

In order to get a general view of the salary situation as it stands with the groups of academic institutions here dealt with, I have averaged the average rates given in the first three tables. I realize that this resulting average is not strictly a weighted average but offer it as an approximate summing up of the situation.

The average salary of a member of the teaching faculty drawn from the records of the groups here dealt with, in all sixty-eight institutions, is about \$3,140. This is only an approximate result because of the small number of institutions included.

#### PROFESSIONAL AND SCIENTIFIC SERVICE OF THE UNITED STATES GOVERNMENT

The scientific and technical services of the national government require the most varied kinds of scientific training and experience and constitute probably the largest organized body of scientific workers in the world. The Department of Agriculture, the Bureau of Standards, the Geological Survey and the Bureau of Mines among others form important sources of demand for men and women trained in the colleges and universities. The government service has suffered from low salaries and from various weaknesses due to methods of administration. The salary situation is improving as a result of the Reclassification Act of 1923 and the recent amendment growing out of the Welch Bill, until the average salary of workers in the professional and scientific grades in Washington belonging to the Department of Agriculture has reached the sum of \$3,894, an amount greater by \$754 than the average salary of members of the teaching faculties in the sixty-eight colleges and universities above considered. This advantage seen in the government service is a relatively recent one, due largely to the average advance of over \$500 since 1924.

When the Reclassification Act went into effect, the kinds of work having approximately similar requirements were brought together into a series of grades for which duties were broadly defined and for which compensation was fixed on a sliding scale. I have brought together in Table V the several grades designated in the Amending Act of 1923 with the salary range in each grade. Since shifts are constantly being made within the grades, no attempt has been made to establish a weighted average for the employees of these grades, but there are brought together the figures indicating the limits between which salaries in the grade vary. Since the requirements for filling these positions through civil service examinations are based more or less definitely on the formal steps in college or university education,

the latter equivalents are indicated in order to give the academic latitude and longitude of these groups of government employees.

TABLE V  
SALARY RANGE OF GRADES IN THE PROFESSIONAL AND SCIENTIFIC SERVICE OF THE NATIONAL GOVERNMENT

Grade	Designation of grade	Minimum salary	Maximum salary
9	Special professional grade	\$9,000	above \$9,000
8	Chief professional grade Heads of large bureaus	8,000	9,000
7	Head professional grade Assistant bureau head	6,500	7,500
6	Principal professional grade Head of smaller organizations	5,600	6,400
5	Senior professional grade Project leaders	4,600	5,200
4	Professional grade under general supervision	3,800	4,400
3	Associate professional grade Investigator (Ph.D.)	3,200	3,700
2	Assistant professional grade (M.A. or M.S.)	2,600	3,100
1	Junior professional grade (College graduate)	2,000	2,500

Assisting the investigators in the professional and scientific grades are workers whose previous education and experience are less than that of a graduate from a college or university of recognized standing. This is called the subprofessional service and interests us here chiefly because of the salaries paid. Again eight grades are indicated with duties decreasing in requirements from Grade 8. These are usually laboratory assistants who have had training in college or in high school or its equivalent elsewhere.

It will be noted that these laboratory assistantships filled by men and women who have gone beyond the high school but who have not graduated from college command salaries varying from \$1,800 to \$3,100, overlapping the salaries paid to instructors and even that usually paid to assistant professors. Associate professors, on the average, do not exceed the maximum of Grade 8 of the subprofessional service at Washington.

#### UNITED STATES ARMY

The commissioned officers of the army constitute another group of trained men. Many of them are West Point graduates, while many others have gained their rank through other training. The army is one