

326 4995

UBCHEA ARCHIVES
COLLEGE FILES
RG 11

Yenching
Corres.
Franc, Alice Brown
1930 Jan - Feb

3
2
6
4
9
9
5

1125

January 2, 1930

Mrs. Alice Browne Frame
Yenching College for Women
Maitien, Peiping West

Dear Mrs. Frame:

A few days ago I received from Mr. Garside the long letter a copy of which I am herewith enclosing. This, as you will see, discusses the questions raised in your letter of November 29. What he says is in general in line with what I wrote you immediately on receipt of your letter.

The information in regard to the Sage Building is fuller than anything I had and I will raise with Mr. Garside the question of the possibility of our receiving from the Presbyterian Board an additional grant of G.\$10,503.31, that the entire cost of Sage Memorial Building may be met by funds coming from the Sage Estate. As Mrs. Roys was I think the one through whose hands the early grants passed, it may be worth while for me to write her also on this point.

Other points in Mr. Garside's letter I think I need not take up in detail. A few days later he wrote in response to my letter on the subject of the method of handling the field accounts of the Woman's College. I enclose a copy of that letter also. I will write you again as we get any further light on this subject.

I understand that Dr. Stuart expects to be in Boston for a day early in January. I am also to be in New York one day next week for a meeting of the Trustees of the American College at Sofia, Bulgaria. There is no special reason, so far as I know, for my making an effort to see Dr. Stuart at that time, but I will keep the possibility in mind in case there should be further developments seeming to make an interview desirable. My own thought in regard to the handling of the Woman's College accounts and the making of the Woman's College budget was much the same as yours. I had thought also that this was in accord with the understand of the Trustees as well as the New York office. I am sure we will be able among us to think things through and come to an understanding.

The holidays are over and we are settling into routine work again today. I yesterday felt very thankful that New Year's Day does

1126

3
2
6
4
9
9
5

Mrs. A.B.F. -- 2

follow Christmas, as it gives one a little time to get caught up on some of the personal correspondence and other work for which the busy days ordinarily leave very little time.

With affectionate greetings to you all and the best of good wishes for 1930, I am

Ever yours,

(Mrs. Lucius O. Lee)

Encs.
L:chs

A few days ago I received from Mr. ...
The information is toward to the Sage ...
I think the ...
I will write ...
I understand that Mr. Stewart expects to be in Boston for a ...
The holidays are over and we are settling into routine work ...

1127

3
2
6
4
9
9
5

From Mrs. Frame's letter to the Mount Holyoke students.

Yenching College for
Women
Peiping, China

January 9, 1930

Dear Friends:

The days whisk by like the enchanting blue ripples on the Pacific we crossed --- was it really over three months ago? It doesn't seem possible that the diameter of this rather fattish-waisted old earth is actually the shortest distance between your feet, flitting about the white winter campus, and Rosamond's and mine, already gray with the omnipresent Peiping duet.

Well! It is very confusing. Mount Holyoke seems so vivid and so near, --- and yet right outside my tall windows with their carved Chinese grills stand a group of college girls with black bobbed heads close together, chattering in a rippling stream of words that I'm sure you'd never understand! Those cascades of firecrackers that make the welkin ring every few moments in honor of the New Year don't suggest South Hadley in the least, nor does the tall Chinese gentleman in blue who came in just now about some chairs for a student party, precisely resemble Mr. Briggs, except in the firmness of his manner!

As a feeble way of sending you a return number of the "News" to bridge over the weeks and miles that have intervened since we said goodbye last June, let me try to sketch in a few swift pictures for you.

Look first at our great vermilion Alumni Gate, guarded by two huge snarling stone lions. By one of the red pillars was waiting a dainty little figure with close-coifed hair when our car started to pass through, the evening we reached Yenching. The president of the student Self-government Association had come, in true Chinese fashion, to meet us at the threshold of the campus. So our car stopped for her few graceful words, and she slipped in beside us. Around the stately buildings we swung, up to the stone steps of the four-square Dean's Residence. Light streamed from each beautiful carved Chinese window (was it Christmas candles it made me think of?) till it looked more like a great glowing Chinese lantern than ever. And there were the faculty on the steps, and crowds of college girls trooping around singing, and the college servants all scrubbed and beaming and bowing, --- all in the soft light from the tall windows. And so we came home.

The next picture: the very next morning (and almost every morning since) I went down the steps and looked westward to salute the glorious mountains against the soft September horizon, (not forgetting to send a swift thought back to your western mountains, too,) with familiar piles of mail and minutes and committee reports on the same old desk. Had I ever been away? And were Miss Woolley and Mary Budd, Christmas carols and Vespers, -- warp and woof of a dream? For there was my desk ---.

And then a few days later: the campus only a background for streams of distinguished guests, chiefly from China

and America, --- trustees, managers, college presidents and official delegates galore, all to be dined and tea-ed and escorted about. Smiles and congratulations everywhere, and red banners flaunting on all our sober academic walls. The academic procession on the last day was of a gorgeousness, as we formally dedicated the university campus and buildings. We of the Women's College were responsible for about a third of the campus, and nine whole buildings as well as shares in two others. Really the buildings are dignified and beautiful in their combinations of Chinese architecture and modern improvements, in their Chinese setting of what was once a prince's garden.

A Christmas picture, this: candles burning in each chapel window; candles burning thickly on the altar, behind a tall graceful girl reciting very softly a Christmas poem of her own, in its measured Chinese. Then another girl, a little breathlessly, reading the Christmas Eve story, and another, bringing the intimacy of the Bethlehem inn so close to our hurried lives today. For it is the thought of our Chinese chaplain that in our University Christmas Eve vesper service, when we remember Mary and the Child, the chief parts shall be taken by young women. So they marched in, bearing burning candles, and the little flames shone on their faces and in their eyes, and were reflected in our hearts.

And just one more, -- the last, -- from the many I saw in a recent trip to central China to visit some middle schools where our graduates are working. It was inside a high gateway set in a great blank brick wall on a back street in the old city of Nach'ang, to which two of our old Yenching girls had taken us. It was a famous Foundling Home for baby girls, we were told, started by some philanthropic soul more than fifty years ago, to save from death the little girl babies who were not wanted or whose families were too poor to feed them. It had fallen on evil days, it seemed, and unbelievable stories began to be whispered about, when one of our Yenching graduates had taken the headship of the Home, and thoroughly reorganized it on modern sociological and sanitary lines. We looked into room after room, in long rows, each with its nameless cradled baby girls and their attendant nurses, -- all so clean and sanitary -- and tragic. We saw the revolving wooden cage in the night-door, where babies could be slipped secretly in and left to be found by the watchman. Even while we were there, two little mites were handed in furtively to the men in charge at the desk. Over eight hundred of them, in this one charity, -- and never a boy. --- Many of them are adopted, and those in the Home are admirably taken care of. But can't you see why even its capable head, with all her training in sociology, looked sober, -- and why it made our hearts heavy? Think of the economic tangle lying back of it all, the deep-rooted folk-ways, that must be faced by our clear-eyed Chinese college girls. We saw them here and there, principals, teachers, mothers, doctors, doing their specific jobs in a way to make us proud and glad to see how they were using the

learning and training they had received at Yenching. But underneath and back of those definite visible pieces of work lies the essential problem of old China herself, with her four hundred million people, and the accumulation of some five thousand years of customs and prejudices, of wisdoms and ignorances. And how does one fit one's little purple patches of twentieth century science and sociology and economics into that?

So we have some sobering thoughts, the Chinese college girls and I. It's going to take a long time, and it's going to take a lot of us working together, to give every baby girl, and the woman she is capable of becoming, even in the poor homes, the little country homes, the economic and spiritual and personal value that belongs to her brother, now. We've made a brave beginning in some places. And even a small share in an undertaking like that is worth coming back for, isn't it?

Loyally your friend,

Alice Browne Frame

(copy)

Student Christian Movement of Great Britain and Ireland

RECEIVED
FOREIGN DEPARTMENT

January 10, 1930

Miss Myfanwy Wood
Yenching College for Women
China

MAR 24 1930

Ans. _____

Dear Myfanwy:

Since I got your answer to my letter about Miss Burt, things have been moving along, and I want to let you know just what has been happening, although nothing is definite yet. Miss Burt is very much attracted by the idea of a job on the History staff at Yenching, and has broached the matter informally to Henry Hodgkin, and to a few members of the Friends Service Council, the body ~~which would be responsible for sending her out if she could go.~~ The question has not come formally before the Council as yet because there has not been time, but the individuals to whom she has talked about it have been very favourable and very much interested in the scheme. They think it is quite possible that the Council might raise the finance to send her out and pay her salary for at least the first year or two, but I think they would like a rather definite idea as to when financial responsibility might pass over to the Yenching budget. I am writing this now so that this point might be definitely considered at your end. It is possible that this letter may reach you about the time that Harry Silcock is at Yenching; he has heard from Miss Burt and will probably be prepared to discuss the scheme. I hope very much that nothing will happen to prevent Miss Burt's going to Yenching as her mind is now rather definitely set in that direction. I am sure that she would have a very big contribution to make to the staff there. She has not had a medical examination yet from the Friends Service Council physician, but has been examined by her own doctor, and so far as she knows at present there is no medical reason why she should not be able to go. I hope to write soon again about further developments at this end, and perhaps shall have time to give you some impressions of the present-day Student Movement. I am sorry there is no time at present.

With best wishes and my love,

Yours very sincerely,

signed Catherine M. Mackinnon

Copy sent to Dr. Stuart.

1131

RECEIVED
FOREIGN DEPARTMENT

MAR 24 1930

EXHIBIT B.

Ans. _____

SHORT TERM APPOINTEES.

Instead of the present irregular arrangements we suggest that the following be adopted.

An outfit allowance of G.\$50, which can be made up to an amount of G.\$125 if the appointee desires, but the difference between G.\$50 and the amount allowed is to be deducted from the salary within the first two years after appointment. (Amount and time to be arranged by mutual agreement).

The University to provide furnished quarters, to be paid for from a furnishing fund administered by a Yenching local committee. This furnishing fund shall be provided for by the University paying into the fund \$200 Mex. for each new appointee.

If a short term appointee becomes a long term appointee the salary and allowances to be made up to the usual rate for long term appointments.

If a long term appointee lives in a house furnished by the University he (or she) should pay a rent to the University. (Suggest that the equivalent of \$200 Mex. spread over a period of three years is about \$5 or \$6 per month.)

(Passed Jan. 21, 1930.)

General Faculty Executive.

1132

Report of Special University Com., presented on Mo
to General Faculty Executive: presented later in the
day to Bd. of Managers, who adopted (1) & (3), refer
(2) to joint com. of Exec. Com. of Bd. of Managers & Union
com. of same.

The Special Committee on Chinese Salary votes
unanimously to submit to the G. F. E. the following
recommendations:

(1) That Chinese salary of all grades be increased
over the present schedule in the following manner:

(a) That for members of the staff who are
three years or more full-time members of the
University there be an increase of 15% at
the first instance;

(b) That for members who are more than two
years and less than three years full-time
members of the University there be an in-
crease of 10% at the first instance and of
15% from the second year on;

(c) That for members who are more than one
year and less than two years full-time members
of the University there be an increase of
5% at the first instance, of 10% in the
second year, and of 15% from the third year
on;

(d) That for members who have joined the staff
as full-time members less than one year,
there be an increase of 5% in the second
year, of 10% in the third year, and of 15%
from the fourth year on, there being no in-
crease in the first instance;

(2) That at the earliest opportune moment the Uni-
versity adopt a single salary schedule for all members of
the staff, Western and Chinese, with only such special
provisions for Western members as concern home going and
outcoming travel and education of children;

(3) That as soon as the recommendation in (1) regard-
ing increase in the salary of Chinese members becomes
operative, no member of the staff be again permitted to
do outside teaching with remuneration.

(1) & (3), as to their effect on women's college salaries,
must be considered by the Ad. Com.

RECEIVED
FOREIGN DEPARTMENT

MAR 25 1930

Ans. _____

1133

January 16, 1930

secretary of our Yenching College Committee. This Committee is entrusted with the special interests of the Women's College, under the Board of Trustees of the University. Any official letters from your Society of Friends should perhaps go directly to our President, Dr. J. Leighton Stuart, who is at present in the United States, and can be reached at the address of China Union Universities, 150 Fifth Avenue, New York City. We are delighted to learn that your Society is anticipating a partner with us in the Christian undertaking. It is indeed a pleasure to be able to do so.

Miss Lucy Burt
Annandale
North End Road
Golders Green
London, N W 11

My dear Miss Burt:

It was some weeks ago that Miss Mackinnon's letter to Miss Wood brought us the welcome news that you might be willing to consider coming to Yenching to teach. Miss Wood wrote at once to Miss Mackinnon telling her how glad we would be, but that the one salary which was available was that on the University schedule, and that correspondence was already in progress with a Miss Cherry of Dublin. However, I felt that a person of your qualifications, and so highly recommended by Miss Mackinnon would make a good contribution in Education, as well as in History, because of your interest in China and your experience in the student movement. The lack of salary was a serious impediment, so we did not dare to seriously hope that we might welcome you to Yenching in the near future. Miss Mackinnon's cable to Miss Wood was a delightful surprise. It leads us to infer that it is probable that your Society of Friends is contemplating securing your salary and funds for travel, and appointing you as their representative at Yenching. Probably letters are on their way giving us the details. Meanwhile let me assure you how glad we shall be to welcome you to our staff. Letters from the History Department have already gone to Miss Cherry. The Department is losing two teachers next year who go on for long, and there will be several classes which need to be taught but it also happens that Miss Cherry is well qualified to teach in the English Department, and I judge from Miss Mackinnon's letter that you have had much experience in the Theory of Education, with some practical experience. I have consulted with Dr. Howard Galt, head of the Department of Education, and he was much interested in the possibility of your being able to give some help in that department.

We would therefore, be very glad, if you have not already done so, if you would send us a memorandum of the places and years of your study, and of your teaching, with the special subjects which you feel you are qualified and would be glad to teach. Will you also send a copy of the same to Mrs. Lucius O. Lee, 14 Beacon Street, Boston, Mass., U S A, who is the

1134

SECRET, 31 YRANMUT

secretary of our Yenching College Committee. This Committee is entrusted with the special interests of the Women's College, under the Board of Trustees of the University. Any official letters from your Society of Friends should perhaps go directly to our President, Dr. J. Leighton Stuart, who is at present in the United States, and can be reached at the address of China Union Universities, 150 Fifth Avenue, New York, N. Y. He will be delighted to learn that your society is anticipating becoming a partner with us in the Christian undertaking in China, if such indeed be the case.

We cannot quite gather from Miss Mackinnon's letter whether you are able to apply for a permanent appointment, the first term of which would probably be not less than five or six years, or whether you are thinking of what we call short term appointments of three years. Those who plan to come as permanent appointees, are usually granted time for language study, and perhaps your board is taking this into consideration, as well as a grant in aid towards language study. It might be that the stringency in the History Department next year might necessitate postponing much language study until the year after, but all these details can be settled later, when we know more about the possibilities of your coming and the date.

The Yenching College Committee and the Board of Trustees will be very glad to hear from you directly, and I hope that when you send Mrs. Lee your life history, that you will also write very frankly of any other matters. If you come it might be possible for your board to send you by way of the United States. In that case, the Yenching College Committee would make every effort to arrange for you to meet as many members as possible and for getting acquainted, before you come to Yenching.

I hope this letter does not sound too much as if we were taking for granted that all arrangements can be made satisfactorily for you to come to Yenching, but such indeed in our hope.

I am writing Dr. Stuart and Mr. William Hung, who is now in the States, and will probably return to the head of the History Department next year, and you will doubtless hear from them directly, as the correspondence progresses.

Very sincerely yours,

Mrs. Murray S. Frame
Dean
Copy to Lee Hung, Stuart
ABF C

1135

燕京女學

YENCHING COLLEGE FOR WOMEN
PEKING, CHINA

YENCHING COLLEGE January 17, 1930
FOR WOMEN

Mr. B. A. Garside
150 Fifth Avenue
New York, N.Y.

TRANSFER

INDEXED

My dear Mr. Garside:

I am enclosing for your information a copy of a letter recently sent to Miss Lucy Burtt. I have written regarding her to Dr. Stuart, but perhaps this ^{and Miss Alta} should be on file in the New York office, as it has a bearing on a possible affiliation with a new board in England.

I am grateful to you for calling to our attention the mistake in giving Mrs. Gamble's name as Mrs. James instead of Mrs. David. Of course the mistake will be rectified as far as possible. In our Women's College records her name is always written as Mrs. David, but the mistake has occurred in the Men's College office.

Sincerely yours,

Mrs. M. S. Frame

Mrs. M. S. Frame
Dean

ABF C

1136

婦女聯合會

WOMEN'S UNION FOR WOMEN
CHINA OFFICE

January 17, 1930

TRANSFER

RECEIVED

I am enclosing for your information
a copy of a letter recently sent to Miss
Lacy, etc. I have written regarding her
to the Bureau, but perhaps this should be
on file in the New York office, as it has
bearing on a possible affiliation with a
new board in the East.

I am grateful to you for calling to my
attention the mistake in giving the Bureau's
address as 1234 Broadway, New York City.
Of course the Bureau will be notified as
soon as possible. In our Bureau's office
there is a card in which the correct
address and the change has been noted in the
past office letter.

Sincerely yours,

Jan. 17, 1930

RECEIVED
UNIVERSITIES
FEB 5 - 1930
JOINT OFFICE

1137

3
2
6
4
9
9
5

(copy)

January 17, 1930

RECEIVED
 FOREIGN DEPARTMENT
 FEB 18 1930

Miss Eliza H. Kendrick
 Hallowell House
 Wellesley College
 Wellesley, Mass.

Ans. _____

My dear Miss Kendrick:

I am enclosing a copy of a recent letter to Miss Lucy Burtt which practically carries its own explanation. If Miss Burtt is appointed by the Society of Friends as a member of our staff, I presume that you will not need to investigate her credentials, as they will be done by her board in England. She will come to us as a staff member on the same footing as Miss Wood, and the rest of us missionary members. At the same time her professional preparation and experience we must know at this end for the sake of the departments of History and Education, in both of which she is apparently fitted to make a contribution. If she does come, it would be fine if she could come by way of the States, meet you, Mrs. Lee, Miss Pendleton, and other members of our Committee.

Your very nice letter of November 17 really asking for work has remained unanswered too long. It reached the office while Miss Mills and I were making a very rewarding trip to the middle schools of the Yangtze Valley, from which so many of our students come.

It is true that Miss Speer, Ruth Stahl, and Miss Cheney are all going on furlough this June, and possibly Miss Newell is returning to the States. The policy of the University is in general not to try to replace people on furlough, but to divide up the work in some way so as to call for no additional expenditure. This often entails hardship, and the English Department is very hard hit. They are planning in some way to secure another teacher or two, but we feel that with Miss Boynton, Miss Speer, Miss Wood, and possibly counting Miss Cochrane, the Women's College is doing its full share of work in the Department. On the other hand, if there were some experienced and delightful woman who would like to contribute her travel and her salary to the college for a year and help in the English teaching, we could give her housing space, and make her one of us with all the pleasure in the world. Miss Veghte also will have to carry a very heavy burden of teaching. The number of music students will have to be cut down. Mr. Wiant will help where he can, but he has a large group of men students. In this department also we would welcome a proficient teacher who would contribute her travel and expenses. Because of the absence on furlough of these members I have mentioned, there will be a little extra housing space, but no extra funds on our budget.

Miss Newell has been trying to secure a position in an American college, but of course at this distance and with her past experience, it is not the simplest thing in the world. She is considering the idea of staying another year, but there are many elements in the situation which are not yet clear. She doubtless has written you herself about this. I will write later as soon as there is anything definite to say. We are expecting Miss Djang, who is now doing postgraduate work in London

1138

3
2
6
4
9
9
5

She wrote us in December of another offer for practical experience which would delay her coming to us for another year, but we have cabled and written her that we must have her in September. Do you know of any people who might be candidates in Sociology? Practical case work is the line which we would her to be prepared to teach and supervise.

There is a very experienced Ginling graduate, Phebe Hoh, who has been studying in New York. Dr. Galt and the Department of Education unite with us in a great desire that she might consider joining our Department of Education. She may, however, be under obligations to Ginling. Since we wish to ascertain as soon as possible whether she was open to a call, I have just cabled to Mrs. Lee to ask Augusta Wagner to sound her out as to whether she was free to consider an invitation to join the Department of Education next year. If she can come, we would let Miss Pei go. The latter is a very nice, dependable person, but quiet and lacking in initiative, and does not count in our college life, as we like to have our Chinese staff. We would need more Chinese teachers in our Department of Education, particularly those with experience.

Miss Veghte is proving herself a very fine pianist and an enthusiastic teacher. She seems to be getting acquainted with the girls quickly and enjoys their companionship. She is inexperienced and a little temperamental, but I think is making a real contribution.

Our Chinese physician, Dr. Yao, is fulfilling the routine details of her position. She is firm with the students, but she is young and has not the wide background of medical experience which Dr. Barlow-Brown had. Both faculty and students, to be frank, feel a little lack of confidence in her experience, though not in her kind intentions and interest. I am not quite prepared to say what we will do next year. An American doctor of experience would certainly be more reassuring than a young Chinese doctor like Dr. Yao, but perhaps we ought to try her a little longer. An American doctor would be a great expense and I am not sure that we would be justified in asking for one, since both Dr. and Mrs. Learmonth are qualified physicians.

At present Miss Cookingham is giving half-time to the registrar's office, and half-time to our treasurer's books. She has a clerk-accountant whom she is training in to take care of the Women's College books. The whole question of whether these books shall be kept here or in the general University treasurer's office has not been decided. Miss Cummings is kept more than busy, and she and I have not yet had the leisure to sit down and take a survey of the work which really needs to be done in our office here, but we hope to do it soon. She is just exactly the person we want, and I could say much more, if she were not writing this.

I will close now to catch an Empress steamer.

Sincerely yours,

France

[Handwritten signature]

Please return to
Mrs. Lee
14 Beacon St.
Boston
RECEIVED
FOREIGN DEPARTMENT
FEB 18 1930

Jan. 20, 1930

Ans. _____

Dr. E. C. Lobenstine,
The National Christian Council of China.

My dear Dr. Lobenstine,

Your letter of Jan. 6, conveying the desire of the National Christian Council to have me consider the receiving of a call to join your staff, came as such a complete surprise that even the tentative expression you wish must wait for a little more thought. Nor is this an answer. But because you must be looking for some reaction from your letter, I am going to set down briefly and informally the first thoughts that come to my mind, and ask you to treat this letter as a more or less personal and unofficial one.

I hardly need say that I appreciate the honor of having my name considered in connection with such an organization as the Council. It was an utter surprise, and I am grateful for having been offered such an opportunity to work for and with the churches of China. I know there is a tremendous field for work there, but as to my personal connection with it, may I set down a few of the first considerations that occur to me? Knowing that you will understand that they are not in any way final.

In the first place, I am not precisely a free agent. In spite of my resignation from the deanship and from Yenching some three years ago, the faculty of the College for Women were so anxious for me to return for two years, while we pursued our hitherto unsuccessful search for a Chinese dean, that I agreed to return till June 1931. Also, since for other reasons as well I feel strongly that there should be another dean here, my mission (North China Kung Li Hui) has offered me the opportunity of returning to my old station in T'ingchou and cooperating there in a progressive program of religious education in connection with the different schools centering there, and this invitation I have practically accepted, though my being temporarily detained here is a serious delay. And I should think that the time element in your need for a woman secretary would be rather important, considering the Five Year Program and other continuously important phases.

In the second place, I should suppose that the same reasons that we feel so cogent for securing a Chinese dean would be in force in the case of looking for a Chinese woman secretary for the N.C.C. I can only gather that that older Chinese woman cannot be secured? A foreigner would be a poor substitute in such intimate contact with the churches in their new struggle toward selfhood. Or is it the opin-

1140

sion of the Council that for a short term of years a foreign substitute might make a contribution, working with a younger Chinese woman coworker?

Again, the field of work you indicate in your letter seems large, but also general and vague. Would it be field work? Organization of series of meetings to arouse and train the lay women of our churches? Training conferences for lay Bible teachers in our little churches? I hope to find out from Miss Myfanwy Wood just what her duties were when she was in Shanghai, but I presume circumstances and needs have changed somewhat since then.

Since I recently took a trip in the Yangtze valley region to visit our graduates in the different Middle Schools, I am not going to the Biennial in Shanghai. Dr. Sui Wang and Miss Myfanwy Wood are our delegates. Now that this question has come up, I could wish that I were going, for I feel that I cannot make even a tentative decision without more data, particularly as to what the work the Council is contemplating as the field I would be expected to undertake, if things should work out so that I could accept. Perhaps you could tell some of the important phases to Miss Wood, and on her return she could convey to me the lines of work anticipated. Until I am a little clearer on this very vital point, I could make no intelligent answer as to my sense of willingness and even partial fitness for such a work.

As I indicated above, this is only an incomplete and rather informal answer to your letter. It is really an appeal for a clarifying of the objectives of the work the Council would desire me to undertake, if I were free to accept.

Very sincerely yours,

A. B. F.

燕京女子大學

YENCHING WOMEN'S COLLEGE
YENCHING UNIVERSITY
PEKING, CHINA

OFFICE OF THE DEAN

RECEIVED
FOREIGN DEPARTMENT

January 20, 1930

Mrs. Lucius O. Lee
14 Beacon Street
Boston, Mass.

FEB 18 1930

Ans. Feb 24.

My dear Mrs. Lee:

I wish to acknowledge receipt of your letters of November 13, November 27, and December 12. Many of the matters on which you touch in your letters have already been taken up with you, and others are pending further action here on the field. I would, however, like to make at least a brief answer to the matters you discussed in these letters.

Am. Board A. We are sorry from the point of view of the Women's College Appro. budget to learn that the American Board is fearful that it must cut down their appropriation to Yenching College for Women by \$800 Gold. It will mean that just so much less work can be undertaken, but as you suggest, we perhaps have no right to urge a special treatment when all the work of your Board is being cut down. Since we hope still to continue to receive the \$1000 annual gift from the Higher Educational Fund, our case is not so bad as it might be.

Phebe Hoh B. Last week, on January 15, I sent you a cable, asking you to communicate with Miss Wagner our desire that she sound Miss Phebe Hoh, as to her willingness to receive an invitation to join our Department of Education. She is a mature woman of much experience and did heroic work during the critical months of 1927 at Ginling. It may be that she is pledged to go back to Ginling, but that can only be ascertained by conversation with her. Our thought is that she would take the place of Pei Fu-Ju, if she could come.

Miss White C. I am enclosing a copy of a letter which I sent to Miss Kendrick. I have just heard through Miss Speer that some of the Yenching people in New York have met a very fine person named White, daughter of ex-president White of Shanghai Baptist College. She is, I understand, an "almost" Ph.D. in Psychology, and a very superior person. Randolph Sajler of the Department of Psychology is now doing further postgraduate study in New York, and is getting in touch with her. He may have reported her name to you and Miss Kendrick. I have not mentioned this to Dr. Luh, head of the Psychology Department, as I have heard this third or fourth hand, but I mention this merely as a matter of information. We have no

1142

salary for her as such, nor do I know whether the Department of Psychology wishes the addition of another person. If it did, and if she is an unusually fine type of person, some adjustment might be made. Could you pass this on to Miss Kendrick?

Other Candidates

K. I also received letters recently from graduates from Mills College who are now studying in Vienna, and I will note their names for your benefit. Miss Pauline Raje, Schwarzspanierstr. 15 II Stiege, Hochp. 6 Vienna IX, Austria, who applies to teach Fine and Applied Arts, History; and Miss Dorothea Orr, Kartneerring 14, Vienna I, Austria, care of American Express.

Miss Wagner

? | Miss Wagner has written asking for leave of absence for one more year for further preparation for returning to the Department of Economics. She is eager to go further towards acquiring a Ph.D., and is hopeful of receiving a scholarship at Columbia. I have referred this request for further leave to Mr. J. B. Tayler, acting head of the Department, and he is still considering it. I presume Miss Wagner will have communicated this ^{request} to you directly. I think her idea is to be self-supporting this second year of study, but that you can discover directly from her.

Miss VanKleek

K. Miss Wagner has written that Miss Mary Van Kleek, a very distinguished person in the world of Economics and Industrial Relations, may be willing to consider an invitation to be visiting specialist at Yenching during the year 1931-32, or 1932-33. When I spoke of this to Mr. Tayler, he was much impressed, and asked permission to talk it over with some of the important industrial heads in Shanghai and even connected with the government. We might in this way be able to offer her such unusual opportunities that she would be glad to come out to help us, perhaps only for her living expenses. This information is, of course, confidential, but I am mentioning it beforehand because it would seem an unusual opportunity for us to make possible a visit of a very distinguished person to Yenching.

Sage Hall

? | D. Regarding the \$2,000 for the furnishing of Sage Hall, you say that Mr. Evans or Mr. Garside will be able to make the correct changes in the books. This would, I suppose, make the \$2,000 available for Sage. I would like to have this quite clear, for the halls and certain rooms have not had all the decorating which would really complete the building, and I would like to be sure that the money was available.

#57

X E. Miss Mills, Miss Speer, Miss Stahl, and Chen I moved into the new house #57 early in November. They have enjoyed living in it although its excessive dampness due to the wetness of plaster made it uncomfortable in many ways. It was exceedingly fortunate that another group did not have to move into the other half, #58, until it could be more dried out. These two little houses are a great addition to our housing facilities.

occupied
occupied

Salaries F. We were much interested in a recent cable which gave the final action of the Finance Committee authorizing an increase of 12½% for all the foreign teachers supported directly by the University and the Y C C.---The salaries of the Presbyterian single women missionaries is far in excess of any other. Do you know the reason why the Board took this step?--The matter for a recommendation for the salaries of Chinese women staff members came up again at our last faculty meeting. It was voted to recommend that they be on the same basis as that of the men! I note that you express the opinion that this is more ideal in theory than perhaps possibly in practice, but I will say nothing more along this line until I am sure of the change it will make in the budget, and after further discussion with the Administrative Committee.

Surplus G. We are awaiting with great interest any suggestions of the Committee as to the best investment of the field surplus as recommended in the minutes Y 443. Miss Cookingham and I are consulting on this and would like later to make some suggestions.

Minutes H. A copy of the minutes of the Finance Committee of the Trustees is sent to Dr. Galt. I am sure he will be willing to allow me to consult them, so it will not be necessary for you to send me abstracts of the motions, although comment on any action applying to the Women's College would be very helpful.

Alumnae I. We had a letter from Olin Wannamaker asking for facts about News some of our best-known alumnae for publicity purposes. I am asking Miss Boynton to do this, and perhaps you would like a copy. I am not sure whether they wish it for publication in the Peking News or some other papers. It would be very good material for a Yenching News Letter, if Mrs. Williamson cared for it.

Did Miss Calder tell you that since no part of my support now comes from the graduates at Mt. Holyoke, I shall be obliged to change the form of my letters to my constituency, which are now graduates? I sent a letter to the Y W girls I know at college, but asked Miss McComaughey to consider it private, and not send it out to the whole list who used to get my other letters. I am a little puzzled as to the best form in which to make my reports in the future.

Travel J. We are waiting to hear the judgment of the Y C C as to the amount of travel grant which may be given. This has special bearing on Edith Boynton, who did not stay out her full contract of five years although no contract was signed. Miss Boynton is anxious to know how much travel might be granted her on the basis of her length of stay.

Books K. Dr. Galt's and my letters regarding the financial arrangements will have reached you before this. Mr. Beddow has told Miss Cookingham that he considers the separate books on the field to be advisable.

Sincerely yours,

Olin B. Frame

Mrs. M. S. Frame

14 Beacon Street, Boston

January 22, 1930.

Mrs. Alice Browne Frame
Yenching University
Peiping West
Peiping, China.

Dear Alice:

I am writing today in response to your cablegram asking Augusta Wagner and me to get in touch with Phoebe Ho and learn as to whether she would consider an invitation to Yenching. That cablegram came on Thursday of last week and as it happened I was the next day in New York for a meeting of the Yenching Finance Committee. I got in touch at once with Augusta but was not able myself to see Miss Ho. Augusta has since then seen her and had a long talk with her, and in a letter this morning she sets off the situation as follows:

"Phoebe Ho has no assurance of finances for next year but in times past they have always come, and so she expects that somehow or other money will be provided, and if the money materializes, her first choice is to study further with some of the time in Europe. If the money materializes (and she seems fairly confident that it will) there is no chance of our getting her next year. However, should she have to go back, she might consider Yenching, although she has had among other offers an offer to go to McTyeiere but she is afraid she is not cultivated and sophisticated enough for

1145

Shanghai! On the other hand, she is fearful of her academic standing at Yenching - afraid she is not academically on a par with our people. I tried to reassure her on the latter point. Also in regard to Yenching, she would have to know more definitely what we had to offer."

Upon receipt of this letter, we this morning cabled you "Phoebe Ho's plans uncertain". I realized that this would be a most unsatisfactory message to you but it was impossible to give the long explanation in a cable message and I could not say anything more definite.

It happens that Dr. Stuart is just now in Boston, and I told him of your cable. He was interested and seemed to think well of the suggestion of securing Miss Ho, if possible, though he thought that a second year of study would be very desirable if she can manage it. I will ask Augusta to keep in touch with her and to let you and me both know promptly if or when her plans become more definite.

I was so glad that Dr. Stuart happened to be here and could go to Mrs. Boynton's funeral, as I felt sure his doing so would be a comfort to Grace. One of his chief purposes in this visit to Boston is to confer in regard to an effort for the Woman's College Endowment. An endowment of at least \$100,000 for the Woman's College is one of the definite parts of the financial undertaking that he has in mind for the months just ahead, but he is, or yesterday morning when I talked with him, was uncertain as to whether this was the best part of the entire undertaking to work for in Boston. Miss Kendrick, Dean Franklin, Miss Kendall and I invited Dr. Stuart to luncheon yesterday at the Woman's City Club where we did some preliminary talking. Dean Franklin told of the responsibilities that are resting upon her as Dean of Women to raise money for Boston University, and of the way in which women have organized for this purpose. Dr. Stuart hoped to see her again today and to learn more definitely as to the possibility of interesting individuals. He feels that the mother and daughter who have given the first and the last \$20,000 toward a \$100,000 endowment for the Woman's College, would probably give more if we could get some part of the gap between the first and last gifts taken care of. You will have heard before this that the Trustees voted to engage the firm of Pierce and headrick for work in California and perhaps other parts of the country.

At the Finance Committee meeting last Friday the question of how the Treasurer's work should be conducted in Peking was discussed. Mr. Garside was to write you and Dr. Galt, so I will not go into that today. Mr. Garside will I think send me a copy of his letter and if there seem to me to be points which might well be elucidated or enlarged upon, I will write you.

I fear that the trip you and Miss Stahl took recently among secondary schools in Central China proved arduous, but I am sure you found it very interesting.

A.B.F. -3-

Our office here is unusually quiet just now as most of our Secretaries are in Chicago for the mid-winter conferences. We, as a Board, have a number of important questions at stake, and we do hope that a spirit of cooperation and understanding may prevail in Chicago and some changes in the working of the machinery be made, so that the Board may hope for little larger receipts another year.

We should soon be having word from you telling of your Christmas activities. I am glad to think that the Chinese New Year's vacation is not far ahead and I surely hope that that may give you a little opportunity for relaxation and rest.

Always lovingly yours,

(Mrs. Lucius O. Lee)

L:K

1147

CHINA UNION UNIVERSITIES

Fukien Christian University
Lingnan University
University of Nanking

Shantung Christian University
West China Union University
Yenching University

Princeton-in-Peking

CENTRAL OFFICE

Cable Address
Nanfushan, New York

150 Fifth Avenue, New York City

Telephone
WATkins 8703-45

B. A. GARSIDE,
Secretary-Treasurer

C. A. EVANS,
Associate Secretary-Treasurer

Yenching University

January 25, 1930
E-30-1-25-1

Dr. Howard S. Galt
Mrs. Murray S. Frame
Mrs. L. O. Lee
Dr. J. Leighton Stuart

Dear Friends

We are living in a marvellous age. Things are happening with tremendous speed. The other morning we arose and heard the opening of the Disarmament Conference in London. The radio brought us the words of the King with a clarity that was startling. He seemed to stand in the same room with us. They say that the use of television is not very far distant both in relation to telephone and radio. One of these days the Yenching Board of Managers in Peking will stay up late and tune in to the proceedings of the Finance Committee meeting in New York. In view of what has happened in the scientific world, this is not a very impossible prediction. There would then be a general understanding as to the attitude and reasons back of many actions, and it would promote even better feeling just as the radio at the present time is putting a different meaning into the Disarmament Conference.

It would have been a very heartening thing could you all have heard and seen the proceedings of the Finance Committee when consideration was given to the situation involving the books of the Woman's College with that of the Treasurer of the field. No one at the meeting could find any real reason for difference of opinion when the fundamental factors were considered. There was agreement that probably a statement would be in order regarding some major operations of the plan but that details could readily be worked out on the field without any difficulty whatever. There was not even a dissenting voice to the thought that it would be best to have one channel through which money and financial correspondence should be conducted to the field.

As you know, the Trustees have authorized the setting up in our New York office of a set of Woman's College books paralleling, but distinct from, the books of the general University. Woman's College funds are held in separate bank accounts, and Woman's College endowment securities and other capital funds are held in separate trust. But the same financial officers are responsible for receiving, disbursing, and accounting for funds in both sets of accounts. The Finance Committee is, under the control of the Trustees, responsible for the financial administration of both sets of accounts, but always looks to the ladies of the Woman's College Committee for recommenda-

tions on matters affecting Yenching College. The Trustees and the Finance Committee consider the budget of the entire University as a single unit, within which the budget of the Woman's College is one distinct section, very much as the budget of the School of Religion is a distinct sub-division. The Woman's College section in the budget is first passed on by the Yenching College Committee before coming to the Trustees for final action.

In working out this procedure at the home base we have all been seeking a system that would provide the greatest amount of unity, simplicity, and economy, while at the same time preserving the financial identity of the Woman's College. I believe the procedure we have adopted is proving quite satisfactory, though no doubt experience will show us where improvements can be made.

It is the judgment of the Finance Committee that the financial administration on the field should follow the same general lines, but with such details of operation as you on the field may find most satisfactory. This would of course mean making the Field Treasurer responsible for the finances of the entire University, including the Woman's College. The detailed arrangements of his handling of the accounts is a matter the Finance Committee feels should be left to the field, though the Committee hopes you will keep us informed of at least the general outlines of your policy, so that we may the more intelligently cooperate with you.

The Committee felt that on the basis of this general statement of policy the field will be able to answer all the questions asked in Dr. Galt's letter of November 16, 1929, (#2968) and Mrs. Frame's letter to Mrs. Lee, November 22, 1929.

The chief question raised by Dr. Galt's letter is whether the Woman's College accounts should be set up in a separate and parallel set of books, or should be merged with general University accounts. He indicates that the former plan is being worked out, and this is clearly in harmony with the judgment of the Finance Committee and the policy followed here in New York.

Mrs. Frame's letter asks for information on four points:- "1. Will the quarterly checks sent out by Mr. Evans for the Woman's College use, be sent to the Woman's College, either to Miss Cockingham or me, or will they be included in a check to Dr. Galt?" Our office usually sends current funds to the field in two ways (1) monthly remittances of general income (2) special remittances of special funds, generally transmitted promptly after such funds are received by our office. Both types of remittances may be sent out either by draft, check or authorization to draw on us. Woman's College funds would be sent to Dr. Galt in separate remittances, with a clear statement as to the nature of each remittance.

"2. Will checks as deposited on the field be signed by Dr. Galt, Miss Cockingham, or myself?" By Dr. Galt, or by such other arrangements, under his responsibility, as you on the field may desire to make.

"3. If the check comes in one lump sum to Dr. Galt, shall the money be deposited through his office, or shall the amount allocated to the Woman's College be deposited to their checking account in some bank, and be deposited, as now, through Miss Cockingham and her clerk?" Deposited through the Field Treasurer's office, as discussed above.

Dr. Howard S. Galt

January 25, 1930

-3-

"4. Will the Woman's College have a separate set of treasurer's books listing securities, endowments held on field; or will these be entered on the books of the University, even though kept in a separate bank, credited to the Woman's College account?" The first alternative is more in line with the thought of the Finance Committee, though they leave such matters of policy to the field.

The preceding questions also raise the general problem of the relationship between Miss Cockingham and the Field Treasurer's office. This is a matter the Finance Committee leaves entirely to the field. I am sure you will have no difficulty in working out a satisfactory arrangement. Here in our New York office, as must be done in every organization, Mr. Garside and I divide the work between us, and the young ladies in the office each has responsibility for different sets of accounts, but we try to bring all our different duties under one unified responsibility.

It gives us a great deal of pleasure to pass on to the field this action on the part of the Committee, as the relations were so cordial and sincere and so utterly lacking in any thought that there was a great deal of opportunity for difference in opinion. In closing we do hope that the same sort of congenial atmosphere will prevail in the adjusting of the details as was manifested in giving consideration to the communications from Yenching.

Very cordially yours



Assistant Treasurer

CAE:MS

1150

3
2
6
4
9
9
5

January 29, 1930

Mrs. Alice Browne Frame
Yenching College for Women
Haitien, Peiping West
China

Dear Mrs. Frame:

I hope soon to hear whether you regularly receive copies of the minutes of the meetings of the Yenching Committee on Finance, Property and Investment. Until I know that you do, it seems worth while and right for me to send you copies of the parts that I think will be of particular interest to you. I am enclosing such a paper giving extracts from the January 17th meeting of the Committee.

I have this morning a copy of Mr. Evans' letter of January 25th, which I notice he has addressed to Dr. Galt, you Dr. Stuart and myself. That letter and the minutes themselves adequately cover the action of the Finance Committee in regard to the Woman's College treasury work I think. When the question was brought up, someone asked Dr. Stuart if he had anything to say and he replied that he had been concerned to have the academic work and the faculty united into one whole, but that he was more than willing to leave such details as the handling of the accounts to those who had that work in charge. He added that he did not think the Woman's College faculty or the Woman's College Committee in this country could be more eager than he was that the women students should have the kind of peculiar care which only devoted women teachers could give and should be possessed of a spirit of unity of their own. A suggestion was made that it might be a saving all round if Miss Cookingham could be located in the office of the Treasurer, but as Mr. Evans indicates, it was felt that such details could best be left to you on the field. My understanding is that money for the woman's College, when sent to Dr. Galt, will be sent in a separate check, not as a part of one general check for the university.

I do not believe there will be any trouble in keep woman's College funds separate, but if you are conscious of difficulties which we have not sensed, you will of course let us know.

I certainly hope that among us we may before very long be able to secure some endowment specifically for the woman's college. As I said in my letter of a few days ago, that is one of Dr. Stuart's objectives.

Always yours with love,

L:ehs

(Mrs. Lucius O. Lee)

1151

YENCHING COLLEGE
FOR WOMEN

TRANSFER

Yenching University

February 3, 1930

Mrs. Murray S. Frame
Yenching Women's College
Yenching University
Peking, China

My dear Mrs. Frame

I have not acknowledged your letter of November 22 before this time as there were so many items regarding policy that it seemed wiser to allow the matter to rest until the question was entirely cleared up. Last week, however, we sent the minutes of the Finance Committee along with a covering letter wherein we endeavored to clarify the whole situation.

The plan as worked out seems to ideally fit in the whole situation. It conforms to the idea of keeping the accounts entirely separate, although it leaves the way open for the field to bring the accounting in one office, if desirable, and brings the responsibility for custody of the accounts under the bonded treasurer on the field as it properly should be. The actual bonding for the field accounts is now in process of accomplishment, although the by-laws as passed some time ago directed that it should be done.

This letter is just to let you know that at all times we shall be ready to cooperate with the wishes of the field in order to make any out-lined system more workable. Please do not hesitate to write if you feel that there is any way in which we can be of assistance or wherein we should be censured. We are not perfect, and sometimes we have to be told wherein our imperfections lie.

Miss Cookingham wrote us on December 2 relative to the revised budget. We feel quite confident that the matter of salaries has already been straightened out through previous action of the Finance Committee. Although at the time of the meeting, no expression from the field had been received, the ladies representing the Women's College were of the opinion that the salary increase should likewise apply to the Women's College, and it was the thought of the Finance Committee that the Women's College staff should also be included in the resolution relative to the increase.

1152

Mrs. Murray S. Frase

February 3, 1930

-2-

Regarding the reference to purchasing securities, we might say that the whole subject has been up for consideration in a recent meetings of the Finance Committee. The last meeting indicated that there was a very strong feeling against the use of any foreign bank or foreign security. In regard to the handling of the Wheeler fund, the University Treasurer was instructed to deposit the same in the National City Bank in Peking. This will give you an idea as to the attitude of the Committee. Without doubt you will have taken action before this letter reaches you. We shall be very glad to bring the whole matter up before the Finance Committee if it is so desired.

Assuring you of our continued interest and best wishes, we are

Very cordially yours

Assistant Treasurer

CAE:MS

3
2
6
4
9
9
5

1153

YENCHING COLLEGE
FOR WOMEN

INDEXED

Yenching University

February 4, 1930

TRANSFER

Mrs. Murray S. Frame,
Yenching University,
Peping, China.

My dear Mrs. Frame:

* I enclose herewith a copy of a long letter I have just written Mrs. Williamson on the subject of the Sage Memorial Building and Equipment account. This letter is written as the result of the latest findings in the investigation we have been carrying on since we received the copy of your letter of October 29, 1929, addressed to the Chairman of the Yenching College Finance Committee.

* See Mrs
Williamson's
file

From the latest facts we have obtained from Miss Elliott's office, we discover that the funds received for the Sage Memorial Building and Furnishings were divided by Mr. Bowman between the Plant accounts and the Current account. Why he credited \$4,000 received from the Presbyterian Board for Furnishings to the Current Expense account and transmitted this amount in a separate draft to you, and a little later credited a remittance for G\$2,000 with an identical designation to General Plant account is a question we are not able to answer. The normal procedure would have been to credit both remittances to Plant accounts, sending ^{out} separate drafts, if he wished to transmit the funds at once and with specific designations.

Before we can clarify the status of the Sage Memorial Building and Furnishings account on our books it is necessary that we ascertain or not the expenditure of G\$4,000 which Mr. Bowman sent you on March 22, 1926, designated for the Sage Memorial Furnishings account was included in Dr. Galt's figures covering the costs of Woman's College Buildings and Furnishings as of December 31, 1928. I explain this question in detail in my letter to Mrs. Williamson.

I trust that it will not be difficult for you and Dr. Galt to ascertain whether or not this \$4,000 was included in his figures. You will note that in my letter to Mrs. Williamson I raise a number of other questions on which we would be glad to have your judgment.

Very cordially yours,

BAG-H

Enc.

1154

YENCHING COLLEGE
FOR WOMEN

February 8th, 1930.

To the Mount Holyoke Supporters
of Alice Browne Frame.

TRANSFER

Dear Friends:

The enclosed letter is the first which has come from Mrs. Frame since her return to China. While it is written with the girls in college specially in mind because of Mrs. Frame's fellowship with them last year, I am sure there is a great deal in it for all of us who have an interest in Mrs. Frame and in the allusions to present day life at Mount Holyoke as well.

Thus far we have received towards Mrs. Frame's support \$908 of which \$200 comes from the undergraduates at college. Some of this money is left over from a previous year, so I am hoping that there may be enough additional gifts received from alumnae who have not yet contributed so that we can write Mrs. Frame that her total support of \$1355 annually which includes a percentage of her travel to and from the field, is taken care of by Mount Holyoke alumnae. If you know of other alumnae who would like to take a share, will you let me know?

Loyally yours,

Helen B. Calder

Yenching College for Women
Peiping, China.
Jan. 9th, 1930.

Dear Friends:

The days whisk by like the enchanting blue ripples on the Pacific we crossed—was it really over three months ago? It doesn't seem possible that the diameter of this rather fattish-waisted old earth is actually the shortest distance between your feet, flitting about the white winter campus, and Rosamond's and mine, already gray with the omnipresent Peiping dust. "Yes, it must be," says my reason, soberly. "But can it be?" say I. Why, wasn't it only last week I was helping pile logs in the fireplace at the Outing Club Cabin? And Sunday night I saw you all at Y. W. meeting; Tuesday night I was the guest of the Judicial Board around their august table, where we found we quite agreed that there were certain things a true Mount Holyoke girl simply would not do; and this morning, (wasn't it?) one of the girls came in to discuss improvements in the room-choosing system, —or was it census points? And here it is Wednesday already, — is it chocolate or vanilla cream tonight?

1155

3
2
6
4
9
9
5

Well! It is very confusing. Mount Holyoke seems so vivid and so near,—and yet right outside my tall windows with their carved Chinese grills stand a group of college girls with black bobbed heads close together, chattering in a rippling stream of words that I'm sure you'd never understand! Those cascades of firecrackers that make the welkin ring every few moments in honor of the New Year don't suggest South Hadley in the least, nor does the tall Chinese gentleman in blue who came in just now about some chairs for a student party, precisely resemble Mr. Briggs, except in the firmness of his manner!

It was a delightful year Rosamond and I spent on the campus, and it was lovely to be handed across the Pacific from one Mount Holyoke person to another. The alumna, Mrs. Evans, came to see us off at San Francisco. We lunched with Ruth Tenny at Yokohama, and Etsu Kitani in her smartest American clothes was smiling up at us when the "President Jefferson" docked at Kobe, while I had such a jolly little tea with Maw and Ai-fang in Shanghai not long ago. But how good it is to be back in China! It was with a real sense of drawing nearer home that each day after we started back in August, we changed our watches: "Central Time", "Mountain Time", "Pacific Time",—and then by great leaps to "Japan Time",—and then by threading our way among the islands off Korea and across the tumbling Yellow Sea, to "China Time" at last! Even Rosamond, as we steamed across Taku Bar to Tientsin threw her arms around me in a big hug, crying, "China, mother! Aren't you glad we've reached China at last?"

Well, what of it? Only that I've been wanting to write to you (and it might even be that you'd write back!) to let you know that we do remember you all, and scan the columns of the "News" eagerly to discover the interesting things you have been doing. It was not so easy to say goodbye, you know,—but it is also very satisfying to be here.

And as a feeble way of sending you a return number of the "News" to bridge over the weeks and miles that have intervened since we said goodbye last June, let me try to sketch in a few swift pictures for you. (I know now, you see, how fond you are of "pictures"!)

Look first at our great vermilion Alumni Gate, guarded by two huge snarling stone lions. By one of the red pillars was waiting a dainty little figure with close-coifed hair when our car started to pass through, the evening we reached Yenching. The president of the student Self-government Association had come, in true Chinese fashion, to meet us at the threshold of the campus. So our car stopped for her few graceful words, and she slipped in beside us. Around the stately buildings we swung, up to the stone steps of the four-square Dean's Residence. Light streamed from each beautiful carved Chinese window (was it Christmas candles it made me think of?) till it looked more like a great glowing Chinese lantern than ever. And there were the faculty on the steps, and crowds of college girls trooping around singing, and the college servants all scrubbed and beaming and bowing,—all in the soft light from the tall windows. And so we came home.

The next picture: the very next morning (and almost every morning since) I went down the steps and looked westward to salute the glorious mountains against the soft September horizon, (not forgetting to send a swift thought back to your western mountains, too,) with familiar piles of mail and minutes and committee reports on the same old desk. Had I ever been away? And were Miss Woolley and Mary Budd, Christmas carols and Vespers,—warp and woof of a dream? For there was my desk—.

And then a few days later: the campus only a background for streams of distinguished guests, chiefly from China and America,—trustees, managers,

college presidents and official delegates galore, all to be ~~dined and tea-ed~~ and escorted about. Smiles and congratulations everywhere, and red banners flaunting on all our sober academic walls. The academic procession on the last day was of a gorgeousness, as we formally dedicated the university campus and buildings. We of the Women's College were responsible for about a third of the campus, and nine whole buildings, as well as shares in two others. Really the buildings are dignified and beautiful in their combinations of Chinese architecture and modern improvements, in their Chinese setting of what was once a prince's garden.

A Christmas picture, this: candles burning in each chapel window; candles burning thickly on the altar, behind a tall graceful girl reciting very softly a Christmas poem of her own, in its measured Chinese. Then another girl, a little breathlessly, reading the Christmas Eve story, and another, bringing the intimacy of the Bethlehem inn so close to our hurried lives today. For it is the thought of our Chinese chaplain that in our University Christmas Eve vesper service, when we remember Mary and the Child, the chief parts shall be taken by young women. So they marched in, bearing burning candles, and the little flames shone on their faces and in their eyes, and were reflected in our hearts.

And just one more, --the last,--from the many I saw in a recent trip to central China to visit some middle schools where our graduates are working. It was inside a high gateway set in a great blank brick wall on a back street in the old city of Nach'ang, to which two of our old Yenching girls had taken us. It was a famous Foundling Home for baby girls, we were told, started by some philanthropic soul more than fifty years ago, to save from death the little girl babies who were not wanted or whose families were too poor to feed them. It had fallen on evil days, it seemed, and unbelievable stories began to be whispered about, when one of our Yenching graduates had taken the headship of the Home, and thoroughly reorganized it on modern sociological and sanitary lines. We looked into room after room, in long rows, each with its nameless cradled baby girls and their attendant nurses,--all so clean and sanitary--and tragic. We saw the revolving wooden cage in the night-door, where babies could be slipped secretly in and left to be found by the watchman. Even while we were there, two little mites were handed in furtively to the men in charge at the desk. Over eight hundred of them, in this one charity,--and never a boy.-- Many of them are adopted, and those in the Home are admirably taken care of. But can't you see why even its capable head, with all her training in sociology, looked sober,--and why it made our hearts heavy? Think of the economic tangle lying back of it all, the deep-rooted folk-ways, that must be faced by our clear-eyed Chinese college girls? We saw them here and there, principals, teachers, mothers, doctors, doing their specific jobs in a way to make us proud and glad to see how they were using the learning and training they had received at Yenching. But underneath and back of those definite visible pieces of work lies the essential problem of old China herself, with her four hundred million people, and the accumulation of some five thousand years of customs and prejudices, of wisdoms and ignorances. And how does one fit one's little purple patches of twentieth century science and sociology and economics into that?

So we have some sobering thoughts, the Chinese college girls and I. It's going to take a long time, and it's going to take a lot of us working together, to give every baby girl, and the woman she is capable of becoming, even in the poor homes, the little country homes, the economic and spiritual and personal value that belongs to her brother, now. We've made a brave beginning in some places. And even a small share in an undertaking like that is worth coming back for, isn't it?

Loyally your friend,

Alice B. Frame.

1157

colleges presidents and officials delegates before, all to be done and the day of
celebrated about. Girls and conversations everywhere, and the campus flaming
in all our better moments. The academic procession on the last day was of a
corporation, as we formally dedicated the university campus and buildings. The
the Women's College were responsible for about a third of the campus, and fine
whole buildings, as well as others. Really the buildings are dis-
tinguished and beautiful in their construction of Chinese architecture and modern im-
provements, in their Chinese setting of what was once a prince's garden.

A Christmas picture, this: candles burning in each chapel window
candle burning thickly on the altar, behind a tall Christmas tree resting very
easily a Christmas poem of her own, in the morning Chinese. Then another girl,
little prettily reading the Christmas Eve story, and another, bringing the
intensity of the Heilshohn can so close to our hearts lives today. For it is the
through of our Chinese explain that in our University Christmas Eve vesper services
when we remember Mary and the Child, the other parts shall be taken by young women.
So they carried the best of Chinese candles, and the little flames shone on their
faces and in their eyes, and were reflected in our hearts.

And that one more, -- the last -- from the many I saw in a recent
trip to central China to visit some middle schools where our graduates are working.
It was inside a high gateway set in a great blank brick wall on a back street in
the old city of Nanchang, to which two of our old Yenching girls had taken us. It
was a famous boarding home for boys girls, we were told, started by some girl-
teaching school more than fifty years ago, to save from death the little girl babies
who were not wanted or whose families were too poor to feed them. It had fallen on
evil days, it seems, and unbelievable stories began to be whispered about, when
one of our Yenching graduates had taken the headship of the home, and thoroughly
reorganized it on modern sociological and scientific lines. We looked into room after
room, in long rows, each with its nameless cradled baby girls and their attendant
nurses, -- all so clean and comfortable and bright. We saw the revolving wooden cage
in the right-hand, where babies could be slipped secretly in and left to be found
by the warden. Even while we were there, two little mice were handed in the
sively to the next in charge of the desk. Over eight hundred of them, in this one
country -- and never a boy! -- Many of them are adopted, and those in the home are
absolutely taken care of. But can't you see why even its capable head, with all her
training in sociology, looked sober, -- and why it made our hearts heavy? Think of
the economic tangled web back of it all, the deep-rooted folkways, that must be
tread by our distant and Chinese college girls! We saw them and those, first
class, teachers, doctors, doing their regular job in a way to make us
proud and glad to see how they were using the learning and training they had re-
ceived at Yenching. But underneath and back of those delicate white dresses of
were like the essential problem of all China itself, with her four hundred million
people, and the accumulation of some five thousand years of custom and prejudice,
of wisdom and ignorance. And how does one fit one's little purple rascals of
twentieth century science and sociology and economic into that?

So we have some sobering thoughts, the Chinese college girls and I
it's going to take a long time, and it's hard to take a lot of us working together
to give every baby girl, and the woman she is capable of becoming, even in the poor
homes, the little country homes, the academic and spiritual and moral values
that belongs to her. It is a grave business in some places.
And even a small child in the world coming back for, isn't

Truly your friend,
Alice H. ...

RECEIVED
UNIVERSITIES
FEB 11 1930
JOINT OFFICE

1158

3
2
6
4
9
9
5

YENCHING COLLEGE
FOR WOMEN

TRANSFER

Yenching University

February 11, 1930

Mrs. Murray S. Frame
Yenching College for Women
Yenching University
Peping, China

My dear Mrs. Frame

We are enclosing herewith a copy of the minutes of the Finance Committee meeting held on February 3. We are writing a rather extended letter to Dr. Galt, dwelling, to some extent, on the discussions centering around the different actions. To relieve you of the necessity of wading through a long dissertation, I am writing a separate letter. The minutes are quite clear, and only one item refers to the Women's College. That is the \$1,000.00 from Miss Mary Chamberlain.

Very unexpectedly we received a letter from Miss Chamberlain wherein she enclosed \$1,000 and stated that she was perfectly satisfied with the arrangement on the previous \$1,000 and would be very glad to have us accept an additional \$1,000 on the same terms. You will notice that we are paying only 5% interest, whereas the income on the security suggested would run above 5%. However, in making the actual purchase, the Advisory Committee, consisting of members of three different security houses, did not unanimously approve of this particular issue, principally because the stock is callable at 110. Several suggestions were made, and finally the Advisory and Investment Committees approved of a mortgage bond on the 42 Broadway Building, figured on the basis of 6% but yielding 5.97. This appears to be a much better selection than the first one, as it brings in a larger return and seems to possess more security.

We might add a word regarding the Pension Committee by saying that we think we have an especially good one with Mr. Rounds as Chairman in conference with Mrs. Williamson and Dr. Warnshuis. We anticipate that some very definite recommendations will be forthcoming at the proper time.

With kindest personal regards, I remain

Very cordially yours

Assistant Treasurer

CAR:MS

1159

RECEIVED
FOREIGN DEPARTMENT

MAR 24 1930

Copy for Mrs A, Mrs W. M. G.

Frame

Feb. 11th, 1930

Ans. _____

Mrs. A. B. Frame,
Wom. College.

Dear Mrs. Frame:-

I have figured out the operation cost for Women's Gymnasium, heating, light, hot and cold water, sewers and telephones. In this estimate I have not included the swimming pool as I do not expect it will be in operation next winter. The heating cost I have taken from 1928-29 heating prices.

3660 square feet of radiation will be installed in the Wom. Gymnasium, and I have figured this out as follows:-

	<u>HEATING</u>	<u>Unit</u>	<u>Total</u>
<u>1928-29</u>			
<u>Last 7 days of October</u>	\$0.011	\$	40.26
<u>November</u>	0.05568		203.79
<u>December</u>	0.11		402.60
<u>1929</u>			
<u>January</u>	0.1072		392.35
<u>February</u>	0.0875		320.25
<u>March</u>	0.06		219.60
<u>First 5 days of April</u>	0.00483		17.68
		\$	1596.53

		<u>LIGHT</u>	
4,000 watt installed			
<u>Aug. Sept.</u>	a few lights burning		
<u>Oct. Nov.</u>	3 nights a week $1\frac{1}{2}$ hour a day	36hrs. @ 4,000 K.W. =	144K.W.
<u>Dec. Jan.</u>	3 nights a week 3hrs. a day	72 hrs. @ 4,000 K.W. =	288K.W.
<u>Feb. March</u>	3 nights a week $1\frac{1}{2}$ hrs	36 hrs. @ 4,000 K.W. =	144K.W.
		Total	476K.W.
	476 K.W. @ 24 cts. per unit =		114.24
			<u>1710.77</u>

1160

Mrs. A. B. Frame

- 2 -

Feb. 11th, 1930

WATER

Water consumption I have figured out as given by Miss McGowan. One hundred and forty two girls using the Gymnasium three times a week, and based upon the Gymnasium used eight months.

68160 gallons of cold water @60cts. per 1000 gal.	\$ 40.89	
68160 " " hot " @ \$1.90 " " "	129.50	\$ 170.39

<u>Sewers</u> approximately	80.00
-----------------------------	-------

<u>Telephone</u> two telephones @ \$5.00 per month	120.00
--	--------

370.39

1710.77

2081.16

It is very hard to figure these out accurately, so I have only given approximate costs of the above.

Yours sincerely,

Louis Holm
Power Plant Operating Engineer

LH/CF

1161

3
2
6
4
9
9
5

RECEIVED

Chinese woman called Bang, at Bryn Mawr. Her name is in the department. We do not need anyone particularly in that department. But if on investigations she should prove a very superior person, I would be glad to take up the matter with Dr. Hsu.

MAR 24 1930

There seems to be much confusion as to whether ANNE COCHRAN is or is not one of the Presbyterian quota of three on our staff. I have written that Dr. Scott writes that she is to be one of the quota. This, I suppose, is final, until her thorough which is due in 1931.

Miss Eliza H. Kendrick
Hallowell House
Wellesley, Mass.

My dear Miss Kendrick:

I have received letters directly from Augusta Wagner and Dr. Stuart strongly recommending Miss Roberta White for appointment to the faculty of the Women's College. Randolph Sailer of the Department of Psychology, working for his Ph.D. in New York, was apparently the one who discovered her, and has written most enthusiastically about her to these people out here. Dean C. W. Lubar, Chairman of the Department of Psychology, and himself a distinguished man in his field, would be very glad to have her join the Department, particularly since her specialty is Child Welfare. Burgess in his letter that she would do very well also in the Department of Sociology, with emphasis on Child Welfare work along the psychiatric lines. Leonard Hsu, chairman of that Department, is away and I have had no opportunity to speak to him about her in that Department, but apparently there is no support from either Princeton or Laura Spelman Rockefeller funds, which are open to the Sociology Department. Dr. Stuart asked for a cable after consultation with Dr. Lee, who approved heartily the addition of her to the Department of Psychology. I accordingly cabled "heartily approve appointment White provided friends will gladly provide salary. Lee counter with and let us know your joint opinion." The question of support is the main one I take it since she seems to be excellently qualified in every way. Mr. Sailer indicates that she wished to sign up for only three years, which would mean that she would not expect time for language study, and could begin work at once if she came this fall. You and I have often spoken of the desirability of getting strong personalities for our staff, and it seems to me that if Mrs. Lee and the Finance Committee approve of trying to secure her salary, that we ought to make every effort to secure her. Probably Augusta has long since written you about her, not later than June 1931 of course, my salary will be vacant and could be counted on for Miss White, except that someone will have to be acting as dean. Some new allocation of salary, however, might be managed. Dr. White seems to be an unusual person.

Augusta, you may know, hopes very much that her department will allow her to take another year for study in New York, the coming academic year. This will leave us extremely short-handed.

Augusta also mentioned a very attractive and able young

Chinese woman called Bang, at Bryn Mawr. Her major is Political Science, and we do not need anyone particularly in that department, but if on investigations, she should prove a very superior person, I would be glad to take up the matter with Dr. Hsu Shu-hai.

There seems to be much confusion as to whether Anne Cochran is or is not one of the Presbyterian quota of three on our staff. I have heard from the China Council that Dr. Scott writes that she is to be one of the quota. This, I suppose, is final, until her furlough which is due in 1931.

Affectionately yours,
H. H. H. H.

My dear Miss Kendrick:

Mrs. Murray S. Frame
Dean

I wrote you before about our interest in Phoebe Ginling who is studying in New York. I heard that she might be under obligations to Ginling, but that there was a little awkwardness about her returning there, so I wrote her a tentative invitation to join our staff in the Department of Education. Perhaps you would like to get in touch with her, if she belongs to Ginling of course the negotiations must stop at once. She could be addressed care of August Wagner, 111 West 116 Street, New York City. I have had no opportunity to speak to her but apparently there is no support from either Princeton or Lewis Spelman Rockefeller Funds which are open to the Friends Service Council of England might send out Miss Lucy Sturt to the Department of History, with the thought that she might be able also to assist in the Department of Education, because of her unusual experience. A few days ago Miss Myfanwy Hood received a letter, a copy of which I am sending to you and Mrs. James. The previous letter about her had intimated that the Friends Service Council might be entirely responsible for her financially. In this letter she suggests that such responsibility might last only for a year or so. This matter will need to be taken up officially by the Menching College Committee and Dr. Stuart with the Friends Service Council, and we will await the result of their negotiations. The Women's College has already approved the appointment of Miss Maude Cherry to the Department of History, but as Dr. DeVargas and Miss Cheney will both be away next year, and Miss Cherry is well-qualified to assist in the English Department, there is no doubt but what they would both find plenty to do. Miss Cheney would be glad of a furlough of a year and a half, so that she might do a year's study, as well as some deputational work, but this matter has not received official sanction by the W. M. C. S.

Augusta also mentioned a very attractive and able young woman who may know, hopes very much that her department will take another year for study in New York, the coming academic year. This will leave us extremely short-handed.

Q. B. F.

燕京女學

YENCHING WOMEN'S COLLEGE

YENCHING UNIVERSITY

PEKING, CHINA

Burt

YENCHING COLLEGE
FOR WOMEN

Feb. 13, 1930

INDEXED

TRANSFER

Dear Dr. Stuart,

Just a note to accompany the enclosed copy of a letter about Miss Lucy Burt about whom I wrote you some time ago.

It is a decided disappointment to learn that the Friends' Service Council is only (apparently) considering paying her travel and one year's salary. Of course my salary will be vacant from 1931 on, but there is Miss White, who might come on it. I am still hoping that when the Council writes you formally about becoming one of the cooperating missions, so to speak, that you can gently wangle them into going on with something they ^{have} begun. Have they a constitutional disapproval of colleges? Could Henry Hodgkin help out here? Meanwhile it seems unfortunate that said lady seems to be getting quite determined to come, --- regardless!!

In spite of joint petitions from men and women students, the Chancellor had the University open on Feb. 10, as per schedule, though the rumor went around Peking they got their wish for another week's holiday. I am a little uneasy at their giving in so easily, --- what else have they up their sleeve? --- You see the ~~x~~ years have taught me wariness.

Miss Cookingham has been ill for some four or more weeks with an illness that resulted in a mastoid operation, so we are short-handed. Miss Cheney has also been ill for more than a month.

We were quite thrilled to learn of the good prospects for the Education Department. How splendid! Though the G.F.E. Com. looked a little dashed to learn of the lady's excellent health. What inhuman monsters we are! -----

I am getting more and more intrigued with the N.C.C. proposition though Dr. Lebenstine does not know it. I am still meditating, and have not taken it up officially with my mission or Board yet. Couldn't I possibly be let off from here before June 1931?

Miss Nettie Senger is here for a semester's residence for postgraduate work. Resides in the dormitories, too, or will.

Good luck, and a speedy return to your beloved University.

Sincerely,

Alice B. Lane

1164

COPY

February 14th, 1930.

Mrs. Frame,
Dean of the Women's College.

Dear Mrs. Frame:

Thank you for your note. To take your two points in the reverse order; the prospects of getting wide backing to an invitation to Miss Van Cleek are distinctly good. For instance, H. H. Kung said he was willing to endorse it, although he characteristically said "Isn't there a man?" I think also it is likely to fit in very well with plans we are making in connection with the N.C.C.'s Committee on Christianising Economic Relations. Miss Van Kleek should be encouraged to think of coming, and I hope that within one or two months it will be possible to send a formal invitation, backed by a number of important groups.

With regard to Miss Wagner's extended leave of absence. It is difficult to make up our minds at the moment. You may have heard that the N.C.C. is asking Giden Ch'en and myself to take a certain part in rehabilitating the Committee already referred to which is without a secretary, and whose future is uncertain. We shall both be going down to Shanghai next month to meet with the folks there, and later to discuss plans and finance with Sherwood Eddy who is reserving the 20th and 24th of March for discussing these matters. I would like Miss Wagner to feel that we are anxious to give her this opportunity if it is at all possible, and that we will let her know by cable, if necessary, about the end of March or early in April what we can do.

A new man is joining us shortly, Dean Ling who was Hu Shih's right-hand man at the National Institute at Woosung. If he fits into things here and stays on after the summer it will make the situation easier. I hope it is not unfair to Miss Wagner to keep this question open for a few weeks. I shall be glad to undertake to cable her as soon as we decide, say not later than April 10.

Yours sincerely,

(Signed) J. B. Tayler
Chairman of Economics Department.

JBT:DB

1165

3
2
6
4
9
9
5

February 21, 1930

Mrs. Alice Browne Frame
Yenching College for Women
Haitien, Peiping West
China

Dear Mrs. Frame:

Your letter of January 20th with the various interesting enclosures is at hand. As several of the points about which you write have been taken up in earlier letters, I will touch on them very lightly here.

1. Phebe Hoh. I have heard nothing more as to whether or not she is likely to be able to carry out her desire for a year of study in England before returning to China. I have asked Miss Wagner to keep in touch with her and I hope I may myself be able to see her the next time I am in New York.

2. Miss Roberta White. Mr. Garside also has written me about Miss White. I have suggested to him that Miss Kendrick is the person who should collect testimonials or other papers for her and have passed on a copy of all the information I have to Miss Kendrick. Miss White sounds like an unusually valuable person and I hope we can get her for Yenching. I am not sure just how the question of her support can be worked out but if she is as fine as she appears to be, I do not think we should lose her because of lack of salary at least until we have made some effort to find the money.

3. Other candidates. I am passing on to Miss Kendrick the names you given of the two ladies studying in Vienna.

4. Miss Wagner. She had not written me of her desire to have a second year for study at this time. I suppose she wished first to know whether the college, especially the Department of Sociology, felt that she could be spared. I have mentioned this matter also in writing her this morning.

5. Miss Van Kleeck. Miss Van Kleeck is evidently a distinguished person and I believe/might be a great thing for Yenching if she could give a year of even less to the University. I think it not impossible that she might consider doing this for a year in

Mrs. A.B.F. -- 2

Peiping ~~will~~ would undoubtedly be full of very many interesting experiences for one in the kind of work Miss Van Kleeck is doing. I take it there is nothing for us at this end to do just now. If I hear from Miss Wagner or Dr. Stuart that there is a chance that she may consider going to China and Yenching University, I will write her a friendly letter.

6. Salaries. I am much interested in the vote of the faculty that Chinese women teachers should have the same salaries as men teachers. We will await with great interest the final decision of the Administrative Committee as indicated in the budget for next year, which will no doubt be reaching us soon. You speak of Presbyterian salaries having been increased lately. I have no ~~any~~ information in regard to this ~~other~~ other than what your letter gives.

You doubtless know that the question of some increase in salaries of American Board missionaries is being discussed. We recognize the very difficult situation in which you are all placed because of the depreciated value of the silver dollar. I think that in spite of the discouraging financial condition, the Board will feel that something can be done, and I hope that you will all have some relief in the not distant future. The present action of the American board will not, however, be in the shape of a real increase in salaries but will allow the missionary to keep some of the gain in exchange.

7. I take the paragraph of your letter with touches on your own support from Mt. Holyoke and the kind of letters you should write to Miss Calder. She says that you are mistaken in thinking that no part of your of your salary comes from under-graduates. She is herself writing you on this subject I think. I hope, however, you will not materially change the character of your letters to your supporting constituency. The very fact that they are intimate and personal makes them the more interesting. I have taken the liberty of culling some paragraphs from your Mt. Holyoke letter of January 9th to send to the members of our Committee. We now have among us, you know, several rather new members and I do want them to feel as well acquainted with you and the College as possible. I hope you won't object to my doing this.

8. The date of the Annual Meeting of the Yenching College Committee is being fixed for April 22d; the Trustees' meeting for April 23d. We will hope to have not only the budget in advance of that date but comments of any kind that you wish to make. I sometimes question in my own mind whether or not there is under the present organization of the University sufficient real work for the Yenching College Committee to enable us to keep the deepest interest of the members of the Committee. All the important questions relating to policy and finances are now brought directly

Mrs. A.B.F. -- 2

to the Trustees or some sub-committee of the Trustees. As I have given a fugitive thought or two to the subject of our docket of our April 22d meeting, I have wondered whether there was work for two sessions or whether we should henceforth make even our Annual Meeting only a half day's meeting. These remarks I am passing on to you now not because of any clear conviction but to illustrate our need of any assistance you can give in our having real work to do.

I have left what is in many respects the most interesting and most important subject to the last, and that is your invitation from the National Christian Council. Of course I recognize the honor of such an invitation and I believe you would do wonderful work for that organization. There is no doubt at all of the tremendous job the National Christian Council has and in many ways I would be glad to see you one of its staff. My strongest, first reaction, namely, that we could not possibly let you go from Yenching earlier than the summer of 1931 is perhaps a selfish one. So far as I know, however, no real progress has been made toward finding a Chinese Dean.

Have you written of this invitation to Dr. Stuart? A note I have from him this morning tells me that he is to be in Boston again March 11 th 22. I will hope then to discuss this question of a Dean for the Woman's College with him, and I wish I knew whether I am free to speak to him of the invitation you have had. You will be writing again and perhaps I will know more by that time.

With abiding interest in all that pertains to you and Yenching, I am

Affectionately yours,

(Mrs. Lucius O. Lee)

L:ehs

1168

3
2
6
4
9
9
5

✓
RECEIVED
FOREIGN DEPARTMENT
February 22, 1930
MAR 25 1930

ADMINISTRATIVE COMMITTEE

The meeting of the Administrative Committee of Yenching College for Women was held on Saturday, February 22, 1930 A. M. in the A Building of P U M C.

Present: Dean Frame presiding, Mrs. Calhoun, Miss Ferguson, Mrs. K. P. Huang, Miss Myfanwy Wood, Mrs. Y. Y. Teu, and Mrs. Wong-Quincey.

Miss Wood opened the meeting with prayer.

The minutes of the last meeting were approved as circulated to the members of the committee.

Since at the November meeting the chairman and the secretary of this Committee had been requested to study the question of the term of service for the coopted members and make recommendations at the next meeting, the secretary reported that they would recommend a two-year term with the privilege of re-election. If this were adopted, they would recommend further that for the first time, in 1931, two of the five coopted members retire, and three remain until 1933 (in order to prevent all five members from retiring at once) and that after 1933 they retire regularly at the end of two years of service. It was pointed out that the suggested plan would not prevent all the present five members from retiring at the end of 1933. The recommendation was accordingly amended so that two should retire at 1930, and three remain until 1931. It was

VOTED: That the recommendation with the above amendment be approved.

The secretary reported on nominations for members of the Curriculum Committee, as requested at the last meeting. The following people were nominated:

Miss Camilla Mills, Yenching
Miss Ch'ang, Principal of Tu Chih School
Mrs. Y. M. Hsieh, Yenching
Mrs. Li (Chang Ch'un Ying, 1925), Bridgman School, Peiping
Mrs. H. J. Huang, Yenching

The first four persons were elected, and it was suggested and approved that Miss Frantz of Tientsin be coopted as a corresponding member of the Committee. The Chair was requested to appoint a convener for this committee.

Dean Frame reported briefly of her trip to visit the Yangtse Valley Schools. Among the schools visited by her and Miss Mills were: Rulison, Knowles, Baldwin, Hui Wen, Chung Hua, Olivet Memorial, Laura Haygood, Tsung Hua, Union Girls' School, St. Mary's, McTyeire, Mary Farnam, Bridgman and Eliza Yates. Miss Mills presented the value of the study of Home Economics, and Dean Frame urged these schools to register with the Government, since their return various schools have written letters of appreciation of their visits.

Miss Wood reported briefly on the meeting of the Council for Christian Education in Shanghai which she, Miss Sui Wang, and Miss McGowen

and other representatives of the University attended.

Recommendations of the faculty regarding Chinese staff salaries:-
At the January faculty meeting the Women's College Faculty recommended that the salaries of the Chinese staff be put on the same scale as those of the Men's College.

VOTED: That the matter be referred back to the Chinese members of the Faculty for further study and that they be requested to take all facts and accounts into consideration and their findings be reported to the Administrative Committee.

Budget for the College for Women 1930-31: Dean Frame presented the Budget.

VOTED: That the Budget be accepted in principle, with the following suggestions for possible cuts in order to make it correspond with the total expected income:

- Increase of salaries for the Chinese staff
- Additional Health Allowance
- Hill Cottage Expense
- Reduce the figures for Faculty Residence Upkeep and Physical Education to this year's actual expense.

The question was raised as to whether there should be a fixed time for meetings.

VOTED: That the Chair be requested to continue to call meetings as business comes up.

12:10 - Adjournment.

Frederica Giang Li

Secretary

3
2
6
4
9
9
5

EXHIBIT B.

SHORT TERM APPOINTEES.

Instead of the present irregular arrangements we suggest that the following be adopted.

An outfit allowance of G.\$50, which can be made up to an amount of G.\$125 if the appointee desires, but the difference between G.\$50 and the amount allowed is to be deducted from the salary within the first two years after appointment. (Amount and time to be arranged by mutual agreement).

The University to provide furnished quarters, to be paid for from a furnishing fund administered by a Yenching local committee. This furnishing fund shall be provided for by the University paying into the fund \$200 Mex. for each new appointee.

If a short term appointee becomes a long term appointee the salary and allowances to be made up to the usual rate for long term appointments.

If a long term appointee lives in a house furnished by the University he (or she) should pay a rent to the University. (Suggest that the equivalent of \$200 Mex. spread over a period of three years is about \$5 or \$6 per month.)

燕京大学

YENCHING WOMEN'S COLLEGE

YENCHING UNIVERSITY

PEKING, CHINA

OFFICE OF THE DEAN

February 24, 1930

RECEIVED
FOREIGN DEPARTMENT

Mrs. Lucius O. Lee
14 Beacon Street
Boston, Mass.

MAR 24 1930

Ans. March 26

My dear Mrs. Lee:

Your last letter dated January 22 came a few days ago. Yesterday came the copy of the letter of Mr. Evans to Dr. Galt concerning the question of the arrangement concerning the Treasury on the field. Mr. Evans' letter was excessively tactful, and we shall take up the points there brought out as soon as possible.

Thank you for what you have said about Phebe Hoh. On receipt of the cable I wrote her myself a tentative letter, and have also communicated with Ginling, asking whether they would be willing to have us approach her definitely. We will have to wait until these letters are answered before proceeding further.

The paragraph in your letter concerning a possible effort to get an endowment of at least \$100,000 for the Women's College was the first intimation of such an objective in the present financial program of the University. Are the Clarks of Evanston the mother and daughter you refer to? A cousin of theirs, named Lowrey, made us a flying visit not long ago, and expressed herself as amazed at the size and beauty of the University plant, and at the standard of our work.

Mr. Evans has now begun to send me copies of the minutes of the Finance and Promotion Committees of the University. This last mail also brought the first intimation about the engaging of the firm of Pierce and Heardrick for the work in California. I hope that they will be more successful than Tamblin and Brown.

We sent you some time ago a copy of a little account of some of the more prominent alumnae, prepared by Grace Boynton. I hope that you found it useful.

I am enclosing a copy of two letters, one to Miss Wood by the former Y W C A secretary in China, Miss Mackinnon, concerning Miss Burt. I sent also a copy to Dr. Stuart. I find that Miss Wood was a little disturbed at this. She feels that the Friends Service Council should have been allowed to make their own plans toward a temporary support of Miss Burt without having any official cognizance taken by you or Dr. Stuart. My own feeling was that since Miss Mackinnon referred to the Service Council as the "responsible body" that we should not let them go too far without this being

1172

reported to you and Dr. Stuart. Miss Wood's opinion is that we cannot expect or urge them to come into any official connection with the University until after they have sent out Miss Burt, and have more or less committed themselves to such a policy. On the other hand, I felt it would be unjust to the University and the Women's College Committee to allow all arrangements for her coming to be made, if the Friends only contemplated supporting her for one year. This would mean that in 1931 her support might come back on the Women's College Committee, an eventuality of which you should at least be cognizant. As I have said more than once to Miss Kendrick, it seems to me that when people of fine training and personality come to our notice, we should try to add them to our staff, whether Chinese or foreign, because of the many exigencies which cause a large labor turn-over. No one can foresee year by year which of our staff members may get married or for family reasons may have to resign. It would thus seem very advisable for Miss Burt to come if possible. For the same reason I hope very much that Miss Roberta White also may be appointed. As you will see from the copy of the letter to Miss Kendrick, there is a possibility that the Sailer's church in Englewood may be interested in giving her salary and perhaps even a sum of money for the Child Welfare Clinic which she is eager to start. Such a clinic would be invaluable not only for her own work, but for the training of students in the Home Economics and Sociology Departments. As a matter of fact both Dr. Luh, head of the Department of Psychology, and Dr. Hsu, chairman of the Department of Sociology, are eager to invite her to join their departments! I believe they are both planning to write her, leaving it to her to decide in which department she would prefer to give the major part of her time, if she is able to come out this autumn. We have tentatively put in her salary on both sides of the Budget, the understanding being that unless funds are secured for her coming, she will be erased on both sides! All accounts of her point to the fact that she is an unusually fine applicant, and we are hoping that every effort will be made to send her out. Could any of the new funds from endowment be allocated for her travel and salary? I refer now to the income of Mrs. Gamble's gifts.

I do not know who has charge of the publicity lists for the Women's College. Could you tell me in your next letter? This will enable me to send names of people who come here to visit and ask for literature and show great interest, directly to such a person. A name I would like to record now is Miss Eloise D. Gamble, 166 S. James Street, Waukesha, Wis., who sent us a package of four books to the Women's College. I know nothing of the cause, but have acknowledged them and promised that she would receive some literature from you.

Thank you for your letter of January 2 enclosing a copy of the letter from Mr. Garside dated December 19, taking up the points concerning the Women's College buildings. I will now take up a few of these.

1. MARGARET SAGE MEMORIAL RECITATION BUILDING.

Ms. W. copy
Mr. Garside's point that the New York office could not keep separate all the different items of gifts in sending them to the field, is well-taken. However, I did not mean that when I wrote about the original gift of \$6,000 G for the finishing and equipment of Sage Hall. Since the total building account for Sage has over-run the original gift of \$35,000, we cannot, of course, ask for the \$2,000 remaining from the special gifts remaining for finishing and equipment. I doubt whether we can get any

more money toward Sage Hall from the committee in charge of the disbursement of that Memorial Fund, but it may be worth trying. There is a little money left from the \$4,000 which was sent to the field from that \$6,000 fund some years ago. When Miss Cookingham comes back to the office I will find out how large a balance there is. It may be enough to finish up the building as it now stands. Or do you insist that we take this balance and apply it to the deficit on Sage, trusting that the remainder of the \$2,000 L C allocated last year will be sufficient for Sage as well as all the other buildings? I am quite confident that it will not, but I would like your opinion.

2. NEW RESIDENCE ACCOUNT.

We note with gratitude the action of the Y C C #Y 440 allowing the balance needed for the construction of the new double faculty house to be appropriated from the general building funds held in this country. Since the contractors had to be paid before we heard of this vote, the funds were advanced from the field surplus funds, and the account closed. I must see Miss Cookingham to see how soon we must call for the money from home, which is now held pending our demand.

3. SALARY OF WOMEN'S COLLEGE FACULTY.

Some time ago we were appraised of the receiving of a cable from the Finance Committee authorizing an increase of 12 $\frac{1}{2}$ % on the salaries of all the foreign staff members paid by the University, including the Women's College. This was done and made retroactive as per instructions, causing much rejoicing among the women staff members who benefitted by this change. In preparing the Budget for 1930-31 the Men's College Budget Committee first planned to insert these salaries at \$950 G for the year, hoping that the Trustees would authorize the same in Gold. We accordingly adjusted our Budget to the same scale, as we understand there should be parallel and equal treatment. Owing to the exigencies of the Budget, the Men's College was finally obliged to cancel this, and has written in \$1800 L C, although this is a distinct drop from the salaries given this current year, and will ensure hardship to the recipient. We have also been obliged to follow their action, although I myself feel it is very unjust for our staff members to be thus cut down. Their need next year will be greater and not less than their need this year, but we are under the fatal necessity of presenting a balanced Budget. I would beg however, that this might be taken up by the Finance Committee and that if possible this year's advance in salaries be continued for the next year.

The question of the scale for salaries for our Chinese staff has been going through some thorough discussion. At our Faculty Meeting this fall a vote was passed. When this was presented for discussion and approval by the Administrative Committee at its last meeting, February 22, they recommended that this vote be referred for consideration back to the Chinese staff members. Would they prefer a raise in salary to equal that of the single men on the University salary list, with the same treatment as to residence, heat, light, water, etc., as the men, or would they prefer a smaller money salary, and the more generous treatment on the other items which the Women's College has been giving them? They will have to make a decision before the Budget is finally sent to New York, in a few days now.

x See attached slip.

Miss Cummings and I have been having quite a struggle with the Budget owing to the five weeks' absence of Miss Cookingham from the office. It was tentatively approved by the Administrative Committee on last Saturday, pending some further reductions, and it will go to you and Mr. Garside with a covering letter very soon.

4. OUTFIT ALLOWANCE.

I wish to pass on to you an action taken by the General Faculty Executive concerning the outfit for short-term people on the Men's Faculty. If the salaries of the foreign single men and women is the same, the other treatment should be the same. The recommendation is as on the sheet enclosed. Will you please pass this on for the consideration of the Women's College authorities? I noted in the minutes of the last meeting that you took over from the Men's College their regulations of the treatment of single appointées, and therefore you will wish to make this corresponding change in the amount of outfit allowed.

5. MISS WAGNER'S FURLOUGH.

I wonder what agreement the Y C C will make with Miss Wagner if her Department of Economics finally accedes to her request to be allowed to take one more year for preparation, in America. As you will see from the enclosed letter they are not quite prepared to give her the permission, although they are most sympathetic with its purpose. I hope very much, however, that they will find it possible to let her take this year of preparation. I think that she is counting on it. She has been practically promised a scholarship by Columbia, I believe, but that will probably not be sufficient for her expenses in New York. We are writing in her salary and travel as if she were coming back.

6. BOARD SALARIES IN BUDGET.

This year we are writing in the Women's College Board salaries on a separate sheet and not in the Budget as a whole, as we have previously done. This will make a difference in the presentation of the Budget, but can be easily adjusted. The Presbyterians are treated very generously by their Board. So far as we can learn from New York, Miss Cochran must go on the Presbyterian quota, thus even further decreasing our income.

7. TRAVEL ALLOWANCE.

I was much interested in noting in the report of the meeting of the Finance Committee of January 17 that the maximum limit of the cash travel allowance is \$550 G for an adult member of the Yenching staff. On Miss Cookingham's contract the amount is given as \$525 G, but we will make it \$550 G from now on. I trust the Y C C will realize that this is going to increase our expenditures.

8. SURPLUS.

We have been waiting to receive recommendations from the committee consisting of yourself and Mr. Garside as to the wisest disposal of the

Copy

1175

3
2
6
4
9
9
5

the surplus fund here on the field. It may be that you will wish us to remit a portion of it to New York for permanent investment as insurance or as scholarship funds. The present time is not a good one for the purchase of gold.

9. CORRECTION OF BY-LAWS.

In looking over the revised By-laws of the Y C C as passed on November 5, I noted one inaccuracy. Article VII, section 1 should read: "shall be empowered to coop five others." This article reflects the By-laws on the field, and last spring the Board of Managers and the Administrative Committee increased the number of women members, so that the Administrative Committee was allowed to coop five instead of three.

10. GYMNASIUM.

The weather has been growing a little warmer, which means that work can soon begin on the Gymnasium. Miss McGowen is working on lists of apparatus and equipment, some of which I hope can be made on the field. We are taking it for granted that the swimming-pool will be delayed in being installed, as there is not enough money at present to do so. We have calculated that without the swimming-pool the amount of money necessary for providing light and water for the Gymnasium will be not less than \$2,000 L C. I know that the Y C C is aware that there will have to be this addition to our Budget, and that they are prepared to raise it, but it might be wise to delay the finishing and running of the swimming-pool until this item is well taken care of. During December, in the Chinese newspaper gotten out by the men's Student Self-government Association, there was a little item which might be roughly translated as follows: "We hear that the Women's College is to have a swimming-pool. This will of course mean that we can have co-swimming as well as co-education. No one will be able to hinder us in this". I might add that the fact of having the Gymnasium, and thus more regular work of a higher standard will necessitate having a trained assistant for Miss McGowen. Her present little student-assistant is most inadequate.

I will write another letter to accompany the Budget which will go to you within a few days.

Sincerely yours,

Alvin B. Frame

Mrs. M. S. Frame
Dean

January 16, 1930 - Vote of the Faculty
to recommend that the salaries of the Chinese
members of the Women's College staff be put
on the same scale as those of the Men's
College.

February 25, 1930

Mrs. Alice Browne Frame
Yenching College for Women
Haitien, Peiping West
China

Dear Mrs. Frame:

This note is in the nature of a p.s. to my letter of two or three days ago and is for the purpose of adding a word on one point about which I asked Mrs. Williamson to secure light when in New York yesterday.

She says that the University pays travel both ways only for a term of five years and that a proportionate percentage of round-trip travel is paid for anything less than that. I should think you might settle with Edith Boynton on this basis. If I remember correctly she went for a five-year term and stayed four. If this is right, Yenching should pay four-fifths of the cost of a round-trip by the most direct route.

Mrs. Williamson also tells me that \$550 is the amount granted by the Trustees for travel one way. You can learn from Miss Boynton just what amount she drew for her travel out, but I should think that the reckoning for the home trip at least might be at the rate of \$550.

I am going into a committee meeting in a few minutes so will not write more now.

Ever yours,

(Mrs. Lucius C. Lee)

L:ehs

1177

3
2
6
4
9
9
5

Copies sent to

Mrs. Williamson
Mrs. Lee

燕京女學

YENCHING WOMEN'S COLLEGE

YENCHING UNIVERSITY

PEKING, CHINA

OFFICE OF THE DEAN

YENCHING COLLEGE
FOR WOMEN

Feb. 27, 1930

Mr. B. A. Garside, Treasurer,
China Union Universities
150 Fifth Ave., New York City.

TRANSFER

My dear Mr. Garside,

INDEXED

A few days ago I received a copy of a letter from you to Dr. Galt, Acting President and Treasurer, giving the conclusions to which the Finance Committee of the Board of Trustees had come with regard to the financial arrangements on the field as regards the College for Women. One direction was that all correspondence with regard to financial matters should be conducted by Dr. Galt with you directly, but with his permission I am now writing a covering letter to accompany the proposed budget for the College for Women for 1930-1931, since I am more familiar with the points which may need some elucidation.

See "Budget 1930-1931"

As Dr. Galt has probably informed you, there has been considerable delay in preparing these parts of the total university budget, for various reasons. Our share has had to be revamped more than once so that its captions and divisions might correspond with the items in the men's budget. It was then passed on, in principle, by the General Faculty Executive, the Administrative Committee of the Board of Managers, and will be presented together with the other sections of the 1930-1931 budget to the Board of Managers on Saturday. There may be slight changes, but it is so late I dare not delay in writing this letter till after that meeting.

So far as we of the Women's College have been aware, no fixed maximum limit has been set for our budget for next year, though we have repeatedly begged that such a figure might be given us early in the year. We have accordingly arbitrarily and temporarily taken the figure set for us this current year, 1929-1930, namely, \$91,430.50 L.C., plus the amount necessary for the running expenses of the Boyd Gymnasium. This, as nearly as could be estimated by Mr. Holm and Mr. Shih, came to \$2332.00 L.C. This was promised us by the Yenching College Committee last year when the estimates for the building and upkeep of the gymnasium were under discussion. This brought up our possible maximum, including salaries supplied by Boards, to \$93,762.50 L.C. Subtracting the amount supplied for salaries this current year, we had \$64,843.00 L.C., plus the \$2332, or \$67,175 L.C. The salaries as expected for 1930-31 are shown on a separate sheet. We have kept well within this figure.

We are sending the items relating directly to the Women's Col-

1178

lege in a separate section for the convenience of the Yenching College Committee, and arranged in columns showing the expenditure for the current year, for 1930-31, increase and decrease. The Income sheet is differently arranged from previous years, as it had to correspond with that of the men.

INCOME SHEET

Under B 1. we have indicated two possibilities which are also indicated on the Instruction list: two special contributions toward the salaries and travel of new instructors who we hope very much may be added to our staff. The first one hoped for is Miss Roberta White, to work in connection either with the department of Psychology or of Sociology, or both. Letters from Dr. Stuart and Mr. Sailer seem to indicate the probability of her support being secured, so we have written her in on both sides of the budget, -- from which she can be expunged if no funds are available this year. The second one is Miss Lucy Burt who may be sent out this summer by friends in England, but as this is not yet settled, we have written it in on both sides of the budget in the same tentative way.

The Wellesley Fund is indicated. It was not on last year's, but I do not know the reason. Miss Cookingham has been ill with a mastoid operation for some five weeks, and as Miss Cummings and I are both raw hands at the actual mechanics of making up the budget, though we have spent hours over it, doubtless we have made many technical mistakes.

Under B 2 c, we have indicated the sum necessary for the expense as estimated in the budget, over and above the \$2332 for the gymnasium, in addition to the rest of the income. Each year the Y.C.C. has made up this sum, of varying sizes, I suppose from interest on endowment or other invested sums. The only way to reduce this would be to take off some \$500 from the Dean's Incidental Fund, with which the dean runs the Dean's Residences and entertains. We do not see any other place where we could reduce safely. The Y.C.C. has refused hitherto to reduce this fund, but it is one way.

REDUCTION OF REGULAR INCOME, 1930-31. The American Board has reduced its contribution by \$800; the Presbyterian Board has insisted on putting Miss Anne Cochran as the third member of their quota of three, thus reducing our cash receipts and saving some money for the Presbyterian Board; the China Medical Board, in view of its other large gifts to the science departments of the university, is talking of withdrawing its small grant-in-aid to us, because of our cooperation in giving Pre-nursing Courses 1 and 2, of \$1320 L.C. toward a science salary, so we did not dare to include it in our income. We have cut out small sums granted to women staff members for the purchase of materials of use in their teaching in their department. We have not dared to include the 12 1/2 % increase in the salaries for the women paid by the Y.C.C. granted this year as an emergency aid, though they need it, and it is hard to take it away after granting it to them this year. Incidentally, we have had no instructions, so far as I know, as to where in the budget that increase for the current year, 1929-30, which was authorized and is being paid them, is to come from. Is it paid in New York, and so to us? Naturally it was not in this year's budget. Where is it shown?

EXPENDITURES The Committee will note the addition of salaries of two Clerks under 12 A 1 and 141. Clerks have been employed hitherto for part-time and paid for from the Incidental Fund, but Miss Cookingham's being able to give only part-time to the Treasurer's Office in place of Miss Boynton's full-time, makes it necessary to employ a full-time clerk. The clerk in the Dean's Office does typing, not only for that office, but for the Home Economics Department, and others needing copying done. The other small increases under Administration explain themselves. Under 21 A we have left the Women's College share in the Power Plant expenses the same as last year, because the Men's College is doing the same. As you will note in our letter we must ask for a larger sum toward the increasing expenses of this share of maintenance. We have tried to reduce certain items, but it is going to be difficult. Under 323 there is an increase in the amount asked for the Kindergarten Primary Training School. This has now a new building, which must be kept up, and the group of students, though small, must have teaching in Chinese and English which is not of college grade. Miss Tseng, the member of the Department of Education in charge of this Training School, has said that it would be very desirable to add another teacher to this vocational branch, if not this year, not later than next. Mrs. Cross comes out from the city for one afternoon a week, but the Department must pay for her motor car transportation. The specialized branches of Education are increasing, and we would ask that the Y C C be looking toward adding an assistant in this Department. We are now paying the salaries of the regular teacher in the model kindergarten Under 332 the present instructor of geography will be replaced by a man teacher on their Budget. Under 342 Miss Wagner's travel and salary are included as if she were returning this autumn, though this is still uncertain. If she remains in America, the financial arrangements will be made at that end. Although Miss Wagner's salary has been put on the Budget for the current year, I understand that the payments have been made at the New York Office, and have been referred out here to Miss Cookingham for entry on her books. You will note that under 322 there is an increase in Physical Education. The anticipated completion of the Gymnasium will necessitate an instructor more trained than the little senior who now gives very inadequate assistance. The total increase of salaries paid to our Chinese staff amount to \$810 L C. The Administrative Committee, although not authorizing this, did not refuse it, but asked the Chinese staff members to discuss whether they would consider the present generous treatment as to housing accommodations, as off-setting the raise in salary, which would put them on an equality with the men teachers of corresponding rank and experience in the Men's College. I will write further on this point to Mrs. Lee, but we have ventured to leave the increase in, since the total did not raise our whole sum for expenditure beyond the sum which we felt might be allowed us.

INSURANCE The Women's College has not yet made a thorough study of the scheme for insurance and pension which the Men's College are recommending, but we are looking toward asking for similar treatment for the women staff members. It is not included in the present Budget. We would be glad if the Y C C would consider this plan and make a recommendation regarding the advisability of making this a regular part of our yearly Budget.

You will see from the above that we would recommend:

- A. Continuation of the increase in the salaries paid by the Y C C to

our women staff members. Also that these should, if possible, be paid in gold. This treatment should correspond with that given to the single foreign men on the University schedule.

B. It is imperative that we be able to pay our 2/7 of the anticipated increase in the cost of the Power Plant expenses for heat, water, light, and sewage, besides the additional expenses of the care and maintenance of the Gymnasium.

C. Although the slight increase in Chinese salaries is not finally authorized by the Administrative Committee, we would be glad if it could be granted, if and when, authorized by the Administrative Committee.

D. We sincerely hope that every effort will be made to secure Miss White and Miss Burt, whom we have tentatively indicated, one as supported by a Board and one to be supported by the Y C C.

Sincerely yours,

Allice B. Frame

Mrs. M. S. Frame
Dean

ABF C

for women staff members. Also that these should, if possible, be paid in kind. This treatment should correspond with that given to the single foreign men on the university schedule.

2. It is imperative that we be able to pay out 2 1/2% of the stipulated increase in the cost of the lower part expenses for heat, water, light, and sewer, besides the additional expenses of the care and maintenance of the premises.

3. Although the slight increase in Chinese salaries is not finally authorized by the Administrative Committee, we would be glad if it could be granted, if and when a further increase by the Administrative Committee.

RECEIVED
UNIVERSITIES
MAR 26 1930
JOINT OFFICE

1182

3
2
6
4
9
9
5