Dr. E. W. Konrad Slader, Missouri

Dear Dr. Konrad:

I am very happy to send you carbon copies of the letters I have written to those gentlemen which you requested.

Sincerely yours.

Porrest C. Allen Versity Basketball Coach Prof. of Phys. Ed.

FCA:mim

Mr. Harry Lebeld
Louisville American Association Baseball Club
Parkway Field
Louisville, Kentucky

Dear Mr. Lebold:

Dr. E. W. Konrad of Slater, Missouri, drove over to Lawrence, Kansas, last night to talk with me regarding the possibilities of his getting on as a trainer for one of the National League baseball clubs.

I have known Dr. Konrad for some six years and have always found him to be an honest, straightforward young physician. He is very sincere in all of his work and, since he is very fond of athletic competition and sports of all kinds, I am very sure that he would do an excellent job as a trainer should he be fortunate enough to secure such a position. Dr. Konrad has attended a great number of athletic contests in which my team has participated and I have had an opportunity to visit with him a great deal. He is clean physically and mentally and, in addition to his work as a physician, I am sure that he would transmit the right attitude to the men under his care. In other words, his influence would be good upon the men.

Dr. Konrad is a graduate of the Kirksville College of Osteopathy and Surgery and, therefore, he as well qualified to do work of this kind. He graduated in 1939.

If there is any other information that I could furnish you regarding the character standing and professionality of Dr. Konrad, I would
be happy to furnish you the same.

I have a high regard for him as a gentleman and a physician.

Sincerely yours,

Forrest C. Allen Varsity Basketball Coach Prof. of Phys. Ed. Mr. M. J. Whitson Asst. Supt. of Topoka City Schools Topoka, Kansas

Dear Mr. "Litson:

I promised you in our telephone conversation of a week ago, that I would write you regarding the capabilities of Paul White.

Since you doubtless have the data on his academic status -- when he obtained his degree, etc., I will dwell on his athletic capabilities, his character, outstanding in his community, etc.

Paul White received his Varsity letter in swimming in '38, '39 and '41. He also completed three years on the varsity football team with fine success.

I have known Paul White for over ten years and at all times have found him to be an outstanding gentleman of fine scholastic attainments, and also possessing fine character.

Mr. White is clean, capable, and personable. He is a fine example to young men, and he leads them by the power of his personality and clean habits. I am most happy to recommend him, and in my opinion he will be a most helpful man to you.

Sincerely yours,

Forrest C. Allen Varsity Basketball Coach Prof. for Phys. Ed. Mr. Charles Moore, jr. 901 Indiana Street Lawrence, Kansas

Dear Charlie:

This morning I had a chance to talk with T. D. Funk and I really gave him a strong pressure talk in your behalf. I used every appeal that I could toward him giving you favorable consideration for that job.

He said that he had two veterans returning who he had to take back, but he would give you very definite consideration concerning the other two places.

If at any time I can be of any service to you, do not refrain from calling upon me. With all good wishes, I am

Sincerely yours,

Forrest C. Allen Varsity Basketball Coach and Professor of Physical Education.

FCA:MF

# BOYS' CLUBS OF AMERICA

381 FOURTH AVENUE



NEW YORK 16, N. Y.

PROGRAM AND PERSONNEL SERVICE WALTER M. HALL, Director EDWARD W. PASTORE, Assistant Director

July 24, 1946

Mr. Forrest C. Allen
Varsity Basketball Coach
Dept. of Physical Ed.
University of Kansas
Lawrence, Kansas

Dear Mr. Allen:

I have your letter recommending Horace M. Mason for our training course, and I want to thank you for your very prompt reply.

We appreciate the high regard in which you hold Mr. Mason, and shall keep whatever information you have given us in strictest confidence.

Sincerely yours,

Walter M Hell Director

Walter M. Hall, Director Program & Personnel Service

WMH:bes

# BOYS' CLUBS OF AMERICA

381 FOURTH AVENUE



NEW YORK 16, N. Y.

PROGRAM AND PERSONNEL SERVICE WALTER M. HALL, Director
EDWARD W. PASTORE, Assistant Director

July 16, 1946

Dr. Forrest C. Allan University of Kansas Lawrence, Kansas

Dear Dr. Allen:

I am writing you concerning Horace Mann Mason who has filed application for our professional training course. This course involves one year of training and is especially designed to prepare men for executive positions in our field. We are very selective and we admit to the course only men who have the highest qualifications.

I am attaching a list of qualifications that an executive director of a Boys' Club should possess, and the duties he performs. In your opinion, do you think Mr. Mason has the character, appearance, personality, poise, education, enthusiasm, and other qualifications necessary to make a top-notch executive?

You may rest assured that any information you give us concerning Mr. Mason will be treated strictly confidential by our Board of Review.

I am enclosing a self-addressed stamped envelope for your convenience in replying.

Sincerely yours,

Walter M. Hall, Director

Program & Personnel Service

WMH:bes Encls.

# BASIC QUALITIES FOR IEADERSHIP IN BOYS' CLUBS

Experience indicates that those who have been most successful and happiest in Boys' Club work have possessed the following basic qualifications:

- 1. Good character.
- 2. Good health.
- 3. A genuine interest in boys and a desire to make a career of Boys' Club work.
- 4. A pleasing personality and an attractive appearance.
- 5. Maturity, self-control, and good judgment.
- 6. A sense of humor.
- 7. A realistic understanding of community life and particularly of the social forces that influence boys living in less privileged areas.
- 8. An understanding of boy nature and the problems of boys.
- 9. An ability to gain the respect of boys and to guide and exercise democratic leadership in both large and small groups.
- 10. Energy, initiative, and the ability to get things done.
- 11. A clear understanding of Boys' Club philosophy, techniques, and methods.
- 12. Education and experience commensurate with the job to be done.

#### EXECUTIVE DIRECTOR

An Executive Director of a Boys' Club is the administrative head of the organization. He works with the Board of Directors and its committees in the formulation of policies, procedures, and programs. He is employed by and is responsible to the Board.

#### Duties include:

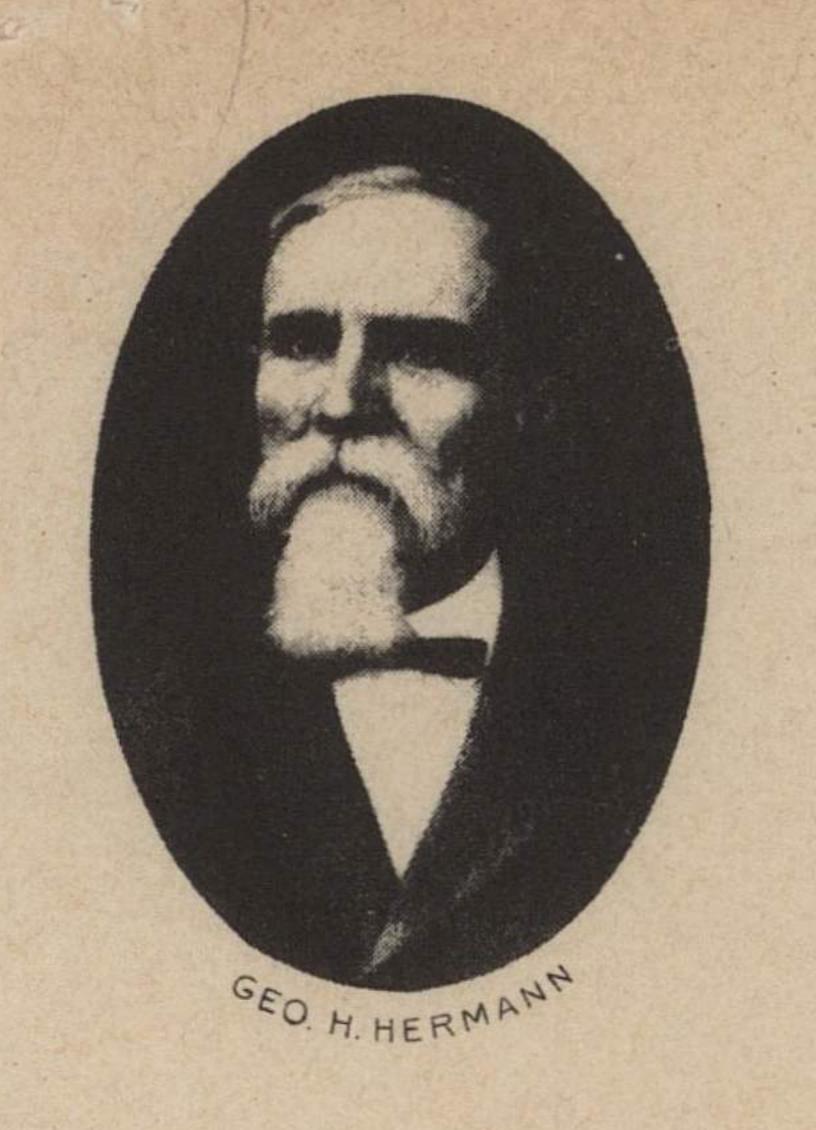
- 1. Assisting the Board of Directors in budget planning, fund-raising, and administration of finances.
- 2. Planning the program.
- 3. Recruiting, selecting, training, directing, and supervising the staff.
- 4. Holding periodic staff meetings.
- 5. Purchasing or approving purchase of supplies and equipment.

- 6. Supervising the maintenance and operation of the physical property.
- 7. Operating the organization within the budget approved by the Board of Directors.
- 8. Maintaining and operating the organization in accord with the standards of Boys' Clubs of America.
- 9. Exercising final authority on all problems relating to boy members.
- 10. Promoting and stimulating membership in the Boys' Club.
- 11. Stimulating the growth and development of the organization.
- 12. Evaluating the program.
- 13. Interpreting the objectives, standards, and program of the local organization and national movement to Board of Directors, staff, parents, members, and the general public.
- 14. Submitting periodic statistical and progress reports to the Board of Directors, the public, and Boys' Clubs of America.
- 15. Establishing and maintaining a friendly, cooperative relationship with public and private social agencies and other organizations in the community.
- 16. Integrating the work of units in multiple unit organizations.
- 17. Coordinating the work of the organization in all its aspects.

### QUALIFICATIONS

#### Education

An Executive Director should be a graduate of an accredited college or university. He should also have successfully completed the Boys' Clubs of America Orientation Course. Graduate study may profitably supplement undergraduate work. Academic study should be supplemented by supervised field work in a Boys' Club.



# HERMANN HOSPITAL

### HOUSTON 5, TEXAS

R. OSWALD DAUGHETY
SUPERINTENDENT

June 18, 1946

Dr. F. C. Allen University of Kansas Robinson Gym Lawrence, Kansas

RE: Calvert J. Winter, Jr. Lawrence, Kansas

### Internship

Dear Dr. Allen:

The above named individual is applying to Hermann Hospital for a position as
intern.

He has given you as a reference. We would appreciate any information from you regarding his character, ability, or any other pertinent remarks you would care to make.

Yours very truly,

ROD/a

Superintendent

June 24, 1946 To Whom It May Concern: . I have known Mr. George Gathings for a number of years while he has been connected with the Navy program here at the University of Kansas. During this time it has been a pleasure to work with him in the conduct of our physical education classes. You will find him above the average in social qualifications with a pleasing personality and ability to get along with others. Of the many naval men here at the university all have spoken very highly of the likability of Mr. Gathings. He has shown those qualities of character and leadership in his work along with thoroughness and dependability in seeing a job completed. You will find him clean, loyal, and cooperative. I do not hesitate to recommend Mr. Gathings to any job of trust and responsibility. Sincerely yours,

Reginald R. Strait
Assistant Professor of Physical Education.

RRS :MF

June 20, 1946 To Whom It May Concern: I have known George Gathings for more than two years, during which time he was in charge of the Navy V-12 Physical Training Program as Chief Specialist in Athletics. Mr. Gathings is very conscientious about his work and has a good background of knowledge with which to meet various athletic and physical training problems. I have found him to be absolutely trustworthy. George Gathings is a man of high calibre with whom it is a pleasure to be associated. Mr. Gathings is particularly adept to organizing programs and handling both men and material. He has a personality which makes him well liked by the men with whom he has contact and I have found him to be an excellent teacher of boxing and other athletic sports. I would certainly recommend George Gathings very highly to anyone who could use his services as a physical training or athletic specialist. Sincerely yours, Assistant Professor HS:MF of Physical Education.

June 19, 1946 To Whom It May Concern: Dear Sir: I am very happy to testify as to the fitness and ability of George W. Gathings, who has served as chief specialist in the athletic division at the University of Kansas for the Navy V-12 program from June 23, 1944, to July 1, 1946. Mr. Gathings has been in charge of athletics and physical education, supervising the large intramural program of his group, as well as physical education program. Mr. Gathings came to the University of Kansas on February 3, 1943, as an instructor in the Machinist's Mate's School and ended his tenure with the Machinist's Mates on March 16, 1944. The same date he became an instructor in the Electrician's Mate's School and served there until June, 1944, when he assumed the duties as chief specialist in charge of athletics and physical education. Mr. Gathings has been very cooperative and friendly. It has been a pleasure for us in charge of physical education at the University of Kansas to cooperate fully with him and his Navy program. I am happy to testify to Mr. Gathings' loyalty, coopera-

tion, and friendliness.

Sincerely yours,

Director of Physical Education, Varsity Basketball Coach.

FCA:MF

June 14, 1946 To Whom It May Concerns I have examined the simplified Sportsman's Football Score Book originated and copywrighted by Marvin Vandaveer, Athletic Director and Football Coach at Haskell Institute, and Mr. M. Fowler, Head of the Printing Department at Haskell Institute. I am visibly impressed by the simplification and the originality of this very necessary adjunct to football players' records. Certainly football has needed a score book that could be easily handled by a scorekeeper not involving too much minutia. Certainly these two gentlemen have made a definite contribution to sports and to football. I am happy to commend to football coaches and athletic directors this very splendid score book. Sincerely yours, Director of Physical Education, Varsity Basketball Coach. FCAsMF

Mrs. Geneva O. Brown Campward Ho Ranch Camp on Hualpai Peak Kingman, Arizona

Dear Mrs. Brown:

Yes, indeed, I remember very well Geneva L. Oliver and I will be happy to give you a good recommendation when the inquiries come.

I am glad that you are enjoying your work and your environment.

With all good wishes, I am

Sincerely yours,

Director of Physical Education, Varsity Basketball. Coach.

FCA:MF

## campward ho

ranch camp on hualpai peak

kingman, arizona May 21, 1946

Miami, Arizona, xxxxxxxxxxxxx June 1st.

Dr. F. C. Allen, University of Kansas Lawrence, Kansas

Dear "Phog" -

No doubt you do not remember me ever having studied under you in a summer course in "Recreation" but it was one of the courses that I enjoyed most and it was the reason I have always wanted to direct a lprivate camp for girls. This summer I am opening a Ranch- camp in Mohave County, Arizoha near Kingman.

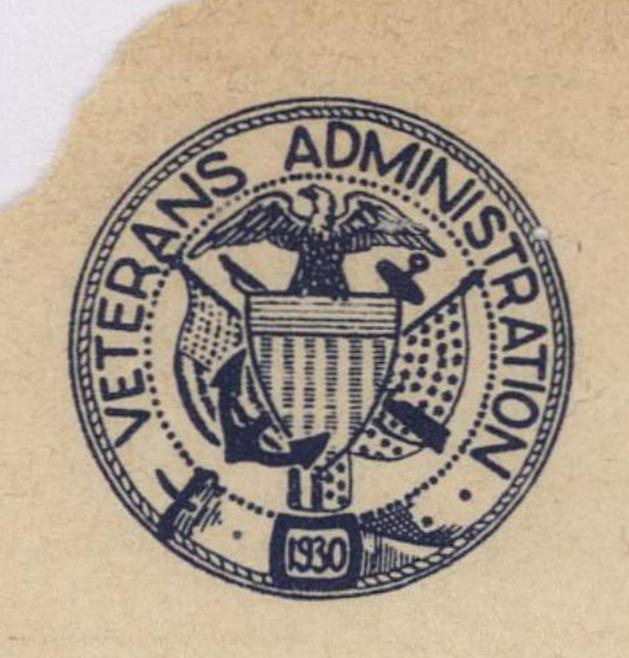
For the last two years I have been head of the Physical Ed. department in the Miami, Ariz. Elementary Schools. This school has an enrollment of 960, with a smattering of mexican children, it being a mining town and Arizona a border state. There has been some interesting experience gained in teaching bi-lingual students and I have found them to be very anxious for American education.

In gathering my credentials and references necessary for the development of a Private Camp, I have referred to my courses studied at the University of Kansas, giving them permission to write to you in regard to my ability. Your records will show. Geneva L. Oliver, my maiden name.

Thanking you very much for this reference, I am,

Sincerely, Inewall Mount.

Geneva O. Brown.



### VETERANS ADMINISTRATION

Kansas City 6, Missouri

May 25, 1946

YOUR FILE REFERENCE:

IN REPLY REFER TO: L-4

Dr. F. C. Allen, Director of Physical Education, University of Kansas, Lawrence, Kansas.

BAKER, Velma Ruth

Dear Sir:

Velma Ruth Baker of Kansas City, Missouri, has made formal application for employment as Training Officer with the Veterans Administration office in Kansas City, Missouri. She has named you as one of the references to whom we could look for information as to her qualifications, character and reputation.

Please advise this office confidentially as to the extent of your acquaintance and the nature of your association with her. Also advise of her ability or lack of ability to work in harmony with a group of employees and whether she is loyal to employers, industrious, efficient and dependable.

You are further requested to advise as to her general character, that is, whether she uses intoxicating liquors, gambles, carouses, or associates with questionable characters and whether, in your opinion, she will retain information in confidence.

Any information you can furnish with reference to this person will be treated strictly confidential. For your convenience in forwarding a reply, there is attached a fully addressed envelope requiring no postage.

Your cooperation in furnishing this information, we assure you, will be greatly appreciated.

Very truly yours,

V. E. WILLIS, Chief Attorney.

Att. 7

May 20, 1946 Mr. J. H. Howard Business and Technical Personnel Director Eastman Kodak Company Rochester 4, New York Dear Mr. Howard: I have been out of town the past ten days speaking at high school commencements and attending a Rotary convention. This accounts for my delay in answering your communication regarding William B. Haynes. I have known Mr. Haynes for three or four years at a time when he was a student at the University of Kansas, and later having kept in close touch with him while he was a student at Purdue University. Mr. Haynes is a young man of high character and exceptional ability. He has an outstanding personality with splendid initiative and excellent judgment. He is clean, capable, and reliable. In my opinion, he is a young man of exceptional traits and I am happy to recommend him without reservation. He will go a long way. Sincerely yours, Director of Physical Education, Varsity Basketball Coach. FCA:MF Enc.

### EASTMAN KODAK COMPANY ROCHESTER 4, N. Y.

May 9, 1946

Dr. Forrest C. Allen Director of Physical Education Kansas University Lawrence, Kansas

Dear Doctor Allen:

william B. Haynes recently has accepted employment with us and has given us permission to write to you for your objective estimate of his personal qualities. The characteristics in which we are interested are indicated in the standard form which is enclosed. We would also value a summary of this person's strong and weak qualities. This would be very helpful in adjusting him to the new position.

We shall very much appreciate your comments concerning Mr. Haynes.

Yours very truly,

EASTMAN KODAK COMPANY

Business and Technical Personnel Director

JHHoward: MN Enc.

April 25, 1946 Goodyear Tire & Rubber Company, Inc. Topeka, Kansas Gentlemen: I am very happy to testify as to the high qualifications of Ralph E. Schaake. I have known him as a freshman and during his entire period as a student at the University of Kansas, until his graduation; then as a coach and as an officer in the United States Navy. I had him in the academic class room, as well as in the physical education training work. At all times I found him a most conscientious, sincere, and energetic young man. He is clean, personable, and forceful. He has a high sense of loyalty to his superiors and to the fellows with whom he works. I am glad to recommend Ralph Schaake without reservation or evasion. Sincerely, Director of Physical Education, Varsity Basketball Coach. FCA:MF Enc.

Mr. W. C. Sutherland
Local Employment Service
National Recreation Association
315 Fourth Avenue
New York 10, New York

Dear Mr. Sutherland:

I am very happy to recommend to you Miss V. Ruth Baker. Miss Baker graduated with a B.S. degree at the University of Kansas with a major in Physical Education and took her masters degree at New York University. It is my understanding that she has also done some work on her doctor's degree.

Miss Baker has had fulsome experience in teaching in the smaller schools in Kansas, as well as in Dearborn, Henry Ford's home town. She was also a Wave in the service during World War II.

Miss Baker has intelligence, poise, an unusual personality, and her fundamentals have been gained by knowledge and experience. I would say that you would be fortunate indeed to obtain her services.

I am happy to recommend her without reservation and evasion. She certainly has all the qualifications necessary which you outlined in the third paragraph of your letter.

Sincerely yours,

Director of Physical Education, Varsity Basketball Coach.

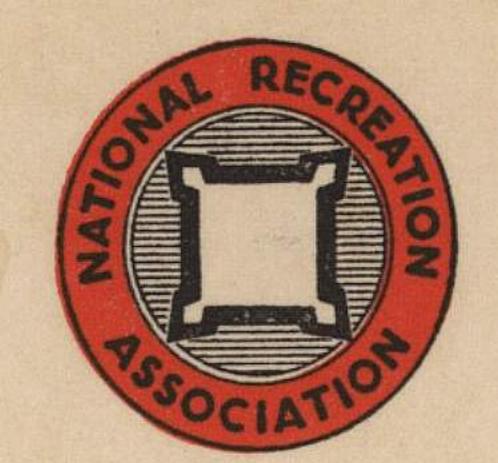
FCA:MF

### NATIONAL RECREATION ASSOCIATION

Founded 1906 as the Playground Association of America

Serving Over 6000

315 FOURTH AVENUE



Communities a Year

NEW YORK 10, N. Y.

April 17, 1946

Dr. F. C. Allen
Physical Education and Basketball Coach, Kansas Univ.
Laurence, Kansas

Dear Dr. Allen

#### V. RITTH BAKER

has registered with the National Recreation Association for employment service. Your name has been given as one possessing knowledge of the applicant's qualifications, character and ability.

The types of positions which come to our attention include: Superintendent, the chief officer in charge of a department or division and its personnel; Assistant Superintendent; Supervisor of Programs for Girls and Women; Director of Athletics and boys' and men's activities; Director of Community Center (Civilian or Soldier); Supervisor of Playgrounds; Playground Director; Supervisor of music, drama, arts and crafts, social recreation and nature; Director of Adult Education; Director of Recreation for Industry; Director of Recreation at Housing Projects.

Such positions call for promotion, administrative, organization and community leadership ability. Statesmanship, good character, initiative, desire to be of service to others, creativeness and ability to work cooperatively with all kinds of people are also important requisites.

Your frank and confidential opinion of the applicant in terms of the above qualities and in terms of the applicant's capacity for work will be appreciated.

Sincerely yours

W. C. Sutherland

Local Employment Service

BOARD OF DIRECTORS

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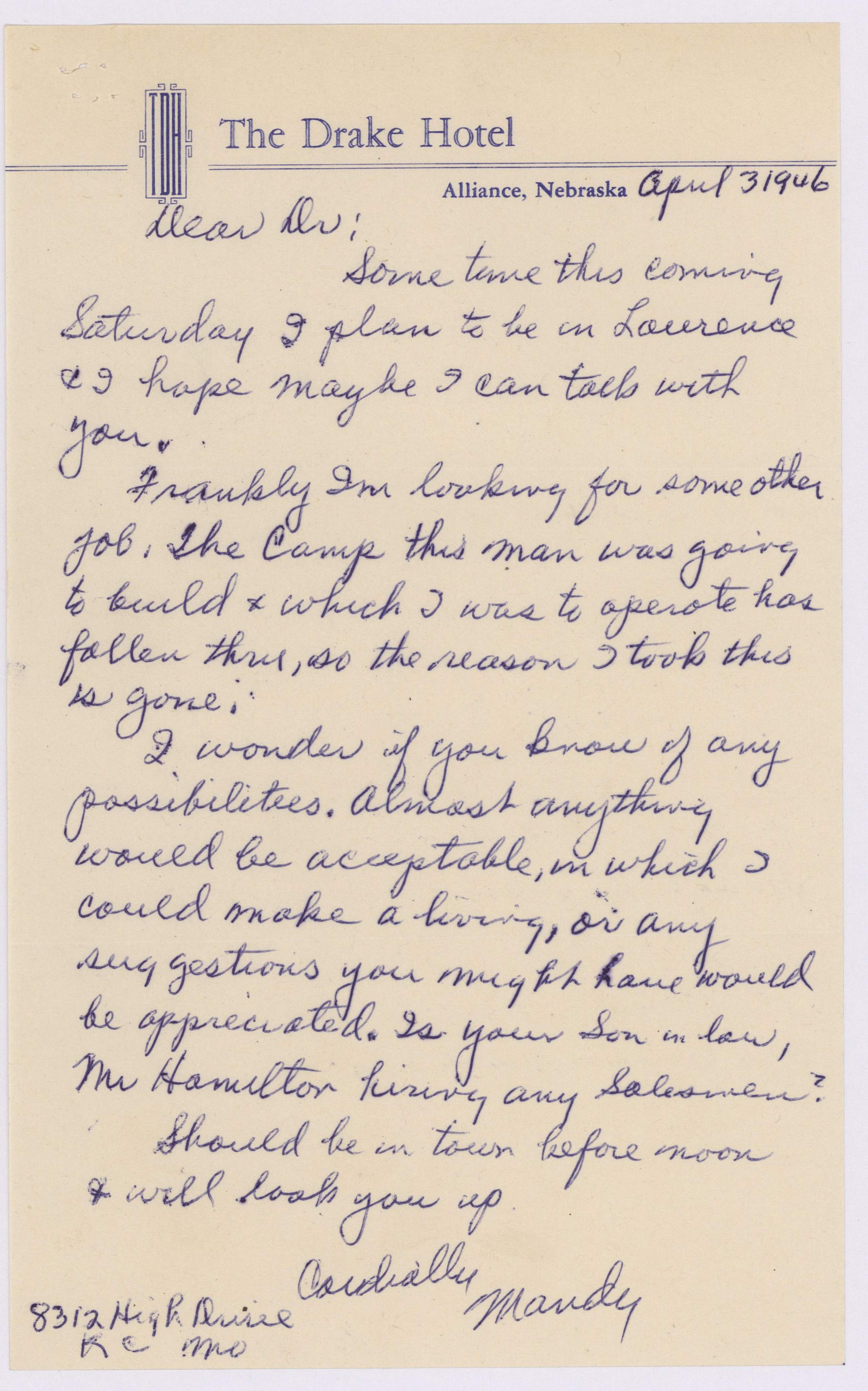
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FREDERICK M. WARBURG NEW YORK, N. Y.

JOHN G. WINANT CONCORD, N. H.

STANLEY WOODWARD WASHINGTON, D. C.

April 23, 1946 Mr. Frank Mandeville 8312 High Drive Kansas City, Missouri Dear Mandy: I am just now getting around to responding to your appeal. I am sending you a carbon copy of the letter that I am writing Lee Hamilton, my son-in-law, at 111 Sutter Street, San Francisco, California. Lee, Junior, is a student here at the Oread High School and he is graduating June 2. His dad and his mother are coming in from Palo Alto to see him graduate and so it might be possible for you to have a talk with him when he comes in. Anyhow, we are getting a letter out to him today and asking about the possibilities of your getting on with him. I trust that things work out for you and you can rest assured that anything I can do for you in your behalf will be cheerfully and gladly done. My kindest regards to you and yours. Sincerely, Director of Physical Education, Varsity Basketball Coach. FCA:MF Ence



April 23, 1946 Mr. Lee Hamilton 111 Sutter Street San Francisco, California Dear Lee: Frank Mandeville, whom you remember as my half-back on the Kansas team when we scored three touchdowns on Nebraska (and he made all three touchdowns), is looking for a job as a salesman. Mandy was with Lowe and Campbell Sporting Goods House for years and was doing very well indeed. Then last fall he took a job on the road with Southern Comfort. They promised him a lot of things like building a camp in the north woods for the entertainment of ritzy guests and the children of these people. Well, things did not pan out as he expected and he is unhappy. He dropped in a couple of weeks ago and I promised him I would write you and see if you were taking on any salesmen. His address is 8312 High Drive, Kansas City, Missouri, and I know he would appreciate it if you would drop him a line, giving him knowledge of any possibilities as to future employment. I would recommend him without reservation, as I have known him for more than twenty-five years and have always found him an upright and loyal individual. He is a find type of gentleman in whom you can place every confidence. Mrs. Allen received a wire, an Easter greeting, from Mary, Libby, and Joan, I presume you were out of town on a business trip. With all good wishes to you and yours, I am Sincerely, Director of Physical Education, FCA:MF Varsity Basketball Coach.

It was fine to get your letter of April 12 and to know of your interest in the vacancy existing at Leavenworth High School.

I want you to know that you are welcome to use my name as a reference, but I think that in this case the best procedure to follow would be for you to write Mr. Bryan first and mention me as a reference. He will undoubtedly then write to me concerning you. It might look, otherwise, that I was unduly trying to promote you into this job. I know Mr. Bryan very well and I think if this procedure is followed that I can, and will do you a lot of good and I will be delighted to be of such aid. I have no doubt whatsoever that you can handle the job in superior manner.

I certainly appreciate your situation and am tickled to death to hear of the potential family. May I congratulate you on this espectation. I am sorry that you cannot make the Kansas Relays, but under the circumstances I would not want you to. You are just beginning to live. One's really first great joy is obtained upon the arrival of the initial off spring.

Anything that I might be able to do in connection with your job at Leavenworth please feel free to ask. I sincerely think that the procedure I have outlined is the best to follow.

Sincerely yours,

Director of Physical Education, Varsity Basketball Coach.

April 12, 1946 High School Great Bend, Kansas.

Dr. Forrest C. Allen
Basketball Coach
Director of Physical Education
University of Kansas
Lawrence, Kansas.

Dear Dr. Allen:

Thanks so very much for your kind letter and I hope that evrything works out for the two or three boys from Great Bend who might be interested in coming to the University next year.

Today I was speaking with Mr. E.A. Thomas who was stopping by in Great Bend. He told me about the high school coaching vacancy existing in Leavenworth by the resignation of Ray Hahn in returning to Bethany College where he served before the war. That position appealed to me and at the suggestion of Mr. Thomas I wrote a letter of application to the school superintendent, Mr. Hugh C. Bryan.

I should like you to write him in my behalf if you should care to do so. I feel that I could handle the position satisfactorily both athletically and academically. I plan to finish my thesis for the masters' there at the University this summer. That means I will have an advanced degree in physical education next year. As you know I have had six years' coaching experience prior to my four years' service as a Coast Guard officer with overseas duty.

I would like to thank you for this favor as well as the many others you have so graciously given me. I had hoped to get to the Kansas Relays this year, but we are on the verge of receiving definite information as to whether an addition to our little ramily group will put in an appearance this fall and we certainly do not want to make any trips that may jeopardize the potential good news. I know that you understand this situation.

Yours very sincerely,

Gerald K. Barker