

6-15-1945

## Board of Trustees Minutes, June 15, 1945

Eastern Washington College of Education

Follow this and additional works at: [http://dc.ewu.edu/trustees\\_minutes](http://dc.ewu.edu/trustees_minutes)

---

### Recommended Citation

Board of Trustees Minutes, June 15, 1945. Board of Trustees Records, University Archives & Special Collections, Eastern Washington University, Cheney, WA. [http://dc.ewu.edu/trustees\\_minutes](http://dc.ewu.edu/trustees_minutes).

This Article is brought to you for free and open access by the Board of Trustees Records at EWU Digital Commons. It has been accepted for inclusion in Board of Trustees Minutes by an authorized administrator of EWU Digital Commons. For more information, please contact [jotto@ewu.edu](mailto:jotto@ewu.edu).



## MINUTES OF THE BOARD OF TRUSTEES

The Board of Trustees met in the Davenport Hotel, Spokane, Washington, on June 15, 1945, at 12:30 p.m. Present: Mr. McGovern chairman, Mrs. Marguerite Barber, Mr. Dave S. Cohn, Dr. Ralph E. Tieje.

LEAVES OF ABSENCE: On motion Miss Ruth Johnson was granted leave of absence for the fall quarter 1945, with salary.

MR. L. L. MCCRERY: The President presented a note from Dr. J. Russell Roberts stating that Mr. Lester L. McCrery desired an extension of his leave during the college year 1945-46, and recommending its grant. After discussion the Board by unanimous vote directed the President to inform Mr. McCrery that the extension of leave was not granted; that he was free to return to the College under action of the Board taken on May 3, 1945, or to remain by his own choice at the University of Washington for the coming year; That in case Mr. McCrery should remain at the University of Washington for the college year 1945-46, he must, should he desire to return to this college, make application for appointment to a position, but that the Board of Trustees will be under no obligation to return him to the staff in 1947 or to make such an appointment.

MR. L. W. LEE: The President reported that Mr. L. W. Lee will probably be elected Grand Master of Masonry in Washington this month, and that it would be necessary for him to spend various days at scattered periods away from the campus in the discharge of his duties. After discussion it was agreed, without formal motion, that Mr. Lee should be allowed a reasonable number of days away from the campus to discharge the duties of the office, as may be arranged with the President of the College. It was understood that he did not intend to make application for his quarter on leave until the fall of 1948.

APPOINTMENTS: Miss Elizabeth King was appointed typist-clerk in the Appointment Bureau for June, July and August, at a salary of \$110.00 per month.

Miss Agnes Olson was appointed typist-clerk in the Appointment Bureau for June, July, and August, at a salary of \$100.00 per month.

REQUESTS FOR RETURN: On motion the following requests for return to the staff were granted.

Dr. Hallock Raup at the opening of the college year 1945-46, his salary to be \$3460.00, payable in 12 monthly installments.

Miss Catherine Dittebrandt at the opening of the college year 1945-46, her salary to be \$2520.00, payable in 12 monthly installments.

Mr. Hal Jones at the opening of the college year 1945-46, his salary to be \$2360.00, payable in 9 monthly installments.

MR. JOHN P. GRUBER: The President presented the attached report by Hugh M. Blair, Librarian, on Mr. John P. Gruber, of the library staff. After full discussion the Board directed the President to notify Mr. Gruber that



unless there was distinct improvement in his work and relations to the staff as evidenced in reports of the Librarian and the President next year, he should be dropped from the staff on September 1, 1946.

The Board adjourned at 2:00 p.m.

Ralph E. Tiaje  
Acting Secretary

Approved: J. M. Goern  
Chairman, Board of Trustees



Eastern Washington College of Education

Cheney, Washington

Hargreaves Library

June 2, 1945.

-----MEMORANDUM-----

TO: DR. RALPH E. TIEJE, PRESIDENT, EASTERN WASHINGTON COLLEGE  
OF EDUCATION.

SUBJECT: AN ANALYSIS AND APPRAISAL OF THE WORK AND CHARACTER OF  
JOHN P. GRUBER OF THE LIBRARY STAFF.

At the time of his transfer to the library staff, it was the understanding of the librarian that Mr. Gruber was being given a second and final chance to make good as an employee of this college. On the grounds of incompetency and the possession of undesirable personality traits, the aforesaid Gruber was removed from his position as an instructor in the Department of Languages and Literature. Unfortunately for the welfare of the library, Mr. Gruber has not given proof that as a "librarian" he is any different. We, his colleagues on the library staff, find him just as difficult to work with as did the members of the above-mentioned department of instruction.

In continuing this analysis, it might be well to employ an adaptation of a test used by personnel directors and employers in evaluating both potential and actual employees. It is as follows:

1. Punctuality-----Fair.
2. Courtesy (as evidenced in daily contacts with one's fellow workers and the public)-----Fair to Poor.
3. Devotion to duty:
  - (a) Forgetfulness of the passage of time-----Poor.
  - (b) Ability to willingly help on any legitimate task regardless of the pleasant or unpleasant character of said job-----Fair to Poor.
  - (c) Ability to subordinate personal convenience to the obvious needs and demands of a job-----Poor.



Eastern Washington College of Education

Cheney, Washington

Hargreaves Library

June 2, 1945.

4. Self-improvement on the job-----Poor.
5. Loyalty to one's employers and co-workers-----Fair.
6. Competency-----Fair to Poor.
7. General attitude toward one's specific task  
and toward the purpose to be achieved by all----Fair to Poor.
8. Stability of emotional attitudes and attributes-----Very Poor.
9. Dependability or Reliability:
  - (a) To carry out orders----- Just Fair.
  - (b) Ability to work well and honestly  
when not supervised-----Fair?

Note: The absence of such usual terms of evaluation as "good"  
or "excellent" is not without its significance.

Several months ago, Mr. Gruber was warned that his work and general attitude left much to be desired. The resulting improvement was at best short-lived. Some one with an authority respected and feared by Mr. Gruber will have to handle his case. I hope he realizes that you are the one person who would fight to save his job for him. The recent correspondence with the State Board for the Certification of Librarians leaves me with one firm conviction, namely, that that board will never rest until it has effected the removal of both Miss Cullen and Mr. Gruber.

Respectfully submitted,

*Hugh M. Blair*  
Hugh M. Blair, Librarian.



June 22, 1945

Mr. J. P. Gruber  
Eastern Washington College of Education  
Cheney, Washington

My dear Mr. Gruber:

It was necessary to inform the Board of Trustees of Mr. Blair's report on your work, since it evidenced a situation which apparently had to be corrected by some means, and in some manner.

After an extended discussion of the situation the Board voted unanimously that unless the quality of your work and the nature of your personal relations with the staff improved markedly during the year 1945-46, as evidenced in reports both by the Librarian and by the President, you would be retired from the staff of the College on September 1, 1946.

It is, of course, your privilege to state your case to the Board of Trustees either in writing or in person.

Very truly yours

Ralph E. Tieje  
President

ret et