

SHARE YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET									
AS OF 5:00 PM ON JUNE 11, 2020									
Name (First)	Name (Last)	Email	Affiliation	Comments	Created	Entry Id	Entry Date		
Jessi				The reputation of the university among communities of color is that the University only cares in word, rarely in deed. Rather than provide a reason to expect growth and evolution as an institution, we provide another example. Many reasons this is problematic, including the fact that as long as we keep doing this we will continue to struggle to recruit and retain enriching talent. This candidate has shown no cause to expect he will lead us to a more equitable future. If we aren't ACTING to be an institution that does what it does for ALL, than what are we doing? THAT is NOT the Wisconsin ideal!		1435	6/11/2020 17:02		
Abbie				I am hopeful for the future of the UW-system, and believe we should not judge Dr. Johnsen based on our own fears. This system needs to change, adapt, and survive these times of uncertainty and decline. Anyone who works in education should see that as there main goal.		1434	6/11/2020 17:01		
Jen				Dear Search Committee, I am concerned about Dr. Johnsen's leadership at University of Alaska System. According to Alaska's press, there is a lack of confidence in his ability by the Faculty Senate/Coalition. In addition, his recommendation to close the School of Education after losing it's accreditation, instead of aiming to turn program academics around demonstrates poor decision-making as well as being punitive in nature. I urge the search committee, to review press on his track record. Wisconsin has a strong and long history of distance education from being a leader in correspondence courses to utilizing technology to deliver education. As an instructional designer, his response to the use of distance technologies was uninspiring and lack luster. I also noted that he made a point of saying it must be quality education and driven by faculty. Again, Wisconsin has a strong history and his emphasis should have been on leveraging the good work that has been done in this state. In a complex time regarding diversity, equity, and inclusion, Dr. Johnsen's response's to this question was not acceptable. His personal story of calling his neighbor his "black father" and as a Caucasian male referring to himself as a minority show his lack of reflection on the current dynamics. His comments made it to social media in a not positive way. I urge the search committee to consider starting over. It is unfortunate that other candidates rescinded their applications. This position is to important to allow the only candidate left to resume the position. As a UW graduate and with over 20+ years of experience working at UW-Madison and UW-Extension, I feel passionate about our leadership. Thank you for this consideration and allowing input from stakeholders. Sincerely, [REDACTED]		1433	6/11/2020 17:01		
Jenna				It is imperative that we re-run this search, both for process reasons and because of the merits of the sole remaining candidate. Running a search during the onset of high-mortality pandemic produces a candidate who, by definition, is comfortable abandoning his institution in a period of crisis. This reason alone is sufficient to warrant a new search next year, with multiple candidates. Beyond this: Johnsen is not a sufficient leader for the UW System. His record speaks for itself. The kind of program cuts at UA would destroy the UW System. Every one of Johnsen's responses described someone reacting without challenging or changing the constraints the system faced. At no point did he indicate creative, growth-focused solutions to problems of budget constraint or state divestment. At every point his choices had the largest impact on the wellbeing of the least well resourced and nonwhite members of his state. The residents of Wisconsin deserve so much more.		1432	6/11/2020 17:01		
Nolan				I am very troubled about the entire process, particularly that only one finalist is being considered. I have little confidence that Dr. Johnsen is the right person for the UW system: he has never served as a tenure-track faculty member, had multiple stakeholders vote no-confidence in his leadership beforehand, and oversaw big cuts at Alaska. We can do better and deserve better.		1431	6/11/2020 17:00		
John				Thanks for the opportunity to hear and participate in the review of Dr. Johnson Dr. Johnson presentation was informative and provided content to assess his fit for the position of President of UW System. It is clear Dr. John is an experienced leader. However, it was challenging to evaluate him because he is the only candidate which did not allow for a rigorous comparative analysis and evaluation. Some other areas of concern: 1. Dr. Johnson has never served in a tenured faculty position. Thus, one may question his ability to understand and support faculty in the tenure track process. UW-Madison and the other system colleagues have tenure process that is rigorous and must be maintain. How will Dr. Johnson help in maintaining high standards. 2. Given the racial and cultural diversity in the state of Wisconsin, Dr. Johnson did not show strong valuing of equity, diversity and inclusion. For example, he never mentioned the Native American population in wisconsin. 2. In a time when the system needs to respond to important challenges related to race and class inequality, and needs scholarship to inform that response, Johnsen is a threat to this scholarship based on his track record. He is not fit for this role.		1430	6/11/2020 17:00		
						1429	6/11/2020 17:00		

Note: The "Entry ID" number is a sequential number beginning with the first comment entry number of 566. There are no comments prior to 566. The total number of comments received is 870.

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Samantha	<p>Where do I start? Is it with the flaws in the search process design, namely a search committee that doesn't include a single stakeholder below the level of Provost and only has representatives from three of our thirteen universities? Is it with the fact that we have only a single highly flawed finalist for the very highest position in higher education in our state? Is it with the fact that Johns received multiple votes of no confidence from his previous faculty, is still in the process of slashing programs, and directly contributed to one accreditation loss and nearly caused another? Do I stick to this form's request to "share...comments on Dr. Johnsen's presentation" and highlight how his answers showed him to view education as a commodity, to believe shared governance and our Wisconsin idea worthy of only halfhearted lip service, to be embarrassingly clueless about issues of diversity and inclusion—in other words, to lack experience with or interest in most of the ideas, issues, and values that should be our current priorities? Do I need to say any of this? All of you on this committee know it. We all know you all know it. By persisting in telling us that Johnsen is unanimously your top choice, what you are really telling us is that either a) you WANT someone who is going to decimate our System and particularly our regional comprehensive schools, or b) you're so unconvinced of the value of our System and/or so desperate to just get this over with that you're willing to accept whoever is willing to take the job. Either way, you clearly do not value the UW System or the Wisconsin idea in the way that the faculty, students, and staff who teach, learn, and work on our campuses do, and we are seeing the painful and shameful result of excluding their voices from this process. This whole thing is embarrassing and demoralizing—certainly for us, and I imagine for at least a significant minority of you.</p> <p>I know how disappointing it is to fail a search. But when you are down to only one candidate, and one who is so wildly wrong for the job, what you have is undeniably a failed search. Most of us who are faculty have been in this position and chosen to fail a search rather than make a bad hire, and are now watching in horror as this committee seemingly prepares to go on full speed ahead. Please don't hire this man, unless it is truly your goal to irredeemably erode not only the quality of education but also any remaining trust and morale within the UW System. If you care at all about the future of the UW System, you will fail this search, we will install an interim President, and then we will undertake a new search with input from all major stakeholder groups.</p>		1428	6/11/2020 16:59
Jenna	<p>It is imperative that we re-run this search, both for process reasons and because of the merits of the sole remaining candidate.</p> <p>Running a search during the onset of high-mortality pandemic produces a candidate who, by definition, is comfortable abandoning his institution in a period of crisis. This reason alone is sufficient to warrant a new search next year, with multiple candidates.</p> <p>Beyond this: Johnsen is not a sufficient leader for the UW System. His record speaks for itself. The kind of program cuts at UA would destroy the UW System. Every one of Johnsen's responses described someone reacting without challenging or changing the constraints the system faced. At no point did he indicate creative, growth-focused solutions to problems of budget constraint or state divestment. At every point his choices had the largest impact on the wellbeing of the least well resourced and nonwhite members of his state.</p> <p>The residents of Wisconsin deserve so much more.</p>		1427	6/11/2020 16:59
Maria	<p>Dear Search Committee,</p> <p>I would like to express my concerns regarding the lack of transparency and accountability in the process by which the UW System Presidential Search arrived at its final candidate.</p> <p>Given that the search committee unanimously decided to advance one finalist, the committee should be transparent regarding the reasons why they considered there was no other competitive enough candidate to include in the last stage of the selection process. This is a concerning development, which speaks to a lack of diversity and inclusion in the recruitment and search process, as well as a potential lack of these same values in the composition of the search committee. Indeed, if the process and the committee had been diverse and inclusive, they would have realized the inadequacy of Dr. Johnsen's response to his interview question on diversity and equity, and pressed him to elaborate on his concerning response.</p> <p>Additionally, advancing a single candidate as finalist in the presidential search limits the extent to which the UW System community can make an informed decision and share informed input as to whether the finalist is the best fit for the position. Providing input on a single candidate without having information on what the other options would be, what alternatives the System has, is a rather difficult task. Selection processes are inherently comparative; not having other points of references in this case imposes challenges to the task of making an important contribution in the process due to a lack of information regarding the issues and experience that the committee prioritized in the selection of candidates vis-à-vis the needs, challenges, and priorities of community members.</p> <p>Even if the search committee deems it infeasible to revert or restart the process, I would like to take this opportunity to make a call for greater transparency in future search processes, greater diversity in search committees, and for the eventual President to make diversity and inclusion as much of a priority as the System's economic stability. Furthermore, given that the President is tasked with making difficult decisions that impact students, faculty, and staff, I would urge you to consider ensuring that any of these decisions be made in full consultation with these communities, which have invested so much in our University.</p>		1426	6/11/2020 16:59
Kathryn	<p>I have been trying to figure out why, when there was a strong pool of applicants, Jim Johnsen was chosen as the only candidate to be interviewed. It seems that we wasted \$200,000 on the hiring process. Though there were numerous serious issues in the candidate's work history and forum answers, I will focus here on the few that were the most concerning. I am happy to elaborate on other issues if the search committee would like to hear about them, but I understand you will be reading many comments and am attempting to keep it brief.</p> <p>First, I do not think we can, in good conscience, have a UW System President who has the Department of Homeland Security on his CV. Our students, DACA-eligible, undocumented, and everyone else, deserve better.</p> <p>Next, there is a reason he has had several votes of "no confidence" in his performance at Alaska. Instead of opening a dialogue with students there, he talked down to them (see his public comments in news articles on the topic).</p> <p>I attended the forum in real time and was horrified at many of the candidate's answers. We need a UW System President who is actively anti-racist and constantly working on their whiteness and how that shows up in the room. "I had a black neighbor who took me to baseball games when I was a kid and recently called me his white son" is not an answer an anti-racist UW System President would ever utter. Jim Johnsen does not have the skills to lead the UW System on issues of race and marginalization.</p> <p>Finally, his responses on shared governance were lacking. He did not seem to understand what shared governance means in a Wisconsin context, and based on his performance I believe he would contribute to the erosion of shared governance. This search has failed. Please conduct a new one, and put it in the hands of people who work here rather than outside firms.</p> <p>Thank you for your time.</p>		1425	6/11/2020 16:59

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Abby	<p>I am very proud to be a student within the UW System and to have the professors that teach me valuable skills, including critical thinking. It was my classes in the Humanities Department that got me passionate about several of the issues that I am today, including politics and social justice. This being said, I cannot, in good faith, support Dr. Johnsen as the UW System President after his comments on a Classics degree being a worthless major.</p> <p>Additionally, I was extremely disappointed in Dr. Johnsen's inability to recognize systemic racism. His response that he understands what minorities go through because he has been the sole white person in a group before is problematic and disheartening to hear. For these reasons, I believe that the Board of Regents should not vote Dr. Johnsen in as the next president of the UW System, but instead conclude that this was a failed search and begin the process over again.</p>		1424	6/11/2020 16:59
Catherine	<p>Hello,</p> <p>I am deeply disturbed that a presidential search can end with only one finalist candidate, let alone a candidate who is wholly unqualified for the position and who is out of touch with the faculty and student populations. The fact that he has received votes of no confidence by people at multiple levels at his previous institution only further indicates that he is not qualified to become the UW System President and should not have been a finalist in the first place.</p> <p>Dr. Johnsen should not be considered for this position and the Committee needs to restart the search for UW System President.</p> <p>Best, Catherine</p>		1423	6/11/2020 16:58
Dominic	<p>I feel that the statements made by Jim Johnsen on the topic of diversity illustrate a severe disconnect from what is needed for him to fully be an example of the Wisconsin ideal and a representative of this system. Given that he is the only finalist for this position and that faculty, students, and the community have had no say in the process for him to reach this finalist position I feel that something is severely wrong with the process that has occurred. Additionally, given the multiple letters of no confidence that have been written in regards to him holding this position I feel that something must be done.</p>		1422	6/11/2020 16:58
Elin	<p>It is hard to judge Dr. Johnsen's presentation in a vacuum, with no other candidates to compare it to. I am concerned about the process of this hire. How is there only one candidate for this key position? It is my understanding that students, faculty, and staff were not included in this search as they traditionally are. From Dr. Johnsen's presentation, he seems focused on business and legislative relationships, without much attention given to the needs of faculty, staff, and students.</p>		1421	6/11/2020 16:58
Rob	<p>I would like to see the search re-done with input from student, faculty, and staff representatives.</p> <p>After reviewing Dr. Jim Johnsen's CV and documented work experiences, after carefully considering the impact of his leadership at the University of Alaska and other groups, and after attending the virtual UW System Campus Forum, I encourage you not to offer the position of UW President to Dr. Jim Johnsen.</p> <p>I ask you to declare this a failed search for UW President.</p> <p>I ask you to restart this process and to commit to using a diverse group of faculty, staff, and students in all parts of that search, screen, and selection.</p> <p>I have worked to approach this nominee with an open heart and open mind. I cannot make any judgments about the quality of Johnsen's personal character, but I do not think that either his experiences at the University of Alaska or his responses to community questions demonstrate his ability to be a good leader of the UW System.</p> <p>Here are a few of my greatest concerns:</p> <p>—</p> <p>1. Johnsen has not articulated a way to address systemic racism on our campuses and in our communities.</p> <p>During the Campus Forum, Johnsen spoke about the need for diversity and inclusivity, but he did not address how an institution like the UW System can work toward equity in a meaningful way. He attempted to demonstrate his commitment to principles of racial equity by discussing his personal relationships with people who are racially minoritized.</p> <p>He spoke of the plan to provide scholarships to the top 10% of each high school across the state as a form of affirmative action. This "solution" to racial inequities is based on racial segregation. This race-blind policy does not provide a meaningful answer to how a university system can work to overcome systems of inequality.</p> <p>As the President of University of Alaska, Johnsen has been a leader of a system that perpetuates racial inequities in public higher education. Please view the six-year graduation rates broken out by racial/ethnic group from the National Center for Education Statistics:</p> <p>https://nces.ed.gov/collegenavigator/?q=university+of+alaska&s=all&fv=102553+102614+102632</p>		1420	6/11/2020 16:58

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Adam	<p>I have been part of the UW System from August 2004 to the present. During that time, I completed an MA and PhD at the University of Wisconsin-Milwaukee. I also worked in various capacities at UWM; my positions included Graduate Teaching Assistant, Project Assistant (in the Center for International Education), and writing tutor. Since August 2014, I have been employed as a full-time Lecturer at the University of Wisconsin Oshkosh.</p> <p>During my sixteen combined academic years as both employee and graduate student, I have witnessed ongoing damage to the UW System as a result of budget cuts and other legislation enacted at the state level.</p> <p>At this moment, the system needs a President who will work to preserve and protect each UW campus, especially the ability of each four-year campus to offer a comprehensive education, rather than a limited number of specializations (as proposed by Ray Cross, who is the outgoing president). The system does not need a President who will continue to slash funding, consolidate campuses, eliminate teaching positions (particularly the ongoing reduction of tenure-track faculty lines), and minimize shared governance.</p> <p>The search for a new president of the UW System was conducted without input from faculty, staff, and non-Regent students. The secretive nature of the search makes the results - in this case, the identification of Jim Johnsen as the single finalist - unacceptable.</p> <p>Beyond the flawed process of the search, Jim Johnsen's record makes him particularly unfit to lead the UW System. His record at the University of Alaska is appalling. UA faculty, staff, and students all had votes of "no-confidence" against Johnsen. His primary agenda seemed to be consolidation, which led to program elimination, accreditation issues, and an overall lack of trust among UA employees and students whose views appear to have been marginalized. What Johnsen offers is precisely the opposite of what the UW System needs at this particular moment.</p> <p>I strongly urge the Board of Regents to reject Johnsen's candidacy for the position of UW System President. I strongly urge the Board of Regents to enact a new search that is guided by input from faculty, staff, and students across the UW System.</p>		1419	6/11/2020 16:58
Allison	<p>Dr. Johnsen mentioned many times throughout his interview that he is committed to addressing racial injustice, supporting policy research and building relationships with diverse communities. But when asked directly what knowledge and experience he had in addressing these issues and supporting UW's commitments to Diversity, Equity and Inclusion, he responded with an "I had a Black friend once" story and a "one time I was the only white person" story. Though these may have been formative relationships and experiences for Dr. Johnsen, it tells us absolutely nothing about his understanding of the racial climate in the UW System or actual policy decisions that he would support. Though he continued to mention that he would support social justice research and policy research he provided no examples of said research indicating that he likely has not read it. UW schools have historically struggled with positive racial climate and administrative inaction have only perpetuated feelings of non-belonging in Black students. Wisconsin has some of the largest Black/white disparities in the country with incarceration rates, housing, and employment/income. All people of color but particularly Black people in the UW System deserve a UW System president who understands the issues he will face and the policy change he has voiced his commitment to. This necessary especially at this moment in history as we are experiencing a nationwide response to the murders of George Floyd, Breonna Taylor and Ahmaud Arbery. I would expect that Dr. Johnsen be further questioned on his understanding of racial inequalities in Wisconsin and what specific actions he intends to take to improve race relations in this state through the powerful role of UW System president. If he is not able to respond with adequate understanding I do not feel that he is right for the position.</p>		1418	6/11/2020 16:57
Evan	<p>Dr. Johnsen's multiple votes of no-confidence from the University of Alaska system should be sufficient reason to disqualify him from the job at UW, let alone being the only final candidate. One of the major justifications of a university education is that the lessons learned from the past are not forgotten in the present. Here we have an example of a candidate with a bad history that seems to be brought in just to take the fall for budget cuts. Let us learn from the Dr. Johnsen's history with the University of Alaska and find better qualified candidates to lead the UW system through this difficult time.</p>		1417	6/11/2020 16:57
David	<p>We should have greater than 1 finalist for such a high profile position. Please fail this search and start a new search with faculty, student, and staff representatives on the search committee.</p>		1416	6/11/2020 16:57
Guolong	<p>We need more finalists in order to make a final call. A new search should be enacted.</p>		1415	6/11/2020 16:57
Daksh	<p>- His own faculty recommended that he be suspended FOUR TIMES - Under him, the total six-year grad rate for those seeking BA-degrees was 30% and the Black six-year grad rate: 20% - Even in his interview he showed no regard for racial equality or for addressing sexual harassment issues (65% of students reported sexual harassment/assault from UA employees) - 88 % of UAA Faculty Respondents, 74 % of UAA Staff Respondents and 58 % of UAA Student Respondents had "little" to "none at all" confidence in the Leadership of President Johnsen - The oppression of regional leadership in combination with outcries from students, faculty, and staff caused the Northwest Commission on Colleges and Universities (NWCCU) to send a letter to the UA Board of Regents noting lack of compliance with Accreditation Standards 2.A.1 and 2.A.2</p> <p>UW's reputation will be negatively impacted if he is appointed. A new search is warranted.</p>		1414	6/11/2020 16:57
	<p>I must begin by stating my great disappointment in the way this search was carried out. The exclusion of faculty, staff, and student participation in the search committee directly contradicts principles of shared governance - minimum relative democratic participation in the selection process for the leader of the entire UW System, a university system that it seems must be reiterated, is a public university system - yet we, the center of the UW System - were excluded. For whom does the UW System exist? The students, the faculty and staff, the families of WI. Yet, it was just that central constituency that was excluded this process. How is it possible that not one faculty member, staff member, or student was permitted to participate directly in the search and screen committee? What was there to hide in this process? This process has been extremely disappointing and disheartening. Our colleagues in academia around the country are looking at this situation and shaking their heads, along with us.</p> <p>I viewed the 90 minute interview that we - faculty, staff, students - were permitted to view. While the candidate did a fine job of answering the questions superficially, a truth depth of response was not forthcoming. And, in this case, given the irregular way in which this search was handled and the extreme crisis in the candidate's own university system, in depth, more extended replies were more than necessary. The impression was he said, in those very limited 90 minutes, what he knew we wanted to hear. The underlying reality, which he did not address, was his role in the situation of crisis at his own university system, the votes of no confidence at the two largest institutions in his system, his business background and his complete lack of experience actually teaching in a tenure track position at a public university, the relatively small size of his university system in contrast to the UW System and the logical question: if he is not able to satisfactorily lead a much smaller system with greater public funding support, how does he expect to be able to take on a system that is 5 times larger with much less public funding. It would seem his plan is to carry out the very questionable and potentially damaging "blueprint" put forth by current President Ray Cross. A plan, which like that of Act 10 during the Walker years, is being rushed through without time to discuss it, yet it, work together to create a truly positive and productive and inclusive "blueprint" for UW System moving forward. This candidate, who is not welcome at his own university system, will now seek a way out of Alaska and into a much greater, more prestigious, and important position in Wisconsin? No thank you. This should be considered a failed search and a new one begun in which there is direct participation in the search committee of faculty, staff, and a student representatives.</p>		1413	6/11/2020 16:57

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Carol	<p>I listened to the campus forum with Dr. Johnsen. A couple of orange flags (not truly red) raised for me in his answers. There were a couple of times that he spoke slightly disrespectfully of his experiences in Alaska, one in particular on the "oil money handout".</p> <p>More importantly, I did see two very unfavorable reviews online of Dr. Johnsen, including an overwhelming vote of no confidence in his leadership in 2017 and again in 2019. Two votes of this nature suggests that we're looking at taking on a serious problem leader.</p>		1412	6/11/2020 16:56
Sebastian	<p>Please call a failed search and include faculty in the new search for full shared governance. I believe that the single remaining candidate, Dr. Johnson, is unqualified for this critical position, especially in a time of crisis. We need strong leadership for the UW System.</p>		1411	6/11/2020 16:56
James	<p>I write to share my concerns both with the process and the substance of this presidential search. I urge the Regents to declare this a failed search, and start again with a far more inclusive process.</p> <p>Regarding the process, I just want to say that I thought carefully about submitting this comment, because I have absolutely no logical reason to believe that anyone will read it in time, nor weigh the value of what I have to say. Instead I have every reason to believe the opposite: that my submission of this comment will be counted as "participation" in order to validate the process. In other words, the fact of my participation will be used against my express intent in participating. The speed with which the process has been undertaken, the exclusion of faculty and students from the search committee, the lack of seriousness of the questions presented in the short interview video, and the fact that there is somehow only one finalist in the pool of finalists (from which the Regents will choose . . . one), all point to a complete disinterest in including input from anyone – staff, faculty, students – who is not a Regent. Add to these pre-existing concerns the fact that the telephone conference in which the Regents are going to choose the next system president is scheduled to begin eighteen hours and forty-five minutes after the input is due, and you will forgive me if I doubt that my input will have any meaning whatsoever. If someone is indeed reading these words before that vote, you should know that I believe that I am being asked to participate under false pretenses.</p> <p>I have been a part of several search committees; these include hiring committees for staff, search committees for tenure-track faculty, for administrative positions up to the level of college deans, and positions in the office of the Provost. Of course none of these are as serious as choosing a system president. And yet every single one of them was conducted with more deliberation and openness than this search for the top leadership position in the entire system. Certainly all of the faculty and administrative searches in which I have participated, had they resulted in a single finalist, would have been scrapped as failed searches; presenting a single candidate to the constituency of the campus as a fait accompli erases the rights of the campus community to themselves observe and weigh the qualities of the candidates against each other.</p> <p>But it is not just the process that is a problem; I find the substance of the interview to be troubling. The sole candidate's responses to difficult questions were anecdotal and unserious, and largely unresponsive to the recent history of the Wisconsin system. For example, the candidate proposes improving relations between legislators and the UW system by meeting with legislators, possibly on their home turf. This is not a serious response; it does not address the issue in a meaningful way, and does not indicate an understanding of the complexities of the political history that have brought us to this moment. Even worse, I found the response to the question regarding the liberal arts exceptionally limited and even a bit offensive; framing the utility or practicality of a classics education as providing entertainment in the form of a podcast. This response indicates that the candidate is in fact a very poor pick to explain to the public why the liberal arts should be taught in a modern society, denigrating the students and teachers of the liberal arts as court jesters or entertainers.</p>		1410	6/11/2020 16:56
Ian	<p>Even a basic approach to explaining the usefulness of the liberal arts and humanities to a skeptical public would work better than this anecdote. I can do this better in the ten minutes it takes I strongly disagree with how the UW System president search was conducted and its result.</p> <p>The lack of diversity on the search committee and the lack of staff, faculty, and student(s) on the committee demonstrate the incompetence of the Regents leading the search and shines an embarrassing spotlight on an institution that struggles with diversity in the middle of the largest national reflection on access and inclusion for POC. That there is only one finalist, and it is a White male, clearly demonstrates to me that the search failed and the committee was not capable of attracting a talented and diverse pool of serious applicants. The search must begin again, with a new and inclusive committee.</p> <p>Dr. Johnsen himself indicated that leadership demands a team effort from across the system, including faculty and staff. He has failed, spectacularly, to procure this trust in leadership at his current institution -- why would that change in Wisconsin? He touted his reputation as a negotiator (only 20% cuts instead of 40%), but was apparently flat-footed about the budget issues at his current institution. UW System needs a Forward-thinking leader that has the trust of their largest employee group (staff and faculty) and the savvy to position UW System for success and sustainability. Dr. Johnsen has neither.</p>		1409	6/11/2020 16:56
Edgar	<p>The committee needs to declare a failed search. For a number of reasons, Dr. Johnson would be an illegitimate president whose appointment would damage the credibility of the system and would devastate morale across the system. The reasons for this are as follows:</p> <p>The committee's work has been far too secretive.</p> <p>Students and faculty have not had meaningful input on the selection process.</p> <p>The fact that there was only one finalist presents the image that Dr. Johnson's appointment is a foregone conclusion, without giving anybody in the system or in the state to respond.</p> <p>Dr. Johnson is completely unsuited to the job. He has been subject to two votes of no confidence and his most outstanding achievement has been the implementation of devastating cuts to the University of Alaska system.</p> <p>The UW system is going to face serious challenges in the immediate future and for the foreseeable future. Dr. Johnson will not have the confidence of anybody in the system and without that support he will not be able to help the system through some of the greatest crises we have faced.</p>		1408	6/11/2020 16:55
Megan	<p>I write to strongly oppose appointing Jim Johnsen as president of the UW System.</p> <p>We have here what is called a failed search. Our laws, shared governance, ethics, best practices, and personal morals all oppose an appointment of a candidate at this level from a search where there is only ONE finalist. While it may not be technically illegal, and only because of recent and unconscionable changes to our honored procedures, this search and process are unethical and not competitive.</p> <p>Are we to accept, as well, a candidate that has failed another state university system in myriad ways? That cannot answer questions about race and diversity and professionalism without embarrassing himself and everyone on the committee? Put Johnsen against other competitive candidates, and he would fail in getting this position. Don't be party to someone FAILING UP. Don't fail the people of Wisconsin and the students of the UW system.</p>		1407	6/11/2020 16:55

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	
Mark	<p>Hello,</p> <p>I am deeply concerned and opposed to Jim Johnsen's candidacy for the UW System President. Three points that I find particularly troubling:</p> <ol style="list-style-type: none"> 1) Racially tone deaf. When asked in the video about his commitment to diversity and inclusion, he talked about how he had a black neighbor once. Wisconsin is the most segregated state in the US. The University of Wisconsin has consistently failed and undermined their black and minority students. Hiring a President who is dismissive of racial problems is a huge step in the wrong direction. 2) His multiple votes of no-confidence in the University of Alaska system should make him a non-starter. 3) The search process was a farce. There was no representation from faculty, staff or students in the search. The search committee was exclusively white people. You've only chosen a single finalist. You've demonstrated a clear and blatant disregard to select somebody who truly represents the UW community. <p>I have no doubt you'll ignore this email (also the considerable push back against Jim Johnsen) and hire him anyway. My only hope is that everyone involved in the search process takes a good long look in the mirror and thinks about your life choices.</p>		1406	6/11/2020 16:55
Andrew	<p>I write to express my concern about the selection process for the System President. The University of Wisconsin is a diverse and dynamic educational enterprise. It is impossible to fully capture the needs of this community and the appropriate person to represent it by advancing only a single candidate. Moreover, this candidate was picked without student or faculty input and brings a troubled record from their prior post. Without the standard question and answer sessions (of for that matter, more than 24 hr allowed to comment at all), concerns cannot be raised and the candidate does not have the opportunity to explain or respond. While COVID19 has certainly impacted the search, it would be pennywise and pound foolish to pick the only remaining candidate. This choice is too important to be made by default.</p>		1405	6/11/2020 16:55
Peter	<p>Under absolutely no circumstances do I want this destructive and person to be in any way affiliated with the University of Wisconsin-Madison.</p>		1404	6/11/2020 16:54
Bianca	<p>President Johnsen would not be a good choice to lead the UW system. I, and other colleagues, believe that he will come and cut important programs- namely Ethnic Studies programs, Sociology, Gender + Women's studies as he has done in Alaska. This is not the leadership we need.</p>		1403	6/11/2020 16:54
Dhaneshvaran	<p>Dr. Johnsen's presentation and response to questions showed a serious lack of understanding of major racial and social issues that must be addressed throughout the UW system. He has a poor track record from his time at the University of Alaska, with disapproval from almost all levels. His stance to justify that he is "not racist" for having a black neighbor is hugely mis-informed and insensitive. He is in no way qualified to lead the UW system and advance the Wisconsin idea. Please re-conduct a search and present more than one finalist.</p> <p>I watched the entire interview with Dr. James Johnsen, and also did background reading about his time as President of the Alaska University System. Given his history in Alaska, and also the way that he answered (or didn't answer) many of the questions posed to him, I feel strongly that Dr. Johnsen should be rejected and that this search should be declared failed.</p> <p>The elephant in the room is Dr. Johnsen's extremely checkered history in Alaska. In October, 2019, the University of Alaska - Anchorage Faculty Senate passed a resolution recommending Johnsen's removal, citing his refusal to listen to and act on concerns of campus administrators and shared governance leaders, his misguided pursuit of centralizing administrative functions, and his fast-tracking the academic review process. These are exactly the same concerns UW-System faculty and campus administrators have with outgoing UW-System president Ray Cross. It's appalling to think that the Board of Regents would even consider Dr. Johnsen's application in light of these stains on his reputation. Moreover, the 2019 UAA resolution followed a 2017 no-confidence vote against Johnsen, and a campus-wide survey of UAA faculty voiced their overwhelming desire to remove him from office.</p> <p>When asked specifically about the no-confidence votes and the faculty resolution against him, Dr. Johnsen explained how the Alaska System administration has more authority than UW Regents do, betraying his authoritarian outlook on these matters. He also claimed that he has received strong legislative support in the midst of the controversies in Alaska, but he never responded to the main thrust of the question. One would think he might want to refute the claims of his opponents in Alaska, but he didn't even bother to do this.</p> <p>In response to student question on the issue of shared governance, Dr. Johnsen sidestepped the issue of relationships with faculty and talked down to the student as if he were an 8th grader. Dr. Johnsen's lack of awareness about how to respectfully talk to college students is a further concern.</p> <p>In his opening statement, Dr. Johnsen claimed to be interested in meeting with shared governance leaders. But he spent more time, and showed more enthusiasm, while talking about listening to business leaders. Later, when discussing solutions to the Covid-19 crisis, he talked about stockpiling Chromebooks, and boasted about his telecom industry experience. This is backwards—instead, he should have declared his conflict of interest around this issue.</p> <p>Finally, Dr. Johnsen seemed to completely lack any understanding of Wisconsin state politics. At one point he claimed that Wisconsin Republican and Democratic legislators had a common, supportive vision for the UW-system. This statement showed him to be either incredibly unaware, or willfully misleading. When he cited his positive relationship with Alaska legislators, unspoken was the fact that these legislators are currently pushing through the largest cuts to the U of A system in history, resulting in the elimination of 39 academic programs.</p> <p>Dr. Johnsen's record and vision may be in tune with certain anti-UW-system elements within Wisconsin, but he is enormously out of step with the views of a majority of Wisconsin residents, and he is drastically at odds with the vast majority of UW-system stakeholders, including students, staff, and faculty. For these reasons, he should be boldly rejected for the position of UW-System President.</p>		1402	6/11/2020 16:54
Robert	<p>Hello,</p> <p>I would like to respectfully request that Jim Johnsen is not considered for this position as he appears to be wholly unqualified and has many no confidence votes from the Alaskan University System and the students at those schools.</p> <p>I ask that you open up a new search and conduct the search in a more thorough and transparent manner. In this particular climate, Jim Johnsen would not be an effective leader and I believe he would bring worse graduation rates as well as strip departments that are already struggling of the support that they need.</p>		1401	6/11/2020 16:54
Kendall	<p>Thank you,</p>		1400	6/11/2020 16:53

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

	YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id	Entry Date
Jessica	<p>Greetings, and thank you for the opportunity to comment on the candidacy of Jim Johnson for UW System President.</p> <p>I'm writing to urge you to close the search without hiring Dr. Johnson. My comments are based on several grounds:</p> <ul style="list-style-type: none"> - The search process was illegitimate because the committee did not include student, staff, or faculty representatives. Not only does this break decades of precedent, it communicates the profoundly negative and consequential message that those whom the university serves (students) and who make it run (staff and faculty) are of no matter to the system itself. I have served on numerous search committees, and a core tenant of every committee I have been part of is to have representation from the constituents that will be most impacted by the hire. - The search process resulted in only one finalist, leaving no actual options for consideration. - Many of the statements from Dr. Johnson's interview are at odds with information available about him from external sources. For instance, he touted his role in negotiating faculty contracts, and yet faculty at the University of Alaska Anchorage have voted no confidence in him. Similarly, when asked about managing representation from multiple universities within a system and shared governance, he voiced support for local leaders and yet within the UA system there have been allegations that he has controlled chancellors' communication. There are other examples of significant gaps between what Dr. Johnson said in his interview and the public record about his actions in his current position. - Dr. Johnson's comments about diversity were heavy-handed and did not show sensitivity or understanding that reflected the complexity of our present moment with respect to national conversations about racism, structural violence, etc. While I appreciate that he has had positive personal experiences with people of color (e.g. the African-American military man who took Johnson under his wing when Johnson's father was in the war), his examples didn't speak to addressing structural inequities, making BIPOC feel welcome on campus, building cultural competency as a basic skill for navigating the world, or anything else that reached beyond his personal experience. White Wisconsin students are desperately in need of such skills, and students of color feel unwelcome and underserved on our campuses. These are enormous issues that Dr. Johnson seems ill-prepared to handle. <p>We can do better. And doing better includes recognizing when something hasn't worked and then being willing to try again.</p>		1399	6/11/2020 16:53
Merry	<p>I am deeply concerned that this Jim Johnson is is "only" final candidate for UW Systems - his answers to many of these questions, especially the question about diversity and inclusion, were sorely lacking. His story about his "black father" was a terrible answer and akin to the typical "I have black friends so I'm not racist" white response. His track record is already against him in serving students of color, and his lack of practical expertise about ACTUAL implementation of policies that increase diversity and access was even more obvious from this session.</p>		1398	6/11/2020 16:53
William	<p>I say this as someone who has served on about a dozen search committees over six years including instructors, advisors, mental health counselors, etc, under both the UW Colleges and UWGB. I say this as someone who supported those committees' decision when it did not always pick the finalist candidate that was most popular after an open forum or when there were doubts about the best candidate and yet we went forward because we did not believe we could find a better candidate or that we could stand leave a position vacant. I say this as someone who tried to remain open-minded and optimistic despite the exclusionary and secretive search process and surprised at the announcement of a single finalist. I say this as a newly tenured associate professor of physics at UWGB knowing that openly making these comments make prove detrimental to me one day. I say this as someone who intends to spend decades yet working for the system to serve the state and wants to see it succeed. I say this as someone who has worked in countless committees, working groups, and service roles and knows how difficult it can be to communicate to a large community news from privileged conversations. I say this as someone whose service work affords a deeper than average understanding of the workings of a university so that I do not think my request is too idealistic or unrealistic. I say this as an alum of UW Madison that expects better if I am expected to continue donating to or otherwise supporting the university. I say this as someone in a STEM field who would likely see direct benefit from program cuts and redistribution of resources that I fear would happen under this candidate as system president. I say this as someone who, through my own personal experience and my interactions with community members, including employers, think the best way to achieve the workforce development goals of the system is to protect the liberal arts in a way I do not think this current candidate can despite his claims.</p> <p>I say all this in hopes that you take my concerns seriously and do not write them off as too short sighted, ill informed, self-centered, politically motivated, or otherwise not worthy of your time.</p> <p>My reasons for supporting a failed search include objections to the finalist in particular and to the damage done by the mature of the search itself, including the feedback collection process, which are at times intertwined.</p> <p>My first objection to the finalist is that his work experience and qualifications are far from what I expect for a leader of an entire university system as prestigious as the UW. Most concerning is that a university system, "whose primary mission is academic in nature," deserves a leader intimately familiar with this work. Limited adjunct instruction and working with faculty does account for this necessary experience. The university president should be someone who has demonstrated the ability to earn tenure by teaching at a high level and conducting research at a high level over many years, ideally with a PhD, and so that other terminal degrees and extensive administrative experience are seen as a plus and not in place of this core experience. I will also note the particular administrative academic experience the finalist possesses does not particularly demonstrate leadership at the level I would expect, it is also fairly narrow among the broad areas of a whole university. In fact, some of the specific roles, such as those in which he negotiated with faculty, may have set him up to be in opposition to faculty without any way for him to truly empathize with them.</p>		1397	6/11/2020 16:53
Ashlee	<p>I also have objections stemming from the open forum interview. First, the candidate's performance was mediocre at best, honestly subpar. I do not mean in terms of the soft skills for giving a</p> <p>As an alumna of UW-Madison, I am incredibly disappointed in the way the UW System has approached hiring a President. I refuse to believe there was a lack of non-white, non-cisgender male candidates who were every bit as capable without the history of dismantling university programs systematically.</p> <p>His words regarding diversity and inclusion are remnants of a world we no longer live in and would lead the university to a regressive attitude, continuing the damage started by former Governor Scott Walker and his actions towards the system. Under a Johnson administration, I see nothing but continued brain drain from some of the best scholars in the nation, a lack of education in necessary subjects including Geography, Sociology, African-American/Black Studies, and other disciplines which alumni hold degrees--long considered to be prestigious in many circles, to be tarnished. As an alumna with a degree in Anthropology, it was my education at UW-Madison that made me capable of handling leadership roles as well as academics as I pursue my PhD; I am not sure the same school would give this ability under a Dr. Johnson administration.</p> <p>I am asking you to restart the search for a better, inclusive and diverse candidate. One that reflects the times we are moving into, not one of years past. If the UW system is to continue into the future, we must have a candidate that embodies this. Dr. James Johnson does not. Faculty and staff should all be included on this committee, as well as seeking student input. If students are to be the direct recipients of his actions, they must be represented further.</p> <p>As an alumna, I know this system can and must do better.</p>		1396	6/11/2020 16:52

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Kari	<p>I'm concerned by Dr. Johnsen's language when talking about Milwaukee. He referred to that region/neighborhoods as "rough." Neighborhoods are not rough, cities are not rough, people are not rough. Living with institutional and systemic racism is rough. Living in poverty is rough. I'm afraid Dr. Johnsen's view of communities is not one in which will raise the University of Wisconsin System up as a leader to address our state's most pressing needs around equity and educational access.</p> <p>I'm also disappointed that the search and screen did not include faculty, staff, or students.</p> <p>Only having one finalist is also concerning. I wish better for our state and our universities. Wisconsin deserves better.</p>		1395	6/11/2020 16:51
Anastasia	<p>To the committee -</p> <p>Based on the presentation and Dr. Johnsen's previous performance in academic leadership, we cannot bring Johnsen in to lead the UW System. Several votes of no confidence during his work in Alaska brings seriously into question his abilities to work with and communicate effectively with the campus community there. There is no evidence that this would change. Additionally there is not a demonstrated commitment by Johnsen to address very real challenges of bringing the UW System in to the future where it is a better environment for historically underserved and excluded communities. Radical and progressive change is required for the UW System and Johnsen represents none of that.</p> <p>With no other candidates and little to no consultation with campus representatives - the committee must restart the search for a system president.</p> <p>Thank you</p>		1394	6/11/2020 16:51
Eric	<p>I am not confident in Jim Johnsen's ability to support and improve the UW System. Johnsen's record with the University of Alaska system was mixed, leading to multiple votes of no confidence in his ability to lead. Further, his presentation was tone deaf to social justice issues, and I found many of his comments patronizing and elitist. I do not support the UW System Presidential Search Committee's decision to exclude students, staff, and faculty members from the search, as it excludes the majority of people affected by this important decision.</p> <p>I believe the Search Committee should conduct a new search incorporating input from the UW System Community. Candidates for this important position should reflect our proud Wisconsin values and aim to serve the entire UW community. Jim Johnsen will not support an inclusive, equitable, or open environment. Setting aside his past actions, the Community at large has repeatedly opposed his appointment, and, if a new search is not conducted, Johnsen's and the Search Committee's legitimacy will be continually questioned. A new search that actively involves students, faculty, and staff is of benefit to all members of the UW Community.</p>		1393	6/11/2020 16:51
Colin Uma	<p>Jim Johnsen's record at the University of Alaska alone makes him a poor candidate for UW system president. During his online interview, he spoke of the need for healing and voiced support for shared governance. This rings hollow when set alongside multiple votes of no confidence from stakeholders in the system he currently leads. Such votes are extraordinary measures, taken only as a last step when attempts at good faith negotiation have failed. Hiring Johnsen in spite of recent votes will send a clear signal from the board of regents that they have no intention of cooperating with the people who study and work for Wisconsin's public university system.</p> <p>Those of you who selected such a candidate as the sole finalist for this position may be expecting such criticisms from faculty. For that reason, set aside questions of shared governance for a moment and consider his performance during the interview yesterday with regard to questions of racial equity. His answers on that topic were simply embarrassing. Here is a candidate who knows how to voice platitudes about working together while acting in the interests of those who seek to shrink our public university system against the wishes of faculty and students alike. In a word, he knows how to talk the talk. When it comes to racial justice, he fails miserably at talking the talk. Thinking stories about a black friend and being "a minority" at a majority indigenous organization are appropriate to include in his answer on a question about diversity suggests that Mr. Johnsen will be a public relations disaster. This is a transformational moment in the history of the United States. If your candidate cannot live up to this moment in even the most superficial way, he will be a disaster for the university system he wants to lead and, more than likely, for the program of reform that he is being hired to implement.</p> <p>In his interview he showed no regard for sexual harassment issues</p>		1392 1391	6/11/2020 16:51 6/11/2020 16:51
Meredith	<p>I am extremely concerned by this entire process:</p> <ol style="list-style-type: none"> 1) no faculty or staff representation on the search committee is unacceptable and this search should never have gotten underway without it. 2) Dr. Johnsen has an abysmal reputation in Alaska, with multiple no-confidence votes on his record. Why is he being touted as a serious option here? 3) If you are interviewing for an executive level position at a huge university system and don't have a good answer to a pretty baseline DEI question, have you either not prepped for your interview, or do you genuinely have nothing to contribute? And being the "minority white employee" and having a black friend are not strong examples of your commitment to diversity, equity, and inclusion. This has always been important, but recent events and protests have sharpened the focus on this issue even more. We need a leader who is extremely thoughtful about these topics and others, and I saw no convincing evidence in the video that Dr. Johnsen is such a person. <p>This is a failed search. Present us with a variety of much stronger candidates next time, please.</p>		1390	6/11/2020 16:50
Ellen	<p>I am deeply concerned with both the process and the finalist for the UW System President. While I appreciate the difficulties in conducting such an important search during a pandemic, a search the results in one finalist may need to be a failed search. Furthermore, the lack of transparency and shared governance involvement is problematic. A search of this nature should, at a minimum, should include feedback from and interaction with shared governance organizations within the UW System. Moreover, faculty, staff, and students should have had representation as well.</p> <p>In terms of the finalist, Dr. Johnsen is extremely problematic. He's had multiple votes of no confidence at his prior institution. While he talks about building a relationship with legislature, he's track record shows a 41% cut in funding. How is this building a good relationship for the UW? He also lacks vision with how to work across institutes of higher education in Wisconsin.</p> <p>While the UW System is working toward Inclusive Excellence, having Dr. Jim Johnsen as the president would be a major step backwards. His answer to diversity related questions were appalling, at best. A white male is not a minority. Knowing an African American family and having a "black daddy" is an unsatisfactory and offensive answer. Especially in within the lens of Black Lives Matter and the civil unrest in Wisconsin, the nation, and the world, Dr. Johnsen is a terrible and unqualified finalist for the UW System President.</p> <p>I stand with the hundreds of my colleagues, the Women and Gender Studies Consortium, the Wisconsin Chapter of the American Federation of Teachers for Higher Education, and several elected officials in urging you to fail this search. Please. Dr. Jim Johnsen has not demonstrated the ability to oversee the University of Wisconsin.</p>		1389	6/11/2020 16:48

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	
	<p>Thank you for your hard work in conducting a search during a pandemic, and given the difficulties of promoting higher education at a time when support is difficult to engage. I am sure you, like me, are operating in good faith that the leadership of a statewide system of higher learning of the caliber of the UW is nothing to take, or staff, lightly.</p> <p>It is out of this shared love of the Wisconsin Idea that I write in deep despair about the efforts of your work. I am highly troubled by both the process and the "choice" of candidate ("choice" implying alternatives, which of course, have not been presented.)</p> <p>I have been a woman in academia since 1992. I have worked in the UW -System since 2002. I have taught thousands of women and people of color in programs that will, if this candidate is chosen and current blueprints are enacted, likely end up on the chopping block. For 20 years, I have attempted to offer those students, myself, and my colleagues hope that our leadership all over the nation, let alone at the campus/system/state level, will finally begin to look like the rest of the state, student body, the U.S., and humanity. I talk about representation, power, class, race, and aspiration to hundreds of first-generation students each year. I literally teach them how to write, speak, and read the language of empowerment.</p> <p>In reality, I am less than empowered. I make what, at some institutions (even in the UW), is a starting salary even though I am a Full Professor in my 18th year of service, despite my numerous teaching awards, literary accolades, founding a landmark UW program, and engaging in transformative community service recognized nationally. I work with a handful of colleagues of color in one of the least-diverse state systems of employment, with some of the largest gender disparities in salary, in a state that ranks #1 in racial disparities in the U.S.</p> <p>But I took this job nearly 20 years ago because of that hope I teach my students, and I and our programs have been able to thrive despite all the cuts our system has weathered. Until now, I was confident that our leaders--you, the Regents--were our advocates.</p> <p>Instead, the committee offers up, as a "choice," a single white male whose current job earned him "no confidence" votes as he gutted a statewide system.</p> <p>Dr. Johnson's recent UW interview shows an alarming lack of preparedness to deal with the press, and public—including the voters, the legislature, the Governor, potential students—when asked about race, class, access, funding, admissions, or any of the real problems our students, faculty, staff, and campuses are facing right now. He offered no ideas, no vision, and no substance.</p> <p>All told, Dr. Johnson is the embodiment of a hatchet. I can't believe the committee-- the stewards of our future-- look to the possibilities of what our system could be, and out of all of that potential, select someone whose only function is to cut, and not even make reasoned points (or use accurate data) to justify it. His non-answers during the interview were, frankly, so content-free as to be embarrassing. There is no "there" there, but rather a figurehead of willful, deliberate, and unnecessary austerity and attrition. This "choice" reflects poorly on the Search</p>			
Rebecca	<p>I am writing with grave concern about the announcement of Jim Johnson as the only finalist for the UW System President. While at the University of Alaska, Jim Johnson received multiple no-confidence votes from shared governance bodies. I am also greatly concerned about the process of selection as the search committee did not include faculty, staff, and student representatives. Thus, I add my name to the urgent call for a new search for a UW System President that is inclusive of faculty, staff and student perspectives. Thank you for your consideration.</p>		1388	6/11/2020 16:46
Susan	<p>With one finalist, please consider re-doing the search. If the committee is interested in finding a candidate who truly strives to make steps forward for a better future for faculty, staff, and students alike, the committee would take more time in ensuring that the finalist pool is robust; not just one individual. I did not find this presentation to be an adequate representation of what the system needs, hence my hesitation to endorse this candidate.</p>		1387	6/11/2020 16:45
	<p>Dear UW System Presidential Search Committee,</p> <p>Dr. Johnson should NOT be given the position. Here are a few reasons why:</p> <ul style="list-style-type: none"> - His own faculty recommended that he be suspended FOUR TIMES - Under him, the total six-year grad rate for those seeking BA-degrees was 30% and the Black six-year grad rate: 20% - Even in his interview he showed no regard for racial equality or for addressing sexual harassment issues (65% of students reported sexual harassment/assault from UA employees) - 88 % of UAA Faculty Respondents, 74 % of UAA Staff Respondents and 58 % of UAA Student Respondents had "little" to "none at all" confidence in the Leadership of President Johnson - The oppression of regional leadership in combination with outcries from students, faculty, and staff caused the Northwest Commission on Colleges and Universities (NWCCU) to send a letter to the UA Board of Regents noting lack of compliance with Accreditation Standards 2.A.1 and 2.A.2 <p>UW's reputation will be negatively impacted if he is appointed. A new search is warranted.</p> <p>Thank you</p> <p>Hello,</p> <p>I am concerned about the process for selecting our next system president. To be honest, I thought Dr Johnson gave a good interview. The fact that he was selected as the only candidate after a closed-door process, however, is disturbing. I feel you have done a disservice both to the system and to the candidate by not being more open. I encourage you to take seriously the concerns of those who feel their voices were not heard earlier in this process.</p>		1386	6/11/2020 16:44
	<p>Eric</p> <p>I am absolutely shocked that there is only one final candidate named for University of Wisconsin System president and that he has a negative track record on top of that. Multiple votes of no-confidence in his state university system looks terrible.</p> <p>The University of Wisconsin can do better—the University of Wisconsin DESERVES better.</p> <p>At a time when COVID pandemic has hit the schools' budget hard, at a time when we need to heal the pain and repair racial inequities and work to make our schools even more diverse and inclusive, Dr. Johnson is not the candidate to do this work. Further, this presentation did not show he was capable of this.</p>		1385	6/11/2020 16:43
	<p>Eric</p> <p>I am absolutely shocked that there is only one final candidate named for University of Wisconsin System president and that he has a negative track record on top of that. Multiple votes of no-confidence in his state university system looks terrible.</p> <p>The University of Wisconsin can do better—the University of Wisconsin DESERVES better.</p> <p>At a time when COVID pandemic has hit the schools' budget hard, at a time when we need to heal the pain and repair racial inequities and work to make our schools even more diverse and inclusive, Dr. Johnson is not the candidate to do this work. Further, this presentation did not show he was capable of this.</p>		1384	6/11/2020 16:41
	<p>Eric</p> <p>I am absolutely shocked that there is only one final candidate named for University of Wisconsin System president and that he has a negative track record on top of that. Multiple votes of no-confidence in his state university system looks terrible.</p> <p>The University of Wisconsin can do better—the University of Wisconsin DESERVES better.</p> <p>At a time when COVID pandemic has hit the schools' budget hard, at a time when we need to heal the pain and repair racial inequities and work to make our schools even more diverse and inclusive, Dr. Johnson is not the candidate to do this work. Further, this presentation did not show he was capable of this.</p>		1383	6/11/2020 16:41

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Betsy	<p>I see several problems with this candidate and the search process. First, the fact that there was only one finalist chosen. Second, the lack of representation of students and staff on the search committee. Third, the extremely limited window to review and comment. Many campus and system stakeholders may not have any opportunity to have their voices heard.</p> <p>I am disappointed that yet again we see a white male. I am not encouraged by his perspective that when challenges arise, we should look to our traditions or history to solve them. Wisconsin and the UW System need someone who will bring new perspectives and fresh approaches, not perpetuate the racist structures of the past.</p> <p>Other groups have voiced their problems with this particular candidate, and I did not see anything in his presentation to refute that. I do not support this choice and I'd like to see a new, more balanced committee formed to start a new search with an emphasis on finding a more diverse candidate pool with at least three finalists for stakeholders to consider. We can do better, and we must. Wisconsin deserves better.</p>		1382	6/11/2020 16:40
Aaron	<p>After hearing his talk and responses to questions, I cannot condone an offer being made to Dr. James Johnsen for the position of president of the UW system. Frankly, his very brief tenure at the University of Alaska system, as well as the votes of no-confidence and his being voted out of his position, have me very alarmed that Dr. Johnsen is being considered for such a position at all. Neither could Johnsen provide sufficient commitment toward inclusivity - except to say that he lived next to an African American family at one point and was a "minority" while working with a native Alaskan-majority company - nor was he able to define his actual plans for helping to improve the UW system. Repeatedly, Dr. Johnsen suggested he would "listen and learn," and that he was fond of the Wisconsin idea and tour of Wisconsin, but outside of the latter, very little information was given regarding what Johnsen would actually do once he has taken up the mantle of president. Given his worrisome past, his decisions to cull many liberal arts programs at UAA, his votes of no-confidence, and his discussion with the UW system, I cannot support an offer being made to Dr. Johnsen for the position of president of the UW system.</p>		1381	6/11/2020 16:38
Paige	<p>I felt the one candidate answered the questions posed in an ok manner. I wasn't wowed by him and I really believe this search should be failed. In order to make an informed decision, there should be more candidates to decide from.</p>		1380	6/11/2020 16:38
Wyl	<p>Jim Johnsen addressed shared governance, building credibility, and trust in his remarks. I think it is essential to point out that the search committee that returned a single finalist to become the next UW System President lacked representation from faculty, academic staff, and university staff. Given precedent set by past searches for this very position, which included members representing faculty & staff, I question the legitimacy of the search committee. That this committee named as finalist an administrator who already has twice lost the confidence of the faculty at his current institution and endangered its accreditation deepens my concern and heightens my disappointment with the committee and the search process.</p> <p>This search should be failed. Jim Johnsen's record in Alaska demonstrates repeated failure to build productive relationships with shared governance groups and failure to strengthen the institution he currently leads. Jim Johnsen was not successful in his current position, which he began over four and a half years before the COVID-19 pandemic upended the world, and higher education along with it. His credibility is suspect, and the search committee has raised the question of its own credibility by naming Johnsen their sole finalist.</p> <p>Fail this search. Begin again, with representatives of the faculty, academic staff, and university staff on the search committee. Find the great president UW System deserves and gravely needs, for its present, and for its future. Jim Johnsen is not that person.</p>		1379	6/11/2020 16:37
Lisa	<p>Certainly Dr. Johnsen's experience seems to have prepared him for this position. The tough choices that leaders have to make in challenging times regarding budgets, strategy and relationships are all matters that he's had some difficult experience with. I feel his answers in the video interview were generally appropriate, as one would expect, and representative of his approach as a leader. However, I found his answers to the diversity and equity questions unsophisticated, lacking nuance, and reflective understanding. He missed several important opportunities to present an intricate facility with his own position and privilege and the significance of these values to an organization of higher education. I also found his response to the questions about shared governance to inadequate for the Wisconsin context. While Dr. Johnsen could no doubt carry out a consolidation or streamlining platform for the System, I think these two areas are so integral to success in the Wisconsin context that he would be challenged to navigate a successful outcome.</p> <p>It is apparent that there is concern from the shared governance frame. The Libraries' shared governance body reached out to me to express concern about diversity, equity, and inclusion values and the value for shared government in our state institutions. They also shared a great deal of concern about what Dr. Johnsen's past approach might mean for the highly interconnected, collaborative, interdependent UW System libraries. As did other shared governance bodies, they also took issue with how this search has progressed and has been presented. I think that this provides a poor atmosphere for the opportunities and challenges that the System has in front of it.</p>		1378	6/11/2020 16:37
Caitlin	<p>I am a graduate student in the Anthropology Department at UW-Madison. I am concerned by the severe cuts to the University of Alaska System that were overseen by Dr. Johnsen, especially in social science programs, and I am worried that as UW System President he would implement similarly drastic cuts here. This is a time when we need more support for social science programs, not less—especially those programs that would uplift and empower BIPOC students and communities. I also am concerned that this search yielded only one candidate. I support the call from UW-Madison's chapter of AAUP to restart the search and include faculty, staff, and student representatives on the new search committee.</p>		1377	6/11/2020 16:37
Colleen	<p>I didn't even know there was a Presidential search going on because there was very little communication to the UW community about this. I am upset that there was not more active inclusion of faculty, staff and students on this search.</p> <p>I also find it unacceptable that only one finalist was proposed, especially one who has such vague opinions and plans for diversity in the UW community and a poor record for leadership at the University of Alaska.</p> <p>I would like to see the process restarted with more inclusion from the community that this appointment will effect and a wider pool of candidates posed as finalists.</p>		1376	6/11/2020 16:37
Apoorva	<p>Dr. Johnsen should NOT be given the position. Here are a few reasons why:</p> <ul style="list-style-type: none"> - His own faculty recommended that he be suspended FOUR TIMES - Under him, the total six-year grad rate for those seeking BA-degrees was 30% and the Black six-year grad rate: 20% - Even in his interview he showed no regard for racial equality or for addressing sexual harassment issues (65% of students reported sexual harassment/assault from UA employees) - 88 % of UAA Faculty Respondents; 74 % of UAA Staff Respondents and 58 % of UAA Student Respondents had "little" to "none at all" confidence in the Leadership of President Johnsen - The oppression of regional leadership in combination with outcries from students, faculty, and staff caused the Northwest Commission on Colleges and Universities (NWCCU) to send a letter to the UA Board of Regents noting lack of compliance with Accreditation Standards 2.A.1 and 2.A.2 <p>UW's reputation will be negatively impacted if he is appointed. A new search is warranted.</p>		1375	6/11/2020 16:37

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Brianna	After watching the open forum, I have grave concerns about Dr. Johnsen's ability to lead the UW System. In particular, it is unsettling to consider hiring someone on as the leader of our system who has had a 'no confidence' vote from his students and the faculty senate at his current institution. In addition, I did not feel as though he gave direct answers to several of the questions posed to him by the moderator and other guests. Particularly in regards to shared governance, which is a major component of the UW System. I felt that his answer was placating the person asking the question and not addressing the larger concerns underlying the question in relation to his actions at the University of Alaska. Furthermore, I did not feel his answer to the question about equity, diversity, and inclusion was adequate. He danced around the issue at hand and gave very little information about how he would advocate for the diverse students, faculty, and staff that make up the UW System. An anecdote about having a Black neighbor from childhood does not suffice in a time of great upheaval in society around racial justice. I also felt that it was rather unprofessional for his dogs to be barking in the background. I understand that these are unprecedented times to be conducting interviews, but the dog barking was very distracting.	1374	6/11/2020 16:36	
Teresa	Dr. Johnsen has a horrible track record at the University of Alaska, where he had multiple calls for removal and oversaw the gutting of programming and funding. What we are seeing now is a need for new ideas. Dr. Johnsen has not shown he has anything new to offer. All he brings to UW is his poor track record and platitudes that demonstrate his utter lack of understanding of what our university community needs to survive and thrive in these changing times. To elect him as President is to vote for a return to the status quo, where already marginalized people are further alienated. Funding cuts disproportionately affect students of color and programs dedicated to racial justice. Dr. Johnsen and all that he represents need to be relegated to the past; there is no brighter future under his leadership.	1373	6/11/2020 16:35	
Carrie	The person in the position of System President must make decisions that serve the interests of the people of Wisconsin. The unfortunate make-up of the search committee and the exclusion of representatives from many critical, and too often overlooked, communities of people in the state make it impossible for the interests of the people of Wisconsin to have played a serious role in the selection of this candidate. Even if Dr. Johnsen had effectively navigated the questions he was asked in the public forum, the process for his selection undermine his ability to be taken seriously as a President who serves the people of Wisconsin as opposed to serving the powerful individuals he had to impress in order to be selected. If he took the responsibility of serving the people seriously, he would withdraw from the search because of how it was run and encourage the state to initiate a more inclusive process that he could participate in again if he desired. Finally, an inclusive process doesn't equate to a public process. A larger, more representative group of people could be included in the search committee or the pre-public phase of the search. I call on the Board of Regents to fail this search and launch a new one that is appropriately inclusive.	1372	6/11/2020 16:35	
Jenna	I am deeply concerned and disappointed with the move to purposefully preclude faculty, staff, and non-Regent students from the search committee. I am not aware of a credible reason for assembling a committee without appropriate membership and worry that the decision was politically-motivated. I urge reconsideration.	1371	6/11/2020 16:35	
Karen	NO to Dr. Johnsen! His record at U Alaska is alarming should have made him unqualified for this position. I am in support of calling this effort a failed search and starting again with faculty and staff added as members to the search committee. During this unprecedented time in academia, we need the Board to build bridges, offer support, and engage all members to help our schools be resilient. Dr. Johnsen does not have this reputation or track record at U Alaska and will not meet the needs of UW System.	1370	6/11/2020 16:34	
Tobin	Dr. Johnsen did not demonstrate why he is qualified for the position. His answers lacked depth, and lacked evidence of the critical thinking that is needed to face the challenges at hand. He also did not directly answer any of the questions posed to him. When asked how his actions in making significant cuts to liberal arts at the University of Alaska demonstrated support of faculty, staff and students there, he responded with a lengthy anecdote about how his daughter majored in Classics and then started a podcast. I join others in calling on the Board of Regents to withdraw this candidate and start a new search.	1369	6/11/2020 16:34	
Nona	This man should not be hired. If the University cares at all about diversity and inclusion, fail the search now and recruit a robust applicant pool. Colleagues at U of Alaska told us all we need to know with their no confidence vote.	1368	6/11/2020 16:34	
Susan	Please reject Jim Johnsen as a candidate for UW System president. He has decimated public education in Alaska. His views on working with state legislators put the UW System in peril. He is not qualified to lead the UW System. I hope and ask that you will start a new search in the spirit of shared governance. Students, faculty, and staff must all be representatives on the search committee.	1367	6/11/2020 16:34	
Kim	I appreciate the pressures of the moment and the work that has been forth toward identifying a suitable candidate capable of leading the UW System. For this, I thank those on the search committee. However, in my 32 years of both instructional and administrative experience in the UW System, a search that resulted in a single candidate - especially a white, male candidate - would not be acceptable and would result in a failed search. I watched the interview and found little evidence that Dr. Johnsen can generate the trust or employ the skills needed in this precarious moment to lead the UW System and to live up to the promise of the Wisconsin idea (no matter his personal views and stated support of the concept). Further, to ignore the vote of no confidence cast by of the faculty senate of the University of Alaska Fairbanks and Anchorage, and reaffirmed this year, is to invite hostility into an already fragile system of shared governance during a period where all instructional faculty and staff are dedicating herculean efforts in support of our students and the communities we serve. In short, I strongly recommend this search be declared a failed search and request an interim President be named while a new search is initiated.	1366	6/11/2020 16:33	
Sarah	The lack of transparency and inclusion in this search has been frustrating, disappointing, and offensive. To only offer one option, and a bad one at that, is frankly insulting. The UW system needs to trust the multiple votes of no-confidence from Alaska. Johnsen has let down the university system there and he will clearly do the same here. This search needs to be scrapped and a new one must commence, with more transparency, inclusion, and racial justice in mind and in practice.	1365	6/11/2020 16:31	
Mary Jo	Given the challenges that currently face the UW System - a system that serves approximately six times the number of students than the University of Alaska System, Dr. Johnsen's track record as a System President shows he is under qualified to serve in the same position in Wisconsin. I believe the search should be failed and a new search should be conducted. I oppose this candidate because the search committee did not include university faculty, staff or student representatives on the committee. An interim president should be appointed and a more inclusive committee selected to decide on 3 viable candidates. This selection process was the antithesis of the Wisconsin Idea.	1364	6/11/2020 16:30	
Connie	Please, the LAST thing we need right now is a President with well documented issues with faculty and staff. This is a failed search. Presenting only one candidate is inexcusable. No one I have spoken to is okay with this situation. Please return to the a search committee that includes faculty, staff, and student representatives. We deserve a voice!	1363	6/11/2020 16:30	
Kate	Should you forge ahead and hire Dr. Johnsen despite the serious objections you are receiving, please know that you have both demonstrated a disrespect to UW employees and unnecessarily set us up for an even tougher road ahead that currently exists.	1362	6/11/2020 16:29	
	It's unclear how this candidate is capable of facilitating the UW as a large, increasingly diverse intellectual community. Not only the search has excluded the voices of the faculty, staff, and students but also does this candidate fail to address many of the pressing campus issues including racial inequities. The candidate also fails to show how specifically he and his sense of leadership serve the vision of the UW.	1361	6/11/2020 16:29	
	I do not support the hire of Jim Johnsen. The search committee excluded representation from major groups that will be directly impacted by this hire (faculty, staff, and students). He has no competitors at this point in the search. Mr. Johnsen has a poor track record in Alaska. The multiple no-confidence votes, failure to address racial inequities, and his history of balancing budgets by cutting the arts and other vital programs, all mean that he is really not the right candidate for us. We can and should do a LOT better.	1360	6/11/2020 16:28	

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Nadia	I strongly oppose hiring Dr. Johnson, and I believe that the only ethical course of action here is for the search to fail. Not only am I concerned about Dr. Johnson's spotty track record at the University of Alaska, but I was also deeply concerned by Dr. Johnson's response to the question about what "knowledge and experience" he would bring to the UW system's commitments to "diversity, equity, and inclusion." Telling long stories about how his Black neighbor cried and hugged him and about how he was a "minority" among workers in the indigenous Alaskan fishing industry do NOT constitute deep knowledge or experience. In fact, they convey a shallowness of thought; a lack of necessary experience with diversity, equity, and inclusion; and a disregard so penetrating that he thought that a personal story about how he has close relationships with a Black family would suffice for an answer. (Would a similar story about how he was friends with a banker constitute an appropriate answer to a question about what knowledge and experience he would bring to university finances?). As Chancellor Blank, Dean Wilcots, Patrick Sims, and others have emphasized in the past weeks, we must do nothing less than center our students, faculty, and staff of color. Subjecting UW systems to Dr. Johnson's inept rhetoric, deep misunderstanding of structural inequality, and the actions that promise to stem from his unskillfulness would be a terrible mistake.		1359	6/11/2020 16:28
Walter	I have significant doubts about Dr. Johnson's capacity to effectively lead the UW System given his poor record of support for shared governance, his willingness to enact injurious program cuts, and his failure to combat racial inequalities within the University of Alaska System. Based upon his presentation and his record, he appears unqualified to be president of the UW System.		1358	6/11/2020 16:28
Kathryn.	As a UW-Madison faculty member, I am very concerned about Dr. Johnson as the only finalist for President of the UW-System. This is a very important position for our state in a very important moment in history when we need to building up the Wisconsin system not dismantling it. His record of cutting programs at the University of Alaska is enough to disqualify him, in my opinion. He has eliminated foundational departments and majors such as sociology and geography, without which no modern university is complete, and presided over the general contraction and impoverishment of the UA system, leading to multiple no-confidence votes by the faculty there. Please bring in a set of new finalists who are committed to liberal arts education, justice, and serving the entire population of Wisconsin through a robust and diverse UW-System. Sincerely,		1357	6/11/2020 16:27
Jake	Based on the public presentation, I do not think that Dr. Johnson would be successful as the new UW System President. There was no evidence in his presentation of a clearly articulated vision for the UW System, nor sufficient specificity in examples given of past successes to signal future ones for our System. Despite multiple mentions of the Wisconsin idea and the power of that idea, it was unclear from the presentation that--outside of quotations--Dr. Johnson had a strong understanding of what the Wisconsin idea is. Furthermore, based on reportage from his time in the University of Alaska System and the several no confidence votes, I do not think he is the right choice. I would be in favor of failing the search and conducting another with more faculty, staff and student input from the beginning to ensure a stronger pool of finalists to choose from.		1356	6/11/2020 16:27
Carolyn	After carefully reviewing the candidate's qualifications, experience, and vision for the UW-System, I want to state in the strongest possible terms that Jim Johnson is absolutely ill-suited for the position. In my 22 years in academia, and several years before that in my previous business career, I have not encountered a candidate with such a skewed and clouded perception of what would be necessary to successfully lead an institution. Johnson's answers to critical questions were vague or off-base. Although he has held an academic administrative position (in which he was found sorely lacking), he apparently has little conception of the purpose or functioning of a healthy university! The UW System needs a leader of vision, who recognizes the value in the vital array of academic departments and programs that UWM is proud to have. We need a leader who understands not just the importance of diversity, but what it actually constitutes! His claims of being a "minority" are not just wrong, they are offensive. I want to urge the committee to vote NO on Jim Johnson - for the sake of the UW-System, and for the sake of Wisconsin.		1355	6/11/2020 16:25
Reed	The committee's decision both to prevent faculty and student participation and input on this decision, as well as whittling the candidacy 'finalists' to one is completely unacceptable, and is in violation of Wisconsin Statute 36.09 specifically, and the very notion of Shared Governance as enshrined by the Wisconsin Idea. Even more shamefully, the decision to nominate a candidate not only obviously unqualified but reviled by his previous organization is no more than a thinly-veiled effort to even further erode the significant damage this group of Regents has done to the University of Wisconsin. Your legacy will be one of destruction and factual harm done to students, faculty, and the people of the State of Wisconsin. UW System Board of Regents, At a time when Americans are literally marching in the streets to demand racial equality, it is unconscionable for the University of Wisconsin System regents to offer up one white male as their only candidate. At a time when the hiring process for faculty and staff is stringent, with many safeguards in place to assure a diverse candidate pool, it is appalling for the University of Wisconsin System regents to present one candidate for a position that oversees over 160,000 students a year and employs almost 40,000 employees. Offering this single candidate without publicly disclosing the other candidates borders on gross negligence. At a time when not one of the 39,000 faculty and staff employed by the System, were allowed to serve on this hiring committee, not even in a consultative fashion, it is insulting for UW Board of Regents vice president Michael Grebe, who serves as chairman of the search committee, to merely assure the public that the candidate pool included "a number of impressive and qualified candidates" when those most vested in the search results were not allowed to see the names of any of those candidates. According to a national survey of governance practices, 94% of institutions included faculty representatives on their most recent presidential search committees. It is a sad day in Wisconsin when the board's governance practices put our state in the bottom 6%. This is not who we are -- or who we are supposed to be. There are many questions regarding Jim Johnson's qualifications, not least of which is the two votes of no confidence that he received during his time at the University of Alaska System. These votes occurred because Mr. Johnson refused to get local input in looking for programs to close, and this is not the kind of leadership we need in the Wisconsin System. We strongly urge you to fail this search and to begin again with a process that honors shared governance and includes a search committee that reflects the diversity that is essential to the great state of Wisconsin and its many excellent institutions of higher learning. Respectfully signed,		1354	6/11/2020 16:25
David	The UW-Whitewater Faculty Senate Executive Committee		1353	6/11/2020 16:25

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Dyanna	<p>stronger, more qualified candidates who have a better grasp of the job and the necessary skills to effectively carry out duties of UW System President. My thoughts are largely based on the answers provided by Dr. Johnsen in the online Campus Forum Session and on his posted resume. Throughout the forum, Dr. Johnsen's responses made it clear that he 1) had not sufficiently done his homework for this job interview, 2) lacked innovative thinking about how to tackle serious problems facing the UW System, 3) does not grasp the magnitude of his failures with shared governance at his current position, and 4) has inadequate preparation for the position. I will address each of these issues briefly.</p> <p>1. Dr. Johnsen repeatedly made statements that made me realize that he was not prepared for this interview, which leads me to conclude that he could not be trusted to be prepared for the large responsibilities of the UW System president. For example, in response to a question about UW System faculty salaries that considerably lag behind peer institutions, he launched into a discussion about the situation at UA and how he started with a study of salaries. A quick search on the UW System website clearly demonstrates that these studies have been done repeatedly and are updated on an ongoing basis. He should have known this and been prepared to address ways to solve this problem. In another example, he repeatedly talked about how his first job would be to go on a listening tour of Wisconsin to talk with legislators and community members, in order to rebuild relationships between the UW System and the rest of the state. This is a naive approach, and fails to recognize that a quick google search shows that current President Cross has done just that, resulting in arguably little to no success in improving the financial or public-relations scenarios for the UW System. These are just two examples, but I believe they demonstrate that Dr. Johnsen did not know enough about, or bother to research, the current state of the UW System to be a serious contender for taking on its leadership.</p> <p>2. Throughout the forum, I waited for some innovative ideas from Dr. Johnsen, and he failed to deliver. On questions ranging from financial challenges to diversity issues, Dr. Johnsen repeated rather bland nonspecific talking points that were frankly disrespectful at times. In discussing financial challenges, he first suggested that we do a serious look at System finances to look for inefficiencies and where we could find cost savings. System presidents and chancellors have been looking for these mysterious inefficiencies for decades, and the former governor even created a "waste hotline." These steps have failed to provide any significant cost savings. Similarly, in discussing diversity initiatives, Dr. Johnsen's remarks were bordering on disrespectful as he seems to believe that his personal relationships getting along with people of other races is equivalent to implementing plans to eradicate systematic inequities. He has zero experience in formulating diversity and equity initiatives- and these are some of the highest priorities in our society and within the UW System.</p> <p>3. Dr. Johnsen had no reasonable explanation for his completely fractured relationship with faculty at his current position, and this does not suggest he will positively contribute to shared governance in Wisconsin. When asked, he stated that he had the support of the Board and Legislature in Alaska. That may be true, but does nothing to address the issue of his relationship with faculty. His responses led me to believe he does not care about repairing this relationship.</p> <p>4. Dr. Johnsen's experience in heading UA is woefully inadequate to address some of the major issues facing the UW System including dealing with the System funding model (as he explained UA is funded as a single entity). The UW System has significant challenges well beyond a system like UA: the obvious overall financial problems as well as a System that is fractured by an</p>		1352	6/11/2020 16:24
Kate	<p>The selection process was conducted wholly without input from students, faculty and staff and resulted in only one candidate under consideration. Dr. Johnsen was unable to prevent severe funding cuts and received two votes of non-confidence from his previous institution. The UW system deserves someone who will be an advocate, not a patsy for those who seek to gut public education in the great state of WI. Time to start the process over, this time with input from all affected by this decision.</p>		1351	6/11/2020 16:24
Tamra	<p>I believe this search process was flawed because the committee did not include faculty, staff, nor students.</p> <p>I believe the search committee should give serious consideration to the no confidence votes the University of Alaska Fairbanks and the University of Alaska Anchorage faculty senates cast for Johnsen in 2017 (and reconfirmed - by UAA - in 2019).</p> <p>I urge the Search Committee to fail this search, release this candidate, and conduct a new search with a reformed committee that includes faculty, staff, and student representation.</p>		1350	6/11/2020 16:24
Teresa	<p>The candidate had good answers for the questions. He was prepared for the questions student, staff, and faculty representatives asked. He is obviously very intelligent to prepare so well. His one misstep was the barking dogs early in the interview. A serious candidate might have taken more care to prevent this distraction.</p> <p>His answers do not match the actions he has taken in his current position at the University of Alaska and I am suspicious about his motives. You don't receive overwhelming votes of non-confidence several times without due cause. The process of choosing candidates for this position was also a violation of shared governance as practiced before Mr. Cross moved from UW-Colleges to become UWS President. The consolidation and revision of the UWS Colleges and Universities under his leadership shows a sincere lack of respect for shared governance that now seems to be the norm. It is not surprising that the recent decision to allow the BOR to run the selection and replacement interviews. Many of the UWS employees have lost faith in the practice of 'shared' governance as previously practiced and hence lost faith in the institution's ability to make decisions that benefit the citizens of Wisconsin and our students.</p>		1349	6/11/2020 16:24
Ben	<p>I encourage you to determine this a failed search and install a temporary president until candidates can be chosen by a committee that meets shared governance guidelines.</p> <p>I am not happy with this selection. His response to the Black Lives Matter, was very suspect and a solid answer is needed especially at a time like this. The search was not the best either and the lack of overall input is sad for a system that proclaims to be for shared government. We were one of the more vocal on getting our feelings to the student regent about what we want from a system president, and this person met very few of those ideas. At a time like this, I feel and interim from the current system that would be better at this point and look for other options. I personally am not happy with how the search went and wish there were more options for student input especially at a time like this. Either way, I want to thank you all for your time and the ability to give feedback. I know search committees are tiring wor, and I do appreciate your flexibility in time like this. As I mentioned, his diversity response is very upsetting especially at a time like this, when a sympathetic person is very much needed.</p>		1348	6/11/2020 16:23
Molly	<p>I am alarmed by Jim Johnsen's track record at Alaska including the votes of no confidence and vast racial disparities. These worries were only compounded by his campus forum session. I would also like to see the committee advance more candidates to the final stage of the hiring process, such that the broader UW community has an opportunity to participate in this consequential choice.</p>		1347	6/11/2020 16:22

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Nakul	<p>I vehemently object to the advancement of Jim Johnsen for the position of UW System President. Of utmost concern is the repeated recommendations by his own colleagues and faculty at UA for his suspension as their President, citing violations of accreditation standards and exclusion of key leadership and stakeholders in consequential University-wide decisions. His abysmal record in addressing the racial inequities and sexual harassment issues pervasive at UA (66% of students reporting sexual harassment/assault from UA employees) is diametrically opposed to the Wisconsin Idea of promoting excellence through collaboration and mutual respect.</p> <p>Specifically in regard to his video presentation, it was painfully clear in his answers that he is neither prepared for nor invested in fostering the world-class educational and research environment at UW, particularly in the midst of a global pandemic and political unrest. When asked for his plans to deal with the impending budgetary crisis brought on by the pandemic, the crux of his entire answer rested on partnerships with local tech companies, with no meaningful analytic depth whatsoever. Similarly, when prompted to address UW's role in promoting racial equality and social justice for its students, the state, and the world, his incredulous answer was even more meaningless, with no actionable items, boiling down simply to "diversity is important."</p> <p>As a future physician, scientist, and educator, I am deeply concerned that the appointment of Johnsen as UW President would place the University's finances, reputation, and training programs in jeopardy. Most critically, given his record of promoting massive educational cuts and ignoring others' opinions, current and future UW students may suffer as a consequence of his faulty leadership.</p>		1346	6/11/2020 16:22
Anyia	<p>Trying to gather empathy from white folks in the UW system during a campus forum with your story about being in relationship with a Black family since you were a child without offering strategic goals to dismantle racism, to make our institutions and system anti-racist and socially just for the myriad of social identities represented is more bullshit the UW system does not need or deserve! Being in relationships with or having proximity to Black individuals and communities does not mean you do not have to do the work as a white person, white man, white leader. It does not mean you are free from taking active steps to change our work, institutions, and communities to make them equitable, diverse, inclusive, and just.</p> <p>Furthermore, I find it abhorrent there was just one candidate in the finalist pool in 2020. This to me seems like a missed opportunity to call it a failed search and broaden recruitment efforts for a diverse pool of leaders with tangible ideas for our communities and system.</p>		1345	6/11/2020 16:21
Stuart	<p>I am deeply concerned with Jim Johnsen. He will not do the UW system good. The UW system is a driver of jobs and wealth creation in Wisconsin and I do not support the looting and destruction of our universities which would be accelerated by the selection of Johnsen.</p>		1344	6/11/2020 16:20
Kristine	<p>It is clear that the search failed. Start the search over.</p> <p>Based on the following statements, I am in agreement with the UFSO because these are colleagues I work with and believe they serve UW's community's best interest:</p> <p>The United Faculty and Staff of Oshkosh stands in opposition to both the process by which the search for a new UW System President has been conducted and the single finalist settled upon by the Board of Regents, current University of Alaska System President Jim Johnsen.</p> <p>The legitimacy of the search process has been marred from the outset by the Board of Regents' unprecedented exclusion of any faculty, staff, or non-Regent students from the search committee. That the committee has now emerged from months of closed-door deliberations with a single finalist for the top position in our public university system—one that serves over 170,000 students per year and employs almost 40,000 faculty and staff—both further compounds the baffling irregularity of the process and further erodes its legitimacy.</p> <p>Dr. Johnsen's dubious record as an administrator should disqualify him from candidacy, much less from finalist status:</p> <p>Since assuming the role of President of the University of Alaska System in 2015, he has had votes of no-confidence issued against him by the Faculty Senates of both UA Anchorage and UA Fairbanks (the state's two largest campuses) and by the UA Anchorage Union of Students (the largest student governing body in the state)—the latter as recently as October of 2019.</p> <p>In 2016, he oversaw a hasty consolidation of the UA System's teacher education programs that is regarded to have led fairly directly to the UAA School of Education losing its accreditation.</p> <p>In September of 2019, Johnsen and the UA System received a warning letter from the Northwest Commission on Colleges and Universities (the system's chief accrediting body) expressing concern that "that the University of Alaska Fairbanks, University of Alaska Anchorage, and University of Alaska Southeast have failed to meet . . . critical Standards for Accreditation" and asserting to Johnsen and the Board of Regents "the importance of an inclusive decision-making process that respects the tenets of shared governance."</p> <p>On June 5th, 2020—the Friday before Johnsen's interview for the position of UW System president—the UA System (which he still officially leads) announced the elimination of Bachelor's and Master's degree programs on multiple campuses, including programs in chemistry, geography, sociology, and theatre, among many others.</p> <p>All signs point to a fixed search and the longer-term goal of imposing consolidation and program elimination on the UW System, with the accompanying loss of access for our students, of livelihood for our faculty and staff, and of quality for our statewide stakeholders. The Board of Regents is clearly prioritizing a predetermined agenda over finding the best person to lead the UW System in sustainably enacting the Wisconsin Idea. The fact that this sole finalist is a man who would seem to epitomize the privilege of 'falling upward' adds insult to injury at this moment in our history. We must not let this stand unopposed.</p>		1343	6/11/2020 16:19

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Elizabeth	<p>I write to request that the Presidential Search Committee re-open the search to fill this role. As UW alum, faculty member and parent of a UW System student, I am appalled that this search yielded only 1 candidate, rather than a slate of highly qualified candidates for consideration.</p> <p>I am strongly opposed to the appointment of Dr. Johnson as System President. My view is rooted in several factors. Specifically, this candidate's educational background and experience is not on par for a UW System President. He lacks the education pedigree to respect, value and lead a system of our complexity or stature. As such systems face challenges, only those led by the most accomplished and experienced individuals will thrive. In addition, during his interview, I observed a strong reliance on approaches rooted in "tradition" and "value." This makes me especially concerned about our research mission—where innovation and challenging the status quo are key ingredients to success for our faculty and the citizens of our state who are positively impacted by our research. The candidate unfortunately referred to the UW System mission as "education" alone repeatedly throughout his interview, again reflecting a lack of understanding of the University System's role. We need a leader who is creative and thinks outside the box, rather than narrow and constrained in ideas.</p> <p>The candidate also repeatedly misunderstood the status of the System's relationship with our state and its citizens. Our UW System is largely beloved. Granted, we can always enhance our efforts to demonstrate our value. However, to start on a note of "frayed relationships" is tone deaf to the status we enjoy and places the System in a defensive posture.</p> <p>Given the challenges facing our society currently, I firmly believe we need a search that brings a diverse slate of candidates, including women and people of color, as applicants and finalists. Johnson's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. He is unfit for this role and the search itself is a failure.</p>		1342	6/11/2020 16:17
	As a member of the Academic Staff at UW-Madison, I question a flawed search process that included no representation of faculty and staff on the committee and resulted in one finalist. I also question the suitability of Dr. Johnson's suitability for the position as votes of no confidence, on multiple occasions, from faculty and students and cuts to major programs (the equivalent of which are major strengths at Madison) raise significant concerns.		1341	6/11/2020 16:17
Kelly	Overall, the UW System Presidential search process has been a slap in the face to our great UW System's history of shared governance; no faculty or staff were invited to participate. Further, I am disappointed by the UW System Presidential Search Committee's decision to only bring one candidate to the final interview round. While I understand that other candidates may have pulled out of the process, this no longer feels like a fair search process; it feels like you are anointing a king. Jim Johnson is a deeply troubling choice for UW System President. He has a clear record of poor performance as a system president of the University of Alaska system, including no confidence votes from shared governance groups and overseeing deep program cuts, including proposing the closure of two campuses. During his interview yesterday, I was also deeply disappointed by Dr. Johnson's inability to articulate a clear vision forward for how he would support our very diverse campus communities. Instead, he was only able to articulate a childhood anecdote about having African-American neighbors. This is particularly problematic given the heightened national conversation regarding institutional racism that will collide with the upcoming presidential on our campuses this fall. In the face of this, the COVID-19 pandemic, and the related budget shortfalls that our future president would need to respond to and lead us through, it would be highly irresponsible to hire Jim Johnson as the next UW System President.		1340	6/11/2020 16:14
Tova	As a UW-Madison faculty member, I am dismayed that only one finalist was selected for the important position of President of the UW System and that the single finalist selected was Dr. Johnson. His record during his time at the University of Alaska makes clear that he is not the right person to lead the UW System. Under his leadership, University of Alaska eliminated many foundational departments and majors. His approach to resolving budget shortfalls was non collaborative and alienated many within and outside of the university system as citizens of the state recognized the harm done to the institution under his leadership. Were he to take a similar approach at UW, he would do a disservice to current and future students and to our state. In his presentation, he did not address what went wrong during his tenure at University of Alaska, how he lost the confidence and support of faculty and staff, or why and how he would do things differently here. Further, his response to a question about diversity was offensive and, indeed, unacceptable in a candidate to lead the UW System. Certainly the next president of our system should be able and choose to speak of action that he would support racial equity (and then follow through). Please do not select Dr. Johnson as the next President of the UW System. Please seek out candidates who will be committed and equipped to strengthen the UW System as champions of liberal arts education; diversity, equity, and inclusion; the Wisconsin Idea; and a System that serves the entirety of the great state of Wisconsin.		1339	6/11/2020 16:13
Dan	The process by which this search has been carried out was fundamentally problematic from the beginning, and became only more problematic after all candidates but Dr. Johnson withdrew from consideration. I would strongly urge the search committee to call off the search and re-initiate the process in a way that is more responsive to the considerations of the faculty, staff, and students of the UW system.		1338	6/11/2020 16:13
Cameron	I have not and will not watch this presentation. I cannot and will not support the hiring of a candidate by a process that has never appropriately involved nor consulted the UW System community from the beginning. I cannot and will not support a candidate who has received votes of no-confidence from their faculty and has left doubts in our community as to their leadership. This would be a huge mistake.		1337	6/11/2020 16:12
	<p>Please restart the search process with the new board of regents. The entire process was a mess from the start, with no staff representative. Also, the sole finalist is seriously problematic. Given his record in Alaska, he has no business being at the helm of the UW System. The dude had two separate incidents where the faculty there voted on no confidence resolutions in regards to his leadership. Also, I don't have much confidence in his ability to stand up for the UW System in the face likely budget cuts given his record in Alaska. His comments about diversity are cringeworthy.</p> <p>I urge you to restart the process with staff input and reject this unqualified white male boomer applicant. We need someone who would have more of a vision for standing up to protect the UW System and someone younger from a more diverse background. We don't need another tired old white man who kowtows to the WI GOP mafia, who is as complicit as them in destroying the UW System. The current one is a brownnosing white male who has caused great damage to the UW System with his lack of vision and narrow views.</p>		1336	6/11/2020 16:12
Kathryn	I write to express my disappointment that the search committee advanced a single candidate only and that the search was not carried out with the necessary transparency and involvement from multiple stakeholders across the system. I am deeply troubled by Dr. Johnson's record at the University of Alaska, where he received no-confidence votes. Dr. Johnson's answer to the question from Lisa Goetsch about promoting diversity was particularly problematic, not least because it did not address the systemic nature of racism.		1335	6/11/2020 16:12
Mai	Dr. Johnson's view on equity and diversity is racist; this does not align with UW-Madison's institutional statement on diversity ("The University of Wisconsin-Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background"). The UW System is racially diverse-- from its student body to staff and faculty to general community members. As a white man, if he is unable to provide an example of his diversity work that is contemporary and appropriate for a higher education context, then that should be of major concern to the search committee as it is telling that Johnson is not a fit for the role of president of the UW-System.		1334	6/11/2020 16:10
Edna	I am against the lack of democratic process used for this search and call for a new search that is inclusive of faculty, staff, and students at all stages.		1333	6/11/2020 16:08

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Isabella	From the beginning this search has failed to adequately take into account the concerns of faculty, staff, and students particularly those who are apart of the BIPOC communities. In light of recent events both in Madison and globally, the answers which Jim Johnsen provided are not simply inadequate but should be disqualifying. This compounded with the votes of no confidence from those who have worked with him previously and his unimpressive strategic vision for the University which is going to be facing an unprecedented public health crisis and economic depression that we have not seen for a century make him an unacceptable choice. This search has failed. The only question now is whether or not those in seats of power will recognize that and take the proper steps to ensure the University has the leadership required to survive the next years. I implore you as a student, teaching assistant, and taxpayer to reject Jim Johnsen and begin a search process that is more inclusive of the community and contains folks who better represent the the diversity of experiences at this institution.		1332	6/11/2020 16:07
Kara	Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning.		1331	6/11/2020 16:05
Virginia	I was not impressed with his presentation. Please consider re-opening the hiring process and create a new search committee.		1330	6/11/2020 16:05
	I would vote no to hiring Dr Johnsen as based on his track record and approach does not align with the Wisconsin Idea nor provides a good insight into the relationship the system aims to have with diverse students.		1329	6/11/2020 16:04
Rebecca	I have grave concerns about hiring Dr. Johnson. In this forum alone he acknowledges the need to heal relationships within the system. I do not see an individual capable of doing this. Overall, there was a lot of talking in this forum and there were not many meaningful responses. Many responses lacked specifics. Some of the questions asked were standard and standard responses were given. We need to do another search.		1328	6/11/2020 16:03
	This candidate search was flawed from the beginning, not having any faculty or staff on the committee. Then you come up with only one finalist, and he is terrible! His answers are so cringeworthy! He says the humanities are important because people can make money with podcasts??? And his answers about diversity and inclusion are the tired old trope of "I have a black friend (dad)." That doesn't tell me that he has a plan to increase diversity and inclusion, or even that it is any sort of priority for him. And his previous record would seem to show the opposite, that he is interested in making higher education into a method for keeping the elite on top, focusing only on lucrative careers and using gatekeeping methods (like focusing on high-achieving students, who tend to be upper middle class, rather than on underrepresented groups) that would keep power in the hands of the wealthy, white, and male. PLEASE call this a failed search and start over from scratch!!!			
	I do not believe that Dr. Johnsen, although he may say so, is equipped to serve as the UW System President and guide the UW System to continue being the great university system that we are along with help this system grow from its shortcomings. We are a state that serves roughly 170,000 students per year along with 40,000 faculty and staff members per year at a low amount of per-student funding from state and local sources. Dr. Johnsen is coming from a state that serves less than half that amount of students with more then double the amount of per-student funding from state and local sources in Alaska.			
Kelsey	I call upon all of those on this committee to acknowledge the flaws in both the search process and Johnsen's candidacy and to act accordingly. All signs point to a fixed search and the longer-term goal of imposing consolidation and program elimination within the UW System, with the accompanying loss of access for our students, of livelihood for our faculty and staff, and of quality for our statewide stakeholders. The Board of Regents is clearly prioritizing a predetermined agenda over finding the best person to lead the UW System in sustainably enacting the Wisconsin Idea.		1327	6/11/2020 16:03
	At the end of this all, Dr. Johnsen looks good on paper but when taking a deeper look at his work while serving as President of the University of Alaska System various red flags arise. If we at the University level are not able to hold interviews and hire a final candidate without two or more finalists why should it be allowed let alone respected to have one final candidate for a position such as the UW System President.			
Connor	I firmly believe that there needs to be a new search for president that includes multiple candidates, each with input from students, faculty, and staff from the UW system. The first reason that is that it is ridiculous for a months long, behind closed doors search to only yield one finalist for the consideration of those in the university. This comes off as a move by those on the search committee to shut out the students, faculty, and staff from having meaningful input on the matter. The second point is that Dr. Johnsen's record in the University of Alaska system has been less than shining, with multiple letters of no confidence from the staff there. Finally, I think that right now is a time to be thinking about diversity and inclusion in public institutions, and the move to only put forward one finalist, who is a white man, is in incredibly poor taste. I don't mean to speak on Dr. Johnsen's character, but his response to questions of inclusion in the interview do not inspire confidence. To be perfectly honest, his response really came off as a defense of his character, a statement that "I am not racist," but speaks very little as to what he could do to bring more inclusion to campuses across Wisconsin. We need someone willing and able to address the very real racial inequities that exist across our state wherever they are, and I do not believe Dr. Johnsen is the man for the job. I finish by reiterating the need for a new search for candidates. Thank you for your time.		1326	6/11/2020 16:02
Rebecca	While I commend the search committee for their work on continuing a time and effort intensive search under incredibly difficult circumstances, I was alarmed to see that only one candidate was put forward as a finalist. After watching the video of the public session, my concerns have been validated. This candidate can NOT move forward.			
	While Dr. Johnsen's past actions in Alaska do cause me concern, what bothered me most was his comments in the public session. He seemed to have done very superficial research on the UW System, which is unusual for a candidate eager for such an important position. Further, and most alarming, his comments on diversity and inclusion show that this candidate is largely out of touch. To say that one understands diversity because a) they had a close family friend who was a black man while growing up, and b) they were "a minority" when working in a Native American headed non-profit, should be disqualifying. First, it shows an utter lack of understanding of what systemic issues exist around racism, diversity, and inclusion, and what it means to be a minority. Second, to make these statements in the middle of a major civil rights uprising shows complete tone-deafness. How is this person going to communicate and advocate for the UW System in an increasingly diverse state and potential student pool? Moreover, how is he going to work with businesses that are increasingly understanding the value of putting real action behind the words when it comes to providing equitable treatment and opportunity?			
	Moving forward with this candidate would be an embarrassment to the System, and likely to anyone associated with the decision. Fortunately, there is still time to do the right thing. It is time to call this a failed search--there is absolutely no shame in a failed search, as it happens frequently in academia and in business! Call it a failed search, appoint an interim President, and start over. And please, I urge you, include faculty and students in the process in a real way. We are not the enemy, we too only want what is best for our system and state. It is only through working together and hearing each other that we can progress.		1325	6/11/2020 16:02
Kenneth	Thank you. I'm very concerned about the singular finalist, as well as the absence of faculty representation on the Presidential Search Committee. I think we're in a very difficult, challenging time and the Board of Regents is currently considering a proposal by the outgoing president that would have a dramatic effect on our University System. I find it discouraging to know that the only candidate happens to be coming from a situation where he also had to make "hard choices" due to budget cuts, and his decisions were not well regarded by the faculty in the University of Alaska system or by the people of Alaska.		1324	6/11/2020 16:02

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Hannah	<p>Hello,</p> <p>It is inappropriate to make a hiring decision with only one finalist. I urge you to conduct a new search. Jim Johnsen has shown that he is unfit to serve in this position and will be a very bad fit for the UW system, with his record of slashing programs, threats to university accreditation status, failure to address racial justice, and the backlash and votes of no-confidence he has received in previous positions. In Wisconsin, we care about each other and take progressive action to ensure equity and high quality education. Jim Johnsen will not uphold these values and actions, and does not have my support. I implore you to do the right thing, and reopen the search for a system president, this time including faculty, staff, and students to ensure an appropriate fit for this position is found.</p>		1323	6/11/2020 16:00
Sigrid	<p>I am deeply troubled by a search for such a crucial position at a world class university system only yielding one candidate and, particularly, this candidate — one who, based on his track record at the University of Alaska system, has yielded only division, defunding and dismantling. To envision that happen to the University of Wisconsin System would chip away at one of the institutions that puts our state on the map, maybe the only institution outside of our agricultural industry. This would be a grave disservice to rural and urban Wisconsinites, especially young people who deserve a broad education close to home. His answers related to diversity, equity and inclusion were appalling, offensive and troubling. For an institution that professes, over and over again, its commitment to diversity, you would consider a white man, at this moment in history, who distills BIPOC to the racist trope of "my Black friend?" I urge you to reconsider and cancel this search.</p>		1322	6/11/2020 16:00
Mary	<p>I feel responsible for expressing my concern regarding Dr. Johnsen's candidacy for the Presidency of the UW-System. I believe there was very little transparency around this process as well as timely communication that ultimately limited engagement from our broader campus community regarding an issue that will have such a significant impact on their lives. I'm also struggling to understand how a candidate who has failed their campus community at previous institutions would be the best option for our System. Hiring him will only create and heighten concerns around lack of trust in the system, feeling failed by our leadership and lack of active commitment to social justice matters like diversity, inclusion and sense of belonging. I believe that with our current climate where both students and staff of color continue to leave our institution at disproportionate rates, we cannot afford to rely on a human that hasn't proven their commitment to upholding an anti-oppression and inclusionary lens. The Presidency of our UW-System is such an important position that hiring a mediocre candidate to lead us because we only have one candidate is a significantly worse decision than failing the search. Thank you.</p>		1321	6/11/2020 15:59
Charles	<p>From: the University of Wisconsin System Faculty Representatives Re: Feedback on UW System President Candidate Jim Johnsen's interview June 9, 2020 Date: June 11, 2020</p> <p>The Faculty Representatives of the University of Wisconsin System would like to thank Regents Grebe, Jones, Manydeeds, Milner (Emerita), Peterson, and Tiedemann; Chancellors Blank and Wachter; and Provost Morgan for their service on the UW System President Search and Screen Committee. Our group appreciates the previous opportunities to speak with Regent Vice Chair Michael Grebe regarding our concerns related to the exclusion of faculty, staff, and students from the search committee during our December 2019 meeting; and to provide feedback to the search firm during the development of the Prospectus. We would like to share with you here our thoughts on the candidate and the search process at the end of the interview timeframe. In particular, we have specific concerns about the candidate with respect to diversity, inclusion and equity, understanding and support for shared governance processes, and ability to build the relationships necessary to confront the challenges facing UW System.</p> <p>We find ourselves at a critical juncture requiring substantive change in racial equality and social justice of our nation, state, and communities. One of the strong points of search process was the development of a Prospectus that stated the next UW System President should possess "a proven track record of effectively promoting and supporting diversity, equity, and inclusion, and establishing working and learning environments of trust and mutual respect." Candidate Jim Johnsen's response to questions about these issues fell well short of meeting these expectations. While Dr. Johnsen offered his personal experiences in answer, his response failed to convey a deeper understanding of the leadership needed from the UW System and the central role the UW can play in leading the way in vital reforms. This left our group with the clear impression that others are better suited to lead our efforts for racial equity, diversity, and inclusion.</p> <p>The Prospectus also developed a statement related to Shared Governance and participatory leadership style: "the next President will need to develop and foster effective, collaborative, and consultative relationships with the campus Chancellors, faculty, staff, students, and other system constituencies." We see no evidence of this ability in Dr. Johnsen's record. His record with shared governance at the University of Alaska system is disappointing. The Faculty Senate and the Union of Students at the University of Alaska Anchorage each voted no confidence in his leadership and called for his dismissal, as did the Faculty Senate at UA Fairbanks. Reasons cited include his repeated failure to heed warnings about threats to accreditation, his failure to meet with them to discuss their concerns, his heavy-handed treatment of Chancellors who did not support his policies, and his refusal to engage. In the words of the Faculty Senate resolution from UAA (available here: https://www.ktva.com/story/41143425/uaa-faculty-senate-executive-board-pushes-for-removal-of-ua-president-johnsen?fbclid=IwAR2Y5Bk109oIImcGry-2HylTV5krDpBOCbuEfvCbKA-Fqr3COFKowgw) he "has repeatedly and willfully ignored the need for inclusive dialogue and decision making input from the chancellors, shared governance, and community stakeholders."</p>		1320	6/11/2020 15:59
Nicholas	<p>I have concerns over the appointment of Dr. Johnsen as President. This search has been, up until recently, quite opaque. Let me be clear, the University of Wisconsin is one of the finest public university systems in the country. I am proud that I am a part of this great organization. That being said, there are challenges that the UW system is facing that I do not believe Dr. Johnsen has the ability to respond effectively. It is disconcerting that under Dr. Johnsen's direction the University of Alaska system now faces financial challenges and declining enrollment. Instead of facing his responsibility to right the ship he is attempting to avoid that hard work and come here. Does the UW system want a poor manager and a quitter as their president? He does not reflect the Wisconsin spirit that I have come to appreciate in my time here. Please appoint an interim president and do a broader search. UW deserves the best and Dr. Johnsen is not it.</p> <p>This is OBVIOUSLY a "failed search." It's time to select an interim and start over. From all accounts I've read, Jim Johnsen has wreaked havoc in the U of Alaska System, and there have been "No Confidence" votes cast multiple times. How, then, can this person be our #1 candidate?</p>		1319	6/11/2020 15:58
Kate	<p>Please "do the right thing" for a refreshing change of pace!</p> <p>After watching and listening to Dr. Johnsen's interview, I was sorely disappointed by his lack of addressing institutionalized racism in his responses despite many opportunities to do so (discussing hardships, importance of building relationships, etc.). When asked about diversity and equity, he responded with a story from his childhood rather than any concrete plans for how to make our universities safe for BIPOC.</p>		1318	6/11/2020 15:57
Alyssa	<p>As a white man, he cannot "totally appreciate and understand" the anger and frustration BIPOC experience from living in a society actively working against them. As a UW alumni and now employee, I have seen how UW-Madison has failed the BIPOC members of the university and can imagine similar shortcomings are seen on other UW campuses as well. Selecting a white, male president who does not understand his role in system racism nor clearly articulates a plan for addressing these issues would be a detriment to all the students and employees of Wisconsin's universities. I strongly urge you to consider other candidates.</p>		1317	6/11/2020 15:56

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Dylan	<p>I find that this search has not been as transparent as necessary for such an impactful position in the UW system. The fact that the search committee has arrived at a single finalist, especially without consultation of faculty, staff, or students, is incredibly concerning. Today is the first time I have even heard of such a search (and I am not the only person with this complaint) - the lack of information about such an important event among the ACTUAL employees and students future policies will affect is quite appalling. I think the search needs to be reevaluated and perhaps redone to give enough time for others, especially those with differing viewpoints, to do their own research about Dr. Johnson, as well as more opportunity to find other candidates that have a better track record.</p> <p>While Dr. Johnson has experience with being a system president at the University of Alaska system, I must disagree that his experience suggests that he will be an effective or appropriate system president at such a system as UW. In particular, I have found his comments on advancing diversity in our university not suggestive of deep thought or reflection becoming of a university system president. An incredibly weak anecdote is not enough to inspire confidence in this. Diversity, especially now, is such an important factor that NEEDS to be addressed and maintained. In my own STEM field, I have continually seen many underprivileged groups continue to be underrepresented, and this is a concept that needs to be addressed early on in the undergraduate level. If the UW system president is not committed, and has no plans to address this IN THE HIRING PROCESS, how can he believe that this is an important issue?</p> <p>I wholeheartedly believe that there are better candidates out there than Dr. Johnson. The fact that a search that produces a single finalist WITHOUT soliciting the opinions of faculty, staff and students, is flawed at best.</p>		1316	6/11/2020 15:56
Sabine	<p>Dr. Johnson is an uninspiring candidate, and it is hard to believe that a search could have produced him as the sole finalist. In his presentation and answers to questions, he repeatedly substituted jovial comments and storytelling for substance. His "description" of a liberal-arts education and its outcomes was insulting to everyone in Letters & Science. So many people in the UW System are working with commitment and enthusiasm to uphold our standards of excellence and move us forward. It is dispiriting to see a finalist who seems unable to contribute to our forward momentum and persistence in periods of crisis - speaking, currently, both of Covid-19 and the national protests on behalf of racial equity and diversity.</p>		1315	6/11/2020 15:56
Laura	<p>Having no other candidates to compare against, it is impossible to recommend Dr. Johnson's candidacy for the UW System President position. This search must be declared a failed search. The fact that other candidates dropped out when they had to be named publicly is not an excuse to avoid the fact that there is no way to recommend or not recommend this candidate. Candidates for interviews at UW are always informed upfront that they will be named if they are finalists. If the search firm hired did not inform them, then UW System needs to get the fee paid to the search fund refunded.</p> <p>This entire search process was a bungled exercise from the start, with no faculty or staff included on the search committee. I am embarrassed that the search committee decided to move forward with only one finalist candidate. It shows an utter lack of respect that the committee has for the students, faculty, staff and leadership of all the UW campuses.</p>		1314	6/11/2020 15:55
Joshua	<p>I do not support Jim Johnson as a candidate, much less a finalist for the position of UW-System President. This decision, and the process in which the decision was made, shows a clear lack of regard for the values, perceptions, and well being of the students and employees that make up the UW-System, as well as the citizens of Wisconsin who have historically benefited from one of the best systems of public higher education to ever exist. Selecting someone who has failed a much smaller public university system and was unable to establish trust and respect with either its students or staff, just shows how terrible a decision is. What sort of respect do the members of this committee expect the UW-System community to have for them or for Mr. Johnson if he is elected.</p> <p>The UW-System needs strong inspiring leadership that is able to earn the respect of our students, staff, and stake holders. It is not too late for you to make a better decision, and declaring this a failed search or presenting us with some other qualified finalist. Also, expand and diversify the hiring committee to help select a candidate that is a better representation of the people who make up the UW-System! History remembers pivotal moments and it will remember the names of the people who succeeded in such a blatant attempt to compromise the integrity of the UW-System and the Wisconsin Idea. I believe, without any doubt, that all of your names will be remembered much more vividly, for how you contributed to this decision, than anything else you will do or accomplish moving forward. You have the opportunity to make a better decision, the right decision at this moment in time. What do all of you want your legacies to be?</p>		1313	6/11/2020 15:54
Haley	<p>After watching Dr. Johnson's campus forum, I am not confident that he would be a good fit for this position. I was particularly concerned by his answers regarding his experiences in diversity and inclusion. His story about how he knows one African-American man from his childhood really echoes the "but I have a black friend" cliché that so many acknowledge in the modern day to be shallow and meaningless display of "allyship." This, coupled with his story about being a "white minority" at a native Alaskan owned company where he shared his "Western knowledge and ideals" (a sentiment that feels like it is straight out of the days of the "noble savage" trope), make me feel like Dr. Johnson has not spent the amount of time discussing these ideas with actual people of color. Now more than ever it is important to have leadership that can speak in a knowledgeable and professional way on the topic of diversity and inclusion, and Dr. Johnson's response to this question did nothing to inspire my confidence in his leadership abilities. It is my opinion that the committee should start the search for a new president from scratch, and be sure to include input from faculty, staff, and students in this decision.</p>		1312	6/11/2020 15:54
Sophie	<p>Hello, I am deeply concerned about Jim Johnson as a candidate for this position. His records show multiple no-confidence votes. I would like to urge the Presidential Search Committee to think critically about what this could mean for program cuts, threats to accreditation and a failure to address racial inequalities. I do not believe that this candidate aligns with UW Madison's stated missions and I would feel very uncomfortable with him in this position of power. Although I absolutely love UW Madison as an alumni of the school and have greatly enjoyed my time working for the university as well, I would need to think seriously about whether continuing my working relationship with UW Madison would be the right thing for me if this candidate is hired into this position. I know that many shared my concern, including the PI of my lab and my fellow employees. Please consider the wellbeing of the UW community and reconsider his candidacy.</p>		1311	6/11/2020 15:54
Eric	<p>I appreciate all the work the search committee has put into the System President search, but unfortunately the search -- like a lot of things in our lives -- has been caught up in the chaos of COVID-19 and substantially compromised by it. We know that several finalists have dropped out and likely several qualified applicants dropped out earlier in the process before reaching the finalist stage. So, COVID-19 has left us with one finalists that clearly meets minimum qualifications. And, from his listening session this week, clearly knows how to answer questions in the right way. His record from the University of Alaska -- even though he faced some tough decisions -- raises significant questions about his ability to lead and, particularly important for the UW System, his ability to reach out to a new and diverse student body. The UW System deserves more than minimum qualifications or a slick talker or questionable leadership. We need new and bold leadership that will help set a future direction for the System that broadens our appeal, diversifies our funding and our student body, and has some sense of vision. Jim Johnson is a so-so administrator who ticks off all the boxes. This is an easy call. Pass. Try again. Find us the leader this System deserves.</p>		1310	6/11/2020 15:53

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Molly	<p>his campus forum was devoid of considerations of Diversity, Equity and Inclusion, which are paramount - not only on a national scale - but in regards to hate incidents on campus.</p> <p>A direct quote from the forum was, "...Many people now, particularly in these trying times, would suggest that institutions like the University actually play a role in perpetuating inequities and injustice based on race or class." This defensive and dismissive stance will not be helpful to improving our commitment to our students and, particularly those holding marginalized identities.</p> <p>So, with that, I'll leave this here...</p> <p>Link: https://www.webcenter11.com/content/news/UA-Anchorage-Faculty-Senate-deeply-concerned-about-the-leadership-of-President-James-Johnsen-562005521.html</p> <p>By Carly Sjordal Posted: Wed 1:41 PM, Oct 02, 2019 Updated: Wed 4:47 PM, Oct 02, 2019</p> <p>FAIRBANKS, Alaska (KTVE) The Faculty Senate of the University of Alaska Anchorage has sent out a letter informing the Board of Regents that they are 'deeply concerned about the leadership of President James Johnson'.</p> <p>In this letter, signed by UAA Faculty Senate President Scott Downing, the faculty sent specific concerns and instances that have caused them to question his authority.</p> <p>This comes after University of Alaska received a warning about accreditation standards, which according to the letter, the board of regents and faculty senate were assured that the standards were being met.</p> <p>Furthermore the letter states that the faculty have constantly asked for a cost benefit analysis for the proposed consolidation of the university and received nothing.</p> <p>The letter claims that President Johnson also controls communication of the chancellors which is in violation of the board. Additionally that he ignores the need for inclusive dialogue and decision making.</p> <p>It states that he has also misspent funds on advertisements that mislead the public and that the Board of Regents are violating their fiduciary responsibilities and their duty of care by not taking formal steps to address the violations of NWCCU accreditation standards.</p>		1309	6/11/2020 15:53
Kym	<p>I have several concerns.</p> <p>1 Faculty and staff have already felt alienated in this process. Now we're presented with a single finalist, and told that we should feel lucky to have him. I'm disturbed this is the tone the board of regents wants to take with the faculty and staff, especially right now.</p> <p>2 I asked my colleagues for their input on this candidate. Multiple leaders of teacher prep programs have expressed serious concerns about this finalist, including concerns about what this finalist has done to teacher education in Alaska. It seems like we have an outgoing system president who talking about closing programs and a single finalist who closes programs in a process that lead to votes of no confidence by his faculty senates.</p> <p>3 It's my understanding that we're trying to demonstrate a commitment to equity, diversity, and inclusion, as a university and as a university system. I'm reminded that we're trying to do this in many ways. For example, this spring I chaired a search committee for a faculty position. Throughout the process, we were repeatedly urged to recruit and consider a diverse pool. Yet elsewhere, in the search for our very top-most position, our chief executive, there is only one finalist, a white guy. I find that inherently problematic and worrisome.</p> <p>While sensitive to the current gap in system leadership and need for a hand at the helm, I do not think it is acceptable to announce a single finalist in the search for such a significant position in our state and country's educational system. Johnson's performance and vote of no confidence from University of Alaska faculty also raise deep concerns given the potentially generational effects that could result from the next system president's stewardship. This moment calls for an innovative vision couched in a deep commitment to the public-service mission of the UW system, and Johnson's record of budget-over-mission does not sufficiently reflect that commitment.</p>		1308	6/11/2020 15:53
Emma	<p>The no confidence vote from Alaska should be trusted, and the university should start from scratch for a new UW president search.</p> <p>When addressing diversity, it is clear based on his response that Johnson's perspective on diversity is both under developed and troubling. He failed to provide any clear or tangible ways in which his leadership would address systemic racism within the UW system. Additionally, he mentioned having black friends and that he himself was a minority as a white person in Alaska. This response shows a lack of understanding of his own racial identity, which has me concerned about his understanding of the racial struggles of POC. I also believe that this should not be a no contest vote, and since other candidates have dropped out, this should be considered a failed search. This, along with his troubling views on racial identity and no clear plan of action to address systemic racism in the UW system, a new search should be conducted with great effort to identify a pool of well qualified candidates whom could better address proper leadership for the UW system.</p>		1307 1306	6/11/2020 15:52 6/11/2020 15:52
Michelle	<p>Dr. Johnson should *not* become the UW System President. The votes of no confidence for Johnson by several University of Alaska shared governance groups suggest his appointment would have very detrimental consequences for the UW system. Furthermore, as President of the University of Alaska System, Johnson led efforts to cut 39 programs from the University of Alaska system. We need a President who will preserve the academic and disciplinary diversity of our system.</p>		1305	6/11/2020 15:52
Nancy	<p>Dr. Johnson should *not* become the UW System President. The votes of no confidence for Johnson by several University of Alaska shared governance groups suggest his appointment would have very detrimental consequences for the UW system. Furthermore, as President of the University of Alaska System, Johnson led efforts to cut 39 programs from the University of Alaska system. We need a President who will preserve the academic and disciplinary diversity of our system.</p>		1304	6/11/2020 15:50

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Andrew	<p>To begin, the selection of the University of Wisconsin System's president is an important and consequential decision that I hope the Regents and selection committee take up with great care and sense of duty to the students, staff, and faculty that they represent. Due to the disproportionate effects on these individuals that the UW System's President's decisions have, it is also the duty of the Regents to allow them to thoroughly review, consider, and offer feedback on the candidate for the position in question, even if the final decision still lay in the hands of the Regents. Anything less is an abdication of the responsibilities of the Regents and selection committee to the students, staff, and faculty they are meant to represent (people like myself).</p> <p>It is therefore highly concerning to me that a number of choices made by the selection committee undercut and remove our ability to provide input into the selection of Jim Johnsen as the final candidate. Conventionally, it has been practice by the Regents and search committee to release the names of all finalists to the selection process, so as to allow us time to vet and consider the candidates, and importantly, provide their comments and recommendations to the Regents, so as to include our voices in the decision process. This allows for both greater transparency of the process, as well as a vital collective reflection on the suitability of the candidates for the position. While the selection committee and Regents may have our best interests at heart, this idealism is a poor substitute for meaningful contribution of criticism and comment. Not having this input process could allow for things to go unchecked or unconsidered because the advocates (i.e. selection committee) may not initially understand or consider the viewpoints of all their constituents.</p> <p>This practice of allowing input on a set of candidates was disregarded by the Regents and search committee on account of a 2015 law. Instead, they chose to instead put forth a single "candidate" by concealing and disregarding the other final candidates that were presumably considered. The pretense here was the COVID-19 epidemic, saying that the masking of these other candidates was meant to preserve stability for these candidates as they managed the outbreak in their own areas. This claim does not hold water. If the pool were reduced to a single candidate on account of the pandemic, this represents a need to redo the search process, not push through with the single candidate that remained. With a choice of this magnitude, you (the selection committee) owe it to the us (students, staff, and faculty) to be as rigorous, thoughtful, and transparent as possible. If we cannot reach those goals, we all need to accept the cost in terms of delays, since doing otherwise has the potential to disproportionately harm us — not you.</p> <p>I will also address the appearance of providing a single final candidate for comment. This is absurd on many levels. Doing so reinforces an impression that the Regents and selection committee do not value the input of the students, staff, and faculty. Why wouldn't it? Being able to comment on a candidate without any hope of swaying opinion to another candidate that addresses our concerns better is as useful as not allowing commenting at all. How can our voices be heard and accounted for if the choice has already been made? The choice of not including our voices until this point, and in this limited capacity means we effectively have no voice at all. If you do truly say you value our input, and if this comment field on this website means anything, you will address this issue by revisiting the selection process in a more transparent manner, putting forth a set of candidates for which we can provide commentary and criticism. I will repeat again, a pandemic is no reason to abandon our principles of inclusion, representation, and democratic input to the governing of our system. Stating we can only have one is a false dilemma. You have a duty to us to be better than that.</p>		1303	6/11/2020 15:49
Jane	<p>Shared governance did not happen in this process; students and staff were not truly engaged. Dr. Johnsen fumbled over the question about diversity, and he is the only candidate. We REALLY need to be thinking critically about diversity and inclusion and who our leaders are in this moment, more than ever. Racial injustice is a huge problem in Wisconsin and Dr. Johnsen can't even talk clearly about diversity without struggling for words. He has received votes of no confidence from U Alaska and is cutting programs there. I am very concerned that because of COVID-19 this is not the time to run a true search, and someone from the Board of Regents should be named interim so Ray Cross can retire. Please fail this search.</p> <p>This comment is submitted in opposition to the selection of Dr. Johnsen as UW System President.</p>		1302	6/11/2020 15:49
Ashley	<p>The lack of input from faculty, staff and students makes the selection process undemocratic and completely goes against the idea of shared governance upon which trust between the universities and the system are built.</p> <p>The lack of a pool of multiple finalists leaves no room for deliberation or consideration in choosing the next system president, and renders the search a failure.</p> <p>I felt the responses from Dr. Johnsen on issues such as building trust with faculty and staff, as well as dealing with budget and salary challenges were insufficient and did not go into enough detail to be reassuring.</p> <p>Furthermore, I felt his comments on bringing diversity to our UW system campuses were wholly inadequate and borderline insensitive, and did not show any firm commitment to elevating and empowering minority groups.</p> <p>I believe a new or expanded search needs to be conducted, with input from a much wider constituency, in order to build any semblance of good faith between the UW System and its universities.</p>		1301	6/11/2020 15:46
Tamar	<p>Dr. Johnsen's record from U of Alaska of no confidence votes from faculty & staff are a great concern. I also have concerns about his commitment to Diversity and inclusion - something that is of utmost importance to students, faculty, staff, and the communities we serve, work, and live in. We must do better for such an important position. Please reject his candidacy and begin a new search. Thank you.</p>		1300	6/11/2020 15:41
Sara	<p>The system for electing a President should be revised. Feedback is essential! At the bare minimum the following criteria should be followed:</p> <ol style="list-style-type: none"> 1. More than one candidate should be considered, even at the later stages. 2. At the very minimum, faculty and staff should have a say in the election of the UW System President. Students at both the graduate and undergraduate level should also have a voice. 3. Previous experience should be strongly considered. It should go without saying that prior employers are confident in the leadership ability of the candidate. 4. Candidates should actively work towards a diverse community and supporting a diverse community. An actionable plan should be proposed. <p>I would like to call for an interim president appointment and that a new search be conducted abiding by these criteria.</p>		1299	6/11/2020 15:41
John	<p>Dr. Jim Johnsen's limited teaching and academic research experiences concern me. These are two of the main functions the University System is tasked with in which we educate over 160,000 students and generate impactful research for the whole State of Wisconsin in accordance with the Wisconsin Idea. Thankfully, he has academic administration experience to make up for these glaring holes in his CV. However, a letter of non-compliance with accreditation standards from the Northwest Commission on Colleges and Universities less than a year ago focused on his governance of the University of Alaska System system calls into question his management skills as well. Taking a step back, this search is occurring during the COVID-19 pandemic and nationwide protests for racial justice so I was surprised that feedback was only allowed until the day after Dr. Jim Johnson's forum video was released. I was told by the Office of the Secretary of Academic Staff via email "that short turnaround in these instances is typical." Awareness of the circumstances as a search committee should have resulted in more time allotted for feedback from the workers at the University System and the citizens of Wisconsin. This short turnaround seems out of touch and makes me assume that you do not fully realize that people are pressed for time right now because they don't have access to child care, have been unable to quickly get access to the internet to write this with libraries and University office spaces limited or closed for safety, and occupied by taking action to protest the torture and murder of George Floyd. Overall, this search for the new president of our world-class University of Wisconsin system seems a bit embarrassing.</p>		1298	6/11/2020 15:40
Kevin	<p>Given the challenges that face UW System I feel Dr. Johnsen does not have UW System's best interests at heart given his troubled past with University of Alaska System. Dr. Johnsen lacked vision for UW System and when faced with questions of his past he was not able to explain himself. His leadership is not well-suited for the position.</p>		1297	6/11/2020 15:40

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Kurt	<p>My name is Kurt Paulsen, and I am a faculty member at UW Madison and a member of the Faculty Senate. We voted a no confidence resolution regarding Pres. Ray Cross and I am prepared to introduce a resolution at our first meeting declaring no confidence in Pres. Johnsen for a number of reasons. This process is not legitimate. The Regents know it is not legitimate. The search committee knows it is not legitimate. Having no faculty or staff on the committee is shameful. But it is not unexpected. The purpose all along was to implement Governor Walker's austerity agenda on the UW system. The main parameter for the search committee was not someone who would rebuild higher education in Wisconsin and fight the legislature to restore the drastic long term funding cuts. Rather, the search committee's task was to find a corporate-style manager who knew how to bust unions, attack faculty, gut programs and cut programs in response to budget cuts. One could not find a better candidate for slash-and-burn austerity than Dr. Johnsen. The faculty at a number of Alaska universities have voted no confidence in him. That alone should be disqualifying.</p> <p>In his candidate interview, he played nice about budget cuts and used the corporate management lingo of "challenges." What we are looking for in a system President is not someone who will implement budget cuts but rather someone who will resist budget cuts and fight in the legislature to win back the draconian cuts to the UW system. If the Wisconsin legislature had kept the amount of UW spending constant in terms of per-student, inflation adjusted dollars, there would be no budget crisis and no need to implement Pres. Cross' disastrous so-called blueprint. That's the issue. The austerity is deliberately designed to force budget cuts, and the budget cuts would reduce the quality of the service, leading to more austerity and more cuts.</p> <p>I am urging the presidential search committee and the Regents to reject this candidate, declare a failed search, and start over with broader representation.</p> <p>I am concerned by the votes of no confidence in Dr. Johnsen by the University of Alaska faculty and staff.</p> <p>I am even more concerned by the fact that all the other candidates withdrew or were eliminated, leaving only one finalist that provided information on his governing strategy during an interview for the committee and other stakeholders. This allows no comparison, and no effective choice. Wisconsin students and citizens deserve a strong selection process that will allow the most effective and well-suited leader for this unique educational system.</p>		1296	6/11/2020 15:39
Lauren	<p>Wrong pick for the political climate. We need someone willing commit more funding to humanities, social sciences, and ethnic studies and not another bill for Koch Industries. UW-System needs leadership that respects the college learning experience and doesn't treat college as a factory or trade school. If the Wisconsin idea still means anything to you, you will find someone else.</p>		1295	6/11/2020 15:38
Jeffrey	<p>I am very disappointed with the selection process for the new UW System president. The lack of candidates is difficult to believe, even when considering everything that is happening throughout the state and country. There is no real search and selection if there is only one candidate. We need a failed search and to start again with more options to bring more voices to the table and hear more perspectives.</p>		1294	6/11/2020 15:38
Halle			1293	6/11/2020 15:37
Rachel	<p>I have serious concerns about Jim Johnsen given that he oversaw massive budget cuts and program closures at the University of Alaska. I also am very concerned that the University of Alaska faculty voted no confidence in him in 2017 and in 2019. I do not support his candidacy for the UW System President. Thank you for offering us a space to share our comments.</p>		1292	6/11/2020 15:34
Stephanie	<p>Please fail the search for UW System President. The search process deviates from acceptable standards by naming a single finalist. Additionally, faculty, staff and students should be more fully represented in this process. Finally, Johnsen's record at the University of Alaska, including votes of no confidence and calls by Anchorage faculty to suspend him, makes the fact that he is the sole finalist even more egregious. His finalist interview does not demonstrate his ability to deliver a concrete and actionable vision and to uphold the Wisconsin idea.</p>		1291	6/11/2020 15:34
Abbey	<p>I found Johnsen's perspective on diversity not be well developed. In addressing diversity, he discussed having black friends and being a minority as a white person in Alaska. Both of these responses miss the opportunity to address diversity and equity at a scale of the university system and show little introspection of his own racial identity. Furthermore, he failed to address how his leadership would address systemic racism within the UW system. I also am very concerned by his no confidence vote. Given this and also that other candidates removed themselves from the pool, this search should be failed and great efforts should be made to identify a pool that better addresses the needs of system level leadership.</p>		1290	6/11/2020 15:33
Daniel	<p>I strongly oppose Dr. Johnsen's nomination. It has been rushed through without enough time for any party to have appropriate input. In addition, I believe he is unqualified to lead the system.</p> <p>It is extremely troubling to me that Johnsen's own university system voted No Confidence in him twice. This alone should be disqualifying. If those who were directly impacted him were overwhelmingly (and in one case unanimously) disapproving of his handling of the university, we ought to take notice. Huge numbers of faculty and staff at UW, as well as numerous unions, have all come out against him for this reason. We ask that you respect our role in shared governance and listen to our concerns, which fittingly include that Johnsen has shown little care for shared governance in his own system.</p> <p>Johnsen has a great deal of experience running a system full of ineffective universities. The 6-year graduation rates in the university of Alaska are approximately 30% (with huge racial disparities), in comparison with UW's approximately 80% graduation rates. The point here is that running an ineffective system of universities does not make one qualified to run effective universities. He is certainly not to blame for the huge funding cut he had to deal with. But he bears responsibility for misusing funds on advertising, and for not performing adequate cost-benefit analyses. He bears responsibility for cutting communication between university chancellors and regents.</p> <p>I also found repulsive one of the sentences Johnsen uttered during his interview. If he believes that one can make "Alaskan native people... understand in a non-colonial way about Western values and Western markets" then he does not understand what colonialism and its legacies are. Illustrating this, he complained that the University of Alaska system was not "granted" enough land stolen from its native peoples. This is not who we want as our head. This viewpoint toward native peoples will not serve us well.</p> <p>I have no doubt that Johnsen is a nice person. But he was at a job interview and he gave me no reason to believe that he could deal effectively with leading the University of Wisconsin. I do not think this is particularly surprising. We are in the midst of a global crisis. I would expect real leaders to want to see their institutions through it before worrying about their next job. And so the people we could hire now are by definition not the people we want at the head of the UW system. I urge you to declare a failed search and look again for a new president.</p> <p>Thank you,</p>		1289	6/11/2020 15:33

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Melissa	I am concerned at this candidate's lack of awareness of issues of social justice. Particularly at a time of global awareness of this topic. The candidate did not have any answer to how to address racial injustice in UW System. I am glad he had such a wonderful neighbor, however that doesn't mean he will have knowledge needed to lead UW System into a more diverse and equitable future. I am concerned at the candidate's pointing to a scholarship based only on academic merit as a way to mitigate racial disparities in higher education. The candidate also stated many times his interest in meeting with legislators in his first 90 days, but did not express an interest in meeting with the staff and faculty or visiting the campuses of the UW System. His response to questions on student debt is concerning as well, he indicated philanthropists would be critical for the difference they can make. He did not discuss any policy changes or initiatives to explore other ways to reduce debt for students. This candidate made a large gaffe in saying he was a minority when on a board with Alaskan Natives. A White male is never the minority regardless of the company they are in. That and other remarks made are concerning that he will be able to represent the interests of the dynamic and inclusive UW System students and employees. In addition, his referring to the people of Alaska as taking a handout was quite a disappointing way to address the topic of compensation for those whose land is being used to provide oil to the rest of the country. I am disappointed in this candidate's responses during this session. It is further concerning that he has had several votes of "no confidence" during his time in Alaska. The process itself has been concerning, having only one final candidate is not ideal and one session is not sufficient to get to know a candidate that will be taking such an important role in leading the UW System into the future.		1288	6/11/2020 15:31
Jennifer	Dr. Johnsen, in his public presentation, demonstrated a very poor understanding of a liberal arts education. His language seemed to demean serious study of literature or majoring in Classics. I also note that in his current position at the University of Alaska system, that he's advocating for the elimination of core programs like sociology and environmental studies. He is not the right candidate to lead UW System. We can and must do better. https://www.chronicle.com/article/U-of-Alaska-System-to/248936		1287	6/11/2020 15:31
Adrienne	Dr. Johnson's own comments indicate he is not prepared to successfully lead a diverse university system, with students, faculty, and staff from varied backgrounds. His tone-deaf responses to questions about diversity illustrate this point. The fact that no people of color or women were considered as finalists for this position is embarrassing for the state. The search for a president NEEDS to be conducted again, taking into account the diverse voices that make up this system.		1286	6/11/2020 15:30
Joseph	This is a very important position. Stakeholders of our great public university system deserve more than one solitary finalist for this position. The process has been flawed without the representation from faculty, staff, and non-regent students.		1285	6/11/2020 15:30
Jess	I would ask the committee to fail the search and start a new search with a new search committee that brings more representation to the process. I would like to register my strong opposition to the appointment of Dr. Johnsen as President of the UW System. Given his answers in the presentation and poor leadership record, it is clear that he is woefully ill-equipped to deal with the most pressing concerns facing our university community and country. I am specifically referring to his failure to demonstrate knowledge or commitment to anti-racism. This is a pivotal moment in our school and country. Please hire a candidate who is qualified to redress white supremacy and promote inclusion.		1284	6/11/2020 15:30
Sherran	Watching Dr. Johnson's interview video made me concerned about his ability to perceive and respond to racial and economic inequality. I thought his answer to the question of what knowledge and experience he has that would allow him to advance our commitment to diversity, equity, and inclusion was particularly tone deaf. Holding up his experience managing to co-exist with a black neighbor or working at a company where the majority of employees were native as examples of how inclusive he is gives exactly the opposite impression. In addition, his comment, "Coming from a state where individuals pay no taxes and expect a handout each year. . ." was particularly grating and "one-percent-ish". Perhaps he's a nice person but, judging from his interview, he doesn't seem as though he would be a good representative of the whole UW community.		1283	6/11/2020 15:30
Kennan	I have very little faith in Johnsen's abilities. His interview was, frankly, terrible: this is not a man who knows about recruitment, academia, management, or the history of the Wisconsin Idea. Most importantly, I expect his appointment will result in the System going in precisely the opposite direction of the current political protests: more hierarchical, more male, more white, and more unequal. This is a tone-deaf appointment, and I am puzzled that the Presidential Search Committee has put itself in such an unenviable position, where you must vote for a man clearly unqualified for the position. As a political scientist, I recommend a reboot of the entire process. The way it has gone so far has, sadly, besmirched the reputations of those involved.		1282	6/11/2020 15:29
Rachel	Jim Johnsen is explicitly unqualified for the position as UW system president. He has had two votes of no confidence from his previous institution, has irresponsibly used university funds for personal attack ads, and explicitly showed that he has no genuine commitment to or even understanding of diversity for our campuses. Besides all that, the search was conducted irresponsibly and in a manner directly at odds with shared governance. You must restart the search and conduct it fairly with input from all campuses' faculty and students. This is an embarrassment to this university system and utterly shameful.		1281	6/11/2020 15:28
Mark	The hiring committee did not include any students, faculty, or staff, and there is only one candidate for a position that usually has multiple candidates. This is a bad search that needs to fail. The following article explains why I am not in support of this candidate or the process used to select this candidate. https://academeblog.org/2020/06/02/aaup-wisconsin-statement-on-uw-system-president-finalist/?fbclid=IwAR20092UvjOWPh5h98C5gE1sEm9sXlMfnXUHSa9XgZ5tahKRCIMnidJ9C		1280	6/11/2020 15:27
Luke	Both the substance and process of this search are deeply, fatally flawed. A search that produces only one finalist, proceeds with little to no meaningful input from faculty, staff, and students, and proceeds on a needlessly accelerated timeline, is neither legitimate nor effective. Moreover, it is clear from Dr. Johnsen's record in Alaska, as well as his performance here, that he is unequivocally ill-suited for this vital position as leader of the UW System. He has presided, willingly, over the imminent dismantling of a large portion of a major university system, without having the courage or principals sufficiently oppose and push back against these educationally flawed, ideologically-motivated terrible policies. There is no evidence that he will do anything but the same as UW System President, just as Ray Cross has done during his tenure. One, sadly, can only conclude that this is precisely why he is being advanced as the sole candidate for the job. The Regents should declare this a failed search, appoint an Interim System President, and start over with a process and candidate pool that will yield a UW System President worthy of the trust of the faculty, staff, and students of the System, as well as the citizens of the state of Wisconsin. We cannot accept Dr. Jim Johnsen's nomination to UW System President. For me, Johnsen's record—the elimination of entire fields of study, the racial disparities in graduation rates, the votes of non-confidence during his tenure as president of the University of Alaska System—should be disqualifying. To pursue Johnsen in this role is to pursue a vastly compromised UW System going forward. Dr. Jim Johnsen received multiple no-confidence votes as president of the University of Alaska system, a fact that should be disqualifying for the position of president of the UW system. Additionally, the lack of input from faculty, staff, and students in the search process is a further strike against this choice. This candidate should be rejected, and a new search with the assistance of faculty, staff, and student representatives should be undertaken.		1278	6/11/2020 15:26
			1277	6/11/2020 15:23

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Jason	<p>When I was an undergrad at Iowa State University, I spent two years as the ISU College of Liberal Arts and Sciences undergraduate representative to the Computer Advisory Committee (CAC). The roster of the CAC was, rightly, made up of student and faculty representatives of each college, and these representatives were made known on the CAC's webpage should anyone not on the committee wish to learn more about the process or to have their thoughts heard. The purpose of the CAC was to review proposals and make recommendations to the high-ranking administrator (I do not recall now which title they held) who was in charge of distributing money collected via student technology fees (about \$100/semester at the time). In my time on the CAC, I do not recall the administration ever refusing the recommendations of the CAC. The administration trusted that the people in the classrooms and in the labs on campus were best suited to make such recommendations.</p> <p>The choice of a university system's president has an even bigger effect on the students, faculty, and staff of a university than the distribution of a \$100/student/semester fund, yet these groups were not included in the UW System Presidential Search Committee. I have no faculty or student representative within the College of Letters and Science, or even UW-Madison, that I can go to to learn more about what they have heard from the search committee, from Dr. Johnsen directly, or from Dr. Johnsen's references.</p> <p>With having no representative that I can trust to represent me, my workgroup, or even my college on the search committee, and having no representative that I can trust to deliver the information about candidates that is relevant to me, my workgroup, or my college, I can only rely on the reports from Dr. Johnsen's previous constituents. And these reports are nearly unanimously negative towards Dr. Johnsen's ability to lead.</p>			
	Thus, I cannot support the committee's recommendation of Dr. Johnsen for UW System President.		1276	6/11/2020 15:23
Brigitte	<p>I write to oppose the appointment of Jim Johnsen as president of the UW System. I have no confidence that Johnsen is the best choice for this position.</p> <p>On Johnsen's performance, specifically: In 2020, it would be deeply irresponsible for the University of Wisconsin to choose for its system leader someone who is not able to speak cogently on matters of race and racism, with which our predominantly white institution continues to contend. This choice would send a clear message to the UW community, alumni, the state of Wisconsin, the nation, and the world, that UW does not care to uphold the values of diversity and inclusion that our institution claims to be central to its mission.</p> <p>This choice will thwart UW's ongoing attempts to better recruit and retain nonwhite faculty, and hence its ability to recruit and support a broader and more diverse student body from within and outside Wisconsin. As the majority of US schoolchildren tips to a nonwhite majority, it will be imperative for UW's future that we are able to recruit and support nonwhite students better than we have in the past. We need a system president who understands race and racism and recognizes the necessity of attending to these at UW. Jim Johnsen's performance shows beyond a doubt that he is not the right person to lead UW at this important moment.</p> <p>Moreover, any search process that produces only one viable finalist is fatally flawed, and we must recognize it as a failure. The UW System and the people of Wisconsin deserve a search process that is openly competitive at the finalist stage, one where the finalists have something to prove in their performance in front of the citizens of the state and the tens of thousands of employees and students of the UW System. The search was a failure, and until very recent politically-motivated changes to procedure, the conduct and result of this search would have been illegal.</p> <p>This search for a new UW system president should begin again with formal representation from faculty, students, and staff on the search committee. The best candidates know that they need buy-in from a broad constituency in order to succeed in their jobs. A properly-run search will yield a better pool and better finalists.</p>		1275	6/11/2020 15:23
Tom	<p>Hi there-</p> <p>I'm troubled by the manner in which this search has been conducted, from the composition of the search committee to the naming of just a single finalist. Dr. Johnsen's tenure in Alaska includes several red flags, and if you continue to plow forward with his appointment, you've created a difficult situation for him to step into. I would respectfully ask that you conduct a new search with a committee that includes faculty, staff and students, following in the UW System's long tradition of shared governance.</p> <p>Sincerely, -Tom</p> <p>As an alumni of the UW system and a current staff at UW-Eau Claire, I feel as though this candidate is unfit to lead this system in ways that can bring equity diversity and inclusivity. As there is only one candidate as the finalists, I feel as though this search could be broadened to have more candidates to choose from then just the one. Our UW system is complex past the point of diversity and the voice of our students have always been strong in ensuring that we actively move towards a more equitable system with longevity. All in all, I believe there should be another search done with more candidates, this search did not have student voices and misses a key voice of the folks in the UW system. As a system working towards EDI, it should be our duty to make sure that the best candidates are being shown.</p>		1274	6/11/2020 15:21
Keith	<p>I strongly oppose the selection of Dr. Johnsen as the next UW System President. I personally feel that the search process was fatally flawed due to the fact that shared governance was not allowed to participate in the process. The messaging received from the Board of Regents has been contradictory as well in my mind. To state that there were a number of strong candidates but have only one finalist is inconsistent. It also doesn't speak well for our institution to have just one finalist. I would much rather see this be declared a failed search and try again.</p> <p>I also have serious reservations about Dr. Johnsen as a candidate. The two votes of no confidence (2017 & 2019) do not speak well of his tenure at the University of Alaska (UA). He did not fully address the issue when asked about it during the campus forum on Tuesday. The UA's attempt at program consolidation was a disaster with the end result being the loss of accreditation for the University of Alaska-Anchorage's School of Education. This would not bode well for the University of Wisconsin's attempt at consolidation via the "Blueprint for the UW System Beyond COVID-19".</p> <p>I believe that the University of Wisconsin is a premiere institution with a highly regarded reputation. To accept these results as the best we can do would severely undermine our reputation. I know that we can do better.</p>		1272	6/11/2020 15:20
Michael	Dr. Johnsen's track record in Alaska suggests he's a great choice if the aim is to decimate the UW System's programs, perhaps even shut down entire campuses. If that's not what the Search Committee had in mind, I suggest declaring a failed search and starting over.		1271	6/11/2020 15:20
Lesley	I have significant reservations about the candidate and his preparation to lead the UW system during such a difficult time. I strongly believe that the search committee should re-start the search and include faculty voices in the process.		1270	6/11/2020 15:19

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
	<p>I oppose appointment of Johnsen as the president of the UW system. There are two, broad reasons that we should not proceed with offering him this position: (1) he does not appear to be a good candidate and (2) the system that produced him as the final candidate appears, at least from the perspective of a faculty member, to have been deeply flawed.</p> <p>Regarding his qualifications. It's hard to define what happened to UA under his watch in anything other than the most negative terms. The record session certainly did nothing to indicate to me that what happened at UA occurred despite his best efforts nor that he learned anything from those experiences. Beyond that general assessment, two issues stood out to me as alarming:</p> <p>His position on shared governance: Johnsen talks about how, when he needed to make a sudden and dramatic budget cut that "decisions needed to be made quickly" and that this excused his sacrificing of shared governance. Despite the fact that later in the Q&A he contradicted this, saying that shared governance must be practiced particularly "when things get tough."</p> <p>Johnsen has a bad track record on this issue. These comments certainly did not meaningfully address the friction that he has had with faculty at UA.</p> <p>I have no confidence that he values shared governance and no confidence that he has the best interests of the university in mind.</p> <p>His position on advancing diversity and equity in our university system: With an ongoing national conversation about diversity and racism, Johnsen answered a question about his experience promoting diversity by talking about his Black neighbor as a child. He offered no insight into how he will promote diversity at UW-Madison. Indeed, his answer suggested he is not prepared to do so.</p> <p>Overall, Johnsen does not appear to reflect the core values of our institution. He is an unacceptable candidate for this position.</p> <p>Regarding the process, I recognize the urgency to appoint a new president but the process was opaque and restricted the voices involved to those of a very limited search committee (who themselves lacked diversity). My not allowing faculty, staff or students to be involved in the process and arriving at a single candidate, the process risked, at least, an appearance of illegitimacy even if he were a fantastic candidate. While I recognize that other candidates withdrew late in the process, I do not think we can commit to this important, long-term appointment based on a candidate being the last one standing. I strongly recommend appointing an interim president and restarting the process in a manner that includes the voices of faculty, staff and students earlier in the process. This is a challenging time for the university and a questionable appointment of a seemingly unqualified president could dramatically reduce the confidence of the faculty in our university system.</p>		1269	6/11/2020 15:19
Zachary	Jim Johnsen's presentation was not up to the standards of the UW system. He failed to adequately address the no confidence votes he received in 2017 from Alaska faculty when asked about shared governance. His response to a question about diversity showed little to no knowledge of how to handle sensitive and important questions about race, difference, and equality. In no way did his response regarding diversity signal an ability to lead the UW system at a critical moment when considerations of equality and difference will be of incredible important moving forward. In addition to my absolute displeasure with the process that led us to having only one finalist for the position of UW system president, I feel a Johnsen presidency is antithetical to the purported goals, values, and commitments of the UW system.		1268	6/11/2020 15:19
Jeremiah	I am concerned about the choice of Jim Johnsen as the only candidate at the end of this selection process. His comments about the residents of Alaska "expecting a handout" despite "no taxes" in Alaska demonstrates to me a fundamental lack of empathy. Do we want someone leading our system who publicly demeans the people of a state he was serving for years? How does he feel about those students on Bucky's Tuition Promise? I urge the UW System Presidential Search Committee to do the right thing. Do not select Johnsen to be our next System President. Demand that the Board of Regents begin a new search with a search committee that involves the faculty, staff, and student representatives that make our universities run.		1267	6/11/2020 15:18
Stephen	In my experience, it's highly irregular to have a single final candidate - especially for such a prominent position - and it certainly gives the air of impropriety. In his interview, Dr. Johnsen seems to explain the vote of no confidence from the faculty at the University of Alaska as disgruntled employees. I find that insulting and believe this candidate would start in a position of defense which is not something the UW System needs. There are too many red flags here. Please call this a failed search.		1266	6/11/2020 15:18
Peggy	As a UW Staff member who values Shared Governance I'm disappointed that Dr. Johnsen is the only finalist. It was a flawed search using a flawed process that gives only lip-service to the value of Shared Governance. Members of the board of Regents whose terms had expired voted on this candidate, in spite of their terms having been expired. They have disregarded the concerns of students, staff and faculty and plowed through with the objective of getting this unqualified candidate appointed President. I have no confidence in this process, in the board's decision or in the candidate.			
Peter	I hope the candidate will do the right thing and remove himself from consideration. The only alternative will be to sack him in one year's time when Governor Walker's cronies are off the board. He should save us the trouble and sack himself.		1265	6/11/2020 15:18
Caitlin	I stand in solidarity with the faculty, staff, and my fellow grad students in urging for a new search to take place. Dr. Johnsen has a highly concerning record and is problematic (referring to himself as a minority). Faculty, staff, and students should play a stronger role in selecting the next President of the UW System.		1264	6/11/2020 15:17
	<p>There are no substantive comments or answers coming from Dr Johnsen during this entire presentation.</p> <p>In these times, there needs to be a clear statement from any candidate being considered for the position of president of Ushowing understanding about how higher education is a product of white supremacy and that the current fashion of turning higher ed into a business and running it along business models is yet another way to close it off to most students. The richness of the UW system is that there are different UW universities and colleges and they need to offer the WI and other students in all their glorious diversity choices without having to move away from home (especially in Covid times) and incur even more costs.</p> <p>The entire search has been couched in secrecy. It needs to be considered a failure especially since Dr Johnsen does not even have an opportunity to demonstrate to the faculty, students and staff that he would be serving why he is the best qualified as against a field of candidates.</p> <p>You, regents are supposed to be representing the entire UW system and serving to offer the students the greatest opportunity for the most affirming education that forwards our human community.</p> <p>Any presidential candidate must have a vision to build coalitions across race, sexual identity and class that changes the trajectory of the UW system from the last 10-15 years to support a STEAM based education where the humanities are the foundation of all learning to open up creativity channels in all fields and include the diversities of the entire university.</p>		1263	6/11/2020 15:17
Christie	I do not think that Jim Johnsen, president of the University of Alaska, would serve the University of Wisconsin system well as President. I am concerned about his record of multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities. Please go through a more thorough search to find candidates who will not only sustain our strong public institutions, but make them even stronger. We need a leader who is forward-thinking, inclusive, and creative.		1262	6/11/2020 15:17

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Aaron	<p>concern stems from conversations with Alaska Native faculty from the University of Alaska System. They shared that during Dr. Johnsen's leadership of the UA System that Alaska Natives were not served well and that six Alaska Native faculty left UA due to problematic leadership including Dr. Johnsen's. Native American PhDs are few and far between, and it took UW-Madison over ten years to hire six new Native American faculty.</p> <p>An example of the leadership that challenged Alaska Native academics is that Alaska Native Corporations (equivalent to tribal nations in the lower 48) wanted to offer targeted monetary support towards the education of Alaska Natives in the UA System but that donations from Alaska Native Corporations were required to be donated to a general fund that did not guarantee that the funds Alaska Native Corporations were donating to the UA System would reach the programs and students Alaska Native Corporations wanted to support. Dr. Johnsen was not supportive of Alaska Native education by not working with Alaska Native Corporations for how they could donate to the UA System to support Alaska Native education. Alaska Native faculty shared that Dr. Johnsen disagreed with UA Chancellors for the chancellors could interact with Alaska Native nations, and this troubled the Alaska Native faculty.</p> <p>Alaska Native faculty also noted that Dr. Johnsen seemed to attempt to consolidate power so that only Dr. Johnsen's voice and no other voice would be heard by the Board of Regents, which is antithetical for how leadership functions in many Indigenous societies. They shared that Dr. Johnsen worked to limit the ability of faculty and staff to communicate with the Board of Regents during his leadership. They shared that Dr. Johnsen ignored the UA faculty and students as they forwarded two votes of no confidence from the faculty and one vote of no confidence from the students regarding university leadership to the UA Board of Regents. Alaska Native faculty shared that Dr. Johnsen does not seem to respect shared governance and that he attempted to censor UA university faculty and staff by issuing a letter that prohibited them from speaking with the public or legislators about the university with the threat of termination of their employment by stating if they talked to the public they were "making a choice to find a new job."</p> <p>Alaska Native faculty shared that Dr. Johnsen limited the amount the UA Chancellors could even speak to the Board of Regents, cutting their allotted 30 minutes of time with the UA Board of Regents down to 10 minutes after UA Chancellors prepared a proposal for how they align their universities to work in greater collaboration. Alaska Native faculty noted that when the significant budget cuts were implemented across the UA System that programs serving the historically underrepresented populations in higher education were cut first, such as the English as Second Language programs that are important to Alaska Native students as many are first language speakers of Indigenous languages. At one UA university, the Native American Student Success position remained vacant for a long period of time. Among the most troubling ideas that Dr. Johnsen forwarded for the consolidation of the UA System was that all Alaska Native programs would be moved to one campus, which is an inequitable solution for Alaska Natives as many are geographically bound. Native American culture and language revitalization remain priorities for all Indigenous nations of the US, after the US attempted to eradicate all Alaska Native and American Indian languages from planet Earth. Under Dr. Johnsen's leadership vision for consolidation, the Alaskan Native languages were to be reorganized separately from the other language departments and put into one university, again an equity issue for geographically bound Alaska Natives. The Alaska Native faculty felt that Dr. Johnsen's leadership and vision were not good for Indigenous language revitalization, arguably the most pressing priority for Indigenous nations. Ultimately, the Alaska Native faculty believed Dr. Johnsen to be untrustworthy based upon their experiences in the UA System. The word used to describe Dr. Johnsen's attempts at I feel the search for System President needs to be failed and a new search started. It would be a disservice to all if it was completed with only one candidate. I will be open in saying that Dr. Johnsen is not my first choice given his history. The reason we do a search is to give ourselves the best possible options to pick the correct leader for the UW System, only having only one candidate in the pool does not give us any option. Thank you for the opportunity to voice my comment.</p>		1261	6/11/2020 15:15
Beverly	<p>I would be dismayed and disheartened under any circumstances, but I am all the more so during "these exceptional times," that the search committee has settled on an unexceptional and inappropriate person to oversee our UW System. The flawed search has become a failed search. Please press hold, too much is at stake. Students and their families, faculty, staff and administration all deserve proper leadership from someone with a clear vision, a solid background in both academic and public service, and a demonstrated commitment to strengthening our truly exceptional and invaluable UW System.</p>		1260	6/11/2020 15:13
Anita	<p>I strongly oppose the single candidate Jim Johnsen for system president. Everything that we have been told about this candidate's professional history signals that he is directly opposed to the Wisconsin idea. The fact that faculty and students in the University of Alaska system were strongly dismayed by his performance should give the Regents great pause. This candidate has demonstrated that he is ignorant and indifferent towards the interests of students, faculty, and staff at a public university. Selecting this candidate would further be a dismissal of the cultural moment that demands experience, expertise, and investment in a diverse body politic. We urge the Board of Regents to review new candidates for this position.</p>		1259	6/11/2020 15:13
William	<p>This should be designated a failed search. A new committee that includes faculty and student representation should be assembled to conduct a new search for this position. I felt his presentation was flat. No vision. No passion.</p>		1258	6/11/2020 15:13
Ann	<p>Please Re-open the the search, I do not think he is a good fit for UW's future.</p>		1257	6/11/2020 15:12
Michelle	<p>I stand with ASM and AAUP in opposing a single finalist for this important role and one with some problematic history that does not fit well for UW System including his attempt to merge the campuses in Alaska and various votes of no-confidence from constituents across those campuses. Now more than ever we need someone with a focus on diversity and inclusion and how we as a System and individual campuses can improve our institutions to support all students and communities and he has not shown himself to be that person in his responses or history.</p>		1256	6/11/2020 15:12
Gabrielle	<p>Dr. Johnsen's presentation was subpar. It is evident he is not a qualified candidate for the position of UW System President. His answers to questions were vague, and lacked any indication of what he was committed to doing in this role. He also lacked an understanding of diversity and inclusion. Choosing Dr. Johnsen as the UW System President will be detrimental to the state. I cannot condone Dr. Johnsen as UW System President. There are too many "red flag" associated with him, and I believe this is indeed a "failed search." University of Wisconsin System deserves the best candidate for President, and at this time, I cannot support the current candidate.</p>		1255	6/11/2020 15:11
Kevin	<p>Kevin Kurdylo UW-Wisconsin-Madison, Memorial Library</p> <p>I was willing to give Jim Johnsen a chance, but he did not provide an adequate presentation or answers to questions while here for his interview. He is not qualified to handle the challenges of this position. Please select an interim President who will meet with the approval of all stakeholders and restart the search.</p>		1254	6/11/2020 15:11
Eric	<p>I do not understand how this person is the only finalist in this search. Based on his record of department eliminations, racial disparities, and votes of no confidence from his time with UA, it is clear he is not the right choice for UW and its students. Fight for a better future for all of us. Please search for a president again.</p>		1253	6/11/2020 15:09
Rebecca	<p>I do not understand how this person is the only finalist in this search. Based on his record of department eliminations, racial disparities, and votes of no confidence from his time with UA, it is clear he is not the right choice for UW and its students. Fight for a better future for all of us. Please search for a president again.</p>		1252	6/11/2020 15:08

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Deanna	<p>I want to preface my comments by stating that I worked for the University of Alaska Anchorage for over 7 years, first as staff working across all the University of Alaska campuses and then as faculty until 2012, so am familiar with Alaska and the University of Alaska system. I reached out to some former colleagues, from faculty members to campus leaders, to learn more about Dr. Johnson. As I listened to Dr. Johnson during the recorded forum, some concerns emerged.</p> <p>1. He talked a lot about the importance of building relationships and spoke in general terms. He never spoke to what he did to build relationships with the legislature and others in Alaska as their state budget crisis unfolded. Also, based on news reports, insights from former colleagues, and a hint from Dr. Johnson, there were issues that led to the vote of no confidence. There were clearly broken relationships and although he was specifically asked about the no confidence vote and tensions, he never addressed what he did to make things better or what he would do differently. A good leader who seeks to build trust will address challenges, acknowledge missteps, and identify lessons learned.</p> <p>2. Dr. Johnson spoke a lot about building relationships through communication. Yet my former colleagues and news reports indicated that the three UA chancellors have been in conflict with Dr. Johnson this past year and the BOR brought in a consultant to help improve communications. It makes me wonder how he will communicate with leadership and others in the UW system especially at this time when everyone is under stress due to the coronavirus and budget concerns.</p> <p>3. While I appreciated Dr. Johnson's comment that urban areas should not be the only places in Wisconsin where individuals can get their education, he never referenced his experience with that in the UA System. The rural campuses that serve remote areas of Alaska, most of which I visited and are entirely off the road system, are critical to serving the state's population, especially the Alaska Native communities. I found it puzzling and concerning that he did not address the comprehensive nature of the UA System that he is coming from, how he was able to work with all those different campuses effectively, and how that will translate to Wisconsin.</p> <p>4. One particular concern that was not addressed and should be considered is the involvement and issuance of a warning by the Northwest Commission on Colleges and Universities when the budget issues and fiscal exigency were declared. According to one former colleague, accreditation of the universities was at risk. Dr. Johnson did say the UA System had financial challenges, however, when the accrediting body becomes involved it becomes very serious and makes me wonder how they got to that point under his leadership.</p> <p>I believe Dr. Johnson "glossed over" a number of things, sharing examples of initiatives undertaken by his predecessors or organizations he worked for, things he knew about and may have verbally supported but was not involved in developing them. For example, the Alaska Native Science and Engineering Program (ANSEP) program housed at UAA which started in 1995 when he was involved in labor relations. It is a great program, however, it receives significant support from organizations external to the university, including the Alaska Native Corporations which have extensive financial resources, and the oil companies operating in the state that seek to increase the diversity of their workforce. Perhaps time constraints of the forum prevented him from sharing details. However, I prefer to know what he did as well as what he thinks.</p> <p>This lack of specific examples regarding initiatives he led, in combination with the four concerns listed—particularly the last concern related to the accrediting body—should cause the search committee to question whether Dr. Johnson is the right person to mend and build relationships, maintain the quality reputation of the UW System, and lead the system forward into the future. Thank you for considering my comments. (And forgive me if this is the second version of these comments - my first attempt did not appear to go through.)</p>		1251	6/11/2020 15:08
Asif	<p>The search for UWS President was conducted and finalized without including faculty, staff and students. The actions of the president impact students, staff and faculty the most as this group is the backbone of the university. The Board of Regents, the search committee and President Ray Cross should not have taken the unprecedented action of presenting the university community with a single finalist, fait accompli. He has not been properly vetted because his candidacy has not been scrutinized by the entire campus community. I reject this stealth candidate and recommend the search be reopened.</p>		1250	6/11/2020 15:07
Jeffrey	<p>A failed search that would begin with soured relations between the candidate, if selected, and faculty. Would be best for all concerned, including Mr. Johnson, to begin again, solicit more input from faculty and field a larger number of candidates expressing a compelling vision to advance the UW System.</p>		1249	6/11/2020 15:06
Corinne	<p>The University of Alaska has clearly issued a vote of no confidence in this candidate. Listening and learning for their experience is imperative. Dr. Johnson should not be considered for the UW system position. He does not seem to stand for social and racial justice nor he is particularly inclined to keep social science programs funded. The social sciences are often the backbone and leading voices in changing social environments, particularly of the kind we are experiencing today. Continuing the search for a more appropriate candidate is the only reasonable action.</p>		1248	6/11/2020 15:05
Jennifer	<p>With everything going on in the country, stakeholders will be focused on our response to the systemic needs for reform in the areas of diversity, equity, and inclusion. Dr. Johnson's response to a question about diversity posed by one of the interviewers showed that he has not considered the situation many students and faculty of color face in the state. His answer was based on a story from 1967 and a reference to him being "a minority (among Alaskan Natives)." This response does not share anything about any growth he had from these experiences and they do not reflect an understanding of the systemic barriers that exist for BIPOC students and faculty.</p> <p>In a question about receiving a vote of no confidence, Dr. Johnson states did not respond to the concerns of the question asker and instead diverted to other topics which should be a cause of concern for the hiring committee.</p> <p>Given the need for collaboration, communication, and empathy from the highest levels of leadership as we all recover from the collective traumas of police brutality, economic devastation, and a global pandemic, it is extremely concerning that such a significant position only has one – white – candidate. This candidate has already received indications of "little to no confidence in his leadership" in a Faculty Senate poll at the University of Alaska Anchorage and concern from the UW-Madison chapter of the AAUP.</p> <p>Dr. Johnson also at one point in the interview stated that he comes "from a state where individuals pay no taxes and expect a handout each each year from our permanent [oil] fund". This casual reference to people in need of state funds is a cause for concern for a state institution that teaches people from all economic backgrounds.</p> <p>For these reasons, it is important to fail and restart this search.</p>		1247	6/11/2020 15:05
Kathryn	<p>Dear Search Committee,</p> <p>I am writing to express deep concerns with the search process, as well as with Dr. Johnson's candidacy and presentation. As many have addressed, the search process did not abide by key principles of shared governance that threaten the legitimacy of the process. In these challenging times, when the system confronts unprecedented calls for leadership to redress decades of racial injustice at every level of the UW system, it is essential for key constituents of the UW System to weigh in on the selection of a leader equipped to address those concerns. This presentation did not alleviate my concerns about the process, nor about Dr. Johnson's record at the University of Alaska.</p> <p>I am writing to request that the Committee cancel the search, appoint an interim president, and initiate a new search with a more representative search committee who would be to identify multiple candidates who could be vetted by members of the entire UW System community.</p> <p>Sincerely,</p>		1246	6/11/2020 15:04

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Gina	<p>I do not support the process by which the Board of Regents has chosen a single candidate to lead the UW system. The process needs to be transparent and include faculty and staff, and include more than one candidate. Dr. Johnson tore apart the Alaska system and he will do the same for the UW system. We need someone to bring us together. The best way to strengthen Wisconsin is through its educational system with exceptional funding and exceptional leadership.</p> <p>I'm writing to express my utter consternation that Dr. Jim Johnson's candidacy has not yet been ended on the basis of his casual deployment of racially incendiary remarks. On a day that NASCAR banned the confederate flag from its events, the white male candidate for President of the esteemed University of Wisconsin System chose to characterize himself as a "minority" and to rely on the offensive "I have a black friend" trope.</p> <p>Johnson's racially insensitive remarks undermine the efforts of the UW System to nurture a more inclusive atmosphere on campuses and in the State of Wisconsin. Even worse, they suggest that statements of solidarity are mere words that we are not willing to back up with actions.</p> <p>In "A Message to Our Community" on May 31, 2020, Chancellor Rebecca Blank, a member of the almost-entirely-white search committee that excluded faculty, staff, and student representatives, wrote that "Each of us – particularly those of us who do not face the daily challenge of living amid inequity and injustice – must contribute to and lead the change that is needed." Making it all about himself, his status, and his experience, Johnson (who must have seen Blank's message at some point in his preparation) willingly chose to fly in the face of such sensible advice.</p> <p>At the very least, Johnson's racially troubling comments reveal him to be completely out of touch and incapable of leading effectively. Now uttered, they become a liability to the UW System if we do anything less than reject his candidacy. Already, local media outlets have laid the foundation for what will become a national and international news story and a blow to the UW System's credibility, should Johnson be selected. In yesterday's Wisconsin State Journal, Kelly Meyerhofer writes:</p> <p>"In response to a question on his experience promoting diversity, Johnson said he appreciates and understands the anger people feel when loved ones are treated unfairly. He described a "foundational experience" during his childhood in the late 1960s when his family shared a duplex with an African American family and grew close to them. He reconnected with the family's father a few years ago and said the dad referred to him as his "white son" while Johnson called him "his black father."</p> <p>Johnson, who is white, also characterized himself as a "minority" while working at Doyon, a Native Alaskan-owned company, between 2008 and 2011 because the majority of employees were Native Alaskan."</p> <p>Questions about Johnson's job capabilities are valid, based on his deeply troubling track record at the University of Alaska, but to my mind, they have become irrelevant now. When Johnson, in the midst of this important moment in the history of Civil Rights, chose to characterize himself as a minority, or as someone who understands that Black Lives Matter because he once had a black friend, he failed the test. We need not fail it with him.</p>	1245	6/11/2020 15:03
Joshua	<p>I was born and raised in Madison, WI and am a proud employee of UW-Madison. However, I am very concerned about both the final candidate and the process itself. Dr. Johnson does not embody the Wisconsin idea to solve problems and improve health, quality of life, the environment, and agriculture for all citizens of the state. Instead, he has defunded programs and created worse racial outcomes. I am very concerned and would like to voice my discontent about his nomination. Secondly, I am very concerned that there was not many finalists that we could weigh in on. This diminishes the strength of our University. Please reconsider.</p>	1244	6/11/2020 15:02
Maria	<p>I was already embarrassed by Dr. Johnson's selection before he said a word—he does not have a strong record in Alaska. Nothing he said in his presentation or the Q&A made me feel any better about his ability to lead us in difficult times (or any times).</p> <p>It is not o.k. that only one under-qualified, un-inspiring candidate was put forward. Putting him in the job can't lead to good things.</p> <p>It is a challenging time & everyone across the board needs to be ready to pitch in and make hard choices. This is not the leader to get us ready to do that in a productive way.</p> <p>Having only one candidate put forward is ALREADY a failed search, and then looking at this particular candidate gives another layer of FAILED SEARCH.</p>	1243	6/11/2020 15:01
Marnie	<p>Appoint an interim and start over.</p> <p>This candidate is not suitable for the UW System. It is unacceptable that the search committee came back with only one candidate. The search needs to be failed and started again. We are at a crucial time for UW and higher education, and this candidate is not the answer.</p>	1242	6/11/2020 15:01
Haley	<p>I am troubled that faculty were shut out from the search process, and that the UW System is still moving forward in a search with only one finalist. In other searches on campus, we would get pressure to declare a failed search if we only had one finalist. Why is not the president search following the same guidance? Moreover, the finalist candidate is controversial at best, and potentially even scandalous. I worry about the future of the UW System if it goes ahead and hires the lone finalist of an (otherwise) failed search that brings with him a problematic history.</p>	1241	6/11/2020 15:00
Laura	<p>I have been watching Dr. Johnson's interview, and he has provided responses that align with my expectations of someone who would like to assume this position. However, I am very concerned that he is not "a finalist for the position of UW System President." He is THE finalist. I am very concerned about this because of where he is coming to us from: The University of Alaska System is currently consolidating in many ways similar to those recently proposed by Ray Cross. This is very disconcerting. I can only speak based on my experiences at UWEC, but I find hiring someone who has just enacted a plan very similar to the one proposed and having only one finalist shows the agenda of the UW System and Board of Regents. UWEC made massive cuts around the time I was hired (I started in 2014) in an effort to ensure our fiscal viability. We have made massive changes in our general requirement and committed to a Liberal Education core that enhances the experiences of our students. My music education students are frequently hired before they even graduate because administrators seek them out. The experiences that UWEC provides as a comprehensive university is what keeps students coming to our campus, and it allows for our students to experience high impact practices that make our graduates stand out in interviews across disciplines. The possibility of hiring Dr. Johnson without any additional applicants, with minimal to no input from faculty, staff, and students, and with the proposed plan of Ray Cross seem to be more than happy coincidences. I have been in the field of education for 20 years, and I completely understand funding (and lack thereof) and the need for adjustments in the wake of a pandemic and the looming enrollment "cliff." If you move forward with the hiring of Dr. Johnson, I implore you to look deeper into the campuses that would be potentially reorganized. UWEC continues to stand out, and in my field specifically, we have the largest music education area in the region. We will not be able to offer the same experiences under the plan proposed. Because of his experience, Dr. Johnson is tied to the plan in very real ways. He spoke about relationships in his interview. If he is hired as the candidate under these conditions, relationships are indeed at risk.</p>	1240	6/11/2020 14:59
		1239	6/11/2020 14:59

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Chris	<p>Dear Search Committee,</p> <p>My concerns with Dr. Johnsen's candidacy relate to the manner in which the the search committee was composed, the process by which the search was conducted, and the results of the committee's search. At each stage there were important failures to conform to principles of shared governance that threaten the legitimacy of the process. These issues have been raised in detail elsewhere, so I won't elaborate upon them here (they have been largely captured and summarized in the excellent reporting over the past six months by the Wisconsin State Journal here: https://madison.com/wsj/news/local/education/university/breaking-precident-uw-system-presidential-search-panel-has-no-faculty-academic-staff/article_993bf445-246c-5386-ad61-aca714a73a8b.html here: https://madison.com/wsj/news/local/education/university/uw-regents-wont-expand-presidential-search-panel-despite-pleas-from-all-13-campus/article_31118e74-1328-5e43-b84a-6fc5d219ca8b.html here: https://madison.com/wsj/news/local/education/university/tony-evers-to-uw-regents-expand-presidential-search-committee/article_7a25aa02-3c83-51ed-b3e8-89fe6043d62.html here: https://madison.com/wsj/news/local/education/university/as-1-finalist-interviews-to-be-uw-system-president-nearly-2-000-people-call-for/article_85c4f83c-fe99-527a-9688-b22f4e99943a.html)</p> <p>At a moment when the system faces a looming budget crisis that demands confidence in the ability and interest of the incoming president to communicate and collaborate with system leadership, the search process that forwards their candidacy must be beyond reproach. Given that the search excluded key members of the UW System and resulted in a single finalist, this is no longer possible. The best course of action would be to cancel the search, appoint an interim president if necessary, and immediately start a new search with a more representative search committee who would be to identify multiple candidates capable of serving with the confidence and support of the entire UW System community.</p> <p>Sincerely,</p> <p>Chris</p>		1238	6/11/2020 14:57
Edward	<p>I am deeply concerned by the rushed, non-transparent, and restrictive process that has led to announcement of a single Finalist in the search for the President of the UW-System. A deadline of 5 pm today, roughly 36 hours after his virtual visit only serves to further increase these concerns. Additionally, the numerous votes of no-confidence that Dr. Johnsen has received at the University of Alaska speak to a failure of leadership under relatively normal circumstances. These are not normal circumstances. We need leadership that will be inclusive, thoughtful and responsive to the needs of all of the UW-System campuses, rather than systematically excluding them from every step of the process. We need leadership that inspires confidence, not votes of no confidence. We need leadership that responds to the people of Wisconsin, not simply parroting the Wisconsin idea during a softball 90-minute session. For these reasons, I ask that the Regents declare this a failed search, appoint an Interim President, and conduct a new nationwide search in an methodical, transparent and open process. A search that yields multiple finalists, and that gives the students, faculty and staff of the entire University of Wisconsin System a chance to have their questions and concerns addressed, to ultimately help us to find leadership worthy of the great state of Wisconsin.</p>		1237	6/11/2020 14:55
	<p>I appreciate the search committee seeking comments. I would however say that the ongoing search has been significantly flawed. It is very important that the search be restarted and expanded to more than one candidate. Further, Dr. Johnsen's record, particularly the several votes by faculty, staff, and students of "no confidence" and his cuts to several programs is alarming. I hope that the Presidential Search Committee will reevaluate their search and seek more candidates before making any decision.</p>		1236	6/11/2020 14:55
	<p>I do not support the nomination of an individual who has a trajectory of eliminating academic programs.</p>		1235	6/11/2020 14:55
SIMON	<p>I oppose Jim Johnsen's nomination for president of the UW System.</p>		1234	6/11/2020 14:55
Kimberly	<p>I do not approve of this search, nor the choice of final candidate for UW System President. The UW -System was founded to support the "Wisconsin idea." It exists for the enrichment of our citizens, along with our socio-economic and political institutions. This search clearly goes against all that this idea stands for.</p> <p>First, this search has been mishandled from the beginning. It lacked representation of faculty or staff, and the only student position was an alumni. The UW System President represents all elements of the System, not just the Board of Regents and a few Chancellors and a Provost. Moreover, only one candidate selected as a finalist. Both of these issues would be would be considered grounds for a failed search if this was conducted at a UW Campus. System should be held accountable to the same standards of representation and transparency as all other parts of our organization. It is also quite telling that this open period is limited in time and taking place when the majority of System stakeholders are away from campus. When families' focuses are away from educational issues. What are you hiding?</p> <p>Second, the one candidate chosen - Dr. Johnsen - lacks the strong academic background needed to run the UW-System. He comes from a system that has lost half of it's programs and gone through a physical restructuring of its campuses. The policies enacted by Dr. Johnsen during this time look suspiciously like those proposed by President Cross last month. Moreover has suffered votes of no confidence by members of the University of Alaska system. This is especially telling, as he is the ONLY candidate chosen by the search committee. Why has someone with his background made it to the final stage, without looking for additional candidates or failing the search?</p> <p>Given the lack of transparency and candidate options, this search looks like it is being conducted for the benefit of the State Legislature and Board of Regents, rather than the people of Wisconsin and members of the UW-System. Continuing forward with this sham search will further hurt the state of Wisconsin. Younger citizens are already leaving the state after they graduate. A System President whose interests are misaligned with all Stakeholders creates additional barriers for the public to access high quality education their tax dollars help support. Students will go elsewhere and not come back, increasing our "brain drain." They may not access higher education at all. An educated public strengthens a state. Having a transparent and representative search for a new System President that is invested in the "Wisconsin idea" will help move Wisconsin forward. Sadly, this is not that search, nor that candidate.</p>		1233	6/11/2020 14:54
Michelle	<p>I am very concerned that this search wasn't failed and reopened. Every protocol we have for hiring on campus would have required it. The presentation was not strong. It was short on solid proposals and ideas but long on describing Wisconsin, the UW, and his family life. His comments on diversity did not reference any way in which he has ideas, experience, or an interest in leadership or any commitment to anti-racism.</p>		1232	6/11/2020 14:54
	<p>Choosing from just one finalist does not do the university system justice. This decision can have ramifications for many years. The Board owes it to students to select from the best candidates available. Especially during these times of uncertainty and change, our leader must be someone who the UW community has trust in. I implore you to give this process the time to find a leader that we can get behind and trust to advocate for our most vulnerable students and staff. We need a leader who can advocate for all groups and lead the UW system to a more equitable future.</p>		1231	6/11/2020 14:54

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Keri	Good afternoon, I am writing to express concern about the sole finalist candidate. My 24 years of full time experience working at UW-Madison as well as two degrees earned from the UW system have influenced my awareness and appreciation of the importance of the System President role. Since I have personally won and administered federal, state, and local grants, as well as overseen operational service units within the Madison campus and across the state, I am keenly aware of the importance of effective oversight processes, accreditation, and administrative excellence. Therefore my carefully considered opinion is that it is unacceptable to hire a candidate in this critical role whose work history raises serious questions about their ability to provide administrative leadership, for example the loss of accreditation in Alaska is a giant and unignorable red flag, not matter how eloquently explained away. Further, as a citizen who served a three-year term as an elected official (school board), I highly value the opportunity and necessity of stakeholder participation, and therefore I strongly object to proceeding with this search without inviting broader participation.		1230	6/11/2020 14:54
	I am opposed to the process that was followed in selecting and advancing this candidate as a finalist. I am also opposed to the candidate based on the candidate's previous work history. There are many concerning and still unanswered questions regarding the process the candidate has personally used in leading the UA system in ways that are not conducive to inclusivity, shared governance, and in my opinion most important, desirable student outcomes.		1229	6/11/2020 14:54
Taryn	I would like to echo the TAA and the AAUP in requesting that we reject Jim Johnsen and begin a new search for UW System President. The Committee's presentation of only one quite flawed candidate, who has a vote of no-confidence at UA and has overseen a worsening of racial injustice at that institution, was the culmination of an exclusive and obscure process that shut out professors, students, and staff alike. Please restart the search in a more open way in the UW spirit of racial justice, inclusivity, and the Wisconsin idea.		1228	6/11/2020 14:53
	I write to oppose the appointment of Jim Johnsen as president of the UW System. First, even if I had confidence that Johnsen was the best pick for the position, any search process that produces only one viable finalist is fatally flawed, and we must recognize it as a failure. The UW System and the people of Wisconsin deserve a search process that is openly competitive at the finalist stage, one where the finalists have something to prove in their performance in front of the citizens of the state and the tens of thousands of employees and students of the UW System. The search was a failure, and until very recent politically-motivated changes to procedure, the conduct and result of this search would have been illegal. Second, and perhaps owing to the failure of the search process, the lone finalist is not up to this very important job. At the University of Alaska where he was previously in charge of a state system, he leaves a trail of failure and division having decimated the higher education system in Alaska and losing the confidence of the faculty and students within it. Putting Johnsen in charge of a larger, more complex, and more distinguished state university system makes absolutely no sense. Of course, I am suspicious that the Walker-appointed Regents and the Republican-controlled state legislature favor Johnsen because they want him to fail upward in Wisconsin. I think they want to close campuses, turn a university system which offers a broad-range of subjects for the sake of learning and self-improvement into a set of regional trade schools. In the eyes of scoundrels, no confidence votes from faculty are badges of honor. That all may be so. But let me also ask you to consider, based on Johnsen's performance during the limited public-facing interview, that he is a gaffe machine who seems not to think before he speaks. He will cause you public relations headaches and will ultimately lose revenue for the system and alienate business partners. When asked a softball question about diversity, in the midst of national dialogue about race and structural racism, Johnsen gave mind boggling answers about, essentially, having a Black friend. His personal story may be or feel true to him, but it has nothing to do with the needs and concerns of a growing diverse student body. Let me be clear, in the 21st century the UW system will need to recruit, serve, retain, and graduate ever more diverse student bodies. Even if you are unmoved by the ethical and just reasons to do so, let me remind you that the now tuition-driven UW System's bottom line depends on it. In the next 25 years, the US will be a "majority minority" nation. In the leadup to 2045, the UW System will have to convince non-white families to send their kids to our institutions. To pay tuition for them. To stay in them. To donate to them. Can you honestly say that a search that produced a single finalist, a white man who cannot answer a simple question about race and diversity in higher education, meets the needs of our UW System? After this process do you seriously believe that he will inspire Black, indigenous, immigrant, migrant, and people of color to believe that the University of Wisconsin is the place for them? No. He's going to lose you money and he's going to be in the news for saying ill-thought things in front of the audiences he needs to inspire and lead.		1227	6/11/2020 14:51
Jonathan	Dr. Johnsen seems not to be able to be empathic to UW System, discontinuing many programs at U of A System. If it's an indication of how he dealings with budget cutbacks, shutting out programs and leaving staff without positions is NOT the plan that Wisconsin needs.			
Vicki	I do not support Dr J Johnsen.		1226	6/11/2020 14:51
Linfeng	I have been a faculty member at UW Oshkosh since 1993. During my 27 years of career with UW System I have witnessed many major events and changes at both the System and campus level, including two chancellor searches at Oshkosh. I am seriously concerned about the flaws in the current search for a new UW System president. Both the search process and Johnsen's qualification for the candidacy are questionable and have not involved a more share governance with faculty, staff, and student participation. This represents a serious flaw when the newly hired system president will have a paramount influence on the future well being of UW System. I ask you to seriously reconsider Johnsen's finalist candidacy and to adopt a search process which involves faculty, staff, and students. Thank you.		1225	6/11/2020 14:50
	I was very disappointed that Dr. Johnsen was the sole candidate put forward by the search committee. This should be declared a failed search on that factor alone, but now that we have gone through the process and watched the public forum, it is even more apparent this search needs to be failed. Dr. Johnsen's record of slashing programs in his current position in UA makes his candidacy very unappealing. We need a president who will fight for our programs - not slash and burn our system the way UA is currently experiencing his leadership. His comment about understanding equity and diversity was abysmal. He had nothing of substance to be able to reference so instead identified himself as a "minority." As a straight, cis, white male - his answers were disgusting.			
Lynette	I cannot recommend in any way that Dr. Johnsen be hired to lead our UW System. The search should be failed.		1224	6/11/2020 14:50

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Judith	<p>Dear Search Committee,</p> <p>Dr. Johnsen is not right for Wisconsin. Although he touted the importance of building relationships, his tenure at the University of Alaska testifies to his inability to build trusted relationships with his many constituencies. The University of Alaska record of graduation rates is abysmal. It is not a model we should bring to WI.</p> <p>As the state and nation are wrestling with demands to address the harms of racism and white supremacy, Dr. Johnsen seemed especially ill-equipped to help the UW system school increase diversity and address racial disparities.</p> <p>We need a president that can envision a transformed university system in these unprecedented economic and political times—a transformation that can invigorate rather than merely shrink. If Johnsen has that vision, he has not shared it.</p> <p>Please declare a failed search. WI and its citizens need and deserve an innovative educational thinker in these remarkable times.</p> <p>Sincerely, [REDACTED]</p>		1223	6/11/2020 14:50
Scott	<p>I think this should result in a failed search. As an employee, I would rather have this search delayed than hire the one finalist named. Given Dr. Johnsen's track record at UA, I would not feel comfortable with his hiring unless I knew more information/background about the other applicants that were denied. In no way do I support the hiring of Dr. Johnsen under the current circumstances.</p>		1222	6/11/2020 14:50
Susan	<p>Please do not hire this man.</p>		1221	6/11/2020 14:50
Sherri	<p>The UW-System and the position it holds within the nation and world higher education platform and it's make up of faculty, students, staff and communities deserve the opportunity to compare and contrast, using shared governance channels and transparent communication to select a new president to lead. Please make the decision to listen and offer a solution that includes a new search in the next year.</p>		1220	6/11/2020 14:48
Amani	<p>I demand that the UW System Search Committee declare a failed search. To have a single finalist for such an important position, especially when the finalist is as unsuitable as Johnsen is, is not acceptable.</p> <p>I was disappointed to hear Johnsen discuss his supposed support of the liberal arts and interest in cutting down on administrative costs when he has done precisely the opposite in Alaska, cutting multiple programs (University of Alaska is now the only public state university system in the country not offering a sociology degree - which seems like a critical program at this moment in time, as we as a country confront the systemic racism and prejudice in our society) while not cutting administrative costs (which are 170% of the administrative costs of peer institutions).</p> <p>I also was disappointed in the way Johnsen handled questions regarding the importance of diversity - telling a story about being a "minority" in a company owned by Alaska Natives and primarily staffed by Alaska Natives. That's not at all the same thing.</p> <p>Finally, Johnsen's track record at University of Alaska (with multiple no-confidence votes, program cuts, and poor leadership) should disqualify him from this position.</p>		1219	6/11/2020 14:47
Nan	<p>Fail the search. Start again. The UW System deserves a competent and compassionate leader who will truly support all faculty, staff, and students.</p>		1218	6/11/2020 14:46
Susan	<p>I would like to register my deep dismay at the search process for the next UW System President as well as at the sole finalist, Jim Johnsen. I urge the search committee and the Board of Regents to declare a failed search, to appoint an acting UW System President, and re-run the search.</p> <p>First, the process has been flawed from the start because of the exclusion of faculty and staff from the committee. This created a very poor foundation for the search's integrity and trust among System stakeholders. The process is doubly flawed because the search committee forwarded only one finalist and did not present finalists that represent a diversity of gender and race. At this particular moment of crisis in our state and country around issues of race, this is a terrible blunder. The search appears rigged; if it is not, then it should be abandoned to try again. If it is rigged, then that is a betrayal of the trust of the people of Wisconsin; members of the search committee and the Board of Regents with ethical standards should stop this travesty.</p> <p>In addition to process, there are many reasons to object to Johnsen in particular. He is a hatchet man who just destroyed the University of Alaska system. No doubt that is what made him attractive to some. But we are in a moment not anticipated when this search began. With COVID-19 ensuring a difficult next few years in higher education across the country, it will be especially important to move forward judiciously. We need someone with a full range of problem-solving skills and true vision, not someone whose record proves only that he can take orders to cut essential programs. Thank you for reading my comments.</p> <p>I'm not sure why we are even considering Dr. Johnsen given his track record regarding racial disparities in education. I understand that the UW system may be concerned about financial matters right now, but gutting the UW system of programs will just devalue our schools in the long run. Faculty senates across the UA system called for his removal. Why would we want him? Please consider this a failed search and try again.</p>		1217	6/11/2020 14:44
Helen	<p>I find it troubling that you couldn't find at least 2 candidates. A single candidate feels like cronyism.</p> <p>Do better. Reopen the search. Find at least 2 candidates for a lively discussion.</p>		1216	6/11/2020 14:44
Ariel	<p>Jim Johnsen is an unwise pick for UW system president. I can imagine the obstacles the search committee is encountering while trying to hire a president during these unprecedented time; however, there is no reason to settle for a candidate that demonstrated such poor performance at his prior institution. I have faith that we can do better.</p>		1215	6/11/2020 14:43
Sabrina	<p>I do not support hiring Jim Johnson as UW-System president. Johnsen's remarks on diversity and inclusion are extremely trite, misguided, and disappointing. The faculty at both the Anchorage and Fairbanks campuses of the Alaska system voted no confidence in Johnsen's leadership twice due to his lack of faculty inclusion in budget issues. Anchorage faculty called on their Board to suspend Johnsen in 2019 for putting the university's accreditation at risk. His track record with shared governance and transparent leadership is poor.</p> <p>Also this search did not include any faculty, staff, or students from UW-System. UW-System has always valued shared governance, this search went against our best practices and broke precedent. I believe this search needs to be repeated and done in a method that is inclusive of voices at all levels of UW-System.</p> <p>Finally, Michael Grebe stated that "other candidates withdrew from consideration because they didn't want to be named publicly as finalists amid a pandemic." If this is true, why are we hiring during this time? If we cannot get the best talent, then we need to wait. Those candidates are right to withdraw - this is not the time for them to leave their institutions. By hiring Johnsen, we are effectively taking the only person willing to leave their post during a pandemic - will he do that to us in the future?</p>		1214	6/11/2020 14:41
	<p>I am truly concerned about hiring an individual who is the single candidate to lead UW System and represent the interests of our students, faculty, staff, and Wisconsin citizens. As a UW Madison alumni, UW Milwaukee post-doc, and a faculty member at one of the comprehensives, I see the work that we (UWS employees) do as critical to Wisconsin.</p> <p>This sole candidate has made many decisions in his current position as President of the University of Alaska System that have harmed education and research there. The multiple votes of no confidence, elimination of BS and MS programs, and impacting education with failing to meet standards and loss accreditation at UAA school of education foreshadow what will happen to UW System.</p> <p>We need to preserve the integrity of our comprehensives and PhD granting campuses. Each campus serves a different market/region of the state and play critical roles in these areas, that need to be maintained. I am deeply concerned that this SOLE candidate does not possess the needed credentials nor the track record in Alaska to ensure voices are heard from shared governance, students, or the community as a whole.</p>		1213	6/11/2020 14:41

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Lisa	<p>Jim Johnsen has blamed his failures at the University of Alaska on budget cuts instead of taking responsibility for his decisions as president. His inability to work with staff or to respond to students makes him a poor choice for this position. The state of Wisconsin deserves a highly skilled leader with a proven record of success. I was also disturbed by his answers to questions about how he has promoted diversity at University of Alaska. The Regents should commit themselves to the promotion of a more equitable future by restarting this search. Johnsen's record speaks for itself: threats to the university's accreditation, devastating program cuts, lack of endorsement from former faculty and students.</p> <p>But, the number one reason, we need a new search:</p> <p>FAILURE TO ADDRESS RACIAL INEQUITIES FAILURE TO ADDRESS RACIAL INEQUITIES</p>		1212	6/11/2020 14:40
Naveena	FAILURE TO ADDRESS RACIAL INEQUITIES		1211	6/11/2020 14:40
Eleni	I strongly oppose Jim Johnsen's candidacy. We need to take UW in the exact OPPOSITE direction of this kind of leadership.		1210	6/11/2020 14:39
Sophia	<p>It has never been more glaringly obvious the Board of Regents' lack of care or even acknowledgment of its staff, faculty, and students than in its search for the new UW President. The exclusion of staff, faculty, and non-Regent students from the search committee completely dismantles the legitimacy in choosing a new UW president that is supposed to represent our entire school system. The disregard for diverse voices in the current climate of civil unrest and economic frailty is shady and nefarious. Furthermore, Jim Johnsen's candidacy is reprehensible. How are the people working for and attending our universities supposed to follow a man whose candidacy has been shrouded in secrecy and whose record at UA has been egregiously defiant of that system's well-being? And with the eruption of the Black Lives Matter movement and the exposure of racist ideology in our nation's society, how dare we consider electing a man who claimed to be a "minority" because he worked with Native Americans and who used the token anti-racist card of claiming he cared about diversity because he knows and associates with a black family. It is obvious that this candidate does not represent the well-being of the UW System and I am calling on the UW System Search Committee to restart their search for the new UW System President.</p> <p>I have deep, deep concerns with Jim Johnson as a potential President of the UW System. Jim Johnson has a terrible track record in his current role at the UA system. His leadership led to the UA having their accreditation threatened. He implemented large budget cuts while continuing to accept a high salary during the budget crisis. I have read the letter from the Faculty Senate of the University of Alaska Anchorage about their concern for the leadership of Jim Johnsen and laying out multiple ethical and professional violations. His actions do not demonstrate a commitment to supporting liberal arts education. He is not the leader we need for UW.</p>		1209	6/11/2020 14:37
Ellen	Dr. Johnsen was unprepared. Perhaps as the only finalist he was less inclined to prepare. His answers to questions of diversity, inclusion, and faculty governance suggest that either (inexplicably) he had never thought about these things or simply did not care. The public was outraged by his decision to tell a story about his "black father" or recall challenges as a "minority" on a board run by Indigenous Alaskans when asked about initiatives that speak to underrepresented or historically misrepresented groups. I agree. Yet, for me the most disqualifying moment was his recounting of how his work "helped native Alaskans understand western values." This is a kind of "everyday Orientalism." The fact that it came from a candidate for UW System president is embarrassing. It's too late to chastise the process - the process led to this moment - but there is still time to admit that there may be a reason why only one candidate was left standing. Please reconsider the decision to hire this person. He is unfit to lead any higher ed system in 2020 - including ours - and he seems unable to speak to anyone outside of his own administrative (white? male?) bubble.		1208	6/11/2020 14:32
Derek	Dr. Johnsen was unprepared. Perhaps as the only finalist he was less inclined to prepare. His answers to questions of diversity, inclusion, and faculty governance suggest that either (inexplicably) he had never thought about these things or simply did not care. The public was outraged by his decision to tell a story about his "black father" or recall challenges as a "minority" on a board run by Indigenous Alaskans when asked about initiatives that speak to underrepresented or historically misrepresented groups. I agree. Yet, for me the most disqualifying moment was his recounting of how his work "helped native Alaskans understand western values." This is a kind of "everyday Orientalism." The fact that it came from a candidate for UW System president is embarrassing. It's too late to chastise the process - the process led to this moment - but there is still time to admit that there may be a reason why only one candidate was left standing. Please reconsider the decision to hire this person. He is unfit to lead any higher ed system in 2020 - including ours - and he seems unable to speak to anyone outside of his own administrative (white? male?) bubble.		1207	6/11/2020 14:32
Terri	<p>I have several concerns after viewing the hour and a half long video presentation by Dr. Johnsen. I appreciate the opportunity to provide input.</p> <p>Selection: I received this email approximately 24 hours before input is going to close. This does not allow for thoughtful input across the university system especially since the voices of faculty, staff, and students were not part of the selection committee. When there is only one qualified candidate, it would be prudent to advertise the position again so that there is a qualified pool to choose from rather than the situation we are currently in where this most important position needs to be filled and there is only one choice.</p> <p>Diversity: I am concerned with how he shared the immigrant story of his father who attended WestPoint. Yes, this is a success story of the American Dream, but also ignores the White privilege in the story that the candidate could have shared/explored. In our current time of civil unrest, it is a glaring oversight.</p> <p>His background is in political science and he discusses the importance of the people of the state, but only makes non-specific information about diverse voices. He talks about loud one-sided advocacy. I would like to know exactly what he meant by this. Talking about a "DeFacto Affirmative Action" program to create a diverse student population is also problematic. What are the systemic structures that provide/hinder success of marginalized populations?</p> <p>Background: Dr. Johnson states that he was taught by faculty members and his father was a faculty member and he has taught. This is not the same as being qualified and personally experienced. Although he repeats that he has an administrative view, I am not sure that is not highlighting a possible issue. As he goes on to discuss his background philosophy and the importance of the liberal arts, I am again wondering why he has not directly addressed issues of diversity in the UW System. Rather he shares a personally story from his childhood.</p> <p>Work History: Finally, I am concerned that he is leaving his current university under rather unpleasant circumstances and wishes to now lead a larger research one university system.</p>		1206	6/11/2020 14:31

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Meg	<p>As a graduate student at UW-Madison I would like to be proud of the University System I attend from the students and professors, all the way up to the UW System administration, including the UW System President. I am, however, very disappointed in the way the Presidential Search has been conducted. I understand that the majority of the finalists dropped out of the running, leaving the Search Committee in a difficult situation, but is painfully obvious that 1 finalist is not enough to evaluate for this position. Even if I was confident in Dr. Johnsen's leadership abilities, I would like to see a number of (ideally diverse) candidates so that the Committee can make a well-informed decision. Because of this, I strongly urge you to restart the search process. This is not a decision that should be made in a rush, just because of difficult circumstances.</p> <p>I also believe that the Search Committee is out of touch when it comes to making this decision. Minimal effort was made to include input from faculty, staff, or students of the UW System, who would be the most directly affected by the President's future decisions. Our only avenue for sharing our concerns is this comment section (which I'm really hoping that you actually read), and there is no room for an actual discussion about the singular candidate. I strongly recommend that you restart and restructure the selection process so you actually include faculty as a part of the Presidential Search Committee. What's the worst that could happen if you included faculty voices in this decision? You could receive more information, specifically from people with a critical interest in selecting a President.</p> <p>In addition to the failings of the search process, it would be foolish to ignore feedback that we have received from the faculty of the University of Alaska System. If I were applying for any position post-graduation and my potential employer received word that anyone I mentored had "no confidence" in my ability as a leader, I can guarantee that I would not make it to the "finalist" stage, or likely even the "semifinalist" stage of the hiring process, even with a degree from a stellar University. Why should Dr. Johnsen's experience be different?</p> <p>It is evident that selecting Dr. Johnsen as the UW System President would be a rushed and uninformed decision. Please consider restarting the search process, even if that decision might be difficult or awkward, so that the students, faculty, and staff can be proud to be represented by a capable UW System President. Thank you for considering my feedback.</p>		1205	6/11/2020 14:27
Jonathan	<p>As a member of the Faculty of the UW System I am very worried about Dr. Johnsen's past performance in the Alaska system. It appears that among many issues he has dealt with poorly, one has put the Alaska system accreditation at risk. He has been ineffective in addressing system-wide concerns related to shared governance. See the article [1] about a repeat faculty vote of no-confidence in his stewardship related to his handling of shared governance issues that have resulted in a warning [2] from their accreditation organization. It seems unwise to hire someone to oversee the UW System who has not successfully navigated even the relatively routine problem of maintaining accreditation.</p> <p>I strongly recommend that the search be failed, an interim System President be appointed to follow our current President, and a new search be begun with a much broader representation from across the System on the search committee.</p> <p>Although I strongly believe that the UW System needs to be reorganized and will probably need to close at least two and probably 3 campuses (this has been obvious to me since I started working in the System more than 20 years ago). The publicly available evidence suggests that Dr. Johnsen is NOT capable of leading the System through any kind of difficult transition. As the UW System is likely to be undergoing difficult transitions Dr. Johnsen should not be hired to lead the System.</p> <p>[1] https://www.ktuu.com/content/news/AAA-faculty-reaffirms-vote-of-no-confidence-in-UA-President-demands-restructuring-be-halted-562202981.html [2] https://www.ktuu.com/content/news/UA-has-failed-to-meet-critical-accreditation-standards-emergency-board-meeting-planned-561587151.html</p>		1204	6/11/2020 14:27
Raina	<p>A search process that resulted in a single finalist should be failed. A search process that did not bring the appropriate stakeholders to the table when it was time to make decisions should be failed. A search process that resulted in a single finalist who gave a public presentation almost laughably short on substance and specifics should be failed. The leader of the UW System cannot display a level of ignorance that would lead him to tokenize family friends in response to a DEI question. The leader of the UW System cannot display a level of ignorance that would lead him to describe us as emerging from a pandemic that is decidedly ongoing. The leader of the UW System cannot come fresh from participating in the gutting of another state university system.</p> <p>Fail this search. Try again. Do better. You owe it to the state.</p>		1203	6/11/2020 14:24
Yanie	<p>Why did the search committee exclude faculty from participating? And what explanations can the search committee provide for choosing a finalist whose record includes multiple no-confidence votes from shared governance groups, threats to his former university's accreditation, and devastating program cuts?</p>		1202	6/11/2020 14:20
Timothy	<p>I am extremely concerned about the entire process of selecting a single finalist for president committee. The way the search has been conducted without faculty input and the candidate selected as a finalist I can only think that this was a predetermined from the start. A president that has never been a faculty, never had to obtain tenor, and never been supported by the major institutions in the university of Alaska system would be a terrible mistake for the UW to make. This is a candidate that already is causing distraction and distrust in the faculty and staff of the UW system. At this time of inequity in the US we need a candidate for president that will unify the UW system, not tear it apart. The question must be asked why are we looking at a person who has received two votes of no confidence in just 4 years in his role? I am aghast that this person could be the best choice for our system. By choosing this candidate the UW will be put in the dubious position of hiring a person that most likely would have been forced to leave the much smaller University of Alaska system. Please reconsider and bring in a unifier not a candidate with such a poor university leadership record.</p>		1201	6/11/2020 14:20
Karyn	<p>I am strongly AGAINST the hiring of Dr. Johnsen as our next System President based on his clear lack of understanding of the political forces that have worked against the UW System in the past decade, cookie-cutter answers to questions, insensitivity to the importance of directly addressing racial bias on our campuses, and most importantly, his poor track record with the University of Alaska system. Regarding the last point, the fact that Alaska faculty were moved not once, but twice, to take votes of no confidence in Dr. Johnsen does not bode well for a productive relationship with faculty and students in our system. The UW System, like all of academia, is at a particularly precarious position right now. UWM was already bracing for yet more cuts in staff and services due to declining enrollment and state investment, and now the COVID crisis will put us in a nearly impossible financial situation. We have already lost so much in terms of faculty, staff, and student services due to the Walker cuts, we can't lose any more without putting the institution in serious jeopardy. There is only so much you can reasonably ask of us—we literally cannot do more for our students that we already are. We need a System President who can effectively argue for more resources for the System. I recognize that this might mean consolidation or cuts at some of the smaller regional campuses, but this state has only two public research universities and these must be adequately supported. UWM is essential to Milwaukee and the state, and we must have a leader that recognizes and supports this campus and its mission to provide a top quality education to a diverse population. Please reopen this search again next year so that the System has the benefit of interviewing many top candidates, not just the only one who didn't pull out. Thank you.</p>		1200	6/11/2020 14:20
Brian	<p>This should be declared a failed search. This is THE leadership position for one of the finest public education systems in the United States. To advance only one candidate is insufficient and unacceptable.</p>		1199	6/11/2020 14:15

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

	YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id	Entry Date
Rebecca	<p>1) Johnson will destroy education and prosperity in Wisconsin</p> <p>2) As President of the University of Alaska System, he cut or ruined 40 degree programs. Enrollment plummeted. In 2019, AK had the nation's 2nd lowest college enrollment rate, after only D.C. That means Alaska was the state with the lowest enrollment, PERIOD.</p> <p>3) In 2019, all of UA-Anchorage's education programs, including Early Childhood Ed, Primary Ed, and Secondary Ed, lost national accreditation. With worthless degrees, their alumni can't teach in most public schools. Now, Anchorage students can't get licensed to teach and Alaskan schools are trying to hire teachers from out of state. Meanwhile, Johnson now demands that the education programs to be eliminated completely.</p> <p>4) Early, if he is put in charge of the UW system, families and the economy will suffer, at minimum because college dropouts tend to default on their student loans and industry needs skilled workers.</p> <p>5) This isn't the immediate future that I want for my state.</p> <p>6) Johnson padded his resume. His 3 publications aren't in fact published, or at least weren't the last time a journalist checked. Are you sure you know ALL his obfuscations and lies, or just the ones that supposedly don't matter, like the publication record on his CV? How am I supposed to promote academic honesty to students when the system president pads his CV, which is academically and professionally dishonest? Should students be allowed to lie in their resumes to future employers? Is that what our state's business leaders want?</p>			
Ramzi	<p>Flawed process, reprehensible and dangerous candidate, failed search.</p> <p>In all frankness, I found Dr. Johnson's statement to be lacking in any vision, passion, or specific plan for the flourishing of the University of Wisconsin system. Dr. Johnson spoke in mass generalizations and platitudes, rather than compelling specifics about what precise kinds of policy initiatives would have materially positive effects on our intellectual community, building the university's relationship to the public, and responding to the needs of a heterogeneous student body. He speaks about learning from different campus communities, listening to what we have to say, and celebrating the Wisconsin Idea, but it remains totally unclear what any of that means in concrete terms. His discussion of the Wisconsin Idea is a perfect example: even when asked to discuss what this mission means to him personally, he meandered through a series of abstract statements about holding on to certain principals. These principals were presented as broad generalization, lacking in any meaningful grounding; he never completed a single thought, jumping from one vague idea to another without a clear answer to the question. I also found it odd and troubling that his concern with the university system's relationship to the public is less about our educational mission and more about how our spending practices appear to the public. This, combined with the stress on building ties with the business community, underscores a general vision that sees the university as itself a business venture that has to maximize efficiency and the development of strong workers. This kind of vision seems incredibly tone deaf to the historical moment we are living through: the university needs to completely reinvent its relationship to the public, it needs to be far more concerned with developing informed, educated citizens, and it needs to have a complex relationship to the world of business. We need to support the professional goals of our students but ALSO question the intense financialization of their everyday lives. Moreover, we are in a time when we need energetic, compelling, inspiring leaders—Dr. Johnson does not come across as a truly exciting and inspiring spokesperson for the university.</p> <p>the Board of Regents, current University of Alaska System President Jim Johnson.</p> <p>The legitimacy of the search process has been marred from the outset by the Board of Regents' unprecedented exclusion of any faculty, staff, or non-Regent students from the search committee. That the committee has now emerged from months of closed-door deliberations with a single finalist for the top position in our public university system—one that serves over 170,000 students per year and employs almost 40,000 faculty and staff—both further compounds the baffling irregularity of the process and further erodes its legitimacy.</p> <p>Dr. Johnson's dubious record as an administrator should disqualify him from candidacy, much less from finalist status:</p> <p>Since assuming the role of President of the University of Alaska System in 2015, he has had votes of no-confidence issued against him by the Faculty Senates of both UA Anchorage and UA Fairbanks (the state's two largest campuses) and by the UA Anchorage Union of Students (the largest student governing body in the state)—the latter as recently as October of 2019.</p> <p>In 2016, he oversaw a hasty consolidation of the UA System's teacher education programs that is regarded to have led fairly directly to the UAA School of Education losing its accreditation.</p> <p>In September of 2019, Johnson and the UA System received a warning letter from the Northwest Commission on Colleges and Universities (the system's chief accrediting body) expressing concern that "that the University of Alaska Fairbanks, University of Alaska Anchorage, and University of Alaska Southeast have failed to meet . . . critical Standards for Accreditation" and asserting to Johnson and the Board of Regents "the importance of an inclusive decision-making process that respects the tenets of shared governance."</p> <p>On June 5th, 2020—the Friday before Johnson's interview for the position of UW System president—the UA System (which he still officially leads) announced the elimination of Bachelor's and Master's degree programs on multiple campuses, including programs in chemistry, geography, sociology, and theatre, among many others.</p>		1198	6/11/2020 14:14
Leanne	<p>While all these incidents occurred in a climate of austerity at the state level in Alaska that might be seen as comparable to the legislature's systematic underfunding of public education here in</p>		1196	6/11/2020 14:13

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Kathleen	<p>To whom it may concern:</p> <p>First, the flawed process used for search of UW System President position must disqualify the current Board of Regent's recommendation. Some, but not all, flaws include:</p> <ol style="list-style-type: none"> 1. All closed door meetings—in a state and state educational system that adhere to open meetings and open record statutes. 2. Presentation of only one, final candidate—ie, the interview from June 9 is a completely meaningless as the decision had already been to hire this candidate 3. Exclusion of system wide representation from all the campuses, and their administration, faculty, staff and students 4. Rushed timeline between interview and closing of comments, ie two days! <p>Second, the candidate, Dr. James Johnson, is completely unqualified to fill this position as evidenced by:</p> <ol style="list-style-type: none"> 1. Lack of personal experience in the faculty role 2. Lack of personal experience in the tenure track/tenure processes 3. Extremely poor relationship with faculty senates at multiple campuses in UA system 4. Extremely poor relationship with student organization in UA system 5. Complete disregard for shared governance processes at UA campuses 6. Poor communication skills during time at UA systems office and during interview <p>We need to restart the search and screen process.</p>		1195	6/11/2020 14:12
Jahana	<p>Hello,</p> <p>Thank you for making the video interview available. I would like to request that his search be cancelled and a new search started. There is no reason for only one candidate to make it to the final round. As a staff member in the performing arts, I have serious concerns about Dr. Johnson's record. The arts need be to supported now more than ever due to the economic hit we are taking. I do not feel that Dr. Johnson has our best interests at heart.</p> <p>Thank you, Jahana</p>		1194	6/11/2020 14:12
C	<p>As both a grad student at UW-Madison and someone who calls Wisconsin home, I know how important the UW System is to so many. Given Johnson's track-record and comments, he is not equipped to handle responsibility at our institution. This candidate is unacceptable and could do great harm to the UW System. We need a new search.</p> <p>Not only was the selection process deeply flawed — with faculty, students, and staff excluded —, Jim Johnson's record suggests a lack of commitment to quality of education, shared governance, and diversity. A new search and new finalists are imperative.</p>		1193	6/11/2020 14:10
Nils	<p>With one finalist who possesses inadequate experience with regard to leadership in inclusion and equity, as well as an inadequate ability to articulate idea on this same critical set of issues for the UW System, I believe this is a failed search.</p>		1192	6/11/2020 14:09
Jessica	<p>I do NOT support Dr. Johnson's candidacy for the position of UW System President.</p>		1191	6/11/2020 14:07
Nathan	<p>The UA System is in worse shape now than when Dr. Johnson became its president. During his presentation, he did not provide any evidence of accomplishments that put the UA System in a stronger position, and what accomplishments he could cite were that the UA System was not as badly damaged as it would have been without his efforts. This is not the track record of a leader who is out in front of threats to the institution they lead and negotiating from a position of strength and commitment, but the track record of someone reacting to forces they do not understand or influence. Given that the UW System is larger and more complex than the UA System, I cannot support rewarding Dr. Johnson for his lack of success in Alaska with the opportunity to do similar damage to the UW System.</p> <p>Further, during his presentation Dr. Johnson did not provide evidence, in my opinion, that he had carefully considered the concerns of UA System faculty, staff, and students that led to the votes of no confidence in his leadership. At no time did he say, "I behaved in this specific way, I understand now how that behavior led to the negative outcomes, and I am committed to behaving differently in the future." Again, I cannot support rewarding Dr. Johnson for his lack of support for shared governance at the UA System with the opportunity to further erode the strength of the Wisconsin Idea and shared governance in the UW System.</p>		1190	6/11/2020 14:05
Marya	<p>Ladies and Gentlemen –</p> <p>I write to address the current system president search. I ask that you please open the records of this search and also fail the search. The process that has taken place has been secretive and does not stand in line with hiring practices across the UW System. This process has again eaten at the trust of the faculty, staff, and students of this incredible UW System because it has been done so much behind closed doors and without input from key stakeholders. I also express deep concerns with the candidate chosen as his past experience does not align with the UW Mission.</p> <p>I have been a part of this system for 30+ years starting as a high school senior who came to campus to learn Russian via satellite TV, earning two degrees, and now an Assistant Professor and Director. The UW System is recognized as one of the best educational systems in the world. Our research and teaching are cornerstones to creating critical thinkers, innovation, life-saving/changing processes/products, productive community members, and great citizens. Our system also provides incredible services to the communities they serve thus increasing the chances of success, justice, and equality for all. And finally, the UW System is an economic power house for our state. Why are we consistently making decisions to dismantle and destroy this incredible organization?</p> <p>I won't disagree that we as a system can do things more efficiently and with better quality, but there is a much better way to get to that point than so much of what has been put forward in the last year. The hiring of a system president MUST be open, require input from all stakeholders, and ENSURE that this person will advocate on behalf of the system, not personal or political agendas.</p>		1189	6/11/2020 14:05
Dubear	<p>Respectfully submitted on June 11, 2020.</p> <p>Dear Hiring Committee,</p> <p>The job of UW System President is way too important to have someone with such a checkered background take over. Mr. Johnson has an extremely poor track record of leading a university system and should not even be considered for this important position. I very strongly urge you to do the right thing, declare a failed search, and begin the process again. Thank you for your consideration in this extremely important matter. Smile and enjoy reading comments and hopefully coming to the right decision for our prestigious university system!</p>		1188	6/11/2020 14:01

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
	I'm very disappointed (yet not surprised) a white man is the only finalist. His record in Alaska is disappointing and bodes poorly for Wisconsin. I hope the search committee has the guts to call a failed search and recruit applicants who were unable to proceed earlier because of the pandemic. I also hope there are more opportunities for feedback from student and staff. (Two days to watch a video interview we didn't even know the link to is unacceptable if you're genuinely interested in feedback.) Many of the latter are currently furloughed and thus unable to participate or provide feedback. Given the challenges of the pandemic and the institutionalized racism inherent in Wisconsin, it's vital that we hire a leader of color who can bring new ideas and experiences these times demand.		1187
MaryBeth	Grave concerns about this sole candidate holding up our proud history of the Wisconsin Idea. Seems that his desired expertise is in slashing resources and programs so as to affect the "bottom line" rather than keeping our historically strong and impactful state system on the Top Shelf. As a born and raised and educated Wisconsin resident from a family of teachers, please reconsider the streamlining of this candidate into a powerful position of educational leadership in our great state. Failed search please!		1186
Benjamin	I wholeheartedly object to the committee's selection of Jim Johnsen as the sole finalist in the search for UW System president. The search process has been largely against the system's tradition of shared governance by exclusion of faculty, staff, and students from the search committee. Dr. Johnsen's experience with the University of Alaska (UA) system can not be considered appropriate qualification for the position. This is based on both the difference in the scale of each system, and the level of state funding provided per student. Dr. Johnsen's record of eliminating degree programs (graduate and undergraduate), in particular basic science programs like chemistry and earth science, at UA campuses in recent news indicates he is incapable of finding ways to preserve the Wisconsin Idea that makes the UW system one of the state and region's strongest assets. I insist that the search committee suspend advancing the search from this point and to consider new candidates better qualified to lead the UW system, particularly to re-imagine the search process to include faculty, staff, and student voices and more diverse candidates in light of the tradition of shared governance to assure the UW is guided by a president with its best interests going forward and Jim Johnsen is not that president.		1185
	Dr. Johnsen has a troubling track record of cutting vital programs and departments from universities, many times not even in a way to improve the budget and revenue flow, but purely for ideological reasons. This is dangerous and would be extremely detrimental to the UW System. After slashing dozens of programs and essentially leaving the University of Alaska system crippled, Dr. Johnsen is leaving his previous job when they need a leader most. This kind of leader who takes no responsibility for his actions and abandons ship after dismantling a university system is not the type of leadership we need. The results will be disastrous. He has also worked directly as a member of the DHS Academic Advisory Council to recruit students to ICE and CBP as well as encourage the monitoring and reporting on of international students at universities. This clearly goes against the principles and values of faculty, staff, and students at the UW System that support undocumented and international students. UW deserves better than Dr. Johnsen.		1184
James	I am writing to register my opposition, in the strongest possible terms, to the hiring of Dr. Johnsen to the position of UW System President. I am deeply alarmed that this search—which excluded input from many key stakeholders, including faculty like myself—resulted in only one finalist. I am even more alarmed at this finalist's record of no confidence votes from faculty in his previous position, especially given Dr. Johnsen's failure to provide a substantive vision in his interview for how the UW system can navigate the twinned pandemics pushed upon us by COVID-19 and antiblack racism. I know that I am far from alone among my colleagues in my belief that this search should be considered a failed one.		1183
James	I apologize, but my previous comment was prematurely submitted. Here it is again, with my concluding remarks. Thank you. I do not think Dr. Johnson should be hired as the UW System President. His experience in Alaska has been problematic. He has received a number of no confidence votes and to hire him would deeply hurt our UW System brand. He does not sound like he is a team player, as he directed Chancellors to do his bidding or 'move on.' This is not the type of leader we need at UWS. Finally, a white male to be the only finalist coming out of the candidate pool is deeply problematic. But beyond this Dr. Johnson does not have a good record of success in closing the achievement gap, in supporting minority students, and in eliminating a culture of harassment. For all these reasons and more, this should be considered a FAILED SEARCH.		1182
Jason	I am a 1998 graduate of UW-Madison and a new UW-Madison employee as of this past April. I left the state for 20 years and have returned to do what is, essentially, my dream job: finding ways to tell the story of UW-Madison's immense value to the state. I feel I've truly come back home. When I looked deeper into the state's commitment to higher education in preparing for this new role, however, I was dismayed to see the dwindling budget for UW-Madison and the System over time. When I graduated, the state funded 30% of UW-Madison's budget; it is now down to less than 15%. The UW System has endured similar cuts. This is a trend that must reverse if Wisconsin wants to be a place people want to live. Our economy, our standing as a leader in research and technology, our way of life: they are all benefited by the UW System's contributions to the state. In this context, I want to register my opposition to hiring Jim Johnsen as UW System President. His record at the University of Alaska is disturbing. His answers to questions were essentially evasive and content-free; where his answers had content, they were alarming. He does not value the kind of education UW provides. He does not seem to have the sensitivity or the background to lead the UW System successfully into the future. I trust faculty and staff at UA and here at the UW. Among others, the American Association of University Professors of Wisconsin and the AFT-Wisconsin Higher Education Council have registered their opposition to his candidacy and the selection process, and I agree wholeheartedly. The Board of Regents must reconstitute the Search Committee and add significant representation from faculty, staff, students, and historically marginalized populations. The process must begin again. I was puzzled that the search committee assumed that it was unlikely that a better candidate would emerge from a new process. I believe that if you do a better job of creating a representative process, you might get a better candidate.		1181
	Jim Johnsen is not the right choice for the UW System.		

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Gwynne	I totally oppose Dr. Johnsen and the flawed search which brought forth only HIS nomination. The search process was highly irregular for multiple reasons, as you know, including the lack of representation by faculty staff and students and the submission of only one finalist name. Dr. Johnsen's record at University of Alaska is ABISMAL regarding diversity and inclusion, retention of Indigenous students, and Title IX violations among other problems. It is obvious why the faculty there voted no confidence in him more than once. Or twice. If UW System wants to demonstrate a commitment to diversity, acknowledge its past institutionalized racism, and work toward a more inclusive future, then it needs to declare a failed search.		1180	6/11/2020 13:50
Cameron	This search has been woefully inadequate and as such it should be immediately thrown out and begun anew. There should be at minimum two candidates for consideration. The fact that this search only returned one with such a reprehensible history of cutting programs is utterly unacceptable. This search has been a farce and the committee should be ashamed of themselves.		1179	6/11/2020 13:49
Michael	This sole finalist is not the person to lead our system. This search should be declared failed, and an interim president appointed. A new search should be initiated with a committee that includes meaningful representation of system faculty, staff, and students, a search that produces a diverse field of finalists and not a single white man. The candidate did not show that he has meaningfully grappled with the votes of no confidence against him from University of Alaska faculty, and thus it does not seem that he could truly respect our traditions and policies of shared governance. His comments on matters of diversity and equity were not satisfactory in a candidate for this position of great power and responsibility. His record and his performance in this forum are disqualifying, but no one should be hired for this position after the failures of process that marked this search from beginning to end.		1178	6/11/2020 13:49
James	I do not think Dr. Johnson should be hired as the UW System President. His experience in Alaska has been problematic. He has received a number of no confidence votes and to hire him would deeply hurt our UW System brand. He does not sound like he is a team player, as he directed Chancellors to do his bidding or "move on." This is not the type of leader we need at UWS. Finally, a white male as the only finalist is deeply problematic. But beyond this he does not have a good record of success in closing the achievement gap, in supporting minority students, and in eliminating a culture of harrasment. For all these reasons and more,		1177	6/11/2020 13:46
Vishesh	Dr. Johnsen seems ridiculously unqualified, deeply incompetent, and explicitly evil for what should be the goals of anyone at the helm of a university. He does not seem to understand or care about the value of education and different pursuits, does not care for safety and respect of people, and even for a willfully ignorant board that might only care about money, completely incapable of even making any financial progress going by his track record. There is no reason to hire Dr. Johnsen unless the university's board has absolutely no moral fiber and only wants to perpetuate the worst of human ideals.		1176	6/11/2020 13:44
aaron	Dr. Johnsen seems capable, however I have serious concerns about: (a) the votes of no confidence by faculty and staff in Alaska, (b) the lack of details for his specific plans for the University of Wisconsin, and (c) that he is the only finalist. The search should be failed, and a new search initiated, involving faculty and staff, that results in at least three finalists. The UW System is an important institution, and finding a new leader should not be rushed, especially in the midst of a pandemic!		1175	6/11/2020 13:44
Zachery	Wisconsin idea: Believes that this is an intellectual assets to the university. Begins by focusing on historical foundations but lacks connections to the pillars of the Wisconsin Idea. He focused solely on advocacy and funding which is crucial for us to have resources. However, without diving into the knowledge, the skills, the civic engagement, As explained by Adlai Stevenson, "the Wisconsin tradition meant more than a simple belief in the people. It also meant a faith in the application of intelligence and reason to the problems of society." Assessment of Challenges and Opportunities: Diversity and inclusion was highlighted as a challenge facing the nation. However, in one sentence he said we all need to work together to address this and moved on from the challenge. He presented no actionable items or talked about strides he has taken leadership in. He also highlighted his current state "asking for handouts" when they do not pay tax dollars. I believe that is insensitive and routed in oppressive white supremacy. Especially like our entire country but particularly Alaska that has a very prevalent indigenous population. I believe for how much of his focus is on funding that this will be problematic when looking to ensure we are addressing inequality as he believes it would be people asking for "hand outs." Student Affairs Resources: "There will always be funding for compelling opportunities" was highlighted but that is a bias statement related to who believes what is compelling often serving the white majority. When highlighting examples he actually failed to highlight programs beyond STEM fields. Went back to focusing on student financial aid referring to "almost like affirmative action." This is a very poor and underground reference to affirmative actions. Faculty Tenure: UW has worked hard to ensure civic engagement and community work be considered for tenure beyond just research and teaching. I fear his views and lack of knowledge would set our campus back in the diverse work of our faculty. Shared Governance: Believes his role is to support broad leadership via building relationships, listening to student concerns, available, and recognize the importance of direct contact to the board as well. Reviewing his view on shared governance, I do not know how he can accept being apart of an interview process that is not operating on the foundation knowing that is the core in this system. Liberal Arts Education: Highlighted budget challenges resulting in program reviews lead by Chancellors. Trusting in the campus to follow a standard process. Cut low enrollment and high cost programs. Specific to the Liberal Arts, believes these are critical beyond work force development. Shared a student story but did so in away that put down the student to start before building them up.		1174	6/11/2020 13:42
Michael	Diversity Equity and Inclusion: Shared very surface level experiences with diversity and inclusion. Framing it as a broad sense of diversity when specifically referring to race. Highlighted an This search for a UW system president should be declared a failure. Dr. Jim Johnsen's record as UA system president is disqualifying, as is his blatant disregard for the importance of improving diversity across the UW system. Both the faculty and students at AU have strongly disapproved of Dr. Johnsen's performance for the past several years. It is astounding that he would be given even remote consideration for this position. The students, staff and faculty of the UW system deserve better. Show that you recognize this by ending this search and starting a new search that incorporates feedback from all member of the UW community.		1173	6/11/2020 13:42

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Dan	<p>Sorry if this is a duplicate, the form hung up with a little spinny thing so I'm re-submitting.</p> <p>Hey folks! I think it's not okay to find only one candidate, and have that candidate be an old white dude who has votes of no confidence in his recent past.</p> <p>I don't care if he memorized how many counties are in Wisconsin correctly. PROVIDE A REAL CHOICE! If everyone else withdrew claiming coronavirus complexities, why DIDN'T Dr. Johnsen? I'm not a part of this process and don't fully understand the constraints involved, but this really feels like a red flag.</p> <p>He kept misrepresenting budget cuts up in Alaska, and continues to claim in this interview that he only had 3 days to deal with it, when it sounds clear from local journalism that was not the case.</p> <p>When he's answering questions, he mentions that diversity and inclusion is one of the hardest issues and that we need to "take action", but he doesn't ever get asked any details about that. I take this to mean he's talking the talk but has no idea what concrete actions to take, and we don't need more people just talking about diversity and inclusion. We need real change.</p> <p>P.S. It would have been useful, since you had this closed captioned, to make the text available in plaintext transcript form.</p>		1172	6/11/2020 13:41
David	<p>The erosion of shared governance in the UW System over the past decade has damaged higher education in Wisconsin. By burdening faculty and staff with increased workloads, it spawned a brain-drain that ultimately lost faculty to competing universities. As a result, the quality of education for students plummeted. Aside from cheap talking points for a handful of politicians, nobody won from this. The damage is not irrevocable, but only if we act now to fix and strengthen the UW System. Part of revitalization involves recruiting and hiring a president whose work embodies the Wisconsin Idea and whose leadership will restore our universities' capacities to teach and research effectively.</p> <p>To hire Jim Johnsen would be death knell for our state university system. At the University of Alaska System, Johnsen used his undeserved presidency only to serve as the system's grim reaper, threatening budget cuts to deny Alaskans an affordable and quality education. Rightfully so, students and faculty across the UA System voted in no confidence of his presidency. Johnsen had no desire to lead the university system, but rather to eviscerate it so that nothing was left to lead.</p> <p>Now, Johnsen may fail Eastward, continuing his destructive March of Folly in an attempt to do the same: drain Wisconsin of its higher education. It's appalling to even consider him as the next president of the UW System. Having witnessed his stupefying and utterly disqualifying job presentation, it is obvious that Johnsen exhibits nearly every quality of poor and misguided leadership. We, as members of the UW community, deserve better than Johnsen. The only reasonable option at this juncture is to reject Johnsen's candidacy and renew the search for a new president.</p>		1171	6/11/2020 13:40
Courtney	<p>I urge the board of regents to reconsider their decision to suggest a single candidate for system president and to exclude faculty and academic staff from the search committee.</p> <p>Given the multiple votes of no-confidence along with the warning of loss of accreditation, while Mr. Johnsen was the UA System President, as a tenure track faculty member, it is very disturbing to me the way the search and screen was conducted and Mr. Johnsen's track record of not being in support of shared governance. Therefore, I am unable to support the decision to hire him as the UW System President.</p>		1170	6/11/2020 13:39
Molly	<p>Good Morning,</p> <p>I hope you are well.</p> <p>I am the proud product of the UW system. I completed my undergraduate degree at UW La Crosse, completed my master's degree at UW Milwaukee, and now work at UW Madison. I have also worked collaboratively with a number of UW colleges in the state on projects. Recently, the program I manage received an award for being the embodiment of the Wisconsin Idea in partnership with our community. I sometimes joke to friends that I love the UW system so much that I will attend or work at every university in the system before I retire.</p> <p>We have brilliant leaders from the top to the bottom of the UW system hierarchy. I have been privileged to work with many. Despite pressures of covid-19, financial constraints, and a rapidly changing world, our leaders have worked to maintain a premiere public university system that I would put up against any in the country. I am extremely disappointed that only one candidate came out of your presidential search and screen process. The candidate that was selected was in charge of Alaska's University System when some of their degree programs lost accreditation and failed in many other regards. If we wish to keep our standing as one of the most excellent and affordable public university systems in the country we must pick stronger leaders to compliment those we already have in place.</p> <p>I respectfully request that you fail this search committee as this selection is a poor one indeed.</p>		1169	6/11/2020 13:36
Melissa	<p>At this time, it is essential that the UW System make a new call for a system president, given what appears to be a failed search. At this time, our system is in dire need of redefining how we see access, equity and inclusion, and then actively, muscularly working to be a leader in showing how upholding the 2020 vision of the Wisconsin Idea is one in which we all rise together, or not at all. I'm having a difficult time connecting those pieces throughout Johnsen's presentation, which makes me see the candidate as not a right fit for UW Systems at this time. These searches take time and effort and resources; let's do this right and begin again.</p>		1168	6/11/2020 13:34
Christine	<p>Thank you for your diligence and persistence in finding the new president who will lead us with strength, clarity and inclusion as we dig into necessary and challenging issues.</p>		1167	6/11/2020 13:32

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Tony	<p>Dr. Johnsen is articulate about general issues facing university systems. Unfortunately, I am not convinced that he grasps the unique challenges facing the UW, nor is it clear based on his performance in the University of Alaska system that he will on principle solicit the input of faculty, staff, and students.</p> <p>Frankly, it is disturbing and mind boggling that one of the greatest university systems in the history of the world—arguably THE greatest—ends up with ONE finalist for this crucial position. Equally disturbing is that the one finalist has faced no confidence votes in previous position based primarily on failure to involve all stakeholders in key decisions.</p> <p>Dr. Johnsen's prior record does not inspire confidence that he will practice the kind of inclusive leadership necessary to get us through these difficult times. But let's assume that his prior record and his interview DID inspire such confidence. Even then, do you not at least think it is necessary, especially given the nature of the changes that the nation is going through right now, that we at least make a more concerted effort to recruit people of color and women for the position? By making only one candidate a finalist, the UW is revealing itself to be remarkably tone deaf to the times we are living in.</p> <p>Please suspend the search, rethink applications that were already received and/or solicit more, and do a better job of soliciting faculty/staff/student input in all phases of the process. If Dr. Johnsen is hired under the process that has been followed to this point, you are guaranteeing that he starts his term without the support necessary to lead during these difficult times. That will not be fair to him, to the administration of each campus, to the faculty and staff, and the students and their families.</p>	1166	6/11/2020 13:30
Kristin	<p>Do better. Thank you.</p> <p>Due to the COVID-19 pandemic, I understand that two other candidates dropped out of the search, expressing concern with their names going public as finalists. This left us with one candidate, Jim Johnsen, who has received no confidence votes from faculty at his previous institution on two occasions. Furthermore, his answers to questions about advancing diversity fell back on oft-repeated tropes to shield non-Black people from accountability around systemic racism. While he was certainly the only white man in the space with Alaska Natives, as a white man he is hardly a minority and his inability to comprehend that leaves me to question his basic understanding of diversity, equity, and inclusion issues as they relate to academia. There are also worrying comments related to perceptions that universities are perpetuating inequities and injustice based on race and class. These are not mere myths or theories. Data consistently shows how universities across the nation have had an impact on housing inequity in surrounding neighborhoods, students of color face discrimination, bigotry, and bias from students and faculty alike. Costs of college are leaving many with insurmountable debt. These are not conspiracies. A system president should understand this and until we find one that does, the University of Madison should consider this a failed search.</p>	1165	6/11/2020 13:29
Jeri	<p>Dr Johnsen has the procedural knowledge to do the job but honestly the world has changed so much since he first applied that I would appreciate a chance to review other candidates and their responses to the UW System of June 2020.</p>	1164	6/11/2020 13:29
Bret	<p>The position of System President is a crucial one, especially as higher education continues to experience dramatic shifts driven by both external and internal forces. We need strong leadership. Unfortunately, the manner in which the search for a new President was conducted inspires little confidence. Excluding faculty from the search committee (despite considerable protest from across the System), limiting faculty access to the candidate, restricting the period for input on the "interview", and keeping transparency to a minimum throughout are not practices that lead to outstanding candidates. Instead, these approaches show a striking disregard for the folks whose work lies at the center of the institution. We can do better.</p> <p>As a UW-Madison academic staff member, and UW-Whitewater alumna, I am very concerned by the search process that was employed in finding the only finalist for this position. Faculty, staff and students within the UW-System are diverse, and should have a voice in determining who leads our state's higher education. I ask that the Regents reject this candidate and declare a failed search. Dr. Johnsen can certainly be included again as a candidate when the search committee more accurately reflects our state's population and the students, faculty, and staff who will be working with the new System President.</p> <p>At this time in history, we must be and find leaders who are committed to racial equity. Dr. Johnsen spoke repeatedly about the value he sees in the diversity of Wisconsin's economy, but less regarding the diversity of population. Our universities provide leadership and continuing education to professionals in Wisconsin's public schools and business sector. Prioritizing diversity, inclusion, and anti-racist leadership at the university level will influence the entire state.</p> <p>Please start this process over with greater diversity on the search committee.</p>	1163	6/11/2020 13:28
Kristine	<p>The candidate shared our "important contributions" but it was important to talk about his ideas for solutions challenges that all of our universities face in Wisconsin. Yes we serve the state and we have the Wisconsin idea, but there are gaps that need to be challenged and addressed. What more can we do to serve our indigenous communities and students, faculty, and staff who hold marginalized identities? He definitely did share challenges, but what are things that he can do to address these challenges to help our universities? When addressing costs and budget impacts due to COVID-19, he talked about advocacy in Washington DC and our state. He talked about looking at where we can change processes to save costs. This is something that all of our departments are already doing. He didn't give any new ideas of what we can do and he seems overly optimistic overall. I think that small institutions will take a big hit and they do not have the cushion that larger institutions have. We are all unique institutions and I wanted to hear more about what he knows about how he can support the unique challenges within our system and overall. Especially recruiting and retaining diverse faculty, staff and students. I have no confidence in this candidate's skills or experience in supporting our marginalized students, staff and faculty.</p>	1162	6/11/2020 13:28
Kathy	<p>The candidate shared our "important contributions" but it was important to talk about his ideas for solutions challenges that all of our universities face in Wisconsin. Yes we serve the state and we have the Wisconsin idea, but there are gaps that need to be challenged and addressed. What more can we do to serve our indigenous communities and students, faculty, and staff who hold marginalized identities? He definitely did share challenges, but what are things that he can do to address these challenges to help our universities? When addressing costs and budget impacts due to COVID-19, he talked about advocacy in Washington DC and our state. He talked about looking at where we can change processes to save costs. This is something that all of our departments are already doing. He didn't give any new ideas of what we can do and he seems overly optimistic overall. I think that small institutions will take a big hit and they do not have the cushion that larger institutions have. We are all unique institutions and I wanted to hear more about what he knows about how he can support the unique challenges within our system and overall. Especially recruiting and retaining diverse faculty, staff and students. I have no confidence in this candidate's skills or experience in supporting our marginalized students, staff and faculty.</p> <p>It appears the selection process is greatly flawed with arriving at ONLY one candidate for such an important position! Possibly other applicants felt this was not the time to look for a new position, given we are in a global pandemic and therefore thought the process would be put on hold (at least for the time being). Possibly the search committee should consider re-posting to obtain a greater pool of candidates, and of course allow this one candidate to re-apply. Do the right thing considering the circumstances and given this is and will be a very important decision for UW System for years to come. Unthinkable to consider only one candidate for the Presidential position at any time, but especially during these difficult and trying times to lead this great Institutional System. Please re-post the position and do a thorough search for qualified and quality candidates to choose from for this important position, as our future direction is at stake.</p> <p>Thank you.</p>	1161	6/11/2020 13:26
Kevin	<p>Dr. Johnsen's own comments indicate he is not prepared to successfully lead a diverse university system, with students, faculty, and staff from extremely varied backgrounds. His tone-deaf responses to diversity illustrates this point. The fact that no people of color or women were considered as finalists for this position is embarrassing for the state. The search for a president NEEDS to be conducted again, taking into account the diverse voices that make up this system.</p>	1160	6/11/2020 13:23
Brandon	<p>The lack of input by faculty and students in this process, as well as Johnsen's record with faculty at Alaska are unacceptable. There needs to be a new search.</p>	1159	6/11/2020 13:22
R. Shelly	<p>Thank you for allowing me to submit comments. I do have faith the committee gave due diligence to all applicants. I do however have concerns about Dr. Johnsen's lack of experience in addressing system financial shortfalls. Especially in light of covid-1 highly recommend calling a failed search and open the pool again. It would be great to see at least two or three finalists.</p> <p>Hello UW System Presidential Search Committee,</p> <p>I hadn't much been exposed to the search process for the UW System President; I don't think much information was shared to folks at my position level.</p> <p>After reading the "UFSO Statement on UW System President Search", I'm highly disappointed by the way the search was conducted and by the history Dr. Johnsen has had in his current role as UA System President. I think the students, staff, and faculty of the UW System and the state holistically deserve better.</p> <p>Reconsider the ethics at stake,</p>	1158	6/11/2020 13:18
Jessica	<p>Jessica</p>	1157	6/11/2020 13:16
	<p>Jessica</p>	1156	6/11/2020 13:15

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Brant	As a faculty member within the UW System, I am deeply concerned with integrity of the search process for President of the UW System. My concerns are: 1) The lack of faculty input in the search process 2) The fact that the search process yielded only a single finalist 3) The candidate, Jim Johnsen's record of no confidence votes from faculty in his current position at the University of Alaska System Given these issues, I don't believe it is appropriate that Dr. Johnsen be selected for the position. Hire slow, fire fast.		1155	6/11/2020 13:15
Elizabeth	We must keep our eyes on the prize. Johnsen will have tremendous baggage to overcome at this point and it will take him many months to establish trust. Alternatively, there will be a delay from a new, more representative search that will hopefully provide a better pool of candidates and a finalist who is a better fit. Which is the long-term choice that has the most advantages for the institution?		1154	6/11/2020 13:15
David	If this were a faculty search, a dean search, a provost or Chancellor search it would automatically be deemed a failed search. Bringing in only one candidate, one who lost three votes of no confidence in the Alaska system, is in and of itself problematic. Moreover, the fact that no women or candidates of color were finalists is tone deaf given the reality of the dramatic change going on in our country. The UW System has prided itself on diversity and inclusion and this search is everything but that. By now you have received emails and petitions with thousands of signatures saying this should be a failed search and you must start over. Given that this search started off on very bad footing with no faculty, student or staff representation, to go forward would create only more tensions with the campuses and with faculty and staff. This is a time for reconciliation. All campuses and all faculty and staff want to work collaboratively and do what is best for the state, our students, our campuses and the system. Declaring this a failed search would be a sign that you are listening and a sign that you see the protests against racial inequality going on in our country and in our state and that you take it seriously and are listening. It's much better to have multiple candidates and find an excellent consensus candidate than to just push this candidate forward over the objections of so many people.		1153	6/11/2020 13:12
Mark	I am exceptionally concerned that, for a search of this magnitude and significance, that we were unable to find more than one acceptable candidate. Whatever Mr. Johnsen's qualifications this entire process has been highly unusual and it leads one to an understandable lack of confidence in the process and its outcome. The lack of input from students, staff and faculty on the committee raised initial red flags and the forwarding of only one candidate, one with a track record of running roughshod over the very constituencies that were excluded from this search in order to carry out measures that substantially damaged his current institution, leads to an inevitable conclusion; that this search was aimed at finding someone who would come in and do to the UW what Mr. Johnsen has done to the Alaska System. Couple that with the Cross blueprint, which echoes what Johnsen tried to do in Alaska, and you have a clear and troubling pattern. I urge the Committee and the Board to consider this a failed search, appoint an interim President, and renew the search next year. A decision to proceed and make Mr. Johnsen President despite all of these concerns sends a very clear message, not only to the current UW community, but to the entire Higher Ed community not only around this country but around the world; and that message is that the UW System is abrogating its standing as one of the elite systems of Higher Ed in the world. I sincerely hope you do not choose that path.		1152	6/11/2020 13:11
Mary Beth	This candidate shouldn't be considered any longer and the search should be failed. His background and history of no-confidence in Alaska, poor stewardship of resources and inability to directly answer the "hard" questions about responding to today's financial and higher ed challenges are disqualifiers in my opinion. It would be a tragic shame if the search committee continues to recommend this candidate for hire based on a reluctance to fail the search and start again. It is better to do this than to "settle" for the last person standing regardless of qualities and attributes and the fact that he is a poor fit for this important position in such an important system of higher education. This selection will do nothing to improve the UW System, which should be the top priority considered when extending an offer of employment. Having been involved in HR and the hiring of employees for many years, it is much better to admit that he is a poor fit, that his background and viewpoints will not unite faculty, staff and students from throughout the System, and resolve to try again and repost the position. I completely disagree with the statement that a new pool of candidates will be inferior. I have experienced the exact opposite many times; the second attempt produced a much better field of candidates that the first round and the candidate hired as a result of the second search was an excellent selection.		1151	6/11/2020 13:09
Jocelyn	Addendum to my previous comments: I meant to say that I wish Chancellor Mark Mone were being interviewed for system president. Chancellor Mone is a really solid leader who knows the value of UWM, and authentically & genuinely loves the institution. He is the kind of person I'd like to see in this role.		1150	6/11/2020 13:09
Tim	I stand in total opposition to the appointment of Jim Johnsen as UW System President. Please reject this candidate and start a new search.		1149	6/11/2020 13:07
Alexia	I submit these comments in strong opposition to the choice of Jim Johnsen as UW System President. While I object to the choice of Mr. Johnsen, I likewise object to the decision to engage in the search without the inclusion of faculty, student and staff representatives. It is of utmost importance that the President of a university have the respect of its faculty. Yet the faculty at the University of Alaska expressed their concerns with the leadership of Mr. Johnsen through three no confidence votes. Under his leadership, graduation rates at UA declined drastically, not the kind of leadership needed at the University of Wisconsin System. We are entering a difficult period in which strong leadership is needed more than ever. The UW System needs a leader who understands the broader mission of the University and has demonstrated wisdom and vision leading an institution through systemic change in its approach to diversity and inclusion. Mr. Johnsen has not demonstrated these leadership skills. Again, I urge the declaration of a failed search and begin a more open and fair process.		1148	6/11/2020 13:07
Ben	I'm strictly opposed to Johnsen's candidacy for UW President. His approach to university fiscal matters is one that clearly decenters the actual purpose of having a university in favor of false savings - not unusual in our currently struggling university system country wide, but a good reason not to bring in someone whose only qualifications are experience in that kind of work. Secondly, his significant and consistent engagement with BPD/ICE should be disqualifying for a position of authority in this moment, and will do nothing to help the system come to terms with its students in a mutually supportive manner. These are only two issues; many more have been raised. Overall, Johnsen seems like a mercenary, self-interested careerist whose only positive qualities are experience, not a track record of success. We can't afford leadership like that in a system under pressure from without and trying to undergo reform from within. I genuinely don't know what the search committee was thinking.		1147	6/11/2020 13:07
Warren	I am concerned about the fact that only one candidate has emerged in this search. I am concerned about the candidate's track record. I am concerned about the number of issues regarding this candidate brought to my attention by the UFSO board. I am also concerned about the lack of support for the candidate across various campuses. Wisconsin deserves a better process, so please do it again and get it right.		1146	6/11/2020 13:07
Annie	I strongly oppose the candidacy of Dr. Johnsen for the position of UW System President. He failed to provide any specifics during his interview and instead used broad catch phrases like "finding new opportunities" and "building relationships" to answer questions. Dr. Johnsen's presentation was too general, lacked specificity, ingenuity and nuance which is what the system needs right now. It's an absolute disgrace that he was even presented as a finalist given that he has received multiple votes of "no confidence" the Faculty Senate from two different universities in Alaska and the University of Alaska System received warnings from the Northwest Commission on Colleges and Universities this past fall. This search should be failed and re-opened with more involvement and input from faculty, staff and students.		1145	6/11/2020 13:06

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
David	As detailed in the petition signed by over 2,000 UW employees, affiliates, and alumni, the Regents should fail this search. With faculty and staff effectively shut out of the search process, and this process manifesting in a single finalist with a public and well-documented combative relationship with campus governance units in his current position, this search is problematic in multiple ways. Although Dr. Johnson could not be expected to answer to the process itself in his presentation, he did not adequately address concerns about his past relationships with University of Alaska faculty and staff and his impact on that university system.		1144 6/11/2020 13:05
Richard	I concur with the arguments put forth by Stewart Cole regarding the finalist, Dr. Johnson. The process appears to have been undertaken without proper respect for the faculty and students of the UW System. This is not just a matter of errant protocol...this is a matter of ethics, morality and transparency. Administrators of any sort have a moral obligation to share their process with those most profoundly affected. This obligation should be nakedly obvious to those who seek to govern the lives of so many employees and students. rak I urge the committee to review the tenure of Dr. Michael Hogan, former president of the University of Connecticut and University of Illinois. Dr. Hogan demonstrated poor administrative ability at UConn and nevertheless was hired to be president of a much larger institution. He resigned from UI after two short and disastrous years.		1143 6/11/2020 13:04
Robert	I see several parallels with Dr. Johnson. He has already demonstrated that he is an unsuitable administrator by failing in his responsibility as president of the U. Alaska system (multiple votes of no confidence by the faculty and loss of numerous academic departments). Furthermore, he is now abandoning that institution while it is still in crisis mode. It is telling that ALL other finalists withdrew their names due to concern for their institutions and perception during the COVID-19 pandemic! His presentation provided to the public is irrelevant. Dr. Johnson has already demonstrated his poor aptitude for administration and the search should never have advanced with him as a sole candidate. Please consider this a failed search and resume it again next year.		1142 6/11/2020 13:04
	First, this was a fatally flawed search from the start, so the fact that it produced a highly flawed single candidate is not completely surprising. The legitimacy of the search process has been marred by the Board of Regents' unprecedented exclusion of any faculty, staff, or non-Regent students from the search committee. That the committee has now emerged from months of closed-door deliberations with a single finalist for the top position in our public university system—one that serves over 170,000 students per year and employs almost 40,000 faculty and staff—both further compounds the baffling irregularity of the process and further erodes its legitimacy. The fact that the search committee has announced one finalist for this position is absurd, and that it is a white male at this moment in our history is appalling. Further, Mr. Johnson's dubious record as an administrator should disqualify him from candidacy, much less from finalist status. He should not be offered this position. Related to the video dialogue with Johnson, a few specific points/questions: * Johnson lauds the WI Idea --> Anyone can say it sounds nice, but how does his track record in AK speak to any sort of actual appreciation for what it really means? Search for the truth, with the borders of the university being the borders of the state -- How does chopping the liberal arts, consolidating programs and campuses and the diminishing access that accompanies it support something like the WI Idea? It doesn't. And it's disingenuous for him to claim to be highly influenced by and supportive of it when his track record says otherwise. Beyond whether it will continue to live up to the WI idea, what assurances do we have from him that we'll even continue to have a real university if the plan is to emphasize online education (which is not widely viewed as real higher education by students and parents) and it was just announced that the AK system he leads is cutting a variety of programs, including sociology (for which critiquing systems that produce inequality and injustice, which he purports to care about, is a core feature), geography, chemistry, earth science, and environmental studies (but he also notes that environmental issues are really important). * Johnson lauds tradition of education in WI --> It seems clear that he has been chosen, however, as an ideal candidate for the neoliberal/Republican leadership that has decimated education at all levels in WI, particularly over the past decade. We did have a great tradition and one that is not yet completely destroyed, but his track record suggests that he is aligned with the approach to public education espoused by the neoliberal/Republican leadership, which is to defund it and vilify public employees like the very educators he claims to revere. * Johnson: "Universities may play a role in perpetuating racial injustice..." --> How is he the person to lead efforts to make structural changes in this regard? What about his background suggests that he sees this as a top priority (which it should be) or has the skills/experience to take it on? It's amazing that in 2020 we can be talking about a single finalist for this position -- which demands someone from amongst the best and brightest in the nation, who embodies diversity and inclusion -- and what we have is this guy. I'm a middle-aged white male, too, and consider myself a decent guy, which I'm sure Johnson is, too. But I wouldn't be a good candidate or at all qualified for this position for many reasons, either, which I recognize. I have, at least,		1141 6/11/2020 13:03
Bill	Thank you for the opportunity to contribute to the process. As Faculty Representative for the UW Colleges and as the chair of the UW Colleges Senate (a body comprised of students, staff, and faculty), I participated first-hand in the shared governance process we all cherish in the UW System. I strongly believe that the best decisions are made when we have all stakeholders in a room hashing out ideas. Through the shared governance process, we arrive at a workable finish line that--and this is the critical part--has widespread buy-in from the great variety of constituent groups we serve. As a faculty member, I was on the search committee that brought Ray Cross to Wisconsin. Regents had a voice, but so did alumni, community members, faculty, students, and staff. We had a great committee and engaged in open and honest dialogue that brought the UW Colleges a fine chancellor. As a believer in the practicality, wisdom, and efficiency of the shared governance process, I have been truly disappointed by this UW System president search process. Shared governance ideals have been trampled. One finalist? At first, I thought that was somebody's joke. Please do yourselves and all of us a favor. Declare this a failed search and start again with a much different committee. Figure out exactly why UW is not drawing the best of the best. Unfortunately, Dr. Johnson's career record does not place him into the group of people who I would consider to lead us, yet there are many who would be fantastic. Please declare this a failed search and then do your best to cultivate buy-in for the next search. The alternative pushes us down the path toward a miserable and divisive next few years until we do the next search in a way that honors shared governance. As a faculty member, I will be there for the next search and the next and the next. Regents come and go. System presidents come and go. It is wisest to listen to the many, many, many committed UW voices who are objecting to your process and to this finalist. Thank you for your time.		1140 6/11/2020 13:03

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Cary	<p>Although I am not a member, I wholeheartedly endorse the statement of the UF50: "The United Faculty and Staff of Oshkosh stands in opposition to both the process by which the search for a new UW System President has been conducted and the single finalist settled upon by the Board of Regents, current University of Alaska System President Jim Johnsen."</p> <p>His appointment will almost certainly further the dismantling of one of the best (by virtually any measure) institutions of any kind the State of Wisconsin has to offer, a process already underway due to the weakening of the UW System over the past decade due to dramatic underfunding, outright hostility from state leadership, and a lack of support from UW System leadership for the very institution they have supposed to have been serving.</p> <p>Perhaps that dismantling is precisely the reason for his emergence as the lone "finalist".</p> <p>Make no mistake about the consequences, however--it will not only be incredibly costly in basic financial terms, short term and long term, but hundreds of thousands of potential future UW students will be negatively impacted, as will tens of thousands of dedicated UW System employees and their families--we are WI residents, too.</p> <p>Dr. Johnsen is not the leader UW now needs, nor should that leader, of the overwhelmingly most important institution of higher learning in the state, be selected in such a fashion.</p>		1139	6/11/2020 13:03
Jared	<p>Like many others, I am writing to express my concerns about Jim Johnsen. Please reconsider offering Jim Johnsen the position of UW System President. I also have concerns about this man being the sole candidate of a search that did not involve faculty, student, or staff representatives. This search is suspect at best--At worst, it reeks of racism, white supremacy, and political favoritism. I can sympathize with the need for strong leadership. I cannot sympathize with a committee that would push through selecting a candidate at the expense of faculty, staff, and students. It is imperative to consider the long term impact that this man will have on all aspects of our campus.</p>		1138	6/11/2020 13:00
Gregory Rich	<p>I strongly oppose the appointment of James Johnsen to be the next President of the UW System. As a Professor and the Chair of one of UWM's largest departments, I have no trust in an individual who played such a damaging role in the destruction of the University of Alaska system. Obviously a search that results in only one finalist is a failed search, and one that gives no choice for substantial input by stakeholders. It reminds me of the "elections" in Communist countries where only Mao or Stalin was on the ballot. Our once great System is humiliated by this action.</p>		1137	6/11/2020 13:00
Alicia Matthew	<p>The UW System should hire a president from a pool of finalists that is greater than 1 person.</p>		1136	6/11/2020 12:59
ROBERT	<p>Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. I urge you to reject Johnsen and calling for a new search that is inclusive of faculty, staff, and students. Thank you.</p>		1135	6/11/2020 12:54
Math	<p>This is a sick joke!</p>		1134	6/11/2020 12:53
Mike	<p>I am very concerned with even the consideration of this candidate, given his recent history in destroying the University of Alaska system, and the secretive process that led to him being the ONLY finalist presented. These may be tumultuous times to conduct a search, but this outcome MUST lead to a failed search and a start over in order to protect the future of the strong University of Wisconsin System.</p>		1133	6/11/2020 12:53
erin	<p>I am troubled that only one candidate is being considered, I feel this is a failure in the process. I also have concerns over Mr. Johnsen's record at the University of Alaska, and with his interactions with shared governance groups there.</p>		1132	6/11/2020 12:50
Shaan	<p>One of the largest factors in deciding to accept a position in the UW system was its vaunted history as a worldclass higher ed system. The selection process for a new system president has shaken my belief in the System's reputation. I strongly urge a new search that includes faculty, staff, and student voices.</p> <p>I have been on several search and screen committees during my 16 years of service to UW Oshkosh. I don't understand how this search can be deemed official when 1 candidate comes out of the pool. Yes, I get if others pulled their names out of the running ok...but we only have 1 candidate. I don't think that would have been allowed in the search and screen committees I served on and why should it be allowed for the person responsible for the entire system. It does not seem fair and thorough.</p> <p>I believe that Johnsen would be a poor fit for University of Wisconsin-Madison, and this would reflect ill on our university at a time when institutions across the country are grappling with how to better serve Black scholars, and scholars from marginalized communities more broadly.</p>		1130	6/11/2020 12:47
Jack	<p>Hello, dear Board of Regents, and thank you for the single opportunity for non-binding input into this deeply disturbing process.</p> <p>This search has been a farce. Using a global pandemic as an excuse to put forward the only candidate callous enough to abandon his university in the midst of a global pandemic, and further using the distraction of the movement for black liberation to put forward a baldly racist candidate, is a sign of a "failed result of a flawed process," as others in the community have so eloquently put it. But while this would be immediately disqualifying for even a perfect candidate, James Roland "Jim" Johnsen has a history of harm to the university he runs, and to the communities, especially the Black, indigenous, and People of Color who he is meant to serve. He leans on stories of his one black neighbor growing up, as well as "being a minority" on the board of a Native-owned corporation, as qualifications for understanding the struggles of the Black community in Madison, while dismissing the recent, massive, nationwide protests with the common, patronizing, "small vocal minority" narrative. The transformative change we need to see true racial justice in Madison cannot happen under the type of austerity that "Jim" will bring down upon us. He's all but promised to repeat his scorched earth campaign of budget and program cuts in Madison. He dances around the massive cuts (about 40%) that he initiated, saying, "we've been getting our budget cut, like you all have, since about 2015," the year he assumed responsibility and began centralizing his authority to the point that the UA system "lost accreditation" for bad governance. He also talks, with a galling chuckle, about how UA "didn't get the land we should have" from the Morrill Act, the racist, 1862 program of doling out Native lands, taken through a bloody campaign of extermination that chillingly mirrors the state violence that serves as a backdrop to this process, to universities around the country. He does, however, mention vaguely "developing" those lands to extract wealth and counteract the budget cuts he himself initiated, and a cursory search of Alaskan public records shows that he is, indeed, referring to oil and gas. Let us set aside the optics of stealing land from Alaskan Natives, exploiting it for profit, and calling it a public service to those same people, teaching them "in a non colonial way, Western values and values of markets and, and economics." As everyone with a modicum of trust in science--and I'm certain that all of you, dear Board of Regents, trust in the scientific process, having positions of power in a public university--agrees that climate change is already irreversible, and that we have less than a decade now to achieve carbon-neutrality to mitigate some of the worst case scenarios. Why, then, are we considering a man who's put profits before people while in charge of a public institution to run our university, one founded on the Wisconsin idea, that the Academy should work in service of the people of Wisconsin and, in today's interconnected society, the people of the world? What even gives him the right to opine about that idea, one that he's trampled to the ground, one that he wrote a doctoral thesis about quashing out from the world?</p> <p>If you've read this statement, I thank you. If you've decided to take it into consideration, thank *you* specifically. If a single word of this rings true for you, I implore you to reject "Jim," and to restart this search with an open process based on precedent and some semblance of respect for your post.</p>		1129	6/11/2020 12:46
Carissa	<p>-Jack</p> <p>Dr. Johnsen does not seem a good fit for the students of university of Wisconsin</p>		1128	6/11/2020 12:44
			1127	6/11/2020 12:44

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
catherine	<p>This candidate is not is not the right person for the UW System president. Much of what he said is disturbing. He doesn't have faculty tenure experience. A higher ed doctorate is not exactly a fitting degree unless one engages in academic work beyond management.</p> <p>He has been voted "no confidence" numerous times which means there is a problem with his leadership style/abilities.</p> <p>He was instrumental in cutting 40 programs in the Alaska system.</p> <p>He does not respect students and diminishes their concerns. He says he will listen to his constituents, but based on my extensive research, that is not his practice. We cannot take this sole candidate; it's telling that he didn't see fit to stay in his current job during this period of crisis. The UW System is presenting itself as being okay with not hiring the best leadership. Review the current higher ed publications and learn about how UW System is being perceived across the country because we are seriously considering hiring a person that no other university system wants --not even his current system wants him. How low can we go?</p> <p>He is a frightening person. He jokes about being a "white son and having a black father?" It is a bad look for the UW System to have this person as a leader. We will be embroiled in conflict for the entire time he is in the job. No, he was never a minority--not even in the job where he attached that description. He takes such issues too lightly. It will communicate to the diverse UW System members that the BOR does not see ALL members as equal in the UW System.</p> <p>If we hire a person who basically thinks there is no such thing as racism (he practically laughed at the questions about inclusivity) we agree to that idea. If that's the case, we have to stop with the "inclusive" slogans that are already in name only. We might as well come out and say it is literally a predominantly white system--in every way possible--That no other groups are welcome as equals. Similarly, he says his focus will be on rural students--read white and suburban. Again, he will be the face of a UW System that will hold strenuously to the image/reputation of "white only".</p> <p>He does not have an appreciation for the humanities/liberal arts. He says he will consider "compelling" programs to be saved. However, based on his explanation, he looking at compelling as money-making job training majors. So basically, does UW System want to become the technical college system?</p> <p>To whom it may concern:</p>		1126	6/11/2020 12:41
Jessica	<p>I am stunned that Dr. Johnson would be considered to be UW System President. His tenure at the University of Alaska reveals that he is not qualified to lead the UW system during this challenging time. Please terminate this search and begin a new one that includes the input of faculty, staff, and students.</p> <p>I believe that moving forward with this candidacy would have an absolutely disastrous effect on a system that is already struggling to maintain the trust of faculty and staff after all that has happened in the last decade and the challenges we are facing today. If Dr Johnson becomes the UW System President I will immediately start putting out feelers for a new job as it will be evident that this system has no future. I imagine that many of my colleagues in my (top-20) department will do the same.</p> <p>Sincerely,</p>		1125	6/11/2020 12:41
Stan	<p>I am urging the rejection of Dr. Johnson. Please conduct a new search that is inclusive of faculty, staff, and students at all stages.</p> <p>I strongly oppose the single candidate Jim Johnson for system president. Everything that we have been told about this candidate's professional history signals that he is directly opposed to the Wisconsin Idea. Furthermore, the fact that faculty in the University of Alaska voted no confidence twice on Johnson should give the Regents great pause. I urge the Board of Regents to review new candidates for this position.</p>		1124	6/11/2020 12:41
Sarah	<p>I am deeply concerned about the process of this search. Shared Governance is a strength of our university system, and the lack of inclusion of shared governance groups in this process is a concerning omission. Johnson's record (multiple no-confidence votes from shared governance groups, accreditation issues, program cuts, and failure to address racial inequities) is also of concern. I encourage the rejection of this candidate and the call for a new search that is inclusive of faculty, staff, and students at all stages. "If you want to go quickly, go alone. If you want to go far, go together." I'd like the UW-System to go far, and to do so, I strongly believe we need to go together.</p>		1123	6/11/2020 12:40
Justin	<p>I am deeply concerned about the process of this search. Shared Governance is a strength of our university system, and the lack of inclusion of shared governance groups in this process is a concerning omission. Johnson's record (multiple no-confidence votes from shared governance groups, accreditation issues, program cuts, and failure to address racial inequities) is also of concern. I encourage the rejection of this candidate and the call for a new search that is inclusive of faculty, staff, and students at all stages. "If you want to go quickly, go alone. If you want to go far, go together." I'd like the UW-System to go far, and to do so, I strongly believe we need to go together.</p> <p>I strongly advise against the hiring of Dr. Johnson. The selection process has been tainted by not actually permitting a selection and simply putting forward a default candidate, notably during a crucial time of uncertainty. The fact that the other candidates have stepped back to serve their current roles through uncertain times is a reflection on their strong character, and reinforces that we would be foolish to make a hasty decision now. Moreover, the candidate himself has longstanding votes of no confidence from UAA, which in any other sector would put him out of the running, let alone made the singular option. It is astonishing that he would be put up as the lone candidate for such a vaunted and powerful position. If the options are either Johnson or no change, I suggest no change until such a time that we can establish a proper choice vs "settling" during a time of dramatic upheaval.</p>		1122	6/11/2020 12:38
Linda	<p>After reviewing what Jim Johnson is offering the University of Wisconsin I am deeply disappointed and frustrated that he remains a candidate. This is a time in history when it is clear that the kind of leadership needed will not be obtained through Jim Johnson's lack of understanding, perpetuates of the status quo and decision making style that does not listen to the people he is supposed to represent. We need to move the university of Wisconsin away from systemic racism and white supremacy. A search committee consisting of white men choosing to elect another white man is perpetuating an intolerable situation. You have the opportunity to re-open the search, allow more input and make the University of Wisconsin System something to aspire to not be ashamed of. Please do not place Jim Johnson in a leadership role at the university of Wisconsin.</p>		1121	6/11/2020 12:37
Lawrence	<p>I found this candidate to be particularly unqualified for a position as important as UW-System President. I was very concerned about his answers on the question of diversity, where I felt he lacked any nuanced understanding of the issues. I was also taken aback by his dismissive attitude toward faculty governance. I believe that this search should be classified as failed.</p>		1120	6/11/2020 12:34
Stephanie	<p>I strongly oppose Jim Johnson for system president. Please reconsider reopening the search. We do not need to rush this, especially in light of the pandemic. An interim president could be appointed instead. After reviewing his history and listening to his session with faculty, I have significant concerns. Wisconsin is not Alaska and I fear that this candidate does not understand the Wisconsin idea and unique challenges of this state and its school system. When asked about strategies he would use to help the UW System, Johnson dodged the questions and offered little to no detail. The faculty in Alaska gave him "no confidence" votes more than once. I understand this was a high pressure interview situation but Johnson's answers on addressing diversity gave me pause and appeared out of touch with today's climate. Please, I urge you to reopen the search and appoint an interim president. Thank you.</p>		1119	6/11/2020 12:33
			1118	6/11/2020 12:31

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Tiffani	<p>I do not support this candidate, and especially so under the current set of circumstances that surrounded the search, primarily, lack of multiple final candidates, lack of diversity within final candidates, lack of governance, faculty, staff, and student representation on the search committee, as well as lack of meaningful involvement with shared governance groups.</p> <p>In regard to the interview itself. Too many of his responses were superficial in nature and did not reflect the gravity of the questions asked. I did not hear a UW System growth vision in his responses. The employees of his current system are actively trying to remove him from his position. His interview provided no evidence to cause me to question why votes of no confidence and calls for removal are in play in Alaska.</p> <p>If multiple candidates were being considered, then I could better state how much of a fit Johnsen might be. It would only be in comparing Johnsen to other candidates that I could provide support to the idea of his being the "best". I do not believe him to be the "best" UW System can attract and I do not believe this candidate supports a version of UW System that I would like to see.</p> <p>While I recognize and can appreciate the claimed difficulties that the COVID-19 pandemic placed upon this search process and candidate pool, I believe that a failed search is the only appropriate action.</p>		1117
Jady	<p>I am completely disappointed in the search process for the University of Wisconsin System President. The search has shown a thorough lack of interest in the views of faculty, staff, and students, and it failed to recognize the value of faculty, staff, and student participation in the search process. Furthermore, the search committee's lack of diversity has unsurprisingly led to the selection of a finalist who is just as homogeneous as the committee. This does not serve all of the University of Wisconsin's diverse students, faculty, and staff, nor does it serve all of the state's diverse populations.</p> <p>Given Dr. Jim Johnsen's embarrassing record at the University of Alaska (including the shameful elimination just last week of vitally important academic programs such as sociology, geography, and environmental sciences), installing him as the University of Wisconsin System President would be a degradation of all that this university stands for and a betrayal of the university's history and status among the best of research institutions. As if that weren't bad enough, Dr. Johnsen's terrible response to a question about diversity and inclusion demonstrates that he is not someone who can lead the UW System in making its campuses more welcoming to Black and Indigenous people or to people of color in general. As a UW-Madison alumnus, a current UW-Madison staff member, and a person of color, I strongly urge the committee not to proceed with offering Dr. Johnsen the President position.</p> <p>You MUST restart the search, and this time you must seek genuine diversity in the search committee (with no tokenism) and diversity in the applicant pool. You must also ensure the direct participation of faculty and staff on the committee. Do not embarrass this university or our state by hiring Dr. Jim Johnsen; he is not right for us.</p>		1116
Jennifer	<p>Overall, he seemed fine and could be acceptable as the new President for UW-System.</p> <p>I liked that he seemed to take his dogs barking with humor and the interruption of the unmuted host well. I think he did offer some ideas for what he would like to do, such as scholarships for the top 10% of students at each high school (I have wondered why Wisconsin doesn't have this program for years). I also like how he had worked with telecommunications companies in Alaska to get discounts for students, faculty and staff, especially since I have found that there is currently little support from higher levels on making sure that everyone has access to good internet, even as we will likely continue at least some remote learning this fall.</p> <p>On the other hand, I wish he had provided more examples of some of the things he talked about. It is easy to say that he will listen and learn from people, but was there ever a time where listening led him to change his mind about something or move him in a new direction? How do you work to change the minds of people who are part of the politics of resentment? I also think that he failed to acknowledge that because of covid some of his strategies may need to change. For example, he referenced a pipeline program for middle and high school students that happens during the summer - right now, there are no summer programs allowed, so how do you make sure that you are still building those connections and opportunities?</p> <p>There are a good number of unanswered questions that I have and I wished had been asked. He mentioned that Alaska has the highest rate of people with some college, but no degree. What did he do to address this? Is his goal to just get people taking some classes or does he have the goal of making sure more people graduate? He also repeatedly mentioned that admin costs and efficiencies were a way to respond to fiscal constraints, but provided no real examples of what this may include and was not asked what would happen if those changes are not sufficient. I particularly want to know if he would plan on continuing some of the proposed changes that Ray Cross has suggested or already done, such as laying off Shared Services employees while both Cross and Johnsen propose greater centralization to streamline admin processes. Does John foresee a need for more layoffs and program cuts and who would be making those decisions? Finally, it would have been helpful to have Johnsen directly address some of the concerns about his performance in Alaska and for someone to ask questions about changes and budget cuts he is currently proposing for the University of Alaska system.</p> <p>It is unfortunate that the search committee didn't include representation from stakeholders from the beginning, who may have made sure potential faculty, staff, and student concerns were included from the beginning. It is also unfortunate that there is no other candidate for comparison. Finally, it would have been nice to have an opportunity for others to ask or at least submit questions of their own.</p>		1115
Jessica	<p>I do not think Johnsen will successfully lead the UW System. I have concerns over the votes of no-confidence he received from the University of Alaska and the moves he proposed which led to the vote of no-confidence. I am also concerned about the search process which did not include any academic staff and only one student on the committee. I hope this search will be declared a failure and a new, more inclusive search will be conducted.</p> <p>Dr. Johnsen should not be considered for UW System President for two primary reasons. First, Dr. Johnsen's historical behavior of cutting core programs at U-Alaska, rather than restructuring and re-investing is appalling. Our students will not have a well-rounded undergraduate education without these programs -- such as creative writing, geography and sociology -- the elimination of which Dr. Johnsen presided over in Alaska. Second, Dr. Johnsen's stance on diversity demonstrates not only a lack of understanding and compassion for the systemic racism problems the UW system currently faces, but his consequential inability to lead the UW System to improve such that the lives of black people and people of color are affected. I hope that in light of these concerns, the search committee commits to extending the search to ensure that the correct person is hired.</p>		1114
			1113

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Erik	<p>After watching Dr. Johnson's presentation, and analyzing his credentials, experience and public feedback from current employees of the University of Alaska system, I urge the University of Wisconsin System President Search committee to fail this search and restart in an effort to create more inclusion in the process and to find a slate of candidates who best represents the needs of our students and our state.</p> <p>As the sole Academic Staff representative on the previous System President search, I was disappointed that the process this time was not inclusive of staff and faculty on the committee. My experience in 2013 was one that not only reinforced the importance of Shared Governance in our work, but the legitimate and real inclusion that I experienced at the table with Regents, Chancellors, Provosts and Administrators who went out of their way to ensure that the voices of everyone at the table – staff and faculty, included – was heard, listened to and considered demonstrated to me the value the Board of Regents saw in shared Government. Excluding those voices in this year's process demonstrated the opposite.</p> <p>In light of that lack of Shared Governance inclusion in the process, the committee earlier justified this decision with a promise of meaningful input in other ways through the process. Allowing staff, students and faculty to only see an interview presentation from one candidate does not accomplish this promise of meaningful collaboration and input in the process. If staff, students and faculty weren't allowed inside the process, the committee should have worked to present a slate of qualified candidates for us to provide meaningful comparative feedback on. To not do so, as we see here, does not fulfill that earlier promise for meaningful participation in this decision that will have deep impacts in the ability of the System to persevere and thrive into the future.</p> <p>To the specific candidate and his presentation this week, I have very real concerns about the ways he presented himself, specifically around the issues of diversity and inclusion. As an employee of the UW System, I have been proud of the strong and universal response from the entire organization dedicated to acknowledging and working to improve our own work on issues of racial justice, diversity and inclusion. So, I was surprised and disappointed by Dr. Johnson's responses in the public presentation about these essential issues. At best, his responses demonstrated a lack of preparation and understanding of the issues, and the breadth of impact they have had in our nation – and specifically in our state – in recent weeks, and how the importance that addressing and responding to these issues with real solutions will continue into the future. At worst, his comments were tone deaf and insulting to our institution's diverse communities. Now is not the time for a white man to identify himself as a minority after merely spending time working in an environment where other employees were part of another race or culture, as Dr. Johnson did in his session this week. Nor is now the time for a white man to try to show equal understanding of centuries of systemic racism through previous anecdotal personal interactions with minority groups, as Dr. Johnson also did in his session this week. The lack of understanding of the broader issues of racial justice, equity and diversity displayed in those statements should be disqualifying for a person who is seeking to lead one of our state's most important institutions – an institution not only with its own history of problems in addressing such issues, but current, real struggles to do so for today's students – into the future, not just now, but ever.</p>			
	<p>As a staff member of UW-Madison and a graduate of UW-Oshkosh, I am proud of what the UW System is and can be for our state. We need to do better. I urge the UW System President Search Committee to restart this search so that we can achieve the promise that this great system deserves in its leadership – for our students and our state.</p>		1112	6/11/2020 12:26
Lisa	<p>I strongly oppose the single candidate Jim Johnson for system president. Everything that we have been told about this candidate's professional history signals that he is directly opposed to the Wisconsin idea. The fact that faculty and students in the University of Alaska system were strongly dismayed by his performance should give the Regents great pause. This candidate has demonstrated that he is ignorant and indifferent towards the interests of students, faculty, and staff at a public university. Selecting this candidate would further be a dismissal of the cultural moment that demands experience, expertise, and investment in a diverse body politic. We urge the Board of Regents to review new candidates for this position.</p>		1111	6/11/2020 12:25
Brittany	<p>I have major concerns about this candidate due to previous poor performance and a vote of no-confidence by University of Alaska System faculty. My concerns have persisted in spite of listening to Dr. Johnson's interview. I do not believe he will be the strong leader we need for the UW-System.</p>		1110	6/11/2020 12:19
Sarah	<p>Jim Johnson is not qualified to lead the UW System and his candidacy is an embarrassment. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		1109	6/11/2020 12:18
Sarah	<p>I am greatly concerned that an appointee like this could be damaging to the UW and lead to faculty and student flight (e.g., decline in university rankings), just when we were starting to get back on our feet in the last couple of years.</p> <p>Now more than ever, the UW system needs a visionary leader to confront the current crisis with the full support of faculty, staff, and students. Both the search process and this candidate fall short of these key goals. The candidate's record and now his responses to key questions reveal a lack of insight and ability to think big picture; his responses were full of platitudes rather than innovative ideas and precise suggestions. Please do right by the UW community and conduct a search where faculty governance, diversity and inclusion, CoVid 19 response, and visions for additional upcoming challenges are the chief qualifications.</p>		1108	6/11/2020 12:17
Brent	<p>The Board of Regents have stated that the applicant pool for the position of President was broad and deep, however, nearly all candidates dropped out sighting concerns of confidentiality and COVID. I fear that the primary motivation for withdrawing candidacy, although less politically correct to state, is President Cross's release of the "Blueprint" and subsequent BOR signaling of support for that plan. Qualified System leaders will work collaboratively with all stakeholders (Regents, Legislators, faculty, Staff, Students, Taxpayers, etc.) in moving the UW System forward in positive directions. Leaders do not want their vision/plan/blueprint predetermined prior to taking office, especially a plan that many see as damaging to the academy. The UW System needs a capable, effective, and positive leader. The BOR should scrap the "blueprint," fail the current search, and conduct a new search for the position of President. The BOR should then work with that individual in charting a path forward for the UW.</p>		1107	6/11/2020 12:16
Ann	<p>I strongly oppose the single candidate Jim Johnson for system president. Everything that we have been told about this candidate's professional history signals that he is directly opposed to the Wisconsin idea. The fact that faculty and students in the University of Alaska system were strongly dismayed by his performance should give the Regents great pause. This candidate has demonstrated that he is ignorant and indifferent towards the interests of students, faculty, and staff at a public university. Selecting this candidate would further be a dismissal of the cultural moment that demands experience, expertise, and investment in a diverse body politic. We urge the Board of Regents to review new candidates for this position.</p>		1106	6/11/2020 12:12
Kristin	<p>I am strongly opposed to the hiring of Dr. Johnson, and disturbed about the process by which he has ended up as the only finalist in this search. The search process has broken the law, and on the basis of that, a failed search should be declared. Moreover, Dr. Johnson is not the leader we need for the UW system. He has never worked as faculty or instructor at a university. There have been multiple no-confidence votes against him, not only by faculty, but also by students. His actions nearly lost the University of Alaska system its national accreditation. How is Dr. Johnson ready to head a much larger university system, one that needs to evolve with the times while serving the people and the Wisconsin Idea? The answer is, he is not. Please, declare a failed search and try again.</p>		1105	6/11/2020 12:12

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>I have heard from colleagues, community members, and families across the state voicing concern over both the search process for the UW System President and the qualifications and the track record of the Dr. Johnsen. As someone who both works for the UW System and was raised in Wisconsin, I have heard concerns from both academia and the larger community.</p> <p>As others have highlighted, the UW System needs to hire a president who can contribute to the critical goal of providing ethical leadership while also producing and supporting a diverse student body and workforce for the state of Wisconsin. This is an essential service we provide and more important than ever. Dr. Johnsen answered questions on diversity by underscoring his support for the Alaskan Natives through two initiatives: The Alaskan Native Science and Engineering Program and his work at Doyon from 2008-2011. The Alaskan Native Science and Engineering Program is a critical initiative at the UA System but predates his leadership. Similarly, it is unclear what curriculum and leadership programs he brought to the UA System while working at Doyon, given that the curriculum and programming for Alaskan Native Studies is handled by each individual campus. The Settlement Claims Act he mentioned occurred in 1971; again, clarification and specificity would have been useful. He then spent precious interview time underscoring his experiences growing up next door to an African American family and included a reference to being a "minority" while leading teams at Doyon.</p> <p>The problems with these responses are twofold. First, they show that Dr. Johnsen is only thinking about diversity from one vector: race and ethnicity. Nowhere during the interview did he mention gender, sexuality, class, gender identity, or those who identify with more than one of these categories. Johnsen comes from a state with the highest rates of rape and sexual assault in the country, and faculty at the UA System are doing outstanding work on gendered violence. Not once did he gesture toward this work and its importance in the UA System. Additionally, when Johnsen began his job at UA in 2015, he verbally committed to overhauling the Title IX handling. Yet, in 2019 it became clear that the UA System had allowed a serial offender to receive promotions and maintain his current role for many years. Johnsen lists the overhaul of Title IX cases on his CV; it would have been useful to hear more details about this work. The only information I could find was that UA hired Haven to for mandatory online trainings, a practice that has been critiqued for being triggering to victims, insensitive to the experiences of queer and trans-identified students, and producing the effect of "checking off boxes" rather than comprehensive changes to culture and policy. Again, the diversity question would have offered a perfect opportunity to also underscore his work on gender equity and other initiatives that speak to the needs of diverse students who occupy more than one category of underrepresentation.</p> <p>His comments regarding his experiences as a minority reflect a similar lack of understanding about the conversations informing educational policy and management (his field) in supporting diverse institutions. Being a minority involves more than being numerically underrepresented. As an educated, white male, Johnsen carried many markers of privilege into his position at Doyon, and his comments reflect a superficial understanding of privilege and systemic oppression. Instead, it would have been useful to hear what steps Johnsen has taken to offset the low retention and enrollment rates of students of color at the UA System, and also his efforts to support the recruitment and retention of diverse faculty, particularly in cities like Anchorage.</p>			
Stephanie	<p>Johnsen's response to protecting the liberal arts followed a similar vein. Rather than pointing to the creative and innovative ways he supported chancellors in preserving programs, he instead</p>		1104	6/11/2020 12:11
Emily	<p>Johnsen's responses to questions were rather bland and un-inspiring. It is not clear what his vision is for the UW system, but based on his words, it emphasizes 'cost-effectiveness' and not scholarship (a word not mentioned in his answers). Is this really the best that we can do? I doubt it.</p>		1103	6/11/2020 12:11
Jack	<p>I am writing to voice my personal statement of no confidence in the search process and its current outcome of a single finalist. The incoming UW System President faces a rapidly changing landscape, with key strategic decisions to make. For this President to make these decisions well and for them to be executed well, he/she must have the trust, input, and support of other leaders, faculty, and staff in the UW System. It is hard to see how this search process, as it currently stands, will do anything except sow doubt and distrust among others in the UW System. Given the closed process, given the lack of faculty or staff voices on the search committee, given the lack of diversity on the search committee more broadly, and given the fait accompli of only a single finalist for public consideration, this search process is inherently and deeply flawed; any fruit it bears is poisoned fruit. Any hire resulting from it will have the least possible support and mandate to govern from the UW System faculty and staff, at a time when such support and mandate is urgently needed.</p> <p>Dear Search Committee,</p> <p>I urge you all to declare this search as failed search. The search was flawed from its inception, especially the lack of faculty representation on the search committee. Moreover, Jim Johnsen, is in no way positioned to lead the UW system in these trying times. His record at Alaska speaks for itself. He over saw the decline of that institution. Moreover, he would not have the confidence of the faculty and staff that make the UW system work.</p> <p>Sincerely,</p>		1102	6/11/2020 12:09
Christy	<p>[REDACTED]</p>		1101	6/11/2020 12:08
Jennifer	<p>We should have greater than 1 finalist for such a high profile position. Please fail this search and start a new search with faculty, student, and staff representatives on the search committee.</p>		1100	6/11/2020 12:08
Elana	<p>As a UW-Madison alumna, a UW-Milwaukee faculty member, and a citizen of the state of Wisconsin, I am gravely concerned about the possibility of hiring Jim Johnsen as president of the UW-System. For one, I have no confidence in the hiring process, which has been an embarrassing display of leadership at the System level. I regularly participate in hiring on my campus and know that a search that yielded just one finalist would be necessarily failed for not offering an acceptable range of options for such an important position.</p> <p>But Dr. Johnsen himself is an unacceptable choice for this System. He has no experience in running a system of this size and significance and his responses in the forum suggested an appalling degree of ignorance at best and a significant amount of bias at worst when it comes to the diversity of the faculty, staff, and students of the UW-System and the state of Wisconsin. During a time of great turbulence around questions of racial justice, and of great precarity for the System as a whole, this candidate lacks the experience, judgment, perspective, and skill to lead.</p>		1099	6/11/2020 12:04
Suzanne	<p>Thank you for the opportunity to comment on this forum. While I cannot speak to the credentials of Dr. Johnsen, I urge the search committee to take this process with utmost seriousness. This position is too important for hasty hires, especially given the social challenges and injustices that MUST be addressed by our community and during this unusual period with a pandemic. Failing to interview more than one candidate when we so need to embrace diversity is unacceptable. This is not the Wisconsin idea that I know.</p>		1098	6/11/2020 12:04
Kellie	<p>Dr. Johnsen is not the leader that the UW System needs. Based on his comments here and his track record in the UAlaska system, he does not have an understanding of and commitment to addressing systemic racism in university systems or an ability to support University faculty, staff, and students through difficult financial times.</p>		1097	6/11/2020 12:04
Angela	<p>Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		1096	6/11/2020 12:01

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Debra	<p>Dear Search Members,</p> <p>I urge you to consider re-opening the search with UW-System president. At a time when strong leadership has never been more critical, a process that includes at least three vetted finalists offers not only points of comparison, but also a chance to identify priorities for the new position based on the strengths of each candidate. While Dr. Johnson clearly prepared for his presentation, his responses did not allow me to truly assess how he might approach his leadership in the current social and political environment we now face in WI and beyond. I would like to believe that there are at least two other candidates who could be in contention as finalists for this important role. and I would like for our community to have the option to hear from them. If this means you have to start over, the time would be well-spent.</p>		1095
Laura	<p>I am deeply disappointed in the UW for putting forth this lone candidate for system president. Nothing in Dr. Johnson's presentation gave any indication as to how specifically he plans to bring together our campuses, how he plans to listen, how he plans to address budget concerns, or more importantly the deep systemic racism that higher education is built on. His presentation was simply lip service.</p> <p>Having a lone white male candidate presented by a majority white, male search committee is both not surprising and incredibly infuriating and irresponsible. This choice in the face of the outcry from your faculty, staff, and students, in addition to the votes of no confidence Jim Johnson already has, sends a message to your community that you are out of touch and lack care. To make this choice during the specific time we are in history as the world at large is waking up to Black Lives Matter, is embarrassing. Further it signals to Black staff, faculty, students, alumni, community members, and prospective students that you do not value their lives.</p> <p>You have an opportunity to do better, be better, and show your community that you're willing to learn, listen, and change.</p>		1094
	<p>While I appreciated and enjoyed most of the comments that Jim had to state, I do have some concerns I would like to raise. Jim Johnson barely touched on how he would assist the System through financial troubles that are current and what lie ahead due to lower enrollments on college campuses across the state. I think that the University of Alaska system is different enough from the UW System that he would struggle to clarify his role as president versus the board versus shared governance on campus. Shared governance is one the richest things that the UW System has, keeping in balance the power and influence of every level of the system. While I note that the candidate mentioned respecting the different statutes and policies the system has in place, this does not mean that frustration cannot be avoided. I truly believe this would happen if Jim Johnson is hired as president and would lead to further degradation of the frail relationship between the System Board and shared governance on each campus.</p> <p>Finally, I think the thing that struck me the most off was how this entire search process was conducted. While there were representatives of shared governance during the open forum, the lack of faculty, staff, and students on the committee was appalling. Shared governance is a cornerstone of the Wisconsin System and is one reason I came back to the system and will fight with every last bit of professional strength I have to keep it. Again, I found it to veiling and troubling that more voices were not invited to the table, but instead were comprised of mostly system and regent representatives, with only three of the nine being from campuses. What was further troubling was the three voices from the campuses were all chancellors or leadership of universities, not on the ground folk at our universities. While I understand that a replacement for President Cross must be hired, I feel as though this search process did not yield a person whom would lead the system in the correct direction. Much like the representatives of the Faculty Senates in Alaska, I cast a vote of no confidence for Jim Johnson being hired as UW System president.</p>		1093
Dang	<p>I was disappointed by Dr. Johnson's minimal answers to questions related to Equity, Diversity, and Inclusion. Dr. Johnson's answers to those questions were of personal anecdotes that revealed a very hollow understanding of diversity and inclusion, which was illustrated when he shared his own previous experience as one of the few White employees at a Native Alaskan-owned company. Dr. Johnson offered very little substance about systemic strategies to actively and intentionally support students from the most traditionally marginalized populations, including students of color.</p> <p>I was also troubled by Dr. Johnson's reference to how Alaskan residents expect a hand-out (referencing Alaska not having state income tax), and how Wisconsin residents may be more committed to public institutions because their tax dollars directly support them. This hyper-economic perspective of the education system does not reflect someone who is forward thinking. In fact, this example and other examples of his answers throughout the Campus Forum really suggests to me that he does not come to us with an innovative mindset and instead has a very status-quo framework that will not prepare the UW System for the future.</p> <p>In addition, I was not impressed with his answers regarding his support for Shared Governance. Many of his answers focused on his experience as an Administrator who worked to negotiate union contracts. His examples of creating Representative seats at the University of Alaska system for faculty, staff, and students is the bare minimum of what Shared Governance stands for and it really suggests to me that Dr. Johnson does not have any substantive ideas about how to support Shared Governance and how to integrate stakeholders in the governance process.</p> <p>I very much appreciate the Search Committees work. With all due respect and in my opinion, Dr. Johnson may be able to do a satisfactory job to maintain the status quo of the UW-System, but despite his lengthy background in higher education, he does not have the skills and experiences to take UW-System and its system institutions into the future.</p>		1092
Douglas	<p>I was not able to view the presentation - it would not load on my desktop. However, it is not reasonable that the UW System search committee would promote any candidate without faculty, staff or student representation on the panel - this is against the intent of shared governance. And this is particularly important when a single candidate has been promoted with as bad of a record as this candidate. A new search needs to be conducted with representation from faculty, staff and students.</p>		1091
Jerry	<p>Action speaks louder than words.</p> <p>Dr. Johnson's presentation never addressed his failure to communicate with Alaskan faculty, staff, and students when he executed draconian measures. In his response to questions, he mentioned keeping Native American languages as an example of social justice and equity, yet he is also overseeing the removal of social sciences as a major — the subject that studies social issues. I have no confidence in his ability to carry out the Wisconsin Idea in its true sense — that the university reaches out to the entire state and to the world.</p> <p>"I shall never be content until the beneficent influence of the University reaches every family of the state." said UW President Charles Van Hise, whose shoes I don't foresee Dr. Johnson to fill.</p> <p>The entire search process has been obscure, and void of faculty, staff, or student voices. Bringing in a single finalist is not how the UW System promote trust in its commitment to diversity, or to higher education, or to a normal job search.</p>		1090
Steven	<p>I strongly demand the System to pronounce this a failed search, and do better on the next search.</p> <p>Please go no further with candidate Johnson. His life's work is antithetical to the Wisconsin Idea. I can't exaggerate the harm he will do to UW. This is a moment of tremendous opportunity for the university and the state, and there are so many other candidates worthy of the presidency.</p>		1089
Michael	<p>I'm very concerned about this process, which I think will prove an embarrassment to the UW system. A new search seems the best approach, with deeper input from stakeholders, especially system faculty.</p>		1088

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Linda	<p>Hello,</p> <p>Thank you for your efforts in selecting a new UW System president. It is unfortunate that many candidates have withdrawn from the race, leaving one final candidate. So that the best candidate (and not the only remaining candidate) can be chosen to lead our great System, I encourage you to fail this search and begin the process again. The selection of our leader is too important to have only one finalist.</p> <p>Also, it is imperative to include faculty, staff, and traditional students on the next search committee. These three groups make up the thrust of what happens in higher education, and adding their important and diverse perspectives will help to ensure that a well-vetted leader is selected. It is crucial to take the time and invite expanded populations to select the best president in our midst. Not to do so will certainly jeopardize the confidence of the university community and beyond. It also sets the president up for repairing relationships that otherwise would not need repairing.</p> <p>Unfortunately, I cannot make the time to listen to the candidate's interview and respond with comments in the exceedingly short period provided. My final comment is this: when the search is re-opened, expand the time frame by which the campus communities can provide reactions.</p>		1087	6/11/2020 11:49
Gisela	<p>Thank you.</p> <p>Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning and makes him unacceptable for this position.</p> <p>Appointing Johnsen as University of Wisconsin System President would be an exceptionally poor choice especially in the light of recent protests and the continued inequities that affect all institutions in our society. It would be a black mark on the University's record.</p>		1086	6/11/2020 11:45
Amaud	<p>I would like to communicate my objection to the candidacy of Jim Johnsen as the new UW System President. As a full professor and faculty of color at UW-Madison, I found his response to questions on diversity and inclusion deeply troubling; furthermore, considering broader conversations regarding the persistence of racism in America, Dr. Johnsen clearly lacks the vision to lead this system through difficult times. I've worked for this institution for over 15 years, and I am deeply committed to the success of our students and the progress of our state. I love Wisconsin, and I want to see us as a leading force into the twenty-first century. This hire isn't the way forward.</p>		1085	6/11/2020 11:45
Myra Marx	<p>I am shocked to see the UW system consider this candidate so seriously. The search process was not inclusive or diverse, and the candidate presents no vision for the system that would help to move it in that much needed direction. Thinking only in terms of defensively managing cuts and cooperating in gutting one of the finest state university systems in this country is a mindset that precludes the needed creativity and imagination for system leadership in challenging times like these. Please take advantage of the #BLM mobilizations, the COVID-19 disruptions, and the visible commitment of so many WI citizen's to each others' well-being and cancel the existing search and start over with a better process and a more future-oriented agenda.</p>		1084	6/11/2020 11:44
Deborah	<p>I watched the forum with Jim Johnsen, and it did nothing to convince me that he is a good candidate for this position. He spoke about the importance of relationships, but his own history at UA shows an inability to sustain positive relationships with faculty, students, accreditation entities, and the legislature. He performed poorly in a university system that is much smaller than Wisconsin's. The fact that he is the only candidate left standing – others having withdrawn because, presumably, they didn't want to jump ship during the pandemic – doesn't speak well for the process, nor for him. I don't think he can offer the inclusive leadership we need at this point. I strongly encourage you to declare this a failed search, and not settle for a flawed candidate. The UW-System can do better.</p>		1083	6/11/2020 11:44
Melanie	<p>I am sorry to say that this needs to be listed as a failed recruitment and you need to start over; for the sake of optics and for the lone candidate. Failed recruitments happen all the time. You can bring this candidate in again as one of the finalists, but you have to offer some choice. If Dr. Johnsen is given this job, he will be shrouded in controversy from the start. This is a disservice to him and us.</p>		1082	6/11/2020 11:44
Drew	<p>Please bring more than one finalist for this incredibly important position, and involve the faculty, staff, and students in that decision making process. This finalist will be terrible for the entire UW system, and counter to the Wisconsin Idea.</p>		1081	6/11/2020 11:44
Angela	<p>Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p> <p>I'm very concerned that only one candidate, a white male, has not dropped out or been eliminated from the presidential search. Citizens of Wisconsin deserve the best possible President for UW-System. That can't happen with only one candidate at the finalist stage.</p> <p>Dr. Johnsen's presentation shows that he has obviously studied UW-System; he has at least a passing knowledge of a couple campus locations and of the Wisconsin idea. He clearly wants this job, which is not surprising because his stature in his current job is so tenuous. However, UW-System should not be the shelter to which an unexceptional and possibly incompetent administrator flees.</p> <p>UW-System must present a more compelling and attractive opportunity for a diverse and deep pool of president applicants. This will happen only with a diverse and deep search committee, one that includes faculty, staff, and students and reflects the increasing diversity of our future students.</p>		1080	6/11/2020 11:41
Barbara	<p>Please declare this a failed search. Please begin again with a vibrant and diverse search committee, one that includes all governance groups. UW-System, and the citizens of Wisconsin, deserve no less.</p>		1079	6/11/2020 11:40
Alison	<p>I'm very unimpressed with this candidate. Aside from very real concerns about his performance in Alaska, I found this answers to most questions underwhelming and insufficiently in touch with trends in higher ed. I expect the leader of this prestigious and large system to be able to articulate just what education means today, and how we can insure that it is available for all students in Wisconsin. I saw little sign that he is ready for this position, and am disappointed that the Search committee only offered one candidate. Surely we can appoint an interim and try again next year?</p> <p>I have not seen anything in his materials or presentation to indicate he would be a successful leader in Wisconsin. He has a record of great difficulty dealing with governance groups, chancellors, accreditation, diversity, and state governance. He is not prepared for the circumstances we face. We should fail the search and start again, with a committee that better reflects the System's stakeholders.</p>		1078	6/11/2020 11:40
Nancy	<p>It is appalling that the search process did not include students, faculty, and staff. Even more appalling is that said process only yields one candidate, who evidently does not understand what it means to be from a marginalized group. This is a failed search, and a new one should be put in motion with the input of students, staff, and those who—as opposed to this particular candidate—do have a record as tenure-track faculty.</p>		1077	6/11/2020 11:39
Daniel	<p>This search cannot be considered legitimate. The lack of faculty input or genuine competition make the outcome impossible to accept, even apart from Johnsen's considerable weaknesses as a candidate. The University of Wisconsin must declare a failed search and start again with a more democratic procedure. Any other outcome will produce years of struggle and dysfunction, a price that is far too high for one of the nation's greatest public universities to pay. - Daniel Spaulding, Assistant Professor of Modern and Contemporary Art, UW Madison.</p>		1076	6/11/2020 11:39
			1075	6/11/2020 11:39

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Helen	<p>I am concerned by the process by which this candidate was chosen, with no faculty input. I believe the committee should be mindful of the rapidly changing dynamic of the world around us, and the volatility that has accompanied abuse of power. I am concerned about the history of no-confidence votes, and the history of no tangible action on racial inequities. I have gotten numerous emails at the department, school, and university level expressing support for community members of color. It is unconscionable to me in the current climate to present one sole candidate who is, predictably, a white male. I believe it is imperative that UW "DO BETTER" by examining moves like this that will significantly impact the landscape of this educational system for years to come, and embody a total lack of accountability in DOING what you SAY you stand for.</p>		1074	6/11/2020 11:39
Jennifer	<p>Dear Search Committee Members,</p> <p>I am writing to you today to express my feelings that Dr. Johnsen is the wrong choice for the UW System, especially during the crisis we find ourselves in. While under his leadership at the University of Alaska, the teaching program lost its accreditation and enrollment dropped. We need a leader with a proven ability to improve the quality of a university and increase enrollment and Dr. Johnsen is not it. His claim that he was a minority while working at a majority Native American corporation fundamentally misunderstands what it is to be a minority this country and betrays a dangerous lack of the kind of understanding of racism and diversity that is sorely needed in a university leader at this time. It is my understanding that other candidates withdrew their applications because they didn't want to make it public during a pandemic that they were conducting a job search. It is my feeling that we should not let the small candidate pool during the pandemic push us into moving forward with a candidate whose faculty senate has asked their Board of Regents to remove him from his position.</p> <p>Thank you for your consideration,</p>		1073	6/11/2020 11:38
Will	<p>Jennifer</p> <p>I thought that Dr. Johnsen came across as a very qualified, thoughtful candidate. He seemed up front and willing to talk about the challenges he has faced and the decisions he has made as president of the Alaska system. I don't think faculty will ever be happy when programs are cut as they all (rightly) believe that what they teach is important and valuable. As a result faculty will have their strong opinions about somebody who has been forced to do that and will want to reject Dr. Johnsen for that. That being said it is hard to believe that Dr. Johnsen is the only qualified candidate. For a position as important as UW President not having multiple candidates will only lead to distrust and further morale deterioration. It's a very poor look and is not going to set up Dr. Johnsen for success and buy-in from the people he would be leading. Dr. Johnsen seems like a reasonable candidate but I would highly recommend bringing in other candidates, if for nothing else just to justify Johnsen's hiring with the rest of the UW system.</p>		1072	6/11/2020 11:36
Stewart	<p>Dr. Johnsen's record as an administrator should disqualify him from candidacy, much less from finalist status:</p> <ul style="list-style-type: none"> - Since assuming the role of President of the University of Alaska System in 2015, he has had votes of no-confidence issued against him by the Faculty Senates of both UA Anchorage and UA Fairbanks (the state's two largest campuses) and by the UA Anchorage Union of Students (the largest student governing body in the state)—the latter as recently as October of 2019. - In 2016, he oversaw a hasty consolidation of the UA System's teacher education programs that is often regarded to have led to the UAA School of Education losing its accreditation. - In September of 2019, Dr. Johnsen and the UA System received a warning letter from the Northwest Commission on Colleges and Universities (the system's chief accrediting body) expressing concern that "that the University of Alaska Fairbanks, University of Alaska Anchorage, and University of Alaska Southeast have failed to meet . . . critical Standards for Accreditation" and asserting to Dr. Johnsen and the Board of Regents "the importance of an inclusive decision-making process that respects the tenets of shared governance." - On June 5th, 2020—the Friday before Dr. Johnsen's interview for this position—the UA System (which he still officially leads) announced the elimination of Bachelor's and Master's degree programs on multiple campuses, including programs in chemistry, geography, sociology, and theatre, among many others. <p>While all these incidents occurred in a climate of austerity at the state level in Alaska that might be seen as comparable to the funding shortfalls we have faced here in Wisconsin, there is little reason to believe that this has left Dr. Johnsen prepared to meet the challenges of the role of UW System President. While the UW System serves over 170,000 students annually, the UA System serves approximately 35,000. While the UW System received \$6,435 in per-student funding from state and local sources in fiscal year 2018, the UA System received \$15,151 per student during that same year, according to p. 29 of this report by the State Higher Education Executive Officers Association (https://sheeo.org/wp-content/uploads/2019/04/SHEEO_SHEF_FY18_Report.pdf). Given that the much smaller, more robustly funded UA System is still reeling in turmoil from actions taken during Johnsen's ongoing tenure, there is no evidence that we should expect anything other than comparable turmoil should he be named UW System President. His answers at the video forum did nothing to assuage this fear. The fact that he wasn't asked point-blank how the University of Alaska System is better off now because of his tenure there is, frankly, appalling—as this is the minimum substantiation that any candidate for a position of this stature should be required to provide.</p>		1071	6/11/2020 11:35
Ashley	<p>Jim Johnsen's failure to address racial inequities is deeply concerning. I do not support his candidacy.</p>		1070	6/11/2020 11:33
	<p>My apologies if this is a duplicate. I tried to submit one before, but it never stated it actually submitted.</p> <p>Given some of the comments made by Dr. Johnsen in his forum session such as taking funds from "areas that never won anybody a Nobel Prize" to focus on areas that do and that he's "coming from a state where individuals expect a handout", he is not qualified to lead the UW System. During a time where economic inequalities have taken center stage due to the pandemic, these comments do not represent the Wisconsin idea of not being content "until the beneficent influence of the university reaches every home in the state" as the attitude expressed in his comments devalues the innovation and creativity that can come from fields that have yet to win a Nobel Prize as well as indicates his belief that the university and the government are not meant to improve every home in the state, but decide which homes deserve such improvement.</p>		1069	6/11/2020 11:31
Geoffrey	<p>Please reject his candidacy and start a new search with faculty, staff, and student representatives on the search and screen committee.</p> <p>I am writing to express my concerns regarding the candidacy of Jim Johnson for UW System President. The advancement of a single candidate seems to present the needs of the Search Committee to say they had a "successful" search versus being truly focused on the needs of the UW System. The exclusion of faculty, staff, and student perspectives and voices runs contrary to years of precedence, and negatively impacts all of those who were excluded. This exclusion is especially egregious given Dr. Johnson's history in the University of Alaska system, where multiple votes of no confidence from faculty and students have occurred in the past 4 years. I also question his commitment to issues of diversity, inclusion, and social justice - values that are of great importance to System students, faculty, and staff. I respectfully request that the search be considered a failed search and that a new search for System President be conducted - a search that includes representation of faculty, staff, and students. Thank you.</p>		1068	6/11/2020 11:30

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Matthew	The presentation was very weak. Dr. Johnsen presented no new thinking on the most vital question of how to advocate for the system with an often hostile legislature (making only vague suggestions about travelling the state and meeting legislators in their districts). Other than merely stating a commitment to shared governance, he provided no reassurance on this issue, which is quite salient given that he was twice subjected to "no confidence" votes by his faculty in Alaska; noting that the Regents and legislature stood by him on those occasions is downright bizarre and completely misses the point.		1067
Denise	When the search committee membership was announced and the lack of faculty or staff representation was challenged, the reassurance Grebe provided was that faculty and staff would be given the opportunity to provide feedback during the interview stage. Then, Grebe justified presenting only one candidate as being fair because naming a semifinalist would give the false perception that multiple candidates were being considered when in fact the group had already selected the candidate. This seems like an admission that faculty and staff input was not to be included – and has not been. This violates trust and precedent. I don't think you could be more dismissive of faculty – who, to put it in business terms, are central to the "product" education delivers. The process is flawed, and the search should be failed. A new search should include faculty and staff among its membership.		1066
Julie	After watching James Johnsen's public forum presentation, I remain extremely concerned about his performance record in Alaska and how similar actions could cause great harm to the UW System. It seems much wiser to appoint an interim president, as we would likely appoint an interim for any other search that resulted in just one remaining candidate for consideration. Under Johnsen's leadership, the University of Alaska system has entered a dire stage from which it may never recover, and we need a stronger leader in order to maintain and strengthen the UW System, with the autonomy and individuality of each member campus respected and supported. Those of us who do not support Ray Cross's Blueprint cannot turn around and support James Johnsen's candidacy for UW System President without risking what we are trying to protect.		1065
Sara	I am concerned that Dr Johnsen may not be the best candidate for this position. I think we need someone with a better understanding of UW. Furthermore, I am concerned that the search committee did not include academic staff representation and that a single finalist was the result of the process. I think the search should begin again, with a new committee.		1064
Kory	After viewing the public forum and reading some additional background and reporting in the media, I want to express my serious reservations with Dr. Johnsen's candidacy. First, I am troubled by the search process itself and the lack of transparency from the search committee. I personally felt that the membership of the committee failed to meaningfully include stakeholders from across the System's campuses. As to Dr. Johnsen himself, I am frankly underwhelmed by both his public presentation this week as well as his past professional experience as President of the University of Alaska System. Dr. Johnsen's comments regarding diversity and his characterization of himself as a "minority" while working at Doyon in Alaska come across as incredibly tone-deaf. Particularly in this time of increased public scrutiny and attention to racial equality in the United States, I think it is imperative that UW System leadership demonstrates an understanding and sensitivity toward issues of race and social justice. UW System needs innovative, experienced, and competent leadership to face the challenges ahead. I encourage the search committee to seriously reconsider Dr. Johnsen's candidacy. I believe the Board of Regents has a duty to restart the search process to provide an opportunity for greater participation from faculty, staff, students, and alumni from across the system.		1063
Kimberley	I was not happy to see that there was only one candidate. It is clear that Dr. Johnsen is a very good speaker, which is a very important strength to have in a system president. I like that he is a supporter of the liberal arts, as I feel that they are extremely important. His answer to the diversity question was lacking, which is especially troubling during this current climate. Also, his track record with cutting programs at the University of Alaska system worries me. Will he come into the UW system and slash a lot of programs in the name of saving money? I'm a firm believer that students should pursue degrees that will make them happy. After all, isn't that part of the American Dream? But how can they do that if we cut the programs they're interested in? We also have to think about the future of the state of Wisconsin. If the UW system only keeps the programs that bring in the biggest cash payouts then we will be overrun with graduates with those qualifications and not enough positions for them. And on the flip side, there will be a deficit in those areas where programs were cut in the name of saving money.		1062
Tracy	I oppose the selection of one lone candidate, Dr. Jim Johnsen, for UW system president for the following reasons: <ul style="list-style-type: none"> •It's this point in our country's history, it's more important than ever to continue to offer access to a high-quality, affordable college education to lower-income students, particularly those from communities of color. At the University of Alaska, Dr. Johnsen has a proven track record of austere and harmful cuts to university programs, in the name of saving money. •He has a track record of incompetence. In fact, he has had multiple stakeholders vote no-confidence in his leadership, as faculty in Alaska alleged, among other things, that he sought to cut programs without consulting them and misled the Board of Regents on accreditation processes, threatening the university's accreditation. (https://www.ktuu.com/content/news/No-confidence-votes-expose-rift-between-UA-faculty-and-administration-413248833.html) (https://www.documentcloud.org/documents/6454570-Resolution-100419-2.html) •He attempts to quell dissenting opinions and dialogue. The Univ. of Alaska Board of Regents stated that he "repeatedly and willfully" tried to control the communication of university chancellors, in violation of Board of Regents policies. (https://www.documentcloud.org/documents/6454570-Resolution-100419-2.html) •His cuts at the University of Alaska were not in the students' best interests, according to students. Student representatives have also voted no-confidence. In their statement, Alaska's Union of Students stated, "We ...firmly believe his vision for the university system is not in the best interest of the student body we were duly elected to represent and protect." (https://www.thenorthernlight.org/usua-passes-resolution-of-no-confidence-in-ua-president-jim-johnsen/) •At the same time the UW Regents announced him as a finalist, the University of Alaska cut 39 majors (students in the state can no longer major in sociology, among other fields). •His being named the sole finalist in the UW presidential search process without the participation of faculty, staff, and students is in violation of the UW's shared governance policy. •He is obviously being courted to move outgoing President Ray Cross's idea of cutting majors and consolidating services forward. Cross's plan, especially since it seems to be being crafted without faculty, staff, and student input, is a draconian measure aimed at cutting public education—a measure that will directly harm lower-income students and students of color. For example, Cross's plan talks about having UW campuses "specialize" in certain majors, while cutting others. That means a lower-income student who needs to attend school closer to home to save money will have fewer choices for a major—which means fewer career choices that may not mesh with that students' talents or desires. <p>I oppose the selection of Dr. Jim Johnsen. Please restart the search and include faculty, staff, and student representation. Our UW system is something to be proud of. When we truly embrace the shared governance at the heart of the UW system, we can come up with solutions to budget shortfalls that benefit all, especially the students who need us most.</p>		1061
Joanna	This is a failed search. To advance a single candidate, and one who is so deeply out of touch with the reality of the 21st century, who does not have any vision or experience with underrepresented groups, is a dangerous, fatal mistake for our system. The deliberate exclusion of almost every stakeholder group in this search is a shocking and disturbing choice. Declare this search failed and try again.		1060

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Jo	<p>I would like to express concern about the ability of Dr. Johnsen to lead the UW System. Dr. Johnsen's record from the University of Alaska of no confidence votes from faculty & staff of program cuts in the social sciences and humanities should be of concern for all who care about the quality of education & experience offered through the UW System. Of equal concern, a strong and direct commitment to Diversity and Inclusion - something that is and must remain of upmost importance to students, faculty, staff, and the communities we serve, work, and live in, is not in evidence.</p> <p>It is concerning that faculty, staff, & students were excluded from the search process and that only a single candidate was identified. I respectfully request that you reject his candidacy and begin a new search which includes the voices and perspectives of faculty, staff, and students to ensure that a leader who reflects and represents the interests of all of UW System is selected.</p> <p>Please do not hire Jim Johnsen as the next UW System President. In the interview, he did not actually answer the questions that were asked of him. Instead he spoke about related information without actually answering many of the questions. Additionally, we need someone with a background in higher education who is more informed and experienced (who won't have potentially negative effects on UW programs maintaining accreditation).</p>		1059	6/11/2020 11:20
	<p>I have several other concerns about Jim Johnsen as a candidate. Rather than go into details articulating all of these concerns I will refer you to several documents that already exist indicating that Dr. Johnsen should not be hired and that a new search should be conducted. Please (re)read the statements from UW System faculty representatives (https://www.wispolitics.com/2020/9/5172/), AFT-Wisconsin Higher Education Council (http://wi.aft.org/sites/default/files/article_pdf_files/2020-06/aftw_hec_statement_on_president_search_final.pdf), AAUP, and several governance bodies at various UW-System schools.</p> <p>In short, if you truly value the future success of the UW System, you will not offer this position to Dr. Johnsen.</p>		1058	6/11/2020 11:16
Mark	<p>Having served on more than a few dean and Chancellor searches over the last 30 years I'm simply astonished at what appears (at any rate) to be a careless and rushed interview process. That alone seems problematic. I'm also astonished that the vetting process turned up a candidate who nearly everyone in Alaska (administrators and faculty -- and ACCREDITING agency -- alike) seems glad to be rid of. I did not see any questions related to Title IX discrimination investigations, so I apologize if I missed some, but surely (surely!) the consultants would have dug that up. In my experience the hiring consultants were appropriately bloodless about things like that. How on earth did they land us here?</p> <p>If the Regents go forward with this process now, instead of failing the search, the legislature will be given plenty of reasons to wonder about the competence and diligence of UW System processes. They may take some comfort in ignoring what they will take to be "whining faculty" -- fine. But they will *not* be able to take comfort in the Regents having hired someone with, essentially, no previous leadership experience to run what has been one of the premier university systems in the world: the UW System.</p> <p>Given our current financial and, more importantly, our demographic circumstances UW System is overdue for the kind of major reorganization President Cross has recommended. That seems clear. But executing this kind of restructuring, in a statewide institution that includes more than 180,000 students and thousands of employees, requires *demonstrated* -- not *hoped for* -- competence. There is no evidence of this demonstrated competence in the current candidate. Sorry to be so blunt.</p> <p>Fail the search. Go back and find someone with the managerial experience to tackle and successfully restore our financial, institutional, and educational integrity. Don't set the Regents up to look incompetent in front of the Legislature.</p>		1057	6/11/2020 11:14
BJ	<p>reservations related to the search.</p> <p>Please understand that my reservations have less to do with Dr. Johnson's candidacy than the search itself, which I worry violates the spirit--if not the letter--of our system's search procedures as I understand them. Simply put, as a Faculty member, I know we would never conduct a search that yielded a single finalist. According to UW-Eau Claire's University Staff Recruitment Policy guidelines, the final interview process is designed to "move the most qualified applicants forward for interview." Note that our policy calls for "applicants" (plural) rather than "applicant" (singular). If our departmental search yielded a single finalist, then it would surely be considered a failed search and the process restarted. Vice President Grebe reported that the candidate pool was "very strong and deep, and included a number of impressive and qualified candidates..." Why then, did the search yield but a single finalist? I recognize that Covid-19 may have complicated this process, but several UW system campuses have conducted successful searches yielding multiple finalists during this time. Why, then, has the UW System president search struggled to achieve the same end? Transparency is needed to ensure the integrity of the search. A simple and straightforward answer would surely help.</p> <p>Without transparency, I worry that this search process may have tarnished Dr. Johnson's credibility in the eyes of his constituents, further complicating his ability to be an effective leader. This is not Dr. Johnson's fault, but the result of a complex search during a complex moment.</p> <p>In order for Dr. Johnson to regain some of the gravitas which may have been diminished throughout this process, I would humbly ask Dr. Johnson to submit a written pledge that 1.) reaffirms his commitment to defending and preserving the Wisconsin idea, 2.) confirms his promise to increase the role of shared governance, and 3.) guarantees that each institution's current mission statement will drive all campus-specific decision-making. In his filmed interview, Dr. Johnson already agreed to the first two propositions; as such, simply reaffirming his stated convictions on paper shouldn't be a problem. As to the third, if Dr. Johnson is sincerely committed to the Wisconsin idea and shared governance, then honoring each campus's mission statement is merely an extension of those aforementioned ideals.</p> <p>I'm writing to you because I care deeply for all the UW System schools, as well as for their students, their faculty, and their staff. I've committed my entire professional life to giving all that I can to my students and my community. In the future, I hope that UW System might work more collaboratively and in the spirit of shared governance. Faculty, staff, and students have insights worth considering in a substantive manner. Providing 48 hours or so for feedback after a single finalist has been previously selected behind closed doors seems disingenuous. That we are asked to provide such time-sensitive feedback in the midst of a global pandemic is equally troubling. Such constraints all but ensure the further silencing of our voices.</p> <p>Thank you for hearing my voice.</p> <p>Humbly and appreciatively yours, and respectfully submitted,</p>		1056	6/11/2020 11:14

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Jennifer	<p>I understand that faculty and Regents may not always agree on what priorities are for the future of the university. However, this candidate is so dismal from any point of view that the only responsible course of action is a failed search. His attempts at fiscal oversight in Alaska resulted in the de-accreditation of programs and failures of basic educational missions. I hope that politics do not cloud the Regents' judgments about these outcomes.</p> <p>Given the state of our country, furthermore, we need a candidate who does not fan the flames of controversy with pathetic (I am sorry) and unambiguously offensive oxymorons about being a white male minority figure. Please do not invite this easy target of extreme unrest to roost in our state, which is already too divided.</p> <p>Of course I, as a faculty member, would prefer a candidate with a stronger background in the actual practice of education. However, even among those with more corporate experience, many other candidates exist who have a much better sense for sound educational policy. I call upon the Regents to find us a leader who is both more fiscally responsible and less of a potential embarrassment to Wisconsin at a time when we all need to come together. Thank you.</p>		1055	6/11/2020 11:14
Lili	<p>I am in strong opposition to the hiring of Dr. Johnsen for this position. Based on his professional experiences and interview session, I do not believe he will be an effective leader for the UW system nor do I believe he will uphold or be able to support the Wisconsin Idea. His history of "no confidence" votes by faculty at his current institution demonstrates that he is not qualified to adequately support the research and teaching of the UW system. He also did not offer any substantive discussion or solutions to the problems facing the UW campuses including the current crisis of reopening campus amid the COVID-19 crisis.</p> <p>Furthermore, his response to questions about diversity and inclusion clearly demonstrates his lack of education or knowledge about issues of race, ethnicity, or equity. His story about his "black dad" was frankly offensive and inappropriate (akin to the argument that one can't be racist because they "have a black friend"), and had nothing to do with how he would address equity. In fact, it was evidence that his approach to these issues is not about providing resources or support to people of color and marginalized groups at UW campuses and rather, it's about his own posturing and failed attempts to claim marginalized identities for his own professional gain. In such a context, as a scholar of race, ethnicity, and family, I would call his invocation of this story during this interview an act of racism in itself due to the ways in which it upholds a structure of oppression by which white people acquire power through the narrative objectification and appropriation of people of color. In the current political and racial climate of the city, state, and country, we need anti-racist leadership that will support and uplift marginalized people.</p> <p>Finally, I believe the entire search has been problematic from the start. A search with one finalist is a failed and unethical search. And the lack of shared governance regarding the execution of this search is against the very principles of the shared governance with which UW proudly claims. We must conduct a new search that includes faculty, staff, and student representation with the power to vote.</p> <p>Greetings,</p>		1054	6/11/2020 11:13
Bryan	<p>I have been proud to be part of the UW System since 2013 and recognize the challenges the system faces in the current climate. We need strong, compassionate leadership to work to support our students, staff, and faculty across the system by recognizing the vibrant and necessary role our campuses play in our communities and working closely with state legislators to ensure the system has the resources it needs going forward.</p> <p>I do not believe the presented candidate will provide that leadership.</p> <p>1) At the University of Alaska, the candidate oversaw the slashing of budgets and the shuttering of 39 essential academic programs under the guise of budget austerity. That these programs are disproportionately from the humanities and social sciences does not go unnoticed and illustrates a willingness to cut out programs that are increasingly in demand from employers and also crucial to the mission of what the University of Wisconsin represents. See: https://www.chronicle.com/article/U-of-Alaska-System-to/248936?key=wYmokCnDzR4h9eFNuds4K2In1Ri4owin_XStyM3agGdQP2hd8_HYBYSI27NX7LOVDBiVWNkMmp7Cm1uU1Rtai1aYXQZ2ZE4TWRYSU0NXNIUG1Q53kwdnY3VQ</p> <p>2) The candidate has been the subject of multiple "no confidence" votes at the University of Alaska system.</p> <p>3) The candidate's answers in the presentation do not give me further confidence - particularly the comments about being a "minority" while working at a Native Alaskan-owned company. As Wisconsin grows in diversity it is important that we have a system president who understands the needs of a changing population.</p> <p>4) I am deeply concerned with the process. Having run search committees myself, I would consider a search with only one "finalist" a failed search. I also believe that there was not nearly enough transparency in the process - and the lack of faculty involvement was particularly concerning.</p> <p>I request that System works with Governor Evers to appoint an interim president and start the search over, or at the very least make their rationale for selecting this particular candidate in the way they selected the candidate clearer. The future of this wonderful system is too important - we owe it to our students and the public to get it right.</p> <p>Thank you,</p>		1053	6/11/2020 11:12
Lopa	<p>I urge the Regents of UW System to declare the present search a failure and restart the process.</p> <p>The optics of a single white male candidate at the time of a mass movement for racial justice is just a very bad tone deaf signal from the Regents to all those working on inclusivity and equity. Dr. Jim Johnsen's credentials are weak. He has no record of teaching or research. He has only worked in labor relations from the management side which is not enough exposure and experience of how the university works as a whole.</p> <p>He has been singularly unpopular in Alaska receiving multiple no confidence votes from faculty. Under his watch some programs have lost their accreditation. These issues were not addressed by him at the public forum.</p> <p>His response to the diversity question offering a personal narrative of knowing a black family was weak and sentimental and did not address what he would do to combat systemic inequities. More is expected from a leader of a leading public university system which includes Milwaukee, a city which has such a record of racial inequity.</p> <p>If the Regents want to handpick a leader that will do the Republican Legislature's bidding and shrink the UW-System, this may be your man, but such a move would be opposed by the people of Wisconsin tooth and nail.</p> <p>No faculty or student input was taken during this flawed search. It is time to start the process again and be more transparent in the process.</p>		1052	6/11/2020 11:09
Pa Houa	<p>Given the current national climate surrounding the conversation of diversity (particularly in higher education) I think it is in the UW System's best interest to restart the search process with a particular focus on recruiting BIPOC candidates. Additionally, given there is only 1 finalist for the position, it seems ridiculous to continue with this candidate.</p> <p>Lack of confidence, passion and experience in their responses to university accreditation, budget/program cuts, and addressing racial inequities.</p>		1051	6/11/2020 11:09
			1050	6/11/2020 11:07

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Miranda	<p>I am not convinced that Dr. Johnsen will work in the best interest of students and provide us with the support we need to pursue quality, well-rounded degrees. Given his track record of slashing courses and programs, most notably in the liberal arts and sciences, students and faculty will not reach their full potential under his leadership. As a student at UW-Milwaukee, I was especially disheartened that one of the only times we were mentioned was in relation to "tough parts of cities". Is this what Dr. Johnsen truly thinks of us? I urge the Presidential Search Committee to seek out an alternative candidate who truly has our best interests at heart, not only pretends to do so.</p> <p>time with input from key stakeholders like faculty, staff, and students.</p> <p>Johnsen has already proven himself to be a terrible leader of the Alaska university system, where he has faced multiple votes of no confidence, has tried to push through major changes on irresponsibly short timelines, and has been weak and ineffectual at pushing back when the governor requested budget cuts. He would be a disaster for the UW System. Moreover, during the campus forum, he did very little to address these concerns. His key ideas for the UW system seemed to be online teaching, whether at the college level or through dual-enrollment classes for high school students. While there are a small number of students for whom online courses can be beneficial, the vast majority of college students want to be able to take classes in person, and to have the choice of campuses across the state where they can do so. For example, my husband recently went back to school to train for a second career as a nurse. He was able to get a nursing degree from a UW System college without us having to uproot our lives or move, because there was already an excellent school in our community. This was also true of many of his classmates. Moreover, he could not have completed his degree only through online courses, because health care degrees require in person training, clinicals, etc. As we have seen during the Spring 2020 semester, online teaching absolutely does not work for all students. Despite the health risks posed by COVID-19, many undergrads nationwide report they would strongly prefer to take classes face to face in Fall 2020, and may consider not enrolling at all if courses will be held remotely (https://www.insidehighered.com/admissions/article/2020/05/19/one-third-high-school-seniors-say-they-will-defer-or-cancel-rather and https://www.insidehighered.com/admissions/article/2020/05/20/survey-results-15-fall-scenarios-suggest-what-students-want). Why, then, would Johnsen promote this model?</p> <p>There were many reasons to be skeptical of Johnsen's nomination for this position before the campus forum, but at the campus forum he displayed such a shocking inability to speak about race and diversity that whatever you may think about his other qualifications for the job, this answer alone should disbar him from being president of our system. In response to a question about diversity and inclusion, he told a long story about having had a black friend in the 1960s, whose father called him "my white son" (and he in turn called the dad "my black father.") If this is the best, most recent experience he's had with any person of color, then he has really failed. Then he talked about working with a majority Alaska Native company, in which situation he said "I was a minority." He was certainly not a minority. He remained a white man, with all the privileges attendant on that, and according to his CV, his job title at this company was "senior vice president, administration," so he certainly wielded a lot of power. Next he talked about Native Alaskans as though they were some kind of "noble savages" - he described how Native Alaskans might "understand, in a non-colonial way, western values" and how in turn, "westerners" could learn "grit" from Native Alaskans, who had spent thousands of years without electricity. Native Alaskans are not some primitive people who need to be taught to assimilate to "western" culture, nor is surviving without electricity the best example of what others might learn from their culture. This was shockingly disrespectful and showed a frankly dangerous lack of even a basic understanding of race, ethnicity, and diversity. If this is the best answer Jim Johnsen has for a very common interview question, then I question his qualifications and preparation for the interview, as well as how on earth he advanced this far in the search process in the first place.</p> <p>Hiring a leader who is capable of understanding the need for diversity and inclusion is especially crucial in Wisconsin. Wisconsin often ranks as one of the worst states in the US when it comes to racial disparities. The UW System has long acknowledged that it has a massive problem recruiting and retaining students of color. Despite various initiatives in recent years, even when we do</p>		1049	6/11/2020 11:06
Jordan	<p>I was able to watch the full public presentation given by Dr. Johnsen. I was extremely disappointed in his inability to share original, creative, thought-provoking strategies that he would bring to the UW System position. The majority of his presentation was re-iterating the accomplishments and statistics we already know about ourselves within UW System. He never discussed specific work experiences he performed (versus what others did) or conveyed his own leadership style, work approaches, etc., that he uses on a daily basis. And given the state of the world, I was extremely disappointed that he had no original or thoughtful approaches for how he'd lead us during the upcoming decade that will be plagued with financial cuts, the on-going virus pandemic, and the need to systematically restructure our higher education policies and structure to reflect the inadequacies regarding the recruitment and hiring of black students, staff, and faculty. I heard nothing from his presentation that led me to believe that he has the skill set and leadership traits to perform the position. I have serious reservations about this hire and am recommending he not be hired for this position.</p> <p>Hi,</p> <p>I would like to ask the committee as a graduate student of UW-Madison to reconsider and reopen the search. The one candidate is not qualified and has dismantled the Alaskan Education system that has disproportionately affected the indigenous population.</p> <p>Best, Grace</p> <p>Please consider conducting a new search.</p>		1048	6/11/2020 11:05
Julie			1047	6/11/2020 11:05
Grace			1046	6/11/2020 11:05
			1045	6/11/2020 11:04

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Kristin	<p>as the sole finalist for the position of UW System President, but it is patently clear after Tuesday's forum that this must be declared a failed search; a new search committee must be constituted; and the search must begin anew.</p> <p>Dr. Johnsen did not appear to be aware of the history of legislative budget cuts or the challenges that would present to any UW System President, and naively suggested a strategy of traveling about the state and chatting with legislators as a path to achieving the support the UW System needs. This would seem to suggest that he is completely unaware of how thoroughly such strategies have been attempted by his immediate predecessor and others.</p> <p>He also noted that the University of Alaska is a land grant university, like the University of Wisconsin, and that the University of Alaska generates quite a bit of scholarship funds by developing lands (that is to say, exploiting natural resources) and suggested that that would be a great path for the University of Wisconsin to start to pursue as well. It is laughable to think that the University of Wisconsin has heretofore been unaware of the possibilities of generating revenue through the mechanisms afforded by being a land grant university. It is also laughable to think that Wisconsin would be able to generate the same degree of resources through environmental exploitation of lands as Alaska is, given the very different natural resources available to extract within the two different environments.</p> <p>He was dismissive and vague when answering pointed questions about the "two" different votes of No Confidence that he has received, and seemed to imply that the fact that the legislature supported him was enough to make up for the fact that the faculty, staff, and students—with whom he is obligated to participate in shared governance, both in Alaska and in Wisconsin—do not. The utter lack of support from the UW community has been made all the more clear by the more than 2,000 signatures on the petition recently submitted to you, demanding that this be declared a failed search.</p> <p>And finally, at this moment when institutional racism and systemic oppression is on everyone's mind, Jim Johnsen's abject failure to address these issues in a meaningful way was simply disqualifying. When asked what knowledge and experience he had to further workplace initiatives on diversity and inclusion, Johnsen first told a heartfelt story about being close to an African-American family when he was in primary school. That is very nice for him, but it is frankly irrelevant to what he has done in a professional capacity, particularly as a leader of a university system, to support diversity and inclusion, and the fact that he thought this would be a good forum to explain to people that he known and been close to Black people is just depressing. No one was asking him if he, personally, was racist; he was asked how he, professionally, had expanded access and inclusion, and he failed miserably to address that question, as he has failed miserably to address that charge in his actual work history. Even more troubling was his second anecdote, when he described an experience working at an organization founded and directed by Alaskan Natives. As I had to confirm later on video because I couldn't really believe my ears when it happened, he had the unmitigated audacity to say that "I was a minority" in that context. In other words, his professional experience in expanding workplace diversity and inclusion is that he himself has been "a minority" because for a little while, he was a white man in a place where the majority of people were not white men? That is a disgusting and ridiculous thing to say, and even if he just misspoke and that's not really what he meant to say, the fact that he said it makes it I urge you to reject Johnsen's candidacy in light of his racially insensitive comments (characterizing himself as a 'minority' white person while working at an agency largely staffed by Alaskan Native people) and the brutally non-transparent methods used to conduct his search. The employees and students across UW (thousands and thousands of us) deserve to have input in the process.</p>		1044	6/11/2020 11:04
Amanda	<p>Mr. Johnsen touched on and reiterated the importance of several key issues: relationships with faculty, staff, legislators, alumni, donors; dealing with coronavirus; diversity and inclusion; shared governance; budgetary and financial challenges; etc. However, I found his remarks vague and lacking detail. He did not share enough specific examples of how he has operationalized solutions to any challenges related to these topics and did not provide specific solutions he would pursue if he was in this role. The examples that were provided lacked detail. Particularly, his responses around diversity and inclusion seemed like surface-level platitudes and offered no real insight into how he would address the systemic issues of discrimination on our campuses. This is always important but particularly relevant at this moment in time. He struggled to respond to a specific question about his experiences and ability to address diversity and inclusion issues. "Respecting everyone" is nice but we need transformational institutional change, not just individual respect and kindness, and he offered zero detail about systemic or institutional solutions to address bias and discrimination. A SYSTEM president needs to provide SYSTEMIC ideas and solutions. A personal anecdote about an interaction with a person of color, while perhaps personally meaningful to him, does not signify one has the knowledge and skill to lead systemic change. Additionally, his response about the value of liberal arts centered around a story about his daughter - and I'm glad she's been successful - but skipped over how he sees liberal arts benefiting all Wisconsin students and how he would respond to legislators or citizens that suggest the liberal arts aren't important and shouldn't be funded, when they absolutely should be, since they provide essential learning in how to think critically that our students and our world need.</p> <p>On a more logistical HR note, I felt uncomfortable that information about Mr. Johnsen's marital and parental status was a part of the interview process.</p>		1043	6/11/2020 11:04
Nicole	<p>After watching the recorded finalist presentation for the UW System President position, I am concerned that I was only notified of the existence of this recording the day before feedback was due, as it did not seem to be highly publicized in advance of the presentation and many of my colleagues have not had the opportunity to also watch the recording and give feedback. I am also extremely concerned that the search committee is moving forward with the search despite the fact that there is only one finalist, as I do not believe that this means that the search was successful. Moreover, the fact that the only candidate is a white man who has been working in Alaska and has not always had the support of faculty and staff at his current university especially in the midst of the current climate is even more concerning. I do not feel confident in his ability to represent the diverse faculty, staff and students of the UW System and I am upset by the lack of representation when it comes to those responsible for selecting this candidate and conducting this search, as well as those who have been given the opportunity to share feedback. As a result, I would like to strongly urge you to reconsider your decision to move forward with this search.</p>		1042	6/11/2020 11:03
Amulya	<p>I am writing to express my concerns about the search process for this position. A successful process would not have resulted in ONE candidate. The undemocratic way in which this search was conducted shows a lack of commitment to real inclusion and access. ONE day for public comments is also very concerning. If the UW community is to have confidence in the process and the candidate, then we need to declare this a failed search and start over.</p>		1041	6/11/2020 11:02
Tara	<p>One finalist is unacceptable; the makeup of this search committee is unacceptable; treat this as a failed search and begin again with more stakeholders involved (ie, faculty, students, staff). Faculty, staff, and administrators have zero confidence that this candidate can do anything positive for the system. He appears to simply be a hatchet-man brought in to fulfill Ray Cross's destructive blueprint.</p>		1040	6/11/2020 11:02
Ian	<p>Dr. Johnsen is not an appropriate candidate to become the next UW System President. His record at the University of Alaska is incredibly concerning and undermines any confidence one might otherwise have had in his ability to effectively lead the UW System. On top of the concern and lack of confidence generated by Dr. Johnsen's failures as the University of Alaska System President, the search process itself has been fundamentally flawed and should be declared a failed search. The Board of Regents needs to recognize the impact of their unprecedented decision to exclude Academic Staff representation from the Search Committee. The current search needs to be declared a failure. A new search needs to be started with an appropriately sized and diversely populated committee, lest the UW System end up with an unfairly selected President who a great many people, that depend on and love the UW System, have no confidence in.</p> <p>Please declare this a failed search. Please form a new Presidential Search Committee. Please do not conduct such important processes behind closed doors and without including appropriate representation of the thousands of Academic Staff who will be directly impacted by this decision.</p> <p>I implore you, Presidential Search Committee and Board of Regents, please take action to demonstrate that you respect the Academic Staff and Faculty of both the UW System, and the University of Alaska System.</p>		1039	6/11/2020 11:01
			1038	6/11/2020 11:01

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Alastair	<p>I have grave concerns over the potential appointment of Dr. Johnson. In the first instance, the secrecy surrounding the UW System Presidential Search is worrying. The fact that no faculty, staff or students were consulted or included on the search committee is an offense to the entire UW System. That the people who would be most impacted by a new appointment have been kept out of the loop is offensive and potentially damaging to the institution.</p> <p>Dr. Johnson, in recent comments, has shown a total lack of understanding of issues of race and privilege. In a university system where there is already an ongoing history of racial insensitivity on several campuses, we cannot afford to have a leader who has demonstrated a disconnection from these issues. Appointing Dr. Johnson will run the risk of further disenfranchising students of color and those from minority backgrounds. This is not a comment about him being a white male - it is very possible to have a white male president who understands and respects the community. This understanding is vital in promoting the UW System as a place for all - something that will be vital in order to improve enrollment in the current climate.</p> <p>I also have serious concerns about Dr. Johnson's past experiences in leadership roles. As you will be aware, when Dr. Johnson was president of the University of Alaska, several campuses voted no confidence in his leadership - that a search committee would advance him as your only finalist is staggering, and shows a total disregard, again, for the people of the UW community. The concerns from UA faculty and staff about Dr. Johnson's secrecy, and failure to convincingly lead UA into meeting accreditation standards should immediately rule him out as a viable option for leadership of our own institution.</p> <p>I urge you to fail this search and start again. Involve your faculty, staff and students. Hold an open and valid search. Draw a reasonable pool of applicants. Stop with your endless secrecy. Please listen to the people who actually make this system what it is.</p>		1037	6/11/2020 10:59
Anthony	<p>Dear search committee,</p> <p>It is incomprehensible that the committee has engaged in a search for this vitally important position with little to no direct input from faculty, staff or students via representation on the search committee. This goes against historical precedent and is a direct insult to everyone so dedicated to the UW system. How you could reach the decision to create a search committee that lacks diversity at nearly every evaluative level and then present a single finalist is beyond my comprehension. Having served on numerous faculty searches in my 20+ years at UW-Madison, our goals at every step are to look for diversity of thought, cultural background, experience, etc both on the committee and especially in the finalists that are ultimately interviewed. The optics you have created leave the impression that the committee has little to no interest in outside input, instead attempting to shape the future of the UW system from the perspective of very few voices. This is a tragedy! Additionally, I am very concerned about Dr. Johnson's record while serving the University of Alaska system. I do not see him as the correct fit for our goals, especially in regards to supporting the liberal arts and demonstrably working to create a more diverse and inclusive university system. This search MUST be declared failed and we must start again, this time creating a search committee that demonstrates an interest in having input from those of us that actually work on the UW system campuses as well as current and former students. I was involved in the UW-Madison Director of Athletic Bands search that ultimately hired Dr. Corey Pompey. The search committee included representation from: the school of music faculty, current athletic band students, band alumni, the athletic department, and the Dean of Students office. How is it possible that a search committee put together for one position at one UW campus had so much more diverse campus representation than the search for the President of the UW system? The only answer I can come up with is that the Board of Regents started this search with a specific type of candidate in mind and will do what is required to make sure that only their views are represented. Bringing in a single candidate only reinforces this perception. This search must be declared failed! Dr. Johnson is welcome to reapply, but simply hiring him from a pool of one is unacceptable!!</p> <p>To whom it may concern,</p>		1036	6/11/2020 10:56
William	<p>I am writing to express my concern about the lack of transparency throughout this hiring process, and the lack of inclusion of voices across the UW campuses, especially from UW community members that are black/people of color.</p> <p>Commitment to diversity and inclusion is more essential now than ever, and UW has the opportunity to take that into account with this important hiring decision, and set the tone going forward for a commitment to fostering diversity across the UW system. This candidate has not provided a concrete plan as to how he will commit to increasing and fostering diversity within UW, which I would like to see from all potential candidates in this process.</p> <p>I urge you to consider restarting the process, with increased representation of UW community voices throughout, increased transparency, inclusion of diversity within the selection committee, and a commitment to put diversity and inclusion at the forefront of this hiring decision.</p> <p>Sincerely,</p>		1035	6/11/2020 10:56
Patricia	<p>I don't feel that Dr. Johnson presented a compelling case for himself. He didn't offer any substantial plans for how he would improve and guide our system. It would have been greatly appreciated if he had gone into more detail (within reason) regarding the situation in Alaska. How did it come to such an impasse? What did he do to make it better? What things were outside of his control? What would he do differently? What is the current status? etc. He spoke several times about "meeting legislators on their own turf". Did he use this tactic in AK? How did it work?</p> <p>He clearly did his research on our system and frequently mentioned the Wisconsin idea. He didn't however discuss how he would help people outside of the UW's understand exactly how and why is so "powerful".</p>		1034	6/11/2020 10:49
Ryan	<p>I agree with the AAUP of UW-Madison, we need a new search for an appropriate UW System president in a way that includes faculty, staff, and student voices. It is particularly critical, now more than ever, that we look for a diverse set of candidates who can lead the UW System in new and inclusive directions</p> <p>What type of search process occurs with only one final candidate? A bad one. What makes this worse is that this candidate is a horrible candidate who should not have advanced this far. YOU NEED TO RESTART THIS SEARCH. Johnson's resignation was sought by his own faculty senate, and he crippled many majors and programs at Alaska. Why is the University of Wisconsin system, one of the best in the world, looking to academic backwater of Alaska for leadership. The University of Wisconsin can and MUST recruit much higher level talent to fill this position. The state legislature has hobbled education in this state for the last decade, why is the university system making this worse and creating a self-inflicted wound by trying to hire Johnson. We must restart the search process.</p>		1033	6/11/2020 10:48
Sterling	<p>I have concerns about this candidate. Johnson's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. I believe you should fail this search; the search committee excluded faculty, staff, and student representatives, breaking with decades of precedent. Our voices must be heard.</p>		1032	6/11/2020 10:47
Jessica	<p>I am strongly opposed to this candidate and also have grave concerns about the search process, especially having a committee that does not include representation of faculty, staff, students, or the community. Please, do not choose this candidate. I urge you to start a new search that will have a fair and inclusive process. There is so much at stake for the UW System and the state of Wisconsin. Please say no to this candidate and let's work to get it right!</p>		1031	6/11/2020 10:47
Paul	<p>The University of Alaska system gave Dr. Johnson a vote of no confidence during his four year tenure there. As well, it seems inappropriate to hire a candidate who became a candidate due to default as all other candidates dropped out due to COVID-19. Given the time we are living in, we need a president committed to diversity and equity, and it is unclear that Dr. Johnson is the right person for that. It is imperative that this search be run again next year so that multiple people may be interviewed and considered in full, not just one because the others dropped out.</p>		1030	6/11/2020 10:47
Soleil	<p>The University of Alaska system gave Dr. Johnson a vote of no confidence during his four year tenure there. As well, it seems inappropriate to hire a candidate who became a candidate due to default as all other candidates dropped out due to COVID-19. Given the time we are living in, we need a president committed to diversity and equity, and it is unclear that Dr. Johnson is the right person for that. It is imperative that this search be run again next year so that multiple people may be interviewed and considered in full, not just one because the others dropped out.</p>		1029	6/11/2020 10:46

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Matthew	<p>The role of a system president is, in Prof. Johnsen's own words, "to inspire people to engage." Ironically, this process has inspired people to engage because of how inappropriate the search has been. The search process has ensured that faculty cannot accept him as a leader and that the power of the universities would be dedicated not to the welfare of the students and staff but to fighting their own dissolution.</p> <p>How could the system president fulfill the role if the people he purports to lead can only trust him to work against their interests?</p> <p>If the search process had included leaders from the communities he hopes to govern, it is possible that he would have been picked anyway. Instead, the process has guaranteed his ineffectiveness across any ideological boundary: if the goal is to "streamline" and "make the universities friendly to business" as Prof. Johnsen has suggested, he will need the trust or cooperation of the university leadership. That is no longer possible.</p> <p>It is unclear why the sole candidate needs to be the most famously unsuccessful system president of the 21st century. If the committee had wanted to dissolve the system without a fight, why not pick someone less well known who shares their ideology? Again, this is unclear.</p> <p>Restart the search, engage stakeholders, build trust. If Johnsen would serve as a capable president, he can explain why he is a valid candidate to a real search committee consisting of stakeholders.</p>		1028	6/11/2020 10:45
Stephanie	<p>[REDACTED] and I am deeply concerned about Dr. Johnsen and the way that he presented his work. The Wisconsin idea is the glue that holds together the intellectual and community work that the UW system stands for and his answers did not leave confidence in his ability to hold to the main values of the system that I work for. I am concerned about his lack of attention to diversity (making comments about having "one black friend" amount to a racial microaggression (see Derald Wing Sue's and Kevin Neda's scientific work on microaggressions) and do not provide confidence about his ability to lead at a time when anti-racist movements are being implemented in universities across the country.</p> <p>I am also concerned about his history of dismantling essential majors at the University of Alaska and what that might mean for our system. After watching the video, I do not have any confidence that he will not do the same thing to our UW system and his plan does not seem in alignment with the university system of which I am an alum and an employee. I encourage you to move forward by not extending an offer and having a failed search and starting over again. Thank you for your time.</p>		1027	6/11/2020 10:43
Amy	<p>Dr. Johnsen is unacceptable.</p>		1026	6/11/2020 10:42
	<p>I am highly uncomfortable with Dr. Johnsen as the only candidate for the UW System President. I've worked for the UW System for over 15 years, and at several of the different schools within the UW System. I've seen great leadership at the various institutions within the UW System and I've seen times where leadership has fallen short. I admit that it is hard to judge someone's qualifications from an online interview only, some of Dr. Johnsen's answers made me uncomfortable. He doesn't seem to understand the faculty perspective very well or what the faculty experience is. There is also a lack of understanding displayed about the student experience and how we can most help our students to succeed. In particular, his response to issues of diversity and the importance of helping students from all backgrounds to feel valued and vital to our campus community feel flat.</p> <p>Beyond his online responses, I find it unacceptable that we only have one candidate for such an important position. I've sat on hiring committees for positions that didn't involve the same level of leadership and we wouldn't go forward with only one candidate. This is far too vital of a position to only have one person be interviewed. We need to call a failed search, get an interim president, and try the search again next year.</p>		1025	6/11/2020 10:37
Elizabeth	<p>I'd like for the Search Committee to respond to these statements from the AAUP UW-Madison and the AFT-WI Higher Ed Council:</p> <p>"When System President Ray Cross announced his retirement in October 2019, the Board of Regents named a search committee that excluded faculty, staff, and student representatives, breaking with decades of precedent. On June 2, the search committee announced a single finalist: Jim Johnsen, president of the University of Alaska. Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning.</p> <p>AAUP UW-Madison and AFT-Wisconsin's Higher Education Council have issued statements urging the rejection of Johnsen and calling for a new search that is inclusive of faculty, staff, and students at all stages." (links below)</p> <p>https://drive.google.com/file/d/1Vpz5-Z2GxhV5VTSrdZEvUZIPIIM_QCzD/view?link_id=0&can_id=3e83b46f8e8878cf5aa9f73b6e2535b9&source=email-aft-support-for-2020-presidential-candidates-14&email_referrer=email_735551&email_subject=uw-system-president-search-act-now</p> <p>http://wi.aft.org/sites/default/files/article_pdf_files/2020-06/aftw_hec_statement_on_president_search_final.pdf?link_id=1&can_id=3e83b46f8e8878cf5aa9f73b6e2535b9&source=email-aft-support-for-2020-presidential-candidates-14&email_referrer=email_735551&email_subject=uw-system-president-search-act-now</p>		1024	6/11/2020 10:35

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Heather	<p>At this critical time in our nations' - and therefore our universities' - history, stakeholders from across the country will be focused on our response to both the coronavirus and to systemic needs for reform in the areas of diversity, equity, and inclusion. Regarding DEI, each of us is on our own journey. These topics are complex, but they must also be a bedrock of the university - both in terms of classroom/co-curricular learning AND in our role as change agents for our larger society. Dr. Johnsen's response to the question "The UW System has stated commitments to DEI. Communities within the university system are often a focal point for societal movements and expression... recognizing the campus communities are not the same as those in the University of Alaska System, what knowledge and experience do you have to enhance these commitments in Wisconsin?" was based on personal anecdotes (one from 1967) and broad statements like "I understand the anger" and "I was a minority [among Alaskan Natives]." These anecdotes did not include his personal reflections on how he was transformed by those experiences, and they do not reflect a broader understanding of the systemic barriers that exist for BIPOC students and faculty. While Dr. Johnsen's indication that "these are things [topics of diversity] I would like to explore" is noble, now is not the time for exploration; now is the time for meaningful and significant action toward equity.</p> <p>In response to a prior receipt of a vote of no confidence, Dr. Johnsen states "no question healing needs to take place." This statement begs the question of what kind of healing needs to take place, and due to what source.</p> <p>It will take tremendous collaboration from faculty, staff, students, and administrators to be able to successfully navigate these unprecedented times. Given the need for collaboration, communication, and empathy from the highest levels of leadership as we all recover from the collective traumas of police brutality, economic devastation, and a global pandemic, it is extremely concerning that such a significant position only has one - white - candidate. This candidate has already received indications of "little to no confidence in his leadership" in a Faculty Senate poll at the University of Alaska Anchorage and concern from the UW-Madison chapter of the AAUP.</p> <p>For these reasons, it is important to fail and restart this search.</p>		1023	6/11/2020 10:33
	<p>1)Dr. Johnsen received his first vote of no confidence from UA faculty, staff, and students in 2017—only two years into his tenure as UA President.</p> <p>2)In 2018, he immediately and spectacularly lost UA's budget negotiation with Governor Mike Dunleavy—a school principal and political neophyte who had just (narrowly) won the first and only public election of his entire career. Dunleavy steamrolled Johnsen with a 41% cut to the state's UA funding contribution. Johnsen is not ready to defend the UW System against its well-entrenched opponents in the Wisconsin State Capitol—several of whom are remarkably ruthless and adept political operators.</p> <p>3)In late 2019, Dr. Johnsen received his second vote of no confidence from UA faculty, staff, and students. In recent surveys of University of Alaska Anchorage (UAA) stakeholders, 88% of faculty respondents, 74% of staff respondents, and 58% student respondents have expressed minimal to zero confidence in Johnsen. The Union of Students at UAA found that 73.78% of surveyed students believe their voices are not "adequately included" in university decision-making. These are extremely worrisome figures.</p> <p>4)Based on his responses in the public campus forum, Dr. Johnsen seems to have a fundamental misunderstanding of the liberal arts. According to Dr. Johnsen, the liberal arts "perhaps don't explore the practical issues of how we get things done." I think our liberal arts students in policy (e.g., political science, sociology, international studies), biology, neuroscience, computer science, physical geography, and many other programs would strongly disagree with such facile characterizations. They might also take issue with Dr. Johnsen's marketized understanding of his own daughter's education in the Classics. Does he find value in her degree only because she was able to "incorporate and sell" a podcast? That is the implication of his anecdote.</p> <p>5)Dr. Johnsen displayed an obvious lack of fluency throughout his responses to diversity and inclusion questions. Among other examples, his claim that he has experienced minority status (as a white man in an organization with Native Alaskan leadership) was worryingly out-of-touch.</p> <p>6)Sam also troubled another statement, in which Dr. Johnsen promoted an initiative designed so "traditional Alaskan native people could understand in a non-colonial way Western values and values of markets and economics." The answer simultaneously ignores history (Alaskan natives haven't been colonized by the impositions of outside economic actors?); makes some oddly ethnocentric assumptions (non-Western people don't have a concept of economics?); and presumes a marketized understanding of values. We can excuse clumsy statements, but the D&I portion of the campus forum was repeatedly awkward and even cringeworthy. Diversity and inclusion issues are a major flashpoint across the country and the UW System, and we should seek confident leadership on these fronts.</p> <p>7)The campus forum was not an impressive performance. I heard 90 minutes of platitudes about listening and "strengthening" things, but virtually no concrete policy proposals, no specifics, few references to teaching and learning outcomes, almost no substantive discussion of research advancement, and rare references to student well-being and experience.</p>		1022	6/11/2020 10:31
Teresa	<p>First, I would like to express my concern about a search process that excluded the voices of faculty and students across the system and produced only one candidate. I am also extremely disappointed that the candidate did not openly address the faculty and student vote of no confidence at the University of Alaska and their problem with accreditation in his interview. I am very critical of bringing in a new system head who failed to secure the support of faculty and students for the deep cuts and restructuring that he spearheaded. The fact that environmental studies programs, including research programs, were cut under his watch appears foolhardy in a critical tipping point period for climate change. The candidate spoke to the importance of a liberal arts education only when asked directly about it in the question and answer period rather than on his own. This fact alone, shows me that he would not fully support the current mission of the UW system. When asked about on-line education, he spoke to its importance, especially with the demographic changes on the horizon, and yet did not address the difficulty of delivering quality on-line offerings with larger class sizes. Finally, the candidate's response to the importance of EDI for the UW system was severely lacking. I do not support hiring this candidate to lead the UW system. I urge the regents to reopen the search.</p>		1021	6/11/2020 10:31

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>"failed search" rather than offering the position to that one remaining candidate. Please consider the following before you make your decision.</p> <p>As someone who has been on a search and screen committee for the position of chancellor at UW-Eau Claire, I am disappointed but not surprised that finalists withdrew their application at the point when their names would be publicized. For some applicants, there is the opportunity merely to test the career waters without yet sincerely being committed to move on and up from their current position at their current institution.</p> <p>As a professor emeritus who remains involved with education and other community affairs, I am especially disappointed that there are no faculty, staff, student (distinct from student regent), or even non-regent community members on your search and screen committee for the important and highly visible position of UW System President. Declaring a "failed search" provides an opportunity to correct that omission and have a more balanced and in that sense a more diverse committee at a time when divisiveness sadly permeates and dominates so many sectors in Wisconsin.</p> <p>Regarding the lone remaining applicant within your pool specifically, I am sorry to read through the available materials and recognize a spotted and divisive record for this individual. Even if he were deserving of being a finalist, for him to be the top choice had there remained other finalists would be cause for great concern. Having received votes of "no confidence" from faculty in the University of Alaska System, for example, is by itself not a disqualifying factor for a position at his level, but it is a factor that places the committee in a very precarious position for defending its ultimate decision and selection.</p> <p>The committee needs to be able to demonstrate unequivocally that its selection is the most qualified candidate regardless of any performance or demographic variables, and it would be most discouraging if this one remaining applicant should indeed have been the most qualified candidate in the entire pool. Here, too, is a basis for declaring a "failed search."</p> <p>Sadly, the position to be filled has become too politicized in too many ways that overtake the role of being the top-ranked educator in the UW System. Within that context alone, the committee would have to anticipate and prepare for potential lawsuits on behalf of any minority candidates in particular, if there were any in the initial pool.</p> <p>I will be extremely disappointed and discouraged as a committed and dedicated Wisconsinite if the committee proceeds with offering the position of UW System President to a single remaining active candidate in the pool of applicants. Both from my individual perspective and from my concern for UW System students, faculty, and staff as well as for Wisconsin taxpayers and others outside the UW System, I sincerely request that you declare a "failed search" and re-open your search, not in the least to be conducted by a search committee to be expanded by including more representation of those faculty and student bodies to be affected by the final selection.</p>			
Michael			1020	6/11/2020 10:30
	<p>As a teacher at UWM, I watched Dr. Johnsen's presentation with an eye toward how I instruct my students. In short, I was very disappointed. It appeared that he had barely prepared for what should have been the most important portion of his interview process. One of the skills I reinforce with my students is to rely on evidence rather than emotion or opinion; that's what a well-educated person does. I saw very little of this in Dr. Johnsen's presentation. Rather than solutions, I heard platitudes. Rather than ideas and accomplishments, I heard anecdotes. This gives me no confidence in his ability to act as a leader and a figurehead to an enormous educational system. If he cannot speak in the most fundamental ways I expect my undergraduates to in the classroom, how can he promote the best interests of the UW system?</p> <p>I was appalled by his responses to the questions regarding diversity. These were at best serious gaffes, at worst seriously offensive. At this particular moment in time, it is exceedingly bad practice for the regents and UW system to be represented by someone who can't at the very least talk the talk of diversity and inclusion. The committee should be extremely wary of promoting someone who can cast them in such an unflattering light.</p> <p>Finally, Dr. Johnsen consistently showed an inability to respond to the questions being asked. If he were in my classroom, I would ask him to restate his answer(s) in a way that shows he has listened to the question, considered it, read for the class in preparation, and thought about his response. Frankly, the committee should be embarrassed at the possibility of Dr. Johnsen leading the institution. I give him a C+ for showing up.</p>			
Jocelyn			1019	6/11/2020 10:25
	<p>I'm a professor of English at UWM. I've been teaching in Milwaukee for 20 years. During the last ten years, I have witnessed the destruction of our great UW System by vested political interests. The job I came to, the way faculty are viewed has changed so much for the worse with every year. Administration no longer listen to faculty, who are the only ones who produce anything of value in the university. We are the front lines, and the brains behind the whole operation. The search for a new UW President ignored the voices of faculty and students. Jim Johnson is not qualified to be UW President. You know it, I know it, everyone knows it. There was no competitive pool. No serious effort to open this search up dialogue and input. Questions were monitored. The whole process, had it been conducted in my home department at UWM, would have been laughed out of court. Imagine hiring a faculty member from a final pool of one. We sit through talks, dinners, and interviews with at least three people for every search. I beg you, please, do not alienate us all from each other even more by hiring this candidate, whom U of Alaska is only too happy to see disappear. It breaks my heart to see the decline in our university, which began with bullying tactics by politicians about ten years ago. This is your chance to rebuild trust with faculty, students, and the public. I urge you to deem this search a failed one. It's not that uncommon, and it will save all of our reputations. I expect to teach for another 20 years here. You'll all have retired and moved on. Don't leave us with this unqualified, out-of-his-depth candidate.</p> <p>Sincerely, </p>			
Andrew			1018	6/11/2020 10:24
	<p>I am concerned about the lack of transparency throughout this hiring process, and the lack of inclusion of voices across the UW campuses, especially from UW community members that are black/people of color. Commitment to diversity and inclusion is more essential now than ever, and UW has the opportunity to take that into account with this important hiring decision, and set the tone going forward for a commitment to fostering diversity across the UW system. This candidate has not provided a concrete plan as to how he will commit to increasing and fostering diversity within UW, which I would like to see from all potential candidates in this process. Please consider restarting the process, with increased representation of UW community voices throughout, increased transparency, inclusion of diversity within the selection committee, and a commitment to put diversity and inclusion at the forefront of this hiring decision.</p>			
Margaux			1017	6/11/2020 10:23
	<p>I have sincere concerns about this search as a whole, as well as the candidate who was selected. The fact that this search came down to a sole finalist shows that the process was flawed, even beyond the exclusion of faculty, student, and staff representatives from the search committee. The fact that Johnsen received multiple no-confidence votes from his previous shared governance groups does not bode well for his ability to work in cooperation with the members of the UW System community. His past record of drastic budget cuts, implementing policies that threatened a university's accreditation, and a failure to address racial inequities is not what is needed at the UW System at this time. I strongly encourage the search committee to reject Jim Johnsen as a candidate for UW System President and to declare it a failed search. I ask the Board of Regents to initiate a new search that includes faculty, staff, and students from across the UW System as well as ensuring that the search committee represents our community as a whole - one with diverse ideas and diverse backgrounds. Thank you for your consideration.</p> <p>I am deeply disturbed by the current candidate's, Jim Johnsen, record as the president of the University of Alaska. It includes multiple no-confidence votes from shared governance groups, as well as threats to the university's accreditation. This led to devastating program cuts and a failure to address racial inequities, all of which, are deeply concerning. Please consider the rejection of Johnsen, as well as a call for a new search that is inclusive of faculty, staff, and students at all stages. Thank you.</p>			
Carrie			1016	6/11/2020 10:23
Ellen			1015	6/11/2020 10:18

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
JUDITH	As President of the University of Alaska, Johnsen has not shown the leadership necessary to keep that university afloat. The University of Alaska is in deep financial trouble, worse than virtually all other state universities. I consider his selection for the UW system an exceptionally bad choice.		1014	6/11/2020 10:15
	I am very concerned about the process of searching for the next UW System President. I have seen countless searches for high profile positions at UW-Madison that have a much higher degree of transparency. The fact that the next UW System Presidential search has been opaque and rushed is appalling. There were no faculty or staff involved in the search which, considering shared governance, is a major issue. I am worried about the candidate's history of cutting programs which will negatively impact higher education in Wisconsin. The candidate has expressed some deeply problematic statements that are tone-deaf in the current climate and it makes me question whether this candidate will do anything about the need to promote diversity. The AAUP and the AFT-Wisconsin Higher Education Council have asked for a new search and considering all the issues I have seen with the search, I agree. The search committee needs to start over to be more transparent and include faculty and staff to the process.		1013	6/11/2020 10:14
	Dr. Johnsen is an eloquent speaker and has a personable manner; however, I found many faults in his performance: I found the excess of Wisconsin flattery to be insincere. When asked about his vote of no confidence (part of a multi-part question), he did not directly address it. I was very much hoping for an honest admission and a plan for improvement, but he alluded to it vaguely and claimed differences in our states as being sufficient to avoid future failure. Not promising. When asked about diversity, his anecdotes were problematic. I do not see how knowing a black family as a child has anything to do with the immediate need for structural change in society and in higher education. Referring to himself as a "minority" among Native Americans at a prior job was a poor word choice, although I do not doubt his good intentions. Although, again, he spoke well and seems to have experience working with lawmakers, he did not really say anything of substance throughout. Nothing stood out that gave a sense of his vision. Lastly, his track record is seriously concerning. Having just tanked the Alaskan system, how could we expect better from him here? He seems like a yes-man to lawmakers, which is not what we need. Regarding his dogs barking in the background, he handled that well and showed a sense of humor and an ability to keep cool. I don't doubt he is an intelligent and kind person, but I'm not comfortable with him as the choice for system president.		1012	6/11/2020 10:13
Emily	I would urge the Committee to consider alternatives to Jim Johnsen, and include faculty, staff and student representatives (as has been precedent) in the search for a new University of Wisconsin Systems President. I am deeply concerned with the implemented search process, as well as Mr. Johnsen's record at the University of Alaska and his recent failure to address racial inequities. The University System is facing monumental and transformative times and the need for transparency and inclusion with students, faculty and staff has never been greater.		1011	6/11/2020 10:13
Clayton	Based upon all that I have read and discussed with colleagues and fellow alumni, I believe this search should be called off and renewed. Hiring Johnsen will be perceived as rushed and a desperate grab at a candidate who has not exemplified the values of UW and the state of Wisconsin in his past roles. The UW system needs someone committed to positive change, social justice, and the always forward ideology, and I do not see these qualities in this candidate (based on the information available to me). More students and faculty need to be involved in this search. Thank you for your consideration.		1010	6/11/2020 10:11
Nina	Dear committee, Dr. Johnsen is an unacceptable candidate for UW system president. Votes of no confidence in Alaska and his drastic gutting of the University of Alaska's arts/humanities programs are reasons why we don't want him here in Wisconsin. He has not done his homework on the UW system, especially not UW-Madison, and his comments are tone deaf. Providing only one candidate for UW stakeholders to consider is inadequate. If the pool of candidates was so strong, why is the committee only putting ONE candidate forward? This is an extremely crucial position, and we need more options. Please fail this search.		1009	6/11/2020 10:11
Anne	Not sure how we can really know for sure if this one candidate is the best option since there are a lot of useful data that can be discerned from meeting an individual in person, sharing a meal, seeing how they interact with other people, etc. Also I obviously cannot compare this candidate to others because there are no others. So my only feedback is that I am unclear how a candidate with votes of no confidence from his current constituents while doing exactly the same job that he would be doing here is your best option. Typically, this would be a big red flag. For example, when we interview faculty for a teaching position, if we learn they are a bad teacher from their current co-workers/students, we don't hire them.		1008	6/11/2020 10:10

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>In the first question about "Why are you leaving Univ of Alaska? Why do you want to come to Univ of Wisconsin?" Dr. Johnsen replied with a number of reasons, one he listed was about "reducing administrative costs" and specifically said those are "areas that never won anybody a Nobel prize." I found this statement to be extremely troubling as it suggests that Dr. Johnsen does not understand nor value the critical importance that staff in administrative roles provide. In some cases, administrative staff are the individuals who work behind the scenes to prepare and submit research grant applications that could fund and support research that is later recognized as scientific advances for a Nobel Prize. His comment did not explain what he defines as "administrative" as this term can be used to describe a wide variety of tasks that are critical to the operation of a large university system and each of the schools and colleges within that system. I don't disagree that we could reduce some administrative costs, but if cost reductions are needed, it would be wise to be specific about how and why certain areas should be reduced, but to broadly state the need for cuts to "administrative costs" without defining what that means and suggest they are not valuable because they don't win Nobel prizes, is misguided and concerning.</p> <p>Dr. Johnsen was asked about his time at Univ of Alaska and reference to the faculty "no-confidence" votes they gave him in 2017 and 2019 largely because he sought to narrow the academic options for students without consulting campus stakeholders, among other things. The faculty statement was that he did "not include faculty in shared governance in a meaningful way" and was "running things from the top". Dr. Johnsen suggested that he did not handle shared governance in the best way and has learned from those mistakes. My concern is what evidence do we have that this would not happen again here at Univ of Wisconsin? I would be more inclined to support a candidate that has already shown evidence of being a team player and is able to work with all groups in shared governance, not someone who has shown the opposite but says they will change.</p> <p>Dr. Johnsen seems to have a wide variety of experience in government, higher education, and business. These are good experiences that seem to lend well to the role of President of the Univ of Wisconsin System. He also seems to have taken time to read and learn about the Wisconsin idea and is excited about furthering that mission.</p> <p>Overall, he seems to have some good experience and good ideas, however I still remain concerned that he is not the best candidate, given my concerns above. It is also extremely disappointing that the search committee for the President did not include any faculty, staff, or students and that only one single finalist was announced on June 2 when there should have been multiple for a position that serves over 160,000 students a year and employs almost 40,000 employees. Further, the amount of time to view his interview and submit comments is an extremely short window with very little advance notice to faculty, staff, and students. The interview was recorded on June 9, available for viewing on June 10, and comments are due by 5pm on June 11. In order to have a robust and inclusive review of the candidate, this timeline is insufficient. It seems this search was a failure and a new, more inclusive search process should be initiated.</p> <p>A search that yields only a singular finalist is inherently flawed and must be redone. Furthermore, Dr. Johnsen's track record for dismantling the University of Alaska system is deeply troubling in of itself and should be disqualifying. Please conduct another search.</p>			
Mike			1007	6/11/2020 10:06
Michelle	<p>I do not believe that Jim Johnsen is the person needed now to lead our UW System. I am deeply troubled by his record as president of the University of Alaska, particularly by the votes of no confidence he received from faculty and students there. I urge the UW Board of Regents to reject Jim Johnsen as a candidate for UW System President and to declare a failed search. I am also also very concerned about how this candidate search was conducted. Clearly academic staff, faculty and students were not part of this important search process. How can this be justified? I urge the UW Board of Regents to restart the search process using a diverse group of faculty, staff, and students in all parts of the formal searching, screening, and nominating processes, with particular attention to ensure that candidates are committed to upholding principles of racial equity.</p>		1006	6/11/2020 10:05
Heather	<p>Dr. Johnsen comes with a wide range of experiences, however, I found the majority of his answers to questions to be so generalized as to be meaningless. He rarely gave examples and didn't talk frankly about the issues he has dealt with at the University of Alaska. He doesn't seem to have a grasp of what he needs to do as a white, male in terms of work on diversity and inclusion. The language he used around shared governance did not inspire any confidence that he will use it as a way to harness collective wisdom and work with faculty, staff and students as partners. At Alaska, he created an "us" and "them" atmosphere, which resulted in multiple votes of no confidence (and an unsolicited email from a faculty member at one of those institutions). Presidents often have the misunderstanding that faculty don't want to change things in response to outside pressures. In my experience, that's not the case. What they don't want is to be shut out of processes that they have a right to participate in.</p> <p>Adding his lackluster interview plus news reports from his time at University of Alaska plus a single finalist plus the lack of representation by faculty, staff and students on the search and screen equals a failed search. If hired, he will enter the job with a huge deficit in the area of faculty, staff and student relations that will be impossible to overcome. That is not only unfair to the candidate, it is unfair to the UW System, its institutions and the State of Wisconsin.</p>		1005	6/11/2020 10:03
Christine	<p>It is not surprising that a search that violated longstanding norms requiring the inclusion of faculty representatives on the search committee has produced an unacceptable outcome: a single, embarrassingly unqualified candidate. In light of Johnsen's abject failure at University of Alaska system, why on earth would we select him to run a vastly larger and more significant public university system? The only explanation is that he was hand selected to be the hatchet man for a right-wing agenda designed to cut and weaken the UW system, further depriving it of its ability to serve the people of Wisconsin as its founders intended. However, Johnsen's tone deaf remarks about race—in the midst of a historic protest movement against racial inequality—suggest that he may not even be competent enough to fulfill the hopes of his anti-UW proponents on the Board of Regents. Johnsen produced multiple absurd gaffes on sensitive topics even in the setting of a carefully controlled forum with hand-picked questions. I urge you to fail the search, appoint a competent internal candidate for the interim, and search again in good faith, including with full representation for the university community of faculty, staff, and students on the search committee. UW should not be used as a dumping ground for failures from other systems, and WI taxpayers should not have to pay the (wastefully enormous) salary of a candidate who has already generated so much disgust in his previous positions and in this short search process.</p>		1004	6/11/2020 10:02
Kayla	<p>During such troubling times as these, it is important to have a leader that is truly unanimous, advocates for each UW institution's individuality and offerings, understands the importance of government funding to institutions of higher education, and most importantly someone who understands and speaks out against racial inequities in higher education. Unfortunately, none of these identifiers describe the sole candidate: Jim Johnsen.</p> <p>I implore you to call this search off as a failure and start anew. Naming Jim Johnsen as the new UW system president would be failure to each student who enrolls in a UW system school. Naming Jim Johnsen as the new UW system president would be a failure to each faculty member who shares their wisdom and knowledge with the eager minds of our students. Naming Jim Johnsen as the new UW System president would be a failure to every staff member who depends on adequate funding to serve every student on campus and every student via online learning. Naming Jim Johnsen as the new UW system president would be a failure to the future of Wisconsin as a state.</p> <p>I implore you to call this search off as a failure and start fresh with a new search committee comprised of faculty, staff, and students from across the UW system. I understand that a new search process takes time; time that we may feel is already too invested in this current search. However, the students, staff, faculty, and future of Wisconsin are worth so much more than the time that has been invested in this initial search. Please reconsider and listen to the faculty, staff and students who are asking you to for another search and a more fair candidate to serve such a prestigious system such as the University of Wisconsin system of higher education.</p> <p>Thank you for reading this and I hope you reconsider.</p>		1003	6/11/2020 10:02
			1002	6/11/2020 10:00

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Meghan	I do not support Dr. Johnsen as a strong candidate for the UW System President position. Dr. Johnsen's track record at the University of Alaska System raises concerns that he did not adequately address in his public forum. He provided no evidence that he would be able to approach the challenges facing the UW System in a way that ultimately strengthens rather than weakens the public higher education system in our state. I also regret that the search process did not involve more input from students, faculty, and staff on UW System campuses, nor result in more finalists that the public could provide input on.		1001	6/11/2020 9:58
Maureen	Johnsen has a disturbing track record at the University of Alaska system and it would be devastating to our campuses if he implemented the same slash-and-burn policies here. He also did not answer questions well at the campus forum. This whole process has been outrageously anti-democratic and has broken my trust in the UW System Board of Regents.		1000	6/11/2020 9:57
Heather	<p>Hello,</p> <p>Thank you for your efforts on this search during an unprecedented time.</p> <p>However, the reality of the COVID-19 pandemic and civil unrest have affected the search process in ways that cannot be ignored. Providing only one candidate for the all of the UW System stakeholders to consider, after all of these thousands of students, faculty, and staff were shut out of the hiring process is a travesty. It is unconscionable that no staff, faculty, or students were a part of the hiring committee. At this point in the process, I, as Academic Staff, have not been presented with a true opportunity to engage in a shared governance process. I have been presented with yes or no, not a true choice between candidates.</p> <p>I voice a strong opposition to this candidate. Please fail this search.</p> <p>Dr. Jim Johnsen's prepared remarks were infuriatingly tone-deaf to the current pandemic and civil unrest crises affecting Wisconsin, the nation, and the rest of the world. He spoke of currently "coming out" of the pandemic, which ignores scientific research on the virus, and shows a deep misunderstanding of how to move the UW System forward at this time.</p> <p>Also, in his prepared remarks, he failed to mention anything about the Black Lives Matter movement, UW System relations with security and police, or embedded systemic racism in academic institutions. Numerous government officials, educational institutions, organizations, and businesses have been communicating the essential need to prioritize and address these vital issues. Ignoring the importance of these issues alienates Black, Indigenous, and People of Color who are essential to the success of the System and the state, as well as all of the allies to this cause. He also made no mention of other higher education institutions in Wisconsin, and did not seem to value their existence, although he did mention business and industry multiple times. He also did not mention Wisconsin First Nations, and the essential relationships needed there for the System to fully be successful in benefitting all of Wisconsin. This is especially alarming, since he has extensive experience with First Nations communities in Alaska, but did not seem to value those relationships enough to seek out information on First Nations of Wisconsin, or to mention Tribal Colleges of Wisconsin.</p> <p>Dr. Johnsen did not provide a vision that communicated understanding of current state, nation, or world issues that would be vital to the success of UW System, or higher education in general in Wisconsin.</p> <p>I align with the thousands of people who have signed the petition for a new search, along with the calls for a new search from AFT-Wisconsin Higher Education Council and AAUP Wisconsin. I also note that Alaska faculty groups at his current institution have voted "no confidence" in Johnsen's leadership more than once in recent years.</p> <p>Dr. Johnsen's history at Alaska, the negative response to his candidacy here in Wisconsin, and his forum remarks show that he is not a successful candidate for UW System President. Please fail this search.</p> <p>Thank you.</p>		999	6/11/2020 9:56
David	This whole process has been extremely disheartening at a time of general crisis, when good government and leadership are more important than ever. It is clearly designed to exclude shared governance, and even limit input from University faculty, staff, students and the general public. It has so far resulted in only one finalist whose background and recent comments show him to be inappropriate for the University of Wisconsin System. He has shown a lack of deep understanding of both shared governance in a public university setting, and the social issues that Wisconsin and our nation confronts. Both those of us who work within the University, and the press and public see this for what it clearly is: a failed search. For these reasons the Board of Regents should declare it to be so; and if not for these and many other sensible reasons, then the Board should do it from the sheer embarrassment it causes. David Nack		998	6/11/2020 9:55
Maureen	Dr. Johnsen's presentation lacked substance and did not give me an idea of what he would do or bring to the UW System. While he alluded to the no confidence votes, I wish he had provided more detail. I'm concerned about his ability to work with shared governance. His answer to a question on diversity was also troubling. It did not address the current environment or recognize the inequities that minorities face with institutions of higher education.		997	6/11/2020 9:54
Chelsea	Dr. Johnsen's history in Alaska makes him completely unacceptable for this role in Wisconsin. This should be considered a "failed search." Please create a new search committee that is more representative of the UW system, including faculty, staff, and student representation.		996	6/11/2020 9:52
Mitchell	<p>The unilateral determination by the board to present Johnsen as the singular candidate for System president is negligent of all other voices on campus, including the many thousands of faculty and staff. If that were not alarming enough, Johnsen's public record speaks for itself, showing that he not only lacks the experience to properly head the UW System, but that he also shows an attitude towards the education system and shared governance that has garnered him a reputation as a figure of authority who makes unpopular and unnecessary decisions irrespective of public opinion and outcry.</p> <p>His presentation shows a complete lack of attention or interest in engaging with the broader UW community to determine our collective path, playing only the slightest lip service to the community's expectations, and his appointment would not only be an injustice for failing to incorporate interests other than the Regents', it would also very likely have devastating long-term effects on the UW's reputation as a world-class university system.</p>		995	6/11/2020 9:42

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Matthew	<p>After listening to Dr. Johnsen's interview this week, I have some concerns about moving ahead with him for the position of UW System president.</p> <p>First, Dr. Johnsen did not engage with the questions related to our existing financial challenges (COVID, coming demographics changes, faculty/staff pay, etc.). He answered these questions in general terms that did not provide a basis for evaluation. If, as the search committee has indicated, it is critical to fill this position immediately, then we need a candidate who has specific ideas and is willing to put them out there for public scrutiny.</p> <p>Second, Dr. Johnsen does not appear to have a mature perspective on legislative relations. His statements that he will rebuild/improve the relationship between UW System and the WI legislature was "exactly" the selling point when Ray Cross was hired 5 years ago. So far there has been little evidence of that strategy bearing tangible results for the UW community. We need a leader with new ideas for engaging the public, building consensus for UW as a public good, and advocating for students, who in the end are the only natural constituency we have as we compete for budget resources.</p> <p>Last, I was dismayed to hear Dr. Johnsen's poor responses to the question about making UW System more diverse and inclusive. His answers make clear that he has taken little time to educate himself on challenges faced by underrepresented groups, or how white men in positions of influence can best talk about these issues and be allies to those that face systemic barriers to their success. As an example, his suggestion that "he was a minority" when working at a firm run by Native Alaskans makes clear that he has not given any serious thought to what it means to be a minority (i.e. that it is not simply a mathematical term) in the United States in 2020. We deserve better.</p> <p>As a result of these concerns, as well as his track record of poor shared governance interactions in Alaska, I'm afraid I cannot support his candidacy for UW System President. Given the many withdrawals of potential finalists during the COVID-19 shutdown, I encourage the committee and the Regents to take the obvious step: fail the search, appoint an interim President for 2020-21, and start over. There are many qualified individuals already within UW System who can guide us through the difficult next 12 months. A longer-term conversation and strategy for the UW System is also needed, but it must be spearheaded by someone with creative and new ideas who can also build consensus with campus stakeholders, the public, and state government leaders. Dr. Johnsen has not demonstrated that he is this individual.</p>		994	6/11/2020 9:42
Barry	<p>Thank you to the committee for your effort in difficult circumstances to proceed with this important search. As you well know, the UW System is facing a challenging future for multiple reasons, so your work on this crucial task is greatly appreciated.</p> <p>I nonetheless urge you to declare this year's effort unsuccessful and to start the search process anew. The search has been flawed in several significant ways. Its legitimacy was undermined immediately by the appointment of a committee with no faculty or staff representation, a remarkable break with precedent and a bad way to facilitate an inclusive process. The process became more problematic when only one finalist was announced. I understand that the committee identified other finalists who unfortunately withdrew at the last moment, but that does not mean that we should settle for the only finalist left standing, one chosen by a committee that does not reflect the shared governance tradition that is part of the Wisconsin identity.</p> <p>Although Dr. Johnsen has accumulated an impressive range of experiences both within and beyond academia, his candidacy raises some serious questions. His approach to governance and budgeting at the much smaller and less prestigious University of Alaska system -- which is not a member of AAU, does not have a single R1 university in its ranks, and has fewer total students than the UW has faculty and staff -- is troubling. He has demonstrated a top-down approach to governing and has operated on a small scale compared to the comprehensive Wisconsin system. Without any other finalists for comparison, accepting Dr. Johnson by default would be a mistake.</p> <p>I encourage the Regents to reconstitute the search committee by including faculty and staff representatives, to restart the search, and to bring forward at least three finalists for public consideration. Having been involved with faculty searches myself, I understand the frustration of declaring this effort to be a failure. I nonetheless believe it is a best for our esteemed institutions to appoint an interim president and exercise patience and due diligence in selecting the next president.</p>		993	6/11/2020 9:40
Anne	<p>Dr. Johnson's presentation reveals that he is unprepared for the position of UW System President. He doesn't have the kind of leadership and vision that we need to shepherd our system through these difficult times. He brings with him very little experience as President of the University of Alaska, one of the smallest university systems of the country. In addition, during his time there he received two no confidence votes and oversaw the destruction of vibrant programs and departments. His presentation does little to suggest that he is prepared to lead what once was one of the most well-respected public university systems in the country. He is particularly underprepared to lead on issues of diversity. We are in the midst of one of largest social movements in recent history challenging the racial status quo. Dr. Johnson's comment about being a "minority" in Alaska are not just tone deaf and offensive; they illustrate that he does not understand what leadership that supports diversity and racial justice looks like. The entire search process has flouts the notion of shared governance, given the lack of involvement of students, faculty, and staff. Please declare this a failed search and reopen a search that follows precedent and that includes robust participation of faculty, staff, and students across the UW System.</p>		992	6/11/2020 9:37
Sam	<p>I am writing to express my concerns about the ability of Dr. Johnsen to lead the UW System. As a long time participant in shared governance, it is deeply concerning that faculty, staff, & students were not included in this search process, a search process that resulted in a single candidate. Dr. Johnsen's record from U of Alaska of no confidence votes from faculty & staff of program cuts, especially in the social sciences and humanities should be a great concern for all who care about the UW System and the quality education and experience we offer. I also have concerns about his commitment to Diversity and Inclusion - something that is of upmost importance to students, faculty, staff, and the communities we serve, work, and live in. I respectfully request that you reject his candidacy and begin a new search. A new search which includes the voices and perspectives of faculty, staff, and students to ensure that a leader who reflects and represents the interests of all of UW System is selected. Thank you.</p>		991	6/11/2020 9:35
Dorothea	<p>The process for selecting this finalist was corrupt and cannot be trusted. This finalist utterly destroyed the last university he led, and I firmly believe he was selected as a finalist so that he would do so again here. Do not hire this man. He cannot lead. He can only destroy what I and so many others have built here.</p>		990	6/11/2020 9:35
Pamela	<p>I do not approve of this candidate. This is not an accurate representation of someone who should be leading, nor the history and experience that will support our system moving forward. This is clearly a failed search. I am not satisfied with how Dr Johnsen addressed questions regarding his experiences in Alaska. He provided vague answers and lacked specific examples that convince me his experience and skills are a good fit for UW System. Furthermore, he did not appear to have a vision for UW System nor a satisfactory plan to deal with our current issues. If Dr Johnsen is appointed, I do not see how he will have a mandate to lead UW System in a time when strong leadership is desperately needed. Please start the search over and include more stakeholders in it.</p>		989	6/11/2020 9:30
Kristin	<p>I have concerns about the nomination of Dr. Johnsen to UW system president. Johnsen, while comfortably experienced, does not convey a forward thinking choice for the UW system. He is a safe choice, more of the same, and doesn't seem to go above and beyond to support the UW's mission of greater diversity, active choices to reduce racial inequality, and has a poor track record of working with shared governance groups and handling program cuts.</p>		988	6/11/2020 9:28
Laura	<p>I have concerns about the nomination of Dr. Johnsen to UW system president. Johnsen, while comfortably experienced, does not convey a forward thinking choice for the UW system. He is a safe choice, more of the same, and doesn't seem to go above and beyond to support the UW's mission of greater diversity, active choices to reduce racial inequality, and has a poor track record of working with shared governance groups and handling program cuts.</p>		987	6/11/2020 9:27

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
J. Paul	<p>I was already profoundly dismayed that the System Presidential Search Committee included no faculty, staff, or student members. But I am all the more concerned that the search committee (composed as it is) has deemed it legitimate to advance just a single candidate, especially given that Dr. Johnsen's record includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities.</p> <p>I understand from Regent Grebe's remarks at the June Board of Regents meeting that the Search Committee had identified more than one finalist they would have liked to have brought to campus, but that all but Dr. Johnsen withdrew, citing (in part) "concerns that their ability to manage COVID pandemic matters on their current campus would be jeopardized if they moved forward along with other factors" (to quote Regent Grebe).</p> <p>We have all been forced to make unprecedented adjustments during this difficult time. But the pandemic should not be the reason why the UW System runs roughshod over sound recruitment standards and practices.</p> <p>In light of very legitimate concerns about the entire search procedure, as well as Dr. Johnsen's troubling record with shared governance groups during his tenure in Alaska, the only defensible path forward is to appoint an interim System president (unless Ray Cross agrees to stay on for a little while longer), and to conduct a new search when more than one finalist can be identified and considered duly by all the constituencies that make up the UW System.</p> <p>Sincerely, </p>		986	6/11/2020 9:26
Keith	<p>Having watched Dr. Johnsen's presentation and his responses to questions, I am not convinced that he is suitably familiar with the UW system to bring competent leadership. In this uncertain time, the UW system would be better served by a president who is deeply familiar with the problems that are unique to Wisconsin. Dr. Johnsen's presentation did not leave me with the impression that he is particularly well-acquainted with the state's system or the problems it faces. Indeed, he often seemed to falter over the names of UW campuses, and did not speak in the manner reflecting someone who has spent months familiarizing himself with the UW system and its issues. His answers to questions felt consistently lacking in details. While this is understandable to an extent, given the time constraints, a precise plan and vision for the system is of the utmost importance, given the uncertainty we face, and Dr. Johnsen's high-level answers did not suggest to me that he has spent much time considering how the UW system can weather the coming years. Dr. Johnsen's tenure in the University of Alaska system, during which the system made drastic cuts to many of its programs, do not bode well for his ability to keep our system operating at capacity and emerging from this crisis with our programs and values intact. I am thus writing to express my opposition to hiring Dr. Johnsen, and to call for a renewed search that considers more than one candidate and one that gives preference to hiring from within the UW system. Dr. Johnsen stated, correctly, that the Wisconsin idea is important, unique and compelling, but it is for exactly this reason that the search committee should seek to hire from within the UW system in order to ensure that leadership shares the culture and values of the faculty, staff and students of the university system and those of the citizens of Wisconsin as a whole.</p>		985	6/11/2020 9:26
Joel	<p>As the sole finalist for this important position, Jim Johnsen has had a wide, smooth path cleared for him by the search committee and Regents. And yet he managed to stumble nevertheless. His responses demonstrate a poor understanding of the UW System's history and its needs, a failure to appreciate key differences between the much smaller system he leads in Alaska and ours, and other fundamental features of the post that will be critical to his success in it. His answers to straightforward questions about issues of diversity that go to the core of our work as educators – particularly at a time when such matters dominate the headlines – were astonishingly amateurish. Those moments alone make it clear that he lacks the awareness and vision that the UW System needs in its leader.</p> <p>Given the how this search process has unfolded, starting with the composition of the search committee and continuing on to the choice to advance only one candidate to the finalist stage, I have little expectation that widespread concerns about Dr. Johnsen from faculty, staff, students, and others will be taken seriously. Nevertheless, I submit this feedback in the hope that the search committee will take one last, dispassionate, good-faith look at this candidate; declare a failed search; appoint a competent interim president; and start again.</p>		984	6/11/2020 9:26
	<p>As has been expressed by many, the fact that only one candidate with a questionable record at his previous institution was put forward as a finalist for this position was already a grave concern. Hearing the interview with Dr. Johnsen on June 9, 2020 only exacerbated those concerns. In his interview the lack of knowledge about diversity, plans for advocating for the system, and unwillingness to recognize responsibility for his record of actions stood out as particularly problematic.</p> <p>Asked about fostering diversity and inclusion, a topic that is extremely relevant at this moment, Dr. Johnsen responded with anecdotes about his "black father"—a logical fallacy that is extraordinarily troubling for the way it demonstrates an inability to think about problems systemically. Given that the UW System itself is a complex system of many interlocking parts, this is a wholly inadequate approach. That he didn't address any other types of diversity or use any of the current scholarship around these issues portends massive problems for the system in the future, should Dr. Johnsen be hired. That the University of Alaska faced a Title IX lawsuit under his leadership should raise further red flags about his appropriateness as the head of the UW System.</p> <p>Asked about his plans for advocating for funding for the UW System, Dr. Johnsen responded by saying he would visit legislators "where they live" around the state, but offered no other details or any specific actions he would take. This seems like a minimum requirement for the job, not a plan for advocacy. His tenure at Alaska implementing massive budget cuts seems, in fact, like precisely the wrong type of advocacy needed in the context of the years of budget cuts that the UW System has already experienced over the last decade. We need someone who has a vision for building, not someone who sees further slashing as the only alternative for our budget woes.</p> <p>Finally, when discussing (obliquely) the multiple no-confidence votes that marked his tenure at Alaska, Dr. Johnsen blamed "difficult situations" multiple times for "frayed relationships," but showed no recognition of how his handling of these situations might have played a role in these events. A good leader takes responsibility for their actions and reflects upon events to learn and improve. Dr. Johnsen showed no evidence of even this basic leadership quality.</p> <p>For a search that was problematic from the outset because of its precedent-breaking decision to intentionally exclude stakeholders to come down to this candidate is shocking. Hiring a candidate with Dr. Johnsen's track record after such a search jeopardizes the future of the UW System. Instead of a president with a clear record of creating divisive relationships and controversy, the UW System needs a leader who has a reputation for honesty and integrity, an innovative vision, and the ability to work collaboratively with multiple groups to overcome the challenges we face. Declaring this a failed search would be the right thing to do.</p>		983	6/11/2020 9:25
	<p>It's an utter joke and shame that UW System selected a white man from a deeply conservative state as the single finalist for a position. With no students, faculty, or staff on the search panel there is zero confidence that this individual can represent the core values of UW System campuses. The search should be failed, started over, with the voices of students/faculty/staff on the search panel and POC recruited for the position. Highly disappointed in the Regents and their actions on this search.</p>		982	6/11/2020 9:24

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Amanda	A single finalist for such an important position does not feel right. I do not have confidence in the process that led to this decision. Please do what is right. Reject Johnsen and launch a new search with a committee that is representative of the the UW System community—specifically one that includes a diverse group of faculty, staff, and students. Moving forward with Johnsen would be reckless and moreover—disrespectful to the community. At a time filled with so much turmoil and uneasiness, we need transparency, leadership, and inclusivity. This is a chance to bring people together and do what is best for all. It's an opportunity to make the whole community feel valued, understood and heard—do what is right. Thank you for your time and thoughtful consideration.		981	6/11/2020 9:24
Julie	I would like to register my deep disappointment in the closed-door nature of this search process. Given that no faculty, staff, or students were involved in the process, I do not see how this search can be considered successful. Perhaps Dr. Johnson really is an excellent candidate, but the small number of closely vetted questions that were allowed and the rather vague responses did not inspire me. I would like for someone to address exactly how these comments will be used, given that the decision has effectively already been made. I actually find it rather offensive to be asked for my "input" as an exercise in window dressing. I would have hoped that the Regents would have more respect for the people the President is supposed to lead.		980	6/11/2020 9:23
Paul	As an Emeritus Clinical Professor of Pediatrics at UW School of Medicine and Public Health I have always maintained the highest regard for the Wisconsin idea, for sifting and winnowing to find the truth and building upon our solid foundation to improve our future. It is my thoughtful and honest assessment that the search and screen process for the leader of UW System has not lived up to these Wisconsin values, has been handicapped from its outset by excluding the essential input of UW faculty and staff, and has resulted in a flawed candidate whose leadership at such a critical time in our history would undoubtedly be compromised by lack of credibility and questions of character and judgment. Certainly UW can commit to its ideals and seek to find the best possible candidate for this important leadership position. Please begin a new Search and Screen process. Thank you for your consideration. Sincerely, Paul Grossberg, MD		979	6/11/2020 9:21
Michael	Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. Please do not consider this candidate.		978	6/11/2020 9:20
Christine	As a UW-Madison faculty member, I am dismayed at the selection of Dr. Johnsen as the only finalist for President of the UW-System. Any search that does not result in a choice of candidates must be considered a failed search. This is a widely held norm on the UW Madison campus and I expect on other UW campuses as well. If this alone is not a compelling reason to fail the search, let me add that Dr. Johnson's record at the University of Alaska is appalling. The budget cuts he has presided over demonstrate a regretful lack of understanding for what foundational departments and majors like geography and sociology provide, in terms of educating students who later will play important roles in our public sphere. Indeed, no modern institution of higher education would be considered respectable without them. Dr. Johnson's policies and tactics impoverished the UA system. Ultimately, this resulted in multiple no-confidence votes by faculty. The evidence is clear. This person should have no leadership role in our system. His judgment is fundamentally flawed and the consequences for our state are too high. I ask that you take a hard look at his track record. Truly, it is problematic on many counts. Ask if this is truly the sort of candidate you were charged to find, or do we have so little respect for our system that we will endorse a bad candidate, rather than try again to find someone with better qualifications. That should not be too difficult a task.		977	6/11/2020 9:19
Cassandra	I am uncomfortable with the fact that there has only been one finalist named. The fact that there were no faculty or staff involved in the search is unacceptable. I believe there should be a second search for this highly important position.		976	6/11/2020 9:15
Nicole	I do not believe that Dr. Johnsen would be a good fit as the UW system president. He presented a plan that he said is similar to affirmative action and I believe that it would actually hurt diversity on campus. Students that are often in the top 10% of their classes tend to be more affluent, have a better support system at home, and usually have the ability to just focus on their education versus other areas of their life. In Wisconsin we don't just value people for their intellect we value them for everything else that they do that promotes the Wisconsin idea. Just having excellent grades does not promote the Wisconsin idea, it is about the caliber of the persons other skills that we value such as honesty, integrity, and helping others.		975	6/11/2020 9:10
Heather	It wasn't a matter of lack of preparedness for this interview, it was a matter of lack of knowledge, critical thinking skills, understanding, internal reflection and education, and exposure. You can tell from his interview that it was self served. His blanket statements about inclusiveness and teamwork was almost textbook like. He lacked authenticity and genuine care that is needed for someone who is going to lead this UW System. Restarting the search or taking another look at the applicant pool would be appropriate.		974	6/11/2020 9:09
Jamie	I am writing to express my concerns about the ability of Dr. Johnsen to lead the UW System. As a long time participant in shared governance, it is deeply concerning that faculty, staff, & students were not included in this search process, a search process that resulted in a single candidate. Dr. Johnsen's record from U of Alaska of no confidence votes from faculty & staff of program cuts, especially in the social sciences and humanities should be a great concern for all who care about the UW System and the quality education and experience we offer. I also have concerns about his commitment to Diversity and Inclusion - something that is of utmost importance to students, faculty, staff, and the communities we serve, work, and live in. I respectfully request that you reject his candidacy and begin a new search. A new search which includes the voices and perspectives of faculty, staff, and students to ensure that a leader who reflects and represents the interests of all of UW System is selected. Thank you.		973	6/11/2020 9:05
Kenneth	The University of Wisconsin systems needs a leader that receives a wide plurality of support from all areas of University faculty and staff. It appears that there is not even close to that consensus. In addition, the system needs a leader that doesn't have the history of lack of leadership that Mr Johnsen's record shows (multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities).		972	6/11/2020 9:04
Vicki	A new search must be completed to identify, and hire an appropriate leader for our system. Perhaps now is the time to hire a minority candidate to lead our system. I watched the video of Dr. Johnsen responding to questions and did not see evidence of a leader who has innovative ideas and strategies that the UW System needs. More important, I think this is clearly a failed search. The search group only identifying only one candidate is an obvious indicator (and one of the statutory definitions) of a failed search. If Regents choose to ignore the campuses' outcry over being left off the search committee from the beginning and the subsequent petitions, you would send a terrible message that the faculty and staff voices do not matter. For the sake of our students and our state, do not make that mistake. Deem this a failed search and start over, this time with faculty and staff input. In the meantime, send out a call within the System for an Interim.		971	6/11/2020 9:01
Pat	I am concerned that we have a single finalist for a position that oversees the entire UW system and did not include a committee comprised of faculty, students or staff. I am also deeply concerned by the candidates track record and votes of no-confidence. This a MAJOR decision that will have implications for decades and this feels like a rushed process. I am also concerned that we do not have any candidates of color in this process. I would strongly advise we redo the process, allow Jim Johnsen to continue to be a finalist but also allow for a more diverse search committee and a more competitive applicant pool.		970	6/11/2020 9:00
Mary Jo	Not sure he really understands the Wisconsin idea but likes to bring it up a lot. The no confidence votes really scare me! The whole search process was a sham - why wouldn't faculty/staff be included? Who knows the nuts and bolts better than them. I sincerely hope they call this a failed search.		969	6/11/2020 8:58
Mary	Dr. Johnsen does not present the leadership or the quality of experiences to lead Wisconsin's proud higher education system forward. He has regressive policy experience and has hurt the citizens of Alaska with his poor leadership and policy decisions. I am not in support of having only one choice because other candidates dropped out of the running. We are entering some of the most difficult times and unprecedented needs because of the pandemic, recession economy, and growing distrust of higher education institutions in general. I urge everyone to take a step back and fail the search so we can begin anew with a fresh perspective on what our campuses around Wisconsin need. Dr. Johnsen is not the right person for the job now or in our future goals and mission.		968	6/11/2020 8:55

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
	It's ridiculous and shameful that the search committee forwarded only one candidate and that faculty, staff, and student representatives were not included on the search committee.		967	6/11/2020 8:51
Dan	Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.		966	6/11/2020 8:51
Julia	Jim Johnsen has neither the experience nor the leadership skills to head the University of Wisconsin System. His vague support for shared governance was gratuitous and insincere. If hired, he would likely disregard faculty expertise as he has in his prior position in Alaska. Nowhere in his presentation did he speak convincingly of an understanding of the Wisconsin idea or even the value of liberal education at regional comprehensive universities in the system. When he pledges to mend ties with legislators, he does so without revealing a plan for higher education advocacy. We deserve better. Please do not endorse this candidate for the President of the UW System. Call this process what it is—a failed search.		965	6/11/2020 8:51
Saakshi	I do not approve of Dr. Johnsen's candidacy as the next UW System President. The current search process has broken precedents with no faculty, student and staff representatives and I have no confidence with the choice made. Also Dr. Johnsen's record include multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities. This is deeply concerning for the future of our University system.		964	6/11/2020 8:46
Timothy	I am concerned that only 1 candidate was the finalist and concerned that Dr. Johnsen's past does not mean that he is the best person for this position.		963	6/11/2020 8:46
Nicholas	Seems crazy to me to have a closed search that only yields one finalist. I would support postponing the filling of this position to allow adequate review of finalists with feedback taken from stakeholders within the University. I would hope it would go without saying that the due diligence is given to ensure candidates represent a diverse background with special emphasis on minority representation.		962	6/11/2020 8:46
Laura	Please withdraw Jim Johnsen's candidacy for the University of Wisconsin System President position and open a new more inclusive search to find an appropriate candidate. Johnsen has a questionable record as president of the University of Alaska system, during which the system became weaker. We do not need Johnsen to weaken the UW System, rather we need someone who will strengthen the UW system and help it be resistant and resilient in these tumultuous times. Additionally, no input from faculty, students or staff - the life blood of the UW system - were included in the initial search. This needs to be corrected. Please open a new search and include the essential workers in the UW system - students, faculty, and staff - to be part of the decision process.		961	6/11/2020 8:46
Megan	I strongly advocate for failing this search. Jim Johnsen's history at the University of Alaska, where faculty expressed their disapproval through votes of no confidence and calls for his removal from office, is disqualifying. Furthermore, the search process itself has been deeply concerning, excluding faculty, staff, and student representatives. How can there only be one finalist?		960	6/11/2020 8:44
Lauren	I find it deeply disturbing that the search committee went out of their way to recruit a candidate who received two votes of no confidence during his tenure as head of the University of Alaska system. The wake of destruction he left behind him there will take years to undo, and the people of Alaska will suffer for it in the meantime. That destruction is particularly egregious in light of how many students in that state are place-bound. He has effectively disenfranchised a generation of Alaskan citizens. I am also deeply concerned by his lack of experience in the classroom, and by his seeming hostility toward faculty as demonstrated by his record at Alaska. Without the on-the-ground experience of working with students, without understanding what students need and what faculty actually DO, I don't think it's possible for him to be an effective leader. How can he possibly make decisions about what would benefit the students in our state if he doesn't understand what it's like to teach? How can he possibly make decisions about what is best for individual schools if he is hostile to input from faculty and staff? At best, he will be ineffective. At worst, he will implement disastrous top-down policies that ignore the needs of students and individual campuses. Finally, as someone who works on issues of diversity and inclusivity, I found his response to the question about promoting diversity to be singularly unimpressive. He resorts, basically, to the "I have a black friend" mantra that so many people use to excuse their ignorance on issues of race. His experience working at a primarily Native Alaskan company also does not mean that he has any inkling of what it's like to be a minority in a deeply racist country. There was zero acknowledgment of white privilege in that response, and zero concrete plan for dismantling the inequality that is baked into systems of higher education.		959	6/11/2020 8:41
John	The UW system deserves much better than this. A search with ONE finalist is a farce. We need to declare a failed search. To the Search Committee: After reviewing Dr. Johnsen's presentation and having read considerably about his past performance at the University of Alaska, I have strong doubts that he is the leader that the University of Wisconsin System needs. Time and again, he seems unwilling to take on the tough challenges needed in such a position. He seems to evade answering the difficult questions asked and likely would evade making the strong stand that the system needs during these difficult times. All the talk of relationships and listening cannot hide the fact that he did not listen to many of the people who worked for him, or to the people of Alaska he was hired to serve. It is not just that the faculty of UA dislike him, or even that he appears to have something bordering on contempt for them. The fact is that he leaves the UA system worse than he found it, and that most people in Alaska will be happy to see him go. Taking some other state's cast off is not the way to choose the leader of the UW system. It seems absolutely necessary to reopen the search and bring a true slate of finalists to be considered rather than simply forwarding the only candidate who was left from a mediocre pool. Sincerely, [REDACTED]		958	6/11/2020 8:40
Dale	I am adamantly opposed to Dr. Johnsen's candidacy for UW System President. The UW should not be given any consideration to a candidate who has received multiple no-confidence votes from shared governance groups, and has no indication in his record that he can successfully maintain the university's accreditation, protect the system from devastating program cuts, or address ongoing racial inequities. Furthermore, I have absolutely no confidence in a search process that intentionally excluded faculty, staff, and student input. I urge the search committee to reject Dr. Johnsen's candidacy. We need to re-start the search process with a committee that reflects the diversity of roles that will be impacted by this selection, most critically those who will be most affected: faculty, staff, and students. We need a legitimate search process that results in multiple high-quality candidates for consideration and that eliminates applicants with troubling records and who do not have the support of their current universities. Reject Johnsen. Restart the search.		957	6/11/2020 8:40

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Patricia	I have watched the video, read all of the material related to Dr. Johnsen I can find on his time at University of Alaska, and now I see the latest news piece on Inside Higher Ed, which indicates he has initiated cuts that will gut the humanities, liberal arts and even science programs that are needed more than ever such as Masters programs in chemistry. From what I have seen of the video, he represents himself as nothing more than a person who has assumed the reins of power already and has assumed he knows how our UW system works inside and out. He tells us that our campuses are all losing students. Well, that is not the case at UWSP, where we are being told we have record enrollment for the upcoming fall. He acts as if he knows how diversity works, but from the video, it appears he just imposes his own first person experiences on diversity and inclusion, which is appalling. He seems very narrowly focused and not someone that I'd characterize as a deep thinker or even intellectual enough to engage with the average student let alone professor at my campus. His statement of vision on his vitae is laughable. This is not a search, really, as the other candidates have withdrawn. Regents, I urge you to call this a failed search. The UW system and the students of WI—our students—deserve better than this person can provide. Thank you for your time. Patricia Gott, Ph. D, Associate Professor of English, University of Wisconsin—Stevens Point		956	6/11/2020 8:35
Kate	This entire process has been an anti-democratic sham: first, the search committee excluded essential voices from our campuses; then, after private meetings they released one finalist; after that, the UW System held a public forum that was anything but public, giving greater voice to a representative from a private search firm than actual employees of the System and its campuses; and now, concerned employees and students have barely 24 hours to register their comments on Johnsen's dangerous candidacy. The people in charge of this process are clearly unfit for their jobs, and Jim Johnsen is clearly unfit to run our system.		955	6/11/2020 8:35
Madeline	It is concerning that this is the only candidate the committee felt was a finalist especially given his previous record as president of the University of Alaska system. The track record of this candidate directly conflicts overall missions of the university system including but not limited to shared governance, and the promotion of diversity, equity, and inclusion. If this was the best candidate that came out of the search then I feel the search failed, and other should be conducted. The importance of the UW System to its students, faculty, staff, and the citizens of Wisconsin is too great to settle for a leader who does not meet our standards.		954	6/11/2020 8:34
	The lack of transparency, shared governance and the candidate's lack of vision for the UW System necessitates a further search, a new search for candidates that are BIPOC, engage with the Wisconsin Idea and will advance the academic and cultural goals of the UW System in line with the state of Wisconsin. We need a new search.		953	6/11/2020 8:33
	I am deeply concerned about the process of selecting Jim Johnsen as the sole finalist. I see no valid reason to go about such an important decision in a very undemocratic way, particularly given the state of the nation and world in the last few months, which have revealed the failings of our systems within a plethora of levels and organizations. To put forward a single candidate for public scrutiny, and not a set of candidates that reflects the diversity of our state and campuses is, by itself, deeply anti-democratic. But it is even more so since this candidate comes from the Alaska system, where faculty has voted no-confidence on multiple occasions because he sought to narrow the academic options for students without consulting campus stakeholders. I am deeply concerned that unilaterally limiting academic options means cuts to ethnic studies, women studies, Black studies, the social sciences, and other arts and humanities programs that provide a valuable educational component in fighting racism and sexism. Combined with Ray Cross's blueprint, which flaunts the fact that it will limit academic options for the disproportionately low-income and first-generation students at the regional comprehensive campuses, this hire would exacerbate the inequalities that already exist on our campuses. This is what the marches are advocating for! With respect for the student population, staff, and faculty, this process should be terminated, re-evaluated, and essentially, started over from a new beginning. There must be more-complete transparency if this search begins again. To not do so would be a significant blemish that can not be ignored.		952	6/11/2020 8:32
Scott	I urge the search committee to declare this a failed search. Dr. Johnsen has not adequately address the concerns about his record as head of the U. of Alaska system, which included multiple no-confidence votes from faculty. His response to questions about his strategy for promoting diversity and inclusion was also extremely disappointing, especially in our current moment. I fear that if this search moves forward with Dr. Johnsen, it will be a divisive, demoralizing choice. Students, staff, and faculty have worked so hard over the past few extraordinary months, and we know that the upcoming year will be full of more challenges. Dr. Johnsen's record and interview demonstrate that he is not the leader we need at this time. Please declare this a failed search and make it possible to initiate a more inclusive search process, one that would help strengthen the system that we care so much about.		951	6/11/2020 8:30
Anne	It is truly a dark era for the University of Wisconsin when we are faced with the possibility of Jim Johnson taking the position of System President. This candidate, shepherded through a selection process kept totally secret from faculty and staff, has a profound and disturbing history within the University of Alaska System marked by calls of no confidence in his leadership by faculty groups, devastating cuts to programs, threats to accreditation, and leaving the Alaska System in utter shambles. Alaska is now the only state university system in the nation without a single geography department, and environmental science departments have been cut to the bone or entirely amputated from select campuses. He now comes to the doors of this university system and shows no promise of doing any different. And I am left to wonder if this isn't precisely the plan from members of the UW System's administration. I can think of no qualification Johnson has that justifies his getting within a thousand miles of a leadership position at this university or any university. This selection and the way it was carried out seems like a direct attack on the UW System, a Kakistocratic maneuver to undermine and dissolve the institution from within, which is an all too familiar strategy these days. I am confident that the University of Wisconsin would survive the pandemic. I am not confident that the University of Wisconsin would survive Jim Johnson. I am an employee of the University of Wisconsin System, and I am submitting this comment anonymously because I no longer trust the University of Wisconsin or its administration in maintaining shared governance. This candidate is a hatchet-man, and I do not want the hatchet he is being freely given by the UW System to turn toward the organization I work for. This is the beginning of the end for the University of Wisconsin, and I wish those who will have to endure this decision by the administration and its consequences the best of luck.		950	6/11/2020 8:28
Sam	I am principally concerned with Dr. Johnsen's record from the University of Alaska system. While he presents polished responses regarding his decisions there and the differences between the UW and UA systems, Dr. Johnsen does not meaningfully address the massive friction that he had with faculty (among other issues) at UA. Not all "decisions [that] needed to be made quickly" (0:09 min mark in the video) result in multiple faculty no-confidence votes, especially with regard to someone who espouses that shared governance must be "practiced... particularly when things get tough" (1:26 mark). In fact, things "did" get tough in the UA system and shared governance was abandoned! In light of recent events, I am also concerned with Dr. Johnsen's statements on promoting diversity (at 1:12). His answer was rambling and unfocused. This question was apparently not one he had prepared for, when compared to the polish of the his responses regarding the UA system. I found Dr. Johnsen's responses to be shallow and composed of nothing more than "black friend" and "noble savage" tropes. Especially in these uncertain times, I believe that the UW system can do MUCH better than appointing Dr. Johnsen as System President. I urge the UW System Presidential Search Committee to reject this candidate and call for a new search.		949	6/11/2020 8:24

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Lindsay	I am deeply concerned about Dr. Johnsen's prior record at the University of Alaska. I do not think he is the right fit for our campus, and I am very, very unhappy that the search committee included no faculty, staff, or student representatives. How can any of us have confidence in a decision which excluded us, and from which the consequences derived will be most strongly felt by us? This is not the right way to hire a new president for the university system. Dr. Johnsen should be politely rejected, and the search should start over with a focus on campus stakeholders participating.		948	6/11/2020 8:21
AI	Thank you for your efforts to bring forth a UW System President, however, I feel that Dr. Johnsen did not meet the criteria for this position. I do not support the hiring of Dr. Johnsen. The candidate did not provide clear answers to many of the questions. The presentation lacked vision for UW System Candidate inadequately responded to the following areas: *Advancing Diversity, Equity and Inclusion across UW System *Ensuring meaningful support of liberal arts education *Concern raised over the faculty no-confidence votes faced at Alaska Overall, given the robust tradition of shared governance with UW System and individual campuses, it is not clear the candidate is willing to engage with this process based on previous experience		947	6/11/2020 8:16
Simon	Thank you for the efforts you are making to select the incoming UW System President. I wanted to express my concerns regarding having a single finalist, particularly a white male. Speaking as a white male professor working in the UW System, I think it is imperative, particularly in this historical moment, to express our commitment towards creating a university system in Wisconsin that is welcoming to all students. As we have painfully learned at UW-Madison, we are not there yet. I would strongly encourage you to consider additional finalists from under-represented groups.		946	6/11/2020 8:14
	Any time a search committee is set-up to hire a high level leader, but excludes certain members of the organization, is a failure in recruitment, organizational policy, and hiring procedures. Furthermore, having only one finalist is telling that the search committee probably did not do it's best at recruiting, but rather had a certain person in mind. This is exactly how unqualified people continue to be hired for high level jobs, which leads to staff, faculty, and student anger and attrition. This is a gross mis-step of the UW System and the search needs to be failed and started anew. The search needs to include the voices of faculty, staff, and students of the UW Systems. Regarding Jim Johnsen's qualifications: sure, he has been a president of another university. Does this mean he has the skills, knowledge, and understanding the lead the entire UW System? no. Why has he received no-confidence votes from shared governance groups at Alaska? How is he going to address racial inequities within the UW System? How diverse was the pool of candidates? Is there not a better candidate that can do the job just as well? He clearly is deluded because he thinks Wisconsin's education system is strong, even though Madison has the 2nd highest achievement gap in the country. Wisconsin's education system is broken and we need someone that can come in with innovative and creative ideas to improve the university systems but also partner with local communities to support K-12 education as well. I do not believe he has students at the forefront of his leadership style, and I do not support his candidacy.		945	6/11/2020 8:11
Amita	It is not appropriate that there is only 1 candidate to consider when there were no faculty, students or staff on the search committee. I am deeply concerned about the candidates record at the University of Alaska in cutting programs and votes of no confidence from students and faculty. I urge the board of regents to consider this a failed search and start the process again. I do not support the appointment of Jim Johnsen. Multiple no-confidence votes from shared governance groups at his previous institution demonstrate a poor track record of university leadership, and he is not qualified to assumed such a vital role in the UW system. Please begin a new search that involves a transparent process that solicits input from faculty, staff, and student representatives at all phases, consistent with past searches.		944	6/11/2020 8:08
Lisa			943	6/11/2020 8:04
Rachelle	I wish there was more than one candidate to review. I am not confident in Dr. Johnsen's abilities. I would recommend failing the search.		942	6/11/2020 7:57
James	I, without reservation absolutely oppose the hiring of Dr. Johnsen in the strongest possible terms. I feel his priorities are at odds with the Wisconsin Idea, and his track record is questionable with respect to shared governance and morale. He was hired by partisan regents as a hatchet man, or cudgel to wield against the University system. The lack of transparency and inclusion in the hiring process is infuriating and inexcusable.		941	6/11/2020 7:50
Mike	I believe the search has failed. Dr. Johnson is not a suitable candidate for UW. Please start a new search process and include representation from ALL stakeholders. Please do not bring Dr. Johnson to our campus. We can do better UW.		940	6/11/2020 7:32
David	Dr. Johnsen's replies to question about liberal arts education, shared governance, and inclusion and diversity were fundamentally anecdotal. Although I appreciate the personal and family experiences he shared, these do not indicate what his policy stances would be on these issues. This is a cause for concern.		939	6/11/2020 7:25
BERNADETTE	In regards to this candidate, I don't think he has the dynamics and scope that this role and strong position needs. I don't see him as a strong advocate and articulate enough with the scope and magnitude of our system. I would encourage a failed search and begin again. We MUST find the strongest and best candidate to lead the system during these challenging times.		938	6/11/2020 4:45
Martha	This search must be entirely redone. This so-called "finalist" is an embarrassment. His responses to questions about diversity are appalling and offensive. This search must be redone with a more diverse search committee, and there must be more than one finalist! The set of finalists should include women and people of color. This process and this candidate are an embarrassment to UW-System and to the State of Wisconsin.		937	6/11/2020 1:16
Carol Eunmi	University of Alaska system is a paragon of failure, with multiple programs being funded. Why are we recruiting a president from a sinking ship? I am extremely concerned in regard to the solo finalist for UW system president, James Johnson. As this process was conducted contrary to the decades of shared governance in UW, it is perhaps ironic that James Johnson was selected as the solo finalist. As he has had multiple no-confidence votes in regard to shared governance in the University of Alaska system. Given that James Johnson has a track record of weakening shared governance, he will likely further contribute to the already declining faculty morale. Finally the fact that he is the solo finalist among other secret ones that ask their names be withdrawn, he is clearly fleeing a sinking ship. I am uncertain that a captain that runs their ship aground, should be given a job piloting a much larger ship.		936	6/11/2020 0:59
Philip	I am one of those faculty members who is concerned and dismayed over the decay of the UW system over the last decade. If another university with stronger state support and a maintained share governance comes calling, I will likely leave the UW system.		935	6/11/2020 0:46

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	
Peggy	<p>From Dr. Johnson's vitae, the total scope of his current position in Alaska (across multiple campuses) comes close in some areas (such as student enrollment) to UW-Madison. However, his experience is in no way a match for the scope of the entire UW System. I find it difficult to believe that there are not more qualified individuals who would want to lead a world-class system like our UW system! Having only one candidate brought forward who does not have a breadth or scope of leadership in line with this position is unacceptable. In the U.S. News Best Global University rankings, UW-Madison is ranked #37; the University of Alaska, #676! This candidate does not have leadership experience in a top-ranking research or education institute. Our sights need to be set much higher and the bar raised! We should be recruiting, interviewing and eventually hiring "up" - someone who is now leading a world-class institution - possibly even one ranked higher than we are - to lead us forward.</p> <p>Dr. Johnson's presentation was enjoyable but lacked clarity and recognition of the scope of this position. He told me what I already know (the strength of MY University and the Wisconsin idea) and was vague about his understanding of the "challenges" we face and but that we can overcome them if we "pull together." There was no substance to his presentation. He shared no vision for leading our UW System and nothing about his experience, background or leadership skills to convince me that he even understands what this position would mean, let alone how he would be successful and keep us successful in our mission.</p> <p>PLEASE - call this a failed search and bring forth some real, viable, candidates with the extensive experience and vision that this position deserves.</p>		934	6/11/2020 0:19
Justin	<p>This was the most generic response to the questions that a candidate could have answered. Other than dropping the 'Wisconsin idea' whenever he could, there was clearly a lack of regard for the intricacies of the Wisconsin System and the ongoing relationships between UW-Madison, the UW System, the Governor and the current legislative branch. Most concerning though was a complete dodge of his record in his current position, which is alarming. Most candidates in such an interview would have highlighted their successes in administration and leadership as proof that they could bring change to their new organization. This interview was decidedly lacking in any mention of success in his previous positions and how he would leverage his experience towards success in leading the UW System. Given the increased responsibility and expectations that the position would have over his current one, this is again incredibly alarming. I think it is evident from the candidate's record and the lack of credible experience that he should not be considered for leadership of the UW-System. At this critical time in academic America, this is not the time to choose a lackluster leader.</p> <p>If selected, the single candidate, I fear, would never gain the full respect of members of the UW System due in part to the nature of the search. I've never known a position, inside or outside of academia, that did not have more than one applicant. We are not given a choice here.</p> <p>The questions were so few and constrained that I did not get a sense of the candidate's views on some important issues. Would the candidate entertain the outgoing UW System president's idea of consolidating programs? Would UWL cut programs and become a less academically broad/diverse institution? If so, interdisciplinarity would be forsaken and if I were a prospective undergraduate, would never attend such a narrowly-focused institution.</p>		933	6/11/2020 0:00
Barrett	<p>More candidates are necessary to make such an important decision.</p> <p>I do not support the endorsement of Dr. Johnson as the only finalist for the UW System President. I did not have any sense of confidence in him as our new leader based on his history in Alaska. We are in difficult times within the UW System and will need to do more consolidation of programming, look for creative solutions and rely on regional leaders throughout this process. If Dr. Johnson could not do this within a system he understood well - I worry about his leadership within our system. I worry that he will not provide the leadership needed to make positive decisions for our system. Please fail the search and do not endorse him as the candidate.</p>		932	6/10/2020 23:51
Holly	<p>I have real concerns about Dr. Johnson's responses to some questions. In particular, his responses to questions of diversity leave me concerned for students from underrepresented groups and if he really has spent any time reflecting on the topic of institutional racism in academia.</p>		931	6/10/2020 23:46
Erin	<p>I thought he largely dodged troubling questions about the U. of Alaska's recent vote of no confidence, as well as questions about recent decisions to slash programs at U. of Alaska and what that means for a liberal arts education. In general, I do not see where a system president who lost the confidence of the board of a much smaller system will do better here.</p>		930	6/10/2020 23:39
Susan	<p>I do not accept this search as being valid and call for it to be declared failed and a new search committee appointed with personnel who represent all constituents of the UW System; administration, faculty, academic staff, students and community.</p>		929	6/10/2020 22:58
Will	<p>I do not believe that Jim Johnson will uphold the Wisconsin idea. He is insensitive to the urgency of addressing police brutality and systematic racism that still plagues academic institutions. A cis straight white man claiming to be a minority is both insensitive and insulting to individuals whose struggles are caused by a system that he supports and perpetuates.</p> <p>His willingness to cut and reduce funding to over 40 programs at the University of Alaska is alarming and telling of his potential tenure at Wisconsin. Wisconsin has faced enough financial hardship in the last decade, and we need a president that will lobby for investment in higher education.</p> <p>Choosing a president is far too important of a task to take lightly, and I urge the board of regents to consider other applicants that will vouch for the University of Wisconsin's ideas and promote inclusion in higher education.</p>		928	6/10/2020 22:51
L.	<p>Now more than ever it is important that the candidate for this position take on the role not just of administrator, but of advocate. The retiring president was incredibly partisan, undermined the free exchange of ideas, and bankrupted the institutions. He publicly sided with the most conservative parties of legislature and vilified the University and its community. We minority students, staff and residents, cannot afford leadership whose best qualifications are their prestigious degrees, privilege and passion for the status quo. What separates him from others in terms of exposure to and appreciation of other cultures, races, and ideologies? On whose side will he be on?</p>		927	6/10/2020 22:49
Noah	<p>For most of its history, the University of Wisconsin-Madison has been better than it has any right to be. This middle-sized state in the middle of a big country has produced an extraordinary system of higher education, known worldwide for its dedication to the pursuit of truth and the betterment of the state and the world - and known nationally as one of the best deals in higher ed, full stop. We are not without deep flaws, of course. To take one particularly salient example, our history of racism is horrifying. But in many ways, the UW System has been a remarkable success. That success is a testament to the will of the people of Wisconsin, the brilliance of its scholars and students, the dedication of its staff — and the unusual wisdom of its leaders.</p> <p>Yes, we have had more than our fair share of excellent leaders, and if the search committee's responsibility can be boiled down to one thing, it is to find us another leader who is more than good enough, who can keep the UW System extraordinary through challenging times.</p> <p>I have seen nothing to suggest that Jim Johnson is such a leader. In fact, what I see in both his presentation and his record at the University of Alaska is someone who is essentially mediocre - who, when faced with tough odds, does not seek to beat them; when asked tough questions, avoids honest answers; and when faced with heated debate, picks sides rather than building bridges. All the talk of relationships and listening cannot mask the reality that Johnson did not listen to many of the people who worked for him, or to the people of Alaska whom he was hired to serve. It is not just that the faculty of UA dislike him, or even that he appears to have something bordering on contempt for them. The fact is that he leaves the UA system worse than he found it, and that most people in Alaska will be happy to see him go.</p> <p>Why is this good enough for Wisconsin?</p>		926	6/10/2020 22:38

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
William	<p>I am disappointed by Johnsen's difficulty in effectively answering the curated set of sympathetic questions he received in the video. His simple acknowledgement of shared governance did not address the multiple votes of no-confidence made against him by Alaska faculties. He was unable to articulate any strategies for cultivating legislative support that have not already been tried by Ray Cross and shown to be ineffective.</p> <p>His answers on diversity issues are appalling—especially when one considers the likelihood of such a standard question being raised, his answers show not only an inability to comprehend the nature of the question, but an inexcusable lack of preparation for such a carefully-presented event. One shudders at the thought of how embarrassingly he might perform in an actual unscripted Q&A with follow-ups, and what kind of PR nightmare this would create for the UW System should he become president.</p>		925	6/10/2020 22:33
Lee	<p>Using public chaos to push through a wildly disapproved candidate for UW president is completely unacceptable and immature. Children use this tactic to get away with things while their parents aren't looking. You are acting like children, not the governing body of the proud UW system. During public strife over the systematic oppression of minorities, specifically African Americans, you decide to release a single finalist that is old, male, white, and has a poor track record dealing with racial disparities in an educational system. This does not send a good message to anyone in the UW system. If you think you didn't find anyone more qualified, look harder, because you're clearly wrong. You can do better than this; you need to better than this. Step up your game and reverse your mistake.</p>		924	6/10/2020 22:29
Sasanehsaeh	<p>As the Tribal Liaison for the UW System, I am very concerned about the lack of experience and acknowledgement of Indigenous people, especially coming from Alaska, where Indigenous people comprise of about 18-20 percent of the state. Wisconsin is home to 12 Native Nations - this person should at the very minimum recognize the important contributions these Nations provide to the State of Wisconsin and the System. President Cross has made a commitment to the 12 leaders and this person should be able to step in and continue make headway in honoring the sovereignty of the 12 Native Nations and I am very disappointed their was no mention of any of this.</p>		923	6/10/2020 22:27
Alison	<p>Johnsen is not qualified to lead the UW System and this search should be failed. A new search committee representative of students, faculty, and staff should be convened.</p>		922	6/10/2020 22:26
	<p>The fact that this candidate has no experience as a tenure-track or tenured faculty member at any college or university is unacceptable for this position. He has no actual scholarship. That would preclude him from being tenured if he were to get the position here. Why is that particularly problematic? He would have no academic freedom. Any leader at a university (including a system president) must have academic freedom, otherwise they are ineffectual. Furthermore, the fact that he has had multiple votes of no confidence against him at his current institution is unacceptable. Bringing him in to this position would damage the reputation of the University of Wisconsin System. As a UW faculty member myself (and someone who has three degrees from the University of Wisconsin-Madison) keeping our standards high matters to me and it should matter to you as well.</p>		921	6/10/2020 22:26
	<p>The Board of Regents has named a search committee that excluded faculty, staff, and student representatives, breaking with decades of precedent. The single finalist you announced on June 2, Jim Johnsen, president of the University of Alaska is highly problematic, especially in the current fraught context. Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. It's time to begin the search anew and select a truly representative search committee.</p>		920	6/10/2020 22:26
Nancy	<p>Dear members of the Board of Regents of the University of Wisconsin System, In considering the decision ahead of you regarding the appointment of a President for the University of Wisconsin System, I have two questions and a brief statement. Question #1) What do you as regents responsible for education and research at the post-secondary level in our state propound as your vision for higher education and the expansion of knowledge that brings prosperity for Wisconsin and its citizens as well as progress across fields of knowledge and understanding? Question #2) How does the only remaining candidate for UW-System President represent that vision and the values and future plan for citizens of our state? Having considered Dr. Jim Johnsen's resumé, interview, and performance as University of Alaska System President, I am deeply disappointed at what appointing the only person left from an otherwise failed search would represent: a commitment to budget-slashing over educational responsibility, a forced reduction in the international reputation of a university system known for a focus on educating the state's citizens while maintaining high standards of knowledge and research across the varied fields of human endeavor throughout history and for the future, a refusal to accept responsibility for identifying candidates honestly committed to diversity in 2020, an irresponsibly compromised search process that excluded those most directly impacted such as faculty and staff as well as students across the diverse campuses of the UW System. It was my privilege to serve the State of Wisconsin and engage in teaching, research, and service for 30 years before my retirement. I will no longer be proud of the UW System nor am I willing to recommend it anywhere if this appointment goes forward. Sincerely,</p>		919	6/10/2020 22:19
James	<p>To the UW System Presidential Search Committee,</p> <p>I am very concerned with the manner in which this search has been carried out and the comments made by Dr. Johnsen during his presentation only cements these concerns.</p> <p>Under normal circumstances, the fact that Dr. Johnsen recently received multiple votes of no confidence from the Alaska system and was indeed suspended in 2019 should have been regarded as glaring demerits if not outright disqualifiers. The fact that he emerged as the sole finalist is absurd!</p> <p>This search was carried out with little input from faculty and students. The circumstances of social distancing during the pandemic have only further undermined a search process that was already non-participatory and undemocratic process.</p> <p>Further, the comments Dr. Johnsen made about 'bringing the benefits of Western Education to Alaskan Natives in a "non-colonial" way' demonstrates a lack of awareness of the complexity of a multicultural student body and an uncritical perspective on the history of American pedagogy. Almost verbatim repeating the fallacy of the 'white man's burden' while adding the awkward qualifier 'in a non-colonial way'.</p> <p>Under normal circumstances Dr. Johnsen would be an unacceptable candidate. And I strongly oppose his appoint as UW System President.</p>		918	6/10/2020 22:18
Rhonda	<p>The University of Wisconsin System deserves and demands the highest caliber candidate. The current candidate is clearly not that person. The Wisconsin Idea is too valuable to let slip away.</p>		917	6/10/2020 22:15

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>Hello.</p> <p>I write to express my concern with Dr. Johnsen's candidacy for UW System President.</p> <p>I do not feel that he can be the president that the UW System needs at this time.</p> <p>1)</p> <p>His strategy of cutting programs as a way to save costs in Alaska. There's already been a negative reaction to this approach in Wisconsin and is not a good sign that the new president would want to try this strategy.</p> <p>2)</p> <p>He received two no-confidence votes from the faculty in Alaska. With Wisconsin's focus on shared governance, a new president should not have this kind of negative reputation even before his arrival.</p> <p>Thank you.</p>		916	6/10/2020 22:12
Dou-Yan				
Anna	<p>I strongly believe that Jim Johnsen is unacceptable as the next President of the UW System. His tenure at the University of Alaska demonstrated that he is not qualified to lead a public major university system. The faculty at U of Alaska passed TWO no confidence votes in his leadership, which he did not address when asked during the interview. Johnsen was in charge of program cuts, many of which served students from underrepresented groups (racial and ethnic minority students and first-generation students). I do not believe he will have interests of students, staff, and faculty as his main priority here at UW.</p> <p>I urge you to reject Johnsen's candidacy and start a new search, where students, staff, and faculty from UW System are represented.</p> <p>Jim Johnsen's public presentation on Tuesday was unimpressive. He described strategies for winning legislative support that have already been tried and failed by Ray Cross. He paid lip service to shared governance without addressing the substance of the 2017 no confidence votes in his leadership from Alaska faculty. He committed bizarre gaffes in response to a softball question about diversity.</p> <p>He showed a firm grasp of the number of counties in Wisconsin.</p>		915	6/10/2020 22:09
Nicholas	<p>While I hold out little hope that your committee will acknowledge the grave errors of process that have led us to this point, I hope that you will pause to consider just what an embarrassment and public relations nightmare a Johnsen presidency might turn out to be.</p>		914	6/10/2020 22:05
Emma	<p>Johnsen's presentation only increased my conviction that he is not a qualified candidate for UWS president. The multiple no confidence votes he received during his time at the University of Alaska as well as his support for cutting dozens of academic programs are major red flags that indicate he cannot build the kind of coalition that shared governance requires. His comments regarding his commitment to promoting diversity and inclusion were not only ineffective but also offensive. Structural racism cannot be addressed with personal anecdotes and vague platitudes. Having a black family friend does not make him antiracist, and working alongside Native Alaskans certainly does not make him a "minority." Please declare this round a failed presidential search and restart the search from scratch, only this time with meaningful input from faculty, students, and staff.</p>		913	6/10/2020 22:04
Savannah	<p>I do not believe only revealing one finally for president is giving enough of a say to students and faculty.</p>		912	6/10/2020 21:50
Adelaide	<p>Jim Johnsen is not qualified to be president of the UW system. His loyalties do not lie with the students and faculty. As a student at UW Madison, I do not feel he is a president who would care about me, my classmates, or future students. Please reject his candidacy and begin search for a new candidate with student, staff, and alumni representatives on the committee.</p> <p>Wisconsin needs a better president candidate. The U Alaska education system has been gutted. This is not</p> <p>A leader who will embody the Wisconsin idea.</p>		911	6/10/2020 21:43
			910	6/10/2020 21:40
	<p>The most important word that comes to mind is 'insufficient'. An insufficient candidate who does not demonstrate the needed strengths to advance the WI Idea. An insufficient process that does not adequately represent the voices of the UW community, and yields only one finalist candidate. The only viable option here is for a failed search.</p>		909	6/10/2020 21:39
Dean	<p>The circumstances of this search would have caused it to fail on any of the campuses, considering the way it was conducted and the single candidate left. Just looking briefly at his track record at the U of Alaska, the most recent example of which can be found in the Chronicle of Higher Education this week, clearly shows that the candidate is not the right person to promote the Wisconsin idea.</p>		908	6/10/2020 21:37
Andrew	<p>As an employee and former student of the University of Wisconsin-Madison (MA 2004, PhD 2011), it is deeply concerning that Dr. Johnsen's candidacy is being advanced given that there is no faculty, staff, or student representation on the hiring committee and no alternative candidates are being proposed. Most troubling is that the sole candidate advanced for consideration had a truly disastrous tenure at the University of Alaska. This process is completely unacceptable, and Dr. Johnsen is a truly terrible choice for UW System President.</p>		907	6/10/2020 21:31
Adam	<p>Jim Johnsen's answers to important questions about diversity, the liberal arts, and the purpose of higher education, more generally, show that he is not qualified to be president of UW System. Along with many others, I call on the committee to declare this a failed search and to restart the process with a broader, more inclusive, and more detailed look for a candidate who is genuinely qualified for such an important position.</p>		906	6/10/2020 21:31
Sunny	<p>Jim Johnsen is not qualified to lead the UW System. His answers during the Campus Forum concerning the importance of diversity, the role of the liberal arts, and the overall vision for the university's immediate future in the face of COVID-19 were severely wanting. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee</p>		905	6/10/2020 21:30

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Eric	In your call for a new system president you write that "[t]he President shall be a strong advocate for academic quality, operational excellence, affordability, efficiency, and equal opportunity in the UW System and in higher education nationally, and a visionary leader working to ensure that the UW System remains a world-class system of higher education." Yet you have chosen one (ONE) candidate who has demonstrably failed to do that in his current job. He has not prevailed in advocating for Alaska's system, nor has he shown visionary leadership. He is overseeing the dismantling of Alaska's university system. The best that can be said of Johnsen is that he tried and failed to protect the university. I am baffled and disturbed by the committee's choice.		904	6/10/2020 21:28
April	This is a big disappointment that University of Wisconsin is only putting forth a candidate that will uphold the status quo. The way he referred in 'troubled areas of inner cities' was absolutely disgusting. I have zero faith that Johnsen would promote dismantling systems that cause harm to indigenous and black people face in Wisconsin. As he states he'll rely on the guidance of 'history'. How will that be helpful?!		903	6/10/2020 21:27
Nicole	I have been an employee within the UW-System since 1999. I have never submitted a deeply concerning commentary regarding a university administrative candidate until now. I have deep concerns for the final candidate, Jim Johnsen, president of the University of Alaska. Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply troubling. With the challenges facing us such as racial inequities, COVID-19 and looming budget challenges - I strongly am against Mr. Johnsen's hiring. Thank you for your consideration of my comments.		902	6/10/2020 21:26
Opheia	Overall very disappointed with the process since no input was collected from faculty, staff and students. Dr. Johnsen does not seem to be a very qualified candidate for this important position. In general and especially during this unprecedented time, we need excellent leadership, whose actions, values and vision help to build a better future. Based on my evaluation, Dr. Johnsen does not have these qualities and a new and broader search should be implemented to identify a great leader for the UW system.		901	6/10/2020 21:11
Dominique	I join Representative Katrina Shankland and others in calling for a new search that includes more candidates and also professionals with a stronger CV and leadership profile than Johnsen. The candidacy of Jim Johnsen threatens to destabilize this stronghold for families and businesses across the state. Not only has Johnsen eliminated many essential programs across the University of Alaska, he has also undermined accreditation rankings, received votes of no confidence from multiple campuses, and undercut enrollment and retention rates. This is not the type of leadership Wisconsin needs at this moment. More than ever, our state needs a leader who can prioritize the needs of working-class families, communities of color, and first-generation students. Jim Johnsen has no experience in this area, indeed his record is quite bad. The appointment of the next UW System President is an immense responsibility that affects the lives of countless families, students, and businesses across the state. I urge you to reconsider your endorsement of Johnsen.		900	6/10/2020 21:02
Vivien	I appreciated Dr. Johnsen's attempt to take a strengths-based approach to assessing the opportunities and challenges of UW. However, I missed a nuanced understanding of current events and needs on the different UW campuses. Dr. Johnson seemed to have done general research on the Wisconsin Idea, but I would have liked to have heard more specific observations and ideas for UW's different locations. I also felt Dr. Johnson lacked tangible suggestions for supporting students of color at UW. I find a candidate with ties to Wisconsin's communities of color and an existing working relationship with UW would be more appropriate in supporting current demands for more equity regarding access to and benefits of higher education at UW.		899	6/10/2020 21:01
Matthew	I am disturbed by the votes of "no confidence" that Dr. Johnsen's received while leading the University of Alaska system. I was also not impressed by either his answers regarding how to open UW-Madison in the fall with COVID-19 nor his answer in response regarding increasing diversity at UW-Madison. I encourage the committee to renew their search for a leader who will better carry the UW-System into the future and will better serve the people of Wisconsin.		898	6/10/2020 20:54
Jack	I support advancing Jim Johnsen through the candidate selection process for the opening for the UW System President. I am impressed by Jim's credentials and proven history of improving higher education institutions. As an elected representative in on the Associated Students of Madison student council, I disagree with ASM's stance against Jim Johnsen, and I would enjoy seeing him lead our university system. I appreciate his ability to make tough decisions and make wise choices about financings institutions. I am disappointed in ASM for not showing Jim Johnsen a warm Wisconsin welcome.		897	6/10/2020 20:53
Ryan	I do not approve of Dr. Johnson based off his past actions and record. Please continue the search for a new UW System President.		896	6/10/2020 20:50
Kristen	Dr. Johnsen seems like a "safe" candidate in that he has many of the skills and an array of relevant experiences to manage a large system of higher education institutions. But he is a disappointing finalist in that he lacks any semblance of an innovative vision for the system. I'm tired of hearing applicants for major leadership positions in our UW system schools default to talking about the WI Idea as the vision they would like to adopt—that's too easy. We need someone who can identify the many ways in which the WI Idea is not living up to its intent, and discuss innovative approaches to authentically and effectively implementing its true purpose, including refinements and adjustments (it's okay to innovate the WI Idea itself!). Furthermore, it is hard for me to believe that there was no one else in the applicant pool who deserved to be vetted and heard as a finalist. This makes me question the hiring process altogether, particularly since others (AAUP-WI, AFT-WI HEC, and faculty, staff and students across campuses) have complained vociferously about the lack of representation of faculty, staff, and students on the search committee. Dr. Johnsen is also someone who has had no confidence votes from faculty in his current position in Alaska. Is this just dismissed as inconsequential? To me, it suggests an inability to unify a majority of stakeholders around his leadership direction and decisions. Even in periods of tough financial circumstances, it is important to have leaders who can generate a consensus and create a context for input where all feel heard, even if the decisions being made are not optimal or even desirable for anyone. I am not opposed to keeping Dr. Johnsen in consideration, but truly hope that the search committee will extend the search period and/or revisit candidates considered earlier in the process. And, a revisited process really must include greater representation from the very individuals who will be directly affected by the decisions and policies that are instituted by the new system president. I'm not sure why this even needs to be said.		895	6/10/2020 20:44
John	Hi Presidential Search Committee, I am extremely concerned about Dr. Johnsen's record at the University of Alaska and not at all satisfied with his presentation. I am outraged at the likely cuts to the UW system and appalled that the Search Committee would consider hiring someone who received multiple votes of no confidence from his last job. The UW system is supposed to be an excellent academic community, why would such a clearly unqualified and hostile person be chosen? Dr. Johnsen seems to be someone who has set himself and his entire career in direct opposition to the Wisconsin Idea and his selection as system president would make it clear to me that Idea is also not important to those who govern my university. After hearing this news and watching the recording of Dr. Johnsen's presentation, I am sorry to say that I am strongly considering leaving the UW system to finish my degree elsewhere. Thank you for your time,		894	6/10/2020 20:42

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>The current search process for the next University of Wisconsin System President has failed. The announcement of a single finalist on June 2 is the outcome of a flawed process that excluded faculty, student, and staff representatives from the search committee. Furthermore, the finalist's record raises deep concerns about respect for educational quality and shared governance.</p> <p>As University of Wisconsin System faculty, staff, students, alumni, and community members, we call on the Regents to withdraw this candidate and begin a new search process. The new search committee must include faculty, staff, and student representatives in keeping with precedent and in compliance with AAUP procedures.</p>		893	6/10/2020 20:40
Shreyash	<p>Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		892	6/10/2020 20:40
Jessica	<p>I am disappointed in Dr. Johnson's presentation and specifically his answers on diversity and inclusion, which we, as a System, campus and community struggle with already. We can do better. I also find it very problematic that we are only interviewing one candidate for such an important post at such a critical juncture in the world. Dr. Johnson's response to questions about diversity reflect either an appalling naivety about the racial situation our nation is in, or perhaps is just casual disregard for our pain, loss and consistent failing at acknowledgement and active denouncing of racism on any level. Especially concerning is his other-ing and stereotyping of indigenous people with whom he worked in Alaska. We can do better. We must do better.</p>		891	6/10/2020 20:40
Christine	<p>As a UW-Madison faculty member, I am dismayed at the selection of Dr. Johnson as the only finalist for President of the UW-System. Any search that does not result in a choice of candidates must be considered a failed search. This is a widely held norm on the UW Madison campus and I expect on other UW campuses as well. If this alone is not a compelling reason to fail the search, let me add that Dr. Johnson's record at the University of Alaska is appalling. The budget cuts he has presided over demonstrate a regretful lack of understanding for what foundational departments and majors like geography and sociology provide, in terms of educating students who later will play important roles in our public sphere. Indeed, no modern institution of higher education would be considered respectable without them. Dr. Johnson's policies and tactics impoverished the UA system. Ultimately, this resulted in multiple no-confidence votes by faculty. The evidence is clear. This person should have no leadership role in our system. His judgment is fundamentally flawed and the consequences for our state are too high. I ask that you take a hard look at his track record. Truly, it is problematic on many counts. Ask if this is truly the sort of candidate you were charged to find, or do we have so little respect for our system that we will endorse a bad candidate, rather than try again to find someone with better qualifications. That should not be too difficult a task.</p>		890	6/10/2020 20:32
	<p>I do not support this candidate. The candidate's record on faculty matters and social justice appear to fly in the face of the current, and critically important time of racial reckoning and equality that our country is finally experiencing. If the Wisconsin ideas is to be believed, then we must truly give back to our great state, and it is clear that this candidate's record does not support that vision for my faculty colleagues or the community we are privileged and obligated to serve.</p>		889	6/10/2020 20:25
Alyssa	<p>Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		888	6/10/2020 20:11
Xiating	<p>More serious search!</p>		887	6/10/2020 20:08
Timothy	<p>The search process that led to the selection of Jim Johnsen as the sole finalist was flawed from the start, excluding faculty, staff, and student representatives from the search committee. Moreover, Johnsen's well-known record of turmoil at the University of Alaska, including no-confidence votes and proposals for massive program cuts and consolidation, is dismaying. I listened to Johnsen's presentation and question-and-answer session hoping to hear a frank accounting of these experiences and clear steps that Johnsen would take to rebuild trust after a flawed search process. Unfortunately, what I heard left me further convinced that Johnsen would be a terrible choice to lead the UW System.</p> <p>Although he spoke of "healing," "listening," and "relationships," Johnsen dodged any direct answer to a question about his no-confidence votes, and completely failed to address questions about the search process. He advanced no concrete vision for the complexity of the UW System; saying that he would respect state statutes in navigating the balance between the campuses and the System is an empty answer to one of the most vexed questions currently facing the System. His defense of the liberal arts with an anecdote about his daughter's podcast showed little sense of the seriousness of the issue. His answer to a simple question about diversity and inclusion was laughable to the point of being offensive, as he told a long anecdote about a man he called "my black father" and claimed he had been a "minority" when working at a Native Alaskan-owned corporation. This is hardly the kind of leader we need at a moment of crisis around racial injustice.</p> <p>I urge the committee to reject Jim Johnsen. I urge the Regents to begin a new search that includes faculty, student, and staff representatives on the search committee.</p>		886	6/10/2020 20:08

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>Thank you for collecting comments and feedback regarding the search for the UW System President. I have several concerns after watching Dr. Johnsen's presentation and will share them, below.</p> <p>-While he specifically celebrated shared governance, there was a shocking lack of representation from faculty and students in this selection process. It is disconcerting, to say the least, that someone who claims to support and uphold the values of shared governance does not himself call for greater involvement from our faculty and students in the search process. Especially considering that he has never served as a faculty member himself, it's hard to believe that he fully understands the role of faculty and shared governance from both sides.</p> <p>-In several instances, Dr. Johnsen highlighted the important role the University plays in serving the needs of political representatives and businesses. I strongly disagree with this idea - the University serves our citizens, state, country, and world. We do not exist to serve the needs of politicians and private enterprises. Though there can be collaboration and cooperation, the language Dr. Johnsen used heavily implies that he would find ways to cater the UW System to serve different priorities.</p> <p>-One comment Dr. Johnsen made regarding the irrelevance of administrative work at R1 institutions was also disheartening. He claimed that administration was where we could cut costs and save money because "admin work never won anyone a Nobel prize". Administrative support is often at the heart of supporting ground-breaking research and frees up researchers to focus on what they need to do to make advancements.</p> <p>-Given the importance of the role of UW System President, I was very concerned that Dr. Johnsen offered few concrete or specific ideas to support and expand the Wisconsin idea. While he expressed support of the Wisconsin idea, he did not offer many specifics on how he would continue to support it.</p> <p>-The UW System (faculty, staff, and students) deserves to make a choice of who they feel is the best candidate. A single candidate by default of others' withdrawal is not a choice, and I believe the search must be continued to have a fair and comparative choice in who leads our system going forward.</p> <p>-Finally, I am most concerned with the lack of shared governance - particularly with regards to student representation- on this selection committee. Students are the reason we exist as a system in the first place and they deserve a larger voice in this selection process.</p>		885	6/10/2020 20:04
	<p>For the following reasons, I strongly oppose the candidacy of Dr. Jim Johnson for UW System President:</p> <p>- Johnson's opening statement and the majority of his responses to questions are built on a wikipedia-grade surface level of research that I would not tolerate from a student in a 100 level course.</p> <p>- In less than five years on the job in Alaska, Johnson was the subject of a no confidence vote.</p> <p>- He has never been a tenured faculty member.</p> <p>- Johnson cut 40 programs in Alaska. In his interview, he spoke about eliminating redundancy in class offerings. This is an obvious dog whistle. The only purpose of hiring Johnson would be because he is experienced and committed to cutting programs.</p>			
Anna	With only one poorly qualified finalist, this search must be designated a failed search. The relaunched search must include greater faculty input to ensure a credible finalist pool.		884	6/10/2020 19:59
Abigail	I am concerned that Dr. Johnsen has a vote of no confidence against him by the faculty at University of Alaska.		883	6/10/2020 19:57
Yogev	You must call this a failed search. We do not let our next system president be chosen because everyone else dropped off, that is an embarrassment to this institution. Also, he had 2 different no confidence votes by the faculty and students. This is an absolute embarrassment to call my home if this is how we choose our leaders. Do the right thing.		882	6/10/2020 19:55
Ellen	<p>Dr. Johnsen is appears to be a manager with a top down, bottom line style. I believe that it's very important for the System president to establish good relationships with both state and local governments, but it's equally important that the President clearly articulate strong academic values and be culturally competent. I did not see evidence for either in Dr. Johnsen's presentation. I'm not confident that he would promulgate the value of a broad liberal arts education across our state, with its extreme contrasts of rural to urban.</p> <p>I know a lot of resources, including the time of busy people, was invested in the search, but I really think you should reopen it to other candidates so there is a real choice before us.</p>		881	6/10/2020 19:52
Charlie	<p>Hello,</p> <p>I want it known that the students of Madison as well as the entire student and faculty population at each UW School has my full support in asking the Board of Regents to reject Dr. Johnsen's candidacy, as there were major red flags that the UW System failed to see, including students, staff, and likely parents of the students citing his failures on budget cuts, on his leadership ability, and a very quick search reveals his political background, and yet, became President of the University of Alaska. I have spoken with a friend of mine who graduated from UWSP and he said the same thing, that the biggest red flag is that of Dr. Johnsen's choice to pursue his doctorate in "higher education management" at the University of Penn, which according to not only my friend, but likely others as well, is not the best reputed place to earn a master's in such a field. Not only that, but a UW System President with a politics bachelor's degree, a political science degree for his master's? That already sets off an already uneasy alarm for the future of Wisconsin. As someone that has both a cognitive disability as well as a non-traditional student, I think it is a safe bet to say that Dr. Johnsen is not the choice we want for the UW System, and that Wisconsin can do better than Dr. Johnsen. I do hope you consider what I've said, and feel free to reach out to me with any questions, comments, concerns.</p> <p>Respectfully,</p>		880	6/10/2020 19:50

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Thomas	<p>Hello,</p> <p>As a graduate of a UW system undergraduate school, the UW-Madison School of Medicine and Public Health and now as a faculty member at the UW School of Medicine and Public Health, I am very invested in the excellent UW System, and I am surprised to see a single candidate as a finalist for the important position of UW System President. While I do not discredit any of the candidate's accomplishments or qualifications or the hard work the committee has put in, I want what is absolutely best for the system and we should have multiple high quality finalists for such an important position. Additionally, it is embarrassing to see that the only finalist candidate is a white male. In an era where we all need to strive to be anti-racist, we must give marginalized populations including people of color, women, and other underrepresented groups, equal opportunities to be in leadership positions, and this means having a finalist pool with diverse qualified applicants. Since this search did not produce a finalist pool with diverse qualified applicants, please consider doing another search for UW System President to ensure that we move in the Forward direction that the UW system needs.</p> <p>Best regards,</p>		879	6/10/2020 19:40
Sami	<p>I do not support this candidate. I believe this candidate will bring about major cuts to essential programming and destroy the integrity of the UW System. In particular, in this current cultural and political moment I do not believe, based on his answers about diversity and inclusion, that this candidate is up to the task of creating a state education system that includes & supports people of color, women, disabled people, and queer and trans people. We need a different candidate. This cannot go through.</p>		878	6/10/2020 19:39
Amaya	<p>As a latina faculty at UW-Madison, I am very concerned about Dr. Johnsen's presentation and the search process. In the current context and the urgency of questions of equity and diversity, it is especially concerning and disheartening that the UW System Presidential Search would come up with a single finalist, who, not because of his identity, but on account of his answers on questions relating to equity and diversity, seems to be utterly disconnected from reality those issues. It is very difficult to believe that the UW System Presidential Search would not be able to find better suited candidates who would be in a position to address what is the central issue in this moment. But the lack of transparency of this process that allows for the Committee to put forward only one finalist, without providing any information about the other candidates is troubling. I would like this search to be put on hold and restarted, following a process that is fair and transparent, and that truly includes faculty and academic staff in this critical decision for the UW system at this momentous juncture.</p>		877	6/10/2020 19:32
VICTOR	<p>Last week, when UA President Jim Johnsen was announced as the only finalist for the UW System president, I was surprised. I am deeply concerned about the lack of transparency thus far and not including a wider range of stakeholders on the search for the next UW System president (see below item #1).</p> <p>During the 6/9/2020 talk, President Johnsen said he would spend his first few months listening and learning as much as possible to create a five-year plan. He stated, "Listening to you and find out your priorities so we can move forward" in response to shared governance. However, Johnsen's leadership has consistently been called into question during his tenure as president. In October and November 2019 respectively, the Union of Students of the University of Alaska Anchorage (USUAAA) and the University of Alaska Anchorage Faculty Senate voted no confidence (see below items #2 and #3). In February 2019, the UA Coalition of Student Leaders passed Resolution AY2019-05 demanding transparency between the UA administration and UA students (see below item #4). In 2017, Johnsen received a vote of no confidence from the UAA and UAF Faculty Senates and a letter of concern from the UAS Faculty Senate (see below item #5). Moreover, the outcries from the UA student, faculty, and staff resulted in a recent reprimand from the accrediting body (Northwest Commission on Colleges and Universities, NWCCU), for not adhering to shared governance principles (see below item #6). More recently, two days ago, Alaska voted to cut or reduce more than 40 academic programs, including majors like chemistry, sociology, and theater (see below item #7). As a result, after teach-out there won't be a sociology program in Alaska. The Wisconsin Idea "signifies a general principle: that education should influence people's lives beyond the boundaries of the classroom", which cutting programs like sociology, chemistry, sociology, and theater would go against the Wisconsin Idea (see below item #8).</p> <p>Equity, Diversity, and Inclusivity (EDI) are core values/commitment at the UW System and its individual campuses. In response to a question about his experience promoting EDI, Johnsen described a "foundational experience" during his childhood in the late 1960s when his family shared a duplex with an African American family. When he reconnected with the family years later, the father referred to him as his "White son" while Johnsen called him "his Black father." While I appreciate President Johnsen sharing his experience and relationship, his response to EDI is very superficial/surface level. Wisconsin is home to twelve Indigenous tribes and bands and the third largest Hmong American population in the U.S. Additionally, cities such as Milwaukee and Racine are ranked as the worst cities for African Americans to live (see below item #9). The next UW System President must continue the strong EDI commitment for all UW faculty, staff, and students.</p> <p>Furthermore, a question about why he decided to apply to UW and leave Alaska. He noted: "...Coming from a state where individuals pay no taxes and expect a handout each year from our permanent fund (oil savings account), I think actually Wisconsinites have taken much more personal and collective responsibility for their state. I think that is a great foundation to pursue opportunities in the future." Alaska is a rich and diverse state with hardworking people. I was disturbed by Johnsen's comment that Alaskans "expect a handout each year". I am concerned and wonder if he would make a similar analysis of Wisconsin in the future.</p> <p>Finally, President Johnsen's UW presentation with questions and answers video recording was posted to the UW System page on June 10, 2020 (Wednesday); the video and comment box will be closed at the end of business on June 11, 2020 (Thursday). The short turnaround does not allow opportunities for UW students, faculty, and staff input. Transparency and inputs from UW Society is at a crucial moment in which we need to take bold action regarding diversity and social justice. This should be the #1 priority of the University. The candidate is not qualified to take on this challenge and this will put in jeopardy the reputation of the University. I recommend that a new search is started with Diversity being a top priority in mind. I am also surprised and disappointed that no input from Faculty was requested in establishing a candidate pool.</p>		876	6/10/2020 19:30
Rania	<p>Jim Johnsen is not an acceptable leader for the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee. While national searches take significant time and cannot be expected to react instantly to current events, the Board and search committee's choice to move forward at this time and with only this one particular candidate mocks the efforts of individual UW schools are making to increase diversity in their student bodies, faculty ranks, and supporting staff.</p> <p>This is the most challenging moment for higher education in our lifetimes. We require a leader of the highest caliber to face these challenges. Someone who has lost the confidence of the faculty of his former institution is not that candidate. I request that the Regents declare this a failed search.</p>		874	6/10/2020 19:19
Mel	<p>Please fail the search. There needs to be more than one finalist. Also, there needs to be students, faculty, and staff on the search committee. This seems illegal.</p>		873	6/10/2020 19:14
			872	6/10/2020 19:13

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Richard	I will get to the point. Jim Johnsen is not qualified to lead the University of Wisconsin System. He should not be hired and a failed search should be declared, even though the Board of Regents succeeded in accomplishing both of their main goals in this search: to find a System President that would represent the Board's political interests rather than those of the diverse range of universities that make up the UW System; and to demonstrate in no uncertain terms that the Board was disinterested in the opinions or participation of the shared governance bodies in the System: faculty, students, and staff. The composition of the Search Committee made this clear from the outset. Indeed the Board had no interest even in pretending they were interested in such participation. If they were it would not have been difficult with a few well-placed queries, to have found faculty, students, and staff who would have gone along with the administrator- and Regent-heavy committee. The listening sessions at the outset of the search were perfunctory and the priorities of the UW campuses fell on the deaf ears of a small, non-representative, hand-picked committee. The "campus forum" with Johnsen was an insult: 90 minutes for the faculty, staff, and students of THE ENTIRE UW SYSTEM. And the performance of the sole finalist was an embarrassment to him, the search committee, and the Board of Regents. Answers were platitudes; talk of diversity was offensive; the canned reference to the importance of the liberal arts because his daughter took a Classics course was an insult to the core of any true University. Finally, the Search Committee revealed how little they cared for or respected the quality of the University of Wisconsin System by offering as their only finalist a white male who had no substantive administrative experience outside of one of the smallest (and least highly regarded) university systems in the United States. To appoint Jim Johnsen as the next president of the UW System will be to continue to accelerate the nearly decade-long destruction of what used to be one of the great university systems in the nation. I write these comments with no hope that they (or what I expect will be hundreds more like it) will be heard, because faculty, staff, and student opinion and shared governance have been steadily decimated since 2011. Please please prove me and my colleagues wrong by declaring a failed search and reopening a new one with an inclusive committee whose membership follows previous precedent and include robust representation of faculty, staff, and students from across the System. Thank you.	871		6/10/2020 19:11
	I am begging you.....please do not hire. We can do so much better, and we deserve so much better.	870		6/10/2020 19:02
Ted	Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee	869		6/10/2020 18:59
Michael	This search should be failed and restarted in light of the shallow finalist pool and the lack of experience the doctor's resume and presentation both presented. His response to issues very much facing this system and this entire state in areas of diversity and inclusion, challenges that are not going away anytime soon, showed both his lack of preparation for the interviews but also his lack of understanding of the larger issues facing us as a welcoming, inclusive community. His attempts to claim some level of minority status as a white man living in an otherwise largely indigenous community were not only ill-advised in the 21st century, but as the leader of the great University of Wisconsin I have absolutely zero confidence in his ability to comprehend his shortcomings much less lead us through modeled behavior to be our best selves as an organization designed to foster positive change, dialogue and deepen our understanding and appreciation of the world around us. We deserve better, the students certainly do - this choice does not move us forward. Not even a little. The stakes are too high, this system needs robust, compassionate, visionary leadership and the rebuilding of trust. Today more than ever before. Please reconsider.	868		6/10/2020 18:56
Jean-Michel	Given his appalling record as president of the University of Alaska, I do not believe that Jim Johnsen is an acceptable candidate for the University of Wisconsin System President position. I had heard about Jim Johnsen's actions from colleagues at the University of Alaska long before this recruitment campaign, and I was shocked to hear that the search committee announced him as the single finalist. I am convinced that Jim Johnsen would not be a good president for the University of Wisconsin System, and I encourage you to consider other candidates.	867		6/10/2020 18:53
Mel	According to CollegeFactual.com: "With a four year graduation rate of 8.0%, first-time students in the University of Alaska Anchorage class of 2013 who attended classes full-time were among the least likely in the nation to graduate on time. After six years, the graduation rate was 31.0% and by 2017, 37.5% of this class had completed their degree," ; how can the University of Wisconsin even consider hiring Dr. Johnsen. I question how Dr. Johnsen can lead a prestigious and significantly larger university because he's had more than four years in Alaska to do so and clearly was not successful.	866		6/10/2020 18:51
Erwan	Dear members of the Search Committee, First of all, I want to thank you for your time and effort. I have served on several search committees similar to this one in my time here and remember very well the quantity of work that goes into such an important process. Dr. Johnsen is an impressive candidate and, for what it's worth, I thought his presentation and the way he answered questions were good. His answer to the key diversity and inclusion question was clearly heartfelt and thoughtful. I do wish he had offered more specific, concrete ideas as to how we overcome our representativity problem in the UW system. As a recently appointed department chair in an area with a particularly acute representativity problem, I do however measure the difficulty of making sufficient progress towards that highest priority goal of ours. So I am not the right person to cast a stone in that respect. My primary concern is that the search has yielded just one candidate and that this one candidate is from -- by far -- the most represented socio-demographic category in positions of power in our system. Again, I do not cast blame on the committee for that. Having been part of those searches tells me that even the best efforts sometimes do not yield the outcome we wish for. But given that this is the outcome we have, I would strongly encourage us to try again. I realize the consequences of this suggestion: no permanent, immediate solution in the key role of President, and more time and money devoted to yet another highly demanding search. But we have to act in ways consistent with our commitment to doing better in the area of Diversity and Inclusion. We need to send our student population the right message: that we are not afraid to take costly decisions to make sure we represent all groups. I write this message with nothing but respect for the work you have done. And I am sorry to ask our System to invest even more work in this key search. But I think it is the right thing to do. The views expressed in these comments are just mine -- those of one System employee. I am not writing on behalf of the department I chair. I expect and hope that my colleagues will use the same venue to express their views directly to you.	865		6/10/2020 18:50
Arturo	I find it appalling that the committee moved forward with such a search. As a system and state that promotes shared governance there is none here. To have only one finalist emerge from this pool is horrible. Jim has had some experience running a system but not at the size of UW. He would lack the ability to manage such a large system. In his public presentation, the only time that professors, staff, and students had the ability to engage with him, was less than 20 minutes. It then moved to a Q&A that last less than an hour. How does that equate to the challenges of this job. Where is his vision and actual plan for us? How do you expect all of our schools and their success to be determined in such a small amount of time. Where is the transparency of this committee? As an alum of this system I find it disheartening that this is where we are. Attention to detail is of the utmost important in this role and to have your dogs interrupt an interview is unprofessional. Where was the preparedness of this interview. Regardless the people behind this search and you reading this are in service to the public but yet this search was all held in private. Do it again with true shared governance.	864		6/10/2020 18:50

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Finn	<p>break with decades of precedent to decide that a search committee excluding faculty, staff, and student representatives? Most disturbingly, the search arrived at a single finalist, that being a person who has presided over such thorough devastation of the University of Alaska system that he received numerous "no confidence" votes from faculty while the citizens of Alaska are reeling from the loss of a quality and accessible education. Johnson's elimination of core departments and majors at UA and further gutting the system should disqualify him from any consideration for leadership of the University of Wisconsin system. In my book, this is clearly a failed search and should be declared as such.</p> <p>After hearing Dr. Johnson's presentation, I have no confidence that he values the once-stellar UW System or even values an accessible university education for the public of the state. I have no confidence that the Regents value the UW System nor the good people of Wisconsin, if they are so ready to hire someone whose greatest skill is wielding a hatchet to an institution that serves the people of Wisconsin through education and jobs and the draw of a UW System that has been widely regarded as one of the best in the world.</p> <p>One might think the Regents would prioritize a Systems leader who will fight to maintain funding to UW, who understands the historic role the UW has played in making this a state with thoughtful, compassionate, hard-working citizens who can afford to go to school and return to serve their communities, a leader who understands the meaning of educational equity and access, and who comprehends that diverse programs serve diverse people to the health of the economy and well-being of the state. I fear it is not so, as the choice of Dr. Johnson suggests that the Regents, too, intend to further gut the UW system. What a slap in the face, after the people of Wisconsin have invested so much to make the system great.</p> <p>I was even more appalled watching Dr. Johnson's presentation. Challenging questions I and my colleagues raised were watered down and responded to in shallow terms. Dr. Johnson refused to answer the real questions about what he wrought at University of Alaska. He implied it didn't matter that faculty and staff didn't have confidence in him, as it is administrators whom he needed to keep happy. He claimed to be "sorry" that "people have to lose their jobs," but this is simply laughable, after saying it doesn't matter that he doesn't care about the "no confidence" of people who have invested their entire lives in a public university to serve the state. People do not have to lose their jobs if a state values education and the boon that education is to the economy.</p> <p>Most appallingly of all, Dr. Johnson's response to the question about diversity not only failed to show that he understands or cares anything at all about what diversity means and why it matters, but was deeply and profoundly offensive. It is of grave concern that he would claim to have a Black friend, and that he was a minority in a job with a majority Native Alaskans, as a badge of comprehension of diversity. The people of Wisconsin are fighting for racial justice; the University of Wisconsin seeks to serve a very diverse population and reduce violence against Black lives, to recognize and affirm that Black Lives Matter; the University of Wisconsin sits on stolen Ho Chunk Nation land, and our universities and state have been vastly enriched by the underpaid labor of Latinx, Hmong, Black, indigenous, and other people of color. Yet Dr. Johnson seemed unable to speak to any action in support of racial equality. Does UW really want to become famous in the country for hiring such a person, when we have claimed to be trying to do better? When we already have the most educational racial disparity in the United States, we should be hiring someone who will invest in these issues and the needs of our students, staff, and people of Wisconsin.</p>		863	6/10/2020 18:43
Hobbes	<p>In light of Dr. Johnson's record and interview I have no confidence in his appointment as UW System President. He has in no way indicated that he will be dedicated to bettering the lives of UW System students or staff or faculty, improving the educational and research offerings of the UW System, or prioritizing the experiences of the people of the UW System over the "business" of improving a bottom line. If I wanted to work for an organization that prioritized its bottom line, as a computer scientist, I have a LOT of options. I intentionally chose the UW System because it fits my values, and it is clear that Dr. Johnson will not uphold those values.</p>		862	6/10/2020 18:36
sally	<p>regardless of this candidate's qualifications, I am uncomfortable with a search that has only one candidate remaining at the final stage. Please consider cancelling this search for the present time and reinstitution a renewed search. The quality of this search is questionable.</p>		861	6/10/2020 18:34
Brian	<p>It would be a tragedy if Jim Johnson were to become our next system president by virtue of being the sole finalist. Without faculty or staff input into the search, this whole process has felt doomed and farcical from the get go.</p> <p>All of this would be more palatable if we had an outstanding candidate but under his watch at UAA, he saw multiple faculty votes of no confidence and their School of Education lost its accreditation. On top of that, his comments about race would be offensive if they weren't so laughable and are wholly inappropriate for the diverse student body and workforce of the UW System.</p>		860	6/10/2020 18:30
Abigail	<p>I am extremely disappointed in this finalist and the entire presidential search committee process. I find it rich that Dr. Johnson spoke so much on shared governance when the committee that chose him deliberately excluded students, faculty and staff from the selection committee. Furthermore, in this political moment, Dr. Johnson's remarks about diversity are tone deaf. Being the only white man in a workspace does not and cannot compare to living as a person of color and to suggest that is insensitive to say the least. I am also upset that he is being considered a finalist after the UA system gave him 2 votes of no confidence. UW students deserve better.</p>		859	6/10/2020 18:29
Alissa	<p>We should have more than one finalist for such a high profile position. Please fail this search and start a new search with faculty, staff, and student representatives on the search committee.</p>		858	6/10/2020 18:29
Haley	<p>Dr. Johnson's record in Alaska does not reflect (a) the track record of a strong university president or (b) core values of the University of Wisconsin. He has a long history of "no confidence" votes and does not take shared governance seriously. Dr. Johnson's talk did not give concrete details on how he would address the problems facing UW campuses - listening and learning is a cliché that is used in all leadership talks. The example of his experience with diversity (his "foundational experience" from childhood) did not reflect someone with experience in diversity issues in higher education. I urge you to not hire Dr. Johnson, and consider searching for a new candidate.</p>		857	6/10/2020 18:29
Christopher	<p>To whom it may concern: I have recently heard about Jim Johnson's record at the University of Alaska. This record is abysmal, and to me he is a completely unacceptable candidate. There are many no confidence votes against him, he has a record of defunding the university system, and a record of discriminatory practices. This is completely out of line with the University of Wisconsin's values.</p>		856	6/10/2020 18:26
Parthy	<p>This search needs to be redone with a committee that includes faculty and academic staff.</p>		855	6/10/2020 18:25

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Stephen	<p>As a longtime faculty member at the University of Wisconsin-Oshkosh, I have followed the search for a new UW System President with great interest. In watching Dr. Jim Johnsen's presentation from 9 June, I was struck in particular by one of his assertions: "Relationships are the foundation for any discussion, any dialogue, any debate. And these relationships need to be founded on trust and mutual interest." This is a wise observation, and I have come to realize that it is the primary reason why I oppose the current System search. Fundamentally, the search process is tainted to such a degree that the foundation of trust does not exist.</p> <p>I have two reasons for making this claim. First, there are no faculty voices on the search committee. In appointing no System faculty members to the committee, the Board of Regents has chosen to bypass longstanding shared governance principles. While recent changes to Wisconsin state statutes give the Board this authority, the result is a double-edged sword. While the Board of Regents can now ignore faculty voices in the search process, it also creates a culture of mistrust. With no advocate for faculty interests on the committee, I have little confidence that the final hire will represent those interests.</p> <p>Second, the search committee only submitted one name as a finalist. I have served on two successful UW-Oshkosh searches for upper administrative positions, with a third cancelled by the current pandemic. In all three cases, the hiring supervisor charging my committee required that we submit at least three Tier 1 finalist names, unranked. Even when one candidate appeared to stand out, we were required to name three. Why? Candidates often present differently in person than on paper, and decisions made among alternatives are more deliberative than one in which the choice is "this guy or nothing." I have heard of "no" administrative searches where a single finalist's name was put forward. In short, the decision of the search committee to put forward only Dr. Johnsen makes his hiring a fait accompli.</p> <p>Neither of these issues is the fault of Dr. Johnsen. I do have concerns about his approach to faculty governance. In a different climate, I (and many of my faculty colleagues), would be more inclined to be more generous in our interpretations of the difficult decisions that he made as president of the University of Alaska system. However, given the UW Board of Regents apparent disdain for the faculty voice and for proper hiring processes, the foundation of trust necessary for the building of strong relationships between our new president and the faculty of the System does not exist.</p>		854	6/10/2020 18:23
Dean	<p>Like many other, I am appalled by the process, and especially taken aback at the candidate's statements on the liberal arts ("nerding out," selling a podcast). We need a president who understands that deep cognitive and therefore practical value of a university-level liberal arts education. Also, his remarks on diversity and inclusion were embarrassing.</p>		853	6/10/2020 18:22
Johanna	<p>I was very disappointed that he did not volunteer to discuss racism/inequality in his opening statement but rather needed to be asked his thoughts about it. This is a symbol that he does not prioritize equality and stamping out racism but will work on the problem if asked. I think it is unacceptable to hire a system leader who does not have a strong plan to abolish racism and to foster equality across our campuses beginning from day 1 of the start of the job. Furthermore, he may be ill-equipped to take a leadership role in this area as he has spent the recent past in state with even less racial diversity than WI. We need to bring in someone with clear expertise and track record of success in abolishing racism and who makes it a top priority so that the UW system can take on a nationwide leadership role in racial equality.</p>		852	6/10/2020 18:19
Robert	<p>This seems like a failed search. Why would only a single white male candidate be put forth and why a candidate with serious concerns in his background? Is this really the best we can do?</p>		851	6/10/2020 18:17
Theresa	<p>I'd like more detailed responses from him on the big questions facing the UW system.</p>		850	6/10/2020 18:15
Ben	<p>Hello,</p> <p>I am strongly concerned about the selection of Jim Johnsen as the only finalist for UW System President. Jim does not seem to be qualified to lead the UW System, and his past actions illustrate that there is a very poor match between his ideals and the Wisconsin Idea/UW Madison Mission. I urge you to reject his candidacy. This search should be started anew and should involve faculty, student, and staff representatives on the search committee, as all major stakeholder groups deserve a voice. Thank you for listening.</p>		849	6/10/2020 18:11
Logan	<p>Nothing about Dr. Johnsen suggests that he deserves to be the UW system president. If the multiple votes of no confidence he has received and his quantifiable mangling of the U. Alaska system wasn't evidence enough that he's not fit to be in charge of a public university system, his presentation on Tuesday should be the final nail in the coffin. He was flippant and dodgy with his answers to nearly every question posed to him, and he openly mocked the justice-minded citizens of Wisconsin. He is a danger to higher education in this state, and his plans, policies, and tendencies are an affront to the Wisconsin Idea. This is a failed search.</p>		848	6/10/2020 18:11
Cory	<p>To the Members of the Search Committee:</p> <p>I am writing to express my concern over the selection of Jim Johnsen's as UW System President. It is not solely Johnsen's dismal track record and bland ideas that cause concern, nor is it just my frustration with UW's disinterest in dynamic and forward-thinking leadership, but also the Board of Regent's pathetically conducted search process.</p> <p>It is unconscionable to select a candidate through a process that lacks substantial student, staff, or faculty input. Those most impacted by these decisions MUST be a central part of the process. The fact that Johnsen has done nothing to address or name this injustice only further speaks to his inability to effectively lead this campus into the future of transparency, authenticity, and innovativeness it so desperately deserves.</p> <p>I recognize the pressure and frustration that comes with failing a search, but I urge you to recognize the need for more critical and engaged leadership and processes to lead our university system and the state of Wisconsin through this troubling and unprecedented waters.</p>		847	6/10/2020 18:03
Ilsa	<p>Thank you for reviewing and considering my comments.</p>		846	6/10/2020 18:03
	<p>We should have greater than 1 finalist for such a high profile position. Please fail this search and start a new search with faculty, student, and staff representatives on the search committee.</p>		846	6/10/2020 18:03

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Tim	<p>Dr. Johnsen is not fit or capable of being an effective President of the UW System. This is a world-class and world-renowned institution facing unprecedented challenges, and we must have someone who has a vision, is capable of building trust, and is able to show resilience. Dr. Johnsen clearly demonstrated that he does not possess any of these attributes. His track-record in administration, and in working with shared governance, is shown to be lacking - and though he was given several opportunities to address these concerns, he failed. Every time. The UW System is a major engine of growth in this great state. The ideals on which the university was founded are clear. Dr. Johnsen used words like "the Wisconsin Idea" without really understanding what it means, or how much value it has.</p> <p>If appointed, he will also lack a mandate. Given that the process to select a new System President was flawed from the beginning, with no voice for faculty, students or staff (unlike in past searches), the result was not unexpected. Dr. Johnsen is a poor choice coming out of a poor process. Please call this what it is: A failed search. Start over and recognize the true value of shared decision making that exists in our university System. It produces solid results and gives all stakeholders a true stake in the result.</p>		845	6/10/2020 18:03
Katherine	<p>I share the grave concerns raised by many other faculty from throughout the UW System regarding both the candidate presented, and the nature of the search process.</p> <p>Jim Johnsen is not qualified to lead the UW System. I am disturbed by the possibility of his candidacy given his record at the University of Alaska. He oversaw massive budget cuts and extensive program closures. Faculty voted no confidence in him twice — in 2017 and 2019. This history of no confidence is a serious concern, and one that he did not address in his presentation. In his presentation, he offered no concrete plans for the future of the System, repairing relationships with faculty, or working with shared governance bodies. These do not appear to be his priorities.</p> <p>Moreover, in our current moment when the UW System should strive for a more diverse, inclusive, and equitable future, Johnsen would steer us away from these goals. At the University of Alaska, Johnsen has been responsible for dismantling programs that are bastions of those principles like theater, creative writing, early childhood special education, and sociology, among others. His presentation also showed a disgraceful misunderstanding of the meanings of diversity and inclusion.</p> <p>Regarding the process, it is devastatingly in contradiction to what I have come to know and love about how UW works. It is, honestly, a disgrace. The presentation of only one candidate for one of the most prestigious university systems in the world shows a clear dereliction of duty on the part of the search committee. Moving forward with a process in which there is only one candidate for a position that serves over 160,000 students a year and employs almost 40,000 employees is grossly inadequate.</p> <p>Faculty, staff, and student representatives were absolutely removed from that process. No faculty, student, or staff representatives were appointed to the search committee, and the process has not allowed UW System faculty, staff, and students to provide meaningful input. This is not what shared governance, a tenet of the institution in which we belong, looks like. It is shocking that there is only one candidate, that there was no public forum, and the brevity of the window for comments provided the UW community.</p> <p>I call on the Board of Regents to reject Johnsen's candidacy and begin a new search process that includes faculty, staff, and student representatives, and which results in more than one candidate.</p>		844	6/10/2020 17:55
Manuel	<p>I would like to voice my opposition to hiring Mr. Johnsen. I do not say this based on Mr. Johnsen's presentation, which I saw live and which, truth to say, does not give me much to critique as he answered in ways that would be palatable to any audience, but give little indication of how we would act as president of the UW system. I can appreciate that the economic situation in which he found himself, connected to budget cuts and drops in oil prices, led to his declaring a financial exigency, but there are numerous statements about his tenure as president at the UA system that speak to issues we in the UW system have long been critical of, namely the exclusion of faculty, staff, and students from the decision making process and the deterioration of shared governance. In fact, it is largely those issues as connected to this search for a new UW president that makes me want to express my strong preference for declaring this a failed search. A search that has only one candidate and which excluded faculty, staff, and students, unlike the previous two searches, cannot augur well for the future of the UW system. It is far preferable to have an interim president and conduct another search. I do, however, appreciate the work put into this search by those who participated. Let us work to have a search which yields numerous candidates and which involves members of the entire UW community, as has been done in the past, so that we're all invested in the success of that president and don't feel like shared governance has been relinquished.</p>		843	6/10/2020 17:54
Zachary	<p>I appreciate Dr. Johnsen's strong support for the Wisconsin Idea and his remarks about the need to build wider public support for the UW System. I also appreciate and respect his past support for retaining programs that were low-enrollment but essential to understanding and supporting Alaskan identity and culture, such as the Alaska Native Languages program. However, I remain concerned that his overall performance in Alaska, which reportedly attracted criticism from the Alaska universities' regional accrediting body, does not bode well for the future of the UW System if he were to be hired as our president. Given the flaws in this search process, which were apparently compounded by a lack of candidates due to the COVID-19 pandemic, I believe the best option is to fail this search.</p> <p>I strongly disapprove of Dr. Jim Johnsen as the UW System President.</p>		842	6/10/2020 17:52
Neil	<p>First, I'm surprised that the opinions of faculty, staff, and students are not seeming to be seriously considered or solicited. I had no idea that the UW System was hiring until I saw a post on social media about it.</p> <p>Second, I'm shocked that there is ONE finalist for the position. Should we settle for the only option available?</p> <p>Third, I was thoroughly unimpressed by Dr. Johnsen's response to the question about diversity and inclusion. We need someone who takes these issues seriously and will enact anti-racist policies, not someone who will ramble on about a personal anecdote of hugging an African American man.</p>		841	6/10/2020 17:47
Tom	<p>Fourth, in some brief research about his time at the UA System, I'm concerned about his performance.</p> <p>I urge the rejection of a single candidate that was advanced without input from faculty, staff or students. The system can not be rigged in such a way that a small search group gets to decide who the next President is.</p>		840	6/10/2020 17:44

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
	<p>I am writing to protest in the strongest possible terms the decision to move forward with only a single candidate for consideration in the search for a new University of Wisconsin System President. Regardless of the extraordinary circumstances which may contributed to this decision, such an outcome sadly makes sense given that the process so far has largely excluded faculty, staff, and student representatives, breaking with decades of UW's tradition of shared governance, a tradition that has made us as strong as we've historically been.</p> <p>Strong as UW has been in the past, UW is becoming weaker and weaker with each passing year. We all know why, whether all of us choose to admit it or not. Jim Johnsen's past record and profile, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, an alliance with a series of devastating program and financial cuts, and a failure to address racial issues and inequities that should be a priority in any ethical and "forward" thinking institution, will only weaken UW further. Do we want a new leader who will put UW back on track, or one who will continue this pace of sad decline?</p> <p>When I left my senior faculty position at Kings College London to join the UW system, I had the sense that I was joining not just a world leader in research at UW-Madison, but a robust, statewide system of education that was a beacon for the state of Wisconsin. Over the past decade, I've seen the bright lights of both first dim, and now begin to go out. Jim Johnsen will not help. Please do what good academics do when faced with a search that has clearly failed: start again, do better, and work with those who must live with your decisions.</p> <p>Sincerely,</p> <p>[REDACTED]</p>			
Martin			839	6/10/2020 17:40
Jesse	<p>I stand with the opinions of the American Association of University Professors and the AFT-Wisconsin Higher Education Council that this candidate should be rejected and the process should begin again. We should take the time to make a broader search, find a candidate that does not make so many nervous during a time of social upheaval, and take the first step in making the most equitable move possible in this very important position that effects the lives of so many. I will echo the words from the statement released by the AFT-Wisconsin Higher Education Council: This search process represents a microcosm of what we are seeing across the country: it is an attempt to perpetuate a failed status quo in which too few Americans participate in vitally important decisions about their own future.</p>		838	6/10/2020 17:38
Randall John	<p>Dr. Johnsen portrayed himself as an effective university administrator and offered sincere respect for the Wisconsin idea and a sincere defense of liberal arts education. However, he also comes with a controversial track record that includes two separate no confidence votes in 2017 and 2019. Surely, an effective university administrator and self-declared proponent of shared governance should be able to adequately address such a track record! Unfortunately, Dr. Johnsen's responses were disappointing and contradictory. At the 9 minute mark, Johnsen talks about having only 3 days to come up with a sudden and dramatic budget cut, and that "decisions needed to be made quickly", resulting in a souring of the relationship between the various stakeholders in shared governance. Much later, at the 1 hour 22 min mark, a question is asked that directly references Dr. Johnson's no confidence votes and friction with shared governance. Here (at the 1 hour 26 min mark), he says that shared governance must be "practiced... particularly when things get tough", essentially contradicting the excuses he offered earlier. Where was this attitude when things "got tough" then? When given the opportunity to specifically address his controversial record (budget cuts require hard decisions, we all realize this), he spent the majority of the time talking about differences between the UW and UA systems, which, to be fair, the questioner did also ask about, but does not meaningfully address the massive friction that Dr. Johnson had with faculty (among other issues) at UA. I have no idea what his "side of the story" is from UA, except for his contradictory statements. But I do already know that he is not an effective communicator and even a little evasive. This issue is particularly egregious when this hiring process is being undertaken without real-time (albeit digital) questions from the broader university system community, so that we cannot get at the heart of the issue!</p> <p>I would also like to add that Dr. Johnsen's statements about promoting diversity are superficial and outdated at best and damaging at worst. His discussion of his "black father" is no doubt sincere, but also essentially amounts to an outdated and hackneyed version of "I cannot be a racist because I have black friends." This response seems particularly disappointing in light of the recent and hopefully lasting trend of better racial awareness.</p> <p>The UW System is one of the most prestigious university systems in the country. Depending on your perspective, Dr. Johnsen appears to be doing a mediocre job at the University of Alaska system at best, and a terrible job at worst. Is he really deserving of a promotion to the UW system? Surely we can do better. I appreciate the need to fill this position, but taking a mediocre candidate in this leadership role will cause lasting damage for years to come. It seems that there were several other finalists who pulled out because of the pandemic because their university systems needed them. I would also like that loyalty in a UW system president. I strongly urge the regents to continue the search in 6 months.</p> <p>Appears to be a very solid candidate, at a time when we need experienced leadership.</p> <p>I have considerable concerns and objections against selecting Jim Johnsen as the next UW System President. Johnsen's record while head of the University of Alaska System leaves much to be desired and is not the person that we want to lead and represent the UW System. His questionable and negative record speaks for itself, including multiple no-confidence votes from shared governance, threats to the university's accreditation, serious program cuts with little to no input from stakeholders, and multiple failures to address racial inequities. Each of these issues would be troubling on their own, but taken together are even more deeply concerning. After watching his video interview, I was further troubled by the simplistic and tone deaf answers he provided to such important and complex issues.</p> <p>I also have issues with the way the search process was conducted, which only yielded one viable candidate for a national search for such a pivotal position at one of the great University Systems in the world.</p> <p>These combined reasons are more than enough to call for a new search that is more inclusive of faculty, staff, and students at all stages of the process.</p> <p>Thank you for the opportunity to comment.</p>		837	6/10/2020 17:34
			836	6/10/2020 17:29
James	<p>I am a full Professor of Medicine and have been UW-Madison faculty for 25 years. This is an important recruitment to fill a critical position. I have heard from numerous faculty and colleagues at Univ of Alaska who provided comments and impressions regarding Dr Johnsen. Most are disparaging and they strongly advised against accepting him as the new president for the UW system. Likewise, there has been much concern among UW faculty and academic staff regarding the process followed by the selection committee and lack of open feedback and input. This is in contrast to prior open self government processes at UW. Due to all of these concerns, I strongly recommend rejecting this candidate and instead moving forward with a new national search for an appropriate and proven leader.</p>		834	6/10/2020 17:26
Brandon	<p>I have strong concerns over Jim Johnsen's candidacy given (1) previous votes of no confidence from faculty and students at multiple UoAK campuses, (2) a lack of more than one finalist in the selection process, and (3) completely unsatisfactory and unconvincing answers about his commitment to diversity during the public forum. In light of these concerns, I hope that will declare a new search, expand the list of finalists, with a key consideration being commitment to diversity.</p>		833	6/10/2020 17:26

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Esty	<p>I am extremely concerned about the choice of one candidate, Jim Johnsen, to fill the position of UW System President. Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. The search process was unprecedented in excluding any participation by UW faculty, staff and students and this result suggests there was intent to destroy much of what's good about our public university system.</p> <p>I ask that this candidacy be withdrawn and a new, democratic search, to include all stakeholders, be announced.</p>		832	6/10/2020 17:21
Katherine	<p>I am opposed to hiring this candidate as our (my) university president. The candidate's record does not bode well for our university's future, especially in the current context when strong, inclusive leadership is needed. I refer to the no-confidence votes, threats to accreditation, program cuts (which targeted specific units that traditionally house marginalized and underrepresented groups), and inability or unwillingness to address racial inequities.</p> <p>The search process, which broke from precedent, was flawed and has led to a flawed outcome.</p>		831	6/10/2020 17:21
Terry	<p>This search was flawed because no Faculty, Staff, or Students were included on the S&S Committee. With just one finalist, the search should have started over. The role of the S&S committee is to generate a pool of finalists, not select the next president.</p> <p>It is hard to tell what impact the non-representative search committee had on the people who applied, but I suspect some very qualified candidates might not have applied, seeing how the search was being structured. Given our challenges, the next president will need significant buy-in, support, and collaboration from the very parties who have been excluded from the search process. I hope we are not setting this finalist up for failure, if he is hired.</p>		830	6/10/2020 17:20
Miranda	<p>I urge the Committee to fail the search. We need a System President who understands the pressing needs of all our campuses, and will support UW-Madison's efforts to become a Top 5 research institution again. I do not believe Dr. Johnsen is the right person to take on this role at this time.</p>		829	6/10/2020 17:18
Morris	<p>I am shocked by the lack of quality in the finalist, Dr. Jim Johnsen, for the position as president of the University of Wisconsin System. His prior experience shows no understanding of the mission of a public university, especially for a state/community where education can be a major force in the improvement of its citizens. His inability to advocate for the University of Alaska when its very existence is threatened and to see as the only solution the destruction of an institution to ameliorate politicians who have no will to serve their constituents is appalling. I have no faith that Dr. Johnsen would advocate for the University of Wisconsin and that he would instead see its demise. His responses to questions during his presentation showed a lack of knowledge about the mission of a public university and his comments about diversity, equity, and inclusion were offensive, especially in this moment when anti-black racism and police brutality are at the center of our civil society.</p> <p>The lack of vision of both the candidate and of the search committee shows a lack of understanding of the importance the University of Wisconsin System to the people of Wisconsin and beyond.</p>		828	6/10/2020 17:16
ian	<p>I think Johnsen is a solid choice for UW-System.</p> <p>If UW-System does not radically change how its campuses offer higher education, none of its campuses, including its flagship campus, UW-Madison, will remain competitive or solvent. Leadership requires tough decision-making, and often, radical change. If UW-System doesn't want to end up like Blockbuster Video (to Netflix) or Barnes and Noble (to Amazon) or Rand McNally (to Google Maps) or taxis (to Uber/Lyft) then Johnsen seems like a logical choice.</p> <p>If UW System caves to the pressures of Blockbuster employees (i.e., our faculty and staff) saying "We shouldn't lay anyone off or shut down any brick and mortar stores, because we don't agree..." Well, one can go that route, but then everyone loses, because there won't be much of a system left.</p> <p>The market doesn't give a damn about how education has been offered or about the state of Wisconsin. We sell a service – higher education. We are inefficient, bloated, and selling out-of-date services in a manner that is not affordable or accessible. We can fix this and must fix this quickly. This isn't a time for committees or community building. There won't be any community left to forge committees with in 10 years.</p> <p>Take a risk. Make big changes. Get rid of unneeded, tenured faculty. I realize my job may even be at risk. (And maybe my livelihood for being pro-Johnsen in a climate that dislikes anyone not into Unions.) That's okay. That's the market. It's better for students and better for society to have a leader trying to change a broken system. Even if it doesn't work out – it's better than the status quo, which is broken.</p>		827	6/10/2020 17:14
Casey Schacher	<p>I wholeheartedly support Johnsen.</p> <p>Please end the current search for a new System President WITHOUT hiring the single finalist, Jim Johnsen.</p> <p>I am deeply concerned about the process for selecting a new System President, which includes a search committee that excludes faculty, staff, and student representatives. The only finalist, Jim Johnsen, has a disturbing record, including multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities.</p> <p>I urge you to end the current search without a hire and restart the search process by electing a search committee that includes faculty, staff, and student representation.</p> <p>Sincerely, </p>		826	6/10/2020 17:11
Cecile	<p>With all respect, please reject Jim Johnsen as a candidate for UW System President.</p> <p>Mr. Johnsen's record as a University leader is a failure. His presidency at the University of Alaska has hurt their institution. His candidacy is not qualified. As a concrete example, in 2015 when budget cuts started at the University of Alaska, his plans did not include any financial analysis of the costs that might be saved by following the "strategic pathways" he put forward.</p>		825	6/10/2020 17:09
	<p>Please call for a new search, that is inclusive of faculty, staff, and students at all stages</p> <p>I am very concerned about Dr. Johnsen. University of Alaska students and faculty voted no confidence in his leadership, why should we give him a chance? There is too much risk. The University of Wisconsin System is going to be going through difficult times ahead. I think we need a strong leader to help us through this. I loved being a student at UW-Madison so much that I am still on this campus 30 years later. I want more students to have this experience. Please call this a failed search and try again.</p>		824	6/10/2020 17:08

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Kenneth	<p>I have a close connection to the Univ of Alaska and have been watching the near collapse of that great university over the past two as programs, museums, and financial aid (especially for indigenous students) have been cut. Morale is at an all-time low across the board. I heard the news of Dr. Johnsen and UW through a colleague in Fairbanks that speaks for itself. Rather than stay silent, which might be a way to get rid of him, she provided the following warning that seems appropriate as I examine his record . . .</p> <p>"Please try to voice your opinion, this will be an absolute disaster, Dr. Johnsen is the worst possible candidate to lead any university. He has been detrimental for the University of Alaska, and a lot of the difficulties we find ourselves in these days is a direct reflection of his inability to lead, reform and innovate over the last 5 years as president of the UA system, and prior in various other roles at the university. I feel very sorry for you and the future of the University of Wisconsin to select such an inapt candidate. I know your university is in a different position as compared to some of the challenges Alaska faces, but Dr. Johnsen is not ready to even lead a university in good financial standing."</p>			
Kaia	<p>Please re-open the search. A world class institution like ours deserves to be led by someone representing the cream of the crop, not spoiled milk.</p> <p>Dr. Johnsen was well-prepared for the forum, with the exception of the question from shared governance about Equity, Diversity, and Inclusion. His answers did not offer too many specifics, though, when he was asked for his personal philosophy about shared governance or about leadership in general. He seems to be a coalition-seeker, and I appreciated his perspective on meeting our collaborators "where they are" and to understand their issues. He clearly is a negotiator. I did not get the sense that he will be a strong advocate for higher education in Wisconsin, or the UW System in general. He acknowledged the importance of higher education, but seemed to be interested in letting that importance be determined by the needs of our political, community, and economic partners in the state. I would hope for a system president who would seek to be a cheerleader, who would be relentless in reminding the entire state of our significance for intellectual activity and economic development. The Wisconsin idea needs to be championed by all leaders in the UW System, and especially the UW System president.</p> <p>Dr. Johnsen's answer to the question about Equity, Diversity, and Inclusion was dismaying, however. This should be enough to make us seriously question his candidacy. It is unthinkable that the potential UW System president would not be able to speak to these issues in terms of anti-racist actions and policies related to higher education. This is especially true given the national—and global—unrest about systemic racism that surrounds this moment. He should have had a better answer to this question, especially now. I am certainly happy for him that he had a significant relationship with a Black family. However, that's not what the question asked, he spent the bulk of his answer on his personal story. This is not what his position demands of him. We are beyond the point of "appreciating the value of diversity." We need clear and bold directions to lead the UW System toward equity for all social groups. This is one way that the UW system could set itself apart, could restructure to meet changing needs of our state, and be a progressive leader.</p> <p>Finally, I am uncomfortable with the result that we are being asked to only consider one finalist for this position. All members of the UW System deserve to compare multiple candidates as finalists. I am concerned by his history of leadership for the U of Alaska system, which does not appear from the reporting I've read to respect the voices of faculty, staff, and students. Additionally, I am concerned that students, staff, and faculty were not included in the search committee that selected the candidates and eventually this one finalist. We are in crisis, but that does not mean that we must settle for a single candidate because the others withdrew their candidacy. Without knowing who else was in contention for this position, I cannot say that Dr. Johnsen is the best candidate. I have many concerns about him taking over the leadership of the UW System.</p>		823	6/10/2020 17:08
Shannon	<p>Johnsen's record is beyond concerning and he is not the person who should be leading the University of Wisconsin System. I strongly urge the search committee (who intentionally excluded faculty, staff, and students) to REJECT Johnsen's candidacy and start a brand new search.</p> <p>Frankly this "search" has been a disgrace to our system and appointing Johnsen would lead the UW System into the ground (as his track record shows he is very capable of doing).</p> <p>As a UW-Madison alumnus and a current employee, this is truly disgraceful and embarrassing. I recommend you restart this search and focus on finding a forward-thinking leader with a respectable track record and an actual connection to the state of Wisconsin.</p>		821	6/10/2020 17:07
Leslie	<p>I am truly embarrassed that we would even consider this candidate. Mr. Johnsen has a proven track record of failure and has shown again and again that he is not an influential leader who instills faith. I am also very upset by the process and that UW faculty and staff were not part of the process to help choose the candidate. The process needs to start over with the appropriate input and committee make-up. In the meantime, I'm sure that an interim leader can be chosen from the UW system.</p> <p>You have failed your community.</p>		820	6/10/2020 17:06
Colleen	<p>The Board of Regents must fail the search for the UW System President. A new search committee must be created to include faculty, staff, and student representatives, Jim Johnsen, president of the University of Alaska, is not fit to run the UW System. Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. Perhaps you will find this information useful: https://wiseli.wisc.edu/wp-content/uploads/sites/662/2018/11/SearchBook_Wisc.pdf.</p>		819	6/10/2020 17:05
Colleen	<p>Johnsen's record, which includes multiple no-confidence votes from shared governance groups, threats to the university's accreditation, devastating program cuts, and a failure to address racial inequities, is deeply concerning. As a University of Wisconsin faculty member I urge the UW System Presidential Search Committee to consider this a failed search.</p>		818	6/10/2020 17:04
Moira	<p>As a member of the Office of the Vice Chancellor for Research and Graduate Education Committee on Academic Staff Issues, I play a proud role in the shared governance structure of our flagship campus. I have been personally treated with respect, as have my views and the views I carry forward from my constituents, by leadership on this campus and by my academic staff and faculty peers. I do not, however, feel treated with respect regarding the search process for the critically important position of president of the University of Wisconsin System. Faculty and academic staff voices were excluded from the process, leading me to view it as a failure. Coming up with only a single candidate to put forward for consideration is also a failure. And, for the third strike, this candidate is damaged goods. No-confidence votes from those he led at the University of Alaska tell me everything I need to know about his capabilities, that is, a lack of them, to lead a far more sprawling and complex system in Wisconsin.</p>		817	6/10/2020 17:04
Lexi	<p>I do not think Jim Johnsen is an appropriate choice for the role of UW System President. Despite the committee being impressed with him during the interview process, his history of several no-confidence votes is concerning. As a UW employee I urge the committee to restart the search. The UW System is a great institution that represents excellence within the state and I do not believe Jim Johnsen has the ability to uphold that reputation.</p>		816	6/10/2020 17:04
Josh	<p>I think it is incredibly embarrassing that there is only finalist. What's the point of having finalist*s* if there's only one?</p>		815	6/10/2020 17:04

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	Entry Date
Joe	To whom it may concern, I am opposed to the selection of Dr. Johnson. The search process lacks legitimacy as it does not reflect the diversity of views of relevant stakeholders, including faculty, staff and students. Frankly, it's embarrassing. Really, only one candidate? His track record at U Alaska is also less than impressive as a model for Wisconsin, particularly our in light of our legacy of softening and winnowing in service to the state. That idea requires deep investments in and commitment to the great diversity of scholarly inquiry represented among the state's universities. Finally, given the national reckoning we our undergoing around racial justice, the hiring of Dr. Johnson will mark an extraordinary missed opportunity for leadership in the state and our nation. Please do not go forward with this hire.		814	6/10/2020 17:03
Gretchen	I watched the full interview. I am concerned that Dr. Johnson is the only candidate. For whatever reasons, it is not a healthy process and so the result will not be healthy. I am also concerned by the votes of no confidence that he received at the Univ. of Alaska. That is significant. In the question concerning inclusion, he took the opportunity to talk about himself and his experience as a boy, which is a sign of white privilege. I would like to see a full search for such an important position at such a crucial time.		813	6/10/2020 17:00
Jonathan	Were we involved in a department level search that ended up with only one candidate we would be forced to declare a failed search. How much more important is finding a President of the System? It is very clear to me that the search should be declared failed at this point - and this is without reference to Dr. Johnson's credentials. Our System needs a competitive search process to find the best candidate.		812	6/10/2020 16:58
Hannah	I am concerned that a search for a new UW system president has returned only one potential candidate, particularly one that has had multiple no-confidence votes from shared governance groups and cuts to programs. I am surprised that the search committee would exclude faculty, staff, and student representatives to give input into the potential candidates. I feel that the search should be re-done, to give a wider group of candidates a chance to prove their abilities to lead our system.		811	6/10/2020 16:57
Marcelo	I deeply urge the search committee to reevaluate its recommendation of Jim Johnson. The UW System is an incredibly important and wonderful aspect of this state, one that has and will hopefully continue to raise the bar of academic scholarship and higher education in general. Jim Johnson's frankly alarming record as president of the University of Alaska system makes him singularly unqualified for this position. Please find someone else.		810	6/10/2020 16:57
Gavin	It is concerning that the Board of Regents decided to name Jim Johnson as a finalist without any broad consultation. It seems to me that having only one finalist is detrimental to such a process, which should be transparent. I urge the board to rethink their decision and make this process more transparent.		809	6/10/2020 16:57
Sarina	I do not support the candidacy of Johnson. The process of arriving at his candidacy was not inclusive of all faculty, students, and staff. Plus, he does not have a proven track record of academic credentials and administrative leadership that translates to his ability to lead the UW System.		808	6/10/2020 16:57
Kevin	I honestly don't understand how you can have a search committee for such an important position without any representation from faculty, staff, or students. The entire process has been opaque with minimal input from people impacted by this. I don't think the process inspires much confidence when only one white male candidate emerges at the end. It makes me curious about who applied, the diversity of the pool, and why we have only one leading choice.			
Lloyd	The world is different today. We are living through a global pandemic and are also going through a reckoning of racial justice in the United States. Considering everything that is going on it is extremely important for this process start from scratch and adapt a new search and screen process that is 1) Transparent 2) Includes voices from all aspects of the UW system community 3) is committed to diversity and racial justice.		807	6/10/2020 16:56
Kate	I urge the committee to not hire Dr. Johnson. He is not a good fit for the UW System. Further, narrowing down finalists to one candidate seems to go against the ethos of how a state university system should be managed, and frankly seems undemocratic. Reopen the search, appoint and interim president, and do this right!		806	6/10/2020 16:56
Barry	I am not in favor of Dr Johnson as a candidate for UW System President. I believe the search process was severely flawed and the candidate is far below par. I think it would be a grievous error to put the person in charge of the UW system.		805	6/10/2020 16:56
Donna	Please reopen the search. If Jim Johnson is truly the best candidate then he will rise to be the finalist again. If he isn't the best candidate, then the UW system will be in a much better place. The reality is his job performance at his previous position should not have made him a candidate for this extremely important position in the first place. Please, REOPEN THE SEARCH!		804	6/10/2020 16:55
Chris	It is concerning that the Regents broke with longstanding shared governance traditions in the search for a new system President, and for no justifiable or defensible reason. Further, that the resulting search and screen produced a single finalist indicates a compromised process, and one that seemed to work just fine previously. If it ain't broke, don't fix it.		803	6/10/2020 16:55
Maria	I was very disappointed that governance did not have a seat at the table for the review of candidates. I was surprised at the only choice that the hiring committee has given us to review. It is very hard to make a decision when there is only one candidate to review. Dr. Johnson did not address several items in his presentation and I felt many of his answers to questions after the presentation were unclear and did not give me a sense of how he would lead. I did not sense a real passion from him for taking the Wisconsin System position and I didn't think he addressed the no confidence vote from faculty that he received. He also didn't explain what he would have done differently that would have perhaps been a better way to handle all of the financial challenges. He kept talking about building relationships, but obviously he has problems building relationship with some of the most important stakeholders in Alaska. I do not think we should hire him as the next UW system president. We also need a more diverse group of candidates. Replacing one white male with another white male as system president is the opposite way of showing that we are inclusive and diverse in our thinking and actions.		802	6/10/2020 16:54
Maxim	Jim Johnson is not qualified to lead the UW System. His leadership experience and record bring more questions and concerns to the UW System during a time when the System is already looking for answers and solutions to a multitude of questions. The UW System needs and deserves a leader with exemplary academic leadership and a proven problem solver.		801	6/10/2020 16:54
Andrea	Please vote no on Jim Johnson. The university can, and should do better. His track record and continued lack of ability are evident. VOTE NO.		800	6/10/2020 16:54
Ruthanne	Please find a candidate that has a better track record regarding addressing racial inequalities, program cuts and university accreditation. This is especially important in the current political climate. Let's keep the Wisconsin Idea alive!		799	6/10/2020 16:54
Christina	Unfortunately, based on his previous experience, I find the candidate unacceptable to lead our institution.		798	6/10/2020 16:54
	Please consider this a failed search. Interviewing a single candidate for something as important as this position is not appropriate and I cannot support hiring anyone who has received MULTIPLE 'no confidence' votes from shared governance groups. Plus, his failure to address racial inequities is an enormous RED FLAG and must be recognized as such - especially during these times of significant social unrest.		797	6/10/2020 16:53
	I find Dr. Johnson's comments regarding building relationships and shared governance very discouraging - being the product of a search that did not take into account those who are key components of shared governance (namely faculty and staff) is a hypocritical way to start "healing" those relationships. The honest thing to do would be to step aside and demand that the Regents conduct a search that includes the input of faculty and staff beyond a single 1.5 hour interview and online comment period.			
	Similarly, while I agree with Dr. Johnson's comments on the importance of building relationships with the community and truly serving the state (as described in the Wisconsin idea), I think it's clear from the past several years that the relationships with legislators (which have been neutral to good) have SIGNIFICANTLY damaged the university rather than helped it. Thus I believe a UW System presidential candidate should see themselves not as a peacemaker between sides but as a strong advocate for the university and its missions to the legislature and have a powerful and clear vision for what that means, shaped by the input of faculty, staff and students. I did not see this in Dr. Johnson's presentation.		796	6/10/2020 16:51

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Julianne	Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.		795
Adrian	It seems to me the very definition of a failed search when only one candidate is interviewed. Transparency and good governance demand a second effort to generate a diverse, qualified slate of candidates that can be compared one to the other.		794
Melissa	<p>Dear Presidential Search Committee,</p> <p>I am writing to URGE you not to hire Jim Johnsen as the presidential candidate of the UW system, and instead appoint an interim president while you conduct a new search. Hiring him because he's the only person that didn't drop out is a terrible excuse, especially for somebody who has received SEVERAL votes of no confidence from faculty and staff.</p> <p>All you need to do is look to his tenure as the head of Alaska's university system to see that he has no care for racial equity (only 20% of Black students and 12% of Native American/Alaskan students earned their Bachelor's degree in 6 years). In his interview, he said his support for diversity and inclusion supposedly stems from the fact that he had a Black neighbor once and one time, HE was the "minority" in a company. I find both of these statements as proof that he fundamentally does not understand and is unable to navigate the complex UW system and does not respect its commitment to racial equity and justice.</p> <p>Hiring him would be a mistake. His interview was lacking with any details as to how he'd respond to the COVID-19 pandemic. I think we need somebody who has a solid plan to deal with this pandemic and the funding issues that come with it, not somebody who simply says "the funding will be there" with no evidence to back up this assertion.</p> <p>The University system is at a CRITICAL point where we NEED strong leadership and guidance, not somebody who avoids this by saying "there are no leaders". I strongly urge you to see that Jim Johnsen would harm the UW system and to take the time and put in the work to find an excellent leader that the UW system needs, rather than hiring Jim Johnsen simply because he was the last one left.</p> <p>Thank you for your time.</p> <p>Best,</p>		793
Cherene	<p>As a UW-Madison faculty member, I am appalled at the selection of Dr. Johnsen as the single finalist for President of the UW-System. As a member of a UW administrative search this year, I certainly understand the challenges faced by search committees in light of COVID-19. It's not surprising that viable candidates withdrew out of a reluctance to leave their own institutions, however, that does not mean that we should offer the position to an unqualified finalist with a track record of demolishing programs and with an antagonistic stance towards shared governance. I'm sure you've already heard much of the same from other constituents. Given that we are also in the midst of an uprising regarding racial injustice, a candidate who is also unable to respond cogently and with empathy to concerns about diversity will bring divisiveness and add fuel to an already volatile situation. If Dr. Johnsen is hired, we would face more protests and an increasingly divisive climate and at a time when we need unity and positive policies for change. In short, I urge you to declare a failed search and try again next year. The UW System is truly a statewide treasure. The Wisconsin idea is predicated on shared governance, failure to include diverse and representative voices on the committee clearly impacted the search. We are already suffering as a nation from a dearth of leadership in the midst of a crisis. I implore the Regents to bring us new, qualified applicants who are committed to liberal arts education, and serving the entire population of Wisconsin through a robust and diverse UW-System.</p> <p>Respectfully submitted,</p>		792
Kathleen	<p>Dear Board of Regents and Search Committee,</p> <p>I found Dr. Johnson to be a spectacularly uninspiring candidate. This is based entirely on his 'town hall'; I've been trying to keep an open mind about the fact that there's only one finalist, and his spotty record in Alaska. But he did not show any of the qualities our beloved UW System desperately needs at this point in time.</p> <p>He seemed to have a hard time between distinguishing between union negotiating and shared governance. Given the significance of shared governance in the UW system, he should have informed himself far better on that. In the end, he left me with the impression that it's going to be contentious negotiation with faculty to bring about his plans. I came to this university system in part because of shared governance - an institutional feature of far more stable and adaptable university systems - and it needs to be sustained, not treated as an either/or.</p> <p>But worst of all, quite frankly, was Johnson's abysmally bad answer to questions about racism, diversity, and inclusivity in the UW System. What we got were truly cringeworthy personal stories about his 'black dad' and how the Indigenous peoples he worked with 'didn't even have electricity!' There's NO recognition of all the work that can be done to continue on UW's path of making our university one that is truly for the people of this state. I was horrified.</p> <p>I didn't see anything there that showed him to be a leader for us in this troubled 21st century. It's NOT just about COVID-19. (And, really, we asked him why he was leaving his current university in the middle of the massive restructuring he's been carrying out, not why he'd leave in the middle of a pandemic, and I'm quite sure he knew that.)</p> <p>Let's get a real leader in. This is a failed search. We need real choice. PLEASE do not hire Dr. Johnson. He won't serve our system well.</p> <p>Sincerely,</p>		791

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Diane	<p>Unfortunately, the search for the next UW System President has failed. It must be recognized as such and the search re-opened. It is unacceptable and an affront to UW System students, staff, faculty, alumni, and supporters that faculty and staff were excluded from the search committee, and that only one finalist was named. The finalist presentation and feedback opportunity are not only rushed, but rushed during a time of campus and societal uncertainty, and rushed while a significant percentage of UW employees are off contract. How many nine month contract employees have you effectively disenfranchised?</p> <p>That brings me to the finalist, Dr. Jim Johnsen. Given his lack of support among University of Alaska faculty and staff, evidenced by multiple votes of no confidence on issues strikingly similar to those currently facing the UW System, I was hoping that Dr. Johnsen would frankly discuss those controversies and give evidence of how he would do a better job if he became the UW System President. He did not. He literally waved the matter aside. Despite many good, detailed questions, his answers lacked candor or often even substance.</p> <p>His very limited discussion of diversity and equity showed a lack of understanding or engagement around universities' role in excluding Black, indigenous, and people of color from academia historically and continuing to devalue their scholarly contributions today. He shared no vision for how universities can and must further racial equity.</p> <p>Dr. Johnsen is not someone who could restore relationships with and within the UW System, no matter how many tours he takes around Wisconsin or how often he extols our diversified economy. If he is chosen as the next UW System President, he will not have the trust of faculty or staff. He will, I fear, only deepen our current divisions.</p>		
	I am a UW alumna, donor, employee, shared governance participant, and union member. Do not degrade the institution I love by hiring Dr. Johnsen. Re-open the search.		790
	I was troubled by Dr. Johnsen's explanation of his experiences promoting diversity (~1 h 12 minutes). He did not have specific thoughts or plans on how he would promote diversity and engage with constituents from all backgrounds within the UW system.		789
Karl	<p>The search process for the UW System President has been thoroughly disappointing. The complete lack of interest in the views of faculty, staff, and students, and the complete lack of recognition of the value of faculty, staff, and student participation in the process, have been upsetting. Compound that with the lack of diversity on the search committee, and it should be no surprise to the community that the outcome would be such a failure.</p> <p>With Dr. Jim Johnsen's embarrassing record at the University of Alaska, and particularly with his appalling response to a question about diversity and inclusion, it would be a slap in the face to the University of Wisconsin faculty, staff, and students, and to the whole community in Wisconsin, if you were to proceed to offer him the President position.</p> <p>You must re-start the search, and this time you must seek diversity in the search committee, diversity in the applicant pool, and you must ensure direct participation of faculty and staff on the committee.</p>		788
Casey	there should be more than one person interviewing for this extremely important role!!		787
Ellen	<p>As a UW-Madison faculty member, I am appalled at the selection of Dr. Johnsen as the only finalist for President of the UW-System. His record of cutting programs at the University of Alaska is enough to disqualify him, in my opinion. He presided over the complete elimination of the University of Alaska's BA/MFA creative writing program, one of my areas of specialization and one of UW's shining jewels. He also eliminated foundational departments and majors such as sociology and geology, without which no modern university is complete, and presided over the general contraction and impoverishment of the UA system, leading to multiple no-confidence votes by the faculty there.</p> <p>How, I ask myself, could the regents consider him an appropriate choice for UW-System? Only if the Regents would like to see the UW-System similarly gutted and students and families around the state shut out from educational equity and the chance to learn how to become well-rounded, thoughtful citizens of our state. Only if the Regents want someone who will accept and implement harsh cuts from the state legislature instead of standing up to them and fighting for the UW to remain great and to serve the people of Wisconsin as it always has.</p> <p>Watching Dr. Johnsen's presentation, besides being disappointed that the many thoughtful questions submitted by myself and fellow faculty and staff were distilled down into three softballs that did not challenge him at all, I was frankly appalled by his overall refusal to address what went wrong at Alaska and how he lost the faith and support of the faculty and staff there. But his answer to the question about diversity truly took the cake: he had a Black friend? He was a "minority" as a white man at a Native Alaskan company? This was a laughably offensive and clueless response. What message does it send to the people of Wisconsin, currently fighting for racial justice and the movement for Black lives, to hire someone who can only tell hackneyed stories and doesn't even bother to say one word about actual action to support racial equity? What message does it send the country for UW to hire such a person as president? Wisconsin is already known as the worst state in the U.S. for educational outcomes for Black children. In the appointment of a new UW System President, the Regents have the opportunity to show that you hear the people's concerns and care about racial equity and opportunity. Hiring Dr. Johnsen sends the exact opposite message.</p> <p>In conclusion, let me be clear that the faculty of UW-Madison will stand with the other UW System schools in resisting this appointment and its implied agenda of gutting the UW-System without regard to shared governance or student needs.</p> <p>If Dr. Johnsen is appointed as President, over the clear opposition of faculty who were shut out of the hiring process, expect no- confidence votes to be quickly taken in the UW-Madison Senate and to continue until a new President is appointed.</p> <p>Please, spare all of us the pain of such an outcome, declare a failed search, and bring us new finalists who are committed to liberal arts education, racial equity and justice, and serving the entire population of Wisconsin through a robust and diverse UW-System.</p>		786
	I have strong reservations AGAINST hiring Dr. Johnsen. he does not have experience in delivering education (teaching, support roles) and so lacks understanding of curriculum, programs, and faculty/staff life. He seems to approach leading a university system from a business model which does not translate well. his track record of eliminating programs and the votes of 'no confidence' at his current institution should also raise significant concerns and indicate that Dr. Johnsen is not a good fit for the UW-System.		785

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Adam	<p>To have credibility among the world-class faculty and staff of the UW System, the System President must have sterling academic credentials. Dr. Johnsen does not have them. His record of scholarship is lackluster (at best), and his record of institutional leadership is controversial (to say the least). A polarizing figure who is known for partisan leadership, he is unlikely to garner the respect of UW System personnel, nor the people of Wisconsin who love their universities and want to see them flourish. If he cannot win the respect of these groups, then how can he win that of other higher-education leaders, both nationally and internationally?</p> <p>During his tenure at the University of Alaska, that System's graduate rate was the lowest in the country. He failed to protect the System from draconian budget cuts that gutted programs across the state. More than once, the faculty voted no-confidence in his leadership. By virtually every measure, he left the University of Alaska weaker than he found it. How is this record worthy of the UW System Presidency? How can Dr. Johnsen be the sole candidate to lead one of the best public higher-education systems in the United States? Since the answer cannot be his exceptional qualifications, it must be a flawed search process.</p> <p>I might compare this search process with others that have preceded the deterioration of state university systems (Arizona, Maryland, and Kentucky come first to mind), but instead I'd like to place the optics of this process in the context of international trends in university management . . . and not among our global allies. The process to select the UW System President resembles that used in Russia, which has minimized faculty participation in executive searches and has placed the selection of university "rectors" in the hands of deliberately non-academic committees under the supervision of President Vladimir Putin (see the 2012 amendments to Law 3266 for the return to Soviet-era procedures); or in Hungary, where the autocratic Prime Minister Viktor Orbán has marginalized critical voices in higher education to such an extent that the western-oriented Central European University left Budapest for Vienna in Fall 2018; or in Turkey, where the neo-nationalist President Recep Tayyip Erdoğan has brought university appointments into his official sphere of influence and revoked the right of academic staff even to nominate candidates for the post of rector (see his Decree 703 of July 2018). In every case, these changes have been justified on grounds of making universities more "democratically accountable" when in fact they have consolidated distinctly undemocratic forms of control and have undermined traditional academic values. Searches for UW System Presidents used to be conducted differently, but now they resemble the "procedures" used in Russia, Hungary, and Turkey.</p> <p>I know that some members of your search committee might consider these comparisons outlandish, but my own area of study is the history of higher education, and I have been shocked to see the UW System embrace search practices associated with authoritarian regimes. I know from colleagues around the world that our peers are watching, and the image of the UW System is at stake. Please do not move forward with an appointment, or a selection process, that will damage the reputation of higher education in our state. Re-open the search. Involve more faculty, staff, and students. Identify candidates of genuine scholarly as well as managerial distinction who can find creative solutions to improve research and education even in a context of fiscal constraints. It's not too late to install an interim President and re-start the search. Our state needs a strong UW System.</p>	784	6/10/2020 16:23
Matthew	<p>Dr. Johnsen does not seem like a wise choice to lead the UW System, and he should not be hired. His responses to unchallenging questions about diversity, shared governance and fiscal issues over the course of this forum were inadequate, bordering on disqualifying. When I heard the search committee had settled on a candidate whose most applicable experience for the post was leading a university system approximately one-fifth the size of the UW system through a period of harsh program cuts, I was skeptical he would be an appropriate candidate. After watching this forum, I am now wholly opposed. Please conduct a new, open search with substantive faculty and staff participation - I suspect you'll get a better result than this.</p>	783	6/10/2020 16:23
Alisa John	<p>I was incredibly disappointed by the nomination of Dr. Johnsen, especially after watching his presentation. At most points during the interview, it seemed to me that he had no clear ways forward, just lots of questions with little idea how to answer them. As a graduate student, I am all for questions, but there must be a clear, specific, feasible plan in order to move forward with answering them. He showed no sensitivity to the current issues happening in our culture, and specifically seemed very hesitant to address the rampant and systemic racism in our society, focusing instead on a positive relationship he'd had with the one black man in his life - who it appears he has not even kept up with despite seeing him as a father figure - rather than any issues FACED by black people who he's known or problems he would like to see solved.</p> <p>Several of his ideas also seemed to be created with no conception of the challenges that low-income groups face - for example, when asked how he would keep colleges accessible, he discussed having a program where high schools would pay for dual enrollment programs. This would work great for students who can afford expensive, private school that have sufficient funding to support dual enrollment, but the entire point is to serve communities that would not ordinarily already have access to college, such as students coming from underfunded, public schools whose budgets are already strained and likely cannot afford to send many of their students into a dual enrollment program. He acknowledged that there were problems and hurt in our community, but did not mention any in particular, leaving me doubting that he understood any of the real struggles faced by students. He even seemed to consider the 10% scholarships he mentioned "affirmative action", which is not at all accurate given that they were just doing the very basic fundamentals of attempting to be equitable in a system where not all schools are funded the same. He also focused heavily on focusing on the past traditions and values to define who we will be as a community, and did not give any room to the ways in which we need to revamp and overhaul systems that were inherently racist from the start, or those which have been made obsolete.</p> <p>Dr. Johnsen disappointed and discouraged me at every turn throughout the interview, and I would feel very unprepared and unsupported with him at the helm of the UW system. He compared his experience being one of a few white people in a primarily Native American lead corporation to the challenges faced daily by people of color who work, live, grocery shop, and (try to) survive in a world that does not respect them. I do not believe he is maliciously racist, but he is scarily uninterested and clueless about the actual challenges of minority groups, and his actions are informed by only his white experience and those of white peers. I do not think he understands the purpose behind diversity - it felt to me as though he saw it as simply "making things fair" rather than benefiting and growing better together.</p> <p>I urge the search committee to declare a failed search and begin again, and include students and faculty in the search process, as has been traditional, and propose multiple candidates rather than unilaterally suggesting a single candidate who is clearly unprepared for the challenges of navigating a diverse system. We need and deserve a system president who cares about ALL of us, not only the white students and faculty whose experiences he understands. It is imperative for the school to reject his application forthwith, and immediately start the search again.</p> <p>Clearly not qualified to be president of our enormous and wonderful UW System. I assume we are reopening the search.</p>	782	6/10/2020 16:23
Jacob	<p>Jim Johnsen has been at the U of Alaska system since 2015 and has received 2 votes of no confidence from his faculty and presided over drastic and devastating cuts to academic programs across their system, including eliminating all geography, sociology, and a majority of environmental science degrees (amongst many others) across all campuses. The search process for President candidates was already suspect, as no students, faculty, or staff were included as they traditionally have been in the past. He indicated in his public presentation given yesterday that his loyalties lie with the legislature and Regents, not the students, faculty, and staff of the UW System -- which is extremely concerning given the current political climate in WI. With COVID-19 already causing financial difficulties for UW System, state funding is going to be necessary for the UW System to continue its mission and our legislature has worked at every opportunity to deny funding and support cuts and closures. I do NOT support this candidate, and I have no confidence in his ability to lead.</p>	781	6/10/2020 16:19
		780	6/10/2020 16:18

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Katerina	<p>His answers to questions related to diversity, shared governance and university funding were unacceptable and disqualifying. It was an appalling performance, all the more astonishing because of the tightly constrained nature of the "forum." You did not ask much of him and yet he was unable to offer more than vague platitudes and personal anecdotes in response to the most pressing issues facing the UW system right now. Had I performed like that at my own on-campus interviews (for a lowly assistant professor position), I wouldn't be here right now. I implore you not to hire this person.</p>		779	6/10/2020 16:18
Matt	<p>I am appalled at every facet of how the University of Wisconsin System's Presidential Search has occurred. The search committee not including current students, staff or faculty was almost designed to railroad a candidate through that would appeal to campus leadership. Now, with a severe budget shortfall looming due to COVID19, that lack of input not only highlights how little those people were appreciated, but now that they are the ones that will likely suffer the heaviest burden of financial hardships.</p> <p>To underscore the "fast track someone we like" idea, there was exactly one formal nominee: the President of the University of Alaska system. Which, in his 5 years of leadership, has gone so poorly he has faced two votes of no confidence. He cites reducing state budget cuts from 41% in a year to 21% over three years as something worth celebrating on his resume! After Ray Cross's attempts to severely cut programs was stopped, you seek out someone who actually did it? What message are you sending?</p> <p>At no point in his history has he viewed a university as anything more than a business. He was the chief negotiator with labor unions, but not as the union rep. His work history lists his job title as Vice President twice and Senior Vice President twice, which is the exact amount when a satirical LinkedIn profile gets too on the nose.</p> <p>Now, after he found himself in over his head at the University of Alaska, you offer him a life raft at the opportunity to lead the University of Wisconsin system because you know he'll protect the leaders and not the people of the University of Wisconsin. This is a disgrace.</p>		778	6/10/2020 16:08
Arthur	<p>To the Members of the Selection Committee,</p> <p>Thank for sharing information regarding the current candidate for the UW System President and for soliciting feedback from faculty and staff within the Wisconsin System. Additionally, thank you for your work so far in the process.</p> <p>However, I have watched the interview of the UW System Presidential Search candidate, and I am highly concerned about what seems to be a foregone hire.</p> <p>Firstly, the candidate has a history of votes of "no-confidence" from members of the Alaska System. These predate the massive budget cuts. The votes of no confidence, arise from a lack of communication and a lack of agency for shared governance (a critical component of system). This concern is heightened by the small cadre of members of the hiring committee and a lack of other options. I find it hard to believe that there is only one qualified candidate for this critical position.</p> <p>Secondly, I found the candidate's statements to lack vision, direction, and detail. I can appreciate the need to listen and understand the system as it is, but where are the ideas for growth and change? The candidate repeatedly answered similar questions with generalities that lacked concrete, actionable steps. The answers felt like "the right thing to say," rather than indicating a depth of thought regarding the complex issues the system and the specific Wisconsin universities face.</p> <p>Thirdly, I felt the response to the question regarding EDI initiatives was well-intentioned, but displayed a fundamental lack of awareness and knowledge about this highly influential component of our university life. In many ways, the answers emphasized white privilege and did not address any other EDI issues - ableism, LGBTQIA, or indigenous cultures.</p> <p>The system will face extraordinary challenges in the coming year and in the years to come. We need a president who can unite the institutions and provide large scale planning to address the myriad of health, financial, socio-economic, and diversity issues that are staring us all in the face. This candidate is not that person.</p> <p>I would STRONGLY advocate for the group to fail the search (given that only one candidate has been brought forth) re-embark on the hiring process with much more thorough communication with the institutions within the system. We face a critical time for the Wisconsin system and higher education as a whole, we cannot, and should not settle for less than excellent. To do so would be to undermine the Wisconsin idea.</p>		777	6/10/2020 15:59
Victor	<p>Simply put, Johnsen does not seem competent for the job. Moreover, he strikes most faculty and students I have spoken with as detrimental to the well-being of the university, including its communities of color. The no-confidence votes he has received should have been reason enough to seek out a different candidate.</p> <p>Dr Jim Johnsen's comments don't inspire confidence in promoting diversity. I suggest the university starts the search all over again.</p>		776	6/10/2020 15:55
Michal	<p>I'm deeply disappointed in the flawed search process that has led to naming only one finalist. I am also disappointed in the fact that the search committee does not see Dr. Johnsen's record (multiple no-confidence votes by the UAlaska faculty, dismantling programs in the social sciences, mismanaging the institution's finances and leaving it weaker than it was before his tenure) as disqualifying. These are challenging times that demand wise leadership that will work in concert with, rather than in opposition to key stakeholders at the University. I do not trust Dr. Johnsen to be the leader UW needs.</p>		775	6/10/2020 15:53
Heather	<p>After hearing Dr. Johnsen's comments and following events in Alaska, I find Dr. Johnsen unacceptable and hope the search committee fails the search and reopens it. Dr. Johnsen is not the individual to move Wisconsin forward. If Dr. Johnsen is offered and accepts the system President position I fear for the future of education in our state. Wisconsin used to be the leader in education, a system that was emulated and looked up to. We have fallen behind and have accepted mediocrity. We need a compassionate, strong, and dedicated leader to inspire and move Wisconsin back into the upper echelons of national education leaders. I hope the committee hears the concerns expressed and doesn't settle for Dr. Johnsen. Settling will not serve the future of our state or the people within it.</p>		774	6/10/2020 15:53
Megan	<p>I am appalled by not only by the choice of Jim Johnsen, a man who has been clear about his racism and who his colleagues at the University of Alaska had no confidence in, but by the lack of transparency in the search process. It is a travesty that we only have one candidate to choose from. This is a mockery of shared governance.</p>		773	6/10/2020 15:51
Grace	<p>I am distressed to learn that Mr. Johnsen is the only remaining candidate for president of the UW system. I am concerned about his past record of gutting crucial programs as President of the University of Alaska system. Part of what makes UW such an important and prestigious system is our investment in our programs, even those that may not bring as much prestige in the eyes of the average person. I was also horrified to learn of Mr. Johnsen's use of the word "minority" to describe himself as a white man. The UW system already has an enormous diversity problem and I have doubts about Mr. Johnsen's ability to rectify this urgent problem based on this conduct. I urge you to restart and continue the search for the next UW System President and to not settle for the only option that is available right now. The UW System and the people of Wisconsin deserve the best choice possible, not just the one available now.</p>		772	6/10/2020 15:51
	<p>Jim Johnsen does not appear qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		771	6/10/2020 15:50
			770	6/10/2020 15:49

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
	<p>I am a '19 alum of UW-Madison COE and a current employee in SMPH. I am writing to vehemently oppose the nomination of Johnsen for UW System President. He does not embody our values or the Wisconsin idea. At a time when BIPOC discrimination and lack of diversity are at the forefront of our minds, it is extremely disappointing that the Search Committee would put forth a candidate who is woefully unprepared to address racism and diversity in our university system.</p> <p>Finally, I am disappointed that the UW System Presidential Search Committee has not presented its constituents with more than one option. I feel confident that there are a number of qualified candidates, even candidates who come from Wisconsin and the UW System who are more than qualified to do this job and who care genuinely and deeply about the system. Johnsen's record of dismantling and defunding the University of Alaska system not only fails to inspire confidence in his ability to raise and improve the UW System, but it outright evidences the fact that he cannot successfully head this program.</p> <p>Please reconsider your priorities when searching for a UW System Presidential Candidate, and please continue with your search. I implore you to listen to the countless students, Faculty, staff, and alumni across the UW System who do not, and will not, support Johnsen as our System President.</p>		
Kim	<p>Jim Johnsen is not a good choice to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives included on the search committee as they traditionally have been in the past. He directly stated that his loyalties lie with the legislature and not the students, faculty, and staff of the UW System and has previously received 2 votes of no confidence from his faculty at U of Alaska. He is not fit for leading the UW System.</p> <p>I'm calling on the UW System Search Committee to declare this search a failure, appoint an interim, and try again. This candidate is racist and incompetent and will run the UW System into the ground and get a bonus for it.</p> <p>Yours,</p>		769
Liam			767
Gay	<p>I am concerned that the search process lacked transparency, as well as lacking faculty input. Why is there only one candidate? Further, given the many serious challenges the system is likely to face in the near future, if there is only to be one candidate, why would it be someone who has little to no direct familiarity with the system? It would be seem more sensible, in this time, to have offered at least two candidates, and to make sure at least one of them was from inside the system.</p>		766
Maria	<p>I am extremely uneasy about both the lack of shared governance participation in the search for a new UW System President and the no-confidence votes Dr. Johnsen received in his role at the University of Alaska. The UW System President has such power and impact that it is irresponsible to rush the decision making process for filling this position. To instill confidence in the fair selection of a UW System President, I implore the search be redone and, next time, for the inclusion of faculty, student, and staff representatives on the search committee.</p>		765
Carol	<p>Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		764
Tehshik	<p>I was deeply troubled by Dr. Johnsen's answer to the question about his experience promoting diversity (at 1 h 12 min), for three big reasons.</p> <p>FIRST: He was clearly unprepared. The answer was rambling and nonsensical, in stark contrast to his other answers. Did he not expect that diversity would be important to the System?</p> <p>SECOND: His first story about his experience as a child in Kansas ends with the revelation that his neighbor happens to have been Black. He refers to his neighbor as his "Black father" and claims this interaction as foundation for his understanding of race. For an explanation of why this is a troubling story, please see: https://apnews.com/c7e6681046e3463aa9967a8302e5a102</p> <p>THIRD: In his second story about his experience as Vice President of the Alaskan native corporation, he describes himself as having been "a minority". He also describes the objective of his work as bringing "Western values" to these folks and learning from their "wisdom". For an explanation of why the exoticizing of indigenous peoples is problematic, see: https://en.wikipedia.org/wiki/Noble_savage; for an explanation of how his experience as a White executive in a majority minority company does not give him insight into the experience of a disenfranchised minority group, please see: https://metro.co.uk/2020/03/09/can-white-people-experience-racism-12340542/</p> <p>This was a terrible answer to an easy question. In 15 years as a professor at UW, I have learned to recognize when an unprepared student has nothing worthwhile to say and makes up word salad to fill space. This was it. You have selected a charlatan and huckster who is ill-equipped to serve the System. Please start the search over. The System deserves a more qualified candidate.</p>		763
Matthew	<p>For such an important position I think it is critical that an appropriate and valid search be conducted. Forwarding one finalist, regardless of qualifications and favor, falls well below any standard of a search, regardless of the level of position. For a University System Presidential search I frankly find it unacceptable and the search committee should take a long hard look to their process and fail themselves and the search and not the State of Wisconsin by forwarding this search in this manner. This is one of many failures of this search.</p>		762
Ryan	<p>Please consider the possibility of a failed search due to the COVID-19 pandemic. Moving a single candidate forward due to others removing themselves because of the current situation should not be considered a successful hiring process. This position is vital for the positive growth of the UW System after we've been plunged into such a horrible financial crisis. The only available candidate may not be the best option for the students, faculty, and staff.</p> <p>I have some serious concerns given the previous employment record of Mr. Johnsen, whose last employer -- the U of Alaska -- evidently did not find him to be a very good employee. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		761
Courtney	<p>I do NOT support Dr. Jim Johnsen's candidacy. He has received a vote of no confidence from the faculty in several of his roles. He has minimal experience with research and scholarship which I would like to see experientially and with their personal value in our next system president. I would also like to see our next system president as a former tenured faculty member.</p> <p>Too much focus on cost effective focus that seemed to override value of education.</p> <p>Our system is increasing in racial and ethnic diversity and Dr. Johnsen's prior experience do not speak extensively to this and supporting the direction the system needs to be prepared to go in. The personal "Black father, White son" story was akin to the, "I have a Black friend" so I can't be racist response. We need a leader with a deeper level of understanding of racial inequalities, White Supremacy and Racial and Social Justice. And then he went on to call himself a minority, without context regarding his work with Alaskan Natives. Being one of few White people in a setting with many people of color is NOT the same as being systemically and historically (and currently) discriminated against.</p>		760
			759

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Amy	<p>After viewing Dr. Johnson's interview, I believe that he would be seriously out of his depth and that he should not be offered the position. The search should be considered a failed search. His experience is in running a 35,000-student one university, one balance sheet system. His position is more akin to that of a chancellor here. And, the unique circumstances in Alaska make his experience less relevant to the challenges facing Wisconsin in 2020.</p> <p>I found his answer to the diversity and inclusion question to be extremely superficial and offensive.</p> <p>I am a faculty member with a business degree from UWO, J.D. from UW Madison and both a masters and Ph.D. from UW-Milwaukee. I had a 17-year career as a business attorney.</p>		758	6/10/2020 15:03
Zach	<p>I thought his answers lacked substance, imagination, and critical thinking. I believe he lacks the ability to manage diverse constituent groups or to lead a major university system.</p> <p>I think you should hold off on appointing Jim Johnson, unopposed, as the new president. There's just too much negative press around his actions at the at the University of Alaska, and how they responded with a no-confidence vote. I think you should start another search.</p> <p>Thanks,</p>		757	6/10/2020 14:58
Tracy	<p>For a great number of reasons which are clearly articulated in many public places, this search should be failed and restarted. There is just no reason that the Wisconsin System should be led by a President with such a complete lack of understanding of and vision for enhancing diversity and inclusion work and valuing liberal education.</p>		756	6/10/2020 14:53
Bruce	<p>I do not believe that Jim Johnson is qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		755	6/10/2020 14:50
Caitlin	<p>I am writing to express my concerns and lack of confidence in the ability of Jim Johnson to lead the UW System. As a long time participant in shared governance it is deeply concerning that faculty, staff, and students were not included in this search process and that the process resulted in only one candidate. His record at U of Alaska of no confidence votes from faculty and of program cuts, especially in the social sciences and humanities is also of great concern to me. Additionally, given his answers at his presentation, I question his commitment to diversity and inclusion in the UW System, something which is always of utmost importance and especially so in our current climate. I respectfully request that you reject his candidacy and begin the search process anew, this time with faculty, staff, and student participants to ensure a leader is chosen that reflects the interests of all of the UW System community. Thank you.</p>		754	6/10/2020 14:44
Sara	<p>It is quite concerning to see only a single candidate named as a finalist. In particular it is disappointing to see one who has received multiple no-confidence votes from the faculty in the past few years where his willingness to engage in governance is a core part of the issue at hand and someone who has led an initiative to cut core programs.</p>		753	6/10/2020 14:40
Youbin	<p>Jim Johnson is not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		752	6/10/2020 14:38
Christine	<p>I object to the process that has been used for this important hire. Only having one candidate with no confidence votes from his home institution and being given a very limited window for comment is seriously flawed. I support declaring a failed search and beginning again next year.</p> <p>It is now well-known that Dr. Johnson's time as the UA System leader was marked by considerable friction with UA faculty. A candidate with this record is not suited to lead the UW System. A new search should be undertaken, given that Dr. Johnson is currently the only candidate.</p>		751	6/10/2020 14:34
Sam	<p>The UW System has not fared well, on the whole, over the arc of Dr. Cross's leadership. For example, Cross failed the UW System miserably when Scott Walker, as Governor, led efforts to cut UW budgets, because Cross was repeatedly unable to explain the considerable effort that individual faculty members devote to their professional work. The UW System deserves a competent and collaborative leader, and the evidence indicates that Dr. Johnson is not that leader.</p>		750	6/10/2020 14:34
Aubrey	<p>Based on Dr. Johnson's presentation and comments, I believe the students and faculty at the University of Alaska campuses that voted for "no confidence" in Dr. Johnson's leadership. I absolutely do not support Dr. Johnson becoming president of the University of Wisconsin System.</p> <p>Dr. Johnson seems an extraordinarily ill-judged and ill-equipped candidate for UW System president. Not only has the process of naming him the sole finalist been deeply flawed and exclusionary, he would be a very divisive figure in a time when we most especially need someone who can lead through unity. His record is appalling and completely inappropriate for the shared governance traditions of Wisconsin. The no-confidence votes concerning him are downright terrifying. And his comment about being a "minority" when he worked for Native-run corporation was shocking and offensive.</p>		749	6/10/2020 14:31
Michael	<p>As a member of the Academic staff executive committee at Madison, I am embarrassed and dismayed about the UW System President search. The search excluded faculty and staff representation and produced one finalist, Dr. Johnson. I don't understand how the only finalist selected has a history of multiple votes of no confidence by his current institution. I have zero faith in Johnson to include shared governance voices in the process to lead the UW-System. His past actions document that he will not include shared governance in the process. The only appropriate action should be to fail the search and start over with a new committee with representation from faculty, staff and student constituents to ensure that governance is included. Johnson does not have experience including the voices of constituents, and therefore does not have my support. He would struggle to gain trust of governance representatives, as his past track record clearly indicates he does not value shared governance input in decision-making. Please fail the search and give governance a voice in the process to help ensure trust exists between shared governance groups, UW System and the Board of Regents.</p>		747	6/10/2020 14:30
Debra	<p>While I think that Dr. Johnson appears to be a pleasant person in his presentation, I was not impressed with his response to the questions. He did not have concrete plans for helping the system move forward in these uncertain times, nor did he seem very well prepared to talk about issues of diversity, equity, and inclusion. I am also extremely dismayed by the process of this hire. Starting with there being no faculty or staff representation on the search committee and concluding with only bringing a single candidate forward to me is the definition of a search that should be failed. We must reopen the search to find a better set of candidates. The Board of Regents has argued that re-opening the search could set the process back six months. Six months seems to me a very short time compared with what could be years of problems that will be caused by hiring the wrong person to be System President.</p> <p>I am deeply concerned with the lack of any faculty, staff, or student participation in the search process, as well as the lack of transparency. The presence of a single finalist would never be tolerated for faculty or administration positions, and it is unacceptable for a position of such impact as UW System President. Why is there only finalist? Why does the committee feel that someone who garnered votes of "no confidence" from the faculty at his current institution is right for UW?</p>		746	6/10/2020 14:29
Nicholas	<p>I am very concerned about the search process and the finalist. For the process, I am concerned that there were no faculty/IAS, or student representation on the search committee. I am concerned that there was only one finalist, which sends the message that this is the only person that the system wants to hire. I am also very concerned that the candidate who was the finalist comes from a system where there were significant and quick program cuts, and I think that we need a leader who is willing to work through our current crisis without defaulting to big program cuts. I am concerned that the candidate received no confidence votes from their current system. I am also very concerned by the candidate's response to how they would foster diversity by referring to themselves as a minority and not seeming to understand their privilege and position. I think that we would be better off as a system having a failed search with an interim president, and re-start the search process with a more robust and representative process.</p>		745	6/10/2020 14:28
Katherine	<p>I am very concerned about the search process and the finalist. For the process, I am concerned that there were no faculty/IAS, or student representation on the search committee. I am concerned that there was only one finalist, which sends the message that this is the only person that the system wants to hire. I am also very concerned that the candidate who was the finalist comes from a system where there were significant and quick program cuts, and I think that we need a leader who is willing to work through our current crisis without defaulting to big program cuts. I am concerned that the candidate received no confidence votes from their current system. I am also very concerned by the candidate's response to how they would foster diversity by referring to themselves as a minority and not seeming to understand their privilege and position. I think that we would be better off as a system having a failed search with an interim president, and re-start the search process with a more robust and representative process.</p>		744	6/10/2020 14:24

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>Dear Search Committee,</p> <p>I am writing in regards to the only candidate to advance to the final stage of the UW System presidential search, Jim Johnsen. As a president of the University of Alaska, Jim Johnsen received a vote of no confidence from faculty and students. He implemented a system cut of 45 academic departments and furloughed hundreds of workers system-wide, which disproportionately and negatively impacts students of color. Moreover, the Wisconsin chapter of the American Association of University Professors has released statements on Johnsen's disqualifications.</p> <p>During Dr. Johnsen's Campus Forum session, his response to a question about how he would increase equity and diversity in the UW System with a story about growing up with a Black neighbor demonstrates willful ignorance of actual diversity issues which is the opposite of what the UW System needs, now and always. I believe our university system deserves better. We deserve better. I deserve better. So, I am demanding better by asking the System to withdraw the candidacy of Jim Johnsen, declare a failed search, and restart the search.</p> <p>Thank you!</p>		743	6/10/2020 14:21
Samuel	<p>Dr James Johnsen seems to be invested in the importance of education, but lacks a critical focus on empowering minority students. From what I can recall, there are only two segments about diversity in the entire forum video: around the 52-minute mark, he makes a weak comment suggesting that stratifying scholarships across schools in Alaska constitutes "affirmative action"; more concerning is his response to a direct question about diversity and inclusion, around 1hr 13minutes. The fact that his response to the latter question comprised predominately of an anecdote about "I grew up with a black friend" is... embarrassing, frankly. I would be immensely wary of selecting someone who, in a historic moment where the BLM movement is drawing national attention to systemic racial inequity, had such a weak statement--had nothing actionable to say!--, especially because Wisconsin, at large, exhibits extreme racial disparity! Is he really the only "finalist"?</p>		742	6/10/2020 14:21
Ariane	<p>Jim Johnsen is not qualified to lead the UW System. The faculty in University of Alaska voted no confidence in him in 2017 and in 2019, yet he refused to address the matter and provide an answer when asked about it. Moreover, his inability to talk about diversity and inclusion ("my black dad" - really?) combined with a history of overseeing massive budget cuts and program closures poses a threat to the fabric of our community, especially during these transformative times. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		741	6/10/2020 14:17
Alice	<p>Dr. Johnsen's track record in Alaska demonstrates that he would be a disaster for the UW system. His history of gutting state universities and hobbling their ability to serve, educate, and train the public is terrifying. He has shown a total disdain for the mission of state universities. He does not understand them as an essential public good, and I deeply worry for the future of UW in his hands.</p>		740	6/10/2020 14:14
Colin	<p>It is completely unacceptable that the search committee only bring one finalist in for this position. Not only that, but he does not seem qualified to me to lead our state. The embarrassment of a "vote of no confidence" and a vote for suspension from the faculty should have sent a red flag to the committee. This is a time for revolutionary change in our system, and they chose to bring another old, white man who should probably not have even been a finalist to begin with. This is embarrassing as a system employee and as a citizen of Wisconsin.</p>		739	6/10/2020 14:14
Garret	<p>I urge the search committee to deem this a failed search. Dr. Johnsen's record at the University of Alaska is appalling and should raise concerns for the type of leadership he would exhibit for the University of Wisconsin system. He failed to demonstrate a track-record of successful shared-governance, his change management skills appear dismal, as well as his ability to articulate and advocate for public higher education. Additionally, given his responses from yesterday's forum, Dr. Johnsen appears to lack the requisite knowledge to successfully lead the system with an equity orientation for all Wisconsinites, nor does he seem able to advocate for the relevance of the liberal arts and liberal education. Wisconsinites, and UW-employees, students, and advocates deserve a champion--Dr. Johnsen does not appear to be that.</p> <p>After listing to Jim Johnsen's presentation and his answers to the questions that were asked of him, it is my opinion that he is NOT qualified to lead the UW System. I strongly urge you to reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p> <p>Thank you for your consideration of my input. I have been an employee of UW-Madison for 20 years.</p> <p>Sincerely,</p> <p>[REDACTED]</p>		738	6/10/2020 14:13
Susan	<p>[REDACTED]</p>		737	6/10/2020 14:13
David	<p>The UW System is a world class system. Do we have a world class candidate here? I don't think so. He touches the bases in talking about the Wisconsin Idea, developing relationships, fostering trust between stakeholders and such, but he has not done that successfully in the much smaller Alaska system. He seems to be hired to do the dirty work of Ray Cross' poorly-timed blueprint, shuttering programs, which poisoned the well for the other candidates. These candidates may have been excellent, for all we know. But we don't know, and that is a huge part of the problem. There was no faculty presence on this search committee. His promises to work on lagging pay and morale for us strike me as about as credible as when Republican legislators said that we should be for Act 10 because it would mean a merit pay structure. I hope I am wrong. And I would prefer a manager more experienced with a world class system, or one who had managed a larger System.</p>		736	6/10/2020 14:08
Lyn	<p>Please reject Jim Johnsen's candidacy for UW-System president. He is not qualified to lead a university system so much larger and more complex than Alaska's. The state of Wisconsin deserves a university system president with a stellar record of leadership and a history of strengthening the institutions he or she has led. Unfortunately, Dr. Johnsen's legacy at the University of Alaska is anything but stellar. A new search should include students, faculty and staff.</p>		735	6/10/2020 14:06

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Arriety	<p>First and foremost, it is not acceptable that the committee chose to put forth one candidate at this final stage in the process. Nor is it acceptable that the committee lacked representation from all parts of shared governance. We need compassionate, science-based solutions to our challenges, and constructive paths to our future success. We have a greater likelihood of getting that with input from all members of our community. To restrict that input at the beginning and to further, artificially, limit the candidate pool when more broad feedback is requested, is damaging to our system and does not demonstrate a willingness to pursue growth, change, novel ideas or cooperation.</p> <p>It is also disingenuous to provide only 24 hours for that broader feedback to be submitted. Individuals need time, particularly during a pandemic and nationwide civil unrest, to thoughtfully review the video and provide feedback on this single candidate. A transcript of the interview should also have been provided for those who lack sufficient broadband access to review the video. Within this context it is difficult to believe that feedback provided here will be heard or acted upon in a meaningful way. I continue to hope that it will be.</p> <p>The idea of having a voice, should mean both having the opportunity to provide input/feedback AND the understanding that it will be heard, addressed and acted upon in a meaningful way. As Mr. Johnson pointed out it doesn't necessarily mean getting everything you ask for, but it should encompass constructive cooperation toward the betterment of all parties. Within the UW-System, the process of shared governance is one way that we ensure that voice. While Mr. Johnson repeatedly stressed his willingness to build relationships and hear those different voices, he did not provide any examples of his work in this area. His responses to questions from Ms. Dolan and Mr. Johanski, in particular, failed to address his previously demonstrated history of actively dismissing the voices of others. His efforts to pass off multiple votes of no confidence and a discussion of resignation from his current job as a mere lack of clarity in roles is a disservice to the University of Alaska system and the voices of all within that system. It also belies his repeated positive statements on relationship building and should be a clear warning sign for our University System.</p> <p>Throughout his interview, Mr. Johnson was asked multiple times what he will do or how he will respond in a variety of situations as leader of the UW-System. Each time his response was to defer with some variation of "There's no such thing as a leader, it's all of us." He used this idea to defer responsibility (and a concrete answer) when talking about how he would advocate for UW-System with the state government. He also used this response when answering Ms. Dolan's question regarding the current situation in Alaska. Each time he used the phrase, the connotation was that advocacy and other cooperative work was not the responsibility of the system president, but of everyone else. It was particularly unpleasant that he went on to suggest that the tone of advocacy by others under his leadership should be moderated and not off-putting. His further suggestion that people simply "move on" when their concerns aren't heard or addressed to their satisfaction is dismissive and shows no indication of understanding that leadership and cooperation are some of the necessary skills for the leader of a university system.</p> <p>We do not need a system president that will stifle the voices of the people who are at the core of our UW-System and our state. We need a system president who will hear those voices, advocate loudly for the Wisconsin idea and the UW-System as a whole. We need a system president who has a demonstrated history of relationship building and cooperation. I respectfully suggest the committee declare this a failed search and begin the process a new. Reform with adequate representation from shared governance, present more than one final candidate for the position and a provide a sufficient amount of time to gather feedback on those final candidates.</p>	734	6/10/2020 14:03
Jinkuk	<p>I do not believe Jim Johnson is qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee."</p> <p>I'm concerned about moving this candidate forward and take seriously the vote of no confidence from the faculty at his previous institution. During this time, especially, we need a leader who can advance UW-Madison's efforts at diversity and inclusion, as well as work to dismantle systemic issues that prevent us from attracting and retaining diverse faculty, students, and staff. I was not impressed with Dr. Johnson's responses to the Q&A on this front in particular. I would consider this a failed search and urge the committee to work toward a more inclusive process during the next search that includes shared governance input much earlier in the process.</p>	733	6/10/2020 14:00
Amber	<p>Thank you.</p> <p>This is a totally uninspiring and inept candidate. As an adjunct lecturer, I do not trust him to ensure the job security of those facing the greatest precarity (both in terms of job and financially) – particular in such a monumental moment.</p>	732	6/10/2020 13:58
Martha	<p>I am extremely disappointed in the results of this search for a new president for the Board of Regents. UW Madison has been criticized for years as not being a welcoming space to students of color and not valuing diversity. Countless times UW has promised to "do better" and "step up." The results of this search shows that these commitments are all superficial and that once again UW does not realize how out of touch it is. This search was problematic for many reasons. First, the emergence of a single finalist in completely inequitable. Multiple finalists was required by law until 2015. Second, naming as the only finalist an older white male. A white male that has described himself as a "minority." Third, the lack of employee input in the entire process. UW does indeed need strong leadership during this time but this is not it. The process of finding the new president was fundamentally flawed and forcing a rapid hire will not fix this process. I am disappointed in my alma matter.</p>	731	6/10/2020 13:57
Sara	<p>Dr. Johnson's record of elimination of programs is extremely concerning. Along with many other faculty and staff, I am very, very worried that programs that are essential to who we are as an institution will be cut in the name of the "bottom line." This search should be failed and a new search, with more transparency and respect for shared governance, should be initiated in the fall.</p>	730	6/10/2020 13:54
Alysa	<p>I am alarmed that only one finalist was brought before a wider audience of constituents. This top-down procedure will not yield a cooperative organization. Please re-do the search.</p> <p>I unequivocally oppose the hiring of James Johnson as system president. The search process was deeply flawed, forgoing even the semblance of democratic faculty governance. Worse, Johnson has been the recipient of multiple no confidence votes in his current position. The statements made on the video were largely contentless. The search process should be reconstituted.</p>	729	6/10/2020 13:54
Robert	<p>I am writing to express my deep disappointment with the candidate Dr. Jim Johnson for president of UW System and to ask that you please undertake a new search altogether, if he is somehow the only remaining candidate out of your process.</p> <p>Beyond the several votes of no confidence in him at the University of Alaska, which should have been enough to red-flag his candidacy for taking over UW System, his comments in the forum shared by video yesterday (and only this morning with closed captioning) did nothing to reassure me of his qualifications or his appreciation for the powerhouse of research, creativity, and critical thought that is the UW System. Particularly at this critical juncture socially, economically, and institutionally, he gave little more than empty rhetoric that he rarely backed up with concrete examples. Where he did offer examples, they were woefully small in scale, inadequate to serve the needs of such an institution as UW System, or simply repetitive of things we have already undertaken (All in Wisconsin 2.0? sheesh...). What's more, he betrayed an egregious lack of competency in understanding racist structures in our society and the special opportunity we have in this moment to address them.</p> <p>Bottom line: he lacks the scale and ambition of *vision* that our institution not only deserves but absolutely requires at this time. I implore the members of the Board of Regents to reconsider this person as our only candidate. UW System is one of the proudest foundations of our state, one of its most promising assets to carry us through this time—unless you wish to drive it into the ground with small ideas and smaller spirit, it needs a better leader.</p> <p>Sincerely, [REDACTED]</p>	728	6/10/2020 13:53
Serena	<p>[REDACTED]</p>	727	6/10/2020 13:52
	<p>[REDACTED]</p>	726	6/10/2020 13:50

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Jim	<p>The process of the search was flawed from the start. But the decision to advance a single finalist truly removes any legitimacy from this process. Who is Dr. Johnson competing with? What other candidates were considered? Without knowing these questions, it is almost impossible to evaluate Dr. Johnson's candidacy. This is particularly true because of what we know of Dr. Johnson's record. His history speaks of his willingness to use a top-down, system-focused approach to leadership that dovetails with the "Blueprint" idea suggested by Ray Cross. I worry that Dr. Johnson will be walking into an extremely hostile environment. His talk about building bridges will be almost impossible to enact simply because the search process has been so flawed and generated such an extreme lack of trust.</p> <p>In the interview, Dr. Johnson spoke about his support for the Wisconsin idea and for shared governance. These statements seem completely at odds with his record—and actions speak louder than words. The no-confidence votes from the faculty in the Alaska system have received quite a bit of press. Less well known are how in 2016, he oversaw a hasty consolidation of the UA System's teacher education programs that is regarded to have led fairly directly to the UAA School of Education losing its accreditation. In September of 2019, Johnson and the UA System received a warning letter from the Northwest Commission on Colleges and Universities (the system's chief accrediting agency) expressing concern that "that the University of Alaska Fairbanks, University of Alaska Anchorage, and University of Alaska Southeast have failed to meet . . . critical standards for accreditation" and asserting to Johnson and the Board of Regents "the importance of an inclusive decision-making process that respects the tenets of shared governance." These actions seem to contradict Dr. Johnson's stated support for shared governance. Just last week, the UA System announced the elimination of Bachelor's and Master's degree programs on multiple campuses, including programs in chemistry, geography, sociology, and theatre, among many others. This contradicts his stated support for the liberal arts.</p> <p>Dr. Johnson's leadership record—with its troubling lack of attention to shared governance and the liberal arts—came in a system with dramatically more funding than we have at UW System. UA System includes only 26,000 students—it is far smaller than UW System. While the UW System received \$6,435 in state funding per student in fiscal year 2018, the UA System received \$15,151 per student from the state during that same year. Given that the much smaller, much better funded UA System is still reeling in turmoil from actions taken during Johnson's ongoing tenure, what evidence is there that we should expect anything other than comparable turmoil should he be named UW System President—especially given the similarities between the consolidation and restructuring being imposed on the UA System and that proposed in President Ray Cross's opportunistic "Blueprint" last month?</p> <p>Finally, even in Dr. Johnson's own words, I saw red flags about his leadership style and intent. He talked about the need for system to play a "market managing role" and "how to organize education across the state" and made several other comments that I believe indicate that despite his words, he has a top-down, authoritarian approach to educational leadership that runs strongly counter to statute, practice, and tradition in the UW System. We know our students, communities, and institutional strengths and need a leader who can help us maximize these strengths—not someone who will govern from afar.</p> <p>I am strongly opposed to Dr. Johnson's candidacy.</p>		725	6/10/2020 13:50
Miriam	<p>It is critical that you reject Jim Johnson's candidacy and start a new search with faculty, student, and staff representatives on the search committee. While I am truly aghast at the number of reasons that he is not a qualified candidate, perhaps the most relevant in this moment was his inability to provide a good answer to the question about diversity and inclusion. As the country undergoes a reckoning with regards to race, it is of the utmost importance that we have a System President who will help ensure the system will actively address issues related to equity and inclusion. The fact that he does not even have the language to play lip service to diversity and inclusion indicates that these issues are far from his mind and not a priority. It is UNACCEPTABLE to have a leader who does not prioritize diversity and inclusion in 2020. If you hire him, you are complicit in perpetuating systems of inequality.</p> <p>I am writing to share my concerns about the one (and only) finalist for the position of President of the UW System, Dr. Jim Johnson. I am concerned both on procedural and substantive grounds. Firstly, it is worth noting that the procedure for the search contained no input from shared governance, and no input from students, faculty, or staff at any of the UW campuses (1). This was counter to the procedure followed in the previous two President hires, and what one would expect when hiring for a position of leadership with such a broad array of stakeholders. Substantively, it is worth noting that Dr. Johnson, like our own current President Cross, received a vote of "no confidence" from the Faculty Senate of University of Alaska Anchorage and the Faculty Senate at UA-Fairbanks (2,5), as well as the Union of Students at Anchorage, on the grounds of "coercive and intimidating letters that UA President Jim Johnson sent to the chancellors of UAA, UAF, and UAS as well as other documented examples of the president excluding the chancellors from other important decision making moments." (3) The content of one of those letters is particularly disturbing, in which Dr. Johnson appears to be a go between for an authoritarian Board of Regents of UA, and the chancellors who are to be left out of budgetary decisions.(7) It is my sincere hope that Dr. Johnson has been selected as a finalist only DESPITE these disturbing letters, and not BECAUSE of them. Either way, that type of top-down leadership is not the tradition in the UW system, nor should it become one. This lack of transparency had also been noted by the Coalition of Student Leaders (4). What is even more concerning to me, and should be to the UW Board of Regents as well, is that UA accrediting body, the Northwest Commission on Colleges and Universities (NWCCU) at one point had to step in on behalf of the Universities and demand that the Board and President honor an "inclusive dialogue", the implication being that if they did not change their attitude toward the leadership at the campus, the NWCCU might threaten to pull accreditation (6). Granted, Dr. Johnson was not on the Board himself, but as was mentioned above, his letters more or less intoned "do as the Board says, or else." All of this is of great concern to me, and should also be, I hope, to the hiring committee. It is for the lack of transparency in leadership, and for the lack of a history of inclusive dialogue with campus leaders that I urge you not to hire Dr. Johnson.</p> <p>[REDACTED]</p> <ol style="list-style-type: none"> https://www.wpr.org/regents-criticized-not-including-faculty-staff-students-uw-president-search-committee https://drive.google.com/file/d/1_3Fi4QMSCAN1G2_VvJ2eS80GFLKu349s/view https://www.alaska.edu/newua/Resolution%2020-05_%20Vote%20of%20No%20Confidence.pdf https://www.alaska.edu/files/governance/Resolution-2019-05-To-demand-transparency-between-the-UA-Administration-and-UA-students.pdf 		724	6/10/2020 13:48
Matt			723	6/10/2020 13:44
Katherine	<p>We do not need some austerity monger leading one of the best public universities in the country. We need a champion for public education. Also, this man sounds like a moron.</p>		722	6/10/2020 13:40

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Erin	<p>I am very concerned about the lack of shared governance participation in this search for a new president. I am also extremely concerned about the lack of inclusion in this search of faculty, staff and students across the system. I am a faculty member and have heard almost nothing about this search or its processes. It is quite troubling that only one finalist has been chosen for the position. It implies that the decision has already been made. I strongly believe that a new search should be undertaken in a more open and transparent way and that this new search should be kept open until more than one finalist can be chosen. When asked about the lack of inclusion of shared governance, staff, faculty, and students in this search, the candidate deftly avoided actually answering the question.</p> <p>In his current role at the University of Alaska Dr. Johnson has recently gutted 40 programs from the University of Alaska System. Ostensibly these cuts were to help offset a 25 million dollar budget cut. However, cutting these programs resulted in only a 4 million dollar savings. Of the 31 faculty positions cut 11 were currently unfilled. That a full third of the positions in the programs being cut were currently unfilled leads one to suspect that those programs were already planned for dissolution and the budget cut from the state simply made the cut easier to accomplish. With our system's current financial issues due to Covid and the coming enrollment drops it would seem that this candidate was chosen because he has shown a history of willingness to cut programs. It is also concerning that most of the programs cut in Alaska were liberal arts programs. We pride ourselves in Eau Claire on being a liberal arts institution and highly regard the value of a liberal arts education. It has been one of our main goals to increase our LE components throughout our curriculum and in every program on campus. He has not shown the same dedication to and concern for the importance of a liberal arts education.</p> <p>I am also concerned about his comments on racial and other diversity issues. He used his experience as a minority in a single job and the fact that he grew up with Black friends as examples of his understanding of the experiences of other races. This is a common tactic of whites to deflect their lack of any true understanding of racial issues in this country. It is an incredibly tone deaf and irresponsible response. We owe our students, staff, and faculty that fall under the BIPOC umbrella so much more than platitudes and underhanded comments.</p> <p>presentation showed both those strengths and where they come up short.</p>	721		6/10/2020 13:40
Christa	<p>I came into Dr. Johnson's visit with predictable concerns. I was troubled, from the beginning, but the lack of staff, faculty, and student representation on the search committee. I was, more recently, troubled by the committee's decision to proceed with the search despite having only one remaining candidate.</p> <p>Despite those significant concerns, however, I also came to Dr. Johnson's visit with an open mind. I wanted to hear his answers and believed that he could help us put his previous history in context. Having listened to Dr. Johnson speak, I can see some of the features that led the committee to rank him highly. I appreciated his investment in the Wisconsin idea and could see evidence of his success interacting with legislators and business leaders. He clearly brings relevant background at the head of a smaller but similar University system.</p> <p>Despite those strengths, however, Dr. Johnson's performance in his visit ultimately left me with increased concern about his candidacy. I do not think that Dr. Johnson is the correct person to lead the University of Wisconsin System into the future.</p> <p>Not surprisingly, I went into Dr. Johnson's visit wanting answers about his approach to shared governance and the "no confidence" votes tendered by faculty at two University of Alaska institutions. Though Dr. Johnson had several opportunities to address those concerns, his responses were not encouraging. In his most extended comments related to this issue, Dr. Johnson emphasized the importance of "relationships," acknowledging that relationships within Wisconsin and within the UW System need repair. However, in the portion of his comments where he addressed relationships in terms of shared governance, he presented his choices around financial exigency not as a matter of relationship in need of healing—nor, importantly, in terms of the work he did to heal those relationships—but as a description of what he had to do and the hard feelings those necessary choices engendered. A system president will inevitably have to make some unpopular decisions. How they lay the groundwork for those decisions and the work they do after-the-fact to mitigate negative effects say much more about their leadership than does the fact of making the hard/unpopular decision in the first place. Framing the situation as faculty, staff, or student representatives having a voice but ultimately "not getting what they wanted" suggests to me an unwillingness to do the labor required to build, maintain, and heal relationships. Because I believe that Dr. Johnson is right, and relationships are an important challenge for the future of the system, this shortcoming is significant. (I had a similar reaction to Dr. Johnson's emphasis on "leaders" (plural) rather than a singular leader. It struck me as a way to dodge responsibility for the power and authority that come with being system president).</p> <p>I went into Dr. Johnson's presentation hopeful about his investment in diversity and equity. I had raised concerns on this point and been assured that it was, in fact, an area of strength for him. I saw glimmers of that strength—generally when he was reporting on his role within larger U of Alaska initiatives that he did not directly administer. However, his response to the "diversity question" posed near the end of the forum was singularly disastrous. At this moment in the UW System's history, at this moment in U.S. history, we cannot afford to appoint a leader who is so singularly inept at talking about race and racial justice as to spend the majority of his time taking about diversity in telling a story about his "Black father." A story from his childhood about</p>	720		6/10/2020 13:37
Matthew	<p>Dear UW System Regents and Search Committee,</p> <p>As a faculty member at UW-Madison deeply invested in the continued strength and vitality of our public universities, I call on the Regents and Search Committee to cancel this search, call it a "failed search" and do not progress any further with Dr. Johnson's candidacy. The UW System is in the midst of a public health and financial crises, and also is in a nation coming to terms with its legacy of racism and anti-Black violence.</p> <p>Dr. Johnson, in this interview, was not convincing that he has the experience, vision, and understanding of Black students/faculty that is required in a leader of the UW System at this time. His tone-deaf remarks about being a minority and having a "Black father," along with his superficial grasp of the nature of shared governance and faculty work, make him an unusually unqualified candidate for this institution at this point in history. Further, the vote of "no confidence" by faculty in Alaska and his clumsy handling of their recent budget crises should be disqualifying.</p> <p>Honestly, I can't believe that we are considering handing over leadership of one of the world's strongest and most historic systems of public higher education to this individual. Please cancel this search, start a new one with more than one finalist (!), and involve faculty, students and staff. If you end up hiring this individual, I foresee a very rough next several years for the System, and predict that you will be saying "good-bye" to the international prominence and ranking of individual campuses in the UW System.</p> <p>Sincerely,</p>	719		6/10/2020 13:11

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Shannon	<p>Re-sending these comments, not clear if these went through:</p> <p>-How will you bring forth the Wisconsin idea? He said go back to the roots, and then how do we adapt that core to a changing world? Think about and study ways of improving society. He says we should convene to talk about issues - This response is without any passion or substance. The things he said we should do is in the heart and soul of every faculty in the UW system, which is why we have research and teaching expectations for these purposes. I find his sentiments generic: How does that represent a leader, when we cannot express a solid position that doesn't simply touch of generic talking points? I find it particularly inappropriate when he talks about diversity, because Johnsen does not speak to the issue of racism or oppression head on. If he just plans to be a sponge, then what happens after the listening? When he speaks about negotiation, that means that you are seeking something based on a value, but those values are not clear to me.</p> <p>-When asked about online education, he spoke about discounts and the telecommunication industry. He talked about buying technology (Chromebooks). As a researcher in educational technology, this answer demonstrates to me a lack of understanding of how to support instructors and students in distance learning and how to successfully implement them. Having strong internet connections and buying technology, which that alone will not lead to quality education for our students. He mentioned that the faculty should be at the forefront in voicing that. This was a comment at the end of his answer, so it was not in depth. I hope that he means this sentiment, but it was far less represented in his answer over technological infrastructure support.</p> <p>-Diversity and inclusion: "We've got to come together and address this issue." - I ask, How are we going to take action? There is no substance to this statement. I find this unacceptable. This answer doesn't make me confident that Jim Johnsen can be a leader in the very important issue of racial injustice. This is just unacceptable considering this took place June 9, over a week after the #BLM protests began.</p> <p>-Does Jim Johnsen know that we are not unionized at UW? His answers about tenure and faculty salaries were focused on his union contracts he was a part of.</p> <p>-I appreciated his comment about now eliminating the Alaskan Native Languages courses, because they are important to WI as well, though I wish he would have shown some research in understanding our WI Native Nations. He did not mention those Nations.</p> <p>-His comments at the 1 hour 13 minute mark on being part of a desegregated community saying he was taught to "Respect everyone.. no matter what the color of their skin," to me, represents he is still using color-blind rhetoric and is not an advocate for anti-racism (or is even aware of this). Johnsen describes an anecdote about having an "African American" neighbor that was a father figure to him. While this is a wonderful sentiment, but is indicative of showing he is not "racist" by providing an individual story. Again, not showing any understanding of the anti-racism and acknowledging out own white privilege and white supremacy. He even talked about being a "minority" in a team of Alaskan Native folks in an organization. These sentiments are outdated and show no attempt to address anti-racism. This is unacceptable for our UW president.</p>		718	6/10/2020 13:07
Ian	<p>I wish to express concerns over the search process. Because only one finalist was selected, and the finalist has received a vote of no-confidence at his prior (similar) position, I strongly urge the committee to conduct a new search, or revisit candidates that were considered earlier in the process.</p>		717	6/10/2020 13:07
Kevin	<p>As a student at the University of Wisconsin Madison, I believe that Dr. Johnsen and the search process that led to him being the only finalist candidate are and were inadequate. For both Dr. Johnsen and the search process itself the lack of shared governance is blatant and unforgivable. Dr. Johnsen stated multiple times in his interview that he believes in shared governance and worked with shared governance bodies while the President of the Alaska system. Although he may have consulted them he clearly did not "work" with them given that on multiple occasions the shared governance bodies asked the Board of Regents to remove him from his position. In our state and in our university system shared governance is the law. We can not have a president who does not respect the aspects of shared governance and by extension state statute itself. As for the search process itself the lack of communication with shared governance bodies, the lack of representation, and the failure to find more than one finalist candidate are all reasons on their own to declare the search failed, but when this combined set of circumstances occurs I believe it shows a gross negligence on the part of the regents if they vote to approve Dr. Johnsen. Regardless of the representation on the search committee the fact that there was only one candidate and the search committee framed this finalist interview as if there were multiple to be compared further enhances the intentional disregard for shared governance. This ending process was the only time the shared governance bodies had a say and it was a pitiful show. In conclusion I request that the search be failed and start over. I request that there be a minimum of three finalists for the next search, even if Dr. Johnsen is again one of those finalists. Furthermore, I believe that any future search committee for a position of such importance should include student and faculty representation beyond the student regent and the few administrators on the current committee.</p>		716	6/10/2020 13:03
Hannah	<p>Although there are many reasons to be concerned about Dr. Johnsen's candidacy—the votes of no confidence, the graduation rates of minority students, the shuttering of 40 programs—I was particularly appalled by Dr. Johnsen's tone deaf and ignorant remarks on diversity. His assertions that he understands diversity because of personal relationships with People of color and that he empathizes with minorities because he worked at a minority-owned business demonstrate his ignorance and incompetence on the pressing topics of diversity, race, racism, equity, and inclusion. These assertions uphold the long-standing inequities that People of Color in academia face on an everyday basis. This is unacceptable. Dr. Johnsen is the wrong leader for the UW System, whose future depends on including and supporting BIPOC faculty, students, and staff. Johnsen falls utterly short of the UW System's own pillars of inclusive excellence (https://www.wisconsin.edu/inclusive-excellence/); he would work against the mission of the system's own Diversity Council (https://www.wisconsin.edu/president/diversity-council/#mission- vision); he would impede any efforts to recruit and retain BIPOC faculty, students and staff. He is the wrong candidate for this moment, for this system, and for the future of UW.</p>		715	6/10/2020 13:03
Tulio	<p>Dear all,</p> <p>Starting with the fact that this search has been very tumultuous, I believe the search had too many unfair aspects and in many ways it is abnormal and untrustworthy. All university searches must be conducted with the same criteria and regulations that the faculty is subjected to, for instance, we could not have a search even for an IAS position with a single candidate (which I agree 100%) without passing as untrustworthy or failing. I believe this search should be canceled or fail, and allowed faculty and student be part of a new search. This is an extremely important position and should be conducted appropriately.</p>		714	6/10/2020 13:01
Cameron	<p>I am truly horrified by the entire way this search has been conducted and side-stepping stakeholders and the public every step of the way. I'm certainly not confident in a former president who's had multiple votes of no-confidence at his last posting. This candidate is not in the best interest of the people of WI. Just because state law changed does not mean we should barrel ahead and conceal what used to be a very open process from faculty, staff, and the public. At a time when the public already distrusts higher education, this was the wrong move and quite frankly sends the wrong message. It screams corruption. Dr. Johnsen is not qualified to lead our great UW-System given the multiple votes of no-confidence at his previous job. Furthermore, I'm extremely disappointed in Dr. Johnsen's comments and statements in regards to the current racial climate and tension in the US. I do not trust Dr. Johnsen would be a unifying force for our system or be an advocate in any way to making our campuses more inclusive. He seems very eager to get in and do what he did in Alaska which is cut, cut, cut, cut and dismantle much of what has made the UW-System great. There are definitely some difficult decisions to be made in regards to our UW-System but I certainly do not want Dr. Johnsen at the helm given what he's done at his previous employer. Please fail this search and try to do better for the people of Wisconsin.</p>		713	6/10/2020 13:00
Samhita	<p>Dear Search Committee,</p> <p>I am writing to demand that the committee to start anew with its search towards finding the next UW System President. Jim Johnsen does not represent the values of the UW system, nor does he represent the sorts of values that this institution should strive to meet. This institution is well aware of its failure to substantively embrace the value of diversity. In light of this 'institutional self-awareness,' why does this institution continue to fail to take real steps towards achieving authentic diversity. A white man who wrongly characterized himself as 'Native Alaskan' does not have the common decency or cultural competency to be a leader within this institution.</p> <p>He is not worthy of being the UW System President, and the search must start from scratch. You have the power to change the atmosphere of this institution. USE IT.</p>		712	6/10/2020 13:00

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>I strongly recommend NOT moving forward with Jim Johnson and starting the hiring process over. There is a myriad of hugely problematic issues here, including:</p> <ul style="list-style-type: none"> - The lack of faculty on the search and screen - The lack of transparency regarding the candidate pool - Only bringing forth one final candidate - The final candidate's poor history at the University of Alaska system, including two votes of no confidence and poorly handling budget cuts - The final candidate's poor interview, including incomplete, vague and generic responses regarding how to fix the UW System and his horrifying responses to combating systemic racism. <p>Not only is the University of Wisconsin system financially struggling and in need of a leader with a proven track record (not two votes of "no confidence" from prior institutions), but the University of Wisconsin-Madison has historically struggled when combating racism. We do not need a president who feels he was a "minority" at one point and that he had a "black father." Shocking and abhorrent responses. Please fail this search and start again, and include faculty on the hiring committee.</p>			
Rachel	I am deeply unsettled by this process. The fact that there were no faculty on the search committee is disturbing. The fact that there is only one candidate to "choose" from should mean that search should be declared a failure. I hope that the committee will do the right thing and fail this search.		711	6/10/2020 12:59
Kate	I share the reservations of many of my colleagues across the UW System about the search process and the single candidate for System President. I join their calls for a new search based on a process that is more inclusive of faculty and other stakeholders. In particular, I am concerned that Sociology, my department, was one of those cut during budget cuts at the candidate's previous university, leading to questions about how the candidate will protect the liberal arts, social sciences, ethnic studies, etc., within a context where difficult budgetary decisions will be made.		710	6/10/2020 12:57
Jordan	His comments on race were troubling, and at the least problematic in the current climate. His statements on liberal education don't seem to correlate with his actions and record at the University of Alaska system.		709	6/10/2020 12:57
James			708	6/10/2020 12:54
Gina	I request a new search is done to fill this critical role. I am unimpressed and concerned about the candidate's past and believe he would cause irreparable harm to our system. Educational access is vital to improving this great state and we need better leadership.		707	6/10/2020 12:46
	<p>Dear Search Committee,</p> <p>After listening to Dr. Johnson's presentation, and looking over his materials and history at the University of Alaska system, I implore you all to fail this search. Dr. Johnson talked about mending trust while moving forward.</p> <p>If the Regents and the Legislature want to truly build trust with the staff at UW institutions failing this search is the only way to do so. It is impossible to see this final candidate as anything but threatening. What he did in Alaska, coupled with Ray Cross' desire to rework the UW-System comprehensives is abhorrent.</p> <p>The fact that no faculty were on the search committee AND that Dr. Johnson has NEVER been a faculty member means that there is little understanding of shared governance, even if lip-service has been paid.</p> <p>Finally, Dr. Johnson's comments on equity, diversity and inclusion are precisely what we do NOT need if our UW system and our state are ever going to examine how our system and state perpetuates racial oppression.</p> <p>It is hard to imagine that this email will be met with any real openness. The minuscule amount of time dedicated to UW staff and student questions makes clear how important our feedback is. I would love to be proven wrong.</p> <p>Just like the Legislature would not want an anarchist presiding over its' decision-making, so to does the UW System not want someone who is not ready to be a fierce advocate for the important of the UW-System, its' institutions, staff and students.</p>			
Anna			706	6/10/2020 12:44
	<p>Dr. Johnson's commitment to adhering to the statutory policies that outline procedures for collective and collaborative leadership and his support for the Wisconsin Idea demonstrated good understanding of our founding institutional values, which I would like to see strengthened. However, while he repeatedly discussed that he would prioritize shared governance and relationships of healing, when given a direct opportunity to explain why he was not able to bring those values into practice with faculty in the U Alaska system who gave him a vote of no confidence in a situation of de-funding that we might eventually face as well, he did not directly answer that question and did not assuage concerns that while he may have those goals, he has shown that he is not able to actually create the relationships that would show he can meet those goals. Secondly, his understanding of the value of the humanities in answering big questions is great, but he seemed to tie that value to his daughter's individual ability to create a job for herself rather than the centrality of the humanities in questions of culture, science, human emotions and life that are tied to larger inter-disciplinary research needs, 'wicked' problem-solving, and ethical advancement. The broader cultural and citizenship goals of the WI Idea are just as important as meeting the state's business needs; indeed, those collective understandings may be needed to lead business in a climate-changed world. Thirdly, I was also concerned that Dr. Johnson's discussions of his experience with diversity and inclusion were stated in terms that reveal, once again, while his intentions are good, he doesn't know or understand how to put those goals into action in our system. In a state that is according to the 2010 census 83% white, using his top ten percent plan for high schools may not be as useful for promoting inclusion and diversity in our university, nor would that address the problems we have with minority retention. Additionally, his language and rhetoric in telling his personal stories suggest he might not be as aware of how to be a supportive ally in the 21st century as one would expect from a university system President. In sum, it is important to have a system President that can negotiate through persuasive language, but he or she also needs to build some confidence that they can DO those things and put those words into action and practice too. With Dr. Johnson's deeply concerning record with the U Alaska system, where he had a vote of no-confidence from faculty and over 40 programs were cut, his interview did not do enough to convince me that he would know how to lead us through a fiscal crisis with better results.</p>		705	6/10/2020 12:43
Kelly			704	6/10/2020 12:42
Brian	Only one finalist from a national search means that this was a failed search. Please restart the search process.			

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Becki	<p>First, I must begin by stating how thoroughly disappointed I am in the search process. How is it possible that we only have one candidate to consider? Furthermore, how is it possible that this one candidate is widely seen in higher education as failing the University of Alaska system? In addition, given the current context of what is happening in the U.S., how is it possible that we have a candidate who is not adept at speaking about or addressing issues of equity, racial justice, or social justice (more broadly defined) as relevant to students, staff, faculty, and administrators?</p> <p>Second, I was disappointed in Dr. Johnsen's opening remarks. They failed to address the complex state of higher education for the UW System, relaying instead on a very general statement that could apply to any institution/system anywhere. He had an opportunity to share vision - but vision was severely lacking from his presentation. We need leadership capable of navigating complex government systems, complex and varied institutions, shared governance needs, changing accreditation demands, and federal agencies / mandates. We need leadership to envision continued and new strategies for implementing the Wisconsin Idea - while simultaneously challenging the idea that we can do so without resources. Dr. Johnsen's comments and, frankly, his responses to questions thoroughly failed to address these needs.</p> <p>Finally, again, in the context of ongoing demands for greater System attention to equity, diversity, inclusion, and justice, the limited capacity of Dr. Johnsen to respond to these needs was exceptionally disappointing. We cannot afford a System president whose capacity to address these issues is limited to his "white son / black father" story from his childhood.</p>			
Grace	<p>I believe this search has failed. Simply put, I am strongly opposed to Dr. Johnsen being selected as the UW-System president.</p>		703	6/10/2020 12:32
Grace	<p>I am concerned that the UW community has been presented with just one option for a powerful position that will impact us all. First, the search committee is not representative of UW in that it does not include current faculty members or students. The search process could've been far more transparent. Second, Dr. Jim Johnsen has received multiple votes of no confidence from his current institution. Have we thoroughly explored the reason for these votes? I am aware that during Johnsen's time at U of AK enrollment and graduation rates dropped and accreditation for a program was lost. Might there be more to this than we're being told? I am extremely worried about similar things happening in the UW-System should he be hired. And third, was there truly an effort to attract a diverse field of candidates? We are being asked to consider just one individual for the job - are we being inclusive or are we driving a singular agenda? Given the impact of the COVID crisis on the search, as well as the multiple concerns listed here, I urge the regents to fail this search and start the process again with a more representative and transparent search committee. Thank you for considering my thoughts. ~ Grace</p>		702	6/10/2020 12:30
Todd	<p>I did not feel that Dr. Johnson's responses regarding his commitment to shared governance were at all sincere, as evidenced by his record as President of U of A. I also felt that his response was very much lacking on the issue of addressing faculty compensation...he suggested doing another study...we already have the data! What he did not offer was any concrete plan for addressing the issue. I would have liked the opportunity to hear the views of another candidate....I feel Dr. Johnson lacks the experience necessary to lead such a large system as UW. We need a strong advocate of academics in this position and I do not see that in Dr. Johnson. The solution to the budget crisis will be to cut programs and even campuses, which does not follow the Wisconsin Idea he repeatedly made reference to.</p>		701	6/10/2020 12:24
Molly	<p>I am deeply disappointed in the fundamentally flawed search process, which flouted the spirit of shared governance by excluding faculty, staff and students. Unfortunately, the materials made available, particularly this campus forum, do nothing to reassure us about its outcome. Dr. Johnsen's testimony at the campus forum was mostly composed of vague platitudes about the importance of relationships and the Wisconsin Idea. Bless his heart, his answer to the challenges of diversity was his close relationship with a surrogate father figure who (GASP) happened to be Black. His consistent invocation of market logic as a guide for educational policy decision making is also a red flag that indicates his priorities. This search should be qualified as failed, with Dr. Johnsen re-included as a candidate in a process that is transparent and in the spirit of robust shared governance.</p> <p>Jim Johnsen is not a good candidate for president of the UW system. It deeply troubles me that he was chosen as a finalist and that he is the only finalist left. I encourage the search committee to view this as a failed search and to begin again. This position is too important to be given to a man who has a proven record of failed leadership. I come to this conclusion based, in part, from the information below.</p> <p>As president of the University of Alaska system, Johnsen has lost the confidence of his students, faculty and staff. The Coalition of Student Leaders of the University of Alaska charged Johnsen with violating several state regulations. The Student Government Association at the University of Alaska Anchorage voted NO CONFIDENCE in his leadership, in part based on coercive and intimidating letters sent to university chancellors and the oppression of regional leadership. The Faculty Senates of the Universities of Alaska at Anchorage and at Fairbanks also both voted no confidence in the leadership of Johnsen.</p> <p>In addition, Johnsen's lack of leadership in Alaska has caused the Northwest Commission on Colleges and Universities to note that the University of Alaska system is currently failing to standards of accreditation in accordance with the US Department of Education's 34 CFR Part 602.</p> <p>The position of UW System president is to serve, promote and enhance higher education throughout the state of Wisconsin. Jim Johnsen has a track record of doing the very opposite in Alaska. He has not been a successful leader and his university is in danger of losing accreditation.</p>		700	6/10/2020 12:20
Elizabeth	<p>I implore you. Do not hire this man [REDACTED]</p>		699	6/10/2020 12:18
Anna	<p>Thank you for taking our comments on this candidate seriously. I am alarmed that this search process has resulted in a lack of qualified candidates, and I am concerned with the attitudes and track record of the singular candidate who has been chosen. Dr. Johnsen's comments about considering himself the "white son" of his "black father" neighbor are cringe-inducing and nauseating in their tone-deafness to the current situation of racism and racial inequities in the US. I have no confidence that someone who so confidently makes these kinds of oblivious statements can lead our university--in a state that already consistently ranks worst or near-worst in the nation in terms of racism and racial inequities--with the insight, nuance, humility, and transformative leadership necessary in these times of tumult and change. I am also alarmed that Dr. Johnsen's reputation appears to be exceedingly poor at his previous university. Per an article by Kelly Meyerhofer in the Wisconsin State Journal today, "Faculty are wary of Johnsen's pledge to strengthen shared governance, a decision-making process outlined in state law and Regents policy that requires consultation with faculty, students and staff. They point to "no confidence" votes in Johnsen's leadership taken by Alaska faculty groups in recent years as reason for their concern." Dr. Johnsen's current university does not trust him; why should UW?</p> <p>A lack of qualified candidates should not mean we just take whomever is left. I appreciate that Dr. Johnsen is interested in leading our university, but he does not seem to be a good fit for the job. It is very likely that all the qualified candidates--who are out there--are doing the right thing and attending to the pain and the needs of their current communities right now, rather than continuing their job searches. If we jump for an unqualified candidate now we will face many years of difficulties that may permanently damage our university; if we wait until qualified candidates are available we will likely experience a year or so of discomfort and difficulties right now. Our university, and its students, staff, faculty, and alumni, deserve our patience and forbearance. Thank you very much for your consideration of these comments.</p>		698	6/10/2020 12:14
Trina	<p>To be truly thoughtful about this decision, I think we should postpone the search and consider re-posting or a modified new search. We need to recognize the legitimate chaos of the past few months. To try and pretend we could operate as usual will, I'm afraid, lead to regret. Thanks.</p>		697	6/10/2020 12:14

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>I have, of course, followed the discussion and some of the controversy around the search and the selection of Dr. Johnsen as the lone finalist for President of the UW System. I was fully prepared to hear him with an open mind, and to give him the benefit of the doubt about his qualifications for the position. After watching the forum, I remain gravely concerned about his candidacy, and the search process. I will emphasize just two points:</p> <p>1. Dr. Johnsen was able to clearly articulate the many challenges facing higher education in Wisconsin, and the United States more generally. He also clearly stated his sense of the importance of engaging these problems through collaboration, shared governance, listening to stakeholders, building relationships with legislators and the business community, etc. In short, he said all of the things that you would expect a candidate for system president to say, and many of the general ideas that you might hope to hear. The flaw, is that in his record and in what he said I saw little evidence that he has successfully managed or led the University of Alaska system through these challenges. He knows what the challenges are, but the results have largely been, multiple votes of no-confidence from the faculty and students he is supposed to be leading, massive cuts in financial support from political leaders he is supposed to be building relationships with, a failed attempt to consolidate the U of A campuses that threatened the system's accreditation, and consolidation and cuts to vital academic programs across the system. This is not a track record of successful leadership, and how can we have confidence that Dr. Johnsen will prove to be an effective leader for the UW system on the basis of this record? To use the old phrase, it seems to me that Dr. Johnsen can "talk the talk," but there is little evidence that he can "walk the walk." I do not believe that this record positions him to be an effective leader for our system.</p> <p>2. The search process has been fundamentally flawed from the beginning, because it has largely excluded the significant input of key stakeholders, especially faculty, staff, and students. Because of this, the general community of the UW system has little confidence in the leadership or the process. We were told that the smaller search committee (without staff or faculty representation) would benefit from being "nimble" and able to respond to unforeseen challenges. Unforeseen challenges is exactly what has happened as a result of COVID-19. The result, is a search process that produced only one finalist candidate. We have not alternative vision for the system, no alternative vision of leadership, and no alternative record of another candidate against which to compare Dr. Johnsen. How can we make a meaningful choice as a result? In the end, this does the greatest disservice to Dr. Johnsen himself. If the search committee, and the board, select him to be the new system president the very people he has to lead will have no confidence in the the process that selected him. They will have little confidence in him. This is not the way to have strong leadership during a time of supreme challenges. While it might be painful for the board to declare a failed search, in these circumstances there really is no other alternative.</p>			
Michael	<p>I do believe that Dr. Johnsen has a genuine passion for the importance and advancement of higher education, but I do not see a record or an effective process that would ensure that he will be able to effectively lead the UW System. I encourage you to not hire him, and to begin the process anew to effectively find a truly visionary leader for the UW system and the state of Wisconsin. I heard little to indicate that Jim Johnsen is suited to lead the UW System.</p>		696	6/10/2020 12:13
Chad	<p>Johnsen emphasized the value of "relationships" and the need for "listening," but these platitudes are starkly at odds with his past track record. He dodged a question about the no-confidence votes by faculty at the University of Alaska; instead of answering directly, he talked about his positive relationships with regents and legislators. He didn't give any answer to a question about the lack of shared governance participation in the search that brought him here. He gave no concrete indication of how he would repair relationships with faculty or work with shared governance bodies in the UW System.</p> <p>In sum, Jim Johnsen is not qualified to lead the UW System. This is the predictable outcome of a flawed process. I urge you to reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		695	6/10/2020 12:10
Sara	<p>It is concerning that there was only one finalist advanced. Also, now it is more important than ever to choose a candidate with real experience with diversity and plans to encourage it.</p>		694	6/10/2020 12:03
Alexi	<p>Dr Jim Johnsen's comments during the public forum were shameful. In particular, I want to highlight the absurdity of his answer to a question about his commitment to diversity and inclusion. His answer, in its entirety, was to talk about how he had a black neighbor once. This is cartoon villain levels of racism. This is literally the textbook example of how a massive racist answers a question about racism. I cannot understand how Johnsen made it past the first round given his behavior yesterday, and it is imperative that UW reject him now. Declare a failed search and start over. And while we're at it, fix the process so the voices of students and staff get heard earlier. Then we can avoid repeating this embarrassing debacle.</p>		693	6/10/2020 12:03
Lace	<p>As a current faculty member at UW - Oshkosh and an alumna of UW - LaCrosse, I agree with the petition submitted last week that the current search process for the next University of Wisconsin System President has failed. The fact that the search committee excluded faculty, student, and staff representatives from the search committee is insupportable. I agree the finalist's record at the University of Alaska raises deep concerns about respect for educational quality and shared governance; just this week, UA system announced dozens of programs being cut including all Sociology majors in the system that will disproportionately affect students of color. While inclusivity and diversity are always critical, his responses in his interview yesterday about being a minority in Alaska and offering a personal story but no framework for solutions are tone deaf and unacceptable at this time. I request that the Regents to withdraw this candidate and begin a new search process.</p>		692	6/10/2020 12:02
Haile	<p>Dr. Johnsen is a completely unacceptable candidate. His previous behavior and outlook are not compatible with our institution. I urge you to reopen the application process so that more worthy candidates can be considered instead of settling for leftovers.</p>		691	6/10/2020 11:59
	<p>The UW System needs an inclusive visionary who actively collaborates with faculty, staff, and students. Dr. Johnsen has made it clear he cannot fulfill that role. Please fail the search and restart so that we can hire a candidate who will support the System and the Wisconsin idea in ways that actively include the voices of the many, not the few.</p>		690	6/10/2020 11:56

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Jason	<p>there were a number of things that he said that concern me. One: at approximately 46:30 of the forum, Dr. Johnsen said that the "System's role is to support the Board (of Regents)." Given the last decade of decision-making by the BOR that has weakened faculty rights and protections on all fronts, this is a dangerous statement. I want to be able to trust that the UW System President has the interests of faculty in mind when making decisions, which hasn't been the case for a while. As Dr. Johnsen said numerous times, there is a lot of healing that needs to be done. This statement doesn't help me envision that healing taking place with him as President. Two: Dr. Johnsen mentioned low enrollment/high cost programs a number of times, but didn't specify what he meant by that. My interpretation of the comment, based in part on his "practical" comment about a Classics degree, is that he was referring to Humanities and traditional liberal arts education programs. Data show that courses in the Humanities and Social Sciences subsidize STEM/Business/Nursing programs in part because most students have to take general education courses in Humanities and Social Sciences that are taught by lower-paid faculty relative to Business and Nursing faculty. That coupled with his question, "Can any of you think of a less practical degree" than Classics, isn't comforting. I realize he asked the question as a way to talk about his daughter, but there is more evidence to support the benefit of a Humanities degree than the anecdotal evidence he provided. At this stage of a job interview, he should have cited the empirical data not a worn-out and disproved stereotype of lack of practicality. Third: Near the end of the session, Dr. Johnsen made additional comments that lead me to believe he will not fight for faculty and students if it means going up against the BOR and legislators. At 1:26:40 when concluding his answer to a question about multiple "No Confidence" votes by UAA and UAF faculty and students, he mentioned that he continued to receive strong Board and legislative support - not surprising considering he was implementing Board and legislative desires that ran counter to the needs of students and faculty in the Alaska System. When answering the next question about student loan debt and cost of enrollment, Dr. Johnsen gave three examples of how he would solve the issue. None of the examples given mentioned anything about engaging the legislature or the governor and fighting for increased funding. That doesn't bode well for us in Wisconsin. In comments made following Dr. Johnsen's forum, State Assembly Representative Dave Murphy (Chair of the Assembly Committee on Colleges and Universities) said he was optimistic that Johnsen could make the "tough decisions." In the past, Murphy has demanded that a course he didn't like be cancelled and the instructor be dismissed - perhaps this is a "tough decision" that he's referring to. Does Dr. Johnsen have the ability to stand up to that level of legislative overreach and protect faculty and staff? His statements during the forum did not provide enough evidence to answer that question, though I have my doubts. Second, Dr. Johnsen made a couple statements that I simply find troubling. At 39:45 of the forum, he said that some Alaska residents "expect a handout each year" while physically putting his hand out. He said that Wisconsinites had more collective and personal responsibility than that. This is a dangerously false and offensive talking point perpetuated by those who do not support social programs. Near the end of the session, Dr. Johnsen was asked about Equity, Diversity, and Inclusivity. In his response, he talked anecdotally about a relationship he had with a neighbor while in the 5th and 6th grade. I'm glad he has fond memories of this relationship. However, in telling the story, he did not answer the question of how that experience prepared him for and gave him the knowledge to advance UW System commitments to EDI. Given the pain endured by way too many BIPOC, Latinx, LGBTQ+ people in society and across the UW System, this answer was wholly inadequate. Then, to compound the inadequacy of his response, Dr. Johnsen said, "I was a minority," in reference to his time working at a previous company. I truly hope that Dr. Johnsen knows he is not a minority. In my opinion, the comment should disqualify Dr. Johnsen for further consideration for the position of President of the UW System. It was that jaw-droppingly offensive and tone deaf of a comment. It should not be made in any context let alone during a job interview to be leader of the UW System. To the BOR, several of whom have been CEOs and served in high-level leadership positions with your respective employers, I ask: if a job candidate for a senior leadership position with your company made this off-the-cuff remark this easily during a job interview, would you hire him? Given where we are currently in the United States, I'd like to think your answer would be "no." Additionally, this remark—the lasting remark of this forum—is made worse Jim Johnsen's comments in the candidate forum exposed his racist ways of thinking. "I had a Black neighbor" is not a substitute for a meaningful strategy for engaging and supporting Black students and faculty on this campus, in a time when they need it most. Faculty, students, and staff in this system will not tolerate the hiring of a man who so glibly dismisses the movement for Black lives, and racial justice more broadly.</p>		689	6/10/2020 11:55
Miranda	<p>Furthermore, Jim Johnsen appears to be capable at only one thing: pretending to be a savvy businessman. Talking about "brands" and markets does not mean that you are qualified to lead an organization: this moment needs leadership and vision, and Jim Johnsen can only see the looming imperatives of austerity. A good businessman will see opportunities to grow, even in a time of great hardship, and Jim Johnsen does not have that.</p>		688	6/10/2020 11:53
Jesikah	<p>UW System MUST start a new search for the UW System President. The way this process has been approached is deeply concerning and offers no real option.</p> <p>It would not matter if he was the greatest or the worst candidate (though I am deeply concerned by his actions in Alaska) - by only advancing one candidate you are telling the UW Community that you do not care about our input or concerns. What a disgrace.</p> <p>I encourage the UW System to start the process a new, look for diverse candidate who are prepared to guide this institute through what is undoubtedly going to be difficult years ahead.</p>		687	6/10/2020 11:52
Wade	<p>This should be declared a failed search. The process is illegitimate, with no faculty representation on the search committee. In addition, it is incredible that the committee put forth only one candidate with a history of no confidence votes against him for trying to do in Alaska precisely what faculty members in Wisconsin oppose (the "blueprint"). There are thousands of signatures on a petition against the blueprint, and thousands of signatures on a petition against this search. This candidate will never be viewed as trustworthy or legitimate. A new search committee should be created that has a majority of faculty.</p>		686	6/10/2020 11:51
Shannon	<p>I am embarrassed by this search, because it represents my institution. This search lacks diversity, transparency, and input from faculty across the campuses. I in no way support Jim Johnsen, and I find the #BlackLivesMatters civil rights movement only amplifies the problematic nature of a search such as this one that brings forth one person like Jim Johnsen. I urge you to conduct a new search and consider this a failed search.</p> <p>I watched the entirety of the presentation on Tuesday.</p>		685	6/10/2020 11:51
David	<p>I do not feel that the candidate has a clear vision of the importance of liberal education in the system, particularly at UW - Eau Claire. I did not hear that the candidate would be an advocate for emphasizing the positives of liberal education in the UW system, nor that he would make its support a priority. This is a firm reason, to me, that this candidate is not appropriate for the position.</p> <p>(email is NOT provided voluntarily as per the statement below, thus I choose NOT to share publicly. Note to those distributing this survey, it is counter-intuitive to state that an email is voluntarily provided, and then require an email address to submit the survey)</p>		684	6/10/2020 11:48
David	<p>This search should be considered a failed search. The candidates answers to the questions posed do not seem thoughtful. The history of the candidate and the votes of no confidence in his previous job are very concerning. At the minimum, the system should be concerned about having a person enter such an important position in such a bizarre way.</p>		683	6/10/2020 11:43

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Heather	<p>Equity, Diversity, and Inclusivity. Providing stories about his childhood does not make him understand how to approach race issues within our institutions. His answer was the equivalent of "well, I have a black friend so I know about the issues". Great, you might have a role model who was black growing up but that doesn't mean you understand how to deal with issues at our campuses.</p> <p>Additionally, it was very concerning that he characterized himself as a "minority" because he was working for a Native American owned company. He is still white, and still has privilege that he is not acknowledging. Just because you are "outnumbered" as a white person does NOT make you a "minority" and therefore you do NOT understand minorities in general. I have numerous colleagues and friends who are minorities (and I, myself, am a woman of color), however, I do not claim to understand their challenges and histories just because I know them. It is clear he needs to address the white privilege he has.</p> <p>In my position, I teach about white privilege, critical race theory, and decolonizing methodologies. The way Dr. Johnsen addressed educating Native Alaskans harkens back to the boarding school era in educating the "Indian" in western ways. As he mentions they educated Native Alaskans in a non-colonial manner, he did not indicate how this was done. Additionally, the examples provided of what they were being educated on were "western values" and finances. In being framed in this manner, perhaps they were being educated in a non-colonial methodological manner, however, they were still being colonized with the pressure of western values and economic interests. How does this support the traditional culture and have respect for the culture of Native Alaskans? The perception this gives is that Native people are still "savage" and need to be tamed and assimilated into the "western" way. This is very concerning as he would be coming into a state with 11 federally recognized and 1 unrecognized Tribal Nations. Nations that are significant employers within their counties and are actually looking for partnerships with the UW System.</p> <p>At the current juncture in our society, we need a UW leader who will take the time to listen, understand, unify, and support equity, diversity and inclusivity throughout the UW system. As a white male, he has not demonstrated that he is even qualified to do so. Additionally, although he indicated he would need to repair relationships and reach out to people, he has a track record from his previous institution of not doing so. I personally have a friend who worked for him and he was the reason they left after 15 years working for the University. He lacks the ability to work with faculty and staff and has received not only one but two votes of no confidence at his current institution, an institution that has been making the headlines also for the elimination of 40 programs.</p> <p>All of these factors indicate he would be detrimental to the UW System. I was born and raised in Wisconsin. I graduated from UW-Eau Claire as did my partner and many of my friends and colleagues. We were proud to be a part of the UW System. However, it will not be pride I feel if Dr. Johnsen is offered the position of President. It will be shame and sadness. I expect the highest quality from the UW System. The State of Wisconsin deserves the highest quality person for the position to lead the UW System. Dr. Johnsen is not that person.</p>		682	6/10/2020 11:42
Lisa	<p>Thank you for the opportunity to watch the video and provide feedback. I'm extremely concerned about the process for this search, particularly the choice to interview a single candidate (particularly one who received a vote of no confidence from his own faculty). The new UW System President should be chosen carefully, with broad input. It is unusual and inadequate to interview only one person. This exacerbates the existing concerns among faculty about shared governance and representation in the decision-making process.</p>		681	6/10/2020 11:37
Nicholas	<p>If the UW System Presidential Search Committee actually values our contributions in this important process, then it will immediately start a search for a new presidential candidate immediately and not advance Jim Johnsen, whose crowning achievement to this point in his career is the dismantlement of the Alaskan university system. Know a person by what they do, especially when what they say contradicts it. If Chairman Grebe wants to bolster his law school alma mater, then there are better ways to do so than placing the entire system in the hands of a man who is currently being ushered out of his current job for profound incompetence. I can only imagine that hiring right now, in the midst of a pandemic, is a struggle. However, the Wisconsin university system is one of the largest in the world and deserves a candidate with a vision for the state that embodies its motto: "Forward." Johnsen's apparent motto? "Backward."</p>		680	6/10/2020 11:34
Sarah	<p>Jim Johnsen does not seem to have a full grasp of the needs of the UW system including diversity, inclusion, the dedication to the Wisconsin idea and is therefore not qualified to lead the UW System. Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>		679	6/10/2020 11:29
Heather	<p>My primary concern is how this search was carried out, without sufficient input from faculty, and the fact that only one candidate was put forward. In addition, I am concerned about Dr. Johnsen's commitment to the Wisconsin idea. While paying much lip service to it, he also said that in seeking input from many stake-holders in his current position, "they obviously don't always get their way." This statement and its accompanying chuckle are indicative of a leadership style that does not truly value or appreciate the perspectives of others, and that does not focus on compromise. My concern is that Dr. Johnsen will not be able to overcome the "politics of resentment," and that he will continue to promote divisiveness over collaboration, mandates over mutually-beneficial solutions.</p>		678	6/10/2020 11:29
	<p>I hope the Search Committee takes the advice of The AAUP, which has urged the UW System to declare this a failed search, as well as the advice of Dr. Johnsen's current colleagues who have been voting no confidence and calling for his removal since 2017.</p>		677	6/10/2020 11:25
Brad	<p>Dr. Johnsen avoided answering questions regarding his relationship with faculty and student groups at the University of Alaska and with regard to the elimination of 39 programs from U. of Alaska universities last week, including what was the last opportunity to earn a degree in Sociology at any U. of Alaska university. I do not find this at all comforting with respect to the future of liberal arts, humanities, and social sciences at UW System schools. He missed the opportunity to make strong statements here, focusing instead on the personal experience of his daughter. He made a similar choice on the issues of diversity and inclusivity, where he focused on some personal associations which could easily have been supported by an acknowledgement of his experience of white privilege (which the Alaska native corporation no doubt was partly banking on in hiring him, for example). We're left to wonder. Would he have been the best candidate if we had more than one person in public interviews?</p>		676	6/10/2020 11:25
Ginny	<p>I'm concerned that UAA Faculty Senate members held no-confidence votes against Johnsen in 2017 and 2019. Then, in October, the UAA Faculty Senate executive board asked the Alaska Board of Regents to remove Johnsen from his position as president. The search process with a single finalist and Johnsen's history with faculty at Anchorage, in addition having no other candidates to compare him with, sows doubt that he's the right person for the job.</p>		675	6/10/2020 11:19
Marcela	<p>A search with one finalist is a joke. Not a single faculty member, staff member, student, or community member was included on the search committee! Jim Johnsen's most notable accomplishments appear to be shrinking the University of Alaska System and earning votes of "no confidence" from faculty there. Jim Johnsen has a long history of labor relations--negotiating for management.</p>		674	6/10/2020 11:16
Orrie	<p>Do not hire Jim Johnsen. Cancel this search and start a new one.</p>		673	6/10/2020 11:14
Christa	<p>A single finalist is unacceptable. You need to include more people.</p>		672	6/10/2020 11:11
	<p>I do not support the hiring of Dr. Johnson.</p>			

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Heather	<p>Even though the make-up of this search committee should have included faculty, I was hopeful that the candidates that were put forward would be people who were a good fit for Wisconsin. Alas, that is not the case. The ONE person they put forward seemed to be perfect for the job of silencing faculty voices, minimizing the issues of diversity we already struggle with, and consolidating the UW System into one state-wide institution. This is not the Wisconsin Idea. (Seriously, did he mean to say that in teaching diversity in Alaska they brought people together so that "Alaska native people could understand in a non-colonial way western values and values of markets and economics and nonnative people could learn about traditional ways of knowing and the values of people who thrived in the world's most severe climate for 15000 years without electricity". I don't know which is worse—his thought that people living without electricity makes them resilient or that he believes that "non-natives" values are defined by markets—he certainly isn't speaking for me in that respect.)</p> <p>The UW System is on very thin ice and needs a leader that will work for goal of extending higher education, not shrinking it to a job training program. This is not the right person for the job.</p>		671	6/10/2020 11:02
Melissa	<p>I feel as though Dr. James Johnsen said the right things about the Wisconsin Idea and our commitment to shared governance in this state. I specifically liked statements about: transparency and inclusivity in decision making, local control about operational planning, support for the Wisconsin Idea and the importance of liberal arts education, pluralistic idea of what leadership means, commitment to shared governance at both the campus and system level, data-driven approach to examine the need for salary equity within the UW System, and the need to heal relationships throughout our system. However, I still have a concern that actions (while in a leadership role in the University of Alaska) speak louder than words. Specific phrases that concerned me center on his view as the President and UW System role in oversight and managing the UW System, specifically the system's roles and responsibilities to:</p> <p>1) play a "market managing role" which sounds like he is saying top-down decision over how to assess program demand rather than local control to program access at the campus level; 2) "how to organize education across the state" which again sounds like top-down leadership decisions about how many and which programs are offered where throughout the state rather than decisions at the campus level; 3) "system's role to assess what are the state needs, how to meet those needs, how to provide the resources to meet those needs in a way that is most cost effective and educationally effective" highlights again the view of top-down assessment about how to meet the states needs with a focus funding resources/allocation as a mechanism to influence program access.</p> <p>My main concern is a consistent theme of UW System as key to decisions about program needs and repeated statements always putting economic concerns before educational needs of our students and our state.</p> <p>More importantly, the process of choosing a system president seems to have excluded the same values of transparency, inclusivity, shared governance, local control and choice which this candidate proports to believe in. I fear that we no longer share these values within our UW System leadership and have lost confidence that this has been a fair and inclusive process.</p>		670	6/10/2020 11:01
Mary	<p>The entire video appears to be sprinkled with nothing but outdated, inappropriate ideas and representations of the definitions of 'equity' and 'race'. The example of, to paraphrase more than anything, of 'being proud of Indigenous people 'lasting so long without electricity' (and, thus, implying that he's surprised they're able to function, especially considering his work as a 'minority' in an Alaskan-native led company) seems rather insensitive and disgusting. He (Dr Johnsen) gave no substantive comments on his views, and rather avoided answering the questions by telling stories about instances of where he acted with various people of color. But, otherwise, gives nothing concrete or clear about his views. In this day and age, being 'impressed' by people with different cultural background than you, and telling a story of 'I have this black friend' should not be considered valid or respectable unless there is a tying-in, explicit explanation on to why those anecdotes apply to his views on equity and race. He receiving the presidential position would be detrimental to the UW System in an endless amount of ways.</p>		669	6/10/2020 10:57
Naiya	<p>This is a failed search. A single finalist is unacceptable. Jim Johnsen's leadership at the University of Alaska systems have been called into question. In this current climate, the UW System needs a leader who holds the Wisconsin Idea, demonstrates leadership that is evidence based, and has a deep understanding of the value of diversity. Johnsen is not the ideal candidate.</p> <p>Please do not hire this man. His track record is horrible. Please keep looking.</p>		668	6/10/2020 10:57
Am	<p>Dear Search Committee,</p> <p>The process by which Dr. Johnsen has been put forth as the lone candidate to lead the UW System has suffered from a lack of transparency, engendering a lack of confidence in the search itself and the appearance that the very people whom Dr. Johnsen would be leading don't matter. Additionally, to put it nicely, he did not hit it out of the park during his only public appearance via video conference—his response to the question of diversity was bordering on insulting as he talked at length about a formative relationship in his life, which basically read as a sipped up version of "I have black friends." Finally, the multiple votes of no confidence taken by the faculty he was previously leading make me wonder why Wisconsin should have any confidence in his abilities. The Wisconsin Idea deserves better. The University of Wisconsin had been a jewel among land grant colleges, but we have been through some tough times with even tougher days ahead. We need someone with vision who understands the current national landscape, and who doesn't have to spend his first year in the position rebuilding bridges. The fact that this candidate has already spoken to the fact that he will indeed need to spend significant time repairing relationships shows that his selection neither serves him as he has been set up to fail nor does it serve the great state of Wisconsin.</p> <p>I urge you to begin a new search process, one that is more transparent in nature and considers several finalists. Settling for a candidate that so many already oppose is not an option in these turbulent times.</p>		666	6/10/2020 10:53
Matthew	<p>Dr. Johnsen should not be hired as UW System President. He seems like a good guy, but he is not qualified to lead the UW System. He demonstrated an inability to work with the state government in Alaska, and his leadership was rebuked by both faculty and students in the University of Alaska System. His answers to practical questions during the forum were abstract and incomplete. His personal anecdotes about racism were particularly troubling during this time when we need structural, systemic solutions. There are definitely better candidates for UW System President than Dr. Johnsen, and we should make the effort to find them.</p>		665	6/10/2020 10:52
	<p>No doubt many others have brought of the multiple votes of no confidence against Johnsen by UA Fairbanks and Anchorage faculty to the search committee's attention. It's clear he is not the appropriate candidate for the UW system for countless reasons. Also, UW faculty and staff should also have direct positions on the search committee next time around.</p> <p>Regardless, isn't it time the UW System be led by someone other than a white man?</p>		664	6/10/2020 10:51

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET			
AS OF 5:00 PM ON JUNE 11, 2020			
Name (First)	Comments	Created	Entry Id
Hemanth	Dr. Johnson is utterly unqualified for this position. His abysmal record in Alaska speaks for itself. It is absolutely incredible that there was no faculty or student input into this search process. I am confident that if Dr. Johnson becomes president, he will destroy the UW-System as he has done to the University of Alaska System. You have a duty to the UW-System to restart the search process and identify a real candidate with the help of faculty input.		663
Timothy	I do not think Dr. Johnson is qualified for this position and do not have confidence in the search process that yielded only one finalist. The search should be terminated and a search for an interim system president should be initiated. I have spoken at length with colleagues in the University of Alaska system. They have confirmed my worst fears concerning Dr. Johnson's approach to higher education, the elimination of critical programs and the attempts to consolidate key regional campuses.		662
Andrew	At this critical juncture for the University, this would be a disastrous decision for the University of Wisconsin. There needs to be a new search. Advancing one candidate is insufficient for this responsibility. Plus this candidate oversaw dismantling of a previous system in Alaska which is NOT the course for the UW system.		661
Robert	Johnson's responses to questions demonstrate that he is not prepared to take responsibility for a system as large as UW. He is not even able to articulate to us how he would be a leader and his answers at the forum are ultimately disappointing. This combined with his past record with the UA system makes it hard to believe that we can't find someone better. The board and search committee should reject Johnson and start the process with a commitment to find a better candidate, to provide the UW system with options for a president who can provide the strong leadership that our system deserves.		660
Paula	I do not support hiring of Dr. Johnson as UW System President. During his interview presentation I felt that his answers were vague and did not recognize very well the unique challenges of Wisconsin. His statement about how to improve the financial situation of the university and how to improve salaries to bring them up to the level of our peer institutions were not substantive. In particular, simply doing a survey or study is only one step, and one that has been done before -- the information is already there, the challenge is how to move forward with a plan that is actionable. In that respect, his one answer of somehow working with the legislature is one that of course one should do, but we have many years of history indicating that this approach alone is not effective. So overall, I felt that his answers lacked creativity and were simply "safe" answers designed to get him through the interview. I also do not believe he has a good understanding of what it is like to be a faculty member at a major research institution. Yes, his father may have been a college instructor and he himself has taught some classes, but I felt that he did not grasp the essence of what a research-oriented university is about. I also object to hiring him on the basis of the process involved. Faculty, staff, and student input is essential, and we should not be held hostage in the decision-making process by the fact that he may be the only finalist to come out of a highly flawed process. We are in this for the long-term. In that respect I think it is better to suffer a temporary leadership gap of 6 months to re-start the search and get the right person, rather than hiring someone simply because they are the last person standing. That seems like a sure path to mediocrity. I think the committee should declare this to be a failed search.		659
Fabiola	I am concerned that Dr. Johnson had nothing to say about how he would bolster the programs of smaller UW universities that are a vital conduit for first generation students. He does not seem to have been properly vetted. I urge the university to begin a new search including all stakeholders, faculty, staff and students. Sincerely, Paula Gottlieb		658
Maggie	Jim Johnson's records show he is not a good fit for us and for the future we envision for our university. Jim Johnson is not the person to lead our university. We feel that students, staff and faculty should have been included in this hiring process. The process you have initiated is severely faulty. Jim Johnson's record at the University of Alaska shows why he is not a fit for the UW system. Johnson led UA through major, devastating program cuts and was the subject of both U of A Fairbanks and Anchorage faculty senate votes of no confidence. Johnson would be horrendous for UW and a new search must be initiated. Furthermore, the next search committee must include UW faculty and staff. Based on the results of this search for a new System president, it seems clear their guidance and input was sorely needed. Johnson is not right for UW and the thousands of UW students, staff, and alumni who have spoken against his nomination show that to be true. I hope that a new search will be conducted in a proper manner so that UW can continue to be the renowned institution it is.		657
Susan	I'm concerned by this hiring process and don't believe it's equitable to have only one candidate as a finalist for a position as critically important as UW System President. Dr. Johnson's recent history with the University of Alaska System is also alarming, considering he just supporting the elimination of 39 programs within the System, including the only sociology degree. The University of Wisconsin System is diverse, inclusive, and strives for equality. Cutting funding and eliminating programs that teach students how to become liberal thinkers goes entirely against our mission. Dr. Johnson failed in his open forum to address his critical approaches to supporting the diverse educational system we have here in Wisconsin, and that cannot be the case. I would strongly urge the UW System Presidential Search Committee to reconsider this potential hire. Our System cannot support a Presidential candidate that will move us backward when our state motto is "Forward."		656
Gail	I am very concerned that very important issues weren't adequately addressed. There were no action items given for addressing diversity and inclusion. I am also concerned with the way he talked about administrative units and cuts there. He mentions they don't win Nobel prizes, but many of the administrative offices are providing direct service to students.		655
Stephanie	The search committee should fail the search and start over. I have two concerns about the current status of the search for a new UWS President. First, is the decision to move forward after other finalists withdrew from consideration. I understand that significant resources and time have already been spent and that trying to complete the process in a timely manner is a priority. Hiring a new System President is such an important decision, with long term impact around the state. I question the decision to move forward with only one candidate, one "on-campus" interview. This is not a reflection on Dr. Johnson, but with only one candidate there is no opportunity to compare candidates' responses to questions, to consider their interactions during the interviews, and all of the other things that happen during face to face, on campus interviews. A larger pool allows for such things to happen. Secondly, I am concerned over Dr. Johnson's limited Higher Education teaching experience. I do not dismiss the importance of his experience as an adjunct professor, I do think it is important to point out how different that experience is from that of faculty. Faculty are totally engaged in their research, teaching and service activities. Managing the tenure and promotion processes, ever changing needs in teaching; engagement with student research; responsibilities for maintaining facilities, etc., while at the same time juggling service to the university, community and professional organizations. I believe this experience is vital for someone to serve as System President.		654
	The University must start the search for a new president over. Johnson would be a terrible choice for president and the University has a responsibility to provide a greater number of options for this positions.		653
			652

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Taylor	A new search should be conducted. The fact that the university is simply moving on with the lone finalist after many dropped out because of the pandemic is outrageous. The rest of the world hit "pause" for three months...the university's search committee should have done the same. Restart the search and encourage those who removed themselves to come back and move forward with the selection process. Similarly, this choice in candidate does not align with the UW system. The UW system is one of the best systems of higher education in the country. And it should remain that way. Not by cutting 40 entire programs from one university and dismantling a system because of budget cuts. There are other ways. It is also preposterous that the school is moving forward with a candidate whose own system is calling for his removal because of a lack of faith in his leadership. UW is better than that. We expect better than that. Reopen the search. I expect more of this academic institution than what they have been doing. Moving forward with one finalist because he is the only one left by default of global pandemic is irresponsible of the system as a whole and challenges the integrity of it.		651	6/10/2020 10:21
M	It's not clear to me why other candidates dropped out, wishing not to be identified "because of the pandemic" (if these reports are accurate), but there appear to be many problems here, enough so that pressing ahead is, at best, a questionable decision. In addition to that, the dearth of System faculty (and staff, and student) involvement in this search process is troubling, to say the least. That and current circumstances suggest a revisiting of the entire search (and process) is in-order. mw		650	6/10/2020 10:21
Anna	Please continue the search elsewhere. The University of Wisconsin system does not need to be run by a man who oversaw the dismantling of another state's university system. That is not in-line with the Wisconsin idea. Further, his insensitivity toward native Alaskans makes me very apprehensive about how he would behave in the most segregated state in the country. Do better, find someone better.		649	6/10/2020 10:21
	Redo the search. He is a horrible candidate.		648	6/10/2020 10:20
Katrina	I ask that the University restart their search for a new president. It is illogical for there to only be one candidate and that he be the single candidate due to others withdrawing because of the pandemic. The university has made other exceptions because of the pandemic and I ask that they do that here by restarting the search and allowing others who withdrew to apply again. There were other better qualified candidates than Dr. Johnson. Dr. Johnson dismantled the University of Alaska system by cutting FORTY programs including sociology, chemistry, theater, etc. I find it alarming that the University of WI System would consider someone who has a history of eliminating departments across a school system AND was REMOVED from his last position by the executive board. I also find it discouraging that WI would settle on someone who is not a minority and yet calls himself one. Wisconsin is known for not including its people of color and here the system is placing someone who also is not inclusive to people of color. This university system needs a leader who is going to encompass ALL students and who is not going to dismantle our system. Wisconsin has one of the best educational systems in the country and to let D. Johnson lead it would be irresponsible.		647	6/10/2020 10:16
Daniel	I strongly oppose the appointment of Jim Johnson as the next president of the UW-System. The selection of Jim Johnson is too great a risk for the UW system to take. The selection process sacrificed diverse viewpoints for speed, hoping that this would still produce a top candidate. It is evident that this strategy failed. Jim Johnson's track record at University of Alaska System has been poor by any reasonable measure and his willingness to leave that system in the middle of an ongoing crisis speaks poorly to his leadership. His responses in his recorded session did not demonstrate that he has learned meaningful lessons from his failures in Alaska - if he is interested in listening to faculty and campuses he should have already been doing that in the UA system. His answer to questions about diversity were also not impressive and not what our system needs in this moment. The UW system is larger in size, has a much larger research portfolio, and has a strong history of shared governance. Please reject his candidacy and start a new search using the time-tested approach of involving faculty, student, and staff representatives on the search committee.		646	6/10/2020 10:15
Kristia	I implore the UW system to rethink their search for a system President, and work to bring in more candidates before continuing the search. Aside from another white man being the last thing UW needs, a majority of the faculty at the University of Alaska called for him to be removed from his position, citing an overall lack of confidence in his leadership abilities. The UW system has many of its own issues that must be addressed, and recruiting an ousted system president would be a failure to college students in the state of Wisconsin.		645	6/10/2020 10:14
Caryn	I'm primarily concerned about two areas that the candidate spoke to during the presentation. The first is the area of budget cuts/financial planning. The candidate is coming from a state system that has been unable to implement a strategy that addresses the financial crisis created by the state's defunding of higher education, and does not seem to have a proposal or a vision for how the UW System can weather a very similar situation. The candidate spoke in generalities about "creativity" and "using the Wisconsin idea," rather than specifics - the way that UW System leadership would address the current financial situation remains murky. The second area that is key to the future of the UW System is diversity and inclusion. Here again, the candidate agrees that this is an important issue - and has no specifics to offer in terms of how change might be made, or how problems might be addressed. Centrally, it seems that there should be multiple qualified finalists to hear from in a search like this - and ideally, all candidates would have a specific vision for the future of the system and its growth. The fact that the search has produced only a single candidate seems to indicate that it is not competitive. As a stakeholder, I would prefer that the search begin again, and that the committee seek multiple qualified candidates.		644	6/10/2020 10:12
Peter	Dr. Johnson, gives a well rounded presentation. However, as he acknowledges, he lacks a vital qualification to be president of the UW system. He has never been a member of the faculty at any institution of higher learning. Indeed, looking at his "terminal degree" (i.e., executive EdD) and his scholarship (or lack thereof) what academic department would he actually merit tenure in within the UW system? None that I can see. No other President of UW system in its history has lacked these qualifications. The evidence he provides to counter this lack (e.g., his Father's being a tenured professor, his negotiating of faculty contracts, etc.) does not sufficiently address this fundamental lack of qualifications on his part. In order to properly nurture the Wisconsin idea (especially its core mission: i.e., "Basic to every purpose of the UW System is the search for truth") one must have these qualifications. This lack of qualification to be a member of the academy is a fundamental weakness in his candidacy. One that should not be ignored.		643	6/10/2020 10:07
Keith	This should be a failed search. Only have one candidate to choose from does not allow for any other options than the candidate be proposed by President Cross. His preference for a candidate that will continue his agenda is clear, but this process has been unfair. This process has not included input from faculty and the community who are clearly against the type of leadership that this candidate represents based on his previous work history. Please fail this search and begin again with a clearly democratic and fair process. Thank you for your thoughtful consideration.		642	6/10/2020 10:03
Teresa	Stating that the Search Committee "values your contribution in this important process" is disingenuous when a single candidate was forwarded, and no faculty or staff were able to provide input prior to that decision. I would rather the Search Committee restart the search and install an interim President. Nonetheless, I watched the campus forum and one of the videos on the Strategic Pathways on the UA website. The Strategic Pathways proposed at UA sounds strikingly similar to Cross' Blueprint for the UW beyond Covid-19. That is worrisome since it suggests that the way forward is being paved by choosing the candidate that best fits the Blueprint, but then again, there were no other candidates to compare to. I was relieved to hear Dr. Johnson speak mention "access, access, access." Dr. Johnson also discussed course alignment and common course numbering, which is something that I think is needed in the UW System. Common course numbering would be a benefit for our transfer students. I was also encouraged that he recognized the need to repair relationships with shared governance and external relationships.		641	6/10/2020 10:03

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	
Carol	<p>Dear Regents,</p> <p>I respectfully ask that you reject Dr. Jim Johnson for UW-System president and restart the search process. Issues related to the make up of search committee, secrecy surrounding other possible candidates, and the unprecedented act of advancing a single candidate are important, but have been detailed elsewhere in the media and through formal statements from various UW governance entities. Instead I will address Dr. Johnson's 90 minute interview on June 9th. Dr. Johnson quite simply is not ready to lead an institution with the complexity and prestige of UW-System. Some of Dr. Johnson's responses were quite frankly insulting. His description of the Wisconsin idea sounded like he was simply reading off of a UW website. He displayed a profound lack of insight in matters of diversity and the importance of a liberal (in the classic sense) education. I am not interested in Dr. Johnson's personal life. If his daughter were not successful would he still champion a classics degree? How does growing up near a black family prepare him for the complexities of supporting POC on our campuses? His insistence on program closures and consolidation, without considering impact on local residents indicates that he has neither listened nor learned from his own mistakes and failures as president of UA-System. Again, I implore you - the search was flawed, disrupted by the current pandemic, and badly needs a do over. Appoint an interim leader and search again.</p> <p>Regards, Carol</p>		640	6/10/2020 10:01
Gary	<p>I share the concerns expressed by many regarding the multiple votes of no confidence regarding the single finalist. The letter of concern from the Alaska systems accrediting body, NWCCU, is the largest red flag of all. I encourage the UW -System to designate this a failed search, and constitute a new search committee that contains representatives from faculty and students. After watching Dr. Johnson's interview, I have several concerns about his being the next UWS president and do not support him being hired:</p> <ol style="list-style-type: none"> 1) He repeatedly demonstrated an insensitivity to diversity and inclusion in his comments. Saying that recruiting the top 10% of each senior class is "affirmative action, in a way" is incorrect and demonstrates a dismissive attitude toward the importance of Affirmative Action. His having a "black father" as a neighbor does not demonstrate his knowledge about diversity when he could have talked about his work with indigenous Alaskan populations. He clearly sees race as something easy to "fix" and as a black and white issue, which is it not. This demonstrated a very skewed view of diversity and inclusion that will be dangerous and unproductive for WI. 2) As someone who has gone through the tenure and promotion process, I find his lack of faculty experience especially troubling. To say that he "knows" about tenure because he's taught a few classes and because "my father was a tenured professor" shows a complete disconnect to the role of faculty on our campuses and in UWS. It's like saying, "I understand what it's like to be a doctor; I've been to one." 3) He never answered the question about how we maintain "Student Affairs" in a time of tight budgets. We are often the first area cut when budget challenges come around, but he did not address any of this. He gave some general answer about working together. I felt that he did not even understand the question or that he was so disconnected to student services and student support that he didn't even have an answer to give. 4) He seemed fairly dismissive of the governance groups' questions, especially the student voice. We've already had someone who does not always support the governance structure—we don't need to repeat this mistake. 5) When he actually said "and what's more useless than a degree in The Classics," I couldn't believe a potential UWS president would even think that let alone vocalize it. And then he went on to say that "of course liberal arts courses are important." Clearly he did not believe a word he was saying. <p>His overall lack of understanding or dismissal of the importance of governance; his lack of knowledge regarding race and inclusion; his dismissal of the liberal arts; his lack of personal experience as a full-time faculty member who struggles to balance a full teaching load with service and research; his thinking that all we need to do is offer discounts on internet and that will serve WI—which demonstrated he had no knowledge of the digital divide issue in WI; and his overall inability to answer questions specifically with appropriate support do not qualify him to be our next System president in my opinion. Thank you for considering my comments.</p>		639	6/10/2020 10:01
Kathleen	<p>I implore you to start a new search for UW System president. As an Alumnus (class of 2018) and a current law student, I am terrified by the prospect of Dr. Johnson being the new UW System president. Seeing how the University of Alaska system was dismantled, I am incredibly nervous about the same thing happening at UW. UW is a world class institution. Its reputation is at stake. UW cannot and should not cut degree and certificate programs if it wants to keep its good standing and reputation in academia. I fear that the value of my degrees will decrease exponentially if Dr. Johnson is UW President.</p>		638	6/10/2020 9:59
Hannah	<p>I will absolutely NOT accept Jim Johnson as system president. I will NOT accept a system president who has already faced calls of no-confidence. I will NOT accept a system president only chosen as the sole selection the board genuinely considered.</p>		637	6/10/2020 9:58
Anthony	<p>Hiring Dr. Johnson will diminish the national reputation of the University of Wisconsin and thereby decrease its value to the people of the state. It is difficult to understand how his record at the University of Alaska recommends him for this position. As an employee primarily involved in undergraduate education, I am particularly concerned by the low and declining graduation rates at UA during Dr. Johnson's tenure there. Approving Dr. Johnson's hire would be inconsistent with the Board of Regents' primary statutory responsibility to "ensure the diversity of quality undergraduate programs while preserving the strength of the state's graduate training and research centers" (Wisconsin Statutes 36.09(1)(a)). The Board should reject Dr. Johnson's candidacy and initiate a search process that includes the University's stakeholders.</p>		636	6/10/2020 9:42
Daniel	<p>I honestly can't believe UW has stooped so low as to advance only one incompetent candidate for this search. This interview was horrible, deeply embarrassing to watch. He appears to have no idea of what shared governance actually is. And especially at this moment in American history, his responses on diversity were just unacceptable. Both of those are major issues for the UW System and he's unable to give plausible answers to predictable questions on those fronts. I am profoundly troubled at the thought of this person leading the System. Do NOT advance this candidate any further. It would be a slap in the face to all faculty, staff, and students at UW.</p>		635	6/10/2020 9:31
Jess	<p>Dr. Johnson is the wrong person for this UW System Presidency in multiple respects. He performed poorly in his last job leading a university system, as evidenced by the multiple votes of no confidence levied against him in Alaska. As is to be expected, he also lacks the confidence of UW System faculty as evidenced by the Wisconsin chapter of the American Association of University Professors' statements regarding his insufficient qualifications. He does not reflect the diversity, equity, and inclusion that the UW System, the state of Wisconsin, and the United States of America, especially nowadays, must prioritize in order to contribute to a more excellent and just society, as evidenced by his clear lack of appreciation for, and experience with these issues conveyed during the presentation. Given these disqualifying attributes, the fact that the Search Committee has nominated Dr. Johnson as the sole finalist for the UW System Presidency sends a strong signal that the Search Committee does not care about leadership, consultation, and diversity. If Dr. Johnson assumes the UW System Presidency, members of the System, residents of the state of Wisconsin, and citizens of the United States of America reasonably will assume that the UW System itself doesn't care about these things, either. I hope that it doesn't come to that.</p>		634	6/10/2020 9:31
Ned			633	6/10/2020 9:13

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
	<p>Hello!</p> <p>I'd like to submit my feedback that I do not support the Jim Johnson as a UW System President. It sounds like he failed his way out of his current job. Why would we want to offer him a home at UW?</p> <p>His comments on inclusion and diversity were outdated and out of touch with the realities of the State of Wisconsin. I know we can do a lot better.</p> <p>Please reject his candidacy and start a new search with faculty, student, and staff representatives on the search committee.</p>			
Katie			632	6/10/2020 9:07
	<p>This was a deeply flawed process which, among others, excluded faculty from the search committee. The stated rationale was that establishing a smaller committee would allow it to be "nimble". Well, it was so nimble that it only produced a single finalist. That in itself is unacceptable.</p> <p>Dr. Johnson's history at the University of Alaska raises serious questions. Further, his answers to the questions posed during the recent interview were not convincing. In fact, he was evasive, and did not give a clear indication of his values, priorities, and agenda.</p> <p>Selecting Dr. Johnson would set a very bad precedent, and it would violate our core principle of shared governance. As a practical matter, I don't see how Dr. Johnson could be effective in his role given the nature of this process.</p>			
Jan	I call for a new search.		631	6/10/2020 9:06
Linda	<p>I am very disappointed in both the process and the results of this process. I do not see any evidence of the candidate being an appropriate candidate at this moment in history, as there is evidence that he has the gravitas, experience, and skill set necessary to lead the UW system through this tumultuous time.</p> <p>Dr. Johnson is a slick speaker, but he does not reflect the values of the UW system nor my values. He avoided questions of shared governance. He did not have a strong answer to how he was going to repair the damage that he had created with faculty and staff in Alaska.</p>		630	6/10/2020 9:05
Karl	<p>He should not be hired to be the system president. The search should be failed and begun again once we are through the COVID-19 crisis. Appoint an interim and take the time to do the process correctly.</p> <p>It is unacceptable that there is only one finalist for a position of this importance. Moreover, the one finalist's record does not inspire confidence that he will fight for the University of Wisconsin and the Wisconsin Idea. This should be declared a failed search.</p>		629	6/10/2020 9:04
Nathan			628	6/10/2020 8:56
Brian	<p>I believe this should be a failed search, due to no input on the search committee from faculty and staff.</p> <p>This is a failed search. One finalist for this position is not acceptable. The process should be restarted until a suitable candidate pool can be established.</p>		627	6/10/2020 8:45
			626	6/10/2020 8:42
Jen Rose	<p>I am originally from Alaska, I am an alum from the University of Alaska Southeast in Juneau, and much of my family and many loved ones still live in the state. I return there at least twice a year. I have witnessed first hand and through the accounts of my Alaskan circle the severe damages done to the University of Alaska system under the leadership of Jim Johnson and the UA administration, which have slashed budgets completely unnecessarily resulting in the deletion of entire critical departments and programs (including Sociology, Theatre and Creative Writing), crucial staff, and especially integral resources and spaces for non-traditional and diverse students. This is especially true in relation to Alaska Native students who make up a considerable population of the student body. There is already a "brain drain" where Alaska's best and brightest students are pushed to look elsewhere for higher education, and this massive defunding of public education only exacerbates this issue. This is a defunding of Alaska's future in the present. Jim Johnson was at the helm when these devastating cuts ensued, and will have terribly transformed the cultural, social, and intellectual landscape of Alaska for generations to come. I would hate to see similar devastation occur across Wisconsin.</p>		625	6/10/2020 8:36
Melissa	<p>I would be curious to know the process he followed to make cuts where he is currently at in order to know how he would manage making the big decisions at UW. I understand that the BOR has a massive task in front of them and that is managing the UW System budget while moving the Wisconsin Idea forward. Knowing Jim has a track record of making cuts, and knowing he will be asked to make cuts in his current role, does he do this with humanity, care, and excellent leadership? From what I know about his work in Alaska, he is not strong in the three areas mentioned and that concerns me. He talked a lot about building trust with campuses and continuing with the Wisconsin Idea in his open forum interview. If he is hired, I hope there are accountability factors woven into his performance reviews that show he is making progress on continuing to move forward with the Wisconsin idea, while also making the difficult decisions-and most importantly, doing so with care, humanity, and leadership.</p> <p>Given what I had read about his record at Alaska, my expectations were not high. But this performance was horrible, deeply embarrassing. He appears to have no idea of what shared governance actually is. And especially at this moment in American history, his responses on diversity were just unacceptable. Both of those are major issues for the UW System and he's unable to give plausible answers to predictable questions on those fronts in this tightly constrained and controlled environment. I am profoundly troubled at the thought of this person leading the System.</p>		624	6/10/2020 8:29
Joe			623	6/10/2020 8:25
Andrea	<p>This should be considered a failed search. Advancing only one finalist, who has many troubling aspects in his previous employment, such as votes of no confidence is not appropriate. The process needs to begin again with a search committee and candidate pool that is diverse and representative of UW.</p>		622	6/10/2020 8:07
Kathy	<p>This search should be failed. It is shameful that NOT ONE faculty member was allowed to take part. Then to only have one candidate? The optics alone are reason enough to fail the search. A candidate who received two votes of no confidence is not what we need.</p>		621	6/10/2020 8:06
Monica	<p>Jim Johnson is not qualified to lead the UW System. The repeated votes of no confidence in his current position are a red flag, and it makes no sense that the search committee is ignoring them.</p> <p>His answer to the questions about shared governance were entirely unsatisfactory. He talked about "listening," not SHARING governance. He clearly does not understand what shared governance is.</p> <p>His answer to the question about diversity was a rambling story about how he once knew a black family. It was telling that he said he recently visited but hadn't seen them in many years. This does not inspire confidence. This does not tell us that he understands anything about systemic racism or that he has any plans to address issues here at the UW.</p> <p>Furthermore, it violates our long tradition of shared governance that he was chosen by a committee that has no faculty, student, or staff representatives on it. This search needs to be redone from the very beginning.</p>		620	6/10/2020 8:02

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
James	<p>I watched the video of Dr. Johnsen's presentation yesterday along with the brief Q-and-A. I bring experience in chairing UWEC's 1998 chancellor search & screen committee, in which I worked with the System president, the Regents, and an external search firm.</p> <p>My feeling before the video was that the search was a failure. Nothing I saw changed my mind. The failures include:</p> <ol style="list-style-type: none"> 1) the Regents for excluding faculty and academic staff from representation on the search committee 2) the external search firm for failing to keep the other finalists from dropping out (this is unforgivable and UW System should get a refund) 3) the decision to go with a single finalist who brings a lot of baggage from his current position <p>The way forward is simple: declare the search suspended; appoint an interim System president for a year, and start again.</p>		619	6/10/2020 7:36
Laurent	<p>I participated in the campus leadership interview session and came away very impressed with Dr. Johnsen. He had obviously done his homework about the UW, our strengths, and various of our current challenges. I believe his deep administrative background will be an unusual and highly valuable asset in this critical role. His experience in negotiations could be particularly valuable.</p> <p>Dr. Johnsen was warm, relatable, and obviously a person driven by deeply rooted values that will serve us well at the University. That he offered a defense of the Classics major (my wife is a tenured professor of Classics at Madison) won him special bonus points with me, and name-checking Thucydides did not hurt either! Dr. Johnsen obviously understands what a liberal education is all about and this is crucial in relating to our University and in making the case for it broadly across the state.</p> <p>Importantly, I also thought his answers on governance-related questions were thoughtful and well framed. If there are some episodes in his time at the University of Alaska that were not perfectly handled, these will be valuable experience to him in his future endeavors. Learning what not to do (or repeat) is at least as valuable as learning what to do in the first place.</p> <p>Good day</p>		618	6/10/2020 7:35
Oscar	<p>The best that can be said about replacing President Cross with Jim Johnson is that you will replace an amateur at destruction with a professional. Cross's attempts at reforms weaved drunkenly from centralization to decentralization to centralization again. Johnson has been more determined. Just look at Alaska. He is not leaving a lean, refurbished system behind, he is abandoning a system that he crippled. He is, apparently, proud of that destruction.</p> <p>If destruction is all you want, he will do well. However, if that is not what you want. If your hope really is to make effective reforms (and yes, even cuts) that leave a strong system in place, then you need to find someone else. I hope that you do.</p> <p>Sincerely</p>		617	6/9/2020 23:58
Douglas	<p>Dr. Johnsen appears to be about the worst mistake that the Board of Regents could make in selecting a leader for the UW System President. We would be much better off without a leader than scrapping the bottom of the barrel for a white male who has consistently proven that he can't collaborate with others, can't understand academia, and whose leadership has produced the loss of accreditation for a teacher education program in a state experiencing a teacher shortage and warning letters from accreditors about further accreditation noncompliance.</p> <p>If the BoFR really wants to bring on board a person with a proven track record of failure and divisiveness, they should stop pretending that they care about one of Wisconsin's true treasures and admit their goal is to destroy the university and its reputation for this generation and those coming after.</p> <p>When faculty and students vote no confidence in a leader, there's a reason for their lack of confidence.</p>		616	6/9/2020 22:46
Dana	<p>This finalist has so many weaknesses coming into the interview session (which did nothing to assuage fears about those weaknesses) that there is zero chance for a "honeymoon" period in which any progress can be made. During good times, he would be a staggeringly poor fit. During these historically difficult times, he would be a knife in the heart of every teacher-scholar who provides the core services of the UW campus system. I vote no.</p>		615	6/9/2020 22:33
Melanie	<p>I find it very problematic that we are only interviewing one candidate. Jim Johnson's response to questions about diversity reflect either an appalling naivety about the racial situation our nation is in (despite his political science degree?) or willful ignorance of the current situation or a casual disregard for others pain and loss at the hands of racism.</p> <p>None of these possibilities are what the UW needs in this moment. Especially concerning is his other-ing and stereotyping of indigenous people with whom he worked in Alaska. We can do better.</p>		614	6/9/2020 22:26
Peter	<p>I am writing to request that no job offer be extended to Jim Johnsen. Because Johnsen was the only finalist put forward and because not a single student, staff member, faculty member, or community member was included on the search committee, he will be perceived as an illegitimate President from day one. Regardless of his own qualifications for the job, the manner in which this search was conducted has eliminated public confidence in its integrity and its outcome. This is a failed search. Name an interim President or keep President Cross on for another year until a fairer search can be conducted. If Johnsen truly wants and deserves the job, he will apply again and he will get it again—but under more legitimate circumstances. We owe this to Jim Johnsen: it would be unethical to hire him for a job in a manner that knowingly sets him up for failure.</p>		613	6/9/2020 22:04
Alyssa	<p>If Dr. Johnsen is chosen for president of the UW System, it will be a disgrace and an insult to this once great institution.</p>		612	6/9/2020 21:54
Stephen	<p>Dr. Johnsen's presentation rarely moved beyond platitudes and generalities. He failed to address the elephant in the room: the no-confidence vote by faculty in his current position. It was incumbent on him to address frankly what he learned from that, what he would do differently, or even—if he thought he was in the right—why he would do the same things again in the same way. His failure to do that was in my view disqualifying.</p>		611	6/9/2020 21:46

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Michael	<p>Today Jim Johnsen clearly demonstrated he is grossly unqualified to be UW System president. His previous experience and actions at the University of Alaska system show he lacks the background and experience to be successful here. He is not prepared to run a comprehensive system with a flagship Association of American Universities member, and the vast disparity in budget and scope of campuses between the U Alaska and UW System couldn't be larger.</p> <p>Just as concerning is his meager academic record. He proudly admitted to not being an academic and arguably the experience cited as negotiator for the University of Minnesota-Duluth in union contracts with faculty helps explain his warped perspective of faculty and shared governance generally.</p> <p>Perhaps most troubling was his response to the question about diversity and inclusion. Not only did he provide a version of 'my friend growing up was black' but then claimed to experience being a 'minority' while being employed by a Native Alaskan owned business. It was a truly stunning lack of awareness and cultural competence considering the temper of the times.</p> <p>Overall, his record as president of the UA System is a well documented series of failures. Three faculty senate votes of no confidence show he is neither a builder or someone that learns from mistakes. For all of these reasons, Jim Johnsen is not qualified to lead the UW System. Please reject his candidacy, declare a failed search, and begin a new process with faculty, student, and staff representatives as part of a diverse and inclusive search committee.</p>		610	6/9/2020 21:31
Anja	<p>I appreciated the finalist's comments on the role the UW-System plays for the citizens of Wisconsin and the integral role of the liberal arts for the education of the next generation of leaders. Alas, recent budget cuts at the UW-Alaska don't seem to have been made with that position in mind. The Q&A, however, made me question Johnsen's leadership and vision, in particular when he spoke on the subject of diversity and inclusion -- not exactly an unexpected question. Johnsen's answer boiled down to a version of the tired "I have a black friend" narrative ("my black father"). He also compared his experience as a white man at a workplace run by native Alaskans to that of Black Americans and other underrepresented minorities, which struck me as exceptionally tone deaf, especially on the day of George Floyd's funeral. He also presented himself as almost an immigrant (his father was an immigrant), almost a faculty member (his father had to go through the tenure process), and almost a humanist (his daughter is a classics major). Someone who thinks he basically has all the expertise for all kinds of decisions is unlikely to reach out and get different interest groups on board. After a lot of hurried top-down decision making in the recent past (with badmouthing of the shared governance process in emails) I think we need a leader who can bring others on board. I am not sure that JJ is that person. He certainly alienated all members of our communities of color today.</p>		609	6/9/2020 21:15
Aaron	<p>Hello,</p> <p>I was deeply disturbed by Jim Johnson's racist remarks, including: a sob story about how he understands people of color because he once had a black neighbor as a child; a story about how he knows what it's like to be a minority because he once worked at a company where there were more people of color than white people; and his flippant dismissal of the recent protests in Madison as "a small vocal minority" that he wouldn't listen to. Beyond that, I was also frustrated by his inability to answer most of the questions directly, in particular the question about why he would make a good system president for UW despite all the votes of No Confidence by U Alaska's Board of Regents, faculty union, AND student union.</p> <p>How has this man NOT been disqualified? PLEASE do not consider this man, he has no idea what The Wisconsin Ideal is, and he has no idea what Shared Governance is. Let him flee Alaska if he wants, but we don't want him here. We need a system president we can ALL depend on, including us "vocal minorities".</p> <p>Best, Aaron</p>		608	6/9/2020 21:08
Amihan	<p>I find it difficult to believe that during this time of great racial hurt, anger, and aggression, we are seriously considering this candidate. We have had people parade an effigy of Barack Obama and a noose at a football game with no repercussion. We have had a student spat on in her own residence hall with no repercussion. We have had a black student arrested in the middle of class (without permission of the instructor) for anti-racist graffiti, while anti-Semitic graffiti sprouts like mushrooms across town and campus. I have seen first-hand the struggles of black and brown students on this campus--when they are the smartest kid in the classroom, the white kids still don't want to work with them. And being ignored is frankly the best a black or brown kid can hope for on this campus.</p> <p>So, in response to a question about his experience promoting diversity, the best Johnsen can come up with is "I lived next door to a black family in the 60s"? You must be kidding me. This is the candidate who is going to fix this? I don't think you really want to fix the racist atmosphere on this campus at all.</p> <p>Chancellor Blank wrote, "To our Black and Brown students, staff and faculty, I want to say unambiguously: You belong here, you are important to this campus, your lives matter and I am committed to your safety. This is a time of unprecedented challenge but I remain steadfast in the belief that together, we can move forward toward a more just future."</p> <p>This candidate is not the one to help us further this goal.</p>		607	6/9/2020 21:03
Jesse Lee	<p>In this moment of national awakening to the historic legacy of racism, I find it completely unacceptable that Dr. Johnsen's response to a question on promoting diversity was basically, I had a black friend growing up. He does not have a "black father." It was a moment of supreme insensitivity. If there were students on the UW campuses right now that remark would have students protesting. I cannot believe he is the UW Systems best option for solving its long running problems with faculty, students and staff of color.</p>		606	6/9/2020 21:01

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Anthony	<p>Jim Johnsen's status as the sole finalist for UW system president is the failed result of a flawed search process that excluded faculty, staff, and student representatives. The failure to meaningfully consult with these core constituencies represents yet another area where shared governance is being dismantled within the UW system. Nothing in today's interview suggested that Jim Johnsen would engage meaningfully with our UW community in the spirit of shared governance. For that, and a myriad of other reasons, I urge you to reject his candidacy for UW system president and declare a failed search.</p> <p>Beyond simply the flawed search, Johnsen's record as chair of the University of Alaska (UA) system should disqualify him from consideration. He did nothing in his interview today to allay my concerns as a member of the UW community, or provide further context that would make his actions at UA remotely acceptable. Under Johnsen's tenure, the UA system maintained low graduation rates with significant disparities for racial and ethnic minority students. Further, Johnsen's work at UA consisted of harmful austerity. Under his watch, UA suffered a 40% to state funding, and Johnsen responded with a nebulous plan to consolidate UA's three main campuses (similar to consolidation plans we have heard from Ray Cross that have received backlash across Wisconsin). Those plans failed to consult with community stakeholders as well. We do not want him to replicate this consolidation at UW. In today's interview, Johnsen signaled that instead of protecting the UW system against austerity, he would be a willing partner in its execution. That is unacceptable.</p> <p>Perhaps most damning for a Johnsen candidacy, he has earned multiple "no confidence" votes from faculty and students at UA over issues of accreditation, austerity, and mismanagement. At today's interviews, had virtually nothing to say about these votes or the toxic culture of austerity that has persisted at UA under his tenure. At UW, we have enough evidence to declare "no confidence" as well, which the Regents would have heard if the search committee included faculty, staff, and students.</p> <p>I hope you do the right thing, oppose Johnsen's candidacy, and declare a failed search. Going forward, I hope you commit to a system president search that lives up to the Wisconsin idea and our core principles of shared governance.</p>		605	6/9/2020 20:48
Brad	<p>I am a native of Oshkosh, WI and have been at UW Oshkosh since 2007. I attended UW Oshkosh for my undergraduate degree in Biology, and then for my Master's degree in Biology. I subsequently joined the Biology department six years ago as a Lecturer and have also worked for the Campus Sustainability Office during my entire time at UW Oshkosh, now serving as the Campus Sustainability Officer. To have been an undergrad, master's student, and employee at an institution certainly offers one an opportunity to have a unique perspective. To say that I am tied to and invested in the success of UW Oshkosh would be an understatement.</p> <p>I would be remiss to recognize this investment in UW Oshkosh, and simultaneously not express my utmost opposition to not only the process of the current UW System President Search, but to the sole candidate put forward, University of Alaska System President Jim Johnsen. It is obvious that Johnsen's record shows no ties to the core, essential mission of the universities and is rather best suited to combine, cut, and collapse the UW System and carry out the equally-opposed Blueprint laid out by outgoing UW System President Ray Cross. With three votes of no-confidence by faculty and students in the University of Alaska System, it is obvious that Jim Johnsen is not fit to serve as UW System President.</p> <p>While I certainly worry about my friends' and colleagues' livelihoods, perhaps my bigger worry is about the impact on our students. Surely, our students have already felt the impact of the tuition freeze, lack of state support, and other austerity measures imposed by our previous state administration, and some of them recognize that. These cuts have driven accomplished and talented professors out of the UW System and forced many qualified campus employees with vital institutional knowledge into early retirement; this has certainly been the case at UW Oshkosh in recent years. What additional harm will we incur to the next generations of Wisconsin if we cannot provide them access to a broad, liberal education at all of our institutions? How will we maintain a world-class university system with outstanding research opportunities? How will we effectively mold well-rounded future leaders of Wisconsin and beyond who are inclusive, critical thinkers, culturally-competent, and understand the tenets of creating a just, sustainable, and resilient world? Five days before Jim Johnsen's open forum for UW System, University of Alaska announced it was cutting entire programs including sociology, environmental studies, theater and more. It is painfully obvious that this flawed search has narrowed in on the finalist best fit to continue UW System's slow march towards death and away from anything resembling the Wisconsin idea.</p>		604	6/9/2020 20:48
Tyler	<p>This must be a failed search. You cannot have a single finalist for this important position. The candidate will have no legitimacy with faculty, staff and students. The people of Wisconsin deserve a better process with key stakeholders participating. A new search must begin that includes faculty, staff and students. We can do better than this!</p> <p>The search process was fundamentally flawed. We need to do a new search.</p>		603	6/9/2020 19:52
Laura	<p>Dr. Johnsen's record concerns me more than his presentation, although the not-really-answer to the question about diversity at UW. To me, telling a story about growing up and having a close relationship with a black neighbor doesn't address the policies that he will implement to promote diversity and inclusion. I am still uncertain what progress the campus would make under his leadership. This should always be a concern for a mostly white university in a mostly white state, but it has particular salience given the events the country is currently experiencing.</p> <p>The votes of no confidence and his time as president at the University of Alaska do not instill much faith in his leadership capacities more generally. Rather, it seems that the search process was simply unsuccessful and this was the least bad candidate - which is concerning.</p>		601	6/9/2020 19:15
Robert	<p>I am writing to you to oppose the selection of Dr. Johnsen as president of the UW system. The process by which he has been nominated as the sole candidate is deeply troubling in that it did not meaningfully include all stakeholders in the shared governance process (which has been progressively watered down since Act 10). Students and employees should have a direct say in the selection of the UW system president, and should be presented with a number of options. I also oppose his selection on the grounds that his record at the University of Alaska has been dismal, going along with extreme austerity in a way that is damaging to public higher education and communities.</p> <p>I have no confidence in this candidate's ability to lead UW into this uncertain future with the best interests of our community in mind. In addition, by only having a single candidate, it seems we are being railroaded into accepting him despite overwhelming misgivings. The best case scenario in my opinion would be to fail the search and try again for a more diverse and better pool of candidates.</p>		600	6/9/2020 19:14
K.	<p>I am totally appalled that the board of regents would forward a single candidate that is so reviled in his own system. It is egregious and not something that would be tolerated for a faculty or other appointment. To use the Covid crisis to do so just shows the depth of depravity and lack of respect for education that has undermined the Wisconsin Idea over the last decade. As a faculty member, it is embarrassing what the system has sunk to.</p>		599	6/9/2020 18:58
Marianne	<p>I am totally appalled that the board of regents would forward a single candidate that is so reviled in his own system. It is egregious and not something that would be tolerated for a faculty or other appointment. To use the Covid crisis to do so just shows the depth of depravity and lack of respect for education that has undermined the Wisconsin Idea over the last decade. As a faculty member, it is embarrassing what the system has sunk to.</p>		598	6/9/2020 18:50

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	
Jill	<p>Among the vague platitudes and seemingly coached strategy of repeatedly mentioning 72 counties and "The Wisconsin Idea" were responses that would disqualify a candidate at any level, and especially as a leader of the UW System. Most shocking were his responses to questions about inclusivity and social justice, where he shared that he has friends of color (in a disturbingly tone-deaf anecdote where he referred to himself as a "white son" to a "black father.") He went on to refer to himself as a 'minority' because he worked at a Native Alaskan owned business. His response revealed ignorance regarding systemic injustices, especially shocking given the state of the world. Unfortunately, his responses confirm the complaints made in the no confidence votes against him at his current institution. He did not adequately address the no confidence votes against him, in which his colleagues and students repeatedly criticize him for his inability to create relationships and to listen, among other alarming concerns. An yet, in this session, these are the things he said repeatedly that he's good at. It would be foolhardy for us to simply take him at his word given the evidence to the contrary. He tried to demonstrate a support of the liberal arts by using the story of his daughter (again, the personal anecdotes instead of a substantive informed response suggests he has no sense of his audience - insulting really). And the story of his daughter falls flat when he explains how she was able to monetize her "worthless" classics degree by launching a podcast. Again, the anecdotes reveal how much he doesn't understand -- or value -- the questions and issues raised. If Jim Johnsen is indeed the only candidate we have to choose from -- and that in itself is of enormous concern-- this search should be failed posthaste.</p>		597	6/9/2020 18:46
Aaron	<p>I just watched the forum with Dr. Johnsen. His potential hiring is an embarrassment to the UW System, a failure of the Board of Regents, and hurtful for all the students who will be impacted by his lack of qualifications for the position. The interview was tone deaf and terrible - no plans for the System given the impact from COVID19. Dr. Johnsen showcased a flat inability to discuss race issues in even a barely competent manner. The Board of Regents should do the search over and try again because Dr. Johnsen is not a leader for the UW System. I care too deeply about University of Wisconsin, having had siblings at Oshkosh, Whitewater, and Milwaukee and going to Madison, myself, to not speak up when I see an action coming that will further damage the UW System - this is one of those times. Do the search again and find someone more qualified. Good grief.</p> <p>with the University of Wisconsin Board of Regents. But after attending this forum, I am ultimately unconvinced he is qualified for this position, let alone the best possible candidate. Dr. Johnsen came across as genially disarming and broadly well-intentioned but incredibly vague. Most disturbingly, he never took responsibility for any of what led to repeated votes of no confidence in his leadership by University of Alaska faculty and students or for the vast shrinkage of the University of Alaska System under his leadership. He never indicated how and why any of these votes were 'wrong' or how he fought to preserve, protect, and defend the ability of the University of Alaska System to serve its diverse constituents and to realize its mission and purpose in the face of a serious budget crisis. He repeatedly mentioned the value of relationships and advocacy but cited no concrete examples of where any of this has actually benefitted the University of Alaska under his leadership.</p> <p>The fact he maintains no faculty experience clearly showed, as his gestures toward appreciation of faculty demonstrated little grasp of the full extent of the work faculty at an institution like, for example, the University of Wisconsin-Eau Claire, actually do, and any of the precise array of challenges we routinely deal with--even prior to COVID-19. The fact he has nothing of this experience and little experience teaching of any kind should be a real concern for the prospective leader of a system serving over 160,000 students a year, and in which teaching, research, scholarship, creative activity, and institutional, professional, and community service, including civic engagement, are precisely what we deliver and what makes the University of Wisconsin the kind of institution that can continue to aspire to realize the Wisconsin Idea, which it is clear Dr. Johnsen has done some research to study up on, but which requires a tremendous amount of work, and substantial investment, even to strive to realize. Dr. Johnsen's citation of his daughter majoring in classics, and how she was able to make positive use of this major in her subsequent career, as well as of the value of exploring answers to questions of why as well as those of how, are fine as beginning attempts to explain what a liberal arts education can mean and do, but these are the kinds of answers I would routinely expect from most 2nd and 3rd year undergraduates at UW-Eau Claire, with considerable more substance in most cases than that.</p> <p>In relation to equity, diversity, and inclusiveness, and this current stage in the long ongoing struggle for racial justice in America, Dr. Johnsen's answers were almost embarrassingly weak for someone who aspires to lead our entire university system. He referenced no specific challenges the University of Wisconsin faces in terms of inequity, lack of diversity, and limited inclusiveness nor any specific ways the University of Wisconsin can and should contribute toward making a difference, and enabling progress, along these same lines, in Wisconsin communities. Citing his close personal relationship with a single person of color also entirely sidesteps the question of institutional, structural, and systemic racism. Otherwise Johnsen mentioned various scattered accomplishments that have taken place as part of the University of Alaska but in no instance did he indicate how he had contributed anything as President of the University of Alaska System toward any of these accomplishments--and these were all piecemeal, without any sense of how they connected to any comprehensive vision. Dr. Johnsen gave us no indication he is the kind of leader with the preeminent experience or qualification to take on the major social issue of our time--the struggle for racial justice.</p> <p>I also did not find Dr. Johnsen's explanation of why he is leaving Alaska at all compelling. The University of Alaska continues in a state of crisis; in effect he is simply indicating he wishes to remove himself from that situation, and if everyone he is leaving behind is ably fully able to handle leadership of the University of Alaska without him at this critical time, then what of value has he contributed?</p> <p>As a former UW Madison graduate and current UW Madison doctoral student in Sociology, I demand that the UW System Presidential Search Committee to declare this search a failure and start a new search. Jim Johnson's record shows a continued failure to support students of color, particularly Black and Indigenous students in the UA system, where they massive disparities in graduation rates when compared with their white peers. He has continued to cut funding, programs, and jobs from the UA system. If he is selected to be the UW System President we will be failing our entire community, but particularly failing our students, grads, workers, and faculty of color by selecting somebody who has proved to be, frankly, incompetent. We need to be striving to rebuild our UW System, to make it a more just and equitable, not take a massive step backwards that will take years and perhaps decades to rectify the damage somebody like Jim Johnson can do, as he exemplified through his work with the UA system. Please, I urge you to not make Jim Johnson UW System President. Declare this search a failure and start anew. We can do so much better for our community.</p>		596	6/9/2020 18:41
Bob	<p>Dr. Johnsen would bring to the position administrative and leadership experience from a system level which could be valuable in terms of transitioning to this critical role. I have apprehensions about his lack of experience as a faculty member and in a state where shared governance is critical, I do believe not having had that experience at some point in his career, will be a challenge. He will not bring a level of credibility to the position that many will desire. I have greater reservations about his understanding of equity and social justice in higher education. UW-System will need a leader who is visionary around equity issues, more now than ever, and I do not believe this candidate articulated appropriately as to the role of higher education in creating a just society.</p>		595	6/9/2020 18:16
Sadie	<p>I was very disappointed with Dr. Johnsen's presentation today. He was asked a series of questions that would have allowed him to offer insights into how he would lead the UW System, but instead what we heard was bland, vague responses that could have been written before he heard the questions. I found many of his answers to be extremely superficial and believe that they revealed a fundamental lack of understanding of the core values we seek in a leader. The first concern is that he is not an academic. While he has a Ph.D in Higher Education Management, he is not an academic and his career on university campuses has been as a staff person. In response to the question about tenure and the role of faculty, he said that he could understand these issues because his father had been a faculty member and because he had negotiated faculty pay in his job as an HR and labor relations professional. When he was asked to articulate the value of a liberal arts education, he told the story of his daughter, a Classics major, getting a good job. His answer to the question on diversity, equity, and inclusion was criminally negligent and revealed a complete lack of experience with, and understanding of, diversity issues. As a white man who has most recently lead a state system with a significant population of native people, he offered no examples of his work on inclusion. He told a story about living next to an African American family as evidence of his experience with diversity. He did not offer any understanding of the System's commitment to these issues or any knowledge of the racial and ethnic diversity of our students or our state. He referred to the UA's program to admit the top 10 percent of students at each Alaska high school as "an affirmative action program." He referred to Alaskans as "takers" because of the state subsidy from oil revenues. In all, I found his responses to be deeply unsatisfying and see him as a candidate well beneath the bar for the UW System. If we believe that UW is a strong and nationally recognized system, we should be able to attract better-quality candidates than this.</p>		594	6/9/2020 18:14
Sandra			593	6/9/2020 18:09
Kathleen			592	6/9/2020 17:41

E YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET				
AS OF 5:00 PM ON JUNE 11, 2020				
Name (First)	Comments	Created	Entry Id	
Michael	<p>I am worried about Jim Johnsen's ability to gain the respect of the faculty he is overseeing. For that reason, I don't think he is going to be an effective leader of this system. He has never been a tenured professor, yet we are asking him to lead a group including thousands of tenure-track, tenured, and full professors, all of whom have better academic credentials than him. I don't understand why that kind of experience isn't a minimum qualification for leading an institution such as ours.</p> <p>I also feel that the faculty he oversaw at his last position, at The University of Alaska System, clearly lacked confidence in his ability to lead, as shown by several votes to that effect. I don't think Mr. Johnsen did a good job today explaining those votes away (actually, he didn't have to....the UW System gave him only easy questions to answer).</p> <p>Lastly....in this time of national reckoning over racial and social inequalities, I think the optics of bringing in just one white male candidate as the only "choice" to lead our diverse system are very bad. The way this search was handled will make it very difficult for Mr. Johnsen to win the confidence of the 40,000 people under his supervision, and for these reasons (as well as the lack of employee voice in this flawed search process), I feel this search should be declared a failed search, and you should try again using a more transparent process that demonstrates good faith on System's part. That has not been demonstrated in this search.</p>		591	6/9/2020 17:24
Heather	<p>The nomination of a single finalist for the position of UW System president has consistently excluded the voices of faculty, staff, and students. I am deeply concerned that Johnsen will use the COVID-19 crisis to continue the defunding of higher education started by former gov. Walker and perpetuated by the board of regents that he appointed.</p>		590	6/9/2020 17:00
Jessica	<p>Dr. Johnsen did not satisfactorily address the interview questions in general. Specifically, he did not assuage faculty or students' concerns about his previous votes of no-confidence and the proposal to remove him from UA just last year. Parts of his interview were non-committal at best and obfuscated the truth at worst. For instance, while discussing his no-confidence votes, he attempted to deflect responsibility to a financially difficult year without acknowledging that initial no-confidence votes took place against him two years earlier, in 2017. In response to a serious question about racial issues in higher education and at the UW system, he centered himself with a personal anecdote instead of acknowledging or expressing concern for the black or indigenous communities he was discussing. This is especially frustrating given the very vulnerable position many BIPOC students are in at this moment. He positioned himself as marginalized ("I was a minority") when discussing his experience working in an organization run by Indigenous Alaskans, making it appear as though he does not take seriously the violence against "minorities" (marginalized communities) in this moment. He did not only reveal his lack of knowledge about how to lead an inclusive university with shared governance through these and other comments, he seemed to feel justified and comfortable in his lack of knowledge. The same holds true for his dearth of understanding about Wisconsin and the UW System. In some ways, he behaved though he had already been hired (speaking vaguely, not acknowledging failures, no concrete plans for supporting students and faculty). Finally, he was asked to be removed because he misled the "President Johnsen repeatedly misled the Board of Regents in assuring the Board that the accreditation standards including NWCCU Standard 2.A.2, and Standard 2.A.1 were being met during the process to consider single accreditation and other administrative and structural consolidation," revealing dishonesty the UW system won't tolerate. The other glaring problem with this appointment is, of course, the violation of shared governance standards, which sets the tone for the destruction of the UW system.</p>		589	6/9/2020 16:59
Andy	<p>Dr. Johnsen is unqualified to be President of the UW System. His record at the University of Alaska system is one of failure - failure to maintain accreditation, failure to earn the respect of the faculty, staff, and students, and failure to sustain the financial viability of the university system. He has never held a tenure-track faculty position and has no record of academic research. There is no evidence he can effectively lead the UW System.</p>		588	6/9/2020 16:57
Linda	<p>I appreciate the opportunity to be a part of the process, so thank you. As a side note, I would have appreciated the SSAOs having a chance to ask their own question similar to the other groups (provost, student, faculty). Dr. Johnsen's answer to the question posed regarding social unrest and giving an example of a time when he inserted himself into a situation of social unrest, along with how he might address issues of underrepresented students was concerning to me. Dr. Johnsen's story of being a white son etc. did not at all answer the question and if that is the approach, would not be of service to our students. We know already that our students of color already feel like they do not have a spot at the table and that their voices are heard. We are navigating a time of Black Lives Matter and significant social unrest etc., and I am very much questioning his ability to lead our system through this. He gave zero examples on how he would navigate situations of inclusion. This is crucial for this position in my opinion, and I would say that he has a learning curve as it relates to creating spaces for our underrepresented students, faculty and staff. I do think he has a focus on student success, budget and experience with a system or universities which are all valuable etc. Thank you for allowing the opportunity to provide feedback.</p>		587	6/9/2020 16:33
Elizabeth	<p>I feel the University of Wisconsin System would be settling if James Johnsen would be offered the position of System President. While James's experience offers varied insights into business and staff relationships, the interview did not provide examples of James's ability to bring differing or diverse views together or how minority staff and students prospered under his leadership.</p> <p>I think the University of Wisconsin System would make a positive and powerful statement by announcing a failed search and calling for a diverse group of candidates to then bring forward as the next group of finalists. We can be an example of our nation moving forward to a more diverse and equal society. Selfishly, it would look good for the University to show we are serious about inclusion which may result in those with diverse backgrounds considering the University of Wisconsin System.</p>		586	6/9/2020 16:25
Mary	<p>I am concerned about the candidate's ability to lead on Inclusive Excellence. There is no reference whatsoever in Dr. Johnsen's c.v. to diversity, equity, or inclusion. There is no evidence that he has any knowledge of these issues or experience addressing them, much less (as called for in the Prospectus, p. 17) "a proven track record of effectively promoting and supporting diversity, equity, and inclusion, and establishing working and learning environments of trust and mutual respect." His choice to give the name of his wife on his c.v. suggests that he is oblivious to the privilege that he holds as a straight, white, man. His response to a question on this subject in the forum was appalling. Being close to one African-American family is a far cry from developing an understanding of systemic racism. If he is appointed as UW System President, he must immediately begin to educate himself in this area, a process that takes considerable time, effort, and intention. The Board will need to monitor his progress closely and correct him frequently.</p>		585	6/9/2020 16:24

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
John	<p>Dr. Johnsen is not qualified to be system president. His previous experience and actions at the University of Alaska system does not provide him with the background to be president of the UW System. First, the UA System is much smaller than the UW System and UAF the research school and land grant school of the system is not on par with our research universities in Madison and Milwaukee. Madison belongs to the Association of American Universities which is the most prestigious and research-oriented group of Universities on the planet. All big ten schools except for Nebraska are part of the AAU. The budget and scope and campuses of the UA System is not comparable to the UW System. When measured by number of campuses, students, budgets, and research dollars Dr. Johnsen is poorly prepared to be president of the UW System.</p> <p>Second, he has a no record of academic accomplishment. He has admitted to not being an academic. His experience as negotiator for the University of Minnesota in union contracts with faculty at Duluth is not enough. He has never been a tenure-track or tenured faculty member. He knows nothing of the faculty role and experience. His listing of his father as going through tenure was a rather pathetic answer.</p> <p>Third, his overall tenure as system president of the UA System is a record of failure. He had three faculty senate votes of no confidence and the student government association voted no confidence in his tenure. Enrollment has decreased at the UA system and he has overseen financial exigency. His only experience is one of failure. His only academic experience is in cutting programs and firing tenured faculty as the UA system recently announced the closure of 40 programs and the firing of tenured faculty.</p> <p>Under his leadership the UAA School of Education lost accreditation resulting in one of his no confidence votes. How the search committee can choose a person who lost accreditation as the sole finalists for this position is beyond reason. Does he plan on losing accreditation here in the UW System? What type of accomplishment does he have? He has no record of accomplishment and only a record of exigency, cutting programs, firing tenured faculty, not raising funds, tattered relationships with faculty and student governance. The man has built nothing at the UA System and only overseen failure.</p> <p>The search committee by offering this man as the only candidate given his record shows that the search committee and Board of Regents as currently constructed does not want a builder. They want a destroyer. The search committee purposely choose a person with experience in cutting programs, cutting budgets, no relationship with shared governance, merging campuses, and firing tenured faculty and staff. The search committee and Board of Regents by offering this candidate clearly hopes to break the UW System. You will be telling faculty and staff and students that you want a president with a record of not working with faculty and staff and you want a candidate of austerity and job loss and a hatchet man. You will be telling faculty and staff and students you want a system president who can lose academic accreditation.</p>		584	6/9/2020 16:23
Mike	<p>Dr. Johnsen's performance in this interview was wholly disqualifying for him to serve as president. Stating that he was a minority when he worked for a majority Native Alaskan organization was egregious and incredibly disrespectful to historically marginalized groups. In an era in which we are seeing global protests related to racial injustice, how could a candidate possibly make such a statement and presume it to be an acceptable consideration of racial issues? Further, discussing Classics as a useless degree was the sort of rhetoric I'd expect from my higher education-loathing stepmother, not from an official in higher education. Dr. Johnsen gave no specifics with respect to how he will honor faculty governance, a time-honored tradition of the UW System and, in point of fact, our rule of law. Finally, stating that UW System exists to serve and support the Board of Regents is precisely backwards and exactly the improper view for a system president to have. The Board exists to serve and support UW System, not the other way around. This search must be declared a failed search and restarted.</p>		583	6/9/2020 16:23
Nola	<p>I am very concerned about the process of Dr. Johnsen's selection as not just a, but the only, finalist brought (virtually) to campus through a process with so little participation from students, staff, and faculty. Moreover, I am disturbed that the search committee did not see it as a very big red flag that Dr. Johnsen received a vote of no confidence from the faculty at his current institution. While his language spoke to a valuation of shared governance and respect for the decision-making of individual campuses, actions are more powerful than words and I do not see this value or commitment reflected in his previous professional experience. I am also concerned by his language on diversity and inclusion, which is not the same as equity or social justice, was not at the forefront of his remarks, and relied heavily on speaking emotionally to personal relationships with people of color in lieu of naming experience with and commitments to implementing systems strategies to address the urgent impacts of white supremacy and other oppressions on PWI campuses (which make up the UW system). That his language was so lacking particularly at a national moment of such high visibility of institutionalized racist violence is particularly concerning. I am also concerned by Dr. Johnsen's emphasis on positive relationship-building with the legislative and Business communities. While positive relationships can facilitate meaningful change and collaboration, this language shows a deep lack of understanding of the political context of public higher education in Wisconsin's recent history. How exactly does Dr. Johnsen think we can "meet the needs" of a Republican legislature that has actively devalued and defunded our system without somehow selling out our students, staff, and faculty? What is he willing to compromise in terms of institutional integrity in order to build partnerships with corporations that may or may not share or operationalize UW's supposed values of educational equity, access, and positive community impact?</p> <p>To everyone with any level of influence over this hire, I want to add to the chorus of voices telling you that as staff, both the process and outcome of this search are felt as another betrayal of us, our students, and the values you espouse. You may not see a direct connection between this process and the safety and wellbeing of students, staff, and faculty, but to those of us doing environmental change work "on the ground," the links are clear and we know exactly how autocratic decision-making paves the way for institutional betrayal and violence. Clearly, our voices do not matter in this process. But because we care about integrity and accountability, we will continue to name the harmful impacts we see happening, and you will have to choose how to reconcile the cognitive dissonance between what you believe you are doing and what those impacted tell you is happening. There are always opportunities to change, to act concretely in line with your values, to apologize for doing harm, and to commit to repair. If you truly care about healing and trust (as Dr. Johnsen spoke to), you will not proceed with this hire. You will acknowledge the harms done in this process, own the impacts with humility, and make direct and timely change. I recognize your humanity and that the work you do is challenging. Please do the same for your students, staff, and faculty. We are individual people whose work and lives are very much affected by the choices you are making from a bird's eye view. Please see us. Please hear us. Please do not confuse platitudes with solidarity. We know better. We deserve better.</p>		582	6/9/2020 16:19
Greta	<p>I'm writing to implore the search committee to declare a failed search and withdraw the candidacy of Jim Johnsen for university system president. Jim's record at the University of Alaska system does not speak to a person who is capable of guiding a university through an unprecedented social and economic crisis like the one we're experiencing, and the stark disapproval and votes of no-confidence from his former colleagues should be completely disqualifying. Given recent events in our community it is more pressing than ever to have a candidate who is selected with transparency and equity, so I ask that you listen to our colleagues in Alaska and withdraw Johnsen's candidacy and restart the search.</p>		581	6/9/2020 16:08

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Alex	<p>I am vehemently against Jim Johnsen's selection for the President of the University of Wisconsin System. We must renew and expand the search immediately.</p> <p>Proceeding with hiring Dr. Johnsen will lead to significant loss of trust with core constituencies and will be destructive for future progress with the UW System. We need to repair trust, not destroy it.</p> <p>After listening to Regent's Grebe's explanation at last week's Regent Meeting for why the search committee only advanced a single candidate, I remain unconvinced about the flawed search process. After witnessing Dr. Johnsen's presentation and answers today online, I am absolutely convinced that he is the wrong person for this position. We need a visionary leader who will unite faculty, staff, students, and administrators together to face the difficult work that must be done. His record represents the opposite. More than that, this search process and the candidate himself actively undercuts any semblance of respect for shared governance or diversity and inclusion. These should be the bedrock of a hire of such magnitude, not just footnotes for a video chat that only appears for one day online.</p> <p>Again, I am vehemently against Jim Johnsen's selection for the President of the University of Wisconsin System. I am calling on you to renew and expand the search immediately.</p>		580	6/9/2020 16:05
Chris	<p>Johnsen's presentation was as boilerplate as one could get. He name-dropped the Wisconsin Idea in generic terms, cited how many counties we had a handful of times, and showed a lack of understanding as to the real struggles this system has had with legislators. I have no doubt he can get along with our policymakers who largely share the interest of closing campuses and firing those pesky professors.</p> <p>As a young professor in this system, it is unsettling to see the search committee 1) found only a single finalist and 2) recommend a finalist whose entire legacy is consolidation. This unfortunately makes the search look like a fixed deal, where really one person was sought out to continue dismantling the UW system. In addition, Johnsen has never been a faculty member and his track record shows no allegiance to the classroom. Also, his continued work on political campaigns exposes a bias that will only create a large wedge between leadership and us underlings with doctorates. Frankly, I don't care if he is liberal or conservative, but what I do care about is funding the university system. He made no mention of trying to restore funding, but did make some bland statements about seed ideas that are non-negotiable...of course he couldn't expand on any. Such blatant disinterest in restoring the UW system makes me quite sad (as someone originally from this state). If Johnsen is chosen we will see a continued exodus of talent from the state, which will only make our universities even less desirable.</p>		579	6/9/2020 15:58
Adrian	<p>Dr. Johnson failed to inspire faith that his multiple votes of no confidence while at Alaska were taken seriously by him and led to any semblance of shared governance. Additionally, his description of the thousands of protesters against anti-Black police violence in Madison alone as a "small vocal minority", and his implied suggestion that he can't be racist because he has a Black neighbor, suggest that he is not prepared to lead a system that includes diverse schools such as UW-Milwaukee and schools that famously struggle with diversity like UW-Madison. This is not the right choice for our system.</p>		578	6/9/2020 14:58
Jacqueline	<p>I am deeply concerned by all the information I have learned about Dr. Johnsen since the announcement of his lone candidacy and believe the UW System should restart their search. A recent news article cited Regent Michael Grebe saying that Jim Johnsen has become the lone finalist because he is the only candidate who did not drop out of the race - this is no way to pick someone for such an important position!</p> <p>I am also very concerned by the recent no-confidence votes of University of Alaska Anchorage faculty against Johnsen, and the fact that no faculty, staff, or students were involved in the UW search committee that selected Johnsen. This is absolutely unacceptable.</p> <p>I do not believe Dr. Johnsen would be a good president for the UW System and see no evidence that he would embark on anything other than a harmful slashing of programs and essential services that will only replicate and magnify the lasting effects of Scott Walker's attempts to defund the UW system not so many years ago. We must restart the search. A loss of time on the level of months is less important than the decades of damage a poorly-chosen UW System President could do.</p>		577	6/9/2020 14:53
Steven	<p>I received my PhD in political science from UW-Madison in 2016 and am deeply concerned about UW's current presidential search. Advancing a single candidate to the final stage and having him be the one who oversaw the dismantling of the University of Alaska system is horrifying and utterly inappropriate as a leader for UW.</p>		576	6/9/2020 14:42
Barbara	<p>It is appalling that the University of Wisconsin system would only suggest one name for the final round of election for President of the University. What kind of democratic process does this illustrate? Faculty, staff, and students have been excluded from the process. This is not what the Wisconsin Idea stands for.</p> <p>Worst of all, the candidate has a terrible history of defunding key programs at his current university (Alaska) where the Union of Students has voted unanimously to remove it due to a lack of confidence in his ability to foster a good learning environment. At the university of Alaska, enrollment rates have dropped, diversity is low, the \$110 M budget cuts have led to 1727 jobs lost... Jim Johnsen is far from the best candidate this committee could have found and doesn't embody the Wisconsin Idea.</p>		575	6/9/2020 14:39
Cecil	<p>No confidence.</p>		574	6/9/2020 14:34
Marybeth	<p>First of all, this is absurd - one day to watch a multi-hour video and write comments? Our students, staff, and faculty deserve better. For those of us with busy work days, family commitments, volunteer commitments, and frankly, just "lives", this is ridiculous.</p> <p>Given the fact that many of our colleagues are focused on a legitimate fight for racial justice, it is also plainly racist to offer so little time for stakeholders to reflect and respond to Johnsen's Campus Forum.</p>		573	6/9/2020 14:33
Anna	<p>I was able to watch a *part* of the Campus Forum between work meetings today. I refuse to comment on the contents of the forum until the deadline for comments is extended, significantly.</p>		572	6/9/2020 14:32
Beck	<p>I am appalled that the search committee put forward a single finalist who, in the face of budget shortfalls, chose to decimate the University of Alaska System rather than supporting faculty, staff, and students. I am further appalled that Dr. Johnsen's qualifications when it comes to addressing persistent diversity and equity issues in the UW System are limited to, by his own admission, having had a Black neighbor while growing up. This statement alone should disqualify Dr. Johnsen from holding any position in higher education, and it frankly says a lot about the priorities of the Regents that Dr. Johnsen was ever considered a qualified nominee. Having led a university system into ruin does not qualify an individual to save another.</p> <p>The board of regents will be making an egregious error in selecting Jim Johnson, an individual who is currently fleeing his current post, who has misused funds for personal attack campaigns. This individual has a reputation for not trusting shared governance. You owe it to the public, who you represent to hold another search. This candidate is completely ill fitting for a role of this scale and importance. I'm ashamed of the lack of accountability and candor the interview committee has shown in this interview process.</p>		571	6/9/2020 14:32

YOUR COMMENTS RESPONSES FOR JIM JOHNSEN - COMPLETE SET
AS OF 5:00 PM ON JUNE 11, 2020

Name (First)	Comments	Created	Entry Id	Entry Date
Jessica	I am deeply concerned about many aspects of Dr. Johnsen's presentation, but particularly his comments related to diversity and inclusion. Wisconsin leads the nation in racial disparities, and we need strong leadership that is able to see the structural issues related to racial inequity as a means of ensuring that the UW System is not perpetuating and deepening such inequities. We need strong leadership that will help us meaningfully engage with Black, Native American, Hmong, and Latin American communities, among others. Dr. Johnsen's answers, which referenced personal relationships and positioned himself as a minority amongst a Native American Organization, demonstrated an utter lack of understanding of this complex, timely, and significant structural issue. This is a moment for the UW System to be a leader in ensuring that our system and our campuses fulfill our stated missions around diversity and inclusion; Dr. Johnsen has demonstrated that he is woefully unprepared for this task. I urge the search committee and the board of regents to declare this a failed search, to ensure that we have multiple strong candidates to consider for this important position.		570	6/9/2020 14:31
Marcus	Wait. One day to watch this and comment? What a joke. Luckily this public forum should be disqualifying and the Search Committee will declare a failed search and start over. Because this is embarrassing for the UW System.		569	6/9/2020 14:29
Jennifer	This is a failed search. There is no excuse for having a single finalist. In addition, I listened to his answers this morning, and was blown away by the mix of mediocrity and incompetence. Two specific examples: When asked a question about equity and diversity, Johnsen answered by telling a story of growing up next to an African American family. The use of a personal anecdote to answer a question that is clearly about structural problems is utterly disqualifying, and reflects a total failure to have made the effort to learn even a tiny amount about how to substantively support efforts to strengthen equity and diversity. He is clearly not qualified to lead a diverse institution like our own. A second example: When asked about the multiple no confidence votes against him, he happily asserted that despite the "stress," the regents and legislators continued to support him. That reflected a complete lack of interest in acknowledging any fault in his actions, and dismissed the robust sentiments of the people who he was supposed to be leading. This indicates that, were we to make the enormous mistake of hiring him, he would not be an advocate for the UW System, but instead would be a sycophant in search of approval from regents and legislators. Again, this is a failed search. Time to end it.	3760	568	6/9/2020 14:26
Michael	He sounded like a tone-deaf, ignorant simpleton. His answer about ensuring support for the humanities and liberal arts was that his daughter majored in classics. His answer about advancing diversity was that as a child, there was an African American neighbor who cared for him when his parents were away. The adult called him "my white son," and "I called him my black dad." His response to being asked about faculty no-confidence votes was that the Regents and Alaskan Legislature supported him. Perhaps this is exactly the kind of person our Regents and the Republican legislators want.		567	6/9/2020 14:06
Isabella	God help the UW. This candidate is absolutely unacceptable. At no point did he discuss or share how he would support or work with faculty, students, and staff. His dedication seems to be to money and politicians. His colleagues at the University of Alaska system have made it clear that he is not competent and I am so embarrassed of our system leadership to think that a single candidate (especially one that is so woefully unprepared to support the system and the Wisconsin idea) is acceptable. This is a failed search. Withdraw his candidacy and start over with faculty, staff, and non-regent student involvement.		566	6/9/2020 13:10