

The University of Chicago

Office of the Auditor

335687

F48

December 3, 1923.

My dear President Burton:

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

Past 70 before
July 1, 1924

Ret, 65 + 70 - white
Retirable July 1, 1924

Coulter, J. M. November 20, 1851

Michelson, A. A. December 19, 1852

Small, A. W. May 11, 1854

Price, I. M. April 29, 1856

Tolman, A. H. June 17, 1856

Castle, C. F. October 12, 1856

Terry, B. S. April 9, 1857

Shorey, Paul August 3, 1857

Mechem, F. R. May 9, 1858

MacClintock, W. D. July 28, 1858

Talbot, Marion July 31, 1858

Neff, T. L. October 14, 1858

Miller, F. J. November 26, 1858

Wood, F. A. January 17, 1859

Merrill, E. T. January 1, 1860

Pietsch, Karl January 4, 1860

McLaughlin, A. C. February 14, 1861

Slaught, H. E. July 21, 1861

Parkhurst, J. A. September 24, 1861

Moore, E. H. January 26, 1862

age 7/1/24
73 10/1/24

72

70

68

68

67

67

66

66

65 66

65 66

65

65

65

Retirable
Beh 60 + 65 Jan 1-1925

Retirable July 1, 1925

1. 1. 1926

Oct 1. 1926

Oct 1 1926

Apr 1-1927

The University of Chicago

Office of the Registrar

December 3, 1893.

My dear President Burton:
For your information I beg to give below a
list of persons on the faculty who were born

previous to January 1, 1864:

Condit, J. M.	November 20, 1851
Michelson, A. A.	December 19, 1852
Smell, A. W.	May 11, 1854
Price, I. M.	April 29, 1856
Tolman, A. H.	June 17, 1856
Gestle, C. F.	October 12, 1856
Terry, B. B.	April 9, 1857
Shorey, Paul	August 3, 1857
Neeson, E. R.	May 9, 1858
MacCollinson, W. D.	July 20, 1858
Talbot, Marion	July 31, 1858
Hell, T. L.	October 14, 1858
Miller, W. J.	November 26, 1858
Wood, B. A.	January 17, 1859
Wentill, E. F.	January 1, 1860
Priest, Karl	January 4, 1860
McLaughlin, A. C.	February 14, 1861
Blanchet, H. E.	July 21, 1861
Parham, J. A.	September 24, 1861
Moore, E. H.	January 26, 1862

<i>Oct 1, 1927</i>	Tufts, J. H.	July 9, 1862
<i>Oct 1, 1927</i>	Stagg, A. A.	August 16, 1862
<i>Jan 1, 1928</i>	Goode, J. P.	November 21, 1862
<i>Apr 1, 1928</i>	Chamberlain, C. J.	February 23, 1863
<i>Apr 1, 1928</i>	Mead, G. H.	February 27, 1863
<i>July 1, 1928</i>	Mathews, Shailer	May 26, 1863
<i>Oct 1, 1928</i>	Lingle, D. J.	June 6, 1863

Yours very truly,

W. D. Huntington

President E. D. Burton,
Harper Library.

July 2, 1882

August 10, 1882

November 21, 1882

February 23, 1883

February 23, 1883

May 25, 1883

June 1, 1883

Yours very truly,

Frederick D. F. Smith

Prophet and President of the Church of Jesus Christ of Latter-day Saints

F-4-b

December 5, 1923

My dear Mr. Plimpton:

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

Very truly yours,

Mr. W. C. Plimpton
Faculty Exchange

EDB:HP

December 5, 1923

My dear Mr. Plimpton:

I understand that the action of the Board of Trustees taken November 5, 1923 with reference to the retiring allowance of Mr. Loring requires for entire clearness, the addition at the end, the words, "and has been transferred to the contributory retiring allowance plan under the conditions usual in such cases." I regard the addition of these words as correctly interpreting the original action as recommended by myself and approved by the Board of Trustees.

Very truly yours,

Mr. W. C. Plimpton
Faculty Exchange

EBS:HP

Retirements

F48

Memo. Dec 29, 1923

Lufts + later Arnett & Juhl

1. Small. — already arranged
2. Michelson — continue for present
3. Coulter. — On his return from China or soon after, propose a) that beginning with his next contract year he shall form half service, consisting chiefly of work with candidates for Ph.D. and editorial work, receiving \$4500 salary — for one year, at the end of which he shall retire.

Coulter to be acting chairman for the next year.

Meantime seek a first rate man to add to the dept, not necessarily as chairman.

4.

4. Formulate a principle, to the effect that as a rule administration ~~and~~ work involving dealing with students, and teaching undergraduates should be done by persons under the minimum retiring age.

~~But~~ Perhaps state this as a principle of the Com. on Instr. & Equipment, but more likely as a ~~conclusion~~ judgment of Dufts & myself.

5. Under this principle ~~state~~ suggest to Miss Talbot that she retire at the end of her present term year, ~~or remain~~ from her dearship & headship of department perhaps remaining for one year in the department as reorganizing.

6. ~~But~~ Under the same propose to deastle that he retire at the end of his present year, but if he is willing teach one quarter for $\frac{1}{3}$ salary add to his retiring allowance. But first Dufts will consult Shorpy

123

5. Neff - ~~consult~~ Lufts will consult
Nitzze.

6. Jern - Lufts will consult Mr Laughlin

7. Mac Clutock } Lufts will consult
8. Tolman } Manly -

9. Miller - Delay action till we see whether
we can use him in Bd of Recommendations.

10. Aillet - not yet 65 - ~~Does not~~
Has been warned - Take no action till
his return from the Orient in Oct 1925.

11. Laro - consult E A Moore

12. Lingle consult Carlson.

13. Howland - consider limiting registration to
B students -

14. Price

15. Mechem } continue till 70 years old

16. Slomay

17. Wood

W

1. [Faint handwritten text]

2. [Faint handwritten text]

3. [Faint handwritten text]

4. [Faint handwritten text]

5. [Faint handwritten text]

6. [Faint handwritten text]

7. [Faint handwritten text]

8. [Faint handwritten text]

Miss Hough-

He Lufts will call in Fryer + confer
with him about an investigation of
the effect of the B. of Recm.

Possible successors, Robertson, Miller-

Mr. Sterns (Music)

Notify that he will not be appointed
for 1924-5.

These things
to which will call in your
not but about an interest
is that of the 1st of June
Don't forget to return them

Mr. Stevens (husband)
Notified that he will not be appearing
for 1st-2.

Harold H. Swift
Union Stock Yards
Chicago

December 31, 1923.

F44
335945

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

Dear President Burton:

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

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

Yours truly,

Harold H. Swift

Wm. R. R. R.
Chicago, Ill.
June 10, 1901

June 10, 1901

President E. B. Rouse
The University of Chicago
Chicago, Illinois

I feel very sure at the moment as you writing
allowed statement for Mr. Rouse. Believe me to be
the age, has never been conspicuous in his attention to the
University, and there seems to be little reason to do it.
If we do it for him I can't see how he could except
anyone, and it seems to me anyway a bad precedent to permit
of your writing under the usual age.

Yours truly,

Wm. R. R. R.

F4b

File under Retirement
Confidential

The University of Chicago
The Colleges of Arts, Literature, and Science

Return

December 31, 1923

President E.D. Burton
Harper Library

Confidential

Dear President Burton:

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

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

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

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

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

December 31, 1933

President E.D. Burton
Harper Library

Confidential

Dear President Burton:

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

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

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

C.F. Castle
W.D. MacCollinson, July 23, 1933
F.L. Miller, November 22, 1933
D.L. Wells
Benjamin Terry, April 9, 1933
A.H. Tolman, June 17, 1931

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

12/31/23

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

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

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

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

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

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

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

Very truly yours,

Ernest H. Wilkins

Dean of the Colleges

EHW/ES

12/31/23

President E. D. Burton - Part 2

Professor J. H. Price, who was sixty-five on April 22, 1921, is now working in the Division School. He may be elected by College students. He is, I believe, in the same category as the six men named above. The only reason I do not list him among them is that as little of his work really concerns the Colleges.

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

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

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

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

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

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

Very truly yours,

Ernest H. Williams

Dean of the Colleges

EW/23

F46

The University of Chicago
The Graduate School of Arts and Literature

OFFICE OF THE DEAN

January 4, 1924

336013

President E. D. Burton
University of Chicago

Dear Mr. President:

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

Very sincerely yours,

G. J. Lang

GJL:M

The University of Chicago
The Graduate School of Arts and Sciences

336013

January 4, 1934

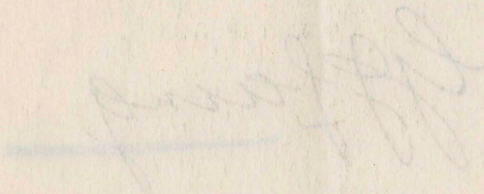
EXHIBIT THE DEAN

President E. D. Burton
University of Chicago

Dear Mr. President:

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

Very sincerely yours,



GLW

Four

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

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

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

My dear Mr. Tufts:

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

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

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

Do you think it would be wiser for you to send out these letters, saying that it is done at my request? If I send it out, would it be well for me to say that I do not include my own name, because though in the class, I am no longer engaged in teaching?

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

The Honorable
Southern Illinois
February 2, 1924

Dr. James Nathan Taylor,
Vice-President,
The University of Chicago,
Chicago, Illinois.

My dear Mr. Taylor:

I have been thinking much about the
man over since I left. I asked Mr. Taylor a few days
before I left if he would send any objection to
my making application of my own money to him. He
has recommended for retirement, and he said he
would not. I have been trying to make him see
make sense, and it seems to me that I have hit on
a plan that will bring real help and be of little
as possible good to education.

My thought is to write to a carefully
selected list of about a dozen or so essentially
the same known on the enclosed sheets.

Will you kindly criticize the type of
this letter, and also suggest to me (with addresses)
the names of a dozen persons to whom such a letter
might be sent. I have thought of William, Taylor,
Mr. W. B. Doolittle, J. V. Smith, and the list should
I think include Mr. D. and A. B. and best of all
there are some who both understand and appreciate
the cause. The opinion of skilled teachers would be
valuable, but there ought to be some others. They
might all to have been at the University in recent
years.

Do you think it would be worth the
trouble and time to write, and if so, what
do you recommend? If I send it out, would it be well
for me to say that I do not include my own name
because though in the class, I am no longer active
in teaching?

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

JHT-2

I welcome any suggestions. But I am pretty clear that I cannot act without more evidence than I now have and I can think of no better way of getting it than this. It escapes being individually inquisitorial by including all who are of the retiring age, and asking advice not about retiring them but light on the establishment of a practice.

Very truly yours,

Ernest D. Burton

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

My dear _____:

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

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

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

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

This list is as follows:

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

My dear _____:

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

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

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

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

This list is as follows:

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

(proposed letter to alumni -2)

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

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

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

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

Very truly yours,

Ernest D. Burton,

President

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

(Proposed letter to alumni - 2)

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

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

In answering questions 2 to 5, I
should be glad to have you use the letters A to E
in their usual academic significance. A representing
first class and E representing failure, and so add
any other comment is necessary to supplement this
scale.

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

Very truly yours,

Ernest B. Horton

President

The University of Chicago

CHICAGO, ILLINOIS

Office of the President ✓

October 15, 1923.

My dear Mr. Tufts:

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

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

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

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

The University of Chicago
CHICAGO, ILLINOIS
Office of the President

October 10, 1933.

My dear Mr. Tolson:

With respect to Mr. Tolson's retiring allowance
may raise the question whether it would be satisfactory
to Mr. Tolson that he come in under the existing statute
with an added guarantee from the Board of Trustees that his
retiring allowance should be not less than it would have
been if he had continued in residence without resigning.
As compared with the proposal which you and I
discussed the other day this will involve an annual payment
on the part of Mr. Tolson of \$500 a year, the whole of which
the other hand secures the payment to his estate of all the
several sums of \$500 which he has paid in, and interest
thereon at 4%, and the annual sum which the University has
paid in.

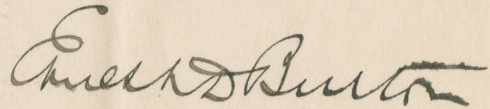
The second plan would have the advantage over the
former of being in accordance with the statute in the event
that it would come under the existing retirement plan
with a guarantee to the estate and estate which has been paid
in.

I am glad that Mr. Tolson after nearly 10 years
of service to the University of \$500 a year is now in a position
to be able to do so.

The University of Chicago
CHICAGO, ILLINOIS
Office of the President

~~before~~ he is sixty-five.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Ernest R. Burton". The signature is fluid and cursive, with a prominent initial "E" and a long, sweeping underline.

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

EDB:CB

The University of Chicago
CHICAGO, ILLINOIS
Office of the President

Reference No. 12,615-515

Very truly yours,

Richard D. Irwin

W. James E. Butler,
The University of Chicago.

MS:CB

October 9, 1923

Memo. to the President.

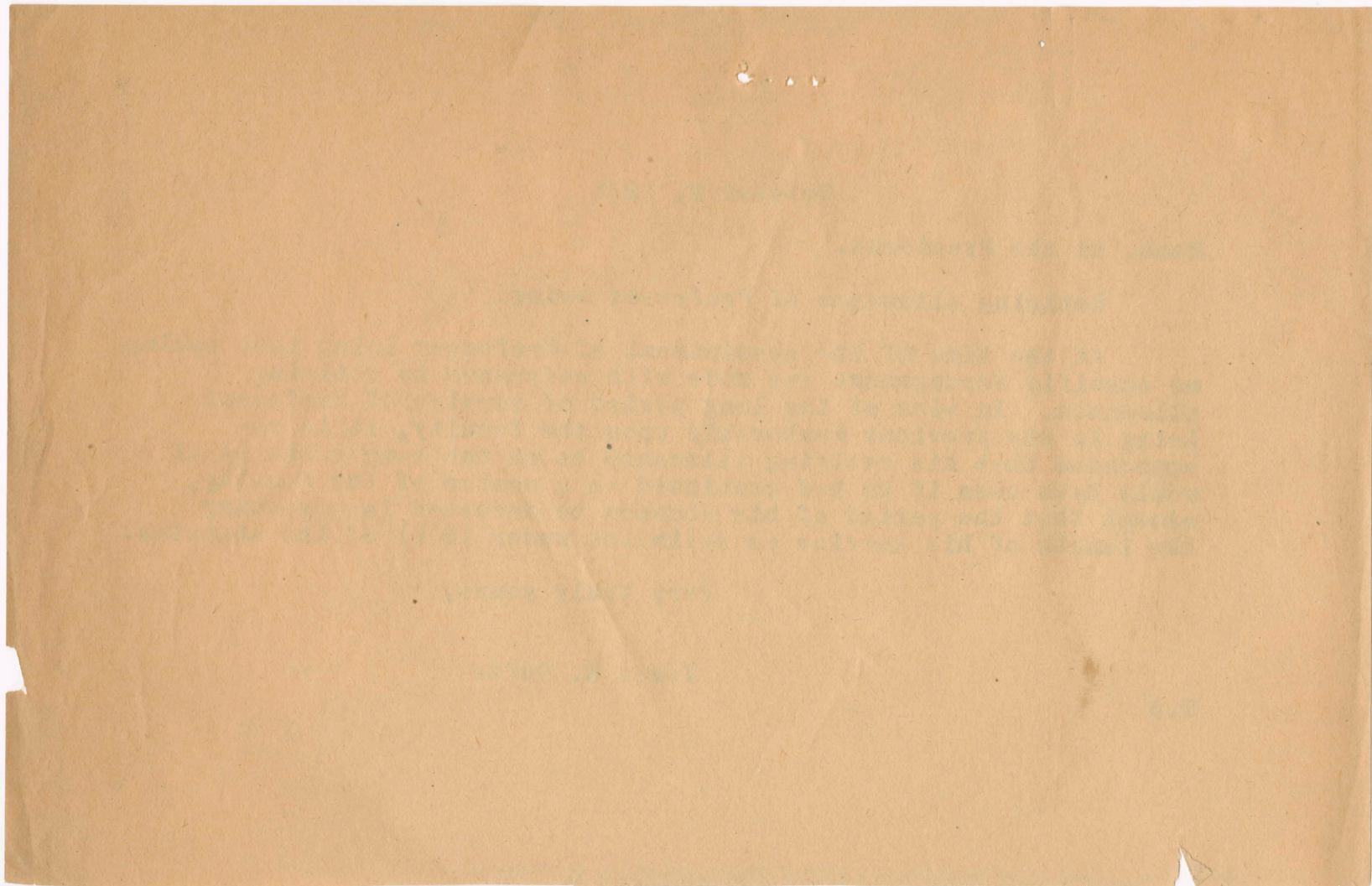
Retiring allowance of Professor Laing.

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

Very truly yours,

James H. Tufts

T.S



E.D.B. ✓

C O P Y

F48

Chicago, February 5, 1924.

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

Dear Trevor:

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

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

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

Yours cordially,

HAROLD H. SWIFT

HHS*GB

Chicago, February 5, 1924.

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

Dear Trevor:

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

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

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Yours cordially,

HAROLD H. SWIFT

HHS:GB

F-4b

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

February 13, 1924.

My dear President Burton:

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

The scruples which weigh with me are as follows.

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

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

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

The University of Chicago
CHICAGO, ILLINOIS
Office of the President

February 15, 1934.

My dear President Burton:

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

The principles which weigh with me are as follows.

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

2. It would be unfortunate if in some way a suggestion were that Alumni were being consulted about some to any man-
agement of the Faculty. I think they would be inclined to resent this as an undue going outside the family.

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

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

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

Sincerely yours,

James H. Tufts

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

JHT:CB

The University of Chicago

CHICAGO, ILLINOIS

October 19, 1931

I feel rather strongly about the first step which

we are considering in the matter of the University of Chicago

relative to the proposed plan. It is a very important

question in connection with the University of Chicago

University of Chicago. I think we should feel very much

about the question of the University of Chicago

than I should. It is necessary, I think, to give a full

account of the matter in connection with the University of Chicago

of the University of Chicago. It is necessary to give a full

account of the matter in connection with the University of Chicago

of the University of Chicago. It is necessary to give a full

account of the matter in connection with the University of Chicago

Sincerely yours,

James H. Duff

James H. Duff

James H. Duff

1931-32

Copy for Deans Ziff

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

February 18, 1924.

My dear Mr. Plimpton:

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

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

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

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

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

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

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

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

6) What would it cost on the basis of actuarial expectations of life to increase the limit for those under the old system from \$3000 to \$4000?--from \$3000 to \$5000? Could not an insurance expert answer that question quite definitely covering the whole period in which the old system will be operative?

Copy for Dean Lutz

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

February 18, 1924.

My dear Mr. Plimpton:

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

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

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

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The University of Chicago

CHICAGO, ILLINOIS

Office of the President

7) How many of those who are now retirable would be effected by raising the \$3000 maximum? Would it relieve the situation in respect to those whose cases are now before us?

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

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

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

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

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

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

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

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

Very truly yours,

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

EDB:CB

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

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Very truly yours,

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

EDB:CB

F48

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

7) How many of those who February 18, 1924. would be effected by raising the \$3000 maximum? Would it relieve the situation in respect to those whose cases are now before us?
My dear Mr. Plimpton:

8) How many of those who will reach 65 in the next five years would be affected?
The question of retiring allowances is one that seems difficult to postpone.

9) What addition to the Retiring Allowance Plan between 65 and 70 who probably ought to be retired, but whom it would be a hardship amounting almost to injustice to retire under our present rules. Thus our present rules operate to the deterioration of our educational efficiency of the staff not now covered by it?

10) This makes desirable a modification of the rules or a definite decision in a limited number of cases to go beyond the rules.
11) Can we afford to provide a retiring allowance for all for whom the University now carries insurance?

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

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

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

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

Very truly yours,

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

EDB:CB

17) What would it cost on the basis of actuarial expectations of life to increase the limit for those under the old system from \$3000 to \$4000?--from \$3000 to \$5000? Could not an insurance expert answer that question quite definitely covering the whole period in which the old system will be operative?

The University of Chicago
CHICAGO, ILLINOIS
Office of the President

February 18, 1924.

My dear Mr. Plimpton:

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

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The University of Chicago

CHICAGO, ILLINOIS

Office of the President

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

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

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

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

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

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

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

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

Very truly yours,

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

EDB:CB

The University of Chicago

CHICAGO, ILLINOIS

Office of the President

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Very truly yours,

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

EDB:CB

The University of Chicago

Office of the President

F46

X

Memorandum - to be filed under Retiring Allowances.

FEB 20 1924

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

Dear President:

Noting on your kind suggestion that you will be before you, and through you, before the Board of Trustees, the question of my retiring allowance, I am sure that you will be able to place it in the best light possible.

I am well aware that, since I have been in continuous service since September, 1892, I do not come under the terms provided for retirement for retiring allowance. Nevertheless, there are certain facts to be considered in connection with my retirement. The first of these, which has been pointed out to me, is that I am now 69 years of age, and that I have been in the service of the University for 32 years. It is of course, impossible to be in such a position for so long a period without having acquired a certain amount of property, and it is therefore, in my opinion, reasonable to consider the question of my retirement on a basis of equity.

Sincerely,

To be inserted.

F. J. Gurney
F. J. Gurney

Byz

Memorandum - to be filed under Retiring Allowances. FEB 23 1934

Mr. E. J. GUNN, who has been in the employ of the University since 1893, but who is not entitled under the Statutes of the University to a retiring allowance, will reach the age of 70 on May 20, 1936.

BmTW

The University of Chicago

Office of the Recorder

F4f

269988

335556

November 21, 1923

From F. J. Gurney

Concerning the possibility of retirement

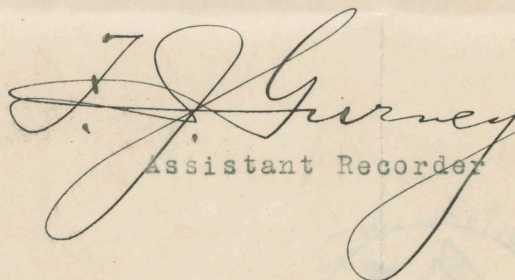
Dear President Burton:

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

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

I remain

Yours sincerely,


Assistant Recorder

The University of Chicago

Office of the Recorder

385533

385533

November 11, 1933

Dear President Burton:

Having on your kind suggestion, I am writing to you before you, and through you before the Board of Trustees, the question of my status when I reach the age of seventy years. I am aware that it will be near the close of the University year 1933-34.

I am well aware that although I have been in continuous service since September first, 1902, I am not yet under the terms of the University's plan for retiring allowances. Nevertheless, there are future years to provide for and domestic responsibilities to be considered. The kind of service which has been rendered is well enough known to you not to need any description by me. Manifestly it is of some importance to me to know what I may expect. The question, therefore, is submitted for consideration at such time as may be appropriate.

I remain

Yours sincerely,



2-2-24

Pres. Burton

F46

In view of the fact that ~~the~~ under the statute for retirement the University has the option of returning any ~~former~~ professor at the age of sixty five, yet that the wording of the statute & the practice hitherto customary has created an impression that ~~retirement~~ ^{of a professor by the University} before the age of seventy is exceptional and ~~a reflection on~~ ^{scarcely to be expected} ~~him~~, and in view of the further fact that this method of administering the statute ~~has the impression this created has resulted in working to the disadvantage~~ tends to ~~render difficult~~ ^{make} the retirement of those who are members of the faculty ~~who for whose retirement~~ at sixty five would be in the interest of the efficiency, the President recommends that the Board of Trustees ~~recommend~~ ^{accept the rule and} ~~to announce~~ that beginning with July 1924 retirement at the age of sixty five will be ^{the} ~~general~~ ^{general} practice to which exception will be made only by

open
new

2-26-24

2.

Unrecorded from to which Mr
Swifts letter 2/24/24
F41

With the concurrence of the Committee on Instruction of mind, the letters of notification to persons about to be retired and Equipment, the President recommends:

shall contain the statement that if the Statute respecting retire-

1. That it be adopted as a general principle in the administration allowances is modified in any way to the advantage of those of Statute 16 that any member of the faculty who is eligible who are retired, as it is hoped may be the case before long, their to a retiring allowance on reaching sixty-five years of age shall be participation in any increase to which the modification of the retired at the end of the fiscal year in which his sixty-fifth birth-Statute would entitle them would be unaffected by their retirement day occurs, unless there are adequate reasons for his retention in at this time.

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

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

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

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

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

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

year referred to, with adjustment of his vacation credit according

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

the right of any member of the faculty to retire by his own request

That Professor Clarence F. Castle be notified of the at the age of sixty-five.

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

3. That inasmuch as retirement in accordance with the pre-retired June 30, 1924 on the retiring allowance which would be due ceding resolution, though in accordance with the Statute, is a if he had continued in service to the age of seventy; but that in departure in some respects from the practice hitherto commonly addition he be requested to teach one quarter in the year 1924-5 followed, its application to persons already sixty-five years of receiving therefor one-third of his present salary.

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

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

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

4. That inasmuch as notification of those who have passed due if he had continued in service to the age of seventy, plus \$200 or are approaching sixty-five years of age of the adoption of the

practice above stated will undoubtedly come to the knowledge of

other members of the faculty and may cause more or less disturbance

ment allow
B. L. Ter
shall cont
of mind,

2-25-24

Unrevised

from the Board of Trustees
with the concurrence of the Committee on Instruction
7-7-24

With the concurrence of the Committee on Instruction

and equipment, the President recommends:

1. That it be adopted as a general principle in the administration of Statute 16 that any member of the faculty who is eligible to a retiring allowance on reaching sixty-five years of age shall be retired at the end of the fiscal year in which his sixty-fifth birthday occurs, unless there are adequate reasons for his retention in service for a longer period. In accordance with this principle the President shall, within the year within which any member of the faculty reaches the age of sixty-five years, (and in the case of non-retirement annually thereafter until he retires) submit to the Board of Trustees a recommendation that he be retired, unless in the judgment of the President there exist adequate reasons for exceptional treatment, in which case he shall submit a recommendation to that effect. Retention in service after the age of sixty-five shall as a rule be for one year at a time.

2. That the adoption of this resolution shall not abridge the right of any member of the faculty to retire by his own request at the age of sixty-five.

3. That inasmuch as retirement in accordance with the preceding resolution, though in accordance with the Statute, is a departure in some respects from the practice hitherto commonly followed, its application to persons already sixty-five years of age or approaching that age should be accompanied in each case by such action as will avoid undue financial hardship or wounding of feelings.

4. That inasmuch as notification of those who have passed or are approaching sixty-five years of age of the adoption of the practice above stated will undoubtedly come to the knowledge of other members of the faculty and may cause more or less disturbance

of mind, the letters of notification to persons about to be retired shall contain the statement that if the Statute respecting retirement allowances is modified in any way to the advantage of those B. L. Terry, W. D. MacClintock, A. H. Tolman, I. M. Price, who are retired, as it is hoped may be the case before long, their P. R. Mechem, Paul Shorey, and P. A. Wood be notified of the participation in any increase to which the modification of the practice hereafter to be followed and be requested to continue Statute would entitle them would be unaffected by their retirement in service for one year more, it being intimated to the last at this time.

three named that such request will probably be repeated in

5. That in accordance with (3) above, the following actions successive years till they reach the age of seventy, and to be adopted:

Miss Talbot that while continuing as Dean of Women and

That Professor A. A. Michelson be reappointed for 1924-5 Professor for one year, readjustments in the scope and organization without further decision as to the future; of the department will probably make it expedient that she

That Professor John M. Coulter be placed on half time relinquish her chairmanship of the Department of Household for his next appointment year at a salary of \$4500, having as his Administration at the end of this current year.

chief duty to consult with Ph.D. men and to edit the Botanical Gazette; it being understood that he will retire at the end of the year referred to, with adjustment of his vacation credit according to Statute.

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

That Professor I. L. Neff be notified of the above actions of the Board of Trustees and informed that he will be retired June 30, 1924 on the retiring allowance which would be due if he had continued in service to the age of seventy, plus \$200

of mind, the letters of notification to persons about to be retired shall contain the statement that if the Statute respecting retirement allowances is modified in any way to the advantage of those who are retired, as it is hoped may be the case before long, their participation in any increase to which the modification of the Statute would entitle them would be unaffected by their retirement at this time.

5. That in accordance with (3) above, the following sections be adopted:

That Professor A. A. Nicholson be reappointed for 1924-5 without further decision as to the future;

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

2. That the adoption of this resolution shall not bridge the right of any member of the faculty to retire by his own request at the age of sixty-five.

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

That Professor A. L. Well be notified of the above actions of the Board of Trustees and informed that he will be retired June 30, 1924 on the retiring allowance which would be due if he had continued in service to the age of seventy, plus \$200 or are approaching sixty-five years of age of the adoption of the practice above stated will undoubtedly come to the knowledge of other members of the faculty and may cause more or less disturbance

That Professors Marlon Talbot, F. J. Miller, B. L. Terry, W. D. MacClintock, A. H. Tolman, I. M. Price, F. R. Mechem, Paul Shorey, and F. A. Wood be notified of the practice hereafter to be followed and be requested to continue in service for one year more, it being intimated to the last three named that such request will probably be repeated in successive years till they reach the age of seventy, and to Miss Talbot that while continuing as Dean of Women and Professor for one year, readjustments in the scope and organization of the department will probably make it expedient that she relinquish her chairmanship of the Department of Household Administration at the end of this current year.

At this time, the letters of notification to persons above to be notified

shall include the following: That Professor Marion Talbot, F. J. Miller,

next afternoon in order to be notified in any way to the University of Chicago

who are notified, as it is hoped may be the case before long, that

F. R. Mechem, Paul Shorey, and F. A. Wood be notified of the

participation in any increase to which the notification of the

practice hereafter to be followed and be requested to continue

in service for one year more, it being intimated to the last

three named that such request will probably be repeated in

successive years till they reach the age of seventy, and to

Professor for one year, readjustments in the scope and organization

of the department will probably make it expedient that she

relinquish her chairmanship of the Department of Household

Administration at the end of this current year.

It is being understood that he will retire at the end of the

year referred to, with adjustment of his vacation credit according

to the regulations of the University.

That Professor Clarence L. Garrison be notified of the

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

retired June 30, 1934 on the retiring allowance which would be due

if he had continued in service to the age of seventy; and that in

addition he be notified of the action of the Board in the year 1934-5

concerning the retirement of his present salary.

That Professor L. H. Hall be notified of the above

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

retired June 30, 1934 on the retiring allowance which would be

due if he had continued in service to the age of seventy, plus the

amount of the vacation credit which would be due at the time of

retirement.