

March 28, 1919.

Dear Dr. Wayland:

I fully appreciate all that you say in your note just received, and in the little time I have had since receiving it I have thought of one or two things that might help in adjusting matters. Your suggestions are good, and I do not think there would be any trouble in taking care of a substitute instructor after the one year, as the development of the school will no doubt make the addition of another member of the faculty necessary anyhow.

I am wondering if it would not be a good idea for you to maintain at least a partial connection with the work of your department next year. Suppose, for instance, the Board would release you for half time, or ~~two~~ two-thirds time, or even three-fourths time, on such pay as the Board would see its way clear to allow-- which I may say I would endeavor to have made as much as possible. If this were to be done, we could employ an instructor to take the other part of the work and fill out his program with work in another department, if he did not have enough to make a full program in history.

Without taking time to go into the advantages to the school, which are quite obvious, I may say that I think this would help you to this ~~suggest~~ extent, would it not? ~~monthly~~ it would continue you on the pay-roll of the school and you would receive a stated sum regularly each month. I am inclined to think it would not be possible to get the Board to allow leave of absence on pay if full connection were severed, altho of course I personally favor this for one who has been in the service a long period of years. Second, it would probably be possible to work out a plan whereby you could combine the visits you propose making to various sections of Virginia with the alumnae work we would like so much to get done, and with the general propoganda work we ought to do for the extension of our school's influence thruout the state. Such a plan would secure for you the payment of at least a large share of your traveling expenses.

I presume that you intend to work very intensively on the Virginia history textbook, and it seems to me my suggestions are directly in line with that work. I believe we could work out a plan which would be mutually helpful. Please think over these ideas and let me have your views soon. Our Board meets on April 12 and I should like to put thru the matter at that time if possible. I shall be glad to go over this with you at your convenience, whenever you can find me in the office. I am usually there from chapel to dinner and from four to six in the afternoon, or can make a special appointment to suit your convenience.

I consider the writing of a school history of Virginia of very great importance to our school system and should not wish to dissuade you in the least from your purpose in this connection, but I believe we can work out a plan of cooperation which will

*W. H. Payne to W. M.*