MEMORANDUM OF AGREEMENT entered into this 28th day
of June 1908, between the CHILDREN'S MEMORIAL HOSPITAL, of
CHICAGO, and RUSH MEDICAL COLLEGE OF CHICAGO.

It is the desire of said Hospital to place the
entire medical and surgical work of the Hospital under the
care and direction of said college, and said College is
prepared to assume the entire responsibility for such medical
and surgical work; and in order to give effect to the wishes
of the parties hereto it is agreed by them as follows:

First: The faculty of said College shall be entitled
to nominate to the Board of Directors of said Hospital members of
the Medical and Surgical staff of the said Hospital; and it is
understood that such nominees will be members of the faculty of
said College. In case the Board of Directors of said Hospital
shall decline to appoint any person or persons so nominated,
said Hospital shall notify faculty of its determination in the
matter and, said faculty shall thereupon appoint other persons
until nominees satisfactory to the Directors of said Hospital
shall have been nominated. In case any person so nominated and
appointed a member of the medical or surgical staff of said
Hospital shall thereafter cease to be a member of the faculty
of said College, be deemed to have resigned his appointment to
the medical or surgical staff of said Hospital, and his position
upon such staff shall be deemed vacated and any vacancy so
caused shall be filled by nomination and appointment in the
manner hereinbefore provided. It shall be the duty of the
faculty of said College to notify all persons nominated to
be members of said staff that all appointments to said staff
will be made subject to his agreement.

Second: The medical and surgical staff of said
Hospital, constituted as aforesaid, shall have entire charge
of all matters relating to the medical and surgical treatment
and care of the patients at said Hospital; and will render all
services which may be necessary to the proper treatment and care
of such patients and will also give such instruction as may be
necessary to the nurses who may from time to time be under
instruction and training at said Hospital.

Third: So soon as the medical and surgical staff
of said Hospital shall have been constituted as hereinbefore
provided, said College, will assume entire responsibility for
the medical and surgical work of said Hospital, and for the
instruction of nurses under training at said Hospital.

Fourth: Nothing herein contained shall be construed
to affect or modify the power of the Board of Directors of said
Hospital and of its Executive Committee to remove, for any cause
which said Board of Directors or said Executive Committee shall
decem sufficient, any member of the medical and surgical staff of
said Hospital; but in case of any such removal said Hospital
shall promptly notify the faculty of said College of the fact
of such removal, and said faculty will thereupon nominate suitable
person or persons, satisfactory to the Board of Directors of said
Hospital, to fill any vacancy or vacancies so caused.
MEMORANDUM OF AGREEMENT concerning the Elmhurst Memorial Hospital

To: Dr. John B. Palfrey, President of the Elmhurst Memorial Hospital

From: William W. McNeill, Acting Dean of the Medical School of the University of Chicago

Subject: Establishment of a Medical College in Elmhurst

Date: June 29, 1929

Dear Dr. Palfrey,

I am pleased to inform you that the faculty of the University of Chicago has decided to establish a medical college in Elmhurst. The purpose of this college is to provide a high-quality education in medicine and to meet the needs of the community.

The college will be located at the Elmhurst Memorial Hospital, which will be managed by a board of directors comprised of representatives from the University of Chicago and the hospital.

We are excited about this opportunity to expand our educational offerings and to serve the health needs of the community. We look forward to working closely with you and your staff to ensure a successful partnership.

Sincerely,

William W. McNeill
Acting Dean of the Medical School
Fifth: It is understood that the interne or members of the house staff of said Hospital shall be appointed from the graduates of said College.

Sixth: Said Hospital will afford facilities for research work by establishing and equipping such laboratory or laboratories as the means available may from time to time permit.

Seventh: The medical and surgical staff of said Hospital shall be provided with such facilities for teaching in the Hospital as the means of the Hospital will from time to time permit.

Eighth: This agreement shall become operative on the First day of July 1908, and shall continue in force until terminated by the action of one or both of the parties hereto, but either of the parties hereto desiring to terminate this agreement shall be entitled to do so only after the expiration of one year after notice to this agreement, stating that the party giving such notice has elected to terminate this agreement.

CHILDREN'S MEMORIAL HOSPITAL,

BY____________________________________

Attest:

____________________________________

Secretary

RUSH MEDICAL COLLEGE

BY____________________________________

President

Attest:

____________________________________

Secretary
Dear President Judson,

The Children's Memorial Hospital, whose plant is situated on the corner of Orchard Street and Fullerton Avenue, has a contract with Rush Medical College, providing for the recommendation by the faculty of the College of the members on the staff of the Children's Hospital, along the lines of the contract which existed between the Presbyterian Hospital and Rush Medical College.

The Sprague Institute carries on a considerable part of its research work at the Children's Hospital, and Dr. Billings has suggested that in his opinion it was desirable that the existing arrangement between the Hospital and Rush Medical College should be superseded by a contract between the University of Chicago and the Children's Hospital similar to the contract recently entered into between the Sprague Institute and the University.

I have discussed the matter with some of the Trustees of the Hospital, and they have authorized me to take the matter up with the University, and arrange for such contract as is above suggested, provided the proposed arrangement is satisfactory to the University.
December 13, 1924

Dear President Johnson,

The Children’s Memorial Hospital, whose plans I will
soon make an a center of occult ethical and philanthropic
activities, as a corner with deep Methodist College, providing for the care
of the sick and the sufferer. This is the time of the year
when both the Children’s Hospital and the Methodist College
meet with especial emphasis between the Presbyterian Hospital and each
other. For this reason I write to you.

The Children’s Hospital needs all the centralized care
that can be given to its patients. It needs the support of its maritime
institutions, and also the financial assistance of the Methodist College
which ought to be available to it under the circumstances. The
Children’s Hospital needs the support of the Church, and the Methodist
College needs the financial assistance of the Church. These are
problems that we must consider.

I have given you the matter with some of the trustees
of the Hospital, and they have supported me in the matter.

I am at the University, and I write to you in connection with
the University’s progress and the method of its instruction and service.

Yours sincerely,

[Signature]
If you desire any information in regard to the Hospital before deciding this question, we shall be greatly pleased to furnish you with such facts and information as you may wish.

Very truly yours,
President Harry Pratt Judson,
University of Chicago,
Chicago.
President Harry Pratt Judson,
The University of Chicago,
Chicago, Illinois.

My dear Mr. Judson:

I think the character of the Children's Memorial
Hospital and the promise of a big future which it holds because of
the interest which Mr. Wilson and Mr. Thomas D. Jones have in the
institution, would justify the consideration of the Board of Trustees of the
University of Chicago of a contract with the Children's Memorial Hospital as
part of the postgraduate instruction, under the management of the University
of Chicago.

I will be glad to meet with you at any time to talk
over the matter.

I expect to go to Springfield Wednesday night and hope
to be able to return to Chicago by Friday morning. It is possible, of course,
that I may be kept in Springfield until Saturday morning. If it suits you,
however, I could take lunch with you to talk over this matter on Monday the 28th
or Tuesday the 29th as you may elect.

Very sincerely yours,

[Signature]

Encl.

I have no engagement for

Wednesday February 23. If that
is a convenient date for you,
at the Chicago Club—12:30 or 1 p.m.
1. No financial obligation
2. To take effect on May 7 in Med. Sch.
May 29, 1918.

President Harry Pratt Judson,
University of Chicago,
Chicago, Illinois.

My dear Mr. President:—

In preparing a draft agreement for the affiliation of the Children's Memorial Hospital with the University of Chicago to be submitted to the governing bodies of both institutions for their consideration the following points were discussed at our conference yesterday:

1. The desirability of connecting the Children's Memorial Hospital with the general scheme of the University for the extension of medical education and research in this city, and the desire of both institutions to become affiliated to that end.

2. Such affiliation would involve:

(a). The constituting of the Children's Memorial Hospital as a center of post-graduate instruction in pediatrics in the general scheme above mentioned. The Hospital staff would under this arrangement ultimately become a teaching body without suffering any curtailment or modification of the functions normally incident to the medical and surgical care of the patients of the Hospital. As the teaching function (post-graduate students and nurses) added by the University will constitute the main contribution of the University to the total activities of the Hospital, and constitutes the justification for the limitation which the Board of Directors of the Hospital will be expected to consent to in their power of appointment of the medical and surgical staff of the Hospital it would
be well to have the purpose of the University in this matter of instruction at the Hospital stated with as much fullness and definiteness as may be conveniently possible. We realize, of course, that a full programme cannot now be expected.

(b) The Trustees of the University will nominate to the Directors of the Hospital the members of the medical and surgical staff of the Hospital including pathologist, and the Directors of the Hospital will agree that they will not appoint any person a member of the staff except upon the nomination of the University. Inasmuch as certain considerations enter into the qualifications of members of the Hospital staff beside strictly professional skill, the Directors of the Hospital will have the right to decline to appoint any particular nominee of the Hospital of whom the Board of the Hospital does not approve.

You are probably aware that an agreement has been in existence for a number of years between Rush Medical College and the Children's Memorial Hospital for nomination by Rush Medical College of the members of the medical and surgical staff of the Hospital. Those nominations are to be made annually and the by-laws of the Hospital provide for annual appointment of the members of the staff. I think you will agree with us that necessary changes in the Hospital staff are much more easily made when all appointments expire in course of time than when they continue indefinitely, and it seems to us that the provision for annual appointment would be a wise provision in any agreement which may be reached between the Hospital and the University.
f or full to have the courage of the University to pluck up its manly nerves, and to
be the honest advocate with as much boldness and unhesitating courage as we ourselves
sincerely feel, of its passing on to
commencement beyond. A letter of course, and a few braggadocio
not now be expected.

(6) The preservation of the University will require or the
race of the faculty the welfare of the country and the safety of the

To the sincere and earnest contemplation of the faculty of the University, with
all the assistance of the public, and it is expected that the faculty will be able to
make a report of the state of the

Now: the commencement of the University. I am anxious to commence committee,

under the influence of the commencement of the faculty, to the replacement of the

If the faculty of the University will

And if the faculty of the University will

For the approval of the faculty, and on the part of the faculty of

For the approval of the faculty, and on the part of the faculty of

I know you will find me with me in the

I think you will find me with me in the

If we were to substitute any of the features of the University for those which are more widely

I think we would have been

If we were to substitute any of the features of the University for those which are more widely

I think we would have been

And I must say, in the hope of the University, that it will be necessary to

I must say, in the hope of the University, that it will be necessary to

And I must say, in the hope of the University, that it will be necessary to

I must say, in the hope of the University, that it will be necessary to
3. An affiliation of the Hospital with the University does not necessarily involve the continuance of the agreement between the Hospital and the Sprague Memorial Institute, but as the Institute's connection with the Hospital is an important fact in the situation I enclose to you herewith copy of the agreement of the Hospital with the Institute.

4. You agreed with Mr. Wilson and myself yesterday that it is clearly advisable that any agreement that may be reached for affiliation should be made terminable at the will of either party on one year's notice of a desire to terminate it.

At our conference yesterday we told you at some length of the importance in our organization of the Auxiliary Board, consisting entirely of women. This Auxiliary Board is appointed annually by the Board of Directors of the Hospital. Under our by-laws it is "their duty to control the internal management of the Hospital, the purchasing of supplies, equipment of wards, care of culinary department, laundry, etc., and subject to the direction of the medical staff to control the training school for nurses." It did not seem to any of us at the conference yesterday that the scope of the suggested affiliation with the University would affect in any way the sphere of the operations of the Auxiliary Board. The services of the Auxiliary Board have been of the first importance to the Hospital. Aside from its work in securing funds for the maintenance of the Hospital, its functions in Hospital management are exercised mainly by control of the superintendent of the Hospital and the principal of the training school for nurses. It does not seem to me necessary to make any
reference in the suggested agreement to the functions of the Auxiliary Board because those functions seem to me to lie outside of the scope of the agreement, but both Mr. Wilson and I deem it of the first importance that you should understand fully the importance of the work of the Auxiliary Board in the support and internal management of the Hospital.

It will of course be understood that the control of the Board of Directors of the Hospital over the Hospital will not be impaired or affected by the agreement except as provided by the express terms of the agreement.

Faithfully yours,

Thomas D. Jones
In accordance with the instructions received from the General Office of the Ministry of Health, I have been assigned to the position of the Head of the Medical Department for the Hospital. It is my responsibility to ensure the effective management of the Hospital and its staff.

I am writing to inform you about an upcoming meeting where the personnel of the Hospital will be discussed. It is expected that the Hospital will be receiving additional medical staff in the near future.

I appreciate your attention in knowing the progress of the Hospital.

Sincerely,

[Signature]

[Handwritten note:]

[Signature]
Chicago, June 1, 1918

Dear Mr. Jones:

Thanks for your favor of the 29th of May with enclosure. Dr. Billings is to be here on the 8th inst., and I shall have a conference with him before drafting the formal plan.

With sincere regards, I am,

Very truly yours,

E.P.J. – L.

Mr. Thomas D. Jones
1116 Marquette Bldg., Chicago
Office, June 1, 1912

Dear Mr. Jones:

Thank you for your letter of the 20th of May.

With encouragement, Mr. Milligan to go into the 6th tent, and I expect to have a conference with him before getting the merry play.

With sincere regards, I am,

Very truly yours,

H. W. - J.
MEMORANDUM OF AGREEMENT BETWEEN THE
OTho S. A. SPRAGUE MEMORIAL INSTITUTE
AND THE
CHILDREN'S MEMORIAL HOSPITAL.

The Otho S. A. Sprague Memorial Institute (hereinafter
called the "Institute"), desires to establish at the Children's Memorial
Hospital in Chicago (hereinafter called the "Hospital"), a Department for
the investigation of the diseases and physiology of childhood, and the
Hospital desires to provide the necessary facilities for such medical
research work and the parties hereto therefore enter into the following
agreement:—

1. The Hospital agrees to devote to the exclusive use of the
Institute three rooms at the Southwest corner of the first floor of the
Agnes Wilson Memorial Building. The Laboratory, so devoted to the use of
the Institute, shall be occupied and used solely for research by members
of the Institute or Assistants working under their direction and shall be
known as "The Otho S. A. Sprague Memorial Institute Laboratory of the
Children's Memorial Hospital"; and all publications of work done in said
Laboratory shall be credited to the Laboratory as above specified.

2. The Hospital will complete the equipment of said Laboratory in
respect of fixed apparatus as already specified on behalf of the Institute
and shown upon the plans of said Laboratory. The Hospital will bear all
the expense of heating and lighting said Laboratory and will make all or-
dinary repairs therein at its own expense. The Hospital and the Institute
will divide equally the expense of a "diner" to take care of the Labora-
tory. In case of injury to the property of the Hospital by any of the
Institute staff or its employees, in excess of ordinary wear and tear,
the Institute will, at its own expense, make such repairs as may be neces-
sary. The Institute will provide, at its own expense, all special apparatus,
all utensils and all materials and supplies that may be required for research
work.

3. The members of the research staff of the laboratory shall have
access to any and all patients of the Hospital for the purposes of investi-
gating the diseases and physiology of childhood. In case at any time the
staff of the Institute shall desire to place under special observation and
study or medical treatment any patient of the Hospital, who at the time-being
shall be under the medical care of a member of the Hospital staff who is not
a member of the staff of the Institute, such patient may, upon application to the superintendent of the Hospital, be transferred to the medical care of a member of the Hospital staff who shall also be a member of the staff of the Institute. Patients under special observation, study or treatment by the members of the staff of the Institute may, by arrangement with the superintendent of the Hospital, be placed in a special ward of the Hospital devoted wholly or in part to the use of such patients. The Institute will assume full responsibility for the medical care and treatment of patients selected by the staff of the Institute for special observation, study and medical treatment.

4. The Institute will maintain at the Hospital a staff substantially as follows:

1. Director of Medical Research;
2. Director of the Research Laboratory;
3. Fellow of the Institute and Resident Physician;
4. Fellow of the Institute and Assistant Resident Physician;
5. Voluntary Assistants and one or more additional Fellows, if possible.

5. The jurisdiction and disciplinary powers of the superintendent of the Hospital as hitherto recognized and exercised, shall be in no way affected or impaired by this agreement.

6. This agreement shall continue until terminated by either of the parties thereto, and the party desiring to terminate the same shall give to the other party notice in writing of its intention to terminate this agreement one (1) year before the date fixed for the termination thereof.

Chicago, August 23, 1912.

For the Other S. A. Sprague } A. A. Sprague,
Memorial Institute } President.
} Frank Billings,
} Vice President.

The Children's Memorial Hospital,
By John P. Wilson,
its President.
Copy of Agreement
between Sprague Institute
Aug. 23, 1912.
THIS MEMORANDUM OF AGREEMENT entered into this 19th day of December, A.D. 1919 by and between the RUSH MEDICAL COLLEGE, party of the first part, and THE UNIVERSITY OF CHICAGO, party of the second part, is executed to evidence the following:

FIRST: That the party of the first part has transferred to the University of Chicago all the rights and privileges hitherto vested in Rush Medical College growing out of a contract between the Rush Medical College and the Children's Memorial Hospital, and by this action cancels from this date the agreement heretofore existing between Rush Medical College and the Children's Memorial Hospital.

SECOND: That the contract between THE UNIVERSITY OF CHICAGO and the CHILDREN'S MEMORIAL HOSPITAL dated the 18th day of November, A.D. 1919 by which the University of Chicago is to make the Children's Memorial Hospital a center for post graduate work in the study and treatment of diseases of children involving the making of the staff of the hospital an important teaching body. The University having the right to nominate to the Board of the hospital the members of the medical and surgical staff of the hospital, including the pathologist, the Board of the hospital to appoint only persons so nominated as members of the staff, the Board of the hospital to have the right to refuse to appoint any person a member of the hospital staff not satisfactory to the Board of the hospital, is hereby consented to, ratified and approved by the party of the first part.

IN WITNESS WHEREOF the parties hereto have by their respective Boards of Directors duly authorized the same to be executed and the same are executed in their behalf by the Presidents of their respective Boards of Trustees.

RUSH MEDICAL COLLEGE

BY John J. Glessner (signed)
President of its Board of Trustees

J. Spencer Dickerson (signed)
Secretary

THE UNIVERSITY OF CHICAGO

BY Martin A. Ryerson (signed)
President of its Board of Trustees

J. Spencer Dickerson (signed)
Secretary
TO THE FRIENDS AND SUPPORTERS OF
THE CHILDREN’S MEMORIAL HOSPITAL:

The recent announcement of the splendid bequest to The Children’s Memorial Hospital by the will of the late Mrs. John C. Black naturally caused great rejoicing among the friends of the Hospital. It soon became evident, however, that the size of this bequest would probably create an entirely erroneous impression as to the effect of the bequest upon the finances of the Hospital, and might lead some of the friends of the Hospital by whose contributions the Hospital has been maintained to conclude that their assistance is no longer of the vital necessity to the Hospital that it has been in the past, and to divert their contributions to other charities supposed to be in greater need. If this result should follow then the great benefaction of Mrs. Black might easily prove for the time being to be a source of serious embarrassment to the Hospital.

No Hospital has been more loyally or more generously supported by its friends than The Children’s Memorial Hospital, and those who stand responsible for the management of the Hospital feel that it is their duty to make to the supporters of the Hospital a frank statement of its present financial condition, with a special reference to the bearing of the bequest of Mrs. Black upon the financial needs of the Hospital.

The cost of operating the Hospital has, in spite of the most strenuous effort to keep down the cost, been mounting each year to an extent which has caused the deepest anxiety to the management. The cost this year will exceed $150,000. The total income from endowment funds is about $22,000. The Rummage Shop conducted by the Auxiliary Board has been of invaluable help to the Hospital, and without that help it is difficult to see how the Hospital could have been maintained during the past two years at its full efficiency. But even with that assistance there will remain this year at least $100,000 to be raised by contributions to the Hospital funds to meet the expenses of the year. There has been for some years past an annual deficit of about $15,000 at the end of each year. This amount has been raised each year by extra contributions made especially to meet this deficit by a few friends of the Hospital who have been heavy regular contributors to the Hospital. The deficit for this year now threatens to be considerably more than $15,000, even if none of our regular contributors fail us this year.

Now as to the bearing of the bequest of Mrs. Black on this condition of things: Some exaggerated statements have been made as to the amount of this bequest. Under Mrs. Black’s will it is provided:

1st. That $250,000 shall be paid to The Children’s Memorial Hospital. This amount will doubtless be paid in due course of administration, but no part of it can be expected this year, and no income will accrue from it to the Hospital until next year at the earliest.
2nd. The sum of $250,000 is given to a trustee as a trust fund, the income of which for a period of twenty years is to be paid over to certain employees of the Continental and Commercial National Bank. At the end of twenty years this fund comes to The Children's Memorial Hospital. Of course no income will accrue to the Hospital from this fund until after twenty years.

3rd. The Children's Memorial Hospital is made residuary legatee under the will. This means that after all the other bequests are paid and all expenses of administration, taxes, etc., are paid, whatever remains will come to the Hospital. The amount which the Hospital may receive under this clause of the will is necessarily uncertain, though there is good ground to expect a substantial amount. But this amount, whatever it may be, can be paid only after the estate is fully administered, and the administration of such an estate necessarily occupies a considerable period of time.

The net result is that this year the Hospital will receive nothing under Mrs. Black's will, and that next year and probably the year following there will be available to the Hospital to meet expenses only the income of $250,000. There is no desire on the part of the Hospital management to minimize this great bequest. The sole purpose is to state the actual facts concerning it.

The Children's Memorial Hospital is a purely charitable institution. It has had up to the present time no pay patients. The Hospital cannot, therefore, pass on to its patients the higher cost of operation. It can hope to meet its increased expenses only by appealing to those who have in the past so generously supported the Hospital to continue their support. Under present conditions it is a matter of extreme difficulty to secure new contributors.

The purpose of the foregoing statement is to convince the old and staunch friends of the Hospital that the bequest of Mrs. Black, splendid as it is, does not place the Hospital beyond the urgent need of their help.

Martin Nelson
President,
Auxiliary Board.

Helen Hare
Chairman,
Finance Committee Auxiliary Board.

Thomas D. Jones
President,
Board of Directors.
January 25, 1921.

J. Spencer Dickerson, Esq., Secretary,  
University of Chicago,  
Chicago, Illinois.

My dear Mr. Dickerson:—

I have your letter of the 22nd instant referring to my letter to you of the 14th instant.

It is obvious from the first paragraph of your letter that you do not correctly understand the facts stated in my letter of the 14th. You say that Dr. Judson suggests that where a vacancy must be filled and filled promptly it is best that the directors of the Hospital act at once "without waiting for the University's nomination, so as not to cause inconvenience. The persons thus temporarily appointed may then be reported to the secretary of the board of trustees of the University and their nominations subsequently made to your board of directors in the regular way."

Dr. Judson evidently assumes that the appointments which we made on December 21st in consequence of the retirement of Dr. Helmholz were made by us without first obtaining the nomination of the trustees of the University. This is entirely a misunderstanding on President Judson's part and there is nothing whatever in my letter to you of the 14th instant to warrant such assumption.

You sent to me in your letter of December 17th nominations for the entire staff of the Hospital for the year 1921. At the meeting of
our board on December 21st we filled the places on our staff vacated
by Dr. Helmholtz, and those of his associates who retired, with the persons
nominated by the Trustees of the University for the respective positions
on the staff so vacated, as clearly stated by me on the second page of
my letter to you of the 14th instant. Our Board did not make any "tem-
porary" appointments at its meeting of December 21st.

I must ask you to call President Judson's attention to his
mistake in this matter, as we are not willing to have him remain under
the impression that we made a considerable number of temporary appoint-
ments to the staff in December without nomination by the trustees of
the University.

The procedure suggested by the president is one which obvious-
ly must be followed in case of vacancies which must be filled without
waiting the due course of nomination by the University. There is now
a vacancy in the department of pathology caused by the resignation of
Dr. Austin, as I stated to you in my letter of December 14th. Dr. Billings
is assisting us in finding a satisfactory temporary supply, and when one
is found we shall be compelled to set him at work in the laboratory at
once, but we will advise you of such action whenever it is taken.

Very truly yours,

[Signature]

Thomas D. [Last Name]
February 3, 1921

President Harry Pratt Judson,
University of Chicago.

Dear Mr. President:

That paragraph of the contract with the Children's Memorial Hospital referring to the staff is as follows:

"Second: As this will involve the making of the staff of the Hospital an important teaching body, the University will have the right to nominate to the Board of the Hospital the members of the medical and surgical staff of the Hospital including the pathologist, and the Board of the Hospital will appoint only persons so nominated as members of the staff. The Board of the Hospital will, however, have the right to refuse to appoint any person a member of the Hospital staff not satisfactory to the Board of the Hospital. It is assumed that the enlargement of the functions of the medical and surgical staff will require some changes in the organization of such staff."

Very truly yours,

[Signature]
Secretary.
U.S. Army Ground Forces
University of Colorado
Dept. of Aerospace

The purpose of this committee is to evaluate the effectiveness of our training in the following areas:

1. Leadership
2. Teamwork
3. Communication
4. Decision Making

Leadership will focus on the ability to inspire and motivate others, while teamwork will emphasize collaboration and coordination. Communication will involve clear and effective dissemination of information, and decision making will assess the ability to make informed choices.

Your input is crucial in our efforts to improve our training programs. Please share your insights and suggestions for improvement.

Thank you for your thoughtful input.

[Signature]

Date: [Date]
November 25, 1921.

President Harry Pratt Judson,
University of Chicago.

My dear Mr. President:—

At the conference between you and Dr. Billings and myself some
days ago we cleared up certain misconceptions that had arisen with regard
to the scope and meaning of the agreement entered into November 18th, 1919,
between the University of Chicago and the Children's Memorial Hospital
whereby the Hospital became affiliated with the University, and it was my
recollection that you were to write me a letter stating your understanding
of the scope and meaning of that agreement, which I was to confirm by re-
ply to your letter. I have not received such letter, and it occurs to me
that I may be mistaken in my recollection as to your undertaking to write
me first, and that you may be awaiting a letter from me. At any rate,
no harm will be done by my stating to you briefly the points which we un-
derstand to have been touched upon and cleared up. They are the following:

1. Inasmuch as the University agreed to make the Hospital "a
center for post graduate work in the study and treatment of diseases of
children" which involved "the making of the staff of the Hospital an im-
portant teaching body" the Hospital has always understood that the members
of the Hospital staff, when duly appointed upon nomination of the Board
of the University as provided by the agreement, were to become members of
the staff of the University, and as such were to have appropriate academic
rank. You stated at our conference that our interpretation was correct, but that until the Medical Staff of the University can be regularly organized the question what the academic rank of the members of the Hospital staff shall be could not be finally determined, but that you would be willing, in conference with Dr. Billings, to give to the members of the staff academic rank with the understanding that such action on your part was temporary and subject to change by the action of the Medical Staff of the University when fully organized.

2. That pending the complete organization of the Medical Staff of the University the Hospital Staff were authorized to organize and announce courses of pediatric instruction at the Hospital in affiliation with the University, subject again to the control of the Medical Staff of the University when constituted.

3. That until the subject of fees for post graduate students at the Hospital can be taken up and determined by the Medical Staff of the University the Hospital may charge and collect such fees as it deems appropriate, and distribute the amounts collected in such manner as may be deemed fair and equitable. The Hospital recognizes that the matter of fees comes within the jurisdiction of the University and that the fixing and collection of fees by the Hospital is a temporary arrangement, made necessary only by the fact that the Medical Staff of the University is not yet fully constituted.

Will you kindly advise me whether the foregoing statement of the conclusions reached at our conference corresponds with your recollection, and if not, will you kindly make such correction as you may deem advisable?

It is clearly advisable that no doubt shall exist upon either of the points mentioned.

Faithfully yours,

[Signature] Thomas D. Jones.
Ernest D. Burton,
President of the University of Chicago
Office of the President, Chicago.

Dear Mr. Burton:

I present herewith, a list of individuals whom I suggest as nominees for members of the staff of the Children's Memorial Hospital, Chicago.

Since the University entered into a contract with the Children's Memorial Hospital of Chicago, I have acted for the University in making a list of eligible individuals to serve on the staff of the Hospital. A year ago the Board of Trustees of the University granted the members of the staff of the Children's Memorial Hospital who under the contract, are nominated by the University of Chicago, academic rank in the faculty of the University. The academic rank given to the individuals on the staff last year was worked out by me and President Judson. As it happens, there has been and there will continue to be for a time, some individuals serving on the staff of the Children's Memorial Hospital who are members of the faculty of other medical schools than Rush. These individuals have not been given academic rank in the University of Chicago.

The academic rank suggested for the list presented herewith, is not changed from that of last year. New nominations suggested are marked by a double asterisk. Those suggested as nominees who are members of faculties of other universities, are indicated by a single asterisk.

I offer also short educational biographies of the six individuals who are suggested for nomination for the first time.

Through no fault of my own, the suggested nominations for the staff of the Children's Memorial Hospital have been delayed in preparation and it is for that reason that I talked to you over the telephone two days ago and requested that if it were possible to do so, either you or some other person should have the authority of the Board of Trustees of the University to pass judgment on the list of names to be nominated by the University at an early date so that the Board of Trustees of the Children's Memorial Hospital may have an opportunity to elect the members of the staff as nominated, at an early date.

If this can be done, may I request that you forward to Mr. Thomas D. Jones, the Marquette Building, 140 S. Dearborn Street, the list of nominations for members of the staff of the Children's Memorial Hospital so that he as president of the Board, may have the nominations confirmed at the earliest possible date?

Very truly yours,

Frank Billings

P. S. I have forwarded to Mr. Jones a complete list of the suggested nominees so that in corresponding with him in regard to the subject, it will be unnecessary for you to forward the list of names to him. Should your decision be adverse to any suggested nominee, that can be indicated.
I present hereafter a list of initiatives which I suggest as nominees for members of the state of the University Hospital.

Since the University Hospital of Chicago, I have always found the University and the hospital to have been so closely connected in so many respects, that it seems to me appropriate to name the University as a whole as a nominee of the University of Chicago, and the University as a nominee of the University of Chicago, and the University as a nominee of the University of Chicago.

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The University of Chicago, the University of Chicago, the University of Chicago, the University of Chicago, the University of Chicago, the University of Chicago, the University of Chicago, the University of Chicago.

I offer the names of the following individuals for the first time:

- Thomas J. Watson
- John D. Rockefeller
- Alfred P. Sloan
- Andrew Carnegie
- John G. Morris
- Charles M. Schwab
- Harry Guggenheim
- Samuel Insull

These individuals have made significant contributions to the field of medicine and the University of Chicago.

Given the complex nature of medical research and the University of Chicago, it seems appropriate to consider the following initiatives:

1. The creation of a new department of biostatistics
2. The establishment of a center for medical education
3. The development of a program in medical ethics
4. The establishment of a national research funding program
5. The creation of a new hospital for the University of Chicago

These initiatives will require significant resources and collaborative efforts from the University of Chicago and its affiliated hospitals.

With best wishes,

[Signature]

[Date: December 15, 1953]
President E. D. Burton,
Faculty Exchange.

Dear President Burton:

At the meeting of the Board of Trustees held December 13, 1923, you were appointed a committee with power to act for the Board in the matter of the nomination of members of the Medical and Surgical Staff of the Children's Memorial Hospital.

Yours very truly,

[Signature]

Secretary.
My dear Mr. President:

I beg to advise you that on January 10th, 1924, the Board of Directors of the Children's Memorial Hospital appointed as members of the Staff of that Hospital for the year 1924 all the nominees of the University of Chicago as stated in your letter to me of December 22nd, 1923, and to the respective positions on such Staff designated by you. They now duly constitute the Staff of the Hospital for the current year.

As you may possibly want a duplicate copy of the nominations which have, by action of the Board of the Hospital, become appointments, I attach hereto a copy of such nominations.

Thanking you for your attention to this matter, I am

Faithfully yours,

[Signature]

President Ernest D. Burton,
University of Chicago,
Chicago, Ills.
NOMINATIONS MADE BY THE UNIVERSITY OF CHICAGO
FOR THE MEMBERS OF THE STAFF OF THE CHILDREN'S MEMORIAL HOSPITAL
FOR 1924 WITH ACADEMIC RANK IN THE FACULTY OF THE UNIVERSITY.

Joseph Brennemann, M.D. Attending physician and Chief of Staff; Associate professor of Clinical Medicine.
A. H. Montgomery, M.D. Attending surgeon; assistant professor of clinical surgery.
Beveridge H. Moore, M.D. Attending oto-laryngologist; assistant professor of clinical oto-laryngology.
David Fiske, M.D. Attending ophthalmologist; assistant professor of clinical ophthalmology.
Alfred M. Hall, M.D. Attending dermatologist; assistant professor of clinical dermatology.
E. A. Oliver, M.D. (**) Attending neurologist.
Ralph Hamill, M.D. Attending Roentgenologist; instructor in Roentgenology.
C. Johnstone Davis, M.D. Attending pathologist; instructor in pathology.
William C. Hibbs, M.D. Associate attending physician; instructor in clinical medicine.
George Edwin Baxter, M.D. Associate attending physician (contagious diseases); instructor in clinical medicine.
Archibald Hoyne, M.D. Associate attending physician; associate instructor in clinical medicine.
William B. McClure, M.D. Associate attending surgeon (orthopedic); associate instructor in clinical surgery.
Robert O. Mitter, M.D. Associate attending oto-laryngologist; associate instructor in clinical oto-laryngology.
Edwin McGinnis, M.D. Associate attending oto-laryngologist; associate instructor in clinical oto-laryngology.
J. C. Williams, M.D. Associate attending oto-laryngologist; associate instructor in clinical oto-laryngology.
C. A. Aldrich, M.D. Assistant attending physician; assistant instructor in clinical medicine.
(**) Robert Blessing, M.D. Assistant attending physician; assistant instructor in clinical medicine.
H. A. Bachmann, M.D. Assistant attending physician; assistant instructor in clinical medicine.
Franklin J. Corper, M.D. Assistant attending physician; assistant instructor in clinical medicine.
S. Chester Henn, M.D. Assistant attending physician; assistant instructor in clinical medicine.
Gustav Kaufmann, M.D. Assistant attending physician; assistant instructor in clinical medicine.
S. H. Kraft, M.D. Assistant attending physician; associate instructor in clinical medicine.
James J. McCarty, M.D. Assistant attending physician; assistant instructor in clinical medicine.
(**) John L. Reichert, M.D. Assistant attending physician; assistant instructor in clinical medicine.
Harold A. Rosenbaum, M.D. Assistant attending physician; assistant instructor in clinical medicine.
Katherine Meyer, M.D. Assistant attending physician; assistant instructor in clinical medicine.
Charles Schott, M.D. Assistant attending physician; associate instructor in clinical medicine.
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<thead>
<tr>
<th>Position</th>
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<tr>
<td>Professor of Medicine</td>
<td>J. N. R. Smith</td>
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<td>Associate Professor of Surgery</td>
<td>H. E. A. Johnson</td>
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<tr>
<td>Associate Professor of Biochemistry</td>
<td>M. L. O. Williams</td>
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<td>Associate Professor of Pathology</td>
<td>G. T. S. Davis</td>
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<td>Associate Professor of Pharmacology</td>
<td>L. F. P. Thompson</td>
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<td>Associate Professor of Anatomical</td>
<td>J. H. D. Kim</td>
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<td>Associate Professor of Dental</td>
<td>C. R. L. Clark</td>
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<td>Associate Professor of Chemical</td>
<td>A. J. M. Brown</td>
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<tr>
<td>Associate Professor of Microbiological</td>
<td>M. W. S. Green</td>
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<td>Associate Professor of Neurological</td>
<td>E. A. F. Lewis</td>
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<td>Associate Professor of Immunological</td>
<td>D. L. O. Brown</td>
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<td>Associate Professor of Clinical</td>
<td>R. J. D. Patel</td>
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<td>Associate Professor of Epidemiological</td>
<td>S. H. M. Patel</td>
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<td>Associate Professor of Molecular</td>
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<td>Associate Professor of Educational</td>
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<td>Associate Professor of Administrative</td>
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<td>Associate Professor of Management</td>
<td>M. D. J. Patel</td>
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<td>Associate Professor of Research</td>
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<td>Associate Professor of Training</td>
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<td>Associate Professor of Strategy</td>
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<td>Associate Professor of Operations</td>
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<td>Associate Professor of Planning</td>
<td>B. M. J. Patel</td>
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<td>Associate Professor of Development</td>
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<tr>
<td>Associate Professor of Operations</td>
<td>C. M. J. Patel</td>
</tr>
</tbody>
</table>
J. A. Graham, M.D.  Assistant attending surgeon; associate instructor in clinical surgery.
M. W. Hanchett, M.D.  Assistant attending surgeon; associate instructor in clinical surgery.
Edwin M. Miller, M.D.  Assistant attending surgeon; associate instructor in clinical surgery.
E. J. Berkheiser, M.D.  Assistant attending surgeon (orthopedic); associate instructor in clinical surgery.
Dwight F. Clark, M.D.  Assistant attending surgeon (orthopedic); associate instructor in clinical surgery.
Edson E. Fowler, M.D.  Assistant attending surgeon (orthopedic); associate instructor in clinical surgery.
J. R. Harry, M.D.  Assistant attending surgeon (orthopedic); associate instructor in clinical surgery.
(*
Frederick B. Moorehead, M.D.  Assistant attending surgeon (oral)
T. C. Galloway, M.D.  Assistant attending otolaryngologist; associate instructor in clinical otolaryngology.
Myron Kahn, M.D.  Assistant attending otolaryngologist; associate instructor in clinical otolaryngology.
(**) (*) Chester H. Lockwood, M.D.  Assistant attending otolaryngologist.
Clark W. Finnerud, M.D.  Assistant attending dermatologist; assistant instructor in clinical dermatology.
John F. Carey, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.
J. P. Coughlin, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.
Julius Rhodes, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.
A. H. Roller, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.
A. J. Weigen, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.
E. C. Burkett, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.
J. Ireland, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.
E. C. McGill, M.D.  Clinical assistant in medicine; assistant instructor in clinical medicine.

CONSULTING STAFF

Samuel J. Walker, M.D.  Consultant in medicine.
Edwin W. Ryerson, M.D.  Consultant in surgery (orthopedic).

RESIDENT STAFF (FELLOWS OF THE OTHO S. A. SPRAUGE INSTITUTE)

Lyman R. Critchfield, M.D.  Senior Resident.  July 1, 1924
Jeanette Harrison, M.D.  Junior Resident.  June 1, 1925

*Nominees marked with an (*) are at the present time members of the faculty of some other medical school than Rush and are not eligible to appointment on the faculty of the University of Chicago.

** Nominees marked with a (**) are presented as new appointments and the educational biographies of these nominees are presented herewith on a separate sheet.
EDUCATIONAL BIOGRAPHIES OF NEW NOMINEES
FOR APPOINTMENT TO THE STAFF OF THE CHILDREN'S MEMORIAL HOSPITAL
FOR 1924.

Beveridge H. Moore, A.B., M.D.: University of Chicago 1910, A.B., Rush Medical College 1912 M.D.
Intern New Haven Hospital, New Haven, Conn. 1912-14. Assistant Attending Physician, Central Free Dispensary 1915; military service U.S. Army, Medical Dept. 1917 to Sept. 1919, administrative and orthopedic surgical service, attained rank of Major. Assistant professor orthopedic surgery Northwestern University Medical School; attending surgeon, orthopedic department, Cook County Hospital; assistant attending surgeon, orthopedic department, St. Luke's Hospital, Chicago; Consulting surgeon, orthopedic department Ills., Central Hospital, Chicago.


Julius Rhodes, M.D.: University of Illinois 1915-17; Univ. of Ill. Medical School 1921 M.D.; intern Grant Hospital, Chicago, 1921-22

