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About the Institute

The Hunt Institute for Botanical Documentation, a research division of Carnegie Mellon University, specializes in the history of botany and all aspects of plant science and serves the international scientific community through research and documentation. To this end, the Institute acquires and maintains authoritative collections of books, plant images, manuscripts, portraits and data files, and provides publications and other modes of information service. The Institute meets the reference needs of botanists, biologists, historians, conservationists, librarians, bibliographers and the public at large, especially those concerned with any aspect of the North American flora.

Hunt Institute was dedicated in 1961 as the Rachel McMasters Miller Hunt Botanical Library, an international center for bibliographical research and service in the interests of botany and horticulture, as well as a center for the study of all aspects of the history of the plant sciences. By 1971 the Library's activities had so diversified that the name was changed to Hunt Institute for Botanical Documentation. Growth in collections and research projects led to the establishment of four programmatic departments: Archives, Art, Bibliography and the Library.

UNIVERSITY OF CALIFORNIA

NOTICE OF CHANGE OF EMPLOYEE NAME
AND/OR ADDRESS

(To be used both for salary roll and general assistance employees)

In case of change in name a new W-4 (Tax Withholding Exemption Certificate) must be submitted

Former

Name Goodspeed Thomas H.
Please print last first middle
Address 2480 Virginia St. Berkeley
street and number
Berkeley 9 California
city and zone state

New

Name Goodspeed Thomas H.
Please print last first middle
Address 661 Woodmont Ave
street and number
Berkeley 8 California
city and zone state

Title Professor of Botany, Emeritus and Director of the Botanical Garden, Emeritus

Department Botany Campus Berkeley

Date 8/16/56 Employee Signature T. H. Goodspeed

DO NOT WRITE BELOW THIS LINE

CONTROLLER'S OFFICE

Routing:	Salary Roll Change in			General Assistance Change in				
	Number	Name	Address	Number	Name	Address		
Employee Number Control			<i>pv</i>					
Master Pay File			X X X X			X X X X		
Check Address File					X X X X	X X X X		
Budget Office			X X X X		X X X X	X X X X		
Tabulating (W-2 Address File)								
Personnel Folders								
Expense Distribution Codings	Account	L	S	Fund	Account	L	S	Fund
Employee Number: Present			New <u>305/30</u>	Tax Code:				
Department Copy Returned <input type="checkbox"/>				Campus Copy Returned <input type="checkbox"/>				

Copy to be returned to Department

UNIVERSITY OF CALIFORNIA

Pension and
Retiring Annuities
System

Informational Bulletin

February 1956

Issued by:

The Governing Board
Pension and Retiring Annuities System
University of California
2200 Telegraph Avenue
Berkeley 4, California

<u>Basis</u>	840	per mo. gross.		
Retire in 1953	770	per mo	+ 92	= 862
1954	775	" "	+ 100	= 875
1955	792	" "	+ 108.33	= 900
1956	823		+ 116.67	= 939
1957	860 (ca)		125	= 985

52-53
882 per mo

Beginning July 1, 1953
 Payment 9.5% to Retirement System
 = 79.80 per mo.

1954
1909
45-
? sub. lit. +
to national salary

Net salary, 1953-54 = 585 per mo
 Net annuity, 1953-54 = 862 " "
 Difference = 277 per mo

Death benefit, reduced from ca. 20,000
 do ca. 13,500

Carnegie (not optional) 83.33
 (optional - survivors benefit) 41.66

? income tax on annuity + Carnegie

UNIVERSITY OF CALIFORNIA

DEPARTMENT OF INSURANCE
AND RETIREMENT SYSTEMS
317 ADMINISTRATION BUILDING
BERKELEY 4, CALIFORNIA

February 20, 1953

Dear Professor Goodspeed:

In anticipation of the repeal of the Pension and Retiring Annuities System as of June 30, 1953, and the inclusion of all academic personnel in the State Employees' Retirement System as of July 1, 1953, on the same basis as all other University of California employees, the attached documents are submitted for your careful attention.

- A. Explanatory memorandum concerning the options that are available.
- B. Option Election Form
- C. State Employees' Retirement System Membership Form 240, completed except for the following:

Item 4. Effective Date of Membership and Salary

Item 5. Age at Date of Membership

Items 4 and 5 will be completed in this office in accordance with the option you select.

Please affix your signature in the space provided before two (2) disinterested witnesses and be sure you enter your home address.

Beneficiary designation is that now shown on your Retiring Annuities System record, and if a change is desired, do not correct the Membership Form but inform this office by a separate note, including any errors or omissions. *Please do not make any corrections or erasures on the Membership Form.* When the form is returned, it will be completed in this office and a copy will be sent to you showing the rate of contribution.

- D. Statement of Prior Service—This form reflects only such service that you may have had with the University of California or with an agency of the State prior to August 27, 1937, as currently a matter of record in this office. But, if there should be any other service, not shown, that you rendered for an agency of the State prior to August 27, 1937, please enter such service on the form in ink.

If there is no prior service shown, or to be entered, the form should not be signed. *Otherwise, affix your signature to the form as completed or amended, before a Notary Public, and in either case, return it together with the other documents as indicated below.*

The return of the above-mentioned documents is solicited on or before April 1, 1953, and a self-addressed envelope is enclosed for your convenience.

R. C. PLOSS
Manager

Department of Insurance
and Retirement Systems
317 Administration Building
Berkeley 4, California

February 20, 1953

Professor T. Harper Goodspeed
551 Santa Rosa Avenue
Berkeley, California

Dear Professor Goodspeed:

By direction of The Regents of the University of California, Chapter VI of the Standing Orders, relating to the Pension System and the Retiring Annuities System of the University of California, will be repealed effective June 30, 1953, contingent upon final approval of the State Legislature.

On July 1, 1953, all persons employed on June 30, 1953, to whom the benefits and the responsibilities of the Pension and Annuities Systems of the University apply, and those who may be employed thereafter, shall become members of the State Employees' Retirement System, hereafter referred to as the S.E.R.S., and they shall be considered, for all purposes, as having become members of said system as of August 27, 1937, with credit for any eligible service prior to that date if they were then employed by the University, or on such later date as they may have been employed by the University of California. Accordingly, your effective date of membership in the S.E.R.S. will be

However, you may elect the option of relinquishing all your rights, title and interest in and to any benefits to which you may have been eligible to receive under the S.E.R.S. for service prior to July 1, 1953, and have your membership become effective July 1, 1953, thereby retaining such accrued benefits as are standing to your credit in the Retiring Annuities System as of June 30, 1953, but excluding "free pension" benefits, if any, upon retirement. By this arrangement, your accumulations in the Retiring Annuities System as of June 30, 1953 will be held at interest to date of retirement, or prior death, to provide a retirement allowance or a death benefit, as the case might be, to supplement such additional benefits to which you will be eligible by reason of your membership in the S.E.R.S. subsequent to July 1, 1953.

Acceptance or rejection of the aforesaid option is necessary on or before April 1, 1953. If no reply is received by April 1, 1953, you will be deemed to have accepted Option 1.

Please indicate your decision by (1) crossing out the inappropriate paragraph on the attached Form D; and (2) dating and signing your name in the spaces provided below the option selected, and return to the Department of Insurance and Retirement Systems, 317 Administration Building, Berkeley Campus.

R. C. Floss,
Manager

June 21, 1954

Professor Robert J. Kerner
Dwinelle Hall
Campus

Dear Bob:

Confirming our conversation of yesterday I am enclosing something which I doubt will be of much service.

Until the early afternoon of Wednesday, the 23rd, we can be reached at my son's home (Dr. S.S. Goodspeed, 2221 Las Tunas Road, Santa Barbara, telephone Sta. Barbara 2-9542). Thereafter a message can be left with him and we will let him know where we will stay in the Los Angeles area. On Friday we lunch with my cousin, Dr. E. J. Goodspeed, 551 Perugia Way, Bel Air, Los Angeles 24.

It is quite useless to attempt to express my appreciation, and I would speak for the group also, of your effective efforts.

Cordially,

THO:T

January 30, 1942

Mr. O. Lundberg
Accounting Department
Administration Building, Campus

Dear Mr. Lundberg:

From the grant of \$6,000.00, already paid to the Regents of the University, to permit me to carry through certain proposals (lecturing and research) in South America, \$3,000.00, according to the Memorandum drawn up by the Committee for Inter-American Artistic and Intellectual Relations and approved by the Regents, has been set aside to cover the expenses of my family, taxes, insurance and other Berkeley responsibilities. The Trust Department of the American Trust Company (Mr. Hoyer), Center and Shattuck Avenue, Berkeley, will make to you requests for funds as they are needed to meet my current Berkeley expenses. This letter will authorize you, so far as I am concerned, to honor these requests from the American Trust Company.

With much appreciation of your kind interest and cooperation, and with best wishes, I remain

Cordially yours,

Note: This letter was dictated by
Professor Goodspeed just before leaving
for his train on January 24.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
OFFICE OF THE SECRETARY AND TREASURER

ROBERT M. UNDERHILL
Secretary and Treasurer

GEORGE D. MALLORY
*Assistant Secretary and
Assistant Treasurer*

MARJORIE J. WOOLMAN
Assistant Secretary

October 22, 1951

240 ADMINISTRATION BUILDING
BERKELEY 4, CALIFORNIA

Dear Professor Goodspeed:

At a meeting of The Regents of the
University of California, held on October 19, 1951,
approval was given the recommendation of the
President that you be granted
leave of absence with full salary,
(less \$900.00 to be paid replacement)
for the period November 1, 1951 to February 1, 1952.

Yours very truly,



Professor Thomas H. Goodspeed
Department of Botany
Campus

Carnegie Beneficiaries

- 1) The Carnegie Foundation and/or Corporation has in repeated personal communications assured each of its beneficiaries that, upon attainment of age 70 in active University service, it will provide (a) an annuity of \$1500 per year and (b) a widow's allowance of approximately \$500 per year. The source of such annuity and widow's allowance is, thus, entirely extra-University.
- 2) Under the current Regents' Retirement System its members, by matched contributions, may accumulate an unlimited sum with which at retirement an elected annuity is purchased. To this annuity the above stated Carnegie benefits are added.
- 3) Retirement before age 70 decreases the amount of the Carnegie annuity at the rate of approximately 1/15 per year and the widow's allowance in approximately the same proportion.
- 4) Compulsory retirement of a Carnegie beneficiary before age 70 therefore forces him to accept less than the assured benefits provided from an entirely extra-University source.

We respectfully submit that a question of principle is here involved and one which is more fundamental, far reaching and significant than the personal losses that may well total some \$100,000, which the Carnegie beneficiaries in this University will sustain if compelled to retire before age 70.

INSTITUTE OF SLAVIC STUDIES
University of California
Berkeley, California

Confidential

May 7, 1954

MEMORANDUM TO DEAN DAVIS:

Enclosed is the correspondence regarding the Carnegie Foundation beneficiaries as well as a list of both the Carnegie beneficiaries and the University Pension beneficiaries.

In addition to the example of how the new retirement system affected one member in the group, it should be noticed that two are forced to retire at 66 and 11/12 years and the rest at 67.

By telephoning the Carnegie Foundation I found out the following:

- 1) The date of the estimate of the amount to be received by Carnegie beneficiaries is the date of the official retirement which at present is July 1, 1954.
 - 2) If any of the beneficiaries are re-employed at their former or better salaries, the payments from the Carnegie Foundation and Corporation are suspended but, of course, estimated from the official date of retirement, July 1, 1954.
 - 3) Beneficiaries who desire to teach and still retain their reduced Carnegie Foundation retirement allowances and Carnegie Corporation annuities are allowed to teach up to one-half of their previous academic load and to receive salaries up to one-half of their last salary before retirement.
 - 4) The benefits to widows of husbands under the Carnegie Foundation and Corporation are cut relatively in the same manner as the professors retirement and annuity allowances as of July 1, 1954.
 - 5) How much these losses may amount to is illustrated by an actuarially computed single case which is included in this correspondence. In this case, the losses as between July 1, 1954 and July 1, 1957 of a person born August 26, 1887 and hence compelled to retire at 66 and 11/12 years of age are as follows:
 - a) Total monthly loss, \$143.37.
 - b) Total annual loss, \$1780.44 for the rest of that person's life by retirement at 67.
 - c) Life expectancy losses, if retired at 67, are estimated under the TIAA tables to amount to \$27,055.76. (At 66 and 11/12, life expectancy is 14.6 years. At 70, it is 13.1 years.)
- A. If compelled to retire in 1954 and the option III of the State Retirement System is chosen in which the husband accepts a reduced retirement allowance in order that his wife should obtain one-half of this reduced allowance after his death, the following results are obtained:

- 1) Retirement in 1954 means an income of \$601.18 per month, including the very much reduced Carnegie retirement and annuity payments.
- 2) Upon his death, his wife would receive \$300.57 per month.

B. Retirement in 1957 would give them both

- 1) \$712.46 per month.
- 2) Upon the death of the husband, the wife would receive \$356.21.

This is calculated on the very favorable basis that the wife at 62 is only 5 years younger than the husband at 67.

These figures give some idea of losses sustained under this situation. It will be, of course, understood that there may be slight differences, perhaps minor ones arrived at under these calculations but essentially the losses are significant.

I trust that the information contained in this will be of some value in our understanding of this problem.

Robert J. Kerner
Faculty Designate

RJK/af
Encs.

May 8, 1954

MEMORANDUM

CARNEGIE BENEFICIARIES

I. The University Retiring Annuities System to June 30, 1954.

The Carnegie and University Pension beneficiary remained in service to "the close of the fiscal year which ends June 30, in which he attains age 70 and shall be retired on the next day thereafter".

(Retirement Regulations, November 1, 1953, IX (a), p. 24;
V (a), (b), p. 7.)

The Standing Orders on Retirement Regulations were amended on August 26, 1949 to the effect that: "The maximum limit of \$4,000 per year on retirement allowances was removed for all members who attain the age of 70 after January 1, 1950 and who are not retired before that date".

(Retirement Regulations, November 1, 1953, p. 6;
Faculty Bulletin, Vol. 19, No. 3, September, 1949.)

By this legislation, The Regents permitted the unlimited accumulation of retirement allowances and in addition to that, the Carnegie beneficiaries received their Carnegie Foundation retiring allowance and the Carnegie Corporation additional annuity to the amount of \$1500 per annum at age 70.

II. The Carnegie Foundation Retiring Allowances and the Carnegie Corporation Supplementary Annuity.

According to the rules for the granting of retiring allowances effective February 1, 1938 and the Carnegie Corporation announcement regarding its supplementary annuity, the Carnegie beneficiary is allowed, upon retirement at 70, to teach or to do administrative work for compensation at no time exceeding something less than half of the full time load and with remuneration, something less than half of the full salary. If the recipient of a retiring allowance desires to return to full-time work, upon due notice to the Foundation, his retiring allowance is intermitted during his period of resumed full-time active service. The retirement allowance will be again paid in the former amount (i.e. as of the date of his retirement) upon his re-entry into retired status, due notice being received by the Foundation.

(See Rules, G, H, p. 32)

If the recipient is compelled to retire between the years 65 and 70, he loses 1/15 of his retirement for each year below the age 70 and the pension paid to the widow of the recipient is similarly reduced.

The Pension and Retiring Annuities System of the University of California, which goes into effect July 1, 1954, compels all Carnegie and University Pension beneficiaries to retire at age 67 and includes even those who are at age 66, providing their birthdays fall between July 1 and August 31. By virtue of these regulations, Carnegie beneficiaries lose anywhere from 1/15 to 3/15 of the Carnegie Foundation retiring

May 8, 1954

allowance and of the Carnegie Corporation supplementary annuity. The widow of such a beneficiary loses a proportionate amount in her pension.

These are significant losses to every Carnegie beneficiary and especially to his widow.

Under the new Pension and Retiring Annuity System of the University of California which goes into effect July 1, 1954, Carnegie beneficiaries will receive their reduced Carnegie Foundation retiring allowances and their reduced Carnegie Corporation supplementary annuities if their total retirement allowance does not exceed 80% of the highest total permissible monthly compensation. However, under this system a person who logically would receive a monthly retirement allowance in excess of 80% will receive appropriate refunds of his own payments and interest thereon at the time of retirement.

(Section 7.1.)

It should be noted that the source of the Carnegie Foundation and/or Corporation allowances and annuities as well as the widow's pension are entirely extra-University. Compulsory retirement of a Carnegie beneficiary before age 70, therefore, forces him to accept less than the assured benefits provided from an entirely extra-University source. It is believed that a question of principle is here involved, more fundamental, far-reaching and significant than even the injurious personal losses which the Carnegie beneficiaries and University Pension beneficiaries will sustain if compelled to retire before age 70. Actuarial computations regarding these losses indicate that these personal losses are very significant, in one case running up to the sum of \$148.37 per month for the rest of the beneficiary's life, with a life-expectancy loss of \$27,055.76.

III. The Compensatory Changes in Previous Retirement Regulations.

It will be noted that in the revision adopted May 29, 1947, by Article IX (see Retirement Regulations, November 1, 1953) the compulsory retirement age was set at 67, on July 1, following the attainment of that age. (IX, p. 24.)

It was also stated: (IX (a).)

"All members shall be retired on the date of normal retirement except those who were more than 64 years of age on June 30, 1946, who will be retired as follows: on June 30, 1947, those who are then 69 and 70 years of age; on June 30, 1948, those who are then 68 and 69 years of age; and on June 30, 1949, those who are then 67 and 68 years of age." (Carnegie beneficiaries, however, were to retire at age 70, along with the University Pension beneficiaries.)

This favorable action by The Regents, which permitted a period of preparation for retirement, was very much appreciated by the faculty.

In the new Pension and Retiring Annuities System, under VI, in establishing compulsory retirement following the attainment of 67 years of age, there is a statement that "every member who is due to retire on June 30, 1953 and June 30, 1954 shall be retired on July 1, 1954 regardless of age attained". This is another indication that The Regents desired to make the transition to the new system flexible and to carry over from the old system into the new with the least amount of hardship.

However, when it came to the Carnegie Foundation and University Pension beneficiaries, this favor which had been practiced at least on two of the occasions noted above was not extended to these beneficiaries. Accordingly, they are compelled to retire on two months' notice. In the case of two Carnegie beneficiaries, it is required that they retire on July 1 while they are still 66 years of age because their birthdays fall in the period between July 1 and August 31.

The Carnegie and University Pension beneficiaries respectfully submitted that they have been suddenly confronted with retirement in a manner not in accordance with the past generous tradition established by The Regents. Three of the Carnegie beneficiaries, who expected to retire three years hence, have suddenly been compelled to revise all their plans and to retire on two months' notice.

IV. Other Losses Sustained by the Carnegie Foundation and University Pension Beneficiaries under the New Pension and Retiring Annuities System of the University of California.

In addition to the losses sustained by these beneficiaries in the retiring annuities and from the Carnegie system, the Carnegie and University Pension beneficiaries will lose:

- A. the customary three-year salary merit increases, which could help them in increasing their retirement allowances;
- B. their sabbaticals.
- C. It will play havoc with the research which they have been developing with the expectation of having up to three years to finish it.

It goes without saying that the losses of these privileges and the opportunity to continue to work affects the Carnegie and University Pension beneficiaries even more than the financial losses sustained by compulsory retirement at 67.

May 8, 1954

V. Suggested Remedy.

The group of Carnegie and University Pension beneficiaries respectfully submits that an amendment should be made to the new Pension and Retiring Annuities System. The amendment has been formulated by them as follows:

"Compulsory retirement at age 67 specified in Section 6 does not apply to members under the Carnegie and University Pension systems for whom the compulsory retirement age remains at 70."

The group is informed that the Committee on University Welfare, of which Professor Mosk is Chairman, is in favor of this amendment.

Inasmuch as there are only a few of the Carnegie and University Pension beneficiaries left, namely 6 Carnegie beneficiaries and 4 University Pension beneficiaries in the Northern Section of the Senate, the remedy proposed is on the whole a modest one in view of the continuous basis of their rights and privileges on the University Retirement and Pension system since 1924.

Respectfully submitted,

Robert J. Kerner
Robert J. Kerner
Faculty Designate

Appointed at a meeting on April 16, 1954 to represent the following Carnegie and University Pension beneficiaries:

Clair H. Bell
Olga M. Bridgman
William F. Cruess
George E. Gibson
Edward W. Gifford
T. Harper Goodspeed
Wilfred F. Langelier
Ben A. Madson
Frank J. Veihmeyer
Robert J. Kerner

PETITION

TO THE MEMBERS OF THE BOARD OF REGENTS, UNIVERSITY OF CALIFORNIA:

To June 30, 1954, Carnegie Beneficiaries had the right--by virtue of the rules of the Pension and Retiring Annuities System-- to teach until age 70 (in spite of the fact that for members of the faculty "the normal and compulsory date of retirement was b June 30 following attainment of age 67" since 1947) and, in addition, after January 1, 1950 they could retire at age 70 with a retirement allowance which was no longer limited to \$4000, but consisted of \$1500 annually at age 70 from the Carnegie Foundation, plus whatever their contributions and those of The Regents, together with the latter's supplements, amounted to in terms of retirement allowances.

(See University of California, Pension and Retiring Systems, adopted Sept. 18, 1924, pp. 3, 4, 5; Retiring and Annuities System as amended May 29, 1947, p. 3; Retiring Annuities System as amended in 1947 and 1949, pp. 3, 8; Retirement Regulations, November 1, 1953, p. 6; IX (a) p. 24; V (a), (b), p. 7 and Faculty Bulletin, vol. 19, no. 3, September, 1949.

When ^{known to you} The Regents adopted the revised Pension and Retiring Annuities System effective July 1, 1954, then immediately six of the Carnegie Beneficiaries were retired at age 67 (two of them at age 66 and 10 or 11 months) as follows:

1. C. C. Bell
2. Olga Bridgman
3. G. E. Gibson
4. E. W. Gifford
5. T. H. Goodspeed
6. R. J. Kerner

Thereafter the following remaining Carnegie Beneficiaries were to be retired:

1. E. M. Woods on 7-1-55
2. L. C. Uren on 7-1-56
3. F. B. Kay on 7-1-57

The losses suffered by Carnegie Beneficiaries who retired after June 30, 1954 as of age 67 rather than after June 30, 1957, as of age 70 were substantial both morally and financially and may be summarized as follows:

1. Loss in effectiveness and prestige, personal and departmental, and in the standing of the University in the United States and abroad.

2. Loss of three years of Carnegie pension benefits--approximately at least \$300 per year for life.

3. Loss of one-step increases in salary of approximately \$1000 for two or three years -- a total of \$2000 to \$3000;

4. Loss in ^{of The Sept. 1, 1956} 1955-1956 across the board increases for 22 months -- a total of \$2500 to \$3500.

5. Reduction in pension over period of life expectancy following (a) loss of three years of service; (b) loss of salary increases during last three years of service (items 3 and 4), both applicable to (a) pension formula and (b) to 80% maximum -- a very serious loss not only to the beneficiary himself, but also to his wife.

(Note: The total of losses under #2, 3, 4, and 5 exceeds \$20,000 per beneficiary.)

6. The Carnegie Beneficiaries, retired in this group, were deprived of sabbatical leaves which they had earned or were about to earn. This severely handicapped a number of them in research and writing. ~~They feel they were entitled to these sabbaticals and should receive them as they were officially assured (May, 1954) that they would get them.~~

7. Since 1955 Carnegie Beneficiaries who were retired at ages 70, 71, or even 72 previously to 1955 are now, by virtue of ^{your} the action of The Regents, receiving substantially all the benefits of the new retirement system after having, to their retirement, received all step increases in salary and sabbatical leaves.

The petitioners believe that had the members of The Regents' Committee which drew up the revised system been aware of the actual rights of the Carnegie Beneficiaries, they would have allowed the nine remaining members of that group to retire at 70, as is evidenced by the fact that a year later (1955) they extended substantially all the rights of the revised system to Carnegie Beneficiaries who had or should have retired at age 70 (instead of 71 or 72) before July 1, 1954.

It is our hope that the Board of Regents will redress the disabilities and repair the losses which the nine remaining Carnegie Beneficiaries suffered. They have faith in the fairness and generosity of the Board.

Respectfully submitted,

PETITION

or given publicity in

TO THE MEMBERS OF THE BOARD OF REGENTS, UNIVERSITY OF CALIFORNIA:

S
N

en

According to your various actions as shown by Retiring (and) Annuities System as amended May 29, 1947, p. 3; Retiring and Annuities System as amended in 1947 and 1949, pp. 3, 8; Retirement Regulations, November 1, 1953, p. 6; IX (a) p. 24; V (a), (b), p. 7 and Faculty Bulletin, vol. 19, no. 3, September, 1949, Carnegie Beneficiaries were specifically exempted from "the normal and compulsory date of retirement is June 30 following attainment of age 67" and their retirement age fixed at 70 years.

y

Thus, until July 1, 1954 it had been your settled policy not to deprive those members of the faculty eligible under the Carnegie Annuity System of the full benefits of that system which would accrue at age 70 by forcing them to retire at age 67.

When, however, you adopted the revised Pension and Retiring Annuities System effective July 1, 1954, then immediately six of the Carnegie Beneficiaries were retired at age 67 as follows:

1. C.C.Bell
2. Olga Bridgman
3. G.E.Gibson
4. E.W.Gifford
5. T.H.Goodspeed
6. R.J.Kerner

Thereafter the following remaining Carnegie Beneficiaries were to be retired:

- 6-30 1. B.M.Woods on 7-1-55
- 6-30 2. L.C.Uren on 7-1-56
- 6-30 3. P.B.Fay on 7-1-57

We respectfully submit that when the provisions of the 1954 Retirement and Annuities System were under consideration your long sustained policy concerning Carnegie Beneficiaries was inadvertently overlooked. We can see no other explanation of the omission from those provisions of the exception in the case of Carnegie Beneficiaries to forced retirement at age 67. We cannot believe that if this omission were deliberate those of us who were retired on June 30, 1954 at age 67 would have been given only one months notice of the necessity of complete readjustment of our affairs -- personal and academic.

Because it seems clear that only through inadvertence was your policy concerning retirement of Carnegie Beneficiaries reversed we believe that you will wish to be apprised of the following losses which we have already suffered and will in the future suffer as a result of such reversal.

D

1. Loss in effectiveness and prestige, personal and departmental, and in the standing of the University in the United States and abroad.
2. Loss of three years of Carnegie pension benefits -- (approximately) at least \$300 per year for life.
3. Loss of one-step increases in salary of approximately \$1000 for two or three years -- a total of \$2000 to \$3000.
4. Loss of the September 1, 1955 across the board increase for 22 months -- a total of ~~\$2500~~ \$2500 to \$3500.

5. Reduction in pension over period of life expectancy following (a) loss of three years of service; (b) loss of salary increases during last three years of service (items 3 and 4), both applicable to (a) pension formula and (b) 80% maximum -- a very serious loss not only to the beneficiary himself, but also to his wife.

(Note: The total of losses under #2,3,4, and 5 exceeds \$20,000 per beneficiary.)

6. The Carnegie Beneficiaries, retired in this group, were deprived of sabbatical leaves which ~~they~~ had accrued or were about to accrue-- a severe handicap in research and other scholarly achievement.

In this connection may we call attention to the fact that since 1955 Carnegie Beneficiaries who were retire at ages 70, 71, or even 72 previous to 1955 are now, by virtue of your action, receiving substantially all the benefits of the new retirement system after having, to their retirement, received all step increases in salary and sabbatical leaves.

Our losses under items 1, 2 and 6 are, unfortunately, irreparable.

We petition that those under items 3,4 and 5 be repaired. We have faith in your fairness and generosity.

Respectfully submitted,

PETITION

or given publicity in

TO THE MEMBERS OF THE BOARD OF REGENTS, UNIVERSITY OF CALIFORNIA:

S
NY

According to your various actions as shown by Retiring (and) Annuities System as amended May 29, 1947, p. 3; Retiring and Annuities System as amended in 1947 and 1949, pp. 3, 8; Retirement Regulations, November 1, 1953, p. 6; IX (a) p. 24; V (a), (b), p. 7 and Faculty Bulletin, vol. 19, no. 3, September, 1949, Carnegie Beneficiaries were specifically exempted from "the normal and compulsory date of retirement ~~is~~ June 30 following attainment of age 67" and their retirement age fixed at 70 years.

Thus, until July 1, 1954 it had been your settled policy not to deprive those members of the faculty eligible under the Carnegie Annuity System of the full benefits of that system which would accrue at age 70 by forcing them to retire at age 67.

When, however, you adopted the revised Pension and Retiring Annuities System effective July 1, 1954, then immediately six of the Carnegie Beneficiaries were retired at age 67 as follows:

1. C.C.Bell
2. Olga Eridgman
3. G.E.Gibson
4. E.W.Gifford
5. T.H.Goodspeed
6. R.J.Kerner

Thereafter the following remaining Carnegie Beneficiaries were to be retired:

- 6-30 1. B.M.Woods on 7-1-55
- 6-30 2. L.C.Uren on 7-1-56
- 6-30 3. P.B.Fay on 7-1-57

We respectfully submit that when the provisions of the 1954 Retirement and Annuities System were under consideration your long sustained policy concerning Carnegie Beneficiaries was inadvertently overlooked. We can see no other explanation of the omission from those provisions of the exception in the case of Carnegie Beneficiaries to forced retirement at age 67. We cannot believe that if this omission were deliberate those of us who were retired on June 30, 1954 at age 67 would have been given only one months notice of the necessity of complete readjustment of our affairs -- personal and academic.

Because it seems clear that only through inadvertence was your policy concerning retirement of Carnegie Beneficiaries reversed we believe that you will wish to be apprised of the following losses which we have already suffered and will in the future suffer as a result of such reversal.

1. Loss in effectiveness and prestige, personal and departmental, and in the standing of the University in the United States and abroad.
2. Loss of three years of Carnegie pension benefits -- (approximately) at least \$300 per year for life.
3. Loss of one-step increases in salary of approximately \$1000 for two or three years -- a total of \$2000 to \$3000.
4. Loss of the September 1, 1955 across the board increase for 22 months -- a total of \$2500 to \$3500.

5. Reduction in pension over period of life expectancy following (a) loss of three years of service; (b) loss of salary increases during last three years of service (items 3 and 4), both applicable to (a) pension formula and (b) 80% maximum -- a very serious loss not only to the beneficiary himself, but also to his wife.

(Note: The total of losses under #2,3,4, and 5 exceeds \$20,000 per beneficiary.)

6. The Carnegie Beneficiaries, retired in this group, were deprived of sabbatical leaves which ~~they~~ had accrued or were about to accrue-- a severe handicap in research and other scholarly achievement.

In this connection may we call attention to the fact that since 1955 Carnegie Beneficiaries who were retire at ages 70, 71, or even 72 previous to 1955 are now, by virtue of your action, receiving substantially all the benefits of the new retirement system after having, to their retirement, received all step increases in salary and sabbatical leaves.

Our losses under items 1, 2 and 6 are, unfortunately, irreparable.

We petition that those under items 3,4 and 5 be repaired. We have faith in your fairness and generosity.

Respectfully submitted,

Note: salary figures have been omitted from this copy because they are confidential. In each case, however, the salary recommended is the regular salary which the individual would have received had he continued in active service for the coming year.⁷

OFFICE OF THE CHANCELLOR

June 16, 1954

URGENT

PRESIDENT SPROUL:

This is in response to your memorandum of June 9, 1954, requesting my recommendations by June 16, 1954, concerning the possible reappointment of certain Berkeley campus faculty members due to retire on July 1, 1954, under the terms of the new retirement system.

My recommendations are as follows:

Faculty members with Free Pension benefits or Carnegie Foundation expectations:

Bell, Clair H., Professor of German - Professor Bell was born on January 26, 1885. Under the previous retirement system he would have continued in active service until the close of the 1954-55 academic year. His department chairman, Professor Brewer, has recommended his reappointment fulltime for the coming academic year, and this recommendation is concurred in by Dean Davis. His fulltime salary for the current year is . . . and he had been recommended on the Personnel Roster for . . . in 1954-55.

I recommend that Professor Bell be reappointed in 1954-55 for 100% time at a salary of

Bridgman, Olga L., Professor of Psychology and Pediatrics - Professor Bridgman was born on March 30, 1886. Under the previous retirement system she would have continued in active service until the close of the 1955-56 academic year. She holds joint appointments in the Department of Psychology at Berkeley and the Department of Pediatrics (School of Medicine) at San Francisco. Her Berkeley department chairman, Professor Brown, and her San Francisco department chairman, Professor Deamer, both recommend her reappointment for the coming year, and these recommendations are concurred in by Dean Davis and Dean Smyth, respectively. Her total salary for the current year is . . . and she had been recommended on the Personnel Roster for . . . in 1954-55.

I recommend that Professor Bridgman be reappointed in 1954-55 on the same time and salary basis as is the case this year, specifically: at Berkeley, 50% time on a nine-months basis at a salary of . . . at San Francisco, 50% time on an eleven-months basis at a salary of

Gibson, George E., Professor of Chemistry - Professor Gibson was born on November 9, 1884. Under the previous retirement system he would have continued in active service until the close of the 1954-55 academic year. His department chairman and dean, Dean Pitzer, has recommended his reappointment fulltime for the coming academic year. His fulltime salary for the current year is . . . and he had been recommended on the Personnel Roster for . . . in 1954-55.

I recommend that Professor Gibson be reappointed in 1954-55 for 100% time at a salary of

Gifford, Edward W., Professor of Anthropology and Director of the Museum of Anthropology - Professor Gifford was born on August 14, 1887. Under the previous retirement system he would have continued in active service until the close of the 1957-58 academic year. His department chairman, Professor McCown, has recommended his reappointment fulltime for the coming academic year, and this recommendation is concurred in by Dean Davis. His fulltime salary for the current year is . . . on an eleven-months basis, and he had been recommended on the Personnel Roster for . . . on an eleven-months basis in 1954-55.

I recommend that Professor Gifford be reappointed in 1954-55 for 100% time on an eleven-months basis at a salary of

Goodspeed, T. Harper, Professor of Botany and Director of the Botanical Garden - Professor Goodspeed was born on May 17, 1887. Under the previous retirement system he would have continued in active service until the close of the 1956-57 academic year. His department chairman, Professor Bonar, has recommended his reappointment fulltime for the coming academic year, and this recommendation is concurred in by Dean Davis. His fulltime salary for the current year is . . . and he had been recommended on the Personnel Roster for . . . in 1954-55.

I recommend that Professor Goodspeed be reappointed in 1954-55 for 100% time at a salary of

Kerner, Robert J., Sather Professor of History and Director of the Institute of Slavic Studies - Professor Kerner was born on August 26, 1887. Under the previous retirement system he would have continued in active service until the close of the 1957-58 academic year. His department chairman, Professor King, has recommended his reappointment for the coming academic year, and this recommendation is concurred in by Dean Davis. His fulltime salary for the current year is . . . and he had been recommended on the Personnel Roster for . . . in 1954-55.

I recommend that Professor Kerner be reappointed in 1954-55 for 100% time at a salary of

Langelier, Wilfred F., Professor of Sanitary Engineering - Professor Langelier was born on September 25, 1886. Under the previous retirement system he would have continued in active service until the close of the 1955-56 academic year. His department chairman and dean, Dean O'Brien, has recommended his reappointment fulltime for the coming academic year. His fulltime salary for the current year is . . . and he had been recommended on the Personnel Roster for . . . in 1954-55.

I recommend that Professor Langelier be reappointed in 1954-55 for 100% time at a salary of

Faculty members whose birthdate falls between July 2 and August 31, 1887:

Brewer, Edward V., Professor of German - Professor Brewer was born on August 27, 1887. Under the previous retirement system he would have continued in active service until the close of the 1954-55 academic year. He is presently serving as Chairman of the German Department. Dean Davis has recommended his reappointment fulltime as Professor of German for the coming academic year (Professor Clark has been appointed department chairman for the coming year. His fulltime salary for the current year is . . . and he had been recommended for . . . in 1954-55.

I recommend that Professor Brewer be reappointed in 1954-55 for 100% time at a salary of

Since the circumstances in each of the cases referred to above are so similar, and since the statements made by department chairmen and deans in support of their recommendations are likewise so similar, I should like to present a blanket set of justifications for my recommendations, rather than to repeat nearly similar statements in every case listed above.

1. In all cases, both the individual concerned and his department chairman had understandably assumed until less than two months ago that the individual would not reach his compulsory retirement date until at least the close of the 1954-55 academic year. This assumption was based upon the terms of the previous retirement system and lack of knowledge about prospective changes under the terms of the new system. It was not until the presentation of the new Standing Order at the March 26 Regents' meeting that the possible policy changes first became known, and these policy changes were not formalized until the adoption of the new Standing Order at the April 23 Regents' meeting. The status of the cases listed above was not fully clarified until the joint meeting of The Regents' Special Committee on Pensions and Retirement and the Governing Board on May 21.

The late date of these policy changes, although unavoidable, has meant that department chairmen could not revise staffing plans and find suitable replacements in time for the 1954-55 academic year.

2. The individuals listed above are all full professors and, as such, carry major teaching responsibilities in their respective departments. Their classes could be rescheduled only with the greatest difficulty, and some of their classes might have to be cancelled entirely were the individuals required to retire now on such short notice. Many of them, having expected to continue in service next year, are engaged in guiding graduate student research and are serving on these committees. Their unanticipated retirement on July 1 would cause, at least in some cases, grave inconvenience to their students.
3. Many of these individuals are also engaged in important research work for which they had expected adequate time for completion.

4. A number of the cases above involve, in addition to teaching positions, important administrative posts. Professor Kerner, for example, is Director of the Institute of Slavic Studies. Professor Goodspeed is Director of the Botanical Garden. Professor Gifford is Director of the Museum of Anthropology. Careful plans must be made for replacement of personnel in such administrative positions, and the incumbents should have an opportunity to participate in such plans and to lend to the discussions the weight of their valuable past experience. These plans should not and cannot be made in haste, as would necessarily be the case if the incumbents were required to retire on July 1.
5. The four supporting statements set forth above relate primarily to the loss and inconvenience to the University should these individuals retire on July 1. I should like to cite one further justification, and one which I consider very important, which relates primarily to the individuals themselves. All of these individuals had expected until a month or so ago to continue in active service for one or more years. Their academic, financial and personal plans had been formulated on the basis of this expectation. The Carnegie and Free Pension beneficiaries had understood for a number of years, under the terms of the previous retirement system, that they would retire at age 70 rather than at age 67. The change in compulsory retirement age has understandably caused them grave concern, and especially so because of the relatively short notice. It is my belief that the University has a moral obligation to these individuals which can be met most gracefully at this time by reappointing them to their regular posts and at their normal salary rates.

Because of the short time period permitted for preparation of these recommendations, it has not been possible for the Senate Committee on Budget and Interdepartmental Relations to review and recommend on each individual case cited above. However, the Committee has expressed to me its conviction that, on the basis of the University's moral obligation to the Carnegie and Free Pension beneficiaries, these beneficiaries should be reappointed in 1954-55. (Professor Brewer is not one of these beneficiaries and his case was not included in the Committee's discussions, but Chairman McCown has given me his opinion that similar issues are involved in Professor Brewer's case and that the Committee's recommendation concerning his reappointment would have been similar had his case been considered.)

I hope very much that you will endorse these recommendations and that The Regents will act favorably on them at their June meeting.

Clark Kerr

cc: Chairman, Committee on Budget and Interdepartmental Relations
Chairman, Committee on University Welfare (salary figures omitted)
Vice-Chairman, Academic Senate (salary figures omitted)

CK/fe

COPY

Memorandum of Subcommittee of Committee on University Welfare
Meeting with Carnegie Beneficiaries, June 15, 1954

Present: Carnegie Beneficiaries - C. H. Bell, W. F. Cruess, G. E. Gibson
E. W. Gifford, T. H. Goodspeed, R. J. Kerner

Welfare Subcommittee - C. W. Brown, H. S. Maas, E. S. Rogers,
S. A. Mosk (Chairman of meeting)

A. C. Helmholtz, Northern Section Representative on Governing Board

1. The meeting was called at the request of the Carnegie (and University Pension) Beneficiaries whose date of retirement had been advanced to July 1, 1954 under the new retirement system. They asked for such a meeting in order to discuss certain problems common to the group.
2. The letters they have received specifying their pensions indicate that the benefits they are scheduled to obtain from the University have been reduced by the amount of their Carnegie pensions. After extended discussion and review of the relevant sections of the new retirement system, the subcommittee adopted unanimously the following motion:

Resolved, that Carnegie Beneficiaries should receive the Carnegie benefits in addition to the benefits to which they are entitled under sections 7.a, 7.b, and 7.c of the Standing Order.

3. Several matters connected with the counting of service credit were discussed. On two of these, the subcommittee informally agreed that:
 - a) members of the RAS who served the University before 1924 and were entitled to benefits under the RAS for these years of service should not be required to pay sums into the system in order to obtain service credit for these years;
 - b) members of the Pension System who were not allowed to become members of the RAS until May 1931 should receive service credit for all their previous service without the necessity of making additional contributions.
4. Another problem of counting service credit--namely, for years during which a member was not allowed to make contributions because he had attained the \$4,000 limit then applying to pensions--was also discussed, but the subcommittee felt that the equities involved in this question could not be properly evaluated on the basis of the information available. No judgment, therefore, was expressed on this specific question, but the subcommittee voiced the hope that the Governing Board would give a faculty member the benefit of the doubt whenever basic differences between the old and new retirement systems made necessary an arbitrary decision in the calculation of his pension.

June 12, 1954

MEMORANDUM

TO MEMBERS OF THE CARNEGIE
AND UNIVERSITY PENSION SYSTEMS:

If it is possible to do so before June 24, would you favor the calling of a meeting of the Representative Assembly to consider a sense motion of approximately the character given below?

It is the sense of the Representative Assembly that the Carnegie and University Pension beneficiaries who are now being compelled to retire at age 67 on July 1, 1954 be permitted to serve until July 1, 1955 as unretired members of the new Retirement System so that time may be given for the proper consideration of the adjustment of the problems presented to them and to University authorities on such short notice, as explained in their memorandum of May 8, 1954.

It is understood that the calling of this meeting must have the approval of President Sproul.

Robert J. Kerner
Robert J. Kerner
Faculty Designate

P.S. Please call Ashberry 3-6000, Ext. 230 at your earliest convenience.

SALARY ADJUSTMENT, PROMOTION, OR CHANGE IN STATUS
(For employees paid on Salary Roll)

0675

For Controller's Office use

Tax C.	Comp. C.	Account	LS	Fund	Title code	Employee no.	Retirement			Mo. pay rate	Closing date pay period	% Time
							C.	Rate	Init.			

Bod. ref.	Gross amount	Ret. amount	Tax amount	Prelim. net amount	Other deduc.		Other deduc.		Final net amount	Perq. amount
					C.	Amount	C.	Amount		

For departmental use

INSTRUCTIONS: Send first eight copies to the Controller's Office. The last, or copy nine, is to be retained by the department and copy eight will be returned to the department with indication of the President's action. Use only: (1) to change the salary rate or title of an individual; (2) to change budget charge, with or without change in salary; (3) to change per cent of time; (4) to continue an appointment beyond the original date of termination.

Mr. NAME: Mrs. Goodspeed, Thomas L. middle
Present address _____

<p>Present Status: Fill in <i>all</i> items</p> <p>Department <u>Botany and Botany: Botanical Garden</u></p> <p>Campus <u>Berkeley</u></p> <p>Title or position <u>Professor and Director, Emeritus</u></p> <p>If Academic, indicate: 9 mos. <input type="checkbox"/> 11 mos. <input type="checkbox"/> basis.</p> <p>Period from <u>July 1, 1954</u> to <u>June 30, 1955</u> inclusive</p> <p>Salary rate annual \$ _____, monthly \$ _____, for the period \$ _____, or without salary <input type="checkbox"/></p> <p>Indicate per cent of full time, _____%; regular student? yes <input type="checkbox"/> no <input type="checkbox"/> perq. _____ \$ _____, mand.? yes <input type="checkbox"/> no <input type="checkbox"/></p> <p>BUDGET CHARGE _____</p>	<p>Proposed Status: Fill in <i>only</i> items on which change is proposed</p> <p>recalled to active service on the basis of 100%</p> <p>If Academic, indicate: 9 mos. <input type="checkbox"/> 11 mos. <input type="checkbox"/> basis.</p> <p>from <u>July 1, 1954</u> to <u>June 30, 1955</u> inclusive</p> <p>If temporary, date of return _____</p> <p>annual \$ <u>11,376</u>, monthly \$ _____, for the period \$ _____, or without salary <input type="checkbox"/></p> <p>per cent of full time, _____%; regular student? yes <input type="checkbox"/> no <input type="checkbox"/> perq. _____ \$ _____, mand.? yes <input type="checkbox"/> no <input type="checkbox"/></p> <p><u>chargeable to amount provided in Botany: Salaries - \$11,376</u></p>
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NOTE: Indicate distribution if charged to more than one budget.

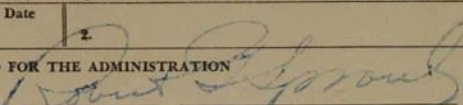
Reason for change, and nature of proposed duties:

Recalled to active service for the academic year 1954-55 in accordance with Regents' action of June 25, 1954.

If transfer of funds is required as result of changes proposed above, this request must be accompanied by "Request for Transfer of Funds," Form 1505.

RECOMMENDED

NOTE: Line 2 must bear the signature of one of the following: Chairman of department, dean, director, administrative officer, or other person authorized by the President to sign. Line 1 is for use within the department

1. _____	Date	2. 	Date
APPROVED FOR THE ADMINISTRATION		Date	
Personnel Officer	Provost or Dean	President	7/13/54

August 2, 1954

C
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Dean Paul A. Dodd
University of California
Los Angeles 24, California

Dear Paul:

I have jotted down hastily the most salient points as the Carnegie beneficiaries see them. These are their views.

In behalf of University morale, we hope the Governing Board will respond favorably. If not, the matter is out of my hands and things will have to take their course.

Sincerely,

Robert J. Kerner

RJK/af
Enclosures

August 2, 1954

THE CARNEGIE BENEFICIARIES MAINTAIN:

1. That the compulsory retirement of July 1, 1954 in their cases be rescinded and that they be allowed to teach to age 70 on their regular salary with their expected merit increases, sabbaticals, and research funds. Any other solution will not meet the needs of the University, nor make up to these beneficiaries the financial losses sustained from their Carnegie pensions, which belong exclusively to them and not to the University, which has not contributed a penny to those pensions. If these beneficiaries accept full-time employment, they will lose the greatest part (up to \$1000 per year) of their Carnegie pension, and all of the University pension as at present ruled, as well as have to pay the income tax on the full salary. If they go on half-time or less, they pay at least one-half or less income tax. As a consequence, the University suffers when it needs full-time service from these men, who must prefer half-time or even less service. In turn, the Carnegie beneficiaries will be donating from 50% to 80% of their time or salary free to the University, when employed on full time. This arrangement for Carnegie beneficiaries, who, to say the least, had a moral right to full service on full salary to age 70 is very unjust and discriminatory.

2. That the suspended rule of May 21, 1954 regarding the retirement ceiling affecting the Carnegie beneficiaries be rescinded. This has acted to reduce the creditable years of service of Carnegie beneficiaries, who were compelled to cease their payments as did the Regents by their Orders and then later compelled to continue payments. The beneficiaries should not be penalized for obeying the Orders of the Regents.

3. That it is discriminatory against Carnegie beneficiaries who under rule for years of service reach the 80 per cent retirement pay to be cut in that retirement pay universally applicable to all who have known for six years they are to retire at 67. What they get from the Carnegie Foundation does not concern the University any more than any gift received or investment made by one of them, either by buying an annuity or a gold mine. Why then should they be cut when the others in the faculty come up to 80%--i.e. the rest of the faculty--are not cut? Any refund will certainly not make up these financial losses--and besides it has no legal, moral, or other basis in these cases. The Carnegie pension belongs to them exclusively. The University has a universal rule applying to everyone. The Carnegie pensioners should by right receive the University pension up to 80% like everybody else. The fact that they also receive the Carnegie pension has nothing to do with it. To be cut in creditable years of service when the rest of the faculty is not so treated is discriminatory.

Memorandum of Subcommittee of Committee on University Welfare
Meeting with Carnegie Beneficiaries, June 15, 1954

Present: Carnegie Beneficiaries - C. H. Bell, W. F. Gruesz, G. E. Gibson,
E. W. Gifford, T. H. Goodspeed, R. J. Kerner

Welfare Subcommittee - C. W. Brown, H. S. Maas, E. S. Rogers,
S. A. Mosk (Chairman of meeting)

A. C. Helmholtz, Northern Section Representative on Governing Board

1. The meeting was called at the request of the Carnegie (and University Pension) Beneficiaries whose date of retirement had been advanced to July 1, 1954 under the new retirement system. They asked for such a meeting in order to discuss certain problems common to the group.
2. The letters they have received specifying their pensions indicate that the benefits they are scheduled to obtain from the University have been reduced by the amount of their Carnegie pensions. After extended discussion and review of the relevant sections of the new retirement system, the subcommittee adopted unanimously the following motion:

Resolved, that Carnegie Beneficiaries should receive the Carnegie benefits in addition to the benefits to which they are entitled under sections 7.a, 7.b, and 7.c of the Standing Order.

3. Several matters connected with the counting of service credit were discussed. On two of these, the subcommittee informally agreed that:
 - a) members of the RAS who served the University before 1924, and were entitled to benefits under the RAS for these years of service should not be required to pay sums into the system in order to obtain service credit for these years;
 - b) members of the Pension System who were not allowed to become members of the RAS until May 1931 should receive service credit for all their previous service without the necessity of making additional contributions.
4. Another problem of counting service credit—namely, for years during which a member was not allowed to make contributions because he had attained the \$4,000 limit then applying to pensions—was also discussed, but the subcommittee felt that the equities involved in this question could not be properly evaluated on the basis of the information available. No judgment, therefore, was expressed on this specific question, but the subcommittee voiced the hope that the Governing Board would give a faculty member the benefit of the doubt whenever basic differences between the old and new retirement systems made necessary an arbitrary decision in the calculation of his pension.

file in Howard

March 27, 1957

Mr. Herbert Lee
Carnegie Foundation For
The Advancement of Teaching
589 Fifth Avenue
New York 36, N.Y.

Dear Mr. Lee:

This is to advise you that the post-retirement re-employment of Professor Thomas H. Goodspeed will terminate as of June 30, 1957.

Would you confirm my understanding that the monthly payments to him, made through the University, will be in the amount of \$67.50 and that the policy purchased for him from T.I.A.A. was to provide payment on a Single-Life basis in the amount of \$380.00 per annum.

Yours sincerely,



D. Gordon Tyndall
Executive Director

DGT:ds

cc: Professor Goodspeed ✓

COPY

I. Some possible points to be mentioned

1. Regents failure to recognize the rights and privileges of the CP's may prove to be unique in the history of higher education in the US -- certainly it will be a marked exception.
2. Therefore, unless adequate publicity is given to the compulsory character of CP's retirement before age 70 our colleagues in other universities may misunderstand the situation -- i.e., a certain stigma may attach to our premature retirement.
3. In order to give those who reached the retirement age on June 30, 1952 or 1953 the benefit of the revision of the pension system the Regents generously permitted them to remain in active service until July 1, 1954 -- by contrast, the CP's were given 6 weeks notice of compulsory retirement.
4. Anomalous situation -- if Regents persist in compelling CP's retirement July 1 they will create a retirement spread of from 66 to at least 72 years
5. Although the loss in Carnegie pension of 1/15 for each year that a CP retires before age 70 may, at first glance, appear insignificant the total losses to the individual on an actuarial basis become very significant especially as his widow's Carnegie allowance will be reduced proportionally. (We should not bring up other losses -- service credit, salary increases, etc -- because it would be confusing. Indeed, I doubt wisdom of anything but most general or incidental reference to losses.)
6. Combined total period of active, loyal and effective service of CP's is over 200 years.

II. What we want

Complete assurance, now, that CP's as a group will be continued in service until age 70, the President to recommend to the Regents the action necessary to give us such assurance.

June 16, 1954 (10:30)

STRAIGHT WIRE

MR. ROBERT M. LESTER
SECRETARY
CARNEGIE FOUNDATION FOR
ADVANCEMENT OF TEACHING
522 FIFTH AVENUE
NEW YORK 36 NEW YORK

WILL YOU KINDLY REPLY BY NIGHT LETTER COLLECT IN
ANSWER TO THE FOLLOWING?

DOES THE UNIVERSITY HAVE ANY RIGHT TO DISPOSE OF OUR
CARNEGIE BENEFITS IN ANY WAY WHATSOEVER? WE UNDERSTAND THEY
BELONG TO US PERSONALLY, AND THE UNIVERSITY MERELY DISTRIBUTES
THE FOUNDATION RETIRING ALLOWANCES. YOU MERELY REQUEST UNI-
VERSITY TO DISTRIBUTE THEM. THE TIAA ANNUITY GOES DIRECTLY TO
THE ANNUITANT, DOES IT NOT? HAVE UNIVERSITIES AND COLLEGES
UNIVERSALLY RESPECTED THESE BENEFITS BY ALLOWING THE BENE-
FICIARIES TO RETIRE AT 70, INSTEAD OF EARLIER? IF COMPULSORY
RETIREMENT FOR ALL BENEFICIARIES HAS BEEN FIXED BEFORE 70,
HAVE THESE INSTITUTIONS MADE UP THE LOSSES SUSTAINED BY THE
BENEFICIARIES?

EARLIEST REPLY NECESSARY FOR OFFICIAL USE HERE ON THURS-
DAY MORNING REGARDING COMPULSORY RETIREMENT OF EVERYONE AT 67
ON JULY 1.

ROBERT J. KERNER
UNIVERSITY OF CALIFORNIA
BERKELEY

EXTRACTS FROM APPOINTMENT CORRESPONDENCE

In his letter of October 27, 1927, inviting me to the University.
President W. W. Campbell wrote:

I note from Who's Who in America that your service on the faculty of the University of Missouri began, with the title of Instructor, in 1914. The University of Missouri is on the list of associated institutions of the Carnegie Foundation for the Advancement of Teaching. Accordingly, you would seem to be a prospective beneficiary of the Carnegie Foundation's Pension System. Enclosed herewith is a pamphlet which describes our Pension and Retiring Annuities Systems. Under the heading Pension System you will find, I think, that our System is more liberal than the systems of most other universities on the Carnegie Foundation's list, in that the Regents of the University supplement the Carnegie Foundation's annual payments to a sum equalling two-thirds of the average salary received by the professor in the five years preceding his retirement, but in no case exceeding \$4,000. There would appear to be no doubt that following your transfer to California your name would at once go upon our combined Carnegie Foundation and University of California System.

Upon receiving appointment notification for July 1, 1928 to June 30, 1929, I sent the following telegram:

Received appointment specifying period 1928 to 1929 which may be interpreted as temporary appointment for one year only. Invitation was for appointment effective July 1, 1928 which I assumed without question to be on permanent tenure. Would much appreciate wire whether error has been made in official notification and whether appointment is definitely on permanent tenure.

Dean of the Faculties, Professor Walter Morris Hart, replied:

Columbia, Missouri - 135A JO 23 NITE

Berkeley, Calif. Dec. 20, 1927

R. J. Kerner
University of Missouri
Columbia, Mo.

Permanent tenure is assured for all full professors and associate professors stop your notification is in precisely the form sent all new appointees.

Walter Morris Hart
1015P

This telegram was quoted in the Report of the Special Unified Committee on Tenure authorized by both Sections, October 31, 1950.

8/30/54/

Dear Professor Goodspeed:

I have spoken with Prof. Helmholtz about this whole question, and he plans to ask about the results of Regent Hanson's inquiry to the Carnegie Foundation, at the next meeting of the Governing Board. I think that the Board will meet towards the end of this week, so we may soon get some information.

Sincerely,

Leopold F. Moench

Record of Service-Continued

Statement No. 1
Page 2

T. H. Goodspeed

Title	Period of Service		Service Credit in Years	Salary Rate (On which Retirement Allowance is Computed)	Supplemental Earnings (Not Included in Retirement Allowance Computation)
	From	To			
Professor and Director of Botanical Garden . .	7/01/49	12/31/49)		\$ (8,400.00	(10)
	1/01/50	12/31/50)	2,000	(8,400.00	
	1/01/51	6/30/51)		(8,820.00	
	7/01/51	9/30/51)		(9,600.00*	
	10/01/51	10/31/51)		(10,080.00*	
	11/01/51	2/01/52)	3,000	(10,080.00*	(11)
	2/02/52	8/31/52)		(10,080.00*	
	9/01/52	9/30/53)		(10,584.00*	
	10/01/53	6/30/54)		(11,376.00*	
	Total Service			<u>39,910</u> ***	

- (1) Presumed to be service while a student.
- (2) Sabbatical leave at 2/3 salary.
- (3) Sabbatical leave at 2/3 salary.
- (4) Sabbatical leave at 2/3 salary.
- (5) Sabbatical leave at 1/2 salary.
- (6) Leave of absence without salary.
- (7) Leave of absence at 2/3 salary.
- (8) Leave of absence without salary.
- (9) Leave of absence with full salary 10/6-12/5/48.
- (10) Sabbatical leave with full salary.
- (11) Leave of absence with full salary.

* Years considered for computation of "average monthly salary" -- see Statement No. 2.

*** Total years of service subject to adjustment pending final decision to be reached by this member with Governing Board.

746
948
125 948
11376
108
57
48
96
96

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
Office of the Controller

Statement No. 1
Page 1

T. H. GOODSPEED--Berkeley Campus

RECORD OF SERVICE IN THE UNIVERSITY
INCLUDING INDICATION OF SALARY RATES AND SUPPLEMENTAL EARNINGS
FOR PURPOSES OF COMPUTING THE REGENTS' RETIREMENT SYSTEM ALLOWANCE

Title	Period of Service		Service Credit in Years	Salary Rate (On which Retirement Allowance is Computed)	Supplemental Earnings (Not Included in Retirement Allowance Computation)
	From	To			
Assistant	7/01/09	6/30/11	--	\$ 720.00	(1)
	7/01/11	6/30/12	--	900.00	(1)
Instructor	7/01/12	6/30/13	1.000	1,000.00	
	7/01/13	6/30/14	1.000	1,100.00	
	7/01/14	6/30/15	1.000	1,200.00	
	7/01/15	6/30/16	1.000	1,300.00	
Assistant Professor . . .	7/01/16	6/30/17	1.000	1,600.00	
	7/01/17	6/30/18	1.000	1,800.00	
	7/01/18	6/30/19	1.000	1,900.00	
	7/01/19	6/30/20	1.000	2,400.00	
Associate Professor . . .	7/01/20	6/30/22	2.000	3,000.00	
	7/01/22	6/30/23	0.667	3,300.00	(2)
	7/01/23	6/30/26	3.000	3,600.00	
Associate Professor and Curator of Botanical Garden	7/01/26	6/30/28	2.000	3,900.00	
Professor and Curator of Botanical Garden	7/01/28	6/30/29	1.000	4,000.00	
	7/01/29	6/30/30	1.000	4,500.00	
	7/01/30	6/30/31	0.667	4,500.00	(3)
	7/01/31	6/30/32	1.000	4,500.00	
	7/01/32	6/30/33	1.000	5,000.00	
	7/01/33	6/30/34	1.000	4,600.00	
Professor and Director of Botanical Garden . .	7/01/34	6/30/35	1.000	4,800.00	
	7/01/35	9/19/35)		5,000.00	
	9/20/35	12/31/35)	3.000	5,000.00	(4)
	1/01/36	6/30/38)		5,000.00	
	7/01/38	6/30/39	0.500	5,100.00	(5)
	7/01/39	6/30/41	2.000	5,400.00	
	7/01/41	1/24/42	0.676	5,500.00	
	1/25/42	6/30/42	--	--	(6)
	7/01/42	12/31/42	0.400	5,680.00	(7)
	1/1/43	6/30/43	--	--	(8)
	7/01/43	6/30/44	1.000	5,740.00	
	7/01/44	6/30/45	1.000	5,940.00	
	7/01/45	6/30/46	1.000	6,540.00	
	7/01/46	6/30/47	1.000	7,500.00	
	7/01/47	6/30/49	2.000	7,800.00	(9)

1650
137.50

10.5
5 mos } State
6 mos } State
0.500

The following questions are arranged in order of importance to the largest numbers of the members of the group whose tenure has, without warning, been vitally affected by the recent revision of the RAS. It is to be noted that over four weeks time has already elapsed since the adoption by the Regents of the Revision and that the financial and other commitments of the members of the group may be such that immediate decision on the following matters are essential to their solvency and sanity.

(1) Will Carnegie Pensioners and University Pensioners be retained in service until age 70?

(2) If not, will Carnegie beneficiar^{is} and others who had legitimate expectation of service until age 70:

(a) Be rehired as a group without necessity of application for rehire to their respective departments and without physical examination?

(b) If not, under what conditions and on whose authority may they individually be rehired?

(c) In case of rehire will they receive annuity plus full salary, as was originally suggested, or will they receive annuity plus part salary, the sum to equal the amount of the 1953-54 salary?

(d) In the latter case will their workload be adjusted to the ratio between annuity and salary?

(Note: The amount of Carnegie benefits in case of rehire after retirement will be adjusted according to this ratio)

(3) As in the State System, will date of first employment by the University be used in computing the amount of the annuity? If not, what date will be used?

(4) In computing length of service, will the period prior to 1949 during which members of RAS were not permitted to make payments be subtracted?

(5) What compensation will be provided for any loss of accrued Sabbatical leave?

C
O
P
Y

May 10, 1954

President Robert G. Sproul
250 Administration Building
Campus

Re: Memorandum of Carnegie
Beneficiaries, May 8, 1954

Dear President Sproul:

It was believed best to bring together in a single memorandum the explanation of the views of the Carnegie and University Pension beneficiaries at the time the Governing Board of the new Retirement System is beginning its labors. The memorandum is enclosed.

If you approve of its contents, I have been asked by members of the group whether you would be willing to send copies of it with a covering letter to members of the Board of Regents. Copies of this memorandum will be made available to your office for this purpose.

For some time this group has been requesting an opportunity to discuss the situation with you since they believe it is necessary for them to obtain your advice and your views on this matter. Accordingly, I am asking Miss Davis to make such an appointment for Professor Olga Bridgman, Professor T. Harper Goodspeed and myself at your very earliest opportunity.

Sincerely yours,

Robert J. Kerner

/s/ Robert J. Kerner

RJK/af
Enc.

V. Suggested Remedy.

The group of Carnegie and University Pension beneficiaries respectfully submits that an amendment should be made to the new Pension and Retiring Annuities System. The amendment has been formulated by them as follows:

"Compulsory retirement at age 67 specified in Section 6 does not apply to members under the Carnegie and University Pension systems for whom the compulsory retirement age remains at 70."

The group is informed that the Committee on University Welfare, of which Professor Mosk is Chairman, is in favor of this amendment.

Inasmuch as there are only a few of the Carnegie and University Pension beneficiaries left, namely 15 Carnegie beneficiaries and 9 University Pension beneficiaries in the Northern Section of the Senate, the remedy proposed is on the whole a modest one in view of the continuous basis of their rights and privileges on the University Retirement and Pension system at least since 1924 and, in some cases, since 1919.

Respectfully submitted,

Robert J. Kerner

Robert J. Kerner
Faculty Designate

Appointed at a meeting on April 16, 1954
to represent the following Carnegie and
University Pension beneficiaries:

Clair H. Bell
Olga M. Bridgman
William F. Cruess
George E. Gibson
Edward W. Gifford
T. Harper Goodspeed
Robert J. Kerner
Wilfred F. Langelier
Ben A. Madson
Frank J. Veihmeyer

(In addition to those mentioned above, the following are Carnegie beneficiaries: K. F. Meyer, Agnes F. Morgan, W. C. Perry, F. Schneider, J. J. Van Nostrand, W. H. Durham. They have been held over from 1953 or are due for retirement July 1, 1954; and B. M. Woods (55), L. C. Uren (56), and P. B. Fay (57). The following are also University Pension beneficiaries: G. H. Hart and F. L. Griffin who retire at 70, June 30, 1954 and S. B. Freeborn, W. P. Tufts, and A. H. Hendrickson, who have not yet reached the age of 67.)

May 11, 1954

(Highly Confidential:
Only for members of the Carnegie
and University Pension group.)

C
O
P
Y

Professor Robert J. Kerner
Institute of Slavic Studies
1227 Dwinelle Hall
Berkeley Campus

Dear Professor Kerner:

This refers to your "Memorandum" of May 11th concerning the status of those members of the academic group who have Carnegie expectations.

There is little that I can add to your memorandum one way or the other except to express my own purely personal feeling that as indicated and as would have been the case under the State Employees' Retirement System, such allowances as would have been provided by the Carnegie Foundation and the Carnegie Corporation are "entirely extra-University" and should not be considered in calculating the maximum benefits under the revised proposal. To me such allowances are, in general, no different than the allowance any one of the group might be eligible to receive from a personal annuity contract he had purchased at some date in the past.

For your information, there are now on the University rolls fifteen (15) persons eligible for Carnegie benefits. Of these fifteen persons, six (6) will definitely be retired, having either been held over from 1953 or due for retirement July 1, 1954.

These six are:

1. K. F. Meyer
2. Agnes F. Morgan
3. W. C. Perry
4. F. Schneider
5. J. J. Van Nostrand
6. W. H. Durham

If provisions of the revised system are not changed as suggested in your memorandum, there will need to be added to the above list six (6) others as follows:

1. G. C. Bell
2. Olga Bridgman
3. G. E. Gibson
4. E. W. Gifford
5. T. H. Goodspeed
6. R. J. Kerner

May 11, 1954

This leaves but three (3) who, under the revised plan, would be retired on the dates indicated:

- | | |
|----------------|--------|
| 1. P. B. Fay | 7-1-57 |
| 2. L. C. Uren | 7-1-56 |
| 3. B. M. Woods | 7-1-55 |

I have not referred to the "free pension" persons for their cases are not the same as the Carnegie group. While the "free pension" group did not contribute to the Retiring Annuities System, all paid a sum which had been computed as being arrears payments under the State Employees' Retirement System with interest from August 27, 1937 to June 30, 1953 in anticipation of the transfer to the State System.

Their cases pose special problems as to how are they to "buy" their way, if at all, into the new system. The payment they would need would be in excess of that which has already been paid. Will The Regents "excuse" the deficiency in their case? I of course have no answer to this situation.

Among our regular Retiring Annuities System personnel I would believe that there are also "deficiencies" between what they have paid compared to what they would have paid had the new system been in effect. Again the question is posed - will such deficiency, if any, be excused and if so, how about the Pension Group? In other words, when is a deficiency not a deficiency?

As previously discussed with you, there are still a lot of unanswered questions and where I am in the picture I haven't the answers.

Very truly yours,

/s/ R. C. Floss

April 12, 1949.

Memo to Inventory Department,
Administration Building,
Berkeley Campus.

Mr. Whitehead to whom the enclosed has been sent in the past is no longer an employee of the University. In the future kindly send such notices to me.

THG/EN

We respectfully submit that when the provisions of the 1954 Retirement Annuities System were under consideration your long sustained policy concerning Carnegie Beneficiaries was inadvertently overlooked. We can see no other explanation of the omission from those provisions of the exception in the case of Carnegie Beneficiaries to forced retirement at age 67. We cannot believe that if this omission were deliberate those of us who were retired on June 30, 1954 at age 67 would have been given only a few weeks' notice of the necessity of complete readjustment of our affairs. Nor do we believe that we were deliberately deprived of accrued or about to accrue sabbatical leaves of absence -- a severe handicap in research and other scholarly achievement -- and were subjected to premature loss of prestige, personal and departmental.

REPORT OF THE COMMITTEE ON SUBJECT C

*bill
passed*

To the Academic Senate:

Your Committee on Subject C has continued its study of the Qualifying Examination in Elementary Mathematics. Since July 1951, 8285 examinations have been given in the departments of Bacteriology, Chemistry, Economics, Mathematics, Physiology, Psychology, and Public Health. Four Examination-Forms have been made and these tests have been found to correlate surprisingly well with student-performance in the courses indicated.

It is planned to extend the examination to additional departments during the year 1953-54.

Respectfully submitted,

L. J. Paige, Chairman

April 13, 1953

REPORT OF THE COMMITTEE ON UNIVERSITY WELFARE

To the Representative Assembly, Northern Section:

During the past year the Committee on University Welfare has been mainly concerned with the transfer from the Retiring Annuities System to the State Employees' Retirement System. At the time of writing there is every reason to believe that the bill to effect this transfer which is now before the State Legislature will be passed before the end of the present session. If it is passed in its present form, the transfer will take effect on July 1, 1953. In connection with the transfer, the Committee would like to point out a number of things to the Senate as a whole and will treat these under a number of headings to follow.

Membership Blanks

Each member of the RAS has been given an option as to the date of transfer. If he did not return the option, he automatically chose his date of entry into University service plus the regular six months for the date of entry into the SERS. In order to effect his membership in the SERS, however, he must in addition fill out and send in the membership form sent with the option and also the form reporting any prior service. All faculty members who have not done this are urged to do so immediately.

Credit for First Six Months of Employment

At any time up to the date of retirement a member of the SERS can get credit for his first six months of employment by paying to the SERS the deductions that would have been made from his salary. This gives an extra half year in figuring the retirement allowance (except for those with service prior to 1937, who automatically receive this credit), and is almost certainly worth the payments. Hence, if the transfer is made this summer, members of the faculty should take advantage of this opportunity. One need only write to the SERS, ask the amounts due and remit them.

Leaves of Absence

In order to receive credit under the SERS for a year of service, the member must receive his salary from the University. This is a disadvantage for some faculty members who take leave to carry out studies supported by grants from outside the University. When possible, it will be much more advantageous if the grants can be made to the University, which in turn pays the faculty members. The Regents have in the past contributed to the RAS for faculty who remained on the campus for such work, but the equivalent in credit for years of service under the SERS cannot be obtained unless the salary is paid by the University.

Insurance

As pointed out in Mr. Benedict's original memorandum an individual who has been a member of the RAS for more than about 7 years will effectively lose life insurance when the transfer is made. This occurs because the death benefit under the SERS is the member's contribution plus interest plus one month's salary for each year of service up to six; while under the RAS it is both the member's and the Regents' contributions plus interest. A member of the faculty might figure roughly what the loss in insurance is by calculating how much he would have contributed to the SERS had he been a member since 1937 or his date of entry into University service, adding to this 6 months salary (or less if his years of service are less than 6) and subtracting this amount from his total accumulations in the RAS. Actually this difference or part of it is taxable as income so that the insurance loss might not be quite so great.

Insurance problems vary greatly and are definitely individual problems, so only some very general remarks will be made about the solutions of this problem. The Teachers Insurance and Annuity Association is a reliable insurance company specializing in insurance for faculty members. Brief guides to the different kinds of policies they have to offer and a short booklet "Plan Your Life Insurance" will be distributed to department offices in the near future so that interested faculty members may obtain copies. In general the TIAA rates are cheaper or at least as cheap as those of other companies. The cheapest kind of insurance is of course term insurance but there are several other attractive types.

Group insurance is another possibility. It is available to faculty members through the California State Employees Association, and details may be obtained through the office of the CSEA on the campus. One can obtain up to \$7,000 worth of insurance depending on his salary bracket but he must take the amount specified for his bracket. For example, for those with salaries between \$500 and \$600 a month, the amount is \$4,000. The insurance is either term or ordinary life. One must of course be a member of the CSEA which has membership dues of \$9.00 per year.

Insurance Examples

Consider Case A of Mr. Benedict's memorandum, a man of age 64 with salary of \$9600 a year. He has \$12,320 of his own contributions in the RAS, \$12,320 in Regents' contributions. If he should die now, his beneficiary would receive the sum of the two, minus the tax on \$12,320 and the interest on his own contributions. He has a \$5,000 exemption, so the tax might amount to say 25% of \$10,000, leaving a total death benefit of \$22,140. In case of the transfer, he will get a refund of \$4,250. If he should die after the transfer, his beneficiary would get \$12,320 minus \$4,250 which equals \$8,070 plus \$4,800 minus the tax on interest plus the six months' salary. The tax would be small since there is the \$5,000 exemption. Consequently the beneficiary would receive about \$12,500. The insurance loss would thus be about \$10,000.

February 13, 1953

To Members of the Pension and Annuities System:

In November, 1951, members of the Pension and Retiring Annuities System voted overwhelmingly in favor of the transfer to the State Employees' Retirement System along the general lines of a plan presented by Mr. H. H. Benedict. A copy of Mr. Benedict's original memorandum is enclosed for your reference, together with a booklet, "Information for State Employees," which gives pertinent details relating to the operation of the State system.

Following the vote of the faculties of the University, the proposal was brought before the Board of Regents which approved the transfer in principle. Subsequent to this favorable Board action, a bill designed to accomplish the transfer was drafted and is now pending in the State Legislature.

The Senate committees are taking this opportunity of informing you that within a few days you will receive from the retirement office a letter and a number of documents concerning the transfer. In order that plans may proceed promptly, we hope you will respond to these forthcoming communications at your early convenience since the subject is of vital concern to each member of the Pension and Retiring Annuities System.

An option will be presented to you as suggested in Mr. Benedict's memorandum (Page 3, Section D, Paragraph (2)). Members of the old system enter the State system as of August 27, 1937, or on the date of entry into University service, whichever is later, receiving full credit for all years of service in the University. Thus a qualifying member, upon retirement, will receive an allowance approximately equal to the number of years of service multiplied by 2.2% of the member's annual average salary for the highest five consecutive years; or he may enter the State retirement system as of July 1, 1953, retaining the benefits which he has accumulated in the Retiring Annuities System, but obtaining from the State Employees' Retirement System only the benefits which he will accumulate from July 1, 1953, to date of retirement, along with such benefits, if any, which may have accrued through membership in the State Employees' Retirement System prior to membership in the Retiring Annuities System. In this latter case he will pay a higher rate of contribution because of his entry at an older age.

Your Committee members believe that the first option of entry on August 27, 1937, or the date of entry into the University service generally will offer the greatest advantages to members of the faculty. We shall be glad to arrange conferences with a representative of the retirement office for faculty members upon request. The first option appears to us to be the one which ordinarily should be adopted in order to obtain the sizable retirement advantages desired under the Committee's recommendation for transfer.

The original discussion also pointed out that there may be some loss of individual death benefits involved in this transfer, and your committees will make recommendations concerning this later in the semester.

Also under critical study is the problem of emeriti annuities on which the Special Committee in the south plans to report in the near future.

A. C. Helmholz
For the Committee on
University Welfare,
Northern Section

Paul A. Dodd
For the Special Committee
on Retirement,
Southern Section

UNIVERSITY OF CALIFORNIA
Department of Insurance and Retirement Systems

MEMORANDUM CONCERNING A PLAN OF TRANSFERRING MEMBERS OF THE PENSION
AND RETIRING ANNUITIES SYSTEMS OF THE UNIVERSITY OF CALIFORNIA TO THE
STATE EMPLOYEES' RETIREMENT SYSTEM

This memorandum has been prepared to answer as far as possible the following questions:

(a) Is it possible to develop a satisfactory plan for transferring members of the Pension and Retiring Annuities Systems to the State Employees' Retirement System?

(b) If so, would such a plan be acceptable to the members of the Pension and Retiring Annuities Systems?

(c) How could the transfer be accomplished under such a plan?

(A) BACKGROUND

(1) Before discussing the problem, it might be well to outline briefly the reasons why the members of our retirement system were not included in the State Employees' Retirement System when it was amended in 1937 to include other employees of the University and why such inclusion might now be desirable.

(2) Under the State Employees' Retirement Law in 1937 the benefits of the State system were not materially greater than the benefits of our system; no member of the State system could retire prior to age 70, (except for disability) unless he had credit for service in the University and/or the State for 20 years or more; no member who resigned with less than 20 years of service could receive any benefit except a refund of his contributions with interest; the members of our system preferred to remain therein.

(3) The present law guarantees retirement benefits under the State system which cannot be guaranteed by the University on account of the impossibility of predicting future costs and the uncertainty of the ability of the Regents to meet such costs; such benefits are materially higher under the State system than under our system; the State system provides retirement benefits at ages 55 to 70 if a member has accumulated contributions of \$500 or more; if a member resigns after he has accumulated contributions of \$500 or more irrespective of the period of his service he may allow his contributions to remain in the Retirement Fund and receive a retirement allowance at any time between ages 55 and 70, based upon his service and salary, including the State's share under the so-called "fixed formula"; recent changes in the law not only have greatly increased the benefits under the State system but also have eliminated the objections due to the requirement of 20 years of service; lower interest rates and higher annuity rates have decreased the benefits under our system. It will be observed, therefore, that present conditions differ greatly from those existing in 1937.

(B) ADVANTAGES OF THE STATE SYSTEM

- (1) Much larger retirement benefits for members especially those who will retire during the next few years - see "Comparisons".
- (2) Disability benefits after 10 years of service - not now provided under our system.
- (3) Larger death benefits in the earlier years of service - 6 or 7 years or less.
- (4) Ease of computing or estimating benefits.
- (5) Elimination of difficulty of maintaining and administering two totally different systems, constant watching of changes in status of members requiring transfers from the State system to our own, and the work and complications in the process of such transfers.
- (6) Simplification and standardization of records and payroll processes related to the retirement systems.
- (7) Financial responsibility assumed by the State with elimination of provisions for the retirement systems from the University budget.

(C) DISADVANTAGES OF THE STATE SYSTEM

- (1) Higher contributions by members under the State system. The contribution rates are established on the basis of sex and age at entry (nearest age on effective date of membership). The rates effective July 1, 1951, range from 7.36% of salary for a man aged 20 to 12.81% for a woman aged 59 or over as shown by the table in Exhibit A.
- (2) Smaller death benefits after 6 or 7 years of service.
- (3) Loss of flexibility in our own system which permits modification in individual cases - operation of the retirement system would be controlled entirely by State law, administered by the Board of Administration of the State Employees' Retirement System.
- (4) The Regents and their officers would lose control in retirement matters thus bringing the faculty into closer relationship with the State and more subject to the influence of State authorities in the operation of the retirement system.
- (5) All employees, including members of the faculty, would be prohibited by law from reemployment of any kind by the University of the State after retirement under the State system. (This would not permit the "recall to service" now followed in some cases under our system. It would not, however, interfere with private employment of any kind.)
- (6) The disparity between the retirement benefits for those retiring in the near future under the State system and those retired in the recent past under our system would create some difficult problems.

(D) LEGAL PROBLEMS INVOLVED

(1) As soon as a general plan has been formulated which would seem to be acceptable to the members of our system it should be referred to the Attorney for the Regents for his opinion and comments on the legality of the plan with respect to the State, the Regents, the members and the members. While our regulations provide that the Regents have the right to revise, modify or repeal the provisions of our system, the members probably would have certain contractual rights up to the time of such modification or repeal. It would be necessary to adopt proper safeguards for the rights of the members as well as to protect the Regents against possible litigation.

(2) It would be desirable to make the transfer compulsory by appropriate legislative enactment and concurrent action by the Regents. Such an arrangement would be greatly preferred to any form of optional or voluntary acceptance. One solution might be to make the transfer compulsory with a provision that a member could file a document electing to make his membership in the State system effective from the date of the transfer and to retain his right to whatever benefits his accumulation in the Retiring Annuities System up to that date would provide.

(3) On the other hand, if the transfer were to be made optional or voluntary, it probably would be necessary to obtain the signature of each member on a document consenting to the transfer. Any plan involving optional or voluntary acceptance would require a vast amount of discussion and correspondence with the individual members. This would greatly retard getting the plan into operation; it would complicate the administrative work; it would possibly lead to action on the part of some members resulting from lack of full understanding of the plan with undesirable consequences; and it would make advance estimates of cost most uncertain if not impossible. Without such estimates of cost to the State, favorable action by the Legislature would be a very remote possibility.

(E) LEGISLATION

(1) Extensive amendment of provisions of the State Employees Retirement Law relating to University employees would be necessary. Such amendments would be designed to provide the same benefits for all persons transferred from our system as though they had been members of the State system from the beginning of their employment by the University. This legislation necessarily would be complicated since provision would have to be made for financing the plan partly from funds now held by the University and partly from State funds in the future.

(2) It would be necessary also to amend the Standing Orders of the Regents to harmonize with the retirement law as amended and to include such special provisions as might be necessary.

(3) If the proposed plan can be submitted to and accepted by the Academic Senate before July 1, 1951, it may be possible to submit the appropriate amendments of the retirement law to the Legislature in 1952, provided the necessary actuarial valuations can be completed by that time. Under these conditions the transfer probably could be made effective on January 1, 1953. If the proposed changes cannot be submitted to the Legislature until 1953, the transfer might become effective on January 1, 1954. From six to nine months would be required for the actuarial work before submitting the plan to the Legislature and at least six months would have to be allowed after action by the Legislature in which to establish the memberships in the State system with all of the service records and other necessary documents for each member and to complete the transfer of funds from the University to the State.

(F) DIGEST OF THE STATE EMPLOYERS' RETIREMENT SYSTEM

At this point it might be well to describe briefly the operation of the State Employees' Retirement System omitting the qualifications, exceptions and matters of detail included in 84 printed pages of law.

(1) Membership in the system is compulsory under the law, after six months of service, for all persons who are eligible. The first six months of service is not credited under the system as either prior service or as current service. All full-time employees are eligible unless in attendance primarily for training or to complete their education, except those who are now members of some other retirement system supported from State or Federal funds. Part-time employees ordinarily are eligible at the end of one year if they are regularly employed half-time or more. University employees who had served six months or more before August 27, 1937, became members on that date. Employees entering University service after August 27, 1937, became (or will become) members after six months of service.

(2) Contributions by members are determined according to the nearest age at the effective date of membership with different rates for men and women, as shown by the attached Exhibit A. The rate so established remains in effect during continuation of membership unless changed by the adoption of different interest rates or mortality tables. Up to and including 1951, six different rate schedules have been in effect, as shown by the example at the bottom of Exhibit A. Prior to October 1, 1947, the rates apply to salary up to a maximum of \$416.66 a month, but since that date they apply to the total salary with no limit. The current rate for a new member is designed to provide one-half of the retirement allowance, the remainder being provided by the State. Contributions are not matched currently but the State furnishes whatever is necessary in addition to the members' contributions to provide the retirement or death benefits. From 50% to 90% of the retirement allowance is provided by the State depending upon date of entry, length of service and rate of increase in salary.

(3) Retirement benefits are available at any time between ages 55 and 70 and are computed under the so-called "fixed formula"; final compensation x years of service x approximate factor shown in the following table for the respective ages at the time of retirement:

<u>Ret. Age</u>	<u>Factor</u>	<u>Ret. Age</u>	<u>Factor</u>
55	.0120	61	.0175
56	.0128	62	.0185
57	.0136	63	.0196
58	.0145	64	.0208
59	.0155	65	.0220
60	.0167	and over	

The actual factors are different for prior service and current service, for men and women, and for each quarter year of attained age but the approximations above are sufficient for rough estimates.

At the time of retirement the member may elect to receive a reduced allowance providing survivor benefits under one of several options.

(4) Disability benefits are available after 10 years of credit under the system. Three different methods are used and ordinarily provide from 25% to 50% of final compensation, depending on length of service.

(5) Death benefits: Upon the death of a member prior to the time his retirement allowance begins a benefit will be paid to his beneficiary or estate consisting of (a) his contributions with interest and (b) a sum equal to one month's salary for each year of service credit in the system not exceeding six. A death benefit of \$300 is payable upon the death of a retired member.

(6) If a member resigns he will receive a refund of his accumulated contributions if less than \$500; if more than \$500 he may elect to receive a refund or he may allow his contributions to remain in the system and thereby receive a retirement allowance if or when he is more than 55 years of age, such allowance being computed under the fixed formula described in paragraph (3) above. Contributions so left in the system cannot be withdrawn but will be paid to his beneficiary in the event of his death before the retirement allowance begins.

(7) Retirement age: Under University regulations retirement is compulsory on June 30 following attainment of age 67 even though the Retirement Law does not require retirement until age 70. Retirement is optional after attainment of age 55 provided the member has credit for 20 years of service or has accumulated contributions of \$500 or more.

(8) Definitions: "Prior Service" is service rendered before August 27, 1937, the date on which University employees were first admitted to the system. "Current service" is service rendered after August 27, 1937, for periods during which contributions are made. "Final compensation" is the highest average salary for any period of five consecutive years (usually the last five years of service). "Normal contributions" are the contributions by the member and "accumulated normal contributions" are the contributions by the member with interest added.

(G) SUGGESTED PLAN OF TRANSFERRING MEMBERS TO
THE STATE SYSTEM FROM THE PENSION AND
RETIRING ANNUITIES SYSTEMS

(1) Membership is effective as of August 27, 1937, or such later date as eligibility is established. See heading (F) paragraph (1).

(2) Rate of contribution would be established on the basis of nearest age on effective date of membership.

(3) Total accumulated normal contributions would be computed for each member from effective date of membership to the date of transfer on the same basis as though he had become a member on the effective date of membership. See Exhibit A.

(4) The sum determined under (3) above would be paid to the State employees' Retirement System and credited to the member's account, thereby giving him credit for all "current service" and providing benefits in the same manner as for other University members, subject to any future changes in the retirement law.

(5) The sum paid under (4) above would be charged against the member's accumulation under the Retiring Annuities System and the remainder, if any, of his accumulation (excluding the accumulation resulting from contributions by the Regents) would be refunded to the member. If the sum under (4) should be more than the member's accumulation, the balance required would be supplied from the Regents' accumulation in the member's account. Thereafter, the Regents' accumulation, or such portion of it as might remain in the member's account would be paid to the State Employees' Retirement System as part of a fund to provide for the total cost to the State for prior service, current service and disability allowance and death benefits. Thereafter, all rights of the member under the Retiring Annuities System would be terminated. See Exhibit B.

(6) The "prior service" up to August 27, 1937, if any, would be verified and credited to the member's account under the State system.

(7) The death benefit would apply in all cases in the same manner as though the membership had been established on the date of eligibility.

(8) The member would have no further right to the benefits heretofore provided by the Regents to supplement the normal allowances under the Retiring Annuities System for prior service, differential pensions, additional contributions, etc.

(9) Special provisions would have to be made for members of the Pension System and a few other special cases in which the accumulations under the Retiring Annuities System may not be sufficient to cover their "accumulated normal contributions" required under the State system. There are relatively few such cases, but the circumstances are too complicated to describe in this memorandum.

(10) Special provision would have to be made for any members who elect to make their memberships effective on the date of transfer and to retain their right to the accumulations and benefits under the Pension and Retiring Annuities Systems acquired prior to the date of transfer under the regulations of said systems in effect up to such date. This statement is based on the assumption that the suggestion in heading (D) paragraph (2) would be adopted.

(11) The investments of the Pension and Retiring Annuities Systems, or at least some portion of them, probably would have to be liquidated in order to provide for the payments to the State system as per (4) and (5) above. The remainder of the reserves under our system after making special provisions for cases under (8) and (9) above and for those who might elect to remain in the Retiring Annuities System under the option mentioned in paragraph (2) of heading (D), would be paid to the State system to provide in part for the value of the "prior service" obligations and the value of the State's contributions which would have been made from year to year since August 27, 1937, if the members to be transferred had been members of the State system from the date of eligibility.

(12) The State's contributions are based on a percentage of the monthly salaries of members as follows: August 27, 1937, to September 30, 1945, 3.75%; October 1, 1945, to September 30, 1947, 7.2%; October 1, 1947, to June 30, 1951, 8%; effective July 1, 1951 or October 1, 1951, the rate of the State's contribution probably will be increased. In determining the value of the State's contributions for the members transferred interest will be added from the dates on which such contributions would have been made under normal conditions.

(13) The Pension and Retiring Annuities Systems in their present form would be abolished as of the date of transfer and thereafter all employees of the University would be subject to membership in the State system, except those who might elect to remain in the Retiring Annuities System under the option mentioned in paragraph (2) of heading (D).

(14) The foregoing provisions in paragraphs (1) to (13) would place the members of the Pension and Retiring Annuities Systems in the same status as all other employees of the University from the beginning of their service in the University. The attached Exhibit B shows how the suggested plan would operate in two illustrative cases.

(15) A comparison of retirement benefits for persons of different ages, salaries and periods of service is shown in Exhibit C. From this it will be observed that there is a distinct advantage under the State system for those who will retire during the next ten years or more while the advantage is not so great for those who will retire within twenty or thirty years. No attempt has been made to compare the death benefits due to the many computations required to present comparisons under widely variable conditions. Under the Retiring Annuities System the total accumulation (member's contributions and Regents' contributions, with interest) becomes payable in case of death after four years of membership. Under the State system the death benefit consists of the member's accumulated contributions together with one month's salary for each year of credit under the system, not exceeding six, at the rate in effect for the year preceding death. For example: In Case A, Exhibit A, the death benefit at the date of transfer (Jan. 1, 1953, at age 62½) would be \$24,641.54 under the Retiring Annuities System and \$12,871.13 under the State system. In Case B the death benefit at the date of transfer (age 40-5/12) would be \$9,554.06 under the Retiring Annuities System and \$8,445.05 under the State system.

(16) The statements and comparisons in this memorandum relate to men, but they apply also to the women who constitute about 10% of the members of the Retiring Annuities System. The difference in retirement benefits is even greater for women than for men, due to the much higher cost of annuities for women under our Retiring Annuities System whereas the same formula applies to both men and women under the State system. On the other hand the contribution rates for women are much higher under the State system than the rates for men of the same ages as shown by Exhibit A. For example, the rate at age 40 is 8.53% for a man and 10.15% for a woman. A comparison of the retirement benefits for a woman in what might be called a typical case is shown in Exhibit D.

Prepared by

H. H. Benedict, Manager of
Insurance and Retirement Systems

April 16, 1951

EXHIBIT A

UNIVERSITY MEMBERS - STATE EMPLOYEES' RETIREMENT SYSTEMS
MEMBERS' RATES OF CONTRIBUTION IN PERCENTAGE OF EARNED SALARY

Effective July 1, 1951

<u>Age at Entry*</u>	<u>Men</u>	<u>Women</u>	<u>Age at Entry*</u>	<u>Men</u>	<u>Women</u>
16	7.32	8.11	41	8.64	10.28
17	7.33	8.17	42	8.75	10.41
18	7.34	8.23	43	8.86	10.54
19	7.35	8.29	44	8.98	10.67
20	7.36	8.35	45	9.10	10.80
21	7.37	8.41	46	9.22	10.94
22	7.38	8.47	47	9.34	11.08
23	7.40	8.53	48	9.46	11.22
24	7.42	8.60	49	9.58	11.36
25	7.45	8.67	50	9.70	11.50
26	7.49	8.75	51	9.83	11.64
27	7.53	8.83	52	9.96	11.78
28	7.58	8.91	53	10.09	11.92
29	7.63	8.99	54	10.22	12.06
30	7.69	9.08	55	10.35	12.21
31	7.76	9.17	56	10.48	12.36
32	7.83	9.27	57	10.61	12.51
33	7.90	9.37	58	10.74	12.66
34	7.98	9.47	59	10.88	12.81
35	8.06	9.57		and over	
36	8.15	9.68			
37	8.24	9.79			
38	8.33	9.91			
39	8.43	10.03			
40	8.53	10.15			

*The "Age at Entry", which determines the rate of contribution for a member of the State Employees' Retirement System, is the nearest age on the effective date of membership irrespective of the date of transfer or the date on which membership is actually established. For example: Membership for a man born May 15, 1897, who entered service July 1, 1930, would be effective August 27, 1937, at age 40, and he would have six different rates as follows: August 27, 1937, 3.75%; July 1, 1938, 4.15%; July 1, 1941, 4.55%; July 1, 1944, 5.47%; October 1, 1945, 8.07%; July 1, 1951, 8.53%. Another example: Membership for a man born May 15, 1907, who entered service July 1, 1944, would be effective six months after employment or on January 1, 1945, at age 38, with rates as follows: January 1, 1945, 5.34%; October 1, 1945, 7.88%; July 1, 1951, 8.33%

EXHIBIT B

Examples showing basis of transfer from the Retiring Annuities System
to the State Employees' Retirement System as of January 1, 1953.

Case A: Men born June 15, 1890.

Entered University Service July 1, 1925,

Became member of Retiring Annuities System July 1, 1925,

Total Estimated Accumulation - December 31, 1952:

Member Contributions,	\$8,445.38,	interest \$3,875.39,	total . . .	\$12,320.77
Regents' Contributions,	\$8,445.38,	interest \$3,875.39,	total . . .	\$12,320.77
Total Accumulation, December 31, 1952				\$24,641.54

Estimated Retirement Allowance under the Retiring Annuities

System June 30, 1957:

based on present salary \$9600 without change	\$302.97 mo.
based on present salary \$9600 with \$100 annual increase	\$305.09 mo.

Would become member of State Employees' Retirement System August 27, 1937;

(Contribution rate after July 1, 1951, 9.34% of salary)

Total Accumulated Normal Contributions to December 31, 1952, \$6,071.13

Member's accumulation under the Retiring Annuities System as above	\$12,320.77
Transfer to State Employees' Retirement System as above	8,071.13
Refund to member	<u>\$ 4,249.64</u>

Transfer of Regents' accumulation above to State Employees' Retirement

System to apply on total cost to State	\$12,320.77
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Estimated Retirement Allowance under the State Employees' Retirement

System as of June 30, 1957:

based on present salary of \$9600 without change	\$552.04 mo.
based on present salary of \$9600 with \$100 annual increase	\$575.04 mo.

Case B: Men born July 5, 1912.

Entered University Service July 1, 1939

Became member of Retiring Annuities System July 1, 1939

Total Estimated Accumulation - December 31, 1952:

Member Contributions,	\$4,038.96,	interest \$738.07,	total	\$ 4,777.03
Regents' Contributions,	\$4,038.96,	interest \$738.07,	total	\$ 4,777.03
Total Accumulation, December 31, 1952				\$ 9,554.06

Estimated Retirement Allowance under the Retiring Annuities

System June 30, 1960:

based on present salary of \$7200 without change	\$511.22 mo.
based on present salary of \$7200 with \$100 annual increase	\$558.54 mo.

Would become member of State Employees' Retirement System January 1, 1940;

(Contribution rate after July 1, 1951, 7.53% of salary)

Total Accumulated Normal Contributions to December 31, 1952, \$4,845.05

Member's accumulation under the Retiring Annuities System as above, transferred to State Employees' Retirement System . . .	\$ 4,777.03
Remainder transferred from Regents' accumulation to equal Accumulated Normal Contributions as above	68.02
Total Accumulated Normal Contributions	<u>\$ 4,845.05</u>

Regents' accumulation as above	\$ 4,777.03
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Transfer to State Employees' Retirement System account of member . .	<u>68.02</u>
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Transfer of balance of Regents' accumulation to State Employees'

Retirement System to apply on total cost to State	\$ 4,709.01
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Estimated Retirement Allowance under the State Employees' Retirement

System as of June 30, 1960:

based on present salary of \$7200 without change	\$527.52 mo.
based on present salary of \$7200 with \$100 annual increase	\$725.34 mo.

EXHIBIT C

Comparison of Retirement Allowances in Actual Cases under the Retiring Annuities System and the State Employees' Retirement System with retirement on June 30 following attainment of age 67.

Estimated as of June 30, 1951 - Salaries as of April 1, 1951.

Based on present salary without change to retirement date.

Case No.	Age 6/30/51	First Yr. of Serv.	Year of Ret.	Total Yrs. of Serv.	Monthly Salary		Monthly Retirement Allowance		Incr. %	SERS Cont. Rate %
					1950-51	Avg. Last 5 years	RAS	SERS		
Men										
1	67	1922	1951	29	\$800	\$740	\$262	\$464	77	10.09
2	67	1931	1951	20	750	700	157	298	90	10.09
3	62	1941	1956	15	750	750	158	238	51	10.09
4	61	1925	1957	32	800	800	303	552	82	9.34
5	57	1921	1961	40	800	800	380	693	82	8.98
6	57	1948	1961	13	900	900	196	254	30	10.35
7	52	1926	1966	39	700	700	453	603	33	8.43
8	52	1932	1966	33	600	600	278	427	54	8.33
9	47	1931	1971	40	500	500	303	430	42	7.98
10	47	1935	1971	36	700	700	396	540	36	7.98
11	42	1940	1976	36	600	600	411	464	13	7.83
12	37	1948	1981	33	425	425	311	300	- 4	8.06
13	37	1943	1981	38	575	575	473	468	- 1	7.69
14	32	1950	1986	36	375	375	321	290	-10	7.83
Woman										
15	47	1935	1971	36	425	425	214	330	54	9.34

Based on present salary with \$100 a year average annual increase to retirement date.

Men										
1	67	1922	1951	29	\$800	\$740	\$262	\$464	77	10.09
2	67	1931	1951	20	750	700	157	298	90	10.09
3	62	1941	1956	15	750	775	160	246	54	10.09
4	61	1925	1957	32	800	833	305	575	83	9.34
5	57	1921	1961	40	800	858	387	743	92	8.98
6	57	1948	1961	13	900	958	203	270	33	10.35
7	52	1926	1966	39	700	808	469	698	49	8.43
8	52	1932	1966	33	600	708	294	504	71	8.33
9	47	1931	1971	40	500	667	332	574	54	7.98
10	47	1935	1971	36	700	842	425	650	53	7.98
11	42	1940	1976	36	600	792	458	612	34	7.83
12	37	1948	1981	33	425	650	383	459	20	8.06
13	37	1943	1981	38	575	800	545	651	19	7.69
14	32	1950	1986	36	375	650	424	502	18	7.83
Woman										
15	32	1935	1971	36	425	575	239	446	87	9.34

Note: The estimates under the Retiring Annuities System are based on an assumed interest rate of 3% after June 30, 1951, and the present "standard" rates for the purchase of life annuities. The estimates under the State Employees' Retirement System are based on the retirement law as of April 1, 1951. Contribution rates are those which will become effective July 1, 1951.

May 20, 1954

MEMORANDUM

TO THE CARNEGIE AND UNIVERSITY PENSION BENEFICIARIES:

As we face the day before an important decision concerning us (May 21), I want to render a report of what I did to inform those concerned with the decision regarding our situation.

Your Faculty Designate has kept in close touch with Chancellor Kerr, Professor Mosk, and Professor Helmholtz, our Faculty representative on the Governing Board. At a social function, President Sproul, without my initiating the subject, assured me he was keeping The Regents informed and will continue to do so. He told me that he would do everything he can for us. Professor Helmholtz wrote a memorandum which he planned to present to the Governing Board and in which he basically supported our views for an amendment. In addition, our memorandum has been sent to Chancellor Allen, and to Dean Dodd who is Faculty Representative of UCLA on the Governing Board, as well as to Assistant Controller Stevens, who is also a member of that Board.

The memorandum has not been sent to The Regents. No such direct contact with The Regents has been attempted, because our efforts have been confined to following the established rules and because contact of the faculty with The Regents is through the President.

All I can report now is that our case is in so far as members of the faculty can use legitimate channels. We have done our best and hope that we may succeed.

Many questions have come up in these conversations and contacts. I wish to report that I have held strictly to the views and requests of our memorandum. If some other arrangement should be offered, I shall at once inform you and try to call you together for your consideration of the matter.

Robert J. Kerner
Robert J. Kerner
Faculty Designate

RJK/af

THE CARNEGIE FOUNDATION
FOR THE ADVANCEMENT OF TEACHING
522 FIFTH AVENUE
NEW YORK 18, N. Y.

OFFICE OF THE
TREASURER

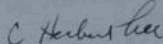
July 20, 1954

Professor T. H. Goodspeed
Department of Botany
University of California
Berkeley 4, California

Dear Professor Goodspeed

On the basis of the information given in
your letter of July 14, we shall intermit your
retiring allowance from this Foundation begin-
ning July 1, 1954, and continuing through
June 30, 1955.

Sincerely yours



C. Herbert Lee
Treasurer

CHL:df

TEACHERS INSURANCE & ANNUITY ASSOCIATION
OF AMERICA.

COLLEGE RETIREMENT EQUITIES FUND.



522 FIFTH AVENUE NEW YORK 36, N. Y.

July 20, 1954

Professor Thomas H. Goodspeed
Department of Botany
University of California
Berkeley, California

Re: Carnegie Corporation Annuity

Dear Professor Goodspeed:

Thank you for sending us your Carnegie Corporation Application and the accompanying papers.

We see that you have elected the Life Annuity Option which provides for a life income to you with no return to any beneficiary at your death.

The contract for this annuity will be mailed shortly and your first annuity payment will be mailed on August 1.

Sincerely yours,

A handwritten signature in cursive script that reads "Albert Bernardi".

Albert Bernardi
Settlement Supervisor

THE CARNEGIE FOUNDATION
FOR THE ADVANCEMENT OF TEACHING
589 FIFTH AVENUE
NEW YORK 17, N. Y.

OFFICE OF THE
TREASURER

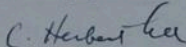
July 3, 1956

Professor T. H. Goodspeed
University of California
Berkeley 4, California

Dear Professor Goodspeed

On the basis of the information given in your letter of June 28 we shall continue to intermit your retiring allowance from this Foundation until we are notified of the termination of your full time active service at the University of California. At that time we shall resume payment of the retiring allowance of \$810 a year granted to you by the Foundation July 1, 1954.

Sincerely yours



C. Herbert Lee
Treasurer

CHL:js
cc to University of California

July 14, 1954

Mr. Robert M. Lester
Secretary
Carnegie Foundation for the Advancement of Teaching
522 Fifth Avenue
New York 36

Dear Mr. Lester:

Referring to my application for a retiring allowance from the Carnegie Foundation for the Advancement of Teaching I have just received official notification from the Regents of this University of my retirement as of July 1 of this year.

Accompanying such notification was an offer of re-employment on a full time basis for the period July 1, 1954 to June 30, 1955. This offer I shall accept.

It is my understanding that during the period of such re-employment the retiring allowance from the Foundation is suspended.

Sincerely,

THG:T

June 28, 1954

Professor Constantine Panunzio
Governing Board
Academic Retirement Office
331 Home Economics Building
University of California
Berkeley 4, California

Dear Professor Panunzio:

This is to acknowledge your communication of June 22, 1954 in which by the 1.1 Governing Board rule of June 17, 1954 the Carnegie beneficiaries were to receive a total of University pension plus Carnegie benefits subject to the 80% limit.

As my total is still more than \$2500 annually under the 80% ceiling, there will be no reduction of the sum of \$649.40 plus \$94.16.

There will be a difference under 3.4 modified and last survivor annuity of \$516.82 plus the Carnegie benefit. The exact amount of the latter has not been computed at your end. If I am reemployed on full time, the Carnegie benefit will be intermitted.

Regarding 2.: "Payments necessary in order to receive full service credit", the rule of May 21, 1954 regarding ceiling non-payments, affecting chiefly, if not only, the Carnegie beneficiaries, I choose to accept under protest, herein explained, for the time being under 2.3 "payments to be deducted from my University Retirement Annuities income over a period of three years, commencing September 1, 1954."

We are aware that Governing Board rule of May 21, 1954 is really an amendment to the Standing Orders of The Regents of April 23, 1954 and not an interpretation of 7-a of these Orders, and therefore requires later separate action by the Board of Regents, which cannot validate that action before July 1, 1954, when our retirement goes into effect. The offer to pay the sum of \$1386 over a period of three years is made under protest in this situation. It is doubtful that the Board of Regents will eventually desire to penalize Carnegie beneficiaries for having obeyed their Orders at that time, when the matter is seriously considered.

Having filed with you all papers requested by you to date, I trust I have fulfilled my duty. However, if there is anything left undone, please do not hesitate to notify me at once. My telephone extension is 230.

With best personal regards,

Sincerely yours,

December 22, 1954

CHANCELLOR KERR:

You will recall that faculty members selected for post-retirement re-appointment during the year 1954-55, under the provisions of the revised Retiring Annuities System regulations, were offered the following employment options as a result of action taken by The Regents on July 6 and July 23, 1954:

"(1) To accept a salary designated by The Regents upon recommendation of the President, which salary shall not exceed that which was paid in his last active appointment in the University, but such employee shall not receive any retirement payment until after the termination of his employment and shall waive all retirement credit and payment during and also for the period of his extended services to the University; or

"(2) To accept the full retirement payment and employment in the University at the option of The Regents, such employment and payment therefor not to exceed a percentage of his time which will equal the difference between the amount of his retirement allowance and his full salary, as designated by The Regents upon recommendation of the President, for full-time employment, the President to notify the department in which said member shall be assigned that he shall be assigned no greater duties than are normally carried on by an employee in a like position during such percentage of time."

Questions were subsequently raised as to whether the salary paid to a person reemployed after retirement should be the difference between his full-time salary and his retiring allowance based on the option he actually selected, or the difference between full-time salary and the amount of his retiring allowance had he elected the single-life annuity option. On September 24, 1954, The Regents approved a recommendation by the Governing Board of the Pension and Retiring Annuities System that:

"The compensation of a person who, by action of The Regents, was reemployed after retirement for the academic year 1954-55, be computed in accordance with the formula adopted by The Regents on July 6, 1954, the pension portion of such compensation to be based on what such reemployed person would have received had he elected a 'single-life annuity' option."

Because of the impression held by a number of reappointed faculty members that their University salaries would be computed on the basis of the option actually selected rather than the single-life annuity option, the Governing Board has directed that reemployed persons shall be advised of the approved method of salary computation, and offered employment options based thereon. May I ask you to take appropriate steps to bring this ruling to the attention of the following faculty members on the Berkeley campus:

C. H. Bell
Olga Bridgman
W. V. Cruess
G. E. Gibson
E. W. Gifford
T. H. Goodspeed

W. F. Langelier
R. J. Kerner
A. R. Davis
G. C. Evans
R. T. Birge
J. M. D. Olmsted

/s/ R. G. S.
Robert G. Sproull

cc: Mr. Underhill
Dr. Panunzio
Vice-President Wellman

2079 Life Sciences Building
University of California
Berkeley 4, California
June 28, 1956

Mr. C. Herbert Lee, Treasurer
Carnegie Foundation for the Advancement of Teaching
589 5th Ave
New York 17, New York

Dear Mr. Lee:

Confirming the notice which you have received from this University I wish to inform you that I have for a third year following my forced retirement on June 30, 1954 at age 67 been recalled to full time active service.

Would you be good enough to let me know the amount of my Carnegie retiring allowance as of July 1, 1957 on which date I shall have reached age 70 and presumably will no longer be in my present status.

Sincerely,

THG:T

	Retiring Annuities System Fund	*Supplementary Annuity Fund
Balance June 30, 1951.....	\$ 15,531.69	\$ ---
**Contributory Payments 1951-1952.....	1,268.40	---
***Interest 1951-1952 @ 4.25%.....	683.99	---
Balance June 30, 1952.....	\$ <u>17,484.08</u>	\$ <u>---</u>

* Contributions by the Regents of 2.52%, available to member only upon retirement to purchase a supplemental annuity.

** Includes regular contributions by the member and the Regents during the year; also includes any special contributions made by the member together with matching contributions by the Regents if required. All contributions to Supplementary Annuity Fund are Regents' contribution only.

*** Normal interest @ 3.5% with additional interest @ .75% based on investment earnings 1950-51. Payment of 4.25% for 1951-1952 does not in any way constitute an agreement that like interest will be paid for 1952-1953.

Form R39 (Revised)-21m-9/52 (A8488a) 3268

UNIVERSITY OF CALIFORNIA

DEPARTMENT OF INSURANCE
AND RETIREMENT SYSTEMS
317 ADMINISTRATION BUILDING
BERKELEY 4, CALIFORNIA

JUNE 30, 1951

STATEMENT OF ACCUMULATION
RETIRING ANNUITIES SYSTEM

T. Harper Goodspeed
551 Santa Rosa Ave.
Berkeley 7, Calif.

The amounts shown below represent the accumulation to your credit under the Retiring Annuities System as of June 30, 1951.

Balance June 30, 1950.....	\$ 13823.59
* Contributory Payments 1950-1951.....	1205.40
Interest 1950-1951 @ $3\frac{1}{2}\%$	502.70
Balance June 30, 1951.....	<u>\$ 15,531.69</u>

* Includes regular contributions by the member and the Regents during the year; also includes any special contributions made by the member together with matching contributions by the Regents if required.

In the event of death or withdrawal the accumulation will become available as follows:

(1) For a member who has participated for four years or less, and who is not a member under Section IV of the Pension System: (a) One-half will be refunded in case of withdrawal; (b) One-half will be paid to beneficiary or estate in case of death. (Remaining one-half will revert to the University.)

(2) For a member who has participated for more than four years: (a) Total will be used for purchase of annuity policy in case of withdrawal, or it may be paid to member in cash if less than \$1,000; (b) Contributions by the member with interest may be refunded if he is less than 57 years of age, provided he relinquishes his right to the contributions by the Regents and interest thereon; (c) Total will be paid to beneficiary or estate in event of death.

The above statement does not include the additional contributions by the Regents at the rate of 2.52% of your salary since July 1, 1949, to provide a Supplemental Annuity at time of retirement. The total of these contributions with interest to June 30, 1951, amounts to \$.....

March 4, 1949

To whom it may concern:

This is to introduce to you my friend, Mr. Jack Whitehead, until recently Manager of the University of California Botanical Garden and soon to be in charge of horticultural development at the University of Southern California and a research associate of the Hancock Foundation of that University.

Mr. Whitehead expects to visit Botanical Gardens and horticultural establishments in the eastern states to obtain information concerning administration and practice.

I will appreciate any courtesies which you may be able to extend to Mr. Whitehead.

CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING
522 Fifth Avenue, New York 36, New York

TEACHING AFTER RETIREMENT

The two rules shown below are excerpts from the RULES FOR THE GRANTING OF RETIRING ALLOWANCES. They apply only to teaching after retirement. The indented paragraph after each rule indicates official interpretation.

Rule One, Section G

An allowance shall not be paid to a teacher who in retirement continues to give the whole or a major part of his time to administration or teaching in an institution of higher education, but it shall be permitted to teachers on the retired list to do part-time work for part-time remuneration.

A retired teacher receiving an allowance may teach or do administrative work for compensation provided the work given at no time exceeds something less than half of a full-time load, and provided the remuneration is something less than half of the full salary. This interpretation is intended to apply to the normal academic year and not to the summer period. The rule and its interpretations are to be so administered as to permit the part-time teaching involved to be done at other institutions than that at which the teacher retired and through which he receives his allowance.

Rule One, Section H

If the recipient of a retiring allowance desires to return to active teaching, he may, upon due notice to the Foundation, engage in full-time work for full-time remuneration, his retiring allowance being intermitted during his period of resumed active service. The retiring allowance will be again paid in the former amount upon the teacher's re-entry into retired status, due notice being received by the Foundation.

The widow of a teacher who dies in resumed active service is eligible to the provisions of Rule III.

Robert M. Lester
Secretary

May 23, 1952
RML:df;250

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
OFFICE OF THE SECRETARY AND TREASURER

ROBERT M. UNDERHILL
Secretary and Treasurer

GEORGE D. MALLORY
*Assistant Secretary and
Assistant Treasurer*

MARJORIE J. WOOLMAN
Assistant Secretary

July 9, 1954

240 ADMINISTRATION BUILDING
BERKELEY 4, CALIFORNIA

My dear Professor Goodspeed:

Pursuant to the provisions of the Standing Orders of The Regents of the University of California, your retirement from service in the University became effective July 1, 1954.

This letter is to notify you that by special action of The Regents, taken at its meeting held June 25, 1954, you were re-employed as

Professor of Botany and Director of the Botanical Garden

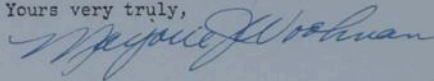
for the period July 1, 1954, to June 30, 1955, with salary at the rate of \$11,376.00 per annum.

Neither you nor The Regents shall make contributions or payments to The Pension and Retiring Annuities System based on your re-employment, nor shall any additional retirement benefits accrue therefrom. If your re-employment is on a full time basis, then your University pension will be suspended during the period of such re-employment. On the other hand, if your re-employment is on a part time basis, then you shall receive, during the period of such re-employment, that portion (up to the whole) of your regular University pension, which, when added to your compensation for part time services, is equal to not more than what your salary would be if you were re-employed on a full time basis. Upon expiration of the term of your re-employment you shall receive your normal pension in full, computed upon the basis of the benefits accrued as of July 1, 1954.

Salary is subject to such deductions as may be required pursuant to applicable laws or regulations.

Before this appointment can become effective it will be necessary for you to sign and return the enclosed letter of acceptance. Please do so at the earliest possible date.

Yours very truly,



Enclosure

Professor Thomas H. Goodspeed
2480 Virginia Street
Berkeley 9, California

252

This copy for your record

UNIVERSITY OF CALIFORNIA
ACADEMIC RETIREMENT OFFICE
331 Home Economics Building
Berkeley 4, California

Place: Berkeley Date: 6/20/54

I. Retiring person fills out following blank:

I hereby certify that I have selected retirement "option"

~~3.1~~ ~~3.2~~ ~~3.3~~ (3.4) ~~3.5~~ ~~3.6~~

(encircle one selected in ink and cross out rest in ink)

as set forth in document "Retirement Computations", dated June 10, 1954,
received by me from the Academic Retirement Office, University of
California.

Signature: T.A. Goodspeed

II. Co-annuitant or Beneficiary fills out following blank:

Place: Berkeley Date: 6/20/54

I hereby certify that I (Mrs., Miss., Mr.) Mrs. Elizabeth B. Goodspeed

am the spouse (~~or other relationship~~) of T.A. Goodspeed;

that I was born in (place): _____ (date) _____

and that I reside at: 2480 Kaufman St Berkeley Cal

Signature: _____

On this _____, personally appeared

known to me to be the person described in and whose

name _____ subscribed to the within instrument, and

acknowledged to me that he executed the same.

In Witness Whereof, I have hereunto set my hand and affixed

my official seal, the day and year in this Certificate

first above written.

Notary Public

Checked for Department

By _____

who were
LOSSES SUFFERED BY CARNEGIE BENEFICIARIES RETIRED
AFTER JUNE 30, 1954, AS OF AGE 67, RATHER THAN
AFTER JUNE 30, 1957, AS OF AGE 70

- 1) effectiveness and prestige -- personal and departmental
- 2) three years of Carnegie pension benefits -- approximately \$300 per year
- 3) one step increases in salary of ~~from~~ *to approximately \$1000* for two to three years -- total of ~~2000~~ *to 3000*
- 4) 1955-56 across the board increases for ~~36~~ *22* months -- total of from \$3000 to \$4000
2500 3500
- 5) reduction in pension over period of life expectancy following
 - a) loss of three years service; b) loss of salary increases during last 3 years of service (items 3 and 4), both applicable to pension formula and (b) to 80% maximum -- a very serious loss not only to themselves* but also to *their widows* *the beneficiary himself*
- 6) sabbatical leaves

Note -- Since 1955 Carnegie beneficiaries who were retired at age 70, 71 or even 72 previous to 1955 are now receiving all benefits of the new retirement system after having enjoyed to their retirement ages all step increases in salary and sabbatical leaves.

* *total of losses (3), (4) & (5) exceeds \$20,000 per individual beneficiary*

Harper,
Can you add
anything to this or
revise it? B.P.

THE CASE FOR THE CARNEGIE BENEFICIARIES WHO HAD TO RETIRE
AT AGE 67 AFTER JULY 1, 1954

1. Loss -- three years of Carnegie Benefits--about \$300 per year.
2. Loss -- (a) regular promotions 1954-1957 (b) across the board increase of salaries (\$1000 to \$1200) for the greater part of two years.
3. Loss -- Sabbaticals.
4. Loss -- effectiveness and prestige both for their departments and themselves.
5. Loss -- uncertainty of re-appointment from year to year, 1954-1970.
6. Loss -- As compared to Carnegie beneficiaries who retired at age 70, 71, or even 72, and who since 1955 have received all the advantages of the new retirement system, as well as having enjoyed full service promotions, and sabbaticals to age 70 or even beyond.

total losses sustained by

6 note

year
54-55 - 11376

mo
- 948

55-56 - 12376 (up 1000) - 10313

56-57 - 13613 (up 10% or 1237) - 1134

37365

3) 3113 = 1037 per mo.
av. 3 last yrs

39,910 + 3 = 42,910 gross inc

1037 x 42,910 x .0277 = 950 pension (gross)

80% of 1037 = 829 pension net

703 = present pension

829 - 703 = 126 loss per mo

126 x 12 = 1500 per year

1500 x 10 = 15,000 loss based life expectancy

Caregiver 300 x 10 = 3000

15,000 + 3000 = 18,000 total loss

18,000 + 2000(3) + 2000(4) = 22,500 total
loss.

1031
22
2062
2002
4062

1240
22
2460
2460
2750

May 17, 1950

Accounting Office
Administration Building

Gentlemen:

May I request travel advance in amount of \$726.35, application for which was approved on May 3, 1950.

I have a reservation by air for the European journey for which the grant was made and will be required to pay a deposit amounting to at least the total of the grant in the near future.

Sincerely,

THG:T

UNIVERSITY OF CALIFORNIA
OFFICE OF THE PRESIDENT

APPLICATION FOR TRAVEL EXPENSES

(To be submitted in quintuplicate)

a) ADMINISTRATIVE
b) RESEARCH

Name of Applicant Thomas Harper Goodspeed April 3, 1950

(Date)

Request is made for travel expenses to cover

Railroad fare \$176.05
Pullman fare 50.30
Subsistence 226.35

from Berkeley to New York and return.

The following information is submitted in support of this application

- (1) Name of organization, date and place of meeting: Seventh International Botanical Congress
Stockholm, Sweden July 12 to 20, 1950
- (2) Reason for request: To enable applicant to accept appointments as
Honorary President of the Congress and as President of Section on
Experimental Taxonomy and invitation to present paper
- (3) Leave of absence from the University would be necessary for the period: July 1 to Sept. 1, 1950
(Please submit request for leave on President's Office Form No. 1504.)
- (4) Sources other than travel fund available for meeting the traveling expenses: none
- (5) Date of last meeting for which travel allowance was granted: more than ten years ago
- (6) The following information is required only for attendance at meetings of learned societies:
 - (a) Is paper accepted on the program for personal presentation: Yes
 - (b) Title of paper or address and brief statement of the research results involved:
Vegetation of the West Coast of South America
Based upon five University of California Botanical Garden
Expeditions to the Andes
- (7) Arrangements for transportation, if this application is approved, may be made by applying to the Business Manager.

- (8) Remarks: cf. attached letter including request that President Sproul
give consideration to granting a subsidy to cover cost of
transportation New York to Europe and return
Professor of Botany
Signed T.H. Goodspeed (Title) Director of Botanical Garden

(Do not fill in below this line)

TO THE APPLICANT:

The above request for travel allowance made by you has been approved for

not more than \$ 226.35

(Budget: Research I saved)

If you desire a travel advance, please communicate with the Accounting Office. Special reduction for conventions
to be obtained when available.

Robert Sproul
and \$500 for ocean trip from
President's Emergency Fund
A.R. Davis
MAY 6 1950
(For the President)

May 26, 1954

MEMORANDUM

CARNEGIE AND UNIVERSITY PENSION BENEFICIARIES:

The following questions are of the utmost importance to each of the group whose tenure has, without warning, been vitally affected by the recent revision of the RAS. It is to be noted that over four weeks time has already elapsed since the adoption by the Regents of the Revision and that only one month remains before possible compulsory retirement goes into force, while the financial and other commitments of the members of the group are such that immediate decision on the following matters is essential to their solvency and sanity.

- (1) Is it true that Carnegie and University Pension beneficiaries will be compelled to retire at age 67?
- (2) Must those who reach the age 67 between July 1 and August 31, 1954 retire on July 1, 1954?
- (3) If all are compelled to retire at age 67, will they be reemployed to age 70:
 - (a) as a group, without necessity of application for re-employment and without physical examination?
 - (b) at their full salaries (with expected merited increases) in addition to their annuities under the Retirement System?
 - (c) with anticipated sabbaticals and research support?
- (4) As in the State Retirement System, will the date of first employment by the University be used in computing the amount of the annuity?
- (5) Will members of the Retirement System be penalized by loss of service credit, if they were prevented by the Standing Orders of the Regents between July 1, 1947 and January 1, 1950 from contributing to the system because of having accumulated the maximum retirement allowance?

245-9
546
3005

54
37
17

2079 Life Sciences Building
University of California
Berkeley 4, California
June 19, 1956

Curator of the Herbarium
Morton Arboretum
Lisle, Illinois

Dear Sir:

Enclosed are annotation labels for corresponding specimens in your set of the University of California Botanical Garden Expedition collections.

If you will send me a list of the numbers of the Expedition material remaining undetermined in your Herbarium it is possible that I can supply additional names.

With best wishes,

Sincerely,

THG:T

Dept. of Biological Sciences
Stanford University
California

4/6.12.56

Dear Prof. Goodspeed,

sent 12/12

It was such a great
pleasure meeting you the other day
when I was at Berkeley and your
taking the trouble of showing me round
the garden. Please accept my thanks.

I am looking forward to receiving
as far as possible a complete set of
the reprints of your papers which
you kindly promised to send.

With my very best regards

Yours Sincerely
P. N. Meece.

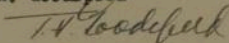
January 12, 1959

TO WHOM IT MAY CONCERN

To my certain knowledge Mr. William H. Marshall was gainfully employed during the period January 1957 - January 1959.

From July to December 1957 he was employed as a member of my botanical expedition in Peru.

T. H. Goodspeed



Professor of Botany and
Director of the Botanical Garden
Emeritus

January 19, 1956

C
O
P
Y

Dr. Jose Cuatrecasas
Division of Phanerogams
U. S. National Museum
Smithsonian Institution
Washington 25, D. C.

Dear Dr. Cuatrecasas:

Under separate cover we are sending you for identification 211 mounted sheets of South American plants collected under the auspices of the University of California Botanical Garden. This constitutes our loan no. 1818. I believe that Dr. Goodspeed has written to you in detail concerning this material.

The enclosed lists of the Bermudez, Gutierrez and Woytkowski numbers included in the loan may facilitate your recording of the identifications.

We hope that you find material of special interest in this shipment.

Very sincerely,

/s/

Herbert L. Mason
Director of Herbarium and
Professor of Botany

HLM:sk
cc: Dr. Goodspeed
Enclosures

WORK SHEET
TO ACCOMPANY APPLICATION FOR EXTRA-MURAL FUNDS
BUDGET

Faculty Salaries

~~10,900~~

Non-Faculty Salaries and General Assistance

10,900

Amount of Salaries and General Assistance
subject to State Employees Retirement Contributions:

Number of Employees in SERS category:

State Employees Retirement Contributions

Provision for Workmen's Compensation

Supplies

300

Equipment (Itemize equipment having value of \$100.00 or more)

Travel (*to, from in South America*)

3700

Other items (*maintenance in S. America, 7 mos, 3 persons*)

2800

University Overhead (15 %)

2655

TOTAL FOR PROJECT

20,355

Dept. of Botany
Berkeley 4, California
November 20, 1950

Lachelt Travel Service
405 14th Street
Oakland 12, California

Dear Mr. Reed:

For income tax and other purposes kindly send me a receipt for following costs of my last summers visit to Europe.

1/2 bill for lodging Romanshorn

1/2 bill for lodging Cernobbio

If convenient please make out receipt as follows:

"Received of T.H.Goodspeed, Univ. of Calif.

Romanshorn (Switzerland) hotel \$

Cernobbio (Italy) hotel \$ "

I am still trying to find time to come into the office and discuss our last summer experiences.

With thanks for your cooperation,

Sincerely,

THG:T

1) Stockholm

Hon. Pres.; Chair. Sect. Exp. Tax.; Public lecture

Discussed a year ago with Birge importance of representation U.C. at Congress and referred to my anticipated attendance. As yet no formal request made and on checking with Birge method making request treated in unpleasant manner (only one from a Dept., too late, etc) -- Birge uncertain about procedure making request (Davis or Pres) but demanded supporting letters -- understand Com. Res. can grant only railway travel U.S. and recommend Pres. \$500 plus for transportation Europe -- What to do?

2) Research Grant #113

Many years standing -- now to pay dividends on previous support -- 47-48 received \$1500 (1350 assistance and 150 supplies); 1948-49 received \$2000 (1800 plus 200) Both years applied total assistance grant to Bradley's salary-- Previous years assistance paid variety of helpers -- artist, technician, propagator and gardener (as used your \$1000 this year). 1948-49 Comm. Res. made no assistance grant but included my assistance request among items for which Pres. was asked to make an additional grant to Comm. For 1949-50 Birge insisted that amount of assistance be added to Bot. Gard. budget. He is still unable to appreciate bookkeeping aspect of matter; Result no assistance appropriation--200 supplies. Of the 1800 requested Davis supplied 1000 in November, 1949. Now received blank for individual research request. What to do -- attempt again to explain to Birge in letter?

3) Oil 450.00 needed for heating Requested in anticipation --
new greenhouse Not allowed

(Release Wednesday Afternoon, July 17)

University Man Receives Recognition at Stockholm

BERKELEY, July 17.—Dr. T. H. Goodspeed, professor of botany and director of the Botanical Garden on the Berkeley campus of the University of California, was in Stockholm this week to receive an honor given to only a few of the world's botanists.

He was elected an honorary president of the Seventh International Botanical Congress, held July 12 to 20 in Stockholm. In addition he was selected as president of the Section on Experimental Taxonomy and was invited to give one of the three major lectures before the 2,000 botanists attending the Congress. His lecture was on the character and distribution of the vegetation of western South America and was illustrated with color photographs.

Other representatives from the Berkeley campus of the University included Dr. Ralph Emerson, associate professor of botany who presented a paper on "Experimental Investigations of the Physiology, Cytogenetics and Taxonomy of the Blastocladales"; Dr. A. S. Foster, professor of botany, who presented two papers, "Venation Patterns in the Leaves of Angiosperms with Special Reference to the Quinaceae" and "Techniques for the Study of Venation Patterns in the Leaves of Angiosperms"; Dr. G. F. Papenfuss, associate professor of botany, who spoke on the problems in the classification of the algae; Dr. Melvin Calvin, professor of chemistry, gave a paper on photosynthesis; Dr. Alva R. Davis, professor of plant Physiology and Dr. R. C. Bacigalupi, Herbarium botanist, attended as guests of the Congress.

[COLUMN 3]

July 2, 1956

President Robert G. Sproul
250 Administration Building
Campus

Dear President Sproul:

I know I express the sentiment of the Carnegie beneficiaries who were reappointed for the academic year 1956-1957, when I say they very much appreciate both the reappointment and the across-the-board increase in salary.

At the same time they and the other Carnegie beneficiaries hope that you will view with favor the remaining items in the draft of their petition, including the across-the-board increase in salary for 1955-1956, and make the appropriate recommendations to The Regents.

Sincerely yours,

Robert J. Kerner
Faculty Designate

RJK/af

cc: Chancellor Clark Kerr

As suggested in our last conversation concerning Carnegie Beneficiaries, I am enclosing for your consideration a revision of a proposed petition to the Board of Regents.

The Carnegie Beneficiaries believe that the adjustments in retirement annuities requested in the petition will appeal to you as just, and realistic in the case of Carnegie Beneficiaries who accepted recall to full time active service beyond age 67, and hope that you will recommend that their petition be granted.

It might be pointed out in this connection that the effect of "freezing" of the annuities of Carnegie Beneficiaries recalled to active service has been already to credit the Pension and Retirement Annuities System with some \$ which would otherwise have been paid to them.

Explanation of the
Retiring Annuities System

*of the University of California
as amended in 1947 and 1949*



ON MAY 29, 1947, the Regents adopted amendments to their Standing Orders (Chapter VI, 2, Retiring Annuities) governing the operation of the Retiring Annuities System. These amendments substituted a complete revision of the regulations of the System for those previously in effect, although the important provisions of the original plan were retained. On July 22, 1949, the Regents approved other changes recommended by the President which were later implemented by corresponding revision of their Standing Orders. These changes, in addition to those made in 1947, will materially increase the retirement benefits as described in the Faculty Bulletin for September, 1949. The revised regulations are necessarily somewhat complicated, and the following digest has been prepared in more simple form for the general information of all persons concerned. All provisions which apply only to persons retired heretofore have been omitted. Also, many matters of detail and numerous minor provisions have been omitted, but these are included in the printed regulations supplied to each member of the System.

H. H. BENEDICT,
*Manager of Insurance
and Retirement Systems*

October 1, 1949

[1]

UNIVERSITY OF CALIFORNIA

***Retiring
Annuities
System***

Amended and Adopted by
THE REGENTS OF THE
UNIVERSITY OF CALIFORNIA

MAY 29, 1947

MEMORANDUM

To Mrs. Peck
Botany

Date 3/27/57

In our report accompanying request for grant under Botany Research 366 for 1957-58 one of Dr. Goodspeed's publications was overlooked. If not too late please include it in your Department report.

Genetics of Nicotiana. Proceedings International Scientific Tobacco Congress, Paris, 1955.

Bot. Garden
Name of department.....

.....Campus

Signed.....

July 28, 1953

Dr. Goodspeed _____ :

The amount of \$ 500.00 has been allotted to you ^{on}
Botany Research 366 account for 1953-54.

Lee Bonar

Abstract -- Description of proposed research

I. Factors in trans- and inter-Andean plant distribution (Peru, Bolivia, Chile) -- Documentation of the postulated role of:

- 1) elevated plateaus established prior to recent Andean uplift as ancient pathways of East-West plant distribution
- 2) the present Andean crest as a barrier to current trans-Andean plant distribution
- 3) altitude and temperature in determining inter-Andean plant distribution

II. Documentation of the influence upon the composition of present day Chilean floras of the presence of post-glacial relics of current sub-antarctic species recently found in South Central Chile

April 13/53

Committee on Research Request# (Departmental),
1953-1954, T. H. Goodspeed; \$500.00.

Artist hire (map making, line drawings) and photographic expense (special printing) to prepare for publication the following article now largely completed:

"The Phytogeography of Chile," --a first detailed account of the distribution of the Chilean vegetation which is unique in character because of its occurrence in such highly diversified zones as the arid subtropical, arid temperate, Andean, Mediteranean, and subantartic. Some 50 distinct plant formations within these five zones are described, mapped and illustrated in terms of the geological history of western South America and current geographical information. The data submitted are based upon collections, photographic and other records obtained by five botanical expeditions to western South America (1935-1952).

January 4, 1955

Editorial Board
University of California Publications in Botany

Gentlemen:

Enclosed is the manuscript of an article entitled "The University of California Botanical Garden Expeditions to the Andes (1935-1952) with Observations on the Phytogeography of Peru" by Dr. H. E. Stork of Carleton College and myself which we are submitting for publication in the series in Botany.

It begins with a complete historical account of the five South American Expeditions -- the extent of area covered (with maps), personnel, itineraries -- and a statistical comment upon their products, principally herbarium collections. The first and most complete set of these collections has been deposited in the Herbarium of this University and duplicate material has been distributed to numerous herbaria in this country and abroad. The information now made available identifies collection number with date, place of collection and collector, thus verifying and documenting herbarium label data. In addition it shows extent of collections in a given area and permits ready reference to variation in the elements of the vegetation of a specific area at different seasons.

The portion of the article which follows represents a treatment of the most phytogeographically significant regions of Peru with emphasis upon those which are little known. Comment on their major components, plant associations and seasonal variation in distinctive floras are documented by citation of specimens which include reference to the herbaria in which duplicates have been deposited.

Sincerely,

THC:T

2079 Life Summers Paddy Mc
10/2/50

Dear Mr. Mac:-

On making up an expense account for a portion
of my recent jaourneys in Europe England I find that I
do not have the following information

- (1) single fare Stockholm - Zurich via Swiss Air
- (2) total cost RR fare - London - Granddunoo Junction
- (3) " " " " - Granddunoo Jct - Edinburgh via Cleithra
- (4) " " " " - Edinburgh - Glasgow
- (5) auto hire - London - Oxford + return
- (6) bill Royal Circus Hotel, Edinburgh

Items 2-6 should be shown on Frames
Tours Account with you.

For each of the six items I need your
receipt - a separate receipt in each case, one
copy only

Thanks in advance

Yours
Paddy

T. A. Goodspeed

May 12, 1958

Dear Harper:

I am sure you agree that it would be appropriate and pleasant to honor the retirement of Lee Bonar by arranging a dinner for him sometime within the next few weeks. Since it is not feasible to discuss such a "surprise dinner" during ordinary staff meetings, I am writing you individually to get your reactions to the following practical aspects for making the necessary arrangements, viz:

1. Time? I suggest the evening of Saturday, May 31. If this date is inconvenient for you or if you have some alternative proposal that seems more appropriate, please let me know at your earliest convenience.

2. Place? In talking the matter over briefly with Ralph, we both feel that there were some advantages in having our dinner at either the Men's Faculty Club or the Women's Faculty Club. This produces fewer problems of transportation etc., and Lee's deafness prevents him from really enjoying a banquet in an open and possibly noisy restaurant--such, for example, as Spencers. However, I am not, by any means, insisting on utilizing the Men's or Women's Faculty Club and if you have any other suggestions, please let me have this also.

3. Stag Party? In my own case, I know that we plan to have some sort of evening for the Bonars which will include the staff and their wives. I therefore wonder if this particular dinner should not be restricted to men. In this connection should we plan to limit ourselves to members of the Staff of the Botany Department nona stricto? Or would it be more considerate for me to ask Lee whether he would like us to include any other friends of his from other Departments? I will be extremely grateful if you will communicate with me personally at your very earliest opportunity regarding the points I have listed. This is essential so that I can make reservations well in advance.

Cordially,

Ad

Arlance S. Foster
CHAIRMAN

ASD/esp

September 16, 1957

Botany Department
2027 Life Sciences Building
Campus

Dear Dr. Goodspeed :

I am pleased to inform you that I have allocated \$ 270.00
for your Research Grant 366 for the fiscal year 1957-1958.

Sincerely yours,

Adrian S. Foster

Adrian S. Foster
Chairman

ASF:ck

UNIVERSITY OF CALIFORNIA

DEPARTMENT OF INSURANCE
AND RETIREMENT SYSTEMS
317 ADMINISTRATION BUILDING
BERKELEY 4, CALIFORNIA

810
390
1190
105
110
June 29, 1954

Professor Thomas H. Goodspeed
2480 Virginia Street
Berkeley 9, California

Dear Professor Goodspeed:

This is to inform you that your application for a retiring allowance from The Carnegie Foundation for the Advancement of Teaching has been received by the Foundation Executive Committee and approved for an annual pension of \$810.00. The pension will be payable monthly effective July 1, 1954, with the first payment to be made on or about August 1, 1954.

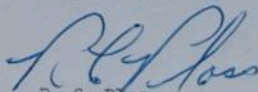
Payment will be made by a check prepared and forwarded from the Controller's Office, University of California, Berkeley, as you may indicate on the enclosed IBM address card. Please complete and return the card directly to Mr. Stevens, Attention: Miss Hugglestone, Controller's Office, Berkeley Campus, as soon as you can conveniently do so in order that the Controller's records may be properly marked with respect to the disposition of your pension check.

Likewise approved by the Foundation was a supplementary annuity to be provided by an annuity contract issued by the Teachers' Insurance and Annuity Association (T.I.A.A.) on behalf of the Carnegie Corporation. The "normal" supplementary annuity amounts to approximately \$380.00 annually, payable monthly by check from the T.I.A.A.

The T.I.A.A. will communicate directly with you concerning the supplementary annuity to be provided by the Carnegie Corporation.

In addition to the address card, your attention is directed to two other important attachments: (1) A letter, "Teaching After Retirement", relating to the intermitting of your allowance from the Foundation should you return to active teaching, and (2) A letter relating to Federal Income Tax. (Also applies to State Income Tax.)

Very truly yours,


R. C. Ploss
Manager

RCP:bb
attachments
cc: Mr. Panunzio

Oath of Allegiance for Persons Employed by the State of California and State Civil Defense Volunteers

(Required by Chapter 8, Division 4, Title 1 of Government Code)

THIS OATH MUST BE
ADMINISTERED BY
A NOTARY PUBLIC OR
OTHER OFFICIAL
AUTHORIZED BY LAW
TO ADMINISTER OATHS

NO FEE MAY BE
CHARGED FOR
ADMINISTERING
THIS OATH

(Section 3104 of Government Code)

I, Harvey E(lmer) Stork, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter.

And I do further swear (or affirm) that I do not advocate, nor am I a member of any party or organization, political or otherwise, that now advocates the overthrow of the Government of the United States or of the State of California by force or violence or other unlawful means; that within the five years immediately preceding the taking of this oath (or affirmation) I have not been a member of any party or organization, political or otherwise, that advocated the overthrow of the Government of the United States or of the State of California by force or violence or other unlawful means except as follows:

No Exceptions

No exceptions

If no exceptions, write in the words "No Exceptions"

and that during such time as I am a member or employee of the University of California I will not advocate nor become a member of any party or organization, political or otherwise, that advocates the overthrow of the Government of the United States or of the State of California by force or violence or other unlawful means.

Signature of
Officer or Employee

Harvey E. Stork

Title

Consultant

Department

Botany

Campus

Berkeley

Signature of Authorized Official

Edith Lawrence Smith

Title

Taken and subscribed

before me this _____ day

of JAN 15 1957, 195_____

Oath must be administered by a person having general authority by law to administer oaths—For Example: Notaries Public, Civil Executive Officers (Section 1001 of Government Code), Judicial Officers, Justices of the Peace, and county officials named in Sections 24000, 24057 of Government Code; such as, district attorneys, sheriffs, county clerks, members of boards of supervisors, etc.

WHO MUST SIGN OATH—All public employees including permanent, temporary, emergency and exempt employees of any State agency and volunteers in any State civilian defense organization accredited by the California Disaster Council and Members of the California National Guard and California Defense and Security Corps. All public employees are declared to be "Civil Defense workers." (Sections 3100, 3101 of Government Code.)

WHEN OATH MUST BE SIGNED—Before entering upon the duties of employment. The execution of a new State Oath of Allegiance is required upon the re-employment of a staff member following a termination of service when the date of such re-employment occurs more than one year after the date on which the staff member previously subscribed to the oath.

WHERE OATHS ARE FILED—All oaths for officers and employees of the University of California shall be filed with the Controller of the University.

FAILURE TO SIGN OATH—"No compensation or reimbursement for expenses incurred shall be paid to any civil defense worker by any public agency unless such civil defense worker has taken and subscribed to the oath or affirmation required by this chapter . . ." (Section 3107 of Government Code.)

PENALTIES (Government Code)

"3108. Every person who, while taking and subscribing to the oath or affirmation required by this chapter, states as true any material matter which he knows to be false, is guilty of perjury, and is punishable by imprisonment in the state prison not less than one nor more than 14 years."

"3109. Every person having taken and subscribed to the oath or affirmation required by this chapter, who while in the employ of, or service with, the State or any county, city, city and county, State agency, public district, or civilian defense organization advocates or becomes a member of any party or organization, political or otherwise, that advocates the overthrow of the Government of the United States by force or violence or other unlawful means, is guilty of a felony, and is punishable by imprisonment in the state prison not less than one nor more than 14 years."

July 8, 1954

Dr. Goodspeed :

The amount of \$ 450.00 has been allotted to your Botany Research 366 account for 1954-55.

Due to anticipated stringency of funds during the coming year, approximately 10% of the 366 account is being held as an emergency fund for use by the Chairman to meet contingencies that may arise.

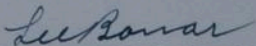
Lee Bonar

July 16, 1956

T. H. Goodspeed :

The amount of \$ 450.00 has been allocated to your Botany Research 366 account for 1956-1957.

Due to anticipated stringency of funds in Supplies and Expense during the coming year, approximately 10% of the 366 account is being held as an emergency fund for use by the Chairman to meet contingencies that may arise.



Lee Bonar
Acting Chairman

July 5, 1955

Goodspeed, T. H. :

The amount of \$ 450.00 has been allotted to your Botany Research 366 account for 1955-56.

Due to anticipated stringency of funds during the coming year, approximately 10% of the 366 account is being held as an emergency fund for use by the Chairman to meet contingencies that may arise.

Adriance S. Foster.

Adriance S. Foster
Chairman

April 3, 1950

Dr. A. R. Davis
Dean College of Letters and Science

Dear Dr. Davis:

I am enclosing individual request for a grant from the Committee on Research for the year 1950-51. In conversation you were good enough to suggest that you would examine my request in the light of the following situation which we discussed.

as stated

For over twenty years, in varying amount, the Committee on Research has provided funds for the continuation of my Nicotiana investigations and more recently of my studies of the phytogeography of the west coast of South America also. For 1947-48 I received \$1500 (\$1350 for assistance and \$150 for supplies); for 1948-49, \$2000 (\$1800 for assistance and 200 for supplies). Previous to 1947-48 a variety of types of assistants ~~were~~ paid from the annual research grants. Since, during 1947-48 and 1948-49, it was possible to secure the superior technical skill of Dr. M. V. Bradley the entire assistance portion of the grants for those years was applied to her salary as Principal Laboratory Technician. On the ground that this assignment of funds constituted my having obtained a personal research assistant, the Committee on Research denied my 1949-50 request for assistance, indicating that it should become a part of the budget request of the Botanical Garden. In the circumstances you generously provided from the Dean's Emergency fund \$1000 to cover cost of general assistance in my research projects for the period December 1949 to June 30, 1950.

Your allotment is being spent for general assistance in plant propagation, field maintenance of cultures, preparation of illustrative material and general laboratory assistance. You will note that the enclosed request for a grant from the Committee on Research for 1950-51 includes a proposal for expenditures for corresponding types of assistance. In other words, a grant from the Committee on Research for 1950-51, as for many years previous to 1947-48, will be used to defray cost of a variety of types of assistance and not to pay a portion of the salary of an individual research assistant.

I have taken the liberty of detailing the situation in which I find myself placed because apparently the Committee on Research does not appreciate the circumstances involved. Some 150 articles have appeared dealing with the results of the research supported for many years by the Committee on Research. A number of significant products of the research already reported upon are under active investigation looking toward the culmination of my research in the preparation of at least two large monographs. Since the past success of my investigations has largely been due to assistance provided by the Committee on Research consideration should, it seems to me, be given to the continuation of support which is essential to their future fruition.

Respectfully,

THG:T

April 3, 1950

Dr. A. R. Davis
Dean, College of Letters and Science
Administration Building

Dear Dr. Davis:

As you know the Seventh International Botanical Congress will meet in Stockholm during July of this year. I am enclosing copies of notification of my appointment as an Honorary President of the Congress and as President of the Section on Experimental Taxonomy and of an invitation to present one of the three lectures which will be given before the general sessions of the Congress.

For personal reasons it has been impossible for me earlier to make my decision to attend the Congress although I have accepted the appointments and invitation above referred to. I now have reservations to fly to Stockholm and return spending a period of some weeks in Europe to attend the Congress and to carry on research on the plants of western South America in herbaria at Gothenburg, Uppsala, Lund, Stockholm and Copenhagen. If possible I shall also spend some time at the Royal Botanic Gardens, Kew.

In order to carry out this proposal may I request a travel grant for transportation Berkeley to New York and return and President Sproul's consideration of a subsidy to cover cost of transportation New York to Europe and return.

Respectfully,

THG:T

UNIVERSITY OF CALIFORNIA

DEPARTMENT OF BOTANY
BERKELEY 4, CALIFORNIA

December 20, 1954

C
O
P
Y

Dean Alva R. Davis
College of Letters and Science
210 Administration Building
Campus

Dear Dean Davis:

As you may recall, the printed Personnel Roster for the 1954-1955 tentative Budget Request, page 346, carries under No. 64250 Botany, a "Provision for Professor," at a salary of \$11,376.00. On the same page there is an entry for Professor Goodspeed, without salary, as both Professor of Botany, Emeritus, and Director of the Botanical Garden, Emeritus. We agreed, in earlier conversations, that the Provision was the source of Professor Goodspeed's salary for 1954-1955 as a re-employed emeritus staff member on the Carnegie Pension plan.

Our staff has had a number of discussions with regard to the future of both the Botanical Garden (about which we received an especial query from the Chancellor) and teaching and research in the general area of cytology in the Department. We are unanimously agreed that the Department should maintain the field of cytology because, as someone put it, "every plant undergoes a unicellular stage." We have discussed the possible fields of emphasis, nature of training, and age and rank of possible replacements for Professor Goodspeed, but have not advanced very far in the direction of any specific nominations. In large part, this deliberate pace has been intentional because of our uncertainty as to the Department's possible obligation to continue Professor Goodspeed in one or both of his two positions until he reaches the age of seventy. Also, it is not going to be easy to find the kind of a cytologist that I judge we shall want, and a thorough examination of the problem seems in order.

Professor Goodspeed has told me of his recent discussion with you, and I have inquired about the matter also of Professors Helmholtz and Mosk. It appears that now may be the appropriate time to ask the following questions, to which we must have clear answers if we are to make recommendations to fill Professor Goodspeed's shoes to the best interests of the Department and of the University.

1. Does a budgeted staff vacancy actually exist in the Department of Botany, as indicated by the unfilled "Provision for Professor" in the 1954-1955 Budget?

2. Will the Provision be continued for 1955-1956?

3. Are we at liberty to make recommendations at this time to fill this vacancy if one does exist?

4. In what ways, if at all, are we obligated toward Professor Goodspeed until he attains the age of seventy?

The Department has not discussed whether or not it wishes to re-employ Professor Goodspeed, in either capacity, after July 1, 1955, and I have purposely not raised that issue. It seems to me the accompanying questions should be answered first. You will recognize that we are in a rather precarious position because, if for any reason Professor Goodspeed should not be available, we would have no one to teach the cytology course taken by most of our students. Your guidance in this matter would be appreciated greatly.

Sincerely,

Lincoln Constance
Chairman

LC:arp

cc Dr. Goodspeed ✓

UNIVERSITY OF CALIFORNIA
Office of the Controller

August 29, 1950

145-4

Mr. Thomas H. Goodspeed
Professor of Botany
2079 Life Sciences Building
Berkeley Campus, California

Dear Mr. Goodspeed:

According to the records of this office you were charged
on June 30, 1950, with travel advances as follows:

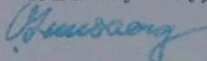
<u>Date of Advance</u>	<u>Amount</u>
May 18, 1950, Check No. 14472	\$726.35
June 16, 1950, Check No. 19151	500.00

Please confirm the accuracy of the above advances by
signing and mailing the enclosed extra copy of this letter
directly to our auditors:

McLaren, Goode, West & Co.,
Certified Public Accountants
444 California Street
San Francisco 4, California

An addressed envelope is enclosed for your convenience.

Yours very truly,



O. Lundberg
Controller

The advances listed above, charged against me at June 30,
1950, are correct.

Vacker
①
②

Romandhorn (Switzerland) add date	<u>US \$</u>
transportation, Stockholm-Zurich	79.90
lodging (Lodsch & co. inc)	17.00
food	26.00
postage & parcel post	2.80
local transportation	4.00
collecting materials	6.40
③ auto hire (collecting Sw. alps)	28.00 18.50
	156.60

Zug (Switzerland) add date 28-31

④ ②

lodging	30.70 sw fr.	\$ 7.091	7.091
auto hire, guides (coll. Sw. alps)	42.60	42.60	9.84

⑤ ②

photo. materials	39.00 sw fr.	9.00	9.00
food	9.20	9.20	2.13
		67.89	28.06

Cornobio (Italy) 9/1-5

⑥ ⑤
⑦ ⑤

lodging		41.40
food	22,180 It. lire	36.465
auto-hire (collecting Italian alps)	34.80	34.80
postage & parcel post	14.30	14.30

130.97

~~all data~~ 8/20-9/04

(2)

Rutch museum
London, (study S. Austr. plant collection, Kew (Hornby), Royal
Hort. Soc. (Windsor), Slough, Oxford, Hereford)

(1)	lodging	72.30
(2)		3.70
(3)	food (in part)	26.70
(4)	food	28.00
(5)	parcel post	9.60
(6)	photo. material	7.40
(10)	auto. hire	4.70 34.50

192.20

156.60	156.60
130.97	130.97
192.20	192.20
67.89	28.06
<hr/> 547.66	<hr/> 507.83

PERSONAL EFFECTS FLOATER POLICY
(WORLD WIDE)
MARINE DEPARTMENT

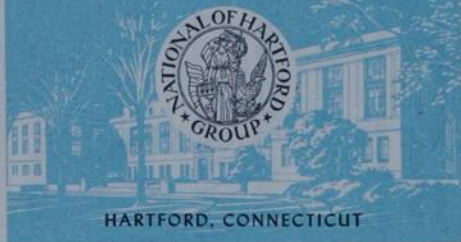
Assured THOMAS H. GOODSPEED

Amount \$ 1,000.00 Premium \$ 25.00

Expires September 25, 1958

No. P. E. 791854

National Fire
INSURANCE COMPANY
OF HARTFORD



ROBERT A. SCHON

1065 MARIPOSA AVE.

BERKELEY 7

Andscape 4-1700

433 CALIFORNIA ST.

SAN FRANCISCO 4

YUKON 2-3420

Form 459

Important
Please Read Your Policy

PRINTED
IN
U.S.A.

Certificate of Insurance No. LL 61247

Issued by

LANDIS, PELLETIER & PARRISH

Amount Insured . . . \$ 20,000.00

Rate _____ %

Premium \$ 65.98

State Tax \$ 1.98

Stamping Fee \$.49

Federal Tax \$.66

Policy Stamp & Fee . \$ 1.00

Total Premium . . . \$ 70.11

Documentary Stamps in the amount of \$.66

calculated at .01 cents for each dollar or fraction thereof of premium are added to the "first instrument of insurance" and any additional premium endorsement therein retained in the office of Landis, Pelletier & Parrish. The law provides for no Federal Tax refund once the insurance attaches.

in accordance with authorization granted to them by certain Underwriters at Lloyd's, London whose names and the proportions underwritten by them are or will be on file in the office of said LANDIS, PELLETIER & PARRISH of SAN FRANCISCO and also on file in the office of J. H. MINET & CO. of LONDON, ENGLAND (such Underwriters being hereinafter called the Underwriters). Pursuant to such authorization the Underwriters do hereby bind themselves, each for his own part and not one for another, in favor of

THOMAS H. GOODSPEED

(hereinafter called the "Assured")

c/o UNIVERSITY OF CALIFORNIA

Address: BERKELEY 4, CALIFORNIA

In the amount of: TWENTY THOUSAND DOLLARS

From the 26TH of SEPTEMBER, 1957, at noon

to the 15TH of APRIL, 1958, at noon

On PERSONAL ACCIDENT (AS PER FORM ATTACHED)

1. It is expressly understood and agreed by the Assured by accepting this instrument that LANDIS, PELLETIER & PARRISH is not one of the Underwriters or Assurers hereunder and neither is nor shall be in any way or to any extent liable for any loss or claim whatever, but the Assurers hereunder are only those Underwriters whose names are on file as hereinbefore set forth.
2. If the Assured shall make any claim knowing the same to be false, or fraudulent, as regards amount or otherwise, this certificate shall become void, and all claims hereunder shall be forfeited.
3. This insurance is made and accepted subject to all the provisions, conditions and warranties set forth herein and in any forms or endorsements attached hereto, all of which are to be considered as incorporated herein, and any provisions or conditions appearing in any forms or endorsements attached hereto which alter the certificate provisions stated above shall supersede such certificate provisions in so far as they are inconsistent therewith.
4. This certificate of insurance shall not be assigned either in whole or part, without the written consent of LANDIS, PELLETIER & PARRISH endorsed hereon.
5. It is understood that "noon" refers to standard time at the place of location of risks assured.

This Certificate shall not be valid unless signed LANDIS, PELLETIER & PARRISH.

LANDIS, PELLETIER & PARRISH

Dated at SAN FRANCISCO, CALIFORNIA, U. S. A.

This 12TH of SEPTEMBER, 19 57

By R. A. Chapman
24

Copied and sent to Dr. Goodspeed 2/13/42

AMERICAN PHILOSOPHICAL SOCIETY
Independence Square
Philadelphia

500⁰⁰

To All Recipients of Research Grants
From the American Philosophical Society:

The question has arisen as to whether the American Philosophical Society's grants of research funds constitute income to the recipients thereof for purposes of federal income tax.

We have referred this question to our counsel, who advises us that in his opinion such grants do constitute taxable income.

He advises us also, however, that the recipient, in the usual case, would be entitled to deductions for expenses incurred in carrying on the research, such as employment of technical assistant, traveling expenses, meals and lodging away from home and the cost of all equipment belonging to the Society or depreciation on equipment belonging to the recipient.

We pass this information on for such use as you care to make of it.

EDWIN G. CONKLIN
Executive Officer

COMMITTEE FOR INTER-AMERICAN ARTISTIC AND INTELLECTUAL RELATIONS

The Committee:

FREDERICK P. KEPPEL
HENRY ALLEN MOE
DAVID H. STEVENS

551 Fifth Avenue
New York, N. Y.
January 10, 1942

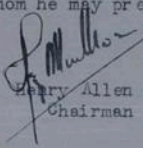
TO WHOM IT MAY CONCERN:

6000⁰⁰
1500⁰⁰

I HEREBY CERTIFY, That Dr. Thomas Harper Goodspeed, Professor of Botany and Director of the Botanical Garden, University of California, Berkeley, is being assisted by this Committee, out of funds made available through the Coordinator of Inter-American Affairs, to go to South America for the purposes of engaging in research, in cooperation with South American scholars, upon the flora of the Andes; and of lecturing and teaching at certain South American universities and research institutes at their invitation.

Professor Goodspeed's wife, Florence Spencer Beman Goodspeed, will accompany him as his assistant.

Professor Goodspeed is respectfully recommended by the Committee for Inter-American Artistic and Intellectual Relations as a distinguished scholar to the esteem, confidence and friendly consideration of all persons to whom he may present this letter.


Henry Allen Moe
Chairman

M:s

act 1938
Set 116 p312

SPECIAL ACCIDENT INSURANCE
OVERSEAS TRAVEL

Underwriters at Lloyd's - London

Brief Explanation of Coverage

A. Schedule of Compensation

1. Death	\$20,000
2. Permanent Total Loss of Sight of Both Eyes	\$20,000
3. Permanent Total Loss of Sight of One Eye	\$20,000
4. Loss of Two (2) Limbs	\$20,000
5. Loss of One (1) Limb	\$20,000
6. Permanent Total Loss of Sight of One Eye and Loss of One Limb.	\$20,000

B. Medical Reimbursement - Accident Sickness and Disease

Certificate provides for reimbursement of expense of medical or surgical treatment, graduate nurse and hospital fees, where in the event of accident, sickness or disease, medical or surgical treatment, hospital confinement or graduate nurse employment is required within 26 weeks following the date of the accident or the contraction of sickness or disease.

Limits of Liability

1. Accident	\$ 1,000
2. Sickness or Disease.	\$ 1,000

Deductible

1. Each and every claim for Accident Bodily Injury.	None
2. Each and every claim for Sickness and Disease.	\$25.00

Exclusions

1. Dental charges, except as occasioned by accidental injury to natural teeth.
2. Claims for venereal disease of any nature.

C. Territory

Coverage extends to the insured person while anywhere in the world, 24 hours a day.

D. Basic Certificate Exclusions

This policy does not cover death, injury or dismemberment:

1. Directly or indirectly caused or contributed to by war or invasion; or
2. Directly or indirectly caused or contributed to by intentional self injury, disease or natural causes, suicide or attempted suicide (whether felonious or not), provoked assault, dwelling or fighting (except in bona fide self-defense); or
3. Directly or indirectly resulting from medical or surgical treatment (except where such treatment is rendered necessary by bodily injury caused by accident within the scope of this policy; or
4. Resulting from deliberate exposure of the Insured Person to exceptional danger (except in an attempt to save a human life), or from the Insured Person's own criminal act; or
5. While the Insured Person is riding in or on any aircraft being used for any purpose such as crop dusting, seeding, skywriting, racing, testing, exploration, or any other purpose other than transportation, or while the Insured Person is operating, learning to operate, or serving as a member of a crew of an aircraft.

Certificate of Insurance No. LL 61248

Issued by

LANDIS, PELLETIER & PARRISH

Amount Insured . . . \$ 20,000.00

Rate _____ %

Premium \$ 51.05

State Tax \$ 1.53

Stamping Fee \$.38

Federal Tax \$.51

Policy Stamp & Fee . \$ 1.00

Total Premium \$ 54.47

Documentary Stamps in the amount of \$.51

in accordance with authorization granted to them by certain Underwriters at Lloyd's, London whose names and the proportions underwritten by them are or will be on file in the office of said LANDIS, PELLETIER & PARRISH of SAN FRANCISCO and also on file in the office of J. H. MINET & CO. of LONDON, ENGLAND (such Underwriters being hereinafter called the Underwriters). Pursuant to such authorization the Underwriters do hereby bind themselves, each for his own part and not one for another, in favor of

ELIZABETH BIBBINS GOODSPEED

(hereinafter called the "Assured")

Address: C/O UNIVERSITY OF CALIFORNIA
BERKELEY 4, CALIFORNIA

In the amount of: TWENTY THOUSAND DOLLARS

From the 26TH of SEPTEMBER, 1957, at noon

to the 15TH of APRIL, 1958, at noon

On PERSONAL ACCIDENT (AS PER FORM ATTACHED)

calculated at .01 cents for each dollar or fraction thereof of premium are added to the "first instrument of insurance" and any additional premium endorsement thereto retained in the office of Landis, Pelletier & Parrish. The Law provides for no Federal Tax refund once the insurance attaches.

1. It is expressly understood and agreed by the Assured by accepting this instrument that LANDIS, PELLETIER & PARRISH is not one of the Underwriters or Assurers hereunder and neither is nor shall be in any way or to any extent liable for any loss or claim whatever, but the Assurers hereunder are only those Underwriters whose names are on file as hereinbefore set forth.
2. If the Assured shall make any claim knowing the same to be false, or fraudulent, as regards amount or otherwise, this certificate shall become void, and all claims hereunder shall be forfeited.
3. This insurance is made and accepted subject to all the provisions, conditions and warranties set forth herein and in any forms or endorsements attached hereto, all of which are to be considered as incorporated herein, and any provisions or conditions appearing in any forms or endorsements attached hereto which alter the certificate provisions stated above shall supersede such certificate provisions in so far as they are inconsistent therewith.
4. This certificate of insurance shall not be assigned either in whole or part, without the written consent of LANDIS, PELLETIER & PARRISH endorsed hereon.
5. It is understood that "noon" refers to standard time at the place of location of risks assured.

This Certificate shall not be valid unless signed LANDIS, PELLETIER & PARRISH.

LANDIS, PELLETIER & PARRISH

Dated at SAN FRANCISCO, CALIFORNIA, U. S. A.

This 12TH of SEPTEMBER, 1957

By R. A. Chapman
204

Prev. No. **NEW**

SCHEDULED PROPERTY FLOATER

COPY
No. FT **6537393****SAYLOR AND HILL CO**1630 WEBSTER ST • OAKLAND 12, CALIFORNIA
TELEPHONE TWINOAKS 3-9900

RPT'G POL.		READJ. POL.		REINSURANCE				
Y	REINS. REC'D CO.	CLASS		EXP. REG.	AGENCY	COMM. RATE	PREMIUM (SPLIT CODE)	
		MAJ.	SUB.					
					9224			

Amount	Rate	Premium
\$ 2,500.00	1 1/2%	\$ 37.50

IN CONSIDERATION OF THE STIPULATIONS HEREIN NAMED

and of **THIRTY SEVEN AND 50/100* * * * *** dollars, premium,
 does insure **REGENTS OF THE UNIVERSITY OF CALIFORNIA, A CORPORATION AND THE** whose
 address is **UNIVERSITY OF CALIFORNIA BOTANICAL GARDEN SOUTH AMERICAN EXPEDITION**
BERKELEY, CALIFORNIA
 from the **30TH** day of **JULY** 19**57**, at noon,
 to the **30TH** day of **JULY** 19**58**, at noon, standard time at place of issu-
 ance, to an amount not exceeding **TWO THOUSAND FIVE HUNDRED AND NO/100* * * * *** dollars,

INLAND MARINE

IM 2017
(Ed. 6-49)

WAR RISK EXCLUSION CLAUSE

This endorsement, effective **JULY 30, 1957**, forms a part of policy No. **FT 6537393**issued to **REGENTS OF THE UNIVERSITY OF CALIFORNIA, A CORPORATION, ET AL**by **FEDERAL INSURANCE COMPANY**

at its Agency

located (city and state) **SAN FRANCISCO, CALIFORNIA**Date of endorsement **JULY 15, 1957**

This policy does not insure against loss or damage caused by or resulting from:

- (1) hostile or warlike action in time of peace or war, including action in hindering, combating or defending against an actual, impending or expected attack, (a) by any government or sovereign power (de jure or de facto), or by any authority maintaining or using military, naval or air forces; or (b) by military, naval or air forces; or (c) by an agent of any such government, power, authority or forces;
- (2) any weapon of war employing atomic fission or radioactive force whether in time of peace or war;
- (3) insurrection, rebellion, revolution, civil war, usurped power, or action taken by governmental authority in hindering, combating or defending against such an occurrence, seizure or destruction under quarantine or customs regulations, confiscation by order of any government or public authority, or risks of contraband or illegal transportation or trade.

Edwin F. Hill, Jr.
 _____ Agent.

SF 406 1M 8-51 H

SAYLOR & HILL CO.

**SAYLOR AND HILL CO**1630 WEBSTER ST • OAKLAND 12, CALIFORNIA
TELEPHONE TWINOAKS 3-9900

RPT'G POL.		READJ. POL.		REINSURANCE				
Y	REINS. REC'D CO.	CLASS		EXP. REG.	AGENCY	COMM. RATE	PREMIUM (SPLIT CODE)	
		MAJ.	SUB.					
					9224			

Amount	Rate	Premium
\$ 2,500.00	1 1/2	\$ 37.50

IN CONSIDERATION OF THE STIPULATIONS HEREIN NAMED

and of **THIRTY SEVEN AND 50/100** * * * * * dollars, premium,
 does insure **REGENTS OF THE UNIVERSITY OF CALIFORNIA, A CORPORATION AND THE** whose
 address is **UNIVERSITY OF CALIFORNIA BOTANICAL GARDEN SOUTH AMERICAN EXPEDITION**
BERKELEY, CALIFORNIA
 from the **30TH** day of **JULY** 19**57**, at noon,
 to the **30TH** day of **JULY** 19**58**, at noon, standard time at place of issu-
 ance, to an amount not exceeding **TWO THOUSAND FIVE HUNDRED AND NO/100** * * * * * dollars,
 on property as described in the rider attached hereto and made a part of this policy.

INLAND MARINE

IM 2017
(Ed. 6-49)

WAR RISK EXCLUSION CLAUSE

This endorsement, effective **JULY 30, 1957**, forms a part of policy No. **FT 6537393**issued to **REGENTS OF THE UNIVERSITY OF CALIFORNIA, A CORPORATION, ET AL**by **FEDERAL INSURANCE COMPANY**

at its Agency

located (city and state) **SAN FRANCISCO, CALIFORNIA**Date of endorsement **JULY 15, 1957**

This policy does not insure against loss or damage caused by or resulting from:

- (1) hostile or warlike action in time of peace or war, including action in hindering, combating or defending against an actual, impending or expected attack, (a) by any government or sovereign power (de jure or de facto), or by any authority maintaining or using military, naval or air forces; or (b) by military, naval or air forces; or (c) by an agent of any such government, power, authority or forces;
- (2) any weapon of war employing atomic fission or radioactive force whether in time of peace or war;
- (3) insurrection, rebellion, revolution, civil war, usurped power, or action taken by governmental authority in hindering, combating or defending against such an occurrence, seizure or destruction under quarantine or customs regulations, confiscation by order of any government or public authority, or risks of contraband or illegal transportation or trade.

Edwin J. Hill Jr. Agent.
SAYLOR & HILL CO.

Certificate of Insurance No. LL 60913

Issued by

LANDIS, PELLETIER & PARRISH

Amount Insured . . . \$ 20,000.00

Rate — %

Premium \$ 46.28State Tax \$ 1.38Stamping Fee \$.35Federal Tax \$.46Policy Stamp & Fee . . . \$ 1.00Total Premium \$ 49.47Documentary Stamp in the amount of \$.46

calculated at .01 cents for each dollar or fraction thereof of premium are added to the "first instrument of insurance" and any additional premium endorsement thereto retained in the office of Landis, Pelletier & Parrish. The law provides for no Federal Tax refund once the insurance attaches.

in accordance with authorization granted to them by certain Underwriters at Lloyd's, London whose names and the proportions underwritten by them are or will be on file in the office of said LANDIS, PELLETIER & PARRISH of SAN FRANCISCO and also on file in the office of J. H. MINET & CO. of LONDON, ENGLAND (such Underwriters being hereinafter called the Underwriters). Pursuant to such authorization the Underwriters do hereby bind themselves, each for his own part and not one for another, in favor of

WILLIAM HENRY MARSHALL

(hereinafter called the "Assured")

Address: 670 UNIVERSITY OF CALIFORNIA, BERKELEY 4, CALIF.In the amount of: TWENTY THOUSAND DOLLARSFrom the 19TH of JULY, 1957, at noonto the 31ST of DECEMBER, 1957, at noonOn PERSONAL ACCIDENT (AS PER FORM ATTACHED)

1. It is expressly understood and agreed by the Assured by accepting this instrument that LANDIS, PELLETIER & PARRISH is not one of the Underwriters or Assurers hereunder and neither is nor shall be in any way or to any extent liable for any loss or claim whatever, but the Assurers hereunder are only those Underwriters whose names are on file as hereinbefore set forth.

2. If the Assured shall make any claim knowing the same to be false, or fraudulent, as regards amount or otherwise, this certificate shall become void, and all claims hereunder shall be forfeited.

3. This insurance is made and accepted subject to all the provisions, conditions and warranties set forth herein and in any forms or endorsements attached hereto, all of which are to be considered as incorporated herein, and any provisions or conditions appearing in any forms or endorsements attached hereto which alter the certificate provisions stated above shall supersede such certificate provisions in so far as they are inconsistent therewith.

4. This certificate of insurance shall not be assigned either in whole or part, without the written consent of LANDIS, PELLETIER & PARRISH endorsed hereon.

5. It is understood that "noon" refers to standard time at the place of location of risks assured.

This Certificate shall not be valid unless signed LANDIS, PELLETIER & PARRISH.

LANDIS, PELLETIER & PARRISH

Dated at SAN FRANCISCO, CALIFORNIA, U. S. A.This 16TH of JULY, 1957By R. A. Chapin



CONTINENTAL CASUALTY COMPANY

GENERAL OFFICE

CHICAGO, ILLINOIS

SAN FRANCISCO BRANCH OFFICE
465 CALIFORNIA STREET
SAN FRANCISCO 4, CALIFORNIA
YUKON 2-3420

Dear Harper;

Accident 5 years, sickness 1 year limit \$ 800 per month ages 18-59 in
\$ 1000 to \$ 15,000 for accidental death.

Ages	Elimination period	Accd.	Sickness			
18 thru 49.	0 -- 7 days			\$ 63.00 per	\$100 month	
	0 -- 30			\$ 55.50	"	"
50 thru 59	0---- 7	"	-----	78.00 #		"
	0---- 30		-----	68.00	"	"
60 thru 69	0---- 7	"		109.60	"	"
	0---- 30	"		98.50	"	"

Men over age 70 to 74 add 10% to premium for ages 60-69.

Limits over age 69 \$ 200 month income. \$ 7500 accidental death

Rates for accd. death Men & women ages 18-59 Men \$ 4.40 per \$ 1000
women 2.40 " "

Ages 60 -74. Men (Only) \$ 7.40 per \$ 1000.

Women written Accd. & sickness ages 18 to 60 limit \$ 400 per month
Ages 18-thru 49 \$ 86.70 per \$ 100 month.
50- " 59 96.50 " " " "

If one were doing only office work premiums would be from \$ 20.00 to \$ 30.00 less per \$ 100 month income. depending upon ages.

I trust these figures will be of help to you, please call on me if there is anything you might like clarified regarding the coverage
Many thanks for the inquiry

ALL coverage world-wide

Certificate of Insurance No. LL 60920

Issued by

LANDIS, PELLETIER & PARRISH

Amount Insured . . . \$20,000.00

Rate _____ %

Premium \$ 46.28

State Tax \$ 1.38

Stamping Fee \$.35

Federal Tax \$.46

Policy Stamp & Fee . . \$ 1.00

Total Premium \$ 49.47

Documentary Stamps in the amount of \$.46

.01

calculated at _____ cents for each dollar or fraction thereof of premium are added to the "first increment of insurance" and any additional premium endorsement thereto retained in the office of Landis, Pelletier & Parrish. The law provides for no Federal Tax refund once the insurance attaches.

in accordance with authorization granted to them by certain Underwriters at Lloyd's, London whose names and the proportions underwritten by them are or will be on file in the office of said LANDIS, PELLETIER & PARRISH of SAN FRANCISCO and also on file in the office of J. H. MINET & CO. of LONDON, ENGLAND (such Underwriters being hereinafter called the Underwriters). Pursuant to such authorization the Underwriters do hereby bind themselves, each for his own part and not one for another, in favor of

PAUL CLIFFORD HUTCHISON

(hereinafter called the "Assured")

Address: C/O UNIVERSITY OF CALIFORNIA, BERKELEY 4, CAL.

In the amount of: TWENTY THOUSAND DOLLARS

From the 19TH of JULY, 19 57, at noon

to the 31ST of DECEMBER, 19 57, at noon

On PERSONAL ACCIDENT (AS PER FORM ATTACHED)

1. It is expressly understood and agreed by the Assured by accepting this instrument that LANDIS, PELLETIER & PARRISH is not one of the Underwriters or Assurers hereunder and neither is nor shall be in any way or to any extent liable for any loss or claim whatever, but the Assurers hereunder are only those Underwriters whose names are on file as hereinbefore set forth.

2. If the Assured shall make any claim knowing the same to be false, or fraudulent, as regards amount or otherwise, this certificate shall become void, and all claims hereunder shall be forfeited.

3. This insurance is made and accepted subject to all the provisions, conditions and warranties set forth herein and in any forms or endorsements attached hereto, all of which are to be considered as incorporated herein, and any provisions or conditions appearing in any forms or endorsements attached hereto which alter the certificate provisions stated above shall supersede such certificate provisions in so far as they are inconsistent therewith.

4. This certificate of insurance shall not be assigned either in whole or part, without the written consent of LANDIS, PELLETIER & PARRISH endorsed hereon.

5. It is understood that "noon" refers to standard time at the place of location of risks assured.

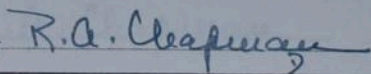
This Certificate shall not be valid unless signed LANDIS, PELLETIER & PARRISH.

LANDIS, PELLETIER & PARRISH

Dated at SAN FRANCISCO, CALIFORNIA, U. S. A.

This 17TH of JULY, 19 57

By



2089 Life Sciences Bldg.
January 6, 1958

Office of Insurance and Retirement
Administration Bldg.

Policy # FTO 6000131
Certificate D 9150 36F

Your letter of December concerns renewal of the above-numbered certificate.

This coverage is to be renewed to extend through April 1958, to protect items used by the Chilean section of the Expedition. However, the schedule of items covered should be amended by deletion of all the items listed on June 20 and on September 13, and deletion of the Retina camera (U.C. 59997). All subsequently listed items (lists of November 11 and December 13) should be re-insured.

Sincerely,

MEMORANDUM

To Office of Insurance and RetirementDate March 28, 1958

Herewith is original of Accident Insurance policy issued in the name of Walter J. Eyerdam, collector on the South American Botanical Garden Expedition. Mr. Eyerdam has now returned from South America and the policy is to be cancelled as of March 31st. Any refund should be credited to Botanical Garden South American Expedition 64275 13 43760.

Name of department Botanical GardenBerkeley Campus

Signed _____

UNIVERSITY OF CALIFORNIA
317 ADMINISTRATION BUILDING
BERKELEY, CALIFORNIA

Duplicate
ELIZABETH B. GOODPHED, Assured

3732
SEPTEMBER 13, 1957

LLOYD'S OF LONDON

LL 61248

9-26-57

4-15-58

ACCIDENT

\$20,000.00

\$61.06

Taxes, etc.

2.32

\$58.74

Stevens - Yu 6-3771

February 28, 1957

Mr. L. S. Bessonett
Manager, Motor Transport Department
Standard Oil Company of California
225 Bush Street
San Francisco, California

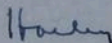
Dear Boss:

Pursuant to our conversation yesterday, I send you the pertinent excerpts from Professor Goodspeed's letter to me of February 4th. I believe that these four paragraphs explain as well as anybody can what it is Goodspeed needs. Of course, I would hope that conceivably General Motors might give him a truck and Standard of California might supply the gas and oil without too much strain, but I realize this may not be possible; and I am certain that Professor Goodspeed would be happy to be able to obtain a truck on the basis that he outlines.

Many many thanks for your interest and your trouble. Harper Goodspeed is one of the fine people in the world, and I would like to help him. As I told you over the 'phone, there is no question of his competence or his reputation. He has been Professor of Botany and Director of the Botanical Garden as well as head of the Botanical Garden Expeditions to the Andes for many years, and he has made a very real and unselfish contribution, not only to his students--of whom I am happy to be one--but also to the University and community at large.

With warm regards and much appreciation, I am

Sincerely yours,



Harley C. Stevens

Encl.