

Indian Industrial School.

CARLISLE, PA. Agency,

Aug 2nd, 1901

I hereby certify that the within descriptive statement correctly shows all changes in the school employee force under my charge which have not previously been reported; and that the employees herein shown as appointed actually entered on duty on the dates indicated.

Agent or Sup't.

R. D. Pratt

42045	OFFICE OF Indian Affairs Rec'd AUG 13	1901
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Indian Industrial School

CARLISLE, PA. Agency,

Aug 2nd, 1901

R. D. Pratt

Lt. Col. 15th Cavalry, U. S. Indian Agent,

Reports Changes in School Employees.

Approved Sept. 6/01, 1901

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SCHOOL EMPLOYEES.

Department of the Interior,

OFFICE OF INDIAN AFFAIRS.

TO AGENTS AND BONDED SUPERINTENDENTS:

All appointments, transfers, removals, and promotions in the Indian School Service are made by order of the Commissioner of Indian Affairs.

Upon the within "Descriptive Statement" immediately after instructions, you will submit all such changes in your school employee force for approval. Do not report changes in *Agency* positions on this blank, nor changes in school positions paying \$96 or less per annum.

Every column must be properly filled out, and you will refer to the file number and date of the office letter directing the change. In case of an emergency, you may fill a vacancy temporarily, but such temporary appointment must be immediately reported to this office with full and explicit reasons therefor.

No appointment or relief should be reported until the employee has *actually* entered on duty, or terminated service.

In the column designated "Legal residence," show the State and Congressional district legally claimed by the employee, and in that of "Date of original appointment," state the time the employee first entered the Indian Service.

In the descriptive statement the *SEX* may be designated by the letter M for male and F for female; the *RACE* by W for white, N for Negro, I for Indian, H for half-breed, C for Chinese, etc.; the correct *AGE* is to be given when known—when it is estimated, a line should be drawn under the figures; S designates single, M married, and W widow.

The reports of "Changes in School Employees," are not considered as a substitute for "Quarterly Reports of School Employees." The latter must be made regularly and promptly, without regard to these.

The appts. of W.H.Miller, D. E. Miller, Anna F. Bennett, Minnie L. Ferree, Ed. A. Lau, Laura Jackson, S. W. Thompson, Edith McHarg Steele, W. S. Dysert, and Eliz. Searight are approved temporarily.

The resignations of Lida B. Given, Lizzie C. Jacobs, and Ed. W. Harkness are hereby accepted to take effect on the dates their reliefs have been submitted.

Leo van der Mey, Sine Marie van der Mey, Annie B. Moore, Kittie Odell, and Effie Moul may consider this approval as their re-appts. after probation.

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C.S.C. has not been notified of any above temps.

Indian Industrial School.

DESCRIPTIVE STATEMENT of changes in School Employees at

CARLISLE, PA Agency,

submitted

August 2nd, 1901

by

R. H. Pratt

Lt. Col. 15th Cavalry, Supt., U. S. Indian Agent.

APPOINTED: NAME IN FULL.	AUTHORIZED POSITION.	COMPENSA- TION.	SCHOOL AT WHICH EMPLOYED.	DATE ENTER- ING ON DUTY UNDER THIS APPOINTMENT.	SEX.	RACE.	AGE.	Single, Married, or Widowed.	BIRTHPLACE.	LEGAL RESIDENCE.		PREVIOUS OCCUPATION.	DATE OF ORIGINAL APPOINTMENT.	DATE AND FILE NUMBER OF OFFICE LETTER AUTHORIZING THIS CHANGE.
										STATE.	CONG. DIST.			
R. H. Pratt ✓	Supt	1000-y	Carlisle	July 1, 1901	M	W	60	M	N. Y.	Penna	19	Supt.	Sept. 6, 1879	✓
W. B. Butzel ✓	Clerk	1200-	"	" " "	"	"	50	W	Penna	Penna	19	Clerk	Dec. 16, 1892	✓
Fannie L. Peter ✓	"	720-	"	" " "	F	"	31	S	Ohio	Illinois	3	Teacher	Aug 29, 1893	✓
S. J. Novis ✓	"	660-	"	" " "	M	S	25	"	Mex	N. Jersey	2	Clerk	Sept 6, 1900	
W. H. Miller ✓	Treas. Students Funds.	720-	"	" " "	"	M	30	M	Penna	Penna	19	"	May 1, "	
Nellie V. Robertson ✓	Clerk	660-	"	" " "	F	S	30	S	S. Dak.	S. Dak.	—	Teacher	July 1, 1896	✓
W. Grant Thompson ✓	Disciplinarian	1200-	"	" " "	M	M	36	M	N. Y.	N. Y.	20	Disciplinarian	Aug 6, 1893	Sept 15/97
O. H. Bakeless ✓	Prim. Teacher	1500-	"	" " "	"	"	42	"	Penna	Penna	19	Prim. Teacher	June 13, 1893	

RELIEVED: NAME IN FULL.	AUTHORIZED POSITION.	COMPENSA- TION.	SCHOOL AT WHICH EMPLOYED.	DATE OF TER- MINATING SERVICE.	RESIGNED, DISMISSED, OR TRANSFERRED.	CAUSE.	DATE AND FILE NUMBER OF OFFICE LETTER AUTHORIZING THIS CHANGE.
A. J. Standing ✓	Asst Supt.	\$1500-y	Carlisle	June 30, 1901	—	Position abolished. Position of Chief of Industries established instead	
Lida B. Given ✓	Matron	800-	"	" " "	Resigned	Ill health Penn July 1/89	Resignation herewith
Ed. H. Warkness ✓	Tinner	600-	"	" " "	"	To remove to Philadelphia Penn Feb 1/95	"
Lizzie L. Jacobs ✓	Asst Stamstress	360-	"	July 26, "	"	Ill health	"
W. H. Morritt ✓	Shoemaker	660-	"	" 5 "	Dismissed	Theft.	July 11, 1901, Education 36163-1901
W. Lewis Walder ✓	Asst Disciplinarian	600-	"	June 30, "	"	Services unsatisfactory Penn Sept 12/00	June 28, " " 33944-1901

DESCRIPTIVE STATEMENT of changes in School Employees at
submitted , 190 , by

Indian Industrial School,

CARLISLE, PA

Agency,

, U. S. Indian Agent.

APPOINTED: NAME IN FULL.	AUTHORIZED POSITION.	COMPENSA- TION.	SCHOOL AT WHICH EMPLOYED.	DATE ENTER- ING ON DUTY UNDER THIS APPOINTMENT.	SEX.	RACE.	AGE.	Single, Married, or Widowed.	BIRTHPLACE.	LEGAL RESIDENCE.		PREVIOUS OCCUPATION.	DATE OF ORIGINAL APPOINTMENT.	DATE AND FILE NUMBER OF OFFICE LETTER AUTHORIZING THIS CHANGE.
										STATE.	CONG. DIST.			
Kate S. Bowersox	Normal Teacher	720-y	Carlisle	July 1, 1901	F	W	32	S	Penna	Penna	18	Normal Teacher	Nov. 1, 1893	✓
Emma A. Cutler	Senior "	840-	"	" " "	"	"	47	"	Mass	Mass	2	Senior "	Dec 3, 1879	✓
Mariette Hood	Teacher	720-	"	" " "	"	"	49	"	N.Y.	N.Y.	25	Teacher	Oct 1, 1889	Sept 13, 1881.
Jesse H. Cook	"	720-	"	" " "	"	"	47	W	Conn	Calif	6	"	May 10, 1892	✓
Florence M. Carter	"	660-	"	" " "	"	"	42	S	Mass	Mass	1	"	Oct 1, 1882	✓
Fanny S. Paul	"	660-	"	" " "	"	"	44	"	Penna	Penna	21	"	Aug 21, 1888	✓
Jesse S. McIntire	"	600-	"	" " "	"	"	26	"	Indiana	Indiana	7	Kindergartner	Jan 17, 1898	✓
Sadie E. Newcomer	"	600-	"	" " "	"	"	28	"	Penna	Kansas	5	Teacher	" 1, 1899	✓

RELIEVED: NAME IN FULL.	AUTHORIZED POSITION.	COMPENSA- TION.	SCHOOL AT WHICH EMPLOYED.	DATE OF TER- MINATING SERVICE.	RESIGNED, DISMISSED, OR TRANSFERRED.	CAUSE.	DATE AND FILE NUMBER OF OFFICE LETTER AUTHORIZING THIS CHANGE.
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Indian Industrial School.
CARLISLE, PA Agency,
U. S. Indian Agent.

, U. S. Indian Agent.

July 6. 1901. Auth. 71027

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~~, U. S. Indian Agent.~~

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DESCRIPTIVE STATEMENT of changes in School Employees at
submitted , 190 , by

Indian Industrial School.

CARLISLE, PA

Agency,

, U. S. Indian Agent.

APPOINTED: NAME IN FULL.	AUTHORIZED POSITION.	COMPENSA- TION.	SCHOOL AT WHICH EMPLOYED.	DATE ENTER- ING ON DUTY UNDER THIS APPOINTMENT.	SEX.	RACE.	AGE.	Single, Married, or Widowed.	BIRTHPLACE.	LEGAL RESIDENCE.		PREVIOUS OCCUPATION.	DATE OF ORIGINAL APPOINTMENT.	DATE AND FILE NUMBER OF OFFICE LETTER AUTHORIZING THIS CHANGE.
										STATE.	CONG. DIST.			
M. J. Zeigler ✓	Waresmaker	600-4	Carlisle	July 1, 1901	M	W	38	M	Penna	Penna	19	Waresmaker	Sept. 1, 1900	Jan 25, 1901
Paul A. Walter ✓	Tailor	720-	"	" " "	"	"	30	"	England	Idaho	—	Tailor	Sept. 16, 1893	✓
Phil Norman ✓	Painter	500-	"	" " "	"	"	58	"	"	Penna	19	Painter	July 1, 1881	✓
O. J. Harris ✓	Blacksmith	800-	"	" " "	"	"	66	"	Penna	"	19	Blacksmith	Feb 2, 1880	✓
Ed A. Law ✓	Carriagemaker	720-	"	" " "	"	"	45	"	"	"	19	Coachmaker	July 16, 1900	
Harry J. Weber ✓	Engineer	720-	"	" " "	"	"	31	"	"	"	19	Engineer	" 1, 1893	✓
Joseph N. Jordan ✓	Fireman	480-	"	" " "	"	W	52	"	"	"	19	Fireman	May 1, 1894	✓
Edith M. Lang Steele	Librarian	420-	"	" " "	F	W	25	S	N.Y.	N.Y.	28	Librarian	Jan 1, 1901	
RELIEVED: NAME IN FULL.	AUTHORIZED POSITION.	COMPENSA- TION.	SCHOOL AT WHICH EMPLOYED.	DATE OF TER- MINATING SERVICE.	RESIGNED, DISMISSED, OR TRANSFERRED.		CAUSE.		DATE AND FILE NUMBER OF OFFICE LETTER AUTHORIZING THIS CHANGE.					

Indian Industrial School,
CARLISLE, PA Agency,
U. S. Indian Agent.

~~, U. S. Indian Agent.~~

INDIAN SCHOOL SERVICE.

APPLICATION FOR APPOINTMENT.

Applicant will write his full name, post-office address, and date of application in the blanks below.

Name, *W. S. Dysert*

City or Town, *Carlisle*

State or Territory, *Pa.*

Date, *July 10th 1901*

APPLIES FOR APPOINTMENT

as *Shoemaker*

at *Carlisle I. S. School.*

TO APPLICANTS.

Answer every question definitely, whether it seems applicable to the position you seek or not, with the exception of those specially designated.

This blank application is as nearly general as can be made to apply to the qualifications of persons seeking employment in the Indian School Service.

They must have at least a fair English education, and be able to speak and write the English language fluently. They should be earnest, conscientious, patient, persevering, kindly disposed, and willing. Conduct, associates, and reputation must be above reproach. Watchful, but not suspicious; attentive to details, but not given to fault-finding—they should also be courteous and polite in all relations with associate employees and pupils.

The female employees are the guardians of the female pupils and must have their confidence and esteem, and so direct their work that they shall not only be well trained in household duties, but elevated in moral character and educated to self-respect, neatness, and industry.

The male industrial instructors are charged with the proper development of the character of the boys, and should possess their respect and be examples to them of all that is best in upright manhood, and be careful to teach them habits of diligence, accuracy, attention to business, the value of time and money, while instructing them in the industries to which they must look for employment after leaving school.

Persons entering the Indian Service must understand when they accept appointment that hard work is to be performed; that long hours of service are required; that in the nature of things every employee must be willing to work night or day if special emergencies arise; that the duties of an employee do not end arbitrarily at a given hour, but may be continued indefinitely; and that additional duties, or duties entirely different from those usually attaching to the position to which the employee is regularly assigned, may be required. There is no room for shirks or unwilling workers in the Indian School Service; and the man or woman who is too fastidious to assist in making a camp Indian child or youth tidy in appearance, too indifferent to participate in the general exercises of the school, too obstinate to yield to the judgment of those charged with directing the school work, should not enter it; for efficiency and success can come only to those who are interested in the education of the Indian, physically able for the arduous duties to be performed, and, above all else, willing to do whatever is necessary for the good of all concerned.

I have carefully read the above statements, and agree that if I am appointed it shall be upon the conditions outlined.

W. S. Dysert
[Applicant's signature.]

APPLICATION FOR APPOINTMENT IN THE U. S. INDIAN SCHOOL SERVICE.

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, Wm. S. Dyser, hereby apply for appointment
 as Shoemaker at Carlisle Indian S. School,
 and declare upon honor that to the best of my knowledge and belief the answers
 made by me to the following questions are true, and that they are made in my own
 handwriting:

	QUESTIONS	ANSWERS.
1	Your Christian name and surname? [in full]	<u>William Smith Dyser</u>
2	Date and place of birth?	<u>May 28th 1855</u> <u>Waynesboro Pa.</u>
3	Present legal residence, city or town, county or parish, state?	<u>Carlisle Pa.</u>
4	How long have you been a resident?	<u>35 years</u>
5	Are you a citizen of the United States?	<u>yes</u>
	If naturalized, where and when?	
6	(a) Married or single?	<u>Married</u>
	(b) Number and ages of children?	<u>Two, ages 21 - 19</u>
	(c) What members of your family will be with you at the reservation?	
7	State your present and your usual occupation, and the experience and degree of success you have had.	<u>Shoemaking</u> <u>Daily successful</u>
8	In what places have you resided and what has been your occupation during each year for the past five years, and what wages have you received? [Give name and address of your employer or employers, if any, the length of your stay with each, and reason for leaving their employ.]	NOTE.—Reply to this question and "7" may be made on a separate sheet of paper, referring to the questions by number. <u>Resided in Carlisle, Two years grocer,</u> <u>last three shoemaker</u>
9	What has been the state of your health during the past five years? [Answer explicitly and positively.]	<u>Good</u>
	(a) Are you now physically capable of a full discharge of the duties of the position in which you are seeking employment?	<u>yes.</u>
	(b) Have you any defect of sight?	<u>I wear glasses to read write or</u>
	(c) of hearing?	<u>no.</u>
	(d) of speech?	<u>no.</u>
	(e) of limb?	<u>no.</u>
10	Are you subject to any chronic disease, disorder, or infirmity which at any time unfits you for the duties of your present vocation or that for which you are seeking appointment?	<u>No</u>
11	Do you now habitually use, or have you ever been addicted to the use of alcoholic liquors, tobacco, morphine, or opium?	<u>No</u>
12	Do you pledge yourself not to use intoxicating liquors as a beverage, and narcotics, while you are in the Indian Service?	<u>yes</u>
13	Where were you educated, and how old were you when you left school? [State kind of school, scope of studies pursued, whether common school, high school, business college, academy, college, university, technical, normal, or other professional school.]	<u>Common Schools of Carlisle</u> <u>17 when I quit.</u>
14	Write the Commissioner of Indian Affairs a letter briefly stating your qualifications and training for the place you seek.	

QUESTIONS.	ANSWERS.
*15 Have you been trained in the usual household duties, such as cooking, sewing, laundrying, and care of the house generally? If so, when, where, and how?	
*16 Have you had experience and success in managing, instructing, and caring for the bodily comfort of children? State particulars.	
*17 Do you understand butter-making, care of milk, canning, drying, pickling, and preserving fruits, curing meats, and preparing household delicacies and necessities as usually understood by thrifty, intelligent housewives, in farming communities? Answer very fully.	
*18 Can you cut, fit, and make garments for males and females: crochets, knit, and operate a sewing machine? Can you patiently and carefully instruct young Indian girls in all the sewing, darning, mending, etc., usual in large families in our best white homes?	
*19 Can you wash and iron clothing neatly?	
*20 Can you perform or direct, or both perform and direct, the kitchen duties incumbent upon a cook in a boarding school for Indian children?	
*21 Are you accounted a first-class housekeeper, cook, or seamstress, and could you perform the duties of one or more such positions?	
†22 What mechanical trades do you understand, and at which have you served a regular apprenticeship?	Shoe making
†23 Are you accustomed to the duties of a farmer and stockgrower?	No
†24 Are you familiar with the usual work of a well conducted farm, such as sowing, cultivating, and reaping crops; mowing, curing, and stacking hay, grain, and fodder; planting and cultivating trees, vines, and small fruits; breeding, caring for, and butchering stock; making cheese, storing winter fruits and vegetables, bee-keeping, sheep-shearing, etc. What experience have you had as a farmer, and when? Are you acquainted with methods of irrigation? Do you take an agricultural paper? If so, what one?	No have no
†25 Are you handy with ordinary farm tools and implements; able to make repairs of buildings, vehicles, harness, fences, and do rough carpenter work?	yes
†26 Have you the faculty of winning and retaining the confidence of your associates, employes, and pupils?	yes

* To be answered by female applicants only.

† To be answered by male applicants only.

6-775

QUESTIONS.	ANSWERS.
27 Have you ever been in the Indian Service? If so, where and when? Why did you leave, and at what time? [Year, month, and day, if possible.]	No
28 Have you ever taught school? During what years, and in what grades? What subjects are you best qualified to teach? What educational journals do you read? What works on teaching have you read?	No
29 Do you sing, and are you able to teach vocal music? Do you play any instrument? If so, what? Are you able to teach instrumental music?	No
30 Have you skill in drawing and painting?	No
31 Do you understand kindergarten methods, and have you applied them in your teaching?	No
32 In what institutions were you trained, or by what experience have you fitted yourself specially for the position for which you are an applicant?	By 25 years Experience and practice
33 Give the names and addresses of two responsible persons who are thoroughly acquainted, by personal observation, with your qualifications for the position for which you apply, to whom I may refer for further information.	
34 How long do you expect to remain in the Indian school work if appointed, and successful?	as long as retained.
35 Why do you wish a position in an Indian school?	

IN WITNESS WHEREOF, I have hereunto subscribed my name this 10th day of July 1901 at Carlisle, County of Cumberland and State of Penna.

[Applicant's signature:] Wm. Smith Dyson
[Post-office address:] Carlisle Pa.

6-775

42045

Indian Office

Incl. No.

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1901

U. S. INDIAN SCHOOL SERVICE.

STATEMENT CONCERNING APPLICANT.

Name of Applicant,

City or Town,

State,

A person who makes a statement concerning an applicant must have known him personally one year or longer, and must be a legal resident of the State, Territory, or district of which the applicant claims to be a legal resident; and one of the two persons making statements concerning an applicant must reside in the city, town, county, or parish in which the applicant claims a residence.

IN GENERAL.

The within blank is as general as can be made to apply to the qualification of persons seeking employment in the Indian School Service.

Good health and high moral character are prime requisites in all school employes.

They must have at least a fair English education, and be able to speak and write the English language fluently. They should be earnest, conscientious, patient, persevering, kindly disposed, and willing. Conduct, associates, and reputation must be above reproach. Watchful, but not suspicious; attentive to details, but not given to fault-finding—they should also be courteous and polite in all relations with associate employes and pupils.

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I have read the above.

Charles C. Noll

(Signature of party making statement concerning applicant.)

Statement Concerning Applicant for Appointment in the U. S. Indian School Service.

To the COMMISSIONER OF INDIAN AFFAIRS,

Washington, D. C.

I, the undersigned, hereby certify that I am personally acquainted with W. S. Dyser
 of Carlisle
 County of Cumberland, State of Penna.

I also hereby certify, upon honor, that the answers made by me to the following questions are true to the best of my knowledge and belief, and in my own handwriting, and that I have read the remarks upon the reverse side of this blank.

	QUESTIONS.	ANSWERS.
1	Are you over 25 years of age?	Yes
2	Where is your legal residence? [Give city or town, county or parish, State, and post-office address.] How long have you lived there?	Carlisle Cumberland Co Pa Nearly seven years
3	Are you well acquainted with the person named above?	I am
4	How long have you known applicant?	Six years + six months
5	Are you related to applicant? What is the relationship?	No None
6	Has applicant been in your employ? How long was applicant employed by you? When did applicant leave your employ, and for what reason?	No
7	Would you yourself trust applicant with employment requiring undoubted honesty, faithfulness, industry, good health, and the right use of all the faculties of mind and body, and would you recommend him for such to your personal friends?	I would
8	What position does applicant desire?	Shoemaker
9	What do you know, by personal observation, of applicant's education and qualifications in other respects for the position applied for?	I regard him in every way competent
10	What special opportunities have you had for judging of applicant's qualifications?	I have been the pastor of the Church in which the applicant is an officer
11	What has been the condition of applicant's health since your acquaintance? Do you know of any physical disability?	Good
12	Does applicant now use or has applicant been in the habit of using intoxicating liquors or narcotics?	Not that I know of
13	Does applicant use profane, vulgar, or coarse language?	No
14	Is applicant a person of good moral character? What moral qualities does applicant possess?	Yes
15	Is applicant a person of good repute?	Yes

	QUESTIONS.	ANSWERS.
16	Does applicant possess such physical, mental, and moral qualities and have such habits as will in your opinion insure intelligent, faithful, and efficient performance of the duties of the position sought?	Yes
17	Are you aware of any circumstances tending to disqualify applicant for the position applied for?	I am not

Signature:

Post-office address:

Occupation:

Date:

July 18th 1801

Miles O'Fall
 Carlisle Pa
 Minister of the Gospel

Indian School
Carlisle, Pa.

Col. R. H. Pratt
Supt.

Because of continued
ill health, I hereby tender
my resignation as Matron for
small boys, to take effect at
the close of the present fiscal
year.

Respectfully
Lida B. Given

June 4' 1901

Carlisle

7/11th 1901.

Lieut. Col. R. H. Pratt.

Dear Sir.

I here-by
resign my position as Assistant
Seamstress at the Carlisle Indian
Training School to take effect July
27th 1901. With the granted privilege
of being reinstated in the Indian
Service within one year after date of
resignation.

Yours truly,

Lizzie C. Jacobs.

Lt Col, R. H. Pratt
Supt Indian School
Sir.

I hereby tender my resignation,
the same to take effect July 1st 1901.

Very Res
Edmond. W. Harkness.

Carlisle Pa
April 13 1901.

Approved to take
effect including June 30. 01.

Apr. 13. 01

R. H. Pratt
Lt. Col. Supt