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The American Association for the Advancement of Science was founded in 1848 and incorporated in 1874. Its objects are to further the work of scientists, to facilitate cooperation among them, to improve the effectiveness of science in the promotion of human welfare, and to increase public understanding and appreciation of the importance and promise of the methods of science in human progress.

Piecework Pay for Professors

Some faculty members have only their salaries as professional income. Others receive additional income from other sources. Indeed some medical schools allow faculty members to receive most of their income from private practice. Faculty members from many departments receive honoraria as consultants to industry or government. Research grants provide an additional source of income.

When external grants constituted only a small fraction of a university's income, the funds were used to supplement the university's resources. The investigator's salary was generally paid from the university's own funds. But as government funds have multiplied to become a large fraction of the income of many universities, the practice of charging a portion of the investigator's salary to the grant has become widely established.

Thus we have gradually arrived at a situation in which many a professor is paid on a kind of piecework basis, with so much from this grant and so much from that, \$50 a day for service on one government advisory committee and \$75 a day for service on another, other fees for industrial consulting, perhaps some book royalties, and in some cases participation in the earnings of a profit-making company formed to exploit a useful development that grew out of earlier research—and, of course, some salary from the general university budget. One reason for this situation is that academic salaries have been too low. To help to raise them there has been a deliberate, even if not always announced, policy of using external funds to supplement what the college or university could pay from its own resources.

The income increases are good, but the means of achieving them have brought divided loyalties, an unhealthy diversity of standards in the use of grant funds, and the competitive use of extra-earning privileges. On one campus a man may supplement his regular salary from grant funds during the academic year; on another he may not. On one campus summer work on a research grant augments regular salary by two-ninths; on another campus, by some other fraction. We have heard of one university that computes academic duties in terms of days and allows a faculty member to augment his salary at the rate of so much per day for each Saturday, Sunday, holiday, or summer day devoted to research supported by an external grant.

The situation has now reached a fair degree of chaos and may be settled by the imposition of rules formulated by the grant-making agencies of government. Last week (p. 284) John Walsh discussed the American Council on Education recommendations on supplementation of salaries from grant funds. We hope these recommendations will be carefully considered, for it would be better for all concerned if the solution were to come from the colleges and universities through general adoption of a set of principles that both the faculty community and those who supply the external funds consider equitable.—D.W.