

January 19, 1974

Sketch for IAS Appointment Procedure for Established Schools, i.e.
Schools with three or more Professors

Introduction

The following appointment procedure is intended to embody a number of principles:

- A. The whole Faculty has a responsibility for maintaining the academic standards of the Institute. Accordingly, no appointment should be made to the Institute Faculty which does not have the concurrence of the Faculty.
- B. The best judge^s of the academic qualifications of a proposed candidate for^a professor are ^{such} ~~his~~ intellectual peers, specifically the Faculty members of the School which proposes to invite him.
- C. The calling in question of the judgment of a particular School by other members of the Faculty is itself a ~~great~~ ^{serious} step and ~~must~~ ^{should} be taken only for strong reasons. It may be the case, of course, that a particular nomination raises questions other than those of academic merit, which directly affect the nature and operations of the Institute. In such cases, Faculty discussion is justified independently of questions of academic merit.
- D. Long-run development of the Institute should not be too strongly determined by the relative size of particular discipline^s ~~in~~ Schools at any moment in time.

Procedure

1. A School nominates a candidate to the Director. If the Director accepts the nomination, he circulates to the Faculty the usual documentation, e.g. curriculum vitae, bibliography, appreciation of the candidate's work, and supporting letters.
2. The Faculty may give its consent to the appointment by silence, i.e., if there is no call for discussion after a stated interval (at present three weeks) the Faculty shall be deemed to have concurred in the nomination.

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3. If five or more members of the Faculty call for discussion of the appointment, there shall be a ~~Faculty~~ meeting for discussion at the earliest opportunity. If after discussion, the meeting takes no action, the Faculty shall be deemed to have concurred in the nomination.

4. After discussion, the Faculty may, by majority vote, refer the nomination to a Standing Committee on Appointments.

NOTE: The Standing Committee shall consist of two members from each School. The Director shall sit with the Committee but shall not vote.

5. If a majority of the Committee does not oppose the nomination, the Faculty shall be deemed to have concurred in it.

6. If a majority of the Committee opposes the nomination, the nominating School, with the agreement of the Director, may present it to a meeting of the full Faculty for a vote.

7. No nomination shall be forwarded by the Director to the Trustees unless the Faculty has concurred in it.

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