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COLLEGES OF THE WEST PAY SMALL SALARIES

BIG SCHOOLS SPEND ONLY HALF OF INCOME IN WAGES.

FIGURES TAKEN FROM SALARY ROLLS

Average Stipend of Professor Twenty-eight Years Old is \$1,250, While Man of Thirty-five Gets \$2,500.

As a rule, western institutions of learning pay smaller salaries to professors and higher salaries to teachers in the public schools than those in the east. That is accounted for by the large endowments and revenues of eastern institutions, no doubt.

The investigations of the Carnegie foundation have shown that the average salary received by college professors and instructors 28 years of age is \$1,250; 33 years old, \$2,250, and 35 years old, \$2,500. The average remuneration of ministers of those ages throughout the United States will be less than half the amount given teachers.

Carnegie Investigation.

The investigation by the Carnegie foundation also show that the larger institutions in the country devote less than one-half their income to salaries of the instructing staff: Michigan and Wisconsin, approximately 50 per cent;

Yale and the University of California, 40 per cent; Cornell, 47 per cent; Harvard, 46 per cent; Stanford 43 per cent; Illinois, 40 per cent, and so on.

The ratio of the number of undergraduates and non-professional graduate students to the number of professors and instructors for the same institutions is as follows: Harvard, 8.8; Cornell, 10.3; Stanford, 10.7; Wisconsin, 11; Yale, 11.1; California, 11.2; Illinois, 12; Michigan, 14.6. The smaller institutions fall on the whole to show a more favorable ratio. In Dartmouth it is 16.5; Amherst, 13.5; Oberlin, 18.2; Williams, 18.1, and Princeton, 8.2.

The average salary of a full professor in the college of the City of New York is \$4,778; in Harvard, \$4,413; in Columbia, \$4,289; in Stanford, \$4,000; in Chicago and Toronto, \$3,600; in Yale, \$3,500; in New York University, \$3,466; in the University of California, \$3,300; in Northwestern, \$3,265; in Johns Hopkins, \$3,184; in Cornell, \$3,135; in Princeton, \$2,914, and in the Universities of Illinois, Wisconsin and Michigan, about \$2,800.

Of the 102 American institutions appropriating \$45,000 or more annually for salaries to their teaching staff, eight pay full professors an average salary of \$3,500 or more, eight an average salary of less than \$1,800, thirty-five between \$1,700 and \$2,100 and forty-seven between \$2,100 and \$3,200. Half the institutions in the country pay less than \$2,200. The average throughout the 102 institutions is approximately \$2,500.

German Incomes.

The incomes of professors in Ger-

man universities show a much wider range than the American. To quote the report:

"In any large German faculty some full professor will be found who receives for teaching an income two to five times as large as some of his colleagues. . . ."

"Both the German and the American universities pay for merit. The distinction between the two countries is that the German universities pay an unusual amount for unusual merit. In America, on the contrary, the unusual man fares no better than his colleagues of mediocre ability. The German income ranges from \$1,000 to over \$10,000, with three professors receiving incomes above that figure. A fourth are below \$2,100; a fourth are over \$3,200; a half are over \$2,500; the average is \$2,800. In the faculties of law half are above \$3,300, a fourth are above \$4,900 and there are as many above \$7,400 as are below \$2,200. The largest is six times the smallest, and the average income is about \$4,000.

"The limit of expectation for a gifted teacher in Germany, notwithstanding the difference in the cost of living, at least doubles the American limit. In only five institutions in America is the possibility for a professor greater than \$5,500. Four of the institutions are universities located in New York, Boston, Chicago and Philadelphia. In these four cities a lawyer, a physician or an engineer does not have to attain extraordinary eminence to receive several times the salary which is the utmost hope of the college teacher. Good, plodding men, who attend diligently to their profession, but who are without unusual ability, often obtain in middle life an income considerably higher than a man of the highest genius can receive in an American professor's chair."

Dr. James B. Angell, retiring president of the University of Michigan, says on the completion of his long term as president: "The lesson I have learned in my thirty-eight years' service is that life-long association with college students secures one the blessing of remaining optimistic and youthful in spirit."

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