This extensive bibliography encompasses journal articles, books, dissertations, and monographs concerning various aspects of tenure. (MJS)
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TENURE
A Selected Bibliography
by
Ida-Marie Jensen

23 April 1974
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...the author attacks student activism, faculty tenure, pass-fail grading, antiquated administrative structures, institutional management, and lack of educational accountability...


Alan, Evan. "Teacher tenure: You may not be able to wipe it out, but you can live around it." American School Board Journal 159(5): 37-43, Nov. 1971


"Academic freedom and tenure: Bishop College (Texas)."

"Academic freedom and tenure: Indiana State University."

"Academic freedom and tenure: Oklahoma State University."

"Academic freedom and tenure: Troy State University (Alabama)."

"Academic freedom and tenure: University of Mississippi."

"Academic freedom and tenure: Alfred University (New York)."
AAUP Bulletin 56: 87-93, Mar. 1970

"Academic freedom and tenure: Cornell University - New York Hospital School of Nursing."

"Academic freedom and tenure: New York Institute of Technology."

"Academic freedom and tenure: Loredo Junior College."

"Academic freedom and tenure: University of Florida."

"Academic freedom and tenure: Tulane University."

"Academic freedom and tenure: Southern State College (Arkansas)."
AAUP Bulletin 57: 40-49, Mar. 1971

"Academic freedom and tenure: Grambling College (Louisiana)."
AAUP Bulletin 57: 50-52, Mar. 1971

"Academic freedom and tenure: Tennessee Wesleyan College."
AAUP Bulletin 57: 53-57, Mar. 1971

"Academic freedom and tenure: Onondaga Community College (New York)."
AAUP Bulletin 57: 167-74, June 1971

"Academic freedom and tenure: Columbia College (Missouri)." AAUP Bulletin 57: 513-17, Dec. 1971


(Discusses facts concerning the M. L. Michael Kay case, a professor released from duty because of his political beliefs and actions.)


"Academic freedom and tenure: Queensborough Community College (CUNY)." AAUP Bulletin 59: 46-54, Mar. 1973


Academic freedom and tenure: The City University of New York (Seek Center). AAUP Bulletin 60: 67-81, Mar. 1973

"Academic freedom and tenure: Voorhees College (South Carolina)." AAUP Bulletin 60: 82-88, Mar. 1974


"Texas Coordinating Board statement on academic freedom, tenure, and responsibility." AAUP Bulletin 53: 405-7, Dec. 1967


Angell, George W. "Grievance procedures under collective bargaining: boon or burden?" Phi Delta Kappan 53: 501-5, Apr. 1972

Anonymous. Academic freedom and tenure -- Amarillo College. ED 017 252 (ERIC)

"Are lifetime jobs for professors in jeopardy? Tenure, the 'security blanket' of the teaching profession, is in jeopardy at U. S. colleges; reformers demand limits on the system's job guarantees." (table, chart) U. S. News & World Report 73: 55-7, Dec. 11, 1972

"The case of the bearded teacher." Today's Education 59: 26-7, May 1970

"Controversy heats up over tenure policies." Chemical and Engineering News 51(14): 9, Apr. 1973

...formal requirements apparently have not changed but young faculty members are finding it increasingly difficult to get tenure. Cases of challenges of tenure are cited.
Criteria for granting tenure at College of the Mainland, (Texas City, Texas.

ED 034 520 (ERIC)

"Due process and tenure in institutions of higher education."
... Draft statement developed by a joint task force of the National Faculty Association of Community and Junior Colleges in consultation with the NEA Office of General Counsel, NEA Higher Education, and NEA Programs for Human and Civil Rights.

"Elimination of faculty tenure."
Intellect 101: 346, Mar. 1973

"Faculty featherbedding."
Time 97: 62+, May 10, 1971

"Halloween special: hobgoblins and witches; professors denied academic tenure for political reasons."
Saturday Review 53: 72, Nov. 21, 1970

"How should teacher tenure be granted? Teacher opinion poll."
Instructor 80: 35, Apr. 1971

"Implementing the tenure law. (Missouri.)"

"National commission backs faculty tenure."
Library Journal 98: 1538, May 15, 1973

"New hubbub brews over tenure legislation."
Nation's Schools 67: 25+, June 1971

"1972 recommended institutional regulations on academic freedom and tenure."

"Protest at Yale."
Nation 200: 266-67, Mar. 15, 1965

Rules of appointment at Franklin Pierce College. (N. H.)
ED 052 728 (ERIC)

SMU Institute of Technology. 1972 Annual Report.
ED 065 957 (ERIC)
"Student involvement in tenure decisions. (University of Utah). ED 065 067 (ERIC)

"Students express views; survey indicates general lack of substantial information regarding tenure. " Pennsylvania School Journal 120: 111+, F. 1972

A survey of rank, salary, promotion, and tenure policies in fifteen colleges and universities. A survey of current practices. ED 044 087 (ERIC)


"Teachers defend tenure. " Intellect 102: 72-73, Nov. 1973

"Tenure: for or against? Teacher opinion poll." Instructor 79: 43; Jan. 1970

"Tenure act also includes leave provisions (Missouri). " School & Community 60: 20-22, S. 1973

"Tenure changes asked at Utah." College Management 6: 40-41, Aug. 1971


(The tenure plan at Webster College). (St. Louis, Mo.) ED 061 881 (ERIC)

"Tenure reform can't come soon enough for schoolmen; school administrators' opinion poll." Nation's Schools 89: 28, June 1972


...Ten questions about education are asked a member of the board of education and a teacher.


Arbeiter, S. "Refocusing the faculty role." Educational Record 52: 282-6, Sum. 1971

Association of American Colleges (Washington, D. C.) Statement of financial exigency and staff reduction.

ED 059 658 (ERIC)


ED 044 089 (ERIC)

Baker, Sheridan, and Burkle, Howard D. Academic freedom and tenure -- Lincoln College.

ED 015 731 (ERIC)


Bierstedt, Robert, and Metzger, Walter P. "Safeguarding academic freedom." Civil Liberties p. 5-7, Mar. 1972

Blackburn, Robert T. Faculty responsiveness and faculty productivity as functions of age, rank, and tenure: Some inferences from the empirical literature.

ED 059 703 (ERIC)

The professor's role in a changing society.

ED 051 438 (ERIC)

Tenure. Aspects of job security on the changing campus.

ED 068 005 (ERIC)

Blake, Margaret T. *Factors influencing teacher success.* Master's Thesis, Iowa State University, 1966


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Bonham, Thirwall William. *Role strain, group identification and perceived need deficiencies of foremen as affected by job tenure and the presence of a labor union.* Ph. D. Dissertation, University of South Carolina, 1969

*Dissertation Abstracts Intl.* 31:3-A, 1970


Bowden, William R., and Henry, William F. *Academic freedom and tenure -- Dean Junior College.*

ED 015 730 (ERIC)


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The report of the president.

ED 068 016 (ERIC)

...two major policies that are followed at Yale University are discussed by its president in this document.


ED 013 871 (ERIC)


Buskin, M., and Galish, J. F. "Isn't it time education met the challenge of change?" N. Y. State Education 56: 12-13, Feb. 1969


Butterfield, Dennis Dean. Attitudes of selected teachers, administrators and board members toward the effects of teacher tenure on the education profession. Ed. D. Dissertation, University of California, Los Angeles 1972


California Coordinating Council for Higher Education (Sacramento). Academic tenure in California public higher education. ED 032 837 (ERIC)

Canadian Teachers' Federation (Ottawa, Ontario). Tenure. Bibliographies in Education No. 33. ED 077 863 (ERIC)


...explains the term "due process" and its implications in academic institutions.


...outlines measures that will preserve tenure yet change and improve it.
and Van Eyck, Daniel K. *Collective Bargaining Comes to the Campus.*
 Reviewed in:  
*Educational Administration Quarterly* 10(1): 91-95, Winter 1974  

Case, Chester H. *Beyond evaluation: The quality control model of evaluation and the development model for faculty growth and evaluation.*  
ED 047 668 (ERIC)

Cates, Eugene Franklin. *What provisions have been made by professional teachers' organizations for protecting and disciplining their members?*  
*Dissertation Abstracts* 19: 1242, 1958

ED 077 340 (ERIC)  
...examines academic tenure in American higher education and reviews arguments associated with its particular aspects.


Clark, Alexander G. *Teacher dismissal in Pennsylvania according to types of tenure as shown in litigation.* Ph. D. Dissertation, Pittsburgh, 1948

College of the Mainland (Texas City, Texas). *Criteria for granting tenure at College of the Mainland.*  
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Commission on Public School Personnel Policies in Ohio (Cleveland). 
Teacher tenure. The second report of the Commission. 
ED 076 501 (ERIC)

Dissertation Abstracts Intl. 31: 5064-A, 1971


Davis, B. H. "Principles and cases; the mediative work of the AAUP." AAUP Bulletin 56: 169-73, June 1970


Deton, Floyd G. Substantive legal aspects of teacher discipline. 
ED 069 017 (ERIC)

Reviews recent court cases to determine the continued employment rights of public school and university professional personnel under annual contract or on probationary status.
Devine, G. "To tenure or not to tenure." America 129: 166-7, Sept. 15, 1973

Dionisoopoulos, P. Allan. The rights of nontenured faculty: The new constitutional doctrine of "Ferry v. Sindermann" and "Board of Regents v. Roth."

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Dressel, P. L. "Review of the tenure policies of thirty-one major universities." Educational Record 44: 248-53, July 1963

Reviewed in:


_____ "IEA procedure in tenure and contract cases." Illinois Education 57: 231-2+, Feb. 1969


Ellman, Erwin B. Why I oppose abolition of teacher tenure acts.
ED 057 499 (ERIC)


Teacher tenure -- Time for change.
ED 077 109

...author identifies and discusses some misconceptions about tenure.
Pawcett, John R., Jr., and Shaw, Biswanath. "It's not the tenure faculty hold but how they hold it that counts; legal or moral tenure at state universities and land-grant colleges." *College and University Business* 52(3): 6-13, Mar. 1972

...the question of legal versus moral tenure is examined in a study of state universities and land-grant colleges.


France, P. R. "Security of tenure: The position of academic staff in English and Welsh University institutions." *Universities Quarterly* 25(4): 456-70, Aut. 1971


...discusses cases involving the applications of the Bill of Rights of the Federal Constitution to State laws relating to untenured teachers...


ED 080 097 (ERIC)


Fryer, Lamar P. *A comparison of tenured teachers and teacher candidates with regard to their background data and concepts of effective teaching.* Ed. D. Dissertation, Utah State University, Logan, 1970


Furniss, W. Todd. *Faculty tenure and contract systems: Current practice.*

ED 067 011 (ERIC)


..."Is there a perfect faculty mix?" *Educational Record* 52(3): 244-50, Sum. 1971

...Influences that current events in higher education may have on faculty tanks...
...the papers deal almost exclusively with tenure systems, under which nearly 95 percent of American college faculties served in the spring of 1972...

Garber, Lee O. "Teacher that gives up tenure can't demand it back." Nation's Schools 82: 80, Oct. 1968

"Tenure laws not invalidated by new labor legislation; Taylor Law (N. Y.). Nation's Schools 85: 64+, June 1970


Hansen, Kenneth, and Ellena, William J. Teacher tenure "ain't" the problem. ED 072 522 (ERIC)

...the search for ...alternatives to statutory teacher tenure will involve long and detailed planning, intensive preparation, marked alteration of slipshod administrative practices, and a real commitment on the part of teachers, administrators, the public, and legislative bodies...

Hendrix, Vernon L. Relationships between personnel policies and faculty life-record data in public junior colleges. ED 015 747 (ERIC)

Hight, Beatrice, and Bensinger, Claire, Eds. Criteria for promotion and tenure of librarians in Zimmerman, Parish, and Fine Arts Libraries of the University of New Mexico, Albuquerque, New Mexico. ED 080 124 (ERIC)

Hipp, Frederick L. Resolved: That teacher tenure should be abolished. ED 059 179 (ERIC)
Note: an excellent statement.

Hoerner, Thomas Allen. Factors related to employment of Iowa State University graduates in Agricultural Education. Ph. D. Dissertation, Iowa State University of Science & Technology, 1965
Dissertation Abstracts 26: 5265, 1966
Also: ED 022 870 (ERIC)
ED 025 589 (ERIC)


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Holderfield, H. M., and Brown, Frank D. Institutional responsibility in the development of faculty dismissal criteria. ED 032 721 (ERIC) (1974)


Hopkins, David S. P. The influence of appointment, promotion, and retirement policies on faculty rank distributions. ED 074 982 (ERIC)

Hottenstein, Gerald G. Principles governing teacher tenure in Pennsylvania and New Jersey as determined by state school officers and the courts in their interpretation of statutory legislation. Ed. D., Temple University, 1956
Dissertation Abstracts 16: 1087, 1956

Hughes, R. E. "How to solve the tenure problem; departmental or college professorship." College Management 9: 7+, Jan. 1974


...suggests proper procedures for teacher dismissal and non-reemployment.

...assumption that universities retain full discretion to renew or terminate contracts and grant tenure are critically re-examined in light of two Supreme Court decisions.

Reviewed in:


The Commission on Academic Tenure in Higher Education: A preview of the report.

ED 074 930 (ERIC)
...areas covered include salient facts about the current operations of the tenure system, central tendencies of the Commission's findings and recommendations; an outline of the Commission's report and illustrations of some major concerns, and a presentation in greater detail of one of the Commission's recommendations concerning staff planning.

Faculty Tenure. San Francisco: Jossey-Bass, 1973


Keezer, Dexter M. "How long is too long for college president?" College and University Business 48: 46+, Mar. 1970


Kinker, H. Robert. Public junior college recruitment, retention and tenure practices, with emphasis on technological subjects instruction.

ED 038 957 (ERIC)


Reviewed in:


Lambert, R. G. "From tenure committee files; how Socrates, Shakespeare, and Hitler would be treated." Improving College & University Teaching 15: 101-2, Spr. 1967
Lane, Frederick S. A study in role conflict: the departmental chairman in decisions on academic tenure. Master's Thesis, University of Florida, 1967 (Studies in Public Administration, No. 29)

...focuses on the administration process of awarding tenure at a public institution.

Same title.

ED 044 068 (ERIC)


Dissertation Abstracts 16: 1192, 1955


ED 019 748 (ERIC)


Leo, J. "Kearns case." Commonweal 81: 562-6, Jan. 29, 1965

Discussion:

Commonweal 81: 718-19, 774-5; 82: 31, 34-35+, 178-9+, Mar. 5; 19; Apr 2; 30, 1965


...tenure laws should be repealed or modified to encourage contractual rather than legislative protection for teachers.

"Will tenure decisions be subject to grievance procedures?" School Management 15: 8-9, S. 1971


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...considers the positive and negative aspects of tenure for teachers and some proposals for alternate programs.


Dissertation Abstracts Intl. 32: 1792-A, 1971

Dissertation Abstracts 23: 3732, 1963

Author believes that the principle of tenure is entirely sound and commendable but that in practice there are numerous real failures which are sometimes very serious and that therefore it is advisable for American colleges and universities to explore the possibility of either radically reforming tenure or developing a more adequate system.

Slowdown in enrollments and increasing costs force higher education institutions to re-examine tenure policies.
Martin, Richard. "Uneasy profs: Tenure for teachers is beginning to crumble as critics push drive." Wall Street Journal 177: 1+, Apr. 16, 1971


Mikalson, Roy Gale. The impact of 1961 legislation related to probationary teachers on instruction and administrative practices in California public junior colleges.
ED 027 899 (ERIC)


Mitchell, Maurice B. Faculty power and the U. S. campus.
ED 028 724 (ERIC)


Dissertation Abstracts Intl. 32: 3625-A, 1972

ED 053 192 (ERIC)

Dissertation Abstracts Int. 30: 3247-A, 1970


ED 050 459 (ERIC)


ED 030 212 (ERIC)


ED 056 405 (ERIC)


National Faculty Association of Community and Junior Colleges. *Faculty evaluations and termination procedures.*

ED 043 319 (ERIC)

National Organization on Legal Problems of Education (Topeka, Kansas) *Frontiers of school law.*

ED 078 527 (ERIC)


Reply:


New Jersey School Boards Association (Trenton). *Journal of the Proceedings.*


ED 063 667 (ERIC)


Oliver, Robert M. *An equilibrium model of faculty appointments, promotions, and quota restrictions.*


Olson, Paul A., et al. (Eds). The university can't train teachers: A symposium of school administrators discuss school-based undergraduate education for teachers.


Four arguments against tenure: it works against the interests of nontenured faculty; it retards the academic quality of an institution; it inhibits rather than preserves academic freedom; it generates conflict by dividing the faculty...

Phay, Robert E. Teacher dismissal and nonrenewal of teacher contracts. Proposed school board regulations.

ED 078 523 (ERIC)


Potter, R. E. "Academic freedom or academic entrapment? The Oliver M. Lee case." Phi Delta Kappan 50: 208-13, Dec. 1968


Reinert, Paul C. Faculty tenure in colleges and universities from 1900 to 1940. Ph. D. Dissertation, Chicago, 1944


Presents arguments in favor of retaining tenured positions.

Ross, Doris M. 1972 *Legislation and achievements related to teachers and other school personnel*. Research Brief No. 4. ED 077 861 (ERIC)


The author asks various questions related to tenure. He answers the most important, "Is tenure necessary?"


Schawe, John T. An evaluated checklist of activities for maintaining and improving the morale of teachers. Master's Thesis, Southwest Texas State University, San Marcos, Texas, 1969


Schulman, Carol Herrnstadt. The tenure debate. ED 054 391 (ERIC)

Examines recent economic, political, and legal developments that have created pressure for reform of the academic tenure system codified in 1940 by the AAUP and the Association of American Colleges. Arguments for and against this system as well as alternative tenure systems in effect at several institutions are given.

Shannahan, J. "What you should know about tenure." *School and Community* 55: 4-6, Jan. 1969

Shannon, Thomas A. Evaluation of school personnel. ED 064 804 (ERIC)

Shannon, Thomas A. Should teacher tenure laws be repealed? ED 057 498 (ERIC)
Shapiro, Frieda S. Teacher tenure and contracts. A summary of State statutes.

ED 072 558 (ERIC)

...all reported enactments through Sept. 30, 1972 are included and citations to appropriate State codes are given. A tabular listing shows the type of tenure and contract provisions in effect in each State.


ED 019 744 (ERIC)

Shaw, Biswanath. Academic tenure policies and procedures.

ED 052 756 (ERIC)

. Academic tenure policies and procedures in state universities and Land-Grant colleges which are members of the National Association of State Universities and Land-Grant Colleges. Ed. D. Dissertation, University of Mississippi, 1971

Dissertation Abstracts Intl. 32: 756-A, 1971

Sherman, Robert R. Tenure under attack: Myth and fact in the tenure debate.

ED 073 114 (ERIC)

Major concepts covered are the origins of tenure, the protection of academic freedom, tenure as security, protection of the incompetent, tenure, and the lack of job availability for younger teachers. A brief summary indicates the need for tenure.

. What is tenure? A critical explanation. AFT quest report.

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Shulman, Carol Herrnstadt. The tenure debate.

ED 054 391 (ERIC)


Dissertation Abstracts Intl. 32: 3011-A, 1971

Discusses tenure legislation and the need to protect teachers from "unconscionable treatment"; i.e., unfair dismissal.


Southeast Missouri State College. A survey of rank, salary, promotion, and tenure policies in fifteen colleges and universities. A survey of current practices. ED 044 087 (ERIC)

Southern Regional Education Board (Atlanta, Ga.) The College campus in 1969: The faculty. ED 032 838 (ERIC)
(... series of papers... discusses tenure systems.)

Stairies, E. H. "Teacher tenure in Missouri; questions and answers." School and Community 56: 24-5+, Mar. 1970


Turner, Max Leslie. *Teaching effectiveness as perceived by pre-tenure teachers, their students and principals.* Ed. D. Dissertation, Utah State University, 1971

Ukrainian National Association of America, Inc. (Jersey City, N.J.)
*Discussion memorandum on academic tenure at Harvard University.*
*ED 057 742 (ERIC)*
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Uphouse, Norman H. *A study of policies and practices involved in the operation of the teacher tenure program in Tennessee.* Ph. D. Dissertation, University of Tennessee, 1955


_______. Commission to Study Tenure. *Final Report.* (186 pp.)
*ED 052 747 (ERIC)*


...report on the year's cases.

Describes two differing Supreme Court rulings concerning procedures for explaining non-renewal of contract to non-tenured professors.


"Tenure and collective bargaining." Current Issues in Higher Education 26: 210-17, 1971


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See also: ED 056 405 (ERIC)

The teacher's day in court: Review of 1971.

ED 067 765 (ERIC)


Dissertation Abstracts Intl. 33: 941-A, 1972

Von Der Lippe, Robert. Re-examining tenure at Hampshire College for the AAHE Section on "Re-examination of Tenure: Implications of collective bargaining and contracts for service."

ED 053 697 (ERIC)

Wagoner, Roderic L., and O'Hanlon, James P. Teacher attitude toward evaluation.

ED 013 236 (ERIC)


"Reprise: Due process and the nontenured teacher. Law and the school principal." National Elementary Principal 52(4): 78-80, Jan. 1973

A discussion of two decisions by the U. S. Supreme Court relating to a nontenured teacher's legal rights, especially those rights related to contract renewal.
Walters, James Charles. *Academic tenure in Indiana higher education.*

Ed. D. Dissertation, Indiana University, 1971


Washington University. *Faculty career planning: Report from the Board of Deans, University of Washington.*

ED 083 948 (ERIC)

Gives an excellent detailed analysis of the mix of tenure and non-tenure faculty in each department, school and college and projects into the next decade the important considerations that should be taken into various assumptions.


*Dissertation Abstracts* 26: 6490, 1966


Editorial that postulates if protecting freedom is the reason for tenure then tenure should be granted only to those whose academic freedom is important to society.

Zamoff, Barry. "The university's reward system as a contributor to student unrest." *Changing Education* pp. 6-7, June 1971
Advocates motivating college faculty to participate in community service programs by changing reward system.

Zierman, Raymond T. *Teacher tenure controversy before the courts: a legal analysis.* Master's Thesis, DePaul University (Chicago), 1968