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Tenure

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P & T
Celebration
May 2, 2002

Tenure is not "easy to get". It is not, as one journalist puts it, 'a smooth rail for the gravy train'. It is a long and challenging road ... Evaluation of the candidate for tenure is serious and thorough. Hours and days are spent reading and reviewing research-contributions. Teaching is reviewed extensively ... The basic reason tenure is bestowed is "to-preserve-freedom" for highly trained and capable people to do their best work, to protect them from inappropriate political pressures ... Evaluation does not cease "with tenure. Tenured faculty are reviewed "at mandated intervals" and also annually to determine what kind of raise, if any, they will receive ... Incontrovertibly, most faculty achieve more recognition "after" tenure than before - locally and nationally, for research, ^{for} teaching, and ^{for} service.

In penultimate words from a specialist in higher education law, Oscar Ruebhausen: "One "compelling-constant" characterizes higher-education in America - the maintenance of academic freedom and a system of "academic-tenure" as "a means" to assure such freedom."

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