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Q. How do salaries at the University of Kansas compare with those at other state colleges and universities?

A. Median (most common) salaries for the instructional staff of various state colleges and universities for 1932-33* are shown in the following table, with changes from the 1931-32 schedule indicated in per cent:

Institutions	Professors		Assoc. Prof.		Asst. Prof.		Instructors	
	Median	Cut	Median	Cut	Median	Cut	Median	Cut
Arkansas	\$3680	8	\$3036	8	\$2392	8	\$1840	8
California	4500	0	3600	0	3000	0	2400	0
Colorado	4000	0	2900	0	2400	0	1700	0
Illinois	5000	0	4000	0	3000	0	2400	0
Iowa		5		5		5		5
Iowa State	5000	5	3500	5	3000	5	2000	5
KANSAS	3600	10	2700	10	2250	10	1620	10
Kansas State	3300	10	2600	10	2300	10	1700	10
Michigan	5520	8	3680	8	2760	8	1380	8
Minnesota	5000	0	3500	0	3000	0	1800	0
Nebraska	4150	8	2980	8	2800	7	1720	14
Ohio State	5072	6	4054	6	3335	5	2225	5
Oklahoma	4230	0	2850	0	2280	0	1800	0
Oklahoma A. & M.	3492	13	2619	13	2095	13	1890	13
Texas	4250	0	3000	0	2400	0	1800	0
Wisconsin	4450	11	3458	9	2760	8	1920	4
AVERAGE	4349	5.2	3232	5.1	2651	4.9	1879	5.1

*As reported in bulletin of U. S. Office of Education, Dec. 15, 1932.

(35)

Q. Is it true that the University has lost a number of leading professors during the past few years because of its inability to pay the salaries offered elsewhere?

A. During the past five years the following important faculty members left the University of Kansas, practically all of them going to competing state universities, at an average salary increase of 30 per cent:

- 5 departmental heads.
- 6 professors.
- 2 associate professors.
- 9 assistant professors.
- 1 librarian.
- 1 track coach.

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Q. Could not the money have been found somewhere to hold outstanding men?

A. There is only so much money available. More money for these men would have meant a smaller number of teachers elsewhere and consequently larger classes and less attention to the individual student or else still lower salaries for members of the faculty already drawing lower salaries.

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Q. How does one attain a full professorship in a university?

A. Full professorship are usually attained on the basis of educational preparedness, experience, teaching ability, research work, leadership in a