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Yenching
Admin.
Board of Managers 1929-1930

0477

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MINUTES OF THE MEETING OF THE BOARD OF
MANAGERS OF YENCHING UNIVERSITY
JAN. 26, 1929.

Members of the Board

TRANSFER

American Board Mission

*R. M. Cross
*C. H. Fei

Methodist Mission

*C. A. Felt
C. P. Wang

Coopted

Mrs. T. C. Chu
*D. W. Edwards
H. H. Kung
*Mrs. F. T. Sung
W. T. Tao
*Y. T. Tsur
*H. C. Wang
*W. W. Yen

London Mission

*A. P. Cullen (proxy, B. E. Reade)
C. G. Sparham (" W. F. Dawson)

Presbyterian Mission

*E. L. Johnson
*Y. T. Lo.

Yenching University

*J. L. Stuart
L. C. Wu (proxy. M. Y. K. Kuo)*
*Miss R. L. Stahl
*Miss V. K. Nyi
*T. T. Lew

The members whose names are starred above were **present**.

The meeting was called to order at 2:00 P.M. at the Western Returned Students Club by Dr. W. W. Yen, chairman of the Board. President Stuart led in prayer. The minutes of the previous meeting were taken as read and approved.

Revision of the By-laws of the Board of Managers

President Stuart brought to the attention of the Board certain changes in the By-laws of the Board of Managers made necessary by recent reorganization of the University.

VOTED to approve the By-laws of the Board of Managers as revised (see Exhibit A)

Chancellorship

The chairman ~~stated~~ stated that he had pleasure in announcing that former Vice President Wu Lei-chuan had formally accepted the office of Chancellor of the University.

Resignation of President Stuart as "Hsiao Chang"

President Stuart tendered his resignation as "hsiao chang".

VOTED to accept the resignation.

Election of Dr. J. L. Stuart as "Hsiao Wu Chang"

VOTED to elect Dr. J. L. Stuart to the office of "hsiao wu chang".

Dr. Stuart expressed his acceptance of the office.

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Jan. 26, 1929

Revision of the Translation of the outline of the Organization of Yenching University

The secretary brought to the attention of the Board certain changes in the above document necessitated by recent reorganization in the University, and recommended by action of the General Faculty on January 25th.

- VOTED a) to approve the revisions as recommended by the General Faculty (see Exhibit B)
b) that the changes in the Chinese text of the document be made to conform to those in the English text.

Revision of the Abbreviated Constitution of the Board of Managers

VOTED to approve the revisions in the Abbreviated Constitution of the Board of Managers in both the English and Chinese texts as pointed out by the secretary of the Board (see Exhibit C)

Publication of the Above Documents

VOTED that the above Documents as revised be approved as a whole and that the secretary be authorized to issue them in printed form for distribution to members of the Board, members of the faculty and others interested.

Election of Additional Members to the Board

VOTED that the Executive Committee be asked to plan for the readjustment of the membership of the Board by which one third of the members shall be women.

Election of Judge Y. K. Kuo

VOTED that we approve the recommendation of the General Faculty that Judge Kuo be asked to fill the vacancy created by the acceptance of the chancellorship by Mr. Wu Lei-chuan which prevents the latter from retaining his seat on the Board.

Budget for 1929-30

Mr. D. W. Edwards, chairman of the Finance Committee presented the proposed budget of the University for 1929-30 and explained at some length various items, which he felt needed to be brought to the attention of the Board.
VOTED to approve the Budget as presented. (see Exhibit D)

Contract Exchange

VOTED that the Board of Managers instruct the Finance Committee to negotiate with the Board of Trustees and the local banks on a contract for the exchange for the year 1929, up to June 30, 1930, the Finance Committee being empowered to use its own discretion in such negotiations.

Report of the Special Committee appointed by the Council to Consider Short Term Courses in Yenching University

VOTED to approve the report as passed by the University Council on January 21, 1929. (see Exhibit E).

President Stuart reported informally on financial issues connected with the Institution at the present time.

ADJOURNED

T. T. LEW, secretary

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MINUTES OF THE MEETING OF THE BOARD OF
MANAGERS OF YENCHING UNIVERSITY
March 1, 1929.

TRANSFER

Members of the Board

American Board Mission

*R.M. Cross
*C.H. Fei

London Mission

A.P. Cullen (proxy B.E. *Reade)
C.G. Sparham (proxy *W.F. Dawson)

Methodist Mission

C.A. Felt
C.P. Wang

Presbyterian Mission

E.L. Johnson
Y.T. Lo

Coopted

Mrs. T.C. Chu
*D.W. Edwards
H.H. Kung
Mrs. F.T. Sung
W.T. Tao
*Y.T. Tsur
H. C. Wang
W. W. Yen

Yenching University

*J.L. Stuart
L.C. Wu (proxy *M.Y.K.
Kuo)
*Miss R.L. Stahl
*Miss V.K. Nyi
*T.T. Lew

The members whose names are starred above were present.

The meeting was called to order at 2:30 p.m. in the President's House, Yenching University.

In the absence of Dr. W.W. Yen, Dr. Y. T. Taur was asked to take the chair.

Minutes of the Previous Meeting

The minutes of the previous meeting of January 26 were read by the Secretary. Mr. Edwards called attention to an error in the minutes, stating that he had merely represented the Finance committee in the presentation of the Budget, its present chairman being Mr. C. H. Fei.

VOTED with the above correction, to approve the minutes of January 26.

Reorganization of the University

President Stuart stated that this special meeting of the Board had been called because of a letter recently received from Chancellor Wu indicating changes about to be promulgated by the Ministry of Education and suggesting that the necessary reorganization in the University be completed without delay, and before sending in our application for registration. The President stated further that the General Faculty Executive, the University

March 1, 1929

Council and the General Faculty had met for this purpose, that the necessary organization had been completed and was now before the Board for its approval, as contained in the revised copy of the Outline of the Organization of Yenching University.

- VOTED a) that Section 2. A shall be revised to read as follows:
"The President shall be elected by the Board of Managers, with the approval of the founders, and appointed by the Chancellor."
- b) that with the above amendment, the latest revision of the Outline of the Organization of Yenching University shall be approved and sent to Chancellor Wu, asking for his opinion as to the suitability of our presenting it in its present form with our application for registration; and, that if he deemed further revision necessary, the whole matter would be reconsidered.

Department of Religion

President Stuart reported on difficulties in connection with the School of Religion in the matter of registration. He mentioned various suggestions that had been made by Chancellor Wu in this connection, the attitude of the faculty of the School of Religion towards this problem, and the desire of the University as a whole to support any action taken by the School of Religion itself. He stated that the matter was still undecided.

Term of Service for our Newly Elected Directors of Student Welfare

VOTED that the first term of Service for the Directors of Student Welfare be coterminous with that of the newly elected Deans of the Undergraduate Colleges.

Election of Dean of the College for Women

Dean Stahl reported that in accordance with the procedure for the election of the Dean of the College for Women, the faculty of the College for Women had nominated Mrs. Frame, which action had already been approved by the Administrative Committee of the College for Women, and the Committee of the Trustees of Yenching University for Yenching College for Women.

VOTED to approve the nomination of Mrs. Frame as Dean of the College for Women.

T. T. Lew, Secretary

ADJOURNED

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YENCHING

MINUTES OF THE MEETING OF THE BOARD OF MANAGERS OF YENCHING UNIVERSITY

June 22, 1929.

Members of the Board

TRANSFER

American Board Mission

C.H. Fei
*C.Y. Ch'en

Methodist Mission

C.A. Felt
C.P. Wang

Co-opted

Mrs. T.C. Chu
D.W. Edwards
H.H. Kung
Mrs. F.T. Sung
W.T. Tao
*Y.T. Tsur
*H.C. Wang
*W.W. Yen

London Mission

A.P. Cullen (proxy B.E. Reade)
*T.C. Brown (proxy *W.F. Dawson)

Presbyterian Mission

*C.Y. Ch'en
*J.D. Hayes

Yenching University

*J.L. Stuart
*L.C. Wu
*M.Y.K. Kuo
*Miss R.L. Stahl
*Miss V.K. Nyi
T.T. Lew

The members whose names are starred above were present

The meeting was called to order at 9:30 in the President's House,
Yenching University.

Chancellor Wu Lei-chuan led in prayer.

Temporary Secretary

In the absence of Dr. T.T. Lew, secretary of the Board, Miss
Hague was requested to record the minutes.

Minutes of the Previous Meeting

The minutes of the previous meeting were taken as read and
approved.

New Members of the Board

The chairman expressed the gratification of the Board in the
new appointments by Mission Boards; Messrs. J.D. Hayes and Ch'en
Chen-yuan of the Presbyterian Mission to replace Messrs. E.E.
Johnson and Y.T. Lo; Mr. Chen Ch'ang-yu of the American Board
Mission to replace Mr. R.M. Gross, and Mr. T. Cocker Brown
of the London Mission to replace Mr. C.G. Sparham.

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JUNE 22, 1929

Remarks by the Chancellor

The Chancellor expressed his appreciation of his election to the office of Chancellor of the University, and his desire to fulfill the function of this office to the best of his ability. He stated that although according to the original understanding, he had expected to spend only half of his time at the University, yet owing to President Stuart's expected absence in America during the next academic year, he had agreed to spend the whole of his first year as Chancellor in residence at the University. He requested that the term of service of Chancellor be fixed at two years. The chairman suggested that this decision might be left to some future occasion.

The Chancellor noted the following points: 1) that according to the regulations of the Ministry of Education the Board of Managers has full power to elect the Chancellor; 2) that the Chancellor, having been elected by the Board of Managers, assumed full power and responsibility. 3) that as provided in our by-laws, the Chancellor ex-officio attends all meetings of the Board; and, 4) that according to the regulations of the ministry private institutions are not required to adhere strictly to the regulations laid down for state Universities.

It was agreed that the Chancellor 1) should send to members of the Board a complete list of the students who are expected to graduate before the sitting for the final examinations; and 2) should report to the Members of the Board, in advance all matters requiring important decisions.

Recommendations regarding the Election of Coopted Members.

- VOTED 1) That the coopted members be divided into four groups of two each, and that each group serve for a period of four years.
- 2) That Mrs. F. T. Sung and Dr. W.T. Tao, because of inability to attend future meetings, be regarded as belonging to the group whose term expires June, 1929, and that the terms for the other members be determined by lot.
- 3) That two new members be elected to the Board to replace Mrs. F.T. Sung and Dr. W.T. Tao.

The vote was taken by ballot and resulted in the election of Mrs. Y.Y. Tsu and Mrs. Wong-quincey.

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JUNE 22, 1929

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The following terms of service for coopted members was decided by ballot as follows:

Retiring 1930; Mrs. T. C. Chu
Mr. Wang Hou-chai

Retiring 1931; Mr. D. W. Edwards
Dr. W. W. Yen

Retiring 1932: Dr. Y. T. Tsur
Dr. H. H. Kung

Retiring 1933: Mrs. Y. Y. Tsu
Mrs. Wong-Quincey

Annual Reports to the Board of Managers

VOTED to accept the complete set of Annual Reports as presented to the Board of Managers.

Contract Rate of Exchange

VOTED that the Board of Managers cable the Trustees requesting that the University be allowed to fix a rate of Exchange for one year subject to the approval of the Finance Committee of the Board.

Committee of the Board of Managers

VOTED 1) that the special committees of the Board of Managers be reelected.

2) that the following members be appointed to fill vacancies

Finance Committee

Dr. Y. T. Tsur
Mrs. Y. Y. Tsu
(Mr. D. W. Edwards to replace Mr. Fei as chairman)

Audit

Rev. W. F. Dawson
Mrs. Wong-Quincey

Grounds and Buildings

Dr. Y. T. Tsur to replace Mr. Galt as chairman
Rev. J. D. Hayes

H. L. Hague,
Acting Secretary

ADJOURNED

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YENCHING

MINUTES OF THE MEETING OF THE BOARD OF MANAGERS OF

YENCHING UNIVERSITY

Sept. 30, 1929.

TRANSFER

Members of the Board

by American Board Mission London Mission
 the Board. He also pointed out one regulation which directly
 concerns the Board of Managers. After discussion of this matter
 by American Board Mission London Mission
 ♦ Ch'en Ch'ang-yu (♦ proxy B.E. Reade)
 ♦ C.H. Fei (♦ proxy W.F. Dawson)

Mr. Methodist Mission for President Stuart Presbyterian Mission
 that they would be happy to see a complete Chinese Board of Managers
 when they should come for this adjustment.
 ♦ C.A. Felt ♦ Ch'en Chen-yuan
 C.P. Wang ♦ J.D. Hayes

Mr. McBrier read a statement which had been prepared for
 friends in America, and which had been signed by several
 members of the Board of Trustees, expressing their unqualified
 approval of the constitution.
 Coopted Yenching University

Mrs. T.C. Chu ♦ L.C. Wu
 D.W. Edwards ♦ J. L. Stuart
 H.H. Kang ♦ M.Y.K. Kuo
 ♦ Mrs. Y.Y. Tsu ♦ Mrs. M.S. Frame
 Y.T. Tsur ♦ Miss M. Wood
 ♦ H.C. Wang ♦ T.T. Lew
 ♦ Mrs. Wong Quincey
 ♦ W.W. Yen

VOTES: to accept the recommendations of the Committee on
 The members whose names are starred above were present. chairman.

The meeting was called to order by the chairman, Dr. W.W.
 Yen at 2:30 p.m. in the President's House.

President Stuart expressed the pleasure of the Board in having
 Mr. E.M. McBrier was asked to lead in prayer. Li Tien-lu, President
 of Shanghai Christian University to which Dr. Li responded in a

President Stuart reported the names of the new faculty members
 recently elected to the Board, and expressed the pleasure
 of the Board in having present certain members of the Board
 of Trustees and other guests from China and abroad who had
 come to attend the Formal Opening of the University.

The chairman on behalf of the Board welcomed the guests.

Mr. F.H. Warner, chairman of the Board of Trustees spoke
 briefly of the satisfaction he and other members of the
 Board felt in being able to be present on the occasion of
 the Formal Opening.

A committee consisting of President Stuart, Dr. Felt and
 Mrs. Y.Y. Tsu was elected to bring in nominations for officers
 of the Board for the year 1929-30.

Sept 30, 1929

Chancellor Wu reported on the student enrollment and stated that owing to the rush of business connected with the formal opening the faculty lists had not yet been completed but would be sent by mail. He also reported on the regulations concerning private institutions which had been just recently received from the Ministry of Education, and stated that several of these regulation will necessitate some change in the internal organization of University. After discussion of this matter by the Faculty and University Council a report will be made to the Board. He also pointed out one regulation which directly concerns the Board, i.e. that the foreign members of the Board of Managers shall not exceed one third of the total membership.

Mr. Warner speaking for President Stuart and himself stated that they would be happy to see a complete Chinese Board of Managers when the time should come for this adjustment.

Mr. McBrier read a statement which had been prepared for friends in America, and which had been signed by the visiting members of the Board of Trustees, expressing their unqualified approval of the institution.

Committee on Nomination

Dr. Felt reported for the Committee on Nomination and stated that the suggestions brought forward by the committee were in fact, the recommendations of the chairman.

VOTED: to accept the recommendations of the Committee on Nomination that Dr. H.H. Kung be asked to serve as chairman, Dr. W.W. Yen as Vice chairman and Dr. T.T. Lew to continue as secretary.

President Stuart expressed the pleasure of the Board in having present a member of the Yenching Alumni, Dr. Li Tien-lu, President of Shantung Christian University to which Dr. Li responded in a brief speech.

ADJOURNED

T.T. Lew, secretary

UNIVERSITIES
 NOV 18 1929
 JOINT OFFICE

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Chancellor Wu reported on the student enrollment and stated that owing to the rush of business connected with the formal opening the faculty lists had not yet been completed but would be sent by mail. He also reported on the regulations concerning private institutions which had been just recently received from the Ministry of Education, and stated that several of these regulations will necessitate some change in the internal organization of University. After discussion of this matter by the Faculty and University Council a report will be made to the Board. He also pointed out the regulation which directly concerns the Board, i.e. that the foreign members of the Board of Managers shall not exceed one third of the total membership.

Mr. Warner speaking for President Stuart and himself stated that they would be happy to see a complete Chinese Board of Managers when the time should come for this adjustment.

Mr. McBrier read a statement which had been prepared for friends in America, and which had been signed by the visiting members of the Board of Trustees, expressing their unqualified approval of the institution.

Committee on Nomination

Dr. Peit reported for the Committee on Nomination and stated that the suggestions brought forward by the committee were in fact, the recommendations of the chairman.

Dr. W.W. Yen as Vice chairman and Dr. T.T. Lew to continue as secretary. Nomination that Dr. H.H. Kung be asked to serve as chairman, to accept the recommendations of the Committee on

President Stuart expressed the pleasure of the Board in having present a member of the Yenching Alumni, Dr. Li Tien-lu, President of Shantung Christian University to which Dr. Li responded in a brief speech.

T.T. Lew, secretary

ADJOURNED

UNIVERSITIES
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MINUTES OF THE MEETING OF THE BOARD OF MANAGERS
OF YENCHING UNIVERSITY

March 1, 1930.

INDEXED

Members of the Board

Mission Members

T. Cocker Brown
Ch'en Chang-yu
*Ch'en Chen-yuan
A. P. Cullen
(Proxy *B. E. Reade)
C. A. Felt
John D. Hayes
Wang Chih-ping

Yenching University

*Mrs. M. S. Frame
*M. Y. K. Kuo
*Timothy T. Lew
J. Leighton Stuart
(Proxy *H. S. Galt)
Miss M. Wood

Co-opted

Mrs. T. C. Chu
*D. W. Edwards
Fei Chi-hao
H. H. Kung
*Mrs. Y. Y. Tsu
*Y. T. Tsur
Wang Hou-chai
*Mrs. J. Wong-quincey
*W. W. Yen

The members whose names are starred above were present.

The meeting was called to order at 2:30 p.m. at the Returned Students Club, Peiping.

In the absence of Dr. H. H. Kung, Chairman, Dr. W. W. Yen Vice-chairman, presided.

The meeting was opened with prayer by Chancellor Wu, who had been invited to be present.

Minutes of the Previous Meeting

The minutes of the previous meeting, September 30th, were read by the secretary, and approved.

Report by Chancellor Wu

Chancellor Wu made a report of the condition and progress of the University

Annuity and Insurance Plan for the University Staff

-----The plan for annuity and insurance for members of the University Staff, as prepared by the University committee, was presented by Mr. Galt. After some discussion the following motion was passed: See Exhibit A.

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VOTED to entrust the matter of the proposed plan for annuity and insurance for members of the University Staff to a joint committee, consisting of the members of the Finance Committee and the Executive Committee of the Board of Managers, with full power to deal with the matter.

Revision of Salary Schedules

The report of a special committee appointed by the General Faculty Executive Committee of the University was read by Mr. Galt, in two sections. See Exhibit B.

I. Chinese Salaries.

VOTED that this plan for the increase of salaries for Chinese teachers in the University be adopted.

II. Foreign Salaries.

VOTED that Section II be referred to the joint committee composed of the members of the Finance Committee and the Executive Committee, of the Board of Managers with full power to deal with the matter.

University Budget for 1930-31.

The University Budget, as prepared and approved by the Budget Committee of the University, was presented for discussion by Mr. Edwards, Chairman of the Finance Committee of the Board of Managers. See Exhibit C.

VOTED that the Budget as presented, together with the list of extra-budget items, be adopted.

Yenching's part in the "Correlated Program" and the "United Financial Campaign" for Christian Colleges and Universities in China

The askings of Yenching University, as presented to the Council of Higher Education meeting in Shanghai January 27-31, 1930, were brought before the members of the Board of Managers by Mr. Galt. See Exhibit D.

VOTED that this plan for approximately a three-million-dollar fund for Yenching University in the proposed united campaign for Christian Colleges and Universities in China be approved.

The following amendment to the preceding motion was passed:

VOTED that in endorsing this program and in participating in it Yenching University's financially independent divisions would not be limited in conducting campaigns in their own constituencies.

Faculty Residences

The following action of the Grounds and Building Committee of the University at their meeting February 27, 1930, was brought before the members of the Board:

"In view of the fact that funds for additional staff are available in financially independent divisions of the University, such as the College of Applied Social Sciences and the Harvard-Yenching Institute, and that therefore demands are made upon the University for capital expenditures for new residences (the available supply of rentable Chinese residences in the neighborhood of the University now being exhausted)

VOTED that the Grounds and Buildings Committee requested the University authorities to negotiate with the authorities of the financially independent divisions asking for appropriations for residences or for other financial arrangements which may enable the Grounds and Buildings Committee to solve the problem of additional residences."

VOTED that the Board of Managers approve this resolution.

Bonds for the University Treasurer

VOTED that the Board of Managers recommend that the University Treasurers be asked to give a bond, referring the details of this matter to the joint meeting of the Executive Committee and the Finance Committee of the Board of Managers.

Mrs. Frame gave notice that it is proposed for consideration at the next meeting of the Board of Managers that Article II section I of the Bylaws of the Administrative Committee be amended to read as follows:

"The Administrative Committee of Yenching College for Women shall consist of the women members of the Board of Managers, the President of Yenching University, the Chairman of the Board of Managers, and the Dean of Yenching College for Women; and these persons shall be empowered to co-opt five members from within or without the Board of Managers or the Alumnae as members of the Committee."

ADJOURNED

T.T. Lew, secretary.

EXHIBIT "A"

PROPOSED PLAN FOR INSURANCE, AND ENDOWMENT AND ANNUITY FUND
FOR THE FACULTY OF YENCHING UNIVERSITY

Yenching University hereby adopts the following plan for insurance and an Endowment and Annuity Fund for all full time members of the Faculty and Staff and for employees, whose positions are included in one of the following classifications, and whose employment is not regarded as temporary.

CLASS A: Administrative officers and teaching staff of a professorial rank.

CLASS B: Lecturers, instructors and administrative officers of similar rank to be designated by the General Faculty Executive Committee.

CLASS C: All other employees not included in Classes A. and B.

(The General Faculty Executive Committee shall have authority in individual cases to determine what employment is temporary.)

I. INSURANCE.

1. Yenching University shall provide Life Insurance at University cost for all full time members of Class A from the date on which they assume their responsibility in the University; for all members of Class B after they have served the University for one full year; and for all members of Class C after they have served the University for two consecutive years. The amount of this insurance shall be one full year's salary of the individual concerned.

2. A disability allowance of the same amount as that provided under (1) will be made on the same conditions to all members of the three classes who may be declared by the University physician totally and permanently disabled as the result of a bodily injury or disease contracted while in the University service.

3. Members of Classes A, B, and C must pass medical examination by the University physician before they are eligible for the Life and Disability Insurance.

II. ENDOWMENT AND ANNUITY FUND.

4. Members of the University in Classes A, B and C shall be eligible to participate in the Yenching University Endowment and Annuity scheme on the same terms as those set forth for insurance above.

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5. Every member participating in the scheme shall contribute 5% of his monthly salary, and the University shall contribute an equal amount to provide funds for the accumulated fund.

6. Participation in the scheme shall be voluntary. In the case of eligible individuals refusing to participate in the scheme the University hereby disclaims all liability for any retiring allowances or any other benefits.

7. In the case of a member who prefers to take out a life insurance policy, the University will regard that portion of the premium, up to an amount which equals 5% of his monthly salary, as a prorata substitute for his monthly contribution to the scheme, and will fulfill its share as provided for under Section 5.

8. A member entitled to benefits under this scheme may be retired, or may retire, at any age under 65 years, but at the age of 65 he shall be retired, unless the University specifically requests him to continue in its service for a further definite period.

9. A member, who retires from the University within three years from the date on which he begins to participate in this scheme, shall be entitled to withdraw the amount he has himself contributed together with the accumulated interest thereon; if he retires after three years and before six years he shall be entitled to withdraw his own contributions, and also one-half of the University's contributions together with interest on the same; after six years participation in the scheme he shall be entitled to claim the whole amount that has accrued to him under the scheme.

10. The University guarantees interest on the accumulated funds of each participant at a rate which shall be fixed from time to time by the General Faculty Executive Committee, but which shall be in no case less than 5% per annum.

11. Payment of the amount falling due to any individual shall be made in accordance with the following plan.

A. When the total amount does not exceed a thousand dollars, it shall be paid in one installment.

B. When the amount exceeds a thousand dollars, one thousand shall be paid on the date due, or, in case the total amount exceeds two thousand dollars, one-half of the whole will be paid on the date due, and the balance in annual installments equal in number to one-third of the years of service of the individual concerned, except that, in no case shall the number of installments exceed ten.

III. DEFINITIONS.

12. For the purposes of this scheme, full time service shall require that the individual concerned give his entire time to the University, and that if he takes any outside employment it shall be on the express understanding that it is approved by the University, and that the whole amount of any honorarium or salary is to be paid to the University. Any infringement of this rule will disqualify the member concerned for participating in the benefits of the scheme during any one term of service (6 years).

13. In the case of foreign members the term salary shall be defined as including the basic salary and the regular children's allowances.

.....

EXHIBIT "B", I

The Special Committee on Chinese Salary votes unanimously to submit to the General Faculty Executive the following recommendations:

(1) That Chinese salary of all grades be increased over the present schedule in the following manner:

- (a) That for members of the staff who are three years or more full-time members of the University there be an increase of 15% at the first instance;
- (b) That for members who are more than two years and less than three years full-time members of the University there be an increase of 10% at the first instance and of 15% from the second year on;
- (c) That for members who are more than one year and less than two years full-time members of the University there be an increase of 5% at the first instance, of 10% in the second year, and of 15% from the third year on;
- (d) That for members who have joined the staff as full-time members less than one year, there be an increase of 5% in the second year, of 10% in the third year, and of 15% from the fourth year on, there being no increase in the first instance;

(2) That at the earliest opportune moment the University adopt a single salary schedule for all members of the staff, Western and Chinese, with only such special provisions for Western members as concern home going and outcoming travel and education of children;

(3) That as soon as the recommendation in (1) regarding increases in the salary of Chinese members becomes operative, no member of the staff be again permitted to do outside teaching with remuneration.

.....
EXHIBIT "B" II

YENCHING UNIVERSITY SCHEDULE OF SALARIES AND ALLOWANCES
FOR FOREIGN STAFF

The University engages members of the foreign Staff on what is commonly known as a missionary basis. In other words, the salary given is not fixed with entire reference to services rendered, but is regarded as an allowance to cover necessary living expenses. The schedule of salaries and allowances set down below is formulated by studying and comparing the corresponding schedules of the missions in North China with which the University is in most intimate contact. All arrangements are subject to revision from time to time, as the cost of living or other conditions may change.

A. FIVE-YEAR CONTRACTS AND PERMANENT APPOINTMENTS

1. Salaries on a Gold Basis.

Salaries shall be paid on a Gold basis, with a guaranteed income of Local Currency not less than 2:1

2. Salary Schedule

Married, G\$1,800 Single, G\$950

Salary begins on date of sailing from home country.

3. Children's Allowances.

Under six years of age,	G\$200
Age seven to twelve,	300
Age thirteen to seventeen	400
Age eighteen to twenty-one	500

Allowance of \$500 to continue to age twenty-two, if study is continued.

Travel expenses of children to and from furlough will be paid, but not for return to China after the age of sixteen years.

Where tuition fees in schools in China exceed L.C. \$50.00, the University will provide toward fees not to exceed G\$50.

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4. Outfit Allowance.

	<u>Married</u>	<u>Single</u>
First outgoing	G\$500	G\$250
Re-outfit on each return to the field	250	125

5. Residence.

For families the University will supply residences and keep them in repair. For single persons the University will provide living accommodations.

6. Medical Provisions

The free services of the University Physician are provided (or when the Physician is not on the field, there is a budget administered by the Medical Committee). The Trustees request each member of the Staff to have an annual examination and a semi-annual consultation with the University Physician.

7. Dental Fees.

One-half of dental fees are paid if incurred with the prior approval of the University Physician or the Medical Committee.

8. Language Study

The University will bear the expense for one year.

9. Furlough (For extended contracts or permanent appointments.)

- a. Frequency: At the end of the first five years of service on the field; thereafter at the end of each six years; additional service on the field. Length: Fourteen months' absence from the field.
- b. Salaries (annual): Married, G\$2,000; single G\$1,000.
- c. Children's Allowances: Same as under No. 3.
- d. Medical and Dental Fees: Same as under No's 6 and 7
- e. Rent: Up to G\$50.00 a month for families; G\$25.00 a month for a single person on application to the Trustees.
- f. Study Allowances: Subject to recommendation by the Board of Managers in individual cases.
- g. Travel Expense: Borne by the University in both directions, as under No.10. Freight allowance on return to the field, two cubic tons per family, one cubic ton per single person.
- h. Re-outfit:
See under No.4

10. Travel expenses.

Provided by the University from the home of the appointee to Peking by the most direct route. On five-year or permanent appointments the University will similarly provide return travel. The University expects economy to be observed. It allows for first-class railroad travel; regular first-class fare on trans-Pacific boats; moderate-priced hotel; meals; tips up to G\$10.00 per adult for the entire trip; passports; baggage transfer; taxi-cab, if necessary.

Freight Allowance: First outgoing, four cubic tons per family, two cubic tons per single person. Return after furlough, two cubic tons per family, one cubic ton per single person. In case of permanent retirement after a full term of service, or longer period, the University will provide for four cubic tons of freight per family, or two cubic tons per individual.

11. Pension Provisions. (See separate statement).

12. Miscellaneous Items.

Cost of medical examination, preliminary to appointment, is borne by the University, but not the costs of inoculation, vaccination, etc.

13. Other work.

The salary paid to a married man on the Staff, is, in accordance with mission practice, expected to secure for the University the services of both man and wife, so far as is practicable. Accordingly, foreign members of the Faculty, or their wives, are not to engage in additional remunerative employment, except by special arrangement.

9 December, 1929.

B. SHORT-TERM APPOINTMENTS

Three year appointment of persons may be made in special cases, to which the following provisions apply:

1. Salaries: As in No. 2.
2. Children's Allowances: As in No. 3.
3. Outfit Allowances: Furniture provided at Yenching, or in lieu thereof a furniture allowance of L.C.\$200. purchases to be subject to University's oversight and to be the property of the University.
4. Residences: Living quarters provided.

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- 5. Medical and Dental Service: As in No's 6 and 7
- 6. Language Study: Subject to agreement with the authorities of the University.
- 7. Furlough: Not provided.
- 8. Travel Expenses: As in No. 10 except that for three years the University will provide three-fifths of the return travel; for four years, four-fifths.
- 9. Pensions: Not provided.
- 10. Miscellaneous Items As in No. 12
- 11. Other work: As in No. 13

When a short-term appointee becomes a permanent member of the Staff, or accepts of five-year appointment, the outfit allowance will be brought up to the full figure, and service increases will be computed from the beginning of the original service.

~~Howard S. Galt~~

~~Chairman.~~

HSG/LC

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EXHIBIT "D"

FINANCIAL ITEMS FOR YENCHING UNIVERSITY IN THE PROPOSED
UNITED FINANCIAL CAMPAIGN FOR CHRISTIAN COLLEGES
AND UNIVERSITIES IN CHINA

<u>I Current Budget Items:</u>	\$ L. C.
Arts College	100000
Library	10000
Student Service	<u>15000</u>
	\$125000
Endowment to produce this sum at 5%	2500000
 <u>II Capital Expenditures:</u>	
Land Improvements	10000
Class Room	150000
Laboratory	30000
"Replacement"	70000
Dormitory. Men	100000
Dormitory, Women	60000
Infirmary for Women	20000
Residences	<u>50000</u>
	\$ 490000

YENCHING

INDEXED

The Minutes of the Joint Meeting of the Executive Committee
and the Finance Committee of the Board of Managers held on
March 3, 1930.

Members present: Y. T. Tsur, H.S. Galt, Mrs. Frame, Mrs. Y.Y. Tsu, T.T. Lew. In absence of the chairman, the Vice-chairman Dr. Y. T. Tsur presided.

The following actions were taken:

1. VOTED Annual appropriation for insurance to begin with \$5000 for first year and that at the same time actuarial date be allowed to determine the amount for next year.
2. VOTED to adopt the insurance and annuity fund plan.
3. VOTED that we approve the following resolution (2)* in principle and ask the University authorities to make study of the opportune time for carrying into effect.

* (2) That at the earliest opportune moment the University adopt a single salary schedule for all members of the staff, Western and Chinese, with only such special provisions for Western members as concern home going and outcoming travel and education of children;"

4. VOTED We approve that the treasurer and associate treasurer of the University should be bonded at \$10,000 gold each, and that such bonds should be taken out by the University.

ADJOURNED

T. T. Lew, secretary

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THE UNIVERSITY OF CHICAGO
OFFICE OF THE DEAN
CHICAGO, ILLINOIS

Dear Sir:

I have the honor to acknowledge the receipt of your letter of the 28th inst. regarding the application of the University of Chicago for membership in the Association of American Universities.

The Board of Trustees of the University of Chicago has considered your application and has voted to accept membership in the Association of American Universities effective January 1, 1930.

The Board of Trustees has also voted to authorize the University of Chicago to contribute to the Association of American Universities the sum of \$100,000 in the form of a grant-in-aid for the year 1930-1931.

I am sure that the Board of Trustees of the University of Chicago will be pleased to hear that the Association of American Universities has accepted the University of Chicago as a member.

Sincerely,
The Dean

RECEIVED
UNIVERSITIES
MAY 1 - 1930
JOINT OFFICE

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MINUTES OF THE BOARD OF MANAGERS MEETING
OF YENCHING UNIVERSITY

June 21, 1930.

Members of the Board**TRANSFER**Mission Members

T. Cocker Brown
 (*W.F. Dawson, proxy)
 Ch'en Chang-yu
 *Ch'en Chen-yuan
 A. P. Cullen
 Fei Chi Hao
 C. A. Felt
 *John D. Hayes
 Wang Chih-ping

Yenching University

*Mrs. M. S. Frame
 *M.Y.K. Kuo
 *Timothy T. Lew
 J. Leighton Stuart
 *Miss M. Wood

Coopted

Mrs. T. C. Chu
 D. W. Edwards
 H. H. Kung
 Mrs. Y. Y. Tsu
 *Y. T. Tsur
 Wang Hou-chai
 *Mrs. J. Wong-quincey
 *W. W. Yen

The meeting was called to order in the President's House, Yenching University at 2:30 p.m.

Dr. W. W. Yen Vice Chairman, in the absence of Dr. H. H. Kung occupied the chair.

Dr. Galt was asked to lead in prayer.

The secretary called the roll. The members whose names are starred above were present. In addition there were present, Mr. Lennig Sweet (proxy for 1930-31 for Mrs. Edwards), Mr. R. Cross (proxy for Mr. Ch'en Chang-yu) Dr. Galt (proxy for Dr. Stuart) and Chancellor Wu (present for the first half of the meeting)

The secretary read messages of regret from various members of the Board who were unavoidably deterred from attending the meetings.

The following members were empowered to represent absent members Dr. T. T. Lew to act for Mr. Wang Hou-chai and Mr. Dawson for Mr. Brown:

Mr. Cross reported that the American Board Mission had elected Dr. Wilder to replace Mr. C. H. Fei, and the secretary reported that Mr. Sweet had been asked to represent Mr. Edwards during the latter's year of furlough.

Minutes of the Last Meeting

VOTED that in as much as the minutes of the last meeting had already been circulated, they be taken as read.

Annual Reports to the Board

Report of the Chancellor

The chancellor appeared in person and presented a report of the leading events of the University during the academic year 1929-30.

Other Reports

The secretary reported that he had tried to have the reports mimeographed and circulated to the members of the Board in advance of the meeting, but he had found this impossible owing to the difficulty of getting the reports from the different sources in time for such a purpose. He, therefore, asked the pleasure of the meeting in regard to the reports which were now circulated to the members present at the meeting:

Report of the

Chairman of the Graduate Division by Dr. Hsu Hsi-shu
Director of the Research School of Chinese Studies by
L. C. Porter and T. T. Lew
Dean of the School of Religion by Dr. T. C. Chao
Dean of the College of Arts and Letters by Dr. C. W. Luh
Dean of the College of Natural Sciences by Dr. S. D. Wilson
Dean of the College of Applied Social Sciences by
Dr. Hsu Hsi-shu
Dean of the College for Women by Mrs. M. S. Frame
Associate Treasurer by Mr. Stephen Tsai
Standing Committees:

Grounds and Buildings Committee by Dr. Galt for Dr. Tsur
Administrative Committee of the Yenching College for
Women by Mrs. M. S. Frame

The secretary pointed out that as there had been only one joint meeting held during the year of the Executive and Finance Committees, the minutes of which meeting had already been circulated, no further report was necessary. The chairman of the committee on Audit had nothing to report.

The chair called upon Acting President Galt and Dean Frame to make any verbal comments on their respective reports which might be of special interest.

VOTED that the reports be accepted as distributed with the proviso that any points concerning these reports may be raised at any subsequent meetings by individual members.

Candidate for the Degree of B. D.

VOTED that the degree of B.D. be conferred upon Mr. Cheng Hsi-cheng of the School of Religion.

Candidates for the Degrees of M.A. and M.S.

VOTED that the degrees of M.A. and M.S. be conferred upon the following candidates if approved by the University Council.

M.A.

Fang Fu An
Ling Ching Yen
Lung Chien
Hou Shu Tung
Nieh Kuang Dee
Nieh Kuang Tee
Shih Yu Chung
Tu Feng Fu

M.S.

Chen Shen Chao
Chou Li Chiu
Liu Ch'eng Chao
Wu Ching Hsien

Amendments to the Outline of Organization of Yenching University

The secretary presented for approval certain amendments to the Outline of Organization as recommended by the General Faculty Conference.

VOTED to approve the amendments as presented.

Amendments to the By-laws of the Administrative Committee of Yenching College for Women

VOTED to approve the amendments as presented for consideration at the last meeting of the Board of Managers.

Insurance, Endowment and Annuity Plan

Dr. Galt presented for consideration the Insurance, Endowment and Annuity Plan as drawn up by a special committee.

VOTED to approve the plan as amended.

Purchase of Government Bonds

The Acting Treasurer reported the purchase by the Treasurers of Chinese Government 6% 7th year Bonds, to the face value of L.C. \$12,000 @ .815, cost L.C. \$9792.22, as an investment of Jane Field Bashford Endowment funds, and other trust funds, and asked the Board of Managers to vote in approval of this investment, in lieu of action by the Finance Committee.

VOTED to approve the above purchase.

Annual Election of Officers and Committees

The secretary reported that the terms of two members of the Board expire at the end of this academic year, namely, Mrs. T.C. Chu and Mr. Wang Hou-chai, and that this being the annual meeting of the Board, it is now in order to elect the officers and committees for the coming academic year.

The chair appointed Miss Wood, Mr. Hayes and Dr. Tsur as a committee to bring in nominations. The committee recommended that the officers and committees be reelected with certain necessary adjustments and that Dr. S.T. Wang and Mrs. C.C. Lin be appointed to replace the two retiring coopted members, Mrs. T.C. Chu and Mr. Wang Hou-chai, their terms of service to expire June 1933.

VOTED to approve the recommendations of the nominating committee as follows:

Officers for 1930-31

Chairman: Dr. H.H. Kung
 Vice chairman: Dr. W.W. Yen
 Secretary: Dr. T.T. Lew

Committees for 1930-31

Audit

Rev. W. F. Dawson,
 chairman
 Mr. J. Wong-Quincey

Executive

H.H. Kung, chairman
 W.W. Yen, vice
 chairman
 Mrs. M.S. Frame
 T.T. Lew
 J.L. Stuart
 Y.T. Tsur
 G.D. Wilder (with
 proxy in Peping)

Finance

Y.T. Tsur, chairman
 *D.W. Edwards (proxy,
 Mr. L. Sweet)
 H.S. Galt
 J.L. Stuart
 Mrs. Y.Y. Tsu
 S.T. Wang

Grounds and Buildings

Rev. John Hayes, chairman
 G.B. Barbour
 T.M. Barker
 S.J. Chuan
 H.S. Galt
 L. Holm
 B.L.L. Learmonth
 Mrs. J.C. Li
 Mrs. Frame
 J.L. Stuart
 Stephen Tsai
 Y.T. Tsur
 G.D. Wilder(proxy, Mr.
 Cross)
 (an additional member to
 be appointed by the
 Executive Committee)

The secretary was asked to communicate with the Methodist Mission as to the election of proxies in the event of both Mr. C.A. Felt and Bishop Wang being absent from Peping during 1930-1931.

ADJOURNED

(signed) T.T. Lew, secretary

* Absent from China 1930-31

YENCHING UNIVERSITY

MEETING OF THE BOARD OF MANAGERS

21 June, 1930

THE INSURANCE, ENDOWMENT AND ANNUITY PLAN.

Recommended actions:

1. The Board of Managers, having examined the report of the Trustees' Committee on Salaries and Pensions presented to the Trustees last April, and the action of the Trustees regarding the same, hereby records its judgment that the scheme prepared on the field and approved by the Board of Managers at the March meeting is preferable and again recommends its adoption.

The chief reasons for this judgment are that Yenching University carries on its operations in China, that the overwhelming majority of the faculty and staff members concerned are Chinese, and that the conditions respecting currency and interest rates in China are such as to suggest as more practicable the administration of the plan on the field, rather than in New York.

2. In view of the fact that there are foreign members of the staff and that exchange rates between silver and gold are constantly fluctuating, this Board recommends and approves of two parallel investment plans for the accumulated funds.
 - 1) Plan S. According to this plan the accumulated funds shall be in local currency, and investments shall be placed accordingly.
 - 2) Plan G. According to this plan the accumulated funds shall be in U.S. Gold dollars and investments, chiefly in foreign securities, shall be made accordingly. Under this plan the guaranteed minimum interest rate of 5% shall not apply.
 - 3) If China subsequently adopts a gold basis currency the University shall make such adjustments in the accumulated funds and in investments as may be necessary.
 - 4) Members of the University who are entitled to participate in the scheme may elect either Plan S. or Plan G. After choice has been made, no transfer from one plan to the other can be permitted.

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3. The regularly constituted University authorities on the field, under the direction of the Finance Committee of the Board of Managers, shall be responsible for the administration of the whole scheme, but the group of beneficiaries under each of the Plans S. and G., after effecting a suitable organization, may elect an advisory committee on investments, and the written consent of such committee shall be necessary for all investments for the group concerned.
4. In view of the fact that the scheme as adopted and regulated above makes the field authorities of the University responsible for the custody, administration and investment of the accumulated funds, the Board of Managers will not regard the Board of Trustees as responsible for losses incurred through unwise investments.
5. In view of the general opinion that the plan should be retroactive, and of the fact that this is recommended in the tentative report of the Trustees' Committee, the Board of Managers recommends that this step be taken if and when the University is able to provide the necessary funds.

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MINUTES OF THE BOARD OF MANAGERS' MEETING
OF YENCHING UNIVERSITY

October 20, 1930

Members of the Board

Mission and Church

Mr. T. Cocker Brown
Mr. Ch'en Ch'ang-yu
Mr. Ch'en Chen-yuan
*Mr. R. M. Cross (proxy)
*Mr. W. F. Dawson "
*Mr. J. D. Hayes
*Mr. Kao Feng-shan
*Mr. O. J. Krause
*Mr. C. H. B. Longman
Mr. G. D. Wilder

University

*Mr. Chao Tsu-chen
*Mrs. M. S. Frame
Mr. William Hung
*Dr. J. Leighton Stuart
*Miss M. Wood

Coopted

Mr. D. W. Edwards
Dr. H. H. Kung
Mrs. C. C. Lin
*Mr. Lennig Sweet (proxy)
*Mrs. Y. Y. Tsu
*Dr. Y. T. Tsur
*Dr. S. T. Wang
*Mrs. Wong-Quincey
*Dr. W. W. Yen

The meeting was called to order in the President's House, Yenching University at 2:30 p.m.

Owing to the absence of the chairman Dr. H. H. Kung, the vice chairman Dr. W. W. Yen conducted the meeting.

Members whose names are starred above were present. The Chancellor and Mr. Galt were also present during the course of the meeting.

Mr. William Hung was elected secretary of the Board to replace Mr. T. T. Lew.

The minutes of the last meeting were taken as read. Attention was called to the following omission:

"Military Training

The Board wishes to register its informal disapproval of the requirement of compulsory military training in the University."

The chairman read the names of those who were unable to be present at the meeting.

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Reorganization in the School of Religion

The chancellor stated briefly the circumstances that had led to the proposals for reorganization in the School of Religion.

The President informed the members of the Board that during the morning a conference had been held to discuss this question at which time proposals had been formulated which would now be presented for consideration; there having been present at the conference the church and mission representatives of the Board, together with Dean Chao and other members of the faculty of the School of Religion.

Recommendations Concerning the School of Religion

"The question having arisen in connection with the communication from the Ministry of Education as to the relation of the School of Religion to the University as a whole.

Whereas the School of Religion as organized for graduate study and special courses has never been registered, there seems at present no possibility of registering with the Ministry of Education, Whereas there is a Department of Religion as an integral part of the University.

Whereas it is the considered opinion of the Chancellor, the Dean and the majority of the faculty of the School of Religion that the interests of the School of Religion can best be promoted by the segregation of the School of Religion and its removal to the site adjacent to the University campus.

The Board of Managers approves such action and recommends to the Board of Trustees that steps be taken looking toward the removal of the School of Religion to a new site joining the University campus:

And furthermore, would urge that every effort be made to preserve and foster the most intimate relations between the faculty and students of the School of Religion with the formal and informal life of the University."

VOTED: that the above recommendations be approved.

Proposed Agreement between the University of Nanking,
College of Agriculture, and Forestry and Yenching University

The President outlined the development of the work in Agriculture in the university since its inauguration in 1921, and the recent negotiations with the University of Nanking and the Famine Fund Committee looking toward closer cooperation between the two institutions, and presented for the consideration of the Board the following proposals which had been drawn up by the three parties concerned:

1. The University of Nanking, College of Agriculture and Forestry, under-

takes to conduct on behalf of and in the name of Yenching University the Agricultural Experiment Station belonging to the latter, with complete control of its Agricultural Experiment Station land, financial resources and other assets. Budgets and reports covering the fiscal year ending June 30 shall be rendered annually to the Board of Managers of Yenching University.

2. The operations will be limited, at least for the immediate future, to crop improvement.

3. The University of Nanking, College of Agriculture and Forestry, will secure the approval of the President of Yenching University before making any final decisions that affect the general administrative and property interests of Yenching University.

4. Yenching University is not to be financially obligated except in the use of funds designated for agricultural work or receipts therefrom.

5. All staff appointments shall be made by the University of Nanking, College of Agriculture and Forestry, for temporary or permanent residence at Yenching University and shall be treated by the latter as visiting staff members of the rank held in each case at the University of Nanking.

6. The above Agreement may be terminated by either of the two institutions upon previous notice of twelve months, and a mutually satisfactory adjustment of property and other issues involved, provided that additions to property and equipment necessitating the expenditure of funds beyond the regular income and resources of the Agricultural Experiment Station involving later adjustments shall not be made without the action of the Board of Managers of Yenching University or its Executive Committee.

7. This Agreement is to become effective immediately upon the approval of the Board of Managers of Yenching University, the Dean of the University of Nanking, College of Agriculture and Forestry, and the China Famine Fund Committee.

8. In view of the decision to limit the experimental work at Yenching University to crop improvements, it is expected that the Animal Husbandry and Horticulture already developed be provided for elsewhere so as to conserve the original objectives.

9. It is expected that in effecting the transfer of responsibility described above the University of Nanking will as soon as possible place a properly qualified person in residence with authority to assist in the reorganization of the Experiment Station on the proposed new basis.

VOTED; to approve the above recommendations as amended

Insurance Endowment and Pension Plan

Dr. Galt presented the following recommendations:

The Supplementary action, relative to the proposed Insurance Endowment and Pension Plan, passed by the Board of Managers, June 21, was duly reported to the New York office.

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The Committee of the Trustees, considered the field proposals, and at a meeting on August 5, approved a plan which was reported to the field.

On Sept. 30 the General Faculty Executive considered the New York proposals, involving the operation of the plan entirely on a gold currency basis, and approved of the same provided the 10% contributions based on the salaries of Chinese members of the staff, be accepted by the University as payments for them toward the pension fund on a silver-gold ratio of 2/1.

Accordingly the whole scheme is again submitted to the Board of Managers, and the following proposals are recommended in order to bring the field plan into harmony with the New York proposals.

1. The whole plan will be operated on a U. S. gold currency basis, rather than on a basis of part silver and part gold.
2. The Sun Life Assurance Company of Canada through arrangements made directly with the Trustees, in New York, will be the body responsible for establishing and operating the plan, instead of the University corporation itself.
3. The insurance feature of the field plan is withdrawn, since the above-mentioned company will not undertake group insurance for a mixed staff in China.
4. Contributions for any individual in this plan made by the University will cease if and when the contributions made by the University, together with accumulated interest thereon, reach an amount sufficient to provide a retirement allowance equal to one-third of such individual's salary. At this stage the individual may continue or discontinue his own payments at his discretion. (In other words, a retirement allowance equal to $2/3$ of the salary, is considered adequate.)
5. Payments made by persons for life insurance will not be accepted as pro rata payments toward the pension fund, as in the original field plan.
6. The following retirement regulations are substituted for those in the original field plan (Section 9, etc.)
 - (a) A member withdrawing from University service before the age of retirement may receive from the accumulated fund that portion resulting from his own contribution.
 - (b) A member withdrawing from University service after a period of 10 years and less than 20, will have remaining to his credit with the Sun Life Assurance Company one-half of that portion of the accumulated fund resulting from the University's contributions; if he withdraws after 20 years of service the whole of the portion resulting from University contributions will remain with the Company to his credit.
 - (c) In the event of total disability while in service, the member will be entitled to receive the total sum resulting from contributions from himself and from the University.
 - (d) In the event of death the beneficiary of the staff member will be entitled to receive that portion of the accumulated fund resulting from member's contributions: and if such beneficiary be a person dependent on

the staff member, he or she shall also receive the portion of the fund resulting from the University's contribution.

(e) At the time of retirement the member shall be entitled to receive the accumulated fund in the form of a straight life annuity, according to the annuity tables of the insurance company; or in place of a straight life annuity the member may have the option of receiving a reduced annuity, plus one of other benefits offered by the company (See New York Committee's "Outline of Retirement Plan," 3, b)

(f) Any portion of the accumulated fund remaining with the Company as a credit for a member who has withdrawn from the University as described in the paragraph (b) above, shall be due when the member reaches the age of 65, in the same manner as if he had remained in University service. But in the event of prior total disability or death such member or his beneficiary will be entitled to receive the amount at his credit with the company, as provided in paragraph (c) and (d) above.

7. Any member whose service in the University antedates the inauguration of the plan, may, by making corresponding payments for the preceding years of service make the application of the plan to his own case retroactive, and his payments will be matched by equal contributions by the University.

8. In the case of foreign members of the staff, the provisions of the plan shall be applied to the salary only, and not to children's allowances.

9. The Board of Managers approves the action of the General Faculty Executive in asking that, in the case of permanent members of the staff whose salaries are paid in silver, the contributions made both by the members and by the University, be accepted on a silver-gold ratio of 2/1 as payments toward the accumulated fund in gold.

VOTED: that the above recommendations be approved.

Bonding of the Treasurers

The matter was deferred until further investigations could be made regarding the possibility of local arrangements.

Report of the President

The President reported on the results of his recent trip to America.

ADJOURNED

(signed) H. L. Hague, secretary pro tem