CROSS REFERENCE SHEET

Name or Subject
Retiring Allowance

Regarding

File No.

Date

SEE

Name or Subject
Pensions

File No.

File cross reference form under name or subject at top of the sheet and by the latest date of papers. Describe matter for identification purposes. The papers, themselves should be filed under name or subject after "SEE."
Dear Dr. Judson

The enclosed letter from Dr. Harper may interest you. Perhaps it should be considered by the Committee.

Yours truly,

T. W. Goodspeed

Chicago Nov. 30 '06
My dear Dr. Goodspeed:

I am enclosing a copy of a little pamphlet entitled "A Statement of Retiring Allowances at Harvard University." I have studied this quite thoroughly and am inclined to believe that we could do nothing better for the University than to adopt this system almost exactly as it is conducted at Harvard. I would propose that in our special case in addition the following points be considered.

1) That $5,000 be taken from the budget each year for the retiring allowance fund.

2) That an effort be made to secure an endowment for such a fund.

3) That until a fund sufficiently large to meet the expenses of the enactment should accrue, it be understood that in the case of an officer retiring and taking one-half of his salary, the department be required to use only the remaining half. For example, if a professor on a salary of $7,000 should go upon a retiring allowance, there would
My dear Dr. Goodeberg:

I am enclosing a copy of a little pamphlet entitled "A Statement of Retiring Allowance" that I have written for use at Stanford University and am suggesting to you that we consider or note the better for the University fund to make a greater retirement insurance benefit as attached to the university

In heretofore, I would propose that in our бумаге case in question the following benefit be considered:

1. That $50,000 be taken from the general fund

2. That the entire be made to become an endowment

This is not to your retirement allowance fund,

Yours truly,

[Signature]
remain $3,500, which would secure a full professor
but not a head professor; if a professor upon a ba-
sis of $5,000 should go upon retiring allowance,
there would remain $2,500, which would provide for
an associate professor.

4) That in no case should the retiring allow-
ance exceed one-half of the last annual salary,
and that for the present in no case should this
exceed $2,500.

These provisions would, for the present
at least, entirely protect the University.

Very truly yours,

William Randolph

Dr. T. W. Goodspeed.
To: Mr. W. Gooch

Subject: Increase in Salaries

Dear Mr. Gooch,

I am pleased to inform you that the Board of Trustees has voted to increase the salaries of all faculty members effective next month. The raises will be based on the following:

- Associate Professor: 5% increase
- Professor: 7% increase

These increases are in addition to the normal raises that occur annually. It is expected that these increases will be reflected in the next fiscal year's budget.

Please let me know if you have any questions or concerns about this matter.

Thank you for your continued service to the University.

Sincerely,

[Signature]

President Hayes
SYSTEM OF RETIRING ALLOWANCES
AT HARVARD UNIVERSITY

The following rules concerning retiring allowances were put in force on September 1, 1899:

1. Any person in the service of the University and sixty years of age, who has held an office of the grade of an assistant professorship, or of a higher grade, for twenty years, shall be entitled to a retiring allowance of twenty-sixtieths of his last annual salary in activity, and to an additional allowance of one-sixtieth of his last annual salary for each year of service in addition to twenty; but no retiring allowance shall exceed forty-sixtieths of the last annual salary in full activity. In counting years of additional service, years of continuous service as member of a Faculty with the title of tutor, instructor, or lecturer, or as assistant in a scientific establishment on an appointment not annual, may be added, at the discretion of the President and Fellows, to the years of service as assistant professor or in a higher grade.

2. No person under sixty years of age shall be entitled to a retiring allowance; but the
President and Fellows may at their discretion pay to any person who, while in the service of the University, has become incapable of discharging his duties by reason of permanent infirmity of mind or body, or has resigned, before the age of sixty, an allowance not exceeding that which he would be entitled to receive under Rule 1, if he had reached the age of sixty.

3. No person who has been in the service of the University less than twenty years as assistant professor or at a higher grade shall be entitled to a retiring allowance; but in computing the retiring allowance of a person who entered the service of the University, as a professor or at an equal grade, at an unusually advanced age, the President and Fellows may at their discretion add a number of years, not exceeding ten, to his actual years of service; and such a person may be granted a retiring allowance as soon as his total service, including the constructive addition, reaches twenty years.

4. Any professor or officer of like grade entitled to a retiring allowance, who with the consent of the President and Fellows shall give up a part of his work and a corresponding part of his salary, shall have a right, upon his partial retirement, to a retiring allowance computed under Rule 1 upon that part of his full salary which he relinquishes; and upon his complete retirement his allow-
ance shall be computed on his last full annual salary, and his years of partial retirement shall count as years of service.

5. The President and Fellows may, in the exercise of their discretion, retire wholly or in part any professor or officer of like grade, who has reached the age of sixty-six, upon the retiring allowance to which he is entitled.

6. In the preceding sections, years of leave of absence are to be counted as years of active service; librarians, assistant librarians, curators, assistants in the scientific establishments, and administrative officers of long tenure whose salaries may be classed with those of professors or assistant professors are covered by the phrases "at an equal grade" or "of like grade"; and the "last annual salary in full activity" means the last regular salary as professor, excluding annual grants and extra payments.

7. The President and Fellows retain power to alter these rules, without, however, abridging the rights which individuals in the service of the University shall have acquired under them.

8. The obligation of the President and Fellows to pay retiring allowances will be neither greater nor less than their obligation to pay salaries; so that, if misfortune shall compel a percentage reduction of salaries, retiring allowances will be reduced in the same proportion.
HARVARD UNIVERSITY
CAMBRIDGE

February 10, 1908

Dear Sir:-

I enclose herewith a leaflet which contains the systems of retiring allowances prevailing at Harvard and under the rules of the Carnegie Foundation. You will notice that the Harvard rules make no provision for the widow or orphan, and that the Carnegie rules indicate that under special circumstances a widow may be entitled to a retiring allowance.

Very truly yours,

[Signature]

Assistant Secretary

President Harry Pratt Judson
February 10, 1969

Dear Mr. Jones,

I am pleased to forward a faculty grade evaluation for

[Signature]

Assistant Secretary

[Signature]

President, Harvard University
President Harry Pratt Judson  
University of Chicago  
Chicago, Ill.

Dear President Judson:

The best I can do, in answer to yours of the 13th, is to quote from our University Statutes in regard to the question of retiring allowances. The following provision is contained in Chapter 6, Section 68 (edition of 1905):

"Any professor who has been fifteen successive years or upwards in the service of the University, and who is also sixty-five years of age, or over, may at his own request signified to the President in writing, or upon the motion of the Trustees, be made an emeritus professor on half-pay from the beginning of the next succeeding fiscal year. The provision of this section shall also apply to the Librarian".

Our relation to the Carnegie Foundation is such that we receive from that source the money with which to pay these retiring allowances, unless in any case the amount to which a professor would be entitled under our Statutes is greater than the maximum granted by the Carnegie Foundation. In such case the excess beyond the amount granted by the Carnegie Foundation must be provided by the Trustees of the University.

Sincerely yours,
COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK

PRESIDENT'S ROOM

Mr. Mylyne Judd
President
University of Chicago

Dear President Judd:

The part I can go in answer to your request in regard to the question of retirement allowances to war veterans on the faculty is to state that our University's status as a war emergency institution would prevent any such course. However, I am glad to state that the following provision is contained in Chapter 6 Section 6 (effective at 1908):"Any professor who has been in the service of the University, and who is fifty-six years of age or over, may retire at his own request after a year of the Trustees' consent, and his name shall be placed on the faculty list at the expiration of the year. The pension of the next succeeding fiscal year shall be determined at the discretion of the Trustees and shall be applied to the purchase of a certificate of the University."

Our retention of the Certificate Program is such that we receive from that source the money with which to pay these retirement allowances, unless in any case the amount to which a professor may be entitled may be increased beyond the maximum amount fixed by the Certificate Program. In such case, the extra amount due the professor on the faculty list at the expiration of the year shall be paid by the Trustees of the University.

Sincerely yours,

[Signature]
February 13th, 1908.

Mr. Anson Phelps Stokes, Jr.,
Yale University, New Haven, Conn.

My dear Mr. Stokes:

Your favor of the 10th inst. with accompanying document has been duly received. I beg to thank you for your courtesy and for the information contained. I am interested in your opinion as to the retiring age.

Very truly yours,
Mr. Angeles People Institute.

Yale University, New Haven, Conn.

My dear Mr. Stokes:

Your letter of the 10th Inst.

with accompanying documents have been duly received. I

am interested in your opinion as to the

conclusion. I am interested in your opinion as to the

retiring age.

Very truly yours,
YALE UNIVERSITY,
SECRETARY'S OFFICE,

New Haven, Conn.,
February 10, 1908.

President H. P. Judson,
The University of Chicago,
Chicago, Ill.

My dear President Judson:

Your letter of February 5th addressed to President Hadley has been opened by me during his absence in Europe. I am sending to you, under separate cover, a little pamphlet entitled "The Yale Corporation" giving the By-Laws of the University. The clauses with reference to the retirement are given on pages 28 and 29. I was personally responsible in originally bringing this matter to the attention of the Yale Corporation but the law as finally adopted was not in exact accordance with my suggestions. I advocated 70 as an automatic retiring age for all professors who had not taken advantage of the earlier voluntary retirement. My own impression is that some retiring age is of great advantage in university administration. I think that it would be better to have the age 70 and to have it required in all cases than to have it 68 with exceptions at the discretion of the Corporation. Of course in individual cases it would deprive the university of the services of some excellent man who had reached the age of 70 but who was still fitted for good work, but it would prevent all friction and ill feeling caused by any charges of favoritism. If I can give you any further information please let me know.

Very truly yours,

[Signature]
Your letter of February 28th addressed to President Chamberlain. I am grateful for the interest you have shown in the Yale-Cornell Expedition, and for the suggestions you have made.

I am aware that the question of whether the Yale-Cornell Expedition should be conducted in cooperation with the University of Chicago is a matter of great importance. I agree with you that the expedition should be conducted in accordance with the principles outlined in your letter.

I am grateful for your kind words of encouragement, and I hope that we may be able to proceed with the expedition in the near future.

Yours sincerely,

[Signature]
The Secretary,
The Board of Trustees,
The University of Chicago.

Dear Sir:—

I am in receipt of your letter of April 25, informing me of my appointment to a professorship of Latin in the University of Chicago. It gives me great pleasure to accept the appointment as specified. I understand that the appointment carries with it certain other details about pension as previously communicated to me from President Judson through Professor Hale.

With thanks for the honor you have done me, I remain,

Faithfully yours,

Elmer Truesdell Merrill

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THE CARNEGIE FOUNDATION

Section III.

"For an active pay of $3600 and over, the retiring allowance shall equal one-half the active pay."
Bulletin of the Carnegie Foundation for the Advancement of Teaching.

Bulletin No. II--1908.

Retiring Allowances in American Colleges and Universities.

2. Any person who has had a service of twenty-five years as a professor and who is at the same time a professor in an accepted institution, shall be entitled to a retiring allowance computed as follows:

(a) For an active pay of twelve hundred dollars or less, a retiring allowance of eight hundred dollars, provided that no retiring allowance shall exceed eighty per cent of the active pay.

(b) For an active pay greater than twelve hundred dollars the retiring allowance shall equal eight hundred dollars, increased by forty dollars for each one hundred dollars of active pay in excess of twelve hundred dollars.

(c) For each additional year of service above twenty-five, the retiring allowance shall be increased by one per cent of the active pay.

(d) No retiring allowance shall exceed four thousand dollars.

3. Any person who has been for ten years the wife of a professor in actual service shall receive during her widowhood one half of the allowance to which her husband would have been entitled.

In case of disability or physical breakdown, each case, is treated on its own merits.
B. T. Merrill

Salary $5000

Professor—1887 (Oct. 1st presumably)
to Dec. 31, 1925—37 1/3 yrs.

Excess above 25 yrs. 19 1/3 yrs.
(same to U.C. 1906)

Basal allowance

40% of excess above $1200 (viz. $3800) $1520

Plus $800

$2320

$2320

12 1/3% of 2320 570.60

616.66

616.66

2936.69

2936.69
COPY

December 29, 1910.

Mr. Francis W. Parker,
204 Dearborn St.,
Chicago.

My dear Senator Parker:-

Your suggestion of December 28th seems to me to be a good one and I see no reason why the course should not be pursued and several good ones for it. In order to be sure that we cover what you have in mind, I am sending you personally this outline. If it covers what you have in mind, I can then take the matter up with the President and Mr. Ryerson for suggestions from them also.

I. The following is a list of the needs of the University not provided for. I say not provided for because it seems, I think, to be the general feeling that the funds now in possession and in sight are sufficient to provide for the needs of the University as now organized and would be sufficient to provide for the maintenance of the buildings needed if the buildings might be provided from some other source.

1. Geology and Geography------------------------ $275,000.
2. Classics ($138,879.81 is already provided) - 225,000.
3. Modern Languages----------------------------- 200,000.
4. Astronomy (Student's Observatory)------------- 75,000.
5. Women's Quadrangle
   a. Gymnasium
   b. Clubhouse
   c. Recitation Building------------------------ 500,000.
   d. Two Dormitories--------------------------- 200,000.
6. School of Education
   a. Gymnasium---------------------------------- 200,000.
   b. High School-------------------------------- 300,000.
7. Law Building (Wing)---------------------------- 50,000.
8. Stand and Wall for Athletic Field------------- 150,000.
9. Administration Building------------------------ 150,000.
10. Philosophy and Divinity---------------------- 250,000.
11. Historical Group----------------------------- 200,000.
12. Philosophy and Psychology------------------- 225,000.
13. Recitation Building (companion to Cobb, especially for Junior College Science).
15. School of Education- 2 buildings.

The probable annual expense of maintenance or upkeep, not including any operating expense, may roughly be estimated at about 1-1/3 per cent of the cost of the building.

II. The tentative scheme of location of the buildings, so far as considered in any official way, is found in the plan of the campus, which each member of the Board has, or ought to have. I think there is a feeling that this tentative plan may
Your suggestion of a report may be of interest to you as to how one may see the development of the course marked out in the outline of the preceding section. In order to do this, it is necessary that we consider the major points of view, which I understand are essentially

The following is a list of the major points of view I have been trying to think of the General view that will be given to the major points of view of the University as a whole, although only parts of the points of view may be utilized to describe the University. The details are as follows:

- General view
- Economic view
- Political view
- Social view
- Cultural view

The major points of view are as follows:

- Economic view (including the role of the University in the economy)
- Political view (including the role of the University in the political system)
- Social view (including the role of the University in society)
- Cultural view (including the role of the University in cultural development)

I think there is a feeling that the University plan may
be modified considerably. First, the location of the chapel is not yet fixed. You will notice by the plan that its location is indicated as immediately north of Cobb. My impression is that a location in the center of the present campus is being considered seriously and that in that event the buildings which would close 58th Street west of Lexington will be omitted so as to give an unobstructed view of the chapel both from 58th Street west and from 58th Street east. It is proposed to locate the Geology Building immediately west of Walker and, I think, a Scientific Museum Building immediately east of Walker, and the Mathematics Building south of Mandel and east of Ryerson. A location on the Midway for the chapel has also been suggested as desirable because of the added effectiveness of the architectural features there. One location might be the center of the block in which the President's House is located. Another might be the N.W. Cor. of Lexington and 59th Street, which would displace the women's dormitories. As there will be likely to be no haste in the planning, location and building of this controllingly important building, there will be ample time for working out that matter.

It seems to be the conclusion of Mr. Stagg and the President that the present location of the football field, owing to its proximity to the Gymnasium, is appropriate and should be permanent.

The operating expense of the buildings and the conduct of the work of the University in them varies to such an extent that it is difficult to estimate, but the income from provisions already made it is supposed will meet those requirements.

III. Retiring Allowances.

A provision for this object has been carefully estimated under three conditions, but all of which assume that the present men will live to full age, except as allowances are made under the rule of the mortality tables, second, that at the retiring age he will receive $4000. per year, or more. Third, that each will leave a widow and that both the widow and the retiring member of the Faculty will live an average of three years. If the retiring age should be 65, the amount required would be—$2,652,076.83. If the retiring age should be 68, the amount would be—$2,146,628.05. If the retiring age should be 70, the amount required would be—$1,696,430.10.

This was figured on the assumption that the plan would be inaugurated on July 1, 1911.

In this connection it is appropriate to say that the adoption of a pension system ought to be carefully considered, it seems to me, before being entered upon by the University. First, it becomes an iron rule from which the Trustees will not probably feel themselves at liberty to vary under diverse conditions. To illustrate what I mean,—A professor of abundant

Balancing these roughly, the amount required to provide for the retiring allowances would be—$2,000,000.00.
means independent of his work at the University, receiving a high salary and in residence but one quarter in the year, and taking a languid interest in its work, would receive more than the member of the Faculty wholly without means who has devoted his life solely to University work, rendering extra services in that department continuously as needs arose. Second, once inaugurated in an institution, it becomes in the nature of a contract, and it would be difficult to displace a member of the Faculty holding what is called a permanent appointment, who was approaching the fifteen year period of service. His contention would be that he was being displaced to avoid the payment of this retiring allowance; that he had a vested right in the retiring allowance provision as it was a part of the inducement held out to him to enter the Faculty. An institution possessing means is at disadvantage before a jury on such a question of fact as against an individual without much means.

Third, where manufacturing, public service, or commercial institutions have sought to make retiring allowance provisions by making some fraction of the amount consist of a contribution annually by the employee, they have found it necessary, in order to protect themselves, to hedge the allowance about with so many provisions and conditions that the employees have commonly looked upon such plans with disfavor. The Carnegie system is an experiment up to this time and is developing serious difficulties and embarrassments. How much greater these difficulties and embarrassments would be to an institution who had made a contract for service of a member of the Faculty on the strength of the existence of the retiring allowance provision.

IV. Other Needs.

1. College of Commerce and Administration—-$500,000.
2. A Laboratory of Clinical Medicine———500,000.
3. Endowment of Clinical Medicine Lab.——-$1,500,000.

After you have had time to go over this, we can probably meet some day at the Club and canvass it, so we may cover the ground you have in mind before taking it up further.

Very truly yours,

(Signed) Wallace Heckman
THE INSTITUTIONALIZING OF THE VETERAN'S EXPERIENCE

The integration of the veteran's experience into the institutional framework is a complex process. It involves not only the adaptation of traditional educational structures to accommodate the needs of veterans, but also the creation of new programs and initiatives specifically designed to support the unique challenges and opportunities faced by veterans.

Institutionalizing the veteran's experience requires a multifaceted approach that includes:

1. **College of Commerce and Administration**
   - 0.000,000
2. **Department of Commercial Administration**
   - 0.000,000
3. **Department of Commercial Administration**
   - 0.000,000

However, there are limitations to the effectiveness of these efforts. The success of these initiatives depends on the active engagement of faculty, administration, and students in creating a supportive and inclusive environment.

**Very Truly Yours,**

[Signature]

(Approval) 

Margaret Helmke
My dear Mr. President:

The publication of the new University Statute on retiring allowances prompts me to write this note, more perhaps to assure my own peace of mind than for any other necessary reason.

You will doubtless recall that at the time of my appointment here a certain definite agreement was made with me about a retiring allowance. The terms of this agreement differ materially from those of the new statute. The terms of the agreement with me are indicated in a letter of mine to Professor Hale bearing date Apr. 9, 1908, from which I quote:

"I am not perfectly certain that I understand correctly one matter in your letter of Apr. 6, the receipt of which I have already acknowledged. Will you kindly solve officially my perhaps unnecessary doubt? If I come to Chicago, I may count upon the same terms of pension in all respects (including the pension to my widow) as those at present established by the Trustees of the Carnegie Foundation for its beneficiaries. Is that understanding correct? Pardon me for asking the question, but I needed to be sure, as the point is one of great importance in my consideration."

To this Mr. Hale replied in the affirmative under date of Apr. 13, 1908, saying that he spoke by your authorization. As my decision finally turned on this point, I accepted the proffered appointment.

You will have observed that under the terms of the Carnegie Foundation pensions as at that time established I might at my discretion retire at any time after 25 years of professorial service with a specified allowance, or at the age of 65 with a specified allowance of larger amount, or if I died at any time after 25 years of service, my widow would be entitled to one-half the pension that was or might have been mine at the time of my death.

I have no immediate intention either of dying or of retiring,
but I should feel grateful if you would assure me that it is understood by the Trustees (as I indeed suppose it is) that the new statute, being less favorable to my interests, is not meant to, and will not, in any wise limit or modify the terms of the specified agreement made with me, as I have outlined it above. This would be the more contributory to my peace of mind because in the event of my death I should not be on hand to present the case, and my widow might be left to the "uncovenanted mercies". I have no doubt these would be gracious, but at the same time it is more comfortable to rest on covenant, when that exists.

I remain, dear Mr. President,

Faithfully yours,

[Signature]

President Judson,
The University of Chicago.
The University of Chicago

April 20, 1934

Dear President: [Signature]

I am writing to ask your advice on a matter that has been on my mind for some time. I have been considering the possibility of founding a new institution for the study of ancient languages and civilizations. I believe there is a great need for such an institution, and I would be honored to have your support and guidance.

I have been in contact with several potential donors who have expressed interest in supporting this project. However, I am concerned about the financial viability of such an endeavor. I have been researching various models for funding such institutions, but I am unsure of the best approach.

I would be grateful for any advice you can offer. Please let me know if you are interested in discussing this matter further.

Sincerely,

[Signature]

President, The University of Chicago
A SYSTEM OF RETIRING ALLOWANCES AND
ALLOWANCES FOR WIDOWS

(Adopted by the Board of Trustees February 13, 1912)

(STATUTE) 17. RETIRING ALLOWANCES

1) Any person in the service of the University and sixty-five years of age who holds the position of President of the University, Director or Associate Director of the University Libraries, or University Examiner, and who has been for a period of fifteen years in the service of the University, in a rank not lower than Assistant Professor; and any person in the service of the University and sixty-five years of age, who has been, for a period of fifteen years in a rank not lower than Assistant Professor, a member of the teaching staff of the Graduate Schools of Arts, Literature, and Science, the Graduate Divinity School, the Law School, or the Colleges, may retire from active service, or be retired by the Board of Trustees on an annual allowance to be computed as follows:

a) For fifteen years of service, forty per cent of the average annual salary received during the five years immediately preceding the time of retirement.

b) For each year of service beyond fifteen years, two per cent of the said average annual salary.

But no annual allowance shall exceed sixty per cent of the said average annual salary, nor shall it exceed $3,000.00.

A person between sixty-five and seventy years of age, eligible to a retiring allowance, may retire, or may be retired by the Board of Trustees; at the age of seventy years he shall retire, unless the Board of Trustees specially continues his service.

2) The widow of any person in receipt of, or eligible to, a retiring allowance at the time of his death, shall be entitled to one-half of the amount of his allowance during the period of her widowhood, provided she was his wife at the time of his retirement and had been his wife for not less than ten years before his death.

3) No right or claim under this statute, shall vest in, or accrue to, any person until a retiring allowance shall become due and payable under and in accordance with it; and the exercise of the right or power of the Board of Trustees to terminate the service, or reduce the salary, of any person shall not give to such person any claim or cause of action hereunder against the University.

4) The Board of Trustees reserves the right to suspend the retiring allowance of any person, who, while in receipt of such allowance, accepts an appointment on the staff of any other institution of learning.
5) The obligation of the University to pay retiring allowances shall be neither greater nor less than its obligation to pay salaries to persons in active service, so that if misfortune should compel a percentage reduction of salaries, retiring allowances may be reduced in the same proportion.

6) Nothing in this statute shall preclude the Board from granting other retiring allowances, or allowances on account of disability to officers of administration or instruction, or their widows, where the term and character of service, or the special circumstances of the case make the same appropriate, or from adding a term of years to the actual years of service of a person who enters the service of the University as an associate professor or of higher rank.

7) The Board of Trustees retains the power to alter this statute, but the alteration shall not have any effect as to persons of the class or rank mentioned in Article 1, at the time of such alteration.
THE UNIVERSITY RECORD

The President's Convocation statement.

—For several years past the Board of Trustees has been giving attention to a system of retiring allowances for the University faculties. In December, 1907, a tentative plan was provisionally approved, but formal action was withheld, pending the assurance of adequate funds. The gift of the Founder in December, 1910, removed this obstacle, and the Committees on Finance and Investment and on Instruction and Equipment, acting jointly under direction of the Board, proceeded to a study of the question. It was obvious that a plan of the kind, contemplating the setting aside of large amounts of the endowment of the University and involving the interests of many persons for a long period to come, necessitated the most deliberate and painstaking consideration. The Committees reported to the Board on January 30, 1912, recommending a detailed scheme. This was considered at length, but final action was deferred to a later meeting at which the committees' report should be a special order. Such meeting was held on February 13, 1912, and after further consideration the plan of the committee in its final form was approved and was adopted as a statute of the University, to take effect March 1, 1912. The statute will be printed at an early date and a copy sent to each member of the faculties concerned. It is sufficient now to say that provision is made for a retiring allowance on account of age and on account of disability and for a widow's allowance. A sum will be set aside annually toward the endowment of this system. The total amount which this endowment must reach will exceed that suggested in a late action of the University Senate, and can hardly fall below two million dollars.

This action of the Board of Trustees, made possible by the munificence of Mr. Rockefeller, marks a significant epoch in the development of the University. Heretofore each case, whether involving the question of age, of disability, or of widowhood, has been considered by itself. No serious case has been overlooked, and each has been treated by the Board on the general lines of the final plan now in force. But in the absence of a specific statute and of an adequate financial provision for the same, it has never been possible for the administration of the University to give, or for members of the faculties to feel, such an assurance for the future as will hereafter be the case. Thus heretofore the University has practically been under all the burdens of a system of retiring allowances with none of its benefits. Hereafter all can have full knowledge and entire confidence on this vital subject, and that dread which any thoughtful man must feel for his declining years or for his family in case of unforeseen casualty will be finally removed.

A System of Retiring Allowances and Allowances for Widows
(Adopted by the Board of Trustees
February 13, 1912)

(Statute) 17. Retiring Allowances
1. Any person in the service of the University and sixty-five years of age who holds the position of President of the University, Director or Associate Director of the University Libraries, or University Examiner, and who has been for a period of fifteen years in the service of the University, in a rank not lower than Assistant Professor; and any person in the service of the University and sixty-five years of age, who has been, for a period of fifteen years in a rank not lower than Assistant Professor, a member of the teaching staff of the Graduate Schools of Arts, Literature, and Science, the Graduate Divinity School, the Law School, or the Colleges, may retire from active service, or be retired by the Board of Trustees on an annual allowance to be computed as follows:
 a) For fifteen years service, 40 per cent of the average annual salary received during the five years immediately preceding the time of retirement.
 b) For each year of service beyond fifteen years, 2 per cent of the said average annual salary.

But no annual allowance shall exceed 60 per cent of the said average annual salary, nor shall it exceed $3,000.00.

A person between sixty-five and seventy
years of age, eligible to a retiring allowance, may retire, or may be retired by the Board of Trustees; at the age of seventy years he shall retire, unless the Board of Trustees specially continues his service.

2. The widow of any person in receipt of, or eligible to, a retiring allowance at the time of his death, shall be entitled to one-half of the amount of his allowance during the period of her widowhood, provided she was his wife at the time of his retirement and had been his wife for not less than ten years before his death.

3. No right or claim under this statute, shall vest in, or accrue to, any person until a retiring allowance shall become due and payable under and in accordance with it; and the exercise of the right or power of the Board of Trustees to terminate the service, or reduce the salary, of any person shall not give to such person any claim or cause of action hereunder against the University.

4. The Board of Trustees reserves the right to suspend the retiring allowance of any person, who, while in receipt of such allowance, accepts an appointment on the staff of any other institution of learning.

5. The obligation of the University to pay retiring allowances shall be neither greater nor less than its obligation to pay salaries to persons in active service, so that if misfortune should compel a percentage reduction of salaries, retiring allowances may be reduced in the same proportion.

6. Nothing in this statute shall preclude the Board from granting other retiring allowances, or allowances on account of disability to officers of administration or instruction, or their widows, where the term and character of service, or the special circumstances of the case make the same appropriate, or from adding a term of years to the actual years of service of a person who enters the service of the University as an associate professor or of higher rank.

7. The Board of Trustees retains the power to alter this statute, but the alteration shall not have any effect as to persons of the class or rank mentioned in Art. 1, at the time of such alteration.

The Eighty-second Convocation.—President George Edgar Vincent, of the University of Minnesota, formerly Dean of the Faculties of Arts, Literature, and Science in the University of Chicago, was the Convocation orator on March 19, 1912, his address, which was given in the Leon Mandel Assembly Hall, being entitled “An Old Guide for New Times.” An unusually large audience gave enthusiastic applause to the characteristic and effective address which appears in this issue. The President’s Convocation statement with reference to the University’s new pension system followed the address.

The Convocation reception was held on the evening of March 18 in Hutchinson Hall. In the receiving line were President Harry Pratt Judson and Mrs. Judson; the Convocation orator, President Vincent, who was the special guest of honor; the Convocation preacher, Professor Charles R. Henderson, of the Department of Sociology, and Mrs. Henderson; and the Dean of Women, Professor Marion Talbot. There was a large attendance at the reception. Of special interest to the guests was the new portrait of Dean Talbot, by Goldbeck, which was hung on the north wall of the Hall nearly opposite the portrait of President Vincent presented by the alumni, students, and members of the faculties when he was still Dean of the Faculties of the University of Chicago.

At the Convocation held on March 19, 1912, twenty-three students were elected to membership in Sigma Xi and one student to membership in the Beta of Illinois chapter of Phi Beta Kappa. Fifty-seven students received the title of Associate; one student, the two years’ certificate of the College of Education, and five students the degree of Bachelor of Philosophy in Education; five, the degree of Bachelor of Arts; twenty-two, the degree of Bachelor of Philosophy; and thirteen, the degree of Bachelor of Science. In the Divinity School one student received the degree of Master of Arts, and two that of Bachelor of Divinity. In the Law School eight students received the degree of Doctor of Law (J.D.). In the Graduate Schools of Arts, Literature, and Science four students received the degree of Master of Arts; two, that of Master of Science; and five, that of Doctor of Philosophy—making a total of sixty-seven degrees (not including titles and certificates) conferred by the University at the Spring Convocation.

The Chicago Orchestral Association.—On the afternoon of February 20, in the Leon Mandel Assembly Hall, the Theodore Thomas Orchestra gave the seventh concert of the season arranged by the University Orchestral Association. This was the fifth program by the Orchestra, two special recitals having been presented by the Kneisel String Quartet and the German pianist, Wilhelm Bachau.

The program for the afternoon of the 20th, consisting of the overture, “Liebesfrühling,” opus 23, of Georg Schumann,
For several years past the Board of Trustees has been giving attention to a system of retiring allowances for the University faculties. In December, 1907, a tentative plan was provisionally approved, but formal action was withheld, pending the assurance of adequate funds. The gift of the Founder in December, 1910, removed this obstacle, and the Committees on Finance and Investment and on Instruction and Equipment, acting jointly under direction of the Board, proceeded to a study of the question. It was obvious that a plan of the kind contemplating the setting aside of large amounts of the endowment of the University, and involving the interests of many persons for a long period to come, necessitated the most deliberate and painstaking consideration. The Committees reported to the Board on the 30th of January, 1912, recommending a detailed scheme. This was considered at length, but final action was deferred to a later meeting at which the committees' report should be a special order. Such meeting was held on the 13th of February, 1912, and after further consideration, the plan of the committees in its final form was approved, and was adopted as a statute of the University, to take effect March 1, 1912. The statute will be printed at an early date and a copy sent to each member of the faculties concerned. It is sufficient now to say that provision is made for a retiring allowance on account of age and on account of disability and for a widow's allowance. A sum will be set aside annually toward the endowment of this system. The total amount which this endowment must reach will exceed that suggested in a late action of the University Senate, and can hardly fall below two million dollars.
For several years past the Board of Trustees and Jennie Living

association to a scheme of retirement allowances for the University.

In December, 1920, a committee was appointed by the University to

enforce the plan of the Retainer in December, 1920, and the

establishment of the scheme as outlined in the Board.

L. L. W. and the Committee to Finance and Investment and on

information and guidance, with the joint action of the Board.

proceed with a study of the question. It is my opinion that a plan of

the kind contemplated the setting aside of large masses of the

endowment of the University, and the raising theintendent of many

personnel for a long period to come, necessary for the good efficiency

and performance of the Committee to Finance and Investment. On

the 10th of January, 1921, the Committee presented a tentative scheme.

The Committee reported to the Board,

was composed of faculty, and that nation to a greater extent on a

meeting of the committee, I have found to be a very

government, and have sought as a member of the University, to take

effect, which, I find, the scheme will be bringing to its early

colleges, and the committee to a member of the legislative committee. It

institutions own to say that is the best prepared to whom a

school's million dollars and a million dollars of

increase that summarized to a large portion of the University Senate,

are partly filled during the million dollars.
This action of the Board of Trustees, made possible by the munificence of Mr. Rockefeller, marks a significant epoch in the development of the University. Heretofore each case, whether involving the question of age, of disability, or of widowhood, has been considered by itself. No serious case has been overlooked, and each has been treated by the Board on the general lines of the final plan now in force. But in the absence of a specific statute and of an adequate financial provision for the same, it has never been possible for the administration of the University to give, or for members of the faculties to feel, such an assurance for the future as will hereafter be the case. Thus heretofore the University has practically been under all the burdens of a system of retiring allowances with none of its benefits. Hereafter all can have full knowledge and entire confidence on this vital subject, and that dread which any thoughtful man must feel for his declining years or for his family in case of unforeseen casualty will be finally removed.
A SYSTEM OF RETIRING ALLOWANCES AND ALLOWANCES FOR WIDOWS

(Adopted by the Board of Trustees February 13, 1912)

1. Retiring Allowances

1) Any person in the service of the University and sixty-five years of age who holds the position of President of the University, Director or Associate Director of the University Libraries, or University Examiner, and who has been for a period of fifteen years in the service of the University, in a rank not lower than Assistant Professor; and any person in the service of the University and sixty-five years of age, who has been, for a period of fifteen years in a rank not lower than Assistant Professor, a member of the teaching staff of the Graduate Schools of Arts, Literature, and Science, the Graduate Divinity School, the Law School, or the Colleges, may retire from active service, or be retired by the Board of Trustees on an annual allowance to be computed as follows:

   a) For fifteen years of service, forty per cent of the average annual salary received during the five years immediately preceding the time of retirement,

   b) For each year of service beyond fifteen years, two per cent of the said average annual salary.

   But no annual allowance shall exceed sixty per cent of the said average annual salary, nor shall it exceed $3,000.00.

   A person between sixty-five and seventy years of age, eligible to a retiring allowance, may retire, or may be retired by the Board of Trustees; at the age of seventy years he shall retire, unless the Board of Trustees specially continues his service.

2) The widow of any person in receipt of, or eligible to, a retiring allowance at the time of his death, shall be entitled to one-half of the amount of his allowance during the period of her widowhood, provided she was his wife at the time of his retirement and had been his wife for not less than ten years before his death.

3) No right or claim under this statute, shall vest in, or accrue to, any person until a retiring allowance shall become due and payable under and in accordance with it; and the exercise of the right or power of the Board of Trustees to terminate the service, or reduce the salary, of any person shall not give to such person any claim or cause of action hereunder against the University.

4) The Board of Trustees reserves the right to suspend the retiring allowance of any person, who, while in receipt of such allowance, accepts an appointment on the staff of any other institution of learning.
5) The obligation of the University to pay retiring allowances shall be neither greater nor less than its obligation to pay salaries to persons in active service, so that if misfortune should compel a percentage reduction of salaries, retiring allowances may be reduced in the same proportion.

6) Nothing in this statute shall preclude the Board from granting other retiring allowances, or allowances on account of disability to officers of administration or instruction, or their widows, where the term and character of service, or the special circumstances of the case make the same appropriate, or from adding a term of years to the actual years of service of a person who enters the service of the University as an associate professor or of higher rank.

7) The Board of Trustees retains the power to alter this statute, but the alteration shall not have any effect as to persons of the class or rank mentioned in Article 1, at the time of such alteration.
PLAN OF RETIRING ALLOWANCES OF THE UNIVERSITY OF CHICAGO.

Retiring allowances shall be of two categories: 1) Allowances awarded on account of age; 2) allowances awarded on account of permanent disability through infirmity of mind or body.

1. Allowances on account of age.

The President of the University, the Director and Associate Directors of the Libraries, and the University Examiner, having reached the age of sixty years and been in the service of the University not less than fifteen years, and any member of the teaching staff of the University and sixty-five years of age, who has for a period of fifteen years held therein an office of the grade of assistant professor or of a higher grade, may retire from active service or be retired by the Board of Trustees on an annual allowance to be computed as follows:

a) For the first fifteen years of service 40% of the average annual salary received during the five years immediately preceding the time of retirement.

b) For each year of service beyond fifteen years 2% of the said average annual salary.

In no event shall the annual allowance exceed 60% of the said annual salary nor shall it ever exceed the sum of Three Thousand Dollars (3,000).

Any of the above named persons reaching 70 years of age, shall retire from the service, unless the Board of Trustees specifically votes an extension of time, on an annual allowance computed as above.

2. Allowances on account of permanent disability.

The Board of Trustees may, in its discretion, award a retiring allowance to any person who, while in the service of the University has become permanently disabled through infirmity of mind or body, but such allowance shall not exceed that to which the recipient would be entitled if retired on account of age and its continuance shall be at the discretion of the Board as the circumstances of the case may dictate.

3. Widows.

a) Following the death before retirement of any of those eligible to a retiring allowance, his widow shall receive during her widowhood one half the retiring allowance which her husband would have received in case of retirement.

b) Following the death of one in receipt of a retiring allowance under the above regulations, one half of the amount of his allowance shall be paid to his widow, during the period of her widowhood, she having been his wife at the time of his retirement.

4. The Board of Trustees reserves the right to suspend the retiring allowance of any person who while in receipt of such allowance accepts an appointment on the staff of any other institution of learning.
Chicago, April 1, 1912.

My dear President Judson:-

I find that Dr. T. C. Chamberlin was born September 25, 1843, and Dr. A. K. Parker October 6, 1843. As you know Dr. Parker served on the Board of Trustees from 1890 to 1901, when he was appointed professorial lecturer in the Divinity School.

These gentlemen are therefore both a year younger than I am, as I was born September 4, 1842.

Yours truly,

[Signature]

Dr. Parker served also as Dean of the Divinity School for 15 years, 1888 to 1903.
Chicago, Ill., April 24, 1912.

Dear President Judson:

Mr. Judd just before going away asked me to look up the question of retiring allowances for secondary school teachers and to make report to you. I am enclosing report showing the practice in a number of states and cities. I shall be glad to give you a report in greater detail if you care for it.

Yours very truly,

[Signature]

President H. P. Judson,
University of Chicago,
Faculty Exchange.
Dear President T. M. Jones:

I trust that the following questions may be of interest to you in connection with the Board of Trustees and the University of California Department of Education.

Yours very truly,

President T. M. Jones
University of California
RETIREMENT FUND FOR SECONDARY SCHOOL TEACHERS.

Provision is made by law for teachers retirement fund in the following eight states:—Connecticut, Maryland, Massachusetts, New Jersey, New York, Rhode Island, Virginia, Wisconsin; and in the following thirty-one cities:—San Francisco, Chicago, Indianapolis, New Orleans, Baltimore, Boston, Detroit, Minneapolis, St. Paul, St. Louis, Omaha, Albany, Buffalo, Elmira, New York, Rochester, Schenectady, Syracuse, Troy, Yonkers, Cincinnati, O., Cleveland, O., Columbus, O., Springfield, O., Harrisburg, Pa., Philadelphia, Providence, R.I., Charleston, S.C., Memphis, Salt Lake City, Milwaukee.

Source of Funds.

1) In all the above states except Massachusetts, a portion of the funds is appropriated by the states in amounts varying from $5,000.00 to $20,000.00. In Wisconsin ten cents is appropriated annually for each person of school age.

2) In most of the cities mentioned appropriations are made. Twenty-four cities make annual appropriations from $2,000.00 in Elmira, N.Y., to $50,000.00 in Philadelphia; other cities appropriate a certain percentage on taxable property,—e.g., Minneapolis at the rate of 1/10 of a mill; several cities appropriate the interest on daily balances of school funds,—e.g., Chicago; some cities appropriate one percent of excise funds, (In New York city this amounted in 1910 to $291,803.00); many cities make an appropriation from one-half to one and one-half times the amount contributed to the fund by teachers.

3) From teachers. In most of the states and cities regular assessments are made from the salaries of teachers,—e.g., in New York state one percent of teachers salaries; in Massachusetts $15.00 per year; in New Jersey two percent, two and one-half percent, or three percent, based on time of service, the total not to exceed $50.00 per year per
PROVISION is made for four (4) New Teachers to fill the following positions for the 1968-1969 school year:

1. Director of Guidance, New York City, New York.
2. Assistant Principal, New York City, New York.
3. Vice-Principal, New York City, New York.
4. Principal, New York City, New York.

The above positions are filled in the following manner:

1. Assistant Principal, New York City, New York.
2. Principal, New York City, New York.
4. Vice-Principal, New York City, New York.

The New Teachers are appointed on the recommendation of the Superintendent of Schools, New York City, New York.
teacher; in Wisconsin one percent (not to exceed $15.00 per teacher) for the first ten years, two percent (not to exceed $30.00 per year per teacher) for the succeeding fifteen years; in Chicago $5.00 per year per teacher for the first five years, $10.00 per year per teacher for the second five years, $15.00 for the third five years and $30.00 per year in excess of fifteen.

Payment of Retiring Allowances.

In these various states and cities teachers are retired after terms of service varying from twenty to forty years or on disability after a stated number of years of service. The usual amount of retiring allowances is one-half the salary with a maximum varying in the different states and cities from $200.00 to $2,000.00.

Private Secondary Schools.

No definite arrangement for retiring allowances is known in any private secondary school. In Phillips Academy, Andover, Mass., it has been the custom to pay retiring allowances to aged or disabled teachers amounting to one-half the salary. At present one instructor is receiving this amount and the use of a house.
Revenue of Retiring Allowance

The revenue of retiring allowance is derived from the amount of retirement allowance. The revenue is calculated by deducting the amount of retirement allowance from the gross salary. The revenue is then multiplied by the number of years of service to determine the revenue of retirement allowance for each year.

Retirement Allowance

The retirement allowance is determined by the number of years of service and the salary of the employee. The retirement allowance is calculated by multiplying the number of years of service by a specified percentage of the salary. The retirement allowance is then subtracted from the gross salary to determine the net salary.

Income Tax

The income tax is calculated based on the net salary. The income tax rate is determined by the tax bracket of the employee. The income tax is then subtracted from the net salary to determine the disposable income.

Net Salary

The net salary is the amount of salary after all deductions, including income tax and retirement allowance. The net salary is the amount that the employee has available for personal use.

Net Income

The net income is the amount of disposable income after all expenses, including taxes and retirement allowance. The net income is the amount of money that the employee has available for savings and other personal use.
THE UNIVERSITY OF CHICAGO

Retiring Allowances Beginning
July 1, 1912

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Amount of Capital required on 65 year basis
July 1, 1912 $2705042.73 or in nine equal installments commencing July 1, 1912, $549743.39 per annum

|      | 68 year basis $2091721.47 or $270521.53 |
|      | 70    | $1713294.75 or $221594.76 |

The allowance is figured on the basis at the minimum salary of $3750. at the time of retirement of all those who are now receiving less than that amount. Those now receiving more are figured on the basis of their present salary. The calculation is based on 40% of average annual salary of last five years before retirement, after fifteen years of service, with 2% per annum for each year until 60% is reached, or a maximum allowance of $3000. Widows' allowances are figured at one-half that of the husband, and each man is supposed to be married. It is assumed that the widows are three years younger than their husbands.
THE UNIVERSITY OF CHICAGO

Retiring Allowances Beginning
July 1, 1912

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The information is regarding the amount of annual fees paid.

Amount of Annual Fees paid on the annual fee.
December 26, 1912.

My dear President Judson,—

Would it be possible for you to furnish the Foundation, for its confidential information, the actuarial report upon which the retiring allowance system at the University of Chicago was framed? The Foundation, as you will see in the forthcoming annual report, is making a comparative study of pensions and is desirous of obtaining all the light on the subject possible.

Very truly yours,

[Signature]

Secretary

President Harry Pratt Judson,

University of Chicago,

Chicago, Illinois.
December 5th, 1952

Mr. President Johnson,

Would it be possible for you
to forward the information
for the consideration of the
Executive Committee?

The committee has been
renewed for three years.
The term of the
University of Chicago will expire
in June. You will see in the
horizon that several
months will elapse
before the
Executive Committee
meets again.

Very truly yours,

[Signature]

Secretary

President Warren E. Johnson
University of Chicago
Chicago, Illinois
Chicago, January 9, 1913

Dear Mr. Furst:—

In answer to your favor of the 26th of December I am here with enclosing report made to me by the Auditor of the University, Mr. Trevor Arnett, together with a copy of the statute of the University on the question of retiring allowances, which I think will perhaps supply the information you request.

Very truly yours,

Mr. Clyde Furst,
The Carnegie Foundation,
376 Fifth Ave., New York.

H. P. J. — L.
Office, January 9, 1918

Dear Mr. Trumbull:

In answer to your favor of the 27th of December, I am forwarding an enclosed report which I have prepared for the consideration of the University. I have also enclosed a copy of the report of the University Committee on the Education of Teachers, which I think will be of interest to you in connection with the information you require.

Very truly yours,

[Signature]

Mr. George Trumbull
The Carnegie Foundation
86 Fifth Ave., New York

Enc.
Chicago,
October 30, 1912.

PERSONAL.

My dear President Judson:—

I beg leave to report on the cases which I discussed with you the other day in our conference.

Miss Martha Fleming was appointed to the position of associate professor in oral reading at the time that the Chicago Institute came to the University. She has therefore been in the service of this institution for a period of eleven years. She will have at the end of the autumn quarter eight months of accumulated vacation. She expects to be absent during the winter quarter and to teach during the coming spring quarter. The net result will be that she will have at the beginning of the summer quarter six months of accumulated vacation credit. Her birthday is September 16th. On September 16th, 1913 she will be sixty-five years of age.

Miss Emily Rice, also an associate professor, has her sixty-fifth birthday on August 29th, 1915. In dealing with her case I beg to report the additional fact that on July 1st, 1913, she will have eight months of vacation credit. If we could consider her retirement at that time, we should be within sixteen months of the period of her birthday by asking her to take eight months of vacation. I should be glad to make any arrangement that is equitable and reasonable in this case if such an
Chicago.
October 20, 1919.

Dear President Lincoln:

I take pleasure to report on the cases which I have seen with
you the other day in our conference.

Might I make a request of you in connection of the position of

associate professor in any university of the time that the

Chicago Institute came to the University? She has therefore
been in the service of the Institute for a period of eleven
years. She has been at the same time of the same department of

zeroing and teaching. She is able to do excellent work.

The writer desires to resume the regular classes in the course of

the forty-five hours of the week. She will pay at the beginning of the

term. She will have the second term of the course of

September. She will be

sixty-five years of age.

The writer hopes to see an associate professor, and for

sixty-five-paragraphs on August 20, 1919. I am.

In closing with you,

I have been asked to report the satisfaction that I have with the

casual note of the amounts of the fees. I am glad to say that

years' note of the amount. I am glad to say that

meet with the lady.
Mr. H. P. Judson,

arrangement can be devised.

Miss Zonia Baber was born in 1862. She is therefore at the present time very far from the age of retirement. Her work seems to me to indicate that she is not especially productive, and I am sure that it will not be possible to have a department of geography so long as she holds the position that she now occupies. It is my own belief that her health is not very strong. She does not share this belief herself, and would probably be altogether unwilling to consider a retirement under the disability clause.

Two other cases which we discussed are those of Mrs. Norton and Professor Gore. I had a conversation with Dean Angell after taking up these cases with you, and I find that Professor Tufts has been reporting to him that the work which Mr. Gore has recently undertaken in one of the undergraduate classes in philosophy is not at all successful. This adds somewhat to the difficulties that I have already recounted to you. Mr. Gore comes to the end of his present term of appointment with the end of this fiscal year. The same is true of Mrs. Norton. In both of these cases it will be necessary for us to take some kind of action.

I should be prepared to recommend that Mr. Gore be reappointed, with the understanding that his reappointment will free him from all of the unusual obligations that he now carries, but he will be allowed to take such courses as he is able to undertake with the definite understanding that we are
The 10-year plan will begin in 1965.  It is expected that
the present time very far from the age of retirement.
No work
is necessary to improve the plant, and I am sure that it will not be necessary to have a
management can be given.

The 10-year plan was drawn from the age of retirement.  No work
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The 10-year plan was drawn from the age of retirement.  No work
is necessary to improve the plant, and I am sure that it will not be necessary to have a
management can be given.
Mr. H. F. Judson,
Page 3 -- Oct. 30, 1912.

giving him an opportunity of making good in the field which he will choose, and that we expect him to transfer from this institution to some other institution after he has shown that he can successfully carry on some line of work. In the case of Mrs. Norton, I should be glad to recommend that her services as an instructor be continued in some form or other, but that the organization of the department of which she is now responsible be transferred to other hands.

Very sincerely yours,

[Signature]

Mr. H. P. Judson,
President, The University of Chicago,
care of Faculty Exchange.
Give me an opportunity to make book on the field which
will please, and that we expect and to submit from
institutions to some other institution after the pre-conference
be can conveniently carry on some time after. In the case
of the present, I propose to lay to recommend that for
the orientation of the experience of which he is now
instructed to other forces.

Very sincerely yours,

[Signature]
My dear Mr. Judson,

I hoped to have a word with you today, but it has been impossible, so I am writing what I have to say. That there may be no possible misunderstanding of my attitude on the question we were discussing at our last conference, I will restate it: I am not ready to withdraw from active service in the University and with it understand that I am not taking any action in
the matter. Will you please to represent me to the University? 

If the University on its own initiative chooses to retrench me, that is another matter, but I do not wish my satisfaction with such a measure to be assumed.

I thank you for the consideration you have shown me and I am trusting you not to interpret this letter in a personal way.

Sincerely yours,

Harold Fleming.
Chicago, December 7, 1912.

My dear President Judson:—

I am referring to you Mr. Judd's letter of December 6 with regard to Miss Martha Fleming and also a copy of my letter to him under date of November 27. According to the revised record of Miss Fleming she was in the Lake Forest University from 1891-6, in the Chicago Normal School 1896-9, Chicago Institute 1899-1901, and Associate Professor of the Teaching of Speech, Oral Reading, and Dramatic Art, in the College of Education, University of Chicago, 1901 to date.

If the work she did in the Chicago Institute is allowed to count towards a retiring allowance, she would have fourteen years of service on June 30, 1913, or one year less than the required time unless the University was willing to recognize the work she did in the Chicago Normal School and Lake Forest University.

Yours truly,

President Harry Pratt Judson,
Enclosures.
Office, December 7, 1917

My dear Professor Johnson:

I am writing to you;

to judge, I refer to December 6, with regard to the 

name of Professor E. according to the teaching

report of the University of Chicago, 1917, in the Respecting Professor of Chemistry, 1889-93, and Associate Professor of the Teaching of Speech, 1894-95, and Assistant Professor of the Teaching of Speech, 1894-95, and Associate Professor of the Teaching of Speech, 1894-95.

University of Chicago, 1917 to date,

If you wish me to the Chicago Institute

to allow to some course a definite amount

of months, please understand that the advice on June 30,

I will be able to enter from the Department of Medicine

and Dentistry, 1905 to date.

University of Chicago, 1905 to date.

Yours sincerely,

Edward F. Jones

Professor of Chemistry

University of Chicago
Chicago, December 7, 1912.

My dear Mr. Judd:—

With regard to the case of Miss Martha Fleming, I find from the records in the Secretary's Office that she was born in September, 1848, and, therefore, would be sixty-five years of age in September, 1913. Her term of service with the University began July, 1901, as Associate Professor. Consequently while she would be eligible for a retirement so far as age was concerned she would not be eligible as regards the length of service. Section 6 of Statute 17 says the Board may under special circumstances add a term of years to the actual service of a person who enters the service of the University as an associate professor or of higher rank. It would be necessary to add to Miss Fleming's term of service three years in order to make her eligible for the minimum pension which would be 40% of $2500., or $1000.

Miss Fleming's record immediately preceding the time of her appointment as Associate Professor in the University was as follows—Lake Forest University, Chicago Kindergarten College, 1891-96,
CREFERENCE: December 7, 1946

My dear Mr. Jung:-

With reference to your letter of

Mr. W. E. Kelley, I find from the records

the University of Chicago that she was born in

September 1899 and therefore, would be

sixty-five years of age in September, 1964. Her

term of service with the University began July

1907 as associate professor, and ended in 1912

she would be eligible for a retirement so far as

we are concerned, and would not be eligible

to receive the term of service. Section 8

of the statute provides the Board may make an

announcement and a term of service to the

university of a person who was eligible for the

service of an associate professor at the

University as an associate professor and to

which term of service those knees in

order to make per eligible for the minimum pension

which would be \$4,000 or \$1,000.

This announcement is made immediately preceding

the time of the appointment of associate professor

in the University and is as follows: I have received

University Chicago, University of Chicago, 1961-62.
Assistant in the University of Chicago, 1896,
Chicago Normal School, 1896-99, Associate Professor
University of Chicago, 1901- . From this it
appears that she did not come to the University
immediately from an institution of University rank.

Yours truly,
(Signed) Trevor Arnett.

Mr. C. H. Judd,
The School of Education.
COPY

-8-

Assistant in the University of Chicago, 1886-87.

Chicago Normal School, 1886-88. Assistant Professor
University of Chicago, 1891-94. The work at this
apparently was done not in one of the University
immediately from an institution of University rank.

Your truly,

(Signed) (Dear Sir) [illegible]

W. G. Hubbard

The School of Medicine
My dear Mr. Arnett:--

I thank you very much for your letter of November 27th, in which you deal with the case of Miss Martha Fleming. In pursuance of this matter somewhat further, I beg leave to report that the register of 1911-12 omits two years of Miss Fleming's record which should be inserted and which is, as a matter of fact, correctly reported in the register of 1910-11. Miss Fleming was under appointment in the Chicago Institute for a year before she began her actual teaching. She then taught in the Chicago Institute for a year immediately before coming to the University of Chicago. Also with regard to her record at Lake Forest, I beg leave to say that Miss Fleming was a member of the faculty of Ferry Hall, which is a department of Lake Forest University, from 1891 to 1896. During the year '91-'92 she had elocution and calisthenics. From '92 to '93 she had elocution and physical culture. The same is true of '93 to '94. From '94 to '96 she had work in elocution. Ferry Hall, as I have said above, is a department of Lake Forest University. In Ferry Hall high school work and junior college work are given to women. Miss Fleming's work was with the junior college students. Her work in Kinder-
December 6, 1925

Mr. Geo. H. Arent:

I thank you very much for your letter of November 20th. In
which you gave the case of Miss Horstmann for your con-

sideration at this year's commencement. I get leave to report that
regretfully it will not be possible for Miss Horstmann to

come to the commencement. She has been made a member

of the faculty of the Department of Home Science at the
University of Chicago. The faculty of the Department of
Home Science agrees that it is not possible for Miss Horstmann
to come to the commencement.

I am also glad to report that the year 1924-25 was a very
satisfactory one for the Department of Home Science and
Department of Home Science degree examinations. In fact, in

high school work and junior college work the gain in women's

degree examinations was quite noticeable. The Department of

Home Science is glad to have the interest of women in this

field.
Mr. Trevor Arnett,
Page 2 -- Dec. 6, 1912.

garten College amounted to two hours per week of lecturing. This she was not allowed to continue when she became a member of the faculty of the Normal School, as she did after leaving Lake Forest.

Miss Fleming wishes to have attention drawn to the fact that she would be entirely willing to stay and work during fifteen full years in the University. She draws attention to the record which she made at Lake Forest as a possible consideration in connection with the calculation of the amount of her pension. I am very glad indeed to bring these facts to the attention of the University, and request that they be given as full consideration as possible in computing the amount of her pension.

I am not sure whether this letter ought to go to you or to the President of the University. If you will be good enough to take the matter up directly, or report it to him, I shall be very glad to follow the matter in any way that you deem advisable.

Very sincerely yours,

Charles H. Judah

Mr. Trevor Arnett,
Faculty Exchange.

CHJ-SM.
Mr. Thank Atter
Dec. 17, 1976

Dear Mr. Thank,

Certain college students to two hours per week of lecture.
The reason is that they are not allowed to continue when they possess a
letter from the president of the Kent School as the hint after leaving
the school.

The presidents wishes to have attention given to the fact
that she would be especially willing to help any work among
all Kent students to the University. She desires attention to
the lecture which were made last fall and take present as a passing comment.

I am very glad though to place these facts to the
attention of the University. I am pleased that they can be given
as final consideration as possible to continue the amount of
next semester.

I am not more pleased that letter occur to go to you at
the time at the University. If you will be looking enough
to take the matter up to the director of the film, I shall be
very glad to follow the matter in any way that you deem advisable.

Very sincerely yours,

[Signature]
My dear President Judson:—

I had a second conference with Miss Fleming some days ago, and she asked me to call the attention of the University to the fact that she feels that it is not altogether fair to her that her retirement should take place without previous notice of a year or more. She has also written to me, as you will see by the enclosed letter of December the 5th, and I am placing this letter in your hands so that you may be fully aware of her attitude in the matter. I am corresponding with Mr. Arnett about the calculations as to the amount of the pension which would be due her upon retirement.

Very truly yours,

Charles H. Ford

Mr. H. P. Judson,
President, The University of Chicago.
care of Faculty Exchange.

CHJ-3M.

Encl.
My days are numbered. I have been working with Miss Farnaby since I was 10 years old. I am writing to inform you of the University's decision to terminate my employment. I have taken the necessary steps to ensure that the transition is as smooth as possible. I am looking forward to the future and will ensure that my work is completed to the best of my abilities. I am available for any further information or questions you may have. Thank you for your understanding.

Very truly yours,

[Signature]
   1884 to Chicago Memorial Training School.
   Jul. 1880, disabled.
   Continue sick for 3 yrs. @ 600 = 1700. Salaries.

2. Emily J. Rieck, Asst. Prof. Coll. Ed. 3 yrs. beginning.
   Retired for disability, Nov. 1, 1893, under scales, #6.
   1000

   Born Sept. 16, 1848.
   Retired Sept. 1, 1913, salary (65), under scales, #6.
   1000

4. F. C. Chamberlin, From Sept. 1, 1843.
   Retired, salary (70) Sept. 25, = Oct. 1, 1913.
   Retirement waives next salary, made for the year,
   from Oct. 1, 1913, under statute 18.

   Oct. 6, 1843.
   Retired from Oct. 1, 1913 1000

6. T. F. Groseheen
RETIRING ALLOWANCES

I. Any person in the service of the University on holding a position or rank as defined in Article XIII, Section 16, of the Statutes of the University, shall be entitled to a retiring allowance under the terms and conditions as enumerated in said Article XIII, Section 16.

II. Any person in the service of the University on not holding a position or rank as defined in the preceding section, and any person entering the service of the University after that date shall not be eligible to a retiring allowance under the terms and conditions as enumerated in Article XIII, Section 16, of the Statutes of the University.

III. Any person entering the service of the University after of a rank not lower than Assistant Professor shall be eligible to and be required to participate in the contributory retiring allowance plan hereinafter described in detail, and shall also be required to arrange for term or other insurance to an amount not less than twice the amount of his annual salary from the University.

IV. Any person in the service of the University on who has held the rank of instructor for three years, and any person who enters the service of the University after that date, shall, after having held the rank of instructor for three years, be eligible to and be required to participate in the contributory retiring allowance plan hereinafter described in detail, and shall also be required to arrange for term or other insurance to an amount not less than twice the amount of his annual salary from the University.

V. Administrative officers of the University and other officers not included in the preceding sections shall, by action of the Board of
EXTRACTING \ALFA WAVE

I. Any person in the service of the University on

holding a position at rank as set forth in Article XII, Section 16 of

the Statutes of the University, shall be entitled to a retiring allow-
ance, subject to the terms and conditions as enumerated in said Article XII.

Section 16.

II. Any person in the service of the University on

not holding a position at rank as set forth in the preceding section, and

not performing the service of the University after their date of

entry, shall not be entitled to a retiring allowance under the terms and conditions

as enumerated in Article XII, Section 16 of the Statutes of the Uni-

versity.

III. Any person entering the service of the University after

a rank lower than Assistant Professor, shall

be entitled to, and be required to participate in, the contributory

retirement plan. Each member of the University, after their date of

entry, shall be entitled to retire on a full or partial insurance in an amount not

to exceed one-half the amount of the monthly salary from the University.

IV. Any person in the service of the University on

who, after the rank of Instructor, for three years, and any person who

without the service of the University after their date of

entry, shall be entitled to, and be required to participate in, the contributory retirement allowance

and be entitled to participate in the contributory retirement allowance

except for three years, after their date of

entry, shall be entitled to retire on a full or partial insurance in an amount not to exceed one-half

the amount of the monthly salary from the University.

A. Administrative officials of the University and other officials

not included in the preceding section, shall be appointed by the Board of

Trustees, and their compensation shall be determined by the Board of

Trustees.
Trustees, become eligible to the contributory retiring allowance plan.

VI. Any person in the service of the University on _____________
of the position or rank described in Article XIII, Section 16, of the
Statutes of the University, may, with the consent of the University,
elect to participate in the contributory retiring allowance plan in-
stead of and in place of sharing in the retiring allowance plan as
described in Section XIII, Article 16, of the Statutes of the University.

CONTRIBUTORY RETIRING ALLOWANCE PLAN

Commencing _____________

The University agrees to contribute towards the cost of premium
for the purchase of an annuity for any one in its service entitled to
participate in the contributory retiring allowance plan, five percent
of the annual salary paid to him by the University to a maximum of
five per cent of the salary of a full professor, on the condition
that the said person contribute five per cent of his annual University
salary for the same purpose; the total of said sums to be applied to
the payment of premiums on an annuity policy in favor of said person;
all rights and interest in said policy to vest in said person or his
heirs. Should he desire to contribute more than five per cent of his
annual salary toward the purchase of an annuity he may do so, but the
University's contribution is fixed at the amount stated.
Trustees, become eligible to the contributory retirement allowance plan.

Any person in the service of the University on or after the date on which this Act becomes effective, or who is, on or after the date of the University, may, with the consent of the University, elect to participate in the contributory retirement allowance plan as a teacher or to enter into the retirement allowance plan as a service of the University.

ARTICLE XIV, Section 10 of the Articles of the University.

CONTRIBUTORY RETIRING ALLOWANCE PLAN

Commentary

The University agrees to contribute towards the cost of premium for the purpose of enrolling any one in the service entitled to participate in the contributory retirement allowance plan. The percentage of the premium to be paid by the University to a maximum of five percent of the salary of a full professor on the condition that the said professor contribute five percent of the amount paid.

The University reserves the right to change the premium or any other provision of this plan at any time, subject to the approval of the Board of Trustees.

University's contribution is fixed at the same amount.

In the event of the death of the University's employee.
BROWN UNIVERSITY

Rules Governing the Retirement of Officers and the Payment of Retiring Allowances and Pensions in Brown University.

Adopted by the Corporation of the University, October 8, 1913.

SECTION 1. RETIREMENT OF OFFICERS.

Any person holding the office of president of the University, dean of the Women's College, professor, associate professor, assistant professor, librarian of the general library, instructor, registrar of the University or superintendent of buildings and grounds may be retired by the corporation upon recommendation of the Board of Fellows, or may retire at his own option, at the age of sixty-five years or at the end of any academic year thereafter, and shall be retired at the age of seventy years, provided that if such retiring age shall be reached during an academic year, the retirement shall become effective and shall date from the end of the current academic year.

SEC. 2. ALLOWANCE ON RETIREMENT FOR AGE.

Any such person at the age of sixty-five years or over who has had at least fifteen years of service as president of the University, or as dean of the Women's College, or as professor of any grade, or in part as such professor and in part as president or dean of the Women's College and any such person who has had at least twenty-five years of service in any one or more of the offices mentioned in Section 1, shall be paid after retirement an annual allowance of $400 plus $50 for each $100 of active pay.

SEC. 3. ALLOWANCE ON RETIREMENT FOR INFIRMITY.

Any such person of any age who has had at least twenty-five years of service as president of the University or as dean of the Women's College or as professor of any grade, or in part as such professor and in part as president or dean of the Women's College
and any such person who has had at least thirty years of service in any one or more of the offices mentioned in Section 1, and who is recommended for retirement by the Board of Fellows, and who by reason of age or of infirmity of body or mind is, in the opinion of the Corporation, incapable of satisfactorily discharging the duties of his office, shall be retired, and thereafter such person shall be paid an annual allowance of $320 plus $40 for each $100 of active pay.

For each additional year of service above such twenty-five and thirty-year terms respectively, the allowance shall be increased by one per cent. of the active pay.

Sec. 4. Widow's Pensions.

A widow who has been for ten years the wife of any officer mentioned in Section 1 who at the time of his death was in receipt of a retiring allowance under these rules or was eligible to such allowance, or who had had twenty-five years of service as president of the University or as professor of any grade or in part as such professor and in part as president, or thirty years of service in any one or more of the offices mentioned in Section 1, shall be paid an annual pension from and after her husband's death during widowhood as follows:

A. If her husband was in receipt of a retiring allowance at the time of his death or was eligible to such retiring allowance, an annual pension equal to one-half of such retiring allowance.

B. If her husband was not in receipt of a retiring allowance or was not eligible to such retiring allowance at the time of his death, but had served the term required for retirement under section 3, an annual pension equal to one-half of an annual retiring allowance computed at the rate and in the manner provided in section 3.

Sec. 5. Service, How Determined.

In determining the right to an allowance and the amount of the allowance of any officer, service in other colleges and universities which have a retiring allowance or pension system applicable at the termination of his service to such officer or which are approved by the Board of Fellows or which are on the accepted list of the Carnegie Foundation for the Advancement of Teaching, and the
compensation received for such service, shall be deemed a substitute for like service and compensation in Brown University.

Absence with leave not exceeding an average of one year in seven shall be reckoned as part of the term of service.

**Sec. 6. “Active Pay” Defined.**

By “Active Pay” is meant the average annual salary of an officer for the last five years before retirement, including any salary received as dean in addition to the salary received as professor, but exclusive of house rent, additional compensation for services in the Women’s College and all other emoluments. In case of absence with leave during such five-year period, the salary for the time of such absence shall be taken at the same rate as that of the year preceding such absence for the purpose of determining the average salary or active pay.

**Sec. 7. Allowances in the Women’s College.**

The retiring allowances to the dean of the Women’s College and to professors of every grade and instructors teaching exclusively in the Women’s College shall be paid from the funds of the Women’s College.

**Sec. 8. Retiring Allowances Paid by Other Institutions.**

If any person entitled to an allowance or pension under these rules shall receive an allowance or pension from any other institution or foundation, the amount of the retiring allowance or pension so received shall be deemed to be in satisfaction of an equal amount of the retiring allowance or pension to which such person may be entitled under the preceding sections of these rules, and the treasurer of the University shall pay such person only the excess of the retiring allowance or pension to which such person is entitled under section 2, 3, or 4 over and above the amount of the allowance or pension paid to such person by such other institution or foundation.

**Sec. 9. Obligation to Pay Allowances.**

The obligation of the Corporation to pay retiring allowances and pensions shall be neither greater nor less than its obligation to pay salaries. If circumstances compel a reduction of salaries
at any time, retiring allowances and pensions shall be reduced in the same proportion.

Sec. 10. Amendment of Rules.

The Corporation reserves to itself the right from time to time to alter, add to or rescind these rules, or any of them, but such altered and new rules and rescission shall apply only to such officers as shall be elected subsequent to such alterations, additions or rescissions.

Sec. II. Rules Take Effect.

These rules shall take effect at the beginning of the academic year 1913-1914.

Resolutions Passed by the Corporation in Adopting the Preceding Rules.

Resolved: That all rules and resolutions heretofore adopted providing for the payment of pensions or retiring allowances to officers and members of the Faculty be and the same are hereby repealed and rescinded so far as they apply to or are for the benefit of present members of the active Faculty, but not in so far as they relate to retired members of the Faculty now receiving a pension under said rules; this resolution to take effect as of the beginning of the academic year 1913-1914.

Resolved: That the rules governing the retirement of officers and the payment of retiring allowances and pensions in Brown University recommended for adoption by the Committee on Pensions be and the same are approved and adopted as rules of this Corporation, and the same shall apply to and be binding upon all officers named in the rules now in office or hereafter elected; provided that the rules shall apply to and be binding upon only such of the persons now holding the office of president of the University, dean of the Women's College, professor, associate professor, assistant professor, or librarian of the general library, as shall accept said rules in writing and release all rights to a pension or retiring allowance under the pension system of the University adopted October 5, 1904, and amended October 9, 1907.
December 8, 1914.

Dear Dr. Judson:

The following will reach the age of seventy or more between July 1, 1915 and July 1, 1916:

T.C. Chamberlin Born September 25, 1843
B. A. Greene " November 6, 1845.

The following will reach the age of sixty-five or more between July 1, 1915 and July 1, 1916:

Charles Chandler Born January 15, 1850
Walter S. Haines " September 27, 1850
W. G. Hale " February 9, 1849
C. R. Henderson " December 17, 1849
E. F. Ingalls " September 29, 1848
H. P. Judson " December 20, 1849
J. L. Laughlin " April 2, 1850
J. W. Moncrief " September 10, 1850

Very truly yours,

J. D. Dickinson
Secretary

Dr. Harry Pratt Judson,
Faculty Exchange.
December 8, 1917

Dear Dr. Kuben:

The following will reach the age of seventy or more persons July 1, 1918, and July 1, 1919:

- C. D. Smith - born September 6, 1849
- A. Green - born November 18, 1850

The following will reach the age of eighty-five or more persons July 1, 1918, and July 1, 1919:

- F. E. Runyon - born January 12, 1835
- John T. Ryland - born September 19, 1840
- J. W. Wadsworth - born September 26, 1840
- R. G. Sweney - born April 5, 1850
- E. A. Morton - born September 10, 1860
- W. C. Morgan - born May 6, 1860

With best wishes,

Secretary

Dr. Hattich, rear guard
Chomales, Charles