

same time, they may proceed in the University for advanced academic degrees.

"Finally, if the Fellows succeed in a practical way, they receive through their bonus a substantial, practical reward, and often the opportunity to become permanently connected with the Company concerned in the agreement.

"THE UNIVERSITY.

"The University, under the agreement, fulfils its function of increasing the sum of knowledge; the fact that it is useful knowledge does not make it any less valuable. Furthermore, the right, after a reasonable time, to publish such knowledge is assured to the University. The University also obtains a highly trained staff of specialists, as a faculty, for a school of chemistry and chemical engineering. Then, too, the University undoubtedly feels the stimulating influence of having in its midst a large body of trained investigators doing high class research work.

"THE PUBLIC.

"The public is largely advantaged through this system. No discovery can go to the public as a useful actuality except through some Company. Every useful and significant fact developed by a Company is a permanent asset to the human race. Even to-day, if manufacturing waste were eliminated and full advantage were taken of contemporary scientific discovery, shorter hours of labor would obtain and human need would vanish.

"There are some Fellowships now established in the Institute, the results of which will be applied directly to the public welfare. As time goes on there will be an increasing number of such Fellowships."

That the nature of the work done by the Fellows of the Mellon Institute may be understood, the conditions of the thirty-two Fellowships established since September, 1911, are given in the Appendix A.

The Report of the Dominion of Canada Royal Commission on Industrial Research, already referred to, presents Prof. Duncan's plan in these words—

"Without forgetting the immensities of realized values and unrealized possibilities of other arrangements and provisions for research work, the Commission considers the Duncan plan to be so suitable and adapted to Canadian conditions that it contents itself with only the presentation of Dr. Duncan's scheme in somewhat full detail."

What then is the condition to-day of the industries of Canada in respect of efficiency of employees and processes?