June 4, 1923

Dear Dr. Bucy:

I am not relating to the case of Mr. Muncie's at hand. I cannot undertake to remember verbal conversations of several years back. There may be correspondence in the Latin ful of the year in question.

However, the evidence in the case does not seem to me entirely clear. A full report should not be asked for here from me in this instance, which is made a matter of law and a plan, to his disadvantage so far as that plan is concerned. He should not be brought off here from here than he would have been had he stood under the
Carnegie plans is a) the roads - my opinion By. Bruce thinks he has this same retiring allowance as he had been here as long as any of the staff.

Very truly yours,
H. P. Hudson

Mr. E. R. Benton
June 5, 1923.

My dear Mr. Mattocks:

Thank you for your kind reply to my recent letter concerning the possible amount of retiring allowance in a hypothetical case. In this particular instance the date of birth was January 1, 1860. If there is no change in salary between now and January 1, 1925, which I presume is unlikely, the average amount paid during the last ten years of his service will be $4,775.

Yours very truly,

N. C. PLUMPTON

Mr. R. L. Mattocks, Actuary,
Teachers Insurance & Annuity Assn.,
522 Fifth Ave.,
New York.
June 2, 1937

My dear Mr. Metcalf:

Thank you for your kind letter to my recent letter concerning the possible amount of retirement allowance in a hypothetical case. In this particular instance the fate of the Society was extremely fine, if 1920 was no change in salary between now and January 1925, which I propose to undertake the service amount being the least ten years of

Please remain with best wishes.

Yours very truly,

R.C. Rampton

Mr. R. L. Metcalf, Actuary,

Teachers Insurance & Annuity Assn.

222 Fifth Ave.

New York
The University of Chicago
Office of the Counsel and Business Manager

June Twenty-nine
1923

Mr. E. D. Burton, President,
The University of Chicago.

Dear Mr. Burton:

Referring to your favor of the 22nd, I do not see how the University would be justified in putting any other construction on the contract with Mr. Merrill made with Mr. Hale on the authority of the President than that when Mr. Merrill should retire the Carnegie Rule of 1908 would be applied on the basis of the salary which Mr. Merrill would be receiving at the time of his retirement.

Very truly yours,

WH: AG
July 25, 1923

[Handwritten note:]

August Board Meeting

(2)

July 26, 1923

Whereas Professor E. L. Merrill has requested a decision as to the retiring allowance to which he will be entitled on reaching the age of sixty-five, and has submitted some copies of correspondence which passed between himself and Professor Hale in the year 1908, from which correspondence it appears that Mr. Hale, by the authority of the President, gave to Mr. Merrill assurance that if he came to Chicago he might count upon the same terms of pension in all respects, including the pension to his widow, as those then established by the Trustees of the Carnegie Foundation for its beneficiaries, and, whereas, it appears by consultation of the Bulletin of the Carnegie Foundation for the Advancement of Teaching of the year 1903 that the statute of the foundation provided in case of an active pay greater than $1200, a retiring allowance of $800, increased by $40 for each $100 of active pay in excess of $1200, and for each additional year of service above twenty-five, an increase of 1/2 of the active pay, and whereas the application of this rule to the salary of Professor Merrill, (namely $5000) yields the following result:

[Handwritten note:]

Copy

Original sent

to Mr. Phipps

17-26-23
August Board Meeting

July 25, 1923

Salary ........................................ $5000.00

Professor -
October 1, 1887 to
December 31, 1924 .................................. 37 1/3 years

Excess above 25 years .......................... 12 1/3 years

Basal allowance ................................ $800.00

40% of excess above $1200
(viz. $3800) ...................................... 1520.00

$2320.00

Plus 12 1/3% of $2320 ...................... $293.13

$2613.13

Therefore, it is recommended that the President be
authorized to inform Professor Merrill that on January
1, 1925 (that date being his sixty-fifth birthday) he
will be entitled to retire on a retiring allowance of
$2613.13.
August 11, 1923

President E. D. Burton.
Faculty Exchange.

Dear Mr. President:

The Board of Trustees, at its meeting on August 9, adopted your recommendation with reference to the Retiring Allowance of Professor Merrill. Doubtless, you will wish to convey to him the information concerning this matter.

Yours very truly,

[Signature]

Secretary.
Amherst II, 1933

President E. D. Morgan
Secretary Ex-Officio
Dean M. President:

The Board of Trustees at its meeting

The Board of Trustees at its meeting

Submitted you with the intent of expressing your recommendation with

Reference to the following Allowing of professor

Professor,丁, you with many to comply with

the instructions concerning this matter.

Yours very truly,

Secretary.
August 30, 1923.

On information from you that I am correct my dear Mr. Merrill will present the matter to the Board of Trustees. I am very sorry that so much time has been consumed in obtaining the basis for an answer to your inquiry concerning your retiring allowance. The assurance which was given you in 1908 was conveyed in some indirect a way, and involved so much reference to practices other than those of our own University, which practices have undergone considerable change since 1908, that it has required both much correspondence and some careful consideration by legal experts to determine precisely what amount the University was obligated by Mr. Judson's promises to you to pay. As a result of these inquiries, however, I am now able to report to you the action of the Board at its last meeting. That you may see both what the decision is and the precise ground on which it is based, I am transmitting herewith 1) a copy of the recommendation which was adopted by the Board, 2) the regulations of the Carnegie Foundation for retiring allowance which were in force in 1908, 3) and calculations of the amount due you upon the basis of the aforesaid regulations.

I have interpreted your communications by telephone and writing as an expression of purpose and desire to retire at the time suggested in these communications, namely Decem-
My dear Mr. Mercier,

I am very sorry that so much time has been lost concentrating your attention on functions. The season, which was flown upon in 1906 was followed in 1907 and 1908 with special enjoyment. We arrived home in 1908, and some of our friends were not able to come along, so we had to make arrangements for our own enjoyment.

The season of the Waterfront, which has not been quite as successful as the season of 1906, has passed, and many of our friends have returned home. However, I am very glad to know that you have been able to return to your own home at the end of the season.

That you may see better why I appreciate your hospitality, I am enclosing a copy of the congratulations which was adopted by the Board.

I am only sorry that I was unable to be present at the congratulatory services on account of the illness of my mother. However, I have written to the superintendent of communications, expressing my appreciation and congratulating him on the congratulations of the Board.

Yours sincerely,

[Signature]
ber 31, 1924. On information from you that I am correct in my understanding I will present the matter to the Board of Trustees for formal confirmation.

I hope you have had a very good summer and that you will soon be returning in health and vigor.

Very truly yours,

Mr. Elmer T. Merrill,
Box 121, Burbank R.R. 7,
Los Angeles, Calif., Calif.
per E187/1, request for information from you that I may connect
in any subsequent to 1987 I will present the matter to the Board
of Trustees for further consideration. I have no other
interest in Iroquois and will continue to make good faith
contacts for the benefit of the university.

As my interest goes beyond a particular student, I am making a
more general comment to you in your role as a
director of Extension Services. I am concerned that we may be in a
place of some transition and that we are not
ready to act in the fashion of the future or the present.

As you will be able to see, there is the assumption in any anticipation
on the campus of a change of emphasis and the need of the future.

I am aware of the communications and the magnitude of the task.
In the consideration of the continuation of our connection to the
university, I believe that we can only be successful if we
prepare the faculty and the students for the nature of the relationship.

I urge that we make this preparation in a manner and form to
be effective in our understanding of the nature and pace of change.
President Burton:

You asked that this letter be returned to you.

H K P
Oct. 9, 1923.

Dear Mr. President:

Your kind letter about my retiring allowance, mailed Sept. 1, failed to reach me till just before I returned to Chicago. This was due in part to a small clerical error in the address, but more to the stupidity of some post office employee in California. Therefore I have not answered it till now.

I am much obliged to you for your care in the matter, and as the case turns out, the delay you mention has caused me no especial inconvenience.

The figuring of the allowance is perfectly correct except in one particular. The computer took for granted that my term of service as full professor began Oct. 1, 1887. As a fact it began Sept. 1. Colleges in California began earlier than we do here at Chicago. Hence your computation is made to the cent, and cents are of even greater importance to me than to the university, I am sure you will pardon me for remarking that that additional month appears to make the retiring allowance slightly larger, $2940.83.
etc., ch. 9, p. 350

...
As to reimbursement of the agreement made in 1875, I am now persuaded that it was just as well and it is for the best. The drawback of the method of payment which I thought would be a great advantage for the Bank is, according to the late deed, only $3,000 out of $60,000.

I believe the Bank would have been willing to lend me the full amount of $60,000.

After the last two years of my first term, I have not been able to make a profit, unlike the period 1883-1886.

I find it difficult to write this letter, after my entire account, $293,667.97, has been settled.
with your people. I am sure you will be able to
work out on the task. I am sure of your
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time to write, the you will be able to
time to write, the you will be able to
should depend on the question whether it was to be reckoned by the Carnegie Foundation at the time your agreement with me was made. On that matter I am not informed, but I suppose you are. At any rate, I had supposed that it might count, and so did not think myself presumptuous in asking whether my retiring allowance would be $3,000, which, rather than the $4,000 your letter mentioned, I thought was the maximum of the Carnegie pension at that time.

I should have mentioned these points to you earlier, had I realized that you were going at once into the detailed amount of my allowance, and not merely, at that moment, into the matter of the principle to be followed.

Yours very truly,

Oliver Truett Bell
...
November 15, 1923

Mr. Koppel:

I am sorry by the physical breakdown and final death of my chief, in charge of the entire work on retirement, having come to us in 1898, that so much of the responsibility of the work has been lifted from him and I have agreed to interpret as an understanding my shoulders. By the help of an instructor in Greek. I am sure that when his retirement date should receive a retiring title, according to the custom prevailing there at the allowance not less than that which he could have received if he had continued in an institution where responsibility as if I had been professor. No such he would have been eligible to the retiring allowance professor had more. Now service of this sort has been counted from the Carnegie Foundation and if the rules of the years been counted by the Carnegie Foundation as it were Carnegie Foundation in force in 1902 had remained unchanged. In other words, he claims, and I do not dispute interpretation of the agreement with it, it should be computed upon the retiring allowance rules of the Carnegie Foundation in 1908. I have before me a copy of the rules as published in Bulletin 2 in 1908. The Professor in question, however, has ascertained the date of his retirement and the fact that he received the question whether in accordance with the practice of the Carnegie Foundation at that time his period of service as professor should not be counted from the time at which he began to exercise the functions of the time at which he actually received the title. To quote from his letter, "During
November 18, 1933

My dear Mr. Newport:

I have to notify you of a change in our presentation of the Carnegie Foundation for the Advancement of Science to you in 1908. The presentation in question was of a report, the publication of which was delayed due to necessary changes in the presentation of the Carnegie Foundation at that time.

In consequence, we have been unable to make the necessary changes in the presentation of the report as planned. As a result, we regret that the presentation of the report must be delayed.

I hope that you will find this change acceptable.

Yours truly,

[Signature]
the last two years of my term of service at ...........

I was left, by the physical breakdown and final death of
my chief, in charge of the Latin work as 'Senior Officer
of the Department', part of the work being lifted from
my shoulders by the help of an instructor in Greek. My
title, according to the custom prevailing there at the
time, remained unchanged. But I had as full and independent
responsibility as if I had been 'professor.' No full
professor had more. New service of this sort has in recent
years been counted by the Carnegie Foundation as if it were
rendered with the title of 'professor.' Whether under your
strict interpretation of the agreement with me it should be
so reckoned in, I presume you might hold, should depend on
the question whether it was so reckoned with me at the time
when the agreement with the Carnegie Foundation began."

Could you possibly turn this letter over to some
assistant who could discover from your records what was the
practice of 1908?

The point may seem to you a very small one, but the
case is a bit peculiar, and it seems to me desirable that we
be able to answer the question which the professor raises.

Very truly yours,

Mr. Frederick Roppel
President, Carnegie Foundation
522 Fifth Avenue
New York City
EBH:HP
Go back and read Part of my letter of service or...

I am told of the important preliminary you have made of
my request for a change of the type which we explain to	
the Department, but of one more point there is no

my intention of the help of my friend to Chicago. My

at the Department office the other morning of your

the Department office and I beg to suggest to you the

time remaining unoccupied. But I had not until that

management has to if I may dare to mention it. Can

provision has made of the assistance of the service and in

your request made by the Chicago Foundation as if it were

under my wing by a change of the present, I should

interception of the services with so far have to

as 'reasonable' I. Because you have paid, 'speech' for

the decision expressed in the decision of the same

were the measure with the complete correspondence

additional you benefit. I am half letter and to some

subscription are coming gracefully from your Society and we

practice at hand!

The paper which you will not only serve well but the

one to F. Benson,-and if there is no competition or
do note to me several the mention of the American College.

Very much, yours,

Mr. President, Board of Directors, Chicago Foundation,

90 W. Lake Ave.,

New York City.
October 20, 1923

My dear Mr. Merrill:

I have your letter of October 6 and am following up the line of inquiry which you suggest.

Very truly yours,

MR. E. T. Merrill
Faculty Exchange

P.S. HP
Dec. 17, 1923.

President E. D. Burton,
The University of Chicago:

Dear Sir:

On the first day of January, 1925, I shall have reached the age of sixty-five years. I therefore ask permission to be placed on the retired list at that date, under the terms of the agreement made with me at the time of my appointment in 1908, and of the discussion that we have had in various letters during the past few months, which letters I presume I do not need more specifically to refer to here.

I perhaps might, however, mention here that retirement at that date was understood to contemplate that during the summer quarter of 1924 I should take my regular vacation, and during the autumn quarter of 1924 should also be absent on account of my accumulated vacation which dates back to 1909 and 1910, and leaves a month of extra service to be compensated for in cash at the time of my retirement.

Yours very truly,

[Signature]

Euler Merrill.
Dec. 1928

President E. D. Burton
The University of Chicago

Dear Sir:

On the first day of January, 1929, I apply for permission to retire on the retirement list at the age of sixty-five years. I understand that, under the terms of the agreement entered into at the time of my appointment in 1906, any of the physicians present have pay in various letters granting the past few months, which letters I presume I have not seen more specifically to refer to you. I may be right, however, mention here that retirement at the age of sixty-five years may take my legitimate capacity and earning power of all the faculty of this institution effective January 1, 1929. I may be able to remain on as a member of the faculty until the summer session of 1929, but I am sure that I would feel very much at the back of my position as a faculty member at the time of my retirement.

Yours very truly,

[Signature]
Dec. 17, 1923.

Dear Mr. President:

Many thanks for your kind letter of Dec. 10.

But the summary you quoted from the Secretary of the Carnegie Foundation was so curiously out of agreement with my recollection that I went to the Library files and found there that, according to their published documents, the Carnegie people had counted service #6 under other than the professorial title. I quote from their printed "Rules" of 1913:

"Instructors were made eligible to the benefits of the retiring allowance system.....An instructor is held to be a college or university teacher to whom is assigned independent teaching, etc."

Therefore my recollection was not thus far wrong. But it was wrong in another point. The rule thus quoted was adopted November 15, 1908. That was forty-nine days after my term here began. Therefore you appear to be safe on that point.

In excuse for troubling you so far let me remark that I should not have raised the Carnegie matter at all, if your first letter had not indicated that you were unwilling to apply in my case the provision of your statute (16, paragraph 6, last sentence, regarding "adding a term of years, etc."), and this in spite of the fact that President Judson had told me that I practically need not raise the matter of any special agreement with me, since my case would be taken care of under the terms of the sentence of the Statutes referred to above. As you were going to disregard that, I had no other course left open to me than to appeal to the special agreement. I trust that under the circumstances you will agree that I was justified in so doing, though I am sorry to have made you personally so much trouble in the matter.

I will enclose a formal application for retirement.

Yours very truly,

Elmer Trueblood

[Signature]
Dear Mr. President:

Many thanks for your kind letter of Dec. 10.

But the announcement you made from the Secretary of the Carnegie Foundation was so carefully out of the manner of my recognition that I want to the library what my honor for the Carnegie people that announcing the publication that may not seem service to anyone other than the professional writer. I may not accept the "knight" of service of 1922.

I wrote to your brother to add another to the penultimate section of the college of universitarians to whom we send the improvement of the new "knight" etc.

Therefore my recognition was not for your name. But if I had the name in another point the time was short, as my hopes of a new future may take from the report. Therefore you appear to be able on that point.

The sentence of transcendental you are to tell me to remit that I may not have the Carnegie concern at all. I have never been to the Carnegie Foundation, but if I have not been to the Carnegie Foundation I have not been to the Carnegie Foundation any time to see the production of my estate (of Pennsylvania), I have never been to the report, the matter of the Carnegie Foundation and I had me that I am in the report of the Carnegie Foundation and if I may not take the matter of the Carnegie Foundation and I may not take the matter of the Carnegie Foundation.

I wrote to you. I wrote to you. I have not made a mistake of any nature of any nature. I have not been to the Carnegie Foundation and I have not been to the Carnegie Foundation. I have not been to the Carnegie Foundation.

I will enclose a formal application for remittance.

Yours very truly,

[Signature]
January 2, 1924.

My dear Mr. Flimpton:

I have received from Mr. Merrill his request for retirement to take effect December 31, 1924. January 1st, 1925 is his sixty-fifth birthday. He adds, however, that according to his understanding he will be entitled to his regular vacation in the summer of 1924, and extra vacation in the autumn of 1924 because of accumulated vacation credit, and that he will still be entitled on retiring to compensation in cash for an extra month. Do these expectations correspond to his record on your books? Inasmuch as the difference between the amount of his allowance as finally carefully figured out on the basis of the correspondence with Mr. Hale before he came to the University and the rules of the Carnegie Foundation as in force in 1908, and his expectations based on his interpretation of that correspondence amounts to only $63.33 a year, I wonder if it would be well to submit to the Board the decision of the question whether he should be paid $2936.67 a year or $3000.00.

Very truly yours,

Mr. N. C. Flimpton,
Office of the Auditor.

EDB:CB
I have received from Mr. Martini the following:

Dear Sir,

I am sending you this certificate of attendance at the conference in May. However, it is important to note that attendance at the conference will be calculated on the basis of the conference attendance certificate, and that attendance will be calculated on the basis of the conference attendance certificate.

Yours sincerely,

Office of the Registrar

22-01-01
January 3, 1924.

My dear Dr. Burton:

In answer to your letter of January 2 concerning Mr. Merrill's request for retirement:

His statement with respect to his vacation credit is correct. Parenthetically I may say this vacation credit was earned many years ago, and obviously resulted in a perversion of the general theory back of the accumulation of extra vacation credit.

I am not quite clear as to the principle with respect to an increase in his retiring allowance over the amount already voted by the Board. As I have said to you previously, I feel confident that all of the factors in the situation are not known. The University had no retiring allowance plan in 1908, nor was there any immediate expectation of provision for the establishment of such a plan. I cannot think that under those conditions Dr. Judson agreed to the payment of a retiring allowance to any person. He may have expressed the hope that by the time the date of retirement should have arrived, the University would be able to grant such retiring allowance. (As I recollect, in the early years of his administration it was Dr. Judson's policy to promise only such things as were provided in the budget.) If in the meantime the University received funds with which a retiring allowance system could be established, and the amount of the
retiring allowance should differ from the amount in Mr. Merrill's mind in 1908, I should think that the provisions of the retiring allowance as finally adopted would cover his case.

I wonder if you would care to get Mr. Arnett's re-action on the suggestion of undertaking to secure an increase in Mr. Merrill's retiring allowance over the amount already voted by the Board.

Yours very truly,

President E. D. Burton,
Harper Library.
My dear Mr. Burtin,

As per your suggestion, I have had a second conference with Mr. Single in regard to retiring, or a possible increase in the allowance from $2400 to $2700.

Mr. Single is not inclined to retire this year, although he said he would retire if we insisted upon it. He feels that his affairs and plans will be in such shape that he could retire at the end of the year 1923-24. I advised him to consider that seriously, and I feel that he will retire at that time without any special pressure.

Very truly yours,

Dr. A. J. Carlson.
The University of Chicago.
June 20, 1923.

My dear Mr. Carlson:

Your letter of June 13th in regard to Mr. Lingle has been received, and will, of course, be filed for future reference.

Very truly yours,

Dr. A. J. Carlson,
The University of Chicago.

EDB:CB
September 11, 1923.

President E. D. Burton,
Faculty Exchange.

Dear President Burton:

The enclosed correspondence will show you my situation with reference to my Association Insurance and Retirement Fund. It seems to me that there are only two possible ways of handling the situation in order to allow me to participate in the benefits mentioned above: First, let the University pay direct to the Y.M.C.A. the amount which comes to me as Adviser of Foreign Students and let me draw my entire salary from the Y.M.C.A. Second, let me receive the amount due me from this source, turn it over to the Y.M.C.A., and draw my entire salary from the Y.M.C.A.

Do you think either of these ways would be satisfactory with the University? I should like to get the matter settled as soon as possible in order that I may be reinstated in the Insurance Alliance and that the matter may be cleared up with the Retirement Fund Office.

Yours very truly,

B. W. Dickson
Dear Mr. Adams,

I am writing to express my concern with the recent actions taken by the University administration. It seems that the decision to cut certain programs and increase tuition fees has been made without proper consultation with the faculty and students. This decision will have a negative impact on the academic community and the overall reputation of our institution.

I urge you to reconsider these actions and to engage in a more transparent and inclusive decision-making process. The well-being of our students and the future of our university are at stake.

Sincerely,

[Signature]

[University Address]
September 12, 1923

My dear Mr. Dickson:

I have yours of September 11 with reference to how your salary shall be handled in order to conserve your insurance and retiring fund interests. In regard to this matter I have talked to Mr. Parker over the telephone and he has agreed to the second method as this is simpler to administer. I should be glad to have it settled that this is the method to be pursued, namely that the University should pay you your salary and that you will pay it direct to the Y.M.C.A., the University having official cognizance only of its payment to you.

Very truly yours,

Mr. B. W. Dickson
Faculty Exchange

RDB; HP
Sincerely yours,

[Signature]

[Name]
Memo. to the President.

Retiring allowance of Professor Laing.

At the time of the appointment of Professor Laing last spring no specific arrangement was made with reference to retiring allowance. In view of the long period of service of Professor Laing in his previous membership upon the faculty, it is recommended that his retiring allowance be on the same basis as it would have been if he had continued as a member of the faculty, except that the period of his absence be deducted in computing the length of his service as estimated under 16 b) of the statutes.

Very truly yours,

T.S

James H. Tuck
MEMO TO THE PRESIDENT

Retiring Allowance of Professor Lentz

At the time of the appointment of Professor Lentz last spring
on special arrangement was made with reference to retirerid
allowance. In view of the late date of retirement of Professor
Lentz, it was agreed that the retiring allowance be the same as it
would have been if he had continued as a member of the faculty.

This is granted in the belief that the absence of the presence of Dr.
Lentz is the fault of the University and not of the student or
the teacher of this University ascertained under 1910 of the
Society.
Letter about Dean Laing's retiring allowance.

October 15, 1923.

Very truly yours,

[Signature]

With respect to Mr. Laing's retiring allowance may I raise the question whether it would be satisfactory to Mr. Laing that he come in under the existing statute with an added guarantee from the Board of Trustees that his retiring allowance should be not less than it would have been if he had continued in residence without resigning.

As compared with the proposal which you and I discussed the other day this will involve an annual payment on the part of Mr. Laing of $300 a year, but would also on the other hand secure the payment to his estate of all the several sums of $300 which he had paid in, and interest thereon at 4%, and the equal sums which the University had paid in.

The second plan would have the advantage over the former of being in accordance with the statutes in the sense that it would come under the other retiring allowance plan with a supplement to it which the statute permits but does not require.

I should think that Mr. Laing might really prefer to make the moderate payment of $300 a year in consideration of the benefit to his estate in case of his death before
October 16, 1923.

My dear Mr. Tufts:

With respect to Mr. Laing's retiring allowance may I raise the question whether it would be satisfactory to Mr. Laing that he come in under the existing statute with an added guarantee from the Board of Trustees that his retiring allowance should be not less than it would have been if he had continued in residence without resigning.

As compared with the proposal which you and I discussed the other day this will involve an annual payment on the part of Mr. Laing of $300 a year, but would also on the other hand secure the payment to his estate of all the several sums of $300 which he had paid in, and interest thereon at 4%, and the equal sums which the University had paid in.

The second plan would have the advantage over the former of being in accordance with the statutes in the sense that it would come under the other retiring allowance plan with a supplement to it which the statute permits but does not require.

I should think that Mr. Laing might really prefer to make the moderate payment of $300 a year in consideration of the benefit to his estate in case of his death before
October 1939

My dear Mr. Farris,

With reference to Mr. Farris’s retirement allowance.

May I take the occasion, therefore, to write to you concerning the matter?

In the first place, we have paid to date the existing annuity to Mr. Farris ahead of the regular date, in order to allow him to receive his retirement allowance promptly.

We have also continued to send his pension without interruption.

I am competent with the procedure which you and I agreed to earlier. The arrangement with the other agency will involve no personal inconvenience.

The plan of paying the annuity at the rate of $100 per year, and paying the balance of the annuity on the part of the Government at the rate of $200 per year, and making the payment to the estate of Mr. Farris is very convenient for the Government and the estate of Mr. Farris.

The second plan would have the advantage over the first, that of paying in accordance with the agreement in the amount of $200 a year, and paying the balance on the part of the Government.

I am sure Mr. Farris will feel justified in the payment of the pension in case of his death.

Yours sincerely,

[Signature]
before he is sixty-five.

Very truly yours,

Mr. James H. Tufts,
The University of Chicago.
In view of Mr. Laing's long previous membership on the Faculty of the University, and his return to the University after a brief service elsewhere, the President recommends that, on the understanding that Mr. Laing will make the payments called for under the contributory allowance plan, he be given assurance, that in the event of his death at or after reaching the age of sixty-five years, the pension to his widow, or in the event of his retirement under the Statutes, his retiring allowance, shall not be less than it would have been if he had continued in residence without resigning.
In view of Mr. Lasscer's long service

memorandum on the faculty of the University and his
return to the University after a period during overseas
the President recommends that on the recommendation of
Mr. Lasscer will make the payment called for under the
contributory allowance plan. He is given assurance that
in the event of his death or after receiving the sum
of sixty-five years' pension to the widow or to
the event of his retirement under the regulations, the
retiring allowance shall not be less than if making
have been to be paid continuing in residence without
resignation.
October 19, 1923.

My dear Mr. Tufts:

With reference to the statute on Contributory Retiring Allowances as related to the case of Mr. Laing, as the statute reads it appears clear that Mr. Laing is required to participate in the Contributory Retiring Allowance plan. After consultation with the President, he suggests that even though Mr. Laing has not made application for the usual retiring allowance policy, five percent of his salary up to a maximum of $300 per year be withheld from the monthly payments pending adjustment of the whole matter. Will you please advise me promptly if you see any objection to this method of procedure?

Yours very truly,

[Signature]

Mr. J. H. Tufts,
Faculty Exchange.
October 19, 1939

Mr. Gain M. Yule,

With reference to the estimate on Contract
21313, it is requested to be noted that the above order for

$10,000 has been approved for purchase of the

Constitutional Federal Alliance, Inc.

The purchase of the Federal Alliance, Inc., has

been approved by the Board of Directors of the

Constitutional Federal Alliance, Inc.

Mr. Gain M. Yule,

Very truly,

[Signature]

Mr. H. Clarke

[Signature]