

338 5168

UBCHEA ARCHIVES
COLLEGE FILES
RG 11

Yenching
Corres
Kendrick, Eliza H.
1930-1940

3
3
8
5
1
6
8

0572

COMMITTEE OF YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

MRS. MURRAY S. FRAME, B.A., B.D., *Dean of the College*
PEKING, CHINA

COMMITTEE

MRS. J. M. AYANN, *Chairman*
4949 Indiana Avenue, Chicago
MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
MR. B. A. GARSIDE, *Treasurer*
150 Fifth Avenue, New York
MRS. WILLIAM BOYD, *Philadelphia*
Chairman of Nominating Committee
President ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
Professor ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MRS. O. R. WILLIAMSON, *Philadelphia*
Chairman of Promotion Committee
MRS. FRITZ W. BALDWIN, *Springfield, Mass.*
MRS. SAMUEL MCCREA CAVERT, *New York*
MISS ALICE KEEP CLARK, *Chicago*
MRS. JOHN H. FINLEY, *New York*
Dean LUCY JENKINS FRANKLIN, *Boston, Mass.*
MISS JENNIE A. GOULDY, *New York*
MRS. HELEN H. JENKINS, *New York*
MISS MARION A. KENDALL, *Cambridge, Mass.*
ERIC M. NORTH, *New York*
MRS. CHARLES K. ROYS, *Aurora, New York*
MRS. ROBERT E. SPEER, *New York*
FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *New York*
Representative of Wellesley College
Alumnae

May 14, 1930.

Mr. B. A. Garside
150 Fifth Ave.
New York City.

TRANSFER

My dear Mr. Garside,

I should not have supposed that I had a right to vote on the enclosed ballot as not being a member of the Board of Trustees but I am glad to add my approval to Miss Cherry's appointment and send the ballot for you to make what-ever use of it is suitable. *See 'Circulation Notes'*

I judge that there will be no adverse action and that therefore Miss Cherry will soon be formally appointed. In my last letter to her, written in accordance with Pres. Stuart's instructions in a very encouraging

vein, I said, "What remains to be done is to see to adjustment of work and formal passing of votes of appointment. You may therefore expect of me, I think, when I next write, something quite formal in the way of a contract to sign". This of course was because of the telegram which I received saying "Approve you cable Cherry history position probably assured. Advise delay Burt until financial support clarifies better. No need both ladies in history". Signed, "Hung Stuart".

Now the next step? Mrs. Lee has said that she thinks the notification of appointment and the sending of the contract would naturally go through our committee. Apparently I have prepared Miss Cherry to expect a contract to come from me but do you not think that formal notice of the appointment should first go to her from the Trustees? This is the body that appoints her after recommendation from us. I will do whatever you advise but I should be glad if you would report to me that the vote had been passed and Miss Cherry notified and that our committee might go on with the completion of the contract.

The question of the relation of all this to Miss Burt now troubles me somewhat. Our Women's College Committee recommended to the Trustees her appointment but I think I have not the minutes of the Trustee meeting showing what was done with that recommendation. I enclose a letter from Prof. Hung received last evening. I take it that this matter is in your hands but if there is anything which I ought at this moment to do will you please tell me?

Sincerely yours,
Eliza H. Kendrick

0573

THE COLLEGE FOR WOMEN

NEW YORK

LIBRARY

1930

RECEIVED
UNIVERSITIES
MAY 15 1930
OFFICE

0574

-Copy-

My dear Miss Kendrick,

You have doubtless received the telegram from President Stuart and myself sent from St. Louis concerning the appointment of Miss Cherry to be an instructor in the Department of History at Yenching University.

It has been difficult for us to choose between Miss Cherry and Miss Burt. We finally decided to endorse your proposed cable to Miss Cherry, mainly because we understood our administrative officers in Peking had some time ago already cabled an invitation to Miss Cherry and that she had already accepted.

As I wrote some time ago, I have been very much attracted to the record made by Miss Burt. Although from the standpoint of the teaching requirements of the Department of History we shall not need two British ladies, we can, of course, keep both of them busy, but one will answer our urgent need quite well. I am still of the hope, however, that we may have Miss Burt also, mainly because of the fact that she seems to be just the type of a person who can help in the religious and the international ideals of our University by being on the staff.

I understand that the Society of Friends is willing to look after part of the finances involved in Miss Burt's going to Peking. Is there any possibility of inducing the Society of Friends to undertake the whole cost for three years?

Very sincerely yours,

William Hung.

0575

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.
MAY 15 1930

TO THE PRESIDENT OF THE UNIVERSITY OF CHICAGO
FROM THE JOINT OFFICE
SUBJECT: [illegible]

RECEIVED
UNIVERSITIES
MAY 15 1930
JOINT OFFICE

RECEIVED
UNIVERSITIES
MAY 15 1930
JOINT OFFICE

YENCHING COLLEGE
FOR WOMEN

COMMITTEE OF

YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

MRS. MURRAY S. FRAME, B.A., B.D., Dean of the College

PEKING, CHINA

~~TRANSFER~~

May 26, 1930.

#2

Dear Pres. Stuart,

We are in straits again as you may have heard thro' Mr. Garside or Prof. Hung. I turn to you as final authority and as one who on this side yet knows the state of things on the other side.

When we were finally sure of the appointment of Miss Cherry came a cable from her saying, "Prevented from going to China". So far as I know no letter has come from her explaining this but it sounds final. We seem to be thrown back upon Miss Burt and meanwhile Miss Burt's travelling expenses and first year's salary are provided for and she is rejoicing in the prospect of taking up the work in China. But it has been agreed, and I think in correspondence with people in Peking, that she need not start until late

and may have the month of October to cross America and visit colleges here. That would be a very valuable experience but what of the work of the department? I have been talking with Prof. Hung about it and he feels that it would be disastrous for the year's work not to have the new teacher on hand at the beginning. If this is so what shall be done about it? Miss Burt is making all her plans to linger thus and I do not feel at liberty to say anything on the subject unless I hear from you. This understanding on her part has evidently been reached on the basis of what she has heard from Yenching.

Will you please think of the matter from every angle, Miss Burt's, the University's, Prof. Hung's and that of the people on the field who are concerned and then tell me what in the circumstances my next move should be?

It is very complicated and I am sorry to trouble you with the details but I do not want to cause any more confusion by writing in any unauthorized way to Miss Burt.

Very sincerely yours,

Eliza H. Kendrick

COMMITTEE

MRS. J. M. AVANN, Chairman
4949 Indiana Avenue, Chicago

MRS. L. O. LEE, Secretary
14 Beacon Street, Boston, Mass.

MR. B. A. GARSIDE, Treasurer
150 Fifth Avenue, New York

MRS. WILLIAM BOYD, Philadelphia
Chairman of Nominating Committee

President ELLEN F. PENDLETON, Wellesley, Mass.
Chairman of Budget Committee

Professor ELIZA H. KENDRICK, Wellesley, Mass.
Chairman of Candidate Committee

MRS. O. R. WILLIAMSON, Philadelphia
Chairman of Promotion Committee

MRS. FRITZ W. BALDWIN, Springfield, Mass.

MRS. SAMUEL MCOREA CAVERT, New York

MISS ALICE KEEP CLARK, Chicago

MRS. JOHN H. FINLEY, New York

Dean LUCY JENKINS FRANKLIN, Boston, Mass.

MISS JENNIE A. GOULDY, New York

MRS. HELEN H. JENKINS, New York

MISS MARION A. KENDALL, Cambridge, Mass.

ERIC M. NORTH, New York

MRS. CHARLES K. ROYS, Aurora, New York

MRS. ROBERT E. SPEER, New York

FRANKLIN H. WARNER, New York

MRS. CHARLES C. PARLIN, New York
Representative of Wellesley College
Alumnae

0577

YENCHING COLLEGE
FOR WOMEN

INDEXED

Yenching University

June 4, 1931

Miss Eliza H. Kendrick,
6 Midland Road,
Wellesley, Mass.

My dear Miss Kendrick:

Within the last few days there has been turned over to me the correspondence Mr. H. T. Tien has been carrying on in connection with his search for an assistant librarian whose chief functions will be to take charge of the cataloguing of all University books in Western languages, to help the librarian with the correspondence, and to do such reference work as her time will permit.

It was at first thought that a Chinese young woman would be available for this position, and it was learned only about a month ago that this young woman would not be able to accept the position. Mr. Tien, therefore, turned his attention to the search for an American young woman. After instituting inquiries with regard to a number of candidates, he found that the two most promising young women with whom he was in touch were Miss Margaret Waller and Miss Esther Wright. The information he has collected is related almost wholly to these two young women.

Thus far the inquiries and investigations of candidates have been carried on rather informally by Mr. Tien, and have not been officially brought to the Candidate Committee of Yenching College for Women or to the Candidate Committee of the Board of Trustees. Just before Dr. Stuart left he asked us to take up this matter as soon as Mr. Tien had completed his investigations and to present formally to the proper committees the results of Mr. Tien's investigations. Only this morning I have received a letter from Dr. Stuart written just as he was going aboard the steamer in Seattle, in which he states in fairly definite terms the details of the proposed appointment. Dr. Stuart writes:-

"I can only approve any recommendation of our Librarian, H. T. Tien, as to a qualified person for taking the place of a Chinese young woman we had hoped to secure. The outgoing expenses were included in the budget at the usual figure, and the salary, which is L.C. \$120 per month as I recall, though Mr. Tien will have details. We were thinking of a Chinese girl, but I should feel justified in approving a three or five year contract with usual terms of travel, outfit, etc., for an American. The title would probably be Assistant Librarian, though this would be subject to action by the Faculty-Executive Com-

0578

Miss Kendrick-2

6-4-31

mittee. For the rest, follow, after consultation with Mr. Tien, the usual procedure."

*See Candidate file
6/4/31*

I am enclosing herewith all the information that has thus far been collected with regard to these two young women. You will note that practically all this material has been collected by Mr. Tien. I had a conference with Miss Waller in the office this morning, and am including a memorandum of this conference with the other material concerning her. I have not been able to have a conference with Miss Wright, and since she is to be out of town for about ten days there would be no opportunity to see her until the middle of this month.

It seems obvious that any appointment of an American young woman to this position as Assistant Librarian should follow the usual procedure:-

1. Investigation of candidates, and recommendation for appointment by the Candidate Committee of the Committee of Yenching College for Women.
2. Approval of this recommendation by the Candidate Committee of the Board of Trustees.

It is indeed unfortunate that the time for making such an appointment is so short. The Committee will undoubtedly wish to make further investigations as to the qualifications of both Miss Waller and Miss Wright before any final decision is reached. Moreover, you may have in mind other qualified candidates for this work whom you might like to investigate. On the one hand it is important that we find someone to fill this vacancy on the Yenching staff; and on the other hand, we must not make a mistake in our haste, and send out someone who might not fit into the situation at Yenching.

I shall be happy to render any assistance I can to the Candidate Committee of the Yenching College for Women in collecting such information regarding these two candidates or others as may be necessary to reach a satisfactory decision. I feel, however, that the ladies on your Candidate Committee are the ones to whom we must look for a decision as to the qualifications necessary to fill this position acceptably. When you are fully satisfied as to the qualifications of any one of the candidates, I am sure that the Candidate Committee of the Board of Trustees will be happy to ratify your recommendations without further delay.

Very cordially yours,

BAG-H

Enc.

0579

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia

MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.

MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York

MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York

PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee

MRS. J. M. AYANN, *Chicago*
Chairman of Nominating Committee

PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee

MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee

MRS. WILLIAM BOYD, *Philadelphia*

MISS MARGARET E. BURTON, *New York*

MRS. SAMUEL MCCREA CAVEET, *New York*

MRS. JOHN H. FINLEY, *New York*

DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*

MISS JENNIE A. GOULDY, *New York*

MRS. HELEN H. JENKINS, *New York*

MISS MARION A. KENDALL, *Cambridge, Mass.*

MR. ERIC M. NORTH, *New York*

DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*

MRS. F. LOUIS SLADE, *New York*

MRS. ROBERT E. SPEER, *New York*

MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*

PEIPING, CHINA

June 17, 1931

Mr. B. A. Garside
150 Fifth Ave.,
New York City.

My dear Mr. Garside,

Your letter received this morning is indeed somewhat disquieting. Mr. Tien and I and Mrs. Lee and I have discussed the questions involved and are not quite clear what step to take next.

In regard to the matter of combination of two positions, that of assistant librarian and secretary there seem to be these difficulties:-

1) the difficulty of finding anyone who has all the qualifications necessary. It seems to Mr. Tien that the library position would in that case be likely to suffer. He insists on the need of having in that posi-

tion a well qualified librarian and since that is a job that requires a good deal of training it is not likely that a person who is ready for it would be one who had also acquired the technique of an expert secretary. I did however at once appeal to the placement bureau here and they are trying to find someone who has something of experience along both lines. There is a suggestion of a graduate in the present year who might be possible. But would it be right to send out one quite so young? The time also is very short for such a search.

2) the difficulty of relation between the two offices. I talked with Mr. Tien over the telephone and did not catch all that he said but I gathered that he felt some doubt as to the arrangements that would be made and the results for future appointments. This double salary, for instance, or at least increased salary, what effect would that have? And where would the time come from for extra duty? I asked him whether the library could afford to release their assistant librarian from a part of her time and I understood him to say that it might not be impossible at first but was likely to be difficult later.

3) the difficulty of knowing how to explain the position to any possible candidates. The salary provision for Miss Lu means the same, I suppose, as that which we were talking of for Miss Waller but I have no idea what Miss Borgeson had

COMMITTEE OF YENCHING COLLEGE FOR WOMEN

of
YENCHING UNIVERSITY

COMMITTEE

MRS. O. B. WILLIAMSON, *Chairman*
The Wellington, Philadelphia
MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MRS. SAMUEL MCCREA CAVEY, *New York*
MRS. JOHN H. FINLEY, *New York*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MISS JENNIE A. GOULDY, *New York*
MRS. HELEN H. JENKINS, *New York*
MISS MARION A. KENDALL, *Cambridge, Mass.*
MR. ERIC M. NORTH, *New York*
DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*
MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*
PEIPING, CHINA

nor what Mr. Hung had in mind to offer to the candidate for the coordination position.

Nevertheless both Mr. Tien and I will try to think along the line proposed by Mr. Hung.

Is there another possible solution to the budget problem? If we could find two satisfactory candidates, one for the position of librarian and the other for that of secretary and either of them were willing to pay her own travelling expenses would that be a solution? I do not know at all that that could be done but it might chance that such a candidate would appear.

If such a secretary were available the question of Miss Waller's candidacy would arise again. Both Mrs. Lee and I are concerned about her attitude as you describe it. We

do mean what we say about the necessity of a strong Christian influence and we want to keep to it and yet it is hard to judge and one might sometimes make the mistake of rejecting a scrupulous and over-conscientious person or accepting a too glib and superficial one. I wish she were here where I could have a talk with her. What is your real impression of her apart from this question of certainty about her religious position? Does her personality strike you as the kind that would make her "fit in"? From what you have said before I judge that she does not seem an aggressive person. But one can be quietly critical and therefore a decidedly negative influence. Did her "uncertain and unsettled" position seem to you like that?

Have you any more light on the reasons for Miss Borgeson's withdrawal? Since your letter came I have looked over her testimonials which I have on file and find that everyone speaks of her in the highest terms. I wonder whether she was ^{was} satisfactory or became discontented. It is indeed hard to judge beforehand, as you say.

I will write again when Mr. Tien and I have made further search.

Sincerely yours,

Eliza H. Kendrick

0581

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

YENCHING UNIVERSITY

PEKING CHINA

RECEIVED
UNIVERSITIES
JUN 19 1931
JOINT OFFICE

0582

YENCHING COLLEGE
FOR WOMEN

Yenching University

June 19, 1931

Miss Elisa H. Kendrick,
6 Midland Road,
Wellesley, Mass.

My dear Miss Kendrick:

Let me acknowledge receipt of your letter of June 17. You have taken up in a very clear and logical manner the various questions involved in the proposed appointment of Miss Waller, or some other person or persons for the assistant librarianship and the Institute's secretaryship at Yenching. Let me try to take up in order your various points.

1. The difficulty of finding anyone with all the qualifications necessary. This is certainly a very grave problem, for it would be quite unusual indeed to find anyone who has a reasonable degree of experience and training in such widely diverse fields as stenography and library cataloging. If one of your graduating class this year does have qualifications in these two fields, it would be worth our while to give her quite serious consideration. However, you are thoroughly familiar with the problems involved in sending out a young woman for such work as this unless her poise and maturity of judgment is far in advance of her years.

2. The difficulty of giving satisfactory service to both positions. From Mr. Tien's description of the duties of assistant librarian it would appear that this is a full-time undertaking. I am quite sure that the secretarial position also requires the entire time and attention of one person. It would be a very difficult administrative problem, as well as quite a strain on a young woman, to attempt to combine the two positions. I have no further details than the very brief note Mr. Hung sent me on this subject so I do not know just how he planned to correlate the two tasks.

In this same connection you referred to the "double salary", but I am not at all sure that Mr. Hung had such an arrangement in mind when he wrote. While it is quite likely that a young woman who was able to do the combined work of these two positions might be rated higher on the University salary schedule than would a young woman undertaking only one of them, I do not think that the University could wisely pay a single individual a salary double, or even substantially in excess of the scale set up in the University salary schedule. What Mr. Hung probably had in mind was that the funds available for securing new appointees, and paying the heavy costs of travel involved in new appointments are somewhat inadequate for each of these two positions. By combining the two funds in one appointment this threatened shortage would be avoided, and some slight surplus might be left.

3. Difficulty of explaining the position to applicants. It seems to me that the viewpoint we would take in explaining the opening to prospective applicants would be simply that a young woman was desired to fill these two positions, and upon appointment would follow the usual schedule for salaries and allowances, with, however, as liberal an interpretation of this schedule as possible in view of the heavy demands of the combined position.

I do think it would be a happy solution of the problem if we could find for at least one of the two positions a young woman who would be able to pay her own traveling expense. This would remove the most important new financial problem created by Miss Borgeson's resignation, the provision of an unexpected outgoing journey to China this year.

If it were thus possible to make other arrangements for the secretarial position, so as to permit our continuing to consider Miss Waller for the assistant librarianship, then we would have to face again quite seriously the question of Miss Waller's qualifications.

The formal medical report on her case has reached our office this morning and indicates that she is in unusually good health for a woman of forty-nine. Apparently her professional qualifications are quite satisfactory, and I believe she would be able to fit in quite happily with the situation and personnel at Yenching. I find it quite difficult to arrive at any accurate judgment as to Miss Waller's religious attitude or convictions because in the two conversations I have had with her she has seemed to manifest something of a complex against even discussing such subjects. In my conversation with her on Monday I understood that she had written you quite frankly on the matter, so I have assumed that from her letters you would be able to form a more accurate impression than I have been able to do. It may easily be possible that she is simply over-conscientious and reticent about such matters, and upon closer acquaintance would be found very earnest and sincere in her Christian life. It would be very much worth while if you or some other member of the Candidate Committee could have a personal interview with her. Failing this, perhaps you could ascertain through correspondence something more of her attitude and convictions. I do not think she would be critical in religious matters or would exert any decided negative influence. The question would probably resolve itself simply into a problem of whether her influence would be constructive or simply colorless.

I have no light whatever on the reasons for Miss Borgeson's resignation. Professor Hung in mentioning it refers to it as "an unfortunate matter", but his adjective may refer to the financial problems thus created rather than to any unpleasantness in connection with Miss Borgeson's resignation. When Miss Borgeson was being considered for this position everything we learned about her seemed to be unusually favorable, and after making a very careful study of her candidacy, Professor Hung seemed to be quite well satisfied as to her qualifications.

We will await your further word.

Very cordially yours,

BAG-H

0584

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

COMMITTEE

MRS. O. B. WILLIAMSON, Chairman

The Wellington, Philadelphia

MRS. L. O. LEE, Secretary

14 Beacon Street, Boston, Mass.

MR. E. M. MCBRIER, Treasurer

150 Fifth Ave., New York

MR. B. A. GARSIDE, Assistant Treasurer

150 Fifth Avenue, New York

PRESIDENT ELLEN F. PENDLETON, Wellesley, Mass.

Chairman of Budget Committee

MRS. J. M. AYANN, Chicago

Chairman of Nominating Committee

PROFESSOR ELIZA H. KENDRICK, Wellesley, Mass.

Chairman of Candidate Committee

MISS ALICE KEEP CLARK, Evanston, Ill.

Chairman of Promotion Committee

MRS. WILLIAM BOYD, Philadelphia

MISS MARGARET E. BURTON, New York

MRS. SAMUEL MCCREA CAVERT, New York

MRS. JOHN H. FINLEY, New York

DEAN LUCY JENKINS FRANKLIN, Boston, Mass.

MISS JENNIE A. GOULDY, New York

MRS. HELEN H. JENKINS, New York

MISS MARION A. KENDALL, Cambridge, Mass.

MR. ERIC M. NORTH, New York

DEAN MABEL M. ROYS, Aurora-on-Cayuga, N. Y.

MRS. F. LOUIS SLADE, New York

MRS. ROBERT E. SPEER, New York

MR. FRANKLIN H. WARNER, New York

MRS. CHARLES C. PARLIN, Tenafly, N. J.

Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., Dean of the College.

PEIPING, CHINA

June 22. (1931)

My dear Mr. Garside,

A letter received this morning from Miss Hering of the Missionary Research Library, written at the request of Miss Waller, seems to me to set at rest any doubts that we may have had about sending Miss Waller if she is willing to go. It also confirms the fact that Miss Waller is willing to go.

As I have thought over the matter it has been growing clearer to me that we ought not to confuse this librarian matter by bringing in the secretary question, that any one fitted to do either job should not be asked to do both, that it would not be to the best interests of the university that they should try and that the librarian position which was just on the point of being filled has the right of way.

Mrs. Lee and I therefore, who have talked it over this morning, are agreed on asking Miss Waller to go out as librarian and then going on to fill the secretary position if we can. Since Miss Fina wishes to accept a scholarship to study in Europe do you not think that the release of that salary might provide some funds that could be used for travel expenses for a secretary if we do not find anyone able to pay her own way? At any rate I am writing to Miss Waller inviting her to go and I should be glad if you would inform Mr. Tien of this if you are in communication with him.

A letter just received from Miss Milan holds out hope of finding a Methodist who can be appointed to the Home Economics position. This place can be filled only ^{on the} condition that a missionary under the Methodist Board can be secured since there is no other provision for salary.

We should be happy to receive any suggestions from you with regard to candidates for the secretaryship.

Cordially yours,

Eliza H. Kendrick

RECEIVED
UNIVERSITIES
JUN 24 1931
JOINT OFFICE

0586

YENCHING COLLEGE
FOR WOMEN

Yenching University

June 24, 1931

Miss Eliza H. Kendrick
6 Midland Road
Wellesley, Massachusetts

My dear Miss Kendrick

Let me acknowledge receipt of your letter of June 22.

I heartily agree with you that we should not confuse the appointment of an assistant librarian with the question of appointing a secretary for the work of the Harvard-Yenching Institute. All the information we have available seems to make it quite clear that these two positions each require the full time of one person, so it would be almost impossible to combine them effectively, even if we were fortunate enough to find anyone with the unusually broad range of training and experience which would be needed to fill two such diverse positions.

The important question therefore is whether Miss Waller is the one we want for the assistant librarianship. I am very glad indeed that the further information you and Mrs. Lee have received in regard to Miss Waller has shown that she should be able to meet all the requirements of the post, and that you have therefore agreed to confirm our invitation to her to accept the assistant librarianship.

In order to regularize the question of her appointment I am at this time sending a circular letter to all members of the Committee on Instruction of the Yenching Board of Trustees. I am sending copies to Mrs. Lee and yourself for your votes as members of this Committee. I have no doubt that the Committee will ratify without question the decision of the Woman's College Candidate Committee. This should enable us to complete the execution of a contract with Miss Waller within a very few days if she is willing to accept the invitation.

It is indeed encouraging that Miss Milam hopes to be able to find a suitable appointee for the Home Economics position who would be acceptable to the Woman's Foreign Missionary Society.

I am attaching hereto two letters we have recently received with regard to young women seeking secretarial positions in China. While both young women seem to be unusually well qualified, I have not made any further

0587

Miss Eliza H. Hendrick

June 24, 1931

-2-

inquiries in regard to them because at the time these letters reached us there seemed no likelihood of making any secretarial appointments this year. Apparently either of them would expect to receive the full salary and allowances.

Please keep me informed of anything further our office can do to assist in these matters.

Very cordially yours

BAG:MS

Enc. - Dr. John R. Edwards' letter of June 10, 1931 in regard to Miss Ruth Piper
Mr. H. S. Myers' letter of May 8, 1931 in regard to Miss Mary E. Amend.

0588

YENCHING COLLEGE
FOR WOMEN

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*
PEIPING, CHINA

June 28, 1931

COMMITTEE

MRS. O. B. WILLIAMSON, *Chairman*
The Wellington, Philadelphia

MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.

MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York

MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York

PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee

MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee

PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee

MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee

MRS. WILLIAM BOYD, *Philadelphia*

MISS MARGARET E. BURTON, *New York*

MRS. SAMUEL MCCREA CAVERT, *New York*

MRS. JOHN H. FINLEY, *New York*

DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*

MISS JENNIE A. GOULDY, *New York*

MRS. HELEN H. JENKINS, *New York*

MISS MARION A. KENDALL, *Cambridge, Mass.*

MR. ERIC M. NORTH, *New York*

DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*

MRS. F. LOUIS SLADE, *New York*

MRS. ROBERT E. SPEER, *New York*

MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

Mr. B. A. Garside
150 Fifth Ave.
New York City

My dear Mr. Garside,

As you have doubtless heard from Miss Waller herself she accepts the offer of the position in the library of Yenching. I hope it will prove that she is the right one for the place. All that there is to do now in the way of negotiations with her and arrangements for sailing are left, I suppose, in your hands. She writes me that she would like to sail from Vancouver August 15th and that I should think would bring her to Peking in season for the beginning of her work.

The suggestions of names for the secretarial position are gratefully received. I have written to Miss Mary Amend and to Miss Ruth Piper asking them if they would be interested in the possibility of a secretary's position in Yenching. It will take time to follow up this matter but I suppose there would not be the same need of an immediate decision with regard to the position of secretary for the Harvard-Yenching Institute that there would be for the position of teacher in an academic department. The question of traveling expenses is a troublesome one but it has occurred to Mrs. Lee and me that since Miss Feng has decided to accept the European scholarship for next year her salary would be released and it might be possible to use some of those funds for travel allowance for a secretary. Do you think so? In any case I thought it would be well to find out more about Miss Amend and Miss Piper whose names were sent to you.

We are hoping to hear from Miss Milam that there is a person in sight for the Home Economics position but she would be a Methodist missionary if discovered.

Very sincerely yours,

Eliza H. Kendrick

0589

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

YENCHING COLLEGE FOR WOMEN

RECEIVED
UNIVERSITIES
JUN 30 1931
JOINT OFFICE

0590

部女學大京燕
YENCHING COLLEGE FOR WOMEN

YENCHING UNIVERSITY

PEIPING, CHINA.

Office of the Dean

July 7, 1931

Miss Eliza H. Kendrick
4 Midland Road
Wellesley, Mass.

My dear Miss Kendrick:

Your full official letter of June 1 was forwarded to me at the Western Hills where I had had to retreat with a sprained wrist. I did this on Camilla Mills' wedding day, and consequently had to give up all thought of finishing my packing and getting away within a day or two, as I had anticipated.

I am so glad that Marnie and Augusta were able to go to Wellesley and make such a fine impression on the committee. It ought to help with the campaign next year. I hope you succeeded in impressing Augusta with the necessity of writing some of her delightfully spicy letters to the Wellesley News next year when she gets back. She has a very gifted pen, and I know it will help the Wellesley girls to feel that they know the Yenching girls if they have frequent letters from her.

HOME ECONOMICS - I am delighted to get the impression that you are still trying to get an experienced and well-trained person in Home Economics who will be willing to come out for three years presumably under the W F M S.^{*} Either Ch'en I or Miss Kung I am sure would be very glad of the assistance of some such person. There do not seem to be any adequately-trained Chinese people for this department. Miss Milam is not planning to settle down to do any teaching next year so far as I know. She will give a great deal of advice and some lectures, I know. We are still hoping to secure Miss Russell for this year, but there is some queer little mix-up with Bishop Wang, from whom we have not been able to get final permission or approval. He has gone to Shanghai to attend his daughter's wedding, and it may be he is too absorbed in domestic joy to be able to attend to this duty. We are still hoping that everything will be all right.

PHYSICIAN - I am sorry it was so difficult for Dr. Nutting to plan to get away in time for the first week of college, but as you appreciated, that is a vital time. We are hoping everything from her quiet efficiency.

EDUCATION - Miss Kao has told Miss Wagner that she will be unable to leave her mother in Shanghai. That leaves everything very indefinite.^{xx}

CHEMISTRY - You will have heard that Miss Feng has asked to be freed to take a European scholarship for 1931-32. We are con-

^{*} Did you look up Miss Gertrude Skow?
^{xx} We may have to help the Dep't of Educ. with a money grant.

0591

are congratulating her and asking her to apply again for a position in the fall if she wishes to come in 1932.

SOCIOLOGY - We have not yet heard directly from Miss Louis. Letters are being sent to her Canton address.

MUSIC - Miss Stahl has written that she is physically unable to take the acting deanship and will presumably devote herself to her department. She and Miss Veghte will find their hands full. Miss Veghte is due to go back to America in 1932, but she may be willing to stay on for another year or two. I have not yet raised the question with her.

PHYSICAL EDUCATION - Miss McGowen is planning definitely to leave at the end of the school year 1931-32. She may be open to an invitation to return. This invitation will have to come from the people who are here next year. She may or may not receive this invitation, and even if she did, she may not be willing to return or her family to have her. Would it not be a good idea to be getting in touch with other people who would be interested in the position?

This will be the last letter I shall be writing you officially, and as a matter of fact I am an ex-dean, but thought it might clear up matters if I just answered your letter informally. People have been very lovely about my leaving, and I do appreciate their kindness in every way. You must be looking forward to your vacation in Italy. Could you not extend your journey to China and make Yenching a visit? They would love to have you.

I was very much touched by the very generous gift of some of the friends on the Y C C to help me to have a real vacation this summer. It is a little complicated to plan an itinerary, as Rosamond and my ideas do not entirely coincide, but we shall have a good time somewhere. I am planning to start for Peitaiho in a day or two, where she has been for the last two or three weeks, since her school closed, visiting friends.

With affectionate regards, I am

Sincerely yours,

Olivia B. Frame

Mrs. Murray S. Frame
Dean

ABF C

0592

RECEIVED

FOREIGN DEPARTMENT

ONE OF THE L.M.S. HOTELS

AUG 27 1931

TELEPHONE:
LONDON 2740.

The Queens Hotel,
Birmingham.

Ans. Aug. 16
Dear Mrs. Lee,

Just before
leaving Glasgow yester-
day I gathered in a big
mail, including your
letter to Miss P. and
me and a welcome
letter from Alice Frame.
I think I will send on
her letter to you altho'
I suppose there is nothing
in it that you have not
yourself already heard.

The dear situation seems
to be still unsettled but
evidently they have found
that we were right about
Miss Stahl. They also were
evidently right about Miss
Spurr but the difficulty
must have been very grave

0593

it, as Mrs. Frame seems to think, Miss Swan would not be comfortable or happy even to return to the campus while that girl is there. Sometime, probably this year, I shall want to hear how the Gray League resolves itself. I shall want to know too whether Domestic Science and Education have to go on next year badly hampered for lack of instructors.

I am sorry to read that paragraph about Miss McLaughlin. It does not sound as if she were altogether satisfactory or satisfied, does it? And then there is in the offing that person (what is her name?) who is so very anxious to be sent out for the physical education position. If you have to settle that question next year I hope you will be able to get into touch again

"ONE OF THE L.M.S. HOTELS"

TELEPHONE:
MIDLAND 2740.

The Queens Hotel,
Birmingham.

with Mrs. Macmillan. On the whole, I am afraid it looks as if you might have a somewhat troublesome year ahead of you.

August is half over and I trust the worst of your summer heat is past. We have almost forgotten what it feels like to be hot. The last week has been spent in Scotland, lovely lutes, and hills shrouded in mist. And now we are having a very interesting Sunday in Birmingham. We stopped here to break the journey to London but we have put in a full day and sampled many kinds of religion - in the morning the strong Congregational church of Carr's Lane where

0595

we heard an Oxford preacher
in the afternoon a walk to
the Oratory where Cardinal
Newman lived, renouncing
his allegiance to the English
Church, and then tea at a
workingmen's conference in
the Quaker settlement of
Woodbrooke, and in the
evening a Church of England
service in a splendid
old church where Miss
Pendleton's ancestor ^{Dr. Brian} ~~Dr. Brian~~
Pendleton, was married.

I hope your husband
has not been suffering
from the summer heat.
And what of your daughter?
Is her next year's position
secured?

With loving remembrances
to my Am. & Eng. friends,

Eliza W. Kendrick

HOTEL
BRITANNIA

DIRECTION: A. NÉMETH

TELEFON: *AUT. 206-46 SERIE

TÉLÉGRAMME: BRITANNIA BUDAPEST.

RECEIVED
FOREIGN DEPARTMENT

BUDAPEST, *Sept. 13*

SEP 22 1931

Ans. _____

Dear Mrs. Lee,

The first stage of my journey I consider now over. Miss Pundleton left me Aug. 27 when I saw her off at Southampton and since then I have had a fortnight by myself, so crowded with interesting experiences that it seems much longer than two weeks. I feel as if I had been introduced to an entirely new people these Hungarians, and from now on I expect to repeat that experience more than once. I am starting today on a 30 hours' ride to Salonica where Pres. White will meet me and from Anatolia College as a centre I hope to see something of ancient Macedonia and something of the modern mixture of races which makes the Near East problem.

Here in Hungary I am oppressed by the situation. I read their history (and I never read it connectedly before) and I begin to realize a little of how they have fought for a

0597

thousand years and how they have
suffered. Then my friends here
show me on the map what the
narrow boundaries of their country
now are since the treaty of ~~Trianon~~
Versailles and how great areas of
almost pure Hungarian popula-
tion have been given on the north
to Czechoslovakia, on the south to
Yugoslavia and especially on the
east, where their best province,
Transylvania, is, to Rumania.
And they tell me that economic
conditions are so bad that no land
in Europe except Germany is worse
off than they are.

But another thing that impresses
me is the fact that the Protestant
minority in this country is so strong.
Of course I have been in the midst
of them in the celebration of the
80th anniversary of a college of the
~~Evangelical~~ Church, still I think the inference
is not wrong that the best
element in the population, a
good part of it, has remained
Protestant since the 16th cen-
tury. And among the women
especially I was told there
is at present a real revival
of strong religious feeling. I
had real fellowship with
some of those women in Pápa

tho' I did not know a word of Hungarian and most of them had no English. All our communication had to be in German.

The enclosed was forwarded to me and I send it back to you tho' doubtless you have had the same communication. In any case there seems nothing to do about it.

Please remember me affectionately to the friends at 14 Beacon St. Imagine my surprise when I was going Miss Pendleton on board ship for America to be greeted by Mrs. Swallow ^(of our Cont. Club) returning on the same ship, and then by Ruby Phillips Birge and her husband who were sending their boy home with Ralph Harlow!

Yours with love,

Eliza W. Kendrick

December 28, 1931.

Professor Eliza H. Kendrick
6 Midland Road
Wellesley, Massachusetts

Dear Miss Kendrick:

I am not sure how able you are to be asked to consider work of any kind, but when I talked over the telephone with your sister-in-law she told me that you seemed quite yourself. I am therefore venturing to send you a letter received just this morning from Margaret Speer of Yenching. If you are able to take up the candidate correspondence I will gladly turn this work over to you. If you feel that you should not undertake such work for a time yet, this letter should, I

think, go to Mrs. Finley.

I am sure you ought not to write letters by hand. If you were able to come into the office my secretary would gladly help you to write such letters as you might wish in this connection. If you doubt the wisdom of your coming into the city, but feel that you could do the work if you had help at home, I am sure she would be willing to go out to Wellesley for a half day, and take dictation from you there.

I am rather disappointed that Miss McGowen has decided against staying another year, and I am truly sorry that Miss Veghte feels that she cannot stay on. I note with a little sinking of heart what Miss Speer says about Miss Marjorie Holt. I asked Grace Boynton to plan to meet Miss Holt and she has done so. She told me the last time I saw her that she was very doubtful as to Miss Holt's being just the one for the work in Yenching. It will be a real disappointment to her if we decide against her. She has been in to see me a number of times this fall, and always tells me of her deep interest in China and in Yenching in particular.

I am interested in what Miss Speer writes of Miss Cochrane. I hardly know what to say in regard to her support being taken by the Yenching College Committee. I have not met Miss Cochrane since she came home, in spite of the fact that she is living in Auburndale. I did go to call on her, but found her not at home, and although I left an urgent invitation for her to come and see me she has not

0600

Miss E.H.K.--2.

done do. I think I will write today to Dr. Scott of the Presbyterian Board to make sure that the mind of the Board is the same as the mind of the Presbyterian North China Mission in regard to Miss Cochrane, also to learn whether our Committee might hope that Miss Cochrane's uncle would continue to support her if she were sent out by our Committee.

I am wondering if you are able to receive callers. There are many things I should like to talk over with you when you are.

Ever affectionately yours,

(Mrs. Lucius O. Lee.)

EBL:dsk

0601

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia

MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.

MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York

MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York

PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee

MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee

PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee

MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee

MRS. WILLIAM BOYD, *Philadelphia*

MISS MARGARET E. BURTON, *New York*

MRS. SAMUEL MCCREA CAVERT, *New York*

MRS. JOHN H. FINLEY, *New York*

DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*

MISS JENNIE A. GOULDY, *New York*

MRS. HELEN H. JENKINS, *New York*

MISS MARION A. KENDALL, *Cambridge, Mass.*

MR. ERIC M. NORTH, *New York*

DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*

MRS. F. LOUIS SLADE, *New York*

MRS. ROBERT E. SPEER, *New York*

MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*

PEIPING, CHINA

RECEIVED Jan. 28, 1932.
FOREIGN DEPARTMENT

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

My dear Mrs. Lee:

The questions about Yenching seem to be multiplying. I have just received a letter from Miss Y. H. Feng, the Chinese candidate, for a position in the Chemistry Department, the one whom we appointed last year and then cancelled the appointment because she had the opportunity to study in Europe. It seems that because of financial conditions she was afraid to take the chance to go to Europe, that she staid in Columbus, went on with her research, and took her Doctor's degree. Now she writes that she is planning to return home, sailing from New York on

March 4, and spending a few months in Europe. She wishes first to visit some colleges in Massachusetts, and will be near Wellesley around the 15th of February. I plan to send her a cordial invitation to visit us and Wellesley, and I think you will welcome, as I do, the opportunity to become acquainted with her.

As I understand it, it is doubtful whether Yenching is ready to renew the invitation to her for next year, but I am writing Miss Speer, telling her the situation. The appointment of her as a Chinese candidate is not in our hands, but I suppose they will want to know the reaction of our Committee to her.

I am enclosing a letter from the Student Volunteer Movement, asking for a list of new missionaries sent during 1931. I thought I remembered that you had already filled out such a list, if you have not perhaps you can attend to this now, since you have all the information, more conveniently than I can.

Your letter of January 21 is still unanswered. It seems to me, as far as I can see, that there is no question of our being willing to confirm Miss Cochran's appointment now that we have the

0602

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

of
YENCHING UNIVERSITY

Mrs. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*
PEIPING, CHINA

COMMITTEE

Mrs. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia
Mrs. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
Mr. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York
Mr. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
Mrs. J. M. AVANN, *Chicago*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee
Mrs. WILLIAM BOYD, *Philadelphia*
Miss MARGARET E. BURTON, *New York*
Mrs. SAMUEL MCCREA CAVERT, *New York*
Mrs. JOHN H. FINLEY, *New York*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
Miss JENNIE A. GOULDY, *New York*
Mrs. HELEN H. JENKINS, *New York*
Miss MARION A. KENDALL, *Cambridge, Mass.*
Mr. ERIC M. NORTH, *New York*
DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*
Mrs. F. LOUIS SLADE, *New York*
Mrs. ROBERT E. SPEER, *New York*
Mr. FRANKLIN H. WARNER, *New York*
Mrs. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

assurance that those on the field desire her return. The question of finances does not belong to our Committee, but if the money is forthcoming, I should vote cordially to recommend her. I have not yet met her myself but I wish I could, and will try to get in touch with her.

Very cordially yours,

Eliza H. Kendrick

I want to see you, dear Mrs. Lee, but I hope you are now resting.

January 29, 1932.

Miss Eliza Kendrick
Midland Road
Wellesley, Mass.

Dear Miss Kendrick:

I had planned to write you this morning to send you the enclosed copy of a letter from Mr. Garside to whom I wrote in regard to Miss Cochran. The morning's mail brings me yours of January 28 so I can reply to that at the same time.

I am very glad indeed that Miss Y. H. Feng is to be in Boston and vicinity for a little while, and hope we may surely see her. Please keep me in touch with her plans as you have more definite dates in connection with her coming. Possibly the Boston members of our Yenching College Committee might plan a luncheon with her. In writing, will you also please extend to her a very cordial invitation from me to visit the American Board rooms at 14 Beacon Street?

As to the attitude of Yenching in regard to her joining the faculty in the fall of 1932, my understanding is as follows: The College did not feel able to extend a definite invitation a whole year in advance, but is distinctly favorable to giving Miss Feng a call for next fall. You know, I think, that Miss Tseng whom they quite confidently counted upon as a faculty member for the current year and as especially good dean material for the future, was finally obliged to decline Yenching's invitation on account of illness. It seems that her doctor advised her to rest for at least a year. Whether this means that she is definitely out of the picture for Yenching at any future time I do not know. In any case, I think there is still need for strong Chinese women on the faculty and my guess is that the University will extend an invitation to Miss Feng. I am glad you are writing Miss Speer telling her of the present situation. I am sure also that the College will be glad to have our impressions of Miss Feng after we have seen her, and think that what we say may have considerable weight in the final action of the University. I will fill out the blank from the Student Volunteer Movement although as you say, I think I did fill out and send in just such a blank some months ago.

0604

Miss E.K.--2.

Now to go back to Miss Cochran. If, as we get acquainted with her we are convinced that she should be returned to Yenching, the natural procedure will be for our Committee to recommend her appointment to the Trustees. In writing Mr. Garside today I am asking him whether he thinks this action need be taken very soon or whether it may wait until the Annual Meeting of our Committee next April. I should say that it could wait were it not for the question of furlough salary for Miss Cochran for the period between her resignation from the Presbyterian Board and her sailing for China. You will notice that Mr. Garside says his office does not have the information as to just the amount of furlough salary that should be paid to one in Miss Cochran's position. I will try to see Miss Cochran herself very soon and to learn whether she has been without salary since October 17, and the amount she has been receiving from the Presbyterian Board.

The other question that Mr. Garside raises is whether the University may not prefer to have a man appointed for the English Department rather than to have Miss Cochran back. That is a point that should be considered, but so far as the financial aspect is concerned my understanding is that the Presbyterian Board, like the American Board has accepted a quota of salaries for the Women's College as distinct from the University in general. On this point I am writing Mr. Garside and also Mrs. Williamson. It may be necessary for us to hear from the field before definite action in regard to Miss Cochran's appointment can be taken.

In this connection it may be worthwhile for me to add that as a member of the Executive Committee of the Board of Trustees I have learned that it is possible that President Stuart may be coming to America this spring for consultation with the Trustees of the Harvard-Yenching Institute. It seems there is a very good possibility that he might by coming, secure money for a new library building for the Institute. The Executive Committee, at a meeting held in New York a few days ago, voted to leave the decision to President Stuart himself. They recognized the desirability of his coming for the sake of the Institute work, but felt that with conditions in China as they are, it may be peculiarly desirable for Dr. Stuart to be on the field. If he should come we can consult him ~~Antregard~~ to Miss Cochran's appointment. I hope you can get acquainted with Miss Cochran. I think I told you that she is ~~leaving~~ with Mrs. Williams in Auburndale.

Ever cordially yours,

(Mrs. Lucius C. Lee.)

EBI:dsk

0605

COMMITTEE OF YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

PEIPING, CHINA

**YENCHING COLLEGE
FOR WOMEN**

6 Midland Road,
Wellesley, Mass.
April 21, 1932.

ack 5-12-32

Mrs. B. A. Garside,
159 Fifth Ave.,
New York City.

My dear Mrs. Garside:

Will the answer to the cable that was sent to China with regard to the position in music come to your office? If so I hope that you will let me know as soon as possible whether Miss Veghte has been persuaded to remain.

While I was at Summit, N. J., I was able to interview a candidate for the position of director of physical education who had been recommended by the department of physical education at Teachers' College at Columbia. This person seemed to me attractive, mature, well balanced, quite confident of herself, and she had the warmest recommendations from her teachers and from those who had employed her. She had the experience of three years in the Womens College in Constantinople and is deeply interested in her type of work in foreign countries. She also was in California working as assistant physical director under the Y. W. C. A. among the Chinese. I was very favorably impressed with her personality and her preparation. She had not answered in the credentials the question as to church affiliation, and when I asked her what her church was she told me, to my astonishment, that she was of the Jewish race.

Since then I have been pondering on the question whether in the eyes of the committee here and of the administration in Peiping this fact of her Jewish connection would absolutely exclude her from consideration. Will you tell me what is your reaction? Mrs. Lee has not yet returned to Boston so I cannot consult her. Last evening I had an opportunity to talk with Grace Boynton and found that her feeling was that the administration in Yenching would be in favor of considering such a candidate if she were in other ways specially qualified.

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia

MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.

MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York

MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York

PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee

MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee

PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee

MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee

MRS. WILLIAM BOYD, *Philadelphia*

MISS MARGARET E. BURTON, *New York*

MRS. SAMUEL MCCREA CAVERT, *New York*

MRS. JOHN H. FINLEY, *New York*

DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*

MISS JENNIE A. GOULDY, *New York*

MRS. HELEN H. JENKINS, *New York*

MISS MARION A. KENDALL, *Cambridge, Mass.*

MR. ERIC M. NORTH, *New York*

DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*

MRS. F. LOUIS SLADE, *New York*

MRS. ROBERT E. SPEER, *New York*

MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

0606

I am still embarrassed on the subject of salary. This person seemed not at all mercenary, but was rather astonished at the smallness of the sum which I mentioned as the minimum.

I intend to follow up some other leads, but I doubt whether a better candidate on the whole will offer herself.

Very sincerely yours,

Eliza H. Kendrick

0607

RECEIVED
UNIVERSITIES
APR 23 1932
JOINT OFFICE

0608

3
3
8
5
1
6
8

COPY

Lajana Ranch
Claremont, California

May 2, 1932.

Original returned 5-24-32

My dear Miss Kendrick:

I am truly sorry you have so much perplexity in working with our new salary schedule. You may have consolation in the thought that you are furnishing yourself as a victim for scientific testing as to whether this schedule is workable and what are the weak spots. As a matter of fact I have from the beginning realized that - while solving on an idealistic basis our internal racial adjustments - it would probably be impracticable in some or even all new appointments from abroad. But these being not many and capable often of assignment under an independent unit (Miss.Boards, Princeton, Missouri, Wellesley, etc.), it seemed better to try it out. I should encourage wherever possible hereafter appointment under one of these units even though we pay the cost.

In your special problem a suitable candidate might be sent out as under the appropriate mission board or society; or directly under the Yenching College Committee by special action; or treated as a Visiting Professor" or short term specialist. In all such cases from the Chinese standpoint the person is supplied by the foreign organization and no comparisons are made as to salary, etc.

Or it might be stated that the salary and treatment will prove adequate under the standards of life among us, and the details be left to be taken up after her arrival. Salary per month in silver would not mean much anyhow to an American. If you find a good person and the board arrangement is not desirable I suggest that the Yenching College Committee vote by special action to supply her as a "specialist" for a period of years to get physical education properly started and inform our Treasurer of the basis decided on - which could follow the old University schedule with exchange at 2:50 to 1, or altered at discretion. This may seem vague and opportunist as well as troublesome to you, but it is perhaps the best solution.

Yours very gratefully ,

(SIGNED) J. Leighton Stuart

0609

YENCHING COLLEGE
FOR WOMEN

Yenching University

May 12, 1932.

Dr. Eliza H. Kendrick,
6 Midland Road,
Wellesley, Mass.

My dear Dr. Kendrick:

I owe you apologies for my delay in replying to your letter of April 21st. My tardiness has been due, in part at least, to the fact that I have felt myself unable to give you any very concrete help on the various questions you raised. I requested Dr. Stuart to write you more fully in regard to questions of salary expenditures, and I sincerely hope that he was able to do so, though I know that he found it physically impossible to complete before he sailed all the tasks we imposed upon him.

I have been very much interested in the young woman you met at Summit, N. J., who seemed to be well qualified for the position of Director of Physical Education, but whose Jewish antecedents have raised a question as to how well she would fit into the situation at Yenching. My own feeling in such matters has always been that our universities in China are not narrowly limited in creed or denomination, and warmly welcome anyone able and desirous of doing a distinctive piece of Christian missionary service, regardless of what their antecedent and their individual creeds may be. If this young woman were able to fit into the situation at Yenching happily and easily, and if her qualifications are of the nature and quality we desire, the fact of her Jewish ancestry would in many ways be an asset, rather than a handicap, for it would serve to emphasize the broad internationalism characteristic of Yenching.

The main question, it seems to me, is one of compatibility. A great many experiments in bringing together people of widely different credal and racial backgrounds come to grief on the shoals of incompatibility. I have seen in Christian organizations here in New York a number of instances where, in spite of the most earnest efforts on the part of everyone, individuals brought into the organization with a background too widely different from most of those in the group, were never able to fit in quite naturally and happily. Whether the young woman you have in mind would fit into the life at Yenching would be largely a matter of individual adjustment.

I will be interested to learn what decision is ultimately reached in this matter.

Very cordially yours,

BAG:PC

0610

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

YENCHING COLLEGE
FOR WOMEN

of

YENCHING UNIVERSITY

PEIPING, CHINA

6 Midland Rd.
Wellesley, Mass.
May 15, 1932.

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia
MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MRS. SAMUEL MCCREA CAVERT, *New York*
MRS. JOHN H. FINLEY, *New York*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MISS JENNIE A. GOULDY, *New York*
MRS. HELEN H. JENKINS, *New York*
MISS MARION A. KENDALL, *Cambridge, Mass.*
MR. ERIC M. NORTH, *New York*
DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*
MR. FRANKLIN H. WARNER, *New York*
MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*

My dear Mr. Garside,

I am very glad to have the expression of your opinion on the subject of physical education director in the letter recently received. Miss Shefer pleases me as a candidate from every point of view except that of her religious affiliation but I agree with you that that point is a very important one. I could not bear, however, to send out some decidedly inferior in qualifications

for the one reason that she was not a Jew.

However we are investigating other possibilities and I have just received an application that looks promising from a young woman who is in New York and whom you may therefore be able to see. If she returns the blank which I have now sent her and the information on it seems favorable I will try to have her get in touch with you.

I was sorry not to be able to go to New York for the Trustee's meeting and am hoping against hope that there is light on the financial situation.

Sincerely yours,

Eliza H. Kendrick

RECEIVED
UNIVERSITIES
MAY 16 1932
JOINT OFFICE

RECEIVED
UNIVERSITIES
MAY 16 1932
JOINT OFFICE

06 12

3
3
8
5
1
6
8

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

of
YENCHING UNIVERSITY

YENCHING COLLEGE
FOR WOMEN

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia
MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MRS. SAMUEL MCCREA CAVERT, *New York*
MRS. JOHN H. FINLEY, *New York*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MISS JENNIE A. GOULDY, *New York*
MRS. HELEN H. JENKINS, *New York*
MISS MARION A. KENDALL, *Cambridge, Mass.*
MR. ERIC M. NORTH, *New York*
DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*
MR. FRANKLIN H. WARNER, *New York*
MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

Mrs. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*

PEIPING, CHINA

6 Midland Rd.
Wellesley, Mass
May 19, 1932.

ack. 5-24-32

My dear Mr. Garside,

INDEXED

As I think you know, we have given up looking for an assistant to Miss Stahl in music because Miss Veghte has decided to return to Yenching after her year of furlough and Miss Stahl felt that arrangements for a single year could be made on the field. But I have now heard from a person in Los Angeles, once considered for a like position in Yenching, who might be willing to go out at her own charges if

the position were given her. Might we appoint her under those conditions if Miss Stahl thinks it wise? *I judge we could not "appoint" her, could only encourage her to be +*

I send you the names of three possible candidates for the physical education position whom I should like to have you arrange *those on the field* personal interviews with if it is convenient. I should like to know your impressions of them. They are, (1) MISS VIOLA SHEFER, *appoint her* the Jewish girl of whom I wrote, 128 Boulevard West, Mountain Lakes, N.J. (2) MISS GARNET J. KNIGHTS, 61 West 9th St., New York. (3) MISS LOUISE LAMSON, International House, 500 Riverside Drive, New York.

I have reason to think that all these are well qualified and I should like some one to compare them with regard to the impression which they make personally.

Sincerely yours,
Eliza H. Kendrick

0613

RECEIVED
UNIVERSITIES
MAY 20 1932
JOINT OFFICE

06 14

3385168

YENCHING COLLEGE
FOR WOMEN

May 28, 1932.

Miss Eliza H. Kendrick,
6 Midland Road,
Wellesley, Mass.

My dear Miss Kendrick:

I have this morning had a rather long, and very interesting conference with Miss Viola Shefer in regard to the physical education position at Yenching.

Miss Shefer impresses one immediately as a very vigorous young woman, with a keen intellect, good powers of observation, an ability to think for herself, a great deal of frankness, and a marked distaste for pretense and sham.

As you know she has recently returned from three years in the Women's College at Constantinople. I would judge that she rendered excellent service there, liked the work, and was well liked by her colleagues and her students. She has gotten into her blood the fascination of the Orient, and would probably be quite restless if she settled down to routine teaching here in America.

On the other hand she has a very practical turn of mind, recognizes that the next few years are of great importance to her from a professional standpoint, and would not like to sacrifice her professional future, and to accept financial arrangements which would give her less than a fair living wage, in order to go out to China. At the present time she would not be willing to consider anything more than a three-year appointment, though she admits that if things went happily during that time, she might be willing to remain longer.

We found ourselves in immediate difficulties on the matter of financial arrangements because Miss Shefer, with her practical turn of mind, feels that it would be quite impossible for her to reach any favorable decision on the Yenching position until she knows definitely what are the exact financial details. In this viewpoint I agree with her heartily, for I believe it would be most unfortunate for us to send any young woman to the field without having a clear and detailed understanding in advance as to what the financial arrangements are to be. Any other course would be filled with the danger that misunderstandings might arise which would cause both the University and the staff member serious dissatisfaction, and might make any happy friendly relationship impossible. I stated to Miss Shefer that we here in the United States are having a great deal of difficulty ascertaining the exact financial arrangements of this position, and suggested the possibility that we might cable to the field, and ask them for

06 15

Miss Elisa H. Kendrick

May 28, 1952.

-2-

concrete instructions. Until such information is in hand I think it will be impossible for Miss Shefer to reach any favorable decision.

I suggested to her also the possibility of this appointment being made by the American Board, with the Yenching College Committee reimbursing that organization for the expense involved. Miss Shefer expressed herself as not in favor of such an arrangement. During the years she was in Constantinople she obviously met up with a number of missionaries who might be described as belonging to a rather narrow sanctimonious type, and from these contacts she has developed something of a complex against the term "missionary", and is quite unwilling to have herself classed as a "missionary". We discussed the matter at some length and in a very friendly way. I find myself in hearty agreement with her distaste for pretense, sanctimoniousness, and self-righteousness which one occasionally meets with in the type of missionary - now rapidly vanishing - who goes to the field with the idea that all the other nations in the world are a group of ignorant savages, whom he thought his superior intellect and wisdom is going to lift up and lighten. I pointed out, however, that such narrow-minded individuals as these have no right to claim exclusive use of the term "missionary", and that a far finer type of missionary is to be found at such institutions as Yenching, where all have caught the vision of international cooperation and brotherhood in a spirit of good-will and mutual respect. She agrees with this, but still possesses the same distaste for the sound of the term "missionary" and states that the only way in which she could accept appointment to Yenching would be through the Board of Trustees rather than through one of the cooperating Mission Boards.

I have tried to visualize Miss Shefer on the campus at Yenching, or any one of our other universities in China. I have been impressed with the fact that she has many remarkably fine qualities, and if she gets off to the right start, is placed with the right group, and is able to live out ideals of practical service, unhampered by any credal narrowness, or religious differences, she would be able to make a remarkably fine contribution, would be enthusiastically liked by her students and her colleagues, and would make a record of remarkable success. On the other hand if she should get in an environment where some of her colleagues, with laudable intentions ⁴⁴to some narrowness of vision, were exerting a dominant influence, a situation might develop where she would be very unhappy, and her colleagues would feel that a mistake had been made in sending her to the field.

Knowing the open-mindedness and breadth of the group at Yenching, I believe the chances are that she would get on very well there. I would, however, be much less inclined to send her to certain other places in China with which I am familiar.

If we are seriously interested in securing Miss Shefer we must move very promptly in securing clear-cut and explicit information as to the financial arrangements we are to offer her, and the length of the term of service for which she would be appointed. I do not know whether you and Mrs. Lee, and the other ladies of your Committee will be able to give her this information without sending a cablegram to the field.

I am sending this letter to you by special delivery so that it will not be delayed by the Decoration Day holiday. I understand that Miss Shefer is also going to write to you.

Very cordially yours,

BAG:PC

0616

YENCHING COLLEGE
FOR WOMEN

ELIZA H. KENDRICK
SIX MIDLAND ROAD
WELLESLEY, MASS.

June 11, 1932
Ack'd 6/27/32

INDEXED

My dear Mr. Garside,

Since your last letter, have come word is received from the field that they have given Miss Editha Stone, who has been in Tokyo, as one near a permanent appointment as director of physical education. All our efforts then to discriminate among these candidates seem to go for nothing. Perhaps not entirely for nothing, however, since the appointment is clearly temporary. I shall try to keep in touch with those whose credentials we have collected.

ELIZA H. KENDRICK
SIX MIDLAND ROAD
WELLESLEY, MASS.

I am extremely interested in your impressions, especially of Miss Sheffer. Her personality and preparation seemed to me so exceptionally good that I am glad you felt about her as I did.

Our problems for the coming year seem then to be solved but I feel that we have had two fortunate escapes. They told us by letter of the settlement of the physical education and music questions. What if meanwhile we had appointed two persons on this side?

I hope you are not without hope in your financial campaign.

Cordially yours,

Eliza H. Kendrick

RECEIVED
UNIVERSITIES
JUN 14 1932
JOINT OFFICE

06 19

YENCHING COLLEGE 6 Midland Rd., Wellesley
FOR WOMEN Feb. 4, 1936.

Dear Pres. Stuart,

I have received a copy of the letter sent to you recently, with regard to a position in the department of music, by a Miss R. Charlyle Goffrè~~ere~~, together with your reply to it. Since there is evidently nothing more to say to her I will merely keep these letters on file.

But earlier there was some correspondence with Mrs. Tsiang I-Mien on the subject of a position in the department of Home economics and this with your permission I would like to follow up further. I have written to her acquiescing in your statement that the financial situation made it improbable that there could be any immediate appointment for her but expressing my interest and saying that I would like further information about her, if she were willing to send it, on the ground that one never knows what turn affairs may take. I have written to some of those whose names she gave as references and have sent the names of those who live in China to Miss Speer to look up if she cares to.

For meanwhile a letter has come from Miss Speer which makes these three points:-

1. "The situation in the Home Economics Department has not changed since I wrote you last. Miss Wu definitely wants to go to America next year and there is a growing need for a strong and experienced person to come into the Department to help Miss Chen. I do not know how our budget can take care of the sort of person we need from America but if our valuable work in Home Economics is to be continued it is imperative that we have someone with experience and the scientific outlook."

In an earlier letter Miss Speer had said, "If Miss Wu leaves us next summer we must certainly add a new member to the depart-

0620

ment.----What we need is someone with thorough training and mature experience, who understands all phases of Home Economics work and who has had special ^atraining in one field, either child training or household management and economics of the household---we should infinitely prefer to have a Chinese.----I should say in confidence that I do not believe any one of Miss Milan's proteges will do. I think Dean Margaret Justin of Kansas State College---will be better able to recommend the kind of person we need."

Because of this new information I did not like to let a person who apparently met so well several of Miss Speer's specifications go without investigations, hence I gave her a little encouragement, as I have said, and suggested to Miss Speer that she could inquire about her in China.

2. "Miss Musgrove has done very well with the physical education work but feels that she can not come back next year. ---I shall continue to try to find a physical director here in China.---I understand that Marguerite McGowen is planning to come out some time during the next few months for a visit . When she comes we could consider again the wisdom of asking her back to Yenching for another term."

In answer to this I wrote Miss Speer, "With regard to the position of physical director I am not hopeful of being any more successful than I was last year. I mean to have a talk soon with Miss Elliot about Miss Lu and will tell you frankly whatever she tells me."

3. Dr. Nutting has decided to leave in June.----We should like to find if possible a young Chinese woman for the position ---a more likely hope would be to find an American woman who has

had experience of at least five or ten years in China who because of reduced missionary budgets could be released from some mission station for us at Yenching, for I believe some knowledge of the Chinese language is absolutely essential."

I have begun to make inquiries of the mission Boards in this country whether they have such doctors whom they could release but I very much doubt it and I should be very grateful to you if you could offer any suggestions on this matter. Evidently the University is considering the needs of the whole in the matter of a health department and this woman doctor ought to be one who would fit into the entire scheme.

I am glad to know that you have not left the country and I hope you will not feel yourself too burdened with other claims to be able to give me some advice on these perplexing problems.

Very sincerely yours,

Eliza H. Kendrick

0622

YENCHING COLLECTION
FOR WOMEN

February 7, 1936

Miss Elina E. Kendrick
6 Midland Road
Wellesley
Boston, Massachusetts

Dear Miss Kendrick:

I found your letter on my return here this morning, and wish I felt more able to be of practical help.

FIRST. I am glad that you are considering the case of Mrs. Tsiang or Miss Lily Lee, as she sometimes calls herself. Assuming she is approved in China, there only remains the problem of her salary item in the budget. I gather, however, from Miss Speer's letter that this would be included as one of the more necessary features.

SECOND. If we start with the case of Miss Lu and approved of her filling this position when she finishes at Wellesley, which I understand will be the summer of 1937, then it is only a matter of providing for next year. Miss McGowan might well be utilized to meet this need with the understanding that it is only for the one year. If, on the other hand, your inquiry regarding Miss Lu is not favorable, we face the need of a somewhat permanent person. I should like to know what the result of your investigation regarding Miss Lu is.

THIRD. The best chance for a woman medical officer ought to be found in one of the Mission Boards. I might institute inquiries here while you are doing the same. Miss Speer is doubtless making a similar search in China.

I shall probably be in this general region until about the 25th, after which I shall be starting across the Continent preparatory to sailing from San Francisco, March 20th. Please let me know of any developments between now and then.

Very sincerely yours,

JLS:CT

0623

COMMITTEE OF YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia

MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.

MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York

MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York

PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee

MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee

PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee

MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee

MRS. WILLIAM BOYD, *Philadelphia*

MISS MARGARET E. BURTON, *New York*

MRS. SAMUEL MCCREA CAVERT, *New York*

MRS. JOHN H. FINLEY, *New York*

DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*

MISS JENNIE A. GOULDY, *New York*

MRS. HELEN H. JENKINS, *New York*

MISS MARION A. KENDALL, *Cambridge, Mass.*

MR. ERIC M. NORTH, *New York*

DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*

MRS. F. LOUIS SLADE, *New York*

MRS. ROBERT E. SPEER, *New York*

MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*

PEIPING, CHINA

6 Midland Rd.
Wellesley, Mass.
Feb. 21, 1936.

Dear Dr. Stuart,

Only this moment the answer to my inquiries has come from Lily Lee and I am sending at once to you, hoping that you are not yet out of reach of 150 Fifth Ave.

I hope you will feel as I do that here is a candidate who seems to promise very well. I should be glad to have you take the time to go carefully through these enclosed papers and see if there is anything here that escapes my notice which, considering your experience, gives you pause. Then will you kindly return the papers to me and tell me what are the next steps to be taken.

I am sorry that there was no chance to get the papers to you before the Trustees met today. It may be that some definite action could have been taken in that meeting with reference to the authorization to fill this particular position for next year. I do not know about the financial end of the matter. But the first thing to be settled of course is whether a new person for this work can now be appointed.

The next question is as to the approval of this candidate. I understand that the choice of Chinese faculty really rests in the hands of those in the field and does not belong to our Committee, hence I can not in any case decide the question.

A personal interview would of course be very desirable. Would there be any chance of your arranging one as you cross the country to sail from the west coast? It seems that Mrs. Tsiang is herself going to China in any case and it is possible you may be finding yourselves booked on the same boat as far as Hongkong.

Shall I now write to Mrs. Tsiang thanking her for her letter, telling her that you are now in this country and that she may expect to hear from you? (I wait for your reply to this) If you feel that she is likely to be the right one it may be that you will express your interest and tell her that the final decision must await your consultation with Miss Speer and that you will continue the correspondence in China.

Meanwhile I will collect more testimonies and send them

0624

when they come either to you before you leave or to Miss Speer in Yenching.

It seems that Mrs. Tsiang has been quite willing to fill out the blanks which I sent her. Her answers seemed to me intelligent, frank and sincere. Her family background is rather unusual, isn't it? I am sorry about the unhappy marriage but at least the husband seems to be out of the picture, at any rate for the present.

At your suggestion I wrote to Mr. Hsiao and have received a cordial reply. For a woman in the field of physical education he mentions only Miss Lu. He knows no one in the field of Home Economics but says that a directory of Chinese students in this country is soon to come out and he will have the matter in mind. He does however tell me of a Dr. Florence Hwang a graduate of the medical school of the University of Michigan who is now serving an internship in Hurley Hospital, Flint, Mich. She is a Cantonese, born and reared in Seattle, and he has met her and found her interesting. Do you think it would be profitable for me to look her up for the position of physician? It occurred to me that perhaps she would not have experience enough at first for the position and perhaps with her American and Cantonese background would not have enough Northern Chinese language.

I am sorry that I could not listen to the Trustee discussion today nor see you again. I hope you start for home feeling somewhat encouraged and not too tired.

We are expecting a visit from Mrs. Macmillan next week and you may find it convenient to send some messages to me through her.

Very cordially yours,

Eliza H. Kendrick

Enclosures:-

- Mrs. Tsiang's letter of Feb. 19, with photograph.
- " " application, with life sketch and message.
- Statement of Mrs. Tsiang's academic training.
- Description of Johns Hopkins Hospital dietary department.
- 7 letters from teachers and friends.

Will you kindly send these papers back to me? And would you advise me to send them on to Miss Speer?

0625

YENCHING COLLEGE
FOR WOMEN

March 24, 1936

Professor Eliza H. Kendrick
6 Midland Road
Wellesley, Mass.

My dear Miss Kendrick:

Mr. K. A. Wee, who as you know, is the Director of the Physical Education Department at Yenching, has just passed on to me a suggestion which may interest you.

He tells me that Josephine Rathbone, Ph.D., Associate Professor in Physical Education at Teachers' College, Columbia University is having her sabbatical year either in 1937-38 or possibly in 1936-37. She is genuinely interested in the work at Yenching, and might possibly be persuaded to spend her sabbatical leave at Yenching Women's College. Since she is a Wellesley College graduate you undoubtedly know all about her. She ranks at the top of her professional field here in America, and should be able to make a most invaluable contribution to the work of Physical Education in Yenching Women's College.

Mr. Wee believes that there would be a very definite place for her. I am passing this suggestion along informally for any use you may care to make of it. I do not know just what the needs in this department are at the moment, or what your plans for sending new recruits may be.

Very sincerely yours,

BAG:MP

0626



March 24, 1936

Prof. Eliza H. Kendrick
6 Midland Road
Wellesley, Mass.

My dear Miss Kendrick:

We should have written you before this to report on my inquiries among the mission boards here as to a suitable woman doctor for the position of medical officer in Yenching College for Women.

The Methodist Women's Foreign Missionary Society, after looking over their records with some care, were not able to suggest anyone for our consideration.

Miss Ruth Elliott and Miss Margaret Frame of the Presbyterian Board suggested one possibility that might be worth further exploration. Dr. Miriam Bell, who has spent about fifteen years in China - fourteen years at Hackett Medical School in Canton, and one year in Tsining, Shantung - is now in America. She left China about a year ago, and has no plan at present for returning. We cannot say definitely whether she would favorably consider an invitation to the work at Yenching College, but it might be worthwhile to make further inquiries. Everyone in the Presbyterian Board speaks very highly of Dr. Bell and feel that she might prove an excellent addition to the Yenching staff. I believe that her age at present is around forty. Her address is 712 Washtinaw Avenue, Ipsilanti, Michigan. If you desire to make further inquiries about her before writing to her direct, you could communicate with Miss Margaret Frame or with Dr. E. M. Dodd, at 156 Fifth Avenue, New York City.

It is quite possible that some of the other avenues you have been exploring have revealed other candidates whom you may be favorably considering.

Very cordially yours,

BAG:MP

0627

COMMITTEE OF YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

Mrs. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*
PEIPING, CHINA

6 Midland Rd.
Wellesley,
Mass.
March 24, 1936.

ack 3/28/36

COMMITTEE

MRS. O. E. WILLIAMSON, *Chairman*
The Wellington, Philadelphia
MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MRS. SAMUEL MCCREA CAVERT, *New York*
MRS. JOHN H. FINLEY, *New York*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MISS JENNIE A. GOULDY, *New York*
MRS. HELEN H. JENKINS, *New York*
MISS MARION A. KENDALL, *Cambridge, Mass.*
MR. ERIC M. NORTH, *New York*
DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*
MR. FRANKLIN H. WARNER, *New York*
MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

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

Dear Mr. Garside,

A few days ago I received a letter from Dean Speer showing that she is still looking everywhere to find a Chinese woman for the position of physical director in the Women's College and is quite discouraged about finding one. I have not been able to get on the track of a Chinese woman here. And now tonight I have been interviewing an American woman, graduate of our hygiene and physical education department here, who thinks she would be glad to go to China for such a position on a three year's appointment. What do you think about it?

This is what I propose and have told her I would do;—

1.) get from you exact information as to what she could be offered in the way of salary and expenses provided she were sent; 2) able to Miss Speer in China, asking her if she would authorize us to find an American woman for the job and telling her that I would send her the credentials at once as soon as they could be assembled.

Of course the appointment of a Chinese teacher is in the hands of the authorities in China but that of an American teacher is in the hands of our committee. This committee is to meet before the end of April and by that time we here could become well

0628

informed as to the desirability of this candidate. We could go ahead as we have in other cases with the work of judging and appointing her but in this case I do not want to proceed without specific approval of Miss Speer because I know her to be still looking for a Chinese appointee and because I understand so well that it would be so much better if the right Chinese leader could be found.

If this seems to you the right course will you answer my question about the salary and will you also undertake the sending of the cable? You will know how to word it and code it. What I want to know from her is just this:-"Are you ready to give up searching for a Chinese woman for this place? Shall I go ahead finding out about this American candidate? I will share with you all the information I can get about her but will you trust us to settle the matter?" It is a problem to put all that into a very few cabled words but I know you have had experience.

I am not writing to Miss Speer just now but will as soon as I have heard from you and have received the applicant's formal application.

Very sincerely yours,

Eliza H. Kendrick

RECEIVED
UNIVERSITIES
MAR 28 1936
JOINT OFFICE

0630

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia
MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MRS. SAMUEL MCCREA CAVEET, *New York*
MRS. JOHN H. FINLEY, *New York*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MISS JENNIE A. GOULDY, *New York*
MRS. HELEN H. JENKINS, *New York*
MISS MARION A. KENDALL, *Cambridge, Mass.*
MR. ERIC M. NORTH, *New York*
DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*
MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*
PEIPING, CHINA

YENCHING COLLEGE

Mr. B. A. Garside,
150 Fifth Ave.
New York City.

My dear Mr. Garside,

Two letters are just in from you since I wrote you regarding the possibility of engaging an American person for the position of Physical Education Director in Yenching. Perhaps this suggestion that you now give me from Mr. Wee with regard to looking up Josephine Rathbone will not interfere

with the sending of that cable. Do we not need the same authorization from Miss Speer?

I will certainly communicate with others concerning both Miss Rathbone and Dr. Bell and will keep you informed as to my progress. I still want to know what to say to any of these people on the matter of compensation and I am very grateful to you for all your help.

Very sincerely yours,

Eliza H. Kendrick

6 Midland Rd.,
Wellesley, Mass.
March 26, 1936.

ack 3/28/36

0631

RECEIVED
UNIVERSITIES
MAR 27 1936
JOINT OFFICE

0632

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN
OF

YENCHING UNIVERSITY
PEIPING, CHINA

YENCHING COLLEGE
FOR WOMEN

6 Midland Rd.,
Wellesley, Mass.
April 1, 1936.

MRS. J. M. AVANN, *Evanston, Ill.*
MR. GEORGE G. BARBER, *New York*
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MISS HELEN B. CALDER, *Auburndale, Mass.*
MRS. SAMUEL MCCREA CAVERT, *New York*
MRS. J. K. CECIL, *Palo Alto, Calif.*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MRS. T. D. MACMILLAN, *New York*
MRS. TIMOTHY N. PFEIFFER, *Riverdale, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*

MRS. JOHN H. FINLEY, *Chairman*
1 Lexington Avenue, *New York*
MRS. CHARLES C. PARLIN, *Secretary*
Tenafly, *N. J.*
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Avenue, *New York*
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, *New York*
MR. C. A. EVANS, *Assistant Treasurer*
150 Fifth Avenue, *New York*
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. MABEL M. ROYS, *New York*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MRS. JOHN H. FINLEY, *New York*
Chairman of Promotion Committee

My dear Mr. Garside,

I thank you for the stationery which came to me yesterday. At the same time I received your letters with reference to the cable to Miss Speer. I thank you also for them and for the copy of the cable despatch. I shall be eager to know what answer you receive. My only question in regard to the form is whether the word "American" did not need to be inserted before "candidate" in order to have Miss Speer understand just what our problem is. However if she has any conditions to make in that direction she will doubtless insert them in her answering cable.

The American candidate for the position whom I had in mind when I wrote you was a Mrs. Ramsey, recommended by the department in Wellesley. She is interested to go to China but of course would not want to be sent, nor would you want to send her, for a shorter term than three years--and in that she is in the same position as any American candidate. The college is so sure that a Chinese person ought to be secured that it seems very doubtful whether it is wise to tie up with an American for so long a time. Still the situation, according to Miss Speer's last letter, seemed so desperate that I ventured to appeal to her directly on the sub-

0633

ject, thinking that she might not want, after all, to let the chance to get Mrs. Ramsey go by. Then you sent me the suggestion of the possibility of securing Miss Josephine Rathbone of Teachers' College for a year's help during her sabbatical leave and I immediately wrote her to find out if she would consider such an appointment. I have not yet heard from her but am sure that if such an arrangement could be made it would be very welcome to Miss Speer and the others and would give them an opportunity to use next year in trying still to find the ideal Chinese person for the position. Now we wait for Miss Speer's cable and Miss Rathbone's answer. And I have informed Mrs. Ramsey of this later development.

You are right in thinking that I wished the cable to deal only with the matter of Physical Education Director. As to the medical officer, she is also needed. It was Miss Speer's own suggestion that she might well be an American, preferably a medical missionary released from her work who would have some knowledge of the Chinese language. Mr. Hsiao, who has been quite helpful, gave me the name of a Chinese woman doctor with whom I have been corresponding but she has definitely decided against applying. There remains^a the Dr. Miriam Bell of whom you wrote. I am looking her up but have not yet heard much about her.

Cordially yours,

Eliza H. Kendrick

- 1 -

RECEIVED
UNIVERSITIES
APR 2 1936

0635

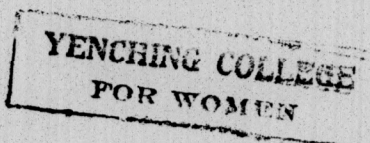
COMMITTEE OF
YENCHING COLLEGE FOR WOMEN
OF

YENCHING UNIVERSITY
PEIPING, CHINA

6 Midland Rd.,
Wellesley, Mass.
April 28, 1936.

MRS. JOHN H. FINLEY, *Chairman*
1 Lexington Avenue, New York
MRS. CHARLES C. PARLIN, *Secretary*
Tenafly, N. J.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Avenue, New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
MR. C. A. EVANS, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. MABEL M. ROYS, *New York*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MRS. JOHN H. FINLEY, *New York*
Chairman of Promotion Committee

MRS. J. M. AVANN, *Evanston, Ill.*
MR. GEORGE G. BARBER, *New York*
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MISS HELEN B. CALDER, *Auburndale, Mass.*
MRS. SAMUEL MCCREA CAVERT, *New York*
MRS. J. K. CECIL, *Palo Alto, Calif.*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MRS. T. D. MACMILLAN, *New York*
MRS. TIMOTHY N. PFEIFFER, *Riverdale, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*



ack 5/29/

My dear Mr. Garside,

The Women's College Committee of Yenching College gave me authority to decide on candidates for two positions, that of resident physician and that of physical education director.

It may be that we shall have to send as Physical Education Director an American. If so it will be unfortunate to agree on anything but a very short term. The question now comes up as to what I may say to them on the subject of travelling expenses. Usually, of course, the travelling expenses are paid one way but not return expenses, as I understand it, unless the contract is for a full term.

Will you now tell me what the conditions would be for one who goes out willing to be ousted by a Chinese permanent appointee after one two or three years? I have said, in accordance with what I have heard, that the probable salary would be about \$2400 Mex. Is that right? But I can not be definite either about what the exchange would make that worth in U.S. currency nor what the probable living expenses in addition would be. Could you give me any definite figures about that? And in this matter of travelling expenses I find myself quite at a loss.

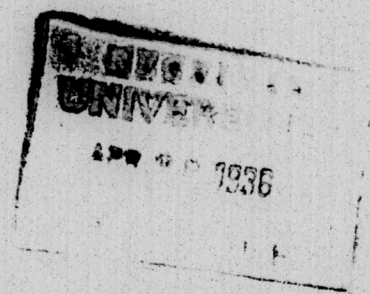
I have just had word of a promising Chinese candidate on the West Coast and her appointment if she proves acceptable would be a good solution of our problem but if not we are thrown back again upon the search for American candidates and the answers to these questions that I have raised would seem to be absolutely important for them.

No more light has come to me on the subject of a physician except the suggestion of one name by Mrs. Roys. I am hoping to be able to get into touch with this person with the aid of Mrs. Roys and meantime if your office has any more names of physicians in this country with some knowledge of the Chinese language who would like to go back to China I shall be very glad to receive them.

Very sincerely yours,

Eliza H. Kendrick

0636



0637

3
3
8
5
1
6
8

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN
OF

YENCHING UNIVERSITY

PEIPING, CHINA

YENCHING COLLEGE

6 Midland Rd.,
Wellesley, Mass.

May 3, 1936.

ack 4/1/36

MRS. JOHN H. FINLEY, *Chairman*
1 Lexington Avenue, New York
MRS. CHARLES C. PARLIN, *Secretary*
Tenafly, N. J.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Avenue, New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
MR. C. A. EVANS, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. MABEL M. ROYS, *New York*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MRS. JOHN H. FINLEY, *New York*
Chairman of Promotion Committee

MRS. J. M. AVANN, *Evanston, Ill.*
MR. GEORGE G. BARBER, *New York*
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MISS HELEN B. CALDER, *Auburndale, Mass.*
MRS. SAMUEL MCCREA CAVERT, *New York*
MRS. J. K. CECIL, *Palo Alto, Calif.*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MRS. T. D. MACMILLAN, *New York*
MRS. TIMOTHY N. PFEIFFER, *Riverdale, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*

My dear Mr. Garside,

The cable has been received by way of the American Board.
It reads as follows:

"YOU ARE AUTHORIZED TO PROCEED IN THE
MATTER OF PHYSICAL DIRECTOR. DO NOT
DECIDE FOR THE NEXT FEW WEEKS. IT IS
POSSIBLE CHINESE AVAILABLE HERE. SALARY
WILL PROBABLY BE ABOUT \$2400 MEX.
ACCORDING TO EXPERIENCE."

Perhaps this should be communicated at once to Mrs. Ramsey who is interested in the appointment. The salary question she would like to have answered and, as it seems as if her chances of being chosen are receding, she would probably like to know that. I have heard nothing yet from Miss Rathbone, which is possibly an indication that there is some slight hope of getting a favorable answer from her. Of course if the matter of a sabbatical leave to be taken this year or next is involved she must needs decide soon. If the "Chinese available" is secured in China we shall be sure to hear from Miss Speer at the first possible moment. She will not wish to risk a conflict between her plans and ours.

Miss Frame has written about the Dr. Bell suggested as a possible candidate for the medical position. I have accordingly written Dr. Bell herself asking if there is any hope that she would consider such an appointment.

The Home Economics problem is turned over to Miss Speer. I have sent her the application and credentials of Miss Lily Lee and Dr. Stuart can give her also his impressions.

Very sincerely yours,

Eliza H. Kendrick

0638

RECEIVED
UNIVERSITIES
APR 8 1936
JNT OFFICE

0639

COMMITTEE OF
YENCHING COLLEGE FOR WOMEN
OF

YENCHING UNIVERSITY

PEIPING, CHINA

6 Midland Rd.,
Wellesley, Mass.
June 9, 1936.

YENCHING COLLEGE
FOR WOMEN

MRS. JOHN H. FINLEY, *Chairman*
1 Lexington Avenue, New York
MRS. CHARLES C. PARLIN, *Secretary*
Tenafly, N. J.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Avenue, New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
MR. C. A. EVANS, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, Wellesley, Mass.
Chairman of Budget Committee
MRS. MABEL M. ROYS, New York
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, Wellesley, Mass.
Chairman of Candidate Committee
MRS. JOHN H. FINLEY, New York
Chairman of Promotion Committee

MRS. J. M. AVANN, Evanston, Ill.
MR. GEORGE G. BARBER, New York
MRS. WILLIAM BOYD, Philadelphia
MISS MARGARET E. BURTON, New York
MISS HELEN B. CALDER, Auburndale, Mass.
MRS. SAMUEL MCCREA CAVERT, New York
MRS. J. K. CECIL, Palo Alto, Calif.
DEAN LUCY JENKINS FRANKLIN, Boston, Mass.
MRS. T. D. MACMILLAN, New York
MRS. TIMOTHY N. PFEIFFER, Riverdale, N. Y.
MRS. F. LOUIS SLADE, New York
MRS. ROBERT E. SPEER, New York

Mr. B. A. Garside,
150 Fifth Ave.,
New York City.

My dear Mr. Garside,

I believe you cabled several days ago to Miss Speer in Peiping, did you not, asking her whether I should appoint Miss Hoerning for their Home Economics department? I have received no answer as yet and I am very anxious to especially since there has come to me another application for the position from someone whom Prof. Stanley Fisher has evidently stirred up to apply. Of course I can not encourage her unless I hear that Miss Hoerner is rejected.

And now the day has come on which I said I would cable Yenching asking about their choice for physical education director. I am sure Miss Speer must have in hand by this time a letter which I wrote May 5 telling her that I would cable about this time for her decision. She has had some of the correspondence with regard to Miss Blake and the suggestion of her name came first from the field so that she is known to people there. Miss Rathbone is now in Yenching, I suppose, to plead the cause of Miss Brandt. Miss Lim is a Chinese candidate whom I should not choose because of her youth and I feel sure that those on the field would agree with me.

I propose then that, unless you see some reason against it, you send another cable to Miss Speer saying, "Shall I engage Miss Brandt or Blake for physical director?" Both of these are waiting for a decision and so is Miss Hoerner. I take it that the cable when it comes will come to me through the Boston office of the American Board.

Sincerely yours,

Eliza H. Kendrick

0640

COMMITTEE OF YENCHING COLLEGE FOR WOMEN

of

YENCHING UNIVERSITY

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia

MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.

MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York

MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York

PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee

MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee

PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee

MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee

MRS. WILLIAM BOYD, *Philadelphia*

MISS MARGARET E. BURTON, *New York*

MRS. SAMUEL MCCREA CAVERT, *New York*

MRS. JOHN H. FINLEY, *New York*

DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*

MISS JENNIE A. GOULDY, *New York*

MRS. HELEN H. JENKINS, *New York*

MISS MARION A. KENDALL, *Cambridge, Mass.*

MR. ERIC M. NORTH, *New York*

DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*

MRS. F. LOUIS SLADE, *New York*

MRS. ROBERT E. SPEER, *New York*

MR. FRANKLIN H. WARNER, *New York*

MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., LITT D.D., *Dean of the College*

YENCHING, CHINA
FOR WOMEN

6 Midland Rd.,
Wellesley, Mass.
June 24, 1936

Ans 6/30

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

My dear Mr. Garside,

I thank you for your prompt re-
laying of a cable message from Yenching which,
for some reason, was not itself prompt. The
message read, "As far as can be judged would
prefer Brandt. We will abide by your decision".
In accordance with this message I have therefore
telegraphed to Miss Brandt, who is in Florence,
N.C., "Cable confirms appointment to Yenching.
Wire me whether you accept." I have no doubt
that she will since she has been waiting anxiously
for this word. I have just written to her,
anticipating her acceptance, and have told her
that I am turning her over to you for any infor-
mation that she needs, concerning terms, dates, sailings etc., and I
am sure that you will hear from her.

The rest of Miss Speer's message is disconcerting. I had
thought that the question of physician was no longer open since
the last word received from her had been to the effect that we
were to proceed no further until hearing from her. Now she ca-
bles, "You are authorized to proceed in the matter of Bell physi-
cian." I had merely written that I was investigating a Dr. Bell
Soon after this previous cable I heard from this Dr. Bell that she
can not possibly consider the question of going to China at the
present time. There is then no way to proceed with her and she
is the only candidate who has appeared in answer to my appeal and
yours to the missionary Boards. From what I had heard from the
field I judged that no American physician with ~~no~~ ^{any} experience in
China and ~~no~~ ^{any} knowledge of the language would be acceptable at
this time. Is it your judgment that the time has come when they
would be willing to have such a one sent? The cable certainly
does not imply that.

The question of an appointment for the Home Economics
position becomes more and more acute. I am receiving and send-
ing many letters on the subject and I may ask you before long to
do some more cabling. Information to them of the acceptance of
Miss Brandt of her appointment should be cabled should it not?
I will let you know when I get it.

Very sincerely yours,
Eliza H. Kendrick

*I have
rechecked
cable and
it is O.K.
JH*

0641

RECEIVED
UNIVERSITIES
JUN 6 1936
JOINT OFFICE

0642

YENCHING COLLEGE
FOR WOMEN

June 30, 1936

ack. 7/1/36

Dr. Eliza H. Kendrick
6 Midland Road
Wellesley, Mass.

My dear Miss Kendrick:

I have your two letters of June 24th and June 26th.

Appointment of Miss Brandt. I note your statement that you are turning Miss Brandt over to me "for any information she needs" concerning terms, dates, sailings, etc. I have had a letter from Miss Brandt asking if she can come to see me on July 2nd. I have also talked to Mr. Wee, who as you know, is well acquainted with her.

However, I am not nearly clear enough in my own mind regarding the conditions of Miss Brandt's proposed appointment to be able to talk with her at all intelligently. For how long a term is she to be appointed? What are we in a position to offer her with regard to salary, travel expenses, and the like? As you know, our Yenching salary scale is a sliding one, and each case has to be dealt with on an individualistic basis. Before one can compute the salary a new appointee is to receive, one must know not only the degrees she has received and the amount of experience she has had, but must also know what rank she is to hold on the staff. I can get from Miss Brandt the necessary information with regard to academic degrees, and might also make a guess at what the University will credit her with in the matter of experience. But until we know just what rank she is to have on the staff, there is no way to estimate her salary. Also, from what Mr. Wee says, the length of time she is to spend in China seems to be uncertain. He was under the impression that she was being asked out to the field for one year, and that her outgoing travel would be provided, but home coming travel would be her own personal responsibility.

A one-year appointment of this kind is always a difficult problem, both for the University and for the appointee. I understand that Miss Brandt does not have any very large personal resources, so it is difficult to see how she could save enough out of her salary in the course of a year to cover the cost of her travel from Peiping back to New York. And from the standpoint of the Women's College, the cost of a trip from New York to Peiping in return for only one year of service is a larger item than is provided in the regular salary schedule.

I mention all these details to illustrate that I cannot possibly talk intelligently with Miss Brandt until I know just exactly what work she is going out to undertake, what her rank and term of service will be, and whether the Women's College is disposed to make any variation from the regular schedule of salary and allowances.

0643

June 30, 1936

I will be grateful if you would send me as full information as you can, to arrive here not later than the morning of July 2nd. If neither of us have the necessary information on any of these points we may even have to send another cable of inquiry to Miss Speer before we can reach any final understanding with her.

Problem of Physician. I have conferred again with the Candidate departments of the Methodist Women's Board and the Presbyterian Board. The Methodist Women's Board was not able to suggest any new leads, but the Presbyterian Board suggested one possible field we have not as yet explored very thoroughly. Their suggestion was that we might be able to find some young woman physician who was born in China of missionary parentage, learned the language as a child and is now ready to go back for medical missionary service. Dr. Dodd suggested specifically that we investigate the qualifications of Dr. M. Elizabeth Jenkins who applied last year for medical missionary service in China but for whom no opening has as yet been found by the Presbyterian Board. Dr. Jenkins was born in Hunan province in 1904. She remained in China most of the time until she finished high school. Her papers indicate that she had a very good command of the Chinese language when she came to America for her college work some fifteen years ago. It should be fairly easy, therefore, to regain her fluency in the language without taking much time from her medical work. Dr. Jenkins' papers indicate that during her first few years here in America her scholastic work was not particularly good, but that she improved steadily from year to year, and did very creditable work during the closing years of her medical course. She has now had one or two years of hospital experience after finishing her internship. When the Presbyterian Board last corresponded with her some months ago she was at the Vallejo General Hospital, Sutter & Tennessee Streets, Vallejo, California. The Presbyterian Board has a very full sheaf of candidate papers for her, which you would wish to examine very carefully before reaching even a tentative decision in regard to her suitability for the work at Yenching.

Meantime, however, it might be worth while to send Dr. Jenkins a letter stating simply that you are seeking a woman physician for Yenching College and that the Presbyterian Board has suggested her name as one who might be interested in applying for the position. If she is actively interested, we could then give the matter further study - but if she is not likely to be available, there is no point in making any extensive investigations of her qualifications.

Problem of Home Economics. I am afraid I have no special wisdom in this matter. I am inclined to agree with your own judgment that it may be better to wait a little to see whether something more concrete and satisfactory develops.

Cable to Miss Speer. In accordance with your request I have today sent Miss Speer the cablegram of which a copy is enclosed herewith. I hope that this expresses fairly adequately the things you had in mind.

Very sincerely yours,

BAG:MP
Encl.

0644

COMMITTEE OF YENCHING COLLEGE FOR WOMEN

of

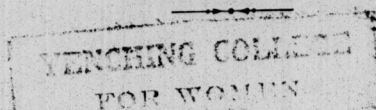
YENCHING UNIVERSITY

COMMITTEE

MRS. O. R. WILLIAMSON, *Chairman*
The Wellington, Philadelphia
MRS. L. O. LEE, *Secretary*
14 Beacon Street, Boston, Mass.
MR. E. M. MCBRIER, *Treasurer*
150 Fifth Ave., New York
MR. B. A. GARSIDE, *Assistant Treasurer*
150 Fifth Avenue, New York
PRESIDENT ELLEN F. PENDLETON, *Wellesley, Mass.*
Chairman of Budget Committee
MRS. J. M. AVANN, *Chicago*
Chairman of Nominating Committee
PROFESSOR ELIZA H. KENDRICK, *Wellesley, Mass.*
Chairman of Candidate Committee
MISS ALICE KEEP CLARK, *Evanston, Ill.*
Chairman of Promotion Committee
MRS. WILLIAM BOYD, *Philadelphia*
MISS MARGARET E. BURTON, *New York*
MRS. SAMUEL MCCREA CAVERT, *New York*
MRS. JOHN H. FINLEY, *New York*
DEAN LUCY JENKINS FRANKLIN, *Boston, Mass.*
MISS JENNIE A. GOULDY, *New York*
MRS. HELEN H. JENKINS, *New York*
MISS MARION A. KENDALL, *Cambridge, Mass.*
MR. ERIC M. NORTH, *New York*
DEAN MABEL M. ROYS, *Aurora-on-Cayuga, N. Y.*
MRS. F. LOUIS SLADE, *New York*
MRS. ROBERT E. SPEER, *New York*
MR. FRANKLIN H. WARNER, *New York*
MRS. CHARLES C. PARLIN, *Tenafly, N. J.*
Representative of Wellesley College Alumnae

MRS. MURRAY S. FRAME, B.A., B.D., Litt D.D., *Dean of the College*

PEIPING, CHINA



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

6 Midland Rd.,
Wellesley, Mass.
July 1, 1936.

My dear Mr. Garside,

I am grateful for the letter just received, as for all your help.

1) MISS BRANDT.

She is appointed to take the place of "Physical Director". Does that settle her rank in the faculty? The place has been held this year by Miss Musgrove, loaned by St. Mary's at Shanghai, and she followed Miss Chen who left to be married.

Miss Speer expressed herself very strongly as desiring to find if possible a Chinese woman for the position and any decision has been delayed by the fact that she was herself searching diligently in China for such a candidate. None has appeared either there or here, hence my interviews with American applicants. But always there was the thought of the possibility that by next year Miss Lu, of Yenching and Wellesley, would be ready to go back and might be the first choice of the college. I told Miss Brandt very frankly about this situation and she was eager enough to go to China to be willing to take the risk of having to come back at the end of a year or possibly two. My thought was that if she commended herself strongly and built up the department they would not want her to leave. Possibly even if they want to take on Miss Lu year after next they will feel that she ought not to be given the first year the responsibility of "Director" but might serve an apprenticeship under Miss Brandt. This is all that I can say. A letter from Miss Speer, written May 22, says, "Our experience this year has convinced us that one person can not swing the physical education work alone so we are going ahead definitely to get a Chinese girl as assistant physical director here, but are ~~finding~~ leaving to you the finding of the director herself in America, unless by a miracle such a person should turn up here". Earlier (Apr. 2nd) Miss Speer had written me on the subject of salary, "It happens that most of the physical directors we have had in the past have had salaries

0645

MA- 3 yr Private School
not given

of about \$200 a month. \$205 a month is the figure for someone with a master's degree and three or four years' experience." On the basis of that I told Miss Brandt that the salary would probably be about \$2400 a year and that travelling expenses were paid one way for a short term and I thought you were in a position to settle details on consultation with her. I certainly hope your interview with her will be satisfactory to both and I wait with eagerness to hear what the outcome is.

2) PHYSICIAN.

I am especially grateful for your interest in this matter. Your cable was just right and I am sure it was right to send it. My wording was not thought out but intended only to guide you as to the meaning. I have begun to try to find candidates without experience in China and I welcome heartily your introduction to some one born in China. I will write immediately to Dr. Jenkins in California. She is favorably situated for going to China but not at all for being interviewed here. Is Dr. Galt any longer in California or has he gone back to the field?

3) HOME ECONOMICS.

I have received several regretful letters from highly qualified specialists, much interested in China but unable to think of going there now. Miss Cookingham continues to be the one apparently available but we can wait a little longer before cabling on this subject.

As I understand it, these two positions must be filled for next year, is that not so? The time is now very short and I am due to leave the country August 1 but I am still hopeful that the task isn't an impossible one.

I am doing my best to get this to you by tomorrow morning and I trust it can be done.

Very sincerely yours,

Eliza H. Kendrick

0646

RECEIVED
UNIVERSITIES
JUL 12 1936
JOINT OFFICE

0647

YENCHING COLLEGE
FOR WOMEN

July 9, 1936

Professor Eliza H. Kendrick
6 Midland Road
Wellesley, Mass.

My dear Miss Kendrick:

I am delayed in acknowledging your letter of July 1st because I have been away from my office for about a week. I was fortunate enough to return this morning to greet what the sidewalk weather prophets say is "the hottest day of the year."

Miss Brandt. Miss Brandt and Mr. Wee came in this morning and we had a good conference with regard to her plans for Yenching.

Dr. Josephine Rathbone has just returned from her trip around the world during which she spent eight days on the Yenching campus. I believe you know Miss Rathbone who is considered quite an authority in certain fields of Physical Education. Miss Brandt and also Mr. Wee have both had conferences with Miss Rathbone, and she has been able to give Miss Brandt a clear idea of the situation in the Physical Education Department of Yenching College for Women, as she discussed it with Miss Speer.

All of my impressions of Miss Brandt as I talked with her this morning were quite favorable. I hope that she will prove a valuable addition to the Yenching staff.

When we took up a discussion of the exact details of her employment agreement with the Women's College, I found that her information was very hazy at a number of points. From some place both Mr. Wee and Miss Brandt got the impression that her salary for a one year term would be defined as US\$1200 per year. Your letter of July 1st quoting from Miss Speer's letter of April 2nd suggests that the salary of LC\$205 per month or LC\$2460 per year be paid. The regular Yenching salary regulations provide that salaries should be paid in local currency but that one-fourth of the salary of Western members of staff may be paid in United States currency at the exchange rate of two to one. This would mean that Miss Brandt would receive US\$307.50 plus LC\$1845 per year. At the present rate of exchange - about 3.30 to one - this would be substantially less than US\$1,200. Miss Brandt did not express any definite opinions on the matter of the rate of salary, but I took the initiative in saying that we should have the point clarified before final arrangements are made.

Another question which arose immediately was that of travel

0648

7/9/36

allowance. Our Yenching schedule of salaries and allowances for foreign staff provide that for regular appointments travel expenses will be "provided by the University from the home of the appointee to Peiping by the most direct route. On five-year appointments return travel is similarly provided by the University." For three year appointments the provision for travel expenses reads: "as for regular appointments except that for three years the University will provide three-fifths of the return travel; for four years, four-fifths." There is no provision in our regular schedule for as short a term as one or two years. It was the impression of Mr. Nee and Miss Brandt that outgoing travel would be provided but that Miss Brandt would be expected to pay for her home coming travel at the end of the year.

This problem of travel of course bulks very large in a one-year appointment. It is a heavy burden for the University to pay travel even one way for such a short period. On the other hand it would be almost impossible for Miss Brandt to save enough from her salary in one year to pay her travel back to the eastern part of the United States. This, therefore, is certainly a point we should have clearly understood before we enter into any final arrangement.

Our general understanding with regard to the length of her appointment is that we are at this time assuring her of only a one-year appointment, leaving open the question of whether the College may desire her to remain a second or a third year.

Miss Rathbone seems to have suggested to Miss Brandt the desirability of taking out at least a small amount of material to be used in her work including musical selections and various books which are not now available at Yenching. Miss Brandt asked whether she would be authorized to spend around \$50 or \$60 in purchasing such material for the use of her Department. She also raised the question of whether any personal outfit allowance would be provided.

It seemed to me that the only way in which we could get a prompt and satisfactory clearance of these questions is to lay them before Miss Speer by cable. I have therefore taken the liberty of sending to her today a cable-letter reading as follows: -

BEFORE COMPLETING ARRANGEMENTS BRANDT REQUIRE DEFINITE INSTRUCTIONS
LENGTH APPOINTMENT SALARY TRAVEL OUTFIT ALLOWANCES MAY SHE EXPEND
CONSULTATION RATHBONE SIXTY DOLLARS DEPARTMENTAL SUPPLIES

Ordinarily I would have consulted with you before sending such a cable but since time is very short I thought it wiser to avoid further delay and send off the wire immediately. I hope this will meet with your approval. If you can supply any information beyond what you have already given on the various points discussed above I would be very grateful.

Physician. Mrs. Finley telephoned me about a week ago and asked for a little further information about Dr. Jenkins. I gave her a few facts, and suggested that she go over the file of candidate material collected in Dr. Jenkins' case by Miss Elliott of the Presbyterian Board. Since I have been away I have not learned what steps she may have taken.

0649

7/9/36

According to our records Dr. Galt plans to sail on August 3rd from Los Angeles. Of course, Mr. and Mrs. Franklin Warner live in California, and might be able to interview Dr. Jenkins. Their address is P. O. Box 33, Claremont, California. Dr. A. J. Bowen, for many years President of the University of Nanking, also lives at 975 North Garfield Avenue, Pasadena, California. I know that he and Mrs. Bowen would be glad to interview Dr. Jenkins if she were able to see them. We also have other former members of staff of our China Colleges living at different points over California who might be able to interview Dr. Jenkins. I feel that we should depend primarily on some women interviewing her, for I do not have a very high regard for the ability of the average man to form an accurate appraisal of the qualifications of a young woman applicant.

Home Economics. I will await further word from you on the subject of this Home Economics position. I do not have any direct word from the field as to the urgency of sending out appointees either for the Home Economics position or for the position of Physician for the Women's College.

Very cordially yours,

BAG:MP

0650

From the program of the

China Colleges Luncheon

Boston, 25 April 1940

Tribute to Miss Kendrick,
spoken by Eva B. A. Macmillan

I have been asked to say a word for which some of you are waiting. It is being said on behalf of my fellow officers of the Associated Boards for Christian Colleges in China, of the members of the Committee for the Yenching College for Women, and of the members of the Boston Committee for the China Colleges.

When you received the invitation for this luncheon you found there the name of one whose physical presence was taken from us even as you were reading her name. She had been actively helpful in the early planning for this event.

We knew her as one of the Wellesley women earliest interested in the connection of her College with the support of the Y.W.C.A. work in Peking and later of the Yenching College for Women. We knew her in Peking during a furlough leave from Wellesley, giving of the riches of her distinguished scholarship in the instruction of Yenching University students. In the seventeen years since that residence in Peking we have known her for the generosity of spirit and the unfailing wisdom which has meant more to us than can possibly be put into words. Before she started - so short a time ago - on her trip to the South, she had written to her fellow members of the Wellesley Class of 1885 a letter in which she spoke of China as the bright spot in this troubled world. She would be very much at home with us here this noon. It is in proud and happy memory - as she would wish it - that we speak of Eliza Hall Kendrick.