

COLLEGE SALARIES

1936

By

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FOREWORD

DIFFERENT labor groups and agencies have made intensive studies periodically of the movement of salaries and wages in the trades and industries. To a lesser extent the income of certain professional groups, including physicians, dentists, and engineers, have been studied, but few analyses have been published concerning the compensation received by college professors and other faculty members in the institutions of higher education in the United States.

To supply this need, this study was made to determine the present status of college salaries paid to members of various faculty ranks, to compare the situation in different *types* of colleges, and to show for the land-grant institutions only, salary *trends* over a period of years before and during the depression. Sufficient summaries are made to show salary scales in publicly and privately controlled colleges and universities, both large and small, but no individual institution may be identified.

The Office of Education wishes to take this opportunity of thanking the institutions for their generous cooperation in supplying the salary data. Walter J. Greenleaf, the author of this bulletin, has collected and analyzed the material submitted principally for the use of college administrators, but since studies in this field are few, this report will no doubt be of fairly general interest.

BESS GOODYKOONTZ,
Assistant Commissioner of Education.

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COLLEGE SALARIES, 1935-36

THIS study presents an analysis of the salaries that full-time faculty members receive in the colleges and universities in the United States. For convenience and in order to show certain trends, the study is divided into two parts. Part I includes an analysis of the salaries of 25,530 full-time faculty members in 252 colleges and universities for the college year 1935-36. Part II includes comparable salary data for 51 land-grant colleges and universities over a period of years—1928-29, 1929-30, 1930-31, and 1934-35.¹

PART I.—IN 252 INSTITUTIONS

The Office of Education collects reports from the 69 land-grant colleges and universities annually, but obtains data from all 1,700 institutions of higher education, as listed in the Educational Directory² only once every 2 years.

A uniform schedule for reporting college salaries was devised and first tried out by the land-grant institutions for the year 1928-29. Only salaries of full-time staff members were requested, and salaries of part-time employees were omitted entirely. The results obtained were satisfactory, and the same schedule for reporting was used for 3 other years. The 1935-36 report-forms to *all* colleges and universities carried the same salary blank for the first time, and, although a report was not received from every institution, nevertheless, sufficient data were obtained to make a comprehensive survey of the salaries of full-time faculty members in different types of colleges.

The nature of the salary schedule as presented to the colleges for reporting is indicated in the summary tables that follow. It was arranged for reporting the number of individuals in \$250 steps within salary ranges from \$1,000 to \$10,000. Spaces were provided for five faculty ranks—deans, professors, associate professors, assistant professors, and instructors—according to whether they were employed on a 9-month basis, or on a 11-12-month basis.

The present study is based on the returns the colleges have made on this schedule. By February 1, 1937, many, but not all, of the institutions of higher education had submitted their 1935-36 returns. Therefore it was decided to use only those reports which were on file

¹Greenleaf, Walter J. Salaries in land-grant colleges, not including institutions for Negroes. U. S. Department of the Interior, Office of Education, Circular No. 157.

²Educational Directory, 1937. Part III—Colleges and universities, including all institutions of higher education. United States Department of the Interior, Office of Education, Bulletin 1937, No. 1. See also revision—Bulletin 1938, No. 1.

as of February 1, 1937, and to select from these a sufficient number to reveal the salaries of faculty members in different types of institutions.

It would defeat the purpose of this study to consolidate all returns and find a single figure to represent the typical, median, or average salary for each faculty rank. Variations in salaries in groups of colleges are wide, as, for instance, in the 51 land-grant colleges, where a full-time professor on a 9-month basis receives a median salary of \$3,951, but where the 5 largest institutions are drawn out and compared with the 5 smallest institutions, there is a \$2,000 difference in the medians of the large and small groups, or \$4,554 compared with \$2,606.

Again the median salary for all professors on a 9-month basis in the 252 institutions studied is \$3,592. This means that 2,339 professors receive more and 2,339 receive less than the median, while 132 are paid \$7,000 or more, and 544 receive less than \$2,000 as full professors. When these institutions are grouped into nine classifications the nine medians resulting vary from \$1,562 to \$5,143 for full-time professors.

SELECTION OF COLLEGES FOR SALARY ANALYSIS

Colleges and universities which offer liberal arts courses and grant the bachelor's degree number 654 out of 1,700 institutions of higher education. This group of colleges was chosen for salary analysis as being the most typical of higher education. The remaining institutions which include independent professional schools, teachers colleges, normal schools, and junior colleges are not included in this study. More than half of the group selected (359) had submitted usable salary schedules by February 1, 1937, and 252 of these were further selected as follows:

Publicly Controlled Colleges and Universities.—All of the reports from State-supported institutions were selected for analysis. These reports summarize the salary situation in 99 publicly controlled colleges and universities.

First the *land-grant colleges and universities* were segregated and studied. Massachusetts Institute of Technology, a land-grant institution, was omitted because comparative data for earlier years were not available. Salaries in the 51 land-grant institutions for white students are detailed in table 2 for comparison with other institutions for the year 1935-36. A further analysis of this group is presented in table 2A for the 5 largest land-grant institutions, and in table 2B for the 5 smallest institutions. Data for the 17 Negro land-grant colleges are detailed in table 3. Trends in salaries in the land-grant institutions since 1928-29 are arranged and discussed by faculty ranks in part II of this survey—tables 11 to 16, inclusive.

The filed reports of all of the non-land-grant State colleges and universities were next selected for analysis. These were divided into two groups; data for 16 State universities are shown in table 4, and comparable data for 15 State colleges in table 5.

Privately Controlled Institutions.—Grouping of privately controlled institutions on some homogeneous basis is a difficult matter. Consideration was given to two factors, mainly because comparable data were readily at hand, i. e., (1) the financial investment of each in plant and equipment and (2) sex of students admitted. The privately controlled group includes many denominational institutions supported or controlled by the church, but more often they are the endowed colleges and universities. Of the reports on file February 1, 1937, the following selections were made:

First, all of the men's colleges whose investments in plant and equipment were over one and a half million dollars were studied. All were chosen with one exception. One report was rejected because of its exceptional nature; investment in plant and equipment of this one institution was nearly half again as much as the total investments of all 16 men's colleges surveyed, and nearly a third of its large faculty of more than 600 members received more than \$5,000 in salary. To include this report would distort the picture as a whole and add nothing to this survey. Table 6, therefore, details the salary situation in 16 endowed men's colleges where investments in plant and equipment vary from 1.6 million to 10.1 million dollars.

Next, all women's colleges where plant and equipment values were one million dollars or more were selected for study. Details of the salaries in this group of 38 women's colleges are shown in table 7.

No further grouping on the basis of sex was attempted. The remaining institutions were selected on a basis of value of plant and equipment alone.

Of the remaining reports, those were selected for the first group which showed investments in plant and equipment of more than 10 million dollars. Salaries of this group of seven privately controlled coeducational universities are detailed in table 8.

The next group chosen were institutions with investments of 3 to 8 million dollars. Salaries for this group of 16 privately controlled coeducational institutions are detailed in table 9.

The final group chosen included institutions with less than \$600,000 invested in plant and equipment. Salaries in these 76 small colleges, located in 30 States, are summarized in table 10.

The remaining 105 institutions that made returns were omitted from this study. A notion of their size may be gained, however, from their plant investments; 14 showed values ranging from 1.6 to 2.8 millions; 41 showed 1 to 1.5 millions; and 50 showed less than one million dollars.

Reliability of Data.—It is believed that the picture of college salaries as presented in this study is a fair one, in spite of the fact that a number of well-known institutions are not included. The aim of the study is not to compare individual institutions, but to show what a college professor may expect in the way of salary in different types of colleges throughout the United States. For that reason the study is arranged so that no single institution may be identified. With each table, however, are listed the names of the colleges included in the summary.

Each institution reported salaries of all of its full-time faculty members in \$250 ranges. Part-time instructors were not included. After consolidating the reports, medians and in some cases quartiles were figured. These calculations are based therefore not on estimates, but on an actual number of persons at each salary range.

Definition of Terms.—The terms used in this study are defined as follows:

Minimum.....	Lowest salary in a given faculty rank.
Q ₁	First quartile. The amount <i>below</i> which one-quarter of all salaries in a given faculty rank fall.
Median.....	Typical salary. The point above and below which one-half of the salaries fall.
Q ₃	Third quartile. The amount <i>above</i> which one-quarter of all salaries in a given faculty rank fall. Between the range Q ₁ and Q ₃ all salaries of the <i>middle half</i> of the group fall.
Maximum.....	Top salary of a given faculty rank.
9-month basis.....	When a staff member is <i>employed</i> for 9 months of a year, whether or not pay checks are received over a period of 12 months.
11-12-month basis.....	When a staff member is <i>employed</i> for an annual period of 12 months with 1 month or more for vacation.

Relation to the Depression.—It is generally true that educational institutions do not feel the full effects of a depression until 1 or 2 years after it is felt by business. It is also true that when economic conditions return to normal the educational institutions are among the last enterprises to recover. Not until 1932 and 1933, therefore, did the colleges feel the full effects of the depression as revealed through salary cuts. While the only trends in this survey are presented in part II for the land-grant institutions, it will be seen that cuts in salary have not yet been restored, although salaries have increased over the past year.

One Previous Comparable Study.—Only one previous comparable study for colleges other than land-grant institutions has been issued by the Office of Education. This study, made 17 years ago and issued as Bulletin 1920, No. 20, "Salaries in Universities and Colleges in 1920", was based on actual salaries of 16,634 faculty members in 401 univer-

sities and colleges. A brief summary of this study is arranged in the table below, but caution must be used in comparing these data with those of the present study, as neither the same institutions nor the same number of individuals are indicated.

SALARIES IN UNIVERSITIES AND COLLEGES IN 1920¹

Staff members on full time	IN 80 PUBLIC INSTITUTIONS		IN 321 PRIVATE INSTITUTIONS	
	Number on staff	Median salary	Number on staff	Median salary ²
1	2	3	4	5
Dean.....	367	\$3,500	504	\$2,000
Professor.....	2,460	3,000	3,781	2,000
Associate professor.....	822	2,500	357	2,300
Assistant professor.....	1,705	2,000	1,261	1,800
Instructor.....	2,138	1,500	1,810	1,200
Assistant instructor.....	855	750	574	400
Total.....	9,347		8,267	

¹ Summarized from Salaries in Universities and Colleges in 1920. U. S. Department of the Interior, Office of Education Bulletin 1920, No. 20.

² The inclusion of a large number of small private institutions is the reason for the lower median salaries in this group.

³ This salary appears higher, due to the fact that only the larger institutions with higher salary scales employ associate professors.

SUMMARY

A summary of all tables for the year 1935-36 is shown in table 1. From this table the following interpretations are indicated concerning 25,530 full-time faculty members in 252 colleges and universities. In interpreting the following salary figures, it must be remembered that the typical salaries indicated are median salaries and that one half of the individuals in any group receive more, and one half receive less than these salaries.

Deans.—Three-fourths of the college deans are employed on a 11-12-month basis, rather than on a college-year basis of 9 months. In general, those on an annual basis receive higher salaries than those on a 9-month basis. In different types of colleges for white students typical salaries vary from \$3,125 to \$5,625 in publicly controlled institutions, and from \$1,594 to \$6,563 in the privately controlled institutions. The lower figures are for the smaller institutions, while the higher figures are for the large universities.

Professors.—More professors are employed for the college year of 9 months (4,679) than for the fiscal year (3,330), and it is generally true that pay on a 9-month basis is higher for full professors than pay on the fiscal year basis in the publicly controlled institutions, while the reverse appears to be true in the privately controlled colleges and universities.

In the women's colleges, professors are generally employed on a 9-month basis with a skeleton faculty retained during the summer

months. The former are better paid (\$3,150) than those on the 11-12-month basis (\$2,700).

In different types of colleges for white students typical salaries vary from \$2,606 to \$4,676 in the publicly controlled institutions, and from \$1,662 to \$5,733 in the privately controlled institutions.

In the small privately controlled or denominational colleges, full professors receive relatively smaller salaries.

Associate Professors.—In the publicly controlled institutions the ratio of associate professors employed on a 9-month basis to those on a 11-12-month basis is about 8 to 5 (1,613 to 1,051), while in the privately controlled institutions the ratio is about 50-50 (647 to 634). Typical salaries in the different types of publicly controlled institutions for white students range from \$2,171 to \$3,577 depending on the size of the institutions. In privately controlled institutions by types, salaries vary from \$1,429 to \$3,947, also depending on the size and wealth of the institutions.

Assistant Professors.—In general more are employed on the 9-month basis than on the fiscal year basis and salaries in different types of publicly controlled institutions vary for this group (excluding Negro colleges) from \$1,869 in the State colleges to \$2,938 in the five largest land-grant institutions. In the privately controlled institutions salaries vary from \$1,375 in the small colleges to \$3,051 in the large universities.

Instructors.—The ratio of instructors employed on a 9-month basis to those on a 11-12-month basis is larger in the publicly controlled institutions (2,912 to 1,661) than it is in the privately controlled institutions (1,299 to 1,080). Typical salaries by types of publicly controlled institutions (excluding Negro colleges) vary from \$1,582 in the State colleges to \$2,123 in the 5 largest land-grant institutions. In the privately controlled institutions, instructors draw median salaries which vary from \$1,015 in the small colleges to \$2,284 in the large universities.

Negro Land-Grant Colleges.—Salaries for staff members in Negro colleges vary from \$1,173 to \$2,094 for all faculty ranks. These institutions are all located in the southern States and often faculty homes are provided at very low rentals. Salaries in these institutions are generally somewhat higher on an annual basis than on the 9-month college year basis. Six of these institutions have investments in plant and equipment valued at more than one million dollars and all are more than a half million in value. Presidents of these colleges receive salaries ranging from \$1,068 to \$6,000, including such perquisites as house rent; the median salary is \$3,600, but if perquisites are omitted the median cash salary is \$3,330. Perquisites granted in 10 institutions vary from \$240 to \$1,200 per year.

Table 1.—Summary of Median Salaries by Types of Institutions. Medians in This Table are based on 25,530 Full-time Staff Members in 252 Colleges and Universities in the United States, 1935-36

NUMBER AND TYPES OF COLLEGES	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
	2	3	4	5	6	7	8	9	10	11
In Publicly Controlled Institutions										
51 land-grant.....	\$4,300	\$4,850	\$3,951	\$3,869	\$2,973	\$3,017	\$2,486	\$2,574	\$1,792	\$2,012
5 largest land-grant ¹	5,625	5,375	4,554	4,676	3,396	3,577	2,743	2,938	1,914	2,123
5 smallest land-grant ¹	4,063	3,375	2,606	2,942	2,200	2,714	1,885	2,443	1,553	2,007
17 Negro land-grant.....	2,062	2,094	1,562	1,795	1,208	1,586	1,328	1,419	1,193	1,173
16 State universities.....	4,075	3,913	3,564	3,281	2,726	2,827	2,305	2,463	1,803	1,699
15 State colleges.....	3,125	3,375	2,886	2,797	2,171	2,444	1,869	2,062	1,582	1,578
In Privately Controlled Institutions										
16 men's colleges.....	4,063	4,375	3,583	4,313	3,000	3,354	2,688	2,792	2,052	2,007
38 women's colleges.....	3,000	4,000	3,150	2,700	3,026	2,228	2,512	2,023	1,785	1,578
7 large universities.....	4,500	6,563	5,143	5,733	3,625	3,947	2,944	3,051	2,284	2,154
16 medium universities.....	4,375	5,167	3,950	4,125	3,215	3,198	2,673	2,583	1,811	1,406
76 small colleges.....	1,594	2,063	1,662	1,879	1,429	1,670	1,375	1,478	1,015	1,190
NUMBER OF FACULTY MEMBERS REPRESENTED ABOVE										
In Publicly Controlled Institutions										
51 land grant.....	52	379	1,879	1,595	1,045	831	1,658	1,229	2,050	1,215
5 largest land-grant ¹	3	78	489	524	249	272	371	432	309	533
5 smallest land-grant ¹	4	29	51	64	28	98	37	50	99	43
17 Negro land-grant.....	5	41	30	128	15	58	28	62	95	158
16 State universities.....	70	91	724	177	425	100	559	120	649	198
15 State colleges.....	9	32	110	134	128	62	121	143	118	90
In Privately Controlled Institutions										
16 men's colleges.....	8	16	66	260	48	150	66	139	69	214
38 women's colleges.....	24	26	551	150	216	97	302	39	316	58
7 large universities.....	4	53	301	387	104	254	209	328	337	469
16 medium universities.....	17	54	410	232	137	113	288	198	308	272
76 small colleges.....	46	52	606	267	142	80	113	43	269	67
252 institutions (total)²	235	744	4,679	3,339	2,369	1,635	2,344	2,991	4,211	2,741

¹ Not included in the total of 252 institutions since they are duplicated in the calculations for 51 land-grant institutions.

² Of the 25,530 full-time staff members in 252 institutions, 14,729 are on a 9-month basis, and 10,801 are on 11-12-month basis.

Fifty-One Land-Grant Colleges and Universities

- | | |
|--------------------|---|
| 1. Alabama | Alabama Polytechnic Institute, Auburn. |
| 2. Alaska | University of Alaska, College. |
| 3. Arizona | University of Arizona, Tucson. |
| 4. Arkansas | University of Arkansas, Fayetteville. |
| 5. California | University of California, Berkeley. |
| 6. Colorado | Colorado Agricultural College, Fort Collins. |
| 7. Connecticut | Connecticut State College, Storrs. |
| 8. Delaware | University of Delaware, Newark. |
| 9. Florida | University of Florida, Gainesville. |
| 10. Georgia | University of Georgia, Athens. |
| 11. Hawaii | University of Hawaii, Honolulu. |
| 12. Idaho | University of Idaho, Moscow. |
| 13. Illinois | University of Illinois, Urbana. |
| 14. Indiana | Purdue University, Lafayette. |
| 15. Iowa | Iowa State College of Agriculture and
Mechanic Arts, Ames. |
| 16. Kansas | Kansas State College of Agriculture and
Applied Science, Manhattan. |
| 17. Kentucky | University of Kentucky, Lexington. |
| 18. Louisiana | Louisiana State University, Baton Rouge. |
| 19. Maine | University of Maine, Orono. |
| 20. Maryland | University of Maryland, College Park. |
| 21. Massachusetts | Massachusetts State College, Amherst. |
| 22. Massachusetts | *Massachusetts Institute of Technology,
Cambridge, not included in this study. |
| 23. Michigan | Michigan State College of Agriculture and
Applied Science, E. Lansing. |
| 24. Minnesota | University of Minnesota, Minneapolis. |
| 25. Mississippi | Mississippi State College, State College. |
| 26. Missouri | University of Missouri, Columbia. |
| 27. Montana | Montana State College, Bozeman. |
| 28. Nebraska | University of Nebraska, Lincoln. |
| 29. Nevada | University of Nevada, Reno. |
| 30. New Hampshire | University of New Hampshire, Durham. |
| 31. New Jersey | Rutgers University, New Brunswick. |
| 32. New Mexico | New Mexico College of Agriculture and
Mechanic Arts, State College. |
| 33. New York | Cornell University, Ithaca. |
| 34. North Carolina | North Carolina State College of Agriculture
& Engineering, W. Raleigh. |
| 35. North Dakota | North Dakota Agricultural College, State
College. |

*A land-grant college but not included in salary study.

36. Ohio Ohio State University, Columbus.
37. Oklahoma Oklahoma Agricultural and Mechanical College, Stillwater.
38. Oregon Oregon State Agricultural College, Corvallis.
39. Pennsylvania Pennsylvania State College, State College.
40. Puerto Rico University of Puerto Rico, Rio Piedras.
41. Rhode Island Rhode Island State College, Kingston.
42. South Carolina Clemson Agricultural College, Clemson College.
43. South Dakota South Dakota State College of Agriculture and Mechanic Arts, Brookings.
44. Tennessee University of Tennessee, Knoxville.
45. Texas Agricultural and Mechanical College of Texas, College Station.
46. Utah Utah State Agricultural College, Logan.
47. Vermont University of Vermont, Burlington.
48. Virginia Virginia Polytechnic Institute, Blacksburg.
49. Washington State College of Washington, Pullman.
50. West Virginia West Virginia University, Morgantown.
51. Wisconsin University of Wisconsin, Madison.
52. Wyoming University of Wyoming, Laramie.

Table 2.—51 Land-Grant Colleges and Universities.¹ Salaries of Full-Time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
	2	3	4	5	6	7	8	9	10	11
Up to \$999		12	1	14	2	1	13	15	46	28
\$1,000-\$1,249		4	1	5		3		5	87	47
\$1,250-\$1,499		3		9		1	2		226	51
\$1,500-\$1,749		3	1	4	1	1	54	21	572	199
\$1,750-\$1,999		5	2	9	20	6	151	124	*560	268
\$2,000-\$2,249		6	11	14	54	50	308	179	332	*292
\$2,250-\$2,499		3	35	37	102	89	*319	200	141	159
\$2,500-\$2,749	1	2	81	60	199	152	336	*239	49	89
\$2,750-\$2,999		14	93	64	*161	106	175	135	20	45
\$3,000-\$3,249	2	7	189	169	172	*110	155	162	6	27
\$3,250-\$3,499	3	19	166	140	176	91	64	69	6	3
\$3,500-\$3,749	3	14	238	185	105	120	43	51	5	3
\$3,750-\$3,999	5	23	*151	*183	32	39	18	11		1
\$4,000-\$4,249	11	22	274	185	11	44	13	10		
\$4,250-\$4,499	*5	15	110	108	3	5	4	1		
\$4,500-\$4,749	3	27	169	110	3	4	2	6		3
\$4,750-\$4,999	1	*24	83	65		4		1		
\$5,000-\$5,249	7	39	83	64	1	5				
\$5,250-\$5,499	3	15	43	18						
\$5,500-\$5,749	5	21	35	50						
\$5,750-\$5,999		9	12	18	1					
\$6,000-\$6,249		22	23	26						
\$6,250-\$6,499	1	17	18	18			1			
\$6,500-\$6,749		3	18	12						
\$6,750-\$6,999		5	5	6						
\$7,000-\$7,249	1	8	8	8		1				
\$7,250-\$7,499		5	5	1	1					
\$7,500-\$7,749		10	5	2						
\$7,750-\$7,999		1	1	3						
\$8,000-\$8,249	1	4	6	1						
\$8,250-\$8,499		3								
\$8,500-\$8,749		1	1	1						
\$8,750-\$8,999		1	1	1						
\$9,000-\$9,249		7	7	1						
\$9,250-\$9,499										
\$9,500-\$9,749		1	1	1						
\$9,750-\$9,999		1								
\$10,000 and over		3	2	3						
Total	53	379	1,679	1,665	1,045	831	1,656	1,229	2,060	1,215
Q ₁	\$3,950	\$3,780	\$3,334	\$3,275	\$2,602	\$2,595	\$2,158	\$2,199	\$1,567	\$1,723
Median salary	4,300	4,859	3,951	3,869	2,973	3,017	2,486	2,574	1,792	2,012
Q ₃	5,179	5,924	4,683	4,523	3,352	3,530	2,836	3,006	2,035	2,291

*Median salary.
¹ See list on page 8.

Table 2A.—5 Large Land-Grant Universities With Investments in Plant and Equipment of 18 to 50 Million Dollars.¹ Salaries of Full-Time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—		
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	
	1	2	3	4	5	6	7	8	9	10	11
Up to \$900.....			10								
\$1,000-\$1,249.....			4								
\$1,250-\$1,499.....			3							3	3
\$1,500-\$1,749.....			3							20	4
\$1,750-\$1,999.....			5							56	61
\$2,000-\$2,249.....			2					2	14	*115	126
\$2,250-\$2,499.....								27	22	67	*147
\$2,500-\$2,749.....						1	5	42	44	36	85
\$2,750-\$2,999.....						6	11	*118	85	9	62
\$3,000-\$3,249.....						7	23	88	*68	3	22
\$3,250-\$3,499.....	1	1	11	18		54	22	71	101		20
\$3,500-\$3,749.....		2	23	13		97	49	17	46		
\$3,750-\$3,999.....		1	34	13		64	*84	3	35		1
\$4,000-\$4,249.....			105	84		14	28		6		
\$4,250-\$4,499.....			54	44		3	35	2	7		
\$4,500-\$4,749.....		4	*63	*61		1	5	1	1		
\$4,750-\$4,999.....			38	56		1	3		2		2
\$5,000-\$5,249.....		2	37	40			4		1		
\$5,250-\$5,499.....			21	15							
\$5,500-\$5,749.....	*1		23	48							
\$5,750-\$5,999.....		5	9	14							
\$6,000-\$6,249.....		5	15	18							
\$6,250-\$6,499.....		2	7	18							
\$6,500-\$6,749.....		1	14	11							
\$6,750-\$6,999.....		4	5	5							
\$7,000-\$7,249.....		3	7	6							
\$7,250-\$7,499.....		3	3	1							
\$7,500-\$7,749.....		7	4	2							
\$7,750-\$7,999.....			1	3							
\$8,000-\$8,249.....	1	2	4	1							
\$8,250-\$8,499.....											
\$8,500-\$8,749.....		1	1	1							
\$8,750-\$8,999.....		1	1	1							
\$9,000-\$9,249.....		4	3								
\$9,250-\$9,499.....											
\$9,500-\$9,749.....			1	1							
\$9,750-\$9,999.....											
\$10,000 and over.....				1	3						
Total.....	3	78	489	524	349	372	371	433	399	533	
Median salary *.....	\$5,625	\$5,375	\$4,564	\$4,076	\$3,396	\$3,577	\$2,743	\$2,938	\$1,914	\$2,123	

*Median salary.

¹ Includes: University of California, University of Illinois, University of Minnesota, Ohio State University, University of Wisconsin.

Table 2B.—5 Small Land-Grant Colleges With Investments in Plant and Equipment of 1 to 3 Million Dollars.¹ Salaries of Full-Time Staff members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936 ¹	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS [*] On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
	2	3	4	5	6	7	8	9	10	11
Up to \$999		2		1		1	2	2	13	4
\$1,000-\$1,249						2		1	10	3
\$1,250-\$1,499				7				1	17	
\$1,500-\$1,749			1			1		9	45	4
\$1,750-\$1,999				2	6			12	2	10
\$2,000-\$2,249		1	4	3	10			12	9	17
\$2,250-\$2,499		1	15	3	2	4		1	13	4
\$2,500-\$2,749		2	13	6	7	7			15	1
\$2,750-\$2,999		5		13	1	6			2	
\$3,000-\$3,249	1	1	1	6	1	5			4	
\$3,250-\$3,499		5	3	1	1	2				
\$3,500-\$3,749		1	13	8					1	
\$3,750-\$3,999			1	4						
\$4,000-\$4,249	3	2		8						
\$4,250-\$4,499										
\$4,500-\$4,749		2		1						
\$4,750-\$4,999		2		1						
\$5,000-\$5,249		4								
\$5,250-\$5,499										
\$5,500-\$5,749										
\$5,750-\$5,999										
\$6,000-\$6,249		1								
Total	4	39	51	64	28	28	37	50	99	43
Median salary	\$4,083	\$3,375	\$2,606	\$2,942	\$2,200	\$2,714	\$1,885	\$2,443	\$1,553	\$2,007

¹ Includes: University of Nevada, New Mexico State College, North Dakota Agricultural College, Rhode Island State College, South Dakota State College.

^{*} Median salary.

Table 3.—17 Negro Land-Grant Colleges.¹ Salaries of Full-Time Staff members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
	2	3	4	5	6	7	8	9	10	11
Up to \$999.....		3	10	13						
\$1,000-\$1,249.....		6	1	11				2	2	29
\$1,250-\$1,499.....	2	4	1	14	*9	7	7	6	*24	*49
\$1,500-\$1,749.....		3	*12	21	4	13	*16	*34	28	25
\$1,750-\$1,999.....		3	5	*28	2	*26	3	10	4	18
\$2,000-\$2,249.....	*2	*4		19		7		2	7	10
\$2,250-\$2,499.....	1	8	1	11		3		8	3	6
\$2,500-\$2,749.....		3		2		2				1
\$2,750-\$2,999.....		1								4
\$3,000-\$3,249.....		3		9						
\$3,250-\$3,499.....		3								
Total.....	5	41	30	128	15	58	28	62	95	158
Median salary....	\$2,062	\$2,004	\$1,562	\$1,795	\$1,208	\$1,586	\$1,328	\$1,419	\$1,193	\$1,173

¹ Includes: State Agricultural and Mechanical Institute (Ala.), Agricultural, Mechanical, and Normal College (Ark.), State College for Colored Students (Del.), Agricultural and Mechanical College (Fla.), State Industrial College (Ga.), State Industrial College (Ky.), Southern University and Agricultural and Mechanical College (La.), Princess Anne Academy (Md.), Alcorn Agricultural and Mechanical College (Miss.), Lincoln University (Mo.), Negro Agricultural and Technical College (N. C.), Colored Agricultural, and Normal University (Okla.), State Colored Normal, Industrial, Agricultural, and Mechanical College (S. C.), Agricultural and Industrial State Teachers College (Tenn.), Prairie View State College (Tex.), State College for Negroes (Va.), State College (W. Va.).

*Median salary.

Table 4.—16 State Universities¹ (not Land-grant Institutions). Salaries of Full-time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
1	2	3	4	5	6	7	8	9	10	11
Up to \$999			1	1	2		6	1	37	9
\$1,000-\$1,249							2	1	42	20
\$1,250-\$1,499							5		76	39
\$1,500-\$1,749		2	1		5		37	4	131	39
\$1,750-\$1,999			1	1	19	3	55	13	182	51
\$2,000-\$2,249	1		7	1	34	17	147	24	110	29
\$2,250-\$2,499		2	34	4	53	10	126	20	34	5
\$2,500-\$2,749	2	2	56	21	110	16	89	15	21	3
\$2,750-\$2,999	11	7	63	29	67	13	47	7	6	
\$3,000-\$3,249	3	5	89	30	37	9	22	11	3	1
\$3,250-\$3,499	1	16	89	12	44	6	14	9	1	1
\$3,500-\$3,749	6	5	82	19	20	7	4	4	2	
\$3,750-\$3,999	7	10	60	3	13	5	2	2	2	
\$4,000-\$4,249	10	1	50	13	11	1	1	2		1
\$4,250-\$4,499	9	4	41	2	6	1	2	2		
\$4,500-\$4,749	5	10	28	5	3	1		2	1	
\$4,750-\$4,999	2	2	10	1						
\$5,000-\$5,249	8	1	31	5	1	5		1		
\$5,250-\$5,499	1	5	16	8						
\$5,500-\$5,749	1		20	2					1	
\$5,750-\$5,999			10	5				1		
\$6,000-\$6,249	2	1	2	4		3		1		
\$6,250-\$6,499			2	2						
\$6,500-\$6,749		1	11	1		1				
\$6,750-\$6,999		1	1							
\$7,000-\$7,249		1	5	1						
\$7,250-\$7,499		4		2						
\$7,500-\$7,749		1	2							
\$7,750-\$7,999		2		1						
\$8,000-\$8,249		4	6	2						
\$8,250-\$8,499		2								
\$8,500-\$8,749										
\$8,750-\$8,999		1		1						
\$9,000-\$9,249										
\$9,250-\$9,499										
\$9,500-\$9,749		1								
\$9,750-\$9,999										
\$10,000 and over			1	1						
Total	79	91	734	177	435	199	469	139	649	199
Median salary...	\$4,075	\$3,913	\$3,564	\$3,281	\$2,726	\$2,827	\$2,305	\$2,463	\$1,903	\$1,699

¹ Includes the following institutions: University of Alabama, University of Colorado, State University of Iowa, University of Kansas, University of Michigan, Montana State University, University of New Mexico, University of North Dakota, Bowling Green State University (Ohio), Kent State University (Ohio), University of Oklahoma, University of Oregon, University of South Carolina, University of South Dakota, University of Texas, University of Utah.

*Median salary.

Table 5.—15 State Colleges¹ (not Land-grant Institutions). Salaries of Full-time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—		
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	
	1	2	3	4	5	6	7	8	9	10	11
Up to \$999			1		1						
\$1,000-\$1,249					1			1		23	10
\$1,250-\$1,499								1	2	11	11
\$1,500-\$1,749				1	3	2		2	4	9	15
\$1,750-\$1,999								28	24	49	29
\$2,000-\$2,249	1	2		5	18	19	2	60	30	17	16
\$2,250-\$2,499				1	3	57	21	17	35	7	8
\$2,500-\$2,749				3	19	20	9	5	23	1	1
\$2,750-\$2,999	1	3		39	21	10	14	5	21	1	
\$3,000-\$3,249	5	1		11	16	11	6	1	2		
\$3,250-\$3,499		2		25	14	4	6	1	2		
\$3,500-\$3,749		12		6	21		1		2		
\$3,750-\$3,999	2	4		12	10	1					
\$4,000-\$4,249				3	1						
\$4,250-\$4,499					5						
\$4,500-\$4,749											
\$4,750-\$4,999					2						
\$5,000-\$5,249					1						
\$5,000-\$5,249		2		1							
Total	9	37	110	134	128	67	121	143	118	90	
Median salary	\$3,125	\$3,375	\$2,886	\$2,797	\$2,171	\$2,444	\$1,869	\$2,082	\$1,582	\$1,578	

¹ Includes the following institutions: Alabama College, Georgia State College for Women, Georgia School of Technology, Georgia State Woman's College, Louisiana Polytechnic Institute, Southwestern Louisiana Institute, Michigan College Mining and Technology, Montana School of Mines, Women's College (University of North Carolina), Panhandle Agricultural and Mechanical College (Okla.), The Citadel (S. C.), Winthrop College S. C., College of Mines (Tex.), Texas State College for Women, New River State College (W. Va.).
*Median salary.

Table 6.—16 Privately Controlled Men's Colleges¹ With 1.5 Million or More Invested in Plant and Equipment. Salaries of Full-time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—		
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	
	1	2	3	4	5	6	7	8	9	10	11
Up to \$999									4		4
\$1,000-\$1,249					1			2	1	3	3
\$1,250-\$1,499				1		1				4	5
\$1,500-\$1,749				1			1	2	4	8	40
\$1,750-\$1,999				1	1		12	2	5	13	50
\$2,000-\$2,249					15	6	1	14	7	31	47
\$2,250-\$2,499	1				5	5	8	4	14	5	17
\$2,500-\$2,749				11	12	8	8	12	31	4	28
\$2,750-\$2,999				4	3	2	13	12	21		8
\$3,000-\$3,249	1	3		13	6	8	27	10	31	1	9
\$3,250-\$3,499		2			20	6	12		8		2
\$3,500-\$3,749		1		6	22	3	30	1	7		
\$3,750-\$3,999	1			2	18		4	5	2		
\$4,000-\$4,249	3	2		2	24	2	20	4	4		1
\$4,250-\$4,499					12	3	4				
\$4,500-\$4,749		2		4	25		5				
\$4,750-\$4,999				2	15	2	1				
\$5,000-\$5,249	1			10	16		2	1			
\$5,250-\$5,499		1			17						
\$5,500-\$5,749		1		6	15		2				
\$5,750-\$5,999											
\$6,000-\$6,249	1			1	18						
\$6,250-\$6,499		1			1						
\$6,500-\$6,749					1						
\$6,750-\$6,999		1									
\$7,000-\$7,249					6			1			
\$7,250-\$7,499				2							
\$7,500-\$7,749		2									
\$7,750-\$7,999											
\$8,000-\$8,249					7						
Total	8	16	66	260	48	150	66	139	69	214	
Median salary...	\$4,083	\$4,375	\$3,583	\$4,313	\$3,000	\$3,354	\$2,688	\$2,792	\$2,052	\$2,027	

¹ Includes the following institutions: (D. C.) Catholic University; (Ind.) Notre Dame University; (La.) Loyola University; (Mass.) Amherst College and Williams College; (N. Y.) Colgate University, Hamilton College, Niagara University, Union College; (Ohio) Case School Applied Science and Kenyon College; (Pa.) Franklin and Marshall, Haverford College, Lehigh University, and Muhlenberg College; (Va.) Washington and Lee University.

*Median salary.

Table 7.—38 Privately Controlled Colleges for Women,¹ With One Million Dollars or More Invested in Plant and Equipment. Salaries of Full-time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
	2	3	4	5	6	7	8	9	10	11
Up to \$999	1		13	-1	2		1	1	26	15
\$1,000-\$1,249	1	1	1	2	4		1		39	8
\$1,250-\$1,499			5		4				18	1
\$1,500-\$1,749	3	1	13		11		9		67	16
\$1,750-\$1,999	1	1	31	4	15	3	30	17	57	12
\$2,000-\$2,249	2		35	25	20	17	52	16	59	6
\$2,250-\$2,499	1		46	27	20	6	30	2	28	
\$2,500-\$2,749	1	1	49	20	17	7	65	3	19	
\$2,750-\$2,999	2	4	43	8	12	3	38		1	
\$3,000-\$3,249	1	3	66	14	29	1	44		2	
\$3,250-\$3,499	3		31	3	31		5			
\$3,500-\$3,749	1		48	25	32		1			
\$3,750-\$3,999	1	2	22	9	6					
\$4,000-\$4,249	3	7	51	4	13					
\$4,250-\$4,499	1	2	34				1			
\$4,500-\$4,749	1	1	25	2						
\$4,750-\$4,999		1	9							
\$5,000-\$5,249		2	20	4						
\$5,250-\$5,499										
\$5,500-\$5,749			8	1						
\$5,750-\$5,999										
\$6,000-\$6,249			1	1						
\$6,250-\$6,499										
\$6,500-\$6,749	1									
Total	24	76	551	150	216	37	307	39	316	58
Median salary.....	\$3,000	\$4,000	\$3,150	\$2,700	\$3,026	\$2,228	\$2,512	\$2,023	\$1,785	\$1,578

¹ Includes these women's colleges: (Ga.) Agnes Scott College and Wesleyan College; (Ill.) College of St. Francis and Rockford College; (Kans.) Marymount College; (Mass.) Mt. Holyoke College, Simmons College, Smith College, Wellesley College; (Mich.) Marygrove College; (N. Y.) Adelphi College, College of Mount St. Vincent, College of New Rochelle, College of Sacred Heart, Elmira College, Keuka College, Russell Sage College, Sarah Lawrence College, Skidmore College, Wells College; (N. C.) Meredith College; (Ohio) College of Mount St. Joseph, Lake Erie College, St. Mary's of the Springs, Western College; (Pa.) Cedar Crest College, Mount St. Joseph College, Pennsylvania College for Women, Rosemont College, Seton Hill College, Wilson College; (S. C.) Converse College; (Tex.) Mary Hardin Baylor College; (Vt.) Bennington College; (Va.) Hollins College, Randolph Macon College, Sweet Briar College; (Wis.) Milwaukee Downer College.

*Median salary.

Table 8.—7 Privately Controlled Universities (Coeducational)¹ With Investments of More Than 10 Million Dollars in Plant and Equipment. Salaries of Full-time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
	2	3	4	5	6	7	8	9	10	11
Up to \$999		1				1		4	8	22
\$1,000-\$1,249		2						4	8	21
\$1,250-\$1,499		1					1	2	9	16
\$1,500-\$1,749		1					3	2	23	52
\$1,750-\$1,999	1	1					2	9	60	67
\$2,000-\$2,249		2					39	9	55	*92
\$2,250-\$2,499			1		4		19	32	*40	59
\$2,500-\$2,749		4			6	1	25	50	44	57
\$2,750-\$2,999					10	21	*20	38	26	33
\$3,000-\$3,249		2	8	2	20	28	34	*68	32	28
\$3,250-\$3,499			6	1	6	17	5	22	5	2
\$3,500-\$3,749		1	7	4	*12	44	35	28	10	11
\$3,750-\$3,999			7	1	5	*19	4	19	8	3
\$4,000-\$4,249	*1	1	42	43	13	48	12	18	7	2
\$4,250-\$4,499			10	5	2	17	1	8		1
\$4,500-\$4,749		4	30	44	6	19	2	7	1	2
\$4,750-\$4,999	*1	1	20	16	6	11	1	2	1	
\$5,000-\$5,249		1	*34	31	4	9	1	5		
\$5,250-\$5,499			5	26	2	8	2			
\$5,500-\$5,749		1	12	*22	2		1			
\$5,750-\$5,999	1		5	20		2				
\$6,000-\$6,249		3	20	36	1	3		1		
\$6,250-\$6,499			6	20		1				
\$6,500-\$6,749		*2	11	13	5	1				1
\$6,750-\$6,999		1	3	11						
\$7,000-\$7,249		5	24	33		2				
\$7,250-\$7,499			1	1						
\$7,500-\$7,749		1	12	16		1				
\$7,750-\$7,999			1	1			1			
\$8,000-\$8,249		2	9	13		1				
\$8,250-\$8,499		1	1	1						
\$8,500-\$8,749			5	2						
\$8,750-\$8,999		1								
\$9,000-\$9,249		2	2	8			1			
\$9,250-\$9,499				1						
\$9,500-\$9,749		1	3	1						
\$9,750-\$9,999										
\$10,000-and over		11	16	15						
Total	4	53	391	387	164	354	399	326	337	469
Median salary*	\$4,500	\$6,563	\$5,143	\$5,733	\$3,625	\$3,947	\$2,944	\$3,051	\$2,284	\$2,154

Includes the following universities; (Calif.) Stanford University; (Md.) Johns Hopkins University; (N. Y.) New York University, Teachers College (Columbia), University of Rochester; (Ohio) Western Reserve University; (Pa.) University of Pennsylvania.

* Median salary.

Table 9.—16 Privately Controlled Colleges and Universities¹ (Coeducational) With Investments of 3 to 8 Million Dollars in Plant and Equipment. Salaries of Full-Time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
	1	2	3	4	5	6	7	8	9	10
Up to \$999			7	16	1	10	12	16	53	95
\$1,000-\$1,249			5	4	5	1	4	5	21	36
\$1,250-\$1,499			9		2	1	6	10	25	78
\$1,500-\$1,749		1	10	5	1	1	19	18	42	24
\$1,750-\$1,999		1	2	2	4	8	17	5	53	29
\$2,000-\$2,249			9	9	11	6	19	15	43	32
\$2,250-\$2,499	1	1	17	9	7	2	33	19	23	24
\$2,500-\$2,749	1		17	16	10	12	49	33	28	14
\$2,750-\$2,999		1	23	7	6	6	36	17	10	2
\$3,000-\$3,249		2	34	10	25	6	57	25	7	7
\$3,250-\$3,499	1	1	26	6	23	8	8	16		
\$3,500-\$3,749	3	2	26	19	17	12	21	11		1
\$3,750-\$3,999	1		25	5	3	14	2	3		
\$4,000-\$4,249	1	4	40	16	12	8	2	3	2	
\$4,250-\$4,499	1	2	22	2	4	1	2			
\$4,500-\$4,749		6	31	32	4	5	1	1	1	
\$4,750-\$4,999			6	10		2				
\$5,000-\$5,249	1	9	45	22	1			1		
\$5,250-\$5,499		4	3	11						
\$5,500-\$5,749	2	1	24	7	1	2				
\$5,750-\$5,999		1	2	3		1				
\$6,000-\$6,249	1	4	17	4						
\$6,250-\$6,499	1	2	4	2						
\$6,500-\$6,749		1	1	3		1				
\$6,750-\$6,999	1	1								
\$7,000-\$7,249		3	1	9						
\$7,250-\$7,499		1								
\$7,500-\$7,749	1	4	2	1						
\$7,750-\$7,999	1									
\$8,000-\$8,249		1	1	1						
\$8,250-\$8,499										
\$8,500-\$8,749										
\$8,750-\$8,999										
\$9,000-\$9,249				1						
\$9,250-\$9,499										
\$9,500-\$9,749										
\$9,750-\$9,999										
\$10,000 and over		1	1							
Total	17	54	410	333	137	113	388	196	396	272
Median salary ...	\$4,375	\$5,167	\$3,950	\$4,125	\$3,215	\$3,198	\$2,673	\$2,583	\$1,811	\$1,406

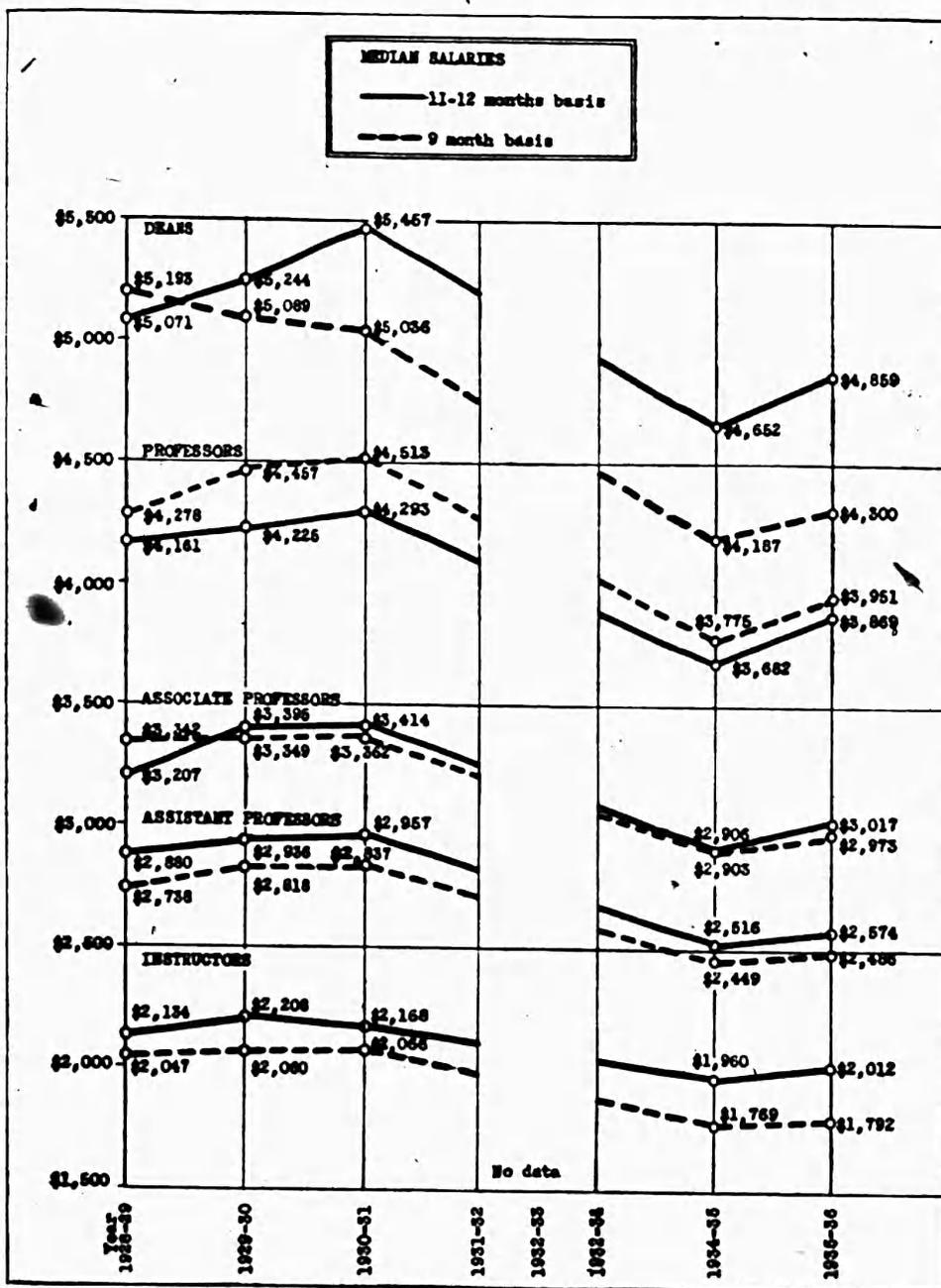
¹ Includes the following institutions: (D. C.) American University and George Washington University; (Ga.) Berry College; (Ill.) Loyola University; (Ind.) Butler University; (Mass.) Boston University and Tufts College; (Mo.) St. Louis University; (N. Y.) University of Buffalo; (Ohio) Oberlin College and Ohio Wesleyan University; (Pa.) Carnegie Institute of Technology and Swarthmore College; (R. I.) Brown University; (Tenn.) Vanderbilt University; (Wis.) Marquette University.
* Median salary.

Table 10.—76 Small Privately Controlled Colleges¹ in 30 States With Plant and Equipment of Less Than \$600,000. Salaries of Full-time Staff Members, 1935-36

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	DEANS On basis of—		PROFESSORS On basis of—		ASSOCIATE PROFESSORS On basis of—		ASSISTANT PROFESSORS On basis of—		INSTRUCTORS On basis of—	
	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months	9 months	11-12 months
Up to \$999.....	10	2	59	5	22	18	23	1	130	16
\$1,000-\$1,249.....	5	2	83	31	34	3	25	5	73	23
\$1,250-\$1,499.....	5	1	98	32	*21	4	*17	*17	35	7
\$1,500-\$1,749.....	*8	7	*99	49	28	*22	24	5	16	13
\$1,750-\$1,999.....	2	*14	73	*32	16	10	18	6	8	7
\$2,000-\$2,249.....	6	*7	40	32	15	2	4	7	4	1
\$2,250-\$2,499.....	1	4	54	25	3	12	2	1		
\$2,500-\$2,749.....	6	3	64	36	3	1		1	1	
\$2,750-\$2,999.....		3	15	7		8			1	
\$3,000-\$3,249.....	2	6	15	14					1	
\$3,250-\$3,499.....	1	2	4	1						
\$3,500-\$3,749.....			2	1						
\$3,750-\$3,999.....			1	2						
\$4,000-\$4,249.....		1	1							
Total	44	52	606	247	142	80	113	43	289	67
Median salary ..	\$1,594	\$2,000	\$1,662	\$1,879	\$1,429	\$1,670	\$1,375	\$1,478	\$1,015	\$1,190

¹ Includes the following small colleges: (Ark.) College of the Ozarks; (Calif.) LaVerne College; (Fla.) University of Miami; (Ga.) Brenau College and LaGrange College; (Idaho) College of Idaho; (Ill.) Aurora College, McKendree College, Olivet College; (Ind.) Goshen College, Hanover College, Marion College, St. Mary of Woods College, and Taylor University; (Iowa) Buena Vista College; (Kans.) Bethany College, Bethel College, Friends University, McPherson College, Sterling College; (Ky.) Union College; (Md.) Washington College; (Mass.) American International College; (Mich.) Adrian College, Calvin College, Emmanuel Missionary College; (Minn.) Concordia College; (Mo.) Rockhurst College; (Nebr.) Dana College, Midland College, Union College, and York College; (N. Y.) Hartwick College, Houghton College, and Nazareth College; (N. C.) Flora MacDonald College and Greensboro College; (Ohio) Ashland College, Cedarville College, Ursuline College, and Youngstown College; (Okla.) Bethany-Pental College and Phillips University; (Oreg.) Albany College and Linfield College; (Pa.) Elizabethtown College, Moravian Seminary, Thiel College, Villa Maria College, and Waynesburg College; (S. C.) Coker College, Erskine College, Lander College, and Newberry College; (S. Dak.) Dakota Wesleyan University, Huron College, and Sioux Falls College; (Tenn.) Bethel College, Bob Jones College, Carson and Newman College, King College, Knoxville College, and Wm. J. Bryan University; (Tex.) Abilene Christian College, Austin College, Howard Payne College, and Trinity University; (Va.) Bridgewater College, Emory and Henry College, Lynchburg College, and Randolph-Macon College; (Wash.) Seattle Pacific College, and Whitworth College; (W. Va.) Davis and Elkins College, Salem College, and W. Va. Wesleyan College.

*Median salary.



Trend in Salaries in 51 Land-grant Colleges and Universities Since 1928-29. Solid Lines Represent Employment on a Fiscal-year Basis. Dotted Lines Represent Employment on a 9-month College Year Basis. See Tables 11-16 for Further Interpretation, and Detail. No Data are Available for Years 1931-34.

PART II.—TRENDS IN SALARIES IN 51 LAND-GRANT INSTITUTIONS

Fifty-one land-grant colleges and universities (see table 2) have reported their salary schedules in the same manner for 5 different fiscal years. These data have been arranged in the following tables to show trends since 1928-29. Reliability of the figures may be judged by the fact that the same institutions have made complete reports each year on the same type of blanks, and the small increase in the number of individuals concerned is normal, i. e., 1928-29—10,875 staff members; 1929-30—11,101; 1930-31—11,190; 1934-35—11,416; and 1935-36—11,940.³

Presidents.—In addition to a regular annual salary, presidents usually receive certain perquisites such as house rent, etc., which are included in this study as a part of salary. For 1935-36 these perquisites ranged from \$400 to \$9,000 among 39 land-grant college presidents; the remaining 12 received no extras. Nine received less than \$1,000; 17 received from \$1,000 to \$1,500, inclusive; 7 received from \$1,700 to \$2,400, inclusive; 3 received \$2,500 each; 1, \$5,000; 1, \$6,000; and 1, \$9,000 in addition to salary.

The typical (median) president's salary is \$9,000—\$8,500 if perquisites are excluded. The middle half (Q_1 to Q_3) of the salaries ranged from \$7,605 to \$12,500, but if perquisites are excluded the range becomes \$7,125 to \$10,200. The maximum salary for 1935-36 without perquisites was \$18,000. The year 1930-31 was the peak year for salaries when the median reached \$11,500, but since that year the median has dropped in 1935-36 to \$9,432.

Table 11.—PRESIDENTS. Salaries of Presidents in 51 Land-Grant Institutions, Including Such Perquisites as House Rent, etc.¹

Year	Maximum \$	Q_3	Median	Q_1	Minimum
1	2	3	4	5	6
1921-22.....	\$16,200	\$11,500	\$8,700	\$7,000	\$5,000
1922-23.....	16,200	11,500	9,000	7,200	5,000
1923-24.....	20,000	11,200	9,500	7,200	5,400
1924-25.....	20,400	11,500	10,000	7,500	5,400
1925-26.....	22,500	12,500	10,000	8,500	5,400
1926-27.....	27,000	13,000	11,000	8,600	5,400
1927-28.....	30,000	13,500	10,900	8,600	5,400
1928-29.....	30,000	14,000	10,720	9,300	5,700
1929-30.....	30,000	14,000	11,000	9,200	5,700
1930-31.....	26,400	15,000	11,500	10,000	5,400
1931-32.....	26,000	14,500	11,000	9,250	5,400
1934-35.....	20,500	12,500	9,000	7,230	3,000
1935-36.....	27,000	12,500	9,432	7,605	4,500

¹ Of the 51 salaries represented for each year and arranged in ascending order, Q_3 is the 38th case; the median is the 26th case; and Q_1 is the 13th case. No data for 1932-33 and 1933-34.

² Other summaries for land-grant institutions included in this study are shown in table 2 for 51 institutions for white students; table 2A for the 5 largest institutions; table 2B for the 5 smallest institutions; and table 3 for the 17 Negro land-grant colleges.

Deans.—For 1935-36 the salaries of 431 deans were reported—52 on a 9-month basis and 379 on a basis of 11-12 months. The typical (median) salary of those employed for 9 months was \$4,300; salaries of the middle half (Q_1 to Q_3) ranged from \$3,950 to \$5,179, while a fourth received less and a fourth received more than these limits. Two deans in 2 institutions receive \$8,000 or more.

Of those employed on the 11-12-month basis, the typical (median) salary is \$4,859; salaries of the middle half (Q_1 to Q_3) ranged from \$3,780 to \$5,924, while a fourth received less and a fourth received more than these limits. Twelve deans in four institutions received maximum salaries of \$9,000 or more.

Inspection of table 12 reveals the effect of the depression on the dean's salary. There appears to be a tendency to reduce the number of those on a 9-month basis, and to increase the number on the 11-12-month basis.

Typical Salaries (Medians)

Year	9-month basis	11-12-month basis
1928-29	\$5,193	\$5,071
1929-30	5,089	5,244
1930-31	5,036	5,457
1931-34	(¹)	(¹)
1934-35	4,187	4,652
1935-36	4,300	4,859

¹ No data.

Table 12.—DEANS. Salaries of Full-Time Deans in 51 Land-Grant Institutions

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	On 9-month basis					On 11-12-month basis				
	1928-29	1929-30	1930-31	1934-35	1935-36	1928-29	1929-30	1930-31	1934-35	1935-36
Up to \$999										
\$1,000-\$1,249						18	19	19	12	12
\$1,250-\$1,499									2	4
\$1,500-\$1,749		1				1	1	1	3	3
\$1,750-\$1,999			1						4	3
\$2,000-\$2,249	1	1	1			4	3	7	18	5
\$2,250-\$2,499		1	2			2		1	2	6
\$2,500-\$2,749	1	1	1		1	4	3	1	2	3
\$2,750-\$2,999	1	1	1	1					11	2
\$3,000-\$3,249	4	1	1	3	2	4	3	3	17	14
\$3,250-\$3,499	2	2	2	2	3	1	3	2	3	7
\$3,500-\$3,749	1	4	2	8	3	10	4	4	14	19
\$3,750-\$3,999	1		1	7	5	9	4	3	23	14
\$4,000-\$4,249	5	5	9	*8	11	34	28	28	29	23
\$4,250-\$4,499	5	4	5		*5	7	10	12	24	22
\$4,500-\$4,749	4	6	6	2	3	20	21	25	*14	15
\$4,750-\$4,999	5	5	2	1	1	17	15	6	32	27
\$5,000-\$5,249	*24	*21	*17		7	*37	*41	42	27	*24
\$5,250-\$5,499	4	4	4	4	3	4	7	*9	14	39
\$5,500-\$5,749	6	2	3	2	5	13	19	22	26	15
\$5,750-\$5,999	1	1	3	4		4	2	1	7	21
\$6,000-\$6,249	7	5	6	4		30	34	37	14	9
\$6,250-\$6,499	1				1	1	4	1	13	22
\$6,500-\$6,749	1					18	24	25		17
\$6,750-\$6,999							1	2	3	3
\$7,000-\$7,249	1	2	3	3		12	14	14	5	5
\$7,250-\$7,499		1	1	1		3	1	1	2	8
\$7,500-\$7,749	13	5				5	16	18	9	5
\$7,750-\$7,999				1		1	1	2	3	10
\$8,000-\$8,249	2			2	1	5	7	9	1	1
\$8,250-\$8,499				1	1				1	4
\$8,500-\$8,749	2					8	8	5	1	3
\$8,750-\$8,999						1			1	1
\$9,000-\$9,249								12	5	7
\$9,250-\$9,499									1	
\$9,500-\$9,749	5	6	1			10	15			1
\$9,750-\$9,999									1	1
\$10,000 and over								11	5	3
Total	97	79	73	54	53	283	306	323	349	379
Q ₁	\$4,703	\$4,422	\$4,174	\$3,734	\$3,950	\$4,131	\$4,475	\$4,494	\$3,701	\$3,780
Median salary	5,193	5,069	5,036	4,187	4,300	5,071	5,244	5,457	4,652	4,859
Q ₃	6,438	5,811	5,484	5,906	5,179	6,194	6,604	6,682	5,584	5,924

* Median salary.

Professors.—For 1935–36 the salaries of 3,474 full professors were reported—1,879 on a 9-month basis and 1,595 on a basis of 11–12 months.

The typical (median) salary of those employed for 9 months was \$3,951; salaries of the middle half (Q_1 to Q_3) ranged from \$3,334 to \$4,583, while a fourth received less and a fourth more than these limits. Ten professors in two institutions received \$9,000 or more.

Of those employed on the 11–12-month basis, the typical (median) salary was \$3,869; salaries of the middle half (Q_1 to Q_3) ranged from \$3,275 to \$4,523. Five professors in three institutions received \$9,000 or more.

Over a period of years, professors on a 9-month basis have consistently received higher salaries than those on the 11–12-month basis.

The trend in salaries for professors and the effect of the depression on salaries is revealed in the following summary:

Typical Salaries (Medians)

Year:	9-month basis	11-12- month basis
1928-29.....	\$4, 278	\$4, 161
1929-30.....	4, 457	4, 225
1930-31.....	4, 513	4, 293
1931-34.....	(¹)	(¹)
1934-35.....	3, 775	3, 682
1935-36.....	3, 951	3, 869

¹ No data.

Table 13.—PROFESSORS. Salaries of Full-time Professors in 51 Land-grant Institutions

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	On 9-month basis					On 11-12-month basis				
	1928-29	1929-30	1930-31	1934-35	1935-36	1928-29	1929-30	1930-31	1934-35	1935-36
1	2	3	4	5	6	7	8 ^a	9	10	11
Up to \$999.....				1	1				4	14
\$1,000-\$1,249.....	11	19	1	1	1		1	1	2	5
\$1,250-\$1,499.....									10	9
\$1,500-\$1,749.....				1	1			1	15	4
\$1,750-\$1,999.....	1			16	2			2	4	9
\$2,000-\$2,249.....	4	5	6	20	11	4		5	17	14
\$2,250-\$2,499.....	4		2	61	35	3	1	2	54	37
\$2,500-\$2,749.....	25	15	16	75	81	23	13	7	92	60
\$2,750-\$2,999.....	14	21	20	204	93	16	8	16	90	64
\$3,000-\$3,249.....	78	56	73	232	189	82	72	59	139	169
\$3,250-\$3,499.....	82	64	74	195	166	69	39	42	111	140
\$3,500-\$3,749.....	235	211	194	257	238	186	189	161	199	185
\$3,750-\$3,999.....	131	140	146	*185	*151	158	133	141	112	*183
\$4,000-\$4,249.....	322	235	278	290	274	*245	*251	232	135	185
\$4,250-\$4,499.....	*146	*110	93	141	110	54	69	*82	105	108
\$4,500-\$4,749.....	203	174	*200	135	169	151	210	193	59	110
\$4,750-\$4,999.....	61	68	78	103	83	51	59	81	33	65
\$5,000-\$5,249.....	207	194	220	53	83	149				
\$5,250-\$5,499.....	23	39	45	50	43	4	16	18	14	18
\$5,500-\$5,749.....	83	103	93	25	35	44	49	59	26	50
\$5,750-\$5,999.....	10	12	10	23	12	6	5	3	12	18
\$6,000-\$6,249.....	98	103	115	17	23	54	53	50	23	26
\$6,250-\$6,499.....	2	8	8	30	18	1	2	2	17	18
\$6,500-\$6,749.....	32	45	56	7	18	31	23	23	7	12
\$6,750-\$6,999.....	1	2	1	5	5			1	6	6
\$7,000-\$7,249.....	36	41	40	12	8	81	21	25	5	8
\$7,250-\$7,499.....			1	3	5		1			1
\$7,500-\$7,749.....	16	23	27	3	5	20	11	17	1	2
\$7,750-\$7,999.....	1	1		2	1					3
\$8,000-\$8,249.....	12	15	14	5	6	10	7	6		1
\$8,250-\$8,499.....										
\$8,500-\$8,749.....		4	2	1	1	1	3	2	2	1
\$8,750-\$8,999.....				1	1					1
\$9,000-\$9,249.....			6	7	7			2	1	1
\$9,250-\$9,499.....										
\$9,500-\$9,749.....	9	6	2	1	1	4	5	1	1	1
\$9,750-\$9,999.....			5	1	2			5	11	3
\$10,000 and over.....										
Total.....	1,847	1,714	1,626	2,164	1,879	1,997	1,863	1,864	1,867	1,866
Q ₁	\$3,765	\$3,817	\$3,871	\$3,174	\$3,334	\$3,705	\$3,783	\$3,832	\$3,095	\$3,275
Median salary.....	4,278	4,457	4,513	3,775	3,951	4,161	4,225	4,293	3,682	3,869
Q ₃	5,082	5,216	5,215	4,400	4,583	5,010	4,903	4,996	4,347	4,523

* Median salary.

Associate Professors.—For 1935-36 the salaries of 1,876 associate professors were reported—1,045 on 9-month basis and 831 on 11-12-month basis.

The typical (median) salary of those employed for 9 months was \$2,973; salaries of the middle half (Q_1 to Q_3) ranged from \$2,602 to \$3,352, while a fourth received less and a fourth more than these limits. Twenty associate professors in eight institutions received maximum salaries of \$4,000 to \$7,250.

Of those employed on the 11-12-month basis, the typical (median) salary was \$3,017; salaries of the middle half (Q_1 to Q_3) ranged from \$2,595 to \$3,530, a quarter receiving more and a quarter receiving less than these limits. Maximum salaries of \$4,000 to \$7,000 were received by 63 associate professors in 11 institutions.

The effect of the depression on these salaries is revealed in the following summary:

Typical Salaries (Medians)

Year:	9-month basis	11-12- month basis
1928-29.....	\$3, 342	\$3, 207
1929-30.....	3, 349	3, 395
1930-31.....	3, 362	3, 414
1931-34.....	(1)	(1)
1934-35.....	2, 903	2, 906
1935-36.....	2, 973	3, 017

¹ No data.

Table 14.—ASSOCIATE PROFESSORS. Salaries of Full-Time Associate Professors in 51 Land-Grant Institutions

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	On 9-month basis					On 11-12-month basis				
	1928-29	1929-30	1930-31	1934-35	1935-36	1928-29	1929-30	1930-31	1934-35	1935-36
Up to \$999					2					1
\$1,000-\$1,249	4	2	2	3	1	1	1	2	3	3
\$1,250-\$1,499					1					1
\$1,500-\$1,749			1	7	1			1	3	1
\$1,750-\$1,999	1			32	20	1	1		40	6
\$2,000-\$2,249	9	8	13	77	54	4	5	7	93	50
\$2,250-\$2,499	19	21	24	119	102	25	12	22	92	89
\$2,500-\$2,749	83	87	82	196	199	78	47	43	96	152
\$2,750-\$2,999	80	84	72	*148	*161	106	92	92	*87	106
\$3,000-\$3,249	193	181	189	177	172	*141	164	156	100	*110
\$3,250-\$3,499	*149	*133	*147	159	176	58	*102	*87	80	91
\$3,500-\$3,749	176	159	148	86	105	88	143	137	89	120
\$3,750-\$3,999	83	83	94	23	32	42	44	59	38	39
\$4,000-\$4,249	41	57	66	16	11	64	78	80	14	44
\$4,250-\$4,499	18	17	15	6	3	17	21	17	5	5
\$4,500-\$4,749	18	18	13	1	3	13	20	22	9	4
\$4,750-\$4,999	3	5	6			6	9	8	4	4
\$5,000-\$5,249	6	10	16		1	12	11	10	4	5
\$5,250-\$5,499	2	2	4			1	4	7		
\$5,500-\$5,749		1	3			1	2	5		
\$5,750-\$5,999		2	1		1	1	1			
\$6,000-\$6,249	1	1				4	3	4	1	
\$6,250-\$6,499							1			
\$6,500-\$6,749	1		1					1	1	
\$6,750-\$6,999										
\$7,000-\$7,249						1	1		1	1
\$7,250-\$7,499					1				1	
\$7,500-\$7,749	1		2						1	
Total	888	821	899	1,050	1,045	884	762	759	761	831
Q ₁	\$3,034	\$3,022	\$3,041	\$2,531	\$2,602	\$2,884	\$3,050	\$3,038	\$2,391	\$2,595
Median salary	3,342	3,349	3,362	2,903	2,973	3,207	3,395	3,414	2,906	3,017
Q ₃	3,682	3,716	3,743	3,294	3,352	3,612	3,775	3,847	3,430	3,530

*Median salary.

Assistant Professors.—For 1935-36 the salaries of 2,887 staff members with the rank of assistant professor were reported—1,658 on a 9-month basis, and 1,229 on a basis of 11-12 months.

The typical (median) salary of those employed for 9 months was \$2,486; salaries of the middle half (Q_1 to Q_3) ranged from \$2,158 to \$2,836, while a quarter received less and a quarter more than these limits. In 5 institutions, 22 assistant professors received maximum salaries of \$4,000 to \$6,250.

Of those employed on the 11-12-month basis, the typical (median) salary was \$2,574; salaries of the middle half (Q_1 to Q_3) ranged from \$2,199 to \$3,006. In 4 institutions, 16 assistant professors received maximum salaries of \$4,000 to \$5,000.

Compared with previous years these salaries have contracted, although a slight increase is noted over the previous year. How the depression affected these salaries is revealed as follows:

Typical Salaries (Medians)

Year:	9-month basis	11-12-month basis
1928-29	\$2,738	\$2,880
1929-30	2,818	2,936
1930-31	2,837	2,957
1931-34	(1)	(1)
1934-35	2,449	2,516
1935-36	2,486	2,574

(1) No data.

Table 15.—ASSISTANT PROFESSORS Salaries of Full-Time Assistant Professors in 51 Land-Grant Institutions.

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	On 9-month basis					On 11-12-month basis				
	1928-29	1929-30	1930-31	1934-35	1935-36	1928-29	1929-30	1930-31	1934-35	1935-36
1	2	3	4	5	6	7	8	9	10	11
Up to \$999					13					15
\$1,000-\$1,249	8	7	9	1	13	3	5	5	5	5
\$1,250-\$1,499				16	2				2	3
\$1,500-\$1,749	4	3	5	77	54	4	4	1	65	21
\$1,750-\$1,999	24	18	18	187	151	30	30	39	114	124
\$2,000-\$2,249	169	136	151	327	308	60	49	60	137	179
\$2,250-\$2,499	211	179	192	*322	*319	91	118	84	183	200
\$2,500-\$2,749	*421	401	392	334	336	192	222	208	*177	*239
\$2,750-\$2,999	181	*178	*198	235	175	*97	*149	*116	126	135
\$3,000-\$3,249	350	355	356	117	155	174	246	222	117	162
\$3,250-\$3,499	96	104	125	46	64	85	89	108	54	69
\$3,500-\$3,749	84	106	125	50	43	71	80	73	28	51
\$3,750-\$3,999	19	22	30	13	18	10	28	20	8	11
\$4,000-\$4,249	27	47	44	5	13	23	23	24	9	10
\$4,250-\$4,499	9	3	2	1	4	8	7	9	1	1
\$4,500-\$4,749	14	13	14		2	7	10	11	5	6
\$4,750-\$4,999	3	1					3	2		1
\$5,000-\$5,249	6	9	6				3	2		
\$5,250-\$5,499						1	3	2	5	
\$5,500-\$5,749	2	1	4			1	2	1	1	
\$5,750-\$5,999						1	1	1		
\$6,000-\$6,249	3		1				1			
\$6,250-\$6,499					1				1	
\$6,500-\$6,749								1		
\$6,750-\$6,999	1									
\$7,000-\$7,249										
\$7,250-\$7,499	1									
\$7,500-\$7,749										
Total	1,633	1,585	1,672	1,731	1,659	861	1,053	987	1,041	1,729
Q ₁	\$2,491	\$2,553	\$2,527	\$2,115	\$2,158	\$2,535	\$2,564	\$2,569	\$2,130	\$2,199
Median salary	2,738	2,818	2,837	2,449	2,486	2,880	2,936	2,957	2,516	2,574
Q ₃	3,148	3,187	3,202	2,786	2,836	3,242	3,232	3,261	2,937	3,006

*Median salary.

Instructors.—For 1935-36 the salaries of 3,265 individuals with rank of instructor were reported—2,050 on a 9-month basis and 1,215 on a basis of 11-12 months.

The typical (median) salary of those employed for 9 months was \$1,792; salaries of the middle half (Q_1 to Q_3) ranged from \$1,567 to \$2,035, while a fourth received less and a fourth received more than these limits. Maximum salaries of \$3,250 to \$4,750 were paid to 14 instructors in 5 institutions. Minimum salaries of less than \$1,000 were paid to 46 instructors in 9 institutions.

Of those employed on the 11-12-month basis, the typical (median) salary was \$2,012; salaries of the middle half (Q_1 to Q_3) ranged from \$1,973 to \$2,291, a fourth receiving less and a fourth receiving more. Maximum salaries of \$3,250 to \$4,750 were paid to 7 instructors in 4 institutions, while minimum salaries of less than \$1,000 were paid to 28 instructors in 6 institutions.

The trend in salary for instructors is upward, but amounts have not reached predepression salaries. How the depression affected salaries of instructors is revealed as follows:

Typical Salaries (Medians)

Year:	9-month basis	11-12-month basis
1928-29.....	\$2,047	\$2,134
1929-30.....	2,060	2,208
1930-31.....	2,066	2,168
1931-34.....	(¹)	(¹)
1934-35.....	1,769	1,960
1935-36.....	1,792	2,012

¹ No data.

Table 16.—INSTRUCTORS. Salaries of Full-Time Instructors in 51 Land-Grant Institutions

SALARIES PAID FOR ACADEMIC YEAR ENDED JUNE 30, 1936	On 9-month basis					On 11-12-month basis				
	1928-29	1929-30	1930-31	1934-35	1935-36	1928-29	1929-30	1930-31	1934-35	1935-36
Up to \$999				48	46				27	28
\$1,000-\$1,249	118	113	109	104	87	73	46	72	51	47
\$1,250-\$1,499				244	226				71	51
\$1,500-\$1,749	301	266	296	537	572	77	98	82	162	199
\$1,750-\$1,999	648	582	545	*515	*560	122	155	160	*195	268
\$2,000-\$2,249	*805	*743	*751	287	332	*212	*295	*261	213	*292
\$2,250-\$2,499	279	272	276	127	141	117	152	146	112	159
\$2,500-\$2,749	195	195	214	46	49	73	156	127	63	89
\$2,750-\$2,999	43	44	49	23	20	37	61	45	34	45
\$3,000-\$3,249	27	44	42	10	6	45	82	60	9	27
\$3,250-\$3,499	9	8	10	3	6	4	14	12	6	3
\$3,500-\$3,749	7	7	8	2	5	8	15	7	2	3
\$3,750-\$3,999	2	3	4			2	6	2	2	3
\$4,000-\$4,249	1		1			1	2	2	2	1
\$4,250-\$4,499							2	2	2	
\$4,500-\$4,749	1	1				1	2	3	1	
\$4,750-\$4,999							2	2	1	3
\$5,000-\$5,249										
\$5,250-\$5,499										
\$5,500-\$5,749										
\$5,750-\$5,999										
\$6,000-\$6,249										
\$6,250-\$6,499							1			
\$6,500-\$6,749										
\$6,750-\$6,999										
\$7,000-\$7,249										
\$7,250-\$7,499										
\$7,500-\$7,749										
\$7,750-\$7,999										
\$8,000-\$8,249								1		
Total	2,433	2,378	2,305	1,946	2,050	773	1,069	962	951	1,215
Q1	\$1,823	\$1,832	\$1,829	\$1,542	\$1,567	\$1,838	\$1,957	\$1,893	\$1,636	\$1,973
Median salary	2,047	2,060	2,066	1,769	1,792	2,134	2,208	2,168	1,960	2,012
Q3	2,236	2,253	2,274	2,010	2,035	2,453	2,612	2,530	2,243	2,291

*Median salary.