

The University of Chicago

The School of Education

OFFICE OF THE DIRECTOR

A P R I L  
Twenty-fifth  
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President E. D. Burton,  
Faculty Exchange.

My dear President Burton:

I recommend the appointment of Mr. George A. Works as Professor in Education at a salary of \$6,000.00, term of service to begin October 1st, 1923.

I enclose a memorandum giving you a statement about the academic career of Mr. Works. The reasons why I think he would be a very good appointment are:

- First, We need a man in administration.
- Second, He has had the type of experience which will command the respect of administrators in public school systems.
- Third, His special preparation during the last year makes it possible for him to transfer from the type of administration in which he has been giving courses in recent years to general administration.

In addition to this appointment, I recommend that we take enough from our summer budget to make a professorial appointment instead of an appointment of an assistant professor as contemplated in our present budget. For this position I recommend Professor Butterworth, an associate of Professor Works.

I should like to reserve detailed recommendations in regard to salary until we have consummated the Works arrangement and have had a conference with him. The point is that Mr. Butterworth's salary is at the present time \$4,250. Whether we could get him for \$4,500 or would have to go to a somewhat larger figure can be determined, I think, in a conference with Professor Works.

I call attention to one general question which arises in the case of Professor Works, and possibly any officer to whom we should offer a major position. He has been Professor of Education at Cornell University since 1914 and has acquired rights in the Carnegie pension which will not be covered by our present plan of participating annuity insurance. It is my judgment that if Professor Works is to be appointed it will be necessary to allow him certain credits in the pension arrangement.

Very truly yours,

*Charles H. Judd*  
CHARLES H. JUDD

CHJ-GS  
Encl.

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MEMORANDUM

Regarding - - PROFESSOR GEORGE A. WORKS

Professor Works was born in 1877.

He was Principal of the High School, and afterwards Superintendent of Schools at Menominee, Wisconsin, between 1904 and 1907.

He was then a student in the University of Wisconsin.

In 1912 he was appointed instructor in Agricultural Education in the University of Wisconsin.

In 1913 he occupied a similar position in the University of Minnesota.

In 1914 he went to Cornell as head of the Department of Education in Cornell Agricultural College. His work has been chiefly in the field of school administration with special reference to rural school administration.

During the past year he has been a graduate student in Harvard University and has specialized in school finance and general administration. He will receive the degree of Doctor of Education at the end of this academic year.

For several years he has been the Chairman of the Committee of Twenty-one which has had supervision over the rural school survey of New York State. He has contributed portions of this survey himself and organized the whole survey. He has written numerous articles on problems of rural school administration. He has also been in charge of the training of the supervisors for the Smith-Hughes Federal Board of Vocational Education.

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