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March 2, 1942.

Mr. Fred H. Phillips,
Holland Building,
Springfield, Missouri.

My dear Mr. Phillips:

May I thank you sincerely for your wonderful letter as of February 27th. The fact that you are interested in young Ralph Bowman to the extent that you wrote me makes me especially grateful to you for your kindness.

It may give you somewhat of a shock to learn that we have never subsidized basketball players here at the University of Kansas. What I mean by that is giving them jobs earning more money than a boy can normally earn while attending school. You were very frank and to the point with me, and I will be the same with you. It is my contention, and I believe that this contention is borne out by looking into the matter carefully, that no boy can earn over \$20.00 a month and carry a full load of academic work in college and also participate in athletic activities.

I know there are schools where an athlete can get his board and room, and sometimes his tuition. There are soft and easy jobs for basketball players as well as football players, and we are continuously faced with these men on rival college teams who are well taken care of with easy jobs.

But I have always been of the notion that while you get a number of these boys who have exceptional athletic talent, most of them when they get easy jobs put their athletics ahead of their true college education, and many of them fail to make the success in after life that they would if the proper emphasis were placed on the primal intention of a boy going to college, namely, study. It is my belief that this war will emphatically deflate this overemphasis on athletics, and in another year these soft jobs will not prevail. However, coaches and other followers of athletics are following the trend of subsidization as strongly now, apparently, as they were before the war.

I can say to you very readily that we could get a job that would pay \$20.00 a month. This averages 35¢ an hour for two hours a day and work on Saturday morning. This gives a boy time to study and at the same time, time to play without endangering his academic work.