

SALARIES AND WAGES

<u>Appropriations:</u>	Requested for			
	<u>1930-31</u>	<u>1936-37</u>	<u>1937-38</u>	<u>1938-39</u>
Salaries and wages	\$819,000	615,000		
Salaries and wages and new instructors			804,250	804,250

Explanation

1. Since 1933 the enrollment has increased 950, necessitating employment of many part-time instructors and office assistants. This explanation, far from adequate for satisfactory administration and instruction, has been financed from reserve balances, as directed by the legislature. Since these balances will be exhausted during 1936-37, some additional income is necessary. The current income from appropriations, student fees and endowment lacks \$47,000 of meeting the present budget.

2. Most of the instructional staff added since 1933 has been of a temporary nature -- inexperienced, inexpensive young instructors and part-time graduate assistants. In the interest of good instruction part of this staff should be replaced with more experienced permanent personnel. To do this for about one-fourth of the added positions will cost \$10,000 additional.

3. Previous to 1936 the high enrollment was that of 1930. The present enrollment is 320 greater than that of 1930, yet the instructional staff is several less! This means larger classes, heavier teaching schedules, less attention to individual students -- in a word, dilution of the quality of service. To relieve this situation will require appointment of about twenty additional instructors. This addition, for the most part in the lowest ranks, will cost at least \$40,000.

4. An increase of at least 15 per cent (\$92,750) in the current appropriation is needed to make deserving individual adjustments. It will be recalled that the current salary and wages appropriation constitutes only 60 per cent of the total salary-wages budget for 1936-37. Complete or partial restoration in practically all other mid-western state universities places Kansas at an almost hopeless disadvantage in the competition for persons to fill important vacancies caused by death, retirement or resignation. In 1930 the average mid-western instructional scale was from 11 to 20 per cent above that of K. U.; this year it is from 21 to 35 per cent higher. This change is due to relatively heavier reductions after 1930-'31 in Kansas than in the other states, and earlier and more generous restorations in the other states than have been possible in Kansas.

NOTE: Attention is called to the fact that since 1933 the schedule of fees for resident students has been reduced 25 per cent, by order of the Legislature. This reduces the University income further. (This year, \$45,000).