

SCALE OF SALARIES

*Median*

BASIC SCALE

Median Salaries --(11-12 months)  
 "College Salaries 1939-1940"  
 United State Office of Education  
 Table 10, page 20  
 Circular 196

ADJUSTED SCALE

Median salaries have been adjusted to meet present costs of living by adding 15%. This has been done in accordance with the decision of the War Labor Board, July 17, 1942.

See---"Text of Pay Stabilization Policy Set Forth By War Labor Board"

Since adjustments beyond April 1, 1942 have not been included the adjusted scale represents a conservative increase.

See---"Increase in Cost of Living From April 1, 1942 to July 1, 1943".

TABLE OF SALARIES

Rank	Median Salary (11-12 months) (U.S. Off. of ED.)	15% Increase (WLB)	Adjusted Annual Salary
Head.....	\$ 4,602	\$ 690.30	\$ 5,292 - 5500
Professor.....	4,602	690.30	5,292 - 5000
Assoc. Professor..	3,434	515.10	3,949 - 4000
Asst. Professor...	2,778	416.70	3,194 - 3000
Instructor.....	2,067	310.05	2,377 - 2500

2-- For the Application of Scale of Salaries --See--PLAN OF INSTRUCTION

3-- The Following Differences in Salaries of Members of Faculty  
Are Found in The PLAN OF INSTRUCTION

PHYSICS 1	based on	-----\$ 3,600 per 9 months.
PHYSICS 6	based on	----- 1,500 per year
CHEMISTRY 4	based on	----- 2,000 per 9 months
ENGLISH 1	based on	----- 3,700 per 9 months
GEOGRAPHY 3	based on	----- 3,000 per 9 months

NUMBER OF FACULTY FOR ASTP BE -I and II ---498 Students

TERM ONE

Table

Departments	Hours Per Course	Number Of Students	Student Hours	Stu- dents Per Cl	Class Hours Per Dpt.	Hrs. Per Prof	No. Of Faculty
Mathematics	6	478	2868	30	95 3/5 --96	18	5 1/3
Physics	7	"	3346	"	111 8/15--112	"	6 2/9
Chemistry	3	"	1434	"	47 4/5 -- 48	"	2 2/3
English	3	"	1434	"	47 4/5 -- 48	"	2 2/3
History	3	"	1434	"	47 4/5 -- 48	"	2 2/3
Geography	2	"	956	"	31 13/15- 32	"	1 7/9
							<u>21 1/3</u>

TERM TWO

Mathematics	5	20			5	18	5/18
Physics	7	"			7	"	7/18
Chemistry	6	"			6	"	1/3
English	2	"			2	"	1/9
History	2	"			2	"	1/9
Geography	2	"			2	"	1/9
							<u>1 1/3</u>

NUMBER OF FACULTY PER DEPARTMENT FOR TERM ONE & TWO

Table

Department	Term 1	Term 2	Total No. Of Faculty
Mathematics	5 1/3	5/18	5 11/18
Physics	6 2/9	7/18	6 11/18
Chemistry	2 2/3	1/3	3
English	2 2/3	1/9	2 7/9
History	2 2/3	1/9	2 7/9
Geography	1 7/9	1/9	1 8/9
Total Number of Faculty for 498 Students			<u>22 2/3</u>

PASSAGES FROM THE "TEXT OF PAY STABILIZATION POLICY SET FORTH BY WAR LABOR BOARD"

For several years prior to January 1, 1941, wages and cost of living were, in general, relatively stable. Wages rates and prices did change but within narrow limits. Earnings had, therefore, a rather constant purchasing power. Workers knew pretty well what their money would buy. Early in 1941, both wage rates and cost of living started to move upward. By May, 1942, the month following the President's stabilization message, the cost of living index had risen approximately 15 per cent. During 1941 and the first four months of 1942, general wage increases were secured by workers in most American industries.

By May, 1942, a cycle of adjusting our domestic life to a wartime economy had, in a sense, been completed. Cost of living had increased by 15 per cent in a general way, a round of wage increases had been secured by workers which actually acted as an offset to the increased cost of living.

The national economic policy was devised in a large measure to call off the inequity-producing race between prices and wages. A price-stabilization act was passed by Congress to halt general upward rises in prices. It was determined by the President in his April 27 message that such action would make it possible to call off the pursuit by wages.

As noted earlier in this opinion, numerous inequities in the wages paid to particular groups of workers had developed during the mentioned cycle of wage-increases. An outright freezing of all wages would perpetuate those inequities. It was only after this matter had been thoroughly threshed out in public that it was decided not to freeze all wages, but to proceed on a basis which would permit the adjustment of such inequities.

4.

INCREASE IN THE COST OF LIVING  
From April 1, 1942 to July 1943

1. The Following "Compose Index" was used:

Food  
Fuel and Lighting  
Clothing  
Shelter  
Sundries.

2. INCREASE IN COST OF LIVING-----APRIL 1, 1942--July 1, 1943

(1)	LOCALLY -----	4.8%
(2)	From Jan. 1, 1941 to Ap. 1, 1942-----	<u>15.0</u>
	Total Increase Jan. 1, 1941-July 1943 -----	<u>19.8%</u>

This Index Broken Down:

Food increased-----	9.3%
Fuel & Lighting increased-----	10.1
Shelter decreased.....	3.1
Clothing decreased .....	0.2

SOURCE:

"Memorandum Relative to Cost of Living In Massachusetts"  
Department of Labor and Industries of Commonwealth of Mass.

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INCREASE IN COST OF LIVING IN LARGE CITIES:  
April 1942---July 1943

Large cities increased-----		7.8%
Increase Jan. 1, 1941 to Ap. 1, 1942-----		<u>15.0</u>
Total increase Jan. 1, 1941 to July 1, 1943-----		<u>22.8%</u>

SOURCE:

Consumer's Guide --U.S. Department of Agriculture.  
Aug. 1943

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INCREASE IN COST OF LIVING "NATIONALLY"  
April 1942---July 1943

NATIONALLY -----	increased -----	6.2%
Increase Jan. 1, 1941-Ap. 1942	"	<u>15.0</u>
Total increase Jan. 1, 1941-July 1, 1943-----		<u>21.2%</u>

This Index Broken Down:

Food-----	increased-----	13.8%
Fuel & Light---	"	2.7
Clothing -----	"	0.5
Sundries -----	"	3.0
Shelter -----	decreased -----	0.2

SOURCE:

National Industrial Conference Board  
Information For The Press Release--Aug. 1943

2.

SALARIES FOR REFRESHER PROGRAM  
22 Weeks -- Ending August 7, 1943

PHYSICAL EDUCATION

INSTRUCTIONAL STAFF FOR 498 STUDENTS  
ASTP BE---I and II

<u>RANK</u>	<u>CONTACT HOURS</u>	<u>ANNUAL SALARIES</u>
Director	Full Time	\$ 4,000
Associate	Full Time	3,200
Associate	Half Time	1,600
Assistant	Full Time	2,600
		<u>11,400</u>
	10 Per cent for Secretary & Supervisor	1,140
	<u>Total per Year</u>	<u>\$ 12,540</u>

Number of Staff -----  $3\frac{1}{2}$   
Number of Staff Permitted-----  $3\frac{1}{2}$

Total Salaries Per Month ----- \$ 1,045

Rate Per Man-Month ----- 2.09 plus

Director	Full Time	3 1/2 weeks	\$ 4,000	269.23
Secretary & Supervisor		3 1/2 weeks	1,140	75.72
				<u>\$ 345.94</u>

Total Salaries For Refresher Program \$ 1,318.54  
345.94  
\$ 1,664.48

Notes:  
 For Swimming Instruction--See--"Special" Schedule.

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SALARIES FOR REFRESHER PROGRAM

2½ Weeks --Ending August 7, 1943

Table

Subject and Rank	Fraction of Time Employed	Length of Time Employed	Annual Salary	Salary for Refresher Program
<u>MATHEMATICS</u>				
Assist. Prof.....	Full Time	2½ weeks	\$ 3,194	\$ 153.56
Assist. Prof.....	Full Time	2½ weeks	3,194	153.56
Instructor.....	Full Time	2½ weeks	2,377	114.28
Instructor.....	Full Time	2½ weeks	2,377	91.42
Special Instructor	" "	2½ weeks	3,480	167.30
Special Instructor	" "	2½ weeks	3,480	167.30
<u>CHEMISTRY</u>				
Head of Department	" "	2 weeks	5,292	203.54
Instructor .....	Half Time	2½ weeks	2,666	64.04
<u>PHYSICS</u>				
Head of Department	Full Time	1 week	5,292	101.77
Professor	Full Time	1 weeks	5,292	101.77
				\$ 1,318.54
<u>PHYSICAL EDUCATION ( July 14-Aug.9)</u>				
Director .....	Full Time	3½ weeks	\$ 4,000	269.22
Secretary & Supervisor	" "	3½ weeks	1,140	76.72
				\$ 345.94
<u>Total Salaries For Refresher Program:</u>			\$ 1,318.54	
			345.94	
			\$ 1,664.48	

Note:

For Swimming Instruction--See--"Special Schedule.

PHYSICS 1 based on ----- \$ 5,000 per 9 months.  
 PHYSICS 2 based on ----- \$ 4,500 per year  
 CHEMISTRY 4 based on ----- \$ 5,000 per 9 months  
 ENGLISH 1 based on ----- \$ 3,500 per 9 months  
 GEOGRAPHY 3 based on ----- \$ 3,000 per 9 months