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REPORT OF THE PRESIDENT

to

THE BOARD OF DIRECTORS

of

LINDENWOOD COLLEGE

June 12, 1942

I have hitherto submitted to you and to the faculty two papers, one entitled THE LIBERAL ARTS COLLEGE and one THE OBJECTIVES OF A LIBERAL ARTS COLLEGE. These papers were studied and are still in use with a view to their application to the program of Lindenwood College.

Since my last report to you the war emergency has arisen. It had an immediate and marked effect on the campus. Nerve strain was evident. Many of our students have personal interest in soldiers; fathers of some are serving in our armed forces; homes of others are in zones of fighting.

Our commencement date was advanced two weeks from June 15 to June 1. In that way our semester's end was made to conform more nearly to the varying schedules of other colleges. Furthermore, some of our students attend summer school. The shortened semester has enabled them to attend summer schools which begin earlier than usual.

Our students and their parents approved the shortened semester and agreed to extra assignments to compensate for the two weeks taken from the academic year.

War has brought "compression and acceleration" into the language of education. In this there is some value. Ordinary virtues are motivated. Consider, for instance, economy of time which is always wise. Daylight saving time does save electricity and reserve sunlight for working hours. It does not alter the problem of living on twenty-hours a day, a problem which we have with and without war.

Furthermore, some processes cannot be accelerated normally. Attempts to do so bring abortive results. One should not hasten birth. Infancy, childhood, the "teen" age, late adolescence, and young manhood and womanhood, are definite stages of growth and each stage requires a fairly definite period of time. The time itself may be used by exercises appropriate to each period of life or it may be wasted. But no emergency can change very much the amount of time required for processes of maturation and the educational procedure incident thereto. Our program is carried on in respect to that fact.

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Our general attitude toward the war is contained in an article entitled, "Lindenwood On the Alert", which has been printed and widely distributed and on which some favorable comment has been received.

Immediately following our declaration of war, we printed and distributed to parents of students during the Christmas recess an outline of our campus program for civilian morale service with designation of chairmen of committees for specific ventures. This was followed by distribution to students of a card for registration and instruction in one or two of the eighteen civilian defense duties which were listed.

Copies of both of the above mentioned documents are submitted with this report; also a copy of Lindenwood On The Alert.

Campus interest in the service of the nation is evidenced by bean soup dinners served by request of students. We have given the money which would have been spent for meat at these dinners to students for use in support of some wartime philanthropy.

The war has brought some changes, as indicated above, to our campus; it also presents to us the problem of post-war education.

The problems with which we shall be faced after the war will not be those of the physical sciences, engineering, or mechanics, but those of man to society and of economics and finance. It is my belief that all of these problems could be solved if more of the best brains of this country could be turned to that rather than just to the physical sciences and inventions and provided also that universities and college for the next twenty-five years would put their principal emphasis upon social, economic, political, and ethical sciences. For the past thirty or forty years American colleges and universities have stressed the physical sciences and a larger part of their appropriations have gone to this, as witness their magnificent buildings, their expensive laboratories, and their long lists of professors and instructors. I do not mean that physical sciences should be neglected but that the social sciences should be emphasized.

It is my belief that unless some such change in our interests and in the direction of our interests can be made our freedom and our democracy, or even our whole western civilization will be imperilled. Imperilled is too mild a term. I might say they will

be "sunk". Look at one of the many problems which we must face, namely social morale. In time of war Army and Navy morale and civilian morale are relatively high, but social morale was not high before the war. In reaction from war tension it will be lower after the war. Social morale implies such an amount of cooperation, discipline and unselfish devotion to the common good as shall insure the health, happiness, and prosperity of the whole group, both in the present and future generations. It implies also the physical and mental health of the whole community.

The fact that nearly half of our draftees last year were sent home because of physical or mental defects is a case in point and I should say that our social behavior included cooperation, discipline, and unselfish devotion to the general welfare would reveal a percentage of fitness even lower than our physical health.

And yet in almost all of our colleges and universities and in our state legislatures it is easier to get appropriations for atom smashing to the end of discovering new sources of energy than it would be to get appropriations for social and political ethics and genetics. I do not entertain a pessimistic view of the future of our society. I mean only that if we are to escape disaster the theme of our college and university work for the post-war period must be - "Society and Man".

It is perfectly clear to me that such a college as Lindenwood is well fitted to render such a service as I have indicated.

To implement the ideas I have expressed concerning post-war education, I suggest the following program.

Major fields of research in the graduate college to be in the field of the social sciences rather than in the physical sciences.

In undergraduate work the first two years to be devoted, as in high school, to a thorough grounding in English, mathematics, history, logic and the science of behavior. One foreign language to be studied and mastered.

In junior and senior years the emphasis to be upon history, literature, sociology, economics, philosophy, social and political ethics. Students to be encouraged to enter college at an earlier age.

Comment: Thinking requires the use of figures or words, or both - probably both.

No modification of curriculum can change that requirement.

A liberal education without philosophy is a misnomer. History or literature may be made the core or integrating subject. Both will culminate in interpretations of history and life, philosophy, and application of philosophy to the fields of social and political ethics.

Work, discipline and thoroughness to take the place of present student "interests and activities" such as sports and social contacts.

Campus life to be an experiment in group living. On campus as well as in curriculum provision for growth and development of personality, social understanding, and some skill in a communicative art. So to provide for the education of the emotions and for self-expression.

We shall be faced, after the war, with terrific problems and they will be social, economic, political and moral problems, and our colleges and universities must be equipped to handle them through research and instruction. Our first task is to learn to live together both as individuals and as nations.

Either abolish intercollegiate sports and substitute physical training for all students or lay a foundation by physical education for all exhibitions whether of pageantry or football. Colleges and universities very definitely should not be purveyors of spectacles for a price.

Measure the support given to any department of college or university not by the number of students in that department but by relation in which it stands to the general public welfare.

The direction in which a college or university should develop should not be determined by the choice of its students but by general educational policies.

Give special degrees to students who have completed the first two years of college and who have secured a thorough grounding in the liberal arts. Qualified students who so elect may then proceed to the Bachelor's degree and should be given greater freedom to do independent work. The final under-graduate degree should depend upon rigid final

examination and not on attendance at classes.

Abolish long vacations, continuing work through four quarters.

Not all of the points mentioned are applicable to Lindenwood; some are not immediately applicable; all merit serious consideration by those responsible for the direction of American higher education.

RECOMMENDATIONS

1. I have encouraged members of the instructional staff to attend professional meetings. During the year help to the extent of at least one-half of traveling expense has been extended to the following named instructors: Siegmund Betz, Jessie Bernard, Fern Staggs, Marion Dawson, Irene Eastman, Helen Ward, John Thomas, Kate Gregg, Kathryn Hankins, Mary Talbot, Dale Martin, Raymond Garnett, Gertrude Esteros, Fern Staggs, Lloyd B. Harmon, Mary Terhune, Lois M. Burkitt, Mary Lear.

Dr. Gregg and Miss Hankins have presented important papers at the meetings which they attended. Miss Hankins' paper has been published in a professional journal and Dr. Gregg's paper will be published shortly.

Dr. Jessie Bernard is an excellent teacher and a distinguished scholar of sociology. This year her book, "The Family", has been published by Harpers. It has received most favorable comment from a wide field of sources and is being adopted for use by colleges and universities.

2. The list of students who have completed requirements for certificates, diplomas and Bachelor's degrees is appended to this report. The Executive Committee of the Board of Directors has previously approved the recommendation of the faculty that these certificates, diplomas and degrees be awarded at Commencement this year. It is therefore recommended that the Board of Directors itself formally approve and incorporate in its records the recommendation of the faculty and Executive Committee of the Board with respect to awarding certificates and diplomas and conferring degrees.

3. Miss Marie Reichert, Instructor in Physical Education since 1928, has presented her resignation, to take effect at the end of the academic year. It is recommended that her resignation be accepted, with expression of thanks to her for efficient services rendered.

4. In January the President wrote to Margaret Dunaway, Instructor in French since 1938, that it was not his intention to recommend her reemployment following the end of the academic year. It is recommended that this action of the President be approved and that Miss Dunaway be not reemployed for 1942-43 because of the fact that enrollment in French classes does not require her services. It should be understood that adoption of this recommendation includes an expression of thanks to Miss Dunaway for faithful and efficient service.

5. In March, 1941, the President conferred at length with Margaret Mantle Stookey, Professor and Head of the Department of Physical Education since 1930. At that time he mentioned problems and difficulties incident to the organization and work of her department. In January, 1942, the President wrote to Miss Stookey, informing her that it was not his intention to renew her agreement to continue in the service of the college. Since that time he has had several conferences with Miss Stookey in confirmation of his previous conversation and letter. Miss Stookey is highly efficient in costume design, pageantry and dancing. She agrees that she lacks training in Physical Education, which is necessary to articulate the Physical Education program with the whole health service of the college, namely the remedial service rendered by doctors and nurse, preventive service, and creative service, which tends to build health and strength where it has never existed before. It is recommended that the President's action with respect to Miss Stookey be approved and that her services as Professor and Head of the Department of Physical Education be discontinued at the end of the present academic year.

6. Dr. Irene Eastman was employed as Instructor in Chemistry for the year 1941-42. In January the President wrote her that it was not his intention to renew appointment

for 1942-43. It is recommended that this action of the President be approved.

7. Mrs. Wayne ^{Clay Mason now} Wright, who entered the service of the college in 1940 as instructor in History and Political Science as Janie Claire Mason, was informed by the President in July, 1941 that he did not intend to continue her employment beyond the present year. The reason for this action is that the Department of History and Political Science requires the service of a teacher with considerably more force and more adequate scholarship. Within the range of her training and scholarship, Mrs. Wright's services have been acceptable. It is recommended that this action of the President concerning Mrs. Wright's services be approved.

8. Hellmut A. Hartwig has been an Instructor in Modern Languages, beginning his services in September, 1941. He was an officer in good standing with the Officers Reserve Corps. His call to service became effective on May 30. He has fulfilled all requirements for the Doctor's degree at the University of Illinois and I think that this degree has already been, ^{has been} or shortly will be, conferred upon him. He is a sound scholar and a good teacher and well fitted in every way to render most acceptable services to Lindenwood. It is recommended that Mr. Hartwig be carried on our roll of teachers as on leave of absence, ^{without pay} it being understood that he will return to service here when released from military duty.

9. Dr. Siegmund A.E. Betz has been Professor of English in Lindenwood since 1935. He is a good scholar and teacher and an excellent influence on the campus. It is altogether probable that he will soon enter some form of military service. If so it is recommended that he be given a leave of absence, ^{w. o. pay} with the understanding that he may return to Lindenwood when released from military duty.

10. It is recommended that the President be authorized to employ a successor to Miss Stookey, as Professor and Head of the Department of Physical Education.

11. It is recommended that the President be authorized to employ a successor to Miss Marie Reichert, as Instructor in Physical Education.

12. It is recommended that the President be authorized to appoint a successor to Miss

right, as Instructor in History and Political Science.

13. It is recommended that the President be authorized to employ, ad interim, a successor to Mr. Hartwig, as Instructor in Modern Languages.

14. Miss Sarah R. Ostner has been Registrar for the last four or five years. There is lack of complete and harmonious understanding and working relations between her office and that of the Dean. There is also good reason to feel that the Dean, who is in charge of academic administration, should be directly responsible for the Registrar's office in an institution of Lindenwood's size. Miss Ostner's agreement terminated on July 15, 1942. During the summer of 1941 she hesitated about renewal of her agreement and has said in frankness and good faith that it is not her intention to remain permanently or long in the service of Lindenwood. It is therefore recommended that the President be authorized, if in his judgment it seems best, to terminate Miss Ostner's employment July 15, and that he be further authorized to appoint a recorder in place of a registrar, who shall be responsible to the Dean.

15. It has been the habit of the college to enter into formal agreement covering the work of each teacher for a year. It is good practice to continue, in indefinite term of service, those who have successfully served a probationary period of three years. Our Attorney has devised the following form of agreement, which is self-renewing:

"THIS AGREEMENT, made this _____ day of _____, 194 , by and between LINDENWOOD COLLEGE, as First Party, and _____ as Second Party,

WITNESSETH That they have agreed as follows:

1. First Party has employed Second Party as _____ in or of _____ at the College for an indefinite term.
2. Second Party has accepted said employment and has agreed loyally and faithfully to perform the duties appertaining thereto, and to comply with the rules and regulations of First Party governing the College, and to carry out the instructions and directions given by the President of the College, or others authorized by First Party to give such instructions and directions.

3. For such services, well and faithfully performed, First Party shall pay Second Party at the rate of \$_____ per year, payable in monthly or other convenient installments.

4. This agreement and said employment may be terminated at any time (a) by the written resignation of Second Party delivered to the President of the College, or (b) by reasonable notice given by First Party to Second Party.

IN WITNESS WHEREOF, the parties hereto have executed this agreement in duplicate the day and year first above written.

LINDENWOOD COLLEGE

By _____
President
"First Party"

"Second Party"

The following named teachers, with amounts of salaries, is herewith submitted to the Board, with recommendation that the agreements be approved:

Siegmund A. E. Betz	- \$2000.....	Associate Professor in English Department
Lois M. Burkitt	- \$1300.....	Teacher of Public School Music
Janet L. Coulson	- \$1800.....	Teacher of Piano and Theory
Mary E. Dawson	- \$1850.....	Instructor in the English Department
Marion L. Dawson	- \$2000.....	Instructor in the Biology Department
Hortense Eggmann	- \$1500.....	Assistant Librarian
Eva Englehart	- \$1900.....	Teacher of Piano
Octavia K. Frees	- \$1500.....	Instructor in the Speech Department
Paul Friess	- \$1600.....	Teacher of Pipe Organ and Theory
Raymond L. Garnett	- \$2500.....	Professor and Head of the Education Department
Doris P. Gieselmann	- \$2000.....	Teacher of Voice and Director of the Choir
Mary Gordon	- \$1900.....	Instructor in the Speech Department
Kate L. Gregg	- \$2400.....	Professor in the English Department
Kathryn Hankins	- \$2000.....	Head of the Classical Department
Lloyd B. Harmon	- \$2500.....	Head of Department of Bible and Philosophy
Gertrude Isidor	- \$1900.....	Teacher of Violin and Theory
Lois Karr	- \$1850.....	Associate Professor and Head of Mathematics and Physics Department
Mildred Kohlstedt	- \$2000.....	Librarian and Teacher of Library Science
Mary E. Lear	- \$1900.....	Professor and Head of the Chemistry Department
Rachel M. Morris	- \$1900.....	Instructor in Psychology and Sociology
Alice Parker	- \$2300.....	Professor in the English Department
Lillian Rasmussen	- \$1700.....	Assistant in the Art Department
Mary Talbot	- \$2000.....	Professor in the Biology Department
Mary Terhune	\$ 2250	Professor and Head of the Modern Languages Dept.
John Thomas	- \$3600.....	Director of Music and Instructor in Piano
Pearl Walker	- \$1900.....	Teacher of Voice
Anna Wurster	- \$1900.....	Associate Professor in Modern Language Department

16. Dr. Jessie S. Bernard has completed a three year term of service as a part-time teacher in Sociology. It is recommended that she be made a Professor of Sociology and that the President be authorized to execute a self-renewing agreement with her at a salary suitable to the part-time service which she will be called upon to render.

17. The following form of agreement has been used for all teachers who have served less than three years and for one teacher who is entering the service of the institution for the first time, namely, Miss Carolyn Gray, whom the President has appointed to be an Instructor in Chemistry to succeed Dr. Eastman:

ARTICLE OF AGREEMENT
between
LINDENWOOD COLLEGE
and

In consideration of \$_____ to be paid
by LINDENWOOD COLLEGE in ten equal installments
during the period of this agreement,

_____ agrees to accept and faithfully perform,
subject to all rules governing the college,
the duties of _____ for the school
year beginning September _____ and ending June
_____.

LINDENWOOD COLLEGE

By _____
President

The names of instructors so appointed, with salaries of each one, follows:

Homer Clevenger	••	\$2250.....	Professor of History and Political Science
Maude Detmer	-	\$1800.....	Instructor in the Business Department
Gertrude Esteros	-	\$1800.....	Instructor in Household Arts in the Home Economics Department
Carolyn S. Gray	-	\$1800.....	Instructor in the Chemistry Department
Gail W. Martin	-	\$2500.....	Head of the Art Department
Fern E. Staggs	-	\$2000.....	Head of the Home Economics Department
John V. Stine	•	\$1800.....	Instructor in the Speech Department
Helen L. Ward	-	\$1600.....	Instructor in Biological Science Department
Frances Whitehead	-	\$2200.....	Head of Economics and Business Department

18. Appropriations to teachers to assist in summer study, for purposes of refreshment or for advance toward graduate degrees, in the sum of \$1000, have been made as follows:

Dr. Jessie Bernard	- \$100
Miss Eva Englehart	- \$100
Miss Lois Karr	- \$200
Miss Lillian Rasmussen	- \$200
Miss Fern Staggs	- \$200
Mr. John Stine	- \$100
Mr. John Thomas	- \$100

$$\begin{array}{r} 179000 \\ 134000 \\ \hline \end{array}$$

It is recommended that these appointments and appropriations be approved. Copy of letter sent to all who received these appropriations is appended to this report.

19. The Board of Directors has appointed a committee, of which Mr. Arthur Blumeyer is chairman, to investigate the possibility of the adoption of an annuity or retirement plan for teachers and administrative officers. Owing to the general public interest in Social Security, and owing to the importance of a retirement plan for colleges it is recommended that the Board give careful attention to the ^{work} report of this special committee and that the Board authorize the committee, ~~not~~ ^{but present to the Board} to negotiate ^{but} a contract, then at least to present to the Board definite proposals from companies interested in annuity contracts with colleges. Copy of letter from Henry James, President of Teachers Insurance & Annuity Association is appended to this report.

20. Some consideration has been given to the use of Senior Hall as a health center and to use space of present infirmary for student rooms. It is recommended that the Buildings and Grounds Committee be instructed to investigate the possibilities and especially the cost of making such a change, and that the appropriate committee of the Board be authorized to act on the report of the Buildings and Grounds Committee. TR/E

21. Miss Fern Staggs, Professor of Home Economics, has been doing outstanding work. This summer she will be attending the Workshop at the University of Chicago to investigate the integration of Home Economics with the Liberal Arts curriculum. She has also been retained by the director of a survey of Southern Presbyterian colleges to inspect and report on the Home Economics program in some of the college being surveyed. Miss Staggs is not at present prepared to make definite recommendations

concerning the program which should prevail at Lindenwood. Inasmuch as our program in Home Economics may possibly involve the use of The Gables, which is now vacant, it is recommended that we temporarily hold in abeyance our decision concerning the use of that building.