

EXPLANATION OF REQUESTS FOR INCREASES OR SPECIAL ITEMS

A. AT LAWRENCE

1. **SALARIES AND WAGES.** An annual increase of \$162,148 is requested to provide for additional staff and to make modest adjustments in salaries.

a. New Staff. In order that the University may keep abreast of the times and offer courses in the new techniques which students are demanding, \$33,100 is needed for additional staff: four instructors, one each in aeronautical engineering, occupational therapy, nursery school supervision, and sanitary engineering; a dean of the newly-created William Allen White School of Journalism; a secretary to the dean; an extension center director, and a secretary to the director; a taxidermist and a preparator for the museum of natural history; several part-time assistants in the College of Liberal Arts and Sciences to make possible an improved and expanded student advising program.

b. Salaries and Wages. In order to keep from dropping too far behind the current market, \$129,048 is urgently needed to provide modest increases in salaries in individual cases, largely in the lower brackets. This total is distributed \$13,893 to the classified service and \$115,155 to the unclassified service.

Two years ago the University requested an annual increase of \$42,970 in the appropriation for salaries and wages, distributed \$34,330 to salary increases, largely for the teaching staff, and \$8,640 to additional maintenance staff. The 1943 legislature increased the appropriation as requested by the University, but directed that pay increases of \$33,193.45 required under the war-emergency pay plan of the Civil Service Department have first claim on the additional funds. The University request had been compiled without reference to any horizontal adjustment for the staff in the classified service mainly because no information was available from the Civil Service Department at the time the biennial budget was submitted as to proposals under consideration for war-emergency pay increases. The University was glad to make the much-deserved increases for the staff, but pointed out that to do so would leave only \$1,136.55 for increases to staff in the unclassified service, after setting aside \$8,640 for new maintenance staff as planned. Recognizing the problem before the University, the Ways and Means Committee advised the University to meet the needs of the unclassified staff from reserve balances which were accumulating from leaves of absence granted to faculty for war service. The increases made in accordance with this advice are given in the table below. Also shown in the table is the amount found necessary to increase the classified staff during the biennium because of the increasing pay scale in the area.

The distribution of the amount needed for salary increases is as follows:

<i>a. Classified staff:</i>		
Increases made in current biennium in excess of appropriation.....	\$6,031.75	
Increases considered necessary next biennium.....	7,861.50	
	\$13,893.25	
<i>b. Unclassified service:</i>		
Increases made in current biennium from reserve balances.....	52,819.27	
Increases considered necessary next biennium.....	61,436.00	
Increases for secretarial training staff.....	900.00	
	115,155.27	
	\$129,048.52	