

As to the amount of teaching you would be required to do, that would be a matter of arrangement between you and the Dean, but I assure you that you will not be overburdened with teaching work.

The appointment, you will note, is to a professorship and to the directorship of the Institute. There is no probationary period. The salary, to begin with, will be \$4500 per annum and \$500 for your travelling expenses from Scotland.

Macdonald College is a residential college and we shall find a residence for you at the earliest opportunity, if one should not be available when you come. However, in the village of Ste. Anne de Bellevue which adjoins the College, it is not difficult to find a house at reasonable rentals. The college residences provide good accommodation at low rentals.

I may say that in Canada the income tax is very low compared with the income tax in the old country.

Your salary would commence from the first day of September next.

As to pension, we have a plan whereby the University will contribute an amount equal to 5% of each member's salary to purchase an annuity to begin at the age of 65, on the condition that such member pays a like amount for the same purpose. Our regulations provide that a professor may be asked to retire on reaching the age of 65, but I may add that we have some professors who have remained with us beyond that age because we believe they are quite capable of rendering as useful service now as ever.

I may add that we have strong biological departments at McGill. You would have as colleagues such men as Lloyd and Scarth and Huskins in Botany; Collip and Thomson in Biochemistry; Tait and Babkin in Physiology; Murray (from Cambridge) in Bacteriology; and at Macdonald College itself, Conklin in Animal Pathology, and Brittain in Entomology. In the Department of Zoology at the University, Dr. Willey retires this year but he has a most capable assistant in Mr. Berrill (from Leeds), who may be given the Department on probation, but we are trying to get one of the best men in England to come to us.