

December 2, 2024

Dean Dagmar Budikova:

Members of the faculty in the College of Arts, Sciences, and Letters (CASL) at the University of Michigan-Dearborn, supported by members of the broader community, express our grave concern over recent unilateral changes to the Winter 2025 course schedule by the CASL Dean's Office that have disrupted the College's functioning.

In the letter that follows, we outline the specific harms caused by these actions, reflect on the deeper values and mission of our college, and propose a path forward that prioritizes collaboration, transparency, and the long-term well-being of our institution and its stakeholders.

In early November, the CASL Dean's Office implemented instructional and curricular changes to the Winter 2025 schedule – including canceling classes, increasing class sizes, moving classes online, reducing the variety of upper-level classes, and targeting LEO faculty for partial or complete layoff – without prior announcement, without consultation or transparency, bypassing the established governance structures set out in the CASL Bylaws. For example, CASL Executive Committee meetings were canceled in the Fall 2024 semester even though the Executive Committee had not been informed of the forthcoming cuts and changes to the Winter Schedule. The Dean's Office has also failed to provide sufficient guidance to support students, faculty, and staff through this upheaval. These actions were taken after students had already begun registering for Winter 2025, and these actions and their consequences are still unfolding, with more course cancellations, increased class sizes, and LEO instructors being removed or given drastically reduced course loads—all while more students attempt to register.

The chaotic and inequitable rollout by the Dean's Office has undermined faculty morale, compromised educational quality, and fostered an environment of uncertainty and distrust, while simultaneously severely disrupting students' academic plans and placing an unnecessary burden on staff. It has also shown a callous disregard for all LEO lecturers, including long-serving faculty with multi-year contracts. LEOs are essential to our academic community, teaching over 50% of all undergraduate credit hours, playing a vital role in college and university governance, and in many cases, being proud alumni of the institution.

The failure to consult faculty or adhere to established governance processes set out in the CASL Bylaws has resulted in poorly planned decisions with far-reaching consequences. This reckless approach undermines the College's ability to function effectively and damages the quality of education we provide.

We acknowledge the pressing financial challenges the University faces. However, decisions of this magnitude must be grounded in data and analysis. For instance, the assumption that students will seamlessly re-enroll in another course when a class is canceled under them, without affecting long-term retention, is not supported by evidence. Studies from peer institutions indicate that canceling courses or abruptly altering degree pathways can harm

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student retention, particularly among at-risk populations. Lacking robust data and careful planning, such actions could worsen the budgetary and enrollment issues they are intended to resolve. These are empirical questions that the Dean's Office could address with thoughtful data collection and analysis. Without such information, these measures are reactionary rather than strategic, risking damage to CASL's reputation and, by extension, the reputation of UM-Dearborn and the University of Michigan system as a whole.

Additionally, these last-minute decisions, to alter course caps and schedules after registration had already begun, have disrupted students' academic trajectories. Advisors and department staff – who were also not forewarned of the last-minute actions – have been forced to triage the needs of students whose degree plans have been derailed, and the lack of a clear plan to address these disruptions has left students and staff in a state of uncertainty. Students and their parents are already calling the Dean's Office to express their concerns. Thus, these actions also have the potential to harm CASL's relationship with the local community in Dearborn and surrounding cities and counties, which have long chosen us to meet their educational needs.

The Administration should also consider the reputational risks associated with dismantling programs and initiatives designed to enhance student success, and which have been heavily used to market UM-Dearborn to the public (such as small class sizes, the Foundations program, and high-impact pedagogy, including project-based learning and community-based engagement). Over the past several years, often at the behest of the Administration, faculty have invested significant time and effort into developing innovative courses and curricula that reflect best practices in teaching and learning. These include engaged and applied learning experiences that prepare students for meaningful careers and strengthen their connection to the University. By sidelining these CASL-wide and campus-wide initiatives and selling points, the Dean's Office is signaling that educational excellence is disposable. This message is further reinforced by the explicit suggestion that faculty address higher course caps by reducing both the quantity and quality of assignments and providing less feedback to students. This shortsighted approach jeopardizes the quality of the curriculum, threatens our accreditation, undermines the value of a Michigan degree, and seriously damages the University's public brand.

To address these concerns, we propose the following:

- 1) The Dean's Office must commit to transparent, data-driven decision-making. This includes sharing complete financial and enrollment analyses that justify policy changes, gathering data to test assumptions, explaining their theories of change, and conducting thorough before-and-after evaluations of potential impacts on retention, equity, and enrollment. The Dean's Office should immediately cease any actions that have not been guided by transparent, evidence-based decision-making.
- 2) The Dean's Office must follow the CASL Bylaws. Faculty governance is central to the University of Michigan, as clearly stated from the Regental Bylaws down to the CASL Bylaws, and it is essential to maintaining trust and effectively leveraging faculty expertise. The CASL

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Executive Committee must play its mandated role in governance, reviewing and advising on decisions affecting education, instruction, and budgets. The Dean's Office should immediately cease any actions that have not been arrived at via governance processes set out in the CASL Bylaws.

3) The Dean's Office must reallocate funds from unnecessary administrative positions – such as the newly filled Associate Dean role – towards direct support for faculty-driven, high-impact educational initiatives. These initiatives should focus on enhancing student retention, improving academic success, and preserving the integrity of our curriculum. This approach will better align with the University's goals of academic excellence and student success, while minimizing the disruptive consequences of cuts to faculty and essential educational resources. The Dean's Office should also consult with faculty on the potential budgetary implications of the three newly approved tenure-track faculty lines, and CASL Exec should consider whether it is reasonable to proceed with searches under the current budgetary constraints.^{1,2}

The faculty of CASL, including both Tenure Track and LEO lecturers, are deeply committed to the University's mission and to delivering an education rooted in the values of equity, fairness, and excellence. However, the recent actions of the Dean's Office threaten to erode these values, compromising the quality of education we provide, and damaging the reputation of the institution and its leaders.

We urge you to take swift action on the above proposals to address these concerns, restore trust, and ensure that future decisions are made with the transparency, strategic vision, and commitment to excellence that are essential to protecting CASL's integrity and the reputation of UM-Dearborn.

CC: Chancellor Domenico Grasso

CC: Provost Gabriella Scarlatta

UM-Dearborn Faculty Signatories:

1. UM-Dearborn Chapter of the American Association of University Professors (AAUP)
2. Emily Luxon, Associate Professor of Political Science, UM-Dearborn
3. Maya Barak, Associate Professor of Criminology & Criminal Justice, UM-Dearborn
4. Alan Wiggins, Associate Professor, UM-Dearborn
5. Mike MacDonald, Associate Professor of Composition and Rhetoric, UM-Dearborn
6. Jennifer Proctor, Associate Professor of Journalism and Media Production, UM-Dearborn
7. Kristin Poling, Associate Professor of History, UM-Dearborn
8. Liz Rohan, Professor, Composition and Rhetoric, UM-Dearborn
9. ¹Patrick Beauchesne, Associate Professor, UM-Dearborn
10. William DeGenaro, Professor, Composition & Rhetoric, LCA Department, UM-Dearborn
11. ¹Rose Wellman, Associate Professor, UM-Dearborn
12. Susan N. Erickson, Professor of Art History, UM-Dearborn
13. Nick Iannarino, Associate Professor of Communication, UM-Dearborn

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14. Lara Rusch, Associate Professor of Political Science, UM-Dearborn
15. Anna Muller, Professor of History, UM-Dearborn
16. Paul Draus, Professor of Sociology, UM-Dearborn
17. ¹Camron Michael Amin, Professor of Middle East and Iranian Diaspora Studies, UM-Dearborn
18. Vadym V. Pyrozhenko, Associate Professor of Public Administration, UM-Dearborn
19. ²Shelly Jarenski, Associate Professor of English, UM-Dearborn
20. Dale Thomson, Professor, UM-Dearborn
21. Sally Howell, Professor of History, UM-Dearborn
22. Michael Dabkowski, Associate Professor of Mathematics, UM-Dearborn
23. ¹Arlo Clark-Foos, Associate Professor, UM-Dearborn
24. Troy Murphy, Associate Professor, UM-Dearborn
25. Suzanne Bergeron , Professor Emerita, UM-Dearborn
26. Bruce Pietrykowski, Professor Emeritus of Economics, UM-Dearborn
27. Margaret Willard-Traub, Associate Professor Emerita, UM-Dearborn
28. Nehal A. Patel, Associate Professor of Sociology and Criminology, Law, & Criminal Justice, UM-Dearborn
29. Dr. Jamie L. Wraight, LEO Faculty, Director of the Voice/Vision Holocaust Survivor Oral History Archive, UM-Dearborn
30. Tian An Wong, Assistant Professor, UM-Dearborn
31. Diana Ng, Professor, UM-Dearborn
32. ¹Ben Wielechowski , Lecturer II, LCA, UM-Dearborn
33. Pamela Aronson, Professor of Sociology, UM-Dearborn
34. Georgina Hickey, Professor of History, UM-Dearborn
35. Adam Sekuler, Assistant Professor, Journalism and Media Production, UM-Dearborn
36. Jane P. Sheldon, Professor Emerita of Psychology, UM-Dearborn
37. Jacqueline Vansant, Professor emerita of German, UM-Dearborn
38. Anthony Luckett, Teaching Professor, UM-Dearborn
39. Shelby Zuk, LEO Lecturer II, LCA, UM-Dearborn
40. Alicia Schaeffer, LEO Faculty, UM-Dearborn
41. Tim Kiska, Professor, UM-Dearborn
42. Yulia Hristova, Associate Professor of Mathematics, UM-Dearborn
43. Velimir Stojkovski, Associate Professor, UM-Dearborn
44. Natalie Sampson, Associate Professor, University of Michigan-Dearborn
45. Imran Aijaz, Professor of Philosophy, UM-Dearborn
46. Nadja Rottner, Associate Professor, UM-Dearborn
47. Finn Bell, Assistant Professor, UM-Dearborn
48. ¹Francine Dolins, Associate Professor of Psychology, UM-Dearborn
49. Julio Borquez, Associate Professor of Political Science, UM-Dearborn
50. Terri Laws , Associate Professor, African and African American Studies, UM-Dearborn
51. Terra Mauer, LEO Faculty, UM-Dearborn
52. Raya Samet, Associate Librarian, Mardigian Library, UM-Dearborn
53. Claudia Walters, LEO Faculty, UM-Dearborn
54. Dorina Hoxhaj, Lecturer I, UM-Dearborn

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55. Gengxin Li, Associate Professor of Mathematics and Statistics Department, UM-Dearborn
56. James Gromak, LEO faculty, UM-Dearborn
57. Michael Keogh, LEO Faculty, UM-Dearborn
58. Sarah Nesbitt, LEO Faculty, UM-Dearborn
59. Jill Darling, LEO Faculty, Collegiate Lecturer II, UM-Dearborn
60. M. Hussain, LEO Faculty, UM-Dearborn
61. Sofia Calzada-Orihuela, PhD, LEO Lecturer IV, UM-Dearborn
62. Stanley Weed, LEO II, UM-Dearborn
63. David Sobiechowski, Collegiate Lecturer II, UM-Dearborn, LEO Faculty, UM-Dearborn
64. ¹Susana Pecina, Professor of Psychology, UM-Dearborn
65. ¹Pam McAuslan, Professor of Psychology, UM-Dearborn
66. ¹Nitya Sethuraman, Associate Professor of Psychology and Director of Behavioral & Biological Sciences, UM-Dearborn
67. ¹Roger Loeb, Professor, Department of Behavioral Sciences, UM-Dearborn
68. Margaret Rathouz, Associate Professor, UM-Dearborn
69. Colleen Wilson-Rood, LEO Faculty, UM-Dearborn
70. Margaret Murray, Associate Professor, UM-Dearborn
71. Lisa Martin, Professor, UM-Dearborn
72. Mark Douglass, LEO Faculty, UM-Dearborn
73. Krim Lacey, Associate Professor Sociology and African and American Studies, UM-Dearborn
74. ¹Harmony Reppond, Associate Professor of Psychology, University of Michigan, Dearborn
75. Ara Sanjian, Associate Professor, UM-Dearborn
76. Graeme Cave, LEO Faculty, UM-Dearborn
77. S Smith , LEO Faculty, UM-Dearborn
78. Jerilyn Mannion, LEO Faculty, UM-Dearborn
79. Christian Klein, LEO Faculty, UM-Dearborn
80. Rusi Sun, Associate Professor , UM-Dearborn
81. Reem Abou-samra, LEO Faculty, UM Dearborn, UM Ann Arbor
82. Ilir Miteza, Professor of Economics, University of Michigan Dearborn
83. Timothy Streasick, Librarian, UM-Dearborn
84. Khalid Kattan, LEO III, Computer Science, UM-Dearborn
85. Susan Gavell, LEO Lecturer II, UM-Dearborn
86. ²Caitlin Finlayson, Professor of English, UM-Dearborn
87. Fred Feng, Associate Professor, CECS, UM-Dearborn
88. Amy Brainer, Associate Professor of Women's and Gender Studies, Director of LGBTQ+ Studies, UM-Dearborn

Community Signatories

89. Julie Boland, Professor, UM-Ann Arbor
90. Savithry Namboodiripad, Assistant Professor, UM-Ann Arbor
91. Sean D. Johnson, Assistant Professor, UM-Ann Arbor Department of Astronomy

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92. K. F. Barald Ph.D., Professor emerita (Active) of Biomedical Engineering, Cell & Developmental Biology; Programs in Neuroscience, CMB and Cancer Biology, UM-Ann Arbor
93. Kentaro Toyama, W. K. Kellogg Professor of Community Information, UM-Ann Arbor
94. David Myer Temin, Associate Professor, UM-Ann Arbor
95. Lisa Fein, Lecturer IV, UM-Ann Arbor
96. Yi-Li Wu, Associate Professor, LSA, UM-Ann Arbor
97. Antoine Traisnel , Associate Professor, UM Ann Arbor
98. Silke Weineck, Professor, LSA, UM-Ann Arbor
99. Alan Wald, H. Chandler Davis Collegiate Professor Emeritus, University of Michigan-Ann Arbor
100. Andrea Zemgulys, Associate Professor, UM-Ann Arbor
101. Sarah Becker Hortsch, Clinical Assistant Professor, UM - Ann Arbor, Nursing
102. Nadine Hubbs, Professor, UM-Ann Arbor
103. Melissa Phruksachart, Assistant Professor, Dept. of Film, Television, and Media, UM-Ann Arbor
104. Lorraine Gutiérrez, Collegiate Professor Emeritus, Thurnau Professor Emeritus, UM-Ann Arbor
105. Tiffany Ng, Associate Professor of Music, UM-Ann Arbor
106. Yasmin Moll, Assistant Professor, UM-Ann Arbor
107. Leila Kavar, Associate Professor, LSA, UM-Ann Arbor
108. Ryan B. Morrison, Postdoctoral Fellow, UM-Ann Arbor
109. Nicholas Montgomery, LEO Faculty, UM-Ann Arbor
110. Jacob Lederman, Associate professor of sociology, UM-Flint
111. Pamela Smock, Professor, UM-Ann Arbor
112. Elizabeth Anderson, John Dewey Distinguished University Professor, UM-Ann Arbor
113. Rafe Neis, Professor, UM-Ann Arbor
114. Samer Ali , Associate Professor of Arabic Language and Literature, UM Ann Arbor
115. Terri Friedline, Professor of Social Work, UM-Ann Arbor
116. Daniel Birchok, Associate Professor of Anthropology, UM-Flint
117. Ivette Perfecto, Bunyan Bryant Collegiate Professor of Environmental Justice, UM-Ann Arbor
118. Jeremy Sortore, Assistant Professor, UM-Ann Arbor
119. Michael Atzmon, Professor Emeritus, UM-Ann Arbor
120. Charlotte Karem Albrecht, Associate Professor of American Culture and Women's and Gender Studies, UM-Ann Arbor
121. Nancy Khalil, Assistant Professor, UM Ann Arbor
122. Breana Perrin, Alumna, UM-Dearborn
123. Cody Walker , Teaching Professor, UM-Ann Arbor
124. Aliyah Khan, Associate Professor of English and Afroamerican & African Studies, UM-Ann Arbor
125. Todd Womack, Program Manager, UM-Flint
126. tal ness, Assistant Librarian, UM-Ann Arbor
127. Donka D Markus, LEO faculty, UM-Ann Arbor

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128. Philip Christman, LEO faculty, UM-Ann Arbor
129. E. Stacy Swennes, LEO faculty, UM - Ann Arbor
130. Diane Aretz, Lecturer II, UM-Ann Arbor
131. Elena Fort, LEO Faculty, UM-Ann Arbor
132. Emily Graetz, LEO Faculty, UM-Ann Arbor
133. Elizabeth Axelson, LEO faculty, retired, UM-Ann Arbor
134. Adrian Deva, LEO faculty, UM-Ann Arbor
135. Watoii Rabii, Associate Professor of Criminal Justice, Oakland University
136. Scott Dennis, Librarian, UM-Ann Arbor
137. Michelle Bellino, Associate Professor, UM-Ann Arbor
138. Gina Brandolino, Lecturer IV, UM-Ann Arbor
139. Louis Ciciarelli, LEO faculty, UM-Ann Arbor
140. Hannah Douglas, LEO Faculty, UM-Ann Arbor
141. Caitlin Mileski, LEO Lecturer II, UM-Ann Arbor
142. Rebecca S Kain, Community Member, UM-Ann Arbor alum
143. Kimberly Saks, Assistant Professor of Political Science, UM-Flint
144. Douglas Knerr, Professor of History, UM-Flint
145. April Conway, Lecturer, UM-Ann Arbor
146. Zahid Syed, Associate Professor of Computer Science, UM-Flint
147. Christopher Matthews, LEO Faculty, UM-Ann Arbor
148. Jennifer Miller, LEO faculty, UM-Flint
149. Susan Gano-Phillips, Professor of Psychology, UM-Flint
150. Aaron Stark, Application Developer, UM-Ann Arbor
151. Sarah McLusky, LEO-GLAM, UM-Ann Arbor
152. Julie Broadbent, Associate Professor of Psychology, UM-Flint
153. Hamidah A., Student, UM-Dearborn
154. Dr. Julie Rieland, Alumni, UM-Ann Arbor
155. Anne Elias, Instructional Designer, Sr., University Library, UM-Ann Arbor
156. Laura Sanders, Teaching Professor, LEO faculty, Ann Arbor
157. Rayna Ketchum, U of M Alum, Community
158. Ellen Muehlberger, Professor of History, UM-Ann Arbor
159. Michael Mueller, Graduate Student Instructor, Ann Arbor, UM-Ann Arbor
160. Andrew Thompson, Lecturer II, Stamps School of Art & Design, UM-Ann Arbor
161. Craig Regester, LEO Faculty/Steward, UM-Ann Arbor/Semester in Detroit
162. Jeff Evans, LEO faculty; Clinical Associate Professor Emeritus, UM-Ann Arbor
163. Brian Meci, Political Science Association President, The Refugee Aid Collective Vice President, Student Academic Affairs Council Member, UM-Dearborn
164. Jessica Frelinghuysen, Teaching Professor, LEO Faculty, Stamps , UM- Ann Arbor
165. Joel Zuehlke, LEO Faculty, UM Flint
166. Valerio Rossi , Lecturer I, UM-Ann Arbor
167. Scott Dexter, LEO Faculty, UM-Ann Arbor
168. Heba Sajjad, Student, UM-Dearborn
169. Deepti Pandey Wilson, LEO faculty, UM-Ann Arbor
170. Melanie Manos, Collegiate Lecturer, Teaching Professor, U-M Ann Arbor

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171. Thomas Walker, LEO faculty, UM-Ann Arbor
172. Mark Tallents, Students, UM-Ann Arbor
173. Chelsea Lonsdale, English Instructor and Writing Center Director, Henry Ford College
174. SN Yeager, PhD Candidate, UM-Ann Arbor
175. Jessie Milne, Research Associate, University of Michigan Medical School
176. Elizabeth Walz, Graduate Student, Romance Languages and Literatures, UM-Ann Arbor
177. Natalie Fulkerson, Senior Associate Librarian, UM-Ann Arbor
178. Peter Brauer, LEO Faculty, UM Ann Arbor
179. Ben Vercellino, community member, Community member
180. Nikolas Gregorio, Student, UM-Dearborn
181. Donka D Markus, Collegiate Lecturer II, Ann Arbor
182. Rachel Woodbrook, Senior Associate Librarian, U-M Ann Arbor
183. Loretha McDonald, Student, UM-Dearborn
184. Mya Hoballah, Student, UM Dearborn
185. Ayah Kassir, Student, UM-Dearborn
186. Aya Elkadri, Student, UM-Dearborn
187. Angela Flores, Student, UM-Dearborn
188. Madelyn Gatteri, Student, UM-Dearborn
189. Elizabeth Sethi, Student, UM-Dearborn
190. Anna Lariviere, Student & Org Leader, UM-Dearborn
191. Eric Rader, Community Member, AFT Local 1650, HFCC-FT
192. Camille Purifoy, Student, UM- Dearborn
193. Ebony Reddock, LEO Faculty, UM-Ann Arbor
194. Dan Kimura, Student, UM-Dearborn
195. Sydney O'Hare, Student, UM-Dearborn
196. Jack Wagner, Student, UM-Dearborn
197. Manuella Barbosa Braga, Student, UM-Dearborn
198. Jay Snyder, Student, UM Dearborn
199. Ryan McCarty, Lecturer, UM-AA
200. Julie Babcock, LEO faculty, UM-Ann Arbor
201. Alisha Syed, Student, UM-Dearborn
202. Leia Kamal Sayed, Student, UM-Dearborn
203. Zeinab Bazzi , Student, UM-Dearborn
204. Jovan Gill, Student, UM-Dearborn
205. Zeena Mamesh, Student, UM Dearborn
206. Audrey Hansen, PhD candidate & GSI, U-M Ann Arbor
207. Abraham Faraj, Student, UM-Dearborn
208. Alexa Eisenberg, LEO Faculty, Lecturer III, UM-Ann Arbor
209. Martina Shimon, Student, UM-Ann Arbor
210. Dr. Michael Hill, Professor, Henry Ford College
211. Atia Siddiqui, Student, UM-Dearborn
212. Ben Westfall, Student, UM-Dearborn
213. Yassmine Majed, Alumni, UM-Dearborn

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214. Anthony DeGenaro, Ph.D., Assistant Professor of English, Ohio Dominican University,
Former UM Dearborn LEO Lecturer
215. Emily Devine, Student, UM-Dearborn
216. Valeria Garcia-Lopez, Student, UM-Dearborn
217. Olivia Suski, Student, UM-Dearborn
218. Justin R. Benson, CECS Student, UM-Dearborn
219. Penni Toney, Community Member
220. Hlaa Taher, Student, UM-Dearborn
221. Kathy Meyer, LEO Faculty, UM Ann Arbor
222. Kaitlin Guidarelli, LEO Faculty, UM-Ann Arbor
223. Ibrahim Alzawawi, Student, UM-Dearborn
224. Ava Abramowicz, Alumni, UM-Dearborn
225. Toby Millman, LEO faculty, UM-Ann Arbor
226. Adam A. , Student, UofM Dearborn
227. Brendan Brzezinski , Student, UM Dearborn
228. Sarah Charara, Student, UM-Dearborn
229. Malak Alshammari, Student , UM-Dearborn
230. Noor Alatabi, Student, UM-Dearborn
231. Katrina Caldwell, Student, UM-Dearborn
232. Reem Nasser, Student, UM-Dearborn
233. S Baydoun, Student, Um dearborn
234. Aidan M. Haas, Student, UM-Dearborn
235. Aamina, Student, UM-Dearborn
236. Jessica Steslicki , Alumni , UM-Dearborn
237. Krishnachaitannya Vijayrao Zatale, Student , UM-Dearborn
238. Ferdaws Alriashi, Student , UM-Dearborn
239. Jerees Afnan, Student , UM-Dearborn
240. Kennedi Ifasekemi Hammonds, Student, UM-Dearborn
241. Shelley Manis, LEO faculty, Ann Arbor
242. Nate Phipps, Managing Director, CEDER, Marsal Education, UM-Ann Arbor
243. Randa Khanafer, Student, UM-Dearborn
244. Ashley Lucas, Professor, UM-Ann Arbor
245. Rune Schoenberg, Student, UM-Dearborn
246. Sohan Ketireddy, Student, UM-Dearborn
247. Elijah Raupp, Student , UM-Dearborn
248. Gwyneth Foster, LEO faculty, UM-Ann Arbor
249. Moe M, Student, UM-Dearborn
250. Talha Rehman, Former Student, UM-Dearborn
251. Dr. Courtney Matthews, Tenure Track English Faculty, Henry Ford College
252. Jefferson Yarce, LEO Lecturer, UM-Ann Arbor
253. Shelly Drys , Community member, UM Dearborn
254. Sophia Mina, Student , UM Dearborn
255. Daniel Nemser, Associate Professor, UM-Ann Arbor
256. Amonte Brown , Student , UM - Dearborn

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- 257. Angela Warnemuende, Student, UM-Dearborn
- 258. Ahmed Haider, Student, UM-Dearborn
- 259. Skyler Babbitt, Student, UM-Dearborn
- 260. Melissa McLaughlin, Community Member, UM- Dearborn
- 261. Rimas Alabdullah, Student, UM-Dearborn
- 262. Nicholas Battishill, Community Member, UM-Ann Arbor and UM-Dearborn
- 263. Angie Berkley, Lecturer II, UM Ann Arbor
- 264. Ali Shapiro, Lecturer IV, UM-Ann Arbor
- 265. Dr. Mariel Krupansky, LEO Lecturer III, UM-Ann Arbor
- 266. Brielle Canares, Student, UM-Ann Arbor
- 267. Megan Bruce, Student, UM-Dearborn
- 268. Mohammad Serhan, Student, UM-Dearborn
- 269. Malak Abedal-Jeleel, Student, UM-Dearborn
- 270. Elizabeth Rusanchin, Alumni, UM-Dearborn
- 271. Rullah Alhassan, Student, UM-Dearborn
- 272. Mackenzie Anderson, Student, UM-Dearborn
- 273. Daniel P. O'Connell, Lecturer II, UM-Flint
- 274. Noorha Saleh, Student, UM-Dearborn
- 275. Jennifer Kopp, Alumni, UM-Ann Arbor
- 276. Razan Zorkot, Student, UM-Dearborn
- 277. Fatima, Community member , UM-Dearborn parent
- 278. Sazeer Alam, Student, UM-Dearborn
- 279. Mathew Zacharias, Student, UM-Dearborn
- 280. Jacob Blumner, Professor of English, UM-Flint
- 281. Robert W. Barnett, Professor, UM-Flint
- 282. Kazuko Hiramatsu, Professor of Linguistics, UM-Flint
- 283. Michael Fossbakk, CASL Alumnus, UM-Dearborn
- 284. Mahdi Cheraghchi, Associate Professor of EECS, UM-Ann Arbor
- 285. Karmen Hollis-Etter , Associate Professor , UM-FLINT

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¹ Addendum of Specific Concerns 1

Many in the Psychology discipline at CASL would like to express their support for the AAUP letter and emphasize the need for transparency, adherence to governance processes, and prioritization of faculty-driven, high-impact educational initiatives. However, we would like to clarify our position on one matter: Tenure-Track Faculty Searches. We strongly believe that the approved tenure-track search in Psychology should not be reconsidered. CASL Exec and Ad Council ranked this line as a top priority, and this search is well underway with candidates arriving on campus this semester. Psychology is one of the largest disciplines in CASL, serving a broad range of students, including majors, minors, and students from related programs such as Behavioral and Biological Sciences. Ensuring the continuation of this search aligns with the college's goals of enhancing student retention, academic success, and the integrity of the curriculum. Disrupting the search at this point would raise red flags and harm the reputation of our discipline, the college, and the larger university.

Signatories to Addendum of Specific Concerns 1

- Pam McAuslan, Professor of Psychology, UM-Dearborn
- Nitya Sethuraman, Associate Professor of Psychology and Director of Behavioral & Biological Sciences, UM-Dearborn
- Roger Loeb, Professor, Department of Behavioral Sciences, UM-Dearborn
- Susana Pecina, Professor of Psychology, UM-Dearborn
- Camron Michael Amin, Professor of Middle East and Iranian Diaspora Studies, UM-Dearborn
- Francine Dolins, Associate Professor of Psychology, UM-Dearborn
- Rose Wellman, Associate Professor, UM-Dearborn
- Patrick Beauchesne, Associate Professor, UM-Dearborn
- Arlo Clark-Foos, Associate Professor, UM-Dearborn
- Ben Wielechowski, Lecturer II, LCA, UM-Dearborn
- Harmony Reppond, Associate Professor of Psychology, University of Michigan, Dearborn

² Addendum of Specific Concerns 2

Like the Psychology discipline, many in English and AAAS, would like to express their support for the AAUP letter. However, we too strongly believe that the approved tenure-track faculty search for one English/AAAS joint hire should not be reconsidered, nor should the other two tenure-track faculty searches currently underway.

Of 15 line requests, only 3 were granted. We affirm psychology's statement that the continuation of these searches aligns with the college's goals of enhancing student retention, academic success, and the integrity of the curriculum. Moreover, these searches are not the prime issue, nor will disrupting these searches resolve the current situation. However, disbanding these 3

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searches will exacerbate curricular and staffing issues within English/AAAS, and the other disciplines represented in and served by these 3 searches.

Signatories to Addendum of Specific Concerns 2

- Shelly Jarenski, Associate Professor of English, UM-Dearborn
- J. Caitlin Finlayson, Professor of English, UM-Dearborn

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