

To the radical change in the system of management has been due the gain in the amount of student earnings since 1902. In 1901 the reported earnings through the aid of the committee amounted to \$4,977. In 1902 this was increased to \$6,459.68. For the three following years the earnings have been respectively \$16,654.44, \$27,452.10, \$43,032.11.

The Committee on Employment for Students is a standing committee consisting of a representative from each faculty of the University together with the secretary of the University, the registrar, the secretary of Earl Hall, and the secretary of the committee. The committee was established eleven years ago by the University Council. Previous to this time the administration work of the committee had been in the hands of the general secretary of the University Y.M.C.A. The first year's work (1894) resulted in assisting sixty-seven applicants to earn approximately \$2,411, an average of about \$36 for each student. The earnings for the following five years did not greatly exceed this sum, and the first important advance dates from the year 1900, when the students earned \$4,977, as mentioned above, 55 of the 225 applicants receiving employment.

The plan of having the students report the sums earned through their own initiative, in addition to the income the committee secured for them, has materially increased the efficiency of the committee, for in this way suggestions are received which can be developed with profit for other students.

The innovation at first met with some opposition on the part of certain

students who had not yet outgrown the schoolboy feeling of antagonism toward the authorities. They objected that the University had no right to pry into their private affairs; that while they would be glad to report earnings received through the aid of the committee, they did not feel under any obligation to inform the University authorities of what they were doing outside of its jurisdiction. These objectors were seen individually and assured that the University was not trying to act the policeman, but was merely seeking information which might be of value in advising students who wished to come to Columbia, but who had to depend upon earning part of their expenses. Generally speaking, it was argued that one generation of students could do what another one had done, and if prospective students could be told that the students last year earned so-and-so much in such-and-such ways, and that in all probability the students would repeat the experience during the coming year, then those prospective students would be encouraged to continue their education, and, if assured of a reasonable expectation of finding employment, they would probably come to Columbia. In this way the co-operation of the student workers was secured.

The amounts reported by the students as having been earned independently of the committee have increased steadily since 1902, but at a lower rate than the earnings through the assistance of the committee. In 1901-2, the first year in which the independent earnings were recorded, they amounted to \$9,204.50, in 1902-3 to \$11,122.13, in 1903-4 to \$16,569.07, and in 1904-5 to \$49,404.09, an in-