

May 22, 1939.

Mr. James H. Raport,
Department of Physical Education,
University of Kansas.

Dear Jim:

I am very happy to have your letter of the 20th instant and I can readily see the slight confusion that might arise in your mind.

We had previously discussed the difficulty of a graduate of this university receiving compensation comparable to his other contemporaries until he has gone away from here, taught other places, and returned. I believe this is traditional everywhere. I know that it is unnecessary for me to discuss this angle, as you and I have both elaborated upon it.

Many times the heads of departments in many large universities are not the high-salaried men. They are young men who have a lot of executive ability. The teachers with reputations are the high-salaried staff members. The theory back of this is that their more valuable time should be given to the students.

In your case, my idea was that you being well acquainted with the local situation here, and in addition, being intelligent, cooperative and aggressive, could do a fine job. I never have allowed rank alone to be my determiner of a man. So I can really see no great difficulty confronting me in my viewpoint, which I discussed with you. I will continue to consult you when I have things that I desire to be accomplished in this department. You may always be sure of my utter frankness.

Very sincerely yours,

FCA:AH

Director of Physical Education,
Varsity Basketball Coach.