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N.E.A. BULLETIN

Vol. III. No. 1 **September, 1914** Whole Number 9

Entered as second-class matter March 22, 1913, at the post-office at Ann Arbor, Michigan, under the Act of August 24, 1912. Published September, December, January, February, April and June, by the National Education Association of the United States. Office of publication, Ann Arbor, Michigan.

DEPARTMENT OF SUPERINTENDENCE, CINCINNATI, OHIO, FEB. 22-27, 1915

INTERNATIONAL CONGRESS OF EDUCATION—NATIONAL EDUCATION ASSOCIATION, OAKLAND, CAL., AUGUST 16-28, 1915

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NOTES

Now is the time to begin to commence to get ready to go to Oakland.

The stenographic reports of the annual meeting and the meetings of the Board of Directors will appear in the Yearbook.

David Starr Jordan is the first President of the National Education Association who, at the time of his election, lived west of Boulder, Colo.

In our April Bulletin, when mentioning the names of those who were present at the hearing in Washington relating to the National University, we inadvertently omitted the names of President C. A. Duniway, of the University of Wyoming, and President James K. Patterson, of the University of Kentucky, both of whom appeared in behalf of the bill.

In our Proceedings for the Salt Lake City meeting, there was printed that portion of the report of the Joint Committee on Grammatical Nomenclature which related to the English language. Since that time, the findings of the committee relating to the German, Romance, Latin, and Greek languages have been completed, and the whole report published in a pamphlet which sells at twenty cents. Active members of the Association who desire the latter part of the report may receive the same by notifying the Secretary.

Members will note the change in the form of the Bulletin, which has been made in order that its size may conform to that of the Yearbook and Volume of Proceedings, and thus be available for filing purposes. Six issues will be published annually. The September number will be largely devoted to a review of the annual meeting; the December number to an outline of the meeting of the Department of Superintendence; the January number will be the annual Yearbook; the February number will give the complete program for the meeting of the Department of Superintendence; the April number will give a review of the meeting of the Department of Superintendence and an outline of the annual meeting; the June number will contain the complete program for the annual meeting.

JAMES M. GREENWOOD

Those members of the Association who were present at the St. Paul meeting and noted the vigor with which James M. Greenwood spoke before the Council and the Association can hardly realize that he has gone. Following the St. Paul meeting, Mr. Greenwood went to Oklahoma to deliver lectures in a summer teachers' institute. He returned home in seemingly his usual health and resumed his work in the Library Building, where he had been spending much time recently writing a history of Missouri, the copy for which was sent to the press the week of his death. This was his last literary contribution at the close of an extremely busy life. It is said that, in the last thirty years, he has delivered more than a thousand lectures before educational gatherings and teachers institutes in the various sections of the country. Saturday morning, August 1, he reached the Library at eight o'clock and greeted those present with his usual heartiness as he entered the room where he was working. Shortly afterward, a friend, looking in on him, found his lifeless body as it had fallen across the desk, his left hand holding a copy of the Kirksville Normal Bulletin. Death had found him seated in his chair at work and had tenderly removed him.

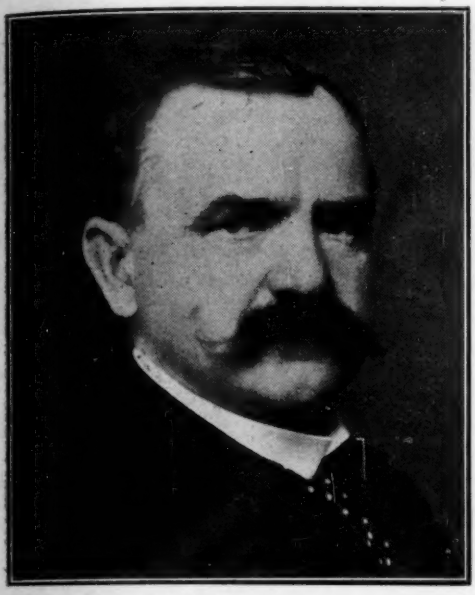
Mr. Greenwood was born in Illinois in 1837. His father moved to Missouri in 1852. Very meager opportunities were offered him for securing an education, but, in spite of that fact, he was recognized as one of the foremost scholars among the public-school men of the country. He began teaching when seventeen in Adair County, Missouri. From 1862-1864, he served in the Missouri State Militia. In 1865, he taught in Lima, Ill., having passed an examination and received the first first-grade certificate ever issued in that county. In 1867, he became teacher of mathematics, philosophy, and logic in a private normal school opened at Kirksville, Mo., and in 1870 went to Mt. Pleasant College, Huntsville, Mo., where he taught mathematics, logic, and rhetoric. Six months later, the normal school at Kirksville became a state institution. He was offered the presidency but declined and returned to fill the chair of mathematics. In 1874, he was elected superintendent of Kansas City schools, which position he resigned last year, at which time he was elected advisor to the Board of Education.

It would be impossible to indicate by words his services to the National Education Association. Joining the organization in 1884, at the Madison meeting, he was elected a member of the National Council in 1885, and became a life director in the Association in 1886. From 1891-1894, he served as Treasurer and was elected President in 1897. He was elected Trustee in 1905 and was chairman of the Board of Trustees from 1911 to 1913. He first appeared upon the program of the Association in 1884, speaking on the topic "What Children Know," and no program since that time has been complete without his name appearing as one of the speakers. At the time of his death, he was a member of the Committees on Membership and Investigations and Appropriations of the Council, and a Trustee and Director of the Association.

To have worked with him as an officer has been one of the most pleasant experiences in the official life of the present Secretary. His fatherly advice and keen interest in everything pertaining to the welfare of the Association will be missed. The morning of his death we received a characteristic letter from him which closed with the question—What is the outlook generally? In our judgment, James Greenwood was the best loved public-school man in the country. He was looked up to by the profession as a remarkable illustration of ability to keep abreast of the times without relinquishing the basic educational principles.

FIFTY-SECOND ANNUAL CONVENTION

The Fifty-second Annual Convention of the National Education Association met at St. Paul, Minn., July 4-11, 1914. Registration records show an attendance of 276 new active members, 665 former active members, and 5,607 associate members, making a total enrolment of 6,548.



JOSEPH SWAIN
President, 1913-14

Of the new active members, 93 enrolled from Minnesota, 72 from the adjacent states of Wisconsin, Iowa, North Dakota, and South Dakota, and 111 from the states outside the immediate territory of the meeting; of the former active members present, 88 were from Minnesota, 127 from the adjacent states, and 450 from the other parts of the country; the enrolment of associate members showed 4,034 from Minnesota, 1,093 from adjacent states, and 480 from states outside the immediate territory of the meeting. Every state in the Union was represented in the enrolment, which was not the case at Chicago or Salt Lake City.

The program covered 62 regular meetings, at which 203 persons spoke. That the meeting was national in character is shown by the fact that 3 of the speakers were from foreign countries, 12 from the southern states, 22 from the territory west of Denver, 49 from the territory east of Buffalo and Pittsburg, 27 from the state of Minnesota, 31 from the four adjacent states, and 59 from other states in the central part of the country. In addition to the meetings of the Association, 7 other organizations conducted 15 meetings in which 34 speakers took part.

The local arrangements for the entertainment of the visitors were all that could be desired. The committees were constantly at work helping to make the stay of the teachers a pleasant one. The reception at the Capitol on Tuesday evening was a delightful occasion, even tho the Governor was unable to be present. The complimentary concert given by the Schubert Club and the preliminary musical programs which had been arranged by Elsie M. Shawe, supervisor of music, city schools, St. Paul, were charming, while the program of folk dances, under the direction of Josephine Brower, physical director, State Normal School, St. Cloud, Minn., was a diversion appreciated by all. Large numbers of the teachers took advantage of the arrangements which had been provided for touring the boulevard system of St. Paul and Minneapolis.

The first attempt on the part of the Association at providing a systematized commercial exhibit proved successful, and the Armory was the center of attraction during the entire week. The newspapers were liberal in the space devoted to the meetings. The work of their cartoonists was the best with which the Association has ever been favored.

MEETING OF THE BOARD OF DIRECTORS

The Board of Directors for the year 1913-14 met in the Wilder Charity Building at half-past ten on the morning of July 6. It was called to order by President Joseph Swain, and, after vacancies resulting from resignations had been filled, thirty-six directors were present.

The meeting was largely devoted to receiving reports from the officers for the past year. These reports will appear in full in the Yearbook and are only summarized at this time.

The first report was from President Swain, and, in addition to the announcements of the various appointments made during the year, he referred as follows to the question of finances:

It is a privilege to emphasize to the Board of Directors the financial policy determined by you during this past year.

At the Salt Lake City meeting you passed the following resolution:

"**Resolved,** That the Executive Committee is authorized to apportion the funds indicated above except in the case of the committee first named; also to assume responsibility as may be requisite in determining which expenditures are most important and which shall be first authorized, if it shall in any case prove to be impracticable for all expenditures authorized to be made as requested; and that the committees of investigation named above be required to consult with the Executive Committee and secure the approval thereof before contracting obligations or making expenditures."

I speak with the unanimous indorsement of the Board of Trustees and of the Executive Committee in joint session in recommending that you suggest to the new Board of Directors that the policy established by this Board, which has proven entirely satisfactory during the present year, be adopted for the coming year; which policy is, namely, that the Executive Committee is directed, in light of all subsequent facts which will be known to them, to keep the expenses of the year within the income. It is not to be expected that members not in full possession of the facts can know in advance exactly how much money will be available for the use of the committee until the fixed and necessary expenses of maintenance of our organization can be determined.

I therefore would suggest that you recommend to the new Board that the financial policy which has been found satisfactory during this year be pursued next year.

In this connection allow me to call to your attention the fact that the various committees this year, notwithstanding the fact that less than $3,200.00 was appropriated for their use, have performed services at an expenditure far greater than this amount. The additional funds were either provided by the individuals on the committees or by co-operative bodies. The Committee on Teachers Salaries and Cost of Living, which was given a preferred claim, expended only two-thirds of the $2,500.00 appropriated to it, and the United States Bureau of Education expended over $4,000.00 on a single bulletin of 465 pages gotten out jointly by the Bureau and the Committee on Teachers Salaries and Cost of Living.

The Committee on Improvement of Physics Teaching secured from outside sources $4,000.00, namely, from the Weston Electrical Instrument Company, of New Jersey, for the publication of a monograph on Elementary Electrical Testing. This monograph was gotten out by the Weston Electrical Instrument Company, its contents being approved by the Committee on Improvement of Physic teaching.

It is believed that by thoro canvass our various committees may extend the field of such assistance and carry on still larger work even tho the Association itself cannot furnish all the money needed for this purpose.

A third illustration is found in the co-operation of the Committee on Health Problems in Education of the N. E. A. with a similar committee of the American Medical Association. This Association furnished more funds than our Association.

The Committee on Economy of Time in Education and the Committee on the Reorganization of Secondary Education each prepared a pamphlet which was published by the Bureau of Education.

As many committees investigating school problems dovetail and duplicate their work, a reorganization of the committees should be made with a view to clear definition of work. For example: The Committees on Cosmopolitan High-School Curriculum, Vocational Education and Vocational Guidance, Improvement of Physics Teaching, Course of Study in Agriculture, and Terminology (Department of Music Education) are all in part at least included in the scope of the Committee on the Reorganization of Secondary Education. These Committees might perhaps all be subcommittees of the last named. It is, of course, natural that there should be duplication

since there are so many different appointing powers, unless there is some central body which has power of defining the work of committees.

The present condition is very confusing to the Board of Trustees and the Executive Committee when they are asked to make appropriations. The Board of Trustees and the Executive Committee unite with me in recommending that the Executive Committee and Board of Directors be authorized to ask for such reorganization of committees as will insure that there shall be no duplication of work by these committees. In this connection, it may be said that it is strongly urged that a former action of the Board of Trustees and Executive Committee in joint session be strictly adhered to in the future. The recommendation is as follows:

"That each committee asking for an appropriation of money shall submit with such request a list of publications which have been printed on the subject of the proposed investigation."

Owing to the financial condition of the National Education Association, expenses must be reduced to a minimum. Committee meetings should be held without expense to the Association. Two meetings per year without such expense to the Association may be held in connection with the annual meeting of the N. E. A. and in connection with the meeting of the Department of Superintendence, as it is the duty of the members on such committees to be present at these meetings. If a third meeting is necessary in the opinion of the committee, the expenses for such meeting should be first authorized by the Executive Committee of the National Education Association.

The recommendations of the President were referred for favorable consideration to the incoming Board of Directors.

The Treasurer's report showed a balance on hand at the beginning of the year of		$ 2,292.50
Receipts from the annual meeting at Salt Lake City		8,084.00
Receipts from the Richmond meeting of the Department of Superintendence		1,364.00
Receipts from the Secretary's office		12,966.55
Interest on the Permanent Fund		7,444.08
Sundry items		192.02
Total income		$32,343.15
Items of expenditure by divisions were:		
Expenses—Board of Trustees	$ 768.68	
Expenses—Executive Committee	1,212.08	
General Secretary's office	10,138.05	
Printing	9,646.74	
Express and freight	2,446.33	
Special appropriations	4,168.76	
Expense—Department of Superintendence meeting	524.98	
Expense—Annual convention	2,923.59	
Sundry disbursements	365.24	
Total expenditure		$32,194.45
Balance on hand June 30, 1914		$ 148.70

The report of the Board of Trustees showed the Permanent Fund of the Association to be in the same condition as a year ago, amounting at the present time to $190,000.00.

The Secretary's report contained the details concerning the expenditures for the appropriations made at Salt Lake City, together with a comparative showing of the finances for the year, the most important feature of which was that, as the result of editing the Proceedings and using a feather weight paper, there had been effected a saving in the printing and distributing of the Proceedings and Yearbook for the year of $9,565.74. It was also reported that it was impossible to

secure the franking privilege for our publications as had been suggested at the Salt Lake City meeting.

Two suggestions were made by the Secretary which should command the attention of the active members, in order that, if opportunity presents itself, they may be able to express their opinion on the matters involved. The first relates to the advisability of issuing a magazine with ten numbers a year, in which we should print our Proceedings, making them the backbone of the magazine. This magazine should not enter the field as a competitor of any of the educational journals now issued, but rather as the organ of the Association, furnishing the members the papers and such other data concerning the meetings as are now given to them in the N. E. A. Bulletin. The object would not be to discontinue the publication of our Proceedings in bound form, but to offer to each of the members the following choices: To receive the magazine for the two-dollar membership fee; to receive the bound volume of Proceedings for the two-dollar fee; or, in case they desire the magazine in order to obtain the material contained therein as it is issued month by month, and then desire the bound volume of Proceedings for the library, both could be had by the payment of an additional dollar. Those who took the magazine would begin receiving the reports of the convention in September instead of waiting until the middle of the year for the Proceedings in volume form.

The other suggestion was that the membership should consider whether or not it would be wise to permanently change the time of the summer meeting to a date between the closing of the summer schools, which have now become so numerous and so largely attended, and the opening of the regular school year. This change has been authorized for the year 1915, in view of the fact that the meeting will be held at Oakland in connection with the Panama-Pacific International Exposition. Under the auspices of the Association there will be conducted an International Congress of Education, and it was easier to secure foreign speakers at that time than earlier in the summer.

Both of these suggestions were referred to the new Board of Directors, and by it to the Executive Committee and Board of Trustees, and will probably be up for discussion at the meeting next year.

ANNUAL MEETING OF ACTIVE MEMBERS

The Annual Meeting of Active Members was held in the Auditorium, St. Paul, Thursday forenoon, July 9, at eleven o'clock. About six hundred members were present when President Swain called the meeting to order.

The Executive Committee presented the following recommendation with regard to appropriations for the coming year:

TO THE ACTIVE MEMBERS OF THE NATIONAL EDUCATION ASSOCIATION:

As required by the By-Laws of this Association, your Executive Committee has carefully considered the requests for appropriations which have been presented by the chairmen of the various committees, both general and departmental.

The committee has been unable to recommend the allowance of all the appropriations asked for, and, in most cases, has been obliged to recommend a smaller appropriation for the several committees than was asked for. We feel, however, that the Association can with safety appropriate the amounts named to the following committees to be used by them during the year 1914-15.

Committee on Health Problems in Education	$ 500
Committee on Vocational Education and Vocational Guidance	500
Commission on the Reorganization of Secondary Education	400
Committee on Rural Schools	500
Committee on Teachers Salaries and Cost of Living	1,000
Committee on Economy of Time in Elementary Education	200

Committee on Standards and Tests of Efficiency in Schools and School Systems	100
Committee on the Improvement of Physics Teaching	100
Committee on Course of Study in Agriculture	100
Committees on School Revenue and School Health (Department of School Patrons)	50
Committee on Terminology—Department of Music Education	25

Your committee recommends, in making these appropriations, that authority be given to the Executive Committee for next year to assume temporary responsibility in deciding which expenditures are most important in the work of these various committees, and which expenditures shall be first authorized if, in any case, it shall be impracticable for all such expenditures to be paid.

These recommendations were adopted and the following additional action taken relating to appropriations: The claim of the Committee on Grammatical Nomenclature was referred to the Executive Committee with power to act. The Executive Committee was also authorized to allow any committee to expend during the coming year any part of the appropriation made last year but not expended, if, in their judgment, such expenditure is desirable. It was also voted that the Committee on Research, Standardization, and Correlation, of the Business Department, be recognized as an applicant for an appropriation and its needs referred to the Executive Committee for such appropriation if the finances warrant.

The reports of the Board of Trustees, the Treasurer, the Secretary, and the President were all presented to the body.

Superintendent Carr, of New Jersey, as chairman of the Committee on Nominations, presented the report for that committee, which was unanimously adopted. This carried with it the election of the President, Vice-Presidents, Treasurer, and Board of Directors as they appear on the first pages of this Bulletin.

President Thompson, of Ohio, chairman of the Committee on Resolutions, presented their report, a portion of which, in the form of a message to teachers and citizens, appears in another part of this issue. After some discussion, in which a few changes were made in phraseology, the report was adopted. President Thompson then offered the following resolution which was unanimously adopted:

Resolved: That we, the members of the National Education Association, do hereby express our most sincere and grateful appreciation of the hospitality of the city of St. Paul to the Association during this meeting. Our thanks are hereby expressed to the Governor of the State thru his representative the Lieutenant Governor, to the Mayor of the city, and to the Superintendent of Schools for their cordial official welcome; to the teachers and citizens for their welcome and considerate attention to the comfort and convenience of visiting teachers; to the Committee of Arrangements for its efficient and courteous attention to the innumerable details made necessary by the needs of the Association and for their intelligent co-operation with the officials of the Association. We recognize with thanks and appreciation the courteous services of the press of the city and the state, and the service rendered by the Associated Press and the United Press in giving nation-wide publicity to the proceedings of the meeting. We also express our appreciation of the musical entertainments provided by the committee thru the agencies of the public schools and for the Schubert Complimentary Concert so much enjoyed by an appreciative audience. We express our thanks to the Commercial and Civic Clubs for their open hospitality to members of the Association. The Association congratulates the city of St. Paul upon the abundant provision made for the meeting and our thanks are extended to all who in any degree contributed to the pleasure and success of the meeting.

The following resolution was adopted by a rising vote:

Resolved, That this Association recognizes with high appreciation the intelligent and devoted services of President Swain in administering the dutes of his office for the year now closing. His grasp of the problems before the Association; his sympathetic co-operation with officials; the dignity and grace with which he has presided at the meetings; his attention to every detail of the

program and the unmeasured use of his time have won for him the admiration and respect of all interested in these meetings. The Association thanks him most cordially for his service and wishes him abundance of honor in his future career.

On motion of State Superintendent Joyner, of North Carolina, a vote of thanks was returned to the chairman and members of the Committee on Resolutions for the careful, thoughtful, and able preparation of the Declaration of Principles which had been presented and adopted.

The report of the Committee on By-Laws was presented by President Pearse, of Wisconsin, in the absence of State Superintendent Harris, of Louisiana, chairman of the committee: The committee recommended that the proposal to provide for the recall of officers of the Association be not adopted, which recommendation was concurred in; they recommended that the proposed amendment relating to method of voting be re-referred for further consideration to the next annual meeting, which action was concurred in; they recommended that Section 3 of Article V read: "Each department shall hold its annual meeting at the time and place of the annual meeting of the Association, except the Department of Superintendence, which may hold its annual meeting in February of each year, or at such other time as it may be determined by such Department subject to the approval of the Board of Directors of the Association"; they also recommended that action relating to the time of meeting of the National Council be deferred and the matter re-referred for report and action by the next annual meeting. This recommendation provoked considerable discussion, in view of the fact that the Department of Higher Education had already started plans for a midwinter meeting and the Department of Rural and Agricultural Education had given notice that an amendment would be offered at the 1915 meeting making it possible for that department to have a program at the February meeting of the Association. However, the report was adopted. Several minor changes in phraseology were recommended and adopted. Recommendation was made that the proposed amendment whereby the spelling in the printed matter of the National Education Association should conform to Simplified Spelling Board Circular No. 23 be not adopted. This recommendation was passed, but later in the meeting E. O. Vaile, of Illinois, gave notice that he would offer the same amendment one year hence.

Notice having been given a year ago with regard to changing the name of the department known as the Department of Manual Training and Art Education, on motion of A. L. Williston, of Massachusetts, the name was changed to the Department of Vocational Education and Practical Arts.

Joseph Swain, chairman of Committee on Teachers Salaries and Cost of Living, presented the report of that committee, which appears elsewhere.

The Association expressed thanks to Commissioner Claxton for the interest which the Bureau of Education has taken in the work of the Committee on Teachers Salaries and Cost of Living by publishing the report of that committee as one of the bulletins of the Bureau.

The report of the Committee on Teachers Salaries and Cost of Living, recently issued by the United States Bureau of Education as Bulletin 16, 1914, on "The Tangible Rewards of Teaching," will be sent to every active member of the Association.

President Swain announced the appointment of the following Committee on Necrology:

James M. Greenwood, Advisory Superintendent of Schools, Kansas City, Mo.
Katherine D. Blake, Principal of Public School No. 6, Manhattan, N. Y.
W. N. Sheats, State Superintendent of Public Instruction, Tallahassee, Fla.
Josephine C. Preston, State Superintendent of Public Instruction, Olympia, Wash.
J. M. H. Frederick, Superintendent of Schools, Cleveland, Ohio.

MEETING OF THE NEW BOARD OF DIRECTORS

The meeting of the Board of Directors for the year 1914-15 was held in the Wilder Charity Building, Saturday morning, July 11, at nine o'clock. In the absence of President David Starr Jordan, Vice-President Joseph Swain presided. Twenty-nine members responded to the roll call.

A committee consisting of Messrs. Aley, Pearse, Joyner, and Greenwood was appointed to nominate persons to fill vacancies in the Council. The result of the elections appears elsewhere.

Two nominations were made for trustee to succeed J. Stanley Brown: namely, J. Stanley Brown and Carroll G. Pearse. In the course of the speeches it was shown that opposition to the re-election of Mr. Brown had developed among some of the members at St. Paul, due to what was considered by them as a one-sided investigation of the merits of St. Paul as a meeting place. The vote stood twenty-two for Mr. Pearse and fourteen for Mr. Brown.

George B. Cook, of Arkansas, was elected as a member of the Executive Committee to succeed himself.

The matter of the selection of the place of meeting for 1915 was a mere formality, Oakland, Cal., having been agreed upon a year ago.

The recommendations transmitted from the annual meeting with regard to appropriations were ratified, and the Executive Committee was given power to assume responsibility with regard to the expenditures.

The recommendations in the President's address, which had been referred to the new Board of Directors, were ratified, as were the suggestions contained in the report of the Secretary.

An application was received to have a new department established known as the Educational Publishers Department of the National Education Association. This was placed on file for action a year hence.

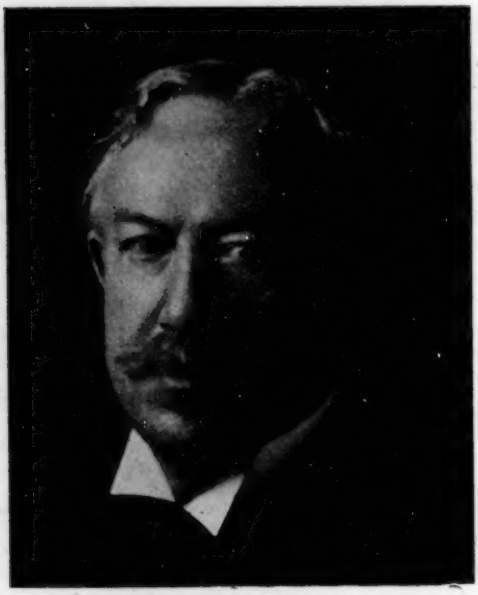
A communication was received asking for the appointment of a committee to investigate the advisability of the same annual meeting time for the National Education Association and the Department of Superintendence. The same was authorized.

Communications were received from the Departments of Rural and Agricultural Education, School Administration, and Higher Education asking permission to hold special meetings in connection with the meeting of the Department of Superintendence. They were referred to the Excutive Committee with power to act.

The Secretary announced the receipt of two memorials from the associations of St. Paul and Minneapolis opposed to woman's suffrage.

The President was authorized to appoint a Committee on Physical Education in addition to those already appointed in connection with the Commission on the Reorganization of Secondary Education.

On motion of Director Pearse, it was ordered that, in view of the fact that the President elected at St. Paul is absent from the country and will not be back until fall, the Acting-President be authorized to appoint some member of the Association to assist him until such time as the President shall return, the expenses of such person while so acting being paid by the Association. Later, Acting-President Swain appointed J. Stanley Brown.



DAVID STARR JORDAN
President, 1914-15

St. Paul, Minn., July 9, 1914.
David Starr Jordan,
Bank of Montreal, Limited,
London, England.

Elected president of National Education Association unanimously. Congratulations. Wire acceptance.

(Signed) Joseph Swain,
President.

London, England, July 10, 1914.
Joseph Swain, President,
National Education Association,
St. Paul, Minn.

Honor highly appreciated. If I can serve the teachers, I will gladly do so.

(Signed) David Starr Jordan.

INTERNATIONAL CONGRESS OF EDUCATION
NATIONAL EDUCATION ASSOCIATION
OAKLAND, CAL., ANGUST 16-28, 1915

At the Salt Lake City meeting a Commission was appointed on an International Congress of Education to be held in connection with the 1915 meeting of the National Education Association. That Commission consisted of all former Presidents of the Association, the Executive Committee of the Association, the United States Commissioner of Education, and ten others appointed by President Swain. Under the original appointment, Commissioner Claxton was made Chairman and Secretary Springer was made Secretary.

The Commission has had two meetings, one at Richmond in February and one at St. Paul in July. At the first meeting of the Commission, its chairman was authorized to appoint an Executive Committee for the purpose of securing the assistance of a smaller number of persons in making the preliminary arrangements.

The Executive Committee had two meetings, one in Washington and one in New York in March and May respectively. The city of Oakland, where the meeting is to be held, provided sufficient funds for the extra expense involved in connection with the International Congress, and Frederic E. Farrington, of Teachers College, Columbia University, was selected as Executive Secretary to the general Commission, and given charge of the correspondence involved in connection with securing foreign speakers.

The International Congress of Education and the National Education Association will meet in Oakland, Cal., August 16-28, 1915. Four days will be given to the general sessions of the International Congress, a meeting being scheduled for each morning, afternoon, and evening. The topics for these meetings are as

MEMBERSHIP

You will notice that the center sheets of this Bulletin are not numbered, and hence can be removed and used as indicated below.

If a paster slip is attached to the blank on the next page, it indicates that your dues for the year 1914-15 have not been paid, and you are requested to fill out the blank and to return it with your remittance of two dollars at the earliest possible date.

If a Delinquent Stamp is used, it indicates that your dues for 1913-14 have not been paid. A remittance of four dollars will carry your membership to June 30, 1915, and the Salt Lake City volume of Proceedings and Yearbook will be sent you immediately on its receipt.

The third insert page contains an application blank for new active membership. If you are an associate member this year, you may return us your membership receipt and two dollars with the blank filled out and become an active member. A number of those who were present at St. Paul have done so since the close of the meeting. After the first year, the fee is the same, and all printed matter is sent to active members.

If you are an active member, you are requested to pass the blank to some teacher friend who is anxious to keep abreast of the times, and to recommend that it be filled out. The Proceedings of the N. E. A. are the only publications covering all phases of educational activity, and they are especially valuable because of that fact. Many of our members are able to attend only occasional meetings of the Association, but they secure thru the Proceedings an annual resume of the educational thought of the country.

If you are a superintendent, it is suggested that you use the blank on the fourth insert page by securing for active membership your school board or library (if not already a member). Plans are being formulated to make the Association more attractive to school-board members than ever before. The Department of School Administration is being revitalized and its programs will deal exclusively with school-board problems. The systematized commercial exhibit started at St. Paul will become of increasing interest each year as it is developed. It will be a good thing for our schools if one member of each board is present as its representative at each of the meetings of the Association, and another member is present at the meeting of the Department of Superintendence.

If you are connected with a school which has a parent-teacher organization, suggest that it take out an institutional membership. The volume of Proceedings in the hands of the officers of such an organization would be valuable to the school.

If—but why continue? The point is—Do something!

The National Education Association is recognized as the most influential educational organization in this country. Its investigations and reports have had a marked effect upon our educational system. The reports of its Committee on Salaries, Tenure, and Pensions in 1905 and of its Committee on Teachers Salaries and Cost of Living in 1913 and 1914 have benefited more teachers financially than any other efforts in this country, and their findings have been the basis for a general increase in salary schedules. The Association needs the support of those who wish to benefit the schools or the teachers. An increased income means larger appropriations for committee work. Will it get it? We believe so.

.....1914

DURAND W. SPRINGER, Secretary N. E. A., Ann Arbor, Mich.

Dear Sir:—I enclose, herewith, ... for Two Dollars ($2.00) in payment of dues for Active Membership in the N. E. A. for the year July 1, 1914—June 30, 1915.

(Signature).....

NOTE—By constitutional provision, and written agreement at time of enrolment, ACTIVE MEMBERSHIP CONTINUES unless WRITTEN NOTICE OF DISCONTINUANCE is sent to the Secretary BEFORE NOVEMBER 1.

If any changes or additions are desired in the items of your enrolment as printed in the last published list (see attached slip), please indicate the same below; otherwise write "CORRECT" across the blanks and return at once.

1898 GENERAL LIBRARY, UNIVERSITY OF MICHIGAN.
President, Harry B. Hutchins; Librarian, Theodore W. Koch, Ann Arbor.

Desired Data Include:

(1) Name (in full) .....

(2) Titles of Degrees (if any), with date and source of each.....

.....

(3) Educational Position (with date of appointment) .....

.....

(4) Address to which Correspondence and Annual Volume should be directed. Street and No. .....

Post Office ..... State .....

Express office if different from P. O. .....

I recommend the following for Active Membership:

Signature ..... Address .....

Name	Educational Office and Address
_____	_____
	.....
_____	_____
	.....
_____	_____
	.....
_____	_____
	.....
_____	_____

National Education Association

of the United States

APPLICATION FOR NEW ACTIVE MEMBERSHIP

DURAND W. SPRINGER, Secretary N. E. A., Ann Arbor, Mich.

Dear Sir: — I hereby apply for enrolment as an Active Member of the NATIONAL EDUCATION ASSOCIATION in accordance with Art. I of the By-Laws, and agree to pay annual dues of $2.00 to the Secretary of the Association at the time of the Annual Meeting, or by remittance before November 1 of each year, reserving the right to discontinue such membership by giving notice to the Secretary before November 1 of any year.

I have been an Associate Member for the years, ... and

wish my Active Membership to date from July 1, 19....* .....

Name (plainly written) .....

Titles of Degrees (if any) with date and source of each.....

.....

Present Educational Position with date of appointment.....

.....

Post-office address: Street and No.....

Post office..... State.....

Express office if different from Post office.....

Give address to which all mail and express matter should be directed.

Inclosed find remittance by .....

For Enrollment Fee, ($2.00) ..... $.....

For Annual Dues, ($2.00) July 1, 191.... to June 30, 191.... $.....

Date..... 191....

*The Association year extends from July 1 to the following June 30. Please indicate years of Associate Membership, if any.

Active Membership will be credited for time of continuous past Associate Membership and names will be published by states in the order of seniority of such continuous membership. If applicant desires to remit for lapses in past Associate Membership, and thus secure the Volume of Proceedings for those years, such payment should accompany this application.

NOTE that in signing this application you agree that membership, and the obligation to pay the annual dues, shall continue from year to year unless notice of discontinuance shall be sent to the Secretary before November 1 of the year for which discontinuance shall apply.

National Education Association

of the United States

APPLICATION FOR INSTITUTIONAL ACTIVE MEMBERSHIP

.....191....

DURAND W. SPRINGER, Secretary N. E. A., Ann Arbor, Mich.

Dear Sir:—I desire to enrol.....
[Corporate name

.....
of school, school board, library, club, or organization]

as an Institutional Active Member of the N. E. A., with the understanding that the institution shall receive the annual Volume of Proceedings and other publications, including Bulletins and Special Committee Reports, carriage prepaid, and shall be enrolled in the membership list, as annually published, with the name of the chief executive officer and of the librarian or secretary, as desired.

In consideration of this enrolment the annual membership dues of $2.00 shall be paid each year, reserving the privilege of discontinuing membership by giving notice to the Secretary of the N. E. A. before November 1 of the year for which such discontinuance is to apply. The Association year extends from July 1 to the following June 30 of each year.

This institution has volumes of proceedings for the following named years

19....., 19....., 19..... 19....., etc.....

or orders volumes of proceedings for the following named years: 19....., 19.....,

19....., 19....., 19....., etc.....

or* I herewith inclose enrolment fee ($2.00) by.....
(Name and method of remittance)

Name and address of President or Chief Executive Officer .....

.....

Name and address of Secretary or Librarian to whom the annual Volume of Proceedings for the institution should be sent .....

.....

(Signed) .....

Official position .....

P. O. ..... State .....

*NOTE—No enrolment fee is necessary in case of institutions if volumes for any two years previous to enrolment are owned, or ordered with this application.

follows: The World's Educational Progress since 1900; Educational Administration; Financing Public Education; Rural Education; The Adaptation and Limitation of Education to Various Classes of Children; Secondary Education; Vocational Education; Teachers Organizations; Modern Language Teaching; Agricultural Education; Professional Education; Higher Ideals in Education.

The general plan of securing foreign speakers and representatives is as follows: An official invitation from our government to the educational heads of foreign governments will be extended asking each to appoint a vice-president for the Congress; an invitation from our Association to the corresponding associations in other countries asking them to appoint a delegate or delegates as they see fit. The above selections will not necessarily be made with the idea that the persons named will appear upon the program. Speakers for the program will be secured with reference to the topics which have been chosen for the general programs and those which have been agreed upon for the departmental programs. The general plan is to have one American speaker on each of the general programs, the rest to be foreigners, and to have one foreign speaker on each of the departmental programs, the rest to be Americans, or at least thruout the program to maintain about this parity. The Commission expects that departmental programs will be arranged with the basic idea of their international character.

In designating the several departmental programs, it is planned to call them Departmental Congresses—instead of using the term Department of Higher Education, we shall indicate that program as that of the Departmental Congress on Higher Education, etc.

Ordinarily we scatter the programs of a given department over two or three days. It is intended at Oakland to give an entire day to each of the several departments, except in the few cases where two days will be allowed. The reason for arranging the program in this manner was to permit our members to have full days for sightseeing. Probably each member will desire to be present at the general sessions, which consume four days. If interested in two or three departments, that will mean six or seven days for the work of the Congress leaving the other days free to attend the Exposition. It is intended that a booklet will be prepared indicating the various things in the Exposition especially interesting to teachers from an educational standpoint, so that the Exposition may be made use of by those in attendance upon the Congress in very much the same way as would a laboratory or museum by persons in attendance upon a university.

The following is the proposed schedule for the meetings. It may be changed on consultation with the various departmental presidents.

August 16 to 28, 1915

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
General	Kindergarten Vocational Education and Practical Arts Physical	Council Library	General	Elementary Business Science	Educational Day at Exposition	Special Services
Secondary Child Hygiene School Patrons Normal	Superintendence Classroom Teachers Normal	General	Higher Music Special	School Administration Rural and Agricultural Higher	General	

DEPARTMENT OF SUPERINTENDENCE

The meeting of the Department of Superintendence will be held at Cincinnati, Ohio, February 22-27, 1915. Hotels Gibson and Sinton will be used jointly as headquarters altho all registrations will be made in Hotel Gibson. These hotels are located on opposite sides of Fourth Street in the block between Walnut and Vine Streets. Both hotels have convention halls which will be used as meeting places. The main meetings will be held in the Cincinnati Music Hall.

Assistant Superintendent Edward D. Roberts will be chairman of the local committee having matters of arrangement in hand, and to him all communications concerning local affairs should be addressed. It is probable that the same railroad rates will be granted this year as were had for the Richmond meeting. President Snyder has his program well under way. The people of Cincinnati are enthusiastic with regard to the meeting, and, from the correspondence already received, it is apparent that this will be the largest meeting ever held by the Department of Superintendence.

The following is a schedule of hotels and their rates. Where a single rate is named, it is the minimum.

HOTEL GIBSON

Single room, one person.....$2.50-$5.00
Double room, two persons..... 4.00- 7.00
Every room provided with bath.
Twin beds furnished if desired.

HOTEL ALMS

American Plan

Single room, without bath.....$3.00
Single room, with bath 4.00

BRISTOL HOTEL

Rooms .....$ .50-$1.25
No extra charge for shower or tub bath.

BURNET HOUSE

American Plan

Single room, without bath.....$3.00
Double room, without bath..... 5.00
Single room, with bath..... 3.50
Double room, with bath..... 6.00

European Plan

Rooms without bath—per person...$1.00
Rooms with bath—per person..... 1.50

EMERY HOTEL

Single room, without bath.....$1.00
Double room, without bath..... 2.00
Single room, with bath..... 2.00
Double room, with bath..... 3.50

HOTEL SINTON

Single room, without bath.....$2.00-$4.00
Single room, with bath..... 2.50- 6.00
Double room, without bath—two persons 3.00- 5.00
Double room, with bath—two persons 3.50- 7.00

GERDES HOTEL

Single room, without bath.....$1.00
Double room, without bath..... 1.50
Single room, with bath..... 2.00
Double room, with bath..... 3.00

GRAND HOTEL

Single room, without bath.....$1.00
Double room, without bath..... 2.00
Single room, with bath..... 2.00
Double room, with bath..... 3.00

HAVLIN HOTEL

Single room, without bath.....$1.50
Double room, without bath..... 3.00
Single room, with bath..... 2.00
Double room, with bath..... 3.50

HOTEL LACKMAN

Single room, without bath.....$1.00
Double room, without bath..... 2.00
Single room, with bath..... 1.50
Double room, with bath..... 3.00

HOTEL RAND

Single room, without bath.....$ .50-$1.00
Double room, without bath 1.00- 1.50
Single room, with bath..... 1.50- 2.00
Double room, with bath..... 2.00- 3.00

PALACE HOTEL

American Plan

Single room, without bath.....$2.50
Double room, without bath..... 5.00
Single room, with bath 3.00
Double room, with bath..... 6.00

European Plan

Rooms without bath—per person...$1.00
Rooms with bath—per person..... 2.00

PRINCETON HOTEL

Single room .....$ .75-$1.50
Double room..... 1.00- 2.50
No extra charge for bath.

STAG HOTEL

Rooms .....$ .50-$1.25
No extra charge for shower or tub bath.

HOTEL SAVOY

Single room, without bath.....$1.00
Double room, without bath..... 2.00
Free use of shower and tub baths.
Single room, with bath..... 2.00
Double room, with bath..... 3.00

HOEMER HOTEL

Single room .....$ .50-$1.00
Double room 1.00- 1.25

HOTEL HONING

Single room, without bath.....$1.50
Double room, without bath..... 2.50
Single room, with bath..... 2.00
Double room, with bath..... 3.00

HOTEL METROPOLE

Men Only

Single room, without bath.....$1.50-$2.00
Double room, without bath..... 2.50- 3.00
Single room, with bath..... 2.50
Double room, with bath..... 3.50

MUNRO HOTEL

Single room, with bath.....$1.00-$2.50
Double room, with bath..... 2.00

HOTEL STERLING

Room without bath.....$2.00-$2.50
Room with bath 2.50- 3.50

OXFORD HOTEL

Rooms .....$ .50-$1.25
No extra charge for shower or tub bath.

NATIONAL COUNCIL OF EDUCATION

The following persons were elected as members of the Council at St. Paul:

Terms to expire in 1915

Agnes E. Doherty, St. Paul
David Starr Jordan, Stanford University, Cal.
George V. Buchanan, Oklahoma City, Okla.

Terms to expire in 1916

Grace DeGraff, Portland, Ore.
Elizabeth Sherman, Oakland, Cal.

Term to expire in 1917

J. M. H. Frederick, Cleveland, Ohio

Term to expire in 1918

C. E. Beach, Olympia, Wash.

Terms to expire in 1919

W. P. Evans, Jefferson City, Mo.
J. G. Collicott, Indianapolis, Ind.
A. C. Matheson, Salt Lake City, Utah

Terms expire in 1920

David Felmley, Normal, Ill.
John R. Kirk, Kirksville, Mo.
David B. Johnson, Rock Hill, S. C.
Ednah A. Rich, Santa Barbara, Cal.
A. H. Chamberlain, San Francisco, Cal.
M. Bates Stephens, Annapolis, Md.
Jacob A. Shawan, Columbus, Ohio
James W. Crabtree, River Falls, Wis.
Mrs. O. Shepherd Barnum, Los Angeles, Cal.
Elizabeth Hall, Minneapolis, Minn.
William M. Davidson, Pittsburg, Pa.
Martin G. Brumbaugh, Philadelphia, Pa.
Philander P. Claxton, Washington, D. C.
Harlan Updegraff, Philadelphia, Pa.
Oliver S. Westcott, Chicago, Ill.
Katherine D. Blake, New York, N. Y.
Mrs. James M. Greenwood, Kansas City, Mo.
Frank Strong, Lawrence, Kans.
C. P. Cary, Madison, Wis.
Homer H. Seerley, Cedar Falls, Iowa

COMMERCIAL EXHIBITORS AT ST. PAUL

Albrecht Fur Company, St. Paul, Minn.—Furs.

American Sanitary Products Company, St. Paul, Minn.—Liquid Soap, Disinfectants, etc.

E. C. Atkins & Company, Inc., Indianapolis, Ind.—Silver Steel Saws.

Bacon & Vincent, 49 E. Swan St., Buffalo, N. Y.—Subscription Agency, Educational Publications and School Supplies.

Central Scientific Company, Chicago, Ill.—Scientific Instruments; Physical Apparatus; Chemical Apparatus.

Thomas Charles Company, 207 N. Michigan Ave., Chicago, Ill.—Kindergarten Material and School Specialties.

Children's Flower Mission, Cleveland, Ohio—Exclusive Specialties in High Grade Penny-Packet Seeds for Children's Gardens.

A. B. Dick Company, Chicago, Ill.—Edison Mimeographs and all Supplies, and Hand Operated Mimeographs.

Educational Publishing Company, 2457 Prairie Avenue, Chicago, Ill.—Teachers' Books and Magazines.

The Faribault Loom Industries, Faribault, Minn.—Art Weaving for Schools and Homes. Looms and Weaving Materials.

A. Flanagan Company, 521 S. Wabash Ave., Chicago, Ill.—Educational Publishers, Kindergarten Materials and School Furnishers, Appliances for Classrooms.

Globe-Wernicke Company, Cincinnati, Ohio—Office Furnishings for School Superintendents, Principals, etc. Sectional Bookcases and Filing Devices.

George Goldblom, St. Paul, Minn.—Curios and Souvenirs.

Goodyear-Marshall Publishing Company, Cedar Rapids, Iowa—Commercial Textbooks.

The Gregg Publishing Company, 32 S. Wabash Ave., Chicago, Ill—Textbooks.

J. I. Holcomb Manufacturing Company, Indianapolis, Ind.—Brushes and Cleaning Supplies.

Horlick's Malted Milk Company, Racine, Wis.—Horlick's Malted Milk in Tablet and Powder Form.

House of Childhood, Inc., 225 Fifth Ave., New York, N. Y.—The Montessori Childhood Educational Apparatus.

The Inner Braced Furniture Company, Elkhart, Ind.—School Furniture, Wood with Continuous Invisible Steel Reinforcement.

Laird & Lee, Inc., 1732 Michigan Ave., Chicago, Ill.—Books, Dictionaries, Textbooks, Supplementary Readers, etc.

Langslow, Fowler Company, Rochester, N. Y.—Moulthrop Movable and Adjustable School Chairs.

Lewis Institute Pottery Department, Chicago, Ill.—Art Pottery and Potter's Supplies.

The Library Bureau, Monroe & Wabash Ave., Chicago, Ill.—Library Equipment.

Minnesota Manufacturers Association, Minneapolis, Minn.—Spiral Steel Fire Escapes.

A. W. Mumford, 536 S. Clark St., Chicago, Ill.—Birds and Nature Books and Pictures.

Natural Science Company, Carthage, Mo.—Fur Charts.

A. J. Nystrom & Company, 623 S. Wabash Ave., Chicago, Ill.—Maps, Globes, and Charts.

A. N. Palmer Company, 32 S. Wabash Ave., Chicago, Ill.—Penmanship, Including Students' Demonstration.

The Postum Cereal Company, Ltd., Battle Creek, Mich.—Industrial Exhibit Furnished Free to Teachers. Products prepared and served.

The Prang Company, New York City and Chicago, Ill.—Publishers, Manufacturers, and Dealers in School Art Material.

Rand, McNally & Company, 538 S. Clark St., Chicago, Ill.—Maps, School Books, and Globes.

Raths & Seavolt, 447 Wabash St., St. Paul, Minn.—Motion Picture Manufacturers.

Remington Typewriter Company, 327 Broadway, New York, N. Y.—Typewriters.

J. F. Riggs Publishing Company, Des Moines, Iowa—School Registers, Class Books, Record Cards, and Report Blanks.

St. Paul Book and Stationery Company, St. Paul, Minn.—Publishers.

The Scientific Supply Company, St. Louis, Mo.—Manufacturers, "Opto" Industrial Collection.

S. L. Smith, La Grange, Ill.—Pictures and Stationery.

Clayton F. Summy Company, 64 E. Van Buren St., Chicago, Ill.—School Song Books, School Music Publications, etc.

Teachers Casualty Underwriters, Lincoln, Nebr.—Insurance.

Universal Portland Cement Company, Chicago, Ill.—Educational Exhibit.

Underwood Typewriter Company, New York, N. Y.—Typewriting and Typewriter Exhibits.

Anna Van Wie, Chicago, Ill.—Pencil and Color Studies for School Work.

Victor Talking Machine Company, Camden, N. J.—Talking Machines.

Waldcraft Company, Chicago, Ill.—Pencil and Color Work.

The Washburn-Crosby Company, Minneapolis, Minn.—Flour.

The Webb Publishing Company, St. Paul, Minn.—Publishers.

Welles Brothers Publishing Company, 421 Kasota Building, Minneapolis, Minn. —Publishers.

West Disinfecting Company, 307 N. Michigan Ave., Chicago, Ill.—Disinfectants and Disinfecting Appliances, Sanitary Drinking Fountains, Liquid Soap, and Paper Towels.

Weston Electrical Instrument Company, Newark, N. J.—Electrical Measuring Instruments for Laboratory Use.

DECLARATION OF PRINCIPLES

The Committee on Resolutions presents the following report for consideration and action as a message to the teachers and citizens of the country.

The Association views with great satisfaction the genuine progress being made in the cause of education as manifested in the wider public interest, the better equipment of school properties, the increased attention to the preparation of teachers, the wider range of study and inquiry, and the deepening interest on the part of teachers in the welfare of children and in the society for which the children are in preparation. The Association expresses its belief in the efficacy of a system of public education wisely adapted from time to time to the needs of our growing democracy and calls upon the citizens of our country to respond with increasing loyalty to the interests of the children by ample provision for the needs of the public school. Attention is called to the close relation between the home and the school in any complete view of society and the Association expresses its abiding interest in the maintenance of the American home in its integrity as the foundation of all educational and social progress and declares its belief that the American home and the system of American public schools constitute the most important bulwark of our democracy. A most cordial invitation is extended to all interested in the cause of education to investigate the work of the schools and to present constructive criticism both of methods and results. A destructive criticism from irresponsible sources can never build a system of education. The Association believes it represents the common judgment of the teachers of the country in declaring that all official investigations of education should be made thru the properly constituted authorities responsible to the people, and that the United States Bureau of Education is the logical and natural agency thru which the people should provide such investigation. Where private agencies or foundations are utilized for such purposes, they should be held directly responsible to the regularly established authorities in charge of public education for their methods of procedure and reports.

The Association records with satisfaction the attitude of the public toward the progress in the simplification of our spelling as shown by the action of educational institutions in adopting the forms in use by the National Education Association.

There are certain important conditions in the nation's system of schools requiring repeated emphasis. Concerning the physical provision for schools the Association renews its oft-repeated statement in favor of safety, sanitation, and proper provision for heat, light, and ventilation in all schools, and directs attention to the importance of competent professional advice, and indorses legislation safeguarding the plans, contracts, construction, and equipment of school buildings.

The public-school system should be recognized as including legitimately all that makes for the education of the community and increases the social, civic, and economic efficiency of the individual, whether child or adult. The Association desires to encourage the larger use by the community of the school plant for all educational, social, and recreational activities. It commends the extended use of school facilities thru continuation classes, enabling employees in mercantile or manufacturing establishments to increase their efficiency both in their vocations and in their community relations. Progress already made in these particulars thru sympathetic co-operation of employers is most gratifying. The development of recreative activities and the wider use of play in the system of education call for larger playgrounds. Consideration of these needs is earnestly suggested to

the school authorities of the country. The Association directs attention to the value of utilizing Arbor Day, now commonly observed, as a suitable occasion for creating sentiment in favor of the beautifying of school grounds both in the city and in the open country. The day might well be used with suitable programs discussing the beautification of the cities, the betterment of rural-life ideals, the development of school gardens, the motives in preserving forests, and in making the surroundings of education beautiful and attractive. Attention might well be directed also to the development of proper ideals concerning thrift and concerning labor and community industry.

The Association recognizing the place of the teacher in our system of education declares its belief that salaries should be increased and adjusted to the standards of living required of American teachers; to the demands for professional education and improvement by study and travel; and to the standards of teaching efficiency demanded both by the needs of the schools and public sentiment. The Association recognizing the importance of the education and training of teachers in the profession as well as for it approves an intelligent, sympathetic, and careful supervision of teachers in the rural schools. The attention of the country is directed to the beneficent effects following the establishment of a system of teachers' pensions in many parts of the country and the extension of the system as rapidly as possible is most cordially commended. Experience has demonstrated that sound economy underlies a sabbatical year's leave of absence for travel and study in many of the institutions of higher learning. The plan is commended to public-school authorities with a recommendation that at least half-pay be provided. Attention is also directed to the obvious fact that the great majority of the teachers in our public schools are women and that this situation, as well as the interests involved, requires a larger representation of women in the office of superintendent, principal, and on boards of education. The Association regards efficiency and merit, rather than sex, as the principle on which appointments and selections should be made, and therefore declares itself in favor of the political equality of the sexes and equal pay for equal services. A democratic system of education recognizes merit and fitness as the supreme tests for public service.

There are certain important movements in education to which the Association would direct attention.

1. The National Education Association views with great satisfaction the increasing tendency to settle international differences by means of arbitration and cordially approves the efforts of the President of the United States and the Secretary of State in this direction. The Association commends the moral self-restraint on the part of the President of the United States in dealing with the Mexican situation and indorses heartily his policy that the United States does not aim at territorial aggrandizement. The Association expresses deep interest in the celebration of one hundred years of peace between the United States and Great Britain to begin on Christmas Eve, 1914, the anniversary of the signing of the Treaty of Ghent, and urges the public schools to make suitable recognition of this gratifying history. The Association continues its approval of the American School Peace League, the organization of Peace Leagues, the observance of Peace Day, May 18, and the dissemination of Peace Literature.

2. Foreign relations: The Association recognizing the growing importance of amicable relations with foreign countries and the importance of education as the basis for a proper sentiment concerning these relations recommends that a committee of five to serve without expense to the Association be appointed to investigate and report upon the desirability of introducing in the school materials and methods intended to educate the children in an intelligent and sympathetic

understanding of foreign affairs. The Association calls the attention of colleges and universities to the opportunities for advanced work in such subjects.

3. The Association directs attention to the satisfactory results reached in the matter of physical inspection of children for health purposes. The sympathetic services of professionally educated nurses have commended the physical inspection of children in our public schools to parents generally. The supervision of this work by competent physicians has proved eminently satisfactory. The extension of this newer form of increasing efficiency in the schools to the field of dentistry is regarded with favor and approval. The Association, therefore, expresses its commendation and approval of such inspection and its belief that a complete justification for this work will be found in the increased efficiency of expenditures, in the conservation of health, and in the greater capacity of the child to utilize the offered education.

4. Vocational Education: The Association reaffirming its former declarations upon industrial and vocational education as a phase of the general education needed in a democracy and commending the principle of vocational guidance under competent leaders, would declare itself in favor of a nation-wide system. The Association indorses the principle of federal aid for vocational education as provided by Congress. The Association views with disfavor any proposal of a parallel system of schools exclusively for the trades and industries at public expense, but favors a comprehensive, unified system of public education, including all types and forms under the single administration of the constitutional authorities in charge of the public schools. The Association expresses its belief that a national system of vocational education, supported by funds from the nation, the state, and the local community, is an urgent need, is based upon sound economic reasons, and is in response to a public demand that should have prompt attention from legislative authorities.

5. Sex Hygiene: The Association, re-affirming its belief in the constructive value of education in sex hygiene, directs attention to the grave dangers, ethical, and social, arising out of a sex consciousness, stimulated by undue emphasis upon sex problems and relations. The situation is so serious as to render neglect hazardous. The Association urges upon all parents the obvious duty of parental care and instruction in such matters and directs attention to the mistake of leaving such problems exclusively to the school. The Association believes that sex hygiene should be approached in the public schools conservatively under the direction of persons qualified by scientific training and teaching experience in order to assure a safe moral point of view. The Association, therefore, recommends that institutions preparing teachers give attention to such subjects as would qualify for instruction in the general field of morals as well as in the particular field of sex hygiene.

6. National University: The Association expresses to the Congress of the United States and to the country its profound conviction upon the vital importance of education in sustaining and perpetuating a democracy. In any complete scheme the place and function of the university is obvious. The principle of federal aid to education is most cordially indorsed. The Association reaffirms its former declarations favoring a National University at public expense and under public control. The national system of colleges of agriculture and mechanic arts fostered by federal and state aid together with the state universities supported at public expense has reached a stage in development warranting the next step, namely, the completion of the system of public education by a National University. This University should be distinctly of a graduate character, devoted to research and investigation, not paralleling but supplementing, and co-operating with all other

agencies for higher education in the advancement of learning, the promotion of science, and the development of the highest scholarship. The Association recommends that state and local organizations interested in public education bring this subject to the attention of their congressmen.

7. The Association approves a standard version of our National Songs as reported by the Department of Music Education in 1912, and presents to the Bureau of Education thru the Honorable Secretary of the Interior a request that an official version be authorized for use in schools.

8. The Association indorses and approves the plan of a larger unit in school organization and administration. It believes that the logic of events as well as considerations of economy and efficiency will displace the small district and recognize the county as the natural unit of administration supervising the township, groups of townships, or such other geographical divisions as would be suggested by community convenience.

9. The Association records with gratitude its appreciation of the services rendered the cause of education by the Bureau of Education and expresses its hope that the work may be enlarged and strengthened. This Association records its judgment that all the distinctively educational work of the federal government should be centered in and administered by the United States Bureau of Education and urges sufficient funds to enable it to become an effective clearing house for accurate information in regard to all phases of education and all educational agencies in this and all other countries and an official source of information on the problems of education in the several states and countries. Well-defined authority should be given the Bureau to enable a desirable co-operation with state and local educational authorities in improving educational conditions. To this end the Association recommends to the Congress of the United States thru the Honorable Secretary of the Interior an annual appropriation of not less than five hundred thousand dollars. The Association also recommends that a committee of seven be appointed by this Association to assist in obtaining funds for the Bureau and to co-operate with the Bureau in extending its work in harmony with the purposes for which it was established.

Respectfully submitted,

W. O. Thompson, President, Ohio State University, Columbus, Ohio, Chairman.
Charles E. Chadsey, Superintendent of Schools, Detroit, Mich.
L. E. Wolfe, San Antonio, Texas.
John H. Phillips, Superintendent of Schools, Birmingham, Ala.
John R. Kirk, President, State Normal School, Kirksville, Mo.
E. T. Fairchild, President, New Hampshire College of Agriculture and Mechanic Arts, Durham, N. H.
G. W. A. Luckey, Dean, Graduate School of Education, University of Nebraska, Lincoln, Nebr.
P. P. Claxton, United States Commissioner of Education, Washington, D. C.
Arthur H. Chamberlain, Editor, Sierra Educational News, San Francisco, Cal.
Francis G. Blair, State Superintendent of Public Instruction, Springfield, Ill.
Adelaide Steele Baylor, Assistant State Superintendent of Public Instruction, Indianapolis, Ind.
Homer H. Seerley, President, Iowa State Teachers College, Cedar Falls, Iowa.

WORK OF THE COMMITTEE ON TEACHERS SALARIES AND COST OF LIVING—1911-14.

Under the direction of the Committee of the National Education Association on Teachers Salaries and Cost of Living, three extended studies have been prepared. The first of these is the work of Robert C. Brooks, of Swarthmore College, the second of Scott Nearing, of the University of Pennsylvania, and the third of James C. Boykin, of the United States Bureau of Education. Concluding its labors for the years 1911-14, the committee desires to present the following summary of these three reports and particularly to emphasize the manner in which they may be utilized by teachers interested in the investigation of salary conditions in their own communities.

I.

In January 1913, the Association published the report prepared by Mr. Brooks in the form of a pamphlet of 328 pages, ten thousand copies of which have since been distributed widely among members and teachers generally. The first part of this report is devoted to a discussion of the measurement by economists of the increase in the cost of living. With the aid of the figures therein presented teachers should be able to ascertain whether their salaries have kept pace with the general increase of prices that, with a few minor interruptions, has been going on in the United States since 1897.

The second part of this report presents a detailed study of the social and economic situation of the public-school teachers in five cities, Cincinnati, Hamilton, Denver, Atlanta, and New Haven. These communities were selected for intensive study by the committee, not because of any peculiar condition existing there, but rather with the hope that the methods employed might prove suggestive and helpful to committees of teachers interested in the salary question in their own localities. Numerous inquiries which have been made since the appearance of the report indicate that this result has been attained. Briefly, it was endeavored to ascertain from the five cities mentioned what teachers of both sexes and of all ages and ranks had secured in the way of the material rewards of life, and also what material burdens rested upon them. Topics such as the following were considered in detail: Number of children and other dependents upon married teachers; Burden of dependents upon unmarried women teachers; Home ownership and tenancy of married teachers; Residence and amount paid for board and room by unmarried teachers; Average salaries and other sources of income of teachers; Savings of teachers during the year under investigation; Value and kinds of property acquired by teachers; Life insurance and types of policies carried by teachers; Length of the schoolroom day and other demands upon the time of teachers; Educational and professional training of teachers; Relation of training, experience, and salaries; Expenditures of teachers for rent, clothing, insurance, care of health, and other purposes; Teachers' salaries compared with the salaries of other municipal employees; and, finally, the opinion of a large number of teachers themselves upon the adequacy of their compensation in relation to the numerous special as well as ordinary demands made upon them.

While many of the inquiries upon which this study was based were extremely personal and searching in character, information was freely given under the committee's guarantee of confidence. It is believed that investigators working under properly constituted committees of teachers' associations should be able

to secure similar data in any locality. Properly presented, and Mr. Brook's report furnishes an excellent model in this way, the relevance and effectiveness of such materials in any salary discussion is beyond controversy.

An appendix to this first report also presented lengthy extracts containing all the more important parts of the teachers' pension laws in force in the various states of the Union. This material was designed to aid teachers interested in the initiation or furtherance of pension plans by supplying them with ideas and legal forms bearing on the subject.

II.

Under the direction of the committee, Scott Nearing, of the University of Pennsylvania, prepared during the year 1913-14, a report on "The Public-School Teacher and the Standard of Living." This study is now in manuscript in the hands of the committee to be offered to the National Education Association for publication in its proceedings for the current year. It was the purpose of Mr. Nearing in this study to present the standard-of-living-question which economists have raised regarding numerous groups of wage earners and to indicate as thoroly as possible how their methods may be employed in the solution of the same question as it applies to groups of teachers. "Apparently the time has come," he writes in his **Foreword,** "when, in any city or town in the United States, public opinion must ask this question: 'Are the salaries now paid in this place sufficient to allow the teachers receiving them to live at the standard of living generally accepted as adequate in this locality and among the group of people with whom as teachers they are called upon to associate?' "

While there is, of course, no universal answer to a question respecting the adequacy of given salaries to maintain a given standard of living, there may well be a universal method of procedure by means of which each community can secure the answer for itself. In the consideration of this method, Mr. Nearing presents discussions of the following topics: What do we mean by a standard of living? Methods employed by social scientists in the study of the standard of living; Standard of living in the teaching profession; Measuring the standard of living; Estimating the cost of a fair standard of living. In this study, Mr. Nearing devotes attention not so much to the minimum subsistence as to the "fair," "normal" or "efficiency" standard of living. On this topic he says in part:

> The fair standard of living is now generally accepted as the social ideal. It was formerly taken for granted that if a family was provided with a mere subsistence, everything necessary had been done. During recent years, however, particularly in Germany, great emphasis has been laid on the maintenance of efficiency, as well as of mere physical existence. Starting as an industrial concept aimed at the preservation of the workers for industrial or even military purposes, the efficiency idea has spread into local fields, until there is a general recognition of the desirability of maintaining an efficiency standard in every walk of life. Nowhere, perhaps, is the need for efficiency greater than among the teachers who are called upon to shape the lives of America's future citizens.
>
> In the case of the teaching profession, mere subsistence means little or nothing. The teacher must be able to maintain not only physical and mental efficiency, but likewise a certain professional proficiency which can come only thru leisure time spent in reading the right books, in pursuing advanced studies either under direct instruction or by correspondence, in travel and observation of places and methods, and in any legitimate pursuits which enable her to keep abreast of the times.

In an extended appendix, there are presented illustrations of the methods and results of a number of the more fruitful recent standard-of-living inquiries. One of the most interesting of his contributions is a suggested schedule for the study of the standard of living among single woman teachers.

III.

Finally with the cordial co-operation of the Bureau of Education, the committee was fortunate in securing the services of James C. Boykin, assisted by Roberta King, for the preparation of a report on "The Tangible Rewards of Teaching." Proofs of this monumental study are now in the hands of the chairman, and it is to be issued shortly as a bulletin of the Bureau of Education in the form of a bulky pamphlet of 465 pages. In its eight chapters, Mr. Boykin presents in compact form the salaries of teachers of all ranks in city-school systems, of state and county superintendents, and of rural-school teachers; extracts from the laws of the state relating to teachers' salaries and to county superintendents' salaries; salaries paid in universities and colleges, in state normal schools, in trade, manual training, and industrial schools, and in schools for certain classes of pupils, as e. g., blind, deaf and feeble-minded. An excellent 21-page bibliography of teachers' salaries prepared by Bird T. Baldwin and Walter H. Mohr of Swarthmore College is appended, and the work is well indexed.

The greater bulk of Mr. Boykin's material, is, of course, given over to the salaries of teachers in the city-school systems of the United States. Thirty-four tables, occupying 296 pages, are devoted to statistics of this character. In most of these, cities are divided into groups based on population, and the number of teachers of every rank receiving each specified salary is stated, sex being indicated. "Every effort" Mr. Boykin writes, "was made to secure and present a statement of every salary paid for teaching and for supervision in every city, town, and village in the United States in which more than five thousand persons reside. Very few are not included."

The value of materials of this character as a basis for further salary studies can scarcely be overestimated. Suggestions dealing with this point will be presented later. Meanwhile it should be noted that two broad and important lines of comparison are opened up by Mr. Boykin's statistical collection.

First of these is a possibility of a definite answer to the question as to whether or not teachers' salaries have kept pace with the increase in the cost of living. In 1905, the former Committee of the National Education Association on Salaries, Tenure, and Pensions published a great mass of statistics dealing with teachers salaries in all parts of the country for the year 1903-04. Mr. Boykin's figures are for the year 1912-13. During this period of only nine years wholesale prices have risen 17.6 per cent, and retail food prices 25.9 per cent, according to the report of the United States Bureau of Labor Statistics. Employment of the methods suggested by Mr. Brooks in the first report of the committee should enable students of Mr. Boykin's report to ascertain where teachers' salaries had increased more rapidly than the cost of living during the last nine years and where they had merely kept pace with it or fallen behind. Similar comparisons covering the whole period since 1897, during which general prices have been rising, are rendered possible by Table 22 of Mr. Boykin's report in which salaries of teachers in a number of larger cities are presented for a long series of years, in one case going back as far as 1834.

Secondly, Mr. Boykin's figures make it possible for teachers of any rank in any community to ascertain salaries paid teachers of similar rank in all other communities of about the same size and in the same section of the country. Comparisons of this sort in the case of cities which have allowed their salary schedule to lag behind the times should make a powerful appeal not only to the sense of justice but also to the local pride of school boards.

The Committee begs leave to present for consideration the following suggestions regarding the future work of the National Education Association in the matter of teachers' salaries.

a) Mr. Nearing has drafted the main outlines of an inquiry to determine whether or not teachers of certain groups are receiving incomes sufficient to insure them a fair standard of living. Wherever communities are sufficiently interested in this problem the Association suggests the application of his methods with the purpose of securing definite answers to this vital question.

b) The extreme value of the raw materials collected by Mr. Boykin makes it essential that every effort should be made to have these materials thoroly studied and given the widest publicity in the interest of the teachers of the country. On this point Mr. Boykin himself writes: "No attempt was made (in the report) to draw conclusions or to institute comparisons. Even summaries, averages, medians, and all other customary accompaniments to statistical investigations are almost wholly omitted. With definite limitations of time and space it seemed the part of wisdom to present as much as possible of original material and to leave all secondary studies for others. There is abundant opportunity for fruitful studies of that kind." Two main lines for the study of this report are indicated above. But in addition it demands varied and thorogoing interpretation. Maps showing salary conditions in all parts of the country could be based upon it. The committee will invite the co-operation of the Russell Sage Foundation and the Bureau of Municipal Research in this work, and also that of the graduate schools of pedagogy, and teacher and other organizations.

c) The National Education Association should pass a resolution cordially thanking the Bureau of Education for its extremely valuable co-operation in the preparation and publication of the report on "The Tangible Rewards of Teaching," and requesting the Bureau to issue a supplementary report of similar character annually covering the changes in salaries made during the year.

d) The committee should encourage the publication of local studies by school boards, associations of teachers, graduate students, and others not only along lines suggested by Messrs. Brooks, Nearing, and Boykin, but also along other and independent lines.

e) The large majority of teachers are women, and as such are still without the right of suffrage in most states, therefore the funds from which their salaries are paid are under the control of officials in whose selection they have no vote. It should be clearly recognized by the National Education Association, therefore, that the relation of woman suffrage to the honest and fair adjustment of the salaries of women teachers is vital and immediate.

f) The committee believes there should be equal pay for equal services.

NATIONAL EDUCATION ASSOCIATION
1857