

Since the organization of the course in Secretarial Training by the legislature of 1941 the funds for its support have been provided by a special appropriation. It is now proposed in the interest of simplification of accounting that this appropriation be merged into the general appropriation for salaries and wages, as shown in the table of biennial requests.

The amount requested for salary increases during next biennium was compiled by a careful study of individual cases, and is the absolute minimum considered necessary to maintain the staff in the face of the scale being paid in competing states. No provision has been made for anything approaching a general increase, as desirable as that would be in the light of the high price level and the heavy tax schedules. In purchasing power no classification of the University staff now has or will receive under the increases proposed for next biennium anywhere near what it had four years ago.

The problem of meeting the competition of other state universities in the middle west for instructors has not been simplified during the current biennium. The scale of pay in these other institutions has moved up faster than it has in Kansas with the result that the University, in order to secure competent instructors, consistently has had to pay more for a replacement than it paid to the instructor who resigned to accept appointment in another state. Continuance of this situation will make necessary a generous increase in the pay scale of instructors if the University expects to attract and hold faculty of the quality and promise that the youth of Kansas deserves.

RECAPITULATION

New positions .....	\$33,100
Salary and wage increases .....	129,048
Total .....	<u>\$162,148</u>

2. MAINTENANCE AND REPAIRS. An annual increase of \$72,000 is requested, to provide additional maintenance staff, to cover higher operating costs, and to provide modest increases in wages of some of the maintenance staff. The distribution of the increase to these three categories is as follows:

a. *New Positions.* In order to provide for adequate maintenance of the enlarged physical plant and to catch up some of the deferred maintenance and repairs which have accumulated, four additions to the maintenance staff are recommended—a cabinetmaker, a painter, a steamfitter, and an electrician. Adequate supervision of the janitorial staff of the enlarged plant calls for a supervising janitor, and protection of the entire plant requires a night policeman. The estimated cost of these six new positions is \$9,600.

b. *Increased Operating Costs.* Two years ago an increase of \$34,210 was requested to cover wage increases for the maintenance staff, utilities for three new buildings (Military science, Mineral resources, Engineering experiment station), and additional maintenance materials. The legislature declined to grant any increase, directing the University to charge necessary wage increases against the appropriation for salaries and wages, and to pay from reserve balances the increased cost of maintenance materials and the entire cost of operating the three new buildings if such buildings were not rented to the federal government for war training purposes. Reserve balances had to carry the