

faculty grades indicated. In most institutions there is a salary that is regarded as "normal" for each grade. Sometimes this is near the medium range, sometimes below it. This sum was set by the authorities replying to the questionnaire.

TABLE I
SALARIES PAID BY 36 STATE UNIVERSITIES

	Minimum	Maximum	Average
President	\$5,000	\$22,800	\$11,597
	Average Minimum	Average Maximum	Average Normal
Deans	\$3,916	\$ 6,331	\$ 5,085
Professors	3,024	5,321	3,813
Associate professors.....	2,670	3,878	3,100
Assistant professors.....	2,106	3,388	2,510
Instructors	1,436	2,695	1,869

Some very interesting results would come out of various analyses of the data at hand, but this task must be deferred.

Agricultural colleges. Closely allied to the state universities are the colleges of agriculture and mechanic arts. These institutions are wholly or in large part supported by state and federal funds, and for a special type of training stand in a similar relation to their constituency as does the state university to general education. Owing in part to the late origin of these schools and in part to the differing importance of agriculture in different sections, these schools have been more strongly developed in the great agricultural states of the middle west than has been the case in the manufacturing east.

TABLE II
SALARIES PAID BY 20 COLLEGES OF AGRICULTURE AND MECHANIC ARTS

	Minimum	Maximum	Average
President	\$6,000	\$17,000	\$9,150
	Average Minimum	Average Maximum	Average Normal
Deans	\$4,110	\$5,381	\$4,992
Professors	2,792	4,350	3,609
Associate professors.....	2,379	3,310	2,871
Assistant professors.....	2,032	3,042	2,406
Instructors	1,482	2,332	1,822

It is difficult to get a complete picture of this group, owing to the fact that some of them are corporate parts of the state universities and can not be separated in any clear-cut way from them. For

present purposes only those schools that are maintained as separate institutions are included here.

Data are presented from twenty such schools, five from each of the four large areas of the country.

Endowed universities and colleges. Among the older states higher education was often begun and supported by private gifts. These institutions were sometimes established to support the opinions of special groups or parties. As time has passed they have largely lost the group label but have continued to rely on the gifts of friends. In so doing they have kept out of certain entangling alliances and have become powerful in the academic family. For historical reasons, they are strongest, generally speaking, where state support has been undeveloped, and have their maximum growth in the east.

Full data concerning privately supported institutions have not always been obtainable for this study. Why salaries should be regarded as a matter of secrecy is a proposition that might lead to speculation. No attempt has been made to secure data from all endowed colleges and universities, but the group here presented is believed to offer a fair comparison with the other groups dealt with. It is realized that in the other classes the small private colleges have no homologs and hence are not adequately represented in this presentation.

TABLE III
SALARIES IN 12 ENDOWED UNIVERSITIES AND COLLEGES

	Minimum	Maximum	Average
President (3)	\$11,500	\$12,000	\$11,833
	Average Minimum	Average Maximum	Average Normal
Dean	\$	\$	\$
Professor (12)	4,571	7,033	5,856
Associate prof. (11).....	3,855	4,368	4,293
Assistant prof. (12).....	2,730	3,996	3,356
Instructor (12)	1,617	2,823	2,180

TABLE IV
COMPOSITE FOR ACADEMIC SALARIES

	Average Minimum	Average Maximum	Average
President	\$7,500	\$17,267	\$10,860
Dean
Professor	3,462	5,568	4,425
Associate professor	2,964	3,852	3,421
Assistant professor	2,289	3,509	2,757
Instructor	1,512	2,616	1,957
Averages for teaching faculty	2,557	3,886	3,140