

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

Science serves its readers as a forum for the presentation and discussion of important issues related to the advancement of science, including the presentation of minority or conflicting points of view, rather than by publishing only material on which a consensus has been reached. Accordingly, all articles published in *Science*—including editorials, news and comment, and book reviews—are signed and reflect the individual views of the authors and not official points of view adopted by the AAAS or the institutions with which the authors are affiliated.

Editorial Board

1973

H. S. GUTOWSKY	GARDNER LINDZEY
AUTHUR D. HASLER	RAYMOND H. THOMPSON
RUDOLF KOMPNER	EDWARD O. WILSON
DANIEL E. KOSHLAND, JR.	

1974

ALFRED BROWN	FRANK W. PUTNAM
JAMES F. CROW	MAXINE SINGER
SEYMOUR S. KETY	GORDON WOLMAN
FRANK PRESS	

Editorial Staff

Editor

PHILIP H. ABELSON

Publisher

WILLIAM BEVAN

Business Manager

HANS NUSSBAUM

Managing Editor: ROBERT V. ORMES

Assistant Editors: ELLEN E. MURPHY, JOHN E. RINGLE

Assistant to the Editor: NANCY TEIMOURIAN

News and Comment: JOHN WALSH, LUTHER J. CARTER, DEBORAH SHAPLEY, ROBERT GILLETTE, NICHOLAS WADE, CONSTANCE HOLDEN, BARBARA J. CULLITON, SCHERRAINE MACK

Research News: ALLEN L. HAMMOND, WILLIAM D. METZ, THOMAS H. MAUGH II, JEAN L. MARK

Book Reviews: SYLVIA EBERHART, KATHERINE LIVINGSTON, ANN SELTZ-PETRASH

Cover Editor: GRAYCE FINGER

Editorial Assistants: MARGARET ALLEN, ISABELLA BOULDIN, BLAIR BURNS, ELEANORE BUTZ, MARY DORFMAN, JUDITH GIVELBER, CORRINE HARRIS, NANCY HARTNAGEL, OLIVER HEATWOLE, CHRISTINE KARLIK, MARGARET LLOYD, JEAN ROCKWOOD, PATRICIA ROWE, LEAH RYAN, JOHN SCHAUER, LOIS SCHMITT, MICHAEL SCHWARTZ, KENNETH SMITH, YA LI SWIGART

Guide to Scientific Instruments: RICHARD SOMMER

Membership Recruitment: LEONARD WRAY; Subscription Records and Member Records: THOMAS BAZAN

Advertising Staff

Director

EARL J. SCHERAGO

Production Manager

PATTY WELLS

Advertising Sales Manager: RICHARD L. CHARLES

Sales: NEW YORK, N.Y. 10036: Herbert L. Burkland, 11 W. 42 St. (212-PE-6-1858); SCOTCH PLAINS, N.J. 07076: C. Richard Callis, 12 Unami Lane (201-889-4873); CHICAGO, ILL. 60611: John P. Cahill, Room 2107, 919 N. Michigan Ave. (312-DE-7-4973); BEVERLY HILLS, CALIF. 90211: Winn Nance, 111 N. La Cienega Blvd. (213-657-2772)

EDITORIAL CORRESPONDENCE: 1515 Massachusetts Ave., NW, Washington, D.C. 20005. Phones: (Area code 202) Central Office: 467-4350; Book Reviews: 467-4367; Business Office: 467-4411; Circulation: 467-4417; Guide to Scientific Instruments: 467-4480; News and Comment: 467-4430; Reprints and Permissions: 467-4483; Research News: 467-4321; Reviewing: 467-4440. Cable: Advancesci, Washington. Copies of "Instructions for Contributors" can be obtained from the editorial office. See also page xv, *Science*, 30 March 1973. ADVERTISING CORRESPONDENCE: Room 1740, 11 W. 42 St., New York, N.Y. 10036. Phone: 212-PE-6-1858.

Tenure

Academic tenure is often confused with job security. Thus it is well to start with a reminder that the basic and justifying purpose of tenure is to ensure academic freedom. Job security is an effect, an advantage, even a necessary condition, but not the purpose. However, several important changes have taken place since the twin concepts of permanent tenure and academic freedom became generally accepted: nontenured faculty members have come to enjoy about as much freedom as tenured ones; in the 1950's and 1960's many faculties grew lax in granting tenure too early, too generously, and to persons who did not need its protection; and a great increase in faculty size has perhaps brought about an absolute, although not a relative, increase in the number of tenured members who have gone to seed or have otherwise taken advantage of their job security.

These points are all discussed in the report* of the Commission on Academic Tenure in Higher Education, as are a number of recommendations for improving faculty decisions on the granting of tenure. The recommendations are thoughtful and timely: unless standards are tightened, the next two decades of slow growth in faculty size will be a deadening period with insufficient room for the entry of able new recruits and with faculties blocked by over-tenuring from adjusting their own ranks to maintain vigorous adaptation to changing needs.

If protecting academic freedom is the reason for tenure, then tenure should be granted only to those whose academic freedom is important to society, and on this point the commission has not gone far enough. Their model is the scholarly or research-oriented department in which academic freedom is subject to threat and in which tenure constitutes a necessary safeguard. It is not clear, however, that the policies appropriate in this case are equally appropriate for all types of postsecondary institutions or that there are no good alternatives to tenure within a large and complex university.

Tenure is not needed for administrators in their administrative roles; for counselors, librarians, and persons in other supporting roles; or for certain teachers. On many a campus there are some teachers whose activities have little to do with academic freedom: members of practicing professions, who, often on a part-time basis, teach their professional skills in medicine, law, art, architecture, or other fields; and instructors in the elements of language, music, mathematics, and vocational fields. Members of these groups want status, rewards, and appropriate measures of job security, but term contracts and other alternatives to permanent tenure should be considered. One obvious danger of this suggestion is that some members of the departments involved will be considered second-class citizens. Another is that any institution that departs from current customs will limit its own recruiting opportunities. However, classes and gradations already exist, and universities are now in a buyer's market.

The commission argues that the way to preserve the tenure system is to select more carefully those individuals whose probationary performance indicates that they merit its privileges and will honor its responsibilities. A further protection would be to narrow eligibility to those groups that truly need tenure in order to be free to make their most critical and objective contributions to students, to scholarship, and to society.—DAEL WOLFLE, *Graduate School of Public Affairs, University of Washington, Seattle 98105*

**Faculty Tenure, A Report and Recommendations by the Commission on Academic Tenure in Higher Education*, William R. Keast, Chairman, and John W. Macy, Jr., Cochairman, (Jossey-Bass, San Francisco, 1973).