

Memphis, Tenn.
February 6th. 1932

The Board of Directors of Southwestern,
The College of the Mississippi Valley,
Memphis, Tenn.

Gentlemen:-

We, the undersigned, members of the Faculty of Southwestern, would respectfully present for your consideration the following facts:-

- (1). During the past three years there has been no increase in the salaries of the members of the Faculty of Southwestern; this has been, in effect, a reduction of salaries.
- (2). During the current college year, the members of the Faculty already employed up to the beginning of the year, have been, and are doing, ~~an~~ increased amount of work without any increase in pay; this, too, is, in effect, a reduction.
- (3). This increase in work has brought directly to the college a considerable income which could not have been secured otherwise, but no increase in the salaries of the men who made it possible.
- (4). In many industries, we understand, a wage reduction is attended by a reduction in time at work, as, for instance, the institution of the five day week. No such arrangement would be practicable in the case of college work.
- (5). Should a reduction be made in the teaching force of Southwestern for the coming academic year, without a corresponding increase in salary in proportion to the increase in work which would devolve on those retained as members of the teaching force, it would be equivalent to a reduction in salary.

These facts are recited not in a spirit of complaint but only in order that the situation may be presented fully and as a matter of record for future reference. On the contrary, notwithstanding these things, we, realizing the prevalence of a temporary stagnation in business and the consequent financial crisis, which has affected enterprises of all sorts, and wishing to aid the college towards a reduced budget without impairment of the efficiency of the college or its academic standing, hereby inform you that we volunteer to accept for the second semester of the present session a discount of 10 % in the monthly payment of our salaries - except that in the case of those who are serving their first year at Southwestern the discount shall be 5 % - and a discount of 10 % on each payment of the salaries of all members through both semesters of 1932-33; the salaries to remain meanwhile as at present.

Signed

H. W. Townsend

M. L. MacQueen

R. S. Bond

J. B. Lackey

Francis C. Huley

H. Kiles

R. S. Shuckler

M. H. Storm

Robt. W. Hartley

P. W. Rhodes

W. R. Skinnon

A. M. Swaine

H. Shuman

Ernest Rader

John S. Russell

A. Theodor Johnson

John H. Davis

Samuel H. Monk

William Swan

George A. McLean

M. H. Townsend

Robert F. Davidson

W. G. Bassett

Ralph C. Don

L. A. MacCorkle

*eg Harris
J. H. Haygood
John Miller
Louise Stratmann*

W. R. Cook