

THE SALARY SCALE.

In 1930-'31 the median instructional salaries at 12 mid-western state universities* were on the average from 11.6 to 19.9 per cent higher than those at the University of Kansas. Four years later (1934-'35) the difference ranged from 20.8 to 30.4 per cent. This year the differential runs from 21.6 to 35.4 per cent.

The averages for the various ranks are as follows:

| Per cent that av- erage is above Kans. | Professors | | | Assoc. Prof. | | | Asst. Prof. | | | Instructors | | |
|---|------------|-------|-------|--------------|-------|-------|-------------|-------|-------|-------------|-------|-------|
| | 30-31 | 34-35 | 36-37 | 30-31 | 34-35 | 36-37 | 30-31 | 34-35 | 36-37 | 30-31 | 34-35 | 36-37 |
| | 15.8 | 30.4 | 35.4 | 19.9 | 25.0 | 28.2 | 15.4 | 25.1 | 25.8 | 11.6 | 20.8 | 21.6 |

This difference doubtless would be found to be even greater if we included state universities in the East and far West and the large endowed universities, since their 1930 salaries were in general considerably higher and their depression reductions much less than those in Kansas. All these schools compete with Kansas for staff members.

The discrepancy against K. U. is due to two things: (1) relatively heavier reductions in individual salaries after 1930-'31 at K. U. than at other state universities; and (2) earlier and more generous restorations in other states than have been possible in Kansas.

The individual reductions in Kansas ranged from 15 to 25 per cent (except in case of the Chancellor who was cut 30 per cent). Only two of the thirteen states in the survey received heavier cuts than Kansas (Nebraska, 22%; and Texas, 25 to 30%), and partial restorations have been made in both states (Nebraska, 2% and 5%; Texas, 80 to 100%).

Other states have made general restorations, as follows:

| | |
|----------------------|--------------------------------------|
| Arkansas | 10% |
| Colorado | 100% |
| Illinois | 25 to 100% (None above \$5000). |
| Minnesota | 100% below \$1320; 50% above \$1320. |
| Missouri | 100%, in most cases. |
| Ohio State | 56% (average) |
| Wisconsin | Partial, in lower brackets. |

* Colorado, Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, Ohio State, Oklahoma, Texas, Wisconsin.