There are three times when regular appointments are made: (1) Appointments as visiting professors seem to be controlled by the department chairman and are often unknown until they actually arrive: (1) when a professor leaves or retires, (2) when the department receives a special grant to hire one or more faculty members in a specific field, or (3) when the executive committee of the department determines that the departmental faculty must be increased. These last two occur in the spring of each year, the chairman of the department receives his budget and a report of the executive committee usually accompanies it. The chairman of the department then must make a decision on the whole department's annual budget and on new contracts and contract renewals. Most faculty appointments are obtained from affiliated institutes (e.g., CSIS), Laboratories (e.g., Urban Systems), or projects (e.g., CAM). Sometimes contracts are not signed until late in the fiscal year.

Contracts (appointments) usually cover three-year periods, each beginning on July 1. Assistant Professors are usually renewable for another 3 yr contract. However, the actual length of the contract can vary from one year to four years and is subject to negotiation. Faculty members are usually given a reasonable time to break the contract (i.e., quit) if they are not adequately supported. There are three types of appointments: (1) "permanent"—with tenure —without tenure and with the understanding that either (a) the contract will not be renewed and/or (b) the department has no intention of offering permanent tenure, and (3) "indefinite"—the ultimate tenure of the individual is left in doubt.

The Institute does have certain specific policies on the continuation of staff without tenure (from 2.22): (1) any appointment as Professor carries tenure; tenure appointments will not be made in the ranks of Instructor, Assistant Professor, and Lecturer. (2) Must be granted an Associate Professor with a total of seven or more years of service if he is continued after age 35. Continuation of a faculty member age 36 or over is at the discretion of the Academic Council. (3) "indefinite" tenure is subject to normal personnel policies and budgetary review to see that adequate funding is available. (4) Tenure must be granted by the Academic Council.

These afternoon seminars will culminate with the main Comp. final exam, theThursday, May 14. They are open to community in the lobby of the MIT Student Union. The daytime activities, many of which will be open to members of the MIT community, will be held in various MIT buildings. The building locations are announced in the MIT Daily.

Since the executive committee has the power to grant "hiring" appointments to staff members already on the MIT campus not on permanent positions, those denied tenure by the department cannot appeal to the Academic Council, but can appeal to the President of the Corporation. Rarely is any action taken by the Academic Council against a candidate for the appointment; the decision, actual vote, and the minutes are usually not made available to professionals outside of MIT; this is to prevent "in-housing" of the decision. This is true at the various subcommittees and task forces. These appointments are often able to aid in the filling of open positions in the country.

No junior faculty members are appointed for tenure when the deliberations occur; the decision, actual vote, and the minutes are usually not made public; and the appointment cannot be appealed to the candidate of the decision. For those denied tenure by the department, the chairman personally notifies the member of the MIT community, will be held in various MIT buildings. The daytime activities, many of which will be open to members of the MIT community, will be held in various MIT buildings. The building locations are announced in the MIT Daily.

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