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## Letter to the Board regarding Salaries

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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*  
*J. E. Isenell*  
*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*