

Robert H. Wright, Chapel,

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Yesterday I spoke to you about your work. I want to speak to you this morning for just a minute or two on the same subject from another angle. The State of North Carolina has worked out one of the best certification schemes found anywhere in the country. There has been some kicking, some fussing, some complaining, and some misunderstanding by individuals throughout the state at various times about the teachers' certificates. That always comes when you have human beings dealing with human beings in large numbers. But taking the scheme as a whole it is one of the most scientifically worked out, one of the best systems of certification found in America. To start with, it doesn't have anything to say or do with the question of the sexes. Most state certificates pay the masculine gender more than the feminine. North Carolina doesn't know what gender you are when it comes to its certification scheme. Apparently it doesn't care. It is worked out on the basis of training and experience and the minimum salary is attached to the various certificates. Here is the scheme. -- If you are a graduate of a standard high school and attend college for one year, doing a certain amount of professional work, you will be given an Elementary A certificate; if you attend college two years, you will get a Primary, Grammar Grade or High School C certificate. (I believe they have stopped issuing the High School C. If you attend college three years, you will be given a Primary, Grammar Grade or High School B certificate, and four years beyond the high school should give you a Primary, Grammar Grade or High School A certificate. And then there are schemes worked out for special certificates in special subjects. If you attend a standard normal school and that is the two year course at this institution instead of getting at the end of the second year the primary, or grammar grade C certificate, the state gives the Primary or Grammar Grade B, steps it up a year, but you will have to take two years to raise that certificate to an A, because they do not issue an A certificate with less than four years beyond the high school. If you are a graduate



of a non-standard high school and attend college one year, or come here and take the C class for one year and complete the work, whether you are a graduate of a standard high school or non-standard high school, the state will issue to you the Elementary A certificate on the basis of your year in college. Now, do you see the importance to you in completing a year's work? The kind of certificate you are to get will be determined by your doing a year's work in college and attached to each grade of certificate as it goes up is an increase in salary. It will pay you, looked at purely from the standpoint of dollars and cents, it will pay you to do your work. I don't know a more liberal institution, person or government, whichever you want to call it than the old state in which we live, looked at from one angle, if you go to Asheville teachers' college, come to Greenville, sign the agreement to teach, we won't charge you anything for tuition, and the better trained you are, the more we will pay you. In other words, we will give you, if you will pay your living expenses, we will give you the training and the more of it you take, the more we will pay you for taking it. That is pretty liberal. The only place where it isn't liberal is that they start paying so low down and they don't go high enough up. In other words, teachers salaries are not as large as they should be. They will get larger. I want you to realize that right in the beginning of your college course. This college is the one A grade teachers college in North Carolina and we have courses laid out for you to become Primary, Grammar Grade, and High School teachers. We also have a special course in home economics. If you wish to become a primary teacher and want an A grade certificate, you can go through the two year course and stay on two more years and get your A certificate, assuming that you are going to do the work and behave yourself. And we have it worked out so you can take a straight four year course leading to the A certificate, but practically all go by the two year route, and we have the same thing worked out for the grammar grade teachers. We have the work all mapped out for you to follow, so you can train yourself in two fields for high school teachers. It is all mapped out for you and we are doing our best to help you to accomplish the most possible



while you are here, but it is very important that you do your work. We cannot do that for you. In fact, we don't want to do that, we wouldn't if we could because it wouldn't do you any good.

President Wright then called attention to the fact that 145 girls from the outside are already enrolled for the year 1927-28 and urged the student body to make application at once if they are planning to return to college next year.