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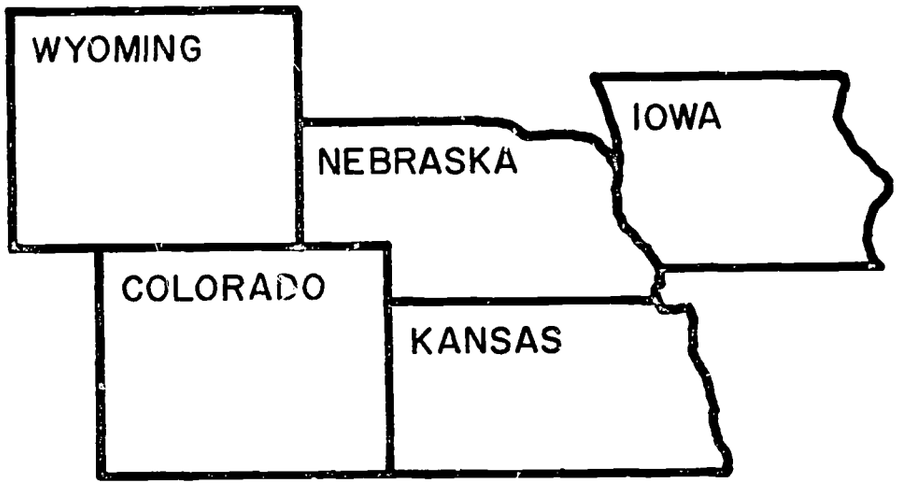
ABSTRACT

This study was designed to seek a solution to a common concern of postsecondary vocational technical institutions in five states, namely, the remuneration of educational personnel. The five states included in the survey had similar characteristics and conditions, and shared the problems of competition for capable staff and the availability of financial resources. The Research Coordinating Unit (RCU) director in each state assumed the responsibility for disseminating, retrieving, and forwarding data information to the Nebraska RCU, and the analysis and summarization took place at the Nebraska Technical College at Milford, utilizing personnel and computerized equipment from that institution. Tables compiled show the area of specialization and salary criteria for each of the five states participating in the study. (Author)

FIVE STATE SALARY SURVEY

OF

POSTSECONDARY VOCATIONAL EDUCATORS



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NEBRASKA TECHNICAL COLLEGE

MILFORD NEBRASKA

A FIVE STATE SALARY SURVEY

OF POSTSECONDARY VOCATIONAL TECHNICAL EDUCATORS

IN

COLORADO, IOWA, KANSAS

NEBRASKA AND WYOMING

A DESCRIPTIVE STUDY OF REFLECTIVE CRITERIA

FOR REMUNERATION OF EDUCATIONAL PERSONNEL

June 1, 1971

Prepared and Published by:

The Salary Division of the Faculties Committee
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ACKNOWLEDGMENTS

This report is made possible through the efforts and cooperation of the Research Coordinating Units in Colorado, Iowa, Kansas, Nebraska, and Wyoming. This work was done without budget and would have been impossible without help in distribution and collection of the survey instruments and dissemination of the report.

The counsel of Dr. James T. Horner, Chairman, Department of Agriculture, University of Nebraska, was especially helpful in the formation of this study.

A special appreciation is extended to the Nebraska RCU for their initial counsel in planning and design for the study. Their continual assistance in monitoring all stages of the study was greatly appreciated and essential for bringing this study to completion.

It is very important that appreciation be expressed to the 852 respondents from the 38 institutions. They are to be thanked for their confidence and cooperation. The questions asked about salaries posed a problem because of their highly personal nature.

PREFACE

This study is dedicated to seeking a solution to common concerns of postsecondary vocational technical institutions in the five states of Colorado, Iowa, Kansas, Nebraska, and Wyoming. It has been difficult in this emerging and rapidly developing segment of education to visualize parameters for arriving at equitable salaries for the instructional staff.

The five states included in the survey have many similar characteristics and conditions. Competition for capable staff is a common problem, and availability of financial resources has imposed a similar restriction for all concerned.

It goes without saying that it was not possible to reach all of the objectives of the study because of the conditions under which it was conducted. Hopefully, at some point in the future, and under provisions which will assure a more complete scope, this study can be updated.

INTRODUCTION

The rapid growth and expansion of postsecondary vocational technical education has placed administrators in an untenable position as far as staff procurement is concerned. The process of professional teacher preparation has not kept pace with demand, and, because of the highly specialized nature of the many technical areas, much of the professional preparation must be done after a teacher is hired.

Many problems confront an administrator and a board of education in locating prospective instructors. A new group of problems emerges in determining an equitable salary. No criteria to date have been developed for postsecondary vocational technical schools which prescribe the worth of a baccalaureate diploma, a permanent teaching certificate, a master's degree, etc. Most State Plans require a specified number of years of occupational experience. State requirements over the nation vary from one to six years and also vary within occupational area. The worth of good quality occupational experience has never been stated in terms which can be translated into salary increments.

It was assumed at the outset that a positive correlation existed between the criteria listed in most schedules and remunerations for successful teaching. Therein lies the purpose of this study. The practices now employed in the five states can be generalized to reflect the mean for each state without revealing specific institutions. In turn, individual institutions can make general comparisons to see how they rank with the mean for their state and the other states in the study.

Years of teaching experience comprise another variable. It was generally assumed that each year of successful teaching experience should make a teacher more efficient and effective as an educator.

DELIMITATIONS OF THE STUDY

This study, by design, was restricted to salaries of public postsecondary vocational technical institutions. Some respondents did some teaching at the secondary level because of their institution's structure. This did not prohibit the use of their data because a major proportion of their time was assumed to be spent at the postsecondary level.

The fact that "N.R." (no response) appears in a number of the cells of the table is a delimitation of this study. The data presented in each cell of the tables constitute an average for all returns that fit the specifications of the cell. Where the "N.R." appears, there were no data submitted for that cell. In a few other instances there were data from only one respondent, not providing a reliable mean figure. In most of the instructional areas there were enough responses to project reliable data. The fact that a frequency count for each cell is not provided is also another delimitation of the study. A frequency count by state can be found in Table 1.

It was hoped that the response would be complete enough to provide data for all cells. Unfortunately, this was not the case; however, an indication can be drawn which may offer assistance in projecting future salaries for the areas reported.

The study was further limited to those who were full-time educational employees of institutions whether local, area, or state. Responses from those who were employed 35 hours or fewer each week were not used

because their data would not be representative. The study was not designed to report work load. Some knowledge of the work load was necessary to separate the part-time teachers, lab assistants, etc.

DEFINITION OF TERMS

Salary. . . . For the purpose of this study the term "salary" shall indicate the contracted yearly remuneration for educational service given, minus any extra stipends for services that are considered beyond the contract stipulations. Questions 9 and 10 of the questionnaire were designed to separate these pay remunerations. (Appendix A) All salary data in the tables have been based on a daily salary rate that was multiplied by 240 days to equate to an annual contract.

Benefits. . . Benefits include employer's contribution to life insurance, health-accident insurance, retirement, etc. Benefits were not included in the contractual figure used for determining the means reported in the tables. This form of remuneration was handled separately.

Area of Specialization. . . It was a desire that this report present each category of specialization separately. An example of the area of specialization could be welding, which is a part of the trades and industrial field.

Administration. . . . In this study the respondent who indicated he spent more than 75% of his schedule in administration or supervisory activities was reported in this category. The persons who indicated top leadership; e.g., director or president, were intentionally omitted from this study because they comprise a separate category.

Occupational experience. . . This term is defined as the time in years during which a respondent was employed in business and engaged in skills closely related to the area of specialization being taught by him.

Formal general education. . . This term is used to describe standardized diplomas, degrees, and credit hours earned by the respondent in the areas of general education.

Systematic occupational training. . . This term refers to the amount of formal occupational preparation received by a respondent from a vocational school, community college, technical college or institute, apprenticeship program, factory school, or industrial clinic, etc.

Teaching experience . . . This term was included to record the amount of formal teaching experience in an institutional setting claimed by the respondent.

Expected Increments. . . Respondents indicated the increments they were offered for the 70-71 year. It was decided to use two categories of expected increments.

1. Professional improvement increments
   Those salary adjustments awarded to the respondent for fulfilling specifications of teacher preparation
2. Other increments
   Those salary adjustments awarded to the respondent for tenure, cost of living, and merit consideration

PRECEDENCE FOR THIS STUDY

The initial concept for this study developed from a salary committee of a postsecondary vocational technical institution. The committee found many inequalities within the salaries of its own instructional staff. A desire was expressed at that time to learn what was being done in other institutions within the state, and if possible, in some of the surrounding states. The committee chose to exclude the traditional comparison of institutional salary schedules and pursue a direct response from individual instructors.

In considering possibilities which would provide some comparison among institutions, it was decided that something could be accomplished through a five state cooperative venture. It was reasoned that all similar institutions could benefit from such a study and that a cooperative effort among states, with conditions in common, was feasible and could be mutually beneficial.

There were no previous studies available which would supply the information needed by the salary committee, and the only logical solution appeared to be a fact-finding study and a suitable method of comparing the data.

PROCEDURE

Once the need was established, a procedure was formulated to plan the most logical approach. Since the study was vocationally oriented, and since most of the states in the anticipated nucleus had ongoing Research Coordinating Units, it was agreed that the RCU's would be the first agencies contacted.

The RCU directors from all five states responded positively which established the scope of the study. The next steps were the development and testing of the questionnaires, distribution of the questionnaires, followed by the return of those completed. The RCU directors in each state assumed the responsibility for dissemination, retrieval, and forwarding the completed returns to the Nebraska RCU. Analysis and summarization took place at the Nebraska Technical College at Milford, Nebraska, utilizing personnel and computerized equipment from that institution.

It was established that a survey of salaries taken on June 1, 1970, could be used to project the next year's salary situation. Most of the respondents would have already established by contract their 1970-71 salary. Question #12 was designed to gather data that could be used to project the June 1, 1970, situation to June 1, 1971, the target date of the report of this study.

TABLE I

Responses Used in Report

	Colo	Iowa	Kan.	Nebr.	Wyo.	Total
Agriculture	13	17	5	16	3	54
L.P.N.	27	25	10	9	3	74
Administration	11	6	15	17	10	59
Business Occupations	30	20	24	23	9	108
Data Processing	18	19	12	16	4	69
Electronics	20	19	12	16	19	70
Drafting	22	26	20	21	12	101
Auto Body	5	2	5	6	NR	18
Diesel	1	3	12	12	NR	28
Building Construction	5	12	14	17	NR	48
Auto Mechanics	17	17	18	9	2	63
Machine Shop	8	10	6	4	NR	28
Welding	8	6	9	14	1	38
Air Cond. and Refr.	3	4	1	7	1	16
Graphic Arts	4	6	4	NR	1	15
* Vocational Counseling	2	NR	7	1	1	11
* Aircraft	NR	5	2	3	NR	10
Related	NR	2	11	22	NR	35
* Cosmetology	4	NR	2	NR	NR	6
* Legal Secretaries	NR	NR	1	NR	NR	1
				TOTAL		852

* Summary tables were not prepared because of insufficient number of responses.

TABLE II

ADMINISTRATION

AREA OF SPECIALIZATION _____

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	13,282	13,110	12,025	12,539	15,500	13,291
5-10 years	13,936	14,554	14,334	11,907	12,424	13,431
over 10 years	11,240	13,513	12,957	10,518	11,728	11,991
FORMAL GEN. EDUCATION						
Bachelor's Degree	8,880	11,550	7,200	10,618	N.R.	9,562
Master's Degree	13,786	15,937	13,077	11,954	12,448	13,440
Doctor's Degree	12,340	N.R.	15,336	16,975	13,500	14,538
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	N.R.	N.R.	N.R.	N.R.	
One year	13,161	13,714	13,007	12,040	12,577	11,475
TEACHING EXPERIENCE						
0-3 years	N.R.	11,550	7,200	N.R.	N.R.	9,375
3-5 years	14,990	N.R.	N.R.	12,320	N.R.	13,655
5-10 years	8,175	N.R.	N.R.	10,584	12,120	10,293
over 10 years	14,137	16,203	13,322	13,342	12,691	10,293
GRAND MEAN	13,161	13,714	13,007	12,040	12,577	11,475

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE III

AREA OF SPECIALIZATION BUSINESS OCCUPATIONS

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	9,224	10,077	9,279	9,196	10,005	9,556
5-10 years	9,338	11,243	8,736	8,825	N.R.	9,535
over 10 years	8,529	12,099	9,255	9,650	9,225	9,751
FORMAL GEN. EDUCATION						
High School	8,500	12,146	8,861	8,322	N.R.	9,457
Bachelor's Degree	8,161	10,117	8,387	8,604	8,275	8,709
Master's Degree	9,493	12,571	10,359	9,887	10,052	10,473
SYSTEMATIC OCC. TRAINING						
Less than one year	8,963	10,848	9,001	9,319	9,144	9,455
One year	9,153	10,662	9,243	9,194	9,301	9,510
TEACHING EXPERIENCE						
0-3 years	8,069	10,217	7,834	8,246	10,475	8,968
3-5 years	8,625	10,315	8,347	9,598	8,500	9,077
5-10 years	9,421	12,012	8,862	8,878	9,366	9,708
over 10 years	9,440	N.R.	10,668	11,496	9,683	10,321
GRAND MEAN	9,076	11,027	9,271	8,872	9,802	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE IV

AREA OF SPECIALIZATION DATA PROCESSING

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	10,637	12.500	10,139	9,000	9,500	10,355
5-10 years	10,467	14,649	N. R.	10,505	9,900	11,380
over 10 years	8,500	11,937	N. R.	9,180	14,000	10,904
FORMAL GEN. EDUCATION						
High School	7,950	11,937	N. R.	10,174	17,000	11,765
Bachelor's Degree	7,500	13,574	N. R.	9,000	11,000	10,268
Master's Degree	11,810	N. R.	10,139	N. R.	9,700	10,549
SYSTEMATIC OCC. TRAINING						
Less than one year	9,942	10,348	10,264	8,948	9,230	9,746
One year	10,325	10,972	10,139	9,032	9,700	10,333
TEACHING EXPERIENCE						
0-3 years	7,975	12,842	N. R.	10,103	N. R.	10,306
3-5 years	9,550	12,581	N. R.	9,090	17,000	12,055
5-10 years	12,000	12,435	N. R.	9,100	10,250	10,964
over 10 years	12,750	N. R.	10,139	N.R.	9,900	10,929
GRAND MEAN	10,315	12,905	10,139	9,548	11,069	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE V

AREA OF SPECIALIZATION ELECTRONICS

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N. R.	10,402	N. R.	9,347	N. R.	9,874
5-10 years	8,691	10,598	10,275	8,584	10,000	9,629
over 10 years	9,385	12,167	8,756	8,959	10,562	9,966
FORMAL GEN. EDUCATION						
High School	8,425	11,701	8,898	8,787	N.R.	9,452
Bachelor's Degree	9,183	12,200	8,184	8,700	9,125	9,438
Master's Degree	10,323	N. R.	10,275	N. R.	N. R.	9,452
SYSTEMATIC OCC. TRAINING						
Less than one year	8,324	10,160	8,941	8,414	9,848	9,137
One year	9,287	11,500	8,803	8,787	10,375	9,750
TEACHING EXPERIENCE						
0-3 years	8,245	9,480	9,098	8,300	N. R.	8,871
3-5 years	7,800	11,489	7,142	8,525	10,000	8,991
5-10 years	10,011	12,787	9,913	9,710	9,125	10,309
over 10 years	9,400	12,248	10,275	9,305	12,000	10,645
GRAND MEAN	9,434	11,585	8,970	8,855	11,196	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE VI

AREA OF SPECIALIZATION — DRAFTING

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	8,733	12,219	8,760	9,120	10,350	9,836
5-10 years	9,000	11,185	9,054	9,475	N. R.	9,678
over 10 years	8,892	12,027	9,795	8,701	10,860	10,055
FORMAL GEN. EDUCATION						
High School	8,600	11,390	9,779	8,893	N. R.	9,665
Bachelor's Degree	8,398	12,695	8,482	8,746	N. R.	9,680
Master's Degree	9,308	11,678	9,720	9,250	10,605	10,126
SYSTEMATIC OCC. TRAINING						
Less than one year	9,412	11,841	8,124	8,760	9,640	9,326
One year	9,002	11,816	9,370	8,888	10,605	9,936
TEACHING EXPERIENCE						
0-3 years	8,965	12,950	8,801	8,660	N. R.	9,844
3-5 years	8,900	10,180	10,512	8,915	N. R.	9,626
5-10 years	8,607	11,637	8,403	9,750	10,860	9,851
over 10 years	N. R.	12,350	9,458	9,166	10,350	10,331
GRAND MEAN	8,911	11,915	9,335	8,921	11,810	9,830

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE VII

AREA OF SPECIALIZATION — AUTO BODY

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years						
5-10 years	8,840	N. R.	8,600	9,980	N. R.	9,140
over 10 years	8,180	12,300	9,648	9,274	11,666	10,213
FORMAL GEN. EDUCATION						
High School	8,380	12,300	8,783	10,174	N. R.	9,909
Bachelor's Degree	8,825	N. R.	8,875	9,000	9,280	8,995
Master's Degree	N. R.	N. R.	N. R.	N. R.	8,900	8,900
SYSTEMATIC OCC. TRAINING						
Less than one year	8,625	12,300	8,783	9,980	9,280	9,793
One year	8,496	12,479	8,614	9,567	N. R.	9,789
TEACHING EXPERIENCE						
0-3 years	7,633	N. R.	8,824	8,306	N. R.	8,254
3-5 years	N. R.	12,120	8,816	N. R.	11,666	10,867
5-10 years	8,670	12,479	N. R.	9,803	11,666	10,654
over 10 years	9,500	N. R.	N. R.	10,065	N. R.	9,782
GRAND MEAN	8,400	12,322	9,238	9,622	10,589	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE VIII

AREA OF SPECIALIZATION DIESEL

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N. R.	N. R.	9,257	N. R.	N. R.	9,527
5-10 years	N. R.	N. R.	8,528	8,734	N. R.	8,631
over 10 years	8,800	11,700	9,145	9,165	N .R.	9,702
FORMAL GEN. EDUCATION						
High School	N. R.	11,700	9,003	9,021	N. R.	9,908
Bachelor's Degree	N. R.	N. R.	9,615	N. R.	N. R.	9,615
Master's Degree	8,800	N. R.	N. R.	N. R.	N. R.	8,800
SYSTEMATIC OCC. TRAINING						
Less than one year	8,800	11,680	9,309	8,941	N. R.	9,682
One year	N. R.	11,950	9,361	8,704	N. R.	10,005
TEACHING EXPERIENCE						
0-3 years	N. R.	11,000	8,181	8,275	N. R.	9,152
3-5 years	8,800	N. R.	9,555	9,625	N. R.	9,327
5-10 years	N. R.	13,100	9,300	8,982	N. R.	10,460
over 10 years	N. R.	N. R.	N. R.	N. R.	N. R.	N. R.
GRAND MEAN	8,800	11,813	9,097	9,021	N. R.	

N.R. --- Indicates insufficient responses were received to provide mean figure

TABLE IX

AREA OF SPECIALIZATION BUILDING CONSTRUCTION

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	8,385	N. R.	10,268	9,360	N.R.	9,338
5-10 years	9,575	11,750	N. R.	8,287	N.R.	9,871
over 10 years	8,214	10,576	9,350	9,407	N.R.	9,386
FORMAL GEN. EDUCATION						
High School	8,214	11,163	9,350	8,920	N.R.	9,412
Bachelor's Degree	7,500	N. R.	N. R.	N. R.	N.R.	7,500
Master's Degree	9,423	N. R.	10,269	N. R.	N.R.	9,847
SYSTEMATIC OCC. TRAINING						
Less than one year	8,352	11,003	9,526	9,428	N.R.	9,577
One year	8,555	11,163	9,700	9,007	N.R.	9,606
TEACHING EXPERIENCE						
0-3 years	8,838	N. R.	9,100	8,400	N.R.	8,629
3-5 years	8,214	11,163	9,607	9,006	N.R.	9,497
5-10 years	N. R.	N. R.	9,604	N R.	N.R.	9,604
over 10 years	9,575	N. R.	10,269	N.R.	N.R.	9,923
GRAND MEAN	8,581	11,136	9,704	8,977		

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE X

AREA OF SPECIALIZATION AUTO MECHANICS

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	9,180	12,700	8,978	8,870	N.R.	9,909
5-10 years	8,003	9,592	8,638	8,100	8,900	8,647
over 10 years	8,273	11,570	9,887	8,707	9,280	9,543
FORMAL GEN. EDUCATION						
High School	8,071	11,032	9,395	8,491	N.R.	9,248
Bachelor's Degree	8,577	12,800	8,852	9,900	9,280	9,881
Master's Degree	N.R.	12,700	N.R.	N.R.	8,900	10,802
SYSTEMATIC OCC. TRAINING						
Less than one year	8,330	11,275	8,954	8,443	8,900	9,180
One year	8,480	11,062	9,368	8,707	9,090	9,341
TEACHING EXPERIENCE						
0-3 years	7,629	11,600	8,746	N.R.	8,160	9,034
3-5 years	8,227	10,898	8,928	8,900	7,500	8,891
5-10 years	8,710	11,664	9,900	N.R.	N.R.	10,091
over 10 years	9,685	12,016	N.R.	9,280	N.R.	10,327
GRAND MEAN	8,470	11,575	9,165	8,812	8,752	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XI

AREA OF SPECIALIZATION — MACHINE SHOP

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	9,900	8,100	9,643	9,360	N.R.	9,250
5-10 years	9,493	11,178	9,000	8,287	N.R.	9,490
over 10 years	9,220	11,368	9,777	9,407	N.R.	9,943
FORMAL GEN. EDUCATION						
High School	7,780	10,805	9,769	9,240	N.R.	9,398
Bachelor's Degree	9,380	12,986	8,950	8,892	N.R.	10,052
Master's Degree	9,831	N.R.	10,385	N.R.	N.R.	10,109
SYSTEMATIC OCC. TRAINING						
Less than one year	8,868	10,819	9,558	9,066	N.R.	9,578
One year	8,890	11,546	9,543	9,087	N.R.	9,770
TEACHING EXPERIENCE						
0-3 years	8,260	10,681	9,800	8,989	N.R.	9,432
3-5 years	7,780	11.583	9,680	9,240	N.R.	9,570
5-10 years	9,807	10,671	9,473	N.R.	N.R.	9,983
over 10 years	9,927	N.R.	9,642	N.R.	N.R.	9,784
GRAND MEAN	9,291	11,307	9,603	9,075		

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XII

AREA OF SPECIALIZATION — WELDING

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N.R.	N.R.	N.R.	8,615	7,000	7,807
5-10 years	8,890	9,510	9,860	9,500	N.R.	9,440
over 10 years	9,013	10,876	9,339	9,000	N.R.	9,557
FORMAL GEN. EDUCATION						
High School	8,389	10,648	9,359	8,433	N.R.	9,207
Bachelor's Degree	9,056	N.R.	9,200	N.R.	N.R.	9,128
Master's Degree	10,620	N.R.	9,860	N.R.	9,000	9,826
SYSTEMATIC OCC. TRAINING						
Less than one year	9,000	10,648	9,248	8,023	9,122	9,208
One year	9,000	10,484	9,296	8,077	7,000	8,771
TEACHING EXPERIENCE						
0-3 years	8,655	9,740	9,088	9,500	7,000	8,796
3-5 years	9,335	10,611	9,583	8,650	N.R.	9,544
5-10 years	9,123	10,160	N.R.	7,790	N.R.	9,024
over 10 years	9,500	N.R.	9,520	N.R.	N.R.	9,510
GRAND MEAN	8,988	10,530	9,372	8,478	7,500	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XIII

AREA OF SPECIALIZATION — AIR CONDITIONING

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.
5-10 years	8,890	N.R.	9,650	N.R.	10,010	9,516
over 10 years	9,013	12,412	N.R.	8,662	N.R.	10,029
FORMAL GEN. EDUCATION						
High School	8,351	12,299	N.R.	8,985	N.R.	9,878
Bachelor's Degree	8,600	12,750	9,650	8,340	N.R.	9,835
Master's Degree	N.R.	N.R.	N.R.	N.R.	10,010	10,010
SYSTEMATIC OCC. TRAINING						
Less than one year	8,614	12,502	N.R.	8,662	N.R.	10,084
One year +	8,434	12,067	9,650	8,985	10,010	9,829
TEACHING EXPERIENCE						
0-3 years	8,600	12,750	N.R.	8,985	N.R.	10,112
3-5 years	7,782	12,763	N.R.	8,340	N.R.	9,628
5-10 years	8,920	12,067	N.R.	N.R.	10,010	10,332
over 10 years	N.R.	N.R.	9,650	N.R.	N.R.	9,650
GRAND MEAN	9,286	12,394	9,650	8,702	10,010	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XIV

AREA OF SPECIALIZATION AGRICULTURE

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N.R.	N.R.	10,376	7,666	N.R.	9,021
5-10 years	8,250	9,155	8,409	8,058	9,453	8,665
over 10 years	7,150	9,277	9,807	10,200	8,409	9,667
FORMAL GEN. EDUCATION						
High School	7,700	10,218	9,614	7,851	N.R.	8,846
Bachelor's Degree	7,200	14,638	8,509	9,871	N.R.	10,055
Master's Degree	N.R.	12,925	10,088	8,350	8,257	12,544
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.
One year +	7,700	12,280	9,299	8,992	8,257	9,407
TEACHING EXPERIENCE						
0-3 years	7,175	9,293	7,018	8,491	N.R.	7,994
3-5 years	8,250	12,067	9,614	8,200	8,625	9,351
5-10 years	N.R.	N.R.	9,800	11,525	8,823	10,049
over 10 years	N.R.	13,781	10,188	7,500	N.R.	10,490
GRAND MEAN	7,900	12,261	9,348	8,824	8,632	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XV

AREA OF SPECIALIZATION — LICENSED PRACTICAL NURSING

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	7,996	8,715	7,218	N.R.	N.R.	7,997
5-10 years	7,778	8,445	8,600	9,150	N.R.	8,493
over 10 years	9,673	10,094	8,882	6,840	9,250	8,948
FORMAL GEN. EDUCATION						
High School	9,330	9,388	6,823	6,850	N.R.	8,098
Bachelor's Degree	7,673	9,402	8,546	7,986	11,000	8,921
Master's Degree	10,138	N.R.	N.R.	8,276	9,250	8,702
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	N.R.	N.R.	N.R.	N.R.	
One year +	8,683	9,205	8,966	7,404	9,830	8,802
TEACHING EXPERIENCE						
0-3 years	7,200	8,361	7,753	6,967	N.R.	7,570
3-5 years	8,302	8,722	N.R.	9,150	N.R.	8,725
5-10 years	9,090	10,862	10,105	7,599	11,000	9,731
over 10 years	10,243	11,400	8,505	7,388	9,750	9,357.
GRAND MEAN	8,576	9,378	8,472	7,397	9,833	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XVI

AREA OF SPECIALIZATION GRAPHIC ARTS

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N.R.	10,850	N.R.	N.R.	12,550	11,700
5-10 years	9,570	N.R.	8,403	N.R.	N.R.	8,987
over 10 years	9,625	10,565	9,584	N.R.	N.R.	9,925
FORMAL GEN. EDUCATION						
High School	N.R.	9,924	9,584	N.R.	N.R.	9,574
Bachelor's Degree	N.R.	12,144	N.R.	N.R.	N.R.	12,144
Master's Degree	9,598	8,403	N.R.	N.R.	12,550	10,668
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	9,924	9,004	N.R.	12,550	10,846
One year	9,547	10,660	8,403	N.R.	N.R.	9,537
TEACHING EXPERIENCE						
0-3 years	8,500	8,980	9,962	N.R.	N.R	9,147
3-5 years	10,070	9,740	9,250	N.R.	N.R.	9,687
5-10 years	N.R.	12,132	8,403	N.R.	12,550	11,028
over 10 years	9,750	N.R.	9,540	N.R.	N.R.	9,645
GRAND MEAN	9,587	10,594	9,265		12,550	

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XVII

AREA OF SPECIALIZATION — VOCATIONAL COUNSELING

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N.R.	N.R.	10,676	8,400	N.R.	9,538
5-10 years	N.R.	N.R.	12,460	N.R.	11,100	11,780
over 10 years	9,100	N.R.	10,200	N.R.	N.R.	9,650
FORMAL GEN. EDUCATION						
High School	7,200	N.R.	N.R.	N.R.	N.R.	7,200
Bachelor's Degree	N.R.	N.R.	10,200	8,400	N.R.	9,300
Master's Degree	11,600	N.R.	11,277	N.R.	11,100	11,126
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	N.R.	N.R.	N.R.	N.R.	
One year	9,100	N.R.	11,480	N.R.	11,100	10,560
TEACHING EXPERIENCE						
0-3 years	N.R.	N.R.	N.R.	8,400	N.R.	8,400
3-5 years	7,200	N.R.	10,350	N.R.	11,100	9,550
5-10 years	11,000	N.R.	10,102	N.R.	N.R.	10,551
over 10 years	N.R.	N.R.	12,320	N.R.	N.R.	12,320
GRAND MEAN	9,100		11,055	8,400	11,100	9,998

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XVIII

AREA OF SPECIALIZATION AIRCRAFT MECHANICS

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N.R	N.R.	8,100	N.R.	N.R.	8,100
5-10 years	N.R.	N.R.	N.R.	8,100	N.R.	8,100
over 10 years	N.R.	10,235	8,978	8,450	N.R.	9,221
FORMAL GEN. EDUCATION						
High School	N.R.	10,235	8,539	8,333	N.R.	9,036
Bachelor's Degree	N.R.	N.R.	N.R.	N.R.	N.R.	
Master's Degree	N.R.	N.R.	N.R.	N.R.	N.R.	
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	N.R.	N.R.	N.R.	N.R.	
One year	N.R.	9,893	8,620	8,333	N.R.	8,698
TEACHING EXPERIENCE						
0-3 years	N.R.	10,483	8,620	8,450	N.R.	9,157
3-5 years	N.R.	11,640	N.R.	8,100	N.R.	9,870
5-10 years	N.R.	N.R.	N.R.	N.R.	N.R.	
over 10 years	N.R.	7,930	N.R.	N.R.	N.R.	7,930
GRAND MEAN	-	10,178	8,476	8,291		

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XIX

AREA OF SPECIALIZATION RELATED INSTRUCTION

AVERAGE YEARLY SALARY (240 days)

SALARY CRITERIA	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	mean of 5 states
OCCUPATIONAL EXPERIENCE						
0-5 years	N.R.	N.R.	8,240	8,760	N.R.	8,500
5-10 years	N.R.	N.R.	N.R.	9,043	N.R.	9,043
over 10 years	N.R.	10,560	8,924	8,384	N.R.	9,289
FORMAL GEN. EDUCATION						
High School	N.R.	N.R.	8,924	8,550	N.R.	8,737
Bachelor's Degree	N.R.	10,560	N.R.	8,249	N.R.	9,405
Master's Degree	N.R.	12,121	8,240	9,439	N.R.	9,933
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	9,740	N.R.	8,743	N.R.	8,960
One year	N.R.	N.R.	8,582	9,416	N.R.	8,864
TEACHING EXPERIENCE						
0-3 years	N.R.	9,740	8,924	7,985	N.R.	8,883
3-5 years	N.R.	N.R.	8,240	8,309	N.R.	8,275
5-10 years	N.R.	11,380	N.R.	9,358	N.R.	10,369
over 10 years	N.R.	N.R.	N.R.	9,062	N.R.	9,062
GRAND MEAN	-	10,653	8,582	8,668	-	

N.R. --- Indicates insufficient responses were received to provide mean figure.

SUMMARY TABLE XX

FIVE STATE SALARY MEAN (240 days)

SALARY CRITERIA	ADMINISTRATION	BUSINESS OCCUPATIONS	DATA PROCESSING	ELECTRONICS & ELECTRICAL	DRAFTING	AUTO BODY
OCCUPATIONAL EXPERIENCE						
0-5 years	13,291	9,556	10,355	9,874	9,836	8,625
5-10 years	13,431	9,535	11,380	9,629	9,678	9,140
over 10 years	11,991	9,751	10,904	9,966	10,055	10,123
FORMAL GEN. EDUCATION						
High School	9,562	9,457	11,765	9,452	9,665	9,909
Bachelor's Degree	13,440	8,709	10,268	9,438	9,680	8,995
Master's Degree	14,538	10,473	10,549	10,533	10,126	8,900
SYSTEMATIC OCC. TRAINING						
Less than one year	N.R.	9,455	9,746	9,137	9,326	9,793
One year -	12,705	9,510	10,333	9,750	9,936	9,789
TEACHING EXPERIENCE						
0-3 years	9,375	8,968	10,306	8,871	9,844	8,254
3-5 years	13,655	9,007	12,055	8,991	9,701	10,867
5-10 years	10,293	9,708	10,964	10,309	9,524	10,654
over 10 years	13,939	10,321	10,929	10,645	10,743	9,782
GRAND MEAN	13,622	10,491.	11,875	10,688	10,82/	10,526

N.R. --- Indicates insufficient responses were received to provide mean figure.

SUMMARY TABLE XXI

FIVE STATE SALARY MEAN (240 days)

SALARY CRITERIA	DIESEL	BUILDING CONSTRUCTION	AUTO MECHANICS	MACHINE SHOP	WELDING	AIR CONDITIONING
OCCUPATIONAL EXPERIENCE						
0-5 years	9,527	9,338	9,909	9,250	7,807	N.R.
5-10 years	8,631	9,871	8,647	9,490	9,440	9,516
over 10 years	9,702	9,386	9,543	9,943	9,557	10,029
FORMAL GEN. EDUCATION						
High School	9,908	9,412	9,248	9,398	9,207	9,878
Bachelor's Degree	9,615	7,500	9,881	10,052	9,128	9,835
Master's Degree	8,800	9,847	10,802	10,109	9,826	10,010
SYSTEMATIC OCC. TRAINING						
Less than one year	9,682	9,577	9,180	9,578	9,208	10,084
One year	10,005	9,606	9,341	9,770	8,771	9,829
TEACHING EXPERIENCE						
0-3 years	9,152	8,629	9,034	9,432	8,796	10,112
3-5 years	9,327	9,497	8,891	9,570	8,544	9,628
5-10 years	10,460	9,604	10,091	9,983	9,024	10,332
over 10 years	N.R.	9,923	9,574	9,784	9,510	9,650
GRAND MEAN	10,480	10,284	10,463	10,666	9,978	9,998

N.R. --- Indicates insufficient responses were received to provide mean figure.

SUMMARY TABLE XXII

FIVE STATE SALARY MEAN (240 days)

SALARY CRITERIA	AGRICULTURE	L.P.N.	GRAPHIC ARTS	RELATED
OCCUPATIONAL EXPERIENCE				
0-5 years	9,021	7,997	11,700	8,100
5-10 years	8,665	8,493	8,987	9,043
over 10 years	9,667	8,948	9,925	9,289
FORMAL GEN. EDUCATION				
High School	8,846	8,098	9,754	8,737
Bachelor's Degree	10,055	8,921	12,144	9,405
Master's Degree	12,544	9,221	10,688	9,933
SYSTEMATIC OCC. TRAINING				
Less than one year	N.R.	N.R.	10,846	8,960
One year	9,407	8,702	9,537	8,864
TEACHING EXPERIENCE				
0-3 years	7,944	7,570	9,147	8,883
3-5 years	9,351	8,725	9,687	8,275
5-10 years	10,049	9,731	11,028	10,369
over 10 years	10,490	9,357	9,645	9,062
GRAND MEAN	10,608	9,576	11,283	10,002

N.R. --- Indicates insufficient responses were received to provide mean figure.

TABLE XXIII

BENEFITS NOT INCLUDED IN SALARIES

IN
COLORADO.

	Average monthly contributions by employers		
	Health & Acc.	Retirement	Life Ins.
ADMINISTRATION	$ 12.37	$ 42.27	$ 5.68
BUSINESS	11.20	32.19	3.20
DATA PROCESSING	5.12	23.20	1.16
ELECTRONICS	8.18	18.69	5.25
DRAFTING	6.14	19.32	3.38
AUTO BODY	9.85	37.57	4.09
DIESEL	N.R.	51.80	N.R.
BUILDING CONST.	8.05	41.40	N.R.
AUTO MECHANICS	14.02	36.17	7.30
MACHINE SHOP	15.50	30.12	1.37
WELDING	6.41	35.12	2.14
AIR COND.& REFRIG.	14.30	29.47	4.90
AGRICULTURE	11.85	3.98	.00
L.P.N.	6.18	25.37	.92
GRAPHIC ARTS	15.35	56.86	3.14
RELATED	N.R.	N.R.	N.R.
GRAND MEAN OF THOSE REPORTING	$ 9.97	$ 32.23	$ 3.04

N.R. -- Insufficient responses received to project reliable mean.

TABLE XXIV

BENEFITS NOT INCLUDED IN SALARIES

IN

IOWA

	Average monthly contributions by employers		
	Health & Acc.	Retirement	Life Ins.
ADMINISTRATION	$ 10.47	$ 42.46	$ 2.60
BUSINESS	12.44	39.73	2.04
DATA PROCESSING	10.06	15.45	3.01
ELECTRONICS	12.70	17.50	.54
DRAFTING	3.08	7.14	.34
AUTO BODY	9.46	29.40	2.29
DIESEL	22.50	25.00	1.65
BUILDING CONST.	1.87	4.59	.14
AUTO MECHANICS	20.52	35.53	3.00
MACHINE SHOP	9.85	39.60	1.60
WELDING	12.51	43.91	1.18
AIR COND.& REFRIG.	13.71	39.86	4.69
AGRICULTURE	4.24	19.68	1.63
L.P.N.	12.67	31.62	1.84
GRAPHIC ARTS	7.47	51.61	1.72
RELATED	5.00	51.60	.00
GRAND MEAN OF THOSE REPORTING	$ 10.53	$ 30.92	$ 1.81

N.R. -- Insufficient responses received to project reliable mean.

TABLE XXV

BENEFITS NOT INCLUDED IN SALARIES

IN

KANSAS

	Average monthly contributions by employers		
	Health & Acc.	Retirement	Life Ins.
ADMINISTRATION	$ .00	$ 7.72	$ .00
BUSINESS	4.16	4.56	.52
DATA PROCESSING	NR	NR	NR
ELECTRONICS	NR	NR	NR
DRAFTING	.00	.00	2.18
AUTO BODY	NR	NR	NR
DIESEL	NR	NR	NR
BUILDING CONST.	NR	NR	NR
AUTO MECHANICS	NR	NR	NR
MACHINE SHOP	NR	NR	NR
WELDING	NR	NR	NR
AIR COND.& REFRIG.	.00	30.00	.00
AGRICULTURE	NR	NR	NR
L.P.N.	3.75	4.25	.00
GRAPHIC ARTS	NR	NR	NR
RELATED	NR	NR	NR
GRAND MEAN OF THOSE REPORTING	1.58	9.30	.54

N.R. -- Insufficient responses received to project reliable mean.

TABLE XXVI

BENEFITS NOT INCLUDED IN SALARIES

IN

NEBRASKA

	Average monthly contributions by employers		
	Health & Acc.	Retirement	Life Ins.
ADMINISTRATION	$ 3.34	$ 13.92	$ .13
BUSINESS	6.20	9.58	1.54
DATA PROCESSING	2.00	7.23	.80
ELECTRONICS	1.87	9.17	1.15
DRAFTING	1.19	4.26	.44
AUTO BODY	1.25	5.65	1.53
DIESEL	2.50	15.59	1.53
BUILDING CONST.	1.32	8.27	.81
AUTO MECHANICS	1.67	5.37	1.02
MACHINE SHOP	7.50	23.10	4.59
WELDING	.53	.29	.33
AIR COND.& REFRIG.	1.07	6.74	.66
AGRICULTURE	.47	30.41	.29
L.P.N.	2.50	18.83	4.68
GRAPHIC ARTS	NR	NR	NR
RELATED	3.52	11.46	1.88
GRAND MEAN OF THOSE REPORTING	$ 2.46	$ 11.32	$ 1.42

N.R. -- Insufficient responses received to project reliable mean.

TABLE XXVII

BENEFITS NOT INCLUDED IN SALARIES

IN

WYOMING

	Average monthly contributions by employers		
	Health & Acc.	Retirement	Life Ins.
ADMINISTRATION	$ 7.20	$ 27.80	$ 8.66
BUSINESS	7.11	33.42	3.50
DATA PROCESSING	11.47	21.85	3.33
ELECTRONICS	.74	2.37	.26
DRAFTING	2.25	2.92	.42
AUTO BODY	NR	NR	NR
DIESEL	NR	NR	NR
BUILDING CONST.	NR	NR	NR
AUTO MECHANICS	41.37	48.61	2.57
MACHINE SHOP	NR	NR	NR
WELDING	17.30	30.00	.00
AIR COND.& REFRIG.	NR	NR	NR
AGRICULTURE	11.33	23.64	2.84
L.P.N.	6.66	11.66	1.66
GRAPHIC ARTS	50.00	14.00	.00
RELATED	NR	NR	NR
GRAND MEAN OF THOSE REPORTING	$ 15.54	$ 21.63	$ 2.49

N.R. -- Insufficient responses received to project reliable mean.

TABLE XXVIII

AVERAGE PERCENTAGE OF INDICATED SALARY EXPECTED AS INCREMENT FOR 1970-71 SCHOOL YEAR

TYPE OF INCREMENT	PERCENTAGE INCREMENT					
	COLORADO	IOWA	KANSAS	NEBRASKA	WYOMING	Mean of 5 States
Increment percentage for Professional Improvement *	2.7%	3.1%	4.3%	1.4%	2.4%	3.14%
Increment percentage for other factors **	5.6%	5.2%	8.4%	5.2%	7.1%	6.23%

* Professional Improvements are based upon dollar increase expected for achieving specified plateaus that vary amoung the institutions.

** Increments given for tenure, cost of living, and merit considerations.

EXPLANATION OF TABLE

Question 12 (Appendix A) was included so that the report could be updated to the target date of the report, June 1, 1971. The survey was taken on June 1, 1970 when most respondants were aware of their 1970-71 salary situation. The dollar amounts were converted to percentages of the 1970 salary then grouped and are reported in composite here. The salaries listed in the tables can be adjusted using these factors.

SUMMARY OF FINDINGS

The tables of this study were designed to present the data so that they would be of maximum benefit to the users. All responses from a state which fit each cell were averaged to present the most valid mean figure possible. The grand mean total is an average for all responses from a specialization area for each state. The user may draw salary comparisons according to qualifications and state geographic area.

The data have been presented two ways. Tables II through XIX are summarized by state, while Tables XX through XXII are summarized by area of specialization.

The problems of summarizing fringe benefits involved so many different variables that a separate comparison was necessary for this purpose. The fringe benefit summary is a mean figure which includes all responses pertaining to each cell of the summary tables.

It was decided that areas of specialization with fewer than 12 responses should not be published as a table. This eliminated the areas of vocational counseling, aircraft, cosmetology, and legal secretaries. Some incomplete data for these areas were collected and would be available upon request. The frequencies of responses would not justify including a table.

CONCLUSION

The initial assumption upon which the study was based was not substantiated in the findings. It was generally assumed that such preparational criteria as occupational experience, general education, systematic occupational training, and teaching experience are desirable in developing postsecondary vocational technical instructors. The findings suggest that, in general, actual salaries do not reward these preparational characteristics.

It was not possible to conclude from this study that the levels of instructor preparation included were recognized as criteria for increased salary adjustments. Many situations exist within states in which instructors with more teaching experience, occupational experience, and/or systematic occupational training are paid less than those with fewer years. The same is true for general educational background where the salaries of the high school graduate exceed that of the baccalaureate instructor. The instructional areas of agriculture and health occupations (LPN) are most consistent in rewarding the levels of preparation. This is especially true when reviewing the mean of the five states.

Quite possibly the factor of instructor availability should have been among the established criteria for this study. When instructors with greater teaching and occupational experience are drawing a smaller salary than those with a lower qualification, other factors must be dominating the instructor salary situations. Whatever the reason for salaries as they are, this study does conclude that occupational experience, teaching experience, systematic instruction, and general educational background are not proportionately recognized in determining postsecondary vocational technical instructors' salaries in the five states.

A sizeable differential in salaries exists among the states. This difference seems to hold across the board in all of the occupational areas. The conclusion in this case was that a state's location has a great influence upon instructors' salaries in postsecondary vocational technical education.

The data in this study can be helpful to the local institutions of the five state area for comparison of salaries. It is now possible to compare local salaries by the state and five state means of the specialization areas where sufficient data were received to formulate a table.

NEED FOR FURTHER STUDY

As is often the case in studies of this type, it was difficult to anticipate all factors which influence a situation. Certainly, there is a need to determine the factors which exert the greatest influence upon salaries for postsecondary vocational technical school instructors. The need for an update study to achieve a greater completeness of responses was established from this study.

At some point in the future, since research funds have once more become available, a broad regional study should be proposed. Special safeguards for more complete data collection should be anticipated and built into the study because the structure of this study did not provide for obtaining responses from those not voluntarily contributing.

The future study should include the sector of private schools. They are operating in the same geographical areas and are in competition for the same source of available teachers. Means from the private schools should be classified by state but separated from the public schools for purposes of comparison.

COMPENSATION PARAMETER FOR POSECONDARY VOCATIONAL EDUCATORS

The current expansion of Postsecondary Vocational Education has placed administrators in the position of competing for the qualified vocational educator. THIS CENSUS is an attempt to establish just what professional and experience qualifications exist in 1970 . . . and, what compensation is given for the services of teachers and administrators in the public supported postsecondary programs. The study is limited to the states of COLORADO, KANSAS, WYOMING, IOWA, and NEBRASKA.

The instrument herein is designed to be filled out by the individual postsecondary vocational educator so that an impersonal composite analysis of the confidential information may be reported to the participating institutions with postsecondary Voc-Tech programs. The compiling center at the University of Nebraska will disseminate the findings through established RCU channels. PAST ATTEMPTS TO DRAW a profile of the SALARY SITUATION were based on published schedules and ignored completely the many"credits" allowed by administrators.

It is necessary that some information be drawn concerning the load of the individual educator as this relates to the compensation. In many instances respondants will be staff members who work in industry and teach on a part time basis. A short section is devoted to WORK LOAD OF THE RESPONDANT.

PROPOSED OUTLINE OF PROCEDURE

A. INFORM the proposed population through established journals and newsletters.
B. Establish REGULAR LINES OF DATA COLLECTION within each state and to the compiling center.
C. Establish regular lines of DISSEMINATION within each state.

APPENDIX A

1969-70 CENSUS OF POSTSECONDARY VOCATIONAL EDUCATORS - - - - JUNE 1, 1970

SECTION I. GENERAL INFORMATION (RESPONDENT) Identification: ____ ____ ____ ____ *(1) (2) (3) (4)* Age: ____ ____ *(5) (6)* Sex: ____ *(7)*

Area of Vocational Specialization: *(welding, electronics, etc. or admin, supervis.)* — *last four digits of soc.sec.no.*

Industrial EXPERIENCE in Craft or Technology: 0-1 ☐ *(years)* *(8)*, 1-3 ☐ *(9)*, 3-5 ☐ *(10)*, 5-10 ☐ *(11)*, Over 10 ☐ *(12)* *(check appropriate space)*

FORMAL GENERAL Education Data: H.S.Diploma (13) ____ *(yes-no)* + (14)(15) ____ *(Col.Cred. SEM Hr.s.)* Bachelors (16) ____ *(yes-no)* + (17)(18) ____ *(cr.hrs)* Masters (19) ____ *(yes-no)* + (20)(21) ____ *(cr.hrs)* PHD (22) ____ *(yes-no)*

Formal EDUCATION IN CRAFT OR TECHNOLOGY: H.S. (23) ____ *(years)* Post High Voc-Tech (24) ____ *(years)* Coll. or Univ (25) ____ *(years)*

College Credits (sem) in PROFESSIONAL TEACHING: (Estimate Only) (26)(27) ____ *(sem hrs.)* Of these how many in V.E. (28)(29) ____ *(sem hrs.)*

Your TEACHING EXPERIENCE: *(years)*. 0-1 (30) ☐, 1-3 (31) ☐, 3-5 (32) ☐, 5-10 (33) ☐, Over 10 (34) ☐ *(check appropriate space)*

1969-70 CENSUS OF POSTSECONDARY VOCATIONAL EDUCATORS

SECTION II. INSTITUTIONAL INFORMATION.

School Name _____ State _____

(check appropriate box.)

1. Enrollment in institution: under 300 ☐ (35), 300-600 ☐ (36), 600- 1,000 ☐ (37), 1,000-5,000 ☐ (39), over 5,000 ☐ (39),

2. Of these how many in V.E. programs? : under 300 ☐ (40), 300-600 ☐ (41), 600-1,000 ☐ (42), 1,000-5,000 ☐ (43), over 5,000 ☐ (44).

3. Financial responsibility is vested in: Area School Bd. ☐ (45), State Bd. ☐ (46), Local Bd. ☐ (47) other ☐ (48)

4. Population of immediate area of Institution *(25 mile radius).* : Under 5,000 ☐ (49), 5,000-50,000 ☐ (50), 50,000-100,000 ☐ (51), 100,000-300,000 ☐ (52), over 300,000 ☐ (53)

SECTION III. WORKLOAD OF RESPONDENT.

5. Average *weekly* contact hours in classroom instruction: _____ (54)(55) Average *weekly* contact hrs. in laboratory - workroom _____ (56)(57)

6. Average *weekly* hours in other activities: _____ (58)(59), *(Include in this catagory: preparation, review, correcting, committee work, counseling, sponsoring, administrative work etc.)*

7. How many other professional staff members are responsible to you? _____ (60)(61)(62)

(1) (2) (3) (4) *Card 2*

for compiling center use only

SECTION IV. SALARY AND BENEFITS OF RESPONDENTS.

8. What is the number of days you are expected to be on duty? _____ (67)(68)(69) *per year*. Your salary for this _____ (70)(71)(72)(73)(74) *dollars.*

9. Is there extra remuneration for summer sessions _____ (75). Amount *weekly paid* for summer sessions _____ (76)(77)(78).
(yes-no) *(dollars)*

10. Is there extra remuneration for night sessions _____ (42). Amount *hourly paid* for night sessions _____ (43)(44)(45).
(yes-no) *(dollars)*

11. What is the approximate dollar contribution (monthly) of your employer to: Health and Accident Ins. $_____ (5)(6)(7)(8)
dollars *cents*

Retirement plan ---------$_____ (9)(10)(11)(12)

Life Insurance ---------$_____ (13)(14)(15)(16)

Other benefits *(Include $ value of housing and other items that benefit you* -$_____ (17)(18)(19)(20)

12. What increments do you expect for your 1970-71 services? $_____ (21)(23)(25)(26), $_____ (35)(36)(37)(38), $_____ (27)(29)(31)(32), $_____ (33)(34)(35)(36)
(tenure) *(cost of living* *(prof. improv.)* *(merit)*

13. *What professional leave conditions are available to you? Days per year* _____ (51)(52).
Other comments:

14. *What industrial experience leave are you expected to take ? Days per year* _____ (53)(54).

Appendix B

RESPONDENTS TO QUESTIONNAIRE

COLORADO
Trinidad State Jr. College
Poudre Voc. Tech. School of Nursing
Southern Colorado State College
A. I. M. S.
Otero Junior College
Lamar Community College
Colorado Mountain College
Mesa Community College
Community College of Denver
Arapahoe Community College
El Paso Community College
Northeastern Junior College

IOWA
Iowa Western Community College
Des Moines Community College
North Iowa Area Community College
Northeast Area Voc. Tech. School

KANSAS
Central Area Voc. Tech. School
Southwest Area Voc. Tech. School
Salina Area Voc. Tech. School
Northeast Area Voc. Tech. School
Kansas City Area Voc. Tech. School
Manhattan Area Voc. Tech. School
Liberal Area Voc. Tech. School

NEBRASKA
Nebraska Technical College
Platte College
Central Nebraska Technical College
Alliance Vocational School of Registered Nursing
Northeast Nebraska Technical College
McCook Junior College
Western Nebraska Technical College
University of Nebraska School of Agriculture

WYOMING
Central Wyoming College
Laramie Community College
Northwest Community College
Eastern Wyoming College
Casper College