

**From:** Rebecca Blank

**Sent:** Thursday, October 22, 2015 9:25 AM

**To:** John Behling. Emm <jbehling@smartsand.com>

**Cc:** Regina Millner <rmmillner@uwalumni.com>; Raymond Cross emm <rcross@uwsa.edu>

**Subject:** Tenure Policy TF

John –

I've just spent time talking with Dorothy Farrar-Edwards, a member of the Tenure Policy TF. Both she and I are very concerned about the memo from Ray that came out on Monday. She's particularly unhappy that no members of the Tenure Policy Task Force received this memo, so she heard about it from unhappy faculty (among whom it is being passed around.) I would have forwarded it to her and others from Madison on the Tenure TF, but it never occurred to me that they didn't have it.

As you know, we started a process to write new tenure standards here at UW-Madison in July. We were assured by Ray and others that Madison could write policies, which would be reviewed by the BOR for approval, but our separate HR system (and our separate standing as a Research I university) made it important for us to move forward on this front. A committee (headed by Dorothy) did extensive work over the summer. There have been multiple listening sessions and an extended Faculty Senate discussion. The proposed new tenure standards are scheduled to come to the Faculty Senate for a final vote on November 1, with the hope this would go to BOR for approval at their December meeting. (By the way, proposals for tenure review, with real consequences for a negative review, are also scheduled to go to the Faculty Senate in November.)

The memo on Monday undercuts this process in several ways. It suggests that the extensive campus discussion we've been having is irrelevant and will be irrelevant until after BOR acts in April on a general policy. This creates two serious problems on our campus:

- (1) The amount of work and discussion and debate has pushed to resolve this by November. If we are told to put this aside, it will be widely interpreted as the faculty process being undercut by the BOR. Those voices that have argued for more extreme policies (and have argued that the BOR is less-than-trustworthy on these issues) will be strongly reinforced, and those of us (myself and Dorothy included) who have been trying to shepherd this in a responsible way toward resolution are likely to lose effectiveness. As a result, the November faculty senate meeting could well result in some very difficult outcomes – and spill over into our efforts to strengthen the tenure review process as well. (A group of less-than-satisfied faculty are already organizing around Ray's memo from Monday, planning to use this to push a more extreme set of resolutions and to argue that we can no longer follow the process that I and the UC have been pushing.)
- (2) We have extensive retention problems here at Madison. [REDACTED]

[REDACTED] I have repeatedly indicated the importance of settling these tenure issues, at least at UW-Madison, before the recruitment/retention season is far along. That's why it was important for us to act on this by November, and for BOR to respond soon to our actions. Major mobilization among our faculty on this issue at this point in time, when multiple retention cases are active, will make those retentions even more difficult.

I'm supposed to meet with Regina and Ray to talk about this around 4 or 4:15 this afternoon (in between listening sessions). Are you planning to be at those sessions? If so, I very much hope you might join the conversation.

I also want to give you a heads up that Dorothy plans to express some of these concerns at the Tenure Task Force meeting this afternoon. I strongly suspect she will not be the only one who shares them.

Thanks for all your work on this. I realize there are a lot of issues on the table right now, but the upset amount of faculty over the tenure issue is a very serious one and I don't want this to explode on campus in a bad way.

Becky

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