

Endowments and Salaries.

New York Times, 12th June, 1927.

To the Editor of The New York Times.

A new commencement in our Colleges and Universities is at hand, and I want to call attention to the need of wise financing of education. Those of us who teach feel that too large a proportion of funds is devoted to the more physical aspects. It is human nature, of course, to want to see tangible results such as libraries, study halls and stadia. But there is far greater need at present that Chairs be endowed, scholarships for good students who are poor, and fellowships. In the case of a small college the income from \$1,000,000 say, would help tremendously if applied to salaries of Faculty. It has been called to our attention too often already that teachers are inadequately paid.

We are told often that surely service is consideration enough; that we have in our keeping the making of minds and individuals. Why not revise that truism something like this: To have the best servants we must serve them well too. Self service is a fundamental law of life: We want to serve but we feel that we should be served decently too. Universities in which a small fraction of the total endowment is available for teaching staff cannot pay more than a bare living. We see a number of our students drive up in costly automobiles while we ride in street cars; we see them dressing better than we do. We are accustomed to high thinking and plain living; but the plain living should be enough to provide us with security against the future and with decent equipment in books and travelling.

Instructors ordinarily get less than \$2,000 a year. Like other citizens they are expected to marry and raise families. It is an expensive sacrifice to teach. Self esteem is essential to the best sort of service. Self esteem cannot be maintained on a pittance. Teachers should have the opportunity of spending part of their summer at least in attendance at Universities where they may realize their minds and spirit more. The average business man who sends his children to College perhaps does not realize that he pays only a fraction of the cost of their education