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UBCHEA ARCHIVES
COLLEGE FILES
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Girling
Academic
Related to faculty + staff
Julia Warren
Mary C Watson

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JULIA C. WARREN

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RECEIVED

JUL 9 1928

GINLING COLLEGE

ANN T. REID

Nanking, China

Candidate Blank No. 1

1. Name *Warren, Julia Catherine* born *Oct. 24, 1902*
2. Present Address *5756 Maple Ave., St. Louis, Mo.* at *Connellsville, Penna.*
3. Permanent Address *Maple Court Apt. Indianapolis, Indiana.*
Johnson Avenue
4. Preparation (High School, College, Special Courses, etc.)

<u>Dates</u>	<u>School</u>	<u>Courses</u>	<u>Degrees</u>
<i>1916 - 1920</i>	<i>Indianapolis, Ind.</i> <i>Shortridge High School</i>		
<i>1920 - 1924</i>	<i>Bethany College W. Va.</i>	<i>Classical</i>	<i>A.B.</i>
<i>Summer - 1924</i>	<i>Harris Teachers' College</i>	<i>3 courses</i>	
<i>Summer - 1926</i>	<i>Washington University</i>	<i>Education</i>	<i>(1) Modern History</i>
<i>Summer - 1927</i>	<i>Washington Univ.</i>	<i>(1) Principles of Teaching</i>	<i>(2) 19th Century British Poets I.</i>
5. Experience		<i>(2) Oral Interpretation of Literature</i>	<i>(3) " " " II.</i>
<u>Dates</u>	<u>Institution</u>	<u>Kind of Work</u>	
<i>1924-1925</i>	<i>Flat River Public Schools</i>	<i>Story Telling and Dramatics 3 grades.</i>	
<i>1925-1926</i>	<i>Flat River Public Schools</i>	<i>History in Junior High and High School; Geography, Jun. High.</i>	
<i>1926-1927</i>	<i>Maplewood Public Schools</i>	<i>English Junior High</i>	
<i>1927-1928</i>	<i>Maplewood Public Schools</i>	<i>Head of Eng. Dept. in Jun. High</i>	

6. College Work

Underscore once any work you are prepared for and twice that for which you have special preparation or preference. (Roman numerals refer to years)

ADMINISTRATION (a) Library (b) Registrar (c) Secretary (d) Treasurer; ART (a) Drawing (b) History of Art; ASTRONOMY; BIOLOGY (I) (II) (III); CHEMISTRY (I) (II) (III); EDUCATION (a) History (b) Principles and Problems (c) Secondary; ENGLISH (a) Language, Rhetoric and Composition (b) Literature (c) Oral English; HISTORY (a) English (b) Mediaeval (c) Modern; HYGIENE; LANGUAGES (a) Latin (b) French (c) German; MATHEMATICS (a) College Algebra (b) Trigonometry (c) Analytical Geometry; MUSIC (a) Piano (b) Organ (c) Voice (d) Theory; PHILOSOPHY; PHYSICAL EDUCATION; PHYSICS; PHYSIOLOGY; RELIGION (a) Comparative Religion (b) Christianity - Preparation, Growth, Teachings (c) Psychology of Religion (d) Religious Education; SOCIOLOGY.

Name

Julia Catherine Warren

Life Sketch

Write at sufficient length to make the document an introduction to you, covering the following points; parentage and ancestry; early home life; school life - special interests in study and in extra curriculum lines; language ability; musical ability; favorite recreation; church life - what you get and what you give in it; motives for life service; attitude toward hardship and danger as possible incidents in the day's work; fundamental religious convictions.

Parentage and Ancestry

Paternal great-great grandfather - Martin Warren, soldier of Rev. War and founder of Warrensburg, Mo.

Paternal grandfather - minister and farmer.

Father - minister and editor of World Call.

Paternal grandfather (~~mother's side~~) - John Watson, physician and Eng. Quaker.

Maternal grandfather - Founder of Kemper Military School, Boonville, Mo.

Maternal grandmother - Susan Notton Taylor of New Hamp. student in Mt. Holyoke under Mary Lyon.

My childhood was of the happiest, surrounded as I was by books, and brought up in the spiritual and cultural atmosphere that only a minister's home can give.

My memories are of discipline thru love, and while adoring my cheerful mother and almost worshipping my saint-like father, I grew up with the belief that home is the best example of real Christianity. My sister, a year and a half older, was and is a steadying and beautifying influence as an example; my brother, a year and a half younger, gave me much happiness as a play-fellow.

While I didn't always rank at the very top of my classes in school, my grades always seemed to bring my parents joy, and the extra curriculum activities, Y.W.C.A, clubs and school associates have added so much to the academic work required.

At Bethany, the school Alexander Campbell founded, I lived over again my father's experiences in the college and church life. Surrounded by the West Virginia hills and with the very finest and most wholesome contacts with people and ideals I awoke to the tremendous possibilities of Christian service and joined the Student Volunteer band.

At Harris Teachers' College, as at Washington Univ. the splendid faculty and well-arranged courses afforded an excellent opportunity for further learning.

My teaching has been a perfect joy to me, loving children as I do and understanding the real privilege of leading them in mental and spiritual adventures.

Most of my outside study has been just thru reading good books that I actually enjoy, while the extra-curriculum work has been largely in directing of plays. Music is a pleasure to me and I attend symphony concerts whenever possible, tho I play little myself. All out-door sports appeal to me, particularly swimming, tennis and hiking. I seldom miss church and feel

that I have found the most loyal friends and the finest truths in the church.

I am willing to give the best I have in service for Christ and I don't care about the hardship of either danger or routine.

I have accepted Christ as my Lord and Saviour and believe that in His ideals and way of living lies the only salvation of the world.

4.

Name Julia Catherine Warren

Specialized Training

You have been suggested as a candidate for teaching English. Will you kindly state on this page what special preparation you have had in this field of work? We desire to know

- (a) The extent of your undergraduate study, and with what teachers.
- (b) The extent of your graduate work, and with what teachers.
- (c) The experience you have had in teaching this subject.
- (d) The way you have dealt with the subject other than by teaching it.
- (e) The studies or investigations you have made in this subject, whether presented as a part of the work of your degree or not.

The object of these questions is to enable you to present as fully as possible the degree of your specialization in the proposed line of work.

- (a) My undergraduate work in English was at Bethany College under Miss Sarah Ashby and Mrs. Anna P. Bourne.
- (b) My graduate work in English has all been at Washington University under Prof. Parks and Prof. Howell.
- (c) I taught Story-Telling and Dramatics in the grades for one year, and English in the Junior High School for two years.
- (d) I have done some story-telling outside and a little work in the producing of plays.

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MARY C. WATSON

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Mrs. Mills
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A SKETCH OF THE LIFE OF MARY C. WATSON

Prepared for Personnel Committee of the United Board
for Christian Colleges in China
March 1948

I am the eldest of three, born to Bess Lane Watson and Thomas Watson on April 29, 1910, Paducah, Kentucky. Their ages were twenty and twenty-three years respectively. My brother Thomas was born fourteen months later and George, the youngest, was born in 1917. My mother, an only child, is a high school graduate, receiving her schooling in Louisville, Kentucky, her birthplace, and in Paducah. My father is the youngest of six and his education is less advanced and formal, having been received in the small town of Cadiz, Kentucky, in Trigg County, and mostly from his father, the village schoolmaster. He left school at an early age to study telegraphy and was so employed by the Illinois Central Railroad Company at the time of his marriage. He has continued to be employed by that company for which he is now agent at Henderson, Kentucky, where he and my mother reside.

My brother Thomas is a graduate of the former Louisville College of Pharmacy, now a College of the University of Kentucky. He conducts a drug business in Shelbyville, Kentucky, of which he is part owner, is married and the father of two children. He served as Pharmacy Mate 1/c in the USN during World War II and was stationed at the National Naval Medical Center, Bethesda, Maryland, for the duration. Brother George is a graduate of West Point Military Academy in the class of January, 1943. He saw active duty with the 75th Field Artillery Division, first arriving in Europe, for the Battle of the Bulge. Following the war, he remained in Germany for two years of occupation, accompanied by his wife. He is now a major and is stationed at Fort Sill, Oklahoma, and is the father of one son.

We are indebted to our good parents for a comfortable home and happy childhood memories. Apparently, I was a quiet child at home, independent and demanding less attention than my noisier brothers. I liked school but was more charmed by its social opportunities than those for learning. However, I was a successful student and a conscientious one, until a sophomore in high school. At this time, my attitude changed. Study became an effort and I was prone to work only on the subjects I liked and to get by with as little work as possible on those I did not like. I took part in extracurricular activities, studied voice, held class offices but was never by any means as popular as I would like to have been. The most significant experience of my high school years was deciding to be a librarian. During my senior year it came to me quite suddenly and clearly that it was what I wished to do. It had never occurred to me before nor had anyone ever suggested it to me even though I was a great reader and an habitual user of the public library. This new goal made me determined to go to college. My graduation from high school was marked by a few satisfactory honors and I finished with a somewhat exaggerated idea of my abilities.

Up to this point, our greatest Christian influence was my maternal grandmother. I had been closely associated with her, was very fond of her and strongly influenced by her Christian teaching. I attended church school and church from my earliest years with interest and regularity and became a member of the Methodist church, where I had attended and my parents and grandparents were members, at the age of twelve. This was not accompanied by any emotional or unusual spiritual experience. I merely wished to do so.

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Mary C. Watson

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I was graduated from high school in June, 1927, and entered the University of Kentucky in the fall of that year. Again I was delighted with new faces and the freedom of being away from home. I entered enthusiastically into all aspects of college life but soon discovered that studies would require much more of me than they had in high school, if I were to be successful. I was greatly impressed with the atmosphere of higher learning and began immediately to be influenced in my thinking and attitudes. My first year was fairly successful and I was still determined to do library work. I spent the summer working as an unpaid apprentice in the Carnegie Public Library of Paducah and on entering college for my sophomore year obtained work as a student assistant in the University Library, thereby assisting my family with college expenses. I continued to do so for the remainder of college but my studies suffered by this arrangement. I acquired a skeptical attitude toward religious matters and began to admire scholarly wealth and to think that learning alone was possibly the introduction to the good life. I stopped attending church regularly. My graduation from college was on schedule but not distinguished. Nevertheless I have never since believed myself to be so completely literate and wise.

I was accepted for entrance at the University of Illinois Library School for the fall term of 1931. However, my father's illness and the general economic distress of that time prevented my entering. Instead, I obtained work as a full time assistant in the Carnegie Public Library in Paducah. My work was mainly in the children's department as well as other more general duties. I was very pleased with my first full time job in a library and not inclined to regret at all my inability to go on to library school.

In January, 1932, I lost my job because of a severe cut in the library appropriation. I continued to work part time for very small pay and my duties were hardly more than that of a page. This was a great disappointment and a blow to my pride but after the shock wore off, those were not unhappy days. The small amount of work I had to do in the library enabled me to become well acquainted with the book collection and I had time at home for much wonderful reading on a great variety of subjects. One day I was reading a book on moral philosophy and suddenly was struck with a sharp, bright sensation that seemed almost physical. It left me with a feeling of joyful elation and release from moody fears and dissatisfactions. I felt unusual mental and physical energy and ability to concentrate and enjoy every thing I did, no matter how small or routine. I was unwilling to speak of it to anyone. Aware of its spiritual significance, I was unable to consider it a religious experience. At any rate, it was a turning point for me and I now know that it is not an unusual experience for young people.

I became determined at this point to find a way out of my economic blind alley. Further opportunity in library work was impossible without training, so I went to work in an insurance office during afternoons, still continuing my library work in the mornings. I received no pay for the work in the insurance office but had the opportunity to use typing and shorthand which I had learned during a summer vacation while in college. This experience enabled me to qualify for a job with the newly opened district office of the Home Owners Loan Corporation in Paducah.

After two years in the District Office, I was transferred to the Regional Office in Memphis, Tennessee. There my work was more rewarding materially and more of a secretarial nature. It was my first experience of living in a large city and I was prepared to enjoy all its cultural advantages. The atmosphere of the large business office was new to me and contacts with the varied types of people employed there taught me much about adapting myself to new people and

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situations and gave me a much greater sympathy and appreciation of human character.

Although there was much that I enjoyed in my new surroundings, after a year I found there were too few with whom I could share the things I liked to do, finding myself generally bored with the social routine that seemed to satisfy most of the people I knew, most of them newcomers to the city, like myself. I was not completely miserable by any means but because of the dissatisfaction I did feel, I was persuaded to join a large Presbyterian choir only because I desired a musical activity as a new interest and means of more interesting contacts as well as enabling me to use a talent I had neglected. It proved to be a happy diversion. I had ceased entirely to attend church regularly and although I found myself doing so again, it was for other reasons than a need or desire for a religious activity, or so I thought. Nevertheless, the church service became far more than a musical activity, and I found myself deriving great comfort from it and finding unusual meaning in it. Strangely, I came to feel that I should return to the Methodist Church which had been an important part of my childhood, and so I did. I resisted this growing interest in church and religion and was critical of myself as displaying a kind of weakness.

After three years in Memphis, I became dissatisfied with the constant routine of the business office. My desire for librarianship had been dormant during these years of new experience but it began to emerge as I came to miss the kaleidoscopic variety of a public service institution where each day is different and I know that I must return to library work which had so long ago captured my imagination. Again, I was accepted at the University of Illinois Library School and entered in October, 1939, at the age of twenty-nine.

This was an important event. This was an opportunity I had made for myself and I entered with all the seriousness and purpose of the more mature student determined to prove myself capable of real study and application which I had avoided as an undergraduate. But I ran headlong into the shortcomings of the older student with a long vacation from the habit of study and the mental activity of the student. The first semester was very painful and I was panic stricken at times, thinking I would surely fail. For the first time since childhood, I found myself relying on prayer in these distressing days. There were times when I felt literally no resource of my own and when I didn't fail, I could account for it only as divine intervention. Having survived the first semester, I relaxed and was able to enjoy my work. The year ended satisfactorily in June, 1940.

Jobs were not plentiful and I did not have one when graduation came but this did not worry me at all. I was too grateful for having successfully completed my year of training. In a few weeks I was offered and accepted a job on the library staff of the University of Louisville. I started to work in September and assisted with reference work, circulation and supervised the reserve book room. I felt very much at home again in the atmosphere of a university library since most of my library experience had been acquired there. I could appreciate library work so much more for having been away from it and for having gained, thereby, a broader perspective.

My three and one half years in Louisville were full, happy ones. I had a small apartment of my own for the first time and enjoyed very much the domesticity it required as well as having a place to be hostess to my family and friends. I became an active member of the Methodist Church, resuming my choir work as my major activity. However, I was conscious of a growing conflict within me between a desire for a more complete alliance with Christian belief and living and a desire to continue in my present freedom and mode of living, according to the dictates of social responsibility and my innate tendency

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toward quiet, good living. I was further disturbed by disillusion with the life of so-called intellectuals, realizing that they were not protected from some very ugly qualities of thinking and living. There seemed to me a positive squallor about some people who lived as pure aesthetes, intellectuals or even as merely pillars of respectability.

Then the war. Since fighting had again started in Europe, I had been greatly concerned, feeling sure that it was our battle too and the job we started in World War I had now to be finished. After Pearl Harbor, I anxiously did a lot of the things there were to do, Red Cross work, first aid classes, knitting, etc., but they were not enough. There seemed no point in considering WAVE or WAC or anything but what I was trained to do. Therefore, I applied for library work with the army as a civilian. The first offer was to organize a recreational library at Wright Field, Dayton, Ohio, for use of AC enlisted and officer personnel. It was a pleasant surprise that as late as 1944 there would still be an opportunity to organize a library completely, an unusual one for a librarian.

I accepted the job innocently expecting that I would immediately be given the required equipment and assistance to create a library equal to any of the service libraries I had seen at other army posts. I found a partly built, crude library building and a dusty heap of used books collected in various book drives which rarely ever produced many good titles. For six months, I struggled with red tape and the indifferent attitude of those responsible for success of the library project. To make a long story short, one of disappointments and difficulties, challenges, triumphs, small miracles, it was at length possible to contrive an attractive, comfortable, well stocked library.

During these crucial days of the impact of war and my association with those whose lives were so directly influenced by it, I came to a decisive point in my own quest of the spirit. The war, it seemed, was merely a symptom of a great, universal illness of spirit. It had broken out violently in the weakest spots but we were all afflicted by this illness in some degree and peace would come to the world only when individuals sought to remedy their own wavering and confusion. In my own experience, I had been forced to admit weakness in so many instances and strength came only when I asked God for it and believed that it would come. This dependence seemed to require of me more complete allegiance and devotion to God's plan for us to live by, as demonstrated in the life of Jesus. It was a partial allegiance, a divided loyalty that had caused me much unhappiness and in the end a leveling blow to pride which had always been my greatest obstacle. Since then, the peace of mind and strength of spirit I feel make me grateful for all the experiences I have had and did not have in order that I might arrive at this point. It seems, indeed, to justify existence itself.

After the war, I left Wright Field to become a member of the Public Library of Cincinnati staff. It is my first experience in a large public library system and I am receiving valuable supervision and have an excellent outlook from the public library point of view. Shortly after arriving here, I heard Dr. Bliss Wiant of Yenching University speak at our Methodist Church in Norwood and hearing him rekindled an interest I have had for a long time in working in China and in knowing the Chinese whom I admire and respect. The quiet unobtrusive strength of this land and people make me want for them all the good things that will enable them to realize their great potentialities.

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Peace for the world, I am sure, requires a strong, united China, undominated by any other country. I believe the Christian program in China, which seeks in a spirit of brotherhood to destroy ignorance and want, is the greatest means of bringing strength and unity. The influence of Christian people and Christian teaching have obviously been largely responsible for the unity China has acquired thus far and has maintained in the face of war and hardship. A strong China and a democratic China will undoubtedly have its roots in Christian principles as does the strength and democracy of America.

The program of Christian education in China has been as powerful in creating a free China as it has been in creating a free America. I believe that libraries and librarianship make a vital contribution to the success of any educational program. Proof of its importance in the Christian colleges of China is evident in the recent survey that has been made of library facilities by so eminent a librarian as Dr. Charles B. Shaw, an authority on library requirements for institutions of higher learning. As a librarian, I take particular pride and satisfaction in the concern shown by the United Board of Christian Colleges for the library facilities of its various institutions. To rehabilitate and enlarge these facilities is undoubtedly fundamental.

Because of my Christian convictions, my concern for the critical state of international relations, and my personal freedom by temperament, situation and physical health, I desire to choose a frontier and I can think of no better one than the Christian front in China. But I do so well aware of the strict requirements and great responsibility of my choice.

(Signed) Mary C. Watson

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~~Watson, Mary C.~~
Watson, Mary C.

CONFIDENTIAL

SUMMARY OF PAPERS OF MARY C. WATSON, CANDIDATE FOR POSITION OF
LIBRARIAN AT GINLING COLLEGE

April 1948

PERSONAL DATA

1. Name: Mary Caldwell Watson
Present Address: 4107 Forest Avenue, Norwood 12, Ohio
Present Occupation: Librarian in public library in suburbs of Cincinnati
2. Date and Place of Birth: April 29, 1910
3. Early Life: "Comfortable home, happy childhood memories." (See attached statement)
4. Family Background: Father was a telegrapher; now is an agent for the Illinois Central Railroad at Henderson, Kentucky. He is described as "a very fine gentleman". Mother is a talented musician. One brother is a pharmacist, a graduate of the Louisville College of Pharmacy; another brother is a graduate of West Point and a major in the Army.
5. Health Condition: Vigorous
6. Marital Relationship: Single
7. Church Relationship: Member Grace Methodist Church, Norwood, Ohio. First united with church in 1922.
8. Recreation and Hobbies: Music, handicrafts, travel
9. Financial Obligations: No debts
10. Ready to begin work: In time for opening of school year in fall of 1948

EDUCATION

11. Schooling

<u>School</u>	<u>Degree (etc.)</u>	<u>Date</u>	<u>Major</u>
Augusta Tilghman High Sch., Paducah, Ky.	Certificate	'24-'27	
U. of Kentucky, Lexington, Ky.	A. B.	'27-'31	English & History
U. of Illinois Library Sch., Urbane, Ill.	B.S in L.S.	'39-'40	Library Sciences

12. Extra Curricular Activities: "Entered enthusiastically into all aspects of college life" at University of Kentucky.
13. Language Ability: No data.
14. Profession Journals Read Regularly: American Library Association Bulletin; Library Journal.
15. Plans for Further Study: None at present.

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SPECIAL TRAINING AND EXPERIENCE

16. Field of Work Preferred: (1) Librarianship (Reference, Circular, Order) in China,
(2) Secretarial.

17. Experience and Special Preparation for Work Preferred:

<u>Dates</u>	<u>Employing Organization</u>	<u>Position</u>
'34-'39	Home Owners Loan Corp., Memphis, Tenn.	Stenographer & Secretary
'40-'44	University of Louisville Library	Circulation, Reference
'44-'46	Army Air Corps, Wright Field, Ohio	Post Librarian (organization administration, supervision)
'46-present	Norwood Branch Library, Cincinnati, Ohio	Assistant Librarian-- (book selection, reference, circulation, reports to main library.)

18. Training and Experience in the Work of the Church

Epworth League Work, choir work.

19. Additional Training and Experience: Service as typist and stenographer in Paducah office of Home Owners Loan Corporation, and then as a secretary in the Memphis office of the same company.

SKILLS

20. In addition to her skill in library work, the candidate is skilled in stenography and typing.

LIFE SKETCH AND RELIGIOUS DEVELOPMENT

21. Life Sketch: See attached "Sketch of Life"

STATEMENTS REGARDING CANDIDATE'S ATTITUDES

22. Christian Message: See attached "Sketch of Life"

23. Candidate's Missionary Purpose

"Because of my Christian convictions, my concern for the critical state of international relations, and my personal freedom by temperament, situation and physical health. I desire to choose a frontier and I can think of no better one than the Christian front in China. But I do so well aware of the strict requirements and great responsibility of my choice."

24. Relation to People of other Cultural and National Backgrounds

"I heard Dr. Bliss Wient of Yenching University speak at our Methodist Church in Norwood and hearing him rekindled an interest I have had for a long time in working in China and in knowing the Chinese whom I admire and respect. The quiet unobtrusive strength of this land and people make me want for them all the good things that will enable them to realize their great potentialities."

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25. Acceptance of Conditions of Missionary Life: Correspondence with the candidate indicates her readiness to accept the conditions and possible hardships of Missionary Life in China.

REFERENCES

The persons listed below used the printed rating blanks and the results are are tabulated below. (Significant statements are quoted.)

- a. Miss Evelyn Schneider, Librarian, University of Louisville, Ky.
- b. Mr. W. H. Prince, Supervisor, Equitable Life Assurance Society, Memphis, Tenn.
- c. Mr. Arthur M. Shenefelt, Grace Methodist Church, Norwood, Ohio.
- d. Mr. Walker C. Jetton, Principal Augusta Tilghman High School, Paducah, Ky.
- e. Mrs. Charles A. Crump, Memphis, Tenn.

Health: "Good" (a,b,c,e); "Her attendance was good." (d)

Attractiveness: "Well liked by others" (a,b,c,e); "Sought by others" (d)

Intelligence: "Alert; has a good mind" (a,b,c,d,e)

Achievement: "Resourceful and effective" (a,c,d) "Superior creative ability" (b)

Leadership: "Good leadership ability" (a,b,c,d)

Teamwork: "Works well with others" (a,b,c,e) "Most effective in teamwork" (d)

Responsiveness: "Understanding and thoughtful" (a,e) "Responds with unusual insight and consideration (b,c,d)

Emotional Stability: "Well balanced and controlled" (a,b,c,d,e)

Willingness to serve: "Eager to serve as needed" (a,c,d,e) "Devoted to service of others, above the average" (b)

Religious Experience: "Genuine" (with "mild" crossed out) (a); "Genuine but mild" (b,d) "Rich and growing" (c); "Do not know" (d)

Limitations: "Relatively free from limitations" (a,b,c,d,e)

Summary: "Superior" (a,c,e) "Superior or better" (d) "exceptional" (b)

Significant Quotations from References

"Miss Watson has been extremely successful as a librarian. She has a good cultural background, organizes her work well, is interested in serving people, is energetic and adaptable. Miss Watson possesses a charming personality, enthusiasm and energy." (a)

"She was efficient, industrious and cooperative at all times, was extremely popular among groups with whom she associated was artistic and had many interesting original ideas. Unusual amount of poise." (b)

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"Miss Watson gives the impression of being quiet and dependable. Rather frequently she comes forth with some special service which shows unusual insight and consideration. My evaluation is entirely positive. You will no doubt get information from others which will round out the picture. She is pleasing in appearance and approach; attractive and assuring. In the special services she renders she shows herself careful in details.(c)

"She has done unusually well in her field." (d)

"I have known Miss Watson eighteen years, as an admired upper classman at the University of Kentucky, a fellow employee for a large company and as a personal friend. Miss Watson is steadfast in her convictions, tolerant in her dealings with people, refined and ladylike in her bearing." (e)

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Watson [10]
Mary C

May 5, 1948

Mrs. W. Plumer Mills
United Board of Christian Colleges in China
150 Fifth Avenue
New York 11, N. Y.

Dear Mrs. Mills:

It is pleasing to know that I would be welcome at Ginling College as librarian.

If the terms of service there are similar to those of Nanking University, I expect to find them acceptable. If I am to decide upon length of service, I would rather be guided by your advice. Inasmuch as Chinese librarians are being trained in this country and since it seems reasonable to assume that a western librarian should be replaced as soon as possible by a Chinese, should I not take this into consideration in deciding between three and five years of service? I would prefer to go for whatever length of time I would be most useful.

As you perhaps suspect, I am beginning to contemplate my probable future with considerable excitement not unmingled with awe. I hope that it can soon be decided, especially because I am employed in a large library system where changes take place often and I may any day be asked to assume a new capacity. I shall now look forward to hearing from you regarding the Ginling College terms.

Sincerely yours,

Mary C. Watson

Mary C. Watson

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May 17, 1948

Miss Mary C. Watson
4107 Forest Avenue
Norwood 12, Ohio

Dear Miss Watson:

Thank you for your letter of May 5th. It would have been acknowledged before this but we have been exceedingly busy with annual meetings and their aftermath.

The Ginling Committee met on May 11th and discussed personnel needs for the coming year and terms of the contract. They are happy to know that you are willing to go to Ginling and extend to you a warm welcome to the staff.

After a good deal of discussion, the following terms of contract are suggested:

Salary is to be \$90.00 a month, plus a cost-of-living grant when necessary, to conform to prevailing living conditions. The first term will be a three-year one, but following terms will be for five years. It will be your privilege to extend the first term to five years, if it is mutually agreeable to you and to the College.

All travel expenses will be paid both ways. There will be an outfit allowance of \$250.00. All medical expenses in China will be paid by the College if they are approved by College authorities. One half of dental and oculist bills are also paid, but the teacher herself pays for glasses. It is definitely understood that no teacher will engage in any outside remunerative employment while in China.

Residence is provided, and Dr. Wu asks me to make very clear to you that at Ginling the residence is of the dormitory style. There is a faculty residence, known as South Hill Faculty House, where most of the teachers live. Each teacher has her own room, of course, and there is some provision for private studies. There are two dining rooms, one where

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Miss Mary C. Watson

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May 17, 1948

western food is served and one where Chinese food is served. Most of the western faculty members have western breakfast and dinner and Chinese lunch.

Theoretically the College expects to provide heavy furniture, but practically most teachers have found it better to take springs and mattresses from America, thus insuring a comfortable bed. It is not necessary to take the bed frame, as springs can be supported on very simple wooden sawhorses secured in China.

Upon return to America, the salary will be \$100.00 a month for a full year if the teacher expects to return to Ginling. Otherwise, \$100.00 a month will be paid for three months after return to America.

Arrangements for furlough rent and furlough study will be reviewed and decided in each case. It is understood that the purpose of a furlough is to provide an opportunity for refreshment, study and cultivation of the home base. There would therefore be no time for outside gainful employment while on furlough.

If these terms are satisfactory to you, we will send you a formal contract for signature.

Mr. C. A. Evans of our office makes all travel arrangements and will be happy to help you in every way possible. I would suggest that you get in touch with him immediately, so that he can send you all the information that you will need about passports, inoculations and any other details. Address him: Mr. C. A. Evans, China College, 150 Fifth Avenue, New York 11, N. Y.

College opens very early in September, and I am sure that Dr. Wu hopes that you can be on the campus by September 1st.

It is a very great satisfaction to me to know that Ginling is to have your services. Please let us help you in any way possible.

Cordially yours,

Mrs. W. Plumer Mills

CSM:ef

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Watson [13]
Mary C

May 25, 1948

Miss Mary C. Watson
4107 Forest Avenue
Norwood 12, Ohio

Dear Miss Watson:

I was very happy indeed to have your letter of May 20th, saying that the terms offered by Ginling College are acceptable. The formal contract will be sent you soon.

I am sorry that the terms about the residence were not entirely clear to you. It means that room will be provided, rent free. This is such regular practice on the mission field that I had not thought to explain it more fully to you.

I believe I have already suggested to you that it would be advisable to take a comfortable bed with you. Other heavy furniture, such as tables and chairs, will be available in China.

Mr. Evans tells me that you have already written to him about passage. He will keep in touch with you and make the arrangements. Again may I offer my assistance if there is anything that I can do for you.

Cordially yours,

Mrs. W. Plumer Mills

CSM:ef

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