

July 28, 1966

Mr. John A. Bellairs
100 Bellevue Avenue
Chicago, Illinois

Dear Mr. Bellairs:

I am authorized by the Chairman of the Board of Trustees and the Chairman of the Committee on Instruction to offer you appointment as a full-time member of the Shimer College Faculty for the academic year 1966-1967 on the following terms:

Salary - \$6500 per year

Duties - Teach in the Humanities and serve as Faculty Counselor of one of the men's dormitories in the regular academic semesters.

This appointment becomes effective September 1, 1966, and runs until August 31, 1967. Your salary will be paid in equal monthly payments beginning September 30, 1966. A deduction of the appropriate percentage of your salary under the law will be made and will be matched by the College for Social Security payments. Also, the required deductions for Federal Income Tax purposes will be made from your salary each month by the College.

You will be eligible to go on the TIAA Retirement Program after you have worked for the College one full year on contract. This program involves the purchase of a personal annuity policy for you which gives an assured income on retirement. You invest a sum equal to 5 percent of your entire salary under this program, and the College will add a contribution, toward the purchase of your annuity policy, of a sum equal to 5 percent of your salary up to \$5000 and in addition will contribute a sum equal to 10 percent of that portion of your salary over \$5000. Our TIAA Retirement Program becomes mandatory after five years of working for the College if the faculty member has not previously gone on the program. If you are already on TIAA, your contract may continue without interruption and you will be eligible to go on the Shimer TIAA Retirement Program as of the date of this appointment if you so desire.

In order to render your services as Faculty Counselor of one of the men's dormitories, it will be necessary for you to live in the dormitory quarters provided by the College and to take your meals, also provided by the College, in the College dining hall when the students are on campus and the College is in regular session. Since it is necessary in the discharge of these duties as Faculty Counselor for you to live and eat on the campus with the students, the quarters and meals furnished by the College, at no expense to you, are not

regarded as part of your salary. It is our understanding, therefore, that the cost of the quarters and meals furnished by the College are not subject to Federal Income Tax. The Counselor of the dormitory supervises the living conditions when the dormitory is open for students and is responsible to the Dean of Students in the discharge of these functions.

Shimer College will furnish a Group Term life insurance program under TIAA for you in which the expenses are borne entirely by the College. This insurance is in effect only so long as you are a full-time employee of the College, and is for \$15,000. This insurance goes into effect on the first October 1 after your appointment.

Group Blue Cross and Blue Shield plans are available through the College to faculty and their dependents. The cost of these plans is to be borne by the faculty member. The College provides Major Medical insurance at no cost to the faculty member who is in the base plan of Blue Cross and Blue Shield, or its equivalent. Employment at Shimer is contingent upon participation in a combined base and Major Medical insurance plan which goes into effect on the first October 1 after employment for faculty. The equivalent of a base plan means payment of the additional premium charged by TIAA for those not in a base plan at Shimer.

Total Disability coverage is furnished by the College to all active faculty members, administrative officers, and other employees under contract. Faculty and administrative officers must be employed by the College on a minimum of a two-thirds time basis, and become eligible for this coverage on the first December 1 following the completion of two years of service.

The College will also furnish, at no cost to you, Accidental Death and Dismemberment (\$50,000) Insurance.

Shimer continues to grow in numbers and in importance. You can play a significant role in our striving for excellence.

Will you kindly indicate on the attached carbon copy your acceptance of this appointment and return it to me at your early convenience.

Sincerely,

F. J. Mullin
President

FJM G

Accepted _____

(Your name in full)

Date _____

John Bellairs
July 28, 1966