

of a career within their own university. The needs of the colleges and fairness to the assistants themselves demand this."

Another difficult problem in staffing University classes is that of providing junior positions of sufficient permanence. Professor W. N. Benson on this matter gave the following evidence :—

Problem of a satisfactory junior staff.

"While supporting strongly the statements made that the junior positions in the University are insufficiently paid and are often 'blind alleys,' we would desire to emphasize the ill effect of these conditions on the progress of the University. No professor can safely plan any scheme of development of the work of his department or extensive researches involving specialization and partition of duties between his assistants and himself, as he has no assurance of their continued co-operation. Especially in the smaller departments where only part-time assistants' positions are available, the professor is either without any assistant for lack of suitable candidates for the position, or his energies are dissipated in training a succession of assistants in the routine work immediately necessary, only to lose their services in a year or two."

We are afraid, however, that in a comparatively small teaching centre there is no escape from the fact that the junior staff must necessarily change frequently. In educational institutions of all grades, senior teachers have to undertake the duty of training a junior staff, and naturally they desire to retain their services after they have become efficient.

It is likely that in some subjects substantial assistance could be obtained by the professor, if young graduates in honours, and trained as secondary teachers, were given three years' work as junior assistants. During this period they would be extending and deepening their knowledge of their special subjects, and should in consequence become much more efficient in the work of the higher forms of the secondary school. In such a plan it should, of course, be provided that on entry to the staff of the secondary school the young teacher should receive at least the same salary and the same seniority as fellow-students who took up secondary work at the end of their undergraduate course. Professor Denham (Chemistry), Professor Stewart (Classics), and others expressed approval of such a scheme provided that graduates of sufficient academic worth could be obtained.

A suggestion for junior assistance in some subjects.

In order to prevent their teaching becoming formal and stereotyped, and to enable them to bring their knowledge of recent developments in their subject up-to-date, professors should be given opportunities for visiting the great centres of learning. For this purpose we strongly recommend the institution of the practice of granting to the members of the senior staff, at suitable intervals, a period of leave of absence, it being understood that this leave shall be spent abroad by the professor in pursuing research or extending his knowledge of University life or methods. The so-called "Sabbatical Year system," which is widely prevalent in the United States, has been instituted for the above objects. Such a provision would tend to raise the ideals of the University, and would be a constant source of fresh inspiration to its teachers.

"Sabbatical year" recommended.

The adoption of the recommendations throughout this report will necessitate new financial arrangements being made for the University. When these are under consideration, the classification, salary, and status of the teaching staff should be reviewed in the light of the considerations we have set out herein, and of those contained in the printed evidence. We should like, however, in closing this section to emphasize a number of points. The efficiency of a university rests absolutely upon the ability and good will of its teachers. New Zealand has, for a variety of reasons, good in themselves, adopted a system of University teaching which is necessarily more costly than a centralized system. In the laudable endeavour to make the University available to the greatest number, it has in some courses adopted the system of evening lectures only. The size of the classes has therefore increased greatly. It has further, and we think unwisely, allowed the University to establish too many courses without adequate financial provision, and too many subjects in some courses. There is evidence also to show that many students enter the University inadequately prepared. It is good homely advice to cut one's coat according to the amount of cloth available. We fear that this consideration has not been kept sufficiently in mind by those most concerned.

Considerations to be kept in mind in dealing with finance of the university.