committee on Military Science and Physical Training when it is recommended by the Medical Office, by the Department of Physical Education, or because of unusual conditions of age, residence, or outside responsibilities. An exemption recommended by the Department of Physical Education shall be given only to students who meet standards of physical condition established by the Department of Physical Education and approved by the Committee on Military Science and Physical Training. Students who have been discharged from the armed forces may be exempted.

The Dean moved to adopt the proposed amendment. The motion was seconded.

The Dean commented on the desirability of liberalizing the requirement by excusing students from Physical Training who do not need it. The new crisis precipitated by a decreasing enrollment of veterans and an increase of non-veterans overtaxes the ability to care for them. The sentiment of some members of the Faculty favored the abolishment of the requirement.

Upon a vote, the amendment was adopted.

The Faculty adjourned at 5:30 p.m.
The meeting of the University Faculty was called to order at 4:15 p. m. by Acting President de Kiewiet.

The minutes of the meeting of October 12, 1949 were read and approved.

The President announced the death of James Nathan Frost, Professor of Veterinary Surgery, on October 28, 1949.

As a symbol of its respect, the Faculty rose.

The Dean read a communication from the Secretary of the Board of Trustees to the effect that the Board had adopted the recommendation of the University Faculty of June 8, 1949 relating to the interpretation of the status of a member of the University Faculty while on sabbatical leave.

In the absence of the Chairman of the Nominating Committee, the Professor of Poultry Husbandry, Professor Bruckner, the Dean presented the Report of the Nominating Committee which follows:

Committee on University Policy
H. W. Briggs
Grace Steininger

Board on Physical Education and Athletics
L. P. Smith
K. C. White

Board on Student Health and Hygiene
H. M. Gifft
A. H. Leighton

The President called for nominations from the floor.

The Professor of Engineering Materials, Professor Jeffrey, nominated John R. Moynihan for the Committee on University Policy.

The President referred the nominations to the Committee on Elections.
On behalf of the Committee on Economy, its Chairman, the Professor of Industrial and Administrative Engineering, Professor Schultz, gave a detailed account of the activities of the Committee since its appointment. He announced the appointment of several subcommittees and asked for the cooperation of the members of the Faculty.

On behalf of the Committee on Student Activities, its Chairman, the Professor of Architecture, Professor Tilton, presented the following resolution:

Resolved that the University Faculty, the Board of Trustees concurring, designate April 29 as Spring Day, a holiday, for the year 1950 and that the resolution of December 8, 1948 providing that "the Committee on Registration and Schedules be instructed to make a schedule of evening hours in which may be held the classes and laboratory periods which would normally occur on the morning of Spring Day" be extended for another year.

Professor Tilton moved the adoption of the resolution; the motion was seconded. Upon a vote the resolution was adopted.

In order to fill a gap in University legislation with reference to what a transcript should include, on behalf of the Committee on University Policy, the Dean recommended that the University Faculty instruct the Registrar to omit from such transcripts of record as are issued after a degree has been awarded, all entries of warning, probation or parole incurred by the student while a candidate for that degree.

The Dean moved to adopt the recommendation. The motion was seconded.

Although the Registrar, Dr. Bradford, approved the object of the motion, he believed that its language might be construed to prevent the Registrar from filling out certain employers' forms which
require information regarding disciplinary actions.

Dr. Bradford moved to re-refer the matter to the Committee on University Policy for further consideration. The motion was seconded.

The motion to refer having priority over the motion to adopt, the question was: Shall the matter be re-referred to the Committee on University Policy?

On a vote, the motion prevailed.

The Professor of Psychology and Education, Professor Freeman, presented the following resolution:

*It is the sense of this Faculty that the Committee on Economy study the operative costs of the ongoing and prospective building program, and present to this Faculty the findings and recommendations it proposes to make to the Administration.*

Professor Freeman moved the adoption of the resolution.

The motion was seconded.

At 5:25 p.m., the President vacated the chair in order to keep an appointment in Albany; he called upon the Dean to preside.

The Emeritus Professor of Economics, Professor Willcox, moved to refer the resolution to the Committee on University Policy with power to dispose of it, in its best judgment. The motion was seconded.

The motion to refer having priority over the motion to adopt, the question was: Shall the resolution be referred to the Committee on University Policy?

By a divided vote of 62 to 35, the motion prevailed.

The Faculty adjourned at 5:35 p.m.
The meeting of the University Faculty was called to order at 4:15 p. m. by Acting President de Kiewiet.

The minutes of the meeting of November 9, 1949, were read and approved.

The President announced the deaths of the following:

Annette Warner, Professor of Home Economics, Emeritus, on November 10, 1949; and

Harry M. Fitzpatrick, Professor of Plant Pathology, on December 8, 1949.

As a token of its respect, the Faculty rose.

Vice President Knowles reported on the results of the Greater Cornell Campaign and particularly on the plans of the Office of University Development after the close of the Campaign.

On behalf of the Committee on Elections, the Dean reported on the survey of the ballots in the recent election.

486 ballots received.

7 of these could not be validated as the envelopes containing them were not signed, leaving 479 validated ballots.

475 votes were cast for a member of the Committee on University Policy.

235 votes were cast for the Professor of International Law, Professor Briggs, a plurality of 92 over those cast for the Professor of Engineering Materials, Professor Moynihan.

457 votes were cast for a member of the Board on Physical Education and Athletics.

240 votes were cast for the Professor of Physics, Professor Smith, a majority of the votes cast.

472 votes were cast for a member of the Board on Student Health and Hygiene.

299 votes were cast for the Professor of Sanitary Engineering, Professor Giffit, a majority of the votes cast.
The federal law has fixed the fourth Thursday in November as Thanksgiving Day. Upon the recommendation of the Committee on Calendar, the Faculty voted to amend the six-year Calendar for the years 1950-51 and 1951-52 by setting the Thanksgiving recess one week earlier, November 22 - 27 in 1950 and November 21 - 26 in 1951.

On behalf of the Committee on Student Activities, its Chairman, the Professor of Architecture, Professor Tilton, moved to reconsider the resolution which designated April 29, 1950 as Spring Day and to amend it by substituting May 13 for April 29.

The motion was seconded and upon a vote prevailed.

Professor Tilton then moved that the resolution, as amended, be adopted. The motion was seconded and, upon a vote, prevailed.

On behalf of the Committee on University Policy, the Dean presented the following recommendation regarding transcripts of record.

The Committee on University Policy recommends that the Faculty instruct the Registrar to omit from such transcripts of record as are issued after a degree has been awarded, all entries of warning, probation, reprimand or parole incurred by the student while a candidate for that degree, excepting when such information is specifically requested on forms presented to the Registrar to be filled out and returned to a governmental agency, an educational institution, or a prospective employer.

Upon motion of the Dean, the recommendation was unanimously adopted.

On behalf of the Committee on University Policy, the Dean presented a modified form of the resolution, which was presented by the Professor of Psychology and Education, Professor Freeman, and was referred by the Faculty to the Committee on University Policy. The resolution follows:
Resolved that it is the sense of the University Faculty that as a matter of general policy new buildings should be erected only when new funds are available for maintenance as well as for construction.

Resolved further, that the Faculty refer this action to the Committee on Economy and invite that Committee to make such report to the Faculty on the subject as it may deem appropriate.

The Dean moved to adopt the resolution. The motion was seconded.

The Secretary of the University, Mr. Howes, moved to amend the resolution by substituting the word, "adequate," for the word, "new," which precedes the words, "funds are available".

The motion to amend was seconded and, upon a vote, the resolution was amended.

The question then was: Shall the resolution, as amended, be adopted? Upon a vote, the resolution was adopted.

The President commented upon the progress which has been made in balancing the budget. In attempting to effect a balance, the reductions were made in those places where the money was most immediately available. There was, as a result, some unevenness. The adjustment, which imposes uneven sacrifices in the new budget, must be reviewed in future years. The policy has been to make reasonable and fair adjustment in accordance with the needs. There were points of resistance and opposition, which were to be expected. The President expressed his pleasure at the cooperative support which had been accorded him. The cooperation has been especially gratifying because it was so spontaneous.

The Faculty adjourned at 5:35 p. m.
The meeting of the University Faculty was called to order at 4:25 p. m. by Acting President de Kiewiet.

The minutes of the meeting of December 14, 1949 were read and approved.

The President announced the death of Virgil Snyder, Professor of Mathematics, Emeritus, on January 4, 1950 and of Paul Russel Pope, Professor of German, Emeritus, on January 12, 1950.

As a token of its respect, the Faculty rose.

The Dean read the following communication from the President of the Student Council soliciting the cooperation of the Faculty in the conduct of examinations:

**January 16, 1950**

Prof. C. C. Murdock
Dean of the Faculty
Cornell University

Attention: University Faculty

Dear Prof. Murdock:

The Student Council of Cornell University, aware of current dishonesty in examinations, has passed a resolution condemning dishonesty and outlining steps for the eventual elimination of cribbing, cheating and stealing of examinations.

Realizing that jurisdiction over such matters is vested in the University Faculty, we request your careful consideration and cooperation with the following proposals during the coming examination period.

1. Extreme care should be exercised in the printing and storing of examinations. Such measures as the burning of stencils and bad copies, taking examinations home and careful surveillance of hired help is suggested.

2. There should be more effective proctoring of examinations.

We feel that student-faculty cooperation in the solution of this problem is imperative.

Sincerely,

/s/ Gordon Gardiner, President
Cornell Student Council
The Dean read a communication from the School of Industrial and Labor Relations requesting the Faculty to recommend to the Board of Trustees the grant of authority to confer the degree of Bachelor of Science.

The President commented upon the unrest, disorganization, and confusion which prevails in the student body. That behavior found expression in the student incident of December 16, which nearly ended in the sacrifice of a life. This incident prompted the President to bar recognition by the University of two student organizations. In order not to interfere with Faculty jurisdiction in the matter, the President immediately referred it to the Committee on Student Conduct. A report from this Committee and the Committee on Student Activities may be received soon.

The causes of unrest are both personal and institutional. The sources of some are off-campus. Through the gift of an anonymous alumnus, an investigation has been made possible to discover the multiple causes of that unrest. In this, the Faculty may be helpful in a number of ways. There is genuine need for its constant attention and a concerted effort to obtain a solution in order to prevent a sacrifice of good will.

As Secretary of the Trustee-Faculty Committee, designated to nominate a President for Cornell, the Professor of Law, Professor Sutherland made a full statement of the activities of the Committee in order that the Faculty might not have to rely upon the newspaper reports for its information. Since the next meeting of the Board of Trustees is January 28, no definitive action can be taken before that time. The Acting President spoke to a number of points made by Professor Sutherland.

In behalf of the Committee on Economy, the Professor of Industrial and Engineering Administration, Professor Schultz presented the following report:
The University Faculty Committee on Economy in its appraisal of the endowed budgetary situation has come to the conclusion that certain aspects of the problem are of such continuing importance and of such scope that they merit not only discussion and study by the Faculty or its representatives beyond the purview of this committee but also call for a review to determine the most effective means of developing Faculty appraisal of the policies involved. These problems which not only bear on budgetary matters in coming years also will in their resolution and decision effect academic policy and development. They include:

1. Responsibility of University Faculty in the appraisal of academic policies as developed by the Administration and college faculties.

2. Study of the possible consolidation or elimination of offerings where a duplication of effort is involved.

3. Study of possible elimination or retrenchment in certain fields.

4. Evaluation of the effects of new projects on the academic development of the University.

The committee therefore recommends that the Faculty refer these problems to the Committee on University Policy for consideration and report to the Faculty.

Upon motion of Professor Schultz, the Faculty voted to refer the problems proposed to the Committee on University Policy for its consideration.

The President announced that the policy of the budget is proceeding satisfactorily.

The Professor of Law, Professor Keeffe, in behalf of the Group established to incorporate as the Statler Club, reported at length regarding the composition of the Group and the various considerations involved in establishing the Club as a going organization. Incidentally he paid tribute to the Emeritus Professor of Economics, Professor Willcox, for his stimulating interest as well as his continued helpfulness and generosity in establishing an institutional center where the Faculty may foster common interests, develop common opinions and strengthen a cooperative feeling of responsibility
in the life and growth of Cornell.

On behalf of the Committee on University Policy, the Dean presented the two recommendations relating to a Committee on Military Curricula and the Committee on Military Science and Physical Training which follows:

The Committee on University Policy recommends that there be constituted a standing committee of this Faculty to be known as the Committee on Military Curricula. It shall be the duty of this Committee to acquaint itself with the curricula of the military departments, to make suggestions to the head of any of these departments regarding such changes as are within his jurisdiction, to make recommendation to the University Faculty for transmission to the Department of Defense regarding changes not within the jurisdiction of the head of a military department and to serve as liaison between the military departments and the faculties of the University in matters relating to curricula, facilities and academic credit.

The Committee shall consist of four members appointed by the President for terms of not more than four years; and the Professor of Military Science and Tactics, ex officio; the Professor of Naval Science, ex officio; the Professor of Air Science and Tactics, ex officio; and the Dean of the University Faculty, ex officio. The President shall designate the Chairman, and the officer, appointed by the President as Coordinator of the military departments, shall serve as Vice-Chairman.

The Committee on University Policy recommends that the name of the Committee on Military Science and Physical Training be changed to the Committee on Requirements for Graduation and that the legislation of the University Faculty of June 9, 1945 concerning this Committee be amended to read: "The University Faculty Committee on Requirements for Graduation shall consist of the Dean as Chairman and of representatives of the various colleges to be appointed by the President. It shall be the duty of this Committee to administer those requirements for graduation which are prescribed by University Faculty legislation. The members of this Committee shall severally administer these requirements within their colleges, subject to the direction of the University Faculty Committee which they constitute."

Upon motion of the Dean, both recommendations were adopted unanimously.

In response to the communication received from the Student Council, the Dean proposed to the Faculty the endorsement of the following pro-
The University Faculty instructs the Dean to reply to the letter of the Student Council and express the gratification of the Faculty in the action taken by the Council concerning dishonesty in examinations.

The Faculty accepts the proposal of the Student Council that there be Faculty-Student cooperation in the solution of the problem and requests the President to appoint a special committee of this Faculty to make a study of the situation in cooperation with the Student Council, or such committee as the Council may designate, and make reports and recommendations to this Faculty.

The Faculty instructs the Dean to transmit to the Deans of the several colleges and schools of the University a copy of the letter received from the Student Council with a copy of the action taken by the University Faculty and to request the cooperation of the several faculties in the Faculty-Student program.

Upon motion of the Dean, by a unanimous vote, the Faculty instructed the Dean to reply to the letter from the Student Council, accepting its proposal for Faculty-Student cooperation and to transmit copies of the correspondence to the several Deans, with this Faculty authorization, in order to attain the objectives of the proposed instructions.

In response to the communication of the School of Industrial and Labor Relations, the Dean presented to the Faculty the following recommendation:

The University Faculty recommends that the Board of Trustees authorize the granting of the degree, Bachelor of Science, to persons who have satisfied the University requirements for graduation and who have satisfactorily completed the undergraduate program of the School of Industrial and Labor Relations under the jurisdiction of the Faculty of that School.

Upon motion of the Dean, the recommendation was unanimously approved by the Faculty.

The Faculty adjourned at 5:50 p. m.

[Signature]
Secretary
The meeting of the University Faculty was called to order at 4:15 p.m. by Acting President de Kiewiet.

The minutes of the meeting of January 18, 1950 were read and approved.

The Dean read a communication from the Board of Trustees advising the Faculty that it had adopted the modification of the University Calendars for the academic years of 1950-51 and 1951-52, changing the date of the Thanksgiving recess from November 22 to November 27 in 1950-51 and from November 21 to November 26 in 1951-52 in order to bring both into agreement with the federal law which establishes Thanksgiving Day as the fourth Thursday in November.

The Dean read a communication from the Executive Committee of the Board of Trustees informing the Faculty that Saturday, May 13, 1950, had been designated as Spring Day, a holiday, and had authorized the Committee on Registration and Schedules to make a schedule of evening hours in which classes and laboratory periods may be held which would normally occur on the morning of Spring Day, extending for one year the effect of the Resolution of December 8, 1948.

The Dean announced the following Committee appointments:

Committee on Military Curricula
- J. W. McConnell (1950)
- H. J. Loberg (1951) Chairman
- A. E. Sutherland (1952)
- J. C. Gebhard (1953)

Committee on Student Activities
- A. H. Detweiler to serve during the leave of absence of J. N. Tilton, Jr.
- L. C. Petry, Chairman
Committees to Write Memorial Articles for the Necrology

Concerning Fred Stillman Rogers
R. E. Clark
R. S. Hosmer
C. D. Albert, Chairman

Concerning Roy A. Olney
S. W. Warren
F. B. Wright
E. R. Hoskins, Chairman

Concerning James Nathan Frost
D. W. Baker
A. M. Mills
M. G. Fincher, Chairman

Concerning Annette Warner
Cornelius Betten
Dora Erway
Helen Canon, Chairman

Concerning Harry Morton Fitzpatrick
Charles Chupp
W. C. Muencher
D. S. Welch, Chairman

Concerning Virgil Snyder
R. J. Walker
W. F. Willeox
W. B. Carver, Chairman

Concerning Paul Russel Pope
A. L. Andrews
R. M. Ogden
Victor Lange, Chairman

The President spoke briefly on the conclusions which had been arrived at as a result of the consideration of the Orientation Program by the Deans' Conference. The general opinion was that the Program was cumbersome. It used time when time was not easy to find. The Committee appointed to consider the matter, of which the Professor of Botany, Professor Petry, was the Chairman, was of the opinion that greater emphasis should be placed upon the academic side and less emphasis on the social side.
The Dean gave a brief history of the Orientation Program which was inaugurated by action of the Faculty in 1941-42 but discontinued because of war conditions. He stated that the legislation of 1946 under which the Program is now operating needed amendment to make it consistent with the present administrative organization of the University. The discussion in the Deans' Conference has lead to the conclusion that a continuing study of policy was desirable and that the body making such study should have student members.

The Dean thereupon moved that the legislation of April 10, 1946 which provided for the organization of the Orientation Program be amended to read:

The Dean of Men and the Dean of Women, in consultation with the appropriate officials of the colleges of the University, the Registrar, the Director of Admissions, the Medical Staff, and the offices of Veterans' Education and Residential Halls, shall organize and conduct the pre-registration Orientation Program.

There shall be constituted an Orientation Advisory Board consisting of the Dean of the University Faculty, the Dean of Men and the Dean of Women, ex officio; two members of the University Faculty to be appointed by the President; three student members, of whom two shall be selected by the Student Council and one by the Women's Self-Government Association. The President shall appoint one of the Faculty members as Chairman. It shall be the duties of this Board to consider questions of policy that may arise with regard to the pre-registration orientation program; to advise the Dean of Men and the Dean of Women; and in general to serve as its title indicates.

The motion was seconded and, upon a vote, the legislation as amended
was adopted unanimously.

On behalf of the Committee on University Calendar, the Registrar, Dr. Bradford, moved that the dates for the opening of the Freshman Orientation Period in the remaining years of the current six-year Calendar be changed, in each instance, from the Thursday to the Friday preceding the date of registration for the fall term.

The motion was seconded and upon a vote was unanimously adopted.

The Dean called to the attention of the Faculty that, although Dr. Day had served the University Faculty as its presiding officer for twelve years, he was no longer a member of the Faculty. Since it seemed highly appropriate that that privilege should be accorded to him, the Dean moved, on behalf of the Committee on University Policy, that the University Faculty recommend to the Board of Trustees that Edmund Ezra Day be elected to membership in the University Faculty.

The motion was seconded and, upon a vote, was unanimously carried.

The Dean moved that the President appoint a committee to prepare an address to Edmund Ezra Day on behalf of the Faculty and that a copy of this address be incorporated in the minutes of this Faculty.

The motion was seconded and, upon a vote, was unanimously carried.

The Dean announced that the President had appointed the following Committee to draft the address to Edmund Ezra Day on behalf of the University Faculty:

R. E. Cushman, Chairman
L. P. Wilson
M. R. Konvitz
F. H. Rhodes

The Faculty adjourned at 4:45 p. m.

[Signature]
Secretary
The meeting of the University Faculty was called to order at 4:15 p.m. by Acting President de Kiewiet.

The minutes of the meeting of March 8, 1950 were read and approved.

The President announced the death of Fred Asa Barnes, Professor of Railroad Engineering, Emeritus, on April 5, 1950.

As a symbol of respect, the Faculty rose.

The President called the attention of the Faculty to the comments appearing in the public press relating to the impending action in Congress to pose restrictions upon research in science as embodied in the National Science Foundation Bill. It seemed appropriate to the President for the Faculty to endorse the censure of the proposed legislation.

The President read a letter of protest addressed to Senator Lehman.

Dear Senator Lehman:

It is our understanding that shortly after Congress reconvenes, a joint Senate-House Conference Committee will meet to consider the proposed legislation for a National Science Foundation for which drafts have been passed by both houses of Congress under H. R. 4846 and S. 247.

Cornell University desires to advise of its opposition to the so-called Smith amendment of H. R. 4846. It feels very strongly that FBI investigation as proposed is not only obnoxious in the sphere of fundamental research and education in general, but is rendered unnecessary for the purposes for which the clauses were presumably introduced in the National Science Foundation Bill, since adequate protection from the standpoint of security is already given elsewhere in the Bill to cover whatever small amount of classified research the Foundation may sponsor.

We therefore strongly urge that any provision such as sections 10(b), 14(1) and 14(m) of H. R. 4846 be omitted from the final Bill.

Cornell University also expresses its preference for section 13(a) of S. 247 as superior to section 15(a) of H. R. 4846. We feel the House appropriation limitation of $15 million per annum is not adequate to implement the purposes of the legislation.
The Senate bill in the corresponding section imposes no statutory limitation.

The Dean announced that the President had made the following Committee appointments:

Committee on Student Conduct
E. K. Northrop to replace H. B. Hansteen
until November 1, 1951

Committee on Dishonesty in Examinations
S. F. Cleary
H. M. Giff
F. L. Marcuse
C. I. Sayles
A. M. Srb
N. A. Tolles
C. L. Rossiter, Chairman

Orientation Advisory Board
L. C. Petry (Nov. 1, 1951)
Robin Williams (Nov. 1, 1952)
Prof. Petry, Chairman

Guilford Essay Prize
M. H. Abrams
Harry Caplan
David Daiches, Chairman

Forbes Heermans Prize in Playwriting
Baxter Hathaway
W. A. Hurwitz
W. H. French, Chairman

Charles Lathrop Pack Foundation Forestry Prize
Bristow Adams
C. H. Guise
R. S. Hosmer, Chairman

The Professor of Clinical Medicine, Dr. Moore, spoke to the faculty on Student Medical Services, surveying their development at Cornell since World War I. With the surge of medical progress following the discovery of insulin in 1923, Cornell did not keep pace by providing clinical supervision which would match its endeavors in health education. A movement for reorganization of medical services began in the 1930's
which culminated in the appointment of a committee to make recommendations in 1939. A reorganization of the medical services was effected in 1940. Out of the proposed program came a clinical set-up.

To prevent deterioration of medical skills now possessed by the University Medical Staff, the Clinic ought not to continue indefinitely to be separated from the Infirmary. A Community Health Center was thought for a time to be the answer. Procrastination by the community, plus Memorial Hospital becoming a tax supported institution, makes the possibility of a Cornell-Community Health Center most remote.

The fear of student objections to moving the Clinic to the Infirmary, due to the inconvenience involved, has been overcome by realization on the part of the student body of the advantages to be gained by the change. Today a doctor needs the day to day contact with the various specialists to discuss patients' problems with them. A student committee has unanimously approved the removal of the Clinic to the Infirmary. The Student Council has endorsed it. The money is now available to carry out the project. In addition to the epidemic fund, there are sufficient funds, from savings out of operation, to make the desired change possible.

The Professor of Zoology, Professor Wimsatt, as Chairman of the Committee on Student Conduct, gave to the Faculty an interesting summary of the policy and functions of the Committee. After stating the composition of the Committee and its jurisdiction, he discussed its operation so far as hearings, reviews and appeals were concerned. Professor Wimsatt enumerated the various penalties which were within the power of the Committee to impose. He cited data relating to the meetings of the Committee during the past and the current academic
years and concluded by advising the Faculty of the number of cases which the Committee had considered and the disposition which was made of them.

On behalf of the Committee on University Policy, the Dean presented the following recommendation:

That a Special Committee on the Relations Between the University and College Faculties be organized to consist of the Dean of the University Faculty ex officio and a representative of each college and independent school faculty selected by whatever method that faculty shall determine. The Committee shall elect its Chairman.

The Committee shall explore ways and means whereby issues affecting more than one college may be systematically investigated by some body representative of the faculties and shall report to this Faculty recommendations to achieve this end.

The Dean moved to set up the Special Committee as proposed by the recommendation. The motion was seconded and, upon a vote, it prevailed.

On behalf of the Committee on University Policy, the Dean presented the following recommendation relating to Freshman cars:

That the University Faculty recommend to the Board of Trustees that the temporary regulations, prohibiting the use of cars by Freshmen, be continued together with provisions similar to those now in effect under which exceptions are possible.

The motion was seconded and, upon a vote, was carried.

The Professor of Government, Professor Rossiter, on behalf of the Committee on Scholastic and Aptitude Testing, moved that the Faculty recommend to the Board of Trustees the establishment of the merger provided for in the following resolution:

That the University Testing Service, now an adjunct of the University Faculty, and the Bureau of Educational Research and Service, now in the School of Education, be merged into a single organization which shall be under the general supervision of the University Faculty and which shall be known as the University Testing and Service Bureau.
That the University Testing and Service Bureau be authorized to carry on the activities of the two merged organizations within the scope of its facilities as follows:

1. It shall administer scholastic and aptitude tests to individual students or groups of students when requested by a member of the faculty or by an administrative officer of the University.

2. Individual test scores shall be considered confidential and shall be released to the appropriate person with an interpretation when requested.

3. It shall operate machines to score and evaluate objective course examinations for faculty members.

4. It shall perform services and do educational research for any component part of the University and for other organizations which Cornell might appropriately serve.

5. It shall provide graduate students with laboratory facilities and opportunities for experience.

That the executive officer of the University Testing and Service Bureau shall be a Director, responsible to the President and appointed by the Board of Trustees upon nomination by the President.

That there shall be an Administrative Board of the University Testing and Service Bureau to provide representation and to promote unification of the varied interests involved. The Board shall consist of the Director of the Bureau, who shall serve as Chairman; the Dean of the University Faculty, ex officio; and at least five other members of the University Faculty appointed by the President for terms of not more than four years each. These appointments shall be so made that in the membership of the Board, each of the following parts of the University shall have representation: (1) the endowed colleges, (2) the state-supported colleges, (3) the School of Education, (4) the office of Dean of Men and Dean of Women and (5) the Department of Clinical and Preventive Medicine.

The motion was seconded and, upon a vote, the motion prevailed.

Professor Rossiter then moved the adoption of the following resolution:

Resolved that, at such time as the Administrative Board of the University Testing and Service Bureau is formally established, the University Faculty Committee on Scholastic and Aptitude Testing be abolished.

The motion was seconded and, upon a vote, the resolution was adopted.
The Professor of Chemistry, Professor Long, moved that the Faculty endorse the sentiments expressed in the letter to Senator Lehman and that the letter be dispatched by the President forthwith.

The motion was seconded and, upon a vote, the motion carried.

The Dean moved that the Faculty adjourn until April 19, one week from today.

The motion prevailed and the Faculty adjourned at 5:55 p.m.

[Signature]

Secretary
The adjourned meeting of the University Faculty was called to order at 4:15 p. m. by Acting President de Kiewiet.

In behalf of the Committee on the Economic Status of the Faculty, the Professor of Economics, Professor Adams presented the following Report. (See attached report).

Professor Adams expressed his regret that the Report had not been signed by the Committee, informing the Faculty of its membership. Before making a brief comment on the Report, Professor Adams said that the Final Report of the Committee would be made at a regular meeting of the Faculty.

Professor Adams moved the adoption of the resolution, proposed by the Committee, establishing a Standing Committee on the Economic Status of the Faculty.

The motion was seconded and, upon a vote, the resolution was adopted.

The Professor of the History of Science, Professor Guerlac, presented the following Resolution:

WHEREAS it is our understanding that a number of Ad Hoc Committees have been appointed by the President to explore in detail certain of the most urgent requirements of the University in its future development, and

WHEREAS these matters involve questions of long-range educational policy,

BE IT RESOLVED that the University Faculty invite a representative from each of these special committees to report to the Faculty at some early meeting to present their findings, with a view to informing the Faculty about the long-range problems of University development and the relative urgency of these projects. After hearing these reports, the Faculty will determine what action it may wish to take in the matter of expressing an opinion on their relative priority.

Professor Guerlac moved to adopt the resolution. The motion was
seconded and, upon a vote, the resolution was adopted.

The President announced that the nomination of a Dean of the University Faculty concerned one of its distinguished members. In reply to a suggestion by the President that the present Dean should accept a re-appointment, a letter from the Dean indicated that he wished to devote his full time to teaching and research. Under the circumstances, the Dean expressed his willingness to continue to serve without term with the understanding that he would retire from the office as soon as circumstances would permit.

Influenced by his deference to the Dean's wishes, in the light of the prestige which he had attained by his distinguished achievements, his flair for detail, his diligence in research, his clarity in presentation and his genius for understanding people with whom he came in contact, the President recommended the nomination of the Dean for reappointment to serve without term.

The nomination of Dean Murdock for reappointment was made from the floor.

On motion of the Professor of Botany, Professor Petry, the Faculty proceeded to vote by ballot. The President appointed two Professors of English, Professor Mineka and Professor Abrams, to act as tellers.

In grateful recognition of his distinguished service, the ballots cast were unanimously in favor of Dean Murdock.

The Faculty adjourned at 5:20 p. m.

[Signature]

Secretary
The Special Faculty Committee on the Economic Status of the Faculty was created, for a three year term, in November, 1947, to assist in the development of "a Faculty salary and retirement program which should receive full consideration as a vital part of any planned program of University development, to the end that the economic status of the Faculty shall not be jeopardized."

After much study and deliberation the Committee undertook negotiations with the Administration and with a Special Committee of Trustees which culminated in the general increase in salaries reported to the Faculty by the President in May, 1948.

During the 1948-49 academic year the Committee continued its study. The worsening financial position of the University, however, and the abolition by the Trustees of their Special Committee meant, in effect, that the Faculty Committee concerned itself primarily with investigations and reports.

During the current academic year the Committee has attempted a review of the entire situation. Its negotiatory role has been limited to discussions concerning the retirement system in the State Colleges, later to be reported to the Faculty, while the reporting function of the Committee has loomed much larger. A written report upon the Cornell salary scale and retirement systems, in comparison with those prevailing in other institutions, is in preparation and will shortly be presented to the Faculty. Over and above this, however, the Committee has undertaken to examine the longer range prospects of the University which may bear upon the economic status of the Faculty, and has reached the following conclusions:

1. The negotiatory role upon which the Committee embarked is still unfinished. The retirement system in the Endowed Colleges is inadequate in the light of changed economic conditions which are unlikely to revert to their pre-war status. The salary floors which were approached but not quite reached by the general salary increase of 1948 are not yet completely in effect; and the extensions and adjustments of the group insurance system which were recommended by the Committee, and approved in principle by the Faculty, may sometime become the subject of further consideration.

2. The Committee believes that periodic reports to the Faculty upon matters which have been within the purview of the Committee are too salutary to be discontinued, if for no other reason than that the effective functioning of a University Faculty is jeopardized by unawareness or misunderstanding of circumstances and policies significant to the University. It believes that a Committee of the Faculty, selected and instructed by the Faculty and having access to relevant information, is the most appropriate means of providing such reports.

3. The Committee believes that the Endowed Colleges of the University will be confronted for some years by difficult financial problems, and that the economic status of the Faculty should therefore continue to be the concern of some regularly constituted Committee. It believes that such a Committee should be charged with keeping the Faculty abreast of changing economic and financial conditions, and with recommending measures which appear desirable and appropriate.
The Committee therefore recommends that the Faculty establish a Standing Committee on the Economic Status of the Faculty whose members shall normally be elected for staggered terms from a slate prepared by the Committee on Nominations at the same time and in the same manner that members are elected to other committees of the Faculty. It proposes that the Committee elect its own chairman. It also proposes that, to provide most essential liaison with the Committee on University Policy, the Dean of the University Faculty shall serve ex officio or may designate a member of the Committee on University Policy to serve in his place upon the Committee on the Economic Status of the Faculty.

The Committee further proposes that the Faculty proceed immediately to elect the first members of the new Standing Committee, if it be authorized. The Special Committee has found that much time is consumed in becoming familiar with the materials and the problems with which such a Committee must deal and in working out the pattern of the year's activities. The 1950-51 academic year promises to be one of crucial importance to the University. In the judgment of the Committee it would be unfortunate if a new Committee could not even begin to function before that year were half over.

The Committee therefore moves the following resolution:

Whereas the University Faculty continues to concern itself with the economic status of the Faculty as a significant part of the economic and academic problems of the University as a whole, therefore be it resolved:

That a Standing Committee on the Economic Status of the Faculty be established,

That the Committee consist of five members elected by the Faculty at the same time and in the same manner as members of other elected Committees of the Faculty are chosen, and of the Dean of the University Faculty ex officio, except that the Dean may designate a member of the Committee on University Policy to serve in his place,

That whenever an elected member of the Committee shall take leave of absence the Committee may send to the President nominations for a temporary replacement,

That the Committee elect its own chairman,

That the first Committee be elected before the end of the current term from a slate to be prepared by the Committee on Nominations so as to provide,

(a) For the election of two members from the existing Special Committee on the Economic Status of the Faculty for terms to end December 31, 1951 and 1952, respectively, in accordance with the number of votes received by each, and,

(b) For the election of three members from the Faculty at large for terms to end December 31, 1953, 1954 and 1955, respectively, in accordance with the number of votes received by each,

That upon the election of the first Standing Committee on the Economic Status of the Faculty, the existing Special Committee be discharged.
The meeting of the Faculty was called to order by Vice President Wright at 4:15 p.m.

The minutes of the meeting of April 12 and of the adjourned meeting of April 19, 1950, were read and approved.

The Vice President spoke at length regarding the action of the Board of Trustees in announcing that the budget of 1950-51 had been balanced. He said that the Acting President in his address to the Trustees had commended very highly the valuable aid which the Plenary Group had rendered in achieving that result. The next period of Cornell's progress was viewed as one of consolidation rather than one of expansion. Mention was made also of the excellent cooperation on budget matters that had existed between the State supported and endowed colleges.

The budget of 1950-51 was balanced only through the cooperation of all who were concerned. The excellent report of the Plenary Group was especially helpful. The budget of 1949-50 will probably show a deficit of about $375,000 at the end of the fiscal year.

The Vice President informed the Faculty of the progress which had been made toward putting into effect the policy proposed by the Committee on the Economic Status of the Faculty which sought to establish minimum annual salaries for assistant professors at $1,000, associate professors at $5,000, and full professors at $6,000. In the 1950-51 budget provision for meeting the minima is made in the case of all assistant professors. In the case of those associate and full professors for whom increases were recommended, there were still eight who will not in the new budget receive salaries of the minimum but who were raised by $500.
over their previous salaries. The total academic division salary increases in the new budget compared to the 1949-50 printed budget amount to $76,000.

The Vice President advised that the Board of Trustees had approved a resolution to the effect that the name of the Department of Hotel Administration in the College of Home Economics had been changed to the School of Hotel Administration in the College of Home Economics.

The Dean read communications from the Secretary of the Board of Trustees, announcing the election of Edmund Ezra Day to membership in the University Faculty as recommended by the Faculty at its March meeting, and the approval by the Board of the Faculty action setting the date of beginning the freshman orientation program as the Friday preceding fall term registration for the remaining years of the current six-year Calendar.

The Dean announced that the President had appointed the following committees:

Barnes Shakespeare Prize
R. C. Bald
A. M. Drummond
M. H. Abrams, Chairman

Bess Berlow Cohan Prize
R. C. Bald
Harry Caplan, Chairman

Corson Browning Prize
R. H. Elias
F. E. Mineka
David Daiches, Chairman

Corson French Prize
Jean Bruneau
James Hutton
R. A. Hall, jr., Chairman

Manuscript Club Prize
G. H. Healey
W. M. Sale
Baxter Hathaway, Chairman

Luana L. Messenger Prize
Gregory Vlastos
H. E. Guerlac
R. W. Fox, Chairman
Morrison Poetry Prize
R. C. Bald
David Daiches
M. G. Bishop, Chairman

Sampson Fine Arts Prize
H. R. Smart
K. L. Washburn
N. A. Pattillo, jr., Chairman

Sherman Bennett Prize
E. W. Fox
Elias Huzar
Mario Einaudi, Chairman

Committee to Write a Memorial Article
Concerning Fred Asa Barnes
W. R. Cornell
J. E. Perry
R. Y. Thatcher, Chairman

The Dean announced the award of the following prizes:

Bess Berlow Cohan Prize............Thomas F. Gould
(Honorable mention: Steven S. Auderieth)
Corson French Prize...............Patricia J. Carry
Eighty-six Memorial Prize.........William Schuch
Forbes Heermans Prize............1st...Anthony G. Dower
                                             2nd...Shelley B. Tartaro
Fuertes Memorial Prize............1st...Douglas W. Anderson
                                             2nd...Robert L. Hammon
                                             3rd...John E. Martin
Manuscript Club Prize.............1st...H. D. Rossiter
                                             2nd...Clifford Irving
Ninety-Four Memorial Prize......Richard A. Mulligan
Sampson Fine Arts Prize..........Mimi Semmes Dann
Woodford Prize....................William Vanden Heuvel
Guilford Essay Prize................No Award
Morrison Poetry Prize...............No Award
Sherman Bennett Prize...............No Award

In behalf of the Committee to prepare an address to Dr. Day, the Professor of Government, Professor Cushman, read to the Faculty the following address:

Dr. Edmund Ezra Day:

As members of the University Faculty we wish to express to you our deep appreciation of the relationship we have shared with you during your term of office. That relationship has been charac-
terized by the fact that your leadership, your wisdom, and your authority have not been imposed upon us from above; rather you have made us feel that were friends and partners in a common enterprise. This warm-hearted friendship has been generously given by you, and we extend to you in return our deep affection.

You came to Cornell a comparative stranger. But you were no stranger to the important and difficult problems of higher education, nor to the responsibilities which rest upon universities and upon individual scholars to broaden the frontiers of knowledge. We are grateful to you for the wise balance in which you have placed the vital interests of teaching and of research, making them complementary to each other rather than competitive, and giving fair recognition to each.

In presiding over the University Faculty you have scrupulously avoided any attempt to dictate faculty action upon matters of educational policy; you have encouraged and, we believe, have enjoyed, vigorous debate; and you have treated members of this faculty who have disagreed with you on questions of policy with friendly courtesy and their opinions with respect.

At the core of the Cornell tradition, running back to the days of Ezra Cornell and Andrew D. White, lie the principle and spirit of intellectual freedom. No son of Cornell has ever been more steadily and intelligently loyal to that tradition than you have been. During a period in world history in which human freedom has been grossly abridged both at home and abroad, no issues of academic freedom have arisen at Cornell, there has been no suppression of student opinion, and by your own courageous resistance to attempts to restrict civil liberties you have encouraged the entire university community to stand firmly behind the principles of freedom. These are phases of your splendid administration for which we are very grateful, and of which we are very proud.

We are proud also that under your leadership Cornell University was able to render notable service to the nation's war effort. You have made us deeply and permanently aware of the responsibilities which a great university owes to the society in which it lives.

It is a very happy circumstance that this expression of our esteem and affection need not be a farewell message. You intend to make your home in Ithaca. Since your resignation from the Chancellorship of the University, the Board of Trustees has made you a member of the faculty over which you long presided. We welcome you most heartily as a colleague. We hope that you will join us on the floor of this faculty and will continue to make available to us the wisdom, the shrewd insight, and the deep loyalty to Cornell which characterized your administration as President.

R. E. Cushman
M. R. Konvitz
F. H. Rhodes
L. P. Wilson
The Faculty generously applauded the address as a token of its approval.

Professor Cushman then moved that the Secretary send to Dr. Day a copy of the address.

The motion was seconded and, by a rising vote of the Faculty, the motion was unanimously carried.

On behalf of the Committee on Calendar, the Secretary of the University, Mr. Howes, presented the following Report on the Schedule of Daily Classes:

After an investigation of the desirability of returning to the pre-war plan of a free lunch hour for all students between 12:50 and 1:10 p.m., the Committee on Calendar will propose the following daily schedule of classes, revising the action of the Faculty at its meeting of April 10, 1946:

1. The hours of instruction shall be from 8 a.m. to 12:50 p.m.; from 1:10 p.m. to 4:30 p.m.; and from 7 p.m. to 10 p.m., Monday through Friday of each week, and from 8 a.m. to 1 p.m. on Saturdays.

2. All lectures, recitations, or similar exercises shall start on the hour and continue for 50 minutes.

3. All afternoon exercises shall begin also on the hour (the first at 2 p.m.) except laboratories or similar exercises, which may begin at 1:10 p.m.

4. The hours of 4:30 p.m. to 7 p.m. shall be free from all formal undergraduate class or laboratory exercises.

5. Evening lectures or classes shall start at 7 p.m. and 8 p.m.

6. Evening laboratories or similar exercises shall start at 7 p.m.

7. No exceptions to the provision for free time between 12:50 p.m. and 1:10 p.m., and 4:30 p.m. and 7 p.m., shall be allowed save by permission of the University Faculty Committee on Calendar, on recommendation of the Dean of the College, Director of the School, or Head of the Independent Department concerned.

8. Approval of exceptions by the Committee on Calendar shall be for one academic year only, but may be renewed. A report of all such exceptions shall be made to the University Faculty at least once each year.
9. The daily schedule as outlined in the above listed points shall go into effect at the beginning of the Fall Term, 1951.

Mr. Howes moved to adopt the schedule. The motion was seconded.

The Professor in Personnel Administration, Professor Gibson, moved to strike out the clause, "of the University Faculty Committee on Calendar, on recommendation," in section 7 and to eliminate section 8 in its entirety.

The motion to strike was seconded and upon a vote the motion to strike prevailed.

The Professor of Institution Management, Professor Harris, moved to amend section 3 so as to read as follows:

3. All afternoon exercises, including laboratories, shall also begin on the hour, the first at 2 p. m., except those for which a period of longer than two and half hours are required, which may begin at 1:40.

The motion was seconded and, upon a vote, the amended section 3 was adopted.

The question then was: Shall the proposed schedule, as amended, be adopted?

Upon a vote the amended schedule was adopted.

On behalf of the Committee on Nominations, the Professor of Education, Professor Winsor, presented the following lists of candidates:

For the Committee on the Economic Status of the Faculty:

(a) Two are to be elected from this group:
   Herrell DeGraff
   A. J. Keeffe
   Hazel Hauck
   H. A. Wichelns
   G. P. Adams, jr.

(b) Three are to be elected from this group:
   Andrew Schultz, jr.
Perry Gilbert
Robin Williams
T. W. Mackesey
N. A. Tolles
F. A. Long

The Vice President called for nominations from the floor.

No nominations were made. The nominations were referred to the Committee on Elections.

The Professor of Economics, Professor Adams, presented the following Final Report, on behalf of the Special Committee on the Economic Status of the Faculty, without comment. (See page 2592a)

The Professor of International Law, Professor Briggs, moved that the Report be received and that the congratulations of the Faculty be extended to the Committee for the excellent work which it has done.

Upon a vote, the motion was unanimously carried.

Upon behalf of the Committee on Economy, the Professor of Industrial and Administrative Engineering, Professor Schultz, presented the following Report, upon which he commented at length.

1. The Faculty Committee on the Economy of the University has put in a year that few of its members will forget, from the viewpoint of working time alone. It has received the whole-hearted cooperation of everyone from whom it requested information, advice or assistance. Some twenty-three additional members of the Faculty served on sub-committees and many more members of the Faculty directed communications to the committee which early had to abandon the courtesy of thanking individually each professor who was of help. May this serve as formal acknowledgment of the great aid and encouragement so received. The reports of the sub-committees of this committee were excellent and represent a thorough and well executed analysis of the subjects assigned. These reports have been transmitted to parties directly concerned and it is hoped that steps will be taken to carry out the recommendations. Many of these will take time to work out, although their benefits may be felt in the 1951-52 budget.

2. The task of balancing the budget has been outlined by the Vice President and the attainment of the directed result explained. That the end result presents to us continuing problems is evident, and it is the desire of the committee at this point to emphasize the importance of the additional and new income totalling approximately $266,000 which greatly diminished the shock of the cut. Our future
progress is to a considerable degree contingent upon an administration which is actively and aggressively taking action constantly to increase income. And the committee would like to emphasize that in final analysis it is the administration which must find the means of producing additional income. It is imperative that the income side of the picture receive its due share of attention, and this is an administrative function and must not only be properly directed but also receive adequate support from the Board of Trustees and the Faculty.

3. With respect to the budget just approved by the Board of Trustees, the committee is of the opinion that it is not crippling on a short term basis. However, potential dangers are foreseen and they were itemized in a report submitted to the plenary group which report was with some changes forwarded to the Board of Trustees as the report of that group. The major items were essentially as follows:

The committee pointed out that the academic section of the budget which includes some of the central administrative offices, carried a major part of the cut both proportionally and in volume. It is also our impression that the academic activity has undergone a much more thorough scrutiny than other aspects of the endowed budget, specifically than the auxiliary and independent enterprises and business sections. In our opinion the following items represent potential dangers:

(1) Faculty Economic Status. Through deferment of earned and deserved increases or promotions, through further postponement of such items as increased retirement income, the attainment of an adequate minima scale, and of a raise in standards of pay to a point where they compare favorably with our better universities, attainment of a satisfactory position has been delayed.

(2) General Academic Expense. Expense budget items have not been increased sufficiently to cover the price increase which occurred during and since the war despite increased enrollment. As a result travel, minor items of equipment and supply and the maintenance of equipment have been reduced. This item has always been woefully low and if Physics and Nuclear Studies and departments not in existence in 1940 are excluded the new budget is 15½% of 1940-41 as opposed to an enrollment increase in endowed schools to 14½%.

(3) Research. The cuts generally were made where they could be made. Hence graduate assistants, instructors and non-tenure jobs were eliminated. This combined with the cut in general academic expense is bound to reduce research. In many areas, staff will have heavier teaching loads and fewer assistants and less money to cover research expense. One result may be a general decline in research activity which is bound to have its effect on subsidized research and hence reduce the University income in that respect.
(4) Undergraduate Instruction. Inevitably in some departments, cuts were made in non-tenure staff and retiring professors not replaced which will in the coming year or years closely following result in excessive teaching loads or in undesirable reductions in adequate instructional personnel.

(5) Equipment. In several colleges, notably Engineering, the failure to provide adequate equipment budgets will eventually stifle progress and render some instruction obsolete.

(6) Summing these up, they/be combined in the major objection that due to pressure of time a complete re-appraisal of University objectives by the University community was lacking. Such an appraisal of a continuing sort is still essential.

It is impossible at this stage for anyone to pin-point the specific spots at which these dangers may materialize. It is hoped that adjustments will be possible if they do materialize. But the budget is tight and this will not be easy. It is important for us to be aware of the situation so that a proper evaluation can be made. On the part of the Faculty a re-appraisal of academic policy and academic methods is called for. The University Policy Committee is working on these matters as a result of recommendations presented by this committee at recent faculty meetings. Our own curricula and academic practices must be scrutinized over the coming years for duplication and inefficiency with the objective of better performance rather than economy.

4. The efforts of the past year have resulted in a great deal of information becoming available and a great many problems having to do with policy becoming evident. Few of these could be solved in the short time available and the most beneficial result of the past eight months may well turn out to be an organized attack on these problems in the near future. Specifically a few of these problems are:

(1) The proper size of the University with relation to student body and attainable income.

(2) Inequities as to salary and teaching loads among various divisions of the University.

(3) The relationships between the University and the State.

5. In conclusion this committee was appointed by the Acting President, at the request of the Faculty, from a slate nominated by the Policy Committee. Two of its members serve on the Policy Committee, one on the Committee on the Economic Status of the Faculty. There has been an encouraging cross flow of ideas. The President and the administrative officers, the Deans and the Faculty Group met frequently and discussed the problem facing us all. It has been an extremely healthy and worthwhile procedure. All have been honest, frank and cooperative. There has been no recrimi-
nation and no reticence. The relatively minor objective of balancing the 1950-51 budget was attained. The major problem of adjusting to the expansion of the past four years and at the same time meeting the challenges which so obviously face us all, remains, and it is the opinion of this committee that if the objectives can be pursued in the manner followed this year, the University community will make progress in solving these problems. It is our unanimous opinion that the Plenary Group idea is an excellent one and we hope it can be continued. We also hope that the Faculty will favorably act upon any recommendations of the Policy Committee directed towards a thorough and continuing appraisal of academic policy so that all may be informed of a logically conceived Faculty position on the major decisions which we are bound to face. We realize better than most how much committee work this will entail, but without it, the Faculty can not fulfill its responsibilities. I think that we were all very pleased to discover in our discussions that when the chips were down, the Deans usually saw eye to eye with the Faculty and that the only problem with the administration was "Where do we get the money?"

Donald English  F. A. Long  
H. M. Giffit  C. C. Murdock  
M. L. Hulse  F. M. Wells  
Andrew Schultz, jr., Chairman  

Due to the excellence of the comprehensive Report of the Committee on Economy, the Professor of Modern Languages, Professor Cowan, moved that the Report be duplicated and copies be made available, upon request, to those members of the Faculty who desire them.

The motion was seconded and upon a vote the motion was unanimously carried.

The Faculty adjourned at 5:50 p. m.

Herbert S. Laube  
Secretary
Final Report
Special Committee on the Economic Status of the Faculty

The Special Committee on the Economic Status of the Faculty was established by Faculty action on October 29, 1947. The resolution which brought the Committee into existence recommended, also, the creation of a Trustee Committee to meet jointly with the Faculty Committee upon occasion, and the Board complied with that recommendation. Three such joint meetings were held at which plans put forward by the Faculty Committee were discussed. At a fourth meeting, on February 26, 1949, the Faculty Committee learned that the members of the Trustee Committee felt they could do no more than merely transmit to the Board proposals made by the Faculty Committee, and that they felt the President should fill that role. They had, accordingly, requested and received their discharge. On March 9 this was reported to the Faculty.

The Faculty Committee very early reached the conclusion that the three areas it should explore were faculty salaries, the group insurance system, and the retirement systems in existence in the University.

Faculty Salaries

With regard to salaries, the Committee concentrated upon the needs in the Endowed Colleges, since members of the State College Faculties had received a series of cost-of-living bonuses each of which was subsequently incorporated into the salary schedule.

On April 14, 1948, the Faculty approved a resolution presented by the Committee to recommend to the Board a general rather than selective, increase in salaries for members of the Endowed College Faculties, and on April 30 the Chairman of the Committee made a statement in explanation of that recommendation before the Executive Committee of the Board. On May 12, 1948, the President announced a general salary increase of $500. The President, moreover, had expressed to the Committee his support of a minimum salary schedule of $5,000 for Professors, $4,000 for Associate Professors, $3,500 for Assistant Professors and $3,000 for Faculty Instructors. That scale came into effect with the general salary increase and one or two adjustments in individual cases which were incorporated in the 1949-50 budget.

On March 9, 1949, the Faculty approved a long resolution introduced by the Committee containing a recommendation that the salary minima be increased to $6,000 (or, alternatively, $7,000) for Professors, $5,000 for Associate Professors, and $4,000 for Assistant Professors.

Finally, on June 8, 1949, the Faculty approved a resolution introduced jointly by the Special Committee and the Committee on University Policy recommending (1) the establishment of a Faculty Committee to consider, with the Administration, ways and means of complying with the instruction of the Trustees that the 1950-51 budget be balanced, and (2) the safeguarding of the three million dollars for Faculty salaries sought through the Greater Cornell campaign.

The Committee presents herewith a tabulation, simplified from a published report of the American Association of University Professors, of salaries in groups of other institutions with which what information it has secured on prevailing Cornell salaries is compared.*

* The discrepancies between some of these figures and some of those reported a year ago arise from the use, last year, of preliminary AAUP figures, and the use this year of published figures.
<table>
<thead>
<tr>
<th>Salary Range (in dollars)</th>
<th>18-49</th>
<th>49-50</th>
<th>49-50</th>
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<tbody>
<tr>
<td>Instructor</td>
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<tr>
<td>Assistant Professor</td>
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<td></td>
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<tr>
<td>Professor</td>
<td></td>
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<td></td>
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<tr>
<td>Median</td>
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<td>5,000</td>
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<tr>
<td>Maximum</td>
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<tr>
<td>Mean</td>
<td>4,500</td>
<td>4,500</td>
<td>4,500</td>
</tr>
</tbody>
</table>

For larger universities (7 reporting):

<table>
<thead>
<tr>
<th>Salary Range (in dollars)</th>
<th>18-49</th>
<th>49-50</th>
<th>49-50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td></td>
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<tr>
<td>Assistant Professor</td>
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<td>Professor</td>
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<tr>
<td>Mean</td>
<td>4,500</td>
<td>4,500</td>
<td>4,500</td>
</tr>
</tbody>
</table>

Table I

*Note: The data is not clearly visible in the image.*
Insurance

The Committee investigated various group insurance schemes, partly because a group life insurance system already exists throughout the University at a cost which has proved quite low to the University, and partly because group insurance offers benefits at substantially lower costs than individuals acting for themselves can obtain.

After discussions with representatives of the Treasurer's Office, of two insurance companies and of the Blue Cross Plan, the Committee recommended, subject to a subsequent Faculty referendum, changes in the group life insurance system to approximate a 50% increase in the face values of policies, and the establishment of group hospital and health insurance. On March 9, 1949, the Faculty approved on these terms a recommendation to the Trustees that these plans be authorized. Representatives of the insurance company concerned had agreed, on their part, that such authorization would be followed by an individual canvass of Faculty opinion.

The Faculty also approved a Committee recommendation that, upon retirement, members of the Faculties of the State Colleges receive a paid-up life insurance policy of $1,000, in conformity with the system now in effect in the Endowed Colleges.

Retirement

In the Endowed Colleges the total contribution of 10% of that portion of salaries up to and including $6,000 does not purchase an adequate retirement annuity. In illustration, the Committee presents the following condensation of information provided by the Teachers Insurance and Annuity Association of America.

TABLE II

The Annuity Purchased by Monthly Premiums of Ten Percent of a Fixed Salary, Expressed as a Percentage of that Salary

(Payments Ceasing with Death of Policyholder)

<table>
<thead>
<tr>
<th>Age when first premium is paid</th>
<th>Percentage of Fixed salary received at age 65 (males)</th>
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<tbody>
<tr>
<td>20</td>
<td>55.22</td>
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<tr>
<td>25</td>
<td>46.03</td>
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<tr>
<td>30</td>
<td>37.8</td>
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<tr>
<td>35</td>
<td>30.45</td>
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<tr>
<td>40</td>
<td>23.86</td>
</tr>
<tr>
<td>45</td>
<td>17.97</td>
</tr>
<tr>
<td>50</td>
<td>12.7</td>
</tr>
<tr>
<td>55</td>
<td>7.99</td>
</tr>
<tr>
<td>60</td>
<td>3.77</td>
</tr>
</tbody>
</table>

Thus, an individual entering the system at age 35 at a salary of $3,500, raised to $5,000 at 45 and to $6,000 at age 55 would, if he retired at 65, receive an annuity compounded of 30.45% of $3,500 plus 17.97% of $1,500 plus 7.99% of $1,000, making a total of $1,415.20.
By December 31, 1949, over one hundred institutions having contracts with TIAA had taken action to increase their contributions towards retirement annuity contracts. Most of these revised plans call for a total contribution of 15% of total salary, which will provide a retirement allowance of not quite half of final salary for a younger man entering the plan who then retires at age 65.

On March 9, 1949, the Committee recommended that the University increase its contribution towards retirement allowances to 10% of salary, and that $10,000 rather than $6,000 be the maximum amount of salary against which such contributions be made. These recommendations were referred back to the Committee by the Faculty with instructions to consider specific provision for members of the Faculty who had been in the service of the University for substantial periods before the existing retirement system was established.

The Committee fully supports the need of making such provision, which will nevertheless be expensive. Since, however, the exact cost will depend on the number of individuals involved at the time when a general adjustment of the retirement system becomes financially possible, it is able only to recommend the matter for continued study by its successor Committee.

In the State Colleges, with the exception that a death benefit of not more than six months' salary is allowed, the retirement system provides for retention by the State of its contributions towards a retirement allowance whenever the beneficiary dies or leaves the service before retirement becomes effective. In the Endowed Colleges, on the other hand, the contributions of the University are paid to the estate of an individual who dies in service, or accrue to the account of an individual who resigns before retirement. In the fall of 1949, the Committee reported this discrepancy to the Deans of the State Colleges, who joined the Committee in requesting the Chancellor and the Acting President to see what could be done about correcting it. The Committee commends this matter, also, to the consideration of its successor Committee.

On April 19, 1950, the Committee reported to the Faculty its conviction that the economic status of the Faculty was a matter of corporate significance with which the Faculty, as a part of the University body, should continue to concern itself. A resolution to create a Standing Committee on the Economic Status of the Faculty, whose election should terminate the existence of the Special Committee, was approved.

In concluding this final report, the Committee wishes to thank those members of the administrative staff of the University who have given it assistance and essential information.

Respectfully submitted,

Herrell de Graff  Arthur J. Keeffe
Hazel M. Hauck  Herbert A. Wichelns
George P. Adams, Jr., Chairman
The meeting of the Faculty was called to order by Acting President de Kiewiet at 4:25 p. m.

The minutes of the meeting of May 10, 1950, were read and approved.

The President announced the deaths of:

Edwin Nungezer, Associate Professor of English, on July 10, 1950;
Emile Monnin Chamot, Professor of Chemistry, Emeritus, on July 27, 1950;
Joshua A. Cope, Professor of Forestry, on August 26, 1950;
Riverda Harding Jordan, Professor of Education, Emeritus, on September 11, 1950.

As a token of its respect, the Faculty rose.

The Dean read the letter of resignation of Professor Laube, as Secretary of the University Faculty, to become effective as of October 31, 1950.

The Dean read a communication from the Secretary of the Board of Trustees advising the Faculty that the Board had approved its recommendation that the Bureau of Educational Research and Service and the University Testing Service be merged into a single organization, the University Testing and Service Bureau.

The Dean announced the following appointments by the Acting President to the:

Administrative Board of the University Testing and Service Bureau

F. C. Baldwin
J. M. Cowan
C. D. Darling
A. W. Gibson
Andrew Schultz, jr.
A. L. Winsor

The Dean read a communication from the Acting President advising the Faculty of the ban which had been issued against the use of cars by Freshmen in accordance with the action taken by the Faculty at its April meeting.
The Dean announced that the Acting President had made the following Committee appointments to take effect November 1, 1950 and continue until November 1 of the year named unless otherwise indicated.

Committee on University Lectures
M. F. Neufeld 1954
M. S. Kendrick, Chairman

Committee on Student Conduct
C. K. Beach 1954
R. L. Cushing 1954
E. F. Leonard 1954

Committee on Student Activities
C. G. Rickard 1954
C. H. Healey 1954

Committee on Undergraduate Scholarships
L. L. Otto 1954
L. G. Parratt 1954
James Hutton 1954

Committee on Entrance Credentials
C. C. Arnold 1954
Lloyd Elliott 1954
M. S. McIlroy, Chairman

Committee on Calendar
S. M. Barnette 1954
James Campbell 1954
Marion Pfund - during the leave of absence of Ruth Scott

Committee on Music
V. S. L. Pate 1954
H. E. Guerlac, Chairman

Committee on Scheduling of Public Events
T. N. Hurd 1954
Lucile Allen 1954

Committee on Registration and Schedules
E. J. Hannon (representing Naval Science) 1953
L. H. Kensinger (representing Air Science) 1953
E. C. Showacre (representing Clinical Medicine) 1954
K. C. White (representing University Faculty) 1954

Committee on Prizes
H. P. Banks 1954

Committee on Military Curricula
Lloyd Elliott 1952
W. H. Stainton 1954
Special Committees to write articles for the Necrology concerning:

Joshua A. Cope
P. R. Hoff
C. E. Raymond
C. H. Guise, Chairman

Edwin Nungezer
R. C. Bald
F. S. Freeman
H. A. Myers, Chairman

Riverda Harding Jordan
C. B. Moore
R. M. Ogden
M. L. Hulse, Chairman

Emile Monnin Chamot
T. R. Briggs
W. M. Sawdon
C. W. Mason, Chairman

In behalf of the Committee on Nominations, the Professor of Poultry Husbandry, Professor Bruckner, presented the following nominees as candidates for membership on the new Committee and announced the designation of the Professor of Chemistry, Professor Laubengayer, as Chairman of the Committee for the coming year.

A. B. Credle
P. M. O'Leary
H. B. Meek
B. F. Willcox

Nominations from the floor were called for by the President.

The Professor of International Law, Professor Briggs, nominated:

F. S. Erdman
M. L. W. Laistner
M. F. Neufeld

On retiring from the chair, President de Kiewiet requested the Professor of Business History and Transportation, Professor Hutchins, to preside.

The Chairman appointed the Professor of Regional Planning, Professor Mackesey, and Associate Librarian, Emeritus, Mr. Willis, to act as tellers.

The Professor of Hotel Administration, Professor Meek, asked to with-
draw his name as a nominee and his name was withdrawn.

Each member of the Faculty was entitled to vote for four candidates. Upon motion of the Professor of Speech and Drama, Professor Albright, the four persons receiving the highest number of votes were to be declared elected.

The vote was announced as follows:

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. B. Credle</td>
<td>139</td>
</tr>
<tr>
<td>P. M. O’Leary</td>
<td>172</td>
</tr>
<tr>
<td>B. F. Willcox</td>
<td>145</td>
</tr>
<tr>
<td>F. S. Erdman</td>
<td>105</td>
</tr>
<tr>
<td>M. F. Neufeld</td>
<td>103</td>
</tr>
<tr>
<td>M. L. W. Laistner</td>
<td>93</td>
</tr>
</tbody>
</table>

Professors Credle, Erdman, O’Leary and Willcox were declared elected.

On behalf of the Committee on Elections, the Dean presented the following report on the election last spring of the Committee on the Economic Status of the Faculty.

There were 1418 ballots cast of which 12 were invalidated, 11 because the envelopotes containing the ballots were not signed, and 1 because the envelope was not sealed. The Committee counted 1406 ballots.

In the election of two members from among the membership of the old Committee, G. P. Adams, jr. received 255 votes, a majority. Herrell DeGraff received 243 votes, a majority.

In the election of three members from the slate proposed by the Committee on Nominations, Andrew Schultz, jr. received 249 votes a majority.
F. A. Long received 199 votes.
Perry Gilbert received 198 votes.
Robin Williams received 197 votes.

In accordance with the action of the Faculty of May 10, 1950, the Committee consists of:
Andrew Schultz, jr. December 31, 1955
F. A. Long December 31, 1954
Perry Gilbert December 31, 1953
G. P. Adams, jr. December 31, 1952
Herrell DeGraff December 31, 1951

The Committee has elected Herrell DeGraff, Chairman, for the academic year 1950-51 and in accordance with the legislation of the Faculty, the Dean has designated G. P. Adams, jr., a member of the Committee on University Policy, to serve on the Committee in his place.

The Dean announced that the following had been designated as members of the Special Committee on Relations between the University and College Faculties:

<table>
<thead>
<tr>
<th>Agriculture</th>
<th>A. W. Gibson</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture</td>
<td>T. H. Canfield</td>
</tr>
<tr>
<td>Arts and Sciences</td>
<td>F. A. Long</td>
</tr>
<tr>
<td>B. &amp; P. A.</td>
<td>J. C. B. Hutchins</td>
</tr>
<tr>
<td>Education</td>
<td>F. H. Stutz</td>
</tr>
<tr>
<td>Engineering</td>
<td>H. J. Loberg</td>
</tr>
<tr>
<td>Graduate</td>
<td>Damon Boynton</td>
</tr>
<tr>
<td>Home Economics</td>
<td>Katherine Harris</td>
</tr>
<tr>
<td>I. &amp; L. R.</td>
<td>Alpheus Smith</td>
</tr>
<tr>
<td>Law</td>
<td>L. P. Wilson</td>
</tr>
<tr>
<td>Nutrition</td>
<td>L. A. Maynard</td>
</tr>
<tr>
<td>University</td>
<td>C. C. Murdock</td>
</tr>
<tr>
<td>Veterinary</td>
<td>P. P. Levine</td>
</tr>
</tbody>
</table>

The Committee has elected C. C. Murdock, Chairman and Damon Boynton, Secretary.

On behalf of the Committee on Economic Status, its Chairman, the Professor of Land Economics, Professor DeGraff, reported on the activity of the Executive Committee's investigation on the availability of the benefits of the new Social Security Act to the members of the University staff. Professor DeGraff spoke at length upon the opportunities which the Act offered, on what the problems of qualification were as to the eligibility of the various groups of the University and the possible correlation with University pensions and the legal problems which might be involved. He emphasized the necessity and importance of action to obtain a favorable vote of all for
whom coverage was possible.

Acting President de Kiewiet assured the Faculty of his enthusiastic support in making Social Security benefits available to the University staff and of his desire to cooperate with the Committees to achieve the end sought, since it had been evident to him for a long time that the University should seek Social Security. The Faculty was advised that the Board of Trustees had appropriated $5,000 for the services of consultants to devise some integrating means by which the present pension plan could be correlated with Social Security benefits. The President stated that many of the existing difficulties could be overcome. However, there may be some prohibitive legal obstacle. In any event the matter would have to be deferred until April 1 before a decision could be made.

On behalf of the Committee on Nominations, the Professor of Poultry Husbandry, Professor Bruckner, presented the following nominees for Secretary of the University Faculty:

J. D. Burfoot, jr.
C. L. Rossiter

Nominations from the floor were called for by the President. There were no nominations made. The President appointed the Professor of Architecture, Professor Detweiler, and the Professor of Electrical Engineering, Professor Credle, to act as tellers. A survey of the votes was announced as follows:

J. D. Burfoot, jr. 103
C. L. Rossiter 60

On motion of the Dean, on behalf of the Committee on University Policy, the Faculty authorized the appointment, by the Acting President, of a Special Committee on Audio-Visual Aids.
The Director of the University Library, Mr. McCarthy, made an extensive Report on behalf of the Committee to Study the University Library. The Committee was made up of representatives of the Faculty, of the administrative staff and of the Board of Trustees, together with the President and the Library Board. The problem of a Library Building on the slope was grappled with for a year and a half, with the advice of architects, only to be abandoned on account of the excessive costs. Thereafter, several months were devoted to a study of several separate units, including a storage building, converting Boardman Hall and a separate building for undergraduates. Two projects have been recommended: (1) the addition of 1,000,000 cubic feet to the present Library, with accommodation for 1,500,000 volumes and (2) the building of three separate units on the site of the President's house. The Report of the Committee has been submitted by the President to the Board of Trustees with plans for raising the required money.

Vice President Knowles reported on Cornell's successful thirty months fund raising campaign with gifts totaling $17,000,000. In his detailed report, he indicated the various sums which were dedicated to specific purposes.

The Professor of Education Professor Winsor, presented the following Resolution:

Whereas Herbert D. Laube has resigned after three years of service as Secretary of the University Faculty, it is fitting that this Faculty record officially its sense of indebtedness to him.

Be it resolved that the University Faculty of Cornell University express to Herbert D. Laube, Professor of Law, Emeritus, its deep appreciation of his three years of service as Secretary of the Faculty. To a task especially arduous and onerous he has contributed his scholarly talents and his time efficiently and faithfully. His clear and concise reading of well written minutes of the previous meetings, his characteristic touch of humor, and his perpetual good nature have earned for him an earnest expression
of our thanks and good will.

Be it further resolved that a copy of this resolution be transmitted to Professor Laube.

Upon motion of Professor Winsor, the Resolution was adopted.

The Faculty adjourned at 5:55 p.m.

[Signature]
Herbert T. Laube
Secretary
In the absence of the Acting President, the meeting was called to order by the Dean at 4:17 p.m.

The minutes of the meeting of October 11 were read and approved.

There being no announcements or communications, the Faculty proceeded to the special order of the day. On behalf of the Committee on Nominations, its Chairman, Professor Laubengayer, presented the following list of candidates:

**For Faculty Representative on the Board of Trustees**
- J. W. MacDonald
- C. O. Mackey

**For Member of the Committee on University Policy**
- J. R. Moynihan
- K. L. Turk

**For Member of the Board on Physical Education and Athletics**
- C. I. Sayles
- W. A. Anderson

**For Member of the Board on Student Health and Hygiene**
- Temple Burling
- R. B. MacLeod

On invitation for nominations from the floor, the following candidates were proposed:

**For Faculty Representative on the Board of Trustees:** William R. Sears, by the Professor of Chemistry, Professor Bauer.

**For Member of the Committee on University Policy:** John W. Wells, by the Professor of Botany, Professor Petry.
There being no further nominations from the floor, the Chairman referred the amended slate to the Committee on Elections.

On request of the Dean, the Professor of Mathematics, Emeritus, Professor Carver, took the chair.

There was no old business. The Faculty, therefore, proceeded to the reports of committees.

On behalf of the Committee on Relations between the University and College Faculties, the Dean read the following report:

The Committee on Relations between the University and College Faculties, in consultation with the Committee on University Policy, has come to the conclusion that there is a need for a standing committee consisting of representatives of the several faculties to aid the Committee on University Policy in the study of problems which are of concern to the college and school faculties. The Committee is of the opinion that colleges in which there is a committee on educational policy or its equivalent should, in general, be represented by a member of that committee. It is, however, not making this part of its recommendations to the University Faculty since, in its opinion, the qualifications and method of selection of each representative should be specified by the faculty which he represents.

The Committee, therefore, recommends the adoption of the following:

There shall be established a standing committee of the University Faculty to be known as the Committee on Inter-Faculty Relations to consist of the Chairman of the Committee on University Policy, ex officio, and a representative of the Faculty of each of the following divisions: the Colleges of Agriculture, Architecture, Arts and Sciences, Engineering, and Home Economics; the Veterinary College, the Law School, the Graduate School and the Schools of Business and Public Administration, Education, Hotel Administration, Industrial and Labor Relations, and Nutrition. The faculty of any division of the University which is not located in Ithaca may also designate a representative whenever in the opinion of the Committee or in the opinion of that faculty such representation is desirable. The representative of each faculty shall be selected by such method and for such term as that faculty may determine. The Chairman of the Committee on University Policy shall be the Chairman of the Committee on Inter-Faculty Relations.
The Committee on Inter-Faculty Relations shall serve in liaison between the University Faculty and the various college and school faculties. It shall cooperate with the Committee on University Policy in respect to questions involving the jurisdictions of the several faculties. It shall study problems referred to it by the Committee on University Policy and report thereon to that Committee. It may cooperate with other standing committees of the University Faculty in studies of their problems. It may initiate the study of problems not specifically the responsibility of other University Faculty committees and, after reasonable notice to the Committee on University Policy, make recommendations on such matters directly to the University Faculty.

The Dean then moved receipt of this report and the adoption of the resolution contained therein. The motion was seconded and passed by a voice vote.

After indicating the need of an immediately available consultant upon matters of concern to the various college faculties and the desirability of using for this purpose the existing Special Committee on Relations between the University and College Faculties until the new Committee on Inter-Faculty Relations is organized, the Dean, on behalf of the Committee on University Policy, moved the adoption of the following recommendation:

The Committee on University Policy recommends that the University Faculty authorize the new Committee on Inter-Faculty Relations to organize as soon as ten members have been designated by their respective faculties;

That until such organization is effected, the Special Committee on Relations between the University and College Faculties be empowered to perform those functions of the Committee on Inter-Faculty Relations which involve cooperation with the Committee on University Policy;

That at the time of the organization of the Committee on Inter-Faculty Relations, the Special Committee be discharged; provided, however, that any member of the Special Committee who represents a faculty which at that time is not yet represented on the new Committee shall represent that faculty until such time as it designates a member.

The motion was seconded and carried by a voice vote.
The Dean reminded the Faculty that, after extensive study, it had adopted on February 10, 1943 legislation for students to receive credit for courses left incomplete because of their entry into the armed forces of the United States. For the Committee on University Policy, he moved the adoption of similar legislation as follows:

When a student leaves the University subsequent to the ninth week of instruction of a term and presents evidence of entrance into the armed services of the nation, a grade, \( A \) or \( C \), shall be reported in each course in which he is registered; these symbols indicating respectively passing and non-passing work up to the time when the student discontinued his University work. Full credit for the term shall be given for courses in which the grade, \( B \), is returned.

The status of seniors, leaving subsequent to the ninth week of their last terms, shall be reviewed by their respective faculties, and those who at the time of leaving are in good standing and have a normal expectancy of graduation may be recommended for degrees.

The motion was seconded.

The Professor of Law, Professor Stevens, in commenting upon this proposal, stated that our Law School was subject to accrediting rules of the American Bar Association and of the Association of American Law Schools and that these organizations had recently adopted a regulation with respect to this subject which provides that, in schools approved by the American Bar Association and in member schools of the Association of American Law Schools, credit for an incompleted term incurred by a student being called into military service must be held in abeyance until the student returns from service and then granted on the basis of satisfactory work following the return to school. Because of this regulation, he moved to amend the last sentence of the first paragraph to read: "Full credit for the term shall be given for courses in which the grade, \( C \), is returned, subject, however
to the regulations of any accrediting agency to which a particular college or school may be subject."

The motion to amend was seconded and passed.

The motion as amended was placed before the house. It was passed.

The Dean read a communication from the Superintendent of Buildings and Grounds concerning traffic violations allegedly committed by members of the Faculty. The Dean said that he had at first questioned the reality of these violations but on investigation had found that they do occur. He then rehearsed the history of the development of the present Board on Traffic Control and stated that there are Faculty members on this Board and that they have never been a minority. On behalf of the Committee on University Policy, he moved:

That a special committee of the University Faculty be appointed to consist of the three members of the Faculty, now members of the Board on Traffic Control, and four other members appointed by the President, who shall name the Chairman.

This committee shall acquaint itself with the facts concerning Faculty violations of the rules of the Board on Traffic Control and make to this Faculty such recommendations as it deems desirable.

The motion was seconded.

The Professor of Economics, Professor O'Leary, proposed that the word, "alleged," be inserted in the second sentence of the motion between the words, "concerning," and "Faculty violations". This proposal was accepted.

In the discussion which followed, various members of the Faculty expressed their disapproval of the manner in which the Campus Patrol enforces the traffic regulations. Certain members felt that injustices and discourtesies had been dealt them.

A motion by the Professor of Economics and Statistics, Emeritus, Professor Willcox, that the whole matter be referred to the Board on Traffic Control
was seconded and lost.

The Professor in Personnel Administration, Professor Gibson, moved that the words, "investigate practices and policies of the enforcement agency," be inserted in the second sentence of the original motion between the words, "Board on Traffic Control," and "and make to this Faculty". This amendment was seconded and passed.

The amended motion was then placed before the meeting and failed to pass by a standing vote of 34 to 36.

The Professor of Botany, Professor Petry, moved:

That the Dean be requested to report to the proper administrative officers the gist of this discussion.

The motion was seconded and passed by a voice vote.

The Dean presented a report on the subject of the rank of Faculty Instructor. This report had been circulated with the call for the meeting and is appended to these minutes. He then moved on behalf of the Committee on University Policy:

That the Report of the Committee be received by the Faculty and that action thereon be deferred until a subsequent meeting to allow the Committee on University Policy to consult with the Committee on Inter-Faculty Relations concerning the proposal.

The motion was seconded. There was no discussion. The motion was passed by voice vote.

There was no new business.

The Faculty adjourned at 5:43 p. m.

[Signature]
Secretary
The Committee on University Policy reports for the consideration of the Faculty, certain amendments to the By-Laws of the University which, if enacted by the Board of Trustees, would eliminate the rank of faculty instructor, retain provisions for maximum periods of service and include in the By-Laws a statement of University policy regarding the granting of degrees to Faculty members.

Amend Sections 1 and 2 of Article XX of the By-Laws by the deletion of the term "faculty instructor wherever it occurs.

Amend Section 3 of Article XX by the deletion of the words in parentheses and the addition of the underscored words as shown in the following excerpt.

"".................,The maximum period of service of an assistant professor shall be two periods of three academic years each except that in the case of an assistant professor who, prior to his appointment has served as (a faculty) an instructor at Cornell for five academic years, the maximum period of service as assistant professor shall be for three academic years. An assistant professor may be continued in that rank beyond the specified maximum period only for reasons which in the judgment of the President are temporary. The maximum period of service as (a faculty) an instructor shall be five academic years (except in the case of one who has previously served as instructor for two or more academic years; in that case the maximum period shall be three academic years;) except that he may be continued in that rank beyond the specified maximum period only for reasons which, in the judgment of the President, are temporary and when it is intended that such an appointment is to be followed by an increase in rank. (An instructor shall not continue in that grade of appointment for more than one academic year after he has ceased to be a candidate for a Cornell advanced degree nor for more than a total of five academic years; except that he may be continued in that rank beyond the specified maximum period only for reasons which, in the judgment of the President, are temporary and when it is intended that such an appointment is to be followed by an increase in rank.) ............."

Amend Section 3b of Article XIV by the deletion of the words in parentheses and the addition of the underscored words as shown in the following excerpt.

"The Separate College and School Faculties: Each college or school faculty, except that of the Graduate School, shall be composed of the President, who shall be ex officio the presiding officer, the dean, the directors and all professors, associate professors, assistant professors, (faculty instructors) and instructors in the department or departments under the charge of that faculty, provided, however, that instructors shall be non-voting members unless given the right to vote by action of the college or school faculty concerned. No voting member of a college or school faculty may be a candidate for a degree which is administered by that faculty. (Instructors may be candidates for an advanced degree at Cornell but shall not have the right to vote as a member of any college or school faculty. A faculty instructor may not be a candidate for an advanced degree at Cornell but may be given the right to vote in his college or school faculty by action of the college or school faculty concerned.)........................."
Amend Section 3d of Article XIV by the addition of the following sentence: "No voting member of the University Faculty may be a candidate for a degree which is administered by the Graduate Faculty."
The meeting was called to order by Vice President Wright at 4:18 p. m.
The minutes of the meeting of November 8 were read and approved.
The Chairman announced the death of Earle Volcart Hardenburg, Professor of Vegetable Crops, on Monday, December 4, 1950. The Faculty rose in respect for the memory of their former colleague.

There were no communications, no special order of the day, no old business. The Faculty, therefore, proceeded to reports of committees.

On behalf of the Committee on Elections, the Dean read the following report:

The Committee received 440 ballots of which 9 were discarded because the containing envelopes were not signed. The Committee counted 431 ballots.

For Faculty Representative on the Board of Trustees, the Professor of Law, Professor MacDonald, received 190 votes, a plurality of 49 votes over the number received by the Professor of Heat-Power Engineering, Professor Mackey.

For Member of the Committee on University Policy, the Professor of Engineering Materials, Professor Moynihan, received 151 votes, a plurality of one vote over the number received by the Professor of Animal Husbandry, Professor Turk.

For Member of the Board on Physical Education and Athletics, the Professor of Hotel Engineering, Professor Sayles, received 233 votes, a majority of the votes cast.

For Member of the Board on Student Health and Hygiene, the Professor of Psychology, Professor MacLeod, received 269 votes, a majority of the votes cast.

The Dean, on behalf of the Committee on Student Activities, presented the following resolution and moved its adoption:

Resolved that the University Faculty, the Board of Trustees concurring, designate Saturday, May 12, 1951 as Spring Day, a University holiday, and instruct the Committee on Registration and Schedules to schedule evening hours which members of the Faculty may use for classes and laboratory periods which are normally scheduled on that day.

The motion was seconded and passed by a voice vote.

On behalf of the Committee on University Policy, its secretary, Professor Adams, presented the following report on University Professorships:
The terms of the recent gift to the University of a chair in American Values provide that the incumbent be a "university-wide" professor. Since this introduces a new category into the academic ranks of the University, and one which in time may be increasingly filled, the Committee has thought it desirable to consider general questions posed by the appointment of university professors and, in particular, (1) their selection, (2) their responsibilities, (3) their faculty affiliations, and (4) their departmental or interdepartmental affiliations. Its conclusions have been reached after consultation with various interested groups and individuals and in cooperation with the Committee on Relations between the University and College Faculties.

Method of Selection

Since university professors may well be concerned with larger areas than those for which single departments, or possibly single schools or colleges are responsible, the normal method of recruitment will be inapplicable in their case. To replace the normal departmental consultation relative to an appointment, the Committee will recommend that when the President reports that appointment to a university professorship is to be made in a particular area, a committee broadly representative of that area should be set up. This committee should consist of some members appointed by the President and others elected by the faculty, and should serve to advise the President with respect to the nomination.

Responsibilities

Appointment to a university professorship should be considered a distinction in recognition of scholarly accomplishment. A university professor should be free to choose his own forms of academic work. He may undertake research, offer informal lecture sequences, conduct seminars or offer formal courses at his discretion, but if an offering is to receive credit toward degrees, it should have the approval of one or more of the college or school faculties.

Faculty Affiliation

The Committee assumes that the terms of appointment of a university professor will not designate him as a member of any college or school faculty. Since the By-Laws of the University limit membership in the University Faculty to certain individuals ex officio and to professors, associate professors, and assistant professors by virtue of their membership in the college or school faculties, the Committee believes that the By-Laws should be changed so as to include university professors in the University Faculty. The separate college and school faculties may elect members with the approval of the Board of Trustees, and it is assumed that this right will be exercised by
interested faculties to add university professors to their membership. This right falls within the jurisdiction of the individual faculties. Since it is not possible to designate in advance the faculties which will be interested in a particular university professor, the Committee believes that this question should be left open.

Departmental or Inter-Departmental Affiliations

The affiliation of university professors with departmental or inter-departmental groups constitutes a special and difficult problem. On the one hand, it would be unfortunate if a university professor were to have no close colleagues; on the other, his membership in a department should be forced neither upon him nor upon the department. The Committee accordingly believes that, as with separate faculties, the question of departmental membership should be left open. It does believe, however, that when an inter-departmental group exists whose responsibility conforms to the interests of a university professor, membership in that group might well be accorded him.

On his motion, duly seconded, the Faculty accepted the report by voice vote.

Professor Adams, still acting for the Committee on University Policy, then moved in turn the adoption of each of the following items of legislation:

1. The University Faculty hereby authorizes the establishment of a special committee of the Faculty to advise the President regarding the selection of a nominee for the position of university professor whenever an appointment to that position is contemplated. This committee shall consist of from three to five members elected by the Faculty and additional members appointed by the President who shall also name the Chairman of the committee. The number of appointed members shall not exceed the number of elected members. On the occasion of the election by the Faculty of members to such a committee, the Committee on University Policy, after consultation with the Committee on Inter-Faculty Relations, shall nominate to the University Faculty members for election. There shall be an opportunity for nominations from the floor before the Faculty proceeds to the election.

2. The University Faculty recommends to the Board of Trustees that the By-Laws of the University be amended as follows:
   (a) by the addition of the words, "university professors," just before the word, "professors," in the list of grades of appointment in Sec. 1 of Art. XX;
   (b) by the addition of the words, "university professors," just before the word, "professors," at the beginning of the second sentence of Sec. 2 of Art. XX which prescribes the method
of election;
(c) by the addition of the words, "university professors," just before the words, "emeritus professors," in the specifications for membership in the University Faculty in Sec. 3a of Art. XIV.

3. A course given by a university professor may receive credit toward degrees only after acceptance by some college, school or independent department as part of its curriculum.

Each motion was seconded and carried by a voice vote.

Professor Adams finally moved:

That the substance of this report be transmitted to the Board of Trustees for its information.

This motion was seconded and passed by a voice vote.

After some discussion regarding the circumstances of such gifts and the institution of such chairs, the Professor of Speech and Drama, Professor Albright, moved:

That this Faculty go on record as recommending that the Committee on University Policy study the question of the Faculty's basic interest, as a matter of educational policy, in the establishment of university-wide professorships, and in the consideration or acceptance of gifts for such chairs; and that the Committee report back to this Faculty on the matter.

The motion was seconded and passed without dissent.

There was no new business.

The Faculty adjourned at 4:56 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by Acting President de Kiewiet at 4:19 p.m.

The minutes of the meeting of December 13 were read and approved.

The President announced the deaths of Philip Henry Wessels, Professor of Vegetable Crops, Emeritus, on November 30, 1950 and of Elias Huzar, Associate Professor of Government, on December 28, 1950. The Faculty rose in respect for the memory of their former colleagues.

The President, in anticipation of his departure from the University on January 31 to lead an expedition into eastern Africa and to assume, on July 1, the Presidency of the University of Rochester, expressed his warm feeling of respect and admiration for the Faculty and his gratification for the courtesy which the Faculty had shown him during his tenure of office. He stated that he had enjoyed his ten years at Cornell, especially the frankness which had characterized his dealings with the Faculty. He noted the difficulties ahead and commented that those who have the guidance of youth in their care have a greater responsibility than those who direct our governmental affairs in Washington.

He then stated that he was happy to relinquish the chair to one whose ability he respected so greatly and one for whom he had such a feeling of warmth, attachment and friendship.

In conclusion, he relinquished the chair to the incoming Acting President, Vice President Wright.

The Dean announced the following appointments by the President:
To the Committee on Audio-Visual Aids

J. J. Gibson
C. C. Harris
Katherine Harris
P. P. Kellogg
M. S. McIlroy
E. L. Palmer
E. F. Phillips
Victor Reynolds
W. H. Stainton
J. J. Jehring, Chairman

To a Committee to Write a Memorial Article concerning Earle Volcart Hardenburg

A. J. Heinicke
R. G. Wiggans
Paul Work, Chairman

To a Committee to Write a Memorial Article concerning Philip Henry Wessels

Richard Bradfield
L. A. Maynard
H. C. Thompson, Chairman

To a Committee to Write a Memorial Article concerning Elias Huzar

M. L. W. Laistner
P. M. O'Leary
H. W. Briggs, Chairman

There was no special order of the day or no old business. The Faculty, therefore, proceeded to the reports of committees.

On behalf of the Committee on University Policy, the Dean moved:

That the Faculty proceed with the election of five members to serve on a committee to advise the President on the selection of a university professor.

The motion was seconded and passed by a voice vote.

The Dean, still acting for the Committee on University Policy, then nominated the following candidates:
There was no response to the invitation for nominations from the floor.

It was moved:

That the nominations be closed and that the election be conducted by a single ballot.

The motion was seconded and passed by a voice vote.

The Dean, on behalf of the Committee on University Policy, moved:

That the University Faculty recommend to the Board of Trustees that Article XIV, section 3(a) be amended to give ex officio membership in the University Faculty to the Director of the Cornell Aeronautical Laboratory at Buffalo, New York.

The motion was seconded and passed by a voice vote.

On behalf of the Committee on University Policy, the Professor of Law, Professor Farnham, after tracing in some detail the history and development of the events which led to the consideration by this Committee of the subject of dismissals and after stating reasons for the approval of its findings, read and moved the adoption of the following resolution:

Whereas Article XX, section 3 of the By-Laws provides: "The University reserves the right to dismiss and discontinue the appointment of any member of its faculties on reasonable notice, and after giving such member an opportunity to be heard, for misconduct or failure to perform the duties required of the position he holds",

Whereas the Administration has adhered to a tradition of fair dealing in its interpretation and application of this provision,
Whereas the Faculty nevertheless deems it wise that the basic principles and the procedures which shall uniformly apply in such cases be set forth in writing,

Therefore be it resolved, that the Faculty recommend to the Board of Trustees that Article XX, section 3 of the By-Laws be amended by the addition of the following: "The procedure to be adopted shall be as follows:

When complaint is made against a member of the University Faculty which might lead to his dismissal, the dean of his college, or in the case of a university professor, the Dean of the University Faculty, shall inform the Faculty member of the complaint, investigate the case, and, if the Faculty member is willing, consult with him regarding it. The Dean shall thereafter report to the President the results of the investigation with his recommendations. If it is the opinion of the President that the investigation indicates that further proceedings are warranted, the President shall cause the Faculty member to be furnished with a written and detailed statement of the charges against him.

If the Faculty member desires a hearing, he shall so request in writing within thirty days of the receipt of the written charges against him, and he shall then be entitled to a hearing before a Board appointed by the President and consisting of five members of the University Faculty of whom two shall be selected by the Faculty member, two by the President and the fifth by the other four.

At such hearing the Faculty member shall be entitled to be accompanied by an adviser or counsel of his own choice, to present witnesses in his own behalf and to confront and question the witnesses against him. If the Faculty member so requests before or at the opening of the hearing, he shall, after its conclusion, be furnished, without cost to him, a full report of the proceedings before the Board, including the testimony taken, the evidence received, and the Board’s findings and recommendations. The Board shall submit to the President a report of its findings and recommendations, and this report shall be appended by the President to any recommendations he may make to the Board of Trustees in regard to the case.

If the Faculty member does not desire a hearing, he shall be free to resign in lieu of dismissal at any time within thirty days of receipt of the written charges against him.

The motion was seconded.

After considerable discussion, the Professor of Law, Professor
Freeman, moved as an amendment:

That the words "in lieu of dismissal" be stricken from the last paragraph of the resolution.

The motion to amend was seconded and carried by voice vote.

The last paragraph of the resolution as amended then read as follows:

If the Faculty member does not desire a hearing, he shall be free to resign at any time within thirty days of receipt of the written charges against him.

The amended motion was then passed by voice vote.

In response to the call for new business, the Goldwin Smith Professor of English History, Professor Marcham, in consequence of his retirement after five years of service as Faculty Representative on the Board of Trustees, presented the attached report, stating his views of the current status, functions, responsibilities and influence of this office and indicating certain changes which would be advantageous.

The Professor of Economics and Statistics, Emeritus, Professor Willcox, reviewed briefly the history of faculty representation on the Board of Trustees. He stated that the earliest Representatives had presented reports to the Faculty on retirement and that he was glad to see the practice renewed. In conclusion, he moved:

That the University Faculty accept with thanks the report of Professor Marcham as retiring Faculty Representative on the Board of Trustees and refer it to its Committee on University Policy to consider and report as soon as may be.

The motion was seconded and passed unanimously by voice vote.

The Faculty adjourned at 5:29 p. m.
For the past five years I have been a Faculty Representative on the Cornell Board of Trustees,¹ and now that my term of service has ended I wish to submit a report to the Faculty. I shall give my views regarding the present status of the office of Faculty Representative; and in doing so shall consider, in terms of my own knowledge, the relationship of Faculty, Administration and Trustees as it bears upon the policy making procedures of the University. This treatment of the subject seems justified by the assumption that the Faculty Representative is supposed to serve as a link between Trustees and Faculty and to take a part in policy making.

The office of Faculty Representative has existed at Cornell for about thirty years. It had its origin in the belief of President Schurman, the Trustees and a majority of the Faculty that the opinions of some representative Faculty members ought to be heard in the deliberations of the Board. An important minority group in the Faculty opposed the plan and only after long discussion did the majority succeed in carrying a recommendation to the Board that there should be Faculty Representatives and that they should have full status as Trustees with one exception, namely that they should have no vote.² To this request the Board agreed.

¹ The Board of Trustees consists of ten ex officio members, one life member, fourteen members elected for five years by the Board, five members appointed for similar terms by the Governor of the State, ten members elected for five-year terms by the Alumni, and four others elected for one year terms.

² At a later date the University Faculty recommended that its Representatives should have the vote and the Trustees agreed. They observed, however, that because the University Charter would have to be altered to give legal effect to the change, it would be wise to wait until other alterations of the Charter were sought at Albany. Alterations have since been made but not the one necessary to give Faculty Representatives the vote. The University Faculty has not reminded the Board of the earlier agreement.
Since that time three Faculty members from the Ithaca campus and one from the Medical College have attended the quarterly meetings of the full Board and the monthly meetings of the Executive Committee.

How does a Faculty Representative represent? In theory he is a representative member, a typical member of the Faculty, one whose professional experience and outlook on University affairs correspond to those of the average Faculty member. When he speaks, he offers no more than his own opinion, though the fact of his election is intended to insure that he bases his opinion on substantial knowledge of the Cornell community. It is no business of his to usurp the function of the President, one of whose duties is to serve as the official means of communication between Faculty and Board, yet somehow he must represent Faculty opinion. In theory the Representative completely discharges his duty to the Faculty and to the total University community by attending Trustee meetings and offering from time to time such observations as he thinks appropriate. He has no obligation to canvass Faculty opinion. He was once judged to be a typical Faculty member, therefore he continues to be one. The theory is simple enough. Practice is more difficult, for other members of the Board ask the Faculty Representatives what they think the Faculty would say to this or that proposal; members of the Faculty bring to them points of view which they think reflect Faculty opinion; even student groups occasionally ask to be heard by the Representatives. In brief, the University community regards the Faculty Representatives as persons who ought to take account of the opinions of others and be prepared to present them as well as their own.

There is another and more cogent reason why the Faculty Representative cannot depend on his own, isolated judgment of University affairs. If he
speaks only for himself, he puts himself in a position which can easily be reduced to almost nothing. He can be contradicted by the assertion that he speaks only for himself or for a small group, and that the Faculty, "the wise Faculty," thinks differently. If his views and those of the Administration often disagree, he can be labeled "anti-Administration" and written off for the remainder of his term as a confirmed obstructionist.

Therefore it has been my practice to try to keep abreast of Faculty opinion by consulting with individuals and groups as fully as time would allow. No Faculty Representative has opportunity to consult with more than a small minority of the Faculty. But if he regularly discusses University affairs with one or two persons in each of the independent schools and colleges, if he attends Faculty meetings, accepts invitations to take part in discussions with organized Faculty groups and if he works from week to week with the University Policy Committee, he is likely to learn what a fair cross section of the Faculty is thinking. This is the procedure I have followed. I have sufficient confidence in it to say that I believe the views I have expressed before the Board and the Executive Committee were those that a firm majority of the Faculty would have supported. Whenever I have had the least doubt on this matter, I have remained silent. I have not pretended to speak for the Faculty, but I have spoken as I believed a majority of the Faculty would have spoken.

Have Faculty Representatives exercised a significant influence upon the decisions of the Board of Trustees? No, I don't think so. Only in the rarest instances during my term of service has intervention by Faculty Representatives caused the Board or the Executive Committee to turn aside from the course of action set forth in the agenda. Do the Representatives often intervene to suggest policy changes? Yes, they do,
but in circumstances which make it virtually impossible for them to influence policy.

For this the first and in a sense the fundamental reason is that the Board of Trustees is not a policy making but a ratifying body, which gives legal authority to recommendations presented to it by the President of the University and by its own committees. At the time that business comes before the full Board not only has policy been made, but many of the individual administrative commitments arising from that policy have been formally or informally completed. If, then, we are to consider the relationship of the Faculty Representative to policy making, we should look beyond the Board of Trustees to the Board's committees and to the other consultative groups at the center of the University.

Let me begin by naming the chief of them. Among the committees of the Board the most important for our purposes are the Executive Committee, the Sub-Committee on Finance, and the Planning and Development Committee. The President has his Cabinet - consisting of himself, the four Vice Presidents, the Treasurer and the Dean of the University Faculty - as well as the Economy Committee and such other committees as he cares to appoint. He also meets with the Deans' Conference, a large body in which the Deans of the various colleges and schools are joined by the Dean of the University Faculty and a number of administrators. The Faculty has its University Policy Committee and the newly formed Committee on Inter-Faculty Relations. Many of the schools and colleges have their educational policy committees.

In recent years Faculty committees have become increasingly active in framing academic policy and this is all to the good. But they begin their work with a note of caution - is this truly academic? - and we are left to wonder who makes the total policy, the master pattern of matters
non-academic, near academic and academic, to which Faculty committees, the Deans' Conference and every other specialized group must look for guidance and by which they must shape their plans.

Two years ago one could have said with confidence that the Executive Committee of the Board settled its principal policy matters. The Committee met once a month in meetings that lasted for six hours or so and carefully digested most of the business that was to come before the Board. Faculty Representatives sat on this Committee and in consequence had good opportunity to study and offer their views regarding policy while it was still in the making. Today the Executive Committee appears to be a ratifying body for a recently created Sub-Committee on Finance, which contains no Faculty Representatives. This Sub-Committee meets ahead of the Executive Committee, surveys at length the evidence bearing upon matters under discussion, and then reports to the Executive Committee in such circumstances that that Committee, lacking time and lacking evidence, has little alternative but to ratify.

As one who has seen this change take place - but has seen it, of course, only from the outside - my judgment is that most vital policy decisions are now made in the Sub-Committee on Finance. I think it likely that other decisions are made by conference among the President of the University, the Chairman of the Board, and the Chairman of the Executive Committee, and that these are made item by item and in terms of immediate practical issues. Such conference is the necessary method of dealing with urgent affairs, for if in such circumstances the chief officers of the University were not free to make commitments, if they were required to wait for formal meetings, the business of the University would from time to time stand still. This is necessary emergency procedure.
What is not clear is whether it is used seldom or often, in crisis only or in calm as well, and whether in so far as it is used the decisions made are in terms of the immediate issue only or fit a framework of long range policy.

How does this apply to the present status of the Faculty Representative? It tells us that he is a member of two ratifying bodies. Like many other functionaries in the community, he has a position that lacks definition and a role that cannot be performed with satisfaction to all parties. In meetings of the Board and of the Executive Committee he can do little more than watch the flow of business. No one denies him the right to speak. From time to time his opinions may be asked for. But he has come into the discussion too late.

As matters now stand, the only issues that Faculty Representatives see in the early stages of discussion are those which come before the Faculty's Committee on University Policy; a mere fraction of the policy decisions ratified by the Board. Such matters as do not come before the Policy Committee the Faculty Representatives learn about only when they have taken form on the agenda of the Board or of the Executive Committee; and since these agenda are rarely complete, sometimes only at the actual meetings. By this time they are Administration policy and to do other than to endorse them is to cross swords with the Administration. To cross swords is, from the point of view of discussion, simple and reasonable enough. But it is not the best solution of the problem either for the Administration or for the Faculty Representative. Presidents, as spokesmen for the Administration, are not happy at the prospect of being opposed by Faculty members in the presence of Trustees. Faculty members aspire to a more useful part than appearing continually as hostile, rearguard critics of Administration policies.
If Faculty Representatives continue to serve in their present role, their work will be useful though closely limited in scope. They will be symbols of Faculty representation in the inner affairs of the University and, though such Faculty opinion as they express will be offered too late to shape policy, the Faculty will be at no greater disadvantage than other important sections in the University community. For the majority of Trustees, many of whom are in one sense or another representatives -- for example of Alumni opinion -- suffer under the same handicaps. They too have a representative function that is symbolic rather than real.

If, however, the total policy making procedure of the University should undergo change, ways might be found for giving Faculty Representatives a more useful responsibility. One or more of them might have membership -- with all of its privileges -- on the Sub-Committee on Finance, on the Trustees' Planning and Development Committee and on the President's Cabinet as well as their present membership on the Executive Committee. Were the Faculty to press for these changes, the results might be far-reaching. The immediate effect would be to widen the channels between the Faculty and other major agencies within the University. The ultimate effect might be to encourage general study of and reform of the means for exchanging ideas and developing policy on the larger questions affecting Cornell. In my opinion the recommended changes are essential if Faculty views are to be effective in shaping University policy, and if open, friendly and profitable communication is to prevail among Faculty, Administration and Trustees.
The meeting was called to order by Acting President Wright at 4:19 p.m.

The minutes of the meeting of January 17 were read and, after modification, were approved.

The President announced the death of Albert Bernhardt Faust, Professor of German, Emeritus, on February 8, 1951. The Faculty rose in respect for the memory of their former colleague.

The Dean read a communication from the President, which announced the membership of the Committee to advise the President with respect to the nomination of a candidate for the University Professorship in American Values as:

G. P. Adams, jr.
R. E. Cushman
Herrell DeGraff
A. H. Leighton
F. G. Marcham
W. I. Myers
B. F. Willcox
George Winter
P. M. O'Leary
H. A. Myers, Chairman

On behalf of the Committee on Nomination of a President, the Professor of Land Economics, Professor Hill, presented an informal report, which described some of the procedures that this Committee had employed in its search for a nominee for the Presidency.

On behalf of the Committee on University Policy, the Dean stated that, in accordance with the action of the Faculty at its meeting on December 13, 1950, the report of the Committee regarding university professorships had been transmitted to the Board of Trustees. As a result of the comments of the Board, the Committee recommended that the Faculty adopt the following statement of policy regarding university professorships:
Statement of Policy by the University Faculty on University Professorships

The establishment of the rank of University Professor renders it necessary to consider policies and procedures concerning University Professors, and particularly, (1) their selection, (2) their responsibilities, (3) their faculty affiliations, and (4) their departmental or inter-departmental affiliations.

METHOD OF SELECTION

The normal method of recruitment will be inapplicable in the case of University Professors. To replace the normal method of consultation relative to an appointment, the Faculty believes that when the President reports that an appointment to a University Professorship is to be made in a particular area, a committee broadly representative of that area should be set up. This committee should consist of some members appointed by the President and others elected by the Faculty, and should serve to advise the President with respect to the nomination. The President, after due deliberation, will then submit his recommendation for approval by the Board of Trustees.

RESPONSIBILITIES

A University Professor should be free to choose his own forms of academic work. He may undertake research, offer informal lecture sequences, conduct seminars or offer formal courses at his discretion, but if an offering is to receive credit towards degrees, it should have the approval of one or more of the College or School faculties.

FACULTY AFFILIATION

The Faculty recognizes that the terms of appointment of a University Professor may or may not assign him to a college or school faculty. To accord University Professors membership in the University Faculty in cases where there is no affiliation with any other faculty or faculties, the By-Laws should be changed so as to include University Professors in the University Faculty. The separate College and School faculties may elect members with the approval of the Board of Trustees, and it is assumed that this right will be exercised by interested faculties to add University Professors to their membership.

DEPARTMENTAL OR INTER-DEPARTMENTAL AFFILIATION

The Faculty believes that, as with separate faculties, the question of departmental membership should be left open. It does
believe, however, that when an inter-departmental group exists whose responsibility conforms to the interests of a University Professor, membership in that group might well be accorded him.

The Dean moved:

That the Faculty adopt this statement of policy.

The motion was seconded.

The Professor of the History of Science, Professor Guerlac, moved:

That the statement of policy be amended by the addition of the words "Appointment to a University Professorship should be considered a distinction in recognition of scholarly accomplishment", to appear as the first sentence under the heading "RESPONSIBILITIES".

This sentence, which occurred in the Report of the Committee on University Policy, had been deleted by the Committee from the text of the statement of policy. The motion to amend was seconded and passed by voice vote.

After some discussion by various members of the Faculty concerning the advisability and circumstances of the appointment of University Professors, the Professor of Education and Psychology, Professor Freeman, moved to amend the statement of policy by the substitution of the words "under consideration" for the words "to be made", which occur in the fifth line of the second paragraph under the heading "METHOD OF SELECTION", and the substitution of the word "shall" for the word "should" in the sixth line of the same paragraph. The motion to amend was seconded and lost by a show of hands, 16 in favor of and 22 against the motion.

The motion to adopt the statement of policy as amended was then passed by voice vote.

The Dean, still speaking on behalf of the Committee on University Policy, moved:

That the legislation passed by the Faculty at the December meeting, which provided for a special committee of the Faculty to advise the President regarding the nomination of a university
professor, be amended by the deletion of the sentence "The number of appointed members shall not exceed the number of elected members."

The motion was seconded and passed without dissent.

The Dean reported that funds were being raised to endow a chair in the field of nutrition in honor of the late H. E. Babcock and that a committee of the Board had considered the desirability of establishing it as a university professorship. The Committee on University Policy had been consulted in the matter and had approved the conclusions of the committee of the Board that this chair not be established as a university professorship.

Under the heading of new business, the Dean, on his own behalf, moved:

That the University Faculty authorize the Committee on University Policy and the Committee on Calendar, sitting as a joint Committee, to take action on behalf of this Faculty to make changes in the University Calendar if, in the opinion of the joint Committee, it is inexpedient to delay such action until the next meeting of the Faculty. This authorization terminates July 1, 1952.

He commented that a similar authorization had worked well during the last War. The motion was seconded and passed by a voice vote.

The Faculty adjourned at 5:23 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by Acting President Wright at 4:15 p.m.

The minutes of the meeting of February 14 were read and approved.

The Dean announced the selections of representatives by the faculties of the several colleges and schools of the University to serve as members of the Committee on Inter-Faculty Relations as follows:

- A. W. Gibson (Agriculture)
- T. H. Canfield (Architecture)
- F. A. Long (Arts and Sciences)
- J. G. B. Hutchins (B. & P. A.)
- C. B. Moore (Education)
- F. S. Erdman (Engineering)
- Damon Boynton (Graduate)
- Katherine Harris (Home Economics)
- H. B. Meek (Hotel Administration)
- Alpheus Smith (I. & L. R.)
- L. P. Wilson (Law)
- W. L. Nelson (Nutrition)
- P. P. Levine (Veterinary)
- J. C. Hinsey (Medicine)
- Virginia Dunbar (Nursing)
- Z. I. Kertesz (Geneva Experiment Station)
- C. C. Murdock (University Faculty)

On behalf of the Committee on Requirements for Graduation, the Dean moved the amendment of legislation enacted by the Faculty on October 13, 1948 to read as follows:

Any student who is enrolled in a regularly constituted reserve component of the armed forces and who is pursuing a training program approved by the University Faculty Committee on Requirements for Graduation may postpone the satisfaction of the Military Science requirement while he is so enrolled, and any student who satisfactorily completes twelve months in such a program shall have satisfied two terms of the University Military Science requirement.

The motion was seconded and passed by voice vote without dissent.

The Professor of Electrical Engineering, Professor McIlroy, on behalf of the Committee on Undergraduate Scholarships, moved:
That, in the award of the George W. Lefevre and University Undergraduate Scholarships, the relative scholastic standing of the applicants shall be determined by the Scholastic Aptitude Test of the College Entrance Examination Board.

This legislation is intended to replace that enacted by the Faculty on February 10, 1943, which provides that three achievement tests, in addition to the Scholastic Aptitude Test, be used as the basis of the awards. The motion was seconded and passed by voice vote.

The Dean, on behalf of the Committee on University Policy, moved:

That the Faculty adopt a proposal of the Committees on University Policy and Inter-Faculty Relations that it recommend to the Board of Trustees that Article XIV, Section 3(b) and 3(d) and Article XX, Section 3 of the By-Laws be amended so as to eliminate the grade of faculty instructor as follows:

Article XIV, Section 3(b)

The Separate College and School Faculties: Each college or school faculty, except that of the Graduate School, shall be composed of the President, who shall be ex officio the presiding officer, the dean, the directors and all professors, associate professors, assistant professors, and instructors in the department or departments under the charge of that faculty provided, however, that instructors shall be non-voting members unless given the right to vote by action of the college or school faculty concerned. No voting member of such college or school faculty may be a candidate for a degree which is administered by that faculty. The director of, and professors associate professors, and assistant professors at the State Experiment Station at Geneva, New York, and the Librarian of the College of Agriculture shall be members of the Faculty of Agriculture. Any college or school faculty may elect other persons to its membership subject to approval by the Board of Trustees. Subject to the right of revision by the University Faculty on all matters affecting general University policy, it shall be the duty of each separate college or school faculty to determine the entrance requirements for its own students; to prescribe and define courses of study for them; to determine the requirements for such degrees as are offered to students under its jurisdiction; to enact and enforce rules for the guidance and government of its students in their university work; to recommend to the Trustees such candidates for degrees as may have fulfilled the requirements; and in general to exercise jurisdiction over all other educational matters in its college.
Article XIV, Section 3(d)

The Graduate Faculty: The Graduate Faculty shall have the exclusive jurisdiction over all graduate work and any degree beyond the first degrees given by any school or college, and shall consist of three groups: (1) an ex officio group, including the President of the University, who shall be the presiding officer, the deans or directors of the several faculties of the University and the directors of the Experiment Stations; (2) a variable academic group consisting of those university professors, professors, associate professors, assistant professors and instructors, who, as members of special committees are actively engaged in supervising the work of graduate students; and (3) a permanent academic group including those members of the University Faculty, who during five consecutive years, have been members of group (2). No member of either the Graduate Faculty or the University Faculty may be a candidate for a degree which is administered by the Graduate Faculty.

Article XX, Section 3

Subject to other provisions herein for the removal and retirement of members of the instructional and research staff, all appointments thereto shall be for the following periods respectively: All appointments in the State Colleges and the Agricultural Experiment Stations, for one year; all appointments in the Department of Clinical and Preventive Medicine, all appointments in the Medical College, and all appointments in the School of Nursing, for one year; all other appointments, unless otherwise specified at the time of appointment, in the case of university professors, professors and associate professors, for an indefinite period; in the case of assistant professors, for the term of three years; in the case of instructors and research associates, for the term of one year; in the case of teaching fellows and assistants, for the term of one year; in the case of lecturers, for a period not longer than a year. Members of the staff appointed for definite periods shall not hold over, but at the expiration of said periods their connection with the University shall cease unless they are reappointed. The maximum period of service of an assistant professor shall be two periods of three years each. An assistant professor may be continued in that rank beyond the specified maximum period only for reasons which in the judgment of the President are temporary. The maximum period of service as an instructor shall be five academic years except that if during part of this period he has been registered in the Graduate School, the maximum shall be eight years. He may be continued in that rank beyond the specified maximum period only for reasons which, in the judgment of the President, are temporary and when it is intended that such an appointment is to be followed by an increase in rank. The foregoing provisions with respect to maximum period of service do not
apply to instructors and assistant professors of the Departments of Military Science and Naval Science or of the Medical College. The University reserves the right to dismiss and discontinue the appointment of any member of its faculties on reasonable notice, and after giving such member an opportunity to be heard, for misconduct or failure to perform the duties required of the position he holds.

The motion was seconded.

The Professor of English, Professor Mineka, moved:

To amend the motion by changing the word "the" to the word "a" and the upper case letters to lower case in the phrase "the Graduate School", which occurs in the amended form of Article XX, Section 3.

The motion to amend was seconded and passed by a show of hands, 26 in favor of and 13 against the motion.

The Dean moved:

To amend the motion by changing the words "Department of Military Science and Naval Science", which occurs in Article XX, Section 3, to the words "Departments of Military Science, Naval Science and Air Science".

This motion to amend was seconded and passed by voice vote.

The original motion as amended was then placed before the house and carried with a single dissenting vote.

After summarizing the history of War Alumnus Certificates at Cornell, the Dean, on behalf of the Committee on University Policy, moved:

That the Faculty approve the recommendation of the Committee on University Policy that the military service prescribed in the legislation of March 10, 1920 authorizing War Alumnus Certificates is not limited to service in the First World War and that this action be transmitted to the Board of Trustees for its approval.

The motion was seconded and passed by voice vote.

The Dean then moved:

To amend Section 2 of the legislation of March 10, 1920 authorizing War Alumnus Certificates to read:
2. A Committee consisting of three ex officio members - the Secretary of the University, the Coordinator of the Military Departments, and the Dean of the University Faculty, Chairman - shall make recommendations to the University Faculty of persons entitled to receive this certificate.

And Section 3 to read:

3. That, as a general principle for the guidance of the Committee, this certificate shall be awarded to men and women who have served in the Army, Navy, or Air Force of the United States or her Allies and such others as have performed national service commensurable in importance and character with the foregoing; further, that in general the certificate shall be awarded on the basis of two year's residence and scholastic work in Cornell University and two years of national service.

The motion was seconded and passed by voice vote.

The Faculty adjourned at 5:15 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by Acting President Wright at 4:20 p.m.

The minutes of the meeting of March 14 were read and approved.

The President announced the deaths of:

Edmund Ezra Day, President Emeritus, on March 23, 1951;
Heinrich Ries, Professor of Geology, Emeritus, on April 11, 1951;
Lyman Perl Wilson, Professor of Law, on April 20, 1951;
John Thomas Parson, Professor of Engineering Drawing, Emeritus, on April 28, 1951;
Earle Nelson Burrows, Associate Professor of Structural Engineering, on May 6, 1951.

The Faculty rose in respect for the memory of their former colleagues.

The Dean read communications:

From the Secretary of the Board of Trustees, which announced the following actions of the Board at the April meeting:

The approval of the statement of policy regarding university professorships as adopted by the Faculty on February 14, 1951.

The amendment of the By-Laws to eliminate the rank of faculty instructor, as recommended by the Faculty on March 14, 1951.

The approval of the extension of the provisions for the granting of War Alumnus Certificates, as recommended by the Faculty on March 14, 1951.

The amendment of Article XX, Section 4 of the By-Laws by adding specifications of the procedure to be followed in the event of the consideration of the dismissal of a member of the University Faculty. The amendment which was adopted by the Board is a slightly modified form of the one recommended by the Faculty on January 17, 1951.

From the President, which announced the appointment of the following representatives of the Faculty to serve on the Cornell University Council and to present occasional reports to the University Faculty on the activities of the Council:
From the President, which announced the appointment of members to the following committees to prepare memorial articles for the Necrology:

Committee to Prepare an Article Concerning Edmund Ezra Day
S. C. Hollister
L. A. Maynard
Morris Bishop, Chairman

Committee to Prepare an Article Concerning Heinrich Ries
J. D. Burfoot, Jr.
D. S. Kimball
C. M. Nevin, Chairman

Committee to Prepare an Article Concerning Lyman Perl Wilson
J. W. MacDonald
B. P. Young
R. S. Stevens, Chairman

and the appointment of members to the following committees of award:

Committee to Award the Guilford Prize
Baxter Hathaway
G. H. Healey
E. F. Bradford, Chairman

Committee to Award the 1951 Heermans Prize
R. C. Bald
C. B. Moore
A. M. Drummond, Chairman

Committee to Award the Barnes Shakespeare Prize
R. C. Bald
W. H. French
H. D. Albright, Chairman

Committee to Award the Corson French Prize
Morris Bishop
R. A. Hall, Jr.
B. L. Rideout, Chairman

Committee to Award the Corson Browning Prize
G. H. Healey
F. E. Mineka
M. H. Abrams, Chairman
Committee to Award the Sampson Fine Arts Prize
D. L. Finlayson
H. R. Smart
F. O. Waage, Chairman

Committee to Award the J. G. White Spanish Prize
J. R. Frith
C. F. Hockett
F. B. Agard, Chairman

The Dean announced the following reports of committees appointed to award prizes:

The Woodford Prize in Oratory
Winner: David J. Becker, Arts 1951

The Forbes Heermans Prizes in Playwriting
Winners:—First: Isidor Rabinovich, Arts 1951
Second: Will W. "White, Arts 1952

The Class of '94 Debate Prize
Winner: James A. Feuerman, Arts 1951

The Fuertes Memorial Prizes
Winners:—First: Reino Armas Merikallio, Mech. Eng. 1951
Third: Louis Campbell Paine, Elec. Eng. 1951

The Guilford Prize
No Award. Neither essay submitted was worthy of the prize.

On behalf of the Committee on Economic Status of the Faculty, its Chairman, Professor DeGraff, reported that, although there still remained real goals to achieve, some marked improvements in the economic status of the faculty had been realized during the past year. He cited the essential doubling, with the institution of social security, of retirement allowances for the staff of the endowed colleges, the achievement throughout the University of salaries at or above the minimum levels of $3,000, $4,000, $5,000 and $6,000 for the ranks of instructor, assistant professor, associate professor, and professor, respectively, and the acquiring of general salary increases based on the consideration of both merit and the rise in the
cost of living. He finally expressed the appreciation of the Com-
mittee of the splendid cooperation which it had received from Acting
President Wright and his administration.

On behalf of the Committee on Dishonesty in Examinations, its
Chairman, Professor Rossiter, presented the first, an interim report
on the progress of the Committee. He stated that the Committee was
established about a year ago at the request of students, and, at the
same time, a parallel committee of students was appointed by the
Student Council. These two committees meet jointly. There is
evidence that cheating exists on the campus, but the Faculty Committee
has decided that the establishment of it as a fact is the obligation
of the students. He concluded by saying that, in his opinion, the
publicity that the matter has received has reduced cheating and that
the simple rule for further reduction is eternal vigilance.

The Dean, on behalf of the Committee on Inter-Faculty Relations,
recommended the following action and moved its approval:

To amend the legislation of February 8, 1933 estab-
lishing the present numerical grading system by rescinding
the following sentence: Any of the several faculties may
continue to report "Z" to designate withdrawal from a
course without permission.

The motion was seconded.

After discussion, the Dean moved to amend his motion by the
addition of the following statements:

Any member of the Faculty may continue to report "Z"
to designate the withdrawal of a graduate student from a
course without permission. This action becomes effective
in September, 1951.

The motion to amend was seconded and passed.

The amended motion was then passed by voice vote.
The Dean reminded the Faculty that some years ago it had constituted Emeritus Professors as voting members of this body. Subsequently, the ranks of Associate Professor and Associate Professor, Emeritus, had been established, but Associate Professors, Emeritus, had not been accorded membership in the University Faculty. In fact, no real policy had ever been formulated regarding Emeritus Professors. On the other hand, the Board of Trustees had created the rank of Trustee Emeritus and had formulated policies concerning this rank. Consequently, the Deans' Conference and the Committee on University Policy had considered this matter, and, on behalf of the latter, the Dean moved:

That the Faculty recommend to the Board of Trustees the adoption of the following statements of policy regarding appointments to the emeritus rank.

1. Any member of the academic staff who retires after reaching the age of 60, who holds the rank of University Professor, Professor, or Associate Professor at the time of retirement and who has been a member of the academic staff of the University for at least 20 years, may be elected Professor Emeritus by the Board of Trustees upon the nomination of the President after recommendation of the Dean of the Faculty to which the retiring member belonged.

2. Any member of the academic staff who retires after reaching the age of 60 and who holds the rank of University Professor, Professor, or Associate Professor at the time of retirement, but who has not been a member of the academic staff of the University for at least 20 years, may, in the light of exceptional circumstances and merit, be elected Professor Emeritus by the Board of Trustees upon the nomination of the President after recommendation of the Dean of the Faculty to which the retiring member belonged.

The motion was seconded and, after some discussion regarding the specification of twenty years of service, was passed by voice vote.

The Dean, still acting on behalf of the Committee on University
Policy, moved further:

That the Faculty recommend to the Board of Trustees that if and when this policy is adopted, all members of the University Faculty then having the title of Associate Professor, Emeritus, have their titles changed to that of Professor, Emeritus.

The motion was seconded and passed by a voice vote.

For the Committee on University Policy, the Professor of Land Economics, Professor DeGraff, presented an analysis of the collection and disposition of unrestricted funds in the campaign of the Greater Cornell Committee.

On behalf of the Committee on University Policy, the Dean, after citing background events, reported the following recommendations and stated that, at a subsequent meeting, the Committee would move their adoption:

**Legislation of May 8, 1918**

The Faculty maintains that each of its members in writing or speaking has the same rights and duties as any other citizen.

The Faculty believes that each of its members in exercising his right of free speech should realize that in the minds of many citizens he occupies a representative position and that in consequence the reputation of the University lies partly in his hands.

The Faculty recognizes that each of its members is bound in the present crisis to safeguard the reputation of the University with especial care.

1. That the Faculty reaffirm this legislation and particularly that it recognize that we have at the present time a national crisis which requires special care on the part of the Faculty.

2. That the Faculty recommend to the Board of Trustees that Article XX, Section 4 of the By-Laws be amended to read:

The University reserves the right to dismiss and discontinue the appointment of any member of its faculties.
on reasonable notice (.) and after giving such member an opportunity to be heard for (misconduct or) failure to perform the duties required of the position which he holds (.) or for such personal misfeasance or nonfeasance as makes him unfit to participate in the relationship of teacher to student.

3. It is the sense of the Faculty that any member of the Faculty who, publicly, or in his contacts with students, advocates the overthrow of the government of the United States, or of a State or Territory of the United States, by force or violence, or the accomplishment of political change by a means not permitted by the Constitution of the United States or of the State of New York is guilty of (misconduct) such misfeasance as makes him unfit to participate in the relationship of teacher to student as described in Article XX, Section 4 of the By-Laws of the University.

4. If and when the Board of Trustees amends the By-Laws of the University as recommended by the Faculty, this statement be hereby amended by the elimination of the word "misconduct" and the addition of the underscored words.

Under the heading of new business, the Dean moved:

That, when the Faculty adjourn, it adjourn to meet on Wednesday, May 30 at 4:15 p. m. in Lecture Room B of Goldwin Smith Hall to consider the recommendations reported today by the Committee on University Policy and such other business as may be brought before the meeting.

The motion was seconded and passed by a voice vote.

The Faculty adjourned at 5:26 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by Acting President Wright at 4:18 p.m.

The minutes of the meeting of May 9 were read and approved.

The Dean announced the designation of A. J. Keeffe to succeed the late Lyman Wilson as representative of the Law School on the Committee on Inter-Faculty Relations.

The Dean read communications from the President, which announced appointments to committees as follows:

To the Committee on Requirements for Graduation
S. M. Barnette, effective May 28, 1951, to succeed F. M. Wells, resigned.

To the Committee to Prepare a Memorial Article for the Necrology concerning Earl N. Burrows
B. S. Monroe
George Winter
John Perry, Chairman

To the Committee to Prepare a Memorial Article for the Necrology concerning John T. Parson
Carl Crandall
Romeyn Berry
R. Y. Thatcher, Chairman

To the Committee of Award of the Morrison Poetry Prize
W. H. French
C. W. Jones
Morris Bishop, Chairman

To the Committee of Award of the Messenger Prize
W. H. French
M. L. W. Laistner
A. E. Murphy, Chairman

To the Committee of Award of the Bess Berlow Cohan Prize
F. E. Mineka
James Hutton, Chairman
On behalf of the Library Board, its Executive Secretary, Doctor McCarthy, after commenting upon the desirability of establishing the Cornell University Archives, read the following recommendation, which it is transmitting to the Board of Trustees, and moved approval by the Faculty:

In order to insure the preservation of the significant records of the University and their organization for use in historical studies and research, the Library Board has voted to recommend to the Board of Trustees that the Cornell University Archives be established.

The University Archives include two categories of records: (1) all of the non-current records of permanent value from every department and office of the University; and (2) the records which relate to the history of the University and to persons connected with it. These records may be manuscript, printed, photographic, recorded, filmed or of other description. The non-current records generally have their origin on the campus; the historical records may or may not originate on the campus.

The following organization of the University Archives is recommended.

1. That the University Archives be placed under the jurisdiction of the University Library.

2. That the development and management of the University Archives be made the responsibility of the University Archivist, under delegated authority from the Director of the University Library.

3. That the University Archives be established as a co-equal unit with Regional History, with its office in the Regional History quarters.

4. That the title and position of Curator of Regional History be changed to that of University Archivist and Curator of Regional History.

5. That an Advisory Council on the University Archives, responsible to the Library Board, be appointed by the Chairman of the Library
Board in consultation with the Board; that this Council consist of nine members serving two years each, the University Administration, the Library, the Faculty (including emeriti) and the alumni, all being represented, with the Director of the Library as the tenth member and Chairman, and the Archivist as Executive Secretary; that this Council advise with the Director of the Library and the Archivist as to the establishment of criteria for the preservation of archival materials, as to the setting up of record retirement programs for the entire University, and as to the initiation and prosecution of plans for collecting historical records relating to the University.

The motion was seconded.

The Goldwin Smith Professor of American History, Professor Gates, moved:

To Change Section 4 of the recommendations regarding organization of the University Archives in the Report of the Library Board to read as follows:

4. That the title and position of Curator of Regional History be changed to that of Curator of Regional History and University Archivist.

The motion to amend was seconded and passed.

The original motion as amended was then passed by voice vote.

On behalf of the Committee on University Policy, the Professor of Law, Professor MacDonald, after reading the recommendations of this Committee which were reported to the Faculty at its meeting of May 9, 1951 and after discussing at length the events leading up to this reporting, moved:

A. That the Faculty recommend to the Board of Trustees that Article XX, Section 4 of the By-Laws be amended by adding the parts underscored and deleting the parts in parentheses in the following statement:

The University reserves the right to dismiss and discontinue the appointment of any member of its faculties, on
reasonable notice (,) and after giving such member an opportunity to be heard, for misconduct or for failure to perform the duties required of the position which he holds(,) or for such personal misfeasance or nonfeasance as makes him unfit to participate in the relationship of teacher to student.

B. That this Faculty adopt the following resolution:

It is the sense of the Faculty that any member of the Faculty who, publicly, or in his contacts with students, advocates the overthrow of the government of the United States, or of a State or Territory of the United States, by force or violence, or the accomplishment of political change by a means not permitted by the Constitution of the United States or of the State of New York is guilty of misconduct.

C. That this Faculty reaffirm as applicable to the present crisis its legislation of May 8, 1918, as follows:

The Faculty maintains that each of its members in writing or speaking has the same rights and duties as any other citizen.

The Faculty believes that each of its members in exercising his right of free speech should realize that in the minds of many citizens he occupies a representative position and that in consequence the reputation of the University lies partly in his hands.

The Faculty recognizes that each of its members is bound in the present crisis to safeguard the reputation of the University with especial care.

D. That this Faculty change the word "misconduct" in the resolution herein proposed as Item B to the phrase "such personal misfeasance as makes him unfit to participate in the relationship of teacher to student" dependent upon, and to take effect concurrently upon the amendment of the By-Laws proposed herein as Item A.

The motion was seconded.

The Professor of Philosophy, Professor Black, after questioning the necessity of Part B of the motion, which deals with the overthrow of the government and political change, moved the following amendment to replace this part of the motion:
WHEREAS the members of the Faculty have sworn to support the Constitution of the United States of America and the Constitution of the State of New York and faithfully to discharge, according to the best of their ability, the duties of their position, it is the sense of the Faculty that any member of the Faculty who engages in conduct incompatible with the terms of this Oath is guilty of misconduct.

The motion to amend was seconded and, after considerable discussion, was defeated on a show of hands.

The Professor of Botany, Professor Petry, suggested that the motion be divided into its four parts and that each part be considered and voted upon separately. Professor MacDonald accepted this suggestion with the consent of the seconder, and the Faculty proceeded to the consideration of Part A.

The Professor of Industrial and Labor Relations, Professor Konvitz, moved to amend Part A of the motion to read as follows:

The University reserves the right to dismiss and discontinue the appointment of any member of its faculties, on reasonable notice and after giving such member an opportunity to be heard for such personal misconduct as makes him unfit to participate in the relationship of teacher to student or failure to perform the duties required of the position which he holds.

The motion to amend was seconded and, after some discussion, was lost on a show of hands.

Part A of the motion, as originally stated, was then passed by a voice vote.

Professor MacDonald then moved the adoption of Part B of the original motion. This motion was seconded and, after discussion, passed by a show of hands.

Professor MacDonald moved the adoption of Part C of the original motion. This motion was seconded.
The Professor of Industrial and Labor Relations, Professor Neufeld, moved:

To amend paragraph 3 of the legislation of May 8, 1918 to read as follows:

The Faculty recognizes that each of its members is bound in the present crisis to safeguard with especial care the reputation of the University as an institution devoted to free inquiry, objective research, and integrity of teaching.

The motion to amend was seconded and, after discussion, was lost on a show of hands.

The motion to adopt Part C was then passed by a voice vote.

Professor MacDonald lastly moved the adoption of Part D of the original motion. This motion was seconded and passed by voice vote.

The Faculty adjourned at 6:20 p. m.
Addendum to the Minutes of the Faculty Meeting of May 30, 1951

Debate on Recommendations of the Committee on University Policy

1. The Committee on University Policy recommends that the Faculty reaffirm its legislation of May 8, 1918 regarding the rights and duties of Faculty members and particularly that it recognize that the present national crisis places upon Faculty members the same obligations as that of 1918.

Legislation of May 8, 1918.

"The Faculty maintains that each of its members in writing or speaking has the same rights and duties as any other citizen.

The Faculty believes that each of its members in exercising his right of free speech should realize that in the minds of many citizens he occupies a representative position and that in consequence the reputation of the University lies partly in his hands.

The Faculty recognizes that each of its members is bound in the present crisis to safeguard the reputation of the University with especial care."

2. The Committee on University Policy recommends that the Faculty recommend to the Board of Trustees that the first sentence of Article XX, Section 4 of the By-Laws be amended by adding the underscored parts and deleting the parts in parentheses in the following.

"The University reserves the right to dismiss and discontinue the appointment of any member of its faculties, on reasonable notice (,) and after giving such member an opportunity to be heard, for (misconduct or) failure to perform the duties required of the position which he holds (,) or for such personal misfeasance or nonfeasance as makes him unfit to participate in the relationship of teacher to student."

3. The Committee on University Policy recommends the adoption by the Faculty of the following statement.

"It is the sense of the Faculty that any member of the Faculty who, publicly, or in his contacts with students, advocates the overthrow of the government of the United States, or of a State or Territory of the United States, by force or violence, or the accomplishment of political change by a means not permitted by the Constitution of the United States or of the State of New York is guilty of misconduct."

4. The Committee on University Policy recommends that if and when the Board of Trustees amends Article XX, Section 4 of the By-Laws of the University as recommended in this report, the above statement be thereby automatically amended by the elimination of the word "misconduct" and the addition of the words "such misfeasance as makes him unfit to participate in the relationship of teacher to student as described in Article XX, Section 4 of the By-Laws of the University."
The Professor of Law, Professor MacDonald:

I have been assigned to present the recommendations of the Committee on University Policy on this subject.

You will note that our report is in three major parts:

(I) The deletion of the word "misconduct" from Article XX, Section 4, of the By-Laws of the University, and the substitution therefor of the phrase "such personal misfeasance or nonfeasance as makes him unfit to participate in the relationship of teacher to student", as one of the grounds for dismissal of a member of the Faculty.

(II) The presentation of a resolution affirming it to be the sense of this Faculty that any member of the Faculty who, publicly, or in his contacts with students, advocates the overthrow of the government of the United States, or of a State or Territory of the United States, by force or violence, or the accomplishment of political change by a means not permitted by the Constitution of the United States or of the State of New York is guilty of misconduct, (or, correspondingly, if our first resolution prevails, of "such personal misfeasance as makes him unfit to participate in the relationship of teacher to student").

(III) The reaffirmance of the resolution of the Faculty of May 8, 1918, as applicable to the present crisis, as follows:

The Faculty maintains that each of its members in writing or speaking has the same rights and duties as any other citizen.

The Faculty believes that each of its members in exercising his right of free speech should realize that in the minds of many citizens he occupies a representative position and that in consequence the reputation of the University lies partly in his hands.

The Faculty recognizes that each of its members is bound in the present crisis to safeguard the reputation of the University with especial care.

I will speak separately to each of the three parts of the report of the Committee on University Policy.

The Faculty should be aware of the background of this report, the reasons for its presentation, and why this Committee undertook to consider the matter.

Upon the presentation to the Board of Trustees of the action of this Faculty seeking amendment of the By-Laws of the University to provide a procedure governing the conduct of hearings upon charges against a member of this Faculty, of "misconduct" or "failure to perform duties assigned", the following was the sequence of events. The matter first went to the Board of Trustees at its meeting of January 27, 1951. At that time no action was taken pending report of the Committee on Law of the Board, the proposal contemplating an amendment of the By-Laws of the University. This is the usual procedure of the Board, and it is an entirely correct procedure. At the next meeting of the Board on April 28, 1951, the Committee on Law reported its recommendation, in favor of the proposed amendment, to the Board, which then debated the merits of the pro-
In the text prepared for that debate both the substantive part of the By-Law (the existing part) as well as the new procedure were underlined as if all of the text were new matter. The reason for underlining the procedural part is obvious: it was truly new matter, and, indeed, it was the amendment. The reason for underlining the substantive clauses was that the whole section was being transferred to another part of the By-Laws for clarification and reclassification. The substantive part was not new; it was only new in the article in which it was to appear. However, underlined as it was, it looked new, and therefore at the inception of debate the question was not directed to the procedure but to the sufficiency of the present, existing grounds for dismissal. The doubts were so persistent that the Faculty Representatives to the Board believe that the amendment with reference to procedure would not have prevailed without the qualifying action taken by the Board. It was voted to adopt the amendment but to refer to the Faculty the question of the sufficiency of the existing grounds of dismissal, namely "misconduct and failure to perform assigned duties". The Acting President consequently referred to the next meeting of the University Policy Committee this question raised by the Board.

The By-Laws of the University are part of the contracts of members of the Faculty with the University. Our tenure is not statutory as in the case of civil service employees of the state or federal government. Instead, our tenure is contractual and its nature and extent are determined by the provisions of our contracts. Thus unless we regard tenure as a matter of grace of the University and not a matter of legal right, we must recognize that tenure is determined, as to nature and extent, by provisions of the By-Laws themselves, for it is only in the By-Laws that tenure is defined and conferred. Let us suppose, for instance, that in addition to the two present stated grounds which limit tenure, an additional ground should be stated, e. g., "conduct harmful to the University" or "conduct inimical to the best interests of the University". It is clear that as to future appointments of Faculty members with tenure, that such persons would hold office subject to the limitations in effect at the time of appointment. A good case could be made out that such a limitation would be effective even with respect to existing contracts. I would doubt that by amendment to the By-Laws tenure could be destroyed completely as to existing contracts. I would not be so sure that the power to amend might not be held to include the power to clarify and to define. At any rate such clarification and definition would be held persuasive as to legislative intent as to meaning. It should be remembered that the doctrine of the separation of powers is not applicable to private bodies whose usual function is legislative but who nonetheless may exercise judicial powers. The least evil which could be expected in the event of such an amendment of the By-Laws would be that the faculty in the future would be divided into two groups: (1) those whose tenure would be ended only by misconduct and failure to perform duties required of the positions which are held, and (2) those whose tenure would be ended by those grounds and in addition by the further ground, if, indeed, it would be held to be a "further" ground, of "conduct inimical to the University's best interests".

This Faculty must remember that amendment of the By-Laws is not within its delegated jurisdiction. We can do no more than propose, and that only by
grace of the Board. The By-Laws are solely the concern, and within the sole jurisdiction, of the Board of Trustees. Thus, if it be said "let us fight", I reply "with what do we fight". We cannot prevent any amendment which is made unless that amendment is ultra vires the Board. And such an amendment as this would not be beyond its powers. We are asked to take no oath as were our brethren in California. If amendment is made, we are faced with a fait accompli, and the only one who could fight would be the unfortunate member of the faculty, who, standing alone, and in a court of law, would be seeking to enforce the provisions of his contract. If he were appointed subsequent to the action of the Board, counsel could give him no ground for hope, except to defend the charge on the new ground. If he has presently attained Faculty status, his hope would be greater, but the chance of a decision adverse to him still is great.

What is this tenure which we cherish? How do we enforce it? How do we differ, as officers and employees of Cornell University, from officers and employees of, say, the General Electric Company who have no such privilege? Simply in this: our employment is for an indefinite term, and lasts until we are adjudged guilty of misconduct or failure to perform duties required or until we reach the age of retirement also provided by the same By-Laws. How is this right enforced? Being contractual, it is within the jurisdiction of the same tribunals which hear and determine any disputes which are claimed to be based on contract rights. Unwarrantedly to interfere with tenure would be a breach of contract. If my tenure were not recognized, if I were dismissed without cause, I would sue the University for breach of contract. I would attempt to collect my salary, period by period. I would at least sue for damages. I might attempt, the defendant being a corporation, to compel the University by mandamus to restore my position and my rights. I would be quite doubtful of my standing in this latter action, now brought under Article 78 of the Civil Practice Act, but I certainly would fear little in an action based on contract either for salary or for damages. In any event I would be in court.

Thus, as it seems to me, we should examine the adequacy of the protection not with reference to what we think as laymen, or as teachers, or with reference to what we understand by the ordinary meaning of words. Our protection ultimately must come from the courts. We should use words of legal art, not words of literary art.

I. ON THE AMENDMENT OF THE BY-LAWS

With this in mind there can be no quarrel with the phrase "failure to perform duties required of the position which he holds". There must be a quarrel, however, with "misconduct". I confess it was an illustration given by my colleague Briggs which first made me fear the scope of the word "misconduct". This is a layman's word. Its meaning is not defined. It is not a word of art. And its scope is unlimited. It could be used to condemn a person who has been adjudged a guilty defendant in a New York divorce action, or even perhaps in a Nevada divorce action. There should be three limitations on the scope of any phrase substituted for it:

(1) The guilt should be personal. It should not be determined by association.
(2) The cause for dismissal should be related to the professional status of the accused.

(3) The stated cause for dismissal should be in legal terms which have a meaning in the forum in which dismissal may be questioned by proceedings to review.

Thus in drafting the Committee has substituted "personal misfeasance or non-feasance" for "misconduct". These words are broader than the old word in that they include inaction as well as positive action. They include affirmative acts as well as omissions to act, when the duty is to act otherwise than the accused person did or did not act. The nature of and the scope of the duty is therefore important. What duty does the amendment provide? Simply stated, it is entirely dependent on the relationship of teacher to student. What are the duties of that relationship? Please note that in stating such a relationship we are doing no more than what the law itself does in certain other definite states of life: the law gives privileges of nondisclosure of confidential communications in the relationship of husband and wife, of priest and penitent, of lawyer and client, and of doctor and patient. Except for the spousal situation these are professional relationships. This by-law as proposed would recognize the professional dignity of our calling, and would define our duties as arising out of the relationship of teacher to student. It may be urged that these duties are not specifically defined. I concede that, and yet I say unless we are prepared to spell them out in detail, and in a code of affirmative obligations, this is the best we can do. At least it is the best we can now do.

I submit that inaction on occasion can cause a grave breach of these duties. If we see cheating, have we no duty to speak? If we see a student reading the mail of a colleague, should we not disclose it? Are there not failures to act which are breaches of our responsibilities, and which make us unfit to participate in the relationship of teacher to student? If we seek a just and generous tenure, we must concede our responsibilities quite as generously as we seek to state our rights.

The draft therefore includes, as a ground of dismissal, personal omission to act in breach of duty (nonfeasance) as well as personal action in breach of duty (misfeasance). The words are known to the courts, they have been construed many times. And the duties in question are those duties, which, when fulfilled, make a man fit to participate in the relationship of teacher to student.

A body of decional law is to be expected from committees appointed to hear charges, as cases arise, to clarify further this legislation. Such is always the case in construction of a code, and such will be the case here.

II. ON THE SENSE OF THE FACULTY

With respect to one matter, it is proposed that the Faculty itself legislate. This legislation is not binding; it is to be a guide to Faculty "sense", or belief, to any committee which will be charged with the unpleasant task of
adjudication. We state our sense that any member of the Faculty who publicly, or in his contacts with students, (1) advocates the overthrow of the government of the United States or of a State or Territory of the United States, by force or violence or (2) the accomplishment of political change by a means not permitted by the Constitution of the United States or the State of New York is guilty of misconduct, or of "such misfeasance as makes him unfit to participate in the relationship of teacher to student", the latter phrase to be used if the Board accepts the proposed amendment to the By-Law.

I shall in my discussion refer to the part of the resolution relating to the overthrow of the government as the first proposal. I shall refer to the part of the resolution referring to the accomplishment of political change, etc., as the second proposal.

Applicable to both proposals are the following:

a. To come within the ground of dismissal, the teacher must do more than teach, or explain a position. He must advocate that position.

b. He must do more than advocate it. He must do so publicly, or in his contacts with students. Private advocacy, e. g., in his circle of friends or in his household, is not enough unless there are students present. He must advocate the position publicly, or he must advocate the position in his contacts with students. These restrictions are included, not because we condone private advocacy of the position described in the first proposal, but as a protection to the accused person in a tribunal which has limited inquisitorial powers in detection and in proof. However, private advocacy with students is another matter. Here the danger of misuse of a teacher's position is so great that mere advocacy is condemned.

c. The misfeasance must be personal. It is not to be implied or inferred. It is not to be predicated on association. It is the personal act of speaking or of writing which is the stated ground of dismissal.

The first proposal then is related to an obvious test: overthrow of an American government by force and violence. This is the test of the criminal anarchy statutes (New York Penal Law, section 160-161), and held constitutional in People v. Gitlow, 268 U. S. 652. To advocate revolution by force and violence, within the United States, or within the states or territories of the United States, is stated to be wrong in the opinion of this Faculty.

The second proposal may be questioned. Please note that the emphasis is entirely on means; we may advocate publicly, privately, or in contacts with students, unconstitutional results. We may hope for and advocate the overruling of cases. We may seek amendment of the Constitution either by convention or by the usual procedures. (U. S. Constitution, Article V, N. Y. Constitution, Article XIX.) The proposal gives full scope to the doctrine of judicial review. It recognizes that the dissents of yesterday are the majority opinions of today. Likewise the proposal is limited to political change. It does not undertake to regulate advocacy of social or economic change, unless and until political change is involved. Nor does the proposal even regulate advocacy of political change, unless and until the methods of accomplishment advocated are those not permitted by the Constitution of the United States or of the
State of New York. Not the Constitution of Louisiana, please mark. The territorial qualification is important, though some may think it inadequate. The second proposal thus differs from the first, in the geographical test. Advocacy of the overthrow of any American government, federal, state, or territorial, is prohibited. On the other hand, in the advocacy of political change by a means not permitted by constitutions, only constitutions of the United States or of New York are involved; jurisdictions in which we live and with whose constitutional methods we must be presumed to be familiar. An accused person must be guilty of more than seeking an unconstitutional change. He must seek instead a change, in result constitutional or not, by a means not permitted by the Federal or New York constitutions. The Committee believes this position to be the only position which can reasonably be expected of us, and it therefore proposes that this statement be adopted as expressing the sense of the Faculty.

III. ON THE REAFFIRMANCE OF THE RESOLUTION
OF MAY 8, 1918

Finally, the Committee hopes to have reaffirmed, in haec verba and without change, the statement made on May 8, 1918, in a time of crisis, as applicable to the present crisis. The statement of 1918 was drafted by a committee of our eminent and respected predecessors, Burr, Creighton, Hammond, Hull and Willcox. Under that statement we have lived for thirty-three years. It is an admirable statement of our rights as citizens and as teachers, of our duties, and of our responsibilities to the University. In addition to its own excellence, it has an excellence conferred on it by its authorship and by its age. The Committee would like to see it reaffirmed to the present Board and to the public, unchanged and intact. We believe that this reaffirmance would give strength to it, and strength to the positions taken in the other two resolutions which we are proposing.

I therefore move

A. (Committee recommendation, 2) That this Faculty recommend to the Board of Trustees that Article XX, section 4, of the By-Laws be amended to read as follows: (Please note that I am including an underlined comma after the word "heard" and immediately before the word "for" in the fourth line of the proposed by-law as quoted in item 2 of the notice of May 18, 1951 of this meeting.)

The University reserves the right to dismiss and discontinue the appointment of any member of its faculties, on reasonable notice (,) and after giving such member an opportunity to be heard, for (misconduct or) failure to perform the duties required of the position which he holds (.) or for such personal misfeasance or nonfeasance as makes him unfit to participate in the relationship of teacher to student.

(Note: Underscoring new matter to be added, brackets old matter to be deleted.)
B. (Committee Recommendation, 3) That this Faculty adopt the following resolution:

It is the sense of the Faculty that any member of the Faculty who, publicly, or in his contacts with students, advocates the overthrow of the government of the United States, or of a State or Territory of the United States, by force or violence, or the accomplishment of political change by a means not permitted by the Constitution of the United States or of the State of New York is guilty of misconduct.

C. (Committee Recommendation, 1) That this Faculty reaffirm as applicable to the present crisis its legislation of May 8, 1918 as follows:

The Faculty maintains that each of its members in writing or speaking has the same rights and duties as any other citizen.

The Faculty believes that each of its members in exercising his right of free speech should realize that in the minds of many citizens he occupies a representative position and that in consequence the reputation of the University lies partly in his hands.

The Faculty recognizes that each of its members is bound in the present crisis to safeguard the reputation of the University with especial care.

D. (Committee Recommendation, 4) That this Faculty change the word "misconduct" in the resolution herein proposed as Item 3 to the phrase "such personal misfeasance as makes him unfit to participate in the relationship of teacher to student" dependent upon, and to take effect concurrently upon the amendment of the By-Laws proposed herein as Item "A".

The Professor of Philosophy, Professor Black:

The third part of the Policy Committee's recommendations has now been given so restricted an interpretation that it is hard to conceive the circumstances in which it would take effect. It seems hardly necessary to legislate against the possibility that a Faculty member will sometime publicly declare himself in favor of political change by the use of violence. To the outside world, who will not have heard the legal commentary, the proposed action will appear as a restriction upon advocacy, the first occasion on which the Cornell Faculty has voted for a curb upon freedom of expression. At a time of multiplying hindrances to free inquiry, such a step should be taken only if absolutely necessary. The members of the Faculty have already sworn an oath of allegiance that commits them in the most formal manner to support the Constitution of the United States and the Constitution of the State of New York and to discharge the duties of their position to the best of their ability. It can hardly be the intent of the Committee that anybody faithfully complying with the terms of this oath might, by the expression of opinion relative to political change, still be guilty of misconduct that might warrant his dismissal. I therefore move the following amendment:

WHEREAS the members of the Faculty have sworn to support the Constitution of the United States of America and the Constitution
of the State of New York and faithfully to discharge, according to the best of their ability, the duties of their position, it is the sense of the Faculty that any member of the Faculty who engages in conduct incompatible with the terms of this Oath is guilty of misconduct.

The Professor of Law, Professor MacDonald:

I take it that what the Professor of Philosophy means, in his introductory remarks, by the phrase "the third part of the Policy Committee's recommendation" refers to the second proposed resolution stating the sense of the Faculty as to advocacy, and particularly to the second part of that resolution referring to advocacy of political change by a means not permitted by the Constitution of the United States and of the State of New York.

In connection with the reference of the Professor of Philosophy as to violation of the statutory oath of office being perjury, and therefore being obvious misconduct, the "perjury" to which he refers may be moral perjury; it is doubtful if it is legal perjury. Perjury would seem to be the false statement of fact; it is therefore perhaps the false statement of a present state of mind. To promise under oath, and to fail to keep the promise, does not fall within statutory prohibitions and definitions, however unconscionable such a breach of promise may be. (See 70 Corpus Juris Secundum, p. 462, Tit. Perjury, § 6. See also State v. Joseph R. McCarthy (on petition for professional discipline), 255 Wis. 234, 38 N. W. (2nd) 579.) I hesitate to rely solely on the argument that violation of an oath of office is misconduct, and I doubt that those who must pass on our efforts would rely on this particular test.

I object to the amendment proposed by the Professor of Philosophy.

First on the ground that it is indefinite. The word "incompatible" has little meaning in this connection, and, if anything, is so broad as to be extremely dangerous. Particularly in context with the phrase "who engages in conduct incompatible with the terms of this oath", referring to the statutory oath of office, it is dangerous. This phrase could be said to establish not a personal test but one which could be based on mere association. The test of the Committee's resolution is personal advocacy, a personal attempt to persuade.

Second: I object to it on the ground that it relies on the oath, and thus might bring about an attempt to substitute an oath which would be based on tests which could not be reasonably accepted by men who cherish civil liberties and freedom of speech, press, conscience and association.

Third: I object to it on the ground that the Committee's resolution is not indefinite, that instead it is clear, it is specific and it advises definitely a member of the Faculty of his rights, his duties and his responsibilities.

It is incredible to me that anyone would argue that there is a definite meaning to the word "incompatible" in the context proposed. Although my "legal commentary" is somewhat deprecated in the introductory remarks of the Professor of Philosophy, the amendment proposed shows the danger of indefinite speech or writing in a case which ultimately is to have the judgment of lawyers
trained in the use of exact language and in the art of statutory interpretation. I say the fundamental right of an accused is to know exactly of that which he is accused. I would be reluctant to have my guilt or innocence determined on the "compatibility" or "incompatibility" of conduct with an oath to support the Constitution of the State or of the United States. Such a test is proper for the court of conscience; it could be very dangerous in a court of law. And it is to a court of law we take our claims based on tenure provided by contract.

The Professor of Economics, Professor Copeland:

Professor Black has proposed a substitute for the third item in the report of the Committee on University Policy, and Professor MacDonald has advanced three arguments against the substitute. On the whole I prefer the substitute and I should like to refute Professor MacDonald's arguments.

His first argument is that Professor Black wrongly supposes that failure to carry out the oath of constitutional allegiance would constitute perjury in the eyes of the law. We are here concerned, not with the legal meaning of "perjury" but with the meaning we wish attached to "misconduct" (or misfeasance or nonfeasance) by a Faculty member. Professor MacDonald's first argument is entirely irrelevant to the question before us.

His second point is that the word "incompatible" is open to serious objection. I hold no brief for this word. However, it would seem to me -- if Professor Black's proposal is preferable but for a technical question of wording -- that Professor MacDonald might have suggested a happier phraseology.

Professor MacDonald's third contention is that Professor Black's substitute is vague. My reason for preferring the substitute is that I find the original extremely vague, particularly the second part which contains the words "means not permitted by the Constitution". I listened carefully to Professor MacDonald's extensive comments on this part of the Committee's recommendation and I still do not have any clear idea as to what acts of advocacy of the accomplishment of political change it is intended to proscribe.

The Professor of Government, Professor Cushman:

Many of my colleagues are aware that I have been engaged in the study of the problems of civil liberty for the past eight or nine years. I believe that no member of this Faculty would be more alert to oppose what he believed to be a threat to academic freedom than I would. I have given careful thought to the proposals made by the Committee on University Policy, and I can find in them no such threat to academic freedom. Since there seem to me to be valid reasons for clarifying our existing legislation relating to the dismissal of members of this faculty on grounds of misconduct, and since these proposals in my opinion do so clarify this legislation, I intend to vote for them.

May I point out to the Faculty that in the Committee's second proposal we are merely asked to incorporate within the meaning of the word "misconduct", action upon the part of a Faculty member which has already been declared to be a felony by the laws of both the United States and the State of New York. To advocate publicly the overthrow of government by force and violence was made
a crime by the Criminal Anarchy Act of 1902, passed by the Legislature of New York after the assassination of President McKinley. Such advocacy was also made a felony by Congress when it passed the Smith Act in 1940. I find it very difficult to see how the civil liberty, or the academic freedom, of any member of this Faculty could possibly be jeopardized by a statement declaring it to be "misconduct" to commit a crime against the United States and the State of New York.

I find the amendment proposed by the Professor of Philosophy, Professor Black, more dangerous, and generally less satisfactory than the proposal of the Committee for which it is submitted as a substitute. I agree with the Professor of Law, Professor MacDonald, that the amendment uses language which lacks the precision and definiteness so essential to any well-drawn legislation defining misconduct. I have no idea whatever what could or could not be included concretely in the meaning of the phrase "conduct incompatible with the terms of this oath". The expression is so vague and general as to give those charged with interpreting it almost no clue as to its meaning and therefore almost unlimited discretion. The language of the Committee's proposal, on the other hand, is clear and precise. It is the language of the law, and in using language with which courts are familiar there is valuable protection against the abuse of the rights and liberties of Faculty members.

I feel very strongly that it would be unwise to define Faculty misconduct in terms of the violation of, or failure to be bound by, the oath required of New York teachers to support the Constitution of the United States and of the State of New York. I think loyalty oaths are in general objectionable, but I have never been actively resentful against the New York oath because it does not mean anything. Its impact is purely sentimental, assuming that it has any impact. I am a teacher of government, and more particularly of constitutional law, but I do not have the remotest idea how one would go about supporting — or not supporting — either the Constitution of the United States or of the State of New York. These Constitutions impose upon the individual citizen neither specific obligations or specific prohibitions. If we are to define Faculty misconduct, let us do so in terms that have some concrete meaning that any ordinary Faculty member, not to mention an administrative officer, can understand.

The Professor of Philosophy, Professor Murphy:

My remarks are directed chiefly to a criticism of the provision specifying as misconduct the advocacy of political change by methods not permitted by the Constitution of the United States and of the State of New York. This seems to me open to a very broad interpretation. Would it condemn as misconduct the advocacy of political changes in Russia to be accomplished by methods not permitted in the U. S. A. or in California by procedures not permitted in New York. I ask specifically whether it is to be understood as applying only to the advocacy of political changes in the United States and (on state issues) in the State of New York.

The Professor of Law, Professor MacDonald:

I understand the Professor of Philosophy to ask me:

Does the statement "it is the sense of the Faculty that any member of the Faculty, who, publicly or in his contacts with students, advocates . . . . . . . .
the accomplishment of political change by a means not permitted by the Constitution of the United States or of the State of New York is guilty of misconduct" prohibit a Faculty member from advocating political change in Russia, let us say, by means not permitted by those Constitutions.

I call to the attention of the Professor of Philosophy the part of the statement which he omitted. The advocacy of overthrow of government by force and violence is expressly limited to an American government. We cannot seek the overthrow of the government of the United States, of New York, of California or of Alaska by force and violence. We can advocate the overthrow of the government of Russia by force and violence under that provision. It is implicit in the part of the resolution with regard to political change that the unconstitutional means not permitted is with reference to those "means" found in the constitutions to which we are subject. It is obvious, if the Professor of Philosophy is serious, that the political change contemplated is political change with which the Constitutions of the United States and of New York are concerned. We can definitely advocate the accomplishment of political change in Russia by a means not permitted by our constitutions. I point out, however, that war is a means permitted by our constitutions. (U. S. Const., Art. I, § 8.) We can advocate the overthrow of the government of Russia by force and violence,

The Professor of Economics, Professor Kahn:

I wonder if I may address a question to Professor Cushman, which arises as a result of his recent remarks. The point seems to me a crucial one. I understood you to say, sir, that the resolution in question describes what is already a felony in this State: advocacy of violent overthrow of the government. My question is two-fold: (1) is it a felony merely — — and I have inserted and would stress the word "merely" — — to advocate such a course of action? (2) If so, has the constitutionality of the laws in question been affirmed by the United States courts? I raise this question because it has been my impression that in this resolution the Faculty is condemning as misconduct something which no legislature could constitutionally prohibit.

The Professor of Government, Professor Cushman:

The New York Criminal Anarchy Act of 1902 forbids the advocacy of the overthrow of government by force and violence. This statute was held constitutional by the Supreme Court of the United States in the case of Gitlow v. New York, in 1925. While Justices Holmes and Brandeis dissented in that case on the ground that Gitlow's publications did not constitute a "clear and present danger" to the public security, they did not contend that the statute was invalid.

The language of the New York statute is duplicated in the Smith Act, under which the eleven Communist leaders have been convicted. The Supreme Court has under consideration at this time the constitutionality of this statute. I know of no constitutional lawyer who seriously believes that the Court will hold the statute void. (In Dennis v. United States, decided June 4, 1951, the Supreme Court held the statute constitutional.)

The Professor of Sociology and Anthropology, Professor Foote:

I would like to ask Professor MacDonald three questions, similar to the
examples he has been giving. The joker in the resolution seems to be the second clause in the third section, which defines misconduct as the advocacy of political change by means not permitted constitutionally. Like Professor Copeland, I feel unclear as to what this may mean. Would you as a lawyer advise me that I am perfectly safe under that clause to advocate that a labor organization violate an injunction issued by a court?

The Professor of Law, Professor MacDonald:

Absolutely I would. My reasons are as follows:

(a) You are not advocating political change in advocating violation of an injunction.

(b) I should be compelled, professionally, to advise you as to the effects of such violation if you were personally bound by the injunction.

(c) Violating an injunction, and advocacy thereof, has nothing whatever to do with a "means not permitted by" either Constitution involved.

(d) The courts are able under the Constitution to compel obedience to their mandates, and violation of an injunction in effect often tests the correctness of the decision in granting it.

The Professor of Sociology and Anthropology, Professor Foote:

If I advocated the deliberate violation of a law to test its constitutionality, would I come under that clause?

The Professor of Law, Professor MacDonald:

Absolutely, it would not affect you. My reasons are as follows: The Constitution, as interpreted by the Courts, contemplates disobedience of an unconstitutional statute. One of the methods, permitted by the Constitution, of review of administrative action is by test in an enforcement proceeding. Thus disobedience of either a statutory or an administrative mandate is often the most feasible way of testing constitutionality. If Madison had presented the commissions to the midnight justices, there would have been no Marbury v. Madison, and no doctrine of judicial review at that time. If Schechter had obeyed the chicken code authority, there would have been no Schechter v. United States.

The Professor of Sociology and Anthropology, Professor Foote:

You make me very happy, because what I would fear from that clause in the by-law is a depressive effect upon freedom and willingness to discuss such matters. Even if they were not specifically forbidden, the broad terms of that clause might have that effect. I still have one or two other
examples about which I want to ask your opinion. If I were to advocate
the secession of Porto Rico, as I might if I sympathized with the Porto
Rican nationalists, would that be discouraged by the clause?

The Professor of Law, Professor MacDonald:

That would all depend. If you advocated independence to be achieved
by constitutional means, you would be safe under this resolution. The
whole emphasis of the resolution is upon the means to be employed. If you
tried for independence by constitutional means and couldn’t get it, and
then if you advocated other means not permitted by the Constitutions, you
would of course violate the resolution.

The Professor of Sociology and Anthropology, Professor Foote:

Now one other example. Suppose I were to advocate that persons not
register for Selective Service . . . ?

The Professor of Law, Professor MacDonald:

That matter is being decided in the courts now. There are several
cases of that sort in some of which the Supreme Court has denied certiorari.
Such advocacy may definitely be held to be a crime. If that is the outcome,
and it is finally decided by the Court, by affirmative decision, and not
by denial of certiorari, it would be misconduct to engage in such advocacy.
More likely, however, such advocacy would fall under the general provision
of the by-law with respect to misconduct, as I assume that conviction of a
crime, especially a felony, would be misconduct. To advocate the commission
of crime has nothing to do with political change by an unconstitutional
means. Whether, however, it is another type of misconduct is another matter.
And if advocacy of anything itself becomes criminal, then it does not have
to come within this resolution, but under the general provision.

The Professor of Sociology and Anthropology, Professor Foote:

There is such a case just now at Earlham College, I understand.

The Professor of Law, Professor MacDonald:

Yes, there may be; there are six or seven cases before the courts at
present.

The Professor of Sociology and Anthropology, Professor Foote:

Thank you.

The Professor of Law, Professor Freeman:

Professor Foote’s reference to men at the Quaker college of Earlham
who have refused to register for the draft as a means of causing a change of law or the political order and Professor MacDonald's reply cause me to make my first point: The resolution before us, number 3, makes it grounds for dismissal to advocate political change by means not authorized by the New York and Federal Constitutions. Already a Quaker teacher has been convicted for sympathetically upholding a student in refusing to register for the draft. I have defended this teacher and others in court. I am a member of the Religious Society of Friends who have, throughout their history, used civil disobedience (refusal to doff the hat to the king, to pay taxes, to accept state religion) as a means of changing the political order. I was present at the national meeting of this group last year which adopted a statement approving civil disobedience as a means of changing laws or a political order not in accordance with God's higher law. We have always assumed that the Supreme Court and the democratic institutions recognized such higher law. Democracy must recognize the right of citizens to change the political order; at one extreme is overthrow by violence, at the other is civil disobedience. Many of the staunchest supporters of democracy advocated both methods of change -- our Declaration of Independence asserts it -- are we now going to condemn even civil disobedience?

Secondly, the third resolution might prevent many activities in the realm of international affairs which are highly desirable. President Hutchins and the Chicago World Government group have long advocated a World Constitution adopted by a world convention of people, not representatives of government; this and many other means which by-pass the sovereign nation would be interdicted by this resolution.

Further, the third resolution might be interpreted to restrict free scholarship and teaching for those of us who instruct in the area of political theory. "Advocate" is to "recommend, suggest or counsel". There are many of us who believe that it is important for our students that they read Thomas Jefferson and many others who held the political theory that a government not meeting the needs of the people should be overthrown, if necessary by force. Although I as a pacifist would be the last person to use force, and intend to continue to urge another way than war for the settlement of disputes, I would do less than my duty as a teacher of Jurisprudence if I hid all basic theories of government and the relation of the individual and the state from my students. The second clause of the third resolution is the most objectionable, for it prevents advocacy of methods not now authorized by the state and federal constitutions. This assumes that all the knowledge of methods of political change is embodied in those two documents. How is a teacher to lead law students, whose duty it is to change constitutions and political orders, if he cannot advocate methods not already found in such constitutions. The third resolution is far too broad at the very point this Faculty should most consider -- the restriction of free teaching.

One last thought on the third resolution. Professor Cushman referred to similar wording used in the New York Syndicalism law and thought we were going no further than the statute -- that surely we ought not to object to making the commitment of a felony the grounds for removal. But we have been told that we do not contemplate removal for all felonies, for example, adultery. It seems to me there is a real distinction between language in a statute and in our resolution. State and federal governments are limited by constitutional provisions, and "advocate" has thus been interpreted as preserving free speech when used in a statute. But in a
private institution no such limit applies. We could prohibit all speech. Advocacy, as the Faculty here uses the term, will restrict speech much more than a similar provision in a statute.

On the first resolution — the re-affirmation of the legislation of 1918 — I have two thoughts. First, I do not agree that we are in a crisis like 1918. On any such assumption we shall all be living in "crises" the rest of our lives. University teaching, particularly law teaching, should be the last to recognize government by "crisis". Secondly, there is an assumption in the first resolution that a professor always, in part, speaks for the University. The assumption is untrue, and I would not think the University would want to admit it. The University did not purchase all my time and interests; I insisted, when I came here, that my interest in civil liberties, international affairs and pacifism should be recognized. When I speak outside, I am more often known as a civil liberties lawyer, as a representative of the Society of Friends, as a pacifist than a professor of taxation at Cornell. A professor should be able to keep his functions entirely separate and be able to speak his other concerns without fear of University criticism.

Finally, I do not agree with Professor MacDonald's point that our contracts can be modified by the Trustees through substantially changing the By-Laws. Each person's contract arises out of the arrangements made when he came. Minor changes in the By-Laws for clarification and similar purposes may be possible; substantial changes which substantially modify the contract, are not. As to any person who today accepts the changes in the By-Laws or applicable legislation, it may be said that his contract is changed. Others have a right to refuse such change and remain on whatever basis presently exists.

The amendment moved by the Professor of Philosophy, Professor Black, was put to a vote and lost.

The question was here divided. Section 2 of the recommendations was first considered.

The Professor of Industrial and Labor Relations, Professor Konvitz:

The advocates of the amendment offered by Professor Black have convinced me that the original resolution ought to be defeated, and the advocates of the original resolution have convinced me that the amendment ought to be defeated. I am opposed to both the original resolution and the amendment. I am opposed to the amendment because indirectly and by implication it lends moral support to teachers' loyalty oaths, to which I am opposed and to which other members of the Faculty are opposed. I would like to see both the original resolution and the amendment defeated; if, however, I have to choose one or the other, I favor the amendment as the lesser of two evils.

Turning to the resolution regarding advocacy of the overthrow of the government, in my judgment the resolution has broader coverage than that found in the statutes of the United States or of the State of New York.
It is my understanding that mere advocacy is constitutionally protected. Advocacy of the overthrow of the government by force or violence may constitutionally be punished, under the statutes as interpreted and applied by the courts, only if the utterance creates a clear and present danger. While the Supreme Court of the United States has not consistently and in all instances made use of the clear and present danger doctrine, I and others who are concerned with the constitutional aspects of freedom of speech have always sought and will continue to seek to have the Supreme Court apply in all instances the clear and present danger doctrine when a legislature or a court attempts to limit freedom of speech, the press or of assembly. I think it is utterly wrong for the Faculty to adopt a resolution which would tend to restrict these freedoms even more than the Constitution contemplates or allows.

The phrase in the same resolution concerning "the accomplishment of political change by means not permitted by the Constitution of the United States or of the State of New York," seems to imply that there is no law higher than that of a constitution. There was a time when the Supreme Court referred to a higher law. The Court no longer does this, but some of us still believe in a higher law by which even constitutions may be judged. The Constitution is what the Supreme Court says it is, and a time may come when the Supreme Court may uphold as constitutional a law which may be oppressive of a minority of the people of the United States, like the Catholics, or the Jews or the Negroes, and under such circumstances the only defense the minority may have may be civil disobedience, that is, passive resistance to a law which the courts have upheld as constitutional. Such civil disobedience may have as its purpose "the accomplishment of political change by means not permitted by the Constitution of the United States or of the State of New York". Such civil disobedience, however, may be morally necessary and morally proper, when judged by a law higher than that of the Constitution.

Professor Konvitz moved to amend by substitution as follows:

The University reserves the right to dismiss and discontinue the appointment of any member of its faculties, on reasonable notice and after giving such member an opportunity to be heard for such personal misconduct as makes him unfit to participate in the relationship of teacher to student or failure to perform the duties required of the position which he holds.

The Professor of Economics, Professor Adams:

The terms "misfeasance" and "nonfeasance" were apparently selected because they have meaning for lawyers. They do not, however, have meaning for laymen, and in this context the University Faculty is overwhelmingly lay. There are two reasons why I think their adoption unfortunate.

First, the conditions of our own employment become less well understood. All of us have some idea of the meaning of "misconduct", and the fact that the word is vague is not a disadvantage. Standards of conduct change with each generation, and it is only good sense not to attempt to define them rigidly or comprehensively.

Second, and more important. If any dismissal cases ever arise, the
University should seek to prevent them from getting into the courts. The Trustees in June created machinery by which the Faculty conducts the first, formal hearings in such matters. It is important that the Faculty determine the standards for such hearings, and it is highly desirable that the outside world should understand that this is a Faculty responsibility. The Faculty will now have to write its reports and make its recommendations on these matters to fit language which has developed in entirely different institutions. A body of responsible professors can reach a collective decision whether or not certain activities should be classified as misconduct. They will not find it easy to classify as misfeasance. What they will inevitably do is to act as if "misconduct" were the ruling word, and then try to translate their decision into the "misfeasance" form. That seems to be complicated, unnecessary and handicapping.

The Professor of Law, Professor MacDonald:

Misconduct is not only a vague term, it is dangerously vague. Furthermore, it probably includes only the idea of positive action. Misfeasance and non-feasance together probably do add up to what the Professor of Economics understands by "misconduct". Why not, however, state the terms accurately? Second, although I agree that the University should, as it has, provide machinery to discourage its Faculty from seeking relief in the courts, the University cannot itself prevent cases from reaching the courts. To seek judicial review is the privilege of the aggrieved member of the Faculty. We have not substituted an arbitration system by contract in setting up this procedure. Hence although it may be difficult for laymen to apply standards represented by the terms proposed to be substituted, although I doubt this, it would seem much better to use accurate terms which have a sharper meaning than the old term. The conditions of our employment certainly do not become less well understood. No one behaving himself in any event need worry. His best course of action is simply to carry on as he has in the past.

The amendment moved by the Professor of Industrial and Labor Relations, Professor Konvitz, was put to a vote and lost.

Section 2 of the recommendations was put to vote and passed.

The Faculty proceeded to discuss section 3 of the recommendations.

The Professor of Industrial and Labor Relations, Professor Tolles:

I raise the question as to what interpretation would be put on the word "advocate". The objection to the previous amendment has been stated in terms of the vagueness of its language, a vagueness which might place the Faculty in a dangerous legal situation. Does the word "advocate" have a definite meaning in legal or administrative practice. A professor must, for teaching purposes, confront students with sharp expressions of doctrines that might be proscribed by certain interpretations of the motion before the Faculty. Would the forceful exposition of such viewpoints be interpreted as "advocacy"?
The Professor of Law, Professor MacDonald:

The word "advocate" means more than merely to teach or to explain a position. It certainly has a meaning involving ideas of persuasion. In any event, it has a defined meaning which can be ascertained. Certainly "advocate" does not restrict a teacher in confronting students with sharp expressions of doctrine; and the forceful presentation of viewpoints - without personal attempts at persuasion - should not be interpreted as advocacy.

The Professor of Economics, Professor Morse:

My first question, addressed to Professor MacDonald, concerns the relation of item 3 of the recommendations to the investigative procedures recently incorporated in the University statutes. Did the proposed statement "that any member of the Faculty who ... etc." really mean "any member of the Faculty who has been found by due procedure to have ... etc"? Was it intended, and if so, was it clear that alleged misconduct (in the sense proposed) had to be established by statutory investigation in order to become grounds for dismissal?

The Professor of Law, Professor MacDonald:

The resolution with respect to the sense of the Faculty is simply an expression of Faculty opinion - in legislative form - to amplify the meaning of "misconduct" or "misfeasance" as the case may be. The procedure for dismissal is applicable to the by-law grounds for dismissal. The charges would have to be proved according to the procedure already provided. Therefore

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1 Gitlow v. State of New York, 268 U. S. 652, 655. "Advocacy means the act of pleading for, supporting or recommending active espousal!" 2 State v. Gibbs, 134 N. J. L. 366. The word "advocate" is in common use and is defined "to plead in favor of". 3 Words and Phrases, perm. ed., p. 625-626, Tit. "Advocate" and 1951 Supp. p. 152. 4 People v. Gitlow, supra, at p. 664-665, per Mr. Justice Sanford: "The statute does not penalize the utterance or publication of abstract 'doctrine' or academic discussion having no quality of incitement to any concrete action. It is not aimed against mere historical or philosophical essays. It does not restrain the advocacy of changes in the form of government by constitutional and lawful means. What it prohibits is language advocating, advising or teaching the overthrow of organized government by unlawful means. These words imply urging to action. Advocacy is defined in the Century Dictionary as '1. The act of pleading for, supporting, or recommending; active espousal.' It is not the abstract doctrine of overthrowing organized government by unlawful means which is denounced by the statute, but the advocacy of action for the accomplishment of that purpose. It was so construed and applied by the trial judge, who specifically charged the jury that: 'A mere grouping of historical events and a prophetic deduction from them would neither constitute advocacy, advice or teaching of a doctrine for the overthrow of government by force, violence or unlawful means. (And) if it were a mere essay on the subject, as suggested by counsel, based upon deductions from alleged historical events, with no teaching, advice or advocacy of action, it would not constitute a violation of the statute.'
the procedure would provide a technique of investigation and proof which would require evidence substantially as required in judicial procedure. This would rule out as evidence such hearsay as newspaper stories or comments, or gossip of any sort, student or otherwise. The complaint against a particular member of the Faculty might well be founded on hearsay - as are many complaints in actions in the courts, e. g., allegations on information and belief. The proof, however, could not be founded solely on hearsay, but only on direct, corroborative or circumstantial evidence, on actual knowledge of witnesses, or on documentary evidence.

The Professor of Economics, Professor Morse:

My question to Professor Cushman concerns the difference between the precise wording of item 3 and its possible implications. I refer to Professor Cushman's earlier statement that the proposed material is not intended to inhibit the free expression of opinion, and his belief that the Faculty does not wish to interfere with such free expression. I recall Professor Cushman's remarks to the effect that the loyalty oath required of teachers in New York is meaningless, and that the so-called Ives Resolution of 1919, which imposed this requirement, had been passed more as an outlet for the emotions of the time than to meet a real need. I suggest that what was true of the Ives Resolution is perhaps also true of item 3: namely, that it is calculated to satisfy an emotional urge rather than to prevent a demonstrated evil. If so, the broad psychological impact of the statement is more important than its admittedly narrow legal scope. In the present atmosphere any action of the proposed type is likely to be loosely interpreted as an expression of disapproval of non-conformist behavior, and as such is bound to have some limiting effect on the free expression of opinion. Professor Cushman has said that this was neither intended nor desired. Yet is it not a possible result?

The Professor of Government, Professor Cushman:

I do not think the Committee's proposal can reasonably be construed as an expression of disapproval of non-conformist conduct. If it were loosely worded, it might be open to that criticism, but I believe that the precision of the language used is adequate protection against such an inference. I will go along with the idea that there is no immediate and pressing need for the action which we are now considering. Frankly I do not feel that any of this is of very great importance. I do believe, however, that there are some reasons why it is desirable that the Faculty should revise its legislation along the lines proposed, and since I am unable to see any disadvantages in the Committee's proposals, I shall support them.

The Professor of International Law, Professor Briggs:

I voted for the change in the By-Laws because I felt that the word "misconduct" was vague and preferred "misfeasance" or "nonfeasance" even though it might mean the substitution of two vague words for one. At least, the latter are terms of art in a legal sense. I have been charmed by the eloquence and analytical skill with which the Professor of Law and
the Professor of Government have presented their case for the adoption of this manifesto. They have convincingly demonstrated that the proposal was skillfully drafted. It avoided the vicious doctrine of "guilty by association". Intrinsically, there is little to object to in the statement, however, they have failed to demonstrate the need for the adoption of any statement whatever. Every member of the Faculty has already signed the oath of allegiance, and I regard it as highly offensive that the loyalty and integrity of any member of the Faculty should be questioned without the presentation of proof. This proposed statement is not an amendment to the By-Laws; it is not Trustee or Faculty legislation; it is nothing but a manifesto. In fact, for the reasons mentioned by the Professor of Economics, Professor Morse, it might fairly be regarded as worse than nothing, indeed, as most unfortunate. I, therefore, wish to state that I am decidedly opposed to the adoption of this statement.

Section 3 of the recommendations was put to vote and passed.

The Faculty proceeded to discuss section 1 of the recommendations.

The Professor of Industrial and Labor Relations, Professor Neufeld:

Since the Committee on University Policy has recommended to this Faculty that it re-affirm its legislation of May 8, 1918, because of the present national crisis, and since, in my opinion, the present crisis is both deeper and more complex than that which faced the University Faculty in 1918, and since the phrase in paragraph 3 of the legislation of May 8, 1918, "the reputation of the University" lacks precision, I move the amendment of paragraph 3 to read as follows:

The Faculty recognizes that each of its members is bound in the present crisis to safeguard with especial care the reputation of the University as an institution devoted to free inquiry, objective research, and integrity of teaching.

The Dean of the Faculty, Professor Murdock:

I hope that the Faculty will defeat the amendment. The statement passed by the Faculty in 1918 is very similar in content to one which was much later adopted by the American Association of University Professors. In many respects I believe it to be a better statement of the principles involved, and we may well be proud that these principles were stated by the Cornell Faculty at such an early date. To amend the wording of this statement now weakens it and causes it to lose its historical value.

The amendment moved by the Professor of Industrial and Labor Relations, Professor Neufeld, was put to vote and lost.

Section 1 of the recommendations was put to vote and passed.

Section 4 of the recommendations was put to vote and passed.
The meeting was called to order by the President at 4:15 p.m.

The minutes of the meeting of May 30 were read and approved.

The President announced the deaths of the following members of the Faculty:

Edgar Raymond Watt, Assistant Professor in Mechanical Engineering, on July 9, 1951;
Everett Franklin Phillips, Professor of Apiculture, Emeritus, on August 21, 1951;
Winfred Enos Ayres, Associate Professor of Dairy Industry, Emeritus, on September 5, 1951.

The Faculty rose in respect for the memory of their former colleagues.

On the occasion of his first appearance before the Faculty, the President of the University, President Deane Waldo Malott, in a brief address, stated some of his attitudes toward and opinions on certain aspects of the functioning of the University.

On behalf of the Committee on War Alumnus Certificates, the Dean read the following report and commented upon the eligibility of the two men named therein:

Everett Thornton Nealey. Mr. Nealey was registered in the College of Arts and Sciences and has received 65 hours' credit. He enlisted in the Army of the United States on September 29, 1942 and served for three years and nine months when he was discharged, having been promoted to the rank of 1st Lieutenant.

John Havens Ireland Morse. Mr. Morse was registered in the College of Arts and Sciences for four terms in 1940-42. He then saw three and one half years of service in the Army Air Force, returning to Cornell in September 1947. He was registered in the College of Engineering for five terms and was then recalled to active service. He now has the rank of Captain. He has been registered at Cornell for a total of nine terms and has earned 156 credit hours, more than 120 of which are of the grade of 70 or better. He has served in the Air Force for a total of four years.
He then moved:

That the Faculty recommend to the Board of Trustees that a War Alumnus Certificate be awarded to Everett Thornton Nealey and to John Havens Ireland Morse.

The motion was seconded and passed by voice vote without dissent.

On behalf of the Committee on University Policy, the Dean moved the adoption of the following legislation in order to facilitate the transfer of students from one college of the University to another:

1. The University Faculty recommends to the Board of Trustees that there be established a Division of Unclassified Students on an experimental basis for a period of three years beginning on November 15, 1951; That the Division be administered by a Director, appointed by the Board of Trustees upon nomination of the President, and an Administrative Committee consisting of the Director as Chairman and members of the University Faculty appointed by the President so as to give representation to those colleges and schools into which transfer of students is likely to be frequent and so as to provide for rotation of the membership of the Committee;

That the Administrative Committee be empowered to enact regulations and adopt operating procedures under the general supervision of the University Faculty;

That with respect to the Division of Unclassified Students, it have the same authority to admit students, drop them, place them on probation, or remove them from probation that is exercised by a special faculty with respect to the students of its college;

That the tuition and fees for students in the Division of Unclassified Students be the same as those for students in the College of Arts and Sciences, presently $600 per year for tuition and a composite fee of $100 per year.

2. The University Faculty enacts the following provisions to take effect if and when the Board of Trustees establishes a Division of Unclassified Students.

a. Any student who has been in residence as a candidate for a degree in any of the colleges or schools of the University may apply for admission to the Division of Unclassified Students. Each student admitted to the Division shall be assigned
a faculty advisor who will normally but not necessarily be a member of the Administrative Committee of the Division. An unclassified student may, with the approval of his advisor, elect courses for which he is qualified in any division of the University subject, however, to limitations as to the size of the course.

b. A student registered in the Division of Unclassified Students may apply for admission to any college or school of the University. In considering his application, the Admissions Committee of the college or school to which he applies shall consult with the Director of the Division and the student's advisor and take into consideration their recommendations and the quality of work which the student has done during his registration in the Division. If at the end of two terms, he has not been accepted as a candidate for a degree in a college or school of the University, he may not be permitted to re-register in the Division except by special action of the Administrative Committee.

c. The Administrative Committee shall make annual reports to the University Faculty during the three-year experimental period in order that changes in the organization may be made during the progress of the experiment as seems desirable.

The motion was seconded and, after considerable discussion regarding the desirability and cost of the proposed Division, was passed on a show of hands.

The Faculty adjourned at 5:20 p. m.
The meeting was called to order by the President at 4:16 p.m.
The minutes of the meeting of September 26 were read and approved.
The Dean read communications from the President, which announced appointments to committees of this Faculty as follows, each appointment to terminate on November 1, 1955 except as noted:

To the Committee on University Lectures
J. G. B. Hutchins
L. A. Cole

To the Committee on Music
George Winter

To the Committee on Student Conduct
L. L. Barnes
J. C. Jeffrey
T. W. Silk, Chairman

To the Committee on Student Activities
G. W. Lattin
L. D. Brown

To the Committee on Undergraduate Scholarships
H. F. Weigandt
N. C. Brady

To the Committee on Entrance Credentials
H. G. Smith

To the Committee on Military Curricula
J. W. McConnell
W. H. Stainton, Chairman

To the Committee on Requirements for Graduation
Donald English, without term, to succeed M. L. Hulse
C. I. Sayles, during the leave of absence of H. B. Meek
S. M. Barnette, to succeed F. M. Wells

To the Committee on Calendar
G. I. Dale
F. B. Wright
Gordon Danks, 1952
W. E. Meserve, Chairman
To the Committee on Registration and Schedules
T. R. Cuykendall
L. H. Kensinger
R. T. Knox
A. C. Stafford
C. C. Winding

To the Committee on Scheduling of Public Events
J. R. Gregg
T. A. Ryan, November 1, 1953
Robert Hull

To the Committee on Prizes
R. H. Elias
A. E. Murphy, Chairman

To the Committee of Award of the Moses Coit Tyler Prize
C. L. Rossiter, 1954
H. W. Thompson, Chairman

To the Orientation Advisory Board
B. K. Northrop, 1954
Robin Williams, Chairman

To the Committee to Prepare a Memorial Article for the Necrology concerning Forest Milo Blodgett
W. H. Burkholder
W. A. Rawlins
M. F. Barrus, Chairman

The Dean, in the absence of the Chairman of the Committee on Nominations, reported that, in accordance with the legislation of the Faculty, last year's Committee had designated one of its number, B. F. Willcox, to act as Chairman of this year's Committee. He then reported the following list of nominees for election to the Committee for the ensuing year:

Damon Boynton
F. G. Marcham
C. I. Sayles
George Winter

In response to an invitation for nominations from the floor, the Professor of Mechanical Engineering, Professor Erdman, proposed M. W. Sampson.

The Dean cited legislation which specifies that two members from the same department of the University may not serve simultaneously on
this Committee and pointed out that both Professor Winter and Professor Sampson are members of the Faculty of the College of Engineering. After some discussion over the meaning of the word "department", he moved:

That the Faculty interpret the legislation to mean that there not be two members of this Committee in any one year from the same independent school or college of the University.

The motion was seconded and passed unanimously by voice vote.

After some discussion over the meaning of the word "school", the Dean moved further:

That the legislation which prohibits two members from the same department of the University from serving simultaneously on the Committee on Nominations be referred to the Committee on University Policy for their study and report back to this Faculty.

The motion was seconded and passed by voice vote.

In view of the sense of this discussion and of the motions just passed, the President announced that the voting was between George Winter and M. W. Sampson. He then appointed the Professor of Geology, Professor Cole, the Professor of Physics, Professor Newhall, and the Professor of Hotel Accounting, Professor Silk, to act as tellers.

During the counting of ballots, the Dean moved:

That the Secretary be instructed to cast a unanimous ballot for the election of -

Damon Boynton  
F. G. Marcham  
C. I. Sayles

to the Committee on Nominations.

The motion was seconded and passed by voice vote.

The tellers reported the election of George Winter to the Committee on Nominations.
The Dean moved:

That the Registrar be an ex officio member of the Committee on Elections and of the Committee on War Alumnus Certificates in place of the Secretary of the University during the vacancy in that office.

The motion was seconded and passed by voice vote.

The Professor of Law, Professor Thompson, because of the large number of new members in the Faculty, moved:

That in addressing the chair, the speaker state his name and the title of his professorship.

The motion was seconded and, after discussion, was carried by a show of hands.

The Faculty adjourned at 4:43 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by Vice President Wright at 4:16 p.m.

The minutes of the meeting of October 10 were read and approved.

On behalf of the Committee on Nominations, the Professor of Structural Engineering, Professor Winter, presented the following list of candidates:

For Faculty Representative on the Board of Trustees
G. P. Adams, jr.
L. P. Smith

For Member of the Committee on University Policy
S. S. Atwood
M. F. Neufeld
K. L. Turk

For Member of the Committee on Economic Status of Faculty
M. S. Kendrick
Catherine Personius

For Member of the Board on Physical Education and Athletics
P. M. O'Leary
H. C. Stephenson

For Member of the Board on Student Health and Hygiene
Katherine Harris
Hazel Hauck

There being no response to the invitation for nominations from the floor, the Chairman referred the slate to the Committee on Elections.

Still acting for the Committee on Nominations, Professor Winter, after explaining the prompting circumstances, moved:

If at a regular election a member of the Committee on University Policy is elected Faculty Representative on the Board of Trustees, thereby becoming an ex officio member of the Committee, the vacancy in the elected membership shall be filled by that member of the Faculty who receives the second largest number of votes for membership on the Committee. The member thus elected shall serve during the unexpired term of the member he replaces.

The motion was seconded and passed by voice vote.
On behalf of the Committee on University Policy, the Dean, after explaining the background, moved to amend the legislation of November 13, 1946 as follows:

1. The Nominating Committee shall consist of a Chairman designated by the Nominating Committee of the preceding year from among its membership and four members of the University Faculty elected at the regular October meeting. Nominations shall be made by the Committee of the preceding year, and there shall be an opportunity for nominations from the floor before the Faculty proceeds to the election. No member of a Nominating Committee shall be eligible for reelection.

2. No two members of any Nominating Committee may be members of the same separate college or school faculty as listed in Article XIV, Section 2 of the University By-Laws, deleting, however, the Graduate Faculty from the list.

The motion was seconded.

After some discussion, the Professor of Mechanical Engineering, Professor Erdman, moved to amend the motion by the addition of the following sentence:

The nominations prepared by the Nominating Committee shall be published in the call for the meeting at which the elections take place.

The motion to amend was seconded and passed by a voice vote.

The original motion as amended was then passed by a voice vote.

The Chairman of the Committee on Student Activities, Professor Petry, presented a progress report on the work of the Committee, in which he described its constitution, its functioning, its responsibilities, and its recent accomplishments.

On behalf of the Special Committee on Audio-Visual Aids, its Chairman, Professor Jehring, reported on the recent work of the Committee and suggested ways for increasing the usefulness of audio-visual aids to the staff.

The Faculty adjourned at 4:48 p. m.
The meeting was called to order by the President at 4:15 p.m.
The minutes of the meeting of November 14 were read and approved.
The President announced the death of Ulysses Prentiss Hedrick, Director Emeritus of the New York State Agricultural Experiment Station at Geneva, on November 14, 1951.

The Dean announced the appointment by the President of F. H. Rhodes as Chairman of the Committee on Evaluation and Improvement of Instruction to succeed H. A. Myers, who is on leave of absence.

On behalf of the Committee on Elections, the Dean read the following report:

The Committee received 591 ballots, all of which were validated.

569 ballots were cast for Faculty Representative on the Board of Trustees, of which 320, a majority, were cast for the Professor of Physics, Professor Smith.

569 ballots were cast for a member of the Committee on University Policy, of which 254 were cast for the Professor of Animal Husbandry, Professor Turk, a plurality of 80 over those cast for the Professor of Industrial and Labor Relations, Professor Neufeld.

571 ballots were cast for a member of the Board on Physical Education and Athletics, of which 306, a majority, were cast for the Professor of Veterinary Therapeutics and Small Animal Diseases, Professor Stephenson.

557 ballots were cast for a member of the Board on Student Health and Hygiene, of which 297, a majority, were cast for the Professor of Food and Nutrition, Professor Hauck.

573 ballots were cast for a member of the Committee on Economic Status of the Faculty, of which 391, a majority, were cast for the Professor of Public Finance, Professor Kendrick.

On behalf of the Committee on Requirements for Graduation, the Dean, after noting the several departments of the Armed Forces in which instruction is offered, moved:

That in the legislation of April 11, 1945 concerning the University Faculty requirement in Military Science and in all subsequent legislation of the University Faculty dealing with
the requirement in Military Science, the term "requirement in Military Science" shall be amended to read "requirement in Military Training".

The motion was seconded and passed unanimously by a voice vote.

On behalf of the Committee on Student Activities, its Chairman, Professor Petry, moved the adoption of the following resolution:

Resolved that the University Faculty, the Board of Trustees concurring, designate Saturday, May 10, 1952, as Spring Day, a University holiday, and instruct the Committee on Registration and Schedules to schedule evening hours which members of the Faculty may use for classes and laboratory periods which are normally scheduled on that day.

The motion was seconded and, after some discussion concerning the desirability of continuing Spring Day, was passed by voice vote.

On behalf of the Committee on University Policy, the Dean, after tracing the history of Faculty representation on the Board of Trustees, moved the adoption of the following resolution:

Whereas on October 11, 1933 the University Faculty expressed its belief that a further extension of the system of Faculty representation would be mutually advantageous to the University Faculty and to the Board of Trustees and requested that the Board consider anew the desirability of securing for the Faculty Representatives full voting power with full eligibility to membership on the committees of the Board, and

Whereas on February 3, 1934, the Board of Trustees in response to this recommendation of the University Faculty adopted the following statement: "The Board of Trustees finds itself in full agreement with the principle that the Representatives of the University Faculty should, in addition to the other rights of Trustees, have the right to vote."

Therefore Be It Resolved that the University Faculty recommend to the Board of Trustees that the Faculty Representatives be constituted Faculty Trustees with full powers as Trustees of the University and that appropriate steps be taken as soon as possible to accomplish this change in status.

The motion was seconded and, after considerable discussion regarding the desirability of the resolution and especially concerning the desirability and propriety of Faculty Representatives having the right to vote, was passed by a voice vote.
Still acting on behalf of the Committee on University Policy, the Dean then read a second resolution as follows and moved its adoption:

Whereas the University Faculty is still of the opinion that full eligibility of the Representatives of the Faculty to membership on committees of the Board of Trustees is desirable, and

Whereas the By-Laws of the University now provide that the Representatives of the Faculty shall be members of the Executive Committee,

Therefore Be It Resolved that the University Faculty suggest to the Board of Trustees the desirability of an amendment to the By-Laws of the University to permit a distribution of committee assignments so that a Faculty Representative may sit on each of the principal committees of the Board.

The motion was seconded and passed by a voice vote.

The Chairman of the Committee on Student Activities, Professor Petry, informed the Faculty that this Committee was conducting hearings on the subject of deferred rushing and invited any member of the Faculty who wished to do so to speak before the Committee on this subject. In order to be granted a hearing, however, the Faculty member should notify the Chairman or the Dean of his desire to speak.

The Faculty adjourned at 5:35 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by the President at 4:16 p.m.
The minutes of the meeting of December 12 were read and approved.

The President reported that there was every evidence of a friendly reception by the Board of Trustees at its January meeting of those two Faculty resolutions of December 12, 1951 which dealt with Faculty Representatives being constituted Faculty Trustees and with the distribution of Faculty Representatives on the committees of the Board. He stated that a special committee, consisting of Trustees Pfann, Donlon and Schurman, had been appointed by the Chairman of the Board to consider this matter along with the reorganization of the Board as a whole. He suggested that it would be wise for this Faculty to constitute a committee from its members to confer with this committee of the Board.

The Dean read communications from the President, which announced appointments to committees of this Faculty as follows:

M. G. Fincher to serve on the Committee on University Policy during the leave of absence of G. P. Adams, Jr.

Herrell DeGraff to serve on the Committee on the Economic Status of the Faculty during the leave of absence of G. P. Adams, Jr.

R. H. Elias as Chairman of the Committee on Prizes to succeed A. E. Murphy who is on sabbatic leave.

W. R. Keast to serve on the Committee on University Lectures during the leave of absence of M. F. Neufeld.

E. N. Warren to serve on the Committee on Student Conduct during the leave of absence of Arthur Larson.

The Dean announced that the Committee on the Economic Status of the Faculty had elected F. A. Long as its Chairman. The Dean also announced that he had appointed Herrell DeGraff as his representative on this Committee for the current term.
The Dean read communications which announced that -

The Board of Trustees, at its meeting of June 11, 1951, had adopted the recommendations passed by the University Faculty on May 8, 1951 regarding policies to be followed in appointing members of the University Faculty to the emeritus rank.

The Executive Committee of the Board of Trustees, at its meeting held January 25, 1952, had approved the action of the University Faculty regarding Spring Day.

On behalf of the University Faculty Committee on Prizes, its Chairman, Professor Elias, after explaining the reasons for each, moved the adoption of the five following resolutions:

1. That the University Faculty Committee on Prizes be authorized to request the Treasurer to add to the principal of any endowed prize open to students in all colleges whatever unexpended endowment income now exists and to continue to add to the principal fund such unexpended income as may accumulate in the case of prizes where such accumulation is possible.

2. That the University Faculty Committee on Prizes be authorized to increase the value of the various prizes whenever an increase in income warrants such increase and to decrease the value whenever financial conditions require, it being understood that interested departments or divisions in the University will first be consulted by the Committee and that the Faculty itself will be formally notified of the change before the effective date of such change.

3. That the University Faculty Committee on Prizes be authorized to establish the single deadline of noon of April 15th (April 16th when April 15th is a Sunday) on which applicants for the following prizes must submit to the Registrar either their names or their writings, as the requirements for the prizes may specify: Goethe Prize, Guilford Essay Prize (undergraduate), Luana L. Messenger Memorial Prize, Sampson Fine Arts Prize, Moses Coit Tyler Prize, J. G. White Prizes in Spanish, and Morrison Poetry Prize.

4. That the maximum number of words permitted for the essays submitted by undergraduates competing for the Guilford Prize be 10,000 instead of 8,000, and that the number of words graduate students may write shall be "not less than 1500 words" instead of "not more than 1500 words".

5. That the following prize be accepted:

The George Harmon Coxe Award in American Literature, founded in 1951 by Mr. and Mrs. George H. Coxe in memory of their son, George Harmon Coxe, III, who was a student at Cornell, is an annual award of $120 for distinguished work in American Literature and Creative Writing.
a. Those eligible are men registered in the University as members of the sophomore, junior or senior classes. Any student who wishes to be considered may consult the Chairman of the Department of English before April 15. Up to April 15, other students may also be nominated by members of the staff, and will be invited to submit specimens of their written work.

b. In even-numbered years, the award will be made on the basis of outstanding ability in the study of American Literature at Cornell, as revealed both through records in all pertinent courses and through written studies of suitable American writings or authors.

c. In odd-numbered years the award will be made on the basis of the student's achievements at Cornell in creative writing and related work.

d. The President will appoint a committee of three to recommend the award.

The motion was seconded.

The Professor of English, Professor Jones, after some discussion concerning the disposition of the unawarded Guilford Prize money and the possibility of its being constituted a special scholarship for graduate students as specified in the provisions of the gift, moved to amend the motion as follows:

That the Guilford Essay Prize be excluded from this motion.

The motion to amend was seconded and passed by a show of hands.

The amended motion was then passed by a voice vote.

On behalf of the Committee on University Policy, the Dean, after explaining the reasons, moved that the Faculty adopt the following resolution:

Whereas the legislation concerning sabbatical leaves adopted by the Board of Trustees in 1948 provides that "the responsibilities within each department should be distributed so as to permit every professor, associate professor or assistant professor to have sabbatical leave when it comes due without overburdening the other department members", and
Whereas this provision lacks the flexibility needed for the efficient administration of sabbatic leaves in the departments of the University,

Therefore Be It Resolved that the University Faculty recommend to the Board of Trustees the amendment of the legislation by the addition of the following sentences:

If the granting of such leave seriously inconveniences a department, and if the Faculty member concerned is therefore willing to postpone his leave, the period of such postponement may be counted as part of the six years' service prerequisite to his next succeeding sabbatic leave provided, however, that prior to the time when the original sabbatic leave is due, the Chairman of the Department shall have requested a postponement under these conditions, setting forth the reasons therefor and the President of the University shall have approved the request. In no case shall the period of service between two sabbatic leaves be reduced by more than three terms because of such postponement.

The motion was seconded and passed by voice vote.

The President introduced the Vice President for University Development, Mr. Emerson, who presented an account of the history, constitution, policies, procedures, activities, and future plans of his office. He reported that Cornell now has the best alumni team that has ever been created. This team, working cooperatively with the Trustees, the Faculty, and others, will carry Cornell forward in her money-raising endeavors. He also outlined the procedure whereby academic departments and other Faculty groups may seek the aid of this cooperative body in satisfying their specific needs.

Under the heading of new business, the Professor of International Law, Professor Briggs, moved:

That the Committee on the Economic Status of the Faculty be requested to report to this Faculty at an early date.

The motion was seconded and passed by a voice vote.

On behalf of the Faculty of the Graduate School, its Dean, Professor Jones, moved:
That this Faculty approve the change of the official abbreviation of the degree of Master of Arts from A. M. to M. A.

The motion was seconded and passed by a voice vote.

Still acting on behalf of the Faculty of the Graduate School, Professor Jones moved further:

That the official symbol indicating that a graduate student has dropped a course without official cancellation be changed from "Z" to "W".

The motion was seconded and passed by voice vote.

In view of the suggestion made earlier in this meeting by the President in his report on the January meeting of the Board of Trustees, the Dean moved:

That the President be authorized to appoint a special committee of this Faculty to consult with the special committee of the Board of Trustees appointed to study the recommendations of the Faculty concerning Faculty Representatives in the Board if and when such consultation seems desirable.

The motion was seconded and passed by a voice vote.

The President reminded the Faculty that the new Provost had taken office and stated that henceforth either he or the Provost would be in Ithaca at all times. He asked the members of the Faculty not to hesitate to call upon one or the other of them.

The Faculty adjourned at 5:19 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by the Dean at 4:17 p. m.

The minutes of the meeting of February 13 were read and approved.

The Dean announced the deaths of Leslie Nathan Broughton, Professor of English, Emeritus, on March 3, 1952 and of Will Miller Sawdon, Professor of Experimental Engineering, Emeritus, on April 1, 1952. The Faculty rose in respect for their former colleagues.

On request of the Dean, the Goldwin Smith Professor of American History, Professor Gates, took the chair.

The Dean read communications from the President, which announced appointments to committees as follows:

R. E. Cushman, R. S. Stevens, and the Dean of the University Faculty to constitute a special committee to confer with the corresponding committee of the Board of Trustees regarding Faculty representation on the Board.

David Williams to the Committee on Undergraduate Scholarships to succeed Herbert Ranney who has resigned.

A. T. Blomquist to serve as Acting Chairman of the Committee on Undergraduate Scholarships.

The Professor in Extension Teaching and Information, Professor Phillips, who became Manager of Photographic Science Laboratory on December 1, 1951, reported on the new quarters and the reorganization of this service, stating that, among other changes, he hoped to be able to lower the prices for and improve the quality of their work. He asked for suggestions from the Faculty, but none was offered.
On behalf of the Special Committee on Dishonesty in Examinations, its Chairman, Professor Rossiter, presented his final report and stated that, in his opinion, there was no sound reason for the Committee to continue in existence. He traced the history of the Committee and described some of the policies and procedures which it had attempted to follow. He then presented a number of conclusions regarding the difficulties encountered. He believed that the current Committee should be discharged in order that the incoming Dean might attack the problem afresh. Consequently, after offering his assistance to the new Dean and to any new committee that might be established, he moved:

That the Special Committee on Dishonesty in Examinations be discharged by this Faculty.

The motion was seconded and passed by voice vote.

On behalf of the Committee on Prizes, its Chairman, Professor Elias, reported that the Committee had consulted with the Dean of the Graduate School, Professor Jones, regarding the disposition of the unwarded Guilford Prize money and that this sum had been set up as awards to graduate students parallel to the awards that are made to undergraduates. Proper announcements were being entered in the two appropriate publications. He also reported the current values of the several prizes, indicating those which had been increased in amount.

On behalf of the Committee on Calendar, the Registrar, Doctor Bradford, after explaining the reasons for the proposals, moved the approval of the following recommendation:
The University Calendar, as adopted for academic years 1952-53, 1953-54, and 1954-55 shall be so amended that — 
(a) registration for the spring term shall occur on the Monday after the midyear examination period instead of on Friday and Saturday;
(b) instruction for the second term shall begin on Tuesday instead of on Monday;
(c) instruction shall end on the Monday preceding by two weeks Commencement Day;
(d) the final examination period shall extend from the Tuesday of that week through Wednesday of the next week, eight session days.

The motion was seconded.

Dr. Bradford then described the changes in the calendar which would result from the adoption of this recommendation and read two other motions which he intended to introduce in the event that this motion was passed. (All are appended to these minutes.)

After a great deal of discussion regarding the inconveniences, and even the impossibility in some instances, of adapting laboratory programs to the proposed changes and after consideration of suggested remedies and alternatives, the Professor of Agronomy, Professor Brady, moved:

That the proposal be referred back to the Committee on Calendar for further consideration, taking into account the objections and comments raised at this meeting.

The motion was seconded and passed by a voice vote.

On behalf of the Committee on University Policy, the Dean, after describing the background, stating the reasons, and explaining the proposal, moved the adoption of the following legislation:

There shall be a standing committee of the University Faculty to be known as the Committee on University Broadcasting. The Committee shall consist of eight members appointed by the President for terms of not more than four years each and either the Dean of the University Faculty or, at his discretion, some member of the Committee on University Policy designated by him. The President shall name the Chairman of the Committee.
It shall be the duty of the Committee on University Broadcasting to exercise on behalf of the Faculty such powers in the field of broadcasting as may be delegated to the Faculty by the President of the University or by the Board of Trustees. It shall from time to time at its discretion or upon request by the Faculty make reports and recommendations to the Faculty.

"The field of broadcasting" as here used includes all programs and productions for radio or television transmission purporting to have been produced under the auspices of Cornell University or with its approval. This is to be interpreted as including live broadcasting and broadcasting by tape, records, film or otherwise whether such broadcasting is by a station owned or operated by the University, by any of its subsidiaries, or by a recognized student organization and also including production of such tape, records or film for broadcast by any station.

The motion was seconded, and, after some discussion, was passed by voice vote.

The Professor of Geology, Professor Cole, after describing the usefulness and comparative inexpensiveness of the previously-issued Cornell Calendar, moved:

That the University Faculty request that the proper authorities revive the publication of the Cornell Calendar and suggest that days set aside for recesses, Sundays, and holidays be designated on this calendar, as formerly, by color or, if this is not feasible, by some other appropriate means and that this calendar be of the same size as former issues.

The motion was seconded and passed by a voice vote.

The Professor of Botany, Professor Petry, after expressing his concern over the discharge of the Special Committee on Dishonesty in Examinations with no provision for further action, moved:

That the Committee on University Policy be directed to consider the desirability of authorizing the appointment of a new committee on dishonesty in examinations and other academic work, and to report its recommendations to this Faculty.

The motion was seconded and passed by a voice vote.

The Faculty adjourned at 5:31 p. m.
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<tr>
<td>Instr. suspended............</td>
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<td>Dec 19 Sa</td>
<td>Dec 18 Sa</td>
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Motions which would have been introduced had the proposal of the Committee on Calendar been passed by the Faculty:

(1) that

The University Faculty instruct the Committee on Registration and Schedules to schedule hours in the evenings and on Saturday afternoon of the first week of the Spring Term which may be used, at the discretion of the Professor in charge, for laboratory exercises missed by reason of the Monday registration.

(2) that

The University Faculty recommend that the Board of Trustees amend Article XXXIV, Section 3 of the By-Laws of the University so that the first sentence of the Section shall read:

"The regular instruction periods in an academic year shall consist of two terms with a total of at least 198 session days, including registration and examination days."
The meeting was called to order by the President at 4:15 p. m.

The minutes of the meeting of April 9 were read and approved.

The President, in reporting on the April meeting of the Board of Trustees, stated that we were embarking upon a new year with a deficit of $500,000 in a total budget of $14,000,000. He said that it was necessary to formulate and to adhere to a policy of conservatism in order to prevent an even larger deficit. He then discussed in some detail the items of income and expenditure that produced this deficit and stated that we must take some rather drastic action to balance the budget in the not too distant future. In the meantime, he promised that those who were charged with the custody of the University's funds would try to be wise in the administration of them.

The Dean announced the following reports of committees appointed to award prizes:

The Sampson Fine Arts Prize
Winner: Curtis Karplus, Arts 1952

The Morrison Poetry Prize
Winners: - First: Bruce Finson, Arts 1953
Second: Robert Fitzgerald, Arts 1953

The Guilford Essay Prize
Winner: George E. Perry, Arts 1952

The Barnes Shakespeare Prize
Winner: Suressa Holtzman, Arts 1952

The Goethe Prize
No Award

The Luana L. Messenger Memorial Prize
No Award
The Forbes Heermans Prize in Playwriting
Winners: - First: No Award
Second: Charles Rodin, Arts 1952

The Woodford Prize
Winner: William J. Schuch, Arts 1952

The Eighty-six Memorial Prize
Winner: Barbara Krogulski, Arts 1953

The Fuertes Memorial Prizes in Public Speaking
Winners: - First: Charles D. Simmons, E. E. 1952
Second: Peter H. Pincoffs, E. E. 1952
Third: Dale R. Pulver, Ch. E. 1952

The Ninety-four Memorial Prize
Winner: Robert A. Lazarus, Arts 1953

The George Chapman Caldwell Prize
Winner: Martha L. Ludwig, Arts 1952

The Harold Adlard Lovenberg Prize
Winner: Joanne McCurdy, Arts 1953

On behalf of the Committee on Calendar, its Chairman, Professor Meserve, after commenting in support of the proposal, moved the adoption of the following recommendation:

That the University Calendar, as adopted for the years 1952-53, 1953-54, and 1954-55, be amended so that registration for the second semester for these students who were registered during the first semester shall occur on the Monday now designated as the first day of the first semester examination period. The first semester examinations shall begin on the following day, Tuesday, and end as now provided on the Wednesday of the following week. Registration for students not in residence during the first semester shall occur as at present on the Saturday before the beginning of instruction for the second semester.

The motion was seconded and, after considerable discussion on the relative merits of this and the original proposal of April 9, was passed by a show of hands.

In order to legalize this modification of the calendar, Professor Meserve, still acting for the Committee on Calendar, moved adoption of a second recommendation as follows:
That the University Faculty recommend to the Board of Trustees that the first sentence of Section 3 of Article XXXIV of the By-Laws be amended to read: "The regular instruction periods in an academic year shall consist of two terms with a total of at least 198 session days including registration and examination days."

The motion was seconded and passed by a voice vote.

The Dean reported on the following two matters which are currently being considered by the Committee on University Policy:

(1) Academic Dishonesty. In the 1920's the University had a campus-wide honor system, which started with success and deteriorated to failure. Whereupon this Faculty transferred to the several college faculties the responsibility for honesty in academic matters. The arrangement seems to be working reasonably well, but the legislation of transfer is faulty. Consequently, this Committee in consultation with the Committee on Inter-Faculty Relations is considering this subject.

(2) The Contract with the General Electric Company. The Vice President for Research had intended to present this report, but he was unavoidably absent. This contract for the operation of a laboratory here in Ithaca has been criticized in some quarters. After discussion with interested persons, it has been concluded that such contracts should in the future be reviewed by the Committee on University Policy. This procedure is being followed. The contract in question is for a period of only three years and may be terminated at any time. The Vice President for Research will probably report on this matter in the Fall. Meanwhile, the subject is under discussion by the Committee on University Policy.

On behalf of the Committee on Prizes, its Chairman, Professor
Elias, reported that the Committee would be able to increase the value of the 'Ninety-four Memorial Prize to $125.

Similarly, the Committee would like to raise the value of each of the three J. G. White Prizes in Spanish to $250. However, because of the manner in which the prizes were established, the Faculty must request the Executive Committee of the Board of Trustees for the authority to make this change. Professor Elias, therefore, moved:

That the Executive Committee of the Board of Trustees be requested to authorize increasing the value of the three J. G. White Prizes in Spanish to $250 each.

The motion was seconded and passed by a voice vote.

In order that it will not be necessary for the Committee to be requesting the Faculty continually for authority to make changes, Professor Elias moved further:

That the Committee on Prizes be authorized to make such changes in the rules for the University-wide prizes as are mainly administrative in character.

The motion was seconded and passed by a voice vote.

Professor Elias, after some explanation, moved finally:

That the University Faculty accept the following new prize:

THE MARY B. KNOBLAUCH PRIZE, founded in 1952 by Mr. George Garfunkel and Miss Elinor Byrns, as Executors under the will of the donor, to provide ten annual awards of $100 each for the best essay discussing the history or the problems, present and future, of the struggle for equal rights for women.

1. Competition is open to all students of the University.

2. The choice of a subject within the field is left to the discretion of the writer.
3. If in any year no essay is deemed worthy of the prize, the award shall be made in a subsequent year.

4. The essays shall be read and the prize awarded by a committee of three professors appointed by the President from the University Faculty.

5. Provisions for submitting the essays shall be the same as those required of all the other essay prizes open to students of all colleges.

The motion was seconded and passed by a voice vote.

Since the Committee on the Economic Status of the Faculty had circulated its report with the call for this meeting, the Chairman of the Committee, Professor Long, merely reminded the Faculty of this fact and stated that the Committee hoped to present more explicit recommendations sometime in the future. (A copy of this report is appended to these minutes.)

On behalf of the Administrative Committee of the Division of Unclassified Students, the Director, Professor Rideout, presented a progress report in which he described something of the policies, procedures, present status, and future outlook of the Division.

On behalf of the Faculty of the Graduate School, its Secretary, Professor Boynton, after some discussion, moved:

That the present degree, Master of Science in Industrial and Labor Relations, be changed to Master of Industrial and Labor Relations.

The motion was seconded and passed by voice vote.

The Dean then moved:

That when we adjourn, we adjourn to meet in this room at 5:00 p. m. on Wednesday, May 28, to receive from the President his nomination of a Dean of the University Faculty and to transact any other business which may be presented.

The motion was seconded and passed by a voice vote.
The President then recognized the Professor of Law, Professor Thompson, who spoke at some length on the approaching retirement of Dean Murdock. He noted the seven years of splendid leadership as Dean of the University Faculty and the forty-three years of service to the University. He remarked that the period of Dean Murdock's term of office had been one of many difficult problems but that they had been handled with wisdom, judgment, and tact. On behalf of the Faculty, he then presented to the Dean a player-recorder and a purse of money as a token of the Faculty's affection and esteem.

The Dean thanked the Faculty for its continuous support of his administration. He stated that he had enjoyed his term of office and had especially enjoyed the fellowship with the members of the Faculty who had served on the various committees during his term of office. There had been the good and the bad, but on the whole it had been pleasant.

Commenting that any further business would be an anticlimax, the President declared the meeting adjourned at 5:26 p. m.

J. D. Burfoot, Jr.
Secretary
The meeting was called to order by the President at 5:00 p. m.

The minutes of the meeting of May 14 were read and approved.

The President announced the death of Clark Sutherland Northup, Professor of English, Emeritus, on May 18, 1952. The Faculty rose in respect for the memory of their former colleague.

The Dean read a communication from the President, which announced the appointment of the following committee to prepare a memorial article for the Necrology concerning Clark Sutherland Northup:

Harry Caplan
B. S. Monroe
Walter French, Chairman

The Dean read a communication from the Provost, which refused regretfully the request of the Faculty that the publication of the Cornell Calendar be revived, explaining that, although the cost would not be large, the fact that the University will be operating at a considerable deficit next year makes any additional expense undesirable.

The Dean announced the following reports of committees appointed to award prizes:

The Ring Memorial Prizes
Winners: - First: No Award
Second: Frederick A. Bettelheim, Agr. 1954
Third: Arthur N. Pixley, Agr. 1953

The George Harmon Coxe Award
Winner: Lyman Lee Leathers, Arts 1952

The Corson Browning Prize
No Award

The J. G. White Prizes in Spanish
Winners: - In Spanish: Ann Baskett, Arts 1953
          In English: Ricardo U. Chicurel, M. E. 1953
The President, after commenting upon the splendid services that Dean Murdock had rendered the University and upon the problems and difficulties that he had encountered in choosing among the four candidates whose names had been submitted to him, presented to the Faculty the name of -

William Hursh Farnham

as his proposed nominee to the Board of Trustees for the office of the Dean of the University Faculty. The President then described the special qualifications of his proposed nominee and the considerations which led him to his choice. After replying that the appointment was for five years and requesting that the Faculty keep this whole matter confidential, he relinquished the chair to the Dean and withdrew from the meeting.

The Dean explained the By-Law prescribing the procedure for the appointment of a Dean of this Faculty. The step now at hand was a vote of approval or disapproval by the Faculty of the President's proposed nominee. This vote has usually been taken by secret ballot.

After discussion, the Professor of Botany, Professor Petry, moved:

That the Faculty proceed to the ballot. The motion was seconded and passed by voice vote.

The Dean then appointed the Professor of Architecture, Professor Detweiler, and the Professor of Electrical Engineering, Professor Smith, to serve as tellers, and the Faculty proceeded to ballot. On counting the votes, the tellers reported a total of 112 ballots cast, of which 81 were Yeses, 25 were Noes, and 3 were left blank.

The Professor of Geology, Professor Cole, after explaining his reasons, moved:
That the Committee on Military Curricula be requested to study the scheduling of the annual military reviews which occur in the spring semester to ascertain if these reviews cannot be given without disrupting the laboratory schedules of particularly the large elementary courses. A report of this analysis is to be presented to this Faculty during the coming fall semester.

The motion was seconded and passed by a voice vote.

The Faculty adjourned at 5:30 p. m.

J. D. Burfoot, Jr.
Secretary
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