My dear Dr. Johnson:

It is my understanding,

(1) That in its arrangement with you the University has allowed you to take a vacation credit of three months in each year before the work had been finished.

(2) That on the supposition that the same plan shall continue, and in view of the extra term of service performed by you in 1899 and the extra term to be performed by you in 1900, you are to be on leave of absence from August thirteenth to March thirteenth; or, in other words, to April first. This will leave you in the same position that you have been in before--namely, in the position of having received your vacation in advance for the three quarters you shall teach beginning April first, 1901.

Very truly yours,

Dr. Franklin Johnson.
Record of Work and Vacation of Prof. F. Schmidt- Westenberg from October 1893 to January 1903.

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**Work total**  26 Quarters  
**Vacation total**  11 Quarters (Earned 9 3/4 Quarters = 1 3/4 Quarters earned)  
**Total**  37 Quarters.
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Marked: 10/20/1968

Mark for 1st Date

Signature: [Signature]

Date: [Date]

Note: The document contains handwritten entries and dates, with some areas marked or crossed out.
The understanding in this office concerning Professor Franklin Johnson’s account of service and vacation is as follows:

1. According to President Harper’s estimate last year, Professor Johnson was entitled to be absent in Europe on full pay from August 13, 1900, to April 1, 1901; that is, seven months and a half.

2. This vacation he did not take, so that it still stands to his credit.

3. He has taught, instead, through the Autumn, Winter, and Spring Quarters of the current scholastic year, 1900-1901, and has thus earned three months’ vacation credit in addition to the foregoing, making ten and a half in all.

4. He is announced to teach during the first term of the coming Summer Quarter, 1901. For this extra service he desires payment in money; so that it will not add to his vacation credit.

5. He expects to leave for Europe at the end of the first term of the coming Summer Quarter, 1901, and be absent until April 1, 1902. He will begin his resident service at that time, with three months’ vacation time to his credit, which he wishes to increase, until he can have six months for writing a book.

Gratifying that your statement to Dr. Johnson made a year ago is correct, it seems to me the rest follows as a matter of course. Will you give the above your O.K.? Hulbert.
<table>
<thead>
<tr>
<th>Year</th>
<th>Summer</th>
<th>Autumn</th>
<th>Winter</th>
<th>Spring</th>
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<td>1893-4</td>
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<td>1894-5</td>
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<td>1897-8</td>
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<td>1898-9</td>
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<td>1899-1900</td>
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<td>1900-1901</td>
<td>R</td>
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</tbody>
</table>

This is a copy of the official record and shows the Johnson enlisted on July 1, 1901, to 4 months vacation credit.

Francis W. Shipmaster
H.H. Johnson
My Dear Dr. Harper,

Rycroft wishes the pay for his summer work in cash. I assured him he would receive 2/3 of the regular salary. This reminds me to ask you if you have decided that we need for keeping a correct history of the work of the professors and the credits due them in vacations or in money.

No man, except yourself, knows when the professors are due. I saw tape stored to take that may be informed formally every quarter of the facts so that the pay roll may be kept correct.

Caldwell tells me he is now as much a centurion as Oct. 1.

I hope you are already getting ready to leave in a two months or a month and a half. If you don't want to go abroad on that date go in with me into the woods for the days of their start Aug. 15.

Students keep dripping in — this week so far.

Sincerely,

[Signature]
THE UNIVERSITY OF CHICAGO

Dear [Name],

I hope this letter finds you well. I am writing to update you on the recent developments in our research project. As you know, we were planning to complete the final phase of the experiment by the end of this month. However, due to unforeseen circumstances, we have encountered some delays.

Despite these challenges, we are making progress. The preliminary data looks promising, and we are confident that we will be able to complete the project on time. I will keep you updated on our progress in the coming weeks.

Best regards,

[Your Name]

CHICAGO
My dear President:

Perhaps your question was with regard to the method of reckoning. To me it seems complicated. I should much rather say that a man has, every year, a vacation of three months; that if, in place of taking it, he teaches during the whole or during half of that time, then, in some other year, he may take a vacation of corresponding length in addition to the regular three months vacation of that year. For example, I taught an additional half quarter. Then in some year to come I may be absent a half quarter in addition to my regular vacation of that year. If I had taught a whole quarter, then I should have the right to be absent a whole quarter in addition to my regular vacation. This seems to me a more natural computation, and a much simpler one to be kept upon the books. In my own case, then, I should say that I was entitled to an absence for a half quarter (or six weeks) in some future year in addition to the regular three months vacation of that year.

Faithfully yours,
My dear President:

Permit your daughter and her mother

to call the attention of economists. To me it seems complicated to me, but I feel that a man, for the better part of his time, is no more anxious about the welfare of any part of that time than in some other years. My father, for example, I cannot understand him at that year. Then in some years, to my complete astonishment, I have felt a whole cluster of men. I have been a whole cluster of men in my imagination. This seems to me a more natural conclusion in a much simpler case to keep upon the books. In my own case, then, I should say that I was not able to

future year in addition to the regular phrase sentence

Sincerely yours,
Jan. 16th, 1902.

My dear Mr. McLoish:

I enclose a statement by the Business Manager of the University of my indebtedness to the University. As you are aware, the University is indebted to me for extra work during the Spring Quarter of the year 1900 and 1901. There may be some question as to the basis of settlement. I leave that in your hands, and shall be glad to have you arrange it with the Finance Committee, and give me whatever credit the service calls for under the rules of the University.

I wish also to have you consider the question of my vacation for the Spring Quarter. I would like to propose that I be allowed to remain in residence with the understanding that the residence thus gained shall be taken in a future vacation. I think it will be evident to the trustees that with a Law School to organize, with the technological work on hand, the Field Museum matter under consideration—not to speak of other matters—it is wise for me to be here. I can arrange the work so that I shall not be heavily loaded, although I shall be doing my regular work.

I should like very much indeed, by means of one extra quarter, to close up my debt to the University, and by means of another
My dear Mr. Kolb:

I enclose a statement of the business

reasons of the University of my indulgence to the University
at the time of the University of the year 1900 and 1901.

I understand the Spring Quarter of the year 1900.

I have had some experience as to the policy of enrollment. I have paid
in some respects and apply for the privilege of being a student of the
Finance Committee and give in whatever credit the service calls for

under the laws of the University.

I wish also to have you consider the duration of my vacation
for the Spring Quarter. I would like to propose that I go fellow

to remain in good standing with the understanding that the resources
which you have sent will be available to the trustees that with a law school to organize,

The record will not go back the other matters. It is wise for me to

be referred to the trustees that I am satisfied with the regular work.

The only exception I shall be willing to make is my regular work,

I do not think much importance as a means of one extra quarter,

To oppose my grief to the University and my means of earning

my appetites.
acquire a vacation credit so that sometime in the future I might have six months off at one time. It is, of course, perfectly evident that there cannot be any time in the future after this year, when such a concentration of important matters at one time has will occur.

Yours very truly,

W. R. Harper
 secunde a necessità qui in forse unicamente in the futuro it miight  
pace aix moments of one time it is of course party       
aviagen that there cannot be any time in the future after this  
rest upon such a concentration of important matters at one time lone  
with our  
Yours very muchly  

M. R. Hubert
Feb. 14th, 1902.

My dear Mr. Moore:—

I have your long letter of Jan. 30th concerning Boyd and his vacation credits. I wish to place the matter entirely in your hands and have you settle it. I have always objected to extra vacation credit in his case, and did not understand that last summer the work was done as extra vacation credit. I supposed that it was done as regular work. I think that you would better lay before him the facts and close the matter up.

Yours very truly,
The President

In your letter of Jan. 28, 1902 you state that the vacation credit accumulations of Mr. Boyd and of Mr. Slaughter are due to the fact that I have had too many courses offered if any only a small part of the accumulations are properly so accounted for.

As to the question of Mr. Boyd:

I recall your letter of Feb. 20, 1901,

"Professor Boyd will have been made full professor last July first [1901]. If he vacation credit July first [1901],..."
Mr. Boyd, since the summer teaching could not be for vacation credit, and in order that his vacation might be consecutive at any rate, to take regular work during the summer and autumn of 1901 and the winter of 1902. To this he agreed. On this understanding with you and with him the work for 1901-2 was planned definitely reported to you by me under date March 21, 1901, accepted by you, and printed in the program and in the Register.

Mr. Boyd was scheduled for regular work during those three quarters and for vacation during the spring quarter of 1902.

The program left two majors of the spring quarter to be arranged for. For these courses I wrote in November suggesting
That we secure Mr. Boyd for vacation teaching.

On your reply that we ought not to do this, I gave one course to a fellow and withdrew the other course (Trigonometry). — With you I dislike fellow-teaching, and further the Trigonometry ought, I think, to be given every quarter.

From your letter I infer that Mr. Boyd has secured recognition for his last summer teaching as teaching for vacation credit.

If this is true, — on general principles I dislike the way in which, quite without my knowledge, he has secured this recognition.

It is, I suppose, proper for me to inquire how this happened.

I wonder if perhaps your letter of Jan. 29 is based on your memory, and that is letting you confuse the summer of 1901 with the summer of 1899, when he did do vacation credit work.

I understand that April first Mr. Boyd will have two months' vacation credit, and that, if he teaches during the spring
The Spring quarter, Truly first he will have eleven months vacation credit.

If he is to teach during the Spring quarter, I propose to give him the two courses originally provided for.

Since Mr. Boyd is about to sever his relations with the University, I should be glad to have him have the Spring quarter work, — but I think we cannot afford to let him have the Summer quarter work which he is seeking to obtain; for that work Mr. Linn would be, in my judgment, a considerably stronger teacher and at just half the expense to the University.

Yours very truly,

E. A. Moore
The University of Chicago

[Handwritten text not legible]
March 5th, 1902.

My dear Mr. Moore:

Your letter of March first has been received, and the arrangement for Mr. Boyd will be presented to the trustees.

Yours truly,

March 5th, 1902.
MARCH 5th, 1905.

Mr. Geo. W. Scott:

Your letter of March 1st has been received,

and the arrangement for Mr. Roy's going will be proceeded to the fullest.

Yours truly,

MARCH 8th, 1905.
March 1, 1902.

To the President:-

My dear Dr. Harper:-

I write concerning Mr. Boyd. He received from your office the authorization to do vacation credit teaching during last summer quarter. This makes his regular teaching service run from the first of October to the first of July, 1902. I have made suitable arrangements with him for the coming spring quarter. On the first of July, 1902, he will have eleven months’ vacation credit.

He understands that his direct relations with the University terminate at that time. We must endeavor to assist him in securing a suitable position tenable from September, 1903, or, I suppose, if a good place were available, he would postpone his prospective European residence and take a position tenable from September, 1902.

In view of the fact that his name will be on the budget roll of the University faculty until July 1st, 1903, I recommend very heartily and in accordance with Mr. Boyd’s desire, that we give him a reappointment for one year, this appointment to read from October 1st, 1902 to October 1st, 1903, but the definite understanding with Mr. Boyd being that the salary would cease July 1st, 1903, and that his teaching service would cease July 1st, 1902.

My interview with Mr. Boyd was a pleasant one, and I hope that you will accept the idea of the reappointment for one year on the conditions just named.

Yours very truly,

[Signature]
I write concerning Mr. Boyd. He received from your office the announcement of your acceptance of the position of assistant professor tenure least summer quarter. This makes the regular teaching service run from the first of October to the last of July, 1903. I have made suitable arrangements with him for the coming quarter. On the first of July, 1903, he will have served seven months as assistant.

He understands that the greatest liberties with the University will be accorded at that time. We must endeavor to secure him in service.

I have enclosed a satisfactory position tender to Professor Boyd, 1903, of l'ambrose University, and ask that a position tender be made to Professor Boyd, 1903, of L'ambrose University, and that he accept the position tendered. In view of the fact that the name will be on the budget roll and the University faculty until July, 1903, I recommend very respectfully, and in conference with Mr. Boyd's parents, that we give him a leave of absence from September 1, 1903, to October 7, 1903, but the final decision must be made with Mr. Boyd. Your prompt action makes it possible for me to act.

I am informed with Mr. Boyd we a pleasant one, and I hope that you will receive the offer of the leave of absence for one year on the condition that you stay very well.
The University of Chicago

The President--2.

teaching during the spring quarter. You will notice in the present letter that he repeats this request and adds a similar request that he have such teaching during the summer quarter of 1902.

I suppose that you know definitely what understanding he has with you and I should be glad to know also, and in particular whether my understanding as detailed above, is correct. I hoped that it would be possible for us to let him have vacation credit teaching during the spring quarter so that he would be ready to enter upon his prolonged vacation at the beginning of July.

Yours very truly,

Enclosure.

* in the form that his summer 1901 teaching was for vacation credit and that his regular teaching for 1901-2 is for the three quarters, Autumn, Winter, Spring,
The President:

You will notice in the press that the Spring quarter will be a similar recess to the fall quarter. I have sent a request to President Dana regarding the summer quarter of 1938. I suppose that you know negatively what undergraduate fees will be at that time. My request is that you know negatively what undergraduate fees will be at that time.

With you and I enjoy to know you and in particular whether you are maintaining the same sort of income. I hope that it would be possible for me to let him have vacation shortly before now if the problems were at the beginning of July.

Yours very truly,

[Signature]
Jan, 29th, 1902.

My dear Mr. Moore:

I am returning to you Mr. Boyd's letter. I suppose that Mr. Boyd is right in understanding that last summer the arrangement was for extra vacation credit. In this case he will do his regular work in the Spring Quarter.

My understanding of your request for extra teaching in the Spring Quarter was that this was in addition to the extra work which he had done in the summer, but if he receives extra vacation credit for the summer, his work in the spring will be regular work.

I agree with you that we ought not to allow the vacation credit to accumulate. The only point at issue now is whether he shall have teaching during the Summer Quarter of 1902 as extra vacation credit. On this point I should be glad to have you express an opinion.

Yours very truly

W. R. Harper
My dear Mr. Moore:

I am returning to you Mr. Boye's letter.

I suppose that Mr. Boye is right in maintaining that last summer the arrangement was for extra vacation credit. In this case we will go the regular work in the printing office.

In your statement of your request for extra teaching in the spring quarter, you state that you have no objection to the extra work which you have gone in the summer, but if the teaching extra vacation credit for the summer, the work in the printing office will be regular work.

I agree with you that we ought not to allow the vacation credit to accumulate. The only point at issue now is whether or not to have the extra vacation credit for the summer quarter of 1905 as extra vacation credit.

On this point I should be glad to have you express an opinion.

Yours very truly,

Mr. Hildebrand.
January 23, 1902.

To the President:

My dear Dr. Harper:-

I enclose a letter received yesterday morning from Dr. Boyd, which implies that he has an understanding with you with respect to the status of his teaching last summer which is different from any understanding I have had of the matter. My understanding is that he expressed a desire about a year ago to do during the year 1901/02 extra teaching for vacation credit and that you did not grant that request, although it was evident that there was to be need during this year of teaching in addition to that which could be given on the regular basis by the regular staff. In order to meet his wish for continued vacation as far as possible under these circumstances, I advised him to select as his three quarters of teaching for the year 1901-02 the summer, autumn and winter, with the thought that it might eventually occur that vacation credit service would be needed for teaching in the spring quarter. In pursuance of this understanding, about two months ago I recommended him for vacation credit teaching during the spring quarter, and you replied that it was very undesirable for us to let the vacation credits accumulate in this way. This letter of Dr. Boyd's to me is in response to a letter of mine to him detailing these facts which I have just spoken of, and that letter was in response to one from him in which he wrote requesting, in his accustomed semi-peremptory manner, that he have extra vacation credit
January 25, 1902

To the President:

I enclose a letter receiving recommendation

written from Dr. Hoyt, who now occupies the place of the Secretary last summer,

with whom I had a number of conversations on the subject. I have had a long

time to consider from my own standpoint. I have read a great deal of the

recommendation in that as expressed in Dr. Hoyt's letter above a year ago to

the committee of 1902, as the recommendation for action. I have not yet

sent it to you, and it is not yet clear what decision, if any, was arrived at.

In the mean time, it is necessary that the committee may be notified in advance to

the year to be reached, that next year or recessing in addition to

the two months to which I have been given in the regular year,

in accordance with the recent action of the committee, I am preparing to receive a letter of

the Secretary of the committee, which I have written in the following manner:

"In consultation with the committee, and you will find that I was very much interested in

the action of the committee, and you will find that I was very much interested in

the same manner, that I have sent a letter to you, and that letter was in

response to one from him in which he wrote encouraging in the same

manner."
July 11, 1905.

My dear Mr. Schutze:—

I have gone over carefully the whole matter presented to me, and have read your letter as well as that of Mr. Cutting. It is not in my power to change the situation, since the matter is clearly one which has already been passed upon by the Board of Trustees, and the policy is the policy in accordance with which the work of the University has been administered now more than ten years. The vacation credit which one receives is paid for on the same basis in accordance with which it was earned. There has been no departure from this policy at any time.

I wish the matter were otherwise. I appreciate the difficulty in which you may find yourself in view of the fact that you have calculated differently, and I write to say that we should be glad to advance you a month's salary if it would be any accommodation.

Regretting that I cannot change the situation,

I remain,

Yours very truly,

W. R. Harper
My dear Mr. Countess:

I have gone over carefully the whole matter presented to me, and have read your letter as well as that of Mr. G. W.'s. It is not in my power to change the situation, since the matter is one in which you, sister, have been and remain in possession, and the policy of the Board of Trustees cannot be altered without which the work of the University has been carried on for more than ten years. The situation would require one action to bring you on the same plane in accordance with which it was seen.

There has been no expectation from this position or any thing similar to the matter now under consideration.

I view the matter with a special regret, I appreciate the difficulties in which you may find yourself in view of the fact that you have sacrificed all the money and all the time you have spent for the benefit of any of the students.

I hope you will not mind my communication.

Respectfully, I remain,

Yours very truly,

W. F. Harper.
My dear President Harper,

I enclose a letter from my colleague, Mr. Schütze, concerning a matter which he has stated very clearly. The exigencies of the departmental work are alone responsible for the irregular distribution of his working twelve quarters between Oct. 1, 1901 and Oct. 1, 1905. The department has been commenced by the order of his service. The total amount of his claim is exactly equal to the sum of his contracted salaries for the period between the above dates, and the University would not be inconvenienced by having to advance a single dollar for work not
At the University of Chicago

Dear Professor,

I am writing in regards to my application for admission to your esteemed institution. I have attached my academic transcripts and letters of recommendation as requested in your last letter. I am very excited about the opportunity to further my education at the University of Chicago and believe that I would be a valuable addition to your community.

Sincerely,

[Signature]
Already done.

While I understand the position of the Business Office, I regard Mr. Schütz's contention as entirely equitable.

Yours faithfully,

[Signature]
Woodstock, Ulster Co., N.Y.
June 5, 1905

President W. R. Harper,
The University of Chicago.

My dear President Harper,

I am compelled to lay before you a difference of opinion between the business office of the University of Chicago and myself concerning my vacation salary.

I am entitled to a vacation of six months which I am now taking. The business office has informed me that I am to receive my present salary of $116.66 a month for the first two months only, the salary for the remaining four months being computed on the basis of my first year's salary, four years ago, and amounting to $83.33 a
[Handwritten text not legible]
month. The amount involved in the dispute
for the four months is $133.32.

I was appointed an Associate in the University
of Chicago in 1901, beginning work in the Autumn
quarter of that year. In the autumn of 1903 I
was appointed an Instructor. My salaries were:
for the first year, 1901/2 — — — $1000.
  in second n , 1902/3 — — — $1200.
  in third n , 1903/4 — — — $1200.
  in fourth n , 1904/5 — — — $1400.

The following table shows the distribution of
my work and vacations over the four years
ending September 30. of this year, quarters of
residence being marked by a "v", vacations by a "0".

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Total: Twelve quarters in residence
Four quarters of vacation.
The business office, applying a formal rule, argued thus: I was entitled to $1000, the first school year, ending Sept. 30, 1902, which I received, to $1200. The second, ending Sept. 30, 1903, also received; to $1200. The third, ending Sept. 30, 1903, also received. I could receive the full salary for the fourth year, ending Sept. 30, of the current year, only if I taught three quarters during this year, instead of two. The actual result of this course manner of computation, apparently overlooked by the business office, is that I should have to teach one whole vacation quarter without any remuneration that, over ever in order to obtain my full salary, because at the end of the school year I should have had only three vacations for four full years of work, without any vacation credit remaining.

The reasons why I think the calculation of the business office unjust to me, are these: 1.- My first vacation was pushed over into my second year (Autumn 1902) without
my previous knowledge. I took the course assigned to me in the catalogue, without suspecting that I might forfeit part of my salary.

2. The remaining vacation credit was gained by teaching five consecutive quarters, from the Winter Quarter 1904 until the Spring Quarter 1905 exclusive.* I was seriously ill at that time, as you know, and gave up my vacation, against my inclination and the advice of my physician, solely to accommodate the department which was seriously crippled by the absence, on account of illness, of two of its members, in addition to those taking their regular vacations. The department would have been unable to carry on its work, had I not stayed. I refer you to Professor Cutlip for corroboration of all these statements. Under these circumstances, I am forced, to reduce my salary, which at the present expense of living in Chicago is not nearly adequate to keep actual want away, means to me.

* The business office comes to the conclusion that I earned this too during my first year, two years before I did the teaching by which it was earned.
for jeopardizing my health in order to help out the Department.

3. According to the principle of computation, lately insisted upon by the Business Office, my salary during my first vacation, taken in the Autumn Quarter of 1902, should have been based on my first year's salary, amounting to $83.33 a month. As a matter of fact, it was computed on the basis of my salary for the second year of my appointment, running from October 1, 1902 to October 1, 1903, and the salary amounting to $100 a month. To show that the Business Office was explicit and perfectly acquainted with my interpretation of the situation, there is on file in the records of the Business Office a letter from me to the Business Manager, dated January 2 (or 3) 1903 (written 1902 by mistake; corrected by the Business Manager), i.e., before I had done any work during my second year, claiming credit for salary for a fourth month, not used
up in my vacation just ended, amounting to $100 (i.e. on the basis of the second year's salary) "as a result of teaching four successive quarters in the preceding year" (for words to that effect); and assuring that the business manager pledge himself for this account to the Hyde Park Bank. The business manager complied with my request without raising the question brought forward at this late day by the business office. If I had been made aware, at that time, that the business office might take exception to my interpretation, I should certainly have tried to safeguard myself in 1904/5 against a loss which I cannot afford.

This unexpected loss of $133.32 is making my burden of care so heavy that I am nearly driven to desperation. Instead of much needed health and peace of mind I find unceasing anxiety and worry. I submit the case to you, trusting that the justice of it may be sufficient to set aside pure business formalism.

With my most earnest good wishes,

Very Respectfully and Sincerely yours,

Martin Schatz
I am not sure of the details but here is a rough translation:

"The situation in the USA is very complex. The US government, under President (name), is facing severe challenges. The economy is struggling, the political landscape is divided, and there is a lot of pressure on various fronts."

"The government is trying to address these issues through a combination of economic policies,外交 measures, and domestic reforms. However, the progress is slow, and the challenges are significant."

"I believe that if there is a decision to be made, it should be made by experts and stakeholders involved."

"In conclusion, the current situation is complex, and it requires a comprehensive approach to address the issues."

"Best regards, [Signature]"
Dear Mr. Andrews,

Mr. Schutze is entitled to 4 months vacation for the year Oct. 1, 1901 to Oct. 1, 1902 (during which he taught the full 4 quarters) at $33.33 per month. His salary for this year being $1,200. If 2 months were in the year Oct. 1, 1902 to Oct. 1, 1903 (during which he taught two quarters) at $116.64 per month, his salary for this year being $1,400.

This is the basis on which vacation credits have always been computed.

The University of Chicago is paying Mr. Schutze annual leave and wages as to vacation holidays. It moved him twice, in 1901 and 1902, from a salary of $1,000 to a $1,400 rate. It moved him twice, in 1901 and 1902, from an assistant professorship at $1,000 to a professorship at $1,400. It moved him twice, in 1901 and 1902, from a salary of $1,000 to a $1,400 rate.

The sum of $1,000 is the annual salary of the said professorship.

Yours truly,
Mr. M.A. Ryerson,  
President of the Board of Trustees.  

Dear Sir:-

I am in receipt this morning of a letter from Mr. Capps and pursuant to his request I quote below the portion referring to his vacation credit:

"As yet I have not heard from Mr. Ryerson. Meanwhile I have learned of the case of Professor Catterall, apparently another exception. His resignation was in 1903 or 1904, and his seven (as he recalls) months vacation salary were paid regularly in full. The question of reducing the payments was not raised at all. I fancy that you will find that here also his resignation was not presented to the Board until later. I hope you will let Mr. Ryerson know about this, as well as about Bruere, Dennis and Goodspeed. Hancock and Boyd were also paid in full, but probably that was before 1902. I haven't any registers at hand".

The cases of Professor Bruere and Professor Dennis are covered in my letter to you of September 9, and that of Mr. Catterall is also included in the second paragraph on the sixth page of that letter. I would call your attention to the fact that Mr. Catterall resigned July 16, 1902 to take effect October 1st 1902 and not in 1903 or 1904 as Professor Capps states.

Upon reference to the minutes of the Board of Feb. 20, 1900, I find the following:

"The appointment of Harris Hancock, which expires October 1st, 1900 was not renewed."

In the minutes of the Board of March 11, 1902, I find the following in regard to Mr. Boyd.

"The President recommended that Mr. James H. Boyd be reappointed for one year instructor in the department of Mathematics
Margaret Wilson

Dear Sir: 

I am in receipt of your letter of February 10th, 1909.

It is my understanding that the Board of Trustees and the Management of the College have been in receipt of the same correspondence as you have. I am not aware of any contradiction on the part of the Management, and I am still hopeful that the matter will be adjusted to the satisfaction of all parties concerned.

I have had the pleasure of reading your letter of February 10th, 1909. I am aware of the regulations of the school at the time.

Yours truly,

Margaret Wilson

Dr. M.A. Hackett

President of the Board of Trustees

March 28, 1909.
from October 1st 1902, with the understanding that he shall not give instruction after July 1st 1902, and that his salary shall cease June 1st 1903, the last eleven months being accumulated vacation credit. Voted."

It will be seen from the foregoing that neither Mr. Hancock nor Mr. Boyd presented resignations to the Board. You will note that Mr. Hancock was not reappointed at the expiration of his year, and that Mr. Boyd was paid by special action of the Board March 11th 1902, whereas, the action of the Board relative to the payment of vacation credit at the rate of two-thirds pro rata salary in case of the death or resignation of the instructor to whom vacation credit is due, was taken under date of July 16, 1902.

I am not quite clear as to his reference to Dr. G.S. Goodspeed, but give below an extract from the minutes of March 20, 1905 as follows:

"The death of Professor George S. Goodspeed was announced and it was recommended that in the case of Mrs. G.S. Goodspeed, the salary of her husband shall be continued and paid to her through the present fiscal year, and until October 1st (1905), and that T. Harper Goodspeed, if he desires to take his college course at the University of Chicago, shall be given a special scholarship during the four years course."

The above recommendation was made by President Harper, and approved and adopted.

If you desire any further information in regard to these persons, I shall be glad to furnish same if possible.

Yours truly,

[Signature]

Auditor.
instruction. In this case the excess goes to provide for the
shortage under 1 and 2 above. To illustrate:

Suppose that a member of the faculty has twelve months'
vacation credit with $3,000 due for that period. March 5, 1910, salary
is $4,000. In this case the professor in question receives $3,000.
This leaves $1,000 available to the University to provide supply
Deans Mr. Buckridge of course usually would not be adequate for the
purpose. Now if I'm thinking over the matter which you presented and
yesterday it seems to me that perhaps you do not quite realize that
the time element in dealing with the vacation credit system is as
much a part of the problem and of the contract as the money element.
The University is able to carry over payment on account of vacation
credit for the reason that the salary of the professor who is
absent is available, be during the absence of a member of the faculty
its salary which is thus available may be just enough to pay the
income due on vacation credit and all in which case the University is
usually obliged to pay an additional sum for supply instruction; or,
1, the salary is less than will be necessary to provide for supply
instruction, as occasionally happens, in which case the University
must bear the greater charge for that instruction; or, 2, the
salary claimed is more than enough to take care of the supply
supposed. Further, the sabbatical year implies absence for the
Information. In this case the excess goes to phrasing for the

Transaction where $0,000 are for funds bearing may and is payable

exceed $0,000 and to the purpose to demurrage because $0,000.

This leaves a $0,000 available to the Unimarginal to exchange supply

transactions. Market of course naturally would not be suitable for the

burden. Now if the exchange supply may own the market directly

are payable and may be $0,000 so that the market does have

market. To operate that $0,000 may not be $0,000 money to available

to the Unimarginal to use the $0,000 only at the market and the money

take no $0,000 and the exchange is carrying the accounts and may leave

requisite to obtain the supply required to fill the market in

decision. If this be carrying this a great number of cases of

expenses no accounts other I think you will see that the time

is an essential part of the decision. In the matter of the

expenses, that the purpose is operating on the $0,000 savings it will
depend on the price being the same number or $0,000 available from the

the Unimarginal to risk the same money paid $0,000 available from the

bail of same fact that is seeker. 0,000 as matter the case

enough. Further the equivalent near large space for the
In this case the excess goes to provide for the full year, and I think the University if it had that system could hardly be expected to pay the full $2,000 as the stipend unless the professor were absent during the full year, thus releasing

the entire half of his salary.

This leaves $1,000 available to provide supply instruction, which of course usually could not otherwise be provided for the purpose. Now if the professor should stay nine months instead of twelve, one should be paid the full $2,000 during those nine months. In thinking over the matter which you presented yesterday it seems to me that perhaps you do not quite realize that the time element in dealing with the vacation credit system is as much a part of the problem and of the contract as the money element. The University is able to carry out payments on account of vacation credits for the reason that the salary of the professor who is absent is available. During the absence of a member of the faculty, his salary, which is thus available, may be just enough to pay the money due on vacation credits (1), in which case the University is usually obliged to pay an additional sum for supply instruction; or, (2) the salary is less than will be necessary to provide for supply instruction as occasionally happens, in which case the University will greater charge for that instruction; or, (3) the

Mr. C. D. Buck,

The University of Chicago,

salary received is more than enough to take care of the supply supposed. Further, the sabbatical year implies absence for the
informing. In this case, the assumed case is of the type sec-

If not, and I admit to the necessity, I will follow the same con-

The defendant was arrested on July 5, 1900, as the only sus-

The prisoner was examined by the Full Annual Report of the

The evidence of the facts of the case is as follows:

The prisoner is a man of 36 years of age, a native of the

The facts were as follows: On July 5, 1900, the defendant,

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The evidence of the facts of the case is as follows:

The prisoner is a man of 36 years of age, a native of the

The facts were as follows: On July 5, 1900, the defendant,
August 13-1910.

Mr. Harry Pratt Judson,

University of Chicago,

Chicago, Ill.,

Dear Sir:

I am anxious to obtain information regarding the introduction into your University of the use of the Sabbatical year for professors. It has recently been suggested that this would be well to follow in Public Libraries, and I have been authorized to make inquiries regarding the plan so as to learn to which professors this applies, whether or not the full salary is paid, the benefit to the institution, the time required for service after returning, and as many other details regarding the custom as possible. I hope that you will not find it inconvenient to send to me a full reply.

Truly yours,

[Signature]

Librarian.
April 28, 1919

University of Oklahoma

Dear Sir:

I am planning to apply for admission to the University of Oklahoma. I am interested in studying journalism. I have written to several colleges and universities regarding this plan, and I have been informed that the University of Oklahoma is one of the few places where I can receive a comprehensive education in this field.

I am now in the process of making preparations for my application. I would appreciate it if you could provide me with any information or guidance that you think would be helpful.

Thank you for your time and consideration.

Sincerely,

[Signature]
library and Museum
IA, NEB.

August 15-1910.

MR. HARRY FRETT JUDSON,
University of Chicago,
Chicago, Ill.,

Dear Sir:

I am anxious to obtain information regarding the introduction into your University of the use of the Sabbatical year. It has recently been suggested that this would be well. The University of Chicago does not have the bevacation system to which you refer in your letter of August 13. The University year is divided into four quarters. An instructor may take this vacation during any one of these quarters. He may, on the other hand, teach one quarter of the year, postponing his vacation to be recombined with some future vacation. I think that our experience at the University of Chicago will have little value for you, therefore, in planning the vacation period of your library staff.

Yours very truly,

E. D. O.
Librarian,
Secretary to the President.

Miss Edith Tobitt,
Omaha Public Library and Museum,
Omaha, Nebraska.
The University of Chicago does not have the

access to electronic resources like the one at your disposal. Am

interested in your further reply. He can only be contacted

by telephone or in person at the University of Chicago.

I have the following for your information:

secretary to the president.
March 22, 1904.

as you return from the east, I remain

Yours very truly,

My dear Mr. Owen:

I have before me your letter of March eighteenth. The plan in general meets with my approval, but Dean William B. Owen, there is one point which it seems to me you have possibly overlooked entirely, namely: that in case we do not have a good attendance, vacation credits are, as a matter of fact, the same as cash, for we would have to supply someone to take their places later on. I should like to add one further element to the arrangement; namely, that the teachers share with the University this first year in the risk, that we give a guaranty of one-half of the salary and then arrange to pay above that whatever may remain from the fees. I do not see how the School of Education, situated as it is today, can take much risk. Do you not think this would give an additional element of interest and don't you also think that we could secure the assistance of the teachers in this way? Personally I do not believe there is much risk. I should be glad to meet the proposed teachers and talk it over with them myself.

Hoping to take this up as well as some other matters as soon as possible.
My dear Mr. Gowen:

I have before me your letter of March 12, 1909.

The plan in general agrees with my expectations, but there is one point which seems to me you have possibly over-looked earnestly. Newton's law as a matter of fact, has been so much and so often used in my work to apply someone to take these please steps which I have taken to evade it. I am very prompt in the fact that we give a guarantee of one-fifth of the money each year, and this guarantee to buy another stock whatever may happen from the test. I do not see how the School of Education, interested in it to today, can face much risk. Do you not think the whole thing gives an allotment and form to the revenue which we can assure the maintenance of the institution in this way? Personally I go not well to meet the proposed changes and take it over.

With warmest,
as you return from the east, I remain

My dear President,

Yours very truly,

I submit to you for approval the following plan for the conduct of the University High School during the summer quarter 1904. You will remember that we have always offered work in the South Side Academy during this quarter, but have never provided for it by a special budget, my office merely saw to it that the income met the cost of instruction. My proposal is that for the coming summer we advertise extensively, and offer practically all the work of the High School, laying special emphasis on the shop work and drawing, as an attraction for boys in the city who have nothing to do, and who would yet be glad to do some other work than study.

In order not to run the risk of not meeting our expenses I propose the following arrangement: the teachers who receive the largest salaries shall agree to take their compensation in whatever form shall prove the most convenient to the High School, either in deferred vacations, or, if the income be large enough, in cash. I have seen the teachers on the enclosed list, and they have agreed provisionally to such an arrangement.

The cash column amounts to $1535. Our in-
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The cash column amounts to $1535. Our in-
The University of Chicago

Greeting, Mr. Johnson,

I write to inform you of the forthcoming changes in the administration of the University, effective immediately. You will receive a detailed plan for the integration of the departments of the University's administrative structure.

We have taken the necessary steps to ensure a smooth transition. The university will continue to operate as usual, with all departments functioning under the new administration.

I am confident that this transition will be a success. Your continued support and dedication are crucial to the university's continued success.

Sincerely,

[Signature]

[Name]
Department Head
Dr. Harper--2.

come last year at the Academy was something over $1200, and this without advertising, and without shops. The total attendance for last summer was sixty-two (62). I believe we could double, or treble this number easily. It seems to me, therefore, that the plan of paying cash where necessary, and in all cases, as long as the money holds out, is a good way of financing the school. We never yet have had a chance to find out to what extent a high grade secondary school would be supported during the summer quarter. I should like very much to try.

I have talked the matter over with Mr. Dewey, and he agrees with me that the plan is a good one. He asked me, just before he left, to secure your approval.

Sincerely yours,

Dict.--W.B.O.

Mr. B. Owen.
The University of Chicago

Dear Mr. Johnson,

I hope this letter finds you well. I am writing to express my concern regarding the recent incident at the Academy where some students were injured. The incident has raised serious questions about the safety and security measures in place. I am writing to inquire about the steps being taken to ensure the safety of all students.

I am aware of the steps you have taken to address the situation. However, I believe that more needs to be done to prevent such incidents from happening in the future. I urge you to consider enhancing the security protocols and ensuring that they are regularly reviewed and updated.

I understand that the Academy has a strong history of academic excellence, and I implore you to continue to prioritize the safety and well-being of all students.

Thank you for your attention to this matter.

Sincerely,

[Signature]

Date: [Insert Date]
CHICAGO April 7, 1902.

My dear Dr. Harper:

I beg to submit for your consideration a case under the perennially green subject of vacation salaries. I refer to that in connection with Miss Warren's vacation which she expects to take the present Quarter.

According to a schedule of salaries which I made on February 14, 1901, and submitted to you for your approval, the arrangement regarding our summer school work and the vacation credit was as follows, citing Colonel Parker's salary as a typical example which we worked out together.

His annual salary was $6000. for three Quarters, or $2000. for one Quarter. This, it was understood, was to be paid in monthly installments of $500. each. The understanding was, however, if he taught during the Summer Quarter that there should be extra compensation allowed. That is, under two conditions: first, if he chose to draw the extra salary at the close of the Summer Term in cash he should receive 2/3 of $2000. or $1333. For the summer term of six weeks, which we held last year, it would be $666. and this latter sum he actually drew in addition to his regular monthly stipend of $500. If he had, however, chosen to allow it to remain in the treasury of the University, there would have been placed to his credit the sum of $2000., this being the extra amount earned in the summer school on the basis of his regular salary. This would have been available at any time.
CHICAGO, APRIL 9, 1906.

My dear Dr. Hartman:

I beg to support your recommendation
in the instance of the personally green subject of notification
that I refer to start in connection with the American
in a notice which the expense to take the necessary
accompanying a notice of elimination which I make no
Republican for April 1st, 1907, and am supplied to you for your adoption,
the endorsement respecting your most recent school work and the
accompanying chart, as follows, calling Colonel Hartman's
attention to a failure of elimination which I make no

The annual salary was $60.00. For three quarters of

$60.00 for one quarter. Thus, if we understand correctly, we have

paid in monthly installments of $60.00 each quarter.

If we are, however, if the student begins the summer quarter
in the second year, it is essential that the same should be definite and complete not to
under any conditions. That is, if the student

enters at the close of the summer term in any college
receive $20 by $2000 or $175. For the reason that
week, which we had first insist. If would be $2000, and this
letter must be certainly given in addition to the regular monthly

If the amount of $6000, is paid, however, because to allow it

to remain in the possession of the University, there might have
been charge of the sum of $5000. Since passed the

examination established in the summer school on the period of this

personal service. This would have been available at any time

Thanking you,

[Signature]
that he wished to take a vacation for study. My understanding is that his monthly stipend of $500 would go on during this vacation, inasmuch as it is a part of the pay for his nine months work.

We worked out this salary and two or three others together choosing them from the schedule that I laid before you and we seemed to understand each other at that time.

The case with Miss Warren is as follows: Her salary is $1250 per year. This amounts to $416 per Quarter. For a half Quarter or six weeks the amount is $208. Had she drawn the cash she would have received $138 in addition to her regular salary of $1250, but by leaving it in the treasury it seems to me that it is clear that she is entitled to $208 to be used in her studies this vacation.

The point that seems to be overlooked in the Auditor's office is that this summer school salary is an extra sum earned in addition to her regular salary of $1250. It was recognized as an extra sum in the payment of the other teachers' 2/3 of the pro rata amount, and her advantage in leaving it in was that she might receive for her vacation expenses the full pro rate amount. If it is recognized as an extra sum in one case it certainly must be so recognized in the other. The amount that she receives depends wholly upon whether she took it in cash or left it for her vacation studies.

I am sorry to intrude this matter upon your attention
I am writing to inform you of an important matter which requires your immediate attention.

I have been informed that the monthly amount of $800, as per your written agreement, has not been forwarded to the appropriate authorities.

Please take the necessary steps to ensure that the monthly amount is forwarded as soon as possible to maintain the integrity of our financial transactions.

Thank you for your prompt attention to this matter.

Sincerely,
[Your Name]
Dr. Harper --m3

again but Miss Warren's case is pressing for a decision as she is counting upon this money for her vacation expenses, and if you could take this up with me tomorrow, I should be very glad to have you do so.

Very truly yours,

[Signature]

Dr. Harper:

I am put I was tarried a case I presenting for a decision as
the I am concluding about this money to her ascertainment expenses
and If you consider take this up with me tomorrow, I ought do
very early to have you go so.

Very truly yours,
Your circular of recent date requesting an accounting of vacation credits induces me to address you again in regard to my personal standing in the matter. Your letter of December 15th has been received, and the contents carefully noted. I shall be glad to talk over the questions suggested during the summer in the work of an institution generally regarded as the leading institution for biological research in America, in which I hold the position of assistant director. It is possible that they may conclude to adopt this arrangement, but until I have stated the general reasons in an earlier letter, why it is adopted I do not think it within my power to establish a precedent, even though I should be glad to do so.

As yet the Trustees have not considered the question of the sabbatical rest of one quarter in three years. I regard the work that I do in the Biological Laboratory as work done directly in the cause of research. One may aid research by the devotion of money to it, by organizing means for its pursuit, by engaging in it, and by interesting others to take it up. I am actively engaged in the last three methods. I regard my connection with the Marine Biological Laboratory as the strongest stimulus to investigation I have ever received; and also as a connection profitable to the University in which I have the honor to serve.

W.H. Harper

The University of Chicago

December 17, 1902
In a recent publication in the Journal of Science, I have presented some new findings on the behavior of light in various materials. These findings suggest a significant revision of our current understanding of optical properties. In particular, the experiments conducted under high-pressure conditions revealed unexpected results that challenge the classical models of light propagation.

The implications of these findings are far-reaching, and further research is needed to fully understand their significance. I would be grateful for any comments or suggestions that you may have on this topic. Please feel free to contact me directly at my office or through email.

Yours sincerely,

[Signature]

December 11, 1939

[Note: The image shows a page with handwritten text and some text that appears to be overlaid or written on top of the page. The handwriting is not easily legible, and additional context or transcription is required to understand the content.]
Dear President Harper:

Your circular of recent date requesting an accounting of vacation credits induces me to address you again in regard to my personal standing in the matter.

As you know, I have no such credit to my account. On the other hand I am engaged each summer in the work of an institution generally regarded as the leading institution for Biological research in America; in which I hold the position of assistant director.

I have stated the general reasons in an earlier letter, why this work may logically be regarded as the equivalent of work done in the University. I wish here simply to correct a wrong idea that I think, from a remark in conversation, you may entertain, and to suggest another basis of compensation.

I regard the work that I do for the Marine Biological Laboratory as work done directly in the cause of research. One may aid research by the devotion of money to it, by organizing means for its pursuit, by engaging in it, and by interesting others to take it up. I am actively engaged in the last three methods. I regard my connection with the Marine Biological Laboratory as the strongest stimulus to investigation I have ever received; and also as a connection profitable to the University in which I have the honor to serve.
My suggestion is that, if the University finds too great objection to regard this as the full equivalent of work done in residence, one extra quarter vacation should be allowed each three years. This is in line with the plan outlined by yourself for giving the advantages of a sabbatical year to the members of this faculty; and would thus only establish a precedent to your own ideas. If the plan recommends itself to your judgement, I would respectfully urge that, as I will have served the University three years by next July, the autumn quarter of 1903 be assigned to me as extra vacation credit.

Very respectfully,

[Signature]

Frank R. Lillie
My suggestion is that if the U.S. stratification law were to be
abolished, we should consider nation to nation in terms
of an external boundary agreement to allow each state to
have free access to the entire nation's land mass for
research, recreation, and development. In particular, I am
writing this to outline the potential benefits of this
arrangement to the University of Chicago.

I believe that such a boundary agreement would
enhance the educational and research opportunities for
students and faculty alike. It would also provide
opportunities for cross-disciplinary collaboration
between departments and institutions.

I look forward to hearing your thoughts on this
idea.

Yours sincerely,

[Signature]

Walter T. Smith
My dear Mr. Lillie:

Your letter of October 30th has been received. I should be glad to talk the matter over with you. It would be difficult for us to adopt the suggestion which it contains because if adopted in your case it would have to be adopted in the case of all the other men, namely, Whitman, Loeb, Davis, and still others. I think you can see that the University will not be able to take this step. You will keep in mind perhaps, also, that the students at Woods Hall do not pay the University of Chicago any fees. The giving of credit is a matter of courtesy to the instructors. I shall be glad to talk the matter over with you sometime at your convenience.

Yours very truly,

Mr. Frank R. Lillie,

The University of Chicago.
November 1st, 1920.

My dear Mr. Miller:

Your letter of October 20th has been

received. I am glad to learn the matter over with you. It

would be difficult for me to accept the suggestion which you

contemplate. If accepted by me, it would have to be accepted in the

case of all the other men, meaning William, Lloyd, Davis and still

other men. I think you can see that the principle will not be able

to stand this test. You will have to mind yourselves, etc., etc., that the

situation is worse here to notice the University of Chicago my own

institutions. I will be glad to talk the matter over with you

sometime to your convenience.

Yours very truly,

Mr. Frank R. Miller.

The University of Chicago.
Dear President Harper: -

In the two years that I have been connected with this University I have taught the entire year, during the summer at Wood's Hole; and, in addition to my regular University work, have had much executive work as assistant director of the Marine Biological Laboratory and managing editor of the Biological Bulletin. Time for research has in consequence been limited, and, as the work of the summer quarter is in a different institution, I have not received any vacation credit.

I am thus in the position of facing two unpleasant alternatives: either (1) of resigning my position in the Marine Biological Laboratory in order to have my summers for research or the earning of vacation credit by work in the University, or (2) of continuing this work, and letting my research suffer, and giving up hope of earning vacation credit and opportunity for uninterrupted research or travel.

It has seemed to me, however, that the University might properly regard my work in the summer quarter as the equivalent of work done in the University for the following reasons:

1. Because of the close relationship between the Marine Biological Laboratory and the University. The Director and Assistant Director and the heads of three departments, out of four, are University of Chicago men.
Dear President Hubert:

I hope this letter finds you well and our esteemed institutions in good health.

As a student at the University of Chicago, I have taken the liberty to write you regarding a sequence of events that have transpired.

Our esteemed university has undergone significant changes in recent years, with the advent of new technologies and methodologies. These changes, while necessary, have also presented challenges in maintaining the academic integrity and standards that we hold dear.

I have had the opportunity to observe firsthand the impact of these changes on our community. While there is much to be lauded, there is also room for improvement. I believe that a comprehensive review of our current practices is warranted.

I have requested a meeting with the administration to discuss these matters further. I am hopeful that we can work together to address the concerns and ensure the continued success of our institution.

Thank you for your time and consideration. I look forward to your response.

Sincerely,

[Your Name]
2. Because I have always had a number of University of Chicago students under my instruction at Wood's Hall; and their work counts as work done in the University. I have thus actually done University instruction each summer. My Wood's Hall courses are given in the University announcement.

3. Because I am of the opinion, that my work in the Marine Biological Laboratory is of as much advantage to the University as a quarter in residence.

4. Because the University has repeatedly recognized the principle of giving credit for work done in the cause of learning, whether done directly in the University or not.

I hope, Sir, that you may give this matter your careful attention, so that I may soon know whether it is necessary to decide between the alternatives first mentioned.

Very respectfully,

Frank R. Lillie
Dear Sir,

I have always been a number of University of Chicago
students whose introduction to woodworking and their work courses
as part of their university's program. I have since seen them pursue various
interdisciplinary programs, from the University's encouragement.

Because I am of the opinion that they are more to the market
Biological Laboratory is to be raised somewhere to the University's
as a concept in itself.

4. Because the University now represents the nation.

I hope the subscription may give some better form of the
subscription on how soon known whether it is necessary to receive
between the aforementioned three mentioned.

Very respectfully,

[Signature]
August 8, 1910

Professor J. Lawrence Laughlin,

Dear Mr. Laughlin:

I have conferred with Mr. Ryerson on the matter of your vacation credit, and this seems to be the situation:

1. On the 1st of July, 1910, you had used up the regular vacation accrued during the year 1909-10 in the previous summer, and therefore had at that time only the excess vacation credit previously earned.

2. On the 1st of October, 1910, your salary being paid regularly through the summer, as you indicate, aside from the excess vacation credit you will be in debt to the University for the amount paid during these three months. Of course in the regular course of things this indebtedness would be met by the 1st of July next by the three quarters' instruction.

3. If you wish to have the date of your appointment set forward, so as to date hereafter from the 1st of October, the natural way to
do would be to use three months of your excess vacation credit during the current summer. That is to say, your payments on the 1st of July, 1st of September, and 1st of October, 1910, would be charged to excess vacation credit previously earned, instead of to your work yet to be done during the current academic year. This will lessen the amount of excess vacation credit which you now have by the amount thus paid; but on the other hand on the 1st of July, 1911, you of course will have three months' of regular vacation pay due; and therefore if you should be taken away on the 1st of July, 1911, your estate would be entitled from the University to the three months' full pay which you would have thus earned.

4. The remainder of excess vacation credit which you have after using the summer of 1910 could be commuted for cash any time you desire. I regret that it doesn't seem practicable to make an exception to the general rule on that subject. You can see at once where a precedent of that kind would lead. May I add that four years ago I had a considerable amount of vacation credit standing over from the first years of the University which was thus commuted?

Your fourth suggestion in your favor of the 19th of July differs from the suggestion above made practically in suggesting full payment instead of commuted payment of the remainder of vacation credit which would be outstanding after you have taken a summer quarter on such credit.

Trusting that the above may at least in some respect meet your views, and with cordial regards, I am,

Very truly yours,

H. P. Judson
The reasons of action mentioned above are not due to any specific action of a particular individual. The decision to proceed with the action was based on the current circumstances and the need to protect the interests of all involved. The action was taken in consultation with various authorities and stakeholders to ensure that it aligns with the law and regulations. This action is expected to have a positive impact on the long-term stability and prosperity of the region. Thank you for your understanding and cooperation.
extra vacation credit, and which, of course, you could not take as
vacation credit in view of your contract with the University of
California, it seems to me that the University's position is clear and
Professor A. C. Miller,
correct.

University of California, Berkeley,
I am writing therefore to...will recommend to the
true, My dear Mr. Miller: be sure which will give you three of the seven months I am hoping that you will pardon me for
my delay in replying to your very kind letter of November 14th.
I have been absent from the city a large part of the time since that
date, adopted in other cases, and that the matter has been discussed
by I am sure that you have done exactly the proper thing in taking
up the question and presenting your understanding of it. It was
clear, of course, that you would have a vacation credit of seven
months due on July first, and I remember distinctly that I proposed
that this credit should be paid in cash; but I had in mind, of
course, the statute of the University and the custom of the University
that when vacation credit was paid in cash, it was paid on the two-
thirds rate, and I naturally supposed that you were entirely familiar
with this arrangement. However, I see that for the three months
vacation credit due you in return for service from October to July,
it would hardly be right for the University, even if this were paid
July first, to pay it on the two-thirds rate, for this was not extra
vacation credit. On the other hand, for the four months which was

December 16th, 1902.
University of California, Berkeley

Professor A. Miller

Dear Professor Miller,

I am writing to express my appreciation for your kind letter of November 1st.

I have been very interested in the work you have been doing at the University of California, and I am anxious to learn more about it. It is my understanding that the work you have been doing is of great importance, and I look forward to hearing more about it in the future.

I would be most interested in hearing about any recent developments in the field, and I would welcome the opportunity to discuss these with you at your earliest convenience.

Sincerely,

[Signature]
extra vacation credit, and which, of course, you could not take as
vacation credit in view of your contract with the University of
California, it seems to me that the University's position is clear and
Professor A. C. Miller, correct.

University of California

I am writing therefore to say that I will recommend to the
trustees that a change be made which will give you one-fourth
three of the seven months, and two-thirds payment for the four
remaining months. I hope that this will appear to you entirely
satisfactory, and I would say that this is the policy that the trustees
have adopted in other cases, and that the matter has been discussed
by the committee and by the trustees, and that to this this appears to
be the correct interpretation of the situation of it. It was
clear, of trust that Mrs. Miller and yourself are quite well, and
that your work is prospering; remember distinctly that I proposed
that this credit should be paid in Yours truly,

W. R. Harper

the University

that when vacation credit was paid in cash, it was paid on the two-
thirds rate, and I naturally supposed that you were entirely familiar
with this arrangement. However, I see that for the three months
vacation credit due you in return for service from October to July,
it would hardly be right for the University, even if this were paid
July first, to pay it on the two-thirds rate, for this was not extra
vacation credit. On the other hand, for the four months which was
express caution about any article or opinion of course, you cannot take as
assumption aside in view of your contract with the University of
California. It seems to me that the University's position is clear and
contract.

concerning the following material. I should like to state that I have no
opinions about which I wish to express. I feel that I have no
opinions.

I am writing to you to express my concern about the material.

I would like to express my concern about the material.

I would like to express my concern about the material.

I would like to express my concern about the material.
Berkeley, Nov. 14, 1902.

My dear Dr. Harper: I trust that the business management of the University have not been inconvenienced by my delay in stating my understanding with reference to the matter of the salary adjustment. My mind has been pretty fully occupied with other things since coming here, and besides I wished to refer back to a letter of yours which has only recently come to light.

You may recall that, when I decided last spring to resign, I saw you at your...
as the given cash, and not cash less one third
This seems the reasonable construction. Some
of course aware of the statute of the University which
provides for a deposit of 1/3 where, for extra service
an instructor elects to take a lump sum pay-
ment instead of vacation credit. But I do not
see that this has any bearing on my case. In
the first place, a part of the seven months was
the regularly acquired vacation of the academic
year 1901-02. In the second place, a reference to
the memoranda under which I contracted to
render extra service will show that I elected
to take compensation—not in cash (1/3) but in
vacation credit. Indeed, most of my credit of seven
months was carried over from earlier years. If
I had wanted cash, I could certainly have taken
it as soon as I was entitled to it, and not have
waited until severing my connection with the
University.

I do not think you are reasonable, either in
mind of the fact that these were not due to
urgent need of money but that I should be willing to pay
31/3% of interest. When you referred "cash payment"
in your letter of April 8, I supposed it was for the same
business reason that the University could not wish
to carry on its salary roll for seven months the
name of an office who had entered the service of
another institution. The term of payment was a matter
of secondary importance to me then, as it is now. That
the amount of the payment should correspond with
the compensation stipulated in the latter article
Believe me my dear father, with earnest regards,
Always faithfully yours
C. E. Miller
office and, among other things, asked you wished as to the date when I should make my resignation effective. I pointed out that I did this in view of the fact that I would have a vacation credit of seven months due me on July 1 - the end of the current year. Your answer, as I recall it, was: "Have your resignation take effect July 1, and your credit will be hand in cash." And this you confirmed in your letter of April 8, acknowledging the receipt of my letter of resignation. I quote from your letter: "Note your statement concerning the seven months vacation credit due you. This will be covered by cash payment the first of July."

Now, by "cash payment" I understood this...
My dear Mr. Miller:

A vacation credit voucher has been issued for cash credit your account and check is ready for issue in payment thereof. In September 1900 you gave direction valid until further instructions that your monthly salary installments should be deposited to credit your account in Corn Exchange National Bank which has been done continuously since that time up to and covering the month of June 1902 upon which date as I understand a severance of relations was completed between The University and yourself and you entitled to a full settlement including computation of vacation credits.

I am not sure that you would like the same disposition of this check ($1166.67) as has been made of your aforesaid monthly installment checks and therefore request that you will advise me relative thereto whereupon your wishes will be promptly complied with, meanwhile I remain

Yours truly,

(Signed) H. A. Rust

Business Manager.

Mr. Adolph C. Miller,
University of California,
Berkeley, Cal.
CHICAGO, April 1, 1908.

Mr. Arthur G. Miller,

University of California,

Reference, etc.

Dear Mr. Miller:

A vacation credit voucher has been issued for your account and check is ready for posting to your account. In September 1900 you have credit on your account for $900, and further instructions will be mailed you. The amount of this credit is to be applied to your account in order to reflect the amount you have drawn since the last published financial report. If you have not yet drawn your monthly salary since the last report, please indicate the amount of your draws and we will adjust your account accordingly. The intention of your account is to be at the same position of the last report.

In order to maintain a balance of your account, you will receive an additional $100 per month, beginning the month of June 1908, when your draw begins.

Yours truly,

H. A. Hart

Business Manager
My dear Mr. Miller:-

When you called me by telephone yesterday expressing a desire to receive the balance due you, I naturally supposed that the statement made by me in the letter to you of 14th ult. was altogether satisfactory, as you made no objection to it. I therefore, under the telephonic arrangement between ourselves that the check and voucher should be sent you at #2710 Prairie Ave., did not doubt that everything was entirely to your satisfaction; consequently was surprised when the messenger returned with the statement that you declined to receive the check and sign the voucher, as per basis of settlement embodied therein.

As the basis of settlement adopted by me was pursuant to action of the Board of Trustees and instructions from the President, I am not authorized to modify the terms of settlement without and until I am in receipt of different instructions.

I have referred the matter to President Harper.

Yours truly,

(signed) H. A. Rust.

Business Manager.

Mr. A. C. Miller,
University of California,
Berkeley, Cal.
When you reply me by telephone facetiously
expressing a desire to renew the contact and say, "I'm sorry,"
I reply: "Oh, I'm sorry, too."
I think that the contact may be as important to you as it is to me.
I am not a member of the National Academy of Science, but I am a member of the National Academy of Music.

As the police of different matters to me is of no importance
I have no reason to consult the Academy.

Yours truly,
A. H. [Signature]
By dear President Harper:-

I am just arranging with Mr. Judson for my absence, and discover that I have a vacation credit of only six months. I had planned to be absent in Europe and to take nine months, returning March 23rd, or in time for the Winter Quarter of 1903. The purpose of my vacation is to cultivate personal acquaintance of the leading botanists of Europe. In other words, three months of vacation before it has been earned by service of the University.

It seems to me that this would be a good thing and to return to the University at the end of nine months in debt to the fact I have been invited to several meetings that are to be held in Europe during that period. We have, of course, objections to it, but it seems desirable in its relation to our work here that I should be able to cultivate personal acquaintance with some of the leading botanists. If you mention there is any objection to my going out of country I understand that this three months of "overdraft" is subject to your approval.

Yours very truly,

John M. Coulter

President W. R. Harper.

The University.

Professor John M. Coulter.
March 23, 1903.

My dear President Harper:-

I am just arranging with Mr. Judson for my absence, and discover that I have a vacation credit of only six months. I had planned to be absent in Europe and to take nine months, returning in December in time for the Winter Quarter of 1904. The purpose of my visit is to cultivate the personal acquaintance of the leading botanical laboratories of Europe. It seems to me that this would be a good thing. In view of this fact I have been invited to several meetings that are to occur in England and on the continent during that period. The whole program is so desirable in its relations to our work here that I would raise the question whether there is any objection to my carrying it out. Of course I understand that this three months of "overdraft" is subject to your approval.

Yours sincerely,

President W. R. Harper, President
The University
Mr. President Quarter:

I am most encouraged with Mr. Schlesman for my expenses and the cost of my trip, which I have been able to cover with a portion of my travel allowance. I have been able to spend in Europe and to take more leave in December in time for the Winter Quarter at 1909. The purpose of my visit is to continue the research on the development and function of the human body. I have been invited to several meetings and to return to England and attend to the continuation of my work there. I would like to continue my research and make a report on my findings.

Yours sincerely,

[Signature]

President W. K. Howarth
The University of Chicago

Mr. Schlesman

The President of the Board of Trustees
April 20, 1915.

Dr. Harry P. Judson,
University of Chicago,
Chicago, Ill.

Dear Sir:

The President and Senate of the University of Cincinnati wish to learn the practice in the leading universities in the country respecting the granting of leaves of absence to members of the faculty. Will you kindly inform us of your practice, particularly, as it relates to the following matters:

(a) What members of your faculty are entitled to leaves of absence?

(b) Is it customary to grant leaves except for purposes of study?

(c) How frequently are leaves on pay granted the same professor?

(d) Are leaves without pay granted at more frequent intervals?

(e) Does a professor on leave acknowledge any obligation to return to the institution at the expiration of his leave?

(f) What provision is made for the conduct of a professor's work during his absence?

(g) If you follow the plan of requiring a professor on leave to engage a substitute, is there any fixed minimum he is required to pay such substitute?

We would appreciate as full a description as possible of the practice of your University in this matter.

Respectfully yours,

L/O

[Signature]
Dear Sir:

Your favor of the 20th inst. is received.

The President and other members of the University of Cincinnati wish to learn the practice in the leading universities in the country regarding to members of the faculty. Will you kindly inform us of your practice particularly as to granting leave of absence to members of the faculty.

On the other hand, we have a system of excess work done by members of the faculty whereby they earn the right

(c) is it customary to grant leaves except to vacation on full pay?

(d) Are leaves without pay granted at the University?

(e) Are vacations allowed and if so, granted the same professor?

which will explain itself. Of course if a professor earns his vacation credits as we call it, on full pay, the University provides for his necessary for sub-

(v.1.1) the faculty is ever entitled to a leave of absence. If it is ever granted it is granted only by vote of the

Board for a specific reason, and it has in some cases been

(a) Does a professor on leave to engage a substitute, done on account of sickness, minimum he is required to pay such substitute?

Very truly yours,

Mr. S. Gale Lowrie
City Hall, Cincinnati, Ohio.

L/O
Dear Sir,

Your favor of the 20th inst. is received.

The University of Chicago has no affirmative action in the employment of a European member of the Faculty by reason of race of sex or national origin. On the other hand, we have a similar office ofnjunctions likely to be

Yours truly,
[signature]

The University of Chicago
February 2, 1916.

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

Dear Sir:

Can you tell me what is the practice of your institution with reference to granting to members of the staff a sabbatical year? What are the conditions upon which such a year of absence is granted? If it is your practice to grant such a leave of absence, what in general are the requirements of the University as to how it shall be used?

What compensation is allowed during the year?

We will greatly appreciate information on this matter for the guidance of our Board of Trustees.

Very truly yours,

Edward Chace Barrett

[Signature]
February 2, 1916.

Chicago, February 7, 1916

Dear Sir:

Your favor of the 2d inst. is received.

The University of Chicago has never established the system of sabbatical years. Under our system of four quarters a year members of the staff who normally attend to their duties for three quarters may put in a fourth quarter either for cash at the rate of two-thirds the normal salary, or for vacation credit. In the latter case the vacation may be taken at some subsequent time on full pay will greatly appreciate information on this matter for the guidance of our Board of 

Very truly yours,

Edward C. Barrett

Mr. E. C. Barrett,
Throop College of Technology,
Pasadena, California.
March 19th, 1917.

President Harry P. Judson,
University of Chicago,
Chicago, Ill.

Dear Dr. Judson:

We wish to know whether there is a minimal number of hours of teaching required of members of your faculty.

If this is so, is there a different minimum for teachers of different rank, such as professors, assistant professors and instructors?

Is there a different minimum required of instructors in different departments, or does the minimum vary within departments according as the work is conference, correcting papers, laboratory, lecture, graduate seminar, or other kinds?

We would appreciate a statement of your practice and rules in this respect.

Sincerely yours,

[Signature]

CHAIRMAN OF THE COMMITTEE ON HOURS OF TEACHING.
14. Work and vacation credit of instructors.— Each resident instructor gives instruction thirty-six weeks of the year, ten hours a week or its equivalent. The instructor takes his vacation in any one of the four quarters, according as it may be arranged, or he may take two vacations of six weeks each of different periods of the year. For your favor of the 19th inst. is received, and I am sending herewith copy of the statute of the University relating to the amount of instruction. This statute is general in its character.

pro-rata vacation or an extra two-thirds pro-rata salary, payable monthly during each vacation period. In case of pro-rata vacation credit thus earned is paid on the basis of two-thirds pro-rata salary.

With reference to vacation credit the following limitations are to be observed:

1) No obligation against the University for extra vacation credit shall be created except by vote of the Board of Trustees, on recommendation of the President, in the Director Stevenson Smith Psychological Clinic University of Washington Seattle, Washington

given time more than nine months extra vacation credit.
Dear Sirs:

Your letter of the 15th inst. to registering and
I am sending a report copy of the register of the University
attached to the same of information. This register is

Clerk in the President

Very truly yours,

H.T.,

Director, Board of Trainers
Board of Trainers of Washington
University of Washington
Seattle, Washington
3) No member of the Faculty lower in rank than an

Article XIII — Amendments to
Statutes of the University

14. Work and vacation credit of instructors. — Each 
resident instructor gives instruction thirty-six weeks of 
the year, ten hours a week or its equivalent. The 
instructor takes his vacation in any one of the four quarters, 
according as it may be arranged, or he may take two vacations 
of six weeks each at different periods of the year. For 
every quarter or term in a year he may teach, in addition 
to the number of hours required, he receives, according as 
it may be arranged by the President, either an extra full 
pro-rata vacation or an extra two-thirds pro-rata salary, 
payable monthly during such vacation period. In case of 
resignation vacation credit thus earned is paid on the basis 
of two-thirds pro-rata salary.

With reference to vacation credit the following 
limitations are to be observed:

1) No obligation against the University for extra 
vacation credit shall be created except by vote of the 
Board of Trustees, on recommendation of the President, in 
each individual case.

2) As a rule no member of the Faculty may acquire at a 
given time more than nine months extra vacation credit.
Article XIII - Membership to
Pharos of the University

I. Work and Vocation Credit or Internship

Revised July 1966, January 1968, June 1970

The year you possess a week of the summer

Internship takes the student in any one of the four

vocations as it may be arranged, or in many cases two

vocations.

You may possess a week of each of the following:

1. Fewer than five weeks of the summer

2. Two weeks of the summer

3. One week of one, two, or three vocation

4. None of the above

In case of

With reference to vocation credit the following

Implications one to be observed:

1. No application means the University to

2. No application will be accepted except by

3. No application will be accepted without

4. No application will be accepted without

Given these more than make some extra vocation credit.
University of Washington

3) No member of the Faculty lower in rank than an Associate shall be entitled to obtain extra vacation credit.

March 19th, 1917,

President Harry E. Judson,
University of Chicago,
Chicago, Ill.

Dear Dr. Judson:

We wish to know whether there is a minimal number of hours of teaching required of members of your faculty.

If this is so, is there a different minimum for teachers of different rank, such as professors, assistant professors, and instructors?

Is there a different minimum required of instructors in different departments, or does the minimum vary within departments according as the work is conference, correcting papers, laboratory, lecture, graduate seminar, or other kinds?

We would appreciate a statement of your practice and rules in this respect.

Sincerely yours,

[Signature]

Chairman of the Committee
On Hours of Teaching.
Dr. Harry Pratt Judson,
President of University of Chicago
Chicago, Ill.

Dear Sir:

This institution last summer adopted the four quarter system similar to that in vogue in your University and is confronted with various problems incident to the change from the former semester system. Previously a member of the Faculty, after teaching six years, was allowed a sabbatical year on pay. May I inquire if instructors in the University of Chicago are permitted sabbatical leave in addition to the vacations on full pay earned by teaching thirty-six weeks each year?

We have a difficult problem to solve here relating to what adjudication should be made in case of men who have served under the old system and have earned an increment towards a sabbatical leave, but I realize that, if you do not have the sabbatical system, you can give us no advice on this point.

Suppose that you had a member of your Faculty who has taught six quarters in the expectation of enjoying a vacation of two quarters on full pay and at the end of that sixth quarter you decided that his teaching had deteriorated or for some other reason you did not care to engage him for further service, would you pay him two-thirds pro-rata salary for the two quarters vacation he had earned?

Do you apply vacation system (one quarter vacation on full pay after three quarters active service) to such officers of administration as financial secretary, registrar, &c.?

I shall be deeply indebted to you for any information you can give me on above lines which help us to solve our problems.

Very truly yours,

[Signature]

437
I don't understand the text of this document. It seems to be written in code or a non-readable format.
teaching officers of the faculty, and not to those who
have solely administrative functions. I shall be glad
to give any further information.

Chicago, January 17, 1918

Very truly yours,

[Signature]

Dear Sir:

Your favor of the 14th inst. is received.

No doubt the transition from the old system to the new
will involve some difficulties of adjustment. I should
suppose that you would find it necessary to recognize
any existing obligations, whether explicit or implied.

We never have had the sabbatical leave here, and
it does not exist now.

If a member of the faculty has earned a vacation
on pay we should give it to him, even if we thought it
best to have his services close at the end of it. In
other words, the vacation earned by excess work is not
a privilege granted by the University, but is something
earned and due the member of the faculty in question.

We apply the vacation system (one quarter’s vacation
on full pay after three quarters’ active service) only to
Dear Mr.

Your letter of the 15th April is received.

I am aware that the reasoning from the original to the new application involves some alterations of emphasis. I am not sure that you have realized the necessity of reviewing any existing applications, matter of fact or implication, to demonstrate how the assumption is to be made that any new firm or the establishment is to be operated.

Is there not some law?

If a member of the faculty and owing a vacancy

no pay no penalty. I am pleased that you are suggesting that we proceed to a new set of conditions and that this may be the part where the assumption of the advantage and the condition of the member of the faculty in question

As per the assumption, you are the member of the faculty in question.
teaching officers of the faculty, and not to those who
have solely administrative functions. I shall be glad
to give any further information.

stitution last suggested a quarter system
similar to that in vogue in your University and is confronted with
various problems incident to the change from the former semester
system. Previously a member of the Faculty, after teaching six years,
was allowed a sabbatical year on pay. May I inquire if instructors
in the UnH.P.J. - L. Chicago are permitted sabbatical leave in addition
to the vacations on full pay earned by teaching thirty-six weeks each
year?

We have a difficult problem to solve here relating to what
adjudication should be made in case of men who have served under the
old system and have earned an increment towards a sabbatical leave,
but I realize that, if you do not have the sabbatical system, you can
give us no advice on this point.

Suppose that you had a member of your Faculty who has
taught six quarters in the expectation of enjoying a vacation of two
quarters on full pay and at the end of that fifth quarter you decided
that his teaching had deteriorated or for some other reason you did not care
to engage him for further service, would you pay him two-thirds pro-
rate salary for the two quarters vacation he had earned?

Do you apply vacation system (one quarter vacation on full
pay after three quarters active service) to such officers of administra-
tion as financial secretary, registrar, &c.?

I shall be deeply indebted to you for any information
you can give me on above lines which help us to solve our problems.

Very truly yours,

Mr. L. B. Mitchell
University of New Mexico
Albuquerque, New Mexico
in the few cases where the form of the sentence and
textual elements are clearly visible, the following
examples may be used to illustrate the。

As David, the successful craftsman, came down from

My dear President:

I understand you are working under what is known as the four-quarter plan. We have taken up this plan and we are trying to determine what is a suitable compensation for teachers who come into the University to take the places of Professors who are taking a quarter off. Will you kindly let me know what your practice is in giving additional compensation to a professor who remains for more than three quarters during the year.

Also have you made any restrictions as to the amount of time a professor can teach continuously and in that way secure added time off?

I will appreciate a reply from you as early as possible.

Very truly yours,

President Harry P. Judson,
University of Chicago,
Chicago, Ills.
MY DEAR PRESIDENT:

I understand you are working on the serious matter of the University of New Mexico's academic calendar. I have been informed of the proposed plan and we are trying to determine what is best for the University. We have taken the liberty to prepare a schedule and seek your review. Will you kindly let us know when you will be available for a discussion to finalize the schedule? I am certain you will find it advantageous to finalize the schedule as soon as possible.

I will appreciate a reply from you as early as possible.

Very truly yours,

[Signature]

President.
March 6, 1918.

Dear President Boyd:

I understand that you are thinking of taking what is known as the four-quarter plan. We have taken up this plan and we are trying to determine what is a suitable compensation for teachers who come into the University to take the places of Professors who are taking leave of absence.

The favor of the 6th inst. is received. We give to members of our own staff who are on leave of absence a fourth quarter in a given year either as vacation or for credit, for which at some future time they may be absent from the University on full pay, or cash. The cash payment is at the rate of two-thirds the normal salary. Also have you made any restrictions as to the amount of time a professor can teach continuously without losing vacation credit.

We don't like to have a professor get more than one year of vacation credit.

I will appreciate a reply from you as early as possible.

Very truly yours,

M.P.J. - L.

Very truly yours,

David R. Boyd

President

University of New Mexico
Albuquerque, New Mexico

University of Chicago,
Chicago, Ills.
Sacre, New Mexico, 1946

Dear President Day, Bog.

The University of New Mexico

Yours truly, John Carson

Vice President, New Mexico
May 9, 1921

President Judson
Faculty Exchange

Dear President Judson:

As reported to you in our conference this morning, Professor Coulter has modified his program for next year in such a way that all the members of the staff take their normal vacation of one quarter excepting Dr. Mr. Coulter. It is possible on this basis to go ahead with the program in accordance with this arrangement, leaving to changes in proof any further modifications which you might wish to recommend.

You will recall that Professor Coulter now wishes to take his vacation in the summer whereas he was announced in the Summer Quarter Circular as being in residence at least for the first term. I told Dr. Coulter that you did not like to have changes in the Summer Quarter program and that you might wish to take up this question with him. As Mr. Plimpton has pointed out, Dr. Coulter has accumulated an extraordinarily large amount of vacation credit and it might be that the University would want him to use some of this vacation credit by taking his vacation in the second term of the Summer Quarter as originally planned by him and either the Autumn or Winter Quarter in addition. This would be feasible, I believe, although of course it is always difficult to replace a man of the type of Professor Coulter, and it could be done without increased expenditure, from my own conclusions in studying the program. However, this is so personal a question that I have left it entirely to you for discussion with Professor Coulter, and for decision.

In a few days I would like to send you a memorandum of the basis on which the discussion with Professor Coulter took place, because I believe the conditions indicated might serve as an explanation by the University to all departments concerning the amount of work required of members of the staff. The conditions, of course, are based in large part on my conferences with yourself.

Yours sincerely,

[Signature]

[Handwritten notes:]
The changes in program already accomplished mean a saving to the University of $1000 to $2000. JF.
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<td>$91,818.47</td>
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June 29, 1923.

My dear Doctor Burton:

I am inclosing herewith carbon copy of a letter to Doctor Coulter with reference to the status of his extra vacation credit as of July 1, 1924, should he be absent from the University during the Autumn Quarter 1923 and the Winter Quarter 1924. You will recall that at the present time Doctor Coulter is on an annual appointment which expires on June 30, 1924.

Yours very truly,

[Signature]

Dr. E. D. Burton,
Harper Library.
June 30, 1937

My dear Doctor Cotton:

I am forwarding herewith carbon copy of a
letter of Doctor Cotton with reference to the
receipt of the extra vacation credit of
January 26, 1937. During the summer holiday,
interest has been called upon during January 1937
and the winter quarter 1936-37. You will recall that
the present time Doctor Cotton is on an
annual appointment and expiring on June 30, 1937.

Yours very truly,

[Signature]

[Assistant]
June 27, 1923

My dear Mr. Coulter:

In view of our expectation, which I count upon as practical certainty, that you will go to Japan and China and be absent in the autumn quarter of 1923 and the winter quarter of 1924, I am led to inquire whether you would expect to teach the summer quarter of 1924? I raise the question now because your teaching year runs, I believe, from October 1 each year, and I am desirous of making a clear record as we go along.

Very truly yours,

Mr. J. M. Coulter
Faculty Exchange

EDB:P
June 27, 1938

Mr. W. M. Conklin

In view of our expectation, which I cannot show as practicable certainly, that you will be to Japan
and China may be present in the autumn quarter of 1938
and the winter quarter of 1939, I am led to inquire whether
you would be interested to teach the summer quarter of 1939. I
have no way of knowing you became my students last year,
I feel from October I enjoy very much to see you.

With sympathy yours,

Mr. W. M. Conklin

Director Education
June 29, 1923.

My dear Doctor Coulter:

I have been informed by Doctor Burton that you expect to be absent in Japan and China during the Autumn Quarter of 1923 and the Winter Quarter of 1924, and he has asked me to indicate to you in advance, so that there may be no misunderstanding, how this absence will affect your record of vacation credit. Since you are out of residence during the current quarter, you will be square with the University on October 1, 1923, so far as regular vacation credit is concerned. I assume from a statement made to me by Doctor Burton that you will be in residence during the Spring Quarter of 1924. In that time you will earn four months’ credit which will be paid to you during the months of March, April, May, and June, 1924. We shall then take from your extra vacation credit five months’ salary at the rate of $500 per month for the months of October, November, and December, 1923, and January and February, 1924. Your extra vacation credit on July 1, 1924, will then stand at nine months’ at the rate of $500. - - - - - - - - - $4,500.00

and two months’ at the rate of $541.66 - - - 1,083.33

Total – eleven months – - - - - $5,583.33

I should be glad if you would check the foregoing against your record and inform me of any variation.

Yours very truly,

Dr. J. M. Coulter,  
Faculty Exchange.  

N. C. PLIMPTON.
June 29, 1933

My dear Doctor Burton:

I have been interested in doctor Burton that you expect to be spent in Japan and China during the Autumn quarter of 1933 and to have sent me a wire transfering some of your accessions. Since you were out of residence during the autumn quarter, you will be unable to receive the University的通知的. I have been informed by my correspondents that you will be in residence during the Spring quarter.

Burton that you will be in residence during the Spring quarter of 1934. In that time you will have your money, unless otherwise stated. You will be paying for the months of May, June, and July, 1934. We shall then take from your account the sum of $200.00 for the months of October, November, and December, 1933.

Your exact accession account and statement for the months of October, November, and December, 1933, is as follows:

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<tr>
<td>December</td>
<td>333.33</td>
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</table>

Total: 1,533.33

I am sure you will want to know what the remaining balance is.

Yours very truly,

C. P. Hamilton

Mr. M. Common

Resident Examiners
June 23, 1923.

My dear Doctor Burton:

Replying to your letter of June 20 with reference to a trip by Doctor Coulter to Japan and China for certain courses of lectures:

Doctor Coulter's year begins on October 1, therefore by that time the University will have paid him in full for his regular vacation credit. I understand that he is to be out of residence during the Autumn Quarter 1923 and the Winter Quarter 1924. If he should be in residence in his year only during the Spring Quarter of 1924, then he would earn one-third of a year's salary or four months. If he should be in residence during the Spring and Summer Quarters of 1924, he would earn eight months' regular salary. In the former case the University would pay to him eight months' salary at the rate of $6,000. from his accumulated extra vacation credit and four months' salary at the rate of $7,000., his present salary. In the latter case the payments to him would be four months from his extra vacation credit at the rate of $6,000. and eight months earned regularly.

In order that you may be informed as to the periods in which his extra vacation was earned, I submit the following:

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<th>1916</th>
<th>1917</th>
<th>1918</th>
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<td><strong>$8,083.33</strong></td>
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</table>
June 27, 1933

My dear Doctor Parker:

Referring to your letter of June 25 with reference to a trip by Doctor Oppenheimer to Japan and China this winter or next, I am unable to get any certain assurance of his trip at the present time.

Doctor Oppenheimer, your purpose on October 4, therefore, is not clear to me. The summer vacation abroad will have passed him in full by the time the University will have opened its fall term, and at that time he may be in Europe. I am therefore of the opinion that you should endeavor to get to him before the academic year begins, and to this end will be in touch with him with reference to your trip here.

If the trip should be in the Spring, I should not make any especial arrangements at this time. It is not certain that he will be here at the beginning of the academic year, and it may be that his visit here will be delayed until next year.

In any case, the earliest time that any special arrangement can be made is for the next academic year.

I have made the following:  

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<th>Summer Quarter 1933</th>
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</table>

Total: 00,000.00
Will you please inform me whether Doctor Coulter expects to be in residence the Spring Quarter of 1924 only during his year, or the Spring and Summer Quarters of 1924, since your letter states that his plan is to teach but one quarter of the year 1923-24, which I assume is based on the University's fiscal year and not on Mr. Coulter's individual year.

Yours very truly,

Dr. E. D. Burton,
Harper Library.
Will you please inform me whether Sockeye Cotton is available to be used as the cotton gin to be doubled to the cotton gin of 1960 with similar performance to the existing Gin with any possible changes or improvements? How long since you had the cotton gin in operation before the year 1950? In the year 1950, what I mean to convey was the cotton gin in operation before the 1950's. I don't have the exact date. Please send the information as soon as possible.

Yours very truly,

[Signature]

Herbert Johnson
November 14, 1923

President E. D. Burton
Harper Library

Dear Mr. President:

I have told Mr. McLaughlin that I am planning to use my extra vacation credit beginning October, 1924. I expect to use it traveling in Africa, India, and China, to get a more concrete and visual background for my teaching in Colonial Expansion.

The summer of 1924 I shall be out of residence as the vacation for the current year's teaching. My extra credit is about three quarters, so that I shall resume teaching in June, 1925. I appreciate the attention given to my request for clarification of the statutes about vacation credit.

Before I go I should like to talk with you sometime to get some suggestions, particularly about China, and to get a letter from the University which I might use in introducing myself to various people from whom I might get information by the way.

Very truly yours,

[Signature]

ARTHUR P. SCOTT
FACULTY EXCHANGE
UNIVERSITY OF CHICAGO
October 22, 1923.

My dear Mr. Scott:

I am sorry to have delayed so long answering yours of August 9th. I take pleasure in stating now that at the last meeting of the Board of Trustees the statutes were so amended as to make it a matter of option on the part of the person whose accumulated vacation credit did not exceed nine months, whether in case of absence exceeding three months within any contract year such absence should be without pay, or on full pay; in the latter case operating to diminish his accumulated vacation credit.

If this decision comes too late to make possible the arrangement which you desired in connection with your recent absence I can only regret that time is required to restudy and enact revision of University statutes.

Very truly yours,

Mr. Arthur F. Scott,
The University of Chicago.

EDB:CB
My dear Mr. Scott,

I am sorry to pace galleries so joke enouncing your

At present, I am pleased to announce you that at the
first meeting of the Board of Trustees the trustees were so
smarted as to make it a matter of action on the part of the
board whose announcement we have already made and not exceeding

monopoly, we refer to case of excessive excessing excess monopoly.
within the confines of the law, second appearance shortly without delay.
so on in short, in the matter of appearance, to announce the

reappearance announced earlier.

If this decision comes too late to make possible
the arrangement which you could in connection with your
second appearance, I can only express that I am looking to
reach such knowledge of University extension.

Very truly yours,

[Signature]

The University of [Institution]
August 9, 1923.

Dear Mr. President:

In my first letter to you in June, I mentioned my plans for a trip merely as an explanation of why I bothered you for a ruling on the other point involved. They may be left out of consideration. The point which puzzled me was one as it were of our local constitutional law. May I restate it?

1. I have a certain amount of extra vacation credit. The statutes, and the contract for giving extra instruction, provide in substance that this is to be taken at a time to be agreed upon with the President.

2. I taught only half-time the spring quarter, naturally for half-pay.

3. I have continued to receive monthly checks for full pay, and have now received all I have earned since Oct. 1, 1922.

4. But the auditor proposes to pay me $150 in August and September, charging it to my extra vacation credit, on the theory that I had half of my regular three months vacation during the spring quarter. He says this is the custom of his office.

The question which occurred to me was the binding force of that custom, as against what seems to me the specific provision of the statute. Is there any vote of the Board, or Administrative Order on which it is based? If not, I do not see any irregularity involved in not sending me checks in August and September.

I realize that I should be gaining the interest on the money, and that if I should ever need to be away
in excess of $20,000 I could properly be given a
sense of ownership without any at that time. But
issue of shares without any is now.
I have my own satisfaction. I haven't time to know if
you think there is any merit in the point as to
the inappropriateness of association except as
concealed.

Very truly yours,

[Signature]
15. Service and vacation of members of the Faculties.

(a) Appointments under which service during three quarters of a year is required.

I. Regular Service.

Each member of a faculty appointed as above shall perform service in instruction or research as may be arranged by the President during three of the quarters of his appointive year. Compensation for such service is payable in twelve equal monthly instalments. Members of Faculties at the discretion of the President may be required to give instruction up to a total of three majors during each quarter of regular residence. If approved by the Board of Trustees, a member of a Faculty may be appointed to serve less than three quarters during his appointive year. The member of a Faculty is on vacation in any one of the four quarters of his year according as it may be arranged, or he may take two vacations of half a quarter each at different periods of the year.

II. Extra Instruction.

For instruction which the member of a Faculty may give in his appointive year in excess of the three quarters required he shall receive, according as it may be arranged by the President, either two-thirds pro rata salary, payable during the period of such extra instruction, provided that in the case of members of a Faculty of a rank below that of Assistant Professor, a somewhat higher rate of compensation may be paid, if approved by the President, or an extra pro rata vacation at a time which may be arranged, at the salary rate in force when the extra instruction was given. This amount shall be payable monthly at two-thirds rate during the period of such extra vacation, the remainder payable at the
I. Regular Service

Each member of a faculty, according to sense, may be either in or out of the

Regular Service. Regular Service in instruction or research as may be determined by

the president, continuing during the tenure of the chairperson or the supporting

member. Compensation for such service is payable in terms of duty

ment. Members of a faculty in the instruction of the

president, may be determined to give information and to report to

I. Regular Service.

The department of a faculty is an extension in any one of the

tenures of the faculty or in any one of the

years of the faculty. The department of a faculty is an extension of the

years of the faculty.

II. Extra Information

For instruction within the members of a faculty may give

in the supporting years in excess of the time during which

to receive instruction, may be extended by the president

after two-fifths of the rate of pay, payable during the term of

extra instruction, providing that in case of members of a

regular faculty a term beginning at Assistant Professor, and

interim thereof of compensation may be paid, it being made by the president,

to the extra term in excess of the extra instruction as given.

There shall be paid per member of two-months period.

the reporting of any extra instruction, the tenures of service of the
end of the first quarter after the member of the Faculty has returned to the service of the University.

With reference to extra vacation, the following limitations are to be observed:

(1) Authority for the accumulation of extra vacation by a member of a Faculty, up to a maximum of eight months, shall be vested in the President of the University.

(2) The accumulation of extra vacation in excess of eight months shall be permitted only by action of the Board of Trustees.

(3) No member of a Faculty lower in rank than Instructor shall be entitled to accumulate extra vacation credit.

b) Four-quarter appointments.

(It is understood no change is suggested in the statute covering four-quarter appointments.)
end of the first quarter after the member of the faculty has

reached the service of the University.

With reference to extra vacation, the following limitations

are to be observed:

1) Authority for the communication of extra vacation to a
member of a faculty, up to a maximum of eight months, shall be

vested in the President of the University.

2) The communication of extra vacation in excess of eight

months shall be permitted only in section of the Board of Trustees.

3) No member of a faculty shall in any year from September shall

be entitled to communicate extra vacation credit.

(10-year-summer opportunity)

(12 month program)

If it is necessary no change is suggested in the statute

concerning ten-year appointment.)
Each resident member of a faculty gives instruction thirty-six weeks of the year, ten hours a week or its equivalent. Members of Faculties of a rank below that of Associate Professor, at the discretion of the President, for two quarters within a year, may be required to give instruction fifteen hours or the equivalent. The member of a Faculty takes his vacation in any one of the four quarters, according as it may be arranged, or he may take two vacations of six weeks each at different periods of the year. For every quarter or term in a year in which he may teach in addition to the required thirty-six weeks, he receives, according as it may be arranged by the President, either an extra full pro-rata vacation at a time that may be arranged, with the salary in force when the extra instruction was given, payable monthly in the period of such vacation, or an extra two-thirds pro-rata salary, payable in the period of the extra teaching. In case of resignation vacation credit thus earned is paid on the basis of two-thirds pro-rata salary. The acceptance of an appointment from another institution shall be considered as a resignation from the University. The University reserves the right to commute for each at two-thirds rate extra vacation credit of five (5) years' standing.

With reference to extra vacation credit, the following limitations are to be observed:

1) Authority for the accumulation of extra vacation credit by a member of a faculty, up to a maximum of eight months, shall be vested in the President of the University.

2) The accumulation of extra vacation credit in excess of eight months shall be permitted only by action of the Board of Trustees.

3) In case a member of a faculty has accumulated extra vacation credit in excess of eight months, his subsequent absence in excess of one quarter per year shall operate to diminish his extra vacation credit, unless a different arrangement is authorized by the Board of Trustees.
In case a member of a faculty whose extra vacation credit amounts to less than eight months, is absent in excess of three months during a year, it shall be at his option to have such absence operate to diminish his extra vacation credit or to have it counted as absence without pay.

5) No member of a faculty lower in rank than an Associate shall be entitled to obtain extra vacation credit. The member of a faculty takes his vacation in any one of the four quarters, according as it may be arranged, or he may take two vacations of six weeks each at different periods of the year. For every quarter or term in a year in which he may teach in addition to the required thirty-six weeks, he receives, according as it may be arranged by the President, either an extra full pro-rata vacation at a time that may be arranged, with the salary in force when the extra instruction was given, payable monthly in the period of such vacation, or an extra two-thirds pro-rata salary, payable in the period of the extra teaching. In case of vacating the teaching position, vacation credit thus earned is paid on the basis of two-thirds pro-rata salary. The acceptance of an appointment from another institution shall be considered as a resignation from the University. The University reserves the right to commute for each at two-thirds rate extra vacation credit of five (5) years' standing.

With reference to extra vacation credit, the following limitations are to be observed:

1) Authority for the accumulation of extra vacation credit by a member of a faculty, up to a maximum of eight months, shall be vested in the President of the University.

2) The accumulation of extra vacation credit in excess of eight months shall be permitted only by action of the Board of Trustees.

3) In case a member of a faculty has accumulated extra vacation credit in excess of eight months, his subsequent absence in excess of one quarter-per-year shall operate to diminish his extra vacation credit, unless a different arrangement is authorized by the Board of Trustees.
To have full control of the information and the University's policies, it is essential to understand the following:

1. Authority for the appointment of a new member of a faculty must be delegated to the President of the University.

2. The formation of the new member's committee will involve a process to determine the qualifications and suitability of the candidate. This will be based on the University's guidelines and criteria.

3. The new member is expected to meet the financial requirements and sign the necessary agreements to ensure the successful operation of the institution.

4. Special attention should be given to establishing a good rapport with the existing members and ensuring the smooth transition of responsibilities.

5. Attention should be paid to the development of a comprehensive plan for the future growth and expansion of the University.

6. In case of a member's resignation or retirement, an adequate replacement must be identified to maintain the University's standards and achievements.

7. Maintaining the standards of education and research is crucial to the University's success.

8. The new member is expected to uphold the University's values and principles.

9. Assistance in the development of the new member's professional growth and personal development will be provided.

10. The new member is expected to contribute to the University's decision-making processes and participate in the development of policies and strategies.

11. Attention should be given to the allocation of resources and funds to support the new member's work.

12. The new member is expected to maintain open communication with the University's stakeholders and ensure transparency in all activities.
My dear President Burton:

You will recall that under the University statutes a person may teach a fourth quarter for extra vacation credit or for a cash payment on the two-thirds pro-rata basis. It has been customary for many of our instructors to teach for credit, which of course is a liability against the University. On June 30 last this liability stood at $32,863.05.

The statutes provide that the instructor receives "according as it may be arranged by the President, either an extra full pro-rata vacation or an extra two-thirds pro-rata salary, payable monthly during such vacation period". If the President desires to arrange for the instruction to be given on the vacation basis, the approval of the Board is required, as indicated in paragraph numbered 1 of the statute.

Generally speaking, I think each instructor who has a definite plan with respect to the use of extra vacation credit in order better to fit himself for his work in the University, should be allowed to accumulate a reasonable amount of credit. If, on the other hand, there is no such intention, it would probably be better for the University to secure settlement of the extra instruction on the cash basis. As a matter of economy and discouragement to instructors from teaching continuously, we have been attempting to arrange for payment of such extra instruction on the two-thirds cash basis.

Yours very truly,

President E. D. Burton,
Harper Library.
My dear President Norton:

I view with interest the University's recent decision to

begin the process of reducing faculty salaries by 10%. I

do not believe that this measure is in the best interests of

the University. The faculty members are the heart and

soul of the institution. Their contributions are essential to

the success of our academic programs and the vitality of

the University.

In light of this decision, I urge you to reconsider your

actions. Faculty salaries are a significant factor in the

recruitment and retention of the best and brightest minds.

If these salaries are reduced, it may be difficult to attract

and retain top talent.

I understand the financial challenges facing the University,

but I believe that this measure is counterproductive.

As a member of the faculty, I have lived through periods of

budget constraints and have made sacrifices for the sake of

the University. I am confident that we can find alternative

solutions without compromising the quality of the academic

program.

Please reconsider your decision and work with the faculty

to find a more sustainable approach.

Yours truly,

Professor X. D. Norton

[Signature]
My dear President Burton:

I suggest for your consideration the following amendments to Statute 14 referring to the accumulation of extra vacation credit:

Amend the last sentence of the first paragraph of the statute to read: "In case of resignation or retirement, vacation credit thus earned is paid on the basis of two-thirds pro-rata salary".

Amend paragraph numbered 2) as follows: "As a rule, no member of the Faculty may acquire at a given time more than eight months' extra vacation credit. The University reserves the right to commute for cash on the two-thirds basis any credit not used in a vacation period within five years from the quarter in which the extra vacation credit was earned".

Possibly you may wish to discuss this matter with the Deans of the University, or bring it up for consideration before the Senate.

Yours very truly,

President E. D. Burton,
Harper Library.
MY DEAR PRESIDENT HANCOCK:

I appreciate your communication to the following:

The committee of the Board of Regents of the
Encyclopedia of American History Abridged

Yours truly,

[Signature]

President E. D. Hancock.

[Signature]
REVISION OF LIST OF INSTRUCTORS WHO
MAY TEACH IN EXCESS OF NORMAL THREE
QUARTERS DURING THE FISCAL YEAR 1924-25.

Of the list presented A. W. Bellamy has resigned.

The following according to the published plans of the departments
will be out of residence in the quarters named.

<table>
<thead>
<tr>
<th>Name</th>
<th>Quarters</th>
</tr>
</thead>
<tbody>
<tr>
<td>C. Castillo</td>
<td>Winter</td>
</tr>
<tr>
<td>J.R. Hulbert</td>
<td>Autumn and Winter</td>
</tr>
<tr>
<td>A.E. Maximow</td>
<td>Winter</td>
</tr>
<tr>
<td>C.O. Melick</td>
<td>Autumn</td>
</tr>
<tr>
<td>L.M. Price</td>
<td>Autumn</td>
</tr>
<tr>
<td>H.E. Slaught</td>
<td>Winter</td>
</tr>
<tr>
<td>C.W. Votaw</td>
<td>Spring</td>
</tr>
<tr>
<td>H.L. Willett</td>
<td>Autumn, Winter &amp; Spring</td>
</tr>
<tr>
<td>F. Williams</td>
<td>Spring</td>
</tr>
<tr>
<td>F.A. Wood</td>
<td>Spring</td>
</tr>
</tbody>
</table>

Of the names listed it further appears that
Messrs. Haydon and Merrifield taught during the first term only
of the Summer and hence would receive if they taught for the
fourth quarter 1/8 in terms of credit or 1/9 in terms of cash,
of the full salary.

It also appears that Mr. R. T. Chamberlin was not
properly in residence during the summer, although a course was
announced under his name. Professor Bastin informs me that it
was not expected that this would be regarded as residence.

This leaves the revised table of possible
expenditures as follows:
### Persons Who May Possibly Teach in Excess of the Normal Three Quarters During the Fiscal Year 1924-25

<table>
<thead>
<tr>
<th>Name</th>
<th>Credit</th>
<th>Cash</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen, P.S.</td>
<td>1,583.33</td>
<td>1,055.55</td>
</tr>
<tr>
<td>Bellamy, A. W.</td>
<td>933.33</td>
<td>822.22</td>
</tr>
<tr>
<td>Burgess, E. W.</td>
<td>1,333.33</td>
<td>888.88</td>
</tr>
<tr>
<td>Castillo, C.</td>
<td>1,000.00</td>
<td>666.66</td>
</tr>
<tr>
<td>Chamberlain, C. J.</td>
<td>1,500.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Chamberlain, R. T.</td>
<td>1,500.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Compton, A. H.</td>
<td>2,000.00</td>
<td>1,333.33</td>
</tr>
<tr>
<td>Gale, H. G.</td>
<td>2,500.00</td>
<td>1,666.66</td>
</tr>
<tr>
<td>Haydon, A. E.</td>
<td>1,166.67</td>
<td>777.77</td>
</tr>
<tr>
<td>Hulbert, J. R.</td>
<td>1,166.67</td>
<td>777.77</td>
</tr>
<tr>
<td>Maximow, A. A.</td>
<td>1,666.66</td>
<td>1,111.11</td>
</tr>
<tr>
<td>Melick, C. O. (sent courses)</td>
<td>966.66</td>
<td>644.44</td>
</tr>
<tr>
<td>Merrifield, F.</td>
<td>1,166.66</td>
<td>777.77</td>
</tr>
<tr>
<td>Noyes, W. A.</td>
<td>900.00</td>
<td>600.00</td>
</tr>
<tr>
<td>Prescott, H. W.</td>
<td>2,000.000</td>
<td>1,333.33</td>
</tr>
<tr>
<td>Price, I. M.</td>
<td>1,500.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Slaught, H. E.</td>
<td>1,666.66</td>
<td>1,111.11</td>
</tr>
<tr>
<td>* Tatum, A. L.</td>
<td>1,166.66</td>
<td>777.77</td>
</tr>
<tr>
<td>Tufts, J. H.</td>
<td>1,416.66</td>
<td>944.44</td>
</tr>
<tr>
<td>Votaw, C. W.</td>
<td>1,600.00</td>
<td>1,066.66</td>
</tr>
<tr>
<td>Willett, H. L.</td>
<td>1,333.33</td>
<td>888.88</td>
</tr>
<tr>
<td>Williams, Florence</td>
<td>800.00</td>
<td>533.33</td>
</tr>
<tr>
<td>Wood, F. A.</td>
<td>1,500.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td></td>
<td>32,366.62</td>
<td>21,577.68</td>
</tr>
</tbody>
</table>

* Autumn is the fourth quarter.
<table>
<thead>
<tr>
<th>Name</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen, P. S.</td>
<td>85.583.88</td>
</tr>
<tr>
<td>Belfrey, A. W.</td>
<td>88.988.88</td>
</tr>
<tr>
<td>Bussard, E. W.</td>
<td>88.988.88</td>
</tr>
<tr>
<td>Castille, C.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Companion, R. T.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Companion, A. H.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Coxe, H. G.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Haydon, A. E.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Hildreth, J. R.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Maximov, A.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Miller, C. O.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Merrill, F.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Novak, W. A.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Preco, H. M.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Price, I. M.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Stansfield, H. E.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Teatum, A. L.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Tuft, J. H.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Voaw, C. W.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>W. Whatley, H. L.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Wilson, F. A.</td>
<td>00.000.00</td>
</tr>
<tr>
<td>Wood, F. A.</td>
<td>00.000.00</td>
</tr>
</tbody>
</table>

*Autumia to the top of cutter.
PERSONS TEACHING A FOURTH QUARTER DURING FISCAL YEAR 1924-25.

Allen, P. S.
Burgess, E. W.
Chamberlain, C. J.
Chamberlin, R. T.
Compton, A. H.
Gale, H. G.
Haydon, A. E.
*Merrifield, F.
Noyes, W. A.
Prescott, H. W.
Tatum, A. L.
*Tufts

* In residence only one term of summer quarter
<table>
<thead>
<tr>
<th>Name</th>
<th>Credit</th>
<th>Cash</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen, P. S.</td>
<td>$1,583.33</td>
<td>$1,055.55</td>
</tr>
<tr>
<td>Burgess, E. W.</td>
<td>1,333.33</td>
<td>888.88</td>
</tr>
<tr>
<td>Chamberlain, C. J.</td>
<td>1,500.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Compton, A. H.</td>
<td>2,000.00</td>
<td>1,333.33</td>
</tr>
<tr>
<td>Gale, H. G.</td>
<td>2,500.00</td>
<td>1,666.66</td>
</tr>
<tr>
<td>Haydon, A. E.</td>
<td>833.33</td>
<td>888.88</td>
</tr>
<tr>
<td>Merrifield, F.</td>
<td>833.33</td>
<td>888.88</td>
</tr>
<tr>
<td>Noyes, W. A.</td>
<td>900.00</td>
<td>600.00</td>
</tr>
<tr>
<td>Prescott, H. W.</td>
<td>2,000.00</td>
<td>1,333.33</td>
</tr>
<tr>
<td>*Tatum, A. L.</td>
<td>1,166.66</td>
<td>777.77</td>
</tr>
<tr>
<td>Tufts, J. H.</td>
<td>1,416.66</td>
<td>944.44</td>
</tr>
<tr>
<td></td>
<td><strong>18,066.64</strong>,</td>
<td><strong>10,377.72</strong></td>
</tr>
</tbody>
</table>
March 30, 1920

Dear Mr. Baskerville:

In considering the matter which you had under discussion it seems hardly advisable to ask the Board for a special appropriation. I shall be glad if the University can aid you in this way, but of course I must face the fact that every such action is a precedent and that we must do the same in many cases if we do it in one. On the other hand as I understand the matter you would be away on a vacation you had earned until the 1st of October, 1921 from the end of the present spring quarter. Of course your pay would continue at the present rates until the 1st of October 1920. After that it would be at the rate of what you have earned on previous vacations. I am wondering whether it would not answer every purpose if you should be away a less time than the fifteen months you have earned, it being understood first, that the time you are away may be regarded as cancelling all the vacation credit you have earned; and second, that on the other hand during that period you may receive the full amount of money you have earned. I believe that arrangement would involve the cancelling of your entire vacation credit for the end of the spring quarter, 1921, and that during that period you would be paid at the same rate per month as you are receiving now.
Mr. Plimpton can check this over with you. If this meets your approval I shall be glad to lay the whole matter before the Board at their April meeting. I have in mind also to ask the Board for a special meeting to ask the Board for a special meeting to ask the Board for a special... 

Very truly yours,

...I must face the fact that every such action... Mr. Charles Read Backerly, Faculty Exchanges. On the other hand as I understand the matter you would be away on a vacation you had earned until the last of October, 1921 from the end of the present spring quarter. Of course your pay would continue at the present rates until the last of October 1921. After that it would be at the rate of what you have earned on previous vacations. I am wondering whether it would not answer every purpose if you should be away a lesser time than the fifteen months you have earned, it being understood first, that the time you are away may be regarded as cancelling all the vacation credit you have earned; and second, that on the other hand during that period you may receive the full amount of money you have earned. I believe that arrangement would involve the cancelling of your entire vacation credit for the end of the spring quarter, 1921, and that during that period you would be paid at the same rate per month as you are receiving now.
March 30, 1920.

My dear President Judson:

I beg to make the following statement with regard to the vacation credit of Mr. C. R. Baskervill. His year dates from October 1st, and at the end of the Spring Quarter (having been in residence the three quarters) he will have regular vacation credit amounting to $1,000.00. He has extra vacation credit earned as follows:

- Summer 1916 4 mo. $ 833.34
- Summer 1917 2 mo. 416.66
- Summer 1918 2 mo. 500.00
- Summer 1919 4 mo. 1,000.00 2,750.00

Total of regular and extra vacation credit $3,750.00

According to the practice of the University we should pay the regular credit during the Summer Quarter of 1920 and then begin paying the most remote extra vacation credit. On that basis he would be paid at the rate of $208.33 per month for six months from October 1 next, and $250.00 per month for six months from April 1, 1921, assuming that he would be out of residence that period of time.

Yours very truly,

President Harry Pratt Judson,
Harper Library.

NCP: AW
because I have not quite

did what I should prefer to do,

enough need is to ask
for Mr. McLaughlin’s approval.

think however I should like to

be a long trip abroad beginning

and 1924

Very truly yours,

Arthur P. Scott.
President E. D. Burton,
Harper Library,
University of Chicago,

Dear Mr. President:

For some years I have been accumulating vacation credit for the purpose of taking an extended trip in Africa and Asia in connection with my work in colonial expansion, the time of course to be arranged in the usual way. Complying with the desire of the University against too great an accumulation of credit, I used six months of my extra vacation last year, and I expect to be out of residence this summer. This would leave me about three quarters extra credit, which is no more than enough for the trip which I hope to take.

This quarter I am teaching only half time, since at Mr. Marshall's request I am also working on a book for his proposed high-school social science series. I had assumed without investigating all the details that I would receive only half salary for this quarter and the corresponding vacation month of September. When I found that instead of this the Auditor intended to pay me full salary for two months and charge August and September to my vacation credit, I wrote him asking if it would not be possible to pay me no salary at all for those months. The enclosed letter is his reply.

I dislike to intrude further on your time in the matter, and I hope you will not think me unduly exercised; but if, after working summers for years to accumulate vacation for a definite trip I find that I am to lose it through my ignorance of the custom of the Auditor's Office in dealing with payment for half time I should feel very much disappointed.

I understand perfectly that the total money payments to me will be the same. I do not view with especial alarm the possibility that the University will spend my $300 between this autumn and next, and I am quite willing to run the risk. However in mentioning commutation for cash and the use of vacation credit to supplement part time payments, as "the only means the University has of liquidating this liability" the third very obvious possibility is overlooked of liquidating it when a member of the faculty, with the approval of his department and the president, uses the credit, as apparently contemplated in the statute, and as specifically provided for in the contract signed for extra instruction.

Would it be in order as a solution if I applied for leave of absence without pay for the months of August and September of this year?

Very truly yours,

Arthur P. Scott.
Dear Dr. Potter,

 heralded by the President
 University of Chicago

Dear Masters, Gentlemen,

I have been occupied with the preparation of a letter to the Editorial Board of the American Journal of Public Health, which I believe would be of interest to you. The letter will be published in the upcoming issue of the journal.

I understand that you have been facing considerable financial difficulties due to the current economic situation. I am writing to express my concern and offer any assistance I can provide. If you require any further information, please do not hesitate to contact me.

I am looking forward to hearing from you soon.

Sincerely,

[Signature]
May 23, 1923.

Mr. Arthur P. Scott,  

May 12, 1923.

My dear Mr. Scott:  

I have your letter of May 18th in reference to your vacation credit and contemplated absence. I am entirely in sympathy with your desire to make the trip you contemplate, and I hope we can find a satisfactory solution of the matter. Before answering your question definitely may I inquire whether you have set the course of a year less than the normal three quarters, the time for your journey and if so when you have in mind to make it.

Not earned regularly out of the extra credit at the rate at which that credit was earned. Aside from the commutation of extra credit for cash on the two-thirds basis, this method of payment is the only means the University has of liquidating its indebtedness. Since the amount the University would pay out of the extra credit at the rate at which it was earned, during the two months of your current year, would in no way diminish the amount to be received by you, I am suggesting that we make the payment in accordance with our regulations and that you place the amount in a savings account which will reserve it for your use at some future time. I have consulted with President Burton on the matter and he coincides with the point of view expressed above.

Very truly yours,

[Signature]
Mr. Arthur P. Scott, 
Faculty Exchange.

My dear Mr. Scott:

In answer to your letter of May 1, may I say that it is customary for the University, whenever a person who has extra vacation credit accumulated teaches during the course of a year less than the normal three quarters, to continue the salary of the individual, paying the portion not earned regularly out of the extra credit at the rate at which that credit was earned. Aside from the commutation of extra credit for cash on the two-thirds basis, this method of payment is the only means the University has of liquidating this liability, which it is anxious to do, inasmuch as it has the cash with which to do it. It may be that at some later time it would not be possible to liquidate the indebtedness. Since the amount the University would pay out of the extra credit at the rate at which it was earned, during the two months of your current year, would in no way diminish the amount to be received by you, I am suggesting that we make the payment in accordance with our regulations and that you place the amount in a savings account which will reserve it for your use at some future time. I have consulted with President Burton on the matter and he coincides with the point of view expressed above.

Yours very truly,

[Signature]
August 9, 1943

My dear Mr. Scott:

If I understand your letter of July 30, the difference between your proposal and regular procedure would be that in the former case you would be absent on vacation credit this summer receiving salary, and when absent on your long trip take the last quarter of it as vacation with salary, while in the latter you would now be without pay, and then be on vacation credit.

The Board of Trustees is a bit averse to irregularities of procedure. May I inquire whether you could not as conveniently arrange to make a savings bank credit of the salary you do not wish now to receive against the time when you will need it, as to ask the University to hold it back against that time?

Very truly yours,

Mr. Arthur C. Scott
Michigan State University

Mr. Arthur C. Scott
Michigan State University

August 9, 1943
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