

The Case of Gladys Kammerer

Gladys Kammerer

- B.S. Washington University, Mo (President, women's student government body)
- M.S. Univ. of Wisc. (Political Science)
- Ph.D. University of Chicago (Political Science)
- 1946 - Assistant Professor, Univ. of Kentucky
- 1947 - Associate Professor, Univ. of Kentucky
- 1954 - Conferred tenure as Associate Professor
- 1955 - Professor, Univ. of Kentucky



Active in promoting improvement of government public service

-Consultant to Legislative Research Commission

-Member of state's Child Welfare Advisory Committee

-On National Council, American Society for Public Administration

1956- 1957 Kammerer Elected Arts & Sciences Distinguished Professor of the Year (First Female Faculty Member So Awarded)

DISTINGUISHED PROFESSOR COMMITTEE

IRMA A. TAYLOR, Chairman
LEE W. GILDART
WILLIAM F. WAGNER
JOHN E. REEVES
EMMA LOU LECKY
M. M. WHITE, Dean of the
College of Arts and Sciences



PREVIOUSLY HONORED

1944 - GRANT C. KNIGHT
Department of English
1945 - AMRY VANDENBOSCH
Department of Political Science
1946 - THOMAS D. CLARK
Department of History
1947 - WILLIAM S. WEBB
Department of Physics
1948 - JOHN KUIPER
Department of Philosophy
1949 - IRWIN T. SANDERS
Department of Sociology
1950 - MORRIS SCHERAGO
Department of Bacteriology
1951 - CHARLES E. SNOW
Department of Anthropology
1952 - ARTHUR C. McFARLAN
Department of Geology
1953 - HERBERT P. RILEY
Department of Botany
1954 - LYLE R. DAWSON
Department of Chemistry
1955 - CLEMENT EATON
Department of History

THE UNIVERSITY OF KENTUCKY COLLEGE OF ARTS AND SCIENCES



GLADYS KAMMERER
*Distinguished Professor
of the Year* 1956-1957

Received Additional National Recognition

Dr. Kammerer To Be Speaker At AAUW Jubilee

Dr. Gladys M. Kammerer, professor of political science at the University of Kentucky, will represent the Lexington branch of the American Association of University Women at the association's 75th anniversary convention Sunday, through June 28 in Boston, Massachusetts. *L 6-19-57*

April 1957: Kammerer Gives Public Speech Sharply Criticizing “Spoils System” in American (Ky) Politics

U. K. Speaker Raps Spoils System As Special Peril to Child Welfare

Asks Widening
Of Merit Hiring

Kammerer, criticizing the Governor Chandler’s undoing of the 1952 Youth Authority Act, stated:

“Child-welfare administration “is still a field of public administration in which prejudice and ignorance have been allowed to run rampant in many sections, **including our own state.**”

“...policy in child welfare ... should be derived form research findings and professional standards and methods and **not from glittering generalities found in party platforms.**”

“...chief administrator [of child welfare services] is a technical one requiring a high degree of professional competence which a board of professional(s) ... is better equipped to judge in appointment **than is a governor** or other political chief.”

07/12/57: Kammerer Learns She Is Denied Pay Raise Because She “Criticized the Present State Administration”

U. K. Professor Who Has Opposed Chandler Plan Is Refused Raise

^{CJ 1957}
She Criticized Welfare Changes

Lexington, Ky., July 12 (AP)—
Dr. Gladys Kammerer, for 10 years professor of political science at the University of Kentucky, said today she did not receive a salary increase this year because of her criticism of the Chandler Administration.

Courier Journal Quoting UK President Dickey:

“The decision in evaluation of services for **merit increases** is based on cumulative data over a period of time and certain negative attitudes have been created toward the university **by some of her statements.**”

“[the] fact the **Dr. Kammerer criticized** the present State Administration, and others before it, was not the only **reason she was not given a raise in salary.**”

**07/14/57: Courier Journal Editorial Opinion Castigates UK ;
Kammerer Protests Violation of Academic Freedom**

Freedom at the University
Deserves a Stouter Defense
CJ - July 14, '57

THE FACT THAT A PROFESSOR at the University of Kentucky is given or refused a salary raise is, in our opinion, a matter to be determined by officials of the school, and not a rightful concern of the public. But when a professor is refused a raise because she has differed with the Governor of the state and must therefore be punished, the case becomes very much the public's business.

President Dickey:

“when a faculty member creates a **negative attitude** toward the University, this does not represent meritorious service for **which salary increase should be provided.**”

Kammerer:

First duty of a faculty member is “to **seek the truth and tell the truth** as he sees it and let the chips fall where they may...A university ought to be a truth-seeker, **even if occasionally seems to be bad public relations.**”

Upon Intercession by State AUUP (with notice to national AAUP office) UK President and AAUP Reach a Resolution

From: Joint Press Release Statement 07-23-57

UK President Dickey, UK AAUP President Arthur Cooke

“President Dickey and the members of the AAUP all agreed on the general principle of **academic freedom** as set forth in the official Governing Regulations”

“President Dickey and the members of the [AAUP] committee agreed that in cases such as these one person might honestly feel that the line of discretion had been overstepped, while another person might just as honestly disagree...[they] felt that they should try to find some **fair and just means** of overcoming these difficulties”

“President Dickey made the proposal that a standing **Faculty-Trustee Conference Committee** be established... composed of representatives of the University faculty at large selected by the University Faculty and of representatives of the Board of Trustees selected by that body...It was proposed that the **Kammerer case be submitted** to the committee for its consideration.”

[Click here to see the full press release statement](#)

07-26-57 Kentucky Kernal Reports on Proposal to Establish Joint Faculty-Board Committee

^{by Prof. Faculty} UK Group Proposes Faculty Committee

KK-7-26-57

UK President Frank G. Dickey announced this week that a proposal for a faculty-trustee committee to study the case of Dr. Gladys Kammerer, UK political science professor, and all such future cases was the result of a meeting held this week with the executive committee of the UK chapter of the American Association of University Professors.

Dr. Kammerer, who was named "distinguished professor of the year" by the Arts and Sciences faculty last spring, had said earlier that she had been denied a salary increase this year because of her criticism of the Chancellor administration.

Dr. Dickey said that she did not get a boost in pay because her actions over a period of years had caused "bad public relations" for the University; thus, she did not qualify for a merit raise.

At the time he added that "when faculty members create negative attitudes toward the University, this does not represent meritorious service for which salary increases should be provided."

The University AAUP chapter subsequently took up the case. President of the chapter, Dr. Arthur L. Cooke, professor of English, said, "We became interested

in Dr. Kammerer's case because of the great amount of publicity it received and because it is a matter about which we are concerned."

An upshot of the dispute was the conference last week between the president of the AAUP representatives. At this meeting, it was announced yesterday, "all agreed on the general principles of academic freedom as set forth in the official governing regulations of the University."

"The only point in disagreement was on whether or not these principles had been properly followed in the particular case of Dr. Kammerer."

Dr. Dickey's and Dr. Cooke's statement yesterday on the meeting also stated:

"President Dickey assured the

(Continued on Page 2)



DR. FRANK G. DICKEY

Click here to see President's recommendation to Board that it form joint Faculty-Board Committee

07-26-57 Courier Journal Urges that the Committee Function Effectively, for the Welfare of the University

The Protectors Also May Need Protection

THE CASE of Dr. GLADYS KAMMERER, University of Kentucky professor who was refused a salary raise after she criticized Governor CHANDLER's child-welfare program, may yet produce some good for the University. In the wake of criticism of his handling of the case, President FRANK DICKEY has agreed to appoint a committee composed of trustees and faculty members to consider Dr. KAMMERER's case and "all future problems of this kind."

Under the proper circumstances, a committee of this sort could do a great deal to strengthen academic freedom at the University, and to assure justice to faculty members. This, in turn, could be a boon to the school, which has been losing an unusual number of good teachers in recent years, not all of whom, there is reason to believe, left only for reasons of low pay. Teachers at the University, like teachers everywhere, need to know that they can participate in the normal, legal activities of private citizens without fear of political punishment.

But the success of the trustee-faculty committee depends on several important ifs. It can be truly effective only if it is staffed with people sympathetic with the individual rights of teachers and primarily concerned with their protection; and it can function properly only if it is given convincing evidence that it is free from the danger of political reprisal in the event of a decision unpopular with the administration.

We trust that these conditions will be made to prevail. We also hope that the committee will not limit itself to consideration only of Dr. KAMMERER's case, but will look deeply into the whole matter of teacher treatment at the University, and study the status of teacher morale in the future. If it does, the committee will

07-27-57: Department of Political Science Faculty Rally to the Defense of Dr. Kammerer

Editor, Lexington Leader:

We, the undersigned colleagues of Prof. Gladys Kammerer in the Political Science Department, wish to clarify one point in the recent Leader editorial, namely, the implication that because of her outside activities she has neglected her classroom duties.

Prof. Kammerer has never neglected her teaching or research duties. Her performance of these duties has not been made an issue in her case. She has never, to our knowledge, neglected her duties. This performance of duties is attested by the record of her promotions in rank.

H. N. Drennon

Leader
Ruth McQuown

J. E. Reeves

7-27-57
Wm. O. Reichert

J. B. Shannon

E. G. Trimble

A. Vandebosch

Kenneth Vanlandingham.

10-31-57 Herald Reports Announcement of Membership of Joint Faculty-Board Committee to Hear Kammerer Case

Academic Freedom Group *Herald 10-31-57* Is Named At University

The make-up of a six-member, faculty-trustee committee at the University of Kentucky to study disputes involving academic freedom was announced yesterday.

The joint board will meet for the first time in a week or 10 days and presumably will take up the case of Dr. Gladys Kammerer, political science professor. She claimed she failed to receive a pay raise because of her criticism of the state government.

Dr. Frank G. Dickey, University president, has declined comment on individual salaries. But, when the dispute arose last summer, he said "certain negative attitudes have been created toward the University by some of her statements."

The faculty-trustee panel was proposed in July and authorized by trustees in September. The faculty named Dr. Howard Beers, head of the sociology department; Dr. Ralph Weaver, bacteriology department, and Prof. Paul Oberst, law college, to represent it.

Trustee members announced by Dr. Dickey are Robert P. Hobson and Harper Gatton, Louisville, and J. Stephen Watkins, Lexington.

The six members were named

for one year but could be reappointed.

Dr. Dickey said some time ago that he and the executive committee of the University Chapter of American Association of University Professors agreed on general principles of academic freedom in University regulations.

They did not agree, though, on whether or not these principles were followed properly in Dr. Kammerer's case.

A faculty member 10 years, Dr. Kammerer last year was the Arts and Science College distinguished professor of the year. She was considered author of the 1952 Youth Authority Act; formerly was on the State Child Welfare Advisory Board and was critical of 1956 legislative action in welfare changes.

Dr. Dickey said he took full responsibility for salary increases and asserted interpretations which implied political pressures dictated the action were false and erroneous.

The president had said about half the faculty received increases in all colleges except Arts and Science where the number was not so great. The political science department is in the latter college.

**Faculty members
on the committee:**

Howard Beers
(Sociology)

Ralph Weaver
(Bacteriology)

Paul Oberst
(Law)

02/12/58 Press Reports Kammerer Upset That The Committee Report Did Not Address The Academic Freedom Issue

U.K. Case Called Free of Politics

Kammerer Says Issue of Right To Intellectual Freedom Avoided

1958 By The Associated Press

Lexington, Kv., Feb. 12.—A University of Kentucky faculty-trustee committee has held that no question of political pressure or preference existed in a salary dispute involving Dr. Gladys Kammerer, political science professor at U. K.

But Dr. Kammerer commented that the report avoided the "basic" issue—"the right of a professor to intellectual and civic freedom . . ."

The controversy developed last summer after Dr. Kammerer charged she was denied a salary increase because of her criticism of the State Administration.

Dickey Denies Charge

U. K. trustees.

Dr. Dickey said he feels the committee report is just and unbiased.

Dr. Kammerer said, "Any merit I may have for a salary increase is important only in the context of the much larger question, that of the right of faculty to speak out on public issues

The four-point report said:

1. "The responsibility for the

Kammerer:

The report avoided "the basic issue - the right of a professor to intellectual and civic freedom"

Click here to see the full committee report

Click here to see President's report to University Faculty on committee report

02-27-58 Leader Reports Kammerer Protests “strait jacket upon intellectual leadership”:KCLU Steps In

Leadership ‘Strait Jacket’ *Leader 2-27-58* Imposed, KCLU Asserts

A “strait jacket upon intellectual leadership” has been imposed in the issue between the University of Kentucky and one of its professors, Dr. Gladys Kammerer, the Kentucky Civil Liberties Union said Wednesday.

A letter containing the complaint was addressed to Robert P. Hobson, Louisville, chairman of a joint faculty-board of trustees committee that studied a charge made by Dr. Kammerer that she was denied a salary increase because of her criticism of the state administration.

The committee, in a report issued near the first of this month, found that “no question of political pressure or preference is presented on this record.”

Real Issue

Dr. Kammerer, when the report of the committee was made public, said the real issue of her complaint was “completely avoided” by the report. She said the only issue she raised was that of a professor to intellectual and civic freedom.

Dr. Kammerer said, “If a professor is to be given economic punishment for daring to utter his conviction then he loses his value as a citizen of the Commonwealth.”

The KCLU asked that all records of the faculty-board of trustees committee be made public. UK President Dickey said he had received a copy of the letter and has “no objection to the records being made public.”

He said, however, that records of the committee study are in possession of the committee, and any decision as to whether they would be made public would have to be decided by the committee.

Hobson declined to comment on the letter.

Dr. Kammerer also declined comment on the letter. She said that she is a member of the CLU, but that she is not active in its work. She said the union’s action “was a surprise to me.”

Several professors at the University said they feel that the records of the committee’s report should be made public.

One professor said he feels the records should be made public, but that after they are put in the public’s hands, the matter should be “forgotten.”

Kammerer:

“If a professor is to be given economic punishment for daring to utter his conviction then he loses his value as a citizen of the Commonwealth”

03-15-58: UK President Admits to Meeting of University Faculty He was in "Error" In Denying Raise to Kammerer

U.K. Head Admits Kammerer Error

Now Feels Information That Kept
Her From Raise Was Incorrect

C.G. March 15, 1958

By The Associated Press

Lexington, Ky., March 14.—University of Kentucky President Frank G. Dickey says he feels "information which guided me in the determination of salaries last year was in error" regarding Dr. Gladys Kammerer.

Dr. Kammerer said Friday night that she knew of Dr. Dickey's statement before she resigned from the U. K. faculty. She announced her resignation Thursday night, but said a controversy involving her had no part in it.

Dr. Kammerer said Friday night that she knew of Dr. Dickey's statement before she resigned from the U. K. faculty. She announced her resignation Thursday night, but said a controversy involving her had no part in it.

Dr. Dickey made his statement Monday at a U. K. faculty meeting and released it to reporters Friday. The statement indicated Dr. Kammerer was in line for a salary increase.

She said Friday night that a salary increase "above the median for the university" had been recommended for her, effective July 1. Her resignation is effective September 1, when she will go to the University of Florida.

Touched Off Controversy

The political-science professor touched off a controversy last year by charging she was passed over for a salary increase because she criticized the State Administration.

03-15-58: Kammerer Nonetheless Resigns from University of Kentucky and Accepts Position at University of Florida

Dr. Kammerer Resigns, Accepts Post In Florida

By Kames

March 21 - 1958

Dr. Gladys Kammerer, center of a recent controversy involving academic freedom, has resigned, effective Sept. 1, to accept a teaching and research position at Florida State University.

The political science professor was Distinguished Professor of the Year for 1956 in the Arts and Sciences College.

The controversy started last year when Dr. Kammerer charged she was denied a salary increase because she criticized the Chandler administration. At that time President Frank G. Dickey denied that any political pressure was involved but he said Dr. Kammerer's statements over a period of years had caused "bad public relations" for the University.

At a March 10 faculty meeting,

President Dickey said he felt "information which guided me in the determination of salaries last year was in error."

In a statement released to the press last Friday, Dr. Dickey said, "Various facts brought out in the studies of the faculty-trustee committee have convinced me that the full text of statements made by Dr. Kammerer give a different picture of discussions than those previously available."

Dr. Kammerer said she knew of Dr. Dickey's statement before she resigned. She said her resignation had nothing to do with the controversy. She said she accepted the position at Florida State because it offered a greater challenge, more time for research and a substantial salary increase.

03-16-58: Ky Kernal Laments Loss of Dr. Kammerer

Kentucky Will Miss Dr. Gladys Kammerer

C.G. - March 16, 1958
DR. GLADYS KAMMERER has resigned as a professor of political science at the University of Kentucky. This calls for something more in comment than recalling her recent spunky protests against an obvious discrimination in a matter of salary because she spoke out on public matters.

To labor this point, whether it is involved in her decision to leave or not, would be to belittle a more important point. This is the fact of Dr. KAMMERER's value to Kentucky for her knowledge, convictions and forthright interpretations of sound standards and principles.

In our book, Dr. KAMMERER has been right in her views and because of their truth they

are bound to prevail after the present distempers and political distortions have passed. More admirably, she has been courageous in expressing them, and this has helped make them indelible.

The University of Florida will get a distinguished professor, not only in the terms of her formal designation by her colleagues last year but in terms also of measurable accomplishment. A teacher who does not act on the precept of his lecture halls and textbooks when the occasion arises (and we don't know that Dr. KAMMERER has ever failed to do this) isn't worth his salt. He may remain secure in his academic cloister, but he may have a few uncomfortable moments with himself.

At the University of Florida, Dr. Kammerer Continued Her Career Activities

-She became the **first female full professor** in the U of F Political Sciences Department

-At the University level, in 1964 she became the **first woman in an official leadership role** for the faculty

-Became the **first President** of the U of F Chapter of the American Association of University Professors

However, she still faced resistance to the inclusion of women in many campus groups, e.g. the Florida Blue Key (FBK), one of the most powerful political groups on campus and a stepping-stone to further political office.

In 1964, Dr. Kammerer, was chosen the first woman to receive the Florida Blue Key Teaching Award, *but was not permitted to attend* the FBK Banquet to receive her award *because women were not allowed to attend.**

Epilogue: Dr. Kammerer's tireless efforts ended in July 1970, with her death at age 61



After her death, her many activities on national boards and councils, including appointment by President Johnson to the Advisory Council of the NIH Heart Institute, were rewarded by the **American Political Science Association**, with an annual book award made in her name:

“The Gladys M. Kammerer prize is awarded annually for the best political science publication in field of U.S. national policy.”

HERALD-LEADER 7-19-70
**Dr. Kammerer
Dies In Florida**

Dr. Gladys Kammerer, 61, former political science professor at the University of Kentucky, died Friday in Gainesville, Fla. She had been a member of the political science faculty at the University of Florida since 1959.

[Click here for the APSA official web page for the Kammerer Prize](http://www.apsanet.org/about/awards/kammerer.cfm)

<http://www.apsanet.org/about/awards/kammerer.cfm>

More Epilogue: One UK Legacy of Gladys Kammerer

In 1947, President Donovan instigated the Board of Trustees to remove from its Gov. Regs. the protection of a hearing before a **faculty committee** prior to Board action on faculty appeals reaching the Board, saying “this was no protection for a good professor and that the poor ones did not need to be protected. Why should they be?”

It was not until the 1958 establishment of the **Faculty-Board committee** spawned by Dr. Kammerer’s determination, that a faculty-membered committee became re-established as a protective measure for the faculty.

Because Dr. Kammerer’s determination yielded the establishment of that Faculty-Board Committee, the committee was in existence in Sept. 1962, to act as the shield that **saved Professor Abby Marlatt** from dismissal by President Dickey and the Board of Trustees (see: [The Case of Abby Marlatt](#))

Using that Faculty-Board Committee as a spawning base, the new President Oswald supported the University Faculty Council’s recommendation in 1964 to convert that committee into the fully faculty **Senate Advisory Committee for Privilege and Tenure**, that today hears the appeals cases of faculty....

...and now you know the rest of the story.