President Ernest D. Burton
The University of Chicago

My dear President Burton:

I am sending with this a copy of a letter from Edgar J. Banks in which I understand him to engage to discontinue the use of the name of the University in connection with the sale of Egyptian materials.

Very truly yours,

Wallace Heckman

WH:EB
Enc.
June Sixteenth
I 2 5

President Ernest O. Buxton
The University of Chicago

My dear President Buxton:

I am sending with this a copy of a letter from Mr. Joseph R. Banks in which I understand him to urge me to continue the use of the name of the University in connection with the sale of Emperor Materials.

Very truly yours,

Wallace Heckman
COPY

Mr. Wallace Heckman,
Chicago, Ill.

Dear Sir:

In reply to your letter of June 11, I would say that I have not a single Babylonian tablet from Bismya, the ruin which I excavated for the University of Chicago, nor do I have a single tablet or any other object purchased with funds belonging to the University of Chicago. I do have a few tablets which I purchased in Bagdad with my own private money. If the University cares to have them, I should be pleased to turn them over to the University upon receipt of the price at which I hold them. In fact, I never had any funds for the purchase of antiquities allowed me by the University of Chicago, and scarcely enough to conduct the excavations without supplementing them with my own money. I can not see, therefore, how the statement in my circular letter, which is perfectly true can have any interest whatever for the University of Chicago. I can, however, modify it, and shall be glad to do so.

In this connection I feel inclined to mention the fact that the firman to excavate Bismya was obtained by myself at a cost of several thousand dollars and three years of time, and that it was issued in my name. It was the understanding between President Harper and myself that should I obtain the firman and use it for the University of Chicago, I should be reimbursed for this. This would have been done, had President Harper lived, but after his death his brother, R. F. Harper, sought to steal the credit of my work, and did succeed in poisoning the minds of the authorities at the University against me. The result was that I have been regarded by certain men at the University in a most unfavorable light. If any antiquities are to be turned over, as you suggest, those which I brought to the University should be turned over to me, or at least I should be reimbursed for the expense and time spent in obtaining the firman, as President Harper intended I should be. Perhaps it would be more proper should the antiquities be turned over to the Ottoman Museum in Constantinople, their rightful owner. However, I am not expecting justice from the University of Chicago.

Sincerely yours,

Edgar J. Banks.
Copy

Mr. Wallace Hearn

Chicago, Ill.

Dear Sir:

In reply to your letter of June 11, I want you to know that I have not been acquainted with Mr. Deering from the time I was a student at the University of Chicago and I have never heard of you by reputation. However, I believe that Mr. Deering may have some acquaintance with you at the University of Chicago.

In the connection I feel that you may be interested to know that the University of Chicago has recently appointed a new President, Dr. E. D. Adams, who has been at the University for many years. He is a man of great ability and I am sure that he will do his best to advance the interests of the University.

Sincerely yours,

[Signature]

[Name]
Two generations ago, Louis Agassiz came to America and sought support for the study of the history of animal life on the earth. At that time, there was not a single museum of biology and paleontology in the United States. He secured the desired support and succeeded in building up the first laboratory and museum devoted to this line of research in our country. His collection and staff at Harvard University have steadily grown ever since his death and, having been expanded to include anthropology and ethnology, now represent the development of life on earth from the lowest and humblest of animal forms upward through all its successive stages. Thus the natural scientists, having traced the lower forms of life, and having followed them upward to man and his physical development as far as the savage or barbarous stage, abruptly leave him there. At an enormously later stage of his development, History resumes the story of man and thus there is in the organized study of man a very noticeable gap which might be diagrammed as follows:

<table>
<thead>
<tr>
<th>Successive Stages of Life on Earth</th>
<th>Name of Science</th>
<th>Organizations for Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>II Primitive Man and Races of Men</td>
<td>Anthropology &amp; Ethnology</td>
<td></td>
</tr>
<tr>
<td>III Origins of Civilization and Early History of Civilized Societies (down through Hebrew History)</td>
<td>No Name</td>
<td>Only the Oriental Institute of the University of Chicago.</td>
</tr>
<tr>
<td>IV Later Civilized Society</td>
<td>History and Sociology</td>
<td>University Departments &amp; Historical Societies &amp; Museums</td>
</tr>
</tbody>
</table>
The concessionary one point personal care to provide any needed support.

For the sake of the patient's health and safety, it is crucial that the necessary support services are not overlooked.

The collection of necessary information and coordination in providing the necessary support services also contribute to patient care and safety. The necessary information and support are essential for the patient's overall health and well-being.

The form below will assist in gathering this necessary information in a structured manner:

<table>
<thead>
<tr>
<th>Organization for Assistance</th>
<th>Name of Client</th>
<th>Title or Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**I. Personal Information**
- **Name:**
- **Date of Birth:**
- **Social Security Number:**

**II. Medical History**
- **Past Medical History:**
- **Current Medications:**

**III. General Information**
- **Employment:**
- **Economic Status:**

**IV. Next of Kin**
- **Name:**
- **Relationship:**
An examination of this diagram discloses very clearly that the study of the first two stages (I and II), that is, the *lowest life*, is fully provided for with enormous museums and large staffs of skilled investigators like the American Museum of Natural History in New York; history is likewise taken care of by the universities and the historical societies. This leaves totally unprovided for the third stage (III), the one that lifted man from savagery and made him what he is.

What Agassiz did for the first two stages of life on earth now remains to be done for the third. Shall we not do for man what is now being done everywhere for the *lower animals*? In our effort to establish the Oriental Institute, we are just where Agassiz began two generations ago, and Agassiz’s work of pioneer development suggests what we are trying to do. If we succeed, the next generation will look back upon this foundation work precisely as we now do on his. But, having now made this beginning in the Oriental Institute, it is absolutely indispensable to insure the same permanence and expansion which have characterized the work begun by Agassiz; and only thus shall we be able to do for man what he did for the *lower animals*.

The appended "Report" recounts the work accomplished by the Institute down to October 1, 1923. All its projects have made steady progress and an efficient personnel has been recruited and worked in. The publication program is far advanced with one brochure already out, one volume in the press, two ready for the press, and several more in an advanced stage of preparation. To gain a just impression of the work it would be necessary not only to read the annexed "Report," but also to inspect the collections and the physical "plant" of the Institute. In about four years of actual work, it has fully demonstrated the great need and the vast possibilities of such an organization in this unoccupied field, and it has already gained wide recognition in Europe. The following proposals are based upon over thirty years of intensive study.
of the means best adapted to fill the above indicated gap in modern study of the development of life on our globe, a gap which discloses the strange modern neglect of the most important stages in the rise of the most important creature in the whole range of being.

The outstanding need of the Institute at its present stage is permanence. It is impossible to gather and hold together an efficient staff, when they cannot be assured permanent tenure of office. More than once in the last two years we have been unable to secure the man we wanted because we could not offer him a permanent post. In the long run this difficulty will break up our continuity of program and be fatal to our work. In short, permanence is clearly an indispensable condition of our future success, just as it is in the case of a chemical laboratory or a medical institute.

At the same time, we have lost good people because the salaries we could pay have been too small. It is pressingly necessary to raise our salary scale. The personnel of the Institute now numbers eighteen people, of whom sixteen are actively engaged in Institute projects. They are maintained on a salary budget of $11,880. Of those sixteen, three receive no Institute salary at all. A detailed budget is appended, but it of course contains only the people on Institute salaries; including also the University faculty members and other people (not receiving Institute salaries) the staff is as follows:

Director
Secretary
Archivist
Registrar
Stenographer

Assyrian Dictionary Staff:

Chief
Secretary
Three Collaborators  
(Paid on "piece work" basis)

Three Clerks

Coffin Text Staff:

Two European Collaborators  
(One paid on "piece work" basis)

Three Faculty Members in Hebrew and Arabic  
(As yet doing but little work  
for the Institute)

Total: Eighteen people.

Besides the above staff, we now seriously need a permanent museum preparator to care for the proper physical conservation of our original monuments. We are in serious need of a draughtsman; whole bodies of ancient monuments and other original materials in our collections await his work before they can be published. We greatly need a librarian who could at the same time serve as a research assistant. Our extensive photographic archives need the attention of a professional photographer.

These additions to our staff, with necessary salary increases for the present staff, would raise our salary budget from $11,880 to $21,500. This expansion would enable us to begin the more immediate work of studying and organizing the sources in the preparation of our proposed volumes on the Origins of Civilization and the History of the Earliest Civilized Societies. We shall call this the "Origins Project." It will at first require a fund of about $3000 annually.

The proper publication of the maturing researches of the Institute would require an annual publication fund of at least $9,500.

The only elastic item in the appended budget is the fund for purchasing of originals. Placing this fund regrettably low ($5,000), the following budget represents the lowest conceivable minimum for the permanent maintenance of the Oriental Institute. It amounts to $50,000 per year.
**PROPOSED PERMANENT BUDGET of the ORIENTAL INSTITUTE.**

**STAFFS & SALARIES:**

- **Director (besides professorial salary).** $2000.00
- **Secretary (besides salary as Sec'y of Haskell).** $2400.00
- **Archivist (besides salary as Prof. of Ancient History).** $2500.00
- **Registrar.** $2000.00
- **Librarian & Assistant to Director.** $2500.00
- **Stenographer.** $1800.00
- **Secretary Assyrian Dictionary Staff.** $2000.00
- **Clerks Assyrian Dictionary Staff.** $1800.00
- **Draughtsman & Photographer.** $2500.00
- **Museum Preparator.** $2000.00

**Total: $21,500.00**

**ASSYRIAN DICTIONARY:**

- **Salaries of Staff as above.** $3800.00
- **Filing & Storage Furniture.** $300.00
- **Cards & Record Supplies.** $1500.00

**Total: $5600.00**

**Deduct salaries charged above.** $3800.00

**$1,800.00**

**COPPEN TEXT PROJECT:**

- **Dr. Alan H. Gardiner's Expenses.** $1750.00
- **Photographer & photographic supplies.** $1500.00
- **Stationary & manifolding.** $500.00
- **Dr. Gardiner's Assistant.** $2000.00
- **Director's Traveling Expenses.** $2500.00

**Total: $8,050.00**

**ORIGINS OF CIVILIZATION PROJECT:**

- **Draughtsmen & Photographers in Museums.** $1500.00
- **Traveling Expenses.** $1500.00

**Total: $3000.00**

**PUBLICATIONS:**

- **Annual Volume: "Oriental Institute Publications."** $5000.00
- **Annual Brochure: "Oriental Institute Communications."** $1500.00
- **Annual Volume: "Ancient Records Series."** $3500.00

**Total: $9,500.00**

**MANUSCRIPTS OF ANIMAL FABLES:**

- **Photographs & Copies for Mr. Sprengling.** $500.00

**$500.00**

**PURCHASES OF ORIGINALS:**

**$5000.00**

**$5,000.00**

**INSTITUTE SUPPLIES & INCIDENTALS:**

**Total: $650.00**

**Total: $50,000.00**
Assured of this income of $50,000 in perpetuity, the Institute becomes at once a permanent center in and around which related projects of research would naturally take form and develop.

It should be noticed that nothing has been inserted in the above budget for periodical journeys of exploration, such as have proved such a valuable feature of the Institute's work heretofore.

From time to time also, it will need additional purchase funds in order to take advantage of special opportunities.

An additional $15,000 a year would enable the Institute to launch an enterprise for making a permanent record (largely by photography) of the inscriptions on the fast perishing monuments and buildings along the Nile. Every year's delay in this project means increased loss and destruction.

The deliverance of Palestine, Syria, Babylonia, and Assyria from Turkish rule has opened up all these ancient lands to excavations and research. Unparalleled opportunities await us there if the funds could be found for excavating the following four great ancient cities:

In Palestine: Megiddo (Armageddon)

In Syria: Kadeah (a mighty mound)

In Assyria: Nimrud (Biblical Calah)

In Babylonia: Bismaya. (one of the most ancient cities in the world)

**ORIENTAL INSTITUTE BUILDING**

In the course of its four years' work the Institute has quite outgrown its present limited quarters. Compressed into slightly more than one floor of a small building, its work is seriously hampered and congested. The collections acquired are largely in storage cupboards, and those on exhibition are crowded and congested, with a very unsightly result. The Assyrian Dictionary rooms are temporary quarters in a damp basement. The Institute urgently needs a new building with adequate space for its library, work rooms,
The significance of a firm's position in the market economy cannot be underestimated.

In the course of the firm's operation, many unforeseen obstacles arise. The firm must be prepared to face these challenges and adapt to them. The firm's ability to adapt to change is a crucial factor in its success. The firm must also be prepared to take advantage of opportunities that arise.

The firm must be willing to embrace new ideas and technologies. The firm's management must be willing to take risks and be open to new ideas. The firm must also be willing to listen to its employees and customers.

The firm must be willing to invest in its employees. The firm must provide its employees with the tools and resources they need to be successful. The firm must also be willing to invest in its customers. The firm must provide its customers with the products and services they need.

The firm must be willing to be innovative. The firm must be willing to take on new challenges and be willing to try new things. The firm must also be willing to be flexible. The firm must be able to adapt to change and be willing to change its strategy.

The firm must be willing to be transparent. The firm must be willing to share information with its employees, customers, and stakeholders. The firm must also be willing to be accountable. The firm must be willing to accept responsibility for its actions.

The firm must be willing to be ethical. The firm must be willing to do the right thing, even when it is difficult. The firm must also be willing to be honest. The firm must be willing to be open about its practices and procedures.

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filing rooms, draughting rooms, preparator's quarters, administrative offices, photographic laboratory, museum halls, etc. Further delay in beginning plans for a new building will seriously hamper the above permanent program of the Institute. Surely the study of early man may claim adequate housing, as dignified and architecturally as attractive as that with which we equip biology or palaeontology for the study of the lower animals.

The most available site on the present main quadrangle of the University of Chicago would permit the erection of a three-story and basement building of 930,800 cubic feet. At 60¢ per cubic foot the building would cost about $560,000. Allowing an additional sum of $50,000 for equipment and a principal sum of $150,000 for maintenance, the completed plant would cost about $775,000.
The year materially aids in the presence seen commandment of the fall.

Mary of Germany wanted the execution of a free-text that presented a
potential of 820,000 copies per day. As for the paper, the printed matter cost
point 500,000. Allowing an additional use of 500,000 for distribution and a
profit of 50,000 for maintenance, the company's profit would
point 175,000.
June 4, 1924

To the Members of the Committee on Instruction and Equipment:

Gentlemen: The President

I have received from Dr. Breslau a rather long
communication making important recommendations respecting
the affairs of the Oriental Institute.

I recommend:

1) That the approval of the budget of the Oriental
Institute be entrusted to the President and Auditor.

2) That hereafter all persons on the staff of the
Institute who are above the rank corresponding to that
of instructor in the University, and all who receive a
salary of $1500 a year or more be regarded as appointees
of the Board of Trustees, and nominated to the Board in
the same way as other University officers of similar rank.

3) That all other employees of the Institute be nominated
by the Director to the President and appointed by him, it
being understood that the total expense will fall within
the income of the Institute.

4) That in view of the heavy and exceptional demands made
upon the Director by reason of the various kinds and arduous
character of the work he be counted as rendering full
service in his professorship if in the quarters of his
residence at the University he conducts one regular major
June 4, 1934

Subject: Approval of the Budget of the University

To the Members of the Committee on
Instruction and Extension:

I have the honor of presenting a report

The report includes recommendations for the approval of the budget of the University. The report is prepared by the Finance Committee and includes detailed information on the various departments and their budgets.

Recommendation:

1. That the report on the budget of the University be approved by the President and Auditor.

2. That the budget be presented to the Board of Trustees and approved by the Board.

3. That the budget be submitted to the appropriate committees for review and approval.

The budget includes a summary of the financial status of the University and a detailed breakdown of the various expenses incurred during the year.

The budget is subject to approval by the Board of Trustees and will be presented to the Board for review.

Sincerely,

[Signature]

Office of the President
course and delivers a limited number (perhaps two or three) open lectures, especially for undergraduates.

This recommendation is made with a full sense of the loss which some students will sustain by reason of the omission of the second course, but in the conviction that the public lectures will be of very distinct service to a much larger number than can be reached by a major course, and that it is necessary in the interest of the University to conserve Dr. Breasted's strength.

To avoid the necessity of a meeting of this Committee in these busy days I beg to request that you return this sheet with indication of your approval or rejection of these recommendations.

Very truly yours,

Ernest D. Burton

I vote approval.

[Signature]

6/3/24
The recommendation is made with a full sense of the importance of some students with special preparation to the social work of the second course, but in the conviction that the public interest will be of very great service to a limited number who can be recruited by a similar course, and that it is necessary in the interest of the University to continue the precedent established.

To carry the necessity of a meeting of the Committee in these cases when I have to report that you request approval with indication of your approval of the recommendation of the Committee.

Very truly yours,

[Signature]