

Wisconsin Faculty Outlines Steps For Effecting University Economy

Means Suggested for Cost Cutting, Efficiency Maintenance.

Nine recommendations aimed "to assist administrative officers in meeting emergencies and effecting economies" during the coming two years were adopted by the University of Wisconsin faculty recently. By their action, the faculty members revealed their willingness to co-operate in every way possible to reduce the cost of the university to the state, and at the same time preserve its educational value to Wisconsin's citizens.

Constituting the first move in the job of retrenchment and reorganization needed to balance the university's 1933-35 budget, the recommendations, which were contained in a special report of the university committee made during the past year at the request of the faculty, are as follows:

1. On Maintenance of Staff: That the dismissal of members of the staff of the rank of professor or associate professor prior to the retirement age be for cause only; that if it becomes necessary to curtail extensively the work of a department, the associate professors and professors involved should be retained, possibly at a reduced salary, until they can secure other positions; that deserving assistant professors whose terms expire should be reappointed; that staff members in the lower ranks exhibiting qualities of character and intellect which would justify their holding ultimately a permanent place in a university of the first rank be retained; and that lower rank faculty members doing meritorious work but not of the highest type be retained as far as possible.

2. On Salary Waivers for Instructional Staff: That in determining the scale of salary waivers, sufficient allowance be made to permit promotions in rank and normal salaries of particularly meritorious members of the staff, and as far as possible to meet competition from outside the university; that the waivers be based on a sliding scale of the type used for income taxation; that the lowest bracket receive a waiver commensurate with the decrease in the cost of living, the scale progressing arithmetically on higher salaries; that the waiver scale be lowered for members of the staff who are placed on reduced normal salary and schedule of work.

3. On Staff Replacements: That the policy throughout the university for the next biennium be not to replace staff members who leave the institution, wherever the essential work can be adequately carried on by the remaining members of the staff or by new men of lower rank.

4. On the Library: That the library receive no cut which would

cripple its effectiveness in all scholarly activities.

5. On Laboratory Equipment: That departments with laboratories examine their experimental technique and equipment with a view to making savings wherever possible.

6. On Teaching Load: That teaching load of staff members should not be increased materially, because to do so would involve decreased teaching efficiency.

7. On Methods of Instruction: That the lecture method of instruction be not used to replace other methods of instruction except where it is believed to be equally effective; that lectures should be supplemented by quizzes; and that a sharper distinction be drawn between science courses designed for general culture and those for professional purposes.

8. On Curtailment of Expansion: That during the period of recovery the university should set itself against all forms of expansion involving additional expense without corresponding curtailments.

9. On Multiplication of Courses: That committees should be elected within each of the seven divisions of specialized study, such as biological, chemical, etc., to deal with the thinness, diversification and duplication of courses, and that the chairmen of these divisional committees shall constitute a committee to unify and correlate the recommendations of these divisional committees and to report them to the faculty.

Besides the recommendations, the report presented information relative to the present financial situation of the university, and formulated criteria for the appraisal of the university's various activities, such as teaching, research, and extension.

The report pointed out that in the current biennium, specific fund appropriations and revolving funds were reduced about \$800,000. For the coming biennium, 1933-35, the total cut below the original appropriations from the state for the 1931-33 biennium is \$2,445,000, approximately 29 percent, while the operating fund for the coming biennium, from which most salaries and wages are paid, is reduced 27.5 percent.

Pointing out that the three major activities of a great university are residence teaching, research, and extension, the report maintains that the state needs men trained in every vocation in which specialized knowledge and training are necessary for successful service of the community. It needs also a body of citizens prepared to assume leadership in the social, political, and cultural life of the day.

To furnish the instruction necessary to these ends, the major part of the expenditures of an American university both in time and money are and should be made, the committee declares, pointing out that a university will not be a great teaching institution unless its faculty is eminent in scholarship and research.

DUTIES FORMERLY PERFORMED IN HOME NOW SHIFTED TO SCHOOL SAYS MATZEN

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ly conscious of the problems with which teachers are now being confronted in the new order of things and are bending every effort to prepare our students in a way that will not only enable them to appreciate and see clearly their responsibilities but to meet them in a satisfactory manner."

Dr. Matzen went on to show how administrative training for school supervisors and superintendents is of the greatest necessity if the schools which they direct are to fulfill the responsibilities thrust on them by this social decentralization. He outlined in a general way what this training should be.

As to general and pre-professional training, the successful superintendent should be acquainted with the tendencies of economic and business practices. In order to safe-guard the school from partisan politics and to understand the

OFFICIAL BULLETIN.

GOVERNMENT POSITIONS OPEN

The United States Department of Agriculture, agricultural adjustment administration, has announced openings as emergency agricultural assistant for qualified candidates. The salary range for these positions is from \$2,000 to \$2,600 a year, less an emergency deduction of not to exceed 15 percent. Applications must be filed with the United States Civil Service commission, Washington, D. C. No time limit for receiving applications has yet been made.

Announcement is also made of openings as assistant radio operator (airways) and junior radio operator (airways). Applications must be filed with the United States Civil Service commission. The closing date for receiving applications for these positions is June 27, 1933.

Those interested in these positions may inquire at the department of educational service, 305 Teachers' college, for further information.

FOUND: Bunch of keys in the third-floor hall of Teachers college. Owner may claim at Director Moritz's office, Teachers college 305.

LOST: Man's white mesh cap in Coliseum last Saturday morning. Finder is asked to turn cap in at Director Moritz's office, Teachers college 305.

social theories in education as well as the social life of the community, he must have a fundamental knowledge of political science. He must understand modern educational psychology, and be informed with reference to the best methods and techniques in teaching.

In his professional training the school superintendent must gain a knowledge of educational history, of advanced psychology, measurements and statistics, of school legislation, of training in budgetary procedures, financing securing equipment and supplies, child accounting and pupil adjustment and guidance of how to select an efficient personnel for his staff of teachers, of how to keep his community informed of what the schools are doing, of present day trends in school systems, and of the theories and practices underlying the junior college movement, adult education, vocational guidance, health education and provision for the mentally or physically subnormal pupil.

He must also have training in school survey procedures and in research.

"Some of my listeners may think, Dr. Matzen concluded, "that the training I have outlined for superintendents is a large order. Yes, it probably is, and should be, because there is no single worker in any community who is doing a work that is more far-reaching in its influences on citizenship development than that of the superintendent of schools.

"It is my prediction that when boards of education and communities become aware of the distinct service it is possible for a trained superintendent to render as compared with services of one lacking such training, they will investigate thoroughly the qualifications of applicants who are being considered and make it a point to elect as their superintendent one who has had the training in the ways I have mentioned."

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NEBRASKA BOOKMEN'S EXHIBIT OPENS 19TH

Representatives of Fifteen Publishers to Show In Armory.

Arrangements are nearly complete for the seventh annual exhibit of the Nebraska Bookmen's association which will be held June 19 to 30 in Grant Memorial hall. The exhibit, showing complete lines of elementary, secondary and college texts of the companies represented, will be open to all summer school students. School supplies, such as maps, will also be shown.

The exhibit is held on the campus under university authority for educational purposes, according to Director R. D. Moritz who recommends visiting the display to public school teachers enrolled at Nebraska this summer. Representatives of nearly every book and supply company will have material on display. There is to be no selling of books or soliciting of orders at the exhibit.

First exhibits of this nature were held in Teachers college, but their size has grown until a larger show room is now necessary. The last two years the exhibits have been held in Memorial hall where it will be held again this year. About 20,000 books were displayed last year.

Members of the Nebraska Bookmen's association who will show in the exhibit follows:

A. P. Hillyer, Lincoln, of Allyn and Bacon, Chicago; B. E. Bell and Arvid Olson, Lincoln, of American Book company, Chicago; L. E. Mumford and H. B. Vifquain, Lincoln, of Ginn and company, Chicago; M. B. Thompson, Lincoln, of Health and company, Chicago; S. E. Steeves, Lincoln, of Houghton Mifflin company, Chicago.

C. E. Mason, Iroquois Publishing company, Chicago; L. Alvey, Omaha, of Laidlaw Brothers, Chicago; Mr. Smith of MacMillan company, Chicago; Nettie I. Mills, Lincoln, of Palmer company, Chicago; Mr. Jones, Lincoln, of Rand, McNally and company, Chicago; T. R. Crawford, Lincoln, of Scott, Foresman and company, Chicago; E. O. Harvey, Lincoln, of Silver, Burdett and company; J. E. Morris, Omaha, of Southwestern Publishing company, Cincinnati; W. L. Greenslit and G. W. Saunders,

Lincoln, of University Publishing company, Lincoln; W. K. Fowler, Lincoln, of Winstown company, Chicago; and W. O. Steen, Topeka, Kas., of World Book company.

Officers of the association are H. B. Vifquain, Lincoln, president; C. E. Mason, Lincoln, vice president; and T. R. Crawford, Lincoln, secretary and treasurer.

PARTY TONIGHT IN COLISEUM TO OPEN SOCIAL ACTIVITIES

(Continued from Page 1).

Five members of last year's executive committee are again in school this summer and will continue as members this year. They are: Arthur Jones, Elm Creek; Wendell S. Dodd, Belgrade; Verne Jones, Phoenix, Ariz.; L. S. Devoe, Plattsmouth, and Helen Huston, Osceola. Additional executive committee members to replace those of last year's committee who did not return to school this summer will be named before the next party.

Arthur Jones is in charge of music for the summer session parties, while Dodd will secure special entertainment for each. Present plans of the committee call for one party each week during the first six weeks of school, except for one and perhaps two outdoor picnics replacing parties some weeks.

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