

ECONOMIC AND SYSTEMATIC BOTANY

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ADA HAYDEN, PH. D., ASST. PROFESSOR
R. I. CRATTY, CURATOR
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MORPHOLOGY

J. N. MARTIN, PH. D., PROFESSOR
L. E. YOCUM, B. S., INSTRUCTOR
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PATHOLOGY

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IOWA STATE COLLEGE OF
AGRICULTURE AND MECHANIC ARTS

DEPARTMENT OF BOTANY

AMES, IOWA

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4

Dr. L. H. Pammel.
Botany Department.

Dear Dr. Pammel:-

I am writing you concerning the inequality that exists between the divisions of Botany in respect to salaries paid for equal amounts of instruction. For this year the salary paid for instruction per student credit hour is \$5.67 in Morphology, \$6.03 in your division and \$11.39 in Pathology. For next year with salaries as fixed for next year and enrollment remaining the same, the salary per student credit hour of instruction will be \$6.54 for Morphology, less than \$7.00 in your division and \$14.62 in Pathology. Otherwise stated, the value of a student hour of instruction in Morphology is worth 49 percent of what it is in Pathology and next year it will be worth only 44 percent as much and about the same ratio holds when the work in your division is considered. In number of courses the divisions are not far from equal, with your division having the greatest number. According to last report there are 8 graduate students in Pathology and 6 in Morphology. This disparity is so conspicuous that it is impossible to hide it even from the stenographers.

The importance of Pathology I do not wish to minimize in the least for teaching and research in that line is exceedingly important, but ~~that~~^{research} is provided for in the station where \$4000.00 or more of salaries are being paid for this kind of work. No one objects that Pathology gets too much but they do object ~~that~~^{other} phases of Botany have received comparatively too little.

You are well aware where this disparity works harm. The instructors have come to feel that teaching in certain phases of Botany is much less important than teaching in other phases of Botany and it is impossible to keep the instructors enthusiastic in their teaching and of course the students eventually suffer. If some adjustment cannot be made so that this disparity will not be increased next year I will have to depend entirely

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-2- L.H.P.

upon new help and this is indeed discouraging to me. To teach the Agricultural students efficiently their botany must be linked with their agricultural subjects and new help must necessarily be partially a failure until they learn what should be emphasized and how it should be linked to their agricultural subjects. Mr. Yocum has been here 4 years, is a graduate of Penn. State Normal as well as Penn. State College and to give him a salary now less in proportion than some new half time instructors to be brought in next year will prove disastrous. I hope we can raise him to \$1800.00 and also the new man to be brought in from \$1650.00 to \$1800.00 and if Mr. Yocum cannot be given the rank of Asst. Professor, I prefer to have the rank of the new man changed to instructor rather than Asst. Professor. It also seems to me that Dr. Hayden should be raised to \$1800.00. I think such a change, involving only \$450.00 would do much to make these teachers feel that the college recognizes that they are doing work that is not regarded as far inferior in value to teaching in lines of Botany and this will be worth more than \$450.00 to the 600 or 700 students they instruct annually. It does not require a great deal of difference in a teaching feeling as to the importance of his subject to make 75 cents difference in what a student gets out of a course.

Very truly yours,

John N. Martin

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