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The American Assoc. of University Professors (AAUP) has issued a statement rejecting the concept of tenure quotas.

Such quotas are a dangerous approach to the problems of faculty staffing in the nation's colleges and universities, it said. They pose a serious threat to academic freedom, the nation's largest professional organization of college and university teachers warned.

"Establishing fixed quotas," the AAUP said, "may deprive the profession of a large part of the generation of scholars and teachers which currently populates the nontenured positions at our colleges and universities."

"It would be preferable by far to employ a variety of other measures—some affecting tenured faculty, others affecting probationary and nontenured faculty, and still others affecting prospective faculty members—to ensure that the necessary burdens of financial stringency and lack of growth are shared to some extent by all academic generation," the AAUP stated.

The AAUP statement said that institutions could undermine the functions of tenure standards if they provide that no matter how excellent a nontenured faculty member may be, he will not be able to attain tenure because of an arbitrary quota.

"Foreclosing promotion to a tenured position because of a numerical quota is unacceptable," the assoc. said. "Stricter standards for the awarding of tenure can be developed over the years, with a consequent decrease in the probability of achieving tenure."

"But it is essential to distinguish a deliberate change in standards, retaining a positive probability of an individual's achieving tenure pursuant to well-defined criteria and adequate procedures for evaluation and review, from a situation in which the granting of tenure, for reasons unrelated to the individual's merits, is never a realistic possibility."

The AAUP said that the general proportion of tenured faculty can have important long-range bearing on the nature and quality of an institution of higher education.

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