

Response from Public Relations Lead, Office of the Chief Medical Officer - March 17, 2023

Dear Sovoya Davis and signatories,

Thank you for writing. There is no single person solely in charge of deciding policies--policy changes pertaining to COVID-19 are agreed upon by university leaders following careful deliberations and analysis of numerous data sources, including recommendations provided by the Public Health Infection Prevention and Response Advisory Committee (PHIPRAC).

Academic Human Resources continues to be the correct place for you to direct any concerns about your work environment.

Take care,
Sara

Email to Public Relations Lead, Office of the President, and Chief Medical Officer Robert Ernst - March 16th, 2023

Hello again,

I am resending this email as a follow-up. ***The original email was sent February 21st, and the initial follow-up was sent March 6th.*** I have not received a response. Please Respond by Friday March 24, 2023.

Dear President Santa Ono, Chief Health Officer Robert Ernst, and Communications Lead Sara Holliday

My name is Sovoya Davis, and I am a PhD student and Graduate Student Instructor here at the University of Michigan. I am also a member of the COVID working group, which is a collective of students, faculty, and staff affiliated with UM, that arose after the indoor mask mandate was lifted.

I am reaching out to you because we have been trying to communicate our health and safety concerns related to UM's current COVID safety policies since October 2022, but we have yet to have the opportunity to meet with someone. Every office we have spoken to has denied having authority over university COVID policy and we need a clear answer as to who does.

Our attempts started with an open letter, which we emailed to the president's office along with testimonials that detailed our experiences and concerns. In the email we requested a meeting

with President Ono to discuss these concerns and potentially come to a resolution. Sara Holliday, who was the Communications Lead for the President's Office at the time, responded, stating that President Ono could not meet with us without explanation, and stated she passed our concerns up to "the appropriate people for their awareness." Yet, we were not told who these people were when asked.

A few weeks later, another community member emailed Dr. Ernst, laying out our health and safety concerns, but again, Sara Holliday (who had transitioned to representing Ernst's office) responded on behalf of Dr. Ernst, stating that he and his advisory committee are not involved in determining COVID policy. He recommended that we take our concerns up with Academic Human Resources.

We have tried to take our concerns to AHR during GEO bargaining, but all of the COVID health and safety proposals have essentially been rejected during bargaining, with the basis that they "conflict with current University policy."

We explained the situation during the most recent Board of Regents meeting, and after the meeting I personally asked President Ono if he would be willing to meet with us to hear our concerns. He expressed that he did not know much about COVID policy and that we should meet with Dr. Ernst, who controls COVID policies. However, Sara Holliday has told us that Dr. Ernst does not control policy. From our communications, we have gleaned that neither President Ono, Dr. Ernst, nor AHR controls COVID policy. We are left wondering who does.

We have presented evidence-based research and health & safety proposals relating to COVID policy during bargaining sessions with AHR. We have shared devastating testimonials about the harm we've experienced under University of Michigan's policy to AHR and the president's office with no movement regarding our concerns.

We have heard from immunocompromised and disabled GSIs who are forced in an environment that, for them, risks death and/or serious health complications. They should not have to risk their health and safety to receive an education at this institution. Many of us are afraid of picking up a respiratory virus like COVID or RSV, and bringing it home to our family members who could die and/or be severely harmed if they were to contract either of these. I am one of those people. My partner has a heart condition, and I take every precaution I can to avoid getting him sick, but it is well documented that an individualized risk management approach to respiratory viruses is insufficient.

We have been passed around from office to office and nobody seems willing to hear our concerns. We have yet to receive an answer on who controls the COVID policies. On behalf of

all those who are put at risk by the university's policies, I ask that we get answers to our questions: Who can we meet with to express our concerns and how do we meet with them to achieve a safer working and learning environment?

Thank you for your time.

Response from Public Relations Lead, Office of the President - November 2, 2022

Dear Sovoya Davis and fellow signatories,

Thank you for your message to President Ono. I apologize for the delayed acknowledgement of your message. The president is not able to meet with you but we have passed your concerns along to the appropriate people for their awareness.

University officials continue to monitor COVID-19 activity closely through a range of university and regional public health surveillance systems. The CDC county risk level has fluctuated, despite transmission rates and hospitalization activity in the area which have largely plateaued through much of the summer and fall, making the county risk level a less reliable anchor for guidance. Additionally, in support of a more individualized risk management approach, properly fitting high-filtration masks are now widely available, including at U-M testing sites across campus, and offer a very high level of personal protection.

Thank you again for sharing your thoughtful letter and for including the testimonies of your peers.

Sincerely,

Sara Holliday

Office of the President

UPDATE: 10/31/2022 No response from Ono + invitation to plan next steps

Dear colleague,

You recently signed an open letter requesting U-M President Santa Ono to allow instructors to require masks. This letter was sent to President Ono on 10/19 asking him to respond by 10/26 to set up a meeting concerning the health and safety of our community. **To date, President Ono has not responded to our letter.** Unfortunately, this signals a similar pattern of non-response as with the previous administration.

We invite you to join us on Friday, November 4, 2022 at 4 pm on Zoom to share your concerns and organize the next steps in this campaign so that we can successfully restore health and safety measures in our community. The more of us we have behind this campaign the more powerful it will be to win key protections and accommodations. Register for Friday's meeting here:

<https://us06web.zoom.us/meeting/register/tZApceGopzliEtT7pbH4dGtKVGmt2pGRHWWW>

In Solidarity,
Ad-Hoc COVID Committee
Sovoya (GEO)
Kathleen (GEO)
Dom (GEO)
Andy T. (LEO)
And many others!

Content of Open Letter

Subject: COVID Isn't Over: U-M Instructors Deserve a Safe Workplace

October 4, 2022

Dear Incoming U-M President Santa Ono,

The last few years living through a global pandemic have been filled with collective grief. COVID-19 has stolen too many lives and severely impacted the health of others. According to the Centers for Disease Control and Prevention (CDC), COVID-19 is [currently the third leading cause of death](#) in the United States. This virus continues to infect our fellow students, faculty, and staff. **Since the beginning of the Fall 2022 semester, COVID-19 levels for Washtenaw county have ranged between medium and high. Despite all of this, the University of Michigan has pivoted away from public health measures that slow the spread of COVID-19. Specifically, the University's decision to [prohibit instructors from requiring masks in the classroom](#) facilitates mass infection in our working and learning environments.**

Members of the community are continuously being put in a dangerous situation where they have to risk health and safety to pursue an education and maintain a livelihood. Two-way indoor masking, testing, and vaccination are all scientifically proven to mitigate the spread and severity of COVID-19. Despite U-M agreeing that these strategies do reduce harm, they continue to make possible an environment ripe for widespread transmission of a notoriously deadly virus. In direct conflict with the CDC's recommendation, the University does not require U-M community members to have the latest bivalent booster. **Educators are prevented from requiring masking in their offices and instructional spaces no matter if themselves or their loved-ones are at high-risk for severe illness or death from COVID-19 infection.**

Students in similar situations are largely being forced to attend in-person classes at the mercy of their instructors, where a majority of students are unmasked and even attending while sick with no obligation to test for COVID-19. This policy is especially corrosive as it removes instructors' autonomy over their own safety. As one GSI explained, "In my sections...I disclosed my high risk medical condition to them openly day one and...asked if they might consider wearing a mask just while in my class for me to help me stay safe and only one or two have chosen to mask."

We all deserve a healthy working and learning environment. Since U-M refuses to acknowledge the continued impact that COVID-19 has on our community, especially on immunocompromised, high-risk, and disabled members, we are left to respond to this ourselves:

We call on the University of Michigan to allow instructors to require two-way masking in their workplace. Should the University continue to refuse to permit instructors to require masks, instructors should be allowed to move their classes online in an effort to protect their health.

To sign: <https://tinyurl.com/2022COVIDPetition> or <https://forms.gle/9jn8oUGYZy8xopK8A>

Share this letter: <https://tinyurl.com/COVID2022Letter>

Anonymous testimonials: [here](#)

Sincerely,

Note: This petition will be made public once 50 signatures are received. Petition initiated by members of the Graduate Employees' Organization, AFT-Local 3550. Contact umgeo@geo3550.org for more information.

1. Sovoya Davis, Linguistics, Graduate student
2. Jessica Lucas, Political Science, Graduate student
3. Kentaro Toyama, School of Information, Tenure-track faculty
4. Michael Mueller, Mathematics, Graduate student
5. Amir Fleischmann, Political Science, Graduate student
6. Jared Eno, Sociology and Public Policy, Graduate student
7. Evelyn Smith, Ross School of Business, Graduate student
8. Karthik Ganapathy, Mathematics, Graduate student
9. Luci Cook, Germanic Languages and Literatures, Graduate student
10. Sara Morell, Political Science, Graduate student
11. Cecilia Solis-Barroso, Linguistics, Graduate student
12. Abigail Staub, Classics, Graduate student
13. Pratiksha Thangam Menon, Communication & Media Studies, Graduate student
14. Richard Bachmann, History, Graduate student
15. Alex Burnett, History and Women's and Gender Studies, Graduate student
16. Kelsie Ehalt, Middle East Studies, Graduate student
17. Martin Amesquita, Germanic Languages and Literature, Graduate student
18. Sophie Jin, German, Graduate student
19. Kathleen Brown, American Culture, Graduate student
20. Jasmine Ehrhardt, American Culture, Graduate student
21. Sarah Lime, German Literature and Language, Graduate student
22. Sayantan Khan, Mathematics, Graduate student
23. Julianna LW, American Culture, Latina/o Studies, Graduate student

24. William Dana, Mathematics, Graduate student
25. Sanal Shivaprasad, Mathematics, Graduate student
26. Maria Laura Martinelli, RLL, Graduate student
27. Sadie Lipman, Mathematics, Graduate student
28. Lauren Beck, Germanic Languages and Literatures, Graduate student
29. Shend Zhjeqi, Mathematics, Graduate student
30. Wyatt Barnes, Linguistics, Graduate student
31. Joanne Dong, Mathematics, Graduate student
32. William A. Calvo-Quiros, American Culture, Tenure-track faculty
33. Charlotte Karem Albrecht, American Culture, Women's and Gender Studies, Tenure-track faculty
34. Daniel Jin, American culture, Graduate student
35. Tamarae Hildebrandt, Linguistics, Graduate student
36. Tara Kelsey Lonsdorf, Earth and Environmental Sciences, Graduate student
37. Saket Shah, Mathematics, Graduate student
38. Shubhayan ukil, Urban and Regional Planning, Graduate student
39. Katherine Lebioda, CSHPE, SOE, Graduate student
40. Thomas Kennedy, Astronomy, Graduate student
41. Jesse Yeh, Sociology; Public Policy, Graduate student
42. Olga Panteleeva, SSW, Graduate student
43. Thomas, Program in Chemical Biology, Graduate student
44. Furyal Ahmed, Biophysics, Graduate student
45. Elanor Tang, CSE, Graduate student
46. Malavika, Chemistry, Graduate student
47. Alexis Lamb, SMTD, Graduate student
48. Chelsea Chen, Pharmacy, Graduate student
49. Lauren Biernacki, EECS, Graduate student
50. Anna McAtee, SEAS, Graduate student
51. Leah Bernardo-Ciddio, Classical Art and Archaeology, Graduate student
52. Tianyu Zheng, Economics, Graduate student
53. Heesung Kim, Economics, Graduate student
54. Carly Lasagna, Psychology, Graduate student
55. Tse-Shao Chang, Mechanical Engineering, Graduate student
56. Nancy Wang, Mathematics, Graduate student
57. Megan Westwood, Biophysics, Graduate student
58. Brendan Jackson, Law, Graduate student
59. Corwin Kerr, Chemical Engineering, Graduate student
60. Amanda Gibson, Neuroscience Graduate Program, Graduate student
61. Katherine Guild, Medicinal Chemistry, Graduate student
62. Elizabeth Doty, Chemistry, Graduate student
63. Caroline Waldo, Law School, Graduate student
64. isabelle mallwitz, UMSI, Graduate student
65. Hannah Schroeder, LSA, Graduate student
66. Kendall Schreur, Political Science, Graduate student
67. Andrea Benavides, Ecology and Evolutionary Biology, Graduate student

68. Audrey Hansen, Romance Languages & Literatures, Graduate student
69. Ekaterina Olson Shipyatsky, Political Science, Graduate student
70. Summer Mengarelli, School of Information/School for the Environment and Sustainability, Graduate student
71. Anushree Bhatia, CPEP, Graduate student
72. Elizabeth Gelman, Ford, Graduate student
73. Rahaf Alharbi, School of Information, Graduate student
74. Adrian King, American Culture, Graduate student
75. Valerie Trudel, Philosophy, Graduate student
76. Amy Engineer, School of Information, Graduate student
77. Lucy Peterson, Political Science, Graduate student
78. Gabriel Key, Classics, Graduate student
79. Ariel Yang, WGS & psychology, Graduate student
80. Grace Bruce, Germanic Languages and Literatures, Graduate student
81. Linda Huber, School of Information, Graduate student
82. Brittany Joyce, Classical Studies & History, Graduate student
83. Abigail Loe, Biostatistics, Graduate student
84. Christopher Stith, Mathematics, Graduate student
85. Lacey Bobier, Sociology, Graduate student
86. Yarden Katz, American Culture and Digital Studies Institute, Tenure-track faculty
87. Kwame Robinson, School of Information, Graduate student
88. Sarah Day Dayon, Educational Studies, Graduate student
89. Lauren Whitmer, Social Work & Anthropology, Graduate student
90. Samantha Farmer, Slavic Languages and Literatures, Graduate student
91. Cathy Smith, Bioinformatics, Graduate student
92. Damon Carucci, School of Information, Graduate student
93. Kayla R S Hale, Ecology & Evolutionary Biology, Graduate student
94. Shekinah Lightner, Political Science, Graduate student
95. Kalee Rumpfelt, Epidemiology, Graduate student
96. Josh Guberman, School of Information, Graduate student
97. Olivia Strahan, Mathematics, Graduate student
98. Robert Adams, Architecture + Disability Studies, Tenure-track faculty
99. Kathryn Van Zanen, English, Graduate student
100. Sophia Weaver, Law School, Graduate student
101. Shanna Kattari, School of Social Work, Tenure-track faculty
102. Anne Marie Creighton, Anthropology, Graduate student
103. Clare Lanaghan, Mechanical Engineering, Graduate student
104. Laís Petri, SEAS, Graduate student
105. Liz B. Marquis, School of Information, Graduate student
106. Su'ad Abdul Khabeer, American Culture, Tenure-track faculty
107. Maaïke Wielenga, SEAS, Graduate student
108. Jess Millar, Environmental Health Sciences, Staff
109. Collin Sullivan, Political Science, Graduate student
110. Cassidy Pyle, School of Information, Graduate student
111. Raquel Escobar, WGS/English, Graduate student

112. Alice Mishkin, American Culture, Graduate student
113. Hannah Lahti, Health Management & Policy, Graduate student
114. Julie Ribaud, School of Social Work, Clinical Faculty
115. Elisabeth Fertig, Comparative Literature, Graduate student
116. Emmanuelle Marquis, Materials Science and Engineering, Tenure-track faculty
117. Mimi Wooten, History, Graduate student
118. Kara Mannor, Epidemiology - School of Public Health, Graduate student
119. Anna Rose Nelson, SMTD, Graduate student
120. Zulay C. Rodriguez, Ecology and Evolutionary Biology, Graduate student
121. Leah Crosby, Art, Graduate student
122. Justine, Gerald R. Ford School of Public Policy, Graduate student
123. Jolieth V., Psych and WGS, Graduate student
124. Veronica Williamson, Germanic Languages and Literatures, Graduate student
125. Leila Braun, English, Graduate student
126. Maya Sudarkasa, History, Graduate student
127. Jane Berliss-Vincent, ITS, Staff
128. Urshita Pal, Mathematics, Graduate student
129. Rebecca Hixon, English, Graduate student
130. Katia Kitchen, CSHPE, SOE, Graduate student
131. Katherine Leu, Sociology, Graduate student
132. Amanda Gregolynskyj, Neuroscience, Graduate student
133. Kyra, Ford School of Public Policy, Graduate student
134. Alice Zhou, Earth and Environmental Sciences, Graduate student
135. Annette Beauchamp, Joint Program in English and Education, Graduate student
136. Joseph Pearson-Green, School of Social Work, Graduate student
137. Michael Martin, Slavic Languages and Literatures, Graduate student
138. Meggie Royer, School of Social Work, Graduate student
139. Eden Harrison, Psychology, Graduate student
140. Alyse Campbell, Joint Program in English and Education, Graduate student
141. Meera Desai, School of Information, Graduate student
142. Christa Ventresca, Genetics and Genomics, Graduate student
143. Mara Johnson, Educational Studies, Graduate student
144. Stephanie Rosen, Library, Librarian
145. Emma Rieb, Earth and Environmental Sciences, Graduate student
146. Hayley Beltz, Astronomy, Graduate student
147. Jessica Roden, Communication and Media, Graduate student
148. Arie Davey, Social Work, Graduate student
149. Andrew Thompson, Stamps School of Art & Design, Lecturer
150. Joyce brienza, Penny stamps school of art and design, Lecturer
151. Drosos Kardulias, Anthropology, Graduate student
152. Emilee Cardin, Mathematics, Graduate student
153. Anah Soble, EEB, Graduate student
154. Richard Smith, Musicology, Graduate student
155. Sumeet Patwardhan, Philosophy, Graduate student
156. Maren Spolum, SPH-HBHE, Graduate student

157. Genta Nishku, Comparative Literature, Graduate student
158. Skye McCormick, Public health + social work, Graduate student
159. Gary Hu, Mathematics, Graduate student
160. Lisa Steichmann, Stamps School of Art&Design, Lecturer
161. Christopher Turner, Psychology , Graduate student
162. Ismael Mendoza, Physics, Graduate student
163. Cecilia Howard, Earth and Environmental Science, Graduate student
164. Leopoldo Solis Martinez, History, Graduate student
165. Lane Wheeler, Law, Graduate student
166. C McGhee, Psychology and Women's & Gender Studies , Graduate student
167. Jennifer Piemonte, Psychology Dept and Women's and Gender Studies Dept, Graduate student
168. Umayyah Cable, American Culture and Film, Television, & Media, Tenure-track faculty
169. Rucheng Diao, Computational Medicine and Bioinformatics, Graduate student
170. Loay Alarab, Political Science, Graduate student
171. Sean Civale, English, Graduate student
172. Raziq Noorali, Physics, Graduate student
173. Marjorie Herbert, Linguistics, Graduate student
174. Caroline Leland, Ford, Graduate student
175. Erin Barillier, Physics, Graduate student
176. Virginia R. Young, Mathematics, Tenure-track faculty
177. Abigail Johnson, Public Policy, Graduate student
178. Yiruo Xu, Earth and Environmental Sciences, Graduate student
179. Markus Sam Merin, History, Graduate student
180. Morgan Loechli , ClaSp, Graduate student
181. Patricia F Anderson, HS-STEM Libraries, Librarian
182. Claire Arneson, Physics, Graduate student
183. David Robinson, Physics, Graduate student
184. Rachael Barrett, History & Women's and Gender Studies, Graduate student
185. Sean Johnson, Astronomy, Tenure-track faculty
186. Karen M. Staller, School of Social Work , Tenure-track faculty
187. Natasha Abner, Linguistics, Tenure-track faculty
188. Deborah Dash Moore, History and Judaic Studies, Tenure-track faculty
189. Venkat Keshamouni, Internal Medicine, Tenure-track faculty
190. Matthew Bui, School of Information, Tenure-track faculty
191. Jerry Davis, Ross School, Tenure-track faculty
192. Lisa Fein, Organizational Studies, Lecturer
193. Savithry Namboodiripad, Linguistics, Tenure-track faculty
194. Allison Alexy, Women's and Gender Studies, Tenure-track faculty
195. Robert Mickey, Political Science, Tenure-track faculty
196. Justine Zhang, School of Information, Tenure-track faculty
197. Cody, English Language & Literature, Lecturer
198. Hedwig Murphy, MD, Pathology, Emerita Associate Professor
199. Amanda Sikarskie, Fine and Performing Arts , Lecturer

200. Daniel Smolkin , Mathematics , Postdoc
201. Pamela Smock, Sociology, Tenure-track faculty
202. Javi Piñeiro, Public Policy, Graduate student
203. Abigail Finlay, Mathematics, Graduate student
204. Alex Yi, CECS-Dbn, Tenure-track faculty
205. Gayle Rubin, Anthropology, Tenure-track faculty
206. Jon Lee, IOE, Tenure-track faculty
207. Lydia Kelow-Bennett, Afroamerican and African Studies, Tenure-track faculty
208. Emily Scott, Medicinal Chemistry, Tenure-track faculty
209. Gavin Arnall, RLL, Tenure-track faculty
210. Murad Idris, Political Science, Tenure-track faculty
211. Toni Whited, Ross School of Business, Tenure-track faculty
212. Melissa Phruksachart, Film, Television, and Media, Tenure-track faculty
213. Ken Ludwig, LS&A Curriculum Support, Lecturer
214. Kate Barald, Cell & Developmental Biology, Med School and Biomedical Engineering, Tenure-track faculty
215. Sun Young Park, Stamps, UMSI, Tenure-track faculty
216. John Carson, History, Tenure-track faculty
217. Elizabeth Durham, Society of Fellows/Anthropology, Postdoc/Asst Prof
218. Yi-Li Wu , Women's and Gender Studies and History, Tenure-track faculty
219. Ron Eglash, School of Information, Tenure-track faculty
220. Edith Kieffer, School of Social Work, Professor Emerita
221. Howard Stein, DAAS/Epidemiology, Tenure-track faculty
222. Salma Hamamy, LSA, Undergraduate student
223. melanie manos, Art & Design, Lecturer
224. premlata vaishnava, ALC , Lecturer
225. Victoria Cheung, SEAS, Graduate student
226. Andrea Zemgulys, English , Tenure-track faculty
227. John T Lehman, LSA Ecology and Evolutionary Biology, Tenure-track faculty
228. Jennie Jester, Psychiatry, Faculty
229. Michael Rodemer, Stamps School of Art & Design, Professor Emeritus
230. Rebekah Awood, Mechanical Engineering, Staff
231. Olivia David, SEAS, Graduate student
232. Oleg Sapunkov, Ph.D., CECS, Lecturer
233. Fred Feng, IMSE, UM-Dearborn, Tenure-track faculty
234. Lisa Miller, CECS, Staff
235. Dewey Jung, Mechanical Engineering, Tenure-track faculty
236. Amy Seipke, Mardigian Library, Non Tenure-track Faculty
237. James Hiebert, Public Policy, Graduate student
238. Nicole Engel, Mechanical Engineering, Staff
239. Claire Arp, LSA, Undergraduate student
240. Mez, Information & Education, Graduate student
241. Adam Payter, Public Policy, Graduate student
242. Ivette Perfecto, School for Environment and Sustainability, Tenure-track faculty
243. Eric Charnesky, UM-Dearborn - CECS - CIS, Lecturer

244. Julia Smoot, Psychology, Graduate student
245. Dominique A. Canning, Linguistics, Graduate student
246. Acrisio Pires, Linguistics, Tenure-track faculty
247. Laura Clapper, Sweetland Center for Writing, Lecturer
248. Jelena Krivokapic, Linguistics, Tenure-track faculty
249. Mariya Zilberman, English, Lecturer
250. Caleb Belth, Computer Science , Graduate student
251. Michael Weiss, LSA Mathematics, Lecturer
252. Marlyse Baptista, Linguistics, Tenure-track faculty
253. Jungyun Seo, Linguistics, Graduate student
254. Christie Zablocki, SAAS, Staff
255. Sarah Heineken, Linguistics , Staff
256. Courtney Dufy, UM-Dearborn, Staff
257. Cindee Giffen, Comprehensive Studies Program, Lecturer
258. Sosi Segal Lepejian, Sociology, Graduate student
259. Ariel Kaplowitz Hahn, English, Lecturer
260. Anne Blumenthal, Social Work & Sociology, Graduate student
261. Luke Francisco, Statistics, Graduate student
262. Lisa Levinson, Linguistics, Lecturer
263. Bruce Mannheim, Anthropology, LS&A, Tenure-track faculty
264. Robert Kraft , Social Work , Graduate student
265. Henry E. Chen, American Culture, Graduate student
266. Sherise McKinney, Joint Social Work/Sociology, Graduate student
267. Kaitlin Karmen, Classics, Graduate student
268. Isaac Blythe, Chemistry, Graduate student
269. Jonathan Hall, Chemistry, Graduate student
270. Allen Kendall, Classical Studies, Graduate student
271. Kathryn Berringer, Social Work & Anthropology, Graduate student
272. Ernesto Daniel Martinez, Romance Languages and Literatures, Graduate student
273. Julian Ho, Social Work, Graduate student
274. Doug Merchant, Linguistics, Lecturer
275. Emma Beachy, Musicology, Graduate student
276. Valerie Traub, English and Women's Studies, Tenure-track faculty
277. Karleigh Marable, School of Social Work, Staff
278. Susan Gelman, Psychology, Tenure-track faculty
279. Laila Duncan, Social Work , Graduate student
280. Malavika Mukundan, Mathematics, Graduate student
281. Brittany Salazar, Cell & Developmental Biology, Graduate student
282. Jaymie Tibbits, SSW, Graduate student
283. Eleanor Sawyer, Social Work, Graduate student
284. Kimberlee Hall, Social Work, Graduate student
285. Sierra Johnson, Social Work, Graduate student
286. Anna Whitney, Linguistics, Graduate student
287. Tiffany Ng, SMTD, Tenure-track faculty
288. Ellyse Vogel, School of Social Work, Graduate student

289. Amelia Burke, Anthropology & History, Graduate student
290. Bridget Kelly-Vincz, Anthropology, Graduate student
291. Georgia Oppenheim, Anthropology , Graduate student
292. Danielle Burgess, Linguistics, Graduate student
293. Megan Savoy, Anthropology, Graduate student
294. Moniek van Rheenen, Anthropology, Graduate student
295. Max Lahn, Mathematics, Graduate student
296. Annie Birkeland, Anthropology, Graduate student
297. Eric Swanson, Philosophy and Linguistics, Tenure-track faculty
298. Yan Chen, School of Information, Tenure-track faculty
299. Aliaksei Akimenka, Linguistics, Graduate student
300. Sharmi Sen, Anthropology, Graduate student
301. Reuben Riggs-Bookman, Anthropology and History, Graduate student
302. Ariel Mallett, School of Education - CEDER, Staff
303. Ilakkiya Venkatachalam, Human Genetics, Graduate student
304. Garima Singh Panwar, rll, Graduate student
305. Daeun Lee, Earth and Environmental Sciences, Graduate student
306. Raquel Vieira , Romance Languages, Graduate student
307. Preetham Mohan, Mathematics, Graduate student
308. Samin Riasat, EECS, Graduate student
309. Aaron Stark, ITS, Staff
310. Lauren Irving , Michigan Medicine CSR , Staff
311. Anne Elias, University Library, Staff
312. Jieun Chang, Psychology, Graduate student
313. Andy Brosius, Internal Medicine , Staff
314. Todd Ziegler, Sociology, Staff
315. Nick Adams, MM-Pediatric Cardiology, Staff
316. Sarah Moncada, ADVANCE, Staff
317. Raymond De Young, SEAS, Tenure-track faculty
318. Candice Everett, School of Education, Staff
319. Jonathan Brennan, LSA Linguistics, Tenure-track faculty
320. Gennady Fiksel, NERS, Research scientist
321. James Dumlao, School of Information, Graduate student
322. Michael Malis, Jazz and Contemporary Improvisation, Lecturer
323. Scott Martin, Library/Research, Non-tenured faculty librarian
324. Graham Dethmers, HathiTrust Digital Library/U-M library, Librarian Faculty
325. Alexis Zirpoli, Law Library, Librarian
326. Jennifer Nason, University Library, Librarian
327. Heidi Burkhardt, University Library, Librarian
328. Neil Robinson, University Library, Librarian
329. Joanna Thielen, University Library, Librarian
330. Chase Masters, University Library, Librarian
331. Jay Keeler, Natural Sciences , Lecturer
332. Christina Brown, Rise School of Business, Lecturer
333. Kristina Hall, University Library, Librarian

334. Leigh Billings, University Library, Librarian
335. Ash Brown, Law School, Librarian
336. Emilia Askari , Program in the Environment, Lecturer
337. Zia Davidian, Flint Library, Non TT Faculty
338. Kathleen Wroblewski , History, Lecturer
339. Charles Taylor , CSP, Lecturer
340. Hannah Ensor, English, Lecturer
341. Danielle Konieczny, Natural Sciences, Lecturer
342. Alejandra Salinas, Stamps School of Art and Design, Lecturer
343. Shana Schoem, LSA - The Program on Intergroup Relations, full-time staff/occasional lecturer
344. Despina Margomenou, Classical Studies , Lecturer
345. Sarah Woloschuk, Law Library, Librarian
346. Sam Hansen, University Library, Librarian
347. Keith Lacy, Law, Librarian
348. Tim Streasick, Mardigian Library, Librarian, Librarian
349. Garrett Schumann, Applied Liberal Arts, Lecturer
350. Evyn Kropf, University Library, Librarian
351. Laura Napier, Stamps School of Art & Design, Lecturer
352. Carmela Romano Gillette, ELI, Lecturer
353. David S. Carter, University Library, Librarian
354. Sigrid Anderson, Libraries and American Culture, Librarian and Lecturer
355. Sara Samuel, University Library, Faculty, non-tenure track
356. Henny Tasker, UM Libraries, Lecturer
357. Elle Kleinheksel, Department on Intergroup Relations, Graduate student
358. Catherine Marquardt, German, Lecturer
359. Autumn Wetli, Library , Non-tenure faculty librarian
360. Gina Soter, Classical Studies, Lecturer
361. Dina Gohar, Psychology, Lecturer
362. Rocio Lopez, University Libraries, Librarian Faculty
363. Nathan Byrne , Stamps Schools of Art and Design , Lecturer
364. Peter Pasque, SOE Teacher Ed, Lecturer
365. Susan Funkenstein, Penny W. Stamps School of Art & Design, Lecturer
366. Rob Sulewski, Technical Communication, Lecturer
367. Jeff Stanzler, Education, Lecturer
368. Zachary Lannes, University Library, Non-tenured Faculty
369. Luisa Garrido Baez , RLL, Lecturer
370. Asad Khimani, Law, Graduate student
371. Shonda Tohm, Classical Studies, Lecturer
372. Karen Downing, University Library, Librarian
373. Harold Tuckett, University Library, Faculty Librarian
374. Kathleen Forrester, RLL, Lecturer
375. Kelly E Allen, Comprehensive Studies Program , Lecturer
376. Jennifer Capers, Natural Sciences, Lecturer
377. Cara Shelly, Social Sciences, Lecturer

378. Becca Pickus, Residential College, Lecturer
379. Michele Stark , Flint CIT-Physics, Lecturer
380. Pamela Bogart , English Language Institute, Lecturer
381. David Schoem , Sociology , Lecturer
382. Natalie Fulkerson, University Library - HathiTrust, Librarian
383. Kirsten Herold, SPH, Lecturer
384. Hilary Archbold, MCDB, Lecturer
385. Scott Witmer, University Library, Librarian
386. Raya Samet, Dearborn Mardigian Library, Librarian
387. Yuri O. Popov, Ph.D., Physics, Lecturer
388. Rachel Woodbrook, U-M Library, Librarian
389. Oren aEubanks-Segal, Mes, Lecturer
390. A. Shaikh, English, Graduate student
391. Ayushi Chowdhury, Engineering, Undergraduate student
392. Kristy Watkins, Stamps School of Art & Design, Staff
393. Yuki Nakayama, Film, Television, and Media, Graduate student
394. Madeline Eiken, Biomedical Engineering, Graduate student
395. Atticus McCoy, Biomedical Engineering, Graduate student
396. Zoe Walker, Political Science , Graduate student
397. Richard M. Tolman, Social Work, Tenure-track faculty
398. Camille Avestruz, Physics, Tenure-track faculty
399. Mark MacEachern, Taubman Health Sciences Library, Faculty
400. Andrea Bolivar, Women's and Gender Studies, Tenure-track faculty
401. Lia Corrales, Astronomy, Tenure-track faculty
402. Madeline Shay, Cellular & Molecular Biology , Graduate student
403. Major Stevens, Political Science & Astrophysics, Undergraduate student
404. Matt Dargay, Social Work, Graduate student
405. Zena Nasiri, Student, Undergraduate student
406. Alisya Solankhi, Public Health- Epidemiology , Graduate student
407. Rianna Johnson-Levy, History/WGS, Graduate student