

SALARY SCALES OF TRAINED MEN AND WOMEN

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THE organization of the Committee of One Hundred on Scientific Research at the Washington meeting marked an interesting departure from the usual policy of the American Association for the Advancement of Science. It had always concerned itself directly with the consideration of problems of research in the several sciences, but had not taken cognizance of the conditions of research. The Committee of One Hundred was organized to study the problems of the researcher. Among the several factors that weigh heavily in determining his success are those of adequate equipment, free time to devote to the work and a mind free to apply itself to the rather exacting work of research.

We are told that financial resources have now been enlisted sufficient to adequately supply the needs of a large body of high-grade research work and that universities and colleges are giving more generous support to this aspect of their work.

We are also told that in some universities and colleges the teaching load and other duties crowd into the resources of time and energy to such an extent as to greatly reduce or even extinguish research.

We hear from many quarters that inadequate salaries are being paid in academic institutions with consequences hostile to research. We hear that the denials forced on college and university teachers by salary inadequacy force them to sell more or less of their time to earn added income, to the detriment of research. We hear the opinion expressed with emphasis that this has now gone on long enough to have its effect on the class of men and women filling academic positions. It is asserted that second-rate and third-rate men are now more numerous in our faculties than heretofore with the disconcerting outlook toward lower standards in our higher educational institutions facing us.

The subcommittee on the economic status of the scientific worker has sought to investigate the questions of salary in the hope of establishing the facts in the case.

A survey of salaries actually paid to members of college and university faculties will give us something definite to work with. Whether these salaries are equal to those paid to trained men and women in other lines of work likely to compete with colleges and universities for the efforts of the best of the young leaders who may be choosing for themselves a life work may in a measure be shown by a comparison of academic salaries with those paid elsewhere for trained men.

The sum of money received does not always permit one to judge whether or not the income is adequate. The needs must be set up against the purchasing power of the income in order to judge adequacy. Consequently a study of the budgets of academic families seems to be needed if we are to assert much regarding the adequacy or inadequacy of salaries.

In the following paper are presented data gained from a study of the salary scales paid to trained men and women in several lines of work. A variety of academic institutions are considered in appropriate groupings, commissioned officers of the army and navy, the civil service employed by the national government in Washington and in the field, and a considerable group of manufacturing enterprises that form the final training school and goal for great numbers of young men who go into business.

The figures here tabulated have been carefully collected from official or other sources believed to be trustworthy and are thought to be substantially correct for the present time. Certain of these groups have undergone considerable change within the last year or two and may be changed again, hence these figures are of temporary accuracy.

ACADEMIC INSTITUTIONS

The situation with the academic group from different parts of the country will be indicated first. State universities, endowed universities, found chiefly in the east, colleges mainly located east of the Mississippi River and agricultural colleges from all parts of the country have been dealt with. The list is not always complete but is believed to be long enough to be fairly representative.

In the list of salaries, positions from the president to the instructor have been included, since the college or university is an organized enterprise and obeys much the same psychological laws regarding the distribution of responsibility as army units or manufacturing enterprises.

State universities. The state universities form a rather natural group because of the official character of their support, because of their necessarily close relation to the school systems of which they are the crown and because of the possible political and other influences to which they are in some measure subject. Since these institutions are usually of rather late origin, they are most strongly developed in the younger and often times more vigorous states.

In Table I are shown the salary ranges reported from thirty-six state universities for the several