President White presiding.

Minutes of the last meeting were approved as read.

Announcements Concerning Registration

Dean Hoag pointed out that the catalogue statement of the Limited Minute 1 Elective requirements in Humanities is incorrect. A correct statement has been distributed to the Faculty. (See Annex A).

Various announcements were made concerning the program in English, Latin, Mathematics, Romance Languages and concerning the Non-Academic Program.

Mathematics 13

Mr. Oakley proposed that the Mathematics Department be granted permission to drop Mathematics 13, "Freshman Mathematics," and to offer as a beginning course only Mathematics 11, "General Principles of Mathematics." In the second semester those students who have taken Mathematics 14 or a special section emphasizing statistics for the benefit of social science students. It was moved that this proposal be adopted. When it was pointed out that a major change in a department program should be first brought before the Curriculum Committee, the motion was amended to read simply: "It is moved that the Department of Mathematics, be granted permission to drop Mathematics 13, Freshman Mathematics." Amendment adopted. Original motion as amended adopted.

Administrative Announcements

President White made announcements concerning the Financial Campaign, Minute 3 Faculty lunches and Homecoming Day.

Faculty Representatives to the Board of Managers

Mr. Pfund reported on two items that were on the agenda of the Board Minute 4 meeting of September 16:

1. A special Board-Faculty Committee is to be appointed to study the problem created by the decrease in the interest rate of the annuities of younger members of the Faculty.

2. The Committee on Academic Freedom and Tenure will soon present a proposed statement to the Faculty. Although this statement will not live not up entirely to the AAUP statement, it will mark a considerable advance over the present official status of Faculty freedom and tenure. It will represent rather a codification of the system which at present is unofficially followed.

Special Committee on the Cut System

Mr. Meldrum proposed the adoption of the new cut system described in Minute 5 Part II of the statement distributed to the Faculty (See Annex B) A motion to table this proposal was adopted.

The meeting adjourned at 10:05 a.m.

Respectfully submitted,

Laurence Wylie
Acting Secretary
Limited Elective Requirements

September, 1949

The catalog for 1949-50 is incorrect in its listing of the Humanities Limited Elective requirement on Page 33. In place of what now stands in the catalog under No. 2 on Page 33, the following should be substituted:

2. Humanities: The requirement may be met by passing four semester courses as follows:

(a) Biblical Literature 12, 23,
Humanities 21-22, 31-32,
Philosophy 11, 12, 21-22, 28, 32.

(b) Biblical Literature 11, 13, 22,
English 22, 23, 24, 25, 27, 29, 31, 32, 34, 35, 36, 39, 40,
French 12, 13-14, 23-24, 25-26,
German 21-22, 31, 32, 35, 36, 37 or 38,
Greek 11-12, 21-22, 29,
History of Art 21-22; Bryn Mawr 201, 203, 204, 301, 302.
Latin 15, 16, 23, 24,
Music 11, 12, 21, 22.
Philosophy 23 or 29, 24, 26,
Spanish 21-22, 31, 32.
Report of the
Special Committee on Cuts

To Members of the Faculty:

You are respectfully requested to read this report before the Faculty meeting on Monday morning, September 19th., at which time it will be presented for action by the Faculty. Please note that the report is divided into three parts, as follows: Part I includes the statement of the present CUT SYSTEM and some defects which have been reported to the Committee; Part II states the CUT SYSTEM which the Committee recommends for adoption; Part III states an alternate CUT SYSTEM which the Faculty might consider if it decides against the one recommended by the Committee.

Four members of the Committee have collaborated in preparing this report, viz., Messrs. Herron, Lester, Randall and Moldrum; Mr. Reid was absent from the Committee meeting.

(Signed) W. B. Moldrum
For the Committee

PART I The Current CUT SYSTEM

1. The current CUT SYSTEM, as outlined by Dean Hoag at the Faculty meeting on 10-18-45, is as follows:

"Haverford expects undergraduates to meet all their academic appointments. If for any reason a student must be absent from a class or some other academic engagement he should, if possible, explain the situation to his instructor in advance; in any case, he should explain it at the next meeting of the class, and at that time arrange to make up the work that he missed.

"In general, absences will not be reported to the Office of the Dean except when the professor in the course has reason to be dissatisfied with the attendance of any student.

"Absences not excused by the professor, or absences in excess of what the professor regards as a reasonable number, will be reported to the Dean's Office. If the situation is not corrected, the student may, on agreement between the professor involved and the Dean, be dropped from the course; in case of disagreement between them, the matter will be decided by the Committee on Academic Standing."
2. The current CUT SYSTEM, as stated in the Handbook (the Rhinic Bible) for 1948-1949, is as follows:

"Attendance of Classes. Except under unusual conditions, students are expected to meet all their academic engagements. When absences are necessary, it is the part of courtesy to explain the situation in advance to the professors involved. Arrangements to make up the work should also be made at that time.

"Unavoidable absences which have not been explained in advance should be explained to the professor at the next meeting of the class.

"At Haverford there is no quota of cuts. It is the responsibility of the student to satisfy each of his professors in the matter of attendance. If he fails to do so, his delinquency will be reported to the Dean and may result in cut probation, full probation, or dismissal from the College.

"No absences are allowed from the last meeting of any class before a holiday, or from the first meeting of any class after a holiday. This applies to the Thanksgiving holiday, to the Christmas holiday, to the beginning of the second semester, and so forth."

3. Defects of the current CUT SYSTEM as reported to the Committee include the following:

a. It has failed to prevent excessive cutting.

b. Students have complained that explaining their absences to their instructors is often irksome and they have frequently disregarded the instructions relating to this.

c. Students have absented themselves from the College for lengthy periods without the permission and knowledge of the College Administration.

d. There has been apparent reluctance on the part of Faculty members to initiate disciplinary action in the case of students who have cut too frequently.
PART II. The Committee recommends the adoption of the following CUT SYSTEM:

1. Cuts may be taken at the discretion of the student, as follows:
   a. In a course meeting three or more hours per week, 3 cuts per semester; in a course meeting two hours per week, 2 cuts per semester; in a course meeting one hour per week, 1 cut per semester.
   b. From Meeting and Collection, 2 cuts each per semester; however, attendance at both Meeting and Collection will be optional for Seniors in the second semester.
   c. From laboratory periods, no cuts unless otherwise announced by the Instructor.
   d. From Physical Education, 2 cuts in the fall term, 3 in the winter term, and 2 in the spring term.
   c. In non-academic courses (meeting once a week for three hours), 1 cut in fall term, 1 in winter term, and 1 in spring terms. (These terms are coextensive with those for Physical Education).

2. All cuts will be reported to the Dean. At the end of each week each instructor will submit a report listing the absences, if any, during the week.

3. Cuts may be excused by the Dean for illness, intercollegiate contests, and for other reasons, at his discretion.

4. No cuts will be permitted from the last class in any course before a holiday or examination period or from the first class in a course after a holiday or examination period.

5. Disciplinary action for overcutting will be exercised by the Dean. However, an instructor may penalize a student for work missed through overcutting, by lowering his term grade or by requiring additional work.

PART III. Alternate CUT SYSTEM: Essentially as above except that I (a) would read:

1. There is no stated number of cuts permitted from classes or scheduled conferences. A student is expected to attend such academic appointments regularly. If he misses a class or conference it is his responsibility to find out what work has been covered and what announcements have been made. (The rest under 1 in Part II would presumably be the same).
Special Meeting

President White presiding.

Order of Business

Inasmuch as this special meeting was called primarily to consider the
Minute 1 Statement of Academic Freedom and Tenure submitted to the Faculty by
the Board of Managers (See Annex A.), it was agreed that the regular
order of business be suspended.

Procedure to be followed in Faculty Meetings

It was moved that parliamentary procedure be suspended for the academic
Minute 2 year 1949-50 and that for this year, as an experiment, the Faculty con-
duct its business after the manner of Friends. Motion adopted.

Procedure to be followed in the appointment of Faculty Secretary

The Faculty agreed that the Secretary of the Faculty be appointed by the
Minute 3 President with the advice of the Academic Council in the same manner
that Faculty Committee appointments are made. The Faculty Secretary
should normally be excused from Committee work. His term of office should, in the
interest of efficiency and reasonable continuity of the office, be for more than one
year and a maximum of five years, depending upon circumstances.

Expression of Appreciation to John Flight, Retiring Secretary

The Faculty approved the following statement, proposed by William Lunt:
Minute 4 The Faculty hereby places on record its appreciation of and gratitude
for the highly efficient manner in which Professor John W. Flight has
performed the duties of Secretary of the Faculty.

Statement on Academic Freedom and Tenure

The Faculty discussed the statement on Academic Freedom and Tenure
Minute 5 (Annex A) approved in principle by the Board of Managers and submitted
to the Faculty for its consideration. The Faculty Representatives on
the Board of Managers were instructed to submit to the Board various proposals
to modify certain sections of the statement.

Since at 6:00 p.m. some sections of the statement remained to be discussed, the
meeting adjourned to Monday, October 10, at 4:10 p.m.

Respectfully submitted,

Laurence Wylie
Acting Secretary
To Members of the Faculty:

The accompanying tentative report of the Board of Managers' Committee on Academic Freedom and Tenure is to be presented to the Faculty for suggestions and recommendations at a SPECIAL MEETING of the Faculty on Monday, October 3, at 4:10 P.M.

The report is the result of several meetings of the Committee of the Board at which the Faculty Representatives were present. It was subsequently approved in principle at a meeting of the Board of Managers on September 16, 1949.

Harry W. Pfund

William B. Meldrum
STATEMENT ON ACADEMIC FREEDOM AND TENURE

Academic Freedom

(a) The teacher in his search for truth is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties; but research for pecuniary return should be undertaken only with the prior approval of the College.

(b) The teacher in the exposition of truth as he sees it is entitled to freedom in the classroom in discussing his subject, but he should not, for propaganda purposes, introduce into his teaching controversial matter which has no relation to his subject.

(c) When the teacher speaks or writes as an individual member of the community, he should be free from College censorship of discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and the College by his utterances. Hence, he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he is speaking as an individual and not for the College.

Academic Tenure

Academic tenure to the age of retirement will be accorded (a) to all full professors, and (b) to all associate professors who shall have served the College for seven or more years in a rank not lower than that of full time instructor.

Academic tenure to the age of retirement may be accorded to a faculty member under the rank of associate professor if (a) he shall have served the College for seven or more years in a rank not lower than that of full time instructor, and (b) his contract of employment shall grant tenure. In general, it will be the policy of the College to accord tenure to those who shall have fulfilled condition (a) and shall have attained the age of forty years.

Faculty members having tenure will not have their employment terminated by the College before reaching the retirement age without cause. Such cause may include any of the following:

(1) Disability. The Board deals with such cases on their individual merits.
(2) Moral turpitude.
(3) Incompetence or failure to perform academic duties satisfactorily.
(4) Financial exigencies of the College.
(5) Policy changes necessitating permanent or protracted revision of personnel.

In the interpretation of the foregoing, the following general principles apply:

(a) The terms and conditions of every faculty appointment should be in writing and in the possession of both College and teacher before the appointment is consummated.
(b) All members of the faculty should have academic freedom as above outlined.

(c) Termination of the employment of a faculty member during the term of his contract for cause (2) or (3) above should, if possible, be considered by both a faculty committee and the Board of Managers. In all cases where the facts are in dispute, the faculty member should be informed in writing before the hearing of the grounds of his dismissal and should have the opportunity to be heard by all bodies that pass judgment upon his case. He should be permitted to have with him an adviser of his own choosing who may act as counsel. There should be a full stenographic record of the hearing available to the parties concerned. In cases of alleged incompetence, the testimony should include that of teachers and other scholars, either from his own or from other institutions. A faculty member having tenure who is dismissed for reasons not involving moral turpitude should receive his salary for at least a year from the date of notification of dismissal whether or not he is continued in his duties at the College during this period.

(d) Tenure shall not apply to administrative relationships, nor to chairmanships of departments.

(e) Financial exigencies should be demonstrably bona fide but the College is not committed to the expenditure of its principal funds nor to the use of income from endowment funds for purposes not consistent with the intent of the donors.

(f) It is recognized that, while no drastic changes in curriculum or in general program are now planned, it is possible that emergency conditions, such as war, or major changes in demand for instruction or in the social or economic environment might require changes in College policy that would make unwise and uneconomical the continuance of certain fields of instruction. In such circumstances, regardless of tenure, the Board of Managers would be free to eliminate or curtail such fields of instruction and to make suitable adjustments in teaching assignments and personnel, giving two years notice of dismissal to any members of the faculty for whom it was not practicable to find employment in other departments.

The Board of Managers has a primary obligation to see that funds given the College are applied to the purposes for which they are given and all responsibilities assumed under this statement are subject to this obligation.
The Faculty Representatives to the Board of Managers suggest that paragraph 2 under ACADEMIC TENURE might be stated as follows:

"Academic tenure to the age of retirement may be accorded to a faculty member under the rank of associate professor who has served the College for seven or more years. The contract of each such faculty member shall specify whether or not he is on permanent tenure. In general, it will be the policy of the College to accord tenure to those who shall have served the College for seven or more years as full-time teachers in a rank not lower than that of instructor."

W.B.M.

10/1/49
The purpose of this statement is to promote public understanding and support of academic freedom and tenure and agreement upon procedures to assure them in colleges and universities. Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.

Tenure is a means to certain ends; specifically: (1) Freedom of teaching and research and of extra-mural activities, and (2) A sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.

Academic Freedom

(a) The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

(b) The teacher is entitled to freedom in the classroom in discussing his subject, but he should be careful not to introduce into his teaching controversial matter which has no relation to his subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

(c) The college or university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances. Hence he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he is not an institutional spokesman.

Academic Tenure

(a) After the expiration of a probationary period teachers or investigators should have permanent or continuous tenure, and their services should be terminated only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies.

The word "teacher" as used in this document is understood to include the investigator who is attached to an academic institution without teaching duties.
In the interpretation of this principle it is understood that the following represents acceptable academic practice:

(1) The precise terms and conditions of every appointment should be stated in writing and be in the possession of both institution and teacher before the appointment is consummated.

(2) Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period should not exceed seven years, including within this period full-time service in all institutions of higher education; but subject to the proviso that when, after a term of probationary service of more than three years in one or more institutions, a teacher is called to another institution it may be agreed in writing that his new appointment is for a probationary period of not more than four years, even though thereby the person's total probationary period in the academic profession is extended beyond the normal maximum of seven years. Notice should be given at least one year prior to the expiration of the probationary period, if the teacher is not to be continued in service after the expiration of that period.

(3) During the probationary period a teacher should have the academic freedom that all other members of the faculty have.

(4) Termination for cause of a continuous appointment, or the dismissal for cause of a teacher previous to the expiration of a term appointment, should, if possible, be considered by both a faculty committee and the governing board of the institution. In all cases where the facts are in dispute, the accused teacher should be informed before the hearing in writing of the charges against him and should have the opportunity to be heard in his own defense by all bodies that pass judgment upon his case. He should be permitted to have with him an adviser of his own choosing who may act as counsel. There should be a full stenographic record of the hearing available to the parties concerned. In the hearing of charges of incompetence the testimony should include that of teachers and other scholars, either from his own or from other institutions. Teachers on continuous appointment who are dismissed for reasons not involving moral turpitude should receive their salaries for at least a year from the date of notification of dismissal whether or not they are continued in their duties at the institution.

(5) Termination of a continuous appointment because of financial exigency should be demonstrably bona fide.

**INTERPRETATIONS**

At the conference of representatives of the American Association of University Professors and of the Association of American Colleges on November 7-8, 1940, the following interpretations of the 1940 Statement of Principles on Academic Freedom and Tenure were agreed upon:

1. That its operation should not be retroactive.

2. That all tenure claims of teachers appointed prior to the endorsement should be determined in accordance with the principles set forth in the 1925 Conference Statement on Academic Freedom and Tenure.
3. If the administration of a college or university feels that a
teacher has not observed the admonitions of Paragraph (c) of the
section on Academic Freedom and believes that the extra-mural
utterances of the teacher have been such as to raise grave doubts
concerning his fitness for his position, it may proceed to file
charges under Paragraph (a)(c) of the section on Academic Freedom.
In pressing such charges the administration should remember that
teachers are citizens and should be accorded the freedom of citi-
zens. In such cases the administration must assume full respons-
sibility and the American Association of University Professors
and the Association of American Colleges are free to make an
investigation.
It was announced that Howard Comfort had been asked to serve as Secretary of the Faculty and had consented to do so. The new Secretary reiterated the Faculty's appreciation of the services of Laurence Wylie, expressed at our last meeting, but omitted from the minutes through secretarial self-effacement.

Academic Freedom and Tenure

The Faculty continued discussion of the proposals on academic freedom and tenure. The Faculty approved of the statements circulated under date of 10/6/49 (See Annex A) but suggested the addition of a complete listing of Faculty ranks so as to exclude lecturers or visiting holders of ranks from automatic acquisition of tenure, and suggested other changes indicated on the annexed copy. It was agreed that in the case of new appointments to the rank of full professor special arrangements regarding tenure may be made for a period of probationary service.

The Faculty then discussed causes of termination of the employment of Faculty members outlined in the memorandum of 10/1/49 (Annex A of 10/3/49). The Faculty approved the first four causes without discussion, but many members felt that "policy changes" (Cause 5) were the equivalent of "financial exigencies" (Cause 4) and that Cause 5 was either otiose or should be restated as a part of section e (new section f) on page 2 of the statement; others disagreed. Some felt that Cause 5 presented no problem. Others felt that emphasis should be laid upon the Faculty's leading role in determining the College's curricular policies. Circumstances, as distinguished from arbitrary decisions, were noted as a controlling factor in possible curricular changes. The Faculty expressed, in principle, willingness to teach in related fields should circumstances materially reduce a member's usefulness in his principal field.

In discussing the section on interpretations in the statement of 10/1/49, the Faculty changed all occurrences of the word "should" to "shall". Reference was made to the Faculty statement on extra-curricular remunerative activities, dated 1/18/45, with the hope that its principles would find expression in the final statement on freedom and tenure.

The Faculty representatives to the Board will take the Faculty's suggestions to the Committee of the Board after consulting with President White, and perhaps having circulated a proposed draft to the Faculty.

Adjourned at 6:00 p.m.

Howard Comfort
Secretary
Please bring to Faculty meeting on Monday, October 10 at 4:10 p.m.

Report on a Special Meeting of the Faculty, held 10/3/49, to consider a "Statement on Academic Freedom and Tenure," dated 10/1/49 and prepared by a Committee of the Board of Managers.

Underlined passages indicate proposed additions and emendations.
Passages in parentheses are recommended for deletion.

**Academic Freedom**

(a) The teacher in his search for truth is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties; (but research for pecuniary return should be undertaken only with the prior approval of the President of the College.)

(b) Approved.

(c) The college teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he speaks or writes as an individual member of the community, he should be free from College censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and the College by his utterances. Hence, he should show respect for the opinions of others, and when speaking as a citizen or an individual member of the community should make every effort to indicate that he is speaking as such and not for the College.

**Academic Tenure**

The term "academic tenure" is defined as employment by the College to the age of retirement without termination except for causes as outlined below. (The granting of academic tenure to a faculty member precludes his reduction in academic rank or his position in the salary scale.)

Academic tenure to the age of retirement will be accorded (a) to all full professors, and (b) to all associate professors who shall have served the College for seven or more years not necessarily consecutive in a rank not lower that that of full time instructor.

Academic tenure to the age of retirement may be accorded to a faculty member under the rank of associate professor who has served the College for seven or more years. The contract of each such faculty member shall specify whether or not he is on permanent tenure. In general, it will be the policy of the College to accord tenure to those who shall have served the College for seven or more years as full-time teachers in a rank not lower than that of instructor (and shall have attained the age of forty years).

The only causes for termination of the employment of faculty members having academic tenure are: [List]

End of discussion as of 10/3/49

Prepared by the Faculty Representatives to the Board of Managers:

W.B.K.
H.W.P.

Haverford College
10/6/49
Reading of Minutes

Minutes of the three special meetings of September 19, October 3, and October 10 were read and found satisfactory with one emendation.

Morris Leeds

President White alluded to the new portrait of Morris Leeds and to Morris Leeds' services to the College.

Curriculum Committee

Laurence Wylie reported for the Curriculum Committee (Annex A.). There was some discussion and general approval of the Committee's basic program for the year. The Committee then recommended acceptance of the program of course offerings in Sociology as it is printed in the 1949-1950 College Catalogue (Annex B), which was approved. Howard Teaf emphasized the importance of liaison between the Committee and the rest of the Faculty and of Faculty receptivity to the Committee's point of view as expressed in its principal report.

Committee on Academic Standing

Theodore Benfey, for the Committee, announced that the Committee would make a practice of requesting information from the advisors of individual students under consideration. The importance of information from the students' instructors was also noted.

Committee on Fellowships and Prizes

John Herndon announced a new prize founded by the Class of 1943 in memory of their classmate Edmond J. Lee to be awarded to a campus organization, admittedly a difficult assignment. President White indicated that if such an award was shown to be impracticable, the Class of 1943 might consider altering its terms of the gift.

Committee on Graduate Students

William Meldrum reported informally that all T. Wistar Brown Fellows are here except one; the programs of those in attendance have been approved.

Committee on Non-Academic Instruction

Harry W. Pfund informally reported progress.

Committee on Rhodes Scholarships

Carl Allendoerfer reported that his Committee has recommended the recommendation of Thomas Thornton and Herbert Cheyette from Pennsylvania, and informal support of Thomas F. Goodman, of Haverford and Northwestern, also from Pennsylvania.

Premedical Committee

William Cadbury informally reported statistics on recent and present premedical statements.

Committee on the Shiil Lecture

Edward Snyder requested information on the Sully portrait of Edgar Allan Poe, reportedly owned by a Haverford Alumnus, Daniel Rothermal.
Faculty Representatives to the Board

Harry Pfund reported considerable progress regarding reduced tuition charges for children of the Faculty's Staff of Haverford, Bryn Mawr and Swarthmore, the three Quaker colleges, and the election of William M. Maier as Treasurer of the Corporation, replacing J. Henry Scattergood.

Campaign

Howard Teaf and Lester Haworth reported on the progress of the Campaign in Philadelphia and its opening in several other areas. Over 75% of alumni contacted have made some contribution. The recent Haverford Trends has been well received by alumni.

Cut System

William Meldrum presented a revised version (Annex C below) of Part II of the previous report of the Special Committee on Cuts (Annex B of 9/19/49).

The Dean explained that administratively it is desirable to know, through attendance reports, whether a student is even attending College, and desirable to be able to apply discriminating disciplinary pressure to attend classes when warranted in individual cases. The Faculty generally opposed a rigorous quota of cuts but approved a system of reporting absences to the Dean's office, daily from large classes and at least weekly from small classes, on stationery and with adequate security measures to be provided by the Dean. It is understood that term papers, etc. must be turned in on time even if the student is absent from class on the appointed day. The Faculty encouraged the Dean to take initiative in requiring attendance of individual students at classes when it seems to him wise to do so, without prejudice to the individual professor's own right to make similar requirements affecting his own course. The Dean thereupon cordially encouraged Faculty initiative in this matter, provided clear announcement of individual Faculty policies has been made. After a digression on the methods and morality of requiring 8th term students to attend Meeting, the Faculty adopted the statement "No cuts will be permitted from a regularly scheduled class in any course falling on the two days immediately preceding or following a holiday or examination period, and cuts from announced tests and hour examinations will not be permitted" (a rephrasing of Point 4 and "suggested addition" #1 of Annex C), and requested the Committee and the Dean to reconsider the remainder of the Cut System.

Campus Day

Cletus Oakley presented an order of the day for Wednesday, November 2, (Annex D).

Howard Comfort
Secretary
The Committee on Curriculum and College Program wishes to make the following report on its agenda for the first part of the year 1949-50:

The overall commitments of the Committee on Curriculum and College Program are to perform the following functions:

1. To consider all proposed new course offerings and all proposed major alterations in existing courses, and to submit recommendations thereon to the Faculty. Under this heading the Committee has the following unfinished business:

   a. examination of the course offerings in Political Science, approved last year by the Faculty for one year only.

   b. examination of the course offerings in Sociology, approved last year by the Faculty for one year only.

   c. examination of the tentatively approved change and of other proposed changes in the Mathematics curriculum.

2. To review all catalog copy pertaining to the curriculum. (This copy is to be submitted to the Committee by the several Departments by January 15 or one month in advance of the date set for submittal of this copy to the President's office.)

3. To examine all aspects of the college program and to propose to the Faculty means of increasing the effectiveness of this program. Under this heading there is a possible agenda of great proportions. The Committee cannot in any one year consider all the problems that have been suggested as appropriate subjects of discussion. It is our intention, therefore, to focus our attention at present on three questions, one of which is a matter of unfinished business:

   a. The system of Academic Honors and its relation to the grading system. A proposal to revise this system was tabled by the Faculty in its meeting of June 8, 1949, "until the grading system is reexamined and the Honors System related to it."

   b. The curricular problems raised by requiring Social Science 11-12 as a prerequisite to further work in Sociology, Economics and Political Science.

   c. The Limited Elective Requirements.

The Committee would welcome an expression from members of the Faculty as to the urgency of these questions.

The Committee is doing its utmost to act as a committee of the Faculty. This relationship can exist only if:

1. The Committee keeps the Faculty continuously informed concerning matters under discussion and concerning the nature and progress of the deliberations.
2. The Committee seeks the advice of the Faculty concerning its agenda and concerning fundamental issues before the Committee.

3. The Faculty individually and collectively is willing to consider matters raised by the Committee and to give the Committee its advice and counsel.

The Committee will undertake to see that items (1) and (2) are carried out.

The Committee hopes the Faculty will accept the responsibility of carrying out item (3).
The Committee on Curriculum and College Program recommends the acceptance of the program of course offerings in Sociology as it is printed in the 1949-1950 college catalogue.

The basis for our decision was as follows:

It is a well integrated program designed primarily to help the student understand the social structure and the web of social relationships in which man functions. The program seeks to establish a sequence of courses that is geared to an increasing maturity of students. It offers opportunities for advanced, independent work at the senior level. At the same time it provides courses which should contribute substantially to the breadth of view of students who are not majoring in Sociology.
PART II of the Cuts Committee Report

1. Cuts may be taken at the discretion of the student, as follows:
   a) In a course meeting three or more times per week, 3 cuts per semester; in a course meeting twice a week, 2 cuts per semester; in a course meeting once a week, 1 cut per semester. (Laboratory periods and Phys. Ed. periods not included).
   b) From Meeting and Collection, 2 cuts each per semester; however, attendance at both Meeting and Collection will be voluntary for Seniors in the second semester.
   c) From laboratory periods, no cuts unless otherwise announced by the Instructor.
   d) From Physical Education, 2 cuts in the fall term, 3 in the winter term, and 2 in the spring term.
   e) In non-academic courses (meeting once a week for three hours), 1 cut in the fall term, 1 in the winter term, and 1 in the spring term. (These terms are coextensive with those for Physical Education).

2. All cuts will be reported to the Dean. At the end of each week each instructor will submit a report listing the absences, if any, during the week.

3. Cuts may be excused by the Dean for illness, intercollegiate contests, and for other reasons, at his discretion.

4. No cuts will be permitted from the last class in any course before a holiday or examination period or from the first class in any course after a holiday or examination period.

5. Disciplinary action for overcutting will be exercised by the Dean. However, an instructor may penalize a student for work missed through overcutting, by lowering his term grade or by requiring additional work.

PART III. Instead of 1 (a) above:

1. There is no stated number of cuts permitted from classes or scheduled conferences. A student is expected to attend such academic appointments regularly. If he misses a class or conference it is his responsibility to find out what work has been covered and what announcements have been made.

Suggested addition: Cuts from announced tests and hour examinations will not be permitted.

Suggested addition: The Instructor in any course may inform the students in that course, and the Dean, that attendance at the classes in the course is voluntary.
HAVERFORD COLLEGE
CAMPUS DAY

Wednesday, November 2nd, or the first clear day thereafter

Order of the day:
7:30 a.m. College bell will be rung, in spurts, and bugle will be sounded to proclaim CAMPUS DAY (weather permitting)
All morning classes will be dismissed
8 to 10:30 All laboratories, classes, etc. regularly held in the afternoon between 1:30 and 4
10:30 to 12:30 All athletic events, etc. regularly held in the afternoon from 4 to 6

Lunch
1:30 to 5 Work projects for Faculty, Students and friends
3:30 to 4 Coffee and doughnuts served by Ladies of the Faculty
5:45 to 6:45 Dinner with Students. (Faculty and friends will be guests of the College)
7 to 9 Bonfire singing in back of grandstand;
Square dancing in Gym
Social dancing in Common Room

Please check, sign and return to the Office of Registrar on or before Wednesday 26th (tomorrow), 12 noon.

I will participate in Campus Day work projects
I will not

will bring a friend
will not

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Signed
MINUTES

The minutes of the meeting of October 24 were read and a few factual corrections were incorporated. There was some question as to the accuracy of the recorded sense of the meeting regarding the reporting of cuts to the Dean. When the President ruled that approval of any would make it a part of the College regulations, and when it was pointed out that the question under discussion would come before the meeting as part of a committee report, further consideration was deferred until later. There was no objection to any other minute.

Committee on College Program

Laurence Wylie recommended acceptance of two proposed courses, Mathematics 11-12 (Freshman Mathematics) and Psychology 62 (Perception and Motivation), the latter for this year only. There were separately discussed and approved. He also reported Committee meetings with the Faculties of the Sociology Department and the Social Science General Course, and announced that a mimeographed statement summarizing these discussions would be prepared and distributed for consideration at a future Faculty meeting.

Non-Academic Instruction

Harry Pfund reported that the winter program has been organized with nine units for this year.

Campaign

Howard Teaf and Lester Haworth reported satisfaction with the enthusiasm and first tangible returns from "scattered groups".

Board of Managers

Harry Pfund reported the appointment of a joint Board-Faculty Committee on Faculty pensions, consisting of M. Albert Linton, Justice Williams, Howard Teaf and Herman Somers.

Cut System

A report on the cut system from William Meldrum was read (Annex B), and provoked extended discussion. It was criticized as possessing several disadvantages, especially (1) discouraging a student's capacity for making decisions, and (2) exercising compulsion upon students. Many members were willing to accept the report, but wished clarification as to the Dean's policy of administering it. Still others were willing to accept it and leave administration to the Dean's unquestioned discretion. It was pointed out that this report, in effect, codifies present practice (though not the present preamble) with the addition of the practices described in Minute 13 of October 24. The Faculty reaffirmed Minute 13 of October 24.

"Monkeyshines" Preceding Swarthmore Game

The Dean disclaimed having promoted "monkeyshines" during the week of November 14-18 by his letter of October 17 circulated to the Faculty (Annex C). There was strong expression of disapproval of the undergraduate activities characterizing the week before the Swarthmore football game this year, and President White indicated that more effective precautionary measures would be taken in the future.

Adjourned at 6:04 p.m.

Respectfully submitted

Howard Comfort, Secretary
The Curriculum Committee recommends approval of the following course proposed by the Mathematics Department:

**Mathematics 11-12.** Freshman Mathematics. An introductory course designed to present the fundamental concepts of modern mathematics and to give numerous applications of these concepts to practical problems in the natural and social sciences. Topics studied include: logic and the nature of mathematical proof, the number system, statistics and probability, functions and graphs, plane analytic geometry, elementary calculus.

This is the only course in mathematics which will be offered to entering Freshmen.

Comments:

1. The distribution of time allowed for the various topics is:

   - Logic and the nature of mathematical proof: 4 weeks
   - Number system: 4 weeks
   - Statistics and Probability: 5 weeks
   - Functions and graphs: 5 weeks
   - Analytic geometry and calculus: 12 weeks

2. This course is intended to serve both as a "general or terminal course" for the student who takes only a single year of mathematics and as a first course prerequisite to further work in the department.

3. Students who have completed this course may continue mathematics in two directions:

   - Math 21 Advanced Analytic Geometry and Calculus
   - Math 23 Statistics

The Curriculum Committee recommends approval for the second semester of this year only, 1949-50, of the following course proposed by the Psychology Department:

**Psychology 62.** Perception and Motivation. The traditional approaches to the problems of perception and motivation will be examined, especially in the light of recent theory and experiments. There will be discussions of implications for future research as well as applications to social and personality problems. Prerequisite: Psychology 21.
To the Faculty, Haverford College:

That portion of the Report of the Special Committee on Cuts which dealt with the proposed operating plan has been rewritten by Dean Hoag, circulated among the members of the Committee with a request for comments and suggestions, and now rewritten by the undersigned for informal presentation to the Faculty at the meeting on this date. It has not been possible to have a meeting of the Cuts Committee for the consideration of this revision.

(Signed) Wm. B. Meldrum

The Cuts Plan

1. In respect to class attendance, students at Haverford are given a considerable degree of latitude. There is no specific limit to the number of cuts that may be taken; if the work of a student is good and if the Instructor is satisfied with his attendance, it is unlikely that any disciplinary measures will be taken apparent overcutting.

2. Each Instructor may limit the number of cuts in his classes as he sees fit. He may exercise discipline for work missed by overcutting by requiring extra work, by a reduction of the grade in the course, or in some similar way. If he wishes to do so, the Instructor may report to the Dean that a certain student has exceeded the number of cuts announced at the beginning of the course as permissible and the Dean will take disciplinary action.

3. In the case of a student who is missing too many classes the Dean will take action if he considers that the student is not taking satisfactory advantage of his opportunities at Haverford.

4. All absences will be reported to the Dean. In classes of more than twenty-five men, even if the classes are divided into sections of less than twenty-five, reports will be sent in on the day of the absences; in classes of twenty-five or less, reports will be sent in weekly, preferably on Saturday.

5. A student who misses a class, even if excused, will be held responsible for the work covered and assigned at that class. Any written work due should be handed in before the class from which the student expects to be absent.

6. A student who misses a quiz or an hour examination without an excuse from the Dean will normally receive a zero. A student who has been excused for the time of the examination should see the Instructor before the time of the examination to arrange for another examination.
7. An absence from a laboratory period should be arranged in advance with the Instructor in charge, unless excused by the Dean. The student should consult as promptly as possible with the Instructor concerning the make-up of work missed.

8. No cuts will be allowed from a scheduled class on the last two days before a vacation or examination period or on the first two days after a vacation or examination period.

9. In Physical Education courses, two unexcused cuts are allowed in the fall term, three in the winter term, and two in the spring term.

10. In Non-Academic courses, one cut in each term, fall, winter, and spring, respectively, without an excuse from the Dean.

11. Two absences from Meeting and Collection, respectively, are allowed each semester.
October 17, 1949

NOTICE

TO MEMBERS OF THE FACULTY:

This is to remind you that the first quarter ends on November 12th, one week before the Swarthmore game. On the basis of examinations given before that time, reports on the students who are not doing their best work will be asked for. Mr. Randall has asked me to remind the Faculty that November 18th and 19th is the Swarthmore week-end; in the past the entire week has been so noisy with intercollegiate "monkeyshines" that it has not been easy to study, especially if examinations come during this week. Members of the Faculty are of course free to give their examinations when they wish; it is, however, hoped that as many as possible will avoid this awkward week for their examinations.

Sincerely yours,

GILBERT T. HOAG
Dean
FACULTY OF HAVERFORD COLLEGE

Regular Meeting

Minutes

The minutes of the meeting of November 21 were read and accepted.

Minute 1

Committee on College Program

Laurence Wylie reported progress and invited written and oral expressions of opinion to the members of the Committee.

Minute 2

Non-Academic Instruction

Harry Pfund announced that there are 59 students now enrolled in the non-academic program, a total of 67 for the year. This is below expectation.

Minute 3

Campaign

Howard Teaf announced that pledges have now passed $700,000. The campaign has opened in Chicago, and is also currently under way in New York, New England and Baltimore.

Minute 4

Premedical Committee

William Cadbury reported that 14 men have received 18 acceptances for next year, including 5 acceptances from Columbia.

Minute 5

Rhodes Scholarship

Carl Allendoerfer reported that Thomas Goodman, ex-'46, had received a Rhodes Scholarship from Northwestern University.

Minute 6

Academic Deficiency

In answer to a question, the Dean estimated more academic deficiency than last year attributable perhaps to the absence of older veteran students.

Minute 7

Announcements

President White announced (1) that Guy Emerson, chief consultant to the Kress Foundation, would soon visit Haverford to discuss the future of medicine; (2) that Cletus Oakley and Howard Comfort are a nominating committee to appoint Faculty to organize the Faculty's share in Class Night; (3) that the W.W. Comfort Debating Society challenges the Faculty to debate the proposition, "Resolved, that absence from classes be at the students' discretion," and that the President will appoint a Faculty captain; (4) that he is now working on the budgets for 1950-51 and 1951-52, and will gladly entertain suggestions for economies of which he gave some typical specimens; (5) that the question of reappointments for next year will be settled shortly.

Minute 8

Curriculum Committee

The Faculty agreed that when a major readjustment of departmental offerings is contemplated, especially if a course to be dropped is a part of the limited elective requirement, it should be cleared with the Curriculum Committee.

Minute 9

Adjourned at 4:51 p.m.

Respectfully submitted,

Howard Comfort, Secretary
Minutes

The minutes of the meeting of December 12 were read and accepted with one correction.

Curriculum Committee

The Committee recommended that Geography 32 be removed from the limited elective requirements in Physical Science (Annex A1), the date of the application of this rule to be at the Dean's discretion. This was approved.

The Committee recommended approval of Philosophy 35, Philosophy of Science (Annex A2), and the dropping of Philosophy 25. This was approved, but the Committee is to report further on the relation of the new course to limited elective requirements.

The Committee recommended the approval of English 41-42 for one year, instead of English 35-36 (See Annex B). This was approved.

The Committee withdrew its proposal of 12/14/49 regarding the Social Science limited elective requirement (Annex C), since the real issue appears to be the whole principle of required courses. The Committee proposes that a special faculty meeting be directed to the discussion, without decision, of the problem of required courses. In the meantime, the limited elective offerings will remain as stated in the Catalogue of June 1949, and amended in Annex A of 7/19/49.

Graduate Students

William Meldrum reported that R. Arthur has arrived from England; R. Berman is withdrawing at the end of the first semester until February 1951; C. Siceloff and R. Stenhouse have been granted permission to take a course on the philosophy of the community given at Pendle Hill by Howard Brinton.

Library Committee

John Lester announced an anonymous gift to the Library for the purchase of general books.

Campaign

Howard Teaf announced Lester Haworth's intention of soliciting parents of students and recent alumni, and invited the Faculty to suggest names.

Board of Managers

For the Faculty Representatives to the Board Harry Pfund reported on Social Security (Annex D). Howard Teaf commented that under the law participation of employees will be mandatory, while participation of tax-free institutions will be optional. Herman Somers noted that the College will enter the plan even if the tax goes above 1 1/2%; the reservation in the Board's mind refers only to its course of action toward T.I.A.A. if the tax goes above 1 1/2%. He explained that returns on the Federal plan are much higher than on the T.I.A.A. President White noted that non-Faculty employees are not included in this plan.

Old Business

President White announced that Richard Warren would be responsible for the Faculty's share in Class Night.
Announcements

The Dean announced the CARE book program.

Minute 8

The President announced a student body of 487 in the first semester of 1950-51, with 115 freshmen, 15 less than this year. The budgeting shows that many previously variable costs have now become fixed at higher levels. The tentative budget contemplates balance without use of receipts from the campaign.

An open meeting of the Faculty is announced for Tuesday, April 4, to be addressed by Blair Stewart, Dean of Oberlin College, on the measurement of student performance by numerical grading and otherwise.

Adjourned 5:15

Respectfully submitted

Howard Comfort, Secretary
The instructor of Geography 32, Conservation of Natural Resources, proposes that this course be removed from the list of courses which a student may take to satisfy the Natural Science Limited Elective Requirement. The Curriculum Committee concurs and recommends that this proposal be approved.

The Curriculum Committee recommends that the following course be approved for one year:

**Philosophy 35: Philosophy of Science**

Three Hours a week.

Designed mainly for science majors. A study of the development of scientific thought, the nature of scientific knowledge and methods, and the mutual influence of science and society.

Prerequisite: Philosophy 11 or 21-22 or 24,7; two years of laboratory science; or consent of the instructor.

*Subsequently changed to Philosophy 33.*
Catalog Statement on new Course to be offered in
English Department, 1950-51.

41-42. General Course in English Literature.
Three hours a week. Mr. Ashmead.
(also listed as Humanities 41-42.)

A study of ten to twelve major works in the field
of English and American Literature (e.g., Chaucer's
Troilus and Criseyde, Milton's Paradise Lost,
Boswell's Life of Johnson, Joyce's Ulysses, Eliot's
Waste Land) for full understanding, as examples of
significant experience and points of view.

Prerequisite: Junior standing. (Humanities 21-22
is advised, though not required, as a prerequisite.)

Year course.

Approved, 23 January 1950, by the Curriculum Committee
and the Faculty, on an experimental basis, for one year.

(This new course will be offered in place of the present
two semesters of 18th-Century Literature, 38,39.)

Ralph H. Sargent, Chairman,
English Department

24 January 1950.
The Curriculum Committee has given consideration to the problem arising from the fact that under the present Social Science Limited Elective Requirement Social Science 11-12 is in effect a required course for all students. (It appears that the loophole mentioned in the November Faculty Meeting is about to be closed.)

Some members of the Committee think that this arrangement violates the assurances made to the Faculty when the General Courses were adopted that these courses would not be made required courses for all students. They believe it is contrary to the college policy to make any course except English 11-12 a required course for all students.

Other members of the Committee think that Social Science 11-12 makes a vital contribution to the liberal education of students and therefore may well be required of all students and therefore may well be required of all students.

These seem to have been the basic arguments presented in the discussion of the Committee. When at length it was realized that the basic educational principles of members of the Committee were so divergent that no mutually satisfactory basic solution could be reached, we settled on a working compromise which we shall propose to the Faculty in its meeting of January 24. Some members of the Committee have accepted this compromise only on condition that we call attention to the need for an over-all review of the function of the Limited Electives program in the College's curriculum.

We propose that:

1) Psychology be made a unit of the Social Science elective system and be withdrawn from the present area of Natural Science electives. (This suggestion is in keeping with the catalog statement of the nature of the Psychology curriculum and has the support of the Acting Chairman of the Psychology Department.)

2) The present catalog statement of the Social Science Limited Elective Requirement be altered to read:

   Social Sciences: The requirement may be met by passing four semester courses from at least two of the following four groups:
   a. General Course in Social Science;
   b. Economics, Political Science, Sociology;
   c. History;
   d. Psychology.

3) This changed requirement be effective for the college year beginning September, 1950. Students now in college may meet the limited elective requirements by satisfying either the present or the revised statements.
The Committee consisting of Professors Teaf and Somers, and Justice Williams and Albert Linton appointed to consider what if anything should be done about the Haverford contributory pension plan, met on December 21, 1949, with President White also in attendance.

It appears more probable than at any time in the past that employees of institutions like Haverford will be brought into the Old Age and Survivors Insurance plan of the Social Security Act by amendment of the Act. A proposed revision of the law passed the House of Representatives in October by a vote of 333 to 14. The matter will now come before the Senate and it is generally thought that the Congress will have taken action before adjournment next summer. The employers' and employees' contribution rates will be 1½% each commencing January 1, 1950. Under the bill as passed by the House this would be increased to 2% a year later. Whether or not that increase will be approved by Congress is not at all certain. However, it would be well not to count on no increase in 1951.

The Committee feels that it would be desirable for Haverford to assure its faculty that if they should be included under Social Security, the College would pay its 1½% of their salaries, up to the limit provided by the law, without any deduction from the amount it is now contributing on their account to the T.I.A.A. Then, after the law has been passed and the definite benefits under it are known, the Pension Committee is willing if the Board desires to consider the matter again to see what, if anything, should be done.

It probably would be well also for the Board not to say now what would be done about our participation in T.I.A.A. in the event that the OASI Tax rate should exceed 1½%. Whether an increase above 1½% would lead to a modification in the amounts now being contributed to the T.I.A.A. would be a matter for consideration in the light of developing circumstances.

On behalf of the Pension Committee,

January 20, 1950

M. Albert Linton, Chairman
Paragr. e is narrow-minded.
Pfund: This is from the AAUP.
Flyte: The Board would probably be liberal in the interest of the individual concerned, but would not care to say so as a matter of record.
Flyte: Can't individual cases be considered?
Pfund, Meldrum, White: This is not really necessary.

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Pfund (re paragr. 1): State that the representatives need not be the current Faculty Representatives, or words to that effect.

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(re T L)

Benfey: The Managers have an obligation to serve the present situation, not the dead hand of an original donor.
STATEMENT ON ACADEMIC FREEDOM AND TENURE

ACADEMIC FREEDOM

(a) The teacher in his search for truth is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties.

(b) The teacher in the exposition of truth as he sees it is entitled to freedom in the classroom in discussing his subject, but he should not, for propaganda purposes, introduce into his teaching controversial matter which has no relation to his subject.

(c) The College teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he writes or speaks as an individual member of the community, he should be free from College censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and the College by his utterances. Hence, he should show respect for the opinions of others, and when speaking as a citizen or as an individual member of the community, should make every effort to indicate that he is speaking as such and not for the College.

ACADEMIC TENURE

The term "academic tenure" is defined as employment by the College to the age of retirement without termination except for cause as outlined below. Such tenure applies to faculty members who hold the rank of full professor, associate professor, assistant professor, or full time instructor under the conditions stated below.

Academic tenure to the age of retirement will be accorded to:

(a) All full professors, except that in the case of an appointment to a full professorship of a person who has not had previous service at the College a probationary period may be stipulated in the contract.

(b) All associate professors who shall have served the College for seven or more years, not necessarily consecutive, in a rank not lower than that of full time instructor.

Academic tenure may be accorded to a faculty member under the rank of associate professor who has served the College for seven or more years. The contract of each such faculty member shall specify whether or not he is on academic tenure. In general, it will be the...
policy of the College not to accord tenure to those in this group until they have attained the age of forty years.

Sabbatic leave shall be counted as time of service.

Causes for termination of the employment of faculty members having academic tenure are:

1. Disability. The Board deals with such cases on their individual merits.
3. Incompetence or failure to perform academic duties satisfactorily.
4. Permanent or protracted revision of the College curriculum. (See paragraphs (g) and (i) below).
5. Financial exigencies of the College. (See paragraphs (h) and (i) below).

In the interpretation of the foregoing, the following general principles shall apply:

(a) The terms and conditions of every faculty appointment shall be in writing and in the possession of both the President of the College and the teacher.

(b) Years of full-time service to the College, in the rank of instructor or above, prior to the adoption of this statement, shall be counted toward the attainment of academic tenure in the case of any person now a member of the faculty.

(c) All members of the faculty shall have the privileges as outlined above in the statement on academic freedom. However, in accepting tenure as a full-time member of the faculty, a teacher should understand that his teaching duties at the College shall be his main occupation and that the acceptance of outside activities, whether for pecuniary considerations or not, to a greater extent than is reasonable may invalidate his full time status. If proposed outside activities may exceed what is customary, he should undertake them only with the approval of the President of the College, who would consider them in relation to their probable value to the College.

(d) Both the Board of Managers and a faculty committee shall, if possible, consider any case where it is proposed that the employment of a faculty member who has tenure be terminated before the age of retirement for cause (2) or (3) above. The decision of the Board of Managers shall be final. In all cases where the facts are in dispute,
Minutes

The minutes of the regular meeting of February 20 and of the special meeting of March 6 were read and approved.

Curriculum Committee

Minute 2

The Curriculum Committee proposed that English 41-42 (a General Course in English Literature) be included in Part B of the Humanities limited elective requirement. In spite of its title, this course if not considered as a General Course by the Committee, but as a departmental course. The recommendation was approved.

Fellowships and Prizes

Minute 3

The Committee reported that only four applications for the two Cope and one Catherwood Fellowships had been received by March 1. At the President's request the Committee then invited chairmen of departments to nominate promising candidates. The Committee will report its recommendations in April.

Student Affairs Committee

Minute 4

The Committee requests notice of events to be included in next year's calendar.

Campaign

Minute 5

Lester Haworth reported briefly on his recent trip to the West Coast. The largest meetings were held in Los Angeles and San Francisco; numerous smaller meetings were held elsewhere. The trip was informative and useful. The Campaign has received no large contributions recently, but small contributions continue to come in.

Board of Managers

Minute 6

(1) The Board unanimously approved the corrected form of the statement on freedom and tenure, with the addition of the word "clearly" before the word "reasonable." (Annex A.) (2) The scholarship funds have been increased by approximately $33,000.00.

Non-Major Courses for Seniors

Minute 7

Extensive discussion followed. The Chair could not detect any clear trend of Faculty sentiment, but accepted the proposal that he refer the matter to the Curriculum Committee, which should consider all aspects of the matter including the possibility of extensively liberalizing the system of examinations for Seniors, of closing all classes simultaneously, of decreasing or extending the examination period for all students, etc. The Registrar's Office should also be consulted.

Corporation Scholarships

Minute 8

Under the heading of New Business the Chair announced that the Board of Managers had approved the awarding of Corporation Scholarships, commencing with the Class of 1954, in the form of $50.00 in books - the remaining $1,000 per class per year to be awarded like other scholarships on the basis of need and merit. This proposal had been made by a Committee on the Students' Council, the Administration and the Curriculum Committee, and was now reported to the Faculty for their information. The Administration's request for discussion was freely granted; the Faculty felt considerable doubt as to the justice of requiring a needy winner of such scholarships to accept $50.00 in books, especially if text-books are excluded, and of in effect reducing the Corporation Scholarships to $250.00 cash at best. The Chair ruled that this and other objections could be met administratively without referring the matter to the Board.
Announcement

The Chair announced a special Faculty meeting on April 4 to discuss the grading system with Blair Stewart of Oberlin College.

Adjourned 5:15 p.m.

Respectfully submitted

Howard Comfort, Secretary
ACADEMIC FREEDOM

(a) The teacher in his search for truth is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties.

(b) The teacher in the exposition of truth as he sees it is entitled to freedom in the classroom in discussing his subject, but he should not, for propaganda purposes, introduce into his teaching controversial matter which has no relation to his subject.

(c) The College teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he writes or speaks as an individual member of the community, he should be free from College censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and the College by his utterances. Hence, he should show respect for the opinions of others, and when speaking as a citizen or as an individual member of the community, should make every effort to indicate that he is speaking as such and not for the College.

ACADEMIC TENURE

The term "academic tenure" is defined as employment by the College to the age of retirement without termination except for cause as outlined below. Such tenure applies to faculty members who hold the rank of full professor, associate professor, assistant professor, or full time instructor under the conditions stated below.

Academic tenure to the age of retirement will be accorded to:

(a) All full professors, except that in the case of an appointment to a full professorship of a person who has not had previous service at the College a probationary period may be stipulated in the contract.

(b) All associate professors who shall have served the College for seven or more years, not necessarily consecutive, in a rank not lower than that of full time instructor.

Academic tenure may be accorded to a faculty member below the rank of associate professor who has served the College for seven or more years. The contract of each such faculty member shall specify whether or not he is on
academic tenure. In general, it will be the policy of the College not to accord tenure to those in this group until they have attained the age of forty years.

Sabbatic leave shall be counted as time of service. Years of full-time service of a visiting teacher of any rank may be counted toward the attainment of academic tenure.

Causes for termination of the employment of faculty members having academic tenure are:

1. Disability. The Board deals with such cases on their individual merits.
3. Incompetence or failure to perform academic duties satisfactorily.
4. Permanent or protracted revision of the College curriculum. (See paragraphs (g) and (i) below).
5. Financial exigencies of the College. (See paragraphs (h) and (i) below).

In the interpretation of the foregoing, the following general principles shall apply:

(a) The terms and conditions of every faculty appointment shall be in writing and in the possession of both the President of the College and the teacher.

(b) Years of full time service to the College, in the rank of instructor or above, prior to the adoption of this statement, shall be counted toward the attainment of academic tenure in the case of any person now a member of the faculty.

(c) All members of the faculty shall have the privileges as outlined above in the statement on academic freedom. However, in accepting appointment as a full time member of the faculty, a teacher should understand that his teaching duties at the College shall be his main occupation and that the acceptance of outside activities, whether for pecuniary considerations or not, to a greater extent than is reasonable may invalidate his full time status. When proposed outside activities may exceed what is reasonable, he should undertake them only with the approval of the President of the College, who would consider them in relation to their probable value to the College.

(d) Both the Board of Managers and a faculty committee shall, if possible, consider any case where it is proposed that the employment of a
faculty member who has tenure be terminated before the age of retirement for cause (2) or (3) above. In all cases where the facts are in dispute, the faculty member shall have the opportunity to be heard by a faculty committee and a committee of the Board of Managers meeting jointly and shall be informed in writing, before the hearing, of the grounds for the proposed termination of his contract. He shall be permitted to have with him an adviser of his own choosing who may act as counsel. There should be a full stenographic record of the hearing available to the parties concerned. In cases of alleged incompetence, the testimony should include that of teachers and other scholars, either from Haverford College or from other institutions. Those giving such testimony shall have the same freedom from liability as witnesses who appear in court under subpoena. The final decision in all cases where it is proposed that the employment of a faculty member who has academic tenure be terminated before the age of retirement for cause (2) or (3) above shall rest with the Board of Managers.

(e) A faculty member having tenure, whose contract is terminated for reasons not involving moral turpitude, shall receive his salary for at least one year from the date of notification of such termination whether or not he is continued in his duties at the College during this period.

(f) Academic tenure shall not apply to administrative positions nor to chairmanships of departments.

(g) It is recognized that, while no drastic changes in curriculum or in general program are now planned, it is possible that emergency conditions, such as war, or major changes in demand for instruction or in the social or economic environment, might require changes in College policy that would make unwise and uneconomical the continuance of certain fields of instruction. Where circumstances affect the demand for certain courses, or certain courses are eliminated from the curriculum, the President shall exert every effort to make suitable adjustments in teaching assignments and personnel. In the event that it is not practicable to find employment in another department or another capacity for a faculty member affected by such adjustments, his contract may be terminated by the College even though he has academic tenure. In such a case, two years notice of such termination shall be given with full salary during this period.

(h) Financial exigencies shall be demonstrably bona fide. However, the College is not committed to the expenditure of its principal funds nor to the use of income from endowment funds for purposes not consistent with
the intent of the donors. The Board of Managers has a primary obligation to see that funds given the College are applied to the purposes for which they are given, and all responsibilities assumed under this statement are subject to this obligation.

(i) Action under (4) or (5) above shall be taken only after consultation with faculty representatives chosen for the purpose by the faculty.
In the Faculty Meeting of March 20 a question was raised concerning the fact that Seniors are excused from attending the last few classes of courses unrelated to their Major. After some discussion the Chair accepted the proposal that he refer the matter to the Curriculum Committee, which would consider all aspects of the matter including the possibility of extensively liberalizing the system of examinations for Seniors, of closing all classes simultaneously, of decreasing or extending the examination period for all students, etc. The Committee was also instructed to consult the Registrar's Office.

The Curriculum Committee has considered this problem and has found no ideal solution. The proposed schedule outlined below does seem to offer some advantages over the present schedule, particularly the advantage of removing the conflict which gave rise to the whole discussion.

It is, of course, too late to alter the schedule of this year's exam period. The new schedule, if adopted, would be made effective in the year 1950-51.

Mrs. Carr offers strong support to the proposed schedule.

Present Schedule

<table>
<thead>
<tr>
<th>Mid-Year Examinations</th>
<th>Proposed Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>First semester classes and for students taking comprehensives</td>
<td>First semester classes end Jan.16 (T)</td>
</tr>
<tr>
<td>Jan.13 (S)</td>
<td>Jan.17(W)</td>
</tr>
<tr>
<td>Senior comprehensive examinations (dates inclusive)</td>
<td>Comprehensive exams and exams in courses with few or no students taking comps*</td>
</tr>
<tr>
<td>Jan.17-20 (M-W)</td>
<td>Jan.18-22 (Th-M)</td>
</tr>
<tr>
<td>First semester classes end</td>
<td>Free day</td>
</tr>
<tr>
<td>Jan.18 (Th)</td>
<td>Jan.23(T)</td>
</tr>
<tr>
<td>Mid-year examinations (dates inclusive)</td>
<td>Mid-year examinations Jan.21-24</td>
</tr>
<tr>
<td>Jan.23-Feb.3 (T-W)</td>
<td>Feb.3 (W-S)</td>
</tr>
<tr>
<td>Second semester classes begin</td>
<td>Second semester classes begin</td>
</tr>
<tr>
<td>Feb.5 (W)</td>
<td>Feb.5 (W)</td>
</tr>
</tbody>
</table>

Some implications of the proposed change:

Students taking comprehensives have two days more of class.
All other students have two days less of class.
Students taking comps have one instead of three days between final classes and comprehensive exams.
Exams for large courses with few or no students taking comprehensives exams may be scheduled at the beginning rather than at the end of the exam period.* (See list of such courses below)
Students have only one day instead of three days between their last classes and the regular exam period.

Present Schedule

<table>
<thead>
<tr>
<th>Second Semester Exam Schedule</th>
<th>Proposed Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>Second semester classes end for students taking comprehensives</td>
<td>Second semester classes end May 19</td>
</tr>
<tr>
<td>May.16(W)</td>
<td>May 19 (S)</td>
</tr>
<tr>
<td>Senior comprehensive examinations (dates inclusive)</td>
<td>Comprehensive exams and exams in courses with few or no students taking comps.*</td>
</tr>
<tr>
<td>May 21-24 (H-Th)</td>
<td>May 21-24 (H-Th)</td>
</tr>
<tr>
<td>Second semester classes end</td>
<td>May 22 (T)</td>
</tr>
</tbody>
</table>
Some implications of the proposed change:

Students taking comprehensives have three days more of class.
All other students have two days less of class.
Students taking comprehensives have one day (Sunday) instead of
four days between their last classes and comprehensive exams.
Exams for large courses with few or no students taking comprehensive
exams may be scheduled at the beginning rather than at the end
of the exam period.* (See list of such courses below). It is
not necessary to schedule exams in courses in which there are
seniors early in the exam period.
Students have at least one day (Sunday) instead of two days between
their last classes and their first exam.
The two days between the exam period and Commencement would be a
boon to the Committee on Academic Standing, the Registrar's
Office, and teachers with exams scheduled late in the period.
The regular exam period is shortened by two days.

*If the proposed schedule were now in effect some of the following exmas
could be scheduled during the comprehensive exam period this May. The
enrollment in most of these courses would not be radically different next
year:

<table>
<thead>
<tr>
<th>Course</th>
<th>Number of Students Enrolled</th>
<th>Number of Students Enrolled who are taking compe.</th>
<th>How Scheduled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Science 12</td>
<td>113</td>
<td>2</td>
<td>Wed., June 7</td>
</tr>
<tr>
<td>Math 12</td>
<td>100</td>
<td>3</td>
<td>Sat., June 3</td>
</tr>
<tr>
<td>English 12</td>
<td>66</td>
<td>0</td>
<td>Wed., May 31</td>
</tr>
<tr>
<td>Economics 22</td>
<td>64</td>
<td>3</td>
<td>Sat., June 3</td>
</tr>
<tr>
<td>History 12</td>
<td>54</td>
<td>1</td>
<td>Fri., May 28</td>
</tr>
<tr>
<td>Political Science</td>
<td>43</td>
<td>0</td>
<td>Fri., June 9</td>
</tr>
<tr>
<td>Philosophy 11</td>
<td>20</td>
<td>0</td>
<td>Thur., June 8</td>
</tr>
<tr>
<td>1st and 2nd year languages</td>
<td>1-3 per section</td>
<td>1</td>
<td>Thur., June 1</td>
</tr>
</tbody>
</table>
Since the Committee on Curriculum and College Program has met for two hours almost every Monday afternoon since last September without producing many concrete proposals, you may wonder how we spent our time. Obviously we spent a good many afternoons on routine matters such as examination of catalogue copy, consideration of new courses, etc. Other questions of more general interest and with wider implications took most of our time, however, and we think it is important to present to you a summary of our discussions in this final report.

Most of the problems which we discussed seemed specific and concrete when we were confronted with them, but rarely remained specific and concrete. There was, for instance, the question raised concerning the fact that Social Science 11-12 was made a prerequisite for work in Economics, Political Science and Sociology. When we really got down to discussing it we found that the fundamental problem had little or nothing to do with Social Science 11-12 itself. The fundamental problem, complicated by other considerations, was whether required courses in principle are a "good thing" or a "bad thing." We had only personal opinions and no objective evidence on which to base a decision, and the Committee was unable to arrive at a satisfactory solution. In the absence we are not convinced that the open Faculty discussion of required course which we recommended would represent a constructive step toward a solution of the problem.

We were plagued with the same lack of evidence when we came to discuss the Limited Elective System. Last year the Faculty recommended that the Curriculum Committee try to clarify certain aspects of this system, such as the distinction between the two parts of the Humanities Requirement. All of us seem to be in agreement concerning the basic principle underlying the Limited Elective Requirements. We seem to agree that liberal education should be characterized by a certain amount of depth and a certain amount of breadth. The purpose of the limited elective requirement is to encourage students to achieve breadth in their education, but does it achieve this purpose? Do our students get a broad education because of this requirement? Would they get a broad education if the requirement were not in effect? As a matter of fact, we do not know. We do not know what courses students actually elect and why they elect them. We do not know whether the Limited Elective Requirement has much actual effect on student elections. It was to obtain concrete evidence on these questions that Ira Reid made his exploratory analysis of the programs of the 22 sociology majors. In the opinion of most members of the Curriculum Committee discussion of the Limited Elective System might ultimately be more creative if we had more evidence of the type that Ira Reid's analysis yielded.

Another task the Faculty assigned to the Curriculum Committee was the reexamination of the Grading System in relations to the System of Honors. After some discussion it was found that the consensus of the Committee was that our grading system is in itself probably no more faulty than most grading systems—or than systems of no-grades. We did agree that students attribute too much meaning, objectivity and importance to the grading symbols themselves, and that we members of the Faculty probably encourage this attitude. We did not think, however, that a change in the grading system would have much effect unless there is a change in the attitudes underlying the overemphasis on grades.

Our discussion of the Grading System ended at this point, but meanwhile it had led us to another problem. We had asked Bill Docherty to meet with us so that we might learn something of the role grades play in the actions taken by the Committee on Academic Standing. As we talked it became apparent that there was another problem considerably more urgent than...
problem of grades, and that is the problem of our Advisory System. In the opinion of all those closely associated with the work of Faculty Advisers this system functions erratically. After considerable discussion we recommended that the Dean, the Vice-President and the President attempt to clarify the responsibilities of Advisers and that an open discussion be held so that the difficulties inherent in our system might be faced. We do not think that clarification and discussion will give Haverford an adequate Advisory System. A more fundamental reform is necessary. Clarification may, however, help present Advisers function more adequately until a better system is devised.

Finally, a question that has concerned us is the effect on the Curriculum of a decreasing budget. Gilbert White discussed with us, as he did with the whole Faculty, the problem created by a decreasing budget and the principles he intends to follow in achieving a balanced budget next year. The years 1951-52 and 1952-53 will, however, present even greater budgetary problems than 1950-51. How will we be able to maintain curricular standards on a still smaller budget? Our discussion of this problem has led to no definite recommendations. Most members of the Committee think, however, that in spite of a decreased budget, the effectiveness of the curriculum can be maintained, perhaps even increased, if we can bring ourselves to think in terms of liberal education as a whole, if we can make a greater effort in the direction of departmental cooperation, elimination of overlapping, emphasis on fundamental principles rather than on coverage.

Such are the questions that have taken a good many hours of our time. Obviously we have raised more questions than we solved. From all our discussion we should like to stress two points on which action seems most urgently indicated:

1. We need more objective information concerning the actual effect of the present system of education at Haverford. If we had such information the Committee and the Faculty—somedtimes divided by differences in our hunches—could achieve more mutually satisfactory solutions to certain problems.

2. Some of our students need better guidance, better advice than they are now getting. A more personal, more individual mutual understanding between the students and the Faculty might obviate many problems.

Laurence Wylie, Chairman
May 22, 1950
REPORT TO FACULTY BY HOWARD TEAF

1. As of today the total amount in cash and pledges is $844,500 in 1520 gifts. Of this amount, $723,245 has come from 1342 alumni and $121,255 from 178 other friends. The average gift of $560 is unusually good.

2. Between 45% and 50% of the alumni have contributed. 10% have declined or asked to be seen later. The work of the area organizations is being supplemented by 65 class chairmen, who are now communicating with the non-contributing members of their classes.

3. A Parents' Committee, headed by Mrs. Robert Lea and Willis Edgerton, has recently communicated with 1300 parents, and within the past week 19 contributions, aggregating $1985, have been received. This brings the total amount contributed by parents during the Campaign to $27,050 in 69 contributions.

4. At the proper time an appeal will be made to persons who were special friends of Rufus Jones, who will be invited to contribute to the Rufus M. Jones Fund for Advancement in Teaching at Haverford College.

5. A study is being made of the deceased alumni with a view of communicating with their families about gifts in their memory. This involves a lot of investigation and naturally moves slowly, but it is hoped it will be productive of a number of substantial gifts between now and the end of the year.

6. A recent development of special interest and unusual promise has taken place in the Campaign. I think you would like to have Lester Haworth tell you about it.
The Committee on Fellowships and Prizes reports that

(1) The unanimous opinion of the judges appointed by the chairman of this committee was that the S. P. Lyman Putnam Prize in History should be awarded to Henry David Abbott, 1951, and the committee so recommends.

(2) The unanimous opinion of the judges appointed to examine candidates for the Alumni Prize for Composition and Rhetoric was that it should be awarded to John Frederic Baxton, 1953, and the committee so recommends.

(3) The consensus of the judges at the 4th Annual Scull competition was that the winner was Lee Herrig, 1951, and the committee concurs.

(4) When the poems which were submitted in the Class of 1910 Poetry Contest were evaluated, it was found that the one judged best had been written by Cherry Kea, 1950; the next best one was also written by Cherry, and the next best after that one was also written by Cherry. The committee therefore recommends that at the June 1950 Commencement meet the Class of 1910 Poetry Prizes be awarded to Cherry Kea. The names of the selections, submitted under assumed names, were A Short Biography of Philosophy, A Poem on a Paris Wall, and Delange's Apartment.

(5) It consulted with representatives of the Student Council as to the Student-organized, which during the current year has most noticeably served the interests of Hanford College; found that they were of the opinion that the Glee Club was outstanding; and recommends that the Edmund Jernigans Lee Prize be awarded to the Hanford College Glee Club.

Respectfully submitted

John Goodwin Newton
Chairman
1. The Committee selected the following as T. Wistar Brown Fellows for 1950-1951:

- **Arthur J. Green**, Lincoln College, Oxford. To work in philosophy or sociology.
- **Charles Frantz**, Earlham College. To work in sociology.
- **Morris L. Kirk**, Wilmington College. To work in history.
- **Herbert C. Standing**, Wm. Penn College. To work in philosophy.
- **Jacques E. Wilmore**, Lincoln University. To work in sociology.

All of these are Friends except the last, a Presbyterian.
All have accepted appointment.

2. **Richard M. Gummer, Jr.**, has been given permission to complete the work for the degree, begun in 1934-1935, by writing a thesis acceptable to the English Department.

3. The following additional men have been accepted as Graduate Students for 1950-1951:

- **Daniel P. Oppenheim**, Haverford, '50; in German.
- **Joseph R. Stanmyer**, Haverford, '50, and Assistant in chemistry; in chemistry.
- **Austin C. Hood**, Alderson-Broaddus College, '50, and Assistant in chemistry; in chemistry.
- **Richard W. Laity**, Haverford, '50; in chemistry; he will be research assistant to Dr. T. O. Jones.

4. Additional information for the record:

- **John Nicholson** and **Daniel Hoffman**, T. Wistar Brown Fellows in 1949-1950, expect to finish their theses and so complete work for the Master's degree this year.
- **Albert Berman**, who completed the 1st. semester, 1949-1950, and had to leave, expects to return in the 2nd. semester of 1950-1951.

5. It is possible that **Paul Martinson**, placed on a reserve list for the T. Wistar Brown Fellowships, may be admitted to graduate study in philosophy, 1950-1951.
Report: Faculty Representative

Members of the Board expressed interest in, and com-
mended, the special projects upon which certain of
our colleagues will be engaged next year and which
were brought to the attention of the Board by
President White:

Bill Cadbury's premedical investigation for the
Assn. of Amer. Med. Colleges.

Louis Green's research in astrophysics and Tom
Jones' research in organic chemical
analysis, for both of which grants
have been received from the
Research Corporation.

Larry Wylie's social and cultural studies in
France under a grant from the
Social Science Research Council.

The Board approved the appointment as T. Wistar Brown
Fellows the five men selected by the Graduate
Students Committee.

The Board approved the appointment of Albrecht Unsold,
Director of the Institute for Theoretical Physics
and Astronomy at the University of Kiel, as
Lecturer in Astrophysics for 1950-1951.
And also interim appointments, as may be necessary,
in English, the Social Sciences, and Physical Science.

The budget, showing a possible deficit of about $8,000,
was approved.

The general plan for utilizing the income from campaign
funds for the four purposes previously stated, viz.,
Rufus Jones Fund, Library, Scholarship, and increase
of Faculty salaries, was approved. The amount avail-
able for the purpose last-mentioned will be about
$19,000. The plan of the Special Faculty Committee
was that there would be a certain "across the Board"
increase and that the residue would be allocated ac-
cording to the judgment of the Administration.

October 17, 1950, was selected for the annual meeting of
the Corporation, at the College.

Dr. Fred Sharpless and Lester Haworth reported on the
progress of the fund campaign.
Vice-President MacIntosh announced that the President was unavoidably detained.

Minutes

Minute 1 The minutes of the regular meeting of May 22 were read and approved with minor alterations.

Premedical Committee

Minute 2 Mr. Cadbury announced that he hopes to be at Haverford during the first week of the next College year, and will wish to see all premedical candidates, including Freshmen, at his temporary office in the Morris Infirmary. A memorandum to this effect will be circulated.

Academic Council

Minute 3 The Dean drew the Faculty's attention to the necessity for uniform adherence to the Faculty's rule regarding the acceptance of term papers submitted after the prescribed date. Owing to Faculty inconsistence in this matter, the Academic Council has had to grant several petitions involving late papers.

Campaign

Minute 4 Lester Haworth thanked the Faculty for its help in suggesting names and in other ways, and requested further cooperation.

Honors and Degrees

Minute 5 Honors were recommended by the respective departments, and were approved by the Faculty, as follows: High Honors in English to George Carrington, John Dyson, Horatio Wood; High Honors in Biology to William Linthicum, John Hobart; Highest Honors in Philosophy to John Carman, and High Honors in Philosophy to Herbert Cheyette and Hoyt Hickman; High Honors in Political Science to William Rodewald; High Honors in Sociology to Armand Ouellette; High Honors in Psychology to Kenneth Moser.

The Faculty then recommended to the Board of Managers the conferring of appropriate degrees upon those who comply with the requirements.

Announcements

Minute 6 Announcements were made regarding the advisor system, the increase of rentals of College houses, the increase in the salary scale, the attendance of John Roche at the Pennsylvania Work Conference on Higher Education, the Senior Tea at 4 P.M. on Friday, June 9, Commencement, the Faculty soft-ball game against Swarthmore Faculty on June 8, and the Flower Fund, which shows no signs of imminent wilting.

Adjourned 9:32

Howard Comfort, Secretary
I have searched the minutes of the Faculty from 1928 to 1938 inclusive, and have found nothing to answer the specific question: Are Seniors exempted from responsibility for the content of their non-Major courses during the week in which the Seniors themselves excused from attendance at classes? It is not at all possible that in spite of the time spent in this fruitless search, I may have missed something significant; however, I quote Professor Snyder, who had long and intimate contact with the development of the system of Major Concentration, to the effect that in his recollection there is no Faculty legislation bearing directly on this point.

I have found the following: 11/20/30 "All (Major) examinations, whether written or oral, are to be held on Monday to Thursday inclusive of the week preceding the final examination period. Class work for Seniors will close on Saturday, three weeks prior to Commencement Day." I see nothing in this to imply that ignorance of the content of the classes missed was either mandatory or the reverse in 1930.

On 5/23/35 the Student Affairs Committee reported that "Some Seniors have found that the amount of work required of them at the end of the fourth quarter, in courses not included in their Major field, has conflicted seriously with their need for concentration in their Major subjects." On 11/21/35 the Curriculum Committee reported: "Your Committee recommends to the Faculty that all instructors requiring conducting courses calling for any papers such as term-papers, requiring more than the regular weekly class-work preparation, be requested to make May 1 the latest date for submitting these papers." This was passed when first submitted and again on 1/23/36, when it was reiterated in a report of the Committee on Major Concentration and Honors. The point now before us apparently presented no problem in 1935-6, whether because the distressed Seniors had already been excused from knowing the content of these classes in those courses, under consideration, or else because they had no objection to knowing it. In any case, the Committees directed their attention to term papers.

If legislation on the matter seems desirable now, I suggest that the Faculty record itself as leaving the ruling in the hands of individual instructors, where it seems to have been for two decades, commending and encouraging both those professors whose concept of standard prompts them to examine Seniors on the content of the last two classes in non-Major courses, and those who sense of mercy tempering justice prompts them not to.
Minutes

The minutes of the regular meeting of March 20 were read and approved.

Minute 1
No minutes of the special meeting of April 4 had been taken.

Admissions Committee

Vice-President Macintosh reported an anticipated Freshman Class of about 115 members in September, 1950.

Curriculum Committee

Laurence Wylie reported for the Committee, including recommendations that Biblical Literature 13, Philosophy 28 and Philosophy 29 H (Religion in Civilization, to be given in 1950-51 only, by William E. Hocking) be included in the philosophy half of the humanities limited elective list. All of the Committee's recommendations (paragraphs 4, 5, 6 of Annex A), were approved.

Committee on Academic Standing

At the end of the third quarter the Committee considered 76 cases, warned nine, and dropped one man as of the end of the present semester.

Committee on Fellowships and Prizes

Professor Herndon reported for the Committee (Annex B). The Faculty approved the Committee's recommendations that the Catherwood Fellowship be awarded to William Y. Rodewald, and that the first and second Cope Fellowships be awarded to Kenneth B. Moser and John B. Carman, respectively. Carman's fellowship is to be paid in 1951-52 in order to avoid overlapping the Woodrow Wilson Fellowship which has also been awarded to him.

Library Committee

John Lester announced that unbound numbers of non-popular periodicals, except the current issues, may circulate among the Faculty.

Committee on Non-Academic Instruction

Harry Pfund reported statistics of enrollment in non-academic courses during the current year (Annex C). 72 participants is less than anticipated, but more than last year. Experience shows that predictive votes taken in the spring are so unreliable as to be useless; Under present policy, non-academic registrations will be conducted at the same time and place as physical education registrations.

Student Affairs Committee

Cletus Oakley reported that the President and Treasurer of the Students' Association and one other undergraduate, would meet with the Committee next fall.

Spring Day


Campaign

Howard Teaf reported pledges of about $850,000. Solicitation of alumni by classes and of parents of students and alumni will begin soon.

Faculty Representatives to the Board

The Faculty approved a proposal to place the election of its Representatives to the Board of Managers on the agenda for the April Faculty Meeting.
The Faculty expressed its appreciation to the Board for furnishing each member with a copy of the memorial volume to Rufus Jones, this appreciation to be conveyed by the Faculty Representatives. Appreciation was also expressed of the special efforts contributed by Aldo Caselli in seeing the volume through the press.

Announcement
Minute 12 A special Faculty Meeting will be held to discuss the budget on Monday, April 24, at 4:10 p.m.

Election
Minute 13 On the conclusion of the Faculty Meeting a special meeting was held to elect one Faculty Representative to the Board of Managers, and one alternate - each to serve until the April Faculty Meeting of 1952. Ralph M. Sargent and Louis C. Green, respectively, were elected.

Adjourned 4:35 p.m. Howard Comfort Secretary
Committee on Curriculum and College Program

Report to the Faculty, April 17, 1950:

Since the Faculty Meeting of March 20 the Curriculum Committee has met three times. I should like to report briefly on three items which would be of interest to you and ask for action on a few other items.

1. For some time we have talked, both in committee and more generally among the faculty about the value of limited elective requirements in assuring breadth in the education of Haverford students. It occurred to some members of the committee that, although we talk about the effect of these limited elective requirements, we really have very little knowledge concerning their actual effect. We decided it might be wise to try to obtain some factual information. In order to give us a basis for a discussion of how this information might be obtained, Ira Reid made an intensive study of the spread of courses taken by Juniors and Seniors majoring in Sociology. The results of this study are interesting and indicate that the scope of this kind of inquiry might be profitably broadened. The matter is still under discussion in the committee. We hope that you will talk to members of the committee about this problem and give us any suggestions that may occur to you.

2. Carl Allemdoerfer has handed to the committee a proposal for a reform in the System of Honors. This proposal was formulated as a result of committee discussion of the subject the first semester. We hope to submit a report to you on this subject very soon.

3. In the last Faculty meeting our committee was instructed to consider, upon consultation with the Registrar’s Office, all aspects of the problem arising from the fact that students taking comprehensive examinations are excused from attending class several days before the end of classes. We have considered this problem. It is our belief that nothing can be done about it this semester, but we hope at the next Faculty meeting to submit a proposal for solving the problem next year.

4. We propose that Biblical Literature 13 (The Rise of Christianity) be listed in the philosophy section, rather than in the literature section, of those courses which a student may take to fulfill the philosophy part of the humanities limited elective requirement.

5. We propose that Philosophy 28 (Philosophy of Religion, formerly Philosophy of Civilization) be listed with the courses a student may take to fulfill the philosophy part of the humanities limited elective requirement.

6. We propose that Philosophy 29?—number to be determined (Religion in Civilization) be admitted to the Curriculum and listed with the courses a student may take to fulfill the philosophy part of the humanities limited elective requirement. This course will be taught by Professor William Ernest Hocking and will be offered in place of “Aspects of Religious Life Since the Reformation,” taught by Douglas Steers, who will be on leave of absence the first semester of 1950-51. Here is the catalog description of this new course:

Philosophy 29? Religion in Civilization Three periods a week.

A study of the role of religion in civilization. After a preliminary examination of the part played by religion in certain selected civilizations and of the role accorded to religion in current philosophies of history, the influence of Christianity upon the law, morals, arts, science and philosophy of Western Civilizations will be scrutinized. Lectures and Reports. Semester course. Offered only in 1950-51.
By March 1, 1950, there had been received either by President White or by the Chairman of the Committee on Fellowships and Prizes only four applications. In view of this situation the President suggested that major supervisors be invited to submit to the Committee the names of seniors who, in their opinion, might be serious contenders for either the Catherwood or a Cope Fellowship. The Committee approved that recommendation and, as a result, received from different faculty members the names of eleven Seniors who had not personally applied. The Committee examined carefully the records of these students and decided to invite seven of this number to submit detailed statements of their academic plans and interests and their non-academic activities while they have been at Haverford, if they cared to be considered as a candidate for one of the Fellowships to be awarded. Six accepted this opportunity while the seventh graciously declined.

Your Committee then invited the four original and the other six candidates to appear for personal interviews on March 22. Interested professors not members of the Committee had been urged to share in the evaluation of the candidates' merits, but the pressure of other duties made acceptance of this invitation too difficult except for one such professor. The Committee welcomed Dr. Hunter to its final session and wishes to express here its appreciation of his service.
The weighted academic averages of the five highest ranking contestants are as follows:

Kenneth M. Moser  92.3
John B. Carman      91.7
William Y. Rodewald 91.4
Donald B. Martin    91.2
Daniel P. Oppenheim 88.4

The Committee has decided to submit a unanimous report in favor of awarding the Catherwood Fellowship "for those distinctions in character and intellect which indicate promise of outstanding achievement" to William Y. Rodewald and the First Cope Fellowship to Kenneth B. Moser and the Second Cope Fellowship to John B. Carman.

Respectfully submitted for the Committee by,

John G. Herndon, Chairman.
Program of Non-Academic Instruction 1949-50

Enrollment

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<td>Drawing and Painting</td>
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<td>Music Appreciation</td>
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<td>Photography</td>
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<td>Public Speaking</td>
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<td>Radio Communication</td>
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<tr>
<td>Music Appreciation 2</td>
<td>6</td>
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<td>12</td>
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</tbody>
</table>

Total for Year                      72
Total last year (1948-49)            46
FACULTY OF HAVENFORD COLLEGE

Regular Meeting
President White presiding
Minutes
May 22, 1950
4:10 p.m.

Minute 1  The minutes of the regular meeting of April 17 were read and, with two corrections, approved. No minutes of the special meeting of April 24 had been taken.

Admissions Committee

Minute 2  Vice-President MacIntosh has revised his estimate of Freshmen entering in 1950 upward to 120.

Curriculum Committee

Minute 3  Laurence Wylie recommended inclusion of Latin 13-14 in the literature half of the limited elective requirement in Humanities. This was approved. He then presented the Committee's report on Honors. (Annex A). After extensive debate, the Faculty approved the following statement: "There shall be a committee of the Faculty to develop College standards for the awarding of Final Honors and Honorable Mention. These standards will be subject to Faculty approval." Prof. Wylie then presented a proposed revised examination schedule (Annex B). This was approved in principle, specifically the principles that classes for both Seniors and lower-classmen shall end at the same time, and that all examinations shall be conducted within a three-week period; but the way was left open for modifications in detail. Prof. Wylie then reported on the general discussions of the Committee during the year now closing (Annex C). Thanks were expressed to the Committee for its interesting report and for the prodigious amount of work done by the Committee this year.

Campaign

Minute 4  Howard Teaf reported (Annex D). Lester Haworth reported, predicting that 65% of alumni would contribute to the campaign. The Steering Committee had now raised the last $180,000 of the $400,000 still lacking, and has raised $44,000 of the next to last $100,000. The third $100,000 from the end will be the most difficult. Faculty assistance in suggesting names and in solicitation will be appreciated.

Fellowships and Prizes

Minute 5  John Herndon reported (Annex E). The Faculty approved these awards, including the award of a single 1910 Poetry Prize of $25 to Perry Lea.

Graduate Students

Minute 6  William Meldrum reported (Annex F). The Faculty approved waiving its customary limitation of the interval between completion of graduate study and submission of the thesis in the case of Richard M. Gummere, Jr.

Non-Academic Activities

Minute 7  Harry Rund reported 16 registrations for non-academic work next fall: 7 in Photography, 5 in Drawing and Painting, 4 in Music Appreciation 2. These figures compare with 12 registrations last fall.
Student Affairs

Minute 8  Cletus Oakley reported that the Committee is now making up the calendar for next year, and invites Faculty comment on the effect of social events upon academic performance.

Faculty Representatives to the Board of Managers

Minute 9  As a member of a special committee of the Faculty Ralph Sargent reported that there had been recommended to the Board a salary increase of $200 annually to all currently appointed full-time Faculty, with a pro rata increase to those on part-time, and that in consequence there had also been recommended a $200 increase in the maximum and minimum salaries of all Faculty, except that the minimum for instructors remains the same. William Waldrum reported that these recommendations had been accepted by the Board, and reported on other matters (Annex G).

Announcements

Minute 10  William Cadbury reported on his projected work during the summer and fall, studying premedical instruction in liberal arts colleges. Ralph Sargent reported that the English Department is revising the Freshmen course by relating the composition work to a reading program based on the study of values in the Humanities. This involves a modified form of the tutorial system. The Carnegie Corporation has underwritten the addition of three additional instructors in Freshmen English for three years.

Adjourned at 5:52 p.m.

Respectfully submitted,

Howard Comfort, Secretary
In May, 1949, the Curriculum Committee presented to the Faculty four motions the intent of which was to revise the system of Honors. The Faculty adopted the first motion with amendment and then approved a motion to table the three other motions "until the grading system is reexamined and the Honors System related to it."

The Curriculum Committee has spent some time this year reexamining the grading system and its relationship to the System of Honors. We do not wish to propose any change in the grading system, but we think there is an urgent need to reexamine the System of Honors. At present the requirements for Final Honors vary among departments to such a degree that in effect no general college policy exists.

We think the most satisfactory revision of the System of Honors could be made by a new Faculty Committee, "The Committee on Honors," the functions of which would be to formulate the principles on which the System of Honors should be based and, once these principles are accepted by the Faculty, to offer continuous supervision of the System of Honors.

In the Faculty Meeting of May 22, 1950, the Curriculum Committee will therefore propose that the three motions tabled last May be removed from the table and withdrawn. We shall then propose the adoption of the following statement, formulated by Carl Allendoerfer and the Curriculum Committee:

There shall be a Standing Committee of the Faculty named the "Committee on Honors." The duties of this Committee shall be:

(a) To develop a detailed College policy for the awarding of Final Honors and Honorable Mention. This policy will be subject to Faculty approval.

(b) To supervise all aspects of the awarding of Final Honors in each year.

(c) To encourage departments to interest students in working for Honorable Mention in individual courses, and to call these possibilities to the attention of the students.

It is the unanimous opinion of the Curriculum Committee that Final Honors should be awarded on the basis of a student's imaginative understanding of his major and related fields rather than for his ability to pass examinations on course material or to accomplish extra work. We think that the decision to award Final Honors, and the grade of these to be given, should be made by the Faculty upon the recommendation of the Committee on Honors, rather than upon the recommendation of the various Departments. We think that candidates for High and Highest Honors should submit to an oral examination conducted by the Committee in cooperation with appropriate members of the Faculty of Haverford and possibly other institutions.

However, we do not propose the adoption by the Faculty of these principles. We simply pass them along to the Faculty and to the new committee, if a new committee is appointed, as a report on our own consideration of the System of Honors. We hope that the new committee will be left uninstructed so that it may achieve its own solution to the problem.