

UNIVERSITY OF WASHINGTON
HENRY SUZZALLO, PRESIDENT
SEATTLE

EDWIN B. STEVENS,
EXECUTIVE SECRETARY
LILLIAN B. GETTY,
SECRETARY TO THE PRESIDENT

May 12, 1919

President Harry Pratt Judson,
University of Chicago,
Chicago, Illinois.

Dear President Judson:

Last month we requested twenty universities
to furnish us information regarding the tenure of the members of
their faculty.

With reference to the tenure of the department
headship one institution reports it as conterminous with pro-
fessorship; another institution reports that chairmen of depart-
ments are appointed for three years, while a third reports annual
appointment.

One institution reports the tenure of deans as
during efficiency, two others annual.

Enclosed herewith you will find the tabulated
summary of the replies.

Very truly yours

E. B. Stevens
Executive Secretary

UNIVERSITY OF WASHINGTON
DEPARTMENT OF EDUCATION
SEATTLE

EDUCATIONAL SERVICE
GENERAL SECRETARY
UNIVERSITY OF WASHINGTON
SEATTLE, WASHINGTON

May 12, 1919

President Harry Pratt Johnson,
University of Chicago,
Chicago, Illinois.

Dear President Johnson:

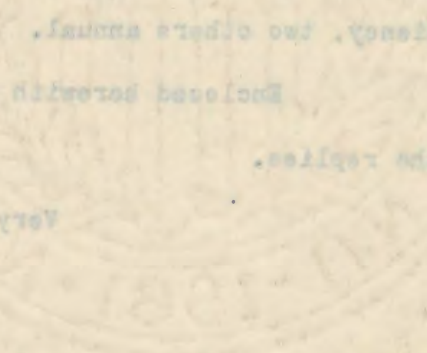
Last month we requested forty universities
to furnish us information regarding the nature of the members of
their faculty.

With reference to the nature of the department
headship one institution reports it as continuous with pro-
fessorship; another institution reports that chairman of depart-
ments are appointed for three years, while a third reports annual

One institution reports the nature of heads as
during efficiency, two others annual.
Enclosed herewith you will find the tabulated
summary of the replies.

Very truly yours

[Signature]
Executive Secretary



TENURE

<u>Institutions</u>	<u>Professors</u>	<u>Asso. Profs.</u>	<u>Ass't. Profs.</u>	<u>Associates</u>	<u>Instructors</u>
	1 : 2	1 : 2	1 : 2	1 : 2	1 : 2
California	Indefinite	Indefinite	Indefinite	----	1 yr: 1yr
Chicago	"	"	4yrs.: 4 yrs.	2yrs.:2yrs.	3 yrs:3yrs.
Columbia	"	"	1 yr.: 1 yr.	1 yr.:1yr.	1 yr.:1yr.
Cornell	"	-----	5yrs.: 5 yrs.	1 yr.:1yr.	1 yr.:1yr.*
Harvard	"	"	5yrs.: 5 yrs.	----	**
Illinois	"	"	3yrs.: 5 yrs.	2 yrs:2yrs	1 yr.:1yr.
Indiana	Annual	Annual	Annual	Annual	Annual
Iowa	Indefinite	Indefinite	3yrs.: 3 yrs.	----	1 yr.:1yr.
Michigan	"	"	Indefinite	----	Indefinite
Minnesota	"	" 1,2,3or4	1 yrs.: 3 yrs.	----	1 yr.:1,2 or3 yrs.
Missouri	"	"	Indefinite	----	1 yr.:1yr.
Nebraska	"	"	"	Indefinite	Indefinite
Northwestern	" ***	5yrs:5yrs.	3yrs.:3yrs.	3yrs.:3yrs	1yr. :1yr.
Ohio	Annual	Annual	Annual	Annual	Annual
Pennsylvania	Indefinite	----	3yrs.:5yrs****	----	1 yr.:1yr.
Stanford	"	5yrs.:5yrs.	3yrs.:3yrs.	----	1 yr.:1yr.
Syracuse	"	Indefinite	Indefinite	Indefinite	Indefinite
Washington	" °	3yrs.:indef.	2yrs.:indef.	1yr.:1yr.	1 yr.:1yr.
Wisconsin	"	Indefinite	3yrs.:3yrs.	----	1 yr.:1yr.
Yale	"	----	3yrs.:3yrs.	----	1 yr.:1yr.

Teaching fellows are employed by the year; one institution reports year or month employment and another a year or quarter. Student Assistants are appointed "as required" by month, term or year.

(The first column under each rank refers to first appointment, the second column to second appointment. It was found unnecessary to carry the tabulation further. For the purposes of this tabulation the terms permanent, indeterminate, unlimited, at pleasure of the trustees, etc., are regarded as the equivalent of the word indefinite.)

* A few for two years.

** One or more or unlimited.

*** Sometimes for one year only.

**** An assistant Professor shall be removed or refused reappointment by the Board of Trustees, only after a conference between a Committee consisting of one representative from each of the Faculties in the University (such representative being chosen by the Faculty of which the representative is a member), and a Committee of equal number from the Board of Trustees, at which conference the Provost shall preside, and upon a report from such conference to the Board of Trustees for consideration and action by them.

° Professors, brought into the University and given the rank of Professor are employed for four years only, and if retained thereafter they are employed for an indefinite term while in that rank.

TERMS

Institutions	Professors 1 : 2	Assoc. Profs. 1 : 2	Ass't. Profs. 1 : 2	Assoc. Profs. 1 : 2	Instructors 1 : 2
California	Indefinite	Indefinite	Indefinite	Indefinite	1 yr: 1yr
Chicago	"	"	4 yrs: 4 yrs.	3 yrs: 3 yrs.	3 yrs: 3 yrs.
Columbia	"	"	1 yr: 1 yr.	1 yr: 1 yr.	1 yr: 1 yr.
Cornell	"	-----	5 yrs: 5 yrs.	1 yr: 1 yr.	1 yr: 1 yr.
Harvard	"	"	5 yrs: 5 yrs.	-----	-----
Illinois	"	"	5 yrs: 5 yrs.	3 yrs: 3 yrs.	1 yr: 1 yr.
Indiana	Annual	Annual	Annual	Annual	Annual
Iowa	Indefinite	Indefinite	3 yrs: 3 yrs.	-----	1 yr: 1 yr.
Michigan	"	"	Indefinite	-----	Indefinite
Minnesota	"	"	1, 2, 3, 4 yrs: 1 yr.	-----	1 yr: 1, 2, 3, 4 yrs.
Missouri	"	"	Indefinite	-----	1 yr: 1 yr.
Nebraska	"	"	"	Indefinite	Indefinite
Northwestern	***	5 yrs: 5 yrs.	3 yrs: 3 yrs.	3 yrs: 3 yrs.	1 yr: 1 yr.
Ohio	Annual	Annual	Annual	Annual	Annual
Pennsylvania	Indefinite	-----	3 yrs: 3 yrs.	-----	1 yr: 1 yr.
Stanford	"	5 yrs: 5 yrs.	3 yrs: 3 yrs.	-----	1 yr: 1 yr.
Syracuse	"	Indefinite	Indefinite	Indefinite	Indefinite
Washington	"	3 yrs: 3 yrs.	3 yrs: 3 yrs.	1 yr: 1 yr.	1 yr: 1 yr.
Wisconsin	"	Indefinite	3 yrs: 3 yrs.	-----	1 yr: 1 yr.
Yale	"	-----	3 yrs: 3 yrs.	-----	1 yr: 1 yr.

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 ***** Professors, brought into the University and given the rank of Professor are employed for four years only, and if retained thereafter they are employed for an indefinite term while in that rank.