

December 10. 1919.

Dean E. W. Stanton,
I. G. C.
Ames, Iowa.

Dear Prof. Stanton:-

I am writing you concerning my niece Miss Hayden who occupies a chair as instructor under Dr. Pammel. She has been there in a teaching capacity since graduation. She has since earned the title Ph. D. She likes her work, and Dr. Pammel I am sure fully appreciates her and wishes her retained. She gets \$1500.00 I believe; has previously only had \$1000 or \$1100, but has recently been offered \$1800 by the University of North Dakota. I believe she would prefer to remain at \$1800. I understand from her that the Dean of Science Department has decided that her salary cannot be raised. She believes that the real reason is not a financial, but the fact that she wrote a letter protesting against the tone of the assessment letter of the war work committee of the faculty. She contributed more than was asked of her, but simply did not think the letter was a psychological success, and said so. Some one in authority considered this disloyalty to the college activities, with the result that prejudice and misunderstanding of Miss Hayden's position has resulted to her detriment.

It seems too bad that a department of a great educational institution should be injured by narrowness of view of some one in authority. I cannot understand why a personal feeling, groundless perhaps- should be permitted to interfere with results that can only be attained by team work.

A high concept of public responsibility should forbid any petty things interfering with results.

I am assuming that Miss Hayden's qualifications as a teacher and in research work are high. Have been told so by those who should know. Dr. Pammel, I believe would be sorry to lose her. Yet it would seem that her title and her work ought to command more pay. I cannot understand why so many educational institutions, for a few hundreds of dollars, let go of their staff just when they need them most. All educational salaries are niggardly less than in any other of the professions. We too often "lose the pig for the penny", and posterity pays for it. I think its too d-- bad. (Excuse my farm language). In common with others doubtless, Miss Hayden has been underpaid for years. Miss Hayden doesn't know I am writing to you, but she has asked my advice and I have advised her to go, notwithstanding, the non-partisan muddle in North Dakota, which I don't like. Perhaps she should go anyway. I don't know that you can do anything, but I felt that I ought to write you believing that you would feel much as I do on the matter. If the State can't stand the \$300.00 increase, of course that settles it. But I cannot believe that is the real reason.

With very kind regards, I am,
Yours sincerely,

S/B

Shannon

December 10, 1919.

Copy.

Dean E. W. Stanton.

I. G. C.

Ames, Iowa.

Dear Prof. Stanton:-

I had a talk with Dr.

I am writing you concerning Miss Hayden who occupies a chair as instructor under Dr. Farnham. She has been there in a teaching capacity since graduation. She has since earned the title Ph.D. She likes her work, and Dr. Farnham I am sure fully appreciates her and wishes her retained. She gets \$1500.00 I believe; has previously only had \$1000 or \$1100, but has recently been offered \$1800 by the University of North Dakota. I believe she would accept it. I understand that from her that the Dean of Science Department has decided that her salary cannot be raised. She believes that the real reason is not a financial, but the fact that she wrote a letter protesting against the tone of the assessment letter of the work committee of the faculty. She contributed more than was asked of her, but simply did not think the letter was a psychological success, and said so. Some one in authority considered this display to the college activities, with the result that prejudice and misunderstanding of Miss Hayden's position has resulted to her detriment.

It seems too bad that a department of a great educational institution should be injured by narrowness of view of some one in authority. I cannot understand why a personal feeling, groundless perhaps - should be permitted to interfere with results that can only be gained by team work. A high concept of public responsibility should forbid any petty thing interfering with results.

I am assuming that Miss Hayden's qualifications as a teacher and in research work are high. Have been told so by those who should know. Dr. Farnham, I believe would be sorry to lose her. Yet it would seem that her title and her work ought to command more pay. I cannot understand why so many educational institutions for a few hundreds of dollars let go of their staff just when they need them most. All educational salaries are miserably less than in any other of the professions. We too often "lose the pig for the penny", and posterity pays for it. I think it too bad. (Excuse my farm language). In common with others doubtless, Miss Hayden has been underpaid for years. Miss Hayden doesn't know I am writing to you, but she has asked my advice and I have advised her to go, notwithstanding the non-partisan muddle in North Dakota, which I don't like. Perhaps she should go anyway. I don't know that you can do anything, but I felt that I ought to write you believing that you would feel much as I do on the matter. If the State can't stand the \$300.00 increase, of course that settles it. But I cannot believe that is the real reason.

With very kind regards, I am,
Yours sincerely,