

CONFIDENTIAL

December third,
1919.

Mr. J. D. Shearer,
Minneapolis, Minn.,

Dear Mr. Shearer:-

A short time ago Miss Hayden had an offer to accept a position with the North Dakota Agricultural College at \$1,800.00 per year. It seemed to me that Iowa State College should pay as good a salary. I therefore wrote a letter to Dr. S. W. Beyer, dean of the science division, asking that the college pay her this same amount and raise her rank to that of Associate Professor. I thought she was entitled to this because of her splendid work for the institution. Dr. Beyer called me in and stated that he did not think this amount could be obtained and wanted to know what the future might be for her and would she accept \$,600.00 and title of Associate Professor. I told him "no".

In the meantime, Dr. J. N. Martin, Professor of Plant Morphology who heard she expected to leave, wrote me a strong letter in her behalf. I followed this up with another strong letter. Dr. Beyer called me up and said he wanted to see me. I told him I would be in that afternoon and asked him to see me. He then went over Miss Hayden's case with me and by a little quizzing I found that Dr. Beyer did not question her ability as a teacher and an investigator, but he did not like her attitude on college matters in general. I said "cite a specific case". Then he cited the letter he wrote to the Committee in charge of the Y. M. C. A. drive last year. I told him Miss Hayden took the same attitude that some other members of the faculty had taken. I told him I objected myself of being told what to do and that I had written a letter to Dr. Stanton citing among other things that in my own case we had three children in the service and that it cost us something to equip the girls as an army nurse and dietitian in the military hospital, and that I did not feel able to pay what was asked of me \$70.00. Other faculty members objected and an indignation meeting was held.

I told Dr. Beyer that Miss Hayden subscribed liberly in every war drive and for every good cause. Dr. Beyer told me that Dr. Buchanan the former dean of the science division and now dean of the graduate division had the same views as he had. "Well", I said "I would not give much for Dr. Buchanan's opinion, he is not well poised on some matters", and that my own opinion in the matter should be final.

Our conference closed. He said he would see what should be done. Then followed a letter declining to do anything, and another letter about her attending the general faculty meeting, for which she was not to blame. This matter is certainly small.

I am writing you all of these details and enclosing all correspondence in the matter. I know you have always been interested in Miss Hayden, and I know that you will feel mortified and chagrined that your alma mater should permit such things to pass. I am mortified that my connection with the college should count for so little. However, I am happy to say that among my old students there are many warm and personal friends. I will talk this over with you sometime. This letter is confidential.

Yours truly,

LHP/EMT.