

5/17/35

2005  
American Univ.  
Public Affairs  
35198

It was, on motion,

RESOLVED that the sum of Twenty-four thousand dollars (\$24,000),  
RF 35082

AMERICAN  
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or as much thereof as may be necessary, be, and it is  
hereby, appropriated to the AMERICAN UNIVERSITY, Washing-  
ton, D.C., for the support of a program for training  
junior executives in the Federal service in the principles  
of public administration, of which \$12,000 shall be pay-  
able unconditionally for the year beginning July 1, 1935;  
\$8,000 shall be payable for the year beginning July 1,  
1936, conditional upon the University's providing \$4,000;  
and \$4,000 shall be payable for the year beginning July 1,  
1937, conditional upon the University's providing \$8,000.

The following were the considerations presented:

Relation to Program: Social Sciences: This project falls within the  
program of public administration as outlined by the officers and  
accepted by the Trustees at the April, 1935, meeting.

Previous Action: In January, 1935, a grant of \$4,000 was made to  
allow the American University to inaugurate this work experimentally  
for one semester. At that time it was stated that, if the venture  
proved successful, additional support was contemplated at the level  
of \$10,000 a year for three years.

Finances: The Foundation's funds will be used entirely to help meet  
the cost of the instruction given by men not now on the American Uni-  
versity faculty. It is proposed to appoint a man with a national  
reputation for work in this field as full-time director of the proj-  
ect, and the remainder of the \$12,000 annual budget represents fees  
to specialists brought in to conduct seminar discussions in the fields  
of their several competencies. The proposed annual budget follows:

Salary of Full Professor of Public Administration ...	\$ 6,000
Course in Public Personnel Management (one semester) ..	750
Course in Technique of Supervision (two semesters) ..	1,000
Course in Administrative Problems common to all departments and bureaus (two semesters) .....	1,250
Course in Federal Administrative Statistics (two semesters) .....	1,500
Advanced course in Statistics (two semesters) .....	1,500
Course in Classification Problems (one semester) ....	-
	<hr/> \$12,000

Future Implications: None. The single semester's experience seems to indicate that such courses as are proposed could be made self-supporting upon a fee basis, were it not judged desirable to limit numbers and enforce highly selective standards. The American University is willing to accept responsibility for providing full support for the project upon the indicated level at the end of three years.

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(Continued)

General Description and Comment: The promise held forth when the experimental grant of \$4,000 was made at the beginning of this year has been amply fulfilled. It was represented then that the Federal Administration had charged Civil Service Commissioner Leonard White with the task of formulating plans for broadening the areas that provide career positions in the Federal service and for improving the level of competence of the men who occupy such positions both through new recruitment and the training of a selected group of young men and women already in the service. Since it was judged that there were definite advantages in having the administration of this project outside of government circles, the experiment was inaugurated under the jurisdiction of the American University.

Two courses were offered, and are continuing, one in public personnel management and the other in Federal administrative statistics, the former organized by Commissioner White and the latter by Professor William Carson of the Wharton School, University of Pennsylvania.

Although admission was upon an invitation basis there were at least three applicants for every one that could be accepted, and the quality of the applicants was unexpectedly high, including a number of division chiefs. The roster of those who led the individual sessions includes the ablest specialists in the fields covered. The administrative and physical facilities provided by the American University have proved entirely satisfactory; and there is unanimous agreement among the leading Federal personnel men that it is desirable to continue and expand the project under present auspices.

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