

250

94
63

310

48997

OFFICE OF
Indian Affairs
Rec. MAY 24

1907

May 24th 1907

W. A. Mendenhall, Supt.

Washington, D. C.

Re. to change in the
employees at Carlisle
School, Pa.

To Carlisle
" Phoenix

FILE

6/3/07

2 Haskell 5/25/07
" Carlisle 6/5 "

SPECIAL

✓

m

DEPARTMENT OF THE INTERIOR,
INDIAN INDUSTRIAL SCHOOL,
OFFICE OF SUPERINTENDENT.

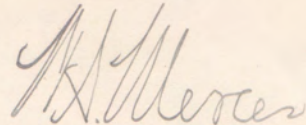
Carlisle, Pa., June 4, 1907.

Mr. J.H.Dortch,
Field Division, Indian Office,
Washington, D.C.

Sir:-

I have just received your letter of the 3rd instant in regard to changes in the school to take effect July 1st, and you failed to mention the two Indian teachers, Susie Rayos and Annie Goyituey, the Pueblo girls, whom you informed me you were going to transfer to the Southwest. Please advise me about them.

Very respectfully,



Major 11th Cavalry,
Superintendent.

WAM/EFW

**DEPARTMENT OF THE INTERIOR,
OFFICE OF INDIAN AFFAIRS,**

WASHINGTON. May 24, 1907.

The Commissioner of Indian Affairs.

Sir:

In connection with previous correspondence on the subject of changes in employees at the Carlisle School, I have the following suggestions and recommendations to offer, which I submit for your consideration:

1. That the position of Superintendent of Outing be abolished to take effect June 30, and that Miss A. S. Ely, who is now filling the position at a salary of \$1,000 per annum, be offered a transfer to some position where her experience in connection with the outing work could be utilized, if any such position and vacancy exists in the Service.

2. That the position of Superintendent of Industries be abolished to take effect June 30. The position is at present filled by W. G. Thompson at a salary of \$1,800 per annum. I recommend that Mr. Thompson be transferred to the position of Superintendent of a Boarding School.

3. That Miss Emma A. Cutter, Senior Teacher at \$900 per annum, be transferred to Phoenix at the same salary, and that I be permitted to fill her place by promotion.

4. That Miss Kate S. Bowersox, Principal Teacher at

\$1,260 per annum, be transferred to Haskell, and that John Whitwell, now Principal Teacher at Haskell at \$1,200, be transferred to Carlisle as Principal Teacher at \$1,300 per annum.

There are several reasons why this, in my opinion, would be desirable. Miss Bowersox is capable in her work, and I believe would give satisfaction at Haskell, but, owing to her connection and affiliation with the old administration, there are good reasons why she should not remain longer at Carlisle. Moreover, it is desirable that I have a male principal teacher and one who has had experience at a reservation school, which carries with it a practical knowledge of the home environment of the Indians—something that is lacking in the present occupant of the position of principal teacher at Carlisle, and which in my opinion is necessary.

5. That Miss Ella G. Hill, Laundry Manager at \$660 per annum, be transferred to a similar position or given an opportunity to take an examination for a position of teacher or music teacher in the Indian Service.

From the previous correspondence referred to, and from conferences held with you, the Assistant Commissioner, and the Chief of the Education Division, I believe that the conditions which have led to the above recommendations are thoroughly understood and appreciated, and that it is not necessary to say anything further on the subject.

Very respectfully,

M. A. Mercer
Major 11th Cavalry,
Superintendent.

Department of the Interior,

INDIAN INDUSTRIAL SCHOOL,

OFFICE OF SUPERINTENDENT,

Carlisle, Pa., April 30, 1907

Recommendations -

1260.-

Kate S. Barrarox - Principal Teacher - to be transferred.

This woman has brains ^{and} until recently I believed her loyal - She has been smart enough to cover her tracks ^{and} fool me - until recently. I am convinced of her disloyalty ^{and} that the School will be benefited by her transfer. She is a capable woman - but - inclined to have favorites. This school needs a young man as Principal Teacher. I recommend that ~~sent~~ a male be sent on for that purpose - failing which that I be allowed to fill the place by promotion - under your desire the position in order to make a vacancy to which Miss Barrarox can be transferred.

(P 900.)

Miss Emma Cutter - Senior Teacher - to be transferred as clerk - to one of the departments, in Washington. (See her application enclosed) This teacher - has been here for 25 yrs. - is not loyal to the present school administration - ^{and} new life is also needed in her grade - The advancement of the pupils practically stops when her term is reached. I can promote to this vacancy with advantage to the school. (over)

②
\$ 1000. Miss. A. S. Ely. Supt of Anting. to be transferred. She has
been here 26 years - is wedded to the old ideas - patterns
etc and her influence is not good for the new ^{and progressive}
order of things - Her experience as Anting superintendent
is of the office order and as she has not visited the homes
for over 16 yrs - She could organize and direct operations
at some other school - or inaugurate the system somewhere.
She is an admirer of Dr. Martineau - a friend of Miss Burgess -
a devotee of Pratt and his ideas - and tho' too old or experienced
to be caught - yet - is the king pin of the whole lot -
- ^{has} more influence than anyone else of the "gang" - with
both employees and pupils - because of her position. She
is 72 yrs old and too old to change her ways ~~either~~
or ideas - either. - I think she is surprised that she
is still here and upon an intimation of transfer - will
resign. She has more than enough money to keep
her in comfort - without work - for twenty years or more.

③
\$ 660. - Ella G. Niles - Laundry Manager - to be transferred.
She is an old employee - a room mate and bosom friend of
Miss Borrerox - She has a high-quick temper - and is hard to get
along with. - She is completely under the domination of Miss.
Borrerox and if one goes - both should. - I have two
assistants in the laundry who can - either one of them -
more than fill her place and at less money. - Her presence
is a cause of annoyance and much friction - with dormitories.

Department of the Interior,

INDIAN INDUSTRIAL SCHOOL,

OFFICE OF SUPERINTENDENT,

Carlisle, Pa., _____, 190_____

(3)
I also recommend that the two Indian girl
teachers - Miss. Annie Gajitney ^(B40) (Pueblo) and Susie Rayoe
(Pueblo) ^{B420} - be transferred. They are efficient teachers
and good moral girls - intelligent - and industrious - but
gets of the old regime and wedded to the old ideas - When
Miss Barronox takes snuff - both sneeze. - They are
not loyal to the present school administration - but
would probably be all right - when the old crowd is gone.
However - I desire to adopt - a policy of not
keeping Carlisle girls here as teachers - more
than one year - just enough to get them started
and then have them transferred to the Agency schools -
where they can do more good.

The above changes are all that are necessary - (including Mr. Thompson) to
thoroughly clear the atmosphere - and permit the development of new life
To the Commissioner Indian Affairs
for his personal information.

W. H. Miller,
Major 11th Cav. Supr.

Copy

Carlisle, Pa., April 29, 1907.

W.A.Mercer,

Major, 11th Cavalry,

Superintendent, Indian School:-

Dear friend:-

In your letter of March 9th, you very kindly offered to help me to obtain a transfer. I now respectfully ask your assistance in obtaining a transfer to one of the departments at Washington, D.C.

I know of some of the work at the Pension Office and feel sure that I could do it. I should like the opportunity afforded for study so that I might work out my patent.

Is there a special blank to be filled out? I should be grateful for any instructions on the subject.

Sincerely yours,

(Signed) Emma A. Cutter,

Senior Teacher.

(A True Copy written by)
()
(Ella F.White, Stenographer.)

Respectfully submitted with recommendation that Miss Cutter be given a transfer to the Indian Office, or one of the other Departments, and that the position of Senior Teacher in this school, which will then become vacant, be filled by promotion.

Very respectfully,

(Signed) W.A.Mercer,

Major 11th Cavalry, Superintendent.

MEMORANDUM ABOUT CARLISLE.

1. About June 1 write a letter to the Superintendent informing him that the position of Superintendent of Outing at \$1,000 per annum will be abolished to take effect June 30, and offer Miss Ely transfer either to Western Navajo as matron at \$600 or to Wittenberg as matron at \$540. Ask for an immediate answer. If she declines, we will tell her that she is out of the Service and subject to reinstatement at any time within one year if a suitable opportunity presents itself.

2. The position of Superintendent of Industries at \$1,800 is to be abolished, and Mr. Thompson notified that at the first available opportunity he will be transferred to the position of Superintendent of a small reservation school.

3. Miss Emma A. Cutter, Senior Teacher at \$900, is to be transferred to Phoenix at \$900. Say to her that if she does not care to go to Phoenix, her resignation will be accepted, and that she will be subject to reinstatement within the year limit. She could be reinstated at any time during that period for the purpose of transfer to the Interior Department or any of its Bureaus, provided she found a place.

4. Exchange Miss Kate S. Bowersox, Principal Teacher at \$1,260, with John Whitwell, Principal Teacher at Haskell at \$1,200, but make the Principal Teacher's salary at Carlisle \$1,300.

5. Inform Miss Hill that she will be offered a transfer

between now and the close of the fiscal year to some school in the West as laundress, the only position to which she is eligible for transfer, at as large a salary as may be possible, but it is hardly probable that she can be offered more than \$540 per annum. If she cares to take immediately a noncompetitive examination for the position of teacher or matron, and passes, the Office would endeavor to give her a transfer to one of those positions at a salary equal to that she is now receiving at Carlisle.

Memo. on Mercer's Manuscript Letter

Dear Major:

Apr. 7/07

Will you please see the Secretary & tell him I am now ready to make the changes at Carlisle which I spoke to him about some time ago. He then told me to go ahead & make them, as he wished no disloyalty to my policy among the employees. With the old regime still undermining Mercer's efforts to carry out my plans & ideals for the school (for which I have not only his statements but those of Miss Delora & others, we cannot do anything with that school. My only reason for calling

the matter up again with the Secretary after his instructions to go ahead is that one or two of the women concerned may stir up Congressmen to come & bother the Secretary, & I wish to forewarn him & prepare him to turn the whole crew over to me to deal with. They will probably then come to you, & you can tell them that my order has gone forth. If they hunt me up in the West they can have "all they wish".

Thompson's transfer to some reservation school as Supr. I love, I think, already spoken of. I don't like it about. He is a

capable man, ³ but his job at
Carlisle is too big for him,
& we need there a man of
a somewhat different stripe.

Miss Bourne is a clever,
capable woman, & could be
put in charge, as assistant
Supt (or Principal, as we call
the place now) of some School
attached to an Agency where the
agent is Supt. Out of her
present atmosphere she might
get on very well. Miss Cutter
had better be transferred to Wash-
ington, preferably to the Pension
Office. You need not hesitate
to recommend her for such a
place on the ground of swiftness;

4
she will make good elsewhere,
but is out of her element
in the Indian School Service in
the field. Miss Ely had better
be offered a transfer to some
Western school, or her resignation
called for if she does not
care to go: she is superannuated
for our work on present lines.
Miss Hill can go anywhere where
her Supt will be a man of
force but good temper and capacity
for making the most of employees
of all sorts. Such a fellow
as Croton could handle Miss
Bower Sox & Miss Hill, unquestion-
ably. So, probably, could Crandall.

The two Indian girls Marcar

Speaks of could go wherever Brother
Dortch thinks they would fit.

Please keep Mercen's letter
for my private files.

F.R.H.

P.D. Mercen asks to have
returned to him his letter
of April 1 recommending
changes of employees for
next fiscal year. Mark
the envelope Personal, &
enclose him some more blanks
so that he can put in new
recommendations.

The teachers offered transfers
should be offered them to take

6

Effect June 30; if not willing
to accept transfer, tell them
~~that the alternation will be~~
to resign, with the option
of reinstatement later at
some other school, as the
plans for Carlisle contem-
plate some changes. Get
Mercer's recommendations
for filling their places by
promotion wherever practicable.
Consult Miss Reel about
new persons to fill their
places from the field, if
that has to be done & he
has no one to suggest for
the vacancies. She knows

my ideas pretty well, & has
come into contact with the
personnel in the field.