

The difficulties due to insufficiency of salaries offered are always emphasised when senior appointments have to be made from outside the existing departmental staffs, and have a far-reaching influence on teaching personnel in the long run. The policy of promotion within the departments wherever possible, is on the whole a good one, but the importance of recruiting a reasonable proportion of our junior staff from the graduates of other universities should not be lost sight of. We should guard against the risk of becoming ingrown, and should introduce new blood as opportunity offers. The fact that we know our own men should not be allowed to weigh too heavily, for in it there lurk certain dangers. It may also be noted that our graduates have been chosen for engineering professorships in most of the leading universities and colleges in this country. This is a compliment to our training, but at the same time, it may tend towards creating a similarity of ideas and methods which would not ultimately be in the best interests of engineering education.

The institution of open Fellowships of substantial amount in the Graduate School would attract an increasing number of men from other universities, and aid us in making junior appointments.

The establishment of the principle of the Sabbatical year would likewise afford for members of our staff an opportunity to travel and study the problems of engineering education and practice at first hand, in other colleges and in other countries. Such a plan would re-act most favourably on our entire organiza-