

May 29, 1919.

Dear Miss Sale:

Of the two positions referred to in the enclosed papers I should judge that the Danbury one would be the more desirable, not only because of the larger salary it carries but also because of the type of the work. As to these schools I will say that while I have never visited them, I have never felt that the normal schools of either Connecticut or Massachusetts are up to the standard of progressive normal schools of the present day. They are, in my opinion, too "cut and dried" to be progressive. They are restricted by the State Department of Education and State laws to such an extent that they can do little to expand their work and extend their influence. Their sphere is very limited. I have talked to several authorities from time to time about these schools and I am sure this is the general opinion among those who ought to know.

Moreover, I should suggest that a Southern teacher would find her work more congenial in a Southern State than in a Northern State. Loyalty to our section, I think, demands that we remain here even at a sacrifice financially, to serve our own people who need us most, because there are proportionately fewer well-prepared instructors in the South than in the North. If our people who are prepared turn away from us, where shall we hope to get help?

I am inclined to think you would find that \$1,800 or \$2,000 would not go as far in such places as these as \$1,500 would go here or elsewhere in the South--but of course I have no definite information on the expenses in either of these places. I presume, however, the money side would in no case be the determining factor in your case.

I have not talked with you about the matter of continuing your work with us because I have felt that you did not wish me to do so; and I have feared that you would not understand me. I somehow have a notion that your determination to change your work is the result of misunderstanding me and my motives in writing or saying certain things to you, and this I regret because I am confident in my own mind that you have misunderstood me and have not the right point of view toward me. Furthermore, I have regretted that you seem to base your decision on your personal dislike of me or possibly some of my acts. As to this latter phase of the matter, if this is correct, I have felt that you are making a mistake in placing any individual, even the president of the institution, ahead of the institution itself. Individuals come and go, institutions remain. I feel that one should ~~rather~~ consider more seriously his relation to the institution than to any individual connected with it.

Personally, I believe ~~you~~ are making a mistake in desiring to change positions. I believe it would be decidedly to your interest to remain. I shall be glad to talk with you and help you in any way I can if you want me to do so. Yours truly.