

We are using an automated system for signing via a google form. If you wish to sign, then you can do so by going here [here](#). After completing the form your signature will appear at the bottom of the list of signatories. Currently we have over 600 signatures, we hope that you'll add yours, too.

August 30, 2021

Dear President Gabel,

With the onset of the fall semester one week away, faculty, staff, and students are eagerly preparing for the first day of classes. We—UMN Students, Staff, & Faculty United for Health & Safety — are heartened that the FDA's full approval of the Pfizer vaccine on August 23 means that the University administration will move forward with implementing the vaccine mandate. However, the mandate is toothless and flimsy. Given the highly infectious nature of the Delta variant and the rising number of breakthrough cases—the current case rate in Minnesota is higher now than it was at this time last year—we believe that the University needs to take stronger measures to assure the health and safety of students, employees, and the communities in which we are situated.

1. **STRONGER VACCINE MANDATE:** UMN employees and students must be required to submit actual proof of vaccination. Until such a system is in place, employees and students should be permitted to work and learn remotely. Additionally, there should also be more pressing and immediate consequences for those who do not receive their final dose by October 15. Students who are not vaccinated and do not qualify for a medical or religious exemption should be required to study remotely.
2. **STRONGER MITIGATION MEASURES:** Currently, the University has not extended the mask mandate through fall semester, does not require physical distancing in classrooms or workspaces, does not plan to conduct routine diagnostic or screening testing of students and employees, and is not addressing indoor and outdoor “fleeting contact” spreading. At minimum, we call on the University to comply with the CDC's guidance regarding masking, physical distancing (6 feet), contact tracing, and testing. Regular mandatory testing of all individuals on campus will be critical for early identification of outbreaks, so it is essential that the University develop and implement such a plan.
3. **ADEQUATE VENTILATION:** The University has provided inadequate information regarding ventilation on campus. According to the August 23 [message](#) from Provost Croson, approximately 160 classrooms on the Twin Cities campus do not meet the CDC, OSHA, and ASHRAE guidelines for ventilation. The message did not identify which classrooms were affected, or address whatsoever whether ventilation in other spaces—campus transit, offices, libraries, dormitories, dining halls, gyms—meets these guidelines. We demand that the University release information regarding which spaces have been tested, whether they meet ventilation guidelines, and a timeline for ensuring safe ventilation in all of them. Signage should be posted in spaces that have not been tested and that do not meet ventilation guidelines, and the University should permit

employees and students to work and learn remotely until these spaces conform to CDC, OSHA, and ASHRAE guidance.

4. **STRONGER SICK LEAVE PROTECTIONS:** All employees, including student employees who currently receive no sick pay, must be able to utilize sick days to ensure that they can stay at home to protect the health of others. A number of units throughout the University have work rules in place that limit “unauthorized” absences, which include any unplanned or unscheduled use of sick leave. Employees therefore risk being disciplined if they call in sick. Especially in the time of a pandemic, nobody who is ill should be forced to work or be punished for using sick time when they are ill.
5. **ENHANCED ACCESS AND FLEXIBILITY:** The University’s policy requiring individuals who are “high-risk” to seek additional accommodations through the Disabilities Resource Center is both inadequate and harmful for those who do not and cannot pursue accommodations at the same rates as members of more privileged groups. Moreover, this accommodation policy does not address the needs of those who live with and care for immuno-compromised and vulnerable loved ones who cannot be vaccinated (including young children). We call on the University to make “work with flexibility” more than an empty slogan by allowing employees who need to work remotely because of personal circumstances to do so without intrusive bureaucratic procedures. Employees and students who do not feel safe attending in person classes or working on campus (especially in the absence of a strong vaccine mandate, sufficient physical distancing, and uncertain ventilation) should have latitude to determine how their work and class situations can be made accessible. For students, who are often subject to curricular constraints, such accessibility may require more classes to be available in different modalities. The burden of meeting such a requirement should not be transferred to instructors without providing them suitable additional resources.
6. **CLEAR GUIDANCE ON MASK ENFORCEMENT:** There must be consequences for those who disregard the mask mandate. However, UMPD should not be the enforcer of this essential public health measure. We call on the University to affirm that UMPD will not be utilized to enforce compliance with the mask mandate, to publicize the disciplinary sanctions for noncompliance, and to provide clear guidance for staff, students, and instructors about how to respond (without fear of retaliation) when we observe noncompliance.
7. **SUPPORT HEALTH EQUITY:** The University is a highly populated and dense network connected to many different publics and communities. It is not an island, but a hub. The risks and impacts of COVID are unequally distributed, and many communities surrounding the University campuses have been disproportionately affected by the pandemic. The University has a responsibility to prevent the spread of the virus, to support efforts to supply COVID-related medical care, and to increase access to vaccination in these communities. We ask the University to fund and collaborate with community-oriented organizations to improve racial health equity.

We believe a successful fall semester can only be achieved if the University has taken the necessary precautions to keep all members of the University and neighboring communities healthy and safe.

(To sign go [here.](#))

Sincerely,

Teri L. Caraway, Faculty, CLA
Emily Kurtz, Graduate Student, CLA
Midori V, Undergraduate Student, College of Liberal Arts
Ruth G. Shaw, Faculty, College of Biological Sciences
Gopalan Nadathur, Faculty, College of Science and Engineering
Ann Waltner, Faculty, College of Liberal Arts
Kristen Reynolds, Graduate Student, CLA
Sumanth Gopinath, Faculty, Music, CLA
Cynthia Lee, Staff, OVPR
Leslie Boey, Graduate Student, Staff, CLA, CEHD
Taryn Verley, Staff, CLA
Yuichiro Onishi, Faculty, African American & African Studies/Asian American Studies, CLA
Jigna Desai, Faculty, College of Liberal Arts
Eva von Dassow, Faculty, College of Liberal Arts
Penny Edgell, Faculty, Department of Sociology, College of Liberal Arts
William P. Jones, Faculty, History Department
Aimzhan Iztayeva, Graduate Student, Sociology
Kathryn Nuernberger, Faculty, English Department
Ann Fallon, Faculty, CFANS
Chad M. Horsley, Staff, CLA
Erika Lee, Faculty, College Of Liberal ARTs
Rob Warren, Faculty, CLA
Adey Almohsen, Alumni, History, CLA
Elizabeth Wrigley-Field, Faculty, Department of Sociology, College of Liberal Arts
Michael Bennett McNulty, Faculty, Philosophy, College of Liberal Arts
Kate Casey, Faculty, CLA
Barbara Young Welke, Faculty, History & Law
Anna Seastrand, Faculty, Art History
Mary Pogatshnik, Instructor, Spanish + Portuguese
Korrina Griffith, Graduate Student, Staff, Alumni, CLA
Hassan Abdel Salam, Faculty, Department of Sociology
Jacquelyn Burt, Staff, CSE
Travis Workman, Faculty, Asian and Middle Eastern Studies
Nancy Luxon, Faculty, CLA

Mindy Kurzer, Faculty, CFANS
Scottie Isla Povolny, Staff, Office of Academic Clinical Affairs
Husain Agha, Graduate Student, CBS
Aren Aizura, Faculty, Department of Gender, Women and Sexuality Studies
David Walsh, Faculty, CLA
Charles Doss, Faculty, Statistics, CLA
Casey Kenney, Staff, CLA
Christine Baeumler, Faculty, Department of Art, CLA
Susanna Blumenthal, Faculty, Law School and History Department
Michael Soto, Graduate Student, Sociology (CLA)
Anonymous, Faculty, Department of Spanish & Portuguese Studies
Corinth Matera, Faculty, Writing Studies
Eunha Jeong Wood, Graduate Student, CLA
Elizabeth Hartman, Faculty, CLA
Jennifer Row, Faculty, CLA, French and Italian
George Henderson, Faculty, Geography, Environment, and Society
Mary Vavrus, Professor & Director of Graduate Studies, Faculty, Communication Studies
Department
Ioana Pribiag, Faculty, CLA
Abby Rombalski, Faculty, CEHD
Stephen P. Ahearne-Kroll, Faculty, Classical and Near Eastern Religions and Cultures
Shana Watters, Faculty, Department of Computer Science and Engineering
Amber Benbow, Graduate Student, Staff, College of Liberal Arts, Medical School
Ivan Bialostosky, Staff, Geography, Environment, Society
Elliott Powell, Faculty, CLA
Steve Kosiba, Faculty, Anthropology
Terra Molengraff, Graduate Student, Staff, CEHD
Sonali Pahwa, Faculty, Theatre Arts & Dance
Jean M. Merrill, Ph.D., Staff, College of Liberal Arts, Undergraduate Education
Lisa Thomas, Staff, CLA
Jadah Green, Staff, CLA
Farrah Tek, Graduate Student, CLA
Joy Collman, Faculty, Senior Teaching Specialist, Spanish (CLA - Dept. of Spanish and Portuguese Studies), CLA - Dept. of Spanish and Portuguese Studies
Helen M Kinsella, Faculty, Department of Political Science
Ibrahim Oker, Graduate Student, Political Science
Mark Bell, Faculty, Political Science
Sayed Ali Hossaini, Graduate Student, CLA
Peter L. Morrell, Faculty, CFANS
Merle Davis Matthews, Graduate Student, College of Liberal Arts
Alysha Alloway, Faculty, GES
Fran Vavrus, Faculty, Organizational Leadership, Policy, and Development
Kathleen Rider, P&A instructor, French and Italian
Jane L. Sumner, Faculty, Political Science

Rylee Pauly, Staff, Alumni, CLA
Joseph Bauerkemper, Faculty, UMD CAHSS
Andrea Sande, Staff, UMD
Claire Halpert, Faculty, Linguistics, CLA
Bridget Park, Staff, CAHSS
Eric Van Wyk, Faculty, Department of Computer Science and Engineering
Luc Nelson, Staff, Department of Computer Science & Engineering
Sushma Reddy, Faculty, Fisheries, Wildlife, Conservation Biology
Christine Marran, Faculty, CLA
Bree Trisler, Graduate Student, College of Liberal Arts
Joseph Nieszner, Staff, Department of Computer Science & Engineering
Karen-Sue Taussig, Faculty, Anthropology/CLA
Mats Heimdahl, Faculty, Computer Science & Engineering
E. Ornelas, Graduate Student, CLA
Angelique Dahlberg, Graduate Student, CFANS
Allison Small, Staff, Department of Computer Science and Engineering
Kyle Smith, Graduate Student, CFANS FWCB
Zhi-Li Zhang, Faculty, Department of Computer Science & Engineering, CSE
Monica Barbieri, P&A instructor, French and Italian
Teresa Nieszner, Staff, College of Science and Engineering - Dept. of Industrial and Systems Engineering
Matthias Broske, Undergraduate Student, CSE
Susanne Jones, Faculty, Communication Studies
anonymous, Graduate Student, communication studies
Phoebe Young, Graduate Student, American Studies
Jasmine Baxter, Graduate Student, Communication Studies
Atilla Hallsby, Faculty, CLA
Sam Schaust, Staff, Department of Industrial and Systems Engineering
Jonathan Quenga Borja, Graduate Student, CLA
Samira Musleh, Graduate Student, CLA
Alyssa Benson, Staff, Department of Industrial and Systems Engineering, CSE
Emily Winderman, Faculty, CLA
Sean Quartz, Graduate Student, CLA
Rose Brewer, Faculty, College of Liberal Arts
Kiara Padilla, Graduate Student, CLA
Katherine Sharpe, Staff, CSE
Alicia Ocampo, Faculty, Department of Spanish & Portuguese Studies
Caroline N. Bayne, Graduate Student, CLA
Kate Lockwood Harris, Faculty, CLA
Kari Smalkoski, Faculty, CLA
Michael Arnold, Faculty, Spanish and Portuguese Studies, CLA
Isaac Esposto, Graduate Student, CLA
Catherine J. Bruns, Graduate Student, CLA
Lucas Rapisarda, Graduate Student, College of Food, Agriculture, and Natural Resources

Zosha Winegar-Schultz, Graduate Student, Cultural Studies or Comparative Literature
Anonymous, Staff, CLA - French and Italian
Ellen Candler, Graduate Student, Fisheries, Wildlife and Conservation Biology
Kristin Fitzsimmons, Graduate Student, Communication Studies
Francisco Ocampo, Faculty, University of Minnesota
Baruch Malewich, Graduate Student, CLA
Caitlin Bond, Graduate Student, Communication Studies
Samuel Safran, Graduate Student, FWCB
Katy Backes Kozhimannil, Faculty, School of Public Health
Emily Mitamura, Graduate Student, Political Science, CLA
Anand Tripathi, Faculty, Computer Science & Engineering
Angela Carter, Staff, Alumni, Minnesota Transform
Kriti Budhiraja, Graduate Student, College of Liberal Arts
Elizabeth Calhoun, Graduate Student, CLA, Geography Department
Anonymous, Staff, Alumni, Student Affairs
Katlynn Davis, Writing Studies, Graduate Student, College of Liberal Arts
Mikayla Davis, Graduate Student, Writing Studies
Monica Jarvi, Graduate Student, Sociology, CLA
Aaron R. Connor, Staff, College of Science and Engineering
Kathy Hull, Faculty, Sociology, CLA
MJ Gilbert, Faculty, SSW
Nathaniel Mills, Faculty, CLA, English Department
Geraldine Hughes, Staff, UMD
Jayne Kinney, Graduate Student, CLA
Dom Fritzke-Brenny, Staff, AFSCME Unit 6 (Local 3800)
Sarah Vast, Staff, Union Officer, Department of Curriculum and Instruction, CEHD
Cherrene Horazuk, Staff, HHH School; AFSCME 3800
Spencer Cole, Faculty, Classical and Near Eastern Religions and Cultures
Deb Pavlica, Staff, Boynton
Katrina Jackson, Graduate Student, Medical School
Madison Ahmad, Graduate Student, MICaB
Chris Basting, Staff, Medical School
Greg Anderson, Faculty, School of Mathematics
Gennady Lyubeznik, Faculty, Department of Mathematics
Christine Berkesch, Faculty, School of Mathematics
Tracey Deutsch, Faculty, CLA
Richard McGehee, Faculty, CSE
Claire Frechette, Graduate Student, Mathematics
Amy Joyer, Graduate Student, Instructor of record, CLA, Communication Studies
Rob Hietala, Staff, NRRI
Joshua Morrison, Graduate Student, Communication studies
Jen K. Hughes, Graduate Student, CLA
Alexis Zanghi, Graduate Student, CLA/CSCL
Teréz Iacovino, Staff, Alumni, Art

Molly Giffin, Graduate Student, CEHD, SSW
MaryGrace Trifilio, Graduate Student, CLA
Tracy Shaw, Staff, Swenson College of Science & Engineering
Sarah Pawlicki, Graduate Student, College of Liberal Arts
Meadow Schroeder, Staff, Masonic Cancer Center
Will Clashe, Staff, OED, DRC, Interpreting/Captioning Unit
Tara Schlechter, Staff, Disability Resource Center
Devon Charlier, Graduate Student, SPH
Arif Hayat Nairang, Graduate Student, College of Liberal Arts
Alya Ansari, Graduate Student, Cultural Studies & Comparative Literature
Amy Drayer, Staff, University Libraries
Ilene D. Alexander, Staff, Center for Educational Innovation
Meghan Wallace, Staff, CLA
Matt Fanuka, Graduate Student, CLA
Adam Negri, Graduate Student, History of Medicine
Cindy Garcia, Faculty, College of Liberal Arts
Sultan Toprak Oker, Graduate Student, CLA, History
Berika Ozcan, Graduate Student, CLA - Political Science
Morgan Winegarten, Graduate Student, Staff, DRC, School of Social Work, School of Public Health
Kas Filbert, Graduate Student, College of Design
Stuart McLean, Faculty, Anthropology/CLA
Erin Crowley-Champoux, Graduate Student, Anthropology Department
Gloria Goodwin Raheja, Faculty, Department of Anthropology, College of Liberal Arts
Kelly Plevniak, Graduate Student, College of Liberal Arts
Selçuk Köseoğlu, Graduate Student, Political Science
Anonymous, Faculty, University of Minnesota Duluth
Jasmine Foo, Faculty, School of Mathematics
Hannah Dickens, Graduate Student, CLA
Sayan Bhattacharya, Graduate Student, CLA
Pauline Maison Dessemme, Graduate Student, Liberal Arts
Nathan Buckley, Graduate Student, Department of Anthropology
Molly Malone, Staff, UMF
Shelby LaFreniere, Graduate Student, Staff, School of Dentistry, College of Education + Human Development
Michelle Gobely, Staff, CFANS
Marcella Manivel, Graduate Student, TA, Department of Mathematics, CSE
Heidi Fall, Staff, Medical School
Laichee Yang, Graduate Student, School of Architecture, College of Design
Diane Blumenfeld, Staff, Division of Biomaterials and MDRCB, School of Dentistry
Chase Johnson, Graduate Student, Staff, College of Science and Engineering
Kevin Murphy, Faculty, CLA
Katherine Goffin, Staff, College of Pharmacy
Laura Luepke, Staff, CLA

Anonymous, Staff, University Honors Program
Laura Thielke, Staff, Morris Campus
Emerson Fuller, Staff, School of Public Health
Alexandra Chocontá, Graduate Student, CLA
Christine Salomon, Faculty, School of Pharmacy
Hilary Abe, Graduate Student, CLA
Chloe Mais Hagen, Graduate Student, French and Italian, CLA
David A. Chang, Faculty, History Department, College of Liberal Arts
Amanda Greenhart, Staff, CLA
Michelle Lee, Graduate Student, CLA
Aisha Linnea Udochi, Graduate Student, College of Liberal Arts
John Kendall, Graduate Student, CLA
Karen Bauer, Graduate Student, CLA
Jennifer Ashley, Staff, CLA
Richard Lee, PhD, Faculty, Psychology, CLA
Kerstin Tuttle, Graduate Student, CLA
Nina Medvedeva, Graduate Student, Gender, Women, and Sexuality Studies
Danielle Dadras, Staff, Global Studies
Vishal J, Graduate Student, Humphrey School of Public Affairs
Magaly Ordonez , Graduate Student, Gender, Women, & Sexuality Studies
Jennifer Pierce, Faculty, Department of American Studies, CLA
Scott Nelson, Graduate Student, English Department
Gabriel Cuéllar, Faculty, Design
Vicente M. Diaz, Faculty, AIS
Bianet Castellanos, Faculty, American Studies/CLA
Rachel Katkar, Staff, School of Dentistry
José Manuel Santillana, Graduate Student, Gender, Women and Sexuality Studies Department
Carol Klee, Faculty, CLA
Nina Asher, Faculty, CI, CEHD
Martin Patrick, Staff, Libraries
Isabel Bethke, Graduate Student, English Literature/Law School
Mary Guzowski, Faculty, Professor, School of Architecture
Sally M. Kessler, Graduate Student, CLA
Michael Goldman, Faculty, Sociology, Global Studies
Kate Derickson, Faculty, Geography, Environment and Society
Nick Jordan, Faculty, CFANS
Megan Finch, Faculty, English Department
Roy Guzman, Graduate Student, CLA
Boyen Huang, Faculty, School of Dentistry
Jerry D. Cohen, Faculty, Horticultural Science CFANS
Toni A.H. McNaron, emerita, Faculty, CLA
Keya Ganguly, Faculty, CLA
Qui Alexander, Graduate Student, Curriculum & Instruction, CEHD
Timothy Brennan, Faculty, CLA

anonymous, Staff, Asian and Middle Eastern Studies, CLA
Leslie Morris, Faculty, German, Nordic, Slavic & Dutch, CLA
Kayla Carden, Graduate Student, CLA
Kylie Hoang, Graduate Student, Heritage Studies and Public History
Aleisha Smith-Thornton, Graduate Student, CLA
Sheer Ganor, Faculty, History
Milena Gebremsekel, Faculty, Alumni, CEHD
Deb Pavlica, Staff, Boynton
Kathleen MacCarthy Demanivel, Alumni, Parent, Medical School
MJ Maynes, Faculty, Department of History, CLA
Shaden M. Tageldin, Faculty, Department of Cultural Studies and Comparative Literature,
College of Liberal Arts
Hanne Loeland Levinson , Faculty, College of liberal arts
Rachel Schurman, Faculty, CLA
Anuja Bose, Faculty, Political Science
Bruce Braun, Faculty, Geography, Environment, and Society
Alice Lovejoy, Faculty, CLA
Michael Gallope, Faculty, Cultural Studies and Comparative Literature
Luca, Alumni, CLA
khoi nguyen , Graduate Student, CLA
Ajay Skaria, Faculty, History and Global Studies, CLA
Maggie Hennefeld, Faculty, CLA
V.V. Ganeshananthan, Faculty, English / Creative Writing
Jimmy Patiño, Faculty, CLA / Department of Chicano & Latino Studies
Ariana Yang, Graduate Student, Curriculum and Instruction
Sara Enfield, Staff, College of Liberal Arts
Jake Rudy, Staff, CLA
Karen Ho, Faculty, Anthropology, CLA
Hannah Wiepke, Graduate Student, Art History
Amanda Nelson, Staff, History
Melisa Sturman, Staff, CEHD
Emma Figgins, Staff, Humphrey School of Public Affairs
Anonymous, Staff, CLA
Katie Beekman, Graduate Student, Staff, Carlson School of Management
Deb Cross, Staff, Carlson School of Management
Kyle Edwards, Staff, CLA
Ellie Perleberg, Staff, Educational Psychology
Vicki Lund, Staff, Carlson School of Management
Anonymous, Staff, Office of Undergraduate Education
Darcy Gabriel, Staff, Alumni, CLA
anonymous, Staff, Undergraduate Student, SOD/CLA
Clare Harmon, Graduate Student, CLA
Kristin Farrell, Staff, Office of Undergraduate Education
Anonymous, Staff, Admissions Office

Alison Hribar, Staff, Spanish & Portuguese Studies, CLA
anonymous, Staff, College of Pharmacy
Rosetta Cheers, Staff, College of Education & Human Development
Sarah French, Staff, Humphrey School of Public Affairs
Taylor Utterberg, Graduate Student, Staff, Alumni, CLA, UMN; Department of Education, UMD
Anna Nowak, Staff, Graduate School
Anonymous, Staff, Medical School
Anne Thompson, P&A instructor, French & Italian, CLA
Jessica Lopez Lyman, Faculty, CLA
Erik Farseth, Undergraduate Student, CLA
Anonymous, Staff, CEHD
Anonymous, Alumni, CLA
Mari Odoy, Graduate Student, Asian and Middle Eastern Studies
Cresta Jones MD, Faculty, Medical School
Anonymous, Graduate Student, Computer Science & Engineering
Meagan Kluver, Graduate Student, Education Psychology
Mahrud Sayrafi, Graduate Student, School of Mathematics, CSE
Stephanie Davison, Staff, CCAPS
Rick Castillo, Staff, Dept of Surgery
Caitlin K., Graduate Student, Animal Science
Anna McNulty Taylor, Graduate Student, College of Education and Human Development
Dan Brumm, Graduate Student, TA, Geography, Environment, and Society
Amanda Haugen, Staff, Alumni, CLA
Dawn Schot, Lecturer, Communication Studies
Emily Gresbrink, Graduate Student, CLA, Writing Studies
Elena De Stasio Stabile, Graduate Student, Music
Alex Tsai, Graduate Student, Staff, CBS, Psychiatry
Stefano Martiniani, Faculty, CEMS
Yaser Afshar, Staff, Aerospace Engineering & Mechanics
Emma Shanahan, Graduate Student, CEHD
Paul Dauenhauer, Faculty, CSE
Nathan Stenberg, Graduate Student, CLA
Johara Suleiman, Graduate Student, CEHD
Leigh Seifert, Staff, Chemistry Dept, CSE
Kayla Huber, Graduate Student, CLA
Rebecca Mattson, Staff, Humphrey School
Anonymous, Graduate Student, Department of Civil, Environmental and Geo-Engineering
Lydia Bolder, Staff, CLA
Clare Forstie, Staff, Center for Educational Innovation
Ron Krebs, Faculty, Department of Political Science, College of Liberal Arts
Minyoung Kim, Graduate Student, CLA
Deirdre Opp , Staff, Carlson School of Management
Jessie Eastman, Staff, Political Science, College of Liberal Arts
William Sigal, Staff, Bookstores

Kayla Shappell , Graduate Student, Institute of Child Development
Lauren Dickinson, Graduate Student, Staff, Carlson School of Management
Peter Reich, Faculty, Forest Resources
anonymous , Faculty, CEHD
Ian O'Dowd, Graduate Student, Department of Psychology
anonymous, Staff, School of Dentistry
Rachel Trocchio, Faculty, English, CLA
Maggie Anderson, Graduate Student, College of Biological Sciences
decker alsop, Staff, school of public health
Rebecca Jurisz, Faculty, CLA
Amit Yahav, Faculty, English, CLA
Christopher Pexa, Faculty, College of Liberal Arts
Marc Hirschmann, Faculty, Earth and Environmental Sciences
Sarah Snyder, Graduate Student, CSCL
Coral Thacker, Staff, CCAPS
Christina Ewig, Faculty, Humphrey School of Public Affairs
Mahesh K. Mahanthappa, Faculty, CSE
Daheia Barr-Anderson, Faculty, Kinesiology / CEHD
Marguerite Ragnow, Staff, graduate faculty in three programs, Libraries/CLA
Nikki Bollman, Staff, UMD Office of Admissions
Anonymous , Graduate Student, College of Liberal Arts
Paige Tomfohrde , Graduate Student, College of Design
Korene Schmitz, Graduate Student, Staff, CSOM
Anonymous , Faculty, Institute of Child Development, College of Education and Human Development
Jean-Philippe Marcotte, Faculty, Linguistics
Jessica Gordon-Roth, Faculty, CLA
Michael Minta, Faculty, CLA, Political Science
Ceema Samimi, PhD, Faculty, CEHD
Michelle Lekas, Faculty, CSCL
Susanna Ferlito, Faculty, French and Italian, CLA
Anne Lazaraton, Faculty, CLA
Frances Wood, Staff, College of Biological Sciences
Anonymous, Faculty, CFANS
Akshay Rao, Faculty, Carlson School of Management
Anonymous, Faculty, CSE
Stephanie Anderson, Faculty, Spanish & Portuguese, CLA
Milena Saqui-Salces, Faculty, CFANS - AS
anonymous, Faculty, College of Science and Engineering
Daniel D Gallaher, Faculty, CFANS
Peter Hanks, Faculty, CLA
Kathryn Pearson, Faculty, CLA
Alex Granados, Graduate Student, Physics
Caitlin scott, Graduate Student, College of Design

Barry Kudrowitz, Faculty, CDES
Dipali Mukhopadhyay, Faculty, Humphrey School
Eleanor Garran, Faculty, CLA
anonymous, Staff, Asian and Middle Eastern Studies
Melissa Rudeen, Staff, College of Biological Sciences
Anonymous, Faculty, CLA
Logan Morrow, Staff, AMES
Anonymous, Staff, Office of Undergraduate Education
Sarah Lindholm, Staff, CFANS
Megan Schmidt, Staff, CFANS
Katie Loop, Staff, CEHD
Jennifer Witt, Faculty, CEHD, SSW
Diane Odash, P&A Instructor, Communication Studies, CLA
Josef Woldense, Faculty, CLA
Dana Lovold, Faculty, Staff, Health Sciences
Kathy Quick, Faculty, Humphrey School of Public Affairs
Sophia , Undergraduate Student, Carlson school of management
Kathleen Ganley, Senior Teaching Specialist, CLA
Drew Hogan, Graduate Student, College of Liberal Arts
Catherine Anderson, Graduate Student, Staff, AHC
Jason Cao, Faculty, HHH
anonymous, Graduate Student, College of Liberal Arts
Christina Lundgren, Staff, Alumni, Institute on the Environment
David Cram Helwich, Faculty, CLA
Michael Fulton, Graduate Student, Department of Computer Science
Spencer Czech, Graduate Student, Staff, CEHD & FMCH
Beth Mercer-Taylor , Staff, Alumni, Institute on the Environment
Nicole Falk, Staff, AHC
Sylvia Vue, Graduate Student, CLA
Kris Blomquist, Staff, Medical School
Molly Hoffman, Staff, ISSS
Grant McCormack, Staff, Alumni, CFANS Advising
Kayla Cory, Staff, CEHD & Health Sciences
Sara Axtell, PA Instructor, CEHD
Anthony Albecker , Staff, CEHD
Robert Nichols, Faculty, CLA
Teresa Swartz, Faculty, Sociology, Asian American Studies
Tricia Todd, MPH, Staff, Pre Health Student Resource Center
Alex Fink, Staff, CEHD
anonymous, Graduate Student, CSE
Carol Ford, Staff, UMN Morris
Katherine DeLong, Staff, Alumni, Institutional Analysis
Matthew Henseler, Faculty, CLA
Barbara Kuzmak, Staff, School of Statistics, CLA

Gina Brewington, Staff, CFANS
An Garagiola-Bernier, Graduate Student, Humphrey School of Public Affairs
Patty Commins, Graduate Student, School of Mathematics
Oanh Nguyen, Graduate Student, CLA
Dorian Smith, Graduate Student, Department of Mathematics
Brittany Knutson, Graduate Student, Department of Communication Studies
PAULINE GLEISBERG, Alumni, CLA
Martin F. Manalansan IV, Faculty, CLA
Bic Ngo, Faculty, CEHD
Lee-Ann Kastman Breuch, Faculty, Department of Writing Studies, College of Liberal Arts
Barrett Colombo, Staff, Institute on the Environment
Atzín Rayas Fernández, Graduate Student, Public Affairs
Brayden Duckson, Staff, Medical School
Carl Elliott, Faculty, Department of Philosophy
Anonymous, Staff, GPS
Rebecca Aylesworth , Staff, University Honors Program
Emily Jones, Graduate Student, English Department
Eran Moore Rea, Graduate Student, CSE
Yaniv Garama, Graduate Student, CDES
Isaac Mastalski, Graduate Student, CSE
Megan Manion, Graduate Student, CLA, Political Science
Neil Olszewski , Faculty, CBS
Anonymous, Staff, CSOM
John Nordin, Faculty, CLA
Hui Kong, Faculty, Humphrey School of Public Affairs
Alex, Undergraduate Student, CLA
David S. Pieczkiewicz, PhD, Faculty, Institute for Health Informatics
Guillermo Narváez, Faculty, Chicanx & Latinx Studies
Carly Danielson, Faculty, CLA
Heidi Zimmerman, Faculty, CLA
Claudia Nanninga, Graduate Student, Staff, NRSM
Gerard Sapes, Staff, Postdoctoral associate, Ecology, Evolution, and Behavior
Cesare Casarino, Faculty, CLA
Allison Brenneise, Faculty, CLA
Andrea Shada, Faculty, CLA Comm Studies
Henning Schroeder, Faculty, Pharmacy and CLA
Karen Painter, Faculty, School of Music
Peter Wragg, Staff, Forest Resources
Mara Limbeck, Graduate Student, MSW program
John Chevalier, Graduate Student, CEHD
Jennifer Peterson , Staff, German, Nordic, Slavic and Dutch
Anonymous, Alumni, CLA
anonymous, Faculty, College of Liberal Arts
Lauren Scholder , Staff, Student counseling services

Wendy K. Z. Anderson, Faculty, Staff, College of Liberal Arts
Sarah Holtman, Faculty, CLA
Mike Baxter-Kauf, Faculty, CLA Communication Studies
Linda Pozen, Graduate Student, College of Education and Human Development
Nlta Krevans, Faculty, CLA
Jacques Finla, Faculty, cbs
Meghan Grahs, Graduate Student, Social Work, CEHD
Alex Lubet, Faculty, CLA Music
Melissa Drew, Graduate Student, College of Liberal Arts
Hanna Zmijewska- Emerson, Faculty, CLA
John Watkins, Faculty, English, CLA
Cindy Vang, Faculty, College of Education and Human Development
Angelina Schenck, Graduate Student, College of Science and Engineering
Annette Madlock, Faculty, Communication
Kayla Hughes, Graduate Student, School of Social Work
Grace Heneghan, Graduate Student, School of Social Work
Andrew Hardt, Graduate Student, Department of Mathematics
anonymous , Graduate Student, CFANS
Kaitlynn LeBrun, Graduate Student, School of Social Work
Eric Short, Faculty, CLA, Communication Studies
Anonymous, Graduate Student, College of Science and Engineering
Liora Elias, Faculty, Communication Studies
J. A. Oosterhoff, Staff, CLA
Daniel Haataja, Staff, German, Nordic, Slavic & Dutch, CLA
Hangtae Cho, Staff, Asian and Middle Eastern Studies
Justin P. Mattingly, Staff, CFANS Student Services - Advising Center
Ingrid Schneider, Faculty, CFANS
Steff Yorek, Staff, Medical School - Surgery
Olivia Starr, Staff, CSOM
Tanya Becker, Staff, CSE
Madeline Christensen, Staff, TC Medical School
Susan Craddock, Faculty, CLA
Alicia Canfield, Staff, CSE
J.B. Scherpelz, Staff, Carlson School of Management
Jeanette Simmonds, Staff, University Honors Program
Nicholas G Fischer, Graduate Student, School of Dentistry
Jacqueline James, Graduate Student, Writing Studies Department, CLA
Binit Bipul Singh, Graduate Student, College of Engineering
Amanda Brown, Graduate Student, CEHD
Aila K O'Loughlin, Graduate Student, CLA
Ingrid R. Aragon, Graduate Student, IBP
Dan Bahauddin, Staff, CBS
Anonymous, Graduate Student, School of Social Work
Josh Gavin, Graduate Student, CSE

Laura Leppink, Staff, Alumni, College of Design; Heritage Studies & Public History Masters Program
Brian H. Bix, Faculty, Law School and Philosophy Department
Michelle Mason Bizri, Faculty, College of Liberal Arts
Sarah Louise Butler, Staff, Extension
Missy Wilm, Staff, Carlson School of Management
Beth Arnold, Graduate Student, Philosophy Department
Anonymous, Faculty, CLA
Mary Krebs, Staff, Carlson Global Institute
Maxine Kobinski, Staff, Carlson School of Management
Megan Jensen, Staff, Medicinal Chemistry
Eunice Kim, Graduate Student, CLA
Erin Warholm-Wohlenhaus, Staff, Medicinal Chemistry
Susan Barrott, Staff, College of Biological Science
Ethan Butler, Staff, CFANS, Department of Forest Resources
Joe Rauzi, Graduate Student, CFANS
Ankit Saini, Graduate Student, Mechanical Engineering
Dwight K. Lewis Jr., Faculty, CLA
Anna Yang, Graduate Student, CFANS
Luke Shackelford, Graduate Student, CLA
Laurel Corgard, Staff, Vice President for Research
Sarah Resemius, Staff, Sponsored Projects Administration
Codi Stevens, Graduate Student, CLA
Sheena Harris, Graduate Student, Organizational Leadership, Policy and Development
Jamele Watkins, Faculty, CLA
Joseph Neidorf, Graduate Student, School of Music
Moriah Shumpert, Graduate Student, Gender, Women, and Sexuality Studies
Tony Dean, Faculty, EEB
Kate Terry, Staff, Carlson School of Management
Xiaojun Fu, Graduate Student, CSE
Carolyn Stephen, Graduate Student, Graduate Student, School of Mathematics, CSE
Zedong Yang, Graduate Student, School of Physics and Astronomy
Angela Stehr, Staff, CSE
Anonymous, Staff, Carlson
Sarah E. Hobbie, Faculty, College of Biological Sciences
Heidi Hatchell, Staff, Fiscal Administration, CLA
anonymous, Staff, CLA
Teresa Neby Lind, OBAO, Staff, OVPR
Wesley Braker, Graduate Student, Conservation Sciences (CFANS)
Chanel Flower, Graduate Student, Staff, Office of Admissions/CEHD School of Social Work
Douglas Kearney, Faculty, Department of English
Tucker Marks, Graduate Student, Department of Philosophy
Laura Johnson, Graduate Student, SSW
Nathan Lackey, Graduate Student, Philosophy

Gail Hannan, Staff, Medical School
Anne Hilborn, Graduate Student, Staff, Carlson School of Management
Melissa Licht, Faculty, CLA
Francesca Socki, Graduate Student, College of Science and Engineering
Kelley Vanda, Staff, Carlson School of Management
Morgan Stockberger, M.D., Graduate Student, Carlson School of Management
Sara Atkins Howard, Graduate Student, Staff, CSOM
Kristen Abernethy, Staff, Psychology, CLA
anonymous, Graduate Student, Staff, CEHD
Sehoon Kim, Faculty, CEHD
Cynthia R Howard, Faculty, Medical School
anonymous, Faculty, Psychology, CLA
John Hanzhang YE, Graduate Student, History of Science, Technology and Medicine
Ofelia Ferrán, Faculty, CLA
Michal Kobialka, Faculty, CLA
Nasr Abdo, Staff, CLA
anonymous, Faculty, EEB
Ana Paula Ferreira, Faculty, CLA
Lianna Farber, Faculty, CLA
Larry Edwards, Faculty, CSE
Jessica Nielson, Faculty, Psychiatry & Behavioral Sciences, IHI
Vincent deBritto, Faculty, Department of Landscape Architecture
James D Forester, Faculty, Fisheries, Wildlife, and Conservation Biology
Anonymous , Faculty, Carlson School of Management
August Nimtz, Faculty, Political Science
Anonymous, Faculty, School of Dentistry
Ellen Messer-Davidow, Faculty, Department of English, CLA
anonymous, Faculty, College of Veterinary Medicine
Dana Davis, Faculty, Microbiology & Immunology
Jannell Bazurto, Faculty, CBS
Sandy Mand, Staff, College of Biological Sciences
Marnie Jorenby, Faculty, CLA AMES
Christopher Ober, Faculty, College of Veterinary Medicine
Jason Ricco, MD, MPH, Faculty, Medical School
Paul Rouzer, Faculty, CLA, Asian and Middle Eastern Studies
Joanne Slavin, Faculty, CFANS
Ann Tandy-Treiber, Staff, Lecturer, CLA
Kathleen Hill Gallant, Faculty, CFANS
Brian Harrison, Faculty, Humphrey School of Public Affairs
Elizabeth Borer, Faculty, CBS
Dr. C.E. Woodward, Faculty, CSE
Julia Ponder, Faculty, College of Veterinary Medicine
Sue Staats, Faculty, CEHD
Emily Matson, Staff, Alumni, School of Public Health

Erin Thompson, Faculty, Department of Theatre Arts and Dance
Kendall A. King, Faculty, Second Language Education, C&I, CEHD
Kris Cory, PA , Writing Studies
Beth Ventura, Faculty, CFANS
Minjung Kim, Faculty, College of Education and Human Development
Dean W. Billmeyer, Faculty, CLA
Jessica Horvath Williams, Postdoctoral Associate, CLA, English
Eric Bomberg, Faculty, Medical School
Anne Fretheim, P & A, Writing Studies
Enid Logan, Associate Professor , Faculty, Department of Sociology
Brian Reese, Faculty, Linguistics
anonymous, Faculty, CEHD
anonymous, Staff, CFANS
Katie Barrick, Staff, University Libraries
william west, Faculty, cla
Nobuaki Kikyo, Faculty, GCD
Nobuko Kikyo, Staff, GCD
Uma Namboothiripad , Graduate Student, Staff, Global Programs and Strategy Alliance
B. R. Simon Rosser, Faculty, School of Public Health
Ann Rougvie, Faculty, CBS, Faculty, CBS
Sandra Boone, Staff, Alumni, Global Programs and Strategy Alliance
Linda K McLoon, PhD, Faculty, Medical School
Mel Nigro, Staff, GPS Alliance
Gunda Georg, Faculty, College of Pharmacy
Gabriela Currie, Faculty, School of Music, CLA
Zhuldyz Amankulova, Faculty, Graduate Student, OLPD
Jean Moon, Faculty, College of Pharmacy
Dimitri Drekonja, Faculty, Medical School; Division of Infectious Diseases and International Medicine
Ruby Cromer, Undergraduate Student, Art Department
Anonymous, Faculty, English, CLA
Jenny Allan, Staff, CSE
Amy Nordlander, Staff, CSE
anonymous, Staff, School of Physics and Astronomy
Jennifer Kroschel, Staff, CSE
anonymous, Graduate Student, Staff, Alumni, Office of Student Affairs
Amanda Alexander, Graduate Student, CLA
Katie James, Staff, College of Pharmacy
Cheryl Alementi, Staff, College of Science and Engineering
anonymous, Staff, Global Programs and Strategy Alliance
Lili Dong, Staff, Carlson School of Management
Steven Ostrow, Faculty, CLA
Lisa Sass Zaragoza, Staff, Alumni, Instructor, Chicano and Latino Studies
David L. Fox, Faculty, Earth & Environmental Sciences

Ameeta Kelekar, Faculty, Medical School
Emi Ito , Faculty, CSE
Siobhan Craig, Faculty, English
Richard Wildberger, Staff, SPA
Laura Haas, Graduate Student, Staff, Carlson Global Institute (staff) CEHD (student)
Dr. Ronald Curran, Faculty, Medical Center
Jason Binczik, Staff, Sponsored Project Administration
Anonymous, Staff, CSE
Kari Anderson, Faculty, College of Veterinary Medicine
Kathryn Reyerson, Faculty, CLA
Jake Bailey, Faculty, Earth and Environmental Sciences
Meili Gong, Undergraduate Student, College of Science and Engineering
Anonymous, Undergraduate Student, CSE
Theresa Downing, Graduate Student, Art History
Emilie Snell-Rood, Faculty, CBS
Karen Lutsky, Faculty, College of Design
Anonymous, Staff, College of Science and Engineering
Marina McCuskey, Staff, CFANS
Rita Richardson, Staff, CEHD
anonymous, Staff, Housing & Residential Life
Gillian Roehrig, Faculty, CEHD
Richard Gonigam, Graduate Student, Integrative Biology & Physiology
Rachel Clevenger, Staff, CEHD
Michael Walsh, Staff, Alumni, CLA Psychology
Elizabeth Schwartz , Graduate Student, Staff, Global Programs and Strategy Alliance
Nyla Numan, Graduate Student, CLA
Nathaniel Helwig, Faculty, Psychology & Statistics, CLA
Caprice Niccoli, Faculty, CLA - Psychology
Shmuel Lissek, Faculty, CLA
William Iacono, Faculty, Psychology
Marti Hope Gonzales, Faculty, CLA
Kristine Miller, Faculty, CDES
Andrea Stronghart, Staff, CEHD
David B Williamson, Faculty, Music
anonymous, Staff, CEHD
Annika Simpson, Undergraduate Student, CLA
Maddie Morehead, Undergraduate Student, CLA, major in gender, women and sexuality studies, minor in public health
Traci Mann, Faculty, CLA
Lauren Lee, Undergraduate Student, Gender, Women, and Sexuality Studies
Hannah Sinton, Undergraduate Student, CLA
Anonymous, Staff, CEHSP
Eliza Edwards, Staff, Archives and Special Collections
Susan Spence, Faculty, CVM

Margaret Kilgo, Staff, Boynton Health
Jax Kinniburgh, Faculty, CLA
Maria Damon, Emerita faculty, CLA
Jennifer Brady, Faculty, CAHSS
Xiaogang Chen, Staff, Electrical engineering department
Michele L. Larson, Staff, English, Linguistics, and Writing Studies
Rachel Goeller , Staff, Psychology, CLA
Jill Doerfler, Faculty, College of Arts, Humanities, and Social Sciences
Laure Charleux, Faculty, UMD CAHSS
Mitra C. Emad, Faculty, CAHSS
Corey Lohman, Graduate Student, School of Music
Rachel Breckenridge, Faculty, Alumni, SCSE
Amy Clark , Faculty, University of Minnesota-Duluth
Fred Davis, Faculty, Alumni, Earth & Environmental Sciences, UMD
Carter Meland, Faculty, UMD CAHSS
Jacob Wainman, Faculty, UMD Department of Chemistry and Biochemistry
Ted Pedersen, Faculty, Swenson College of Science and Engineering
anonymous, Faculty, LSBE
Kris Johnson, Faculty, Geography Program
Christopher W. Johnson, Faculty, UMD - CEHSP
Steve Bardolph, Faculty, UMD CAHSS
Gloria DeFilipps Brush, Faculty, CAHSS
Tom Pfothner, Faculty, CAHSS
Jeffrey Rop, Faculty, History, UMD
Justin Rubin, Faculty, Music
Anonymous, Faculty, College of Arts, Humanities, and Social Sciences
anonymous, Faculty, UMD
Brian Gute, Faculty, Alumni, UMD Swenson College of Science & Engineering
Shannon Drysdale Walsh, Faculty, UMD
Eric West, Faculty, UMD Dept of Physics and Astronomy
Zhuangyi Liu, Faculty, Swenson College of Science and Engineering
Bethany Kubik, Faculty, SCSE
James Allert, Faculty, UMD SCSE
Katt Bongar Hoban, Faculty, Department of Social Work
Bryan Freyberg, Faculty, SCSE-UMD
Runa Das, Faculty, CAHSS
Emily Gaarder, Faculty, College of Arts, Humanities, and Social Sciences
Tim Colburn, Faculty, UMD
Lila White, Faculty, Department of Theatre
Diana Colt, Faculty, SCSE
Greg Petry, Faculty, AHS
Karl Markgraf, Staff, International Programs and Services
Lindsey Jungman, Faculty, CAHSS
Stephanie M. Bartsch, Staff, International Programs & Services - EVCAA

Romesh Lakhan, Faculty, Swenson College of Science and Engineering
anonymous, Faculty, CAHSS
Mark Harvey, Faculty, CAHSS
Levi Drevlow, Staff, International Programs & Services
Helen Mongan-Rallis, Faculty, UMD CEHSP. Education Dept
Steven Holtz, Faculty, SCSE, UMD
Sara Sowers-Wills, Faculty, CAHSS
Kimberly Hurst, Staff, International Programs & Services
Mike Pederson, Staff, Facilities Management
Tim Roufs, Faculty, College of Arts, Humanities, and Social Sciences
Jennifer Webb, Faculty, CAHSS, UMD
Anonymous, Staff, UMD College of Education & Human Service Professions
Kristen Hylenski, Faculty, UMD CAHSS
Karen Mary Davalos, Faculty, CLA
Angela Sharp, Faculty, UMD, SCSE
Anna Gilmore, Staff, Office of Diversity and Inclusion
Grace Cebrero , Graduate Student, CLA Dept of Philosophy
Kevin Swanberg, Faculty, CAHSS
Isabella Rolland, Graduate Student, Staff, School of Public Health & CLA
Anonymous, Staff, CLA
Allison Jondahl, Undergraduate Student, SCSE
Valerie Coit, Staff, SCSE, Staff, UMD
Jehanne Beaton, Faculty, CEHD