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COLLEGE FILES  
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Yenching  
Corr's  
Speer, Margaret + Bailey  
1934-1936

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YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

September 19, 1934

Mrs. C. C. Parlin  
28 Depeyster Avenue  
Tenafly, N.J.

Dear Miriam,

You must be beginning to wonder if the earth has swallowed us up out here. I have had notes for a letter to you in my "urgent" folder for weeks, but I have put off actually sitting down to the composition partly because Dora Bent is not yet back and I have hesitated to inflict my own untidy typing on you and partly because there has always been the thought that "if I wait a few days I can tell her about the number of new students who have been admitted" or "in another day or two I can tell her how many students have completed registration" and so the days have gone by until now there is danger that the time will come for your fall meeting before you hear from me.

Excerpt from letter  
from Miss Speer  
Sept. 19, 1934

Begin + copy -  
ENROLLMENT FOR THE NEW SEMESTER When the year ended last June the most urgent problem that seemed to be facing us was to find more dormitory space for women students. During the last five years the number of women students had grown from one hundred and fifty to two hundred and fifty and last year we had crowded ten more girls into the dormitories than there was comfortable space for. There seemed only two courses open to us -- either to find more room or to set up a higher entrance standard for women than for men. We chose the former. Since our faculty is smaller this year than it has been for some time, we decided to give up two of the four faculty suites in the dormitories to students. Then we arranged to do what we have wanted to do for a long time -- find a separate house for the women assistants. Every year there are six or eight of these who have hitherto been housed in the dormitories. They are halfway between students and members of the faculty and have often been irked by dormitory restrictions. The University offered us the old South Dormitory, a group of small Chinese houses, just outside the South Gate, where men students who could afford the full board fee had lived in the past. The University has lent us some furniture for it, but we had to spend nearly five hundred dollars local currency repairing walls and roofs and putting in a kitchen. A final step in making the available space more convenient for large numbers of students, was to spend two hundred and fifty dollars local currency to have three large rooms, once used for sleeping porches, divided each into two smaller rooms, one for two, the other for three students.

In spite of these measures we were afraid of overcrowding, for this year the University had a total of 1350 applicants for admission, 350 more than last year, and when entrance examinations were

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over and the weeding out was done, one hundred and thirty four new women students were admitted. We had only space for one hundred, but we know from long experience that a certain percentage of the students admitted never do turn up. This year to our surprise that percentage of "lost" students has been greater than ever before. There are still a few days more during which late registration is allowed, but our numbers up to to-day are 234 women students in the dormitories and 14 living in faculty homes or off the campus. This drop in enrollment has not been confined to Yenching; Tsing Hua has had the same experience. Some people feel that it is due to economic distress, others that it is because of fear of further Japanese encroachment on North China.

One interesting fact about our new freshman class is its youth. When I first came to Yenching, many of the girls in my classes were older than I. This year only one of the 92 freshmen girls admitted was over 21; the rest ranged from 16 to 21, the average being 18. They come altogether from twenty-eight middle schools.

**FACULTY CHANGES** The changes in our personnel have largely been losses.

Mary Cookingham has gone home on furlough and since she expected to do some studying in New York, you have probably seen her before this. She knows not only where all our pennies have gone, but the ins and outs of all our other problems, and can tell you more about things out here than I could in a dozen letters.

Gertrude Wood told us when she left in June that she was not sure whether or not she would come back after her furlough. We all suspected then what has since been confirmed by her letters. She is engaged, probably by this time married, to Sam Groff, who for three years was here teaching in the Department of Journalism. The English Department will sorely miss her careful work.

Tseng Hsiu Hsiang has a year's leave of absence for further study of kindergarten methods in America. She was expecting to study in the University of Southern California but we have not heard since her arrival in America what her exact address is.

Ch'en I (Caroline Chen) is also on furlough, but is spending her time in China trying to learn more about Chinese conditions, about textiles and household furnishings and market conditions all over China and about openings for students trained in Home Economics.

Kao Chün San and Editha Stone have both left us permanently. We begged Miss Kao to stay for she filled a place that no one else did, but she says that she is a restless person and never stays anywhere more than two or three years. We have no other Chinese woman on the staff with quite the same educational background or whose name is so well known all over China. At present she is in Honolulu as one of the Chinese delegates to the Pan-Pacific Women's Congress. It was a luxury last year to have two fully trained Physical Directors, but it is a luxury we cannot afford to continue. We were sorry to lose Miss Stone but Miss Chen Yueh Mei is admirably fitted for the position and it is a place where we especially need a Chinese.

Eleanor Waddell has gone back to the University of California to work for her master's degree in English. We have not made any

Mrs. Parlin 3

commitments but I know the Department of English will be glad to have her come back again if she wants to come. She was an enthusiastic teacher and had had special training in printing which was invaluable in the work the department always has to do of producing its own text-books.

Jessie Ashworth who gave two thirds of her time to secretarial work in this office and Wang Pi Yun who was Miss Ssu-tu's Chinese secretary have both left. Miss Ashworth has gone back to Clark to finish her work for a Ph. D. and Miss Wang has received a scholarship at Pomona. Their leaving at the same time made rather a clean sweep of things in this office, but Dora Bent will be back again before the end of this month to take charge of the English correspondence. Miss Wang's place has been taken by Tan Chao Ying, one of our own graduates of 1931 who has just taken an M.A. degree in Chinese. She is really my assistant rather than my secretary and attends to everyone who comes into the office with grace and tact.

These are only a few of the things I had on my list, but the rest will have to wait for a few days more.

*end copy here* I was most sorry to miss seeing Mr. and Mrs. Parlin when they were here. The one day they could come out to Yenching was a day when I had to be at an all-day session of our Mission Executive Committee. They had tea at our house with Augusta and Knight and Camilla and I heard glowing reports of their visit.

It was a great joy to have Knight and Camilla with us this summer. They are established in their new house in Peking now, but we shall see them often.

With best wishes to all the members of the Yenning College Committee,

Sincerely yours,

*Margaret Bailey Speer*

Margaret Bailey Speer  
Acting Dean

Miss Ssu-tu is happily established in her former position at Nankai University. We hope to have her here for a short visit this week-end

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YENCHING COLLEGE FOR WOMEN

YENCHING UNIVERSITY

PEIPING, CHINA.

Office of the Dean

September 27, 1934

*act. 11/19*

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

Dear Mr. Garside:

After talking with Mr. Tsai I am writing to ask you for some information about the present and future state of the Goodridge Scholarship Fund. Perhaps Miss Cookingham would know, but I can find only scanty information in my files.

For several years we have been paying \$250 every year as a special "Frances A. Goodridge Scholarship" to the most outstanding student in the Junior class. I had always assumed that this amount represented interest on funds which we had in hand. It appears now that no payments into the Goodridge Fund have been received on the field since October 1932 and that the balance now on hand after awarding the scholarship this fall is only LC \$636.50. In a letter from Mr. North to Mrs. Frame dated April 28, 1926 I find the information that the money comes from the Session of the First Presbyterian Church in Santa Barbara, and this further statement: "The amount involved would be for the first few years about U.S. \$140 a year; probably not as much as that later on."

I should appreciate it if you could let me know if we have now reached "later on", for we must decide on some policy if the present balance is all we are likely to have. Either we must reduce the scholarship to the small interest on \$636.50 or we can use up the money in the next three years and then stop awarding it altogether.

with best wishes to you and my other friends in the  
Yenching office,

Sincerely yours,

*Margaret Bailey Speer*

Margaret Bailey Speer  
Acting Dean

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燕京大學女學  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEKING, CHINA

Office of the Dean

September 27, 1934

Mr. E. A. Gardner  
170 Fifth Avenue  
New York, N.Y.

Dear Mr. Gardner:

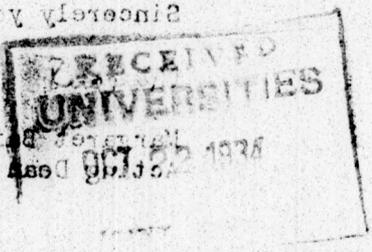
After talking with Mr. E. A. Gardner I am writing to ask you for some information about the present and future state of the Goodbridge Scholarship Fund. I am sure that you would know, but I can find only scanty information in my files.

For several years we have been paying \$20 every year as a special "Goodbridge Scholarship" to the most outstanding student in the Junior class. I had always assumed that this amount represented interest on funds which we had in hand. It appears now that no payment into the Goodbridge Fund had been received on the 15th of October 1934 and the office now has no further awarding the scholarship this fall is only \$10.00. In a letter from Mr. Wood to Mrs. Frame dated April 22, 1934 I find the information that the money comes from the Pension of the First Presbyterian Church in Santa Barbara, and this further statement: "The amount involved would be for the first few years about \$2,500 a year; probably not as much as that later on."

I should appreciate it if you could let me know if we have now reached "later on", for we must decide on some policy in the present balance is all we are likely to have. Either we must reduce the scholarship to the small interest of \$20.00 or we can use up the money in the next three years and then stop awarding it altogether.

With best wishes to you and my other friends in the Yenching office,

Sincerely yours,



For Mr. E. A. Gardner  
Director of the Office

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YENCHING COLLEGE  
FOR WOMEN

Yenching

October 3, 1934

Miss Margaret Speer  
Yenching University  
Peiping, China

My dear Miss Speer:

I have been endeavoring to find time to write you a note of sympathy regarding Elliott's sudden death, but if I wait to make it a personal note, I am afraid you will not receive it. I am, therefore, taking this easier and speedier method of dictating, knowing you will understand our crowded condition here in the office, which spills over into evenings and Sundays.

We were shocked to the very core upon hearing of the murder of your brother. Such a dastardly and cowardly deed could only have been accomplished by a person of such a degenerate term as to be almost beyond the pale of imagination. We are all earnestly watching developments in the hope that the assailant will be apprehended and properly punished. Up to date there seems to be little success along this line.

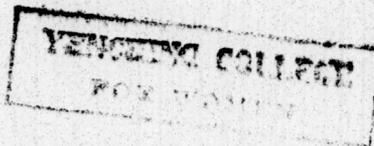
I can understand something of your feeling, as while I was on vacation in Baguio in 1926 endeavoring to get a rest from the strenuous labor of the lowlands of the Philippines, I was handed a telegram telling me of the sudden death of my sister in an automobile accident. I have never really recovered from the shock. I have gone on with the tasks of life quite naturally, but life has never been just the same. So I can speak to you with this depth of feeling, conscious of the shock that you must have sustained, and yet knowing full well that you are living up to the best traditions of your family in a spiritual life which will carry you through life's darkest days.

Most sympathetically yours,

CAE:RC

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*Call*  
Yenching University

November 19, 1934

Miss Margaret Bailey Speer, Acting Dean  
Yenching College for Women  
Yenching University  
Peiping, China

My dear Miss Speer:

Your letter of September 27, addressed to Mr. Garbide, regarding the Goodridge Scholarship Fund, has come to hand, and as he is doing promotional work in the Middle West, I am answering in his stead.

Under date of February 13, 1933, letter #12, Miss Cookingham acknowledged our correspondence regarding this fund, wherein the Trustee informed us that the investments involved in this fund had defaulted, that there would be a reorganization, and no income could be secured until such a reorganization had been accomplished. A copy of the Trustee's letter is enclosed herewith.

I will write to the Trustee, asking what the possibilities are for a resumption of income, and will let you know when a reply comes to hand. I am writing, however, at this time so that you will understand we have the matter under consideration.

With sincerest personal regards to you and, as this will reach you about the Christmas season, I am extending best wishes for the blessings of a peaceful Yuletide season.

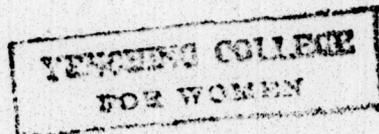
Most cordially yours,

CAE.A  
Enc.

Associate Treasurer.

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Yenching

INDEXED December 28, 1934

Miss Margaret Bailey Speer  
Yenching University  
Peiping, China

My dear Miss Speer:

As stated in my letter of November 19th, we wrote to the Trustees of the Frances A. Goodridge Memorial Fund, but it took two letters before we received a reply.

I am quoting you a statement dated December 24, 1934:-

"As yet there has been no resumption of income for the Frances A. Goodridge Memorial Fund for Yenching University, since defaulted by the corporation whose securities were held in trust by the writer as designated by the donor. Neither is there any encouraging prospect for resumption of income soon so far as we are able to judge."

This indicates a situation of which we were not aware, namely:- that apparently the donor gave securities indicating that same must be held in the trust account, thereby tying the hands of the Trustees. In this case no one living can now be blamed and it is merely a matter of waiting until things come back to a place where these securities will again be put on a paying basis. When that will be in anybody's guess, and that does not represent a very substantial basis for figuring scholarship funds. I am afraid we will have to budget next year without including this income.

With cordial good wishes to you, and with the hope that 1935 will bring new peace and contentment, I remain,

Very cordially yours,

CAE:BC

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## YENCHING COLLEGE FOR WOMEN

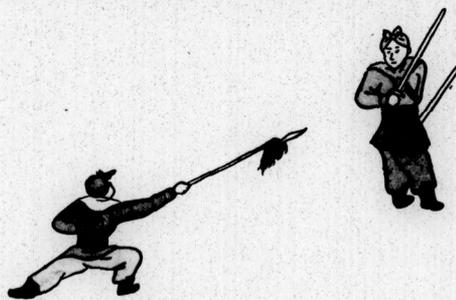
### YENCHING UNIVERSITY

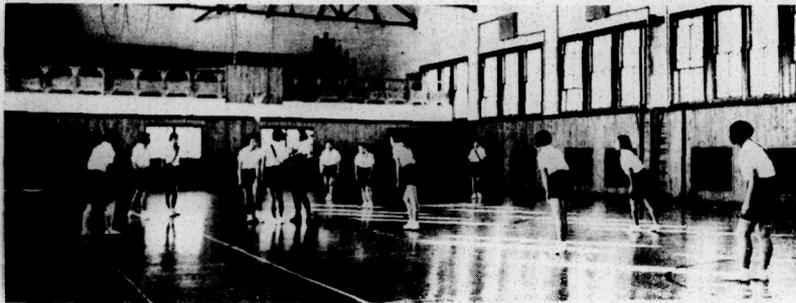
Dear Friends of Yenching:

Last June we said a reluctant farewell to Dean Ssu-tu who had resigned from the office of Dean here to go back to her former college, Nankai University, in Tientsin. Though we miss her on the Campus we are not completely out of touch with her as we can hear her broadcasting over the radio on Friday evenings. For the present I am acting in her place, but we hope before long to find another Chinese woman whom we can call to be Dean of the College for Women.

The University opened in September with exactly its quota of 800 students — 551 men and 249 women. The political calm that has now been prevailing for an unprecedented period in North China has made it possible for the students both to work and to play more whole-heartedly than ever before. The large new Reference and Periodical Room in the Library is full of readers at every hour of the day. The programs of extra lectures on every subject from the Turkestan Frontier to Anthropology, a Mock Parliament arranged by the English Club, entertainments to raise money and for pleasure, class parties, the annual singing of *The Messiah* by the Yenching Chorus, and now a Christmas Carnival being planned for the whole community beginning with a skating exhibition on the lake and ending with a lantern procession and carol singing round a Christmas tree on the island — all these are both the fruit and the cause of a lively interest in the world around us and a spirit of cooperation and friendliness that are permeating the whole University.

We are particularly proud of the physical education work for women that is being done in the beautiful Boyd Gymnasium, now for the first time under an all Chinese staff. Miss Chen Yueh-mei, a graduate of the Department of Physical Education at Wellesley, is assisted by Miss Chang Yin-fen who has had special training at Ginling College. Miss Chen's enthusiasm has resulted in the formation of an Athletic Association among





**Recreation 1934.**

women students, which is encouraging sportsmanship, teamwork, and an interest in outdoor recreation. Outings on foot and by bicycle are giving some of our students a chance to see famous temples and gardens and to learn to love the beauty of our North China plain with its guardian circle of hills. The briefly attired but graceful young athletes to be seen any day dashing about our playing fields are a far cry from the bundled up young women who used to stand on the volley ball court in the old T'ung Fu waiting while the aged servant recovered from the next-door garden of the Mongol Prince the one volley ball (made by a local shoemaker) which was sent over the wall oftener than over the net.



**Recreation 1923.**

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One of the pleasantest events of October was the visit of Madame Chiang Kai-shek to the campus. The First Lady of China has this fall been travelling extensively by air and by train, and making herself accessible everywhere, following perhaps the example of the First Lady of the United States. Luckily her brief visit to Peiping coincided with a luncheon at Yenching for the alumnae of the seven Women's Colleges—Vassar, Wellesley, Mount Holyoke, Bryn Mawr, Smith, Radcliffe, and Barnard. Madame Chiang, who is a graduate of Wellesley, won all hearts by her charm, informality, and the sincerity with which she told in graceful English, of the New Life Movement, which she and General Chiang have launched as part of their reconstruction program, and of the efforts the Government is making to rehabilitate the former Communist areas in Central China.

The Million Dollar Endowment Campaign which the University started last year to raise funds in China for Yenching is making slow but not discouraging progress. The real concern of the Chinese public in the maintenance of Yenching is clear. A quotation from a letter from one of our students who had gone to America for further study, and was perhaps a little homesick for Yenching, shows the loyalty of our alumnae: "How is the financial campaign coming? I do hope the public will see the good work Yenching is doing and think it worthwhile supporting. I tell you it is the best college anywhere. It gives such a healthy, all round education. We can't find many like it in China, and we need it. The



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queer thing is people here in America don't know anything about China at all. They are surprised to hear we live a normal human life. We don't live on rats, we girls see men, we play tennis. Well, to hear of women professors teaching men was just too much for them. They are not democratic enough here to stand that!"

Happy New Year to you all,

Margaret Bailey Speer

Acting Dean

December 1934

Peiping

China

Address in America:

Yenching College Committee

150 Fifth Avenue,

New York, N.Y.

Address in England:

British Committee for Christian Universities in China

Edinburgh House,

Eaton Gate, London S.W.1



**Madame Chiang Kai-shek at Yenching.**

(Madame Chiang fourth from right)

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部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

October 24th, 1935.

Dr. J. Leighton Stuart,  
C/o President McKinley,  
Shanghai.

Dear Leighton,

Those days before you left were so busy that I had no chance to write a steamer letter to go into the packet of wit and humour which was provided for your enjoyment on the boat. However, I am sure you will be less susceptible to sea-sickness if you have a little diet of business to make you feel at home on the McKinley.

The day you left Wu Sung-chen gave me a sheaf of letters she had received this summer saying that she would be accepted as a student at the Merrill-Palmer School in Detroit, and at Kansas State College of Agriculture at Manhattan; also a letter from Miss Milam suggesting that through you she might secure funds for her study either from the Carnegie Foundation or from the Agricultural Missions Foundation of 156 Fifth Avenue. I understand Sung-chen has not replied to any of these letters, but is hoping that she may find sufficient support to be able to go to America next year. I think you should know about this since if you meet Miss Milam, Mrs. Gee, or Wu Yu-chen they will be sure to ask.

Caroline is still saying that this is her last year at Yenching. I hope we may persuade her to change her mind, but even if she stays the work in Home Economics really needs another person in addition to her and Lan-chen. I have written to Miss Kendrick telling her the kind of person we need. If you meet any paragon in Home Economics (not from Oregon School at Corvallis) see if you can pick one up for us.

There have been no crises since you left, though Stephen came to see me in despair yesterday over House 19.

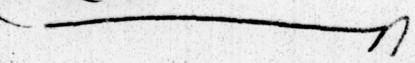
The Administrative Committee feels very forlorn meeting in your office without you.

"I-lu-p'ing-an" and have a good time struggling with the Trustees in New York.

Sincerely yours,

*Minnie*

~~Margaret Bailey Speer~~

Acting Dean. 

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部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

January 20th, 1936.

Mrs. T. D. Macmillan,  
Associated Boards of Christian Colleges in China,  
150, Fifth Avenue,  
New York, U.S.A.

Dear Mrs. Macmillan,

Thank you for the copies of the News Bulletin which have just arrived. I think this supply is ample for the Women's College needs. I realize what a difficult job it is to prepare publicity material that is interesting and up-to-date when you do not always get the material from the field that you need. I presume Mr. Price will be sending you material from the College of Public Affairs about their rural programme, but we will see if there are any interesting bits of information about the women students who are now working in rural districts that would have any publicity value.

As you know, we try to send out from here one or two letters a year to the Women's College constituency. We have tried different varieties but I do not feel sure that we have hit on any one distinctive form or format that we should stick to. We hope to get our next one off very soon, and I should be glad to have any comments from you as to whether or not it meets the need. One question that has never been answered, perhaps it cannot be answered, is whether we should address ourselves primarily to people who know our history and are interested in us personally, or whether we should assume each time that we are writing to strangers, and that we must explain in an elementary manner what Yenching is and why.

It is particularly difficult to know what to say <sup>during</sup> these days of student strikes and demonstrations, for we are in the midst of a situation here which is only understandable in terms of a tradition and psychological background that is completely alien to anything in America. I try to keep Mrs. Parlin fairly closely in touch with everything that goes on here. Perhaps from time to time she could give you any information about Yenching Women's College that you need.

Very sincerely yours,

Margaret Bailey Speer

Margaret Bailey Speer,

Acting Dean.

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C H A R G E - O U T S H E E T

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部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

February 6th, 1936.

Mrs. T. D. Macmillan,  
Christian Colleges in China,  
150, Fifth Avenue,  
New York, U.S.A.

Dear Mrs. Macmillan,

Thank you for your letter asking us to send you names and addresses of American visitors to Yenching. This is one of the things that we always mean to do, but it gets overlooked in the bustle of everyday routine. I will see Miss Cummings and try to arrange for some system for getting the names of all visitors to the campus. With our large faculty there are often visitors to one or another of the campus homes whose names are never reported to any office, but we will do our best to impress on everyone the importance of sending in the names of all people who may be useful or enthusiastic friends of Yenching.

In the meantime I am enclosing a list of some of the people who have been at Yenching for long or short visits during the past year. Most of them have been at my house, and with the exception of Dr. Radcliffe-brown I have no objection to my name being used in approaching them.

We shall try to keep you more fully informed in the future. We are always grateful for suggestions of this sort about things we overlook which you need in your difficult job of promotion at home.

Sincerely yours,

*Margaret Bailey Speer*

Margaret Bailey Speer,

Acting Dean.

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February 6th, 1936.

VISITORS TO YENCHING

- Mrs. E. C. Carter, 129 E. 52nd St., N.Y.C.
- \*Mrs. W. D. Gregory, 2733 Park Avenue, Minneapolis, Minn.
- Dr. and Mrs. Ivan Lee Holt, Kingshighway and Washington Boulevard,  
St. Louis, Mo.
- Mrs. Robert A. Lancaster, 1328 Lady St., Columbia, S.C.
- Mrs. E. E. Rhodes, 233 Elwood Avenue, Newark, N.J.,
- Mrs. Margaret Proctor Smith, 2423 Napoleon Boulevard, Louisville,  
Kentucky.
- Mrs. Charles A. Scarritt, 5807, Clemens Avenue, St. Louis, Mo.
- Professor Maudie A. Huttman, Barnard College, Columbia University,  
N.Y.C.
- Miss Helen Davis, Wellesley College, Wellesley, Mass.
- Dr. and Mrs. G. Canby Robinson (Find address in N.Y. telephone  
book, or China Medical Board.)
- Dean Luther Weigle, Yale School of Religion, Yale University,  
New Haven, Conn.
- Mrs. Elliott Speer, The Baldwin School, Bryn Mawr, Pa
- Miss Ellen Faulkner, Milton Academy, Milton, Mass.
- Mrs. John Clayton, Orange, California.
- \*Mrs. Isaac La Boiteaux, Pennsylvania Avenue, Bryn Mawr, Penn.
- \*Mrs. Henry S. Jeanes, 2214 St. James Place, Philadelphia, Penn
- Miss Mary M. L. Peck, 174 Summer St., Bristol, Conn.
- Dr. Daniel Poling, C/o Christian Endeavour Movement Headquarters,  
419, 4th Avenue, N.Y.C.
- Professor A. R. Hadcliffe-Brown, University of Chicago, Chicago,  
Illinois.

Except for the names that I have stated, I doubt whether any of these  
people could make much financial contribution to the University  
though they might be able to help in other ways.

M. B. Speer

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部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

June 22nd, 1936.

*Rec'd July 20,  
VEIK*

Miss Eliza H. Kendrick,  
6 Midland Road,  
Wellesley, Mass.,  
U.S.A.

Dear Miss Kendrick,

I hardly know where to begin; so much has happened since I sent off my last letter. The enclosed copy of a letter to Mrs. Parlin brings you up to date a little on the question of Home Economics, and gives you our reasons for deciding against Miss Hoerner. Miss Cookingham was surprised to get a cable from her sister indicating that she had also applied for the Home Economics position. Miss Cookingham and I talked the matter over fully, and we agreed that her sister is hardly the person we need to help us out of our difficulties here. She is younger than both Miss Kung and Miss Chen, has had a good but not particularly scientific training, and has had no college teaching experience. As I wrote to Mrs. Parlin, it will be better for us to struggle along without any additions to the Home Economics Department rather than to get someone who lacks the experience and personality necessary to put the department on its feet. Dean Wilson had set his heart on getting Miss Irma Gross, and was very much disappointed to read in a number of the University of Chicago Bulletin that came two days ago that Miss Gross has been granted leave of absence from Michigan State College to undertake research for the government. There may still be a chance that she would consider the work at Yenching more interesting, but I am afraid it is a very slim one. Let us hope that from somewhere the right person will turn up within the next month. Even if no one should be available by September 1st it would be better to have somebody for the second semester than to give up the search entirely.

A cable went off to you yesterday in reply to the one from New York; asking whether we preferred Miss Brandt or Miss Blake as physical director. The Missions' Code Book is very unsatisfactory. It never seems to contain all the phrases that we want, but after long deliberation we concocted this message:

As far as can be ~~ascertained~~ judged would prefer Brandt,

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will abide by your decision. You are authorised to proceed in the matter of Bell, physician."

First let me explain our feelings about the physical director. Miss Rathbone was here for a week from June 8th to 15th. We enjoyed her visit tremendously, and felt that she had a great many valuable suggestions to make about the work of the department. An earlier letter which she had written to Miss Boring had led us to hope that perhaps she herself would be willing to come for a year to run the department, but her visit convinced us that that would probably not be wise for her from the point of view of her own professional position, and would probably not be completely satisfactory for us, since her main interest would not be in organising the varied work of the department. If it should ever be possible to finance a prolonged visit from her for a semester she would have a very valuable contribution to make in teaching hygiene, and helping with corrective work, and in generally giving us the benefit of her ability. She feels that whether or not she should be able to return to Yenching in the near future she would like to take our department of physical education under her wing. She would be able to help in seeing that we always had a good physical director. Our hope of course is to get a permanent director as soon as possible, but if that is not possible Miss Rathbone could send us people for short terms, and provide through her advice and knowledge of the situation a certain amount of continuity. The fact that the department at Teachers' College is co-educational is an advantage, for people with that training would be familiar with some of the problems that we have, and that are common to co-educational programmes. It was with this in mind that we finally decided to cable you that we preferred Miss Brandt. As a matter of fact we have very little information here about either Miss Brandt or Miss Blake, but as far as we know there are almost as many considerations in favour of one as of the other.

In Miss Brandt's favour are her connection with Miss Rathbone, the fact that she is already acquainted with Mr. Wee and therefore knows something of our work here, her M.A. degree, and her thorough modern training. However, she has not had a great deal of experience, and we are not certain whether with her main interest in dancing and body mechanics she will also be interested in the sports and activities programme which our girls want. We are hoping that even though she will be primarily not interested in games, she will be willing to give sufficient attention to them, and will not attempt to over-emphasise dancing. I quite agree with Miss Rathbone, and most of the modern school of physical education, that dancing is important, but I feel we will have to go slowly before giving it the place of supreme importance in our physical education work.

In Miss Blake's favour are her more varied experience in actual teaching, and her skill in games and general sports activities. Also Miss Musgrove, who knows her, feels that she is an earnest Christian, and in every way the sort of person who will fit into the Yenching community. I am not sure what Miss Brandt's religious interests are. Miss Rathbone says that she is a Methodist, and Miss Stahl promptly suggested that perhaps the Methodist Board would take an interest in providing her salary, or sending her out here. Perhaps you could enquire further into that. Being a Methodist is not necessarily the same thing as being a Methodist missionary. Since there was much to be said in favour of both Miss Brandt and Miss Blake, and since there was no one here who knew both of them we almost cabled you to make the decision yourself, but since you had asked for advice it hardly seemed fair to throw the responsibility back entirely on to you. If anything should turn up to make it impossible for Miss Brandt to come, and you should feel that it was wise to appoint Miss Blake we would be perfectly ready to abide by your decision.

Miss Rathbone is expecting to have Miss Brandt in her summer school class in New York in July, and will try to prepare her somewhat for the work here. I do not feel able to say anything definite about salary at this time. When I cabled to you earlier I mentioned \$2400, or \$200 a month, but the figure varies according to experience. Miss Rathbone felt that for Miss Brandt \$155 a month would be the right figure. In any case, even our lowest salary is adequate for living here, and we can make adjustments when the person arrives.

Our experience has been that one person cannot swing the whole physical education department alone. We are trying to get a Chinese assistant director here from one of the recent graduates of Ginling. I have not yet heard whether the one we are hoping to secure is available. If she is not perhaps the Miss Nancy Lim whom you mentioned from the University of California might be a possibility. I have had letters from Miss Clara Chan about whom I wrote to you, giving information about her past experience, but Miss Rathbone and I both thought she was not the right person. When she was at Teachers' College she apparently did not make a very great impression, and she has not been able to find a position as physical director although she has been out of college for seven years. I feel sure that we shall be able to find somebody better than she apparently is.

Now about the doctor. I feel sorry that we allowed such a long time to go by after your first mention

of Dr. Bell before asking you to proceed in that matter. It seemed almost certain for a while that we could get a good Chinese doctor here, but one after another the people who had been recommended turned out to be ill or undesirable, or unavailable for other reasons. It now seems quite clear to us that Dr. Bell would be better than any Chinese doctor whom we could get at this time, and would probably be better, too, than Dr. Nutting. I am enclosing a copy of a recent letter I have had from Dr. Walline, secretary of our China Council, and formerly in the Canton station. Dr. Wiley of our Presbyterian Hospital in Peking tells me that one reason for Dr. Bell leaving Canton was that she "found it difficult to work under Chinese". It will certainly be necessary here for her to work with Chinese, and under a control that is sometimes Chinese and sometimes foreign. I have been told dozens of times this winter that it is impossible to get a really good doctor for college work. That may be true, but I feel more and more strongly that there is a real challenge in this sort of work in China. The ordinary doctor in China has to work night and day in trying to stem a vast flood of disease, and at the best can cure only a fraction of the vast numbers who are ill in this country. Here there is a chance for health education, and if we could turn out every year a few graduates who have learned the essentials of personal hygiene, and who will go out with constructive ideas of health for their own homes and communities, we would be making a great contribution to the health education of the whole country.

If Dr. Bell will accept, the salary which we would offer her would be fairly high, since she has a doctor's degree and has had many years of experience. I should think it would be somewhere between \$270 and \$310 a month. I wonder if there would be any chance that the Presbyterian Board could take her on again and send her to Yenching as one of their quota. There used to be three Presbyterians in the Women's College, but recently Miss Veghte and I have been the only two. This may be a very optimistic hope as I know the Board only made the cut from three to two when it was absolutely necessary. If Dr. Bell is not available we should like to know as soon as possible as there is a Chinese doctor here who is our second choice. The two men physicians on the University staff have kindly agreed to look after the women students during the summer, but we should hope that Dr. Bell could arrive as early in September as possible.

We have enjoyed very much having Miss Calder here for the past two weeks. She has seen Yenching in one of its frequent crises, since Japanese action had provoked the students to another strike while she was here. Fortunately, they went back to work again yesterday, and we are hoping to finish the term without further interruption. I am continually appalled by the amount of correspondence that we ask you to

undertake in looking for these candidates. I hope that we shall not again have a year when so much has to been done.

Gratefully yours,

*Margaret Bailey Speer*

Margaret Bailey Speer,

Acting Dean.

P.S. I am sending a copy of this letter to Mrs. Parlin to save you trouble in case you wish to keep her informed.

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部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

July 16, 1936

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

INDEXED

Dear Mr. Garside,

Yesterday I sent off the following cable in reply to your inquiry about the terms of Miss Brandt's appointment:

DLT YENCHING NEWYORK BRANDT APPOINTMENT THREE YEARS. TRAVEL TO CHINA AND HALF RETURN. INITIAL SALARY PROBABLY TWO THOUSAND MEXICAN. OUTFIT FIFTY GOLD. APPROVE PURCHASE DEPARTMENTAL SUPPLIES. SPEER

Our thought is that we would very much prefer a three year term for Miss Brandt although we would not hold her to it. Our physical education work has suffered greatly from lack of continuity during the past few years. We have had excellent physical directors but none of them have stayed long enough. In accordance with the regulations in the little booklet of Faculty Information, people who come out on three year terms receive full travel to China and half of the cost of return travel, I understand from Miss Cookingham that this amounts to \$400 U.S. for the trip out and \$200 U.S. for the return. Short term members of staff are also entitled to an outfit allowance of \$50 U.S.

I said "probably" in regard to the figure for salary since we do not have very full information here about Miss Brandt's training and experience. I understood from Miss Rathbone that Miss Brandt has an M.A. degree and has done some part time teaching, but has not yet had a full time teaching position. Since however she will have full responsibility for the administration of the department of Physical Education for women, the Appointments Committee has approved of a salary of \$170 local currency a month. In accordance with the usual custom one quarter of this will be paid in gold, so that she will receive each month \$127.50 local currency and \$21.25 U.S.

Miss Rathbone looked over all our equipment carefully while she was here, so that we will be glad to have Miss Brandt bring out anything which Miss Rathbone advises.

We are wondering whether Miss Brandt will be travelling out with Miss Cochran. We hope that in case she will arrive as near the beginning of September as possible,

With thanks for all your help,

Sincerely yours

Margaret Bailey Speer

I am sending a copy of this to Miss Kendrick.

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YENCHING COLLEGE  
FOR WOMEN

July 22, 1936

Miss Margaret B. Spear  
Yenching University  
Peiping, China

My dear Miss Spear:

As you will learn from Miss Kendrick's letter of July 20th, she has asked our office here in New York to carry through to completion the task she has carried efficiently - that of securing recruits to fill the vacancies on the Yenching College staff this year. We have all been deeply grieved over the news of the sudden and serious illness of Miss Pendleton just on the eve of their departure for Europe, and have been wondering just how this would affect Miss Kendrick's own plan. When she was in the office last Friday she described, with all the eagerness of a girl in her teens, the great plans she and Miss Pendleton had been making. I have learned just this morning that Miss Kendrick feels she must go ahead with her trip anyway because of her obligations to other members of the party, but I can appreciate something of the sadness with which she will begin this trip which she and Miss Pendleton have so long been planning.

Under even the most favorable circumstances I would feel very incompetent to have much responsibility for the appointment of members of the Yenching College staff. I feel this is a matter where we must leave both the investigations and the final decision to the ladies. The task is a particularly difficult one just now because Mrs. Finley is at Tarworth, Mrs. Parlin in Silver Bay, and the other ladies of the Yenching College Committee are practically all absent from New York City for the summer months. Fortunately, however, Miss Kendrick has already made an excellent beginning in finding promising candidates. I hope that all our office will need to do will be to carry these negotiations through to a conclusion.

Physical Director. Miss Kendrick and all the other ladies who have interviewed Miss Brandt have been particularly pleased with her. A week ago we received your cablegram concerning her, reading as follows:-

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July 22, 1936

"BRANDT APPOINTMENT THREE YEARS TRAVEL TO CHINA AND HALF RETURN INITIAL SALARY PROBABLY TWO THOUSAND MEXICAN OUTFIT FIFTY GOLD APPROVE PURCHASE DEPARTMENTAL SUPPLIES."

I at once communicated this to Miss Kendrick, who talked the matter over with Miss Rathbone, and on the basis of their discussion I have prepared a formal Employment Agreement for her signature. I enclose a copy herewith.

One point in connection with Miss Brandt's appointment which caused Miss Kendrick and me a little concern was the matter of salary. Miss Kendrick had already stated to Miss Brandt that she understood her salary would be approximately Mex.\$2400 per year, and this figure seemed to be confirmed by the 1936-37 budget estimates for the Women's College which arrived a few weeks ago. We felt therefore that, having encouraged Miss Brandt to expect Mex.\$2400, it would be very disappointing to her to state when all arrangements had practically been completed that the College could offer only Mex.\$2000. Miss Brandt herself has been completely lacking in any spirit of selfishness with regard to either her salary or any other details of her arrangements. She is looking forward to her work at Yenching as providing an opportunity for worth-while service, and has stated repeatedly that she is quite willing to leave the determination of the financial details to the proper authorities of the Women's College. You will note that in the Employment Agreement I have defined her salary as being in accordance with "the regular Yenching schedule of salaries, the initial salary being not less than Mex.\$2,000 per year". We hope that both Miss Brandt's qualifications and the funds available within the budget will justify her receiving a salary of Mex.\$2400 as was at first represented to her, but we know that all of you on the field will pursue whatever course is most equitable for all the various factors involved. In any event, since she will receive a little less than eleven months' salary in the fiscal year 1936-37, there will be a little leeway. (See also post-script, page 4)

We have secured reservations for Miss Brandt on the EMPRESS OF ASIA, sailing from Vancouver August 8th. We are purchasing her steamer ticket to Shanghai, so as to guard against the possibility that she might incur travel difficulties if she should leave the steamer at Kobe and travel by rail through Korea and Manchuria. There are a number of other missionaries travelling on the ASIA, and Miss Brandt will also have as her travel companion a fine young Chinese woman, Miss Lam, who is also going to Shanghai and may go as far as Nanking. Since Miss Brandt will arrive in China almost a week before the first of September, she may be able to spare a day to visit Ginling and possibly one or two other colleges before she arrives in Peiping. We are encouraging her to get to Yenching a few days before the work of the autumn semester actually begins, in order to familiarize herself with the situation and to be ready to get off to a good start.

I believe that all the details of Miss Brandt's appointment are now complete except for the final report on her medical examination. She tells me that she has had several very thorough health examinations within the last few weeks and that they have all been quite satisfactory. But she is having another set of medical papers filled out today, and I will have Dr. Vaughan or Dr. Dodd go over these carefully before I give her her copy of the Employment Agreement and proceed to complete her travel arrangements.

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July 22, 1936

Doctor. There is not much more to be added at this time to what Miss Kendrick writes on this topic in her letter of July 20th. The Presbyterian Board has a very complete file of candidate papers for Dr. M. Elizabeth Jenkins, to whom Miss Kendrick refers. Dr. Jenkins was born in China and spent most of her time there until she finished high school. We understand that she has at least a fair command of spoken Chinese, though it must be quite rusty from disuse. Both Dr. Dodd and Miss Elliott have expressed themselves as well pleased with her qualifications as revealed in her candidate papers. I believe the Presbyterian Board would have been glad to appoint her last year had any opening materialized. At the moment we are waiting for a report from Miss Marcia Kerr, who is believed to have interviewed Dr. Jenkins recently. We are also getting in touch with Mr. and Mrs. Franklin Warner and Dr. Howard S. Galt to see whether they would have an opportunity to interview Dr. Jenkins. The difficulty is that both the Warners and the Galts are around Los Angeles and Dr. Jenkins is in San Francisco, so it may not be easy for them to get together. If we find that Dr. Jenkins seems to be thoroughly suitable for the position, and if she recognizes the splendid opportunity of Christian medical service which the position at Yenching offers and is ready to undertake it, we will then send you a cable summarizing the facts and asking your instructions. We hope that such a cable can go forward within the next week. I would assume that it is particularly important to have the Women's College physician on hand at the opening of the autumn semester, or as early thereafter as possible. It would seem that the opening weeks of the term would be unusually busy for her. It may not be possible to complete this appointment in time to get a physician there by the first of September, but if everything works out satisfactorily in Dr. Jenkins' case we might have her there not later than September 15th.

Home Economics. Up till last week Miss Kendrick's search for a person in Home Economics had just about narrowed down to three candidates, Dr. Ryder, Miss Cookingham, and Miss Mabel Wood. After Miss Kendrick had had a very full conference with Dr. Ryder she reached the conclusion, stated in her letter of July 20th, that both on account of Dr. Ryder's special interest in nutrition and also on account of her age and the financial responsibilities which it involves, we should perhaps reach a negative decision in her case. Your June 22nd letter to Miss Kendrick confirms the doubts which she already had as to whether Miss Cookingham is exactly the right person for the position. This reduces our present list of candidates to Miss Mabel Wood, who seems a very promising person on the basis of the investigations thus far made. Here again, as soon as we have gone far enough to present a definite report to you, we will send a cable stating the facts and asking your instructions. I am sorry that so many of these matters have to be settled by cable, for that is <sup>the</sup> most unsatisfactory, as well as expensive, method of dealing with such important matters. Our office has just about abandoned the attempt to try to find the right phrases in the Mission Code Book to cover such matters as we are communicating in these candidate negotiations, and usually adopt the cable letter message, which is really more economical than Mission Code for anything except routine matters which can be adequately expressed in the code phrases.

Finances. I am glad to note from your letter of June 22nd that the fiscal year in the Women's College closed in such a satisfactory way. Within

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Miss Margaret B. Speer

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July 22, 1936

the past two or three days Mr. Evans and I have been preparing the annual Treasurer's Report of the Yenching College Committee. We were pleased to find that instead of having to draw about \$500 from the Women's College Surplus as was anticipated at the beginning of the budget year, we closed with a surplus of a little over seven hundred dollars U.S. Currency. In addition, the Yenching College Committee has made substantial progress this year in building up its Endowment Fund and its Plant Fund balances.

I have glanced in a tentative way at the budget estimates for the Women's College which have arrived during the last few weeks. We are sorry that these did not reach us in time for the proper committees to take action before all the members of the Board of Trustees and of the Yenching College Committee scattered for the summer. We must try to get the necessary committees to deal with this important matter of budget appropriations just as soon as possible, for as the situation now stands our office really has no authority to transmit any funds either to the Women's College or to the general University to enable you to begin the new year's work. One would not dare predict the action our Yenching College Committee will eventually decide to take with regard to their appropriation for the 1936-37 budget, but I am hoping that the Committee may find it possible to appropriate a little more than the U.S.\$12,584 estimated in your figures. If the Committee could raise this to U.S.\$13,000, that would just about take care of the small deficit indicated in your estimates.

From the prompt replies you are sending to the cablegrams we have had to address to you, I suspect that you are staying very close to the Yen-ching campus, even if you are not actually on it. You certainly should be getting away to the mountains or the seashore for the months of July and August. Having given that admonition, we will probably continue to harass you with letters and cables during the remainder of the summer!

Very cordially yours,

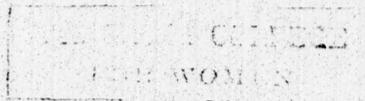
RAG.A  
Enc.

P.S. Miss Kendrick and I were also somewhat puzzled by the phrasing of your cable as to Miss Brandt's travel expenses. The cable reads "travel to China and half return". But our Yenching schedule of salaries and allowances provides specifically that for a three-year appointment the University will provide out-going travel and "three-fifths of the return travel". We felt that fairness demanded our adhering to this regulation in Miss Brandt's case, and so the employment agreement was prepared accordingly.

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燕京大學女部  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean



Peitaiho  
August 8, 1936

Miss Eliza H. Kendrick  
6 Midland Road  
Wellesley, Massachusetts

Dear Miss Kendrick,

There are always so many things to say in letters to you that often I am afraid I inadvertently leave out the most important. Here at the seashore with my portable on a breezy corner of the porch and the house quiet while every one else is swimming, I'll try to do better than in the interruptions of the office.

First, about Home Economics. Apparently you have been successful at last and I can guess how much time and energy you must have put into the correspondence and the search. Mr. Garside's cable about Miss Wood from Oregon reached me on Sunday. I did not like to delay the reply for even a day but I did not feel I could decide without consulting Dean Wilson of the College of Natural Science who has been much concerned about the matter. He was away on vacation at a little mountain resort far from the railroad but my letter got through to him in record time and he at once replied that he approved of securing Miss Wood even though it is for a year only. I am not sure of the exact wording of the cable which Miss Bent sent off from my office day before yesterday but the general idea was this: "Wood acceptable if she can reach here middle September at latest. Salary thirtythree hundred mexican. No travel allowance possible for one year term." Since she is presumably on the Pacific Coast, I hope it will be possible for her to reach Yenching by the middle of September. Our classes begin on September 10 and since we do not know which courses she will prefer to teach and since she can be here for one year only, it seemed that her usefulness would be too greatly reduced if she could not get here in time to consult with the rest of the department before work is very far under way. The salary is \$270 a month, our usual salary for assistant professors. It is quite possible that Miss Wood is qualified to receive a full professor's salary, but we felt that for a one year term her usefulness to the department would not be such as to justify the far greater cost, and moreover if she is on sabbatical leave she will probably not be completely dependent on our salary. I hope we have been wise in this decision. We shall now wait anxiously for word that Miss Wood is really coming. Miss Chen is delighted at the prospect of having her expert help.

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2 Miss Kendrick

You will be pleased to know that our long negotiations with the government have been successful and that the Ministry of Education has now rescinded its order that our departments of Music and Home Economics should not offer major work. We never understood the reason for the order in the first place, but we have been able to convince them that the two departments are doing sound and valuable work.

I heard not long ago that Lily Lee Tsiang has gone back to Java to be with her husband's family. Apparently her separation from him was not so permanent as she thought it was last winter.

Let us hope that Miss Wood will turn out to be a great success and justify us in our earlier decisions turning down Lily Lee and Miss Hoemer. We are grateful for all your efforts in finding her.

Now, second, Physical Education. We are hoping that the next mail from ~~xxix~~ New York will bring word about Miss Brandt's plans and that perhaps she will have made connections with Miss Cochran. They will probably be living in the same house this year and it would be pleasant if they could meet in New York. As soon as we hear when and how Miss Brandt is arriving, we will make arrangements to meet her. We have not yet been able to find a good assistant for Miss Brandt. I wish I had thought to write you much earlier to inquire more particularly about Nancy Lim. If she was brought up in America, she would not do for this position, as we need someone with a Chinese background to help Miss Brandt, but if Miss Lim has had only her recent training in America, she might be just right. However it is too late to do anything about her now. We tried to get a Ginling graduate, and then we thought we had a well trained girl from Canton, but now I fear we are reduced to taking one of our own graduates of this last year's class, who has had no special training in Physical Education but who is good in sports and who ought to be adequate to help Miss Brandt with the supervision of games and with the organization of the gymnasium and the Athletic Association. I have not given up all hope of getting a better trained person, but with the opening of term less than a month away, the chances seem slim.

Just after the confirmation of Miss Brandt's appointment came, I received a letter from Miss Josephine Dickson of Sandwich, Illinois, applying for the position of Physical Director. A most enthusiastic recommendation came also from Miss Elizabeth Hoyer of the national office of the American Physical Education Association. I am enclosing a copy of my reply and the recommendation papers which were sent by the Oberlin Appointment Bureau. Miss Dickson appears to be almost the ideal person, with experience and all round training. I was very much taken with her picture. Of course we hope we will not ever want her! That is, we hope Miss Brandt will stay on until Lu Hui Ching or some other well trained

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SEP 23 1936  
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3 Miss Kendrick

Chinese girl can take over. But sometimes unforeseen emergencies arise and Miss Dickson seems like such a fine person that I wanted you to see her papers and have her name on record.

Third, the doctor. I wake up in the night worrying about this, for we have not yet secured a doctor. Dr. Nutting left early in July. During the summer there are not a great many women students on the campus and the men physicians have kindly looked after them as they always do during Dr. Nutting's summer vacation. Dr. Lois Todd, formerly of the American Board who is now in private practice in Peiping, has agreed to give us three days a week beginning in September, if we have not then secured a full time person, but she could only do this for a few months, and even this arrangement leaves much of the responsibility for women patients on Dr. Li and Dr. Learmonth and is only a makeshift.

Dr. Nutting was most understanding of our position before she left. She would be glad to come back to Yenching if we ask her to, but she understands why we have considered a change and particularly why we would like a Chinese doctor if we can find one. For myself, after these months of searching, I think I have come to the conclusion that in spite of her shortcomings Dr. Nutting is better than any other doctor who is likely to be available, and she has many fine points. Several members of our Executive Committee however feel that we should make every effort to find someone else. It is because of this difference of opinion that I have never answered your cabled question of whether a physician without China experience would be acceptable. Also until just this morning we had high hopes of getting a very fine young Chinese woman from Canton who was trained at Rush Medical School. Word came today that her hospital refuses to release her. There are still several other possibilities under investigation, but during the past months I have investigated so many people and been disappointed so often, that I do not feel very hopeful. If we are quite unable to get anyone by September, we shall have to get along temporarily with Dr. Todd and the Executive Committee will have to decide whether to ask Dr. Nutting to come back or to ask you to find somebody in America who has had no experience of China.

I cannot say enough for the fine spirit Dr. Nutting has shown. Her address in America is 22 Fountain St, Orange, Mass. in case you should need or want to get in touch with her.

I inquired about Dr. Herrow from Ginling and received this reply from Miss Vautrin: "With regard to Dr. Herrow, I hardly know what to answer. On the whole I think she was a very good college doctor, but as an administrator during part of the period she was with us, I found her demands very difficult to fulfil at times. I am sure that Mrs. Thurston would agree with me in this... She also had difficulty with the students at times, but that probably was partly student fault as well as hers." This does not sound as if we wanted to pursue her any further, does it?

(over)

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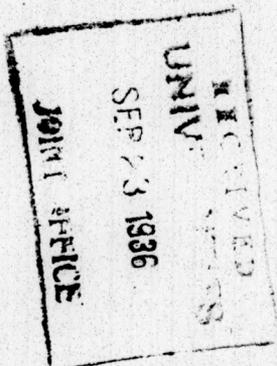
I think these long pages are all you will want to  
read at this time, and having covered the main points,  
I want begin on a new sheet.  
Thank you again for all you have done and  
continue to do for us.

We were greatly interested in Miss McAfee's appointment.  
Is it safe to assume that she will continue  
Miss Pendleton's interest in Yenching?

With warm greetings to you,

Sincerely yours,

Margaret Bailey Speer



部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

August 14, 1936

YENCHING COLLEGE  
FOR WOMEN

file 9/14

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

Dear Mr. Garside,

I am at Peitaino on vacation, so I do not know whether Miss Kent who is looking after things in my office has sent you a confirmation of the last cable. Nor do I know the exact wording she used, but the general idea was: "Wood acceptable if she can reach here middle September at latest. Salary thirtythree hundred mexican. No travel allowance possible for one year term."

Since you have cabled that Miss Wood has accepted, I gather that the message was clear, but I would like to explain for your information our reasons for this financial arrangement. Thirtythree hundred dollars is a round sum for the monthly salary of \$270, which is the usual rate for an assistant professor. Miss Wood is probably a full professor at Oregon, or at least we assumed so, since she is head of her department. But we felt that we simply could not afford a full professor's salary for a person who will be here for only one year. It was suggested that since she is on sabbatical leave we might have given no salary but supplied <sup>travel</sup> and living expenses. The difficulty with that plan is that it is almost impossible to fix a figure for living expenses.

Your cable about Elizabeth Jenkins as a possible physician, came a few days ago, but we have not yet been able to reach a decision. A cabled reply will be sent off to you within the next few days.

I trust you have had some vacation and escaped the worst of the New York heat, which my father writes has been dreadful this summer.

Sincerely yours,

Margaret Bailey Speer

Margaret Bailey Speer

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部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

September 18th, 1936.

Dr. L. A. Garside,  
150, Fifth Avenue,  
New York City,  
U.S.A.



**INDEXED**

Dear Dr. Garside,

A letter should have gone off to you long before this, but we have been in the throes of the opening of college. We are exceedingly grateful for the efficient way in which you have taken over all the details of securing candidates in this extraordinary year when for the first time in many years we have had three new comers from America. I know what an enormous amount of time it takes to attend to all the correspondence that is involved.

I might begin with the position that has been uppermost in mind, the question of a doctor. Just as I began this letter your cable came saying "Jenkins arrives Shanghai October 19." We are wondering whether this was a reply to the cable I sent yesterday saying "Does Jenkins accept", or whether that cable was unnecessary. I knew that you would let us know immediately if you had been able to arrange with Dr. Jenkins about the date of her sailing, but when nearly three weeks had gone by with no word I was haunted by the fear that perhaps our first cable asking you to appoint Dr. Jenkins had never reached you. We are getting on during these weeks with a doctor from Peking who comes out three days a week, but she is a very busy person and hopes to be relieved as soon as possible. It is good news that Dr. Jenkins will be here within a month. I was extremely sorry not to be able to reply sooner to your first cable in August suggesting Dr. Jenkins as a candidate. At that time we were not able to gather any very satisfactory information about her. The few people in North China who knew who she was, had not seen her since she was a small child. At the same time we were in communication with a very promising young Chinese woman physician in Canton, and our feeling was that if Dr. Chan could be persuaded to come she would be the best kind of doctor we could hope to get. Dr. Chan's definite refusal

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September 18th, 1936.

Dr. E. A. Garside (contd)

came just at the time that Dr. and Mrs. Galt arrived from America and reported very favourably on their interview with Dr. Jenkins. We shall be expecting Dr. Jenkins eagerly feeling that a young doctor who has the background of life in China will be able to do much for the health of the students that no one has been able to do before.

I think many of us feel sorry that this means the final severing of connections with Dr. Nutting who has rendered fine service for the past five years. If your office is able to be of any assistance to Dr. Nutting at any time to keep her in touch with Yenching people I hope you will do all you can for her. Her present address is 22, Fountain St., Orange, Mass. I do not know what her future plans may be. We gave her three month's salary toward a furlough, but that may not be sufficient to tide her over the time until she finds a new position. What she would like to do is to come back to some hospital in the interior of China, and I hope very much that she may find some such position. Her only drawback here was that she occasionally failed in tact with students. In every other way she was a valued member of the community who will be greatly missed.

Physical Director. Miss Brandt has now been here for over two weeks and we are all delighted with her. We had hoped to secure a well trained Chinese assistant for her, but the supply of such people in China is small, and we were not able to get the kind of young woman we had hoped for. We have however engaged one of our last year's graduates who knows the Yenching situation and can act as general assistant and secretary, and help in the direction of sports.

I think we have arranged the matter of Miss Brandt's salary satisfactorily. The difference between the figures of Mex.\$2400 and Mex\$2000 which naturally troubled you and Miss Kendrick was due to the fact that we can never set a final figure until we know the exact training and experience of the particular candidate. We gave the first figure before we had Miss Brandt actually in mind, and put it into the budget as the sum that would probably be needed for a new physical director. In going over Miss Brandt's qualifications the Appointments Committee voted to give her a salary of \$170 a month. This comes to Mex\$2040 a year, with one quarter in gold, which amounts to G\$255 and Mex\$1530. If Miss Brandt wishes to turn the gold back into Mex. for use here the total for the year will be over \$2200. We are paying her salary for

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September 18th, 1936.

Dr. B. A. Garside (contd.)

twelve months beginning July 1st as we do in all cases unless there is some extraordinary reason for paying for a shorter period. Miss Brandt is perfectly satisfied with this arrangement, and I feel sure that the Appointments Committee will increase her salary within a year or two.

The discrepancy in our understanding about travel is due to a change in our little booklet of Faculty Information. The old figure used to be, as you say, three-fifths of the return travel for three year terms. This was changed in the revised edition of 1925 to one-half return. The difference is in fact not very large, and since you had made the commitment to Miss Brandt for three-fifths of the return travel we are of course perfectly ready to agree to that arrangement. We have revised these regulations so frequently that I realise it is extremely difficult to know whether you at your end and we at our end are referring to the same set of regulations. Miss Cookingham tells me that she has just sent you some additional copies of the booklet of May 1925 which we now use as the basis for all appointments. We can only hope that this will not be revised and re-revised before next spring. Of course, there is also always the further difficulty that the Appointments Committee interprets and makes exceptions.

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Home Economics. Miss Mabel Wood has also arrived and is working in very well to the Department of Home Economics. It is a complicated situation, and it is naturally difficult for very much to be done in one year, but Miss Wood is a welcome addition to the teaching staff of the Department, and I feel sure she is going to prove a great help to the other members of the Department in working out policies for the future. The question you raise about the best financial arrangements for anyone coming on a one year term is difficult to answer. We have had many varieties of one year people, some of them well known in their field in America and on full sabbatical leave from their own universities who come to the University, as Dr. Park or Dr. Radcliffe-Brown did, giving their services free, and being guests of the University during their stay here. Others have been secured in China, and for that reason have had no travel allowance of any kind. Some, like Douglas Rugh, have come from abroad, and on a very small salary, but with the distinct understanding that there will be no travel allowance. A further difficulty is in deciding what a "suitable but modest" honorarium is. In the case of Mrs. Williams last spring, both she and the Journalism Department felt that an honorarium of \$200 a month was almost too modest, and could be considered as just covering living

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September 18th, 1926.

Dr. B. A. Carside (contd)

expenses, but we have many people on the faculty, either young instructors or others on missionary salaries for whom \$140 or \$150 a month is a full salary. It was with these difficulties in mind, and not having any knowledge of what Miss Wood's experience was, or her rank in America, that Dr. Stuart and I thought it best to say we could provide no travel, but could offer a salary of \$270 a month, the usual salary here for an assistant professor. For convenience in the cable I mentioned the round sum of \$3300 Mex. This actually comes to G\$405 and Mex\$2430, slightly less than the figures you gave her of G.\$412.50 and Mex\$2475, which you naturally derived from taking one-quarter of the round sum of \$3300. This is not a material difference, and Miss Wood is quite happy to accept this arrangement. //

X // I hardly know what suggestions to give as to similar arrangements in the future. It seems highly desirable to get well qualified people from America here for short terms, and I hope the Instruction Committee of the Associated Boards will be successful in its efforts to arrange to send such people, but until we have had more experience it will probably be necessary to treat each one as an individual case. //

// We are already beginning to wonder whether, since Miss Wood is here for one year only, we should begin negotiations for another American woman for next year. We do not want to leave this important matter until too late in the year. Dean Wilson is particularly interested in the problem, and I think within a month or so he will make definite suggestions as to institutions or individual Home Economics professors whom he would like us to approach. I shall keep both you and Mrs. Parlin in touch with this matter until I know whether someone else is appointed Chairman of the Candidate Committee in Miss Kendrick's place. Probably we shall not again next year have the amount of correspondence that has been necessitated this year with three vacancies; but I wonder what you feel is the best way of calculating salaries when it is necessary to cable about them. We have this year mentioned round figures, based on the yearly salary, in our cables to you, but all our discussions here are in terms of the basic monthly salary as it appears in the salary table at the end of the Faculty Information Booklet. Would you prefer us in future to say, for example, salary \$270, meaning \$270 a month, of which it is understood that for foreigners one-quarter will be paid in gold? //

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September 18th, 1936.

Dr. B. A. Garside (contd)

X Dr. Stuart will be writing you about our enrollment and the opening of term. One interesting fact to notice about the Women's College enrollment is that although the number of new students is smaller than usual, we have never before had such a large number of old students returning to continue their course. This surely is a step in the right direction.

With renewed thanks to you for all you have done in getting us three fine candidates.

Sincerely yours,

*Margaret Bailey Speer*

Margaret Bailey Speer,

Dean.

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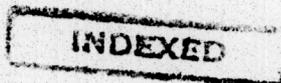
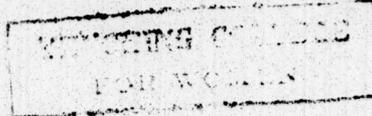
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部女學大京燕  
YENCHING COLLEGE FOR WOMEN  
YENCHING UNIVERSITY  
PEIPING, CHINA.

Office of the Dean

November 4th, 1936.

Dr. B. A. Garside,  
150 Fifth Avenue,  
New York City,  
U.S.A.



Dear Dr. Garside:

Now that all Pacific shipping is tied up by the strike one wonders whether there is any use in sending letters to America, but we can only hope that there will be a settlement before very long. Your letters of September 11th and 17th came just before Dr. Jenkins arrived, and I waited to reply to them until she should be settled in to her work here. She arrived in Peiping two weeks ago to-day, and immediately took over the medical work for the women students from Dr. Todd who had been coming out from Peiping for part-time. Dr. Jenkins has moved into the Women's Infirmary, and is taking charge of everything most efficiently. All financial questions relating to her travel allowance and other expenses have been taken care of by Miss Cookingham, and I believe everything has been settled satisfactorily.

We are grateful to you for attending to all the details of engaging three new people for us this year. They are already making a good contribution to our University life.

Sincerely yours,

*Margaret Bailey Speer*

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