

REFER IN REPLY TO THE FOLLOWING:

5-1100

ADDRESS ONLY THE
COMMISSIONER OF INDIAN AFFAIRSEducation-
Schools
40763-1912
P C

DEPARTMENT OF THE INTERIOR

OFFICE OF INDIAN AFFAIRS

WASHINGTON 81

Correspondence
between
superintendents.

Mr. Moses Friedman,

Supt. Carlisle School.

Sir:

I have your letter of April 23 in reference to correspondence between superintendents concerning the transfers and promotions of employees.

I am not quite ready to censure any one person for the unsatisfactory results that came from the correspondence to which you refer. I think that the copies of the letters which you enclosed indicate that some censure might be meted out to all those engaged in the correspondence, but possibly it would be more just to say that such correspondence between superintendents has not been properly regulated by the Office.

This matter is now receiving careful consideration, and I feel that more explicit rules will be necessary governing this entire subject.

Respectfully,

Commissioner.

6-JHC-10.

FILED BY C. P. F.

CARLISLE

163

40763/1912

Education-
Schools
40763-1912
P C

Correspondence
between
superintendents.

Carbon for Mr. Peairs.

Mr. Moses Friedman,

Supt. Carlisle School.

Sir:

I have your letter of April 23 in reference to correspondence between superintendents concerning the transfers and promotions of employees.

I am not quite ready to censure any one person for the unsatisfactory results that came from the correspondence to which you refer. I think that the copies of the letters which you enclosed indicate that some censure might be meted out to all those engaged in the correspondence, but possibly it would be more just to say that such correspondence between superintendents has not been properly regulated by the Office.

This matter is now receiving careful consideration, and I feel that more explicit rules will be necessary governing this entire subject.

Respectfully,

Commissioner.

6-JHC-10.

FILED BY C. P. F.

REFER IN REPLY TO THE FOLLOWING:

5-1100

ADDRESS ONLY THE
COMMISSIONER OF INDIAN AFFAIRS

Education- DEPARTMENT OF THE INTERIOR
Schools
40763-1912 OFFICE OF INDIAN AFFAIRS
C H S- WASHINGTON

Offering of
promotions.

Mr. Moses Friedman,
Supt. Carlisle School.

Sir:

FILED BY C. P. F.

The Office has received your letter of April 23, 1912 referring to the indiscriminate offering of promotions by Superintendents in the Service to employees of other schools and calling attention to two specific cases of this kind in which the employees interested were much disappointed after having arranged to accept, and in which harm was done the Service in consequence.

You make a point of having sent in all the correspondence for perusal and this makes possible an analysis of the two cases cited.

This correspondence shows that each of the Superintendents in question addressed his inquiry to you and not to the employee interested, indicating thereby a desire on their part to have you fully informed in the matter and to accomplish transfer only with your consent. Each left it

optional with you whether the employees should be advised, and Superintendent Conser was especially emphatic in disclaiming any intent to interfere with your work.

The correspondence shows too, that each Superintendent asked for your recommendation. To the first you said "I am willing to let her go" and to the other "In accordance with my general policy in matters of this kind, I shall not stand in his way, and his transfer will have my approval". Both of these are noncommittal on your part and are calculated to excite the suspicion of the Superintendents receiving them.

In view of the foregoing and the further fact that you made no other reply to Superintendent Conser's second request for a recommendation, the Office believes that it is no wonder they did not pursue the correspondence further.

Your letter seems to lay great stress on the broad and liberal stand you take, that whenever an employee can obtain a promotion in the Government Service or elsewhere, you will not only not stand in the way, but feel it your duty to aid such an employee when efficient and deserving to obtain such promotion.

Let us see how it works in these cases. Here were two opportunities for employees to secure promotions and very substantial increases of salary. If they were efficient and deserving, it was your duty, as you state the case, to

help them to gain the promotion, and there was no better way to do this than to have answered these Superintendents favorably. If they are not efficient and deserving, as borne out by your noncommittal reply (and you must have known of this) it follows that in the exercise of your duty as you saw it, they are not entitled to such promotion. Only ordinary fairness would seem to enjoin silence on your part.

It is the opinion of the Office that Mr. Wise and Mr. Conser have acted honorably in this matter, and that any blame for harm which may have come to these employees or to the school is directly traceable to your indiscretion in telling them of their prospective promotion and at the same time withholding your recommendation which you knew was essential to the accomplishment of their transfers.

The Office agrees with you that Superintendents should not offer promotions or hold out hopes to employees of other institutions of obtaining promotion, unless they know definitely that they can arrange for the transfer, but it does not believe it to be necessary to send such correspondence through the Indian Office as suggested in your letter.

Respectfully,



DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SCHOOL,
CARLISLE, PA.

File



April 23, 1912.

The Honorable
Commissioner of Indian Affairs,
Washington, D. C.

Sir:-

FILED BY C. P. F.

I desire to call to the attention of the Office a matter that I believe should receive attention, and upon which some general action might be taken, namely, the indiscriminate offering of promotions by Superintendents in the Service to employees of other schools, only to disappoint the latter when they indicate their acceptance, and after they have been kept dangling in doubt.

I am sending the Office herewith an exchange of communications between myself and the Superintendents of Haskell Institute, and the Indian School at Riverside. The exchange of telegrams shows that the former held out hopes to Miss Francis M. Shultz of obtaining a promotion from \$660 at Carlisle as assistant matron to that of head matron at Haskell at \$840 per annum. After she had been kept waiting for a number of weeks, she was informed that other arrangements had been made.

In the same way, hopes were held out to Mr. Frank J. Veith, florist at this school at \$720, of a promotion to

Each

-2- Commissioner of Indian Affairs.

Riverside at \$1000, and after Mr. Veith had indicated his acceptance and had been buoyed up with the hope of obtaining the promotion, he was disappointed. All the communications in connection with these two matters are being sent to the Office.

I have always taken the broad and liberal stand that whenever an employee of this school could obtain a promotion in the Government Service or elsewhere, I would not only not stand in their way, but felt it my duty to aid them, when they were efficient and deserving, to obtain such promotion. I apprehend that in the two cases mentioned harm has been done, in so far as the employees have had their hopes raised and to a certain extent had made arrangements to accept a promotion held out to them which was later withheld.

Superintendents should not offer a promotion or hold out the hope to employees of other institutions of obtaining a promotion, unless they know definitely that they can "deliver the goods." A still better way, it seems to me, would be for all offers of promotions to employees in the Service to come through the Indian Office itself, the Superintendent making to the Indian Office such recommendations to obtain another employee as he deems desirable.

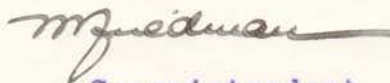
-3- Commissioner of Indian Affairs.

This would safeguard the interests of all concerned and would avoid disappointment.

I have not mentioned here that the indiscriminate offering of promotions to employees of other schools and then disappointing them, reacts detrimentally to the proper conduct and efficiency of the Service.

I bring this to the attention of the Office in a constructive spirit, and with the aim that some general plan may prevail, which will safeguard not only the interests of the Service, but the interests of subordinate employees of the Service.

Very respectfully,

A handwritten signature in dark ink, appearing to read "M. Friedman", with a long horizontal flourish extending to the right.

Superintendent.

MF:SR

THE WESTERN UNION TELEGRAPH COMPANY.

INCORPORATED

24,000 OFFICES IN AMERICA. CABLE SERVICE TO ALL THE WORLD.

ROBERT C. CLOWRY, President and General Manager.

Receiver's No.

Time Filed

Check

SEND the following message subject to the terms
on back hereof, which are hereby agreed to.

Dec. 16, 1912

To Supt. Friedman,Carlisle, Pa.Would Frances M. Shultz accept transfer head matronHaskell eight forty per annum? Would you recommend?Wise,Govt. Paid

FILED BY C. P. F.

DEPARTMENT OF THE INTERIOR
UNITED STATES INDIAN SCHOOL
CARLISLE, PA

TELEGRAM

To

Superintendent Wise,
Lawrence, Kansas.

Frances Shultz will accept transfer eight forty
head matron Haskell if proferred by Indian Office. I
am willing she should go.



FILED BY C. R. F.

Sent Dec. 18, 1911 M.
(Eastern time.)

By Postal
Government rate.

~~PAID~~—COLLECT

Friedman, Supt.

Superintendent.

Per

All messages phoned to city telegraph offices, unless otherwise noted.

Sherman Institute, Riverside, Cal.,
March 12, 1912.



Mr. M. Friedman,
Supt. Carlisle Indian School,
Carlisle, Pa.

Dear Mr. Friedman:-

FILED BY C. P. F.

I will have a vacancy as a gardener June 1 and I am anxious to get a first class man to take up this work. The person who occupies this position is required to keep the grounds in good order, to look after the greenhouse, to do some gardening at the school and to have general charge of the outside work at the plant. He generally has a good sized detail, although at times, especially during the vacation period, his detail is of necessity cut down. You having been here know what is expected in order to keep the place in good condition at all times. The gardener is kept busy most of the time and it is necessary for him to be a good organizer and to handle boys. I have understood that you have a splendid gardener and that possibly he might be willing to accept a position here. I do not wish to interfere in any way with your work and you need not even mention this to your gardener unless you so desire. If you believe that your gardener would be able to handle the work here and you are

willing to recommend him, I shall be pleased to have you let me know as soon as possible what the prospects are for his coming. For an experienced man and one who is thoroughly competent we would pay \$1,000, but I could not give any assurance that I would increase this salary in the near future. The gardener, if a married man, will have the use of a cottage.

Awaiting your early reply, I remain,

Yours very truly,

Signed - F. M. Conser,

Superintendent.

FMC/MGA

COPY

March 19, 1912.



Mr. F. M. Conser, Supt.,
Sherman Institute,
Riverside, Cal.

My dear Mr. Conser:-

I have your letter of March twelfth, relative to the florist at Carlisle accepting the position as gardener at Riverside. I had the letter submitted to him, and he has informed me that in view of the increase in salary, he would be pleased to receive the appointment at your school.

In accordance with my general policy in matters of this kind, I shall not stand in his way and his transfer will have my approval.

Very respectfully,

Signed * M. Friedman,
Superintendent,

MF:SR

COPY

Sherman Institute, Riverside, Cal.,

March 26, 1912.



Mr. M. Friedman,
Supt. Carlisle School,
Carlisle, Pa.

Dear Mr. Friedman:-

I have just received your letter relative to your gardener. I do not take it from your letter that you recommend him for the work we will have to do here. I will be pleased if you will wire me Government collect on receipt of this letter whether or not you believe he is competent to do the work we have to do here.

Sincerely yours,

FMC/MGA

Signed - F. M. Conser,
Superintendent.

P. S. Please also wire me his name.

F. M. C.

COPY

Sherman Institute, Riverside, Cal.,

April 17, 1912.

Mr. Frank J. Veith,
Carlisle Indian School,
Carlisle, Pa.



Dear Sir:-

Answering your letter of the 6th inst., I have to say that I have made other recommendations for this position. If, however, the position is not filled I shall be pleased to give the matter of your transfer further consideration.

Yours very truly,

Signed - F. M. Conser,
Superintendent.

Through Superintendent of the Carlisle School.