

In Table G are given the average salaries now paid to the teaching staff of each college. The salaries of professors range from £1,031 (including fees) to £500, the average being £709 per annum ; the salaries of all other members of the staffs—lecturers, assistant lecturers, and demonstrators, range from £50 to £464 per annum (including fees), and the average for all, except the medical lecturers, is £203.

TABLE G.—AVERAGE SALARIES PAID.

	Auckland University College.	Victoria College.	Canterbury College.	Otago University.	All Colleges.	Number of Persons.
	£	£	£	£	£	£
Professors (whole time)	718	680	706	731	709	37
Lecturers (full time)	359	300	333	294	318	14
Professors or lecturers (part time) not medical..	247	218	206	224	221	22
Ditto medical .. .. .	..	..	..	134	134	11
Senior demonstrators .. .. .	..	..	..	..	226	5
Assistant lecturers and demonstrators ..	..	..	..	..	70	16
Average of all except professors and the part- time medical staff .. .. .	..	..	..	..	203	57

The salaries of the twenty-four professors in the University of Birmingham range from £300 to £1,000 per annum, and the average is £646 ; the annual salaries of lecturers and other members of the teaching staff (fifty-five in number) range from £100 to £400, and the average is £189.

In the first three columns of Table H are shown my suggestions as to the type of staffing that it is desirable to have in each of the four affiliated institutions in the departments of arts, science, commerce, and law, and in the special professional schools which should each be carried on, it is suggested, in one college only. In the remaining columns of the same table are set out adjustments for the several colleges of this typical arrangement that it seems feasible to carry out at once ; these should, in my opinion, be regarded as a minimum to be provided in the near future. If these adjusted schemes were adopted, then, as elsewhere indicated, the fees (arranged on an appropriate scale) should suffice to provide in nearly every case for the additional demonstrators and assistant lecturers required. But I do not desire by these suggestions to imply that all the colleges should be organized or staffed on a uniform plan ; every college should have full liberty, as at present, to evolve its own programme, although I do think that the University should have some voice in the establishment of new Chairs, and perhaps some power to say whether the occupant of any particular Chair should be recognized as a qualified member of any academic body that might be set up to advise the Senate.

TABLE H.—SUGGESTED SCHEMES OF STAFFS AT THE FOUR UNIVERSITY COLLEGES.

(P, Professors ; L, Assistant professors, lecturers, chief demonstrators ; D, Assistant lecturers, demonstrators, &c.)

Subject.	Suggested Type.	Minimum suggested for each College.											
		Auckland.			Victoria.			Canterbury.			Otago.		
	P L D	P L D	P L D	P L D	P L D	P L D	P L D	P L D	P L D	P L D	P L D	P L D	
Latin and Greek	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	
French and German	1 1 ..	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	
English	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	
History, economics	1 1 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..
Mental science	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	1 .. 1	
Mathematics	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	1 1 ..	
Physics	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	
Chemistry	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	
Biology	1 1 2	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	1 1 1	
Geology .. .. .	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..
Commerce .. .. .	.. 3 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..	.. 2 ..
Law	1 2 1	.. 2 1	.. 2 1	2 .. 1	2 .. 1	2 .. 1	2 .. 1	2 .. 1	2 .. 1	2 .. 1	2 .. 1	2 .. 1	
Total arts, science, commerce, and law	10 14 6	8 13 6	10 11 6	9 12 5	9 12 5	9 12 5	9 12 5	9 12 5	9 12 5	9 12 5	9 12 5	9 12 5	
Education .. .. .	.. 2 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..
Home science	1 1 1	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Architecture .. .. .	.. 2 ..	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Engineering	1 4 4	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	1 4 4	.. .. .	.. .. .	.. .. .	.. .. .
Mining	1 1 1	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Medicine	3 12 6	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Dentistry	1 1 1	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Agriculture	1 2 1	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Veterinary science	1 2 2	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Music .. .. .	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..	.. 1 ..
Total (excluding architecture, agriculture, and veterinary science)	17 36 19	8 15 6	10 12 6	10 18 9	15 28 14	15 28 14	15 28 14	15 28 14	15 28 14	15 28 14	15 28 14	15 28 14	

Taking the salaries of professors at the very moderate average of £700, those of lecturers at £300, and of assistant lecturers and demonstrators at £150, we arrive at a total for the suggested type or general scheme of staffs in the departments of arts, science, commerce, and law, of £12,100. The