



Dear Education Committee,

Nebraska Cures has been a leading advocate for health science research for over 20 years. We support policies rooted in science and strive to advance the quality of life and economy for Nebraskans. In alliance with our mission, we strive to educate policymakers on medical research and health related public policy.

I write to you to express our opposition to LB 551. This 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. This is particularly important for women, who often face additional barriers in securing research funding and recognition in their fields. LB 551, 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 LB 551 on the 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 LB 551 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 "Amanda McGill Johnson". The signature is written in a cursive, flowing style.

Amanda McGill Johnson  
Nebraska Cures Executive Director