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Mr. Wayne Evans  
Mid-Atlantic Newsletter  
1804 Ironton Drive  
Oxon Hill, Maryland 20021

Dear Wayne:

I have read your recent article in the Mid-Atlantic Newsletter regarding Dr. Hawes who has accepted a position with the U.S.G.A. Green Section.

It is a serious blow to our programs at the University when we lose key faculty members. We have recruited many top-notch faculty members in the Department of Agronomy who have done outstanding work. However, we have been unable to keep a number of our faculty members due to low salaries, lack of technical assistance, and heavy work loads in the College of Agriculture. We have presented a very strong justification for increases in salary and operating funds but have received very little increase in funding. As a result, a number of faculty members are leaving the Departments in the College of Agriculture to accept positions with other universities, the USDA, and industry. Since July 1975, a total of 31 faculty members in agriculture received offers from other institutions and of these 13 accepted positions elsewhere at considerably higher salaries. It is impossible to retain or employ outstanding faculty members when we do not have the funds to remain competitive.

A number of newspaper articles have appeared on faculty losses at the University of Maryland. In an article in the Baltimore Sun Newspaper (page C20 of 1-24-78), it is stated that "the area hit hardest has been in agriculture, where federal jobs have been available."

I am of the opinion that you and your co-workers in the turfgrass industry and other related industries can be very helpful to us in getting increased support for our programs in agriculture at the University of Maryland. Increased salaries, technical assistance and operating funds will make it possible for us to keep outstanding faculty members in the Departments in the College of Agriculture so that we can more effectively serve the people of Maryland. Our elected officials in Annapolis play a major role in determining the future of our programs at the University. It is important that you let your elected officials know that you want outstanding faculty members in the College of Agriculture at the University of Maryland and that we cannot afford to lose them to other organizations.

I sincerely appreciate your interest in our program at the University. I would welcome the opportunity to meet with you and the officers of the Mid-Atlantic Association to review our program at the University. I feel it is important that we work together to develop the strongest possible program to serve the people in our great state.

Sincerely yours,  
James R. Miller, *Chairman*  
Department of Agronomy