

# SALARIES AND SUPPLEMENTARY EARNINGS OF COLLEGE TEACHERS

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A LETTER of 1919 from Mr. John D. Rockefeller, transmitting funds to the General Education Board, contained these significant words:

It is of the highest importance that those entrusted with the education of youth and the increase of knowledge should not be led to abandon their calling by reason of financial pressure or to cling to it amid discouragements due to financial limitations. It is of equal importance to our future welfare and progress that able and inspiring young men and women should not for similar reasons be deterred from devoting their lives to teaching.

In view, therefore, of the vital relation between adequate financial support and the achievement of the high aims of education, it becomes important from time to time to study the salaries of college teachers. The General Education Board has provided for two such studies within recent years—Occasional Papers, No. 7, 1921, and Occasional Papers, No. 8, 1928, by Mr. Trevor Arnett, now president of the General Education Board.

This paper on "Salaries and Supplementary Earnings of College Teachers" is based on the data contained in Occasional Papers, No. 8.

The data on teachers' salaries to be presented hereafter were drawn from reports received from 302 colleges of arts, literature and science or corresponding colleges or departments of universities, representing all parts of the country. Of these, 262 are men's and coeducational institutions and forty are women's colleges. The data presented cover the salaries for 1926-1927 of 15,361 liberal arts teachers, of four professional ranks: (1) professors, (2) associate professors, (3) assistant professors and (4) instructors.

The average salary of all liberal arts teachers in the 302 institutions under consideration in 1926-27 was \$2,958. This is an increase over 1919-20 of 30 per cent.

The average salary paid in 1926-27 varied according to geographical divisions:

New England States .....	\$3,385
Middle Atlantic States .....	3,214
Southern States .....	2,660
Middle Western States .....	2,808
Western States .....	2,960

It will be noted that the average salary paid liberal arts teachers in 1926-27 was the highest in New England (\$3,385) and the lowest in the southern states (\$2,660).

The average salary paid in 1926-27 to liberal arts teachers naturally varied with professional rank:

Professors .....	\$3,798
Associate professors .....	3,256
Assistant professors .....	2,669
Instructors .....	1,941

These in turn varied according to size of institutions:

Rank	Class A	Class B	Class C
Professor .....	\$4,573	\$3,444	\$2,748
Associate professor .....	3,514	2,702	2,457
Assistant professor .....	2,812	2,440	2,146
Instructor .....	1,997	1,888	1,639

If comparison is made between the average salary paid teachers of the same professional rank by men's and coeducational institutions and by women's colleges of the same size—for example, Class A—it will be found that the average salary is somewhat higher for all professional ranks in men's and coeducational institutions than in women's colleges.

A comparison of average salaries of teachers in colleges of arts, literature and science with the average salaries of teachers in professional and technical schools, such as agriculture, commerce, education, engineering, is both illuminating and instructive. The average salary paid teachers in schools of different types in 1926-27 was as follows:

Type of institution	Number of teachers included	Average salary
Liberal arts colleges.....	302	\$2,958
Agriculture .....	32	3,149
Commerce .....	38	3,307
Education .....	48	3,438
Engineering .....	73	2,989
Fine arts .....	21	2,633
Law .....	57	5,197
Medicine .....	46	3,391
Music .....	26	2,388
Theology .....	22	3,889

It thus appears that the lowest average salary (\$2,388) is paid in schools of music; the next lowest (\$2,633) is in schools of fine arts, and the third lowest (\$2,958) is in colleges of arts, literature and science. The highest (\$5,197) is in schools of law.

Up to this point we have been dealing with average salaries. Quite as significant, if the salary status of teachers in colleges of arts, literature and science is to be made clear, is the distribution of teachers, irrespective of rank, at the several levels of a given