

Excerpt from Minutes of the Association of  
American Universities, April 29-30, 1964

## 2. Committee on Policy Statement for Faculty Recruitment

The chairman of the Committee, Mr. Goheen, reported there had been several technical changes in the statement submitted to members at the last meeting and copies of the redrafted statement had been submitted to all members. There was further discussion in which it was pointed out that under the Constitution of the Association no such statement could be considered binding upon any member. It was determined to entitle the policy an "understanding" rather than an agreement. Several other changes in the language of the statement were made, and upon motion duly made, seconded and unanimously approved, it was adopted as follows:

### Inter-University Understanding Relating to Transfer of Faculty Members from One Institution To Another

The sharp increase in the demand for teacher-scholars of high talent arising from our growing national needs in both instruction and research is now pressing against a limited supply of such talent in many disciplines. To assure the highest possible effect in each university in producing high talent to meet future national needs, sound and orderly planning will be required. When late and sudden, induced departures of personnel assigned to provide instruction to lead in research in one institution may well do more to impair the effectiveness of that institution than is justified by the gain to the institution extending the offer. This is particularly true at the level of tenure appointments where the institution has declared its willingness to undertake a continuing obligation and where there are most likely to be continuing obligations by the faculty member to graduate students and colleagues.

Therefore we consider it incumbent upon the administrations of both the prospective and current institutions of employment to call the attention of the individual faculty member to these obligations when employment changes, not accepted before May 1 for the immediately ensuing academic year, are under consideration. We believe that a responsible approach for both the institutions and the faculty members would be to consider offers made or pending on May 1, or thereafter, to be effective normally only after the intervention of an academic year.