

MEETING OF THE STATE BOARD OF AGRICULTURE.

PRESIDENT'S OFFICE.

March 24, 1920.

11 o'clock A. M.

Present, President Kedzie, Mrs. Stockman, Messrs. Waterbury, Woodman and Watkins.

On motion of Mr. Watkins, the following resolution was adopted:

Resolved, that the minutes of the meeting of February 18, 1920, at which a quorum of the Board was not present, are approved and the several actions taken by the Board at that time are hereby confirmed.

Hilda Kellner
be retained
to end of Col-
lege year.
Sal. 1500 Yr.

On motion of Mr. Woodman, the recommendation of Professor Anderson that Miss Hilda Kellner, instructor in cheese making, be continued for the remainder of the College year at a salary of \$1500 per annum, was approved.

E.J. Klotila
appointed Re-
search Asst.
in plant Path.
Salary 2400.
\$250 App. for
exps. to Jul. 1
\$750 for Ex-
penses of
work next Yr.

On motion of Mr. Woodman, Mr. J. E. Klotila was appointed Research Assistant in Plant Pathology at a salary of \$2400.00 per annum, to begin June 1 next, with an appropriation of \$250.00 to cover the necessary expenses previous to July 1, and \$750.00 to cover the expenses of the work during the next fiscal year.

Co. Agts. ap-
pointed.
K.H. Miller
G.E. Smith
Kris P. Bemis
C.P. Milham
L.V. Benjamin
C.P. Johnson
Ralph Carr
Wm. Murphy

On motion of Mr. Watkins, the following appointments, recommended by Director Baldwin, were approved and the following resignations accepted:

Appointments:

K. H. Miller, County Agent for Dickinson, at \$2400.00, effective

March 20.

George E. Smith, County Agent for Oceana, at \$2000.00, effective

April 15.

Kris P. Bemis, County Agent for Mason, at \$3500.00, effective

March 15.

Clinton P. Milham, transferred from Iosco to Ottawa, effective

April 1.

L. V. Benjamin, County Agent in Baraga, at \$1800.00, effective

April 1.

C. P. Johnson, County Agent in Alger, at \$2500.00, effective

April 1.

Ralph Carr, transferred from Monroe to Lenawee, at \$3000.00, effective April 1.

William Murphy, transferred from Extension Specialist in Farm Crops to Macomb County as County Agent, at \$2400.00, effective March 22.

In each of these eight cases the County Farm Bureau is to pay all salary above the \$1200.00, which is to be paid from Lever Funds.

Resignations:

Glen S. Kies, County Club Leader for Ingham, effective January 31, 1920.

Frank Sandhammer, Assistant to Leader of County Agents, effective March 16.

Charles H. Graves, Farm Management Demonstrator, effective April 1.

E. O. Anderson, County Agent for Macomb, effective March 9.

C. L. Coffeen, County Agent for Lenawee, effective April 1.

The President presented a report from Dean Bissell regarding an expansion of the present power plant.

On motion of Mr. Woodman, the matter was referred to Mr. Waterbury, Dean Bissell and the Secretary, with power to act.

The President also presented a report from Dean Bissell regarding the installation of a light and power plant at the Chatham Experiment Station, which was on motion of Mr. Woodman, laid upon the table until the next meeting.

On motion of Mr. Waterbury, Mr. P. L. Butterick was appointed Assistant Professor of Forestry at a salary of \$2400.00 per annum, effective as soon as he reports for duty.

On motion of Mr. Watkins, Mr. H. C. Rather was appointed Extension Specialist in Farm Crops at \$2500.00 per annum, to succeed Mr. William Murphy, resigned, for the remainder of the fiscal year, the appointment to date from April 1.

On motion of Mr. Waterbury, Mr. C. W. Straight was appointed Assistant in Farm Crops and Farm Mechanics, at \$2200.00 per year, 5 months of his time to be given to the former and 7 months to the latter.

On motion of Mr. Watkins, the recommendations contained in the following letter from Prof. Cox to Dean Shaw were approved and adopted:

*Dean R. S. Shaw,
M.A.C.

Dear Dean Shaw:

In order to provide for a proper staff to meet the increasing demands on the Crop Department and fill vacancies on the department staff due to recent resignations, the following recommendations are made:

1. That Assistant Professor A. L. Bibbins give two-thirds of his time to Extension work, his chief project being to accomplish the proper introduction of improved crops varieties and the selection of high yielding varieties as standards to communities where best adapted. The Crops Department has organized and fostered, during the past ten years, the Michigan Crop Improvement Association, which has proven to be an effective instrument in bringing about a wide-spread introduction of high yielding strains, such as the Rosen Rye, Worthy and Wolverine Oats, Red Rock Wheat, etc. The resignation of Mr. J. W. Nicholson as Crops Specialist and secretary of this organization and his transference to the managership of the Seed Department of the Michigan Farm Bureau, makes it necessary to immediately assign a competent organizer, properly trained along crops lines, to the position vacated by Mr. Nicholson.

At the recent meeting, March 6th, of the Board of Directors of the Michigan Crop Improvement Association, the following changes in the management of this organization were accepted, upon my recommendation:

Resignations of Kies, Sandhammer, Graves, E.O. Anderson and Coffeen.

Report on Power Plant.

Report on light and power plant at Chatham.

Appointment of Butterick in Forestry.

Appointment of Rather in Farm Crops to succeed Wm. Murphy.

Appointment of C.W. Straight in Farm Crops and Farm Mechanics.

Mr. Bibbins will give $\frac{2}{3}$ of his time to Extension work

Mr. Bibbins succeeds Mr. Nicholson in Mich. Crop Impr. Ass'n.

1. That the Manager of the Seed Department of the Michigan State Farm Bureau be appointed as sales manager of the Michigan Crop Improvement Association, and sit on the Board of Directors, serving as a sales representative in the handling of quantity transactions.

2. The Secretary of the Association shall build up a large membership, arrange demonstrations and inspections, supervise the registration of seeds, and list such seeds for sale. In general, maintain a strong organization through which he will endeavor to create a sufficiently ample supply of registered seed for local and out-of-state demands.

3. That Prof. A. L. Bibbins of the Farm Crops Department serve as Secretary-Treasurer of the Association, succeeding Mr. J. W. Nicholson, resigned.

4. The inspection of seeds, being under the supervision of the Farm Crops Department, to be placed upon the highest possible plane of practical efficiency, the cost of inspection to be carried on as before by members of the Association. The list of inspected fields shall be the basis for registration. Registration shall be entirely under the control of the Directors of the Association.

5. (a) The Crops Extension Specialist of the College (to be appointed) shall serve as a Field Representative of the Association.

(b) G. W. Putnam, Crops Experimenter of the Upper Peninsula, shall serve as Field Representative for that district.

1. The Crop Improvement Association will retain its unity as a body of trained seed producers. Every effort will be made to improve its efficiency. The Crops Department will name men properly fitted to serve as inspectors of seed grains in the field, but the cost of inspection will be carried by the Association and the matter of registration for sale as registered seed will be an association matter. The sale of seeds will be handled as in the past by individuals. The usual seed list will be printed by the Secretary, but quantity sales, such as car-lots will be handled through the co-operative arrangement with the Michigan State Farm Bureau Seed Department, which will have warehouse facilities for assembling. This co-operation with the Farm Bureau will open up a great demand for improved seeds, both in and out of the State and will remove from the Michigan Agricultural College the responsibility attached to sales transactions.

Mr. Bibbins will give one-third of his time during the winter to the handling of the newly established course in grain standardization and to instructional work in seed inspection.

The above project will require a man of exceptional ability as an organizer and as a Crops Specialist. I believe Mr. Bibbins can perform the duties satisfactorily and will develop in the work. I recommend that he be employed at an initial salary of \$2800.00 beginning March 1, 1920, one-third College and two-thirds Extension.

2. The variety test work in various parts of the State, during the past season, indicated the value of this method of ascertaining adaptation of varieties. The continuance of such tests is demanded by numerous county agents. In standardizing varieties in sections and in forming a basis for the Crop Improvement Association and Farm Bureau, this work furnishes a safe foundation. We will need a man by April 1. I have in mind Mr. Duane Rainey of our present senior class, who will graduate March 24. I hereby request that Mr. Rainey be employed at a beginning salary of \$1800.00, one-third Station and two-thirds Extension, taking effect April 1. (Replacing Mr. E. K. Chamberlin who resigned December 31, 1919.)

3. The transference of Professor Bibbins to other work for a large part of his time, and the greater number in the class now being handled by the Crops Department, will make it necessary to secure immediately an additional instructor. I herewith request permission to add to the department staff, an instructor in Farm Crops at a salary of \$2000.00 beginning April 1. I have taken up the matter with various neighboring institutions. The most likely candidate is Mr. E. J. Walter, recently connected with the extension force and short-course instructional staff at Ohio State University. He is a graduate of that institution, about 35, married, and is well recommended by Dr. Parks of the Ohio State Crops Department. Mr. Walter has had 16 years of practical experience in farming and to my knowledge is one of the best corn specialists available. He would render excellent service in our large laboratory courses and in our short course instructional work. He spent a day here at my request and will consider the position at \$2000.00. I recommend the establishment of this instructorship and request permission to make appointment April 1.

Yours truly,
(Signed) J. F. Cox,
Professor of Farm Crops."

Registration to be under the control of Directors of Ass'n.

G.W. Putnam to be Field Representative of the Upper Peninsula.

Variety test work in various parts of State by Mr. Rainey.

Mr. Walter becomes instructor in Farm Crops.

On motion of Mrs. Stockman, the following schedule of fees in the Home Economics Division, recommended by Dean Edmonds after conference with Mrs. Stockman, was approved:

- Household Science 1-a, freshman food work, changed from \$4.00 to \$5.00.
- " " 1-b, sophomore foods, " " 4.00 to .5.00
- " " 1-c, " " a course in cookery of meats, fish, etc., changed from 4.00 to \$6.00.
- " " 8-a, Dietetics, changed from \$5.00 to \$8.00.
- " " 8-b, " " " 5.00 to \$8.00
- " " 4, Advanced cookery & meal serving, to be changed from \$5.00 to \$10.00.
- " " 7, Problem cookery, changed from \$5.00 to \$10.00.

New Schedule of fees in Home Economics.

On motion of Mrs. Stockman, Mr. Robert Tweed was made Research Assistant and instructor in Bacteriology, the appointment to date from June 1 and the salary to be adjusted later.

Mr. Tweed is made Research Asst. and instructor in Bacteriology

On motion of Mr. Woodman, the resignation of Mr. Arthur Sharron as Chief Deputy Apiary Inspector, was accepted, effective March 15, and Mr. P. T. Ulman was appointed to succeed him, the appointment to date from March 16.

Resignation of Mr. A. Sharron as Chief Deputy Apiary Inspector.

On motion of Mr. Woodman, \$150.00 was added to the salary of Mr. R.K. Kelty, instructor in Apiculture, effective March 1.

\$150 added to salary of Mr. Kelty.

On motion of Mr. Waterbury, the recommendation of the Committee on Graduate Study that a half-time graduate assistant be appointed for the Department of Entomology, was approved and also the recommendation of the same committee that the salaries of the graduate assistants in the future be \$800.00 a year for half-time and \$400.00 for quarter-time.

Salaries of graduate assistants increased.

On motion of Mr. Woodman, the communication of J. P. Powers to President Kedzie regarding farm cost accounting, was referred to Dean Shaw for reply.

Farm Cost Accounting communicated.

On motion of Mr. Woodman, an additional appropriation of \$3000.00 was made to the Military Department for the purchase of uniforms for the band.

\$3000 added to Military Dept. to buy band uniforms.

On motion of Mrs. Stockman, the request of Dr. McCool for \$1500.00 appropriation with which to carry on co-operative soil investigations with the United States Soil Survey was granted.

\$1500 app. for soil investigations.

On motion of Mr. Waterbury, Professor Chapman was authorized to attend the meeting of the American Physical Society at Washington, April 23 to 24, with transportation expenses paid, and Professor A. J. Clark and Professor Huston were authorized to attend a meeting of the American Chemical Society, at St. Louis, Mo., April 12 to 16, under the same conditions.

Chapman to attend Amer. Phys. Society
Clark and Huston to the Amer. Chem. Society.

On motion of Mr. Woodman, the request of Prof. Steward, for permission to employ two additional men in the Department of Drawing and Design, was referred to the President with power to act.

Two new men in Drawing and Design.

On motion of Mr. Waterbury, the expense of Major Gansser amounting to \$25.00 in attending the Memorial Grove dedication, was approved for payment.

Exp. account of Major Gansser.

On motion of Mr. Waterbury, the President was authorized to employ B. J. Ford for six months, at a salary of \$2500.00 per year, to be paid from advertising funds.

B. J. Ford as College Advertiser.

On motion of Mr. Watkins, the request of the Michigan Association of Fairs for assistance from the College was referred to the President with power to act.

Delegate to University of North Carolina.

On motion of Mr. Woodman, the matter of sending a delegate to the University of North Carolina at the inauguration of its President, was referred to the President, with power to act.

Released from payment of delinquent fees.

On motion of Mr. Watkins, the following persons, being detained by thesis work, are released from the payment of the delinquent fee at the opening of the spring term:

L. M. Jones
B. W. Bellinger
Carl F. Miller

A. M. Hopperstead
L. L. Bateman
W. E. DeYoung

Standing Committee for Phys. Training and Military.

On motion of Mr. Watkins, the President was authorized to appoint a standing committee for the Departments of Physical Training and Military.

Salaries of persons in executive offices.

On motion of Mrs. Stockman, the matter of salaries of persons in the executive offices was referred to the President and Secretary, with power to act.

Waldron to attend Con. of States Relations Serv.

On motion of Mr. Watkins, Mr. Waldron was authorized to attend a Conference of the States Relations Service at Dubuque, Iowa, April 5 to 7, with expenses paid.

Approp. for bulletins.

On motion of Mr. Watkins, \$5000.00 was added to the appropriation for bulletins.

Supt. McMillan's salary increased.

On motion of Mr. Watkins, the salary of Mr. D. L. McMillan, Supt. of the Upper Peninsula Experiment Station at Chatham, was increased from \$2000 to \$2500 with the same perquisites, the change to date from April 1.

The Secretary presented the following letter from J. T. Burnham, Executor of the estate of Mattie Baillie:

"Michigan Agricultural College,
Lansing, Michigan.

Gentlemen:

In the will of the late Mattie W. Baillie, who died one year ago last January, article seven reads as follows:

"The Col. George P. Sanford and Louise King Sanford Memorial Fund."

Seven: I give, devise and bequeath the sum of Five Thousand Dollars (\$5000) to the Michigan Agricultural College to be invested in safe and suitable securities, the income of which shall be used for the help of needy girl students of said institution as a loan without interest, at the discretion of the Dean of Women and the President thereof, such loan when repaid to become a part of the fund for such use. This bequest I desire to be known as "The Col. George P. Sanford and Louise King Sanford Memorial Fund." Only the income of it shall be used for the object stated, said fund to be a perpetual memorial of the loyalty and devotion of Mr. & Mrs. Sanford to the welfare of those less fortunate than themselves.

If your board will meet and adopt resolution accepting this gift as stated above, I will be glad to turn the money over to you, as soon as the Probate Judge will allow me.

As there was not enough money to pay all bequests in full, the same are to be pro rated. At this time I cannot tell just what your share will be.

Yours respectfully,
(Signed) J. T. Burnham
Executor.

On motion of Mrs. Stockman, the bequest was accepted with grateful appreciation, and the Secretary requested to make acknowledgment.

On motion of Mr. Woodman, the President was authorized to appoint

a committee to adjust relations between the Farm Bureau and the College.

The President appointed as such committee, Mr. Watkins, Mr. Waterbury and Mr. Woodman.

On motion of Mr. Watkins, the President, the Secretary and Mrs. Stockman were authorized to adjust the salaries of those not previously provided for.

On motion adjourned.

All Brown, Secretary

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MEETING OF THE STATE BOARD OF AGRICULTURE

PRESIDENT'S OFFICE

April 21, 1920.

1:30 o'clock P. M.

Present, President Kedzie, Mrs. Stockman, Messrs. Woodman, Beaumont and Watkins.

The minutes of the previous meeting, having been in the hands of the members, were approved without reading.

On motion of Mr. Beaumont, the following report of the Committee on Budget and Employees was adopted:

Report of Budget Com. adopted.

To the State Board of Agriculture:

Your Committee on Budget and Employees respectfully reports as follows:

At the request of President Kedzie, we had on April 10th last, a conference with Professors Clark, Plant and Steward, representing the Faculty, with reference to salaries for the coming year. They presented to us facts and arguments tending to show, and we think showing, that the recent increase made by this Board is sufficient, at least insofar as it pertains to salaries of professors and associate professors. Subject to the conditions hereinafter set forth, we recommend the following minimum scale of salaries, which is the scale recommended by the Faculty Committee, viz:

M E N.

| | |
|----------------------|----------|
| Deans | 5,000.00 |
| Professors | 4,000.00 |
| Associate Professors | 3,200.00 |
| Assistant Professors | 2,400.00 |
| Instructors | 1,800.00 |

W O M E N

| | |
|----------------------|----------|
| Professors | 3,800.00 |
| Associate Professors | 3,000.00 |
| Assistant Professors | 2,200.00 |
| Instructors | 1,600.00 |

The foregoing recommendations are made fixing a minimum. In the judgment of this Committee, it is deemed wise to fix no maximum. There are now in these various classifications, men who are entitled to much more than the minimum. Teachers, who are efficient and loyal and enthusiastic, should not be handicapped by this minimum but should receive salaries ranging from \$600.00 to \$1000.00 or perhaps more, in excess thereof.

This recommendation is, of course, conditioned upon the fact that we have