FACULTY CONTRIBUTIONS

'Student Reactions and Merit Salary Schedules'

The improvement of instruction and the adjustment of salaries to the quality of service rendered by teachers are the two major points made by Dr. Roy C. Bryan, director of the campus school, in a new book, "Student Reactions and Merit Salary Schedules."

The book is one of a series published by the School of Graduate Studies and authored by members of the faculty.

Dr. Bryan has made an extensive study of student reactions to teachers, beginning with his own work towards his doctoral degree before coming to Western 20 years ago.

"The test of the teacher," writes Dr. Bryan, "is the effect he has on students, not his age, degrees or appearance. Students live with the teacher daily and know what effect he has on them. They know whether they are inspired or bored, whether they are working or loafing, and whether they are confused or working with clear purpose."

Dr. Bryan presents considerable research data on the reliability and validity of students reactions as a measure of student opinion and an indication of teacher effectiveness in the classroom.

He believes that most principals do base their opinions of teachers to a large extent "on the attitudes that students express . . . Probably few employers of teachers could long retain their positions if they actually made a practice of recommending for employment teachers who were held in low regard by students."

In one study made by Dr. Bryan he found that the points on which students rate teachers are: Knowledge of the subject, ability to explain clearly, fairness, discipline, sympathetic understanding, amount learned, lively and interesting classes, getting things done efficiently and the value of the subject.

"Students are critical of teachers who are lax in discipline," says Dr. Bryan. "They do not give the higher ratings to teachers who give the easiest assignments. And marks have little influence on ratings."

At the conclusion of the 68-page book, Dr. Bryan presents a recommendation for a merit salary schedule, pointing out that a "major" purpose of any merit plan should
Unusual Art Given University by Chemical Firm

Four beautiful lithographs, the work of Emil Weddige of the University of Michigan, have been presented to the department of paper technology of the University by the Dow Chemical Company.

Originally created by Weddige for Dow's advertising department, the lithographs depict The Ancient Art of Making Paper. Only 150 sets of the lithographs were made by Weddige, created on stone and printed in color by him in Paris, one of only two places where the proper kind of paper was made.

One from 4000 B.C. shows Egyptian methods of making papyrus, and then 1850 B.C. Chinese paper was made for royal records, followed by great refinements about a thousand years ago. And it was in 1798 that Nicholas-Louis Robert in France made sketches for the first paper making machine.

Weddige pioneered in the contemporary renaissance of color lithography and has made a significant contribution to its development in America. His work hangs in permanent museum collections throughout the United States.

The lithographs were accepted for the University by President Paul V. Sangren and will be placed in the Paper Industry Laboratories.

'The Children's Hour'

The one-time Broadway sensation, The Children's Hour, will be the November presentation of the University Players, being staged on Nov. 6, 7 and 8. The Lillian Hellman creation enjoyed along Broadway run and achieved considerable fame. Dr. Zack York will direct the production.

Bus Driver Manual

A new School Bus Driver's Manual has been prepared in cooperation with the school bus driver education program of the division of field services. The booklet is now being used in the school bus driver training programs across the state and includes many valuable aids for bus drivers.
Three ROTC Officers Assigned; Two New Faculty Appointed

Five recent additions to the University faculty, completing the staff for the fall semester, include three new officers for the ROTC unit.

Assigned here by the Army are Maj. Wilton A. Lee, Capt. George D. Rankin and Lt. James N. Walter.

Also announced by President Sangren are Dr. Edward L. Galligan, assistant professor of English, and Dr. Yousef Alavi, assistant professor of mathematics.

Maj. Lee graduated from Clemson College and received his commission in 1936. He served in World War II and the Korean conflict, and reported for duty here from Korea and Okinawa. Maj. and Mrs. Lee have five children.

Another Clemson graduate is Capt. Rankin, also a World War II and Korean veteran. He has been at Ft. Benning, Ga., attending the Infantry Officers’ Advanced Course. He has one daughter.

Graduating from the U. S. Military Academy, West Point, N.Y., in 1952, Lt. Walter served in Korea. He was a classmate of Rankin’s at Ft. Benning. Lt. and Mrs. Walter have two sons.

Dr. Galligan joined the DePauw University faculty in 1949 after receiving his MA degree from Columbia University. He had previously graduated from Swarthmore College. His doctorate was received in June from the University of Pennsylvania, and he came to Western from DePauw.

An Iranian, Dr. Alavi has been living in the United States for 10 years, coming to Michigan to study at Michigan State University. He earned his B.S., M.S., and Ph.D. degrees there, taking his doctorate in applied mathematics. He has been an instructor and graduate assistant at MSU, and spent one year as an assistant engineer for the Ohio Edison Company. Dr. Alavi is unmarried.

OT Advisory Group Appointed

Future planning for the occupational therapy department will be assisted by a new advisory committee, recently named by President Paul V. Sangren.

Off-campus representation includes Miss Lila Spelbring, OTR, University hospital, Ann Arbor; Miss Virginia Niles, OTR, Hines VA hospital, Hines, Ill., and Dr. Maynard Conrad and Dr. H. S. Heersma, Kalamazoo physicians.

Representing the University are Dr. Russell H. Seibert, Dean George E. Kohrman, Dr. George G. Mallinson, Dr. Edwin Grossnickle, and Miss Rosalia Kiss, head of the OT department.

If you are engaged in any community-wide betterment projects a new publication from the division of field services may prove helpful. Better Communities Through the Use of Consultative Services is the rather lengthy title of a brief handbook.
Fewer Elementary Teachers May Bring Half Day Schools

A serious threat of increasing numbers of half day sessions for elementary pupils throughout Michigan is forecast by Dr. Roland Strolle, head of the education department, unless many more young people enter the elementary teaching field.

Dr. Strolle spoke out following the counting of the fall enrollment in the School of Education, showing that twice as many young people were enrolled for secondary education as for elementary.

While the immediate growing need is in secondary ranks, the continuing acceleration of the birth rate, even in 1958, indicates that many more elementary teachers are going to be needed soon, says Dr. Strolle. Added to this is the rising retirement rate of elementary teachers.

Dr. Strolle also foresees a lowering of teaching standards as school administrators seek frantically to staff their classrooms with any available persons.

He also points out that elementary teaching offers some advantages over secondary, in that frequently there are not the extra-curricular demands that are found in secondary schools.

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November Football

Nov. 1—Ohio University
Nov. 8—Western Reserve University (Dad’s Day)
Nov. 15—at Kent State University

Third $6,000 Gerber Research Grant Here

Dr. Bettina Carter Jackson has received her second renewal of a $6,000 grant from the Gerber Foundation to continue her work on the Rh hapten for the third year.

Known throughout the medical world for her research work in this blood chemistry field, the grant will permit Dr. Jackson to engage a graduate fellow to assist her.

Dr. Jackson’s findings have been extensively published throughout the world in American and foreign medical journals.

'Student Reactions'

(From page 1)

be to promote growth in teacher effectiveness.”

He reports that a common practice among schools that have merit salary schedules is to divide the schedule into three levels that overlap one another. The first level is a probationary status, the second level is the normal salary schedule for all teachers above the probationary level, and the third level is for the best teachers.

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'Values' Guide Authored at WMU

Miss Mate Graye Hunt, associate professor of librarianship, is the author of a new manual, Values: Resource Guide, for use by elementary teachers and published through the cooperation of the teacher education and religion project of the American Association of Colleges for Teacher Education.

Miss Hunt writes: “The therapeutic value of books and other materials is greatest when the child discovers ideals and principles for himself. He identifies himself through emotional interest with characters whose warmth, color, strength and beauty awaken his admiration and his desires.”

Included in the various listings are books, films, film strips, pictures, plays, poems and recordings.

The division of field services now has available a new directory of school superintendents in 16 southwestern Michigan counties.

"Speaking of teacher reactions to such schedules,” he says, “They must stand ready to be judged on the merit of what they actually do in the classroom rather than what they say they do.”

Copies of the book may be obtained from the School of Graduate Studies for 50 cents each.