

vacation brings to staff and students alike the opportunity of engaging in engineering work, with some attendant financial reward. The problem of filling vacancies in the senior staff when they arise either from death or resignation, is however a serious one, and the assured income from teaching appointments is not as a rule sufficient to attract men who can command much higher salaries in professional work. Great gains in teaching value result from the contacts which our instructors make in engineering work, because of the confidence born of the experience gained. Such benefits represent direct returns to the University as the result of members of our staff engaging in outside work, but salaries should not be so low as to make it difficult for them to ensure a total income commensurate with that which their abilities would command in other fields of engineering work.

In particular, the conditions outlined above become more serious when considering research professorships. Reference is made to this question in the reports to the Faculty of Graduate Studies and Research. Research work must be limited in amount, so long as it has to be directed by those carrying a heavy burden of undergraduate teaching. Professors are needed to devote their time mainly to research, and adequate salaries must be provided to attract and retain men of proper calibre for such work, so that they may not be forced to turn aside from their investigations to engage in outside work, but may pursue their researches throughout the year.