

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
MINUTES

January 14, 1944

A meeting of the Board of Regents was held in the Regents' Room on Friday, January 14, 1944 at ten o'clock.

Present: Regent Snyder, presiding; Regents Bell, Lawson, Lobb, Novak, Olson, Quinlivan, Rogstad, and Wood, and Mr. Coffey.

Voted to approve the minutes of the following meeting:

Board of Regents of December 10, 1943

Voted to approve the following terminations of employment:

Frank E Burch Professor and Head Ophthalmology and Otolaryngology effective December 31, 1943

Ferdinand L P Koch Clinical Assistant Professor Ophthalmology effective December 15, 1943

Ludvig R Lima Physician Students Health Service and Instructor Preventive Medicine and Public Health effective December 31, 1943

Mary Turpie Instructor English effective December 15, 1943

George F Brightman Instructor Geography effective September 15, 1943 (drowned in Thames River while on leave of absence for 1943-44 for service on the staff of the Office of Coordinator of Information)

Paul F Sharp Instructor History effective October 31, 1943

Paul T Gilbert, Jr Instructor Mathematics effective November 30, 1943

Arthur C Maack Instructor Dairy Husbandry effective December 31, 1943

Coyt T Wilson Instructor Plant Pathology and Botany effective December 31, 1943

Ralph V Platou Clinical Instructor Pediatrics effective June 30, 1942

Jane Skedgell Teacher Institute of Child Welfare effective December 15, 1943

Bob Eddy Teaching Assistant School of Journalism effective December 31, 1943

Caroline L Stacy Teaching Assistant Psychology effective
 December 15, 1943
 Dorothy H Campbell Teaching Assistant Zoology effective
 December 15, 1943
 Osman Onbulak Teaching Assistant Mines and Metallurgy
 effective December 31, 1943
 John E Stukel Teaching Assistant Mines and Metallurgy ef-
 fective December 31, 1943
 Charles Van Buskirk Teaching Assistant Anatomy effective
 December 31, 1943
 Lois H Latts Teaching Assistant Medical Technology effec-
 tive December 31, 1943
 Wells J Wright Teaching Assistant School of Business Ad-
 ministration effective December 15, 1943
 Carl D Eklund Research Assistant National Foundation for In-
 fantile Paralysis effective December 15, 1943
 Georgia M Burt Clinical Assistant Pediatrics—Washburn
 Home Fund effective December 31, 1943
 Sidney S Litow Medical Fellow Surgery effective December
 31, 1943
 Leland F Martinson Medical Fellow Surgery effective Decem-
 ber 31, 1943
 Carol Keplinger Personnel Counselor Curtiss-Wright Cadette
 Program effective November 1, 1943
 Gordon A Campbell Associate Metallurgist Mines Experiment
 Station effective November 30, 1943
 Margaret M Gamec Key Punch Operator Office of the Comp-
 troller effective December 31, 1943
 Jeanette Osos Psychometric Assistant Office of Dean of Stu-
 dents—Student Counseling Bureau effective December 31, 1943
 (noon)
 Nell Jonk Editorial Assistant Field Secretary and Alumni
 Association effective November 30, 1943
 Dorothy A Rothausen Junior File Clerk Library effective
 January 8, 1944
 Pauline B Wade Junior Clerk-Stenographer School of Jour-
 nalism effective December 15, 1943
 Fern P Backman Junior Clerk-Stenographer Southeast Ex-
 periment Station effective November 17, 1943
 Frank Fulin Laborer Administration Medical School effective
 October 31, 1943
 Marjorie D Morton General Duty Nurse Institute of Child
 Welfare effective December 15, 1943
 Marjorie E Nagel Junior Library Assistant Law School effec-
 tive November 30, 1943
 Fred M Schutte Assistant Laboratory Attendant Physiology—
 Graduate Cancer Research Funds effective December 15, 1943
 Roger R Roush Record Clerk Military Department effective
 November 30, 1943

Sheldon O Siebold Record Clerk Military Department effective November 30, 1943

Robert H Weber Record Clerk Military Department effective November 30, 1943

Victor E Anderson Messenger Administration Extension Division effective December 15, 1943

Russell Carlson Janitor Physical Plant effective December 7, 1943

Lorraine C Gedig Clerk-Stenographer Coffman Memorial Union effective November 30, 1943

Pauline E Bredberg Nursing Supervisor Students Health Service effective January 3, 1944

Helen H Grace Senior Clerk Students Health Service effective January 26, 1944

Laura Ydse General Duty Nurse Students Health Service effective December 28, 1943

Jeanne M DuBois Dental Hygienist Students Health Service effective December 15, 1943

Chester D Conrad Assistant Projectionist Visual Education Service effective December 21, 1943 (noon)

Ruth B Neipp Clerk-Stenographer Cancer Institute Research effective November 30, 1943

Lola Madeline Berglund and Lois Elaine Berglund recipients of George T Slade Scholarships effective November 24, 1943

Louise Adams Head Nurse University of Minnesota Hospitals effective January 15, 1944

Christine L Eddy Ward Helper University of Minnesota Hospitals effective October 31, 1943

Annabell S McLeod Head Nurse University of Minnesota Hospitals effective December 9, 1943

Voted to approve the following appointments:

H Phoebe Gordon as Assistant to Director and Assistant Professor School of Nursing—United States Cadet Nurse Corps January 12 to June 30, 1944 at the rate of \$3,000 Term AIV

Richard G Bond as Visiting Lecturer Preventive Medicine and Public Health—United States Public Health Service Funds January 1 to March 31, 1944 at \$900 Term CX (\$3,600 A rate)

Elmer H Ziegenhagen as Instructor Animal and Poultry Husbandry January 1 to June 30, 1944 at the rate of \$2,280 Term AIV

Ivar A Glemming as Instructor School of Agriculture January 1 to March 31, 1944 at \$210 Term CH43 (\$1,463 B rate)

Anne Petrovich as Instructor School of Nursing—United States Cadet Nurse Corps December 1, 1943 to June 30, 1944 at \$1,225 Term C (\$2,100 A rate)

Renata Rolf as Instructor School of Nursing—United States Cadet Nurse Corps December 27, 1943 to June 30, 1944 at \$986 Term C (\$1,920 A rate)

Oscar E Reece as Research Fellow Agronomy and Plant Genetics—Seed Distribution Funds January 1 to June 30, 1944 at \$938 Term CH75 (\$2,500 A rate)

Reinold Kunkel continuation of appointment as Research Fellow Dairy Husbandry Research Funds January 1 to June 30, 1944 at \$900 Term C

Einar T Erickson as Research Fellow Engineering Experiment Station December 16, 1943 to June 30, 1944 at \$1,625 Term C (\$3,000 A rate)

May E Hed as St Paul Dispatch Fellow Botany November 1, 1943 to June 30, 1944 at \$602 Term CH51 (\$1,770 A rate)

Charles W Carr as Research Fellow WPB Rubber Research January 1 to June 30, 1944 at \$1,500 Term C

Charles A Evans continuation of appointment as Research Fellow Frasc Foundation Research January 1 to June 30, 1944 at \$1,050 Term C

Russell J Stenberg as Research Fellow WPB Rubber Research December 16, 1943 to June 30, 1944 at \$1,083 Term C (\$2,000 A rate)

Ray T Wendland as Research Fellow WPB Rubber Research January 1 to June 30, 1944 at \$1,500 Term C

Lois M Smith as Teacher Institute of Child Welfare January 1 to June 15, 1944 at the rate of \$1,095 Term B

Joao T N de Figueiredo as Teaching Assistant Romance Languages for the winter quarter of 1943-44 at \$221 Term CHX50

Ronald Gledhill as Teaching Assistant Chemistry January 1 to March 15, 1944 at \$184 Term CH50

Philip O Lysne as Teaching Assistant Preventive Medicine and Public Health for the winter quarter of 1943-44 at \$221 Term CH50

Helen I Baker as Research Assistant Sociology—Graduate School Research Funds November 16, 1943 to June 15, 1944 at \$516 Term CH50

Gertrud Schwarzwald as Research Assistant Agronomy and Plant Genetics—Graduate School Research Funds January 1 to June 30, 1944 at \$885 Term C

Felipe T Romero as Research Assistant Surgery November 16, 1943 to June 30, 1944 at \$369 Term CH33

Loren L Thompson as Research Assistant National Foundation for Infantile Paralysis November 8, 1943 to June 30, 1944 at the rate of \$885 Term AH50

Fern W Smith as Teaching Assistant Physiology—Federal Nursing Funds for the winter quarter of 1943-44 at \$221 Term CH50

Alice O Christianson as Teaching Assistant Preventive Medicine and Public Health November 22, 1943 to June 30, 1944 at the rate of \$1,328 Term E

Rosemarie Neumann as recipient of Minnesota State Pharmaceutical Association Research Fellowship of \$500 January 1 to December 31, 1944

George R Davis as Medical Fellow Obstetrics and Gynecology January 1 to June 30, 1944 at the rate of \$1,098 Term AIV
Wilford J Bushard as Medical Fellow Ophthalmology and Otolaryngology at the rate of \$1,098 Term AXIV January 1 to June 30, 1944

Ivan Baronofsky as Medical Fellow Surgery January 1 to June 30, 1944 at the rate of \$1,098 Term AXIV

Wilma Nelson as Personnel Counselor Curtiss-Wright Cadette Program without salary November 1 to December 15, 1943

Kenneth L Erickson as Cashier Office of the Comptroller December 16, 1943 to June 30, 1944 at the rate of \$1,900 Term AIII

Marian S Krueger as Speech Clinician Office of Dean of Students—Speech Clinic for the winter quarter of 1943-44 at \$645 Term C (\$1,905 B rate)

Henry H Hagen as Assistant County Agricultural Agent Agricultural Extension December 16, 1943 to June 30, 1944 at the rate of \$2,200 Term AIV

Juel B Nelson as Freeborn County Assistant County Agricultural Agent Agricultural Extension December 6, 1943 to June 30, 1944 at the rate of \$2,300 Term AIV

Ruth E Bratt as Junior Record Clerk Office of Admissions and Records December 6, 1943 to June 30, 1944 at the rate of \$1,098 Term AIII

Patricia Ann Merrill as Junior Clerk-Stenographer School of Journalism December 16, 1943 to June 30, 1944 at the rate of \$1,098 Term AIII

June L Bang as Clerk-Stenographer Administration Institute of Technology November 1, 1943 to June 30, 1944 at the rate of \$1,287 Term ATIII

Rebecca Held as Laboratory Technician Veterinary Medicine January 3 to June 30, 1944 at the rate of \$1,350 Term AIII

Betty-Jean Shourt as Clerk-Stenographer Agricultural Extension December 16, 1943 to June 30, 1944 at the rate of \$1,287 Term AIII

Ivadel M Manley as Junior Clerk-Stenographer Southeast Experiment Station November 18, 1943 to June 30, 1944 at the rate of \$1,098 Term AIII

Cynthia E Chisholm as Clerk-Stenographer Physiology—National Foundation for Infantile Paralysis December 28, 1943 to June 30, 1944 at the rate of \$1,287 Term AIII

Vera M Alexander as Clerk-Stenographer Neuropsychiatry January 1 to June 30, 1944 at the rate of \$644 Term AH50

Doris L Schmidt as Assistant Laboratory Technician Pathology—Graduate School Research Funds November 1, 1943 to June 30, 1944 at the rate of \$1,098 Term AIII

John W Benson as Record Clerk Military Department December 1, 1943 to June 30, 1944 at the rate of \$300 Term AH

Lawrence S Armstrong as Assistant Coach Physical Education for Men October 16, 1943 to May 15, 1944 at \$1,282 Term CH82 (\$2,680 A rate)

Stafford Van Lietz as Messenger Administration Extension Division December 16, 1943 to June 30, 1944 at \$268 Term CH45 (\$1,098 A rate)

John C Guslander as Fireman First Class Minnesota Hospital and Home for Crippled Children—Flour Exchange Building December 8, 1943 to June 30, 1944 at the rate of \$1,917 Term AII

Marion J Buckley as Clerk-Stenographer Coffman Memorial Union December 14, 1943 to June 30, 1944 at the rate of \$1,287 Term AIII

Eunice G Cummings as Dental Hygienist Students Health Service December 16, 1943 to June 30, 1944 at the rate of \$1,350 Term AIII

Shirley Rosenberg as Junior Clerk-Stenographer Bureau of Recommendations December 22, 1943 to June 30, 1944 at the rate of \$1,098 Term AIII

Vivian DeMars as Clerk-Stenographer School of Nursing—United States Cadet Nurse Corps November 15, 1943 to June 30, 1944 at \$808 Term C (\$1,287 A rate)

Marlin Kellar as Assistant Laboratory Attendant Medicine—Hormel Foundation December 9, 1943 to June 30, 1944 at the rate of \$1,350 Term AII

Dorothy Bennett as recipient of a Nina Morais Cohen Scholarship of \$57.66 for the winter quarter of 1943-44 Medical School

Albert Almendinger, Jr and Louis Krieger as recipients of Sears-Roebuck Scholarships of \$25 each October 25, 1943 to January 15, 1944 North Central School and Experiment Station

The following as recipients of Sears-Roebuck Scholarships of \$50 each for 1943-44 West Central School and Experiment Station

Clarence E Budke
Robert L Freberg
John J Hennen

Milton L Jorgenson
Carol E Nielsen

Esther Bjornsson as recipient of an All-University Council Foreign Students Aid Fund Scholarship of \$25 December 8, 1943 to June 30, 1944 School of Nursing

Margarita Castro as recipient of an All-University Council Foreign Students Aid Fund Scholarship of \$20 December 8, 1943 to June 30, 1944 Institute of Child Welfare

Marilyn Boettcher as recipient of a Medical Social Work Fund Scholarship of \$150 January 1 to June 15, 1944 College of Science Literature and the Arts

Lorice I Brask as recipient of a Caleb Dorr Special Achievement Award Scholarship of \$25 for 1943-44 College of Agriculture Forestry and Home Economics

The following as recipients of Rural Builders Scholarships of \$25 per term beginning October 11, 1943 School of Agriculture

Ivan Hagel
David E Larson
Eugene Maletich

Edward Scheffler
Harold Weick

Evalyn Eklund as General Duty Nurse University of Minnesota Hospitals December 16, 1943 to June 30, 1944 at the rate of \$1,500 Term AIV

Sophia Lovsted as General Duty Nurse University of Minnesota Hospitals December 16, 1943 to June 30, 1944 at the rate of \$1,500 Term AIV

Ruth D Wood as Clerk-Stenographer University of Minnesota Hospitals December 16, 1943 to June 30, 1944 at the rate of \$1,287 Term AIII

Hugo N Widergren as Janitor Physical Plant December 6, 1943 to June 30, 1944 at the rate of \$1,476 Term AII

John A Holmquist as Janitor Physical Plant November 17, 1943 to June 30, 1944 at the rate of \$1,476 Term AXII

Voted to approve the following appointments notwithstanding the expressed policy of the Board of Regents in regard to the employment of more than one member of a family:

Virgil S Driggins as Farm Laborer West Central School and Experiment Station beginning November 17, 1943 at \$93 per month (mother-in-law Bertha H Tollefson Housekeeper West Central School and Experiment Station monthly basis)

Mildred E Dwinell as Domestic Helper West Central School and Experiment Station beginning November 20, 1943 at \$67.50 per month for 67% time (husband Virgil J Dwinell Janitor West Central School and Experiment Station Term AII)

Neva B Hillmon as General Duty Nurse Northwest School and Experiment Station beginning December 4, 1943 at 50¢ an hour (Husband George Hillmon Janitor Northwest School and Experiment Station Term AII)

Edith Hupfer as General Duty Nurse Students Health Service beginning November 29, 1943 at 62½¢ an hour (sister Freda Teel Domestic Helper Agricultural Cafeteria monthly basis)

Robert R Jarvis as Instructor Junior Grade Naval Training School—Electrical beginning December 20, 1943 at \$235 per month (son Donald T Jarvis Instructor Mathematics Term B)

Belle B Johnson as Head Cook Northwest School and Experiment Station beginning October 11, 1943 at \$79 per month plus maintenance (husband Leonard V Johnson Laborer Northwest School and Experiment Station monthly basis)

John M Johnson as Laborer Mines Experiment Station beginning December 4, 1943 to June 4, 1944 (approximately) at 55¢ an hour (son Clifford W Johnson Binder Bindery Department Term AII)

Margaret C Lefevre as Teaching Assistant English—NCTP, V-12 January 1 to March 31, 1944 at the rate of \$147.50 per month (husband Carl Lefevre Instructor English Term B)

Ingaborg Olsen as Domestic Helper University of Minnesota Hospitals beginning November 29, 1943 at \$91.50 per month

(sister Mary Russ Domestic Helper University of Minnesota Hospitals monthly basis)

Ruth L Metzger as Instructor North Central School and Experiment Station October 25, 1943 to March 25, 1944 at \$629 Term CH83 (\$1,350 B rate) (husband Thurl Metzger Farm Laborer North Central School and Experiment Station monthly basis)

Mary I Sewall as Assistant Dietitian Students Health Service beginning December 3, 1943 at \$136.75 per month (aunt Harriet Sewall Librarian Term AIV)

Lelia Smith as Domestic Helper Agricultural Cafeteria beginning November 30, 1943 at 45¢ an hour (brother-in-law L H Lawrence Mechanical Foreman University Farm Maintenance Term AIII)

Voted to approve the following promotions and transfers:

Lawrence R Boies from Clinical Professor and Director Division of Otolaryngology at \$1,140 Term BH27 to Clinical Professor Head of the Department of Ophthalmology and Otolaryngology and Director of the Division of Otolaryngology without change in salary beginning January 1, 1944

Bernard Phillips Assistant to Director of Admissions and Records at \$2,580 Term AIII to serve as Instructor Philosophy for the winter and spring quarters of 1943-44 without change in salary

Gertrude Gilman from Admitting Officer University of Minnesota Hospitals at \$2,800 Term AIV to Assistant Superintendent in Charge of Admissions at the rate of \$3,300 Term AIV December 1, 1943 to June 30, 1944

Evelyn D Corbett Teaching Assistant Romance Languages at \$664 Term BH50 to serve as Instructor at \$600 for the winter quarter of 1943-44

Donald R Dubbert Teaching Assistant Physics at \$664 Term BH50 to serve as Instructor at \$450 for 75% time winter quarter of 1943-44

George Matsuyama Teaching Assistant Chemistry at \$664 Term BH50 to continue to serve as Instructor at \$1,290 Term CX for the winter and spring quarters of 1943-44

Bernard G Lannin from Teaching Assistant Surgery at \$1,500 Term AH84 to Instructor Surgery at the rate of \$2,100 Term AXIV January 1 to June 30, 1944

Mary R Burns from Teaching Assistant School of Business Administration at \$443 Term BH33 to Instructor at \$1,290 Term CX for the winter and spring quarters of 1943-44

Edward J Meehan Instructor Chemistry at \$2,300 Term B serving as Research Associate for the Rubber Reserve Company Research at \$1,900 Term C July 1 to December 31, 1943 to serve at \$2,000 Term C January 1 to June 30, 1944

Warren Johnson from Instructor Chemistry at \$1,935 Term BX to Research Fellow National Defense Research Council Project at \$1,350 Term C January 1 to June 30, 1944

John A Bolz Intern University of Minnesota Hospitals at \$180 Term AIV to serve as Intern and Health Service Physician Students Health Service at \$150 January 1 to February 15, 1944

Charles L Rock from Acting Director Student Activities Bureau Office of Dean of Students at \$3,100 Term AXIV to Acting Director Student Activities Bureau and Financial Adviser to Student Organizations Office of Dean of Students without change in salary October 15, 1943 to June 30, 1944

Enock E Bjuge Assistant County Agricultural Agent Agricultural Extension from \$2,400 Term AIV to Sherburne County Agricultural Agent at the rate of \$2,400 (\$2,280 University—\$120 County) Term AHIV95 December 1, 1943 to June 30, 1944

Lawrence Biever from Cass County Agricultural Agent Agricultural Extension from \$2,200 Term AIV to Traverse County Agricultural Agent at the rate of \$2,500 Term AIV January 1 to June 30, 1944

Shirley G Durrin from Junior Record Clerk Office of Admissions and Records at \$1,098 Term ATIII to Record Clerk at the rate of \$1,287 Term ATIII December 3, 1943 to June 30, 1944

Lois P Walters Record Clerk Office of Admissions and Records at \$1,287 from Term AXIII to Term AIII December 3, 1943 to June 30, 1944

Patricia A Dorsey Clerk-Stenographer Administration Institute of Technology at \$1,287 from Term ATIII to Term AIII November 1, 1943 to June 30, 1944

Mike Schonberg from Laboratory Mechanic Aeronautical Engineering at \$1,854 Term AII to Senior Laboratory Mechanic at the rate of \$2,460 Term AIII October 1, 1943 to June 30, 1944

Betty J Olson from Junior Clerk-Stenographer Agricultural Extension at \$1,098 Term AIII to Clerk-Stenographer at the rate of \$1,287 Term AIII January 1 to June 30, 1944

Mary T Knutson from Laboratory Technician Obstetrics and Gynecology at \$1,413 Term AIII to Laboratory Technologist at the rate of \$1,602 Term AIII August 16, 1943 to June 30, 1944

Marcella Lilygren from Laboratory Technologist University of Minnesota Hospitals at \$1,602 Term AIII to Senior Laboratory Technologist at the rate of \$1,665 Term AIII September 1, 1943 to June 30, 1944

Edwin Moody from Maintenance Mechanic University of Minnesota Hospitals at \$1,500 Term AII to Maintenance Man Physical Plant at the rate of \$1,350 Term AII December 22, 1943 to June 30, 1944

Leonard J Carpenter from Fireman First Class Minnesota Hospital and Home for Crippled Children at \$2,295 Term AII to Steam and Operating Engineer Physical Plant at the rate of \$2,340 Term AII December 22, 1943 to June 30, 1944

Dorothy S Jacobson from Nursing Supervisor (night) University of Minnesota Hospitals at \$1,572 and maintenance Term AIV to Nursing Supervisor Students Health Service at \$410 and maintenance Term C (\$1,572 and maintenance A rate) December 28, 1943 to March 31, 1944

Florence M Deason from General Duty Nurse University of Minnesota Hospitals at \$1,320 plus room and laundry Term AIV to Acting Head Nurse at the rate of \$1,680 Term ATIV October 1, 1943 to June 30, 1944

Betty Milner from Laboratory Technologist University of Minnesota Hospitals at \$1,602 Term AIII to Senior Laboratory Technologist at the rate of \$1,665 Term AIII September 1, 1943 to June 30, 1944

Mary Pottner from Laboratory Technician University of Minnesota Hospitals at \$1,350 Term AIII to Laboratory Technologist at the rate of \$1,602 Term AIII September 1, 1943 to June 30, 1944

Alice M Moeglein from Laboratory Technologist University of Minnesota Hospitals at \$1,602 Term AIII to Senior Laboratory Technologist at the rate of \$1,665 Term AIII September 1, 1943 to June 30, 1944

Bertha Nilson from Psychopathic General Duty Nurse University of Minnesota Hospitals at \$1,098 and maintenance Term AIV to Acting Head Nurse at the rate of \$1,200 and maintenance Term AIV November 16, 1943 to June 30, 1944

Jane E Rietz from Laboratory Technologist University of Minnesota Hospitals at \$1,602 Term AIII to Senior Laboratory Technologist at the rate of \$1,665 Term AIII September 1, 1943 to June 30, 1944

Irene K Smudtka from Acting Head Nurse University of Minnesota Hospitals at \$1,680 Term AIV to General Duty Nurse at the rate of \$1,560 Term AIV November 16, 1943 to June 30, 1944

Babbette R Springer from Laboratory Technician University of Minnesota Hospitals at \$1,350 Term AIII to Laboratory Technologist at the rate of \$1,602 Term AIII September 1, 1943 to June 30, 1944

Voted to approve the following salary adjustments:

Wesley W Spink Associate Professor Medicine from \$4,400 Term AIV to the rate of \$5,000 Term AIV beginning December 1, 1943 (on leave without salary January 1 to March 31, 1944 and to be reimbursed by the Government at the University rate)

Alois R Schmid Assistant Professor Agronomy and Plant Genetics from \$2,580 Term AIV to the rate of \$2,980 Term AIV January 1 to June 30, 1944

Elizabeth Jackson Assistant Professor English at \$2,489 for 67% time fall and winter quarters and 100% time spring quarter of 1943-44 to receive \$355 for 33% additional time winter quarter of 1943-44

George W Anderson Instructor History at \$645 Term BHX33 to serve at the rate of \$774 Term BHX40 November 1, 1943 to February 29, 1944

Carroll Hawkins Instructor Political Science at \$1,258 Term BHX65 to receive \$225 for 35% additional time for the winter quarter of 1943-44

Truman J Henley Instructor Extension Specialist Information Agricultural Extension from \$2,500 Term AIV to the rate of \$2,880 Term AIV January 1 to June 30, 1944

Thomas W Larimore Instructor School of Agriculture at \$443 Term CH48 October 11, 1943 to March 31, 1944 (\$1,463 B rate) to \$293 Term CH60 (\$1,463 B rate) January 1 to March 31, 1944

Walter L Hoffman Clinical Instructor Ophthalmology and Otolaryngology from without salary to the rate of \$1,200 Term AH50 January 1 to June 30, 1944

Charles E Stanford Clinical Instructor Ophthalmology and Otolaryngology from without salary to the rate of \$1,200 Term AH50 January 1 to June 30, 1944

Pearl Shalit Clinical Instructor Preventive Medicine and Public Health without salary to receive \$100 Term CH25 January 16 to March 15, 1944

George N Aagaard Instructor Medicine from \$2,400 Term AIV to the rate of \$3,200 Term AIV December 1, 1943 to June 30, 1944

Charlotte M Prinz Instructor School of Nursing—United States Cadet Nurse Corps from \$2,100 Term AIV to the rate of \$1,400 Term AH67 November 22, 1943 to June 30, 1944

Ellis F Darley as Research Fellow and Research Assistant Plant Pathology and Botany Research Funds at \$1,097 October 1, 1943 to March 31, 1944 Term CH65 and April 1 to June 30, 1944 Term C to receive \$155 for 35% additional time January 1 to March 31, 1944

Walter E Harris Research Fellow WPB Rubber Research from \$625 Term CH50 July 1 to December 31, 1943 to \$1,750 Term C (\$3,000 A rate) December 1, 1943 to June 30, 1944

David Lehmicke Research Fellow Chemistry—National Defense Research Council Funds from \$2,567 Term C (\$2,800 A rate) August 1, 1943 to June 30, 1944 to \$1,500 Term C January 1 to June 30, 1944

Donald R May Research Fellow WPB Rubber Research from \$625 Term CH50 July 1 to December 31, 1943 (\$2,500 A rate) to \$1,750 Term C (\$3,000 A rate) December 1, 1943 to June 30, 1944

Keith Miller Research Fellow WPB Rubber Research from \$292 Term CH50 September 16 to December 31, 1943 to \$1,083 Term C (\$2,000 A rate) December 16, 1943 to June 30, 1944

Norman Chin Teaching Assistant Chemistry from \$664 Term BH50 to the rate of \$996 Term BH75 November 16, 1943 to June 15, 1944

Perry Morgan Teaching Assistant Chemistry at \$332 Term BH25 to receive \$111 for, 25% additional time for the winter quarter of 1943-44

Edward A Andrews Research Assistant Plant Pathology and Botany at \$1,018 for 65% time October 1, 1943 to March 31, 1944 and 100% time April 1 to June 30, 1944 to receive \$155 for 35% additional time January 1 to June 30, 1944

Walter D Thomas Research Assistant Plant Pathology and Botany at \$1,018 for 65% time October 1, 1943 to March 31, 1944 and 100% time April 1 to June 30, 1944 to receive \$155 for 35% additional time January 1 to June 30, 1944

Vernon Davies Research Assistant Rural Sociology from \$1,096 Term C November 18, 1943 to June 30, 1944 to \$590 Term CH67 January 1 to June 30, 1944

Robert H Reiff Teaching Assistant Anatomy from \$664 Term BH50 to the rate of \$1,129 Term BH85 January 1 to June 15, 1944

Richard N Winger Teaching Assistant Anatomy from \$664 Term BH50 to the rate of \$850 Term BH64 November 1, 1943 to June 15, 1944

Theta H Wolf Teaching Assistant Neuropsychiatry from \$566 Term AH32 to the rate of \$903 Term AH51 October 16, 1943 to June 30, 1944

Charles L Sewrey Teaching Assistant General College from \$251 Term CH25 November 22, 1943 to June 15, 1944 to \$502 Term CH50 November 22, 1943 to June 15, 1944

Alvin D Wert Medical Fellow Pediatrics from \$618 and maintenance Term AIV to the rate of \$1,098 Term AIV December 1, 1943 to June 30, 1944

Mary A Kiddie Teaching Assistant General College from \$166 Term BH12 to the rate of \$221 Term BH25 December 16, 1943 to June 15, 1944

Eugene F McElmeel from Medical Intern Ophthalmology and Otolaryngology from without salary other than maintenance to Medical Fellow at the rate of \$1,098 Term AXIV January 1 to June 30, 1944

Harold R Anderson Swift County Agricultural Agent Agricultural Extension from \$2,550 Term AIV to the rate of \$2,550 (\$2,400 University—\$150 County) Term AHIV94 January 1 to June 30, 1944

Carroll L Blakeslee Todd County Agricultural Agent Agricultural Extension from \$2,880 (\$2,558 University—\$322 County) Term AHIV89 to the rate of \$3,100 (\$2,558 University—\$542 County) Term AHIV83 January 1 to June 30, 1944

John W Dysart Douglas County Agricultural Agent Agricultural Extension from \$2,580 (\$2,530 University—\$50 County) Term AHIV98 to the rate of \$2,700 (\$2,530 University—\$170 County) Term AHIV94 January 1 to June 30, 1944

Robert E Jacobs McLeod County Agricultural Agent Agricultural Extension from \$2,780 (\$2,566 University—\$214 County) Term AHIV92 to the rate of \$3,000 (\$2,566 University—\$434 County) Term AHIV86 January 1 to June 30, 1944

Evelyn L Jacobson Itasca County Home Demonstration Agent Agricultural Extension from \$1,900 Term AIV to the rate of \$2,050 (\$1,900 University—\$150 County) Term AHIV93 January 1 to June 30, 1944

Charles M Kelehan Agricultural Conservation Agent Agricultural Extension at \$2,930 Term AIV continuation of adjustment to serve as State Supervisor Emergency Farm Labor Program at \$292 January 1-31, 1944

George G Roadfeldt Isanti County Agricultural Agent Agricultural Extension from \$2,400 (\$2,370 University—\$30 County) Term AHIV99 to the rate of \$2,500 (\$2,370 University—\$130 County) Term AHIV95 January 1 to June 30, 1944

Thelma M Voils McLeod County Home Demonstration Agent Agricultural Extension from \$2,080 Term AIV to the rate of \$2,160 (\$2,080 University—\$80 County) Term AHIV96 January 1 to June 30, 1944

Clarence O Quie Big Stone County Agricultural Agent Agricultural Extension from \$2,350 Term AXIV to the rate of \$2,500 (\$2,350 University—\$150 County) Term AHXIV94 January 1 to June 30, 1944

Hans P Hanson Agricultural Extension Specialist—Land Use Agricultural Extension at \$3,500 Term AIV continuation of adjustment to serve as Assistant State Supervisor Emergency Farm Labor Program at \$292 January 1-31, 1944

Dale R Smith Kanabec County Agricultural Agent Agricultural Extension from \$2,300 (\$2,265 University—\$35 County) Term AHIV98 to the rate of \$2,400 (\$2,265 University—\$135 County) Term AHIV94 January 1 to June 30, 1944

George J Taylor Senior Stores Clerk General Storehouse from \$1,476 Term AXIII to the rate of \$1,539 Term AXIII January 1 to June 30, 1944

S G Lucille Friberg from Clerk-Stenographer Administration Institute of Technology at \$1,287 Term AIII to Clerk-Stenographer Electrical Engineering at the rate of \$1,350 Term AIII November 1, 1943 to June 30, 1944

Henrietta Gage Laboratory Technician Bacteriology from \$1,350 Term AIII to \$1,413 Term AIII for 1943-44

Irene W Daniels Laboratory Technician Pathology from \$1,350 Term AIII to \$1,413 Term AIII for 1943-44

Dale H Stewart from Clerk-Stenographer Administration Medical School and Surgery at \$1,413 Term AIII to Clerk-Stenographer Surgery at the rate of \$707 Term AH50 January 13 to June 30, 1944

Folke Gummenson Janitor Physical Plant from \$1,602 Term AII to \$1,665 Term AII for 1943-44

Gustave A Pihlblad Janitor Physical Plant from \$1,602 Term ATII to \$1,665 Term ATII for 1943-44

Rosalind Novick Laboratory Technician Anatomy—National Foundation for Infantile Paralysis from \$1,350 Term AIII to \$309 Term CH50 (\$1,013 B rate) January 1 to June 15, 1944

Patricia K Burchill Acting Head Nurse University of Minnesota Hospitals at \$1,680 Term AXIV to serve at the rate of \$1,200 and maintenance Term AXIV July 1 to August 31, 1943

Voted to approve the following leaves of absence :

Paul Andersen Professor Civil Engineering continuation of leave without salary January 1 to June 15, 1944 for duty in the United States Army as a Major in the Provost Marshall General's Department and to attend the School of Military Government

George H Montillon Professor Chemistry leave without salary January 1 to June 15, 1944 to return to work with the Tennessee Valley Authority in Knoxville, Tennessee and to direct research in the Department of Commerce

Hubert J Sloan Professor of Poultry Husbandry sabbatical furlough January 1 to May 31, 1944 for study in the fields of biochemistry, physiology and zoology at the University of Chicago to become familiar with recent advances in the fields of biochemistry and physiology as a background for new researches in the chemistry of eggs and poultry

Edgar B Wesley Professor General Education sabbatical furlough January 16 to March 15, 1944 to study the effect of the war upon the social studies curriculum of the schools and to examine the proposed programs for the postwar period

Dale Yoder Professor School of Business Administration continuation leave without salary for the winter quarter of 1943-44 to serve as Vice Chairman of District VI of the National War Labor Board in Chicago, Illinois

William P Dunn Associate Professor English leave without salary for the winter quarter of 1943-44 on account of illness

B Frederic Skinner Associate Professor Psychology continuation of leave without salary for the winter quarter of 1943-44 for work on a special war research project in the Research Laboratory of General Mills, Incorporated; this cancels sabbatical leave for the winter quarter of 1943-44

Emerson P Schmidt Associate Professor School of Business Administration continuation of leave without salary for winter and spring quarters of 1943-44 to continue as Economist for the Committee on Economic Policy for the United States Chamber of Commerce, to conduct special research concerned with the development of a program for the postwar reconversion of industry

William A Billings Assistant Professor Extension Veterinarian Agricultural Extension leave with salary November 26 to December 31, 1943 on account of illness

Charles V Netz Assistant Professor College of Pharmacy 30% time leave without salary January 4 to March 15, 1944 to serve part time as Acting Secretary for the Minnesota State Pharmaceutical Association

Lorraine K Livingston Instructor English leave without salary for the winter quarter of 1943-44 to visit husband

Arthur H Brayfield Instructor in Vocational Orientation General College leave without salary December 4, 1943 to March 15, 1944 to act as service consultant to the War Department in the preparation of guidance materials for demobilization

Lucile M Halverson Instructor and Nursing Supervisor University of Minnesota Hospitals continuation of leave without salary January 1 to June 30, 1944 for work with the United States Engineering Corps

Robert W King Teaching Assistant Chemistry continuation of leave without salary for the winter quarter of 1943-44 on account of illness

Malcolm A McCannel Medical Fellow Ophthalmology and Otolaryngology leave without salary January 1 to June 30, 1944 for military service

J Donald Sjoding Medical Fellow Ophthalmology and Otolaryngology leave without salary December 16, 1943 to June 30, 1944 for military service

Peter B Golden Medical Fellow Mayo Foundation leave without salary January 16 to June 30, 1944 for military service

Clarence M Kemper Medical Fellow Mayo Foundation leave without salary January 1 to June 30, 1944 for service with the United States Naval Reserve

George T Wilson Medical Fellow Mayo Foundation leave without salary November 16, 1943 to June 30, 1944 for service with the United States Naval Reserve

Alfred H Cheese Accountant Office of the Comptroller leave without salary January 18 to June 30, 1944 for service with the Navy

Charles L Rock Acting Director Student Activities Bureau and Financial Adviser to Student Organizations Office of Dean of Students leave with salary November 29 to December 9, 1943 for jury duty

Inola Nordstrom Psychometric Assistant Office of Dean of Students—Student Counseling Bureau leave without salary January 10-24, 1944 to care for family

Yvonne A Novak Junior Library Assistant Library leave without salary December 16 to February 15, 1944 for marriage

Jeanette Shaughnessy Clerk-Stenographer Mechanical Engineering continuation of leave without salary December 1, 1943 to February 29, 1944 on account of illness

Dorothy F Bell Clerk-Stenographer Postgraduate Medical Education leave without salary December 16, 1943 to March 12, 1944 to be married

Millicent Purdy Secretary 2 Law School half-time leave without salary December 16-31, 1943

Eunice Jackson Statistical Clerk Neuropsychiatry—Graduate School Funds leave without salary November 22 to December 4, 1943 on account of illness

Mary K McTarnaghan Clerk-Stenographer School of Business Administration leave without salary December 24, 1943 to June 30, 1944 to serve with the WAVES

Lois H Radke Junior Record Clerk Correspondence Study leave without salary November 18 (noon) to December 9, 1943 (noon) on account of injury

Anna Iverson Janitress Physical Plant continuation of leave without salary September 16-26, 1943 on account of illness

Fred O Roslee Janitor Physical Plant leave without salary December 14, 1943 to June 30, 1944 for service with the Army

Hazel M Pettijohn Maid Ada Comstock Hall leave without salary December 8-31, 1943 on account of illness

Karen Johnson Maid Ada Comstock Hall leave without salary November 22 to December 4, 1943 on account of illness

Harry W Howard Floorman University of Minnesota Hospitals leave without salary December 9-29, 1943 on account of illness

Edna Navratil General Duty Nurse University of Minnesota Hospitals continuation leave without salary January 1 to March 31, 1944 to visit husband

Olivia M Johnson Senior Statistical Clerk Office of Admissions and Records continuation of leave without salary January 3-9, 1944 on account of illness

Voted to approve list of candidates for degrees (December 16, 1943) as recommended by the faculties and certified by the Director of Admissions and Records, filed supplement to the minutes, page 3238.

Voted to approve effective January 3, 1943, a course fee of \$100 per quarter (incidental fee for one quarter only) for students taking the course in Psychiatric Nursing.

Voted to approve the establishment of a research division in the School of Journalism, in accordance with the plan of organization, operation, and administration, as set forth in memorandum filed supplement to the minutes, page 3239.

Voted to grant permission to E. G. Williamson, Dean of Students, to serve as consultant for the Professional and Technical Training Division of the War Manpower Commission.

Voted to grant permission to Charles O. Wilson, Associate Professor in the College of Pharmacy, to serve as consultant to Lederle Laboratories, Inc., on research problems in pharmaceutical chemistry.

Voted to grant permission to Dr. Wesley W. Spink, Associate Professor of Medicine, to serve as consultant to the Medical Research Division of Sharp and Dohme, Inc.

The President reported for the information of the Board that since the last meeting he had approved three secret researches relating to confidential war matters, filed supplement to the minutes, page 3240.

Voted to approve assignment agreements covering the following application for patent:

Dr. Charles O. Wilson and Dr. James H. Boothe, Pharmaceutical Products and Processes for Producing Same, United States Patent Application Serial No. 502,974, filed supplement to the minutes, page 3241.

The Business Vice President reported for the information of the Board receipt of the following assignment of royalties:

Dr. Walter M. Boothby and Dr. W. R. Lovelace, assignment of royalties to the Mayo Foundation for Medical Education and Research, Graduate School, filed supplement to the minutes, page 3242.

Voted to approve the following actions of the Civil Service Committee:

The Civil Service Committee recommends Board confirmation and approval of the following actions which it has taken at recent meetings.

- a. Change in salary scale of class 9307, Assistant Maintenance Mechanic, effective October 1, 1943, as follows:

| Proposed | | Former Basic Rate |
|-----------------|---------------------|-----------------------------------|
| Basic: | 1320-1380-1440-1500 | 1200-1260-1320- 1380-1440-1500 |

Cost of living

adjustment: 1476-1539-1602-1665

Hourly: .65- .67- .70- .73

The proposed rates are recommended on the ground that the duties performed by the Assistant Maintenance Mechanics are of a higher level of skill than the Laborer class 9308; that the differential will make it possible for departments to attract incumbents with proper training; and third, that the rate is more nearly in line with prevailing rates for corresponding work in the Twin Cities.

- b. Change in rate of class 9304, Maintenance Mechanic, effective October 1, 1943, as follows:

| Proposed Rate | Former Rate |
|-------------------------|-------------------------|
| \$1800 normal per annum | \$1500 normal per annum |
| .70-.90 hourly | .65-.75 hourly |

Action is based on the fact that the proposed rate will enable departments to recognize the acquisition of varied skills

through a period of service; that it will establish a differential between Maintenance Mechanics and other classes with less responsible and varied duties; and that the rate is more in conformity with prevailing rates for similar work in the Twin Cities.

- c. Re-establish class 9609, Engineer-Fireman, at the following rates, effective January 1, 1944.

Basic: 2040-2100-2160-2220
 Cost of living adjustment: 2220-2280-2340-2400

This class provides for appointments of men who serve as relief for both firemen and engineers. Such employees must be fully qualified and have a first-class license. The proposed rate falls between that of Engineer and Fireman and embraces the last two steps of the fireman class and the first three of the engineer class.

- d. Leave of absence for jury service.

The following rule is proposed to cover leave of absence with pay for jury duty:

Any civil service employee who has been on the full-time regular payroll for at least the preceding six months or on the full-time miscellaneous payroll for at least the preceding twelve months shall, with the approval of his department head and the Director of Civil Service Personnel, be granted leave of absence with pay for jury duty not to exceed twelve work days in any fiscal year.

Hitherto no policy has been included in the rules and regulations governing leave of absence for jury service. The proposed rule will meet situations that arise from time to time. Effective date is December 16, 1943.

President Coffey presented for the information of the Board report from Mr. Paul E. Miller, Director of Agricultural Extension, through Dean C. H. Bailey, which included a summary of the sources and funds applied to incentives in 4-H Club work in 1943, as follows:

| | |
|--|----------|
| Scholarships | \$ 1,100 |
| Minnesota State Fair | 8,959 |
| National 4-H Club Congress, Chicago..... | 1,105 |
| Miscellaneous Events | 1,147 |
| Miscellaneous Awards | 3,663 |
| State Junior Livestock Show, South St. Paul..... | 7,039 |
| Total..... | \$23,013 |

Voted to approve termination of agreement with the Minnesota Statewide Cow Testing Association and to authorize return of unexpended funds.

Voted to authorize the President and the Dean of Medical Sciences to make formal request for aid from the

Red Cross or other agencies for the operation of the University of Minnesota Hospitals.

Voted to authorize the Business Vice President to make formal application for federal funds for:

1. Construction of a training school dormitory building, School of Nursing, estimated cost \$419,700
2. Remodeling and equipment of the University of Minnesota Hospitals cafeteria, estimated cost \$48,000,

with the understanding that the University's contribution toward the construction of the training school and dormitory estimated at \$137,880, will be provided \$100,000 from increased Medical School fees under the Army and Navy programs, and the balance from the Service Enterprise dormitory fund, and that the University's share of the cafeteria remodeling and equipment, estimated at \$19,200, will be provided from University of Minnesota Hospitals funds.

Voted, if the application for federal funds is granted, to authorize the proper University officials to acquire through condemnation the following described property:

East 42' of Lot 3, Block 45, St. Anthony City, Minneapolis, also known as 514 Essex Street S. E.

Voted to approve the following statement by the Regents to the Public:

The issue between the University and Public Building Service Employees Union, Local 113, which is striking against the University involves fundamentally the recognition of the Union as a collective bargaining agency and the establishment of a type of arbitration machinery demanded by the Union. The Regents have long recognized the right of the Union to represent its members and for a period of more than eighteen months have negotiated with the Union. However Union recognition as demanded by the Union involves recognition of the Union as the sole collective bargaining agency for all employees in the service group. In the long negotiations the issues of such Union recognition and the establishment of arbitration machinery have been the predominant subjects of discussion, in fact the Union has refused to discuss with the Regents their demands for changes in wages and working conditions until these basic demands are granted.

The Regents cannot accept the Union demands for the reason that those demands are contrary to the established policy of the State of Minnesota of which the Board of Regents as established in the constitution is one branch of state government. No agency of this state is granting to any Union recognition of the kind demanded nor does any agency of the state have arbitration machinery

of the type proposed. The Union demands deviate radically from existing state policy. The Union should recognize that if state public policy or civil service procedures are to be changed, the Regents should not undertake to establish precedents; these are matters for legislative consideration.

In the fall of 1942 the two-day strike called by this Union was settled when the Regents accepted the proposal of Governor Stassen for the appointment of a Director of Civil Service Personnel and the established machinery for the settlement of disputes. The Governor reported to the Board that the Union also had accepted his proposal. Although machinery was created for the settlement of disputes, the Union, in no single case of disagreements has ever carried fully through with the grievance machinery at the University and the Union has repeatedly declared its refusal to use this machinery.

The Regents have been constantly mindful of wages and working conditions at the University. On their recommendation the last Legislature provided funds to let employees in the service group now receive the same wages as other state employees for like work, and the Regents have further pledged their efforts in the next legislative session to the renewal of existing differences in hours of service.

The Regents endorse the appeal of President Coffey that all members of the staff, both academic and civil service, be on their jobs in order that there may be no interference directly or indirectly of the war training programs of the Army and the Navy, and other functions of the University.

Voted to authorize the Business Vice President to place before the County Attorney of Hennepin County facts and information relative to the speculation in the School of Dentistry and to sign a complaint if necessary.

Voted to approve the following transactions of the Investments Committee:

October 15, 1943 through January 1, 1944

ACQUISITIONS

Bonds

Mayo Foundation

| Par Amount | Security | Maturity | Cost |
|-------------|--|----------|-------------|
| \$25,000.00 | Blackstone Valley Gas and Electric Company first mortgage and collateral trust 3%..... | 11-1-73 | \$26,187.50 |

Group Investments

| | | | |
|-----------|--|---------|-----------|
| 50,000.00 | Delaware Power and Light Company 3% first and collateral trust | 10-1-73 | 53,070.00 |
|-----------|--|---------|-----------|

Student Organizations Group Investment Fund

| Par Amount | Security | Maturity | Cost |
|------------|---|----------|-----------|
| 13,000.00 | United States of America Defense bonds, series "G" 2½%..... | 8-1-55 | 13,000.00 |

Stocks

Mayo Foundation

| No. of Shares | Security | Type | Cost |
|---------------|-----------------------------|--------|----------|
| 50 | Eastman Kodak Company | Common | 8,139.50 |

Group Investments

| | | | |
|-----|---|----------------------|-----------|
| 200 | General Tire and Rubber Company 4½%, par value \$100..... | Cumulative Preferred | 20,200.00 |
| 50 | Dow Chemical Company 4% Series "A" non-par | Cumulative Preferred | 5,250.00 |
| 50 | E. I. du Pont de Nemours and Company..... | Common | 7,474.59 |
| 150 | General Motors Corporation | Common | 7,919.94 |
| 100 | Sears Roebuck and Company | Common | 8,709.61 |
| 50 | Texas Company | Common | 2,507.80 |

MATURITIES

Bonds

Mayo Foundation

| Par Amount | Security | Maturity | Amount Paid | Amount Received |
|-------------|---|----------|-------------|-----------------|
| \$ 5,000.00 | Pennsylvania Railroad 30 year 4% secured bonds | 1-1-44 | \$ 5,350.00 | \$ 5,000.00 |
| 18,900.00 | St. Louis Iron Mountain and Southern Railway Company, River and Gulf Divisions first mortgage 4% 30 year bonds (30% of delinquent principal sum paid by order of court) | 5-1-33 | Gift | 18,900.00 |
| 8,000.00 | City of Toronto, Canada, 5% General Consolidated Loan Debenture | 12-1-43 | 7,400.00 | 8,000.00 |

**Minnesota Hospital and Home for Crippled Children—
Endowment**

| Par Amount | Security | Maturity | Amount Paid | Amount Received |
|------------|---|--------------|-------------|-----------------|
| 10,000.00 | Pennsylvania Railroad Company 30 year secured bonds | 4% 1-1-44 | 10,800.00 | 10,000.00 |

Charles Fremont Dight Eugenics Research Fund

| | | | | |
|----------|---|----------|------|----------|
| 5,000.00 | United States Treasury 1 $\frac{1}{8}$ % notes Series "B" | 12-15-43 | Gift | 5,000.00 |
|----------|---|----------|------|----------|

CALLED BONDS

Mayo Foundation

| | | | | |
|-------------|--|---------|-------------|-------------|
| \$25,000.00 | Illinois Power and Light Corporation first and refunding 5 $\frac{1}{2}$ % bonds called as of 12-1-43 @ 105 (Profit reflected by loss of \$10,170.06 in bond transaction in March, 1933 — disposing of Illinois Power and Light Corporation first mortgage 5% bonds due 12-1-56 (See Board Minutes 5-9-33) | 12-1-54 | \$14,144.67 | \$26,250.00 |
| 5,000.00 | Los Angeles, California, Department of Water and Power, Electric Plant Revenue 3% bonds, called as of 10-1-43 @ 104 | 10-1-76 | 5,137.50 | 5,200.00 |

**Minnesota Hospital and Home for Crippled Children—
Endowment**

| | | | | |
|-----------|---|--------|-----------|-----------|
| 25,000.00 | Northern Indiana Public Service Company first mortgage 3 $\frac{3}{4}$ % bonds Series "A" called as of 9-2-43 @ 106 $\frac{1}{4}$ | 8-1-69 | 25,000.00 | 26,562.50 |
|-----------|---|--------|-----------|-----------|

Group Investment Fund

| Par Amount | Security | Maturity | Amount Paid | Amount Received |
|------------|---|----------|-------------|-----------------|
| 18,000.00 | Atchison, Topeka and Santa Fe Railway 4½% bonds (California—Arizona Division) called as of 9-1-43 @ 110 | 3-1-62 | 19,576.23 | 19,800.00 |
| 23,000.00 | York Ice Machinery Corporation 6% first mortgage Sinking Fund bonds, called as of 11-15-43 @ 101, plus interest to 4-1-44 | 10-1-47 | 23,330.00 | 23,230.00 |

James E. Moore Trust Fund

| | | | | |
|----------|---|--------|----------|----------|
| 7,000.00 | Atchison, Topeka and Santa Fe Railway 4½% bonds (California—Arizona Division) called as of 9-1-43 @ 110 | 3-1-62 | 7,227.50 | 7,700.00 |
|----------|---|--------|----------|----------|

SALES

Mayo Foundation

| | | | | |
|------------|---|--------|-------------|-------------|
| \$6,000.00 | Great Northern Railway Company 4% Series "G" General mortgage convertible bonds sold 9-28-43 @ 103½ | 7-1-46 | \$ 6,840.00 | \$ 6,202.36 |
|------------|---|--------|-------------|-------------|

Minnesota Hospital and Home for Crippled Children— Endowment

| | | | | |
|-----------|---|--------|-----------|-----------|
| 21,000.00 | Great Northern Railway Company 4% Series "G" General mortgage convertible bonds sold 9-28-43 @ 103½ | 7-1-46 | 23,892.75 | 21,708.75 |
| 10,000.00 | City of Homewood, Alabama, General improvement refunding mortgage, 3 to 5% bonds, sold 12-8-43 @ 102¼ | 1-1-68 | 10,516.14 | 10,225.00 |

TRANSFERS

Group Investments

| Amount | Security | Maturity | Cost |
|-----------|--|----------|------|
| \$ 500.00 | Pennsylvania Railroad Company 15-year 3½% convertible debenture bond, transferred from Frank E. Burch Fund | 4-1-52 | Gift |

Staff Endowment

| | | | |
|----------|---|--------|------------|
| 4,000.00 | United States of America Defense bonds series "G" 2½% transferred from Group Investment Fund as of 9-1-43 | 1-1-54 | \$4,000.00 |
|----------|---|--------|------------|

Voted to approve acceptance of modification of the W. K. Kellogg Student Fund in Nursing permitting use of an additional \$1,000 of the \$4,000 grant for educational scholarships.

Voted to accept with thanks the following gift:

| | |
|---------|---|
| Donor | United States Public Health Service |
| Amount | \$396,567.53 |
| Fund | United States Public Health Service—Nurse Cadets |
| Purpose | To provide funds under the Bolton Act for the training of nurses, in accordance with correspondence filed supplement to the minutes, page 3243. |

Voted to accept with thanks the following gift:

| | |
|---------|---|
| Donor | United States Public Health Service |
| Amount | \$48,286.67 |
| Fund | United States Public Health Service—Postgraduate Nursing Education |
| Purpose | To provide funds under the Bolton Act for students in advanced nursing education program, in accordance with correspondence filed supplement to the minutes, page 3244. |

Voted to accept with thanks the following gift:

| | |
|---------|--|
| Donor | National Foundation for Infantile Paralysis |
| Amount | \$36,312 |
| Fund | National Foundation for Infantile Paralysis—Training Course in Kenny Technique |
| Purpose | To provide funds for instruction in the technique of the treatment of early poliomyelitis, in accordance with correspondence filed supplement to the minutes, page 3245. |

Voted to accept with thanks the following gift:

Donor Swift and Company
Amount \$20,000
Fund Swift and Company Research
Purpose To establish a research on virus diseases of food-producing animals in accordance with memorandum of agreement filed supplement to the minutes, page 3246.

Voted to accept with thanks the following gifts:

Donor Rockefeller Foundation
Amounts \$8,000 Rockefeller Foundation—Pediatrics
and 8,000 Rockefeller Foundation—Public Health
Funds
Purpose To provide funds for the postwar training of physicians in the fields of pediatrics and public health in accordance with correspondence filed supplement to the minutes, page 3247.

Voted to accept with thanks the following gift:

Donor Simmons Company
Amount \$10,000
Fund Simmons Company Research
Purpose To establish a research on gyrotory motion under the direction of Dr. M. B. Visscher, in accordance with correspondence filed supplement to the minutes, page 3248.

Voted to accept with thanks the following gift:

Donor Minneapolis Star Journal and Tribune Company
Amount \$7,000
Fund Star Journal and Tribune Newspaper Studies
Purpose To establish a research in accordance with memorandum of agreement, filed supplement to the minutes, page 3249.

Voted to accept with thanks the following gift:

Donor Joslyn Manufacturing and Supply Company
Amount \$5,000
Fund High Voltage Laboratory Building Fund
Purpose To apply toward the building of a high voltage laboratory in accordance with correspondence filed supplement to the minutes, page 3250.

Voted to accept with thanks the following gift:

Donor Wallace and Tiernan Company
Amount \$5,000
Fund Wallace and Tiernan Company Research
Purpose To establish a research in cereal chemistry, in accordance with memorandum of agreement filed supplement to the minutes, page 3251.

Voted to accept with thanks the following gift:

Donor Mr. Charles E. Merrill
Amount \$4,550 (200 shares Decca Records, Inc.)
Fund Charles E. Merrill Service Men Rehabilitation Fund
Purpose To establish a fund for the rehabilitation of maimed or wounded boys on their return from service, in accordance with letter of December 22, 1943 from Mr. Charles E. Merrill, filed supplement to the minutes, page 3252.

Voted to accept with thanks the following gift:

Donors 98 donors, list filed supplement to the minutes, page 3253.
Amount \$3,576
Fund William Hodson Memorial Fund

Voted to accept with thanks the following gift:

Donors Mr. D. B. Rosenblatt and sons, Herman L., Woodruff N., and Justin L. Rosenblatt
Amount \$2,500
Fund Flora Rosenblatt Fund for Cancer Research
Purpose To establish a fund for medical research and surgery in cancer under the direction of Dr. Owen H. Wangensteen, in accordance with correspondence filed supplement to the minutes, page 3254.

Voted to accept with thanks the following gift:

Donor Minneapolis-Honeywell Regulator Company
Amount \$1,800
Fund Minneapolis-Honeywell Regulator Company Research
Purpose To establish a research on occupational dermatosis under the direction of Dr. Henry E. Michelson, in accordance with correspondence filed supplement to the minutes, page 3255.

Voted to accept with thanks the following gift:

Donors Anonymous
Amount \$1,500 (15 shares Aluminum Company of America Preferred Stock)
Fund "B" Scholarship and Loan Fund
Purpose To establish a student loan-scholarship fund, in accordance with correspondence filed supplement to the minutes, page 3256.

Voted to accept with thanks the following gift:

Donors Anonymous
Amount \$1,000
Fund Rice County Student Loan Fund
Purpose To establish a loan fund for needy students, preferably from the town of Faribault or Rice County, in accordance with correspondence filed supplement to the minutes, page 3257.

Voted to accept with thanks the following gift:

Donor Mr. Frank J. Morley
Amount \$1,000
Fund Frank J. Morley Nutritional Studies
Purpose To establish a research on nutritive value of cereals under the direction of Dr. George O. Burr, in accordance with memorandum of agreement filed supplement to the minutes, page 3258.

Voted to accept with thanks the following gifts:

Donors \$500 Land O'Lakes Creameries, Inc.
and 500 Kraft Cheese Company
Amounts
Fund Land O'Lakes-Kraft Cheese Research
Purpose For continuation of research in accordance with memorandum of agreement filed supplement to the minutes, page 3259.

Voted to accept with thanks the following gift:

Donor E. I. du Pont de Nemours and Company
Amount \$750
Fund du Pont Fellowship for 1944-45

Voted to accept with thanks the following gift:

Donor Tennessee Corporation
Amount \$500
Fund Tennessee Corporation Fungicide Fund
Purpose To establish a fund for a study of the efficacy of copper fungicides, in accordance with memorandum of agreement, filed supplement to the minutes, page 3260.

Voted to accept with thanks the following gift:

Donor Anonymous
Amount \$500
Fund Convulsive Disorders in Children

Voted to accept with thanks the following gift:

Donor Mr. A. E. Adams
Amount \$500
Fund A. E. Adams Student Loan Fund

Voted to accept with thanks the following gift:

Donor National Hillel Commission
Amount \$300 annually
Fund National Hillel Commission Scholarship
Purpose To establish a scholarship in honor of King Gustav of Sweden, to be awarded to the junior student who makes the finest contribution to the development of better inter-faith relations on the campus, in accordance with correspondence filed supplement to the minutes, page 3261.

Voted to accept with thanks the following gift:

Donor Abbott Laboratories
Amount \$250
Fund Abbott Laboratories Research on Antibiosis
Purpose To establish a research for a study of antibiosis among micro-organisms under the direction of Dr. Clyde Christensen, in accordance with memorandum of agreement filed supplement to the minutes, page 3262.

Voted to accept with thanks the following gift:

Donor Dr. E. A. Strakosch
Amount \$200
Fund Dr. E. A. Strakosch Research
Purpose For purchase of mice to be used in research under the direction of Dr. William G. Clark, in accordance with letter from Dr. Clark dated December 16, 1943, filed supplement to the minutes, page 3263.

Voted to accept with thanks collection of 293 periodicals, pamphlets, books, and official Swedish documents, in Swedish, relating to Sweden, its social and family life, from the Carnegie Corporation of New York, for the University Library.

Voted to accept with thanks gift of two volumes, *Medieval American Art*, from Mrs. Paul Morand, for the University Library.

Voted to accept with thanks gift of annual reports of the Chicago Board of Trade for 1928, 1929, 1931, 1932, 1933, 1934, 1935, 1938, 1940, 1941, and 1942, for the University Library.

Voted to accept with thanks collection of eight volumes on social and technical aspects for tuberculosis, from the Ramsey County Public Health Association, to the Department of Agriculture branch of the University Library.

Voted to approve the report of the Business Vice President to the Chairman of the Executive and Finance Committee, filed supplement to the minutes, page 3264.

Voted to approve transfers of funds No. 667 to No. 786.

Voted to approve journal vouchers No. 6815 to No. 8000.

Voted to approve requisitions No. 60032 to No. 62465, \$556,809.

Voted to adjourn.

W. T. MIDDLEBROOK, Secretary

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
MINUTES

January 17, 1944

A meeting of the Board of Regents was held in the Regents' Room on Monday, January 17, 1944 at 10:00 o'clock.

Present: Regent Snyder, presiding; Regents Gainey, Griggs, Lawson, Lobb, Novak, Olson, Quinlivan, Rogstad, and Wood, and Mr. Coffey.

The President presented to the Board the following proposal of Public Building Service Employees Union Local 113, A. F. of L., for the settlement of the University strike, transmitted to Regents Snyder, Bell, Lawson, Olson, and Wood, and Messrs. Coffey, Willey, Middlebrook, and Anderson, by Governor Thye in the Governor's office at 10:00 o'clock January 15, 1944:

Public Service Employees Union Local Number 113, A. F. of L. will end the present strike at the University of Minnesota if the Board of Regents of the University of Minnesota will accept and put into effect the following proposal:

If a dispute arises as to the employer-employee relationship between the Board of Regents of the University of Minnesota, hereinafter referred to as the Board of Regents, and any non-academic employee, including disputes under the civil service rules and procedures, Public Service Employees Union, Local Number 113, A. F. of L., hereinafter referred to as the Union, may upon written notice to the Director of Civil Service Personnel of the Board of Regents, hereinafter referred to as the Director, request a conference with the Director upon the dispute. The Director and the authorized representative of the Union shall confer thereon, and within 10 days from the receipt of the notice by the Director, he shall decide the dispute. If the dispute is not so decided within the time hereinafter provided, or if the Union notifies the Director in writing that the decision is not acceptable, the dispute shall be referred by the Director to Charles Loring, who shall appoint a referee. The referee shall conduct a hearing on such dispute and make a written report to the Board of Regents on the issues involved and a recommendation on the merits of the respective contentions of the Director and the Union. Such report and recom-

mentation shall be made with reasonable dispatch by the referee after submission of the dispute to him and not later than 45 days after the submission thereof.

The University shall send to the Union a letter stating:

Public Building Service Employees Union Local Number 113, A. F. of L. shall have the right to represent any employees in the service group with respect to all matters pertaining to employer-employee relationship. The Union shall also have the right to represent any non-academic employees who are now or may hereafter become members of said Union in all matters with respect to the employer-employee relationship.

The Board of Regents will discuss wages, hours and working conditions of the employees described above and an attempt will be made to reach an understanding or agreement on all such matters, which understanding or agreement shall be stated in the University's Civil Service rules for non-academic employees coming under the terms hereof. If no agreement is reached, the dispute shall be referred to a referee who shall be appointed by Charles Loring who shall conduct a hearing and make a report and recommendation in like manner as provided above.

The Union shall be entitled to notice and a hearing upon any proposed additions or revisions to the Civil Service rules.

Voted to approve the following letter to Governor Edward J. Thye:

January 17, 1944

Honorable Edward J. Thye
Governor of Minnesota
State Capitol
St. Paul, Minnesota

Dear Governor Thye:

The Regents desire that the issues that have given rise to the strike against the University should be resolved. They want the University to return to its normal functioning. They want the strike over. This can be achieved they believe, however, only if certain basic questions involved are clearly understood.

The Union from the beginning has demanded collective bargaining and arbitration machinery. The Regents have consistently taken the position that these demands represent a fundamental departure from existing state policy. Such machinery is not found in any agency of this state, nor is it found in the state civil service. Actually, the most recent proposal of the Union, as transmitted by you last Saturday, January 15, introduces nothing new in principle. In fact, the Regents and the Union are at practically the same point from which all of the discussions started months ago. On the one hand, the Union contends that employees whom it represents cannot obtain a fair and prompt hearing of their grievances. Rightly or wrongly, the strike is their method of seeking to force the Regents to provide this. On the other hand, the Regents point out that they have established machinery which provides that any employee him-

self, or through any designated representative—including the Union or the Union grievance committee—may take a grievance to the University Civil Service Director, who has authority to dispose of it, and full authority except as financial matters or over-all policy may be concerned. This machinery was established by the Regents on the recommendation of former Governor Stassen on the occasion of the October, 1942 strike. The Regents were advised by Governor Stassen under date of November 13, 1942 that this general plan of handling grievances was acceptable to the Union.

The Regents further point out that they have provided in their civil service plan—which parallels that of the state in its general organization—a method of appealing from the decisions of the Civil Service Director. The Regents have offered to simplify that appeal procedure by hearing appeals directly, without any intermediate step. This simplification was proposed when the Union expressed unwillingness to take appeals to the Civil Service Committee. This procedure insures a fair and prompt consideration by the Regents themselves of any appeals from decisions of the Civil Service Director. The public should know that the Union has never taken a single case through the established appeal procedure. Until that procedure has been given a fair trial, there is no reason for introducing any new procedures especially when they are in conflict with the established civil service policy of the state of Minnesota of which the University is one arm.

In face of all the statements that have appeared in the press, and all of the misinformation concerning grievances involving working conditions at the University, the public unquestionably is confused. The public which supports the University has a right to know the truth with respect to the manner in which employee grievances are handled at the University. The Regents, therefore, propose in the public interest that an impartial observer or observers be named to determine whether or not there does exist at the University machinery that, if used, would insure that an employee's grievances can be heard, not only by a Civil Service Director, but by the Board itself. To this end the Regents ask that the Governor of the State, or the Legislature through its leaders or otherwise, name an impartial observer or observers to make an immediate study to establish whether or not the facts with respect to grievance machinery are as stated by them. In this way, with the findings of such an observer or observers at hand, the public of this state will be in a position to evaluate the truth or falsity of the various claims that have been made in recent weeks, and determine the action that should be taken.

The Regents have considered the proposal of Public Building Service Employees Union, Local 113, submitted through you on January 15, 1944. Their position with regard to the four points involved in the proposal is set forth in Exhibit A, attached to this letter.

Sincerely yours,
W. C. COFFEY,
President, Board of Regents

January 17, 1944

Exhibit A

*Statement of Regents' Position on Proposal for Settlement of
University Strike Transmitted to the Regents by the
Governor of the State on January 15, 1944.*

Public Building Service Employees Union, Local 113, has stated that the present strike will be ended if the Board of Regents will accept and place in effect four proposals.

1. The first proposal is that after the Director of Civil Service Personnel has made a disposition of any employee grievance, and the disposition is unsatisfactory to the Union, Mr. Charles Loring shall appoint a referee who shall conduct a hearing and render a written report and recommendation to the Board of Regents.

This proposal is not different in its essentials from the Union's previously proposed arbitration committee. This was to consist of two University representatives, two Union representatives, and an impartial chairman. If it is assumed that the University representatives would support the University position, and that Union representatives would support the Union position, then the actual decision and recommendation in fact falls to the impartial chairman. It is therefore obvious that the outside impartial chairman is analogous to and the equivalent of the referee that is now proposed. The Regents are charged with the management of the University, and they would be neglecting their responsibilities if they should agree to refer University matters involving employee grievances to an outside referee when neither they themselves nor their Labor Committee have had no opportunity to hear and act upon an appeal from the Director's decision. There is no provision for an outside referee in the state civil service. There should be none in the University civil service at least until such time as the Legislature sets the precedent by providing for it in the state civil service.

2. The second proposal is that the University send a statement to the Union that the Union shall have the right to represent any employee in the service group, or any union member outside of the service group, with respect to matters of employer-employee relationship.

The existing Civil Service rules of the University covering the consideration and settlement of grievances provide that any employee, himself or through his authorized representative, may present or appeal a grievance. Since their existing rules already provide for this, the Regents have no objection whatsoever to advising Public Building Service Employees Union, Local 113, A. F. of L., that they may represent any employee in or outside of the service group as the employee's authorized representative.

3. The third proposal is that the Regents shall discuss and attempt to reach an agreement with the Union in matters of wages, hours, and working conditions, with the understanding that if such an agreement is not reached, Mr. Loring shall appoint a referee who will conduct a hearing and make a report and recommendation to the Regents.

The Regents are ready and willing, as they have said in the past, to afford this Union the opportunity to present orally or in writing its recommendations with regard to wages, hours, and working conditions, or any other matters of policy affecting civil service employees. The Regents, however, cannot agree "to reach an understanding or agreement on all such matters" or refer points of disagreement to an outside referee. The Regents are charged with the responsibility for the management of the University. They will not agree to any procedure that binds them to a review of their decisions by an outside referee. This would be to admit an inability to perform the duties with which they are constitutionally charged. In the process of considering matters involving policy, whether of wages, hours, working conditions, or any others, the Regents do, and must reserve to themselves the privilege of turning to any expert source for such information or recommendations as may be useful to them in reaching their decisions.

4. The fourth proposal is that the Union shall be entitled to notice of and a hearing upon any proposed additions or revisions to the Civil Service rules. Under present policy the Civil Service Committee of the University holds public hearings on proposed additions to or revisions of the Civil Service rules, and notice of these hearings is published in the *Official Daily Bulletin*, and posted on the official employee bulletin boards. The Regents will direct that in addition a notice of such hearings be sent in the future to the Union. University members of the Union, or their Union representatives, may participate along with other interested parties in these public hearings.

Voted to adjourn.

W. T. MIDDLEBROOK, Secretary

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
MINUTES

January 18, 1944

The Board of Regents met in Room 202, State Capitol Building, St. Paul, Minnesota, on Tuesday, January 18, 1944 at four o'clock.

Present: Regent Snyder, presiding; Regents Gainey, Lawson, Lobb, Olson, Quinlivan, and Rogstad, and Mr. Coffey.

Voted to waive provisions of paragraph 18, Civil Service Rules and Regulations, relating to unauthorized leave during the period between 12:01 a.m. January 14, 1944 and 12:01 a.m. January 19, 1944.

Voted to authorize continuance of pay of employees on the regular and miscellaneous payrolls in the service group (Civil Service Group 9000—skilled trades group excepted) and to waive deductions for absence from duty of such employees during the period between 12:01 a.m. January 14, 1944 and 12:01 a.m. January 19, 1944.

Voted to grant to employees on the regular and miscellaneous payrolls in the service group (Civil Service Group 9000—skilled trades group excepted) equivalent time off for time worked between 12:01 a.m. January 14, 1944 and 12:01 a.m. January 19, 1944, with the understanding that this time off will be granted by the department as promptly as convenient but not later than December 31, 1944.

Voted to approve the following resolution:

In view of the recommendation of the Governor, and in an effort to terminate the present strike, it is proposed:

1. That the Union withdraw its demand for a written collective bargaining agreement.
2. That for an experimental period of nine (9) months, unless such period is terminated or extended by mutual agreement, the civil service procedure of the University for the handling of grievances be amended to provide that appeals from the decision of the

Director of Civil Service Personnel shall be made directly to the Labor Committee of the Board in lieu of the Civil Service Committee, with the understanding that any interested party, including the employee or his authorized representative, which may be Public Building Service Employees Union, Local No. 113, A. F. of L., shall have the further rights to appeal from the decision of the Labor Committee to the Board of Regents. The Board, before hearing the appeal from the decision of the Labor Committee and at its next regular meeting, shall request the Governor of the State, in writing, with copy of such request to the Union, to appoint an impartial investigator, who shall meet with the parties concerned, review the facts involved and file a report and recommendation with the Board within forty-five (45) days after the appeal and furnish a copy to the Union, which report and recommendation shall become a part of the record at the time the Regents give final consideration to the matter. Any interested party may file a written argument upon the report and recommendation of the Investigator before the matter is considered by the Board.

3. The Regents will direct that notice of public hearings held by the University Civil Service Committee on proposed additions to or revisions of civil service rules be mailed to the Union ten (10) days prior to such hearing.

4. That for an experimental period of nine (9) months, unless such period is terminated or extended by mutual agreement, the Union shall have the right to present to the Labor Committee of the Board of Regents written proposals with regard to wages, hours and working conditions or any other matters of general policy affecting civil service employees, and to discuss such proposals provided a request for a hearing is made at least ten (10) days before any scheduled meeting of the Labor Committee of the Board of Regents, with the understanding that the Union shall have the further right to appeal from the decision of the Labor Committee to the Board of Regents. The Board of Regents, before hearing the appeal from the decision of the Labor Committee and at its next regular meeting, shall request the Governor of the State, in writing, with copy to the Union, to appoint an impartial investigator, who shall meet with the parties concerned, review the matter involved and file a report and recommendation with the Board within forty-five (45) days after the appeal and furnish a copy to the Union, which report and recommendation shall become a part of the record at the time the Regents give final consideration to the matter. Any interested party may file a written argument upon the report and recommendation of the Investigator before the matter is considered by the Board.

For the purposes of the record there are reproduced below the various proposals considered which led to the adoption of the foregoing resolution.

The following proposal was presented to the Regents by Governor Thye on January 17, 1944:

I recommend that the Public Service Employees Union Local Number 113, A. F. of L. end the present strike at the University of Minnesota if the Board of Regents of the University of Minnesota will accept and put into effect the following proposal:

If a dispute arises as to the employer-employee relationship between the Board of Regents of the University of Minnesota, hereinafter referred to as the Board of Regents, and any non-academic employee, including disputes under the Civil Service rules and procedures, the employee may upon written notice to the Board of Regents request a conference with the Board of Regents upon the dispute. The Board of Regents and the authorized representative of the employee shall confer thereon, and within 10 days from the receipt of the notice by the Board of Regents, they shall decide the dispute. If the dispute is not so decided within the time hereinafter provided, or if the employee notifies the Board of Regents in writing that the decision is not acceptable, the dispute shall be referred by the Board of Regents to Charles Loring, who shall appoint a referee. The referee shall conduct a hearing on such dispute and make a written report to the Board of Regents on the issue involved and a recommendation on the merits of the respective contentions of the Board of Regents and the Union. Such a report and recommendation shall be made with reasonable dispatch by the referee after submission of the dispute to him and not later than 45 days after the submission thereof.

Public Service Employees Union Local 113, A. F. of L. when authorized by any non-academic employee, shall have the right to represent such employee in any dispute between such employee and the Board of Regents of the University, including the right to represent such employee at any hearing under the University Civil Service Rules.

The Union shall be entitled to notice and a hearing upon any proposed additions to or revisions of the Civil Service Rules.

The Board of Regents will discuss wages, hours and working conditions of non-academic employees with the Union upon its request and an attempt will be made to reach an understanding or agreement on all such matters, which understanding or agreement shall be incorporated in the University's Civil Service Rules for non-academic employees.

An impartial investigator shall be appointed by Charles Loring. The investigator shall investigate promptly the adequacy and fairness of the Civil Service Rules of the Board of Regents, the utilization thereof and the administration thereof including the fairness and speediness of determination of grievances. The investigator shall submit to the Board of Regents a written report of his findings and recommendations.

