Because the Statutes of the State of Wisconsin (Chapter 36, Section 13, Sub-Section 5) state that "Any person having tenure may be dismissed only for just cause and only after due notice and hearing";

And because the Administrative Code of the University of Wisconsin System (Chapter 4, Section 1, Sub-Section 2) states that "A faculty member is entitled to enjoy and exercise all the rights and privileges of a United States citizen and the rights and privileges of academic freedom as they are generally understood in the academic community. This policy shall be observed in determining whether or not just cause for dismissal exists. The burden of proof of the existence of just cause for a dismissal is on the administration."

And because the Board of Regents of the University of Wisconsin System has adopted the Safransky decision (Safransky v. The Personnel Board, 62 Wi., 2nd ser., p. 464 [1974]) as the standard of "just cause";

And because this decision permits the dismissal of an employee if "some deficiency has been demonstrated which can reasonably be said to have a tendency to impair his [sic] performance of the duties of his [sic] position or the efficiency of the group with which he [sic] works."

And because, under such a loose standard, any and all faculty members in the University of Wisconsin System could be dismissed at the whim of the Board of Regents-making tenure in the University of Wisconsin System meaningless;

And because, in turn, the destruction of tenure erodes the traditions of shared governance and academic freedom in the University of Wisconsin System;

BE IT RESOLVED that we, the Faculty Senate of the University of Wisconsin-Milwaukee, object to the Board of Regents' adoption of the Safransky decision as the standard of "just cause" and call upon the Board of Regents to restore the protection of tenure and due process of faculty members in the University of Wisconsin System.

AND BE IT FURTHER RESOLVED that copies of this resolution be forwarded to the Regents and the President of the University of Wisconsin System, to the Office of the Governor of the State of Wisconsin, and to the members of the Senate and Assembly of the State of Wisconsin.

Associate Professor Lex Renda
Department of History