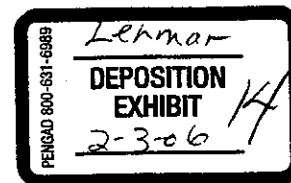


X-Sender: jlehman@j.imap.itd.umich.edu
X-Mailer: QUALCOMM Windows Eudora Version 5.1
Date: Tue, 26 Feb 2002 14:56:54 -0500
To: lizbarry@umich.edu
From: "Jeffrey S. Lehman" <jlehman@umich.edu>
Subject: Fwd: A Modest Request
Cc: caminker@umich.edu



PRIVILEGED AND CONFIDENTIAL

Dear Liz,

Don Herzog and Kyle Logue each received this message. In point of fact, each voted against tenure.

Jeff

X-Sender: dherzog@d.imap.itd.umich.edu
X-Mailer: QUALCOMM Windows Eudora Version 5.1
Date: Tue, 26 Feb 2002 14:08:08 -0500
To: "Jeffrey S. Lehman" <jlehman@umich.edu>
From: Don Herzog <dherzog@umich.edu>
Subject: Fwd: A Modest Request

comments, maestro?

X-Sender: hammerp@h.imap.itd.umich.edu
X-Mailer: QUALCOMM Windows Eudora Pro Version 4.2.0.58
Date: Tue, 26 Feb 2002 13:54:30 -0500
To: dherzog@umich.edu
From: Peter Hammer <hammerp@umich.edu>
Subject: A Modest Request

Dear Don,

I appreciate how this request may make you feel uncomfortable, and for that I apologize. Beyond the anger, hurt, and shock of being denied tenure, you can imagine the intense frustration of simply being told "sorry, but you failed to receive the 2/3 majority vote necessary for an affirmative recommendation for tenure." Along numerous personal and professional dimensions, this is simply not an adequate explanation for what has happened.

I understand the necessary role that confidentiality plays in certain parts of the tenure process. Furthermore, I understand the need that people rightly feel to comply with institutional rules. It is a respectable position that such rules need to be changed either internally, or externally to the extent that they are inconsistent with mandates of public openness and accountability, rather than individually violated. As such, I am not asking you to violate any confidences with which you have been entrusted.

My request is more person and more direct. I am asking a small number of people that I respect on the tenured faculty simply to tell me how they voted and explain to me the bases of their decision on a completely individual basis. I want to remove any inquisitorial

tone from the request. This request comes without prior assumptions on my part about which way you voted. I anticipate this request to generate a variety of quite different responses, which is, in fact, its intent. Furthermore, I assume the good faith of the actions of individual members of THE intellectual community of which I have been a member. I am asking you because I respect your views, that fact will make it easier for me to digest whatever it is you may have to say.

This request is made as an aid to my own understanding. I need to be able to associate substantive content with the faculty's decision, not unlike the need for even losing litigants to read and understand a court's opinion and reasoning. Feel free to communicate a response in any manner that makes you most comfortable -- e-mail, letter, phone, or in person. Obviously, if you choose not to respond, that is your right, and a choice I would also respect.

Sincerely,

Peter

Jeffrey S. Lehman

The University of Michigan
Law School
324 Hutchins Hall
Ann Arbor, MI 48109-1215

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Fax: 734-763-1055
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Video/IP: 141.211.46.201

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5/18/2005