

Similarly some ideas have emerged about university administration and faculty attitudes which are likely to contribute to the avoidance of failure. While the FRB does not regard academic recognition of its participating scientists as an essential part of a cooperative plan, it does have some value as an indicator of the level of university enthusiasm.

It would be desirable then, to have from the universities:

- Acceptance of the idea that there is in Canada a growing competition for research personnel between government and universities, and that the government laboratories, which have a highly qualified staff, should contribute to the graduate university program. The same is true of expensive or unique apparatus and facilities.
- Development of the field intra-murally. The university should acquire independent strength. To use a government laboratory as a substitute for proper staffing is disastrous to faculty morale.
- Approximate equality in salaries and adequate free time available for research. There is hardly any topic where improved communication is needed more than the estimate of other people's research time. The non-research obligation of government scientists to advise their ministries, industry, international commissions, etc., is as mystifying to outsiders as is the stretch of up to five months when professors do not teach. It is not expected that government personnel will take up, during the session, a teaching load equal to that of the full time university staff.
- Formal provision for joint regular consultation about matters of common interest. Possible areas of friction and personality difficulties require continuous monitoring. The ideal of joint research between Board and university appointees can be encouraged.