

I should prefer in a word to have a staff made up of all full Professors and tutors. I do not suggest for a moment that we should abolish all middle or minor positions, or that we should peremptorily refuse to appoint any of this class in the future. All the surrounding circumstances must be taken into account in each case. I do, however, strongly recommend that our policy in the future should point <sup>in</sup> to the direction I have indicated.

#### Salaries.

There is no subject so difficult to discuss as the subject of University salaries. The reason is that there is no generally accepted standard of measurement by which to fix the just and proper sum. It is often said, for example, and I think said rightly, that a University Professor should have as much salary as a member of the Judiciary, or as a Deputy Minister in the Federal Civil Service, but even this is unlikely in the near future. It is true that a University Professor has to follow a long and severe and sometimes expensive training, and his work is often irksome, but, on the other hand, he undoubtedly has many high enjoyments which are usually denied to business men, and often to professional men. I have not much sympathy with the University man who complains bitterly and peevishly because his colleague is being paid more than he. Rather should he rejoice therefor and proudly continue his work, believing it to be worth-while and knowing that his University will pay him all it can without sacrificing its needs in other ways. On the other hand, any University man who refused a higher salary for doing the same or better work elsewhere would be a sentimental ass. Even the clergy are not high-minded enough for that. There is nothing so irrational and unjust in human life as the incomes men earn. One man whose work is a menace to society receives a colossal income, while the