

MEMORANDUM

September 30, 1964

TO: Mr. Paul Oberst
FROM: Mr. Tom Lewis

As I indicated the other day, I told the President I had talked with you and that you expressed some concern about the wisdom and legitimacy of reading the 1960 Regs. as requiring something more than reappointment beyond the 5th year for tenure. Past practice appears to be an extremely weak basis for an interpretation that tenure must be grounded in an express recommendation to that effect. Investigation reveals, for example, that Agriculture has not recommended tenure as such, but has recommended reappointment beyond the probationary period on the theory that this automatically confers tenure.

Assuming, then, that the decision is made to treat 6th year people as having tenure, I see the following problems and would like to have your reaction.

- a) Persons currently in their fifth year, who have not acquired tenure earlier by specific recommendation, normally would acquire it by reappointment beyond this year. The new policy calls for their review and a tenure de-