

The question of the teaching staff has been referred to above. Some of the difficulties met and factors to be considered in making appointments were stated. The teaching staff must always be the heart of our organization, and no effort must be spared in seeking to secure and retain men of proper calibre, who possess also the necessary teaching ability. Our general policy is to limit the undergraduate courses offered to the main branches of engineering science, while keeping in mind the necessity of providing for new developments of major importance, as for example in aeronautics, or for research work made necessary by the changing conditions in engineering practice. To meet these needs adequately will require a teaching staff which may be classified as follows:-

- (a) Professors who would devote their time mainly to research.
- (b) Professors who would deal with new and important phases of engineering work, involving either new appointments or the extension of duties of existing staffs.
- (c) Junior staffs of such calibre that they may be worthy of advancement either here or elsewhere. The recruiting of such staffs from the best available sources is essential, and as already noted, would be aided by the provision of open Fellowships or Scholarships of substantial amount. A body of younger men not overloaded with under-