December 3, 1923.

My dear President Burton:

For your information I beg to give below a list of persons on the faculty who were born previous to January 1, 1864:

<table>
<thead>
<tr>
<th>Name</th>
<th>Date of Birth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coulter, J. M.</td>
<td>November 20, 1851</td>
</tr>
<tr>
<td>Michelson, A. A.</td>
<td>December 19, 1852</td>
</tr>
<tr>
<td>Small, A. W.</td>
<td>May 11, 1854</td>
</tr>
<tr>
<td>Price, I. M.</td>
<td>April 29, 1856</td>
</tr>
<tr>
<td>Tolman, A. H.</td>
<td>June 17, 1856</td>
</tr>
<tr>
<td>Castle, C. F.</td>
<td>October 12, 1856</td>
</tr>
<tr>
<td>Terry, B. S.</td>
<td>April 9, 1857</td>
</tr>
<tr>
<td>Shorey, Paul</td>
<td>August 3, 1857</td>
</tr>
<tr>
<td>Mechem, F. R.</td>
<td>May 9, 1858</td>
</tr>
<tr>
<td>MacClintock, W. D.</td>
<td>July 28, 1858</td>
</tr>
<tr>
<td>Talbot, Marion</td>
<td>July 31, 1858</td>
</tr>
<tr>
<td>Neff, T. L.</td>
<td>October 14, 1858</td>
</tr>
<tr>
<td>Miller, F. J.</td>
<td>November 26, 1858</td>
</tr>
<tr>
<td>Wood, F. A.</td>
<td>January 17, 1859</td>
</tr>
<tr>
<td>Merrill, E. T.</td>
<td>January 1, 1860</td>
</tr>
<tr>
<td>Pietsch, Karl</td>
<td>January 4, 1860</td>
</tr>
<tr>
<td>McLaughlin, A. C.</td>
<td>February 14, 1861</td>
</tr>
<tr>
<td>Slaught, H. E.</td>
<td>July 21, 1861</td>
</tr>
<tr>
<td>Parkhurst, J. A.</td>
<td>September 24, 1861</td>
</tr>
<tr>
<td>Moore, E. H.</td>
<td>January 26, 1862</td>
</tr>
</tbody>
</table>
Tufts, J. H.       July  9, 1862
Oct. 1, 1927
Stagg, A. A.       August 16, 1862
Oct. 1, 1927
Goode, J. P.       November 21, 1862
Jan. 1, 1928
Chamberlain, C. J. February 23, 1863
Apr. 1, 1928
Mead, G. H.        February 27, 1863
Apr. 1, 1928
Mathews, Shailer   May  26, 1863
July 1, 1928
Lingle, D. J.       June  6, 1863
Oct. 1, 1928.

Yours very truly,

President E. D. Burton,
Harper Library.
December 5, 1928

My dear Mr. Plimpton:

I understand that the action of the Board of Trustees taken November 2, 1923 with reference to the retiring allowance of Mr. Laing requires for entire clearness, the addition at the end, the words, "and has been transferred to the contributory retiring allowance plan under the conditions usual in such cases." I regard the addition of these words as correctly interpreting the original action as recommended by myself and approved by the Board of Trustees.

Very truly yours,

Mr. W. C. Plimpton
Faculty Exchange

EDS:HP
December 9, 1936

My dear Mr. Pirie:

I understand that the position of the Board of Trustees has been advertised in 1938 with reference to the position of the President.

Can you tell me how one applies for the position? And have there been applications so far? The word "new" has been frequently used in correspondence we have had on this subject. Numerous names have been exchanged by the Board at meetings.

Very truly yours,

[signature]

Mr. C. O. Pirie

Faculty Chairman
Retirements
Memo. Dec 29, 1923

Swift & Flater: Armistice & Swift

1. Small: already arranged
2. Michelman: continue for present
3. Conklin: on his return from China
   or soon after, perhaps a
   a) that beginning with his next anniversary
   he shall from half-service counting
   chiefly of work with candidates for
   Ph.D. and editorial work, receiving
   $4500 salary for one year, at the end
   which he shall return.
   Conclus: to be acting chairman for the
   next year.
   Meanwhile seek a further man
   to add to his staff, not necessarily
   as chairman.
4. Formulate a principle to the effect that as a rule, administration, teaching, and planning duties dealing with students and teaching undergraduates should be done by persons under the minimum retirement age. Perhaps state this as a principle of the form in the next equipment, and more likely as a conclusion rather than a principle.

5. Under this principle state that Miss Darby should return at the end of her present final year of service for her dean position to head the new department, perhaps remaining for one year in the department as reorganized.

6. For the same purpose to deplete that he return at the end of his present year, but if he is willing teach one quarter for 1/3 salary and 1/3 of his retirement allowance. But first duties will consult shortly.
[Handwritten text not legible]
5. Weiff - cannot trust will consult Nutze.

6. Tenne - trusts will consult Mr. Laughin'

7. Mac Clintrock - will consult

8. Tolman - Manly -

9. Miller - delay action till we ascertain if we can use him in B-2 recommendations.

10. Willett - is not yet 65. Details:
    Has been warned. Take no action till his return from the Orient in Oct 1926.

11. Larn - consult E. A. More

12. Cunliffe - consult C. T. C. Carson

13. Howard - consult Title 8 which regulations

18. Students -

14. Price

15. Moore

16. Medcalf - continue till 70 years old

17. From
Mr. Smith will call in promptly and confer with him about an investigation of
the effect of the Potomac Reservoir.
Possibly necessary. Robertson, Miller.

Mr. Stevens (Music)

Notify that he will not be appointed
for 1924-5.
December 31, 1923.

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

Dear President Burton:

I feel pretty tame at the moment on any retiring allowance arrangement for Mr. Herrick. Believe he is below the age, has never been conspicuous in his attention to the University, and there seems to be little reason to do it.

If we do it for him I don't see how we could except anyone, and it seems to me anyway a bad precedent to permit of men retiring under the usual age.

Yours truly,

[Signature]

Harold H. Swift
December 31, 1923

President E.D. Burton
Harper Library

Confidential

Dear President Burton:

This is a letter which I am very sorry to write, both because its subject-matter is not a happy one, and because it brings to you again a difficult problem of which I have spoken to you occasionally, though not systematically. But I feel that in loyalty to the best interests of the undergraduate body I can do no less than bring the matter again urgently to your attention; and I believe that a thorough and courageous solution of the problem, just both to the persons concerned, to their colleagues, and to the undergraduate body, would help very greatly to stimulate the general intellectual morale of the University.

Dean Tufts, I believe, is to present to you the financial relief to the University that would result from retirement in some of these cases. I am in this letter concerned only with the educational aspects of the problem.

There are six men now over sixty-five who are giving instruction in the Colleges of Arts, Literature, and Science, whose retirement would in my opinion be distinctly to the educational advantage of the Colleges. In each case the retirement seems to be at least very desirable. In certain cases it seems to me imperative if we are to avoid intellectual detriment to our students. The men in question are the following, the date of the sixty-fifth birthday being given in the cases in which it is known to me.

C.F. Castle
W.D. MacClintock, July 22, 1923
F.J. Miller, November 26, 1923
P.L. Neff
Benjamin Terry, April 9, 1922
A.H. Tolman, June 17, 1921

I believe it to be very desirable that Miss Talbot, who was sixty-five last July, should now retire both as teacher and as dean—although I have a high regard for the work which she has done hitherto in both capacities.
Dear Mr. Smith,

I am writing to express my concern about the recent events at the University. As a member of the faculty, I feel compelled to voice my thoughts and concerns.

Recently, there have been reports of inappropriate behavior on campus. These allegations have not only affected the students but also the faculty and staff. It is essential that we address these issues promptly and ensure a safe environment for everyone.

I believe it is time for the administration to take decisive action. It is crucial that we uphold the standards of respect and dignity that our institution is known for.

Sincerely,

[Signature]

[Name]
Professor I.M. Price, who was sixty-five on April 29, 1921, is doing work, chiefly in the Divinity School, and may be elected by College students. He is, I believe, in the same category as the six men named above. The only reason I do not list him among them is that so little of his work really concerns the Colleges.

In all the cases hitherto mentioned, retirement at the request of the University is of course provided for in the statutes.

In addition to the persons named above, there are three other men on the teaching staff of the Colleges, not yet sixty-five years of age, whose retirement seems to me imperative (in the first case) or at the least, very desirable. They are Professors C.C. Howland, K. Laves, and D.J. Lingle.

It would seem to me right that since these men have been given the rank of Associate Professor, their present salary be paid to them until they reach the age of sixty-five—but I believe that such expenditure for salary without retirement would be educationally wiser than further employment of these men as teachers of undergraduates.

I believe further that Professor H.L. Willett, whose work is primarily in the Divinity School, but may be elected by students in the Colleges, is really in the same category.

In several of the cases thus far mentioned I seriously question whether, having the interests of the undergraduates at heart, I should have in any case the right to permit hereafter registration for courses offered by the men in question.

There are two other younger persons in the service of the University whose withdrawal from such service seems to me equally necessary—Mr. R.W. Stevens, with regard to whom I have already written you at length, and Dr. Hoyt, of the Bureau of Recommendations. Neither Mr. Stevens nor Dr. Hoyt, I believe, has any claim to indefinitely continued employment; each of them could doubtless secure other employment without great difficulty.

Very truly yours,

Ernest H. Wilkins
Dean of the Colleges
President E. D. Burton
University of Chicago

Dear Mr. President:

This is just a line to thank you for arranging the matter of my retiring allowance. Just before I went east for the Christmas meeting at Princeton, I received a letter from Mr. Flimpton that cleared up all the points that had been in doubt and put the whole matter on a basis that is entirely satisfactory to me. I understand from him that the arrangement was proposed by you, and I wish to express my appreciation of your kindness.

Very sincerely yours,

G.J.L.M
January 1, 1894

[Signature]

To the President of the University of Chicago

Dear Mr. President:

I trust the following to be a true fact. I have received a letter of the Secretary of the University, with a request to present the matter of the appointment of Professor of Philosophy, to you. I have been informed by Mr. Phillips that the position of Professor is vacant, and that the Board of Trustees has decided to appoint a man who will be able to fill the position to the satisfaction of the Trustees and the University. I have been asked to present the matter to you, and I have satisfied myself that the appointment of such a man is necessary for the interests of the University.

With the expression of my highest regard,

Very sincerely yours,

[Signature]
The University of Chicago  
CHICAGO, ILLINOIS  
Office of the President

The Hollywood,  
Southern Pines, N. C.,  
February 2, 1924.

Dr. James Hayden Tufts,  
Vice-President,  
The University of Chicago,  
Chicago, Illinois.

My dear Mr. Tufts:

I have been thinking much about the men over sixty five. I asked Mr. Laing a few days before I left if he would feel any objection to my making inquiries of my own about men that he had recommended for retirement, and he said he would not. I have been trying to think how to make these, and it seems to me that I have hit on a plan that would bring real help and be as little as possible open to objection.

My thought is to write to a carefully selected list of alumni a letter of substantially the form shown on the enclosed sheets.

Will you kindly criticize the form of this letter; and also suggest to me (with addresses) the names of a dozen persons to whom such a letter might be sent. I have thought of Ullman, Shirley Farr, Miss Driscoll, J. V. Nash. The list should include PhD's and A.B.'s, and best of all those who have done both undergraduate and graduate work. The opinion of skilled teachers would be valuable, but there ought to be some others. They ought all to have been at the University in recent years.

Do you think it would be wiser for you to send out these letters, saying that it is done at my request? If I send it out, would it be well for me to say that I do not include my own name, because though in the class, I am no longer engaged in teaching?
I welcome any suggestions. But I am pretty clear that I cannot act without more evidence than I now have and I can think of no better way of getting it than this. It escapes being individually inquisitorial by including all who are of the retiring age, and asking advice not about retiring them but light on the establishment of a practice.

Very truly yours,

[Signature]
The University of Chicago

Office of the President

I am happy to receive your message dated February 10th, 193x.

Yours truly,

[Signature]
My dear _____:

In the course of our study of how to improve the quality of our work at the University, it has been suggested that in a faculty as large as ours there are certain to be some men who, though they may have done good work in the past, are not at their best in their latter years, and that our faculty would be stronger if more men were retired at the lower limit of retirement; viz. 65 years.

The Statute provides that any man who has served in the University for fifteen years in the rank of Assistant Professor or higher, and has reached the age of sixty-five may retire of his own will or be retired by the University, receiving thereafter a retiring allowance in accordance with certain rules. At seventy, retirement is compulsory, though the Trustees reserve the right to reappoint year by year.

A few men have voluntarily retired at sixty-five. The University has rarely, if ever, exercised its right of retirement at that age. The suggestion that has been made is that the University should hereafter do at sixty-five what it now does at seventy; viz, exercise its option of retirement in all cases except those in which it specifically votes to the contrary.

As a means of determining the wisdom of adopting such a practice (which you will observe is entirely within the terms of the present statute) I am asking a limited number of the alumni to give me confidentially but frankly their opinion of all the members of the faculty who are at present or very soon will be between sixty-five and seventy years of age.

This list is as follows:
My dear Mr. President,

I hope to have the opportunity of calling on you at the University to discuss the matter of the University's policy and in particular to tour the campus with you and to see the progress of the work in the various departments. I understand that you have recently made some changes in the administration and I am anxious to learn more about them.

The University is growing very rapidly and it seems to me that the time has come to consider the future of the University. It is my belief that the University should be more closely associated with the University of Chicago, and I am hopeful that some steps may be taken to effect this association.

Yours sincerely,

[Signature]

[Date]
I should be glad to have you answer the following questions with respect to each of these persons:

1. Did you have any work with him, and if so how much?
2. What is your opinion of his effectiveness as a teacher of undergraduates?
3. Of his effectiveness as a teacher of graduate students?
4. Of his ability and effectiveness in research?
5. Of his general influence on his students?

In answering Questions 2 to 5, I should be glad to have you use the letters A to E in their usual academic significance, A representing first class and E practical failure, and to add whatever comment is necessary to supplement this expression of your opinion.

I should greatly appreciate it if you would give your thoughtful attention to this matter, and in replying mark your letter "Confidential" and the envelope "Private." I am sending this letter to a very small number of persons and shall greatly value your judgment.

Very truly yours,

Ernest D. Burton,
President
October 15, 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 authorized that it would come under the 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
before he is sixty-five.

Very truly yours,

[Signature]

Mr. James H. Tufts,
The University of Chicago.

EDB: CB
October 9, 1923

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,

James H. Tufts
Chicago, February 5, 1924.

Mr. Trevor Arnett,
Hotel Holley,
New York, N.Y.

Dear Trevor:

One of the matters which is on my mind a good deal is the question of retiring allowance both for the business staff, of which we have none, and for the educational staff, which seems to be proving inadequate in that many of our people on reaching the age of 65, when the University might want to retire them, beg that it shall not be done because they cannot live to any degree of satisfaction on the allowance.

You will remember the evening we had at Mr. Burton's house late in December when the question of retiring certain people was reviewed and you will see the difficulty of having to keep on for the above reason people who no longer are an asset and who are blocking channels.

One of the first matters I was going to ask you especially to look into when you make Chicago your headquarters, is this matter, so that if you have any suggestions or want to put in motion any methods of inquiry, I should be glad if you would do so. The retiring allowance for the business end seems to me very important. A revision of the arrangement for the educational staff seems to me no less so.

Yours cordially,

HAROLD H. SWIFT

HHS*GB
Mr. Trevor Amert
Hotel Holiday
New York, N.Y.

Dear Trevor:

One of the matters which I am writing a letter about is the question of retaining influence on the business front if something were to happen to me and in case of my able officer on the staff of the company, and to determine what the effects of the company might have on the revenue of the company. In general, the University might want to continue from the grant of the influence of the influence. You will remember the evening we had earlier on, and although I met people who have the ability of having to keep an eye on the proper reason people who no longer are as we meet, and who are in the meeting chambers of the meeting.

One of the three matters, I was going to see you about.

I plan to look into when you gave (or gave your recommendation) for the position of your recommendation. If so, if you have any suggestions or want to put this matter on the subject of industry, I assume you may do it as many times. On the meeting of the influence for the business, and seems to me very important. A question of the management for the management seems to me.

Yours sincerely,

Harold H. Smith

[Signature]
February 13, 1924.

My dear President Burton:

I have been reluctant to come to a conclusion on the retiring allowance matter which is not in accord with your own view. The more I think it over the more strongly I doubt the wisdom of submitting any question to the Alumni as to personnel.

The scruples which weigh with me are as follows.

1) I do not think we should gain any information which we do not already have. We know essentially that the men in question are of moderate value, or in two or three cases less than this. Testimony of Alumni as to their personal relationships would not, I think, materially change this general estimate.

2) It would be unfortunate if in some way a suspicion even that Alumni were being consulted should come to any member of the Faculty. I think they would be inclined to resent this as in a sense going outside the family.

3) I think that if it is desirable to bring a somewhat larger number into consultation a preferable measure would be to ask the Senate to elect two or three members to advise with the administrative officers.
Dear Dr. President,

I have been requested to come to a conference
on the relations between the colleges which I was in charge
of, with the idea of finding a way of conserving the
attentiveness of the students at Grinnell College.

The principal of the preparation
of the students with the idea of
the realization of the plan by means of the.

I do not think we should be
as interested in the.

I am sure that the preparation of
the plan by means of

family.

The question I find that

I refer.

Suited with a name being assigned to something.

I refer to a name being assigned to something.

The preparation of

The preparation of
The University of Chicago
CHICAGO, ILLINOIS
Office of the President

I feel rather strongly that the first step would be to ascertain exactly the situation with regard to our retiring allowance fund. If we could increase the retiring allowance in somewhat the same proportion as we have increased University salaries I think we should feel very much less hesitation about using the option which the University has. Then I should, if necessary, prefer to give a full year's notice to certain of the men concerning whose cases we were clear, and finally amend the Statutes in order to require affirmative action from the University in the case of men of 65 although the conditions for affirmative action might be different from those in the case of men who are 70.

Sincerely yours,

James A. Faris

President Ernest D. Burton,
Hollywood,
Southern Pines, N. C.

JHT:CB
I fear I must warn you that if you take anything from the
sacred archives, you will be committing a grave offense.
I request your cooperation in preserving these precious
documents. If you insist on obtaining them, I will make
sure that you are duly recorded and prosecuted.

Yours sincerely,

[Signature]
My dear Mr. Plimpton:

The question of retiring allowances is one that seems difficult to postpone.

1) There are certain members of our Faculty between 65 and 70 who probably ought to be retired, but whom it would be a hardship amounting almost to injustice to retire under our present rules. Thus our present rules operate to the deterioration of our educational efficiency.

This makes desirable a modification of the rules or a definite decision in a limited number of cases to go beyond the rules.

2) A considerable group of men will reach 65 in the next five years. A like question will arise in connection with them—though probably less acute.

3) I have no copy of the rules for the Contributory retiring allowance system at hand. My impression is that its provision for cooperation by the professor makes it not too difficult for him to arrange for an adequate retiring allowance. I should be interested to know whether this is the case and to what extent the professors are availing themselves of the opportunity which the system offers.

In other words, what prospect is there that under the Contributory Plan men will be ready to retire at sixty-five?

4) As concerns the men under the old plan, one outstanding difficulty is in the limitation of the maximum to $3000. This was fixed when $3000 was worth at least what $5000 is now worth.

5) If salaries were raised adequately the 60% rule would not of itself be more inequitable than when it was enacted, because it would represent 60% of a larger sum. I am inclined to think there is no need of a change in that part of the system.

6) What would it cost on the basis of actuarial expectations of life to increase the limit for those under the old system from $3000 to $4000?—from $3000 to $5000? Could not an insurance expert answer that question quite definitely covering the whole period in which the old system will be operative?
7) How many of those who are now retireable would be affected by raising the $3000 maximum? Would it relieve the situation in respect to those whose cases are now before us?

8) How many of those who will reach 65 in the next five years would be affected?

9) What additional to the Retiring Allowance Endowment Fund would be necessary to cover the above changes?

10) Has any study ever been made of the cost of a contributory Retiring Allowance for the members of the staff not now covered by it?

11) Can we tell what capital it would require to provide a contributory retiring allowance for all for whom the University now carries insurance?

12) Can we tell what it would cost to provide contributory allowances for all of those now insured who are above a certain rank and level—say who have been in the service of the University for fifteen years and have for five(?) years of that period been receiving a salary of $1500 or more?

I am not asking these questions in the thought that you will send me categorical replies, but that from them you may see where my perplexity is and be prepared in discussion when I reach home to throw some light upon the matter. The immediate bearing of the matter is twofold.

1) How can we best deal with those who ought to retire soon—strictly under the present rules, by modification of the statute, by special exceptions?

2) Ought the need of a modification of our retiring allowance system to be taken into account in the money we are seeking to raise for capital account?

Very truly yours,

Mr. W. C. Plimpton,
Office of the Auditor.

EDB: CB
Office of the President

Mr. M. O. Phipps
Office of the President

Dear Mr. Phipps,

I have reviewed the student transcript of Jane Doe and have made the following observations:

1. How many of these credits will be transferred to the University of Chicago?
2. How many of these credits will be applies to the next five years?
3. What attention is necessary to cover the space opened?
4. What action to the Retirement Allowance Fund would be necessary to cover the above open?

To this end, every student must be made aware of the cost of a con-

If you feel what credit is worth more than the University's con-

If you feel what credit in the University's con-

If you feel what credit in the University's con-

If you think what credit in the University's con-

If you think what credit in the University's con-

I am not seeing these four items in the transcript that
you will now see me as a college. I am not sure what
I mean by these four items. I am not sure how these

I am not sure if these four items are

I am not sure if these four items are

I am not sure if these four items are

I am not sure if these four items are

I am not sure if these four items are

Very truly yours,

[Signature]
February 18, 1924.

7) How many of those who would be affected by raising the $3000 maximum would it relieve the situation in connection to those whose cases are now before us? My dear Mr. Flintham:

8) How many of those who will retire in the next five years would be prevented by lack of adequate retiring allowances? Would it not be better to provide a continuing allowance for all for whom the University now carries insurance?

9) There are certain members of our Faculty between 65 and 70 who probably ought to be retired, but whom it would be a hardship amounting almost to injustice to retire under our present rules. Thus our present rules operate to the deterioration of our educational efficiency.

This makes desirable a modification of the rules or a definite decision in a limited number of cases to go beyond the rules.

10) A considerable group of men will reach 65 in the next five years. A like question will arise in connection with them--though probably less acute.

11) I have no copy of the rules for the Contributory retiring allowance system at hand. My impression is that its provision for cooperation by the professor makes it not too difficult for him to arrange for an adequate retiring allowance. I should be interested to know whether this is the case and to what extent the professors are availing themselves of the opportunity which the system offers.

In other words: what prospect is there that under the Contributory Plan men will be ready to retire at sixty-five?

12) As concerns the men under the old plan, one outstanding difficulty is in the limitation of the maximum to $3000. This was fixed when $3000 was worth at least what $5000 is now worth.

5) If salaries were raised adequately the 60% rule would not or itself be more inequitable than when it was enacted, because it would represent 60% of a larger sum. I am inclined to think there is no need of a change in that part of the system.

6) What would it cost on the basis of actuarial expectations of life to increase the limit for those under the old system from $3000 to $4000?--from $3000 to $5000? Could an insurance expert answer that question quite definitely covering the whole period in which the old system will be operative?
My dear Mr. Phipps:

The decrease of retirement allowances is one that
seems difficult to postpone.

I have seen the various proposals of our faculty members to
reform and to make permanent and to establish a gradual
increase of retirement allowances to restore to the
faculty the present raises. This is our present collective
objective. The Association of our academic faculty in
Chicago.

The increase generally a modification of the law
of a definite restoration in a limited number of cases to
remove the freeze.

A considerable number of men will benefit by the next
year's increase and the freeze in connection with
the law. A freeze on the freeze will freeze in the next
year.

I have no doubt of the freeze for the committee
accepting the retirement system of Parliament. My impression is that
they are ready to cooperate. The proposition for cooperation has not
been difficult for me to accept. I think we are in agreement.
I am looking forward to the possibility that the
freeze as a result of what we are contributing may be
a freeze. The freeze may be a freeze.

If either one, what percentage to freeze are that number
the compensation plan men will go as near as possible to sixty-
half. A freeze on the freeze can be close to sixty-half.

We are concerned the men who are in the hire, not the
manner to the retirement plan as it is in the situation
as a whole. This wage index, 

If it remains, will not to the index, and it was
money not of interest, then, within, some
money. I am not inclined to think there is no need of a change in that
part of the system.

If what money it can on the part of individual
operations of the freeze to freeze and the
money from 

not as an insurance expense and that depression during activity
concerning the freeze in which the other system will be
operative.
7) How many of those who are now retirable would be affected by raising the $3000 maximum? Would it relieve the situation in respect to those whose cases are now before us?

8) How many of those who will reach 65 in the next five years would be affected?

9) What addition to the Retiring Allowance Endowment Fund would be necessary to cover the above changes?

10) Has any study ever been made of the cost of a contributory Retiring Allowance for the members of the staff not now covered by it?

11) Can we tell what capital it would require to provide a contributory retiring allowance for all for whom the University now carries insurance?

12) Can we tell what it would cost to provide contributory allowances for all of those now insured who are above a certain rank and level—say who have been in the service of the University for fifteen years and have for five (?) years of that period been receiving a salary of $1500 or more?

I am not asking these questions in the thought that you will send me categorical replies, but that from them you may see where my perplexity is and be prepared in discussion when I reach home to throw some light upon the matter. The immediate bearing of the matter is twofold.

1) How can we best deal with those who ought to retire soon—strictly under the present rules, by modification of the statute, by special exceptions?

2) Ought the need of a modification of our retiring allowance system to be taken into account in the money we are seeking to raise for capital account?

Very truly yours,

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

EDB: CB
Memorandum - to be filed under Retiring Allowances. FEB 20 1924

Mr. F. J. GURNEY, who has been in the employ of the University since 1892, but who is not entitled under the Statutes of the University to a retiring allowance, will reach the age of 70 on May 20, 1926.

Dear President Austine,

Having in mind and understanding the position you have occupied in the Board of Trustees. The situation of my inmate has been such that it is necessary to have that all be aware the above. Due to that situation.

I am well aware that without I have been in attendance at the dates stated above. I am not sure what the term is to be extended. It is the reason I am writing for special allowances. There are certain plans to be made which I am sure you will understand. It is my desire that you will in a manner, give this request the consideration it is due. I am sure that you would appreciate.

Yours,

[Signature]
November 21, 1923

From F. J. Gurney

Concerning the possibility of retirement

Dear President Burton:

Acting on your kind suggestion I am writing to lay before you, and through you before the Board of Trustees, the question of my status when I reach the age of seventy years. If I am spared so long that will be near the close of the University year 1925-26.

I am well aware that although I have been in continuous service since September first, 1893, I do not come under the terms provided by the Trustees for retiring allowances. Nevertheless there are future years to provide for and domestic responsibilities to be considered. The kind of service which has been rendered is well enough known to you not to need any description by me. Manifestly it is of some importance to me to know what I may expect. The question, therefore, is submitted for consideration at such time as may be appropriate.

I remain

Yours sincerely,

[Signature]

Assistant Recorder
In view of the fact that the under the statute for retirement in University has an option of returning upon the professor attaining age sixty-five, yet that the writing of the statute to the practice without custom has created an impression that the retirement before the age of sixty-five is exceptional and so subject to be affected, and in view of the further fact that this method of administering the statute has created an impression that in retirement of those who are members of the faculty who for some reason are retired at sixty-five would be in the interest of the efficiency, the President recommends that the Board of Trustees recommend to announce that beginning with July 1, 1924, retirement at the age of sixty-five will be the general practice to which exception will be made only by
sought to request the person to remain in service for a longer period, after the age of sixty-five, such request to go that such request will be made for one year at a time.

It is further recommended that presently in practice with effect from the practice without following, and the effect of the natural extension, that is, that, after all time and from July 1924 to July 1925 after being one year under the Act, the person shall retire under the Act with effect from their retirement as above construed and shall continue in force from July 1, 1926, to the second day of the second day of the month following July 1, 1926, and shall continue in force as the time of retirement, provided that this provision shall not operate to continue the payment of full salary after the person has reached the age of seventy years. It shall be that any period of twenty years, but for twenty years, but for the purpose to that effect.
With the concurrence of the Committee on Instruction of mind, the letters of notification to persons about to be retired and Equipment, the President recommends:

shall contain the statement that if the Statute respecting retire-

1. That it be adopted as a general principle in the adminis-

tration of Statute 16 that any member of the faculty who is eligible to a retiring allowance on reaching sixty-five years of age shall be participated in any increase to which the modification of the retired at the end of the fiscal year in which his sixty-fifth birth-

Statute would entitle them would be unaffected by their retirement day occurs, unless there are adequate reasons for his retention in this time.

service for a longer period. In accordance with this principle the

3. That in accordance with (3) above, the following actions the President shall, within the year within which any member of the be adopted:

faculty reaches the age of sixty-five years, (and in the case of

That Professor A. A. Nicholoson be reappointed for 1924-5 non-retirement annually thereafter until he retires) submit to the without further decision as to the future;

Board of Trustees a recommendation that he be retired, unless in

That Professor John M. Coulter be placed on half time the judgment of the President there exist adequate reasons for for his next appointment year at a salary of $4500, having as his exceptional treatment, in which case he shall submit a recommendation chief duty to consult with Ph.D. men and to edit the botanical to that effect. Retention in service after the age of sixty-five Gazette; it being understood that he will retire at the end of the shall as a rule be for one year at a time.

year referred to, with adjustment of his vacation credit according

2. That the adoption of this resolution shall not abridge to Statute,

the right of any member of the faculty to retire by his own request. That Professor Clarence F. Castle be notified of the at the age of sixty-five.

above action of the Board of Trustees and informed that he will be

3. That inasmuch as retirement in accordance with the pre-

retired June 30, 1924 on the retiring allowance which would be due-

ceding resolution, though in accordance with the Statute, is a if he had continued in service to the age of seventy; but that in departure in some respects from the practice hitherto commonly addition he be requested to teach one quarter in the year 1924-5 followed, its application to persons already sixty-five years of receiving therefor one-third of his present salary.

age or approaching that age should be accompanied in each case by

That Professor H. L. Naff be notified of the above such action as will avoid undue financial hardship or wounding of actions of the Board of Trustees and informed that he will be feelings.

retired June 30, 1924 on the retiring allowance which would be

4. That inasmuch as notification of those who have passed due if he had continued in service to the age of seventy, plus 50 or are approaching sixty-five years of age of the adoption of the practice above stated will undoubtedly come to the knowledge of other members of the faculty and may cause more or less disturbance
With the concurrence of the Committee on Information

...and Employment, the President recommends:

1. That it be resolved as a general principle in the Council:
   - In accordance with the recommendation of the faculty, no member of the faculty shall be eligible to a sitting time required on the basis of the faculty's vote of the faculty.
   - In accordance with the recommendation of the faculty, no member of the faculty is required to attend the meeting of the faculty.
   - In accordance with the recommendation of the faculty, no member of the faculty is required to attend the meeting of the faculty.
   - In accordance with the recommendation of the faculty, no member of the faculty is required to attend the meeting of the faculty.

- That a recommendation be made to the Board of Trustees.
- That the President of the faculty be requested to recommend a recommendation for the Board of Trustees.
- That the faculty be requested to recommend a recommendation for the Board of Trustees.
- That the faculty be requested to recommend a recommendation for the Board of Trustees.
- That the faculty be requested to recommend a recommendation for the Board of Trustees.

2. That in accordance with the recommendation of the faculty, no faculty member be eligible to a sitting time by the faculty.

3. That in accordance with the recommendation of the faculty, no faculty member be eligible to a sitting time by the faculty.

4. That in accordance with the recommendation of the faculty, no faculty member be eligible to a sitting time by the faculty.

5. That in accordance with the recommendation of the faculty, no faculty member be eligible to a sitting time by the faculty.

The above resolutions are in accordance with the recommendations of the faculty.
of mind, the letters of notification to persons about to be retired shall contain the statement that if the Statute respecting retire-
ment allowances is modified in any way to the advantage of those who are retired, as it is hoped may be the case before long, their participation in any increase to which the modification of the practice hereafter to be followed and be requested to continue Statute would entitle them would be unaffected by their retirement in service for one year more, it being intimated to the last at this time.

three named that such request will probably be repeated in 5. That in accordance with (3) above, the following actions successive years till they reach the age of seventy, and to be adopted:

Miss Talbot that while continuing as Dean of Women and That Professor A. A. Michelson be reappointed for 1924-5 Professor for one year, readjustments in the scope and organization without further decision as to the future;

of the department will probably make it expedient that she

That Professor John M. Coulter be placed on half time relinquish her chairmanship of the Department of Household for his next appointment year at a salary of $4500, having as his chief duty to consult with Ph.D. men and to edit the Botanical Gazette; it being understood that he will retire at the end of the year referred to, with adjustment of his vacation credit according to Statute.

That Professor Clarence F. Castle be notified of the above action of the Board of Trustees and informed that he will be retired June 30, 1924 on the retiring allowance which would be due if he had continued in service to the age of seventy; but that in addition he be requested to teach one quarter in the year 1924-5 receiving therefor one-third of his present salary.

That Professor J. L. Neff be notified of the above actions of the Board of Trustees and informed that he will be retired June 30, 1924 on the retiring allowance which would be due if he had continued in service to the age of seventy, plus $20.
That Professors Marion Talbot, F. J. Miller, B. L. Terry, W. D. MacClintock, A. H. Tolman, I. M. Price, F. R. Mechem, Paul Shorey, and F. A. Wood be notified of the practice hereafter to be followed and be requested to continue in service for one year more, it being intimated to the last three named that such request will probably be repeated in successive years till they reach the age of seventy, and to Miss Talbot that while continuing as Dean of Women and Professor for one year, readjustments in the scope and organization of the department will probably make it expedient that she relinquish her chairmanship of the Department of Household Administration at the end of this current year.