

APPENDIX III—continued.

appointed should be given to understand that their appointment as assistants does not necessarily lead to promotion to the full staff, though other things being equal, it will do so.

Prof. Stewart : Merit alone should be considered. This of course includes all kinds of worthy merit. A most important part of the ability of a man is to be able to agree amicably with his colleagues, otherwise no matter how able he is, his usefulness is, in a great measure lost.

Prof. Allbutt : If any definite test of merit could be devised advancement would have to be by such a test. The only plan is to exercise the utmost care in the original selection of members of the junior staff and then on the whole, to promote by seniority. Occasionally exceptions will have to be made.

Prof. Bradford : Appointments by merit. Promotions by seniority, but control of efficiency obtained by all staff appointments being on yearly or five yearly tenure.

Prof. Mott : Seniority as a general rule but otherwise exceptionally. Make the appointment which should be considered likely to promote best the welfare of the hospital and the University.

3. Should vacancies on the medical staff be filled by advancement of another member of the staff, or should the applications of the members of the university medical faculty serving on the staffs of other hospitals or outsiders, be considered on equal terms?

Prof. Fitz : Teachers to be preferred. Exceptional merit to be drawn from elsewhere.

Prof. Gillman Thompson : Yes ; by advancement. Not outsiders.

Prof. Stockton : On equal terms ; for the reason that it is implied that one already on the staff has a natural advantage.

Prof. Lewllys F. Barker : Except for the highest positions, vacancies on the staff should be filled by the advancement of members of the staff. The head positions, if there are such, should be kept open to the whole world.

Prof. George Dock : Think the vacancies should be open to as large a number as possible.

Prof. Osler : Outsiders on equal terms, good men from any school.

Prof. Byrom Bramwell : Other things being equal the assistant staff should have the preference.