



Dear Legislators,

I write to you on behalf of Nebraska Cures, a nonprofit organization dedicated to advancing health-related research and education in Nebraska. Our commitment to fostering innovation and excellence in the sciences compels us to express our profound concern regarding LB1064, which proposes to prohibit tenure at certain postsecondary educational institutions.

Our opposition to LB1064 stems from a deeply rooted belief in the importance of tenure as a cornerstone of academic freedom, diversity, and excellence. Tenure not only serves as a critical mechanism for protecting the intellectual freedom of faculty members but also plays a vital role in attracting and retaining top talent in the STEM fields. Tenure is a crucial factor in career progression, offering a stable and supportive environment for undertaking long-term research projects and advancing scientific knowledge.

Tenure is instrumental in fostering an environment where risky and innovative research can flourish. It allows scientists to pursue groundbreaking projects without the fear of employment insecurity, which is particularly important for women, who often face additional barriers in securing research funding and recognition in their fields. LB1064, therefore, not only threatens the quality and competitiveness of Nebraska's academic institutions but also undermines our collective efforts to promote gender equity in STEM.

Furthermore, the Board of Regents have already established a detailed and strict Post-Tenure Review Policy (Regents Policy 4.3.3, February 1998). This review may be ... mandated by "...A written annual evaluation that identifies a substantial and continuing deficiency in the faculty member's performance". This is a peer review process which assures fairness but can result in "... in notices of termination and, where appropriate, terminal contracts..." It also has an appeal process (RP 4.3.1a, September 1991). Tenured faculty may also be removed in cases of Financial Exigency (RP 4.2.11, December 12, 1987). The Board of Regents monitors Tenure Density on each campus in a report submitted by the Executive Vice President and Provost (RP 4.3.1c, September 1991).

In conclusion, Nebraska Cures urges you to consider the far-reaching implications of LB1064 on the diversity and excellence of Nebraska's academic and scientific community. We believe that maintaining a robust tenure system is essential for promoting innovation, academic freedom, and gender equity in STEM. We respectfully request that you oppose LB1064 and work towards policies that support the advancement of all individuals in the scientific community.

Thank you for your attention to this matter and for your continued service to the people of Nebraska.

Sincerely,

A handwritten signature in black ink that reads "David A. Crouse". The signature is written in a cursive, slightly slanted style.

David Crouse

Nebraska Cures Board President