

Faculty Letter Responding to President Ono and The Regents' Email "Ending the Encampment" - May 21

Original link:

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[FACULTY: ADD YOUR NAME HERE](#)

May 21, 2024

Dear President Ono and Regents Hubbard, Acker, Behm, Bernstein, Brown, Ilitch, Weiser, and White,

We write as faculty members at the University of Michigan. We are deeply dismayed by the violent university response to the student encampment and the central administration's misleading messages in the hours preceding and following it. At a time of democratic backsliding both domestically and around the world, universities should safeguard, not erode, the commitment to accuracy and truth. Sadly, we are witnessing systematic failures to live up to the promise and potential of a world-class university, ranging from the personal behavior and statements of central administration members to the decision to deploy university police rather than engage in meaningful dialogue. Below, we lay out basic problems in the university's actions and messages, how we got here, and possible paths forward.

In the early morning of May 21, President Ono's office released a university-wide email titled "Ending the Encampment," just after university police used a remarkable degree of violence against students. Regents took to X/Twitter in a naked attempt to whitewash, deflect from, and misrepresent these actions, reflecting a deep fear of public opinion. **We are especially alarmed because, for months, the students have requested to meet with the Regents and President Ono, and instead, they have repeatedly been met with silence or force, culminating in this morning's unwarranted violence.** These choices indicate not only failures of leadership, but also failures of curiosity, dedication to learning and exchange, and a sad lack of imagination, none of which inspires confidence in the institution's ability to form "leaders and best." Video footage from May 21 shows police officers in riot gear issuing an evacuation warning at dawn and engaging in force shortly

thereafter. Footage shows police officers aggressively flipping over tables and throwing chairs toward students. **Footage shows these officers, unprovoked, suddenly soaking students in pepper spray as though using a water cannon.**

The central administration has offered a series of arguments about why they chose to shut down the encampment with violence, which at their core boil down to calling students unruly, dangerous, and violent. Each of their arguments is misleading at best:

1. **It is unreasonable to believe that it took the university nearly a month to determine that the encampment, unchanged, suddenly became a “fire hazard” despite continuous surveillance by drone, individual personnel, and a security camera.** If this were indeed a concern, the university could have worked with students to address hazards. Students sleeping at the encampment would not have wished to risk a fire.
2. **Any fire hazard concerns were not properly communicated to students.** Every student present at the raid shared that they had not heard of any such concerns prior to the 6:50 AM email that referenced them as a justification to forcibly end the camp.
3. **The university’s definition and response to disruptive protests depends on students’ racial and minority backgrounds.** The university operates under a double standard that targets students of color and their allies. Just as these disruptions have had much in common with the protests by the Black Action Movement, the university has not responded with violence, threats, or intimidation to disruptions and occupations of the Diag that revolve around sports or HashBash.
4. The encampment replaced broken and missing bricks because this was a safety hazard. The Block M was painted with washable paint, which is no longer there. The graffiti on walkways and the Union sign came the morning after three Regents first hid from students instead of meeting with them, and after one Regent openly mocked them—just before police engaged in violence and pepper-sprayed them. **While the email decries defacing property, neither police intervention nor disciplinary action resulted from a sports celebration in Jan. 2024 that caused 21 fires, including a burning couch,** to mention a recent example.
5. If there were an assault on law enforcement officers at the UMMA, that would be a legal matter with potential charges. The university’s email prejudices the matter, especially when there are clearly other ways of describing the student protest. Videos of the May 3 protests very clearly show police violence directed at students.

6. U-M's Regents are public servants. While we neither condemn nor condone protests at the places of residence of elected servants, it is important to note that such protests are neither violent nor inherently threatening. These kinds of protests are the result of elected officials' attempts to avoid engaging with their constituents.
7. It is surprising for the university to say there is no place for violence or intimidation when the university police and security personnel, acting on behalf of the central administration and Regents, have unnecessarily engaged in both.

Imagine how different the temperature on our campus would have been had its leaders—those elected and those appointed—simply engaged in open and regular communication with students and faculty at their institution. People protest and disrupt when their voices are not heard. Imagine how different it would have been had even one Regent invited student protesters for an open coffee hour to hear about their experiences and requests. We are embarrassed that university leadership has consistently chosen dehumanizing rhetoric and misleading messages (dating back to the very first university-wide email sent by President Ono after October 7th). We had been encouraged that the university sought to find a nonviolent solution to the challenges of the day, but we are dismayed that its leadership allowed external forces to steer us off course, callously risking student safety.

Leading up to today, Regents engaged in fabrication by claiming that no one had signed up at Regents' public meetings to speak about the topic of the encampment or the protestors' demands. Faculty, students, and alumni have regularly signed up for public comments; since the new public comment guidelines implemented in 2023, they have been rarely selected. When Regents publicly declare on social media that student protestors do not engage in this forum, they are deliberately obfuscating the many ways that students, faculty, alumni, and staff have attempted to speak with them about these topics over the past eight months. Regardless, we maintain that a 2- or even 5-minute comment in a highly moderated environment is neither dialogue nor conducive to education or understanding. Regents are public servants and ought to have open lines of communication with *all* the constituencies they serve and with the university community.

As a series of small steps toward repairing some of the massive damage you have dealt to the institution over the last eight months, we encourage you take the following steps in order to move from an adversarial to a community-based dynamic:

- Meet with the students. Invite them to present their arguments for disclosure and/or divestment to the Board of Regents. Clearly, this conversation requires a medium beyond public comment, especially given the ways access to those has been eroded.

- Commit to a process that allows students to have meaningful time and, to wit, actual dialogue with you. This process could even begin in the form of a ballot where, if a certain number of students sign on, Regents commit to discussing the students' concerns with them.
- Commit to greater transparency in university-wide communications. Regents have muddled the line between their roles as elected officials, administrators, political party members, and donors. Regent interference in university-wide communications has harmed relationships and trust between the university community and central administration; instead, it prioritizes shielding elected Regents from criticism and accountability. This interference is a pattern of Regents' overreach across multiple university Presidents' tenures.
- Launch an immediate investigation into the indiscriminate use of pepper spray and physical force by UMPD and Michigan State Police against our students.

Your actions have eroded faith in your leadership. A “Year of Democracy and Civic Engagement” can only seem hypocritical when the central administration’s actions have demonstrated a set of values that are antithetical to these endeavors. Promises of “democratic engagement” and “dialogue” ring hollow when they come on the heels of police repression and a refusal to engage in conversation (and a pattern that includes shutting down student democratic elections and attempting to bypass procedures for changing university policies). Higher education is under attack. It is alarming to see the university leadership succumbing to external, McCarthyesque forces that will never be satisfied instead of standing up for the sanctity of our institutions.

Signed,

[FACULTY: ADD YOUR NAME HERE](#)

#	Name	Title	Department
1	Basit Zafar	Professor	Economics
2	Murad Idris	Associate Professor	Political Science
3	Charlotte Karem Albrecht	Associate Professor	American Culture and Women's and Gender Studies

4	Germine Awad	Professor	Psychology
5	Kathryn Babayan	Professor	History & Middle East Studies
6	David Myer Temin	Assistant Professor	Political Science
7	Lawrence La Fountain-Stokes	Professor	American Culture, Romance Languages and Literatures, and Women's and Gender Studies
8	Sally Howell	Professor of History	Dept. of Social Sciences, UM-Dearborn
9	Geoff Eley	Distinguished University Professor emeritus	History
10	Alan Wald	H. Chandler Davis Collegiate Professor Emeritus	English and American Culture
11	tal ness	Assistant Librarian	University Library
12	Terri Friedline	Associate Professor	School of Social Work
13	Alexa Eisenberg	Lecturer	Department of Health Behavior and Health Education, School of Public Health
14	Eric M. Spanton	Assistant Professor	Physics
15	David M Halperin	Distinguished University Professor Emeritus	English
16	silke weineck	grace lee boggs collegiate professor	german and comparative literature

17	Erin Brightwell	Associate Professor	Asian Languages and Cultures
18	Sandra Gunning	Thurnau Professor	DAAS and American Culture (LSA)
19	Sigrid Anderson	Librarian for English Lang and Lit and Disability Studies and Lecturer in American Culture	Libraries and American Culture
20	Raya Samet	Associate Librarian	UM-Dearborn Mardigian Library
21	Gretchen Keppel-Aleks	Associate Professor	Climate and Space Sciences and Engineering
22	Aliyah Khan	Associate Professor	English & Afroamerican and African Studies
23	Madison Irwin	Clinical Assistant Professor	Department of Clinical Pharmacy, College of Pharmacy
24	Heidi Burkhardt	Senior Associate Librarian	University Library
25	Steven Mullaney	Emeritus Professor	English
26	Naomi Silver	Teaching Professor	Sweetland Center for Writing
27	Derek Ide	ARC-IHP / NCID Postdoctoral Fellow	NCID/Department of History
28	Michelle Martinez	Lecturer	School of Environment and Sustainability
29	Dominique Butler-Borruat	Teaching Professor	Residential College

30	Lucy Hartley	Professor	English Language & Literature
31	John Vandermeer	Asa Gray Distinguished University Professor	Ecology and Evolutionary Biology
32	Hannah Douglas	Post doc and adjunct lecturer	Psychology
33	Matthew Bui	Assistant Professor	School of Information
34	Derek Peterson	Ali Mazrui Professor of History and African Studies	History and DAAS
35	Robin Edelstein	Professor	Psychology
36	Julie Herrada	Librarian	University Library
37	Mahdi Cheraghchi	Associate Professor	Electrical Engineering and Computer Science
38	Helen Fox	Lecturer emerita	Residential College
39	Batoul Abdallah	Lecturer	School of Education
40	Antoine Traisnel	Associate Professor	English, Comparative Literature
41	Zach Lannes	Assistant Librarian	Library - Research
42	SaraEllen Strongman	Assistant Professor	Afroamerican and African Studies
43	John Kubale	Research Assistant Professor	ISR

44	Emily Luxon	Associate Professor of Political Science	Dept. of Social Sciences, UM-Dearborn
45	Sarah Conrad	Processing Archivist	Hatcher Library
46	Jenan Kharbush	Assistant Professor	Earth and Environmental Sciences
47	Nora Krinitsky	Lecturer III	Residential College
48	Ryan McCarty	Lecturer	English Department Writing Program
49	Greer Hamilton	Transitional Postdoctoral Fellow and incoming Assistant Professor	School of Social Work
50	Lauren Surface	Assistant Professor	School of Dentistry
51	Achilleas Anastasopoulos	Associate Professor	Electrical Engineering and Computer Science
52	Natalie Fulkerson	Collection Services Librarian	HathiTrust, University Library
53	Manan Desai	Associate Professor	American Culture
54	Ash Brown	Librarian	Law School
55	Amy Brainer	Associate Professor	Women's & Gender Studies, LGBTQ Studies
56	Will Glover	Associate Professor	History
57	Andrea Zemgulys	Associate Professor	LSA/English

58	Lauren Day	Assistant Librarian	University Library
59	Nina Francis-Levin	Postdoctoral Fellow	Department of Internal Medicine
60	Kevin Cokley	Professor	Psychology
61	Thomas Walker	Lecturer I	English
62	Hector Fox	Postdoctoral research fellow	SEAS
63	Scott Beal	Adjunct Lecturer	Lloyd Scholars for Writing and the Arts
64	Elizabeth Roberts	Professor	Anthropology
65	Karem A. Sakallah	Professor	Computer Science and Engineering
66	Ian Shin	Assistant Professor	History and American Culture
67	Sheryl Edwards	Collegiate Lecturer IV emeriti	Social Sciences
68	Megan Threats	Assistant Professor	School of information
69	Randy Tessier	English Professor	CSP/English
70	Anna Watkins Fisher	Associate Professor	American Culture and DSI
71	Nesha Haniff	Lecturer IV retired	Dept.Afroamerican and African Studies
72	Heather Ann Thompson	Professor	DAAS, History, Residential College

73	Deirdre de la Cruz	Associate Professor	Asian Languages and Cultures, History
74	Hadji Bakara	Assistant Professor	English Language and Literature
75	Javier Sanjines	Professor Emeritus	Romance Languages and Literatures
76	Savithry Namboodiripad	Assistant Professor	Linguistics
77	Saquib Razak	Lecturer Iii	Computer Science and Engineering
78	Bobby Madamanchi	Lecturer III	School of Information
79	anton shammas	Prof. Emeritus	Comp Lit and MES
80	Elena Colón-Marrero	Associate Archivist	Bentley Historical Library
81	Meredith Kahn	Librarian	University Library
82	Kristina Hall	Librarian	University Library
83	Natasha Allen	Library Services Platform Specialist	University Library
84	Georgina Hickey	Professor	Social Sciences, University of Michigan Dearborn
85	Victor Mendoza	Associate Professor	Women's and Gender Studies, English, American Culture
86	Emad Abou-Arab, MD FAAFP	Clinical Assistant Professor	Medical School

87	Madhumita Lahiri	Associate Professor	English
88	Sean D. Johnson	Assistant Professor	Department of Astronomy
89	M. Remi Yergeau	Arthur F. Thurnau Associate Professor	Department of English, Digital Studies Institute
90	Catherine Badgley	Professor	Ecology & Evolutionary Biology; Residential College
91	Brian Klein	Assistant Professor	DAAS and PitE
92	Ana Sabau	Associate professor	Romance Languages and Literatures
93	Rebekah Modrak	Professor	Stamps School
94	Jena Johnson	Assistant Professor	Earth and Environmental Sciences
95	Jon Zelner	Associate Professor	Epidemiology, UM School of Public Health
96	Yopie Prins	Irene Butter Collegiate Professor	English and Comparative Literature
97	David Zeglen	Lecturer I	International Studies
98	Alicia Schaeffer	LEO Lecturer	LCA, UM-Dearborn
99	H V Jagadish	Professor	Electrical Engineering and Computer Science
100	Wala Tout	Assistant Professor	Medical School

101	Jon Wells	Professor	DAAS/RC/History/CommStudies
102	Mar Freire Hermida	Lecturer IV	Romance Languages and Literatures
103	Evyn Kropf	Librarian / Curator	University Library
104	Lisa Martin	Professor	College-Wide Programs, CASL & Health and Human Services, CEHHS UM-Dearborn
105	Heather Tucker	Global Impact Scholar	Center for Global Health Equity, School of Medicine
106	Jon Cho-Polizzi	Assistant Professor	Germanic Languages and Literatures
107	Julie Buntin	Assistant Professor	English
108	Deb Gordon-Gurfinkel	Lecturer	Residential College
109	Farina Mir	Associate Professor	History
110	Renée Ragin Randall	Assistant Professor	Comparative Literature and Middle East Studies
111	Mostafa Hussein	Assistant Professor	LSA, Judaic Studies
112	Anca Trandafirescu	Associate Professor	Architecture
113	Robert Mickey	Associate Professor	Political Science
114	Manos Kapritsos	Associate Professor	Computer Science & Engineering

115	Nancy Khalil	Assistant Professor	American Culture
116	Julie Boland	Professor	Psychology
117	Priscilla Lindsay	Professor Emerita	Theatre & Drama
118	Vitalina Robinson	Senior Associate Librarian	University Library
119	Sarah Becker Hortsch	Clinical Assistant Professor	Nursing
120	Christine Modey	Adjunct Lecturer	Applied Liberal Arts/University Courses
121	Youngju Ryu	Associate Professor	Asian Languages and Cultures
122	Justin Schell	Director, Digital Scholarship and Creative Spaces	University Library
123	María Arquero de Alarcón	Associate Professor	Taubman College of Architecture and Urban Planning
124	Maria Shakour Skoczylas	Clinical Assistant Professor	Pediatrics
125	Michael Awkward	Gayl A Jones Professor Emeritus	English
126	Katherine French	Professor	History
127	William D Lopez	Clinical Assistant Professor	School of Public Health
128	Shevon Desai	Librarian	University Library

129	Adi Saleem	Assistant Professor	Romance Languages and Literatures; Judaic Studies
130	Peggy McCracken	Professor	Romance Languages and Literatures
131	Howard Brick	Professor Emeritus	History
132	Elyse Vigiletti	Lecturer III	Program in Technical Communication
133	Ava Purkiss	Assistant Professor	American Culture and Women's and Gender Studies
134	danny alvarez	MSW, Lec III	LSA- IGR, Social Work
135	Cody Walker	Teaching Professor	English Language & Literature
136	Ceren Budak	Associate Professor	School of Information
137	Trevor Bechtel	Lecturer	School of Social Work
138	Gideon Goodrich	Assistant Archivist	Bentley Historical Library
139	Justin Schott	Lecturer	SEAS
140	Laura Napier	Lecturer I	Stamps School of Art & Design, LSA Summer Bridge + ArtsEngine
141	Kathleen Folger	Librarian	University Library
142	Molly Lynch	Lecturer II	English

143	Mary Kelley	Ruth Bordin Collegiate Professor	History and American Culture
144	Stephanie Moody	Lecturer II	Department of English and Sweetland Center for Writing
145	Paul Fleming	Associate Professor	Health Behavior & Health Education
146	Joyojeet Pal	Associate Professor	School of Information
147	Jiyoung Kim	Lecturer	ALC
148	Philip A Hughes	Research Scientist Emeritus/Lecturer	Astronomy
149	John Cheney-Lippold	Associate Professor	American Culture
150	Lisa Wexler	Professor	Social Work
151	Liana Reading	Lecturer II	Middle East Studies
152	Erik Mueggler	Collegiate Professor	Anthropology
153	Megan Ewing	Assistant Professor	Germanic Languages & Literatures
154	Samer Ali	Associate Professor	LSA Middle East Studies and Residential College
155	Barzan Mozafari	Associate Professor	CSE
156	Lisa Disch	Professor	Political Science
157	Karen Downing	Librarian	University Library

158	Charles H.F. Davis III	Assistant Professor of Higher Education	Center for the Study of Higher and Postsecondary Education
159	Linda Gregerson	Distinguished University Professor	English
160	Khaled Mattawa	Professor	English
161	Helmut Puff	Professor	German / History
162	James	Acquisition Librarian & Order Unit Manager	University Library
163	Luciana Chamorro	Visiting Assistant Professor	Department of Anthropology
164	Muzammil M. Hussain	Faculty	LSA Communication & Media
165	Daniel Nemser	Associate Professor	Romance Languages and Literatures
166	Eric Gilbert	Associate Professor	School of Information
167	Catherine Brown	Professor	Comparative Literature & Residential College
168	Kali Israel	Associate Professor	History
169	Charles Bright	Thurnau Professor Emeritus	Residential College & History
170	Leila Kavar	Associate Professor	American Culture and in the Residential College

171	Cristhian Espinoza-Pino	Lecturer IV	Residential College
172	Mustapha Beleh	Teaching Professor	College of Pharmacy
173	Jason Grant	Lecturer I	Romance Languages and Literatures
174	Stefan Szymanski	Professor of Sport Management	Sport Management
175	Rosemary J. Perez	Associate Professor	Center for the Study of Higher and Postsecondary Education
176	Dina Salman	Adjunct Clinical Assistant Professor	School of Dentistry
177	Justine Zhang	Assistant Professor	School of Information
178	Gabriel Cuéllar	Assistant Professor	Taubman College of Architecture and Urban Planning
179	Pamela Smock	Professor	Sociology
180	Hitomi Tonomura	Professor	History and WGS
181	Margaret K Willard-Traub	Associate Professor Emerita	LCA
182	Shanna Katz Kattari	Associate Professor	School of Social Work and Department of Women's and Gender Studies
183	Tawfiq Khalil	Adjunct Lecturer	Computer and Information Science

184	Aida Levy-Hussen	Associate Professor	English Language and Literature
185	Becca Pickus	Lecturer III	Residential College
186	Arun Agrawal	Samuel Trask Dana Professor	SEAS
187	Craig Smith	Assessment Specialist and Sr Assoc Librarian	University Library
188	Bilal Butt	Associate Professor	SEAS
189	Sara Rivera	Lab Manager, Lecturer	Earth and Environmental Sciences
190	Suleyman Uludag	Professor	Computer Science - Flint
191	Scott M. Larson	Lecturer IV	LSA American Culture
192	Sara Ahbel-Rappe	Professor	Classics
193	Emilia Yang	Assistant Professor of Art and Design	Penny W. Stamps School of Art and Design
194	Gavin Arnall	Associate Professor	Romance Languages and Literatures
195	Jason Young	Associate Professor	LSA-History
196	Jay Crisostomo	Associate Professor	Middle East Studies
197	Mary Lawrence	Assistant Librarian	University Library
198	Niloofar Sarlati	Assistant Professor	Comparative Literature and English

199	Larry Wentzel	Digital Conversion Production Manager / Librarian	University of Michigan Library
200	Joanna Thielen	Senior Associate Librarian	University Library
201	Maura Seale	Librarian	University Library
202	W. Carson Byrd	Associate Research Scientist	Center for the Study of Higher & Postsecondary Education
203	Hannah Ensor	Lecturer	English and Residential College
204	Larissa Sano	Lecturer IV	Sweetland Center for Writing
205	Lauren Williams	Assistant Professor	Taubman School of Architecture and Urban Planning x Digital Studies Institute
206	Melanie Reyes Hernandez	Clinical Assistant Professor	Pediatrics
207	Toby Millman	Lecturer	Residential College
208	Mariah Zeisberg	Associate Professor	Political Science
209	Yanay Israeli	Assistant Professor	History and Judaic Studies
210	Sergio Villalobos- Ruminott	Professor of Spanish	Romance languages and Literatures
211	Michael Lempert	Professor	Anthropology

212	Ashley Lucas	Professor	Theatre & Drama/Residential College/American Culture/English/Art&Design
213	Ben Wielechowski	LEO Lecturer	Language, Culture, and the Arts (UM - Dearborn)
214	Jake Hooker	Lecturer III	The Residential College
215	Chelsea Peterson-Salahuddin	President's Postdoctoral Fellow/Assistant Professor	School of Information
216	Kevin Boehnke	Assistant Professor	Anesthesiology
217	Michael Atzmon	Professor Emeritus	Nucl. Eng. and Radiol. Sci & Mater. Sci. and Eng.
218	FOLA ODETOLA	ASSOCIATE PROFESSOR	PEDIATRICS
219	Fatma Müge Göçek	Professor	Sociology
220	Zahid Syed	Associate Professor	College of Innovation and Technology
221	Sara Awartani	Assistant Professor	American Culture
222	Carina Ray	Associate Professor	History
223	Oliver Haimson	Assistant Professor	School of Information
224	Rula Alhindi	Lecturer	Middle East Studies
225	Kathleen Wroblewski	Lecturer IV	History

226	Lorraine Gutierrez	Thurnau Professor, Edith A. Lewis Collegiate Professor	Social Work, LSA-Psychology
227	Lisa Steichmann	Lecturer II	Stamps School of Art & Design
228	Jess Fialko	Assistant Professor	Theatre & Drama
229	Lori Donovan	Intermittent Lecturer	School of Information
230	Sean Harris	Research Assistant Professor	Environmental Health Sciences
231	Patricia Gurin	Nancy Cantor Distinguished University Professor, Emerita	Psychology, Women's Studies
232	Amir Kamil	Lecturer IV	Computer Science and Engineering
233	Adam Ashforth	Professor	DAAS
234	Michaelanne Thomas	Assistant Professor	School of Information
235	Melissa Creary	Assistant Professor	Health Management and Policy
236	Andrew Herscher	Professor	Taubman College of Architecture and Urban Planning
237	Cherry Meyer	Assistant professor	Linguistics and American Culture, Native American Studies Program
238	Jennifer Proctor	Associate Professor	LCA, UM-Dearborn

239	Sueann Caulfield	Professor	History and the Residential College
240	Ivette Perfecto	Bunyan Bryant Collegiate Professor of Environmental Justice	SEAS
241	Elle O'Brien	Lecturer and researcher	School of Information
242	Glenn Wilcox	Associate Professor	Architecture
243	Claire Myers	Assistant Librarian	Kresge Library Services
244	Natasha Abner	Associate Professor	Linguistics
245	Jessie DeGrado	Assistant Professor	Middle East Studies
246	Dianne May	Lecturer II	Department of Health and Human Services Dearborn
247	Kate Jenckes	Professor	Romance Languages and Literatures
248	Dr. Maya Barak	Associate Professor of Criminology & Criminal Justice	CWP, CASL, UM-Dearborn
250	Phil Christman	Lecturer II	English Department Writing Program
251	Mo Torres	Assistant Professor	Sociology and Public Policy
252	Retika Adhikari	Assistant Professor	Department of American Culture

253	Lydia Kelow-Bennett	Assistant Professor	Afroamerican and African Studies
254	Lauren Clarkson	Director of Academic Success	RSB
255	Juan Cole	Richard P. Mitchell Collegiate Professor	History
256	Megan Holmes	Professor	History of Art
257	Marco Mangano	Postdoctoral Research Fellow	Aerospace Engineering
258	Emilee Cardin	Lec I	Comprehensive Studies Program
259	Abigail Jacobs	Assistant Professor	School of Information & Complex Systems
260	Yasmin Moll	Assistant Professor	Anthropology
261	Melissa Duhaime	Associate Professor	Ecology and Evolutionary Biology
262	Donna Kaplowitz	Lecturer	UGED
263	Sofia Saleem	Lecturer II	Computer Science and Engineering
264	Leigh Stuckey	Lecturer II	Anthropology
265	Thomas Duda	Professor	Ecology and Evolutionary Biology

266	Andrew Shryock	Arthur F. Thurnau Professor	Anthropology
267	Jennifer Friess	Associate Curator	U-M Museum of ART
268	George Hoffmann	Professor	Romance & Honors
269	Ines Ibanez	Professor	SEAS
270	Patrick Beauchesne	Associate Professor	Behavioral Sciences, UM Dearborn
271	Rachel Niederer	Assistant Professor	Biological Chemistry
272	Webb Keane	George Herbert Mead Distinguished University Professor	Anthropology
273	Pamela Pennock	Professor of History	UM-Dearborn
274	Susan Najita	Associate Professor	English & American Culture
275	Jonathan Holland	Lecturer	English Department
276	Michael Moore	Professor	SEAS
277	Lauren Wester- Murphy	Lecturer II	RLL
278	Andrew S. Kohler	Lecturer and Staff	Musicology, STMD
279	Tiffany Ng	Associate Professor	School of Music, Theatre & Dance
280	Doug Merchant	Lecturer	Linguistics

281	Mohammad Alhawary	Professor	Middle East Studies
282	Ben Green	Assistant Professor	School of Information
283	Ariel Kaplowitz Hahn	Lecturer	English
284	Laura Clapper	Lecturer	Sweetland
285	Ange Zaytsev	Sr Associate Librarian	University Librarian/HathiTrust
286	Kelsey McLendon	Lecturer III	Technical Communication / Engineering
287	Thomn Bell	Lecturer	Michigan Ross
288	David A. Wallace	Clinical Associate Professor	School of Information
289	Andrew “AndyT” Thompson	Lecturer II	Stamps School of Art & Design
290	Thomas E. Weisskopf	Professor Emeritus	Economics
291	Pauline Homsy Vinson	Lecturer	English
292	Stephanie Sheffield	Teaching Professor and Lecturer IV	Program in Technical Communication
293	Rashmi Luthra	Professor	University of Michigan-Dearborn, LCA
294	Melanie Schulze Tanielian	Associate Professor	History and International and Comparative Studies
295	Eliana Moya-Raggio	Lecturer Emerita	Residential College

296	alvin hill	Adjunct Lecturer	SMTD, PAT
297	Sara	Adjunct Lecturer & Software Developer	College of Engineering: Center for Entrepreneurship, ArtsEngine. Duderstadt Center Media Commons
298	Jamie Vander Broek	Librarian for Art & Design	University Library
299	Graham Dethmers	Associate Librarian	University Library
300	Katri Ervamaa	Lecturer	Residential College
301	Lara Finkbeiner	Lecturer	PICS
302	Emily Rauscher	Associate Professor	Astronomy
303	Fawwaz Ulaby	Professor Emeritus	EECS
304	Anne Pitcher	Joel Samoff Collegiate Professor of Political Science and Afroamerican and African Studies	Political Science/DAAS
305	Walter Cohen	Professor	English
306	Keiko Yokota-Carter	Japanese Studies Librarian	U-M Library
307	Patricia Garcia	Assistant Professor	School of Information
308	Amy E. Hughes	Professor	Theatre & Drama/American Culture

309	Parijat Chakrabarti	Postdoctoral Fellow	SEAS / Ross
310	Jaimien Delp	Lecturer	English
311	Katie Baughman	Clinical Assistant Professor	Pediatrics
312	Katharine F. Barald Ph.D.	Professor emerita (Active) of Cell and Developmental Biology, Medical School and Biomedical Engineering, College of Engineering	Cell and Developmental Biology/Biomedical Engineering
313	Roy Clarke	Professor	Physics
314	Melissa Chalmers	Lecturer IV	School of Information
315	Katie Snyder	Lecturer	Technical Communication, College of Engineering
316	Melissa Phruksachart	Assistant Professor	Film, Television, and Media
317	Antonio C. Cuyler	Professor	Entrepreneurship & Leadership
318	Jason Fitzgerald	Assistant Professor	English Language & Literature
319	Doo Jae Park	Lecturer	American Culture and Sport Management
320	Matt Carruthers	Librarian	Library
321	Becky Peterson	Associate Professor	Electrical Engineering and Computer Science

322	Marjorie Levinson	FL Huetwell Professor	English
323	Shea Streeter	Assistant Professor	Political Science
324	Stephanie Hicks	Lecturer IV	Program on Intergroup Relations
325	David Blaauw	Professor	Electrical Engineering and Computer Science
326	Aaron Perzanowski	Thomas W. Lacchia Professor of Law	Law
327	Su'ad Abdul Khabeer	Associate Professor	American Culture
328	Rania Fetouh	Adjunct Clinical Professor	School of Dentistry
329	Sanjukta Paul	Professor	Law School
330	Allison Alexy	Associate Professor	Women's and Gender Studies
331	Michael Wiley	Professor Emeritus	SEAS
332	Tim Streasick	Electronic Resources Librarian	Mardigian Library, University of Michigan - Dearborn
333	Stephen Rush	Professor of Music	Performing Arts and Technology
334	Ken Varnum	Librarian	University Library
335	Peter Railton	Distinguished University Professor	Philosophy
336	Catherine Morse	Librarian	UM Library

337	Umayyah Cable	Assistant Professor	American Culture and Film, Television, & Media
338	Scott Dennis	Librarian for Philosophy, General Reference, and Core Electronic Resources	University Library
339	Justine Wu	Assistant Professor	Family Medicine
340	Alyssa Paredes	Assistant Professor	Anthropology
341	Alexis Riley	Postdoc/Asst. Prof.	Theatre and Drama
342	Peter Brauer	Lecturer I	Penny Stamps School of Art and Design
343	Amal Othman	Assistant Professor	Family Medicine
344	Mustafa Naseem	Clinical Assistant Professor	School of Information
345	Maggie Levenstein	Professor/Research Professor	Institute for Social Research & School of Information
346	Julie Ribaud	Clinical Professor	Social Work
347	Andrew Murphy	Professor	Political Science
348	Matthew Collette	Professor	Naval Architecture and Marine Engineering
349	Janie paul	Emerita professor	Stamps
350	Nitesh Singh	Lecturer III	School of Social Work

351	Luis Zaman	Assistant Professor	Ecology and Evolutionary Biology
352	Zaynab K. Boussi	Faculty	School of Social Work
353	Sara Crider	Lecturer	Program on Intergroup Relations
354	Darcy L. Brandel	Lecturer	Residential College
355	Gina Ambrogio	Lecturer I	School of Social Work
356	Matthew Noble-Olson	Lecturer II	Film, Television, and Media and DSI
357	April Baker-Bell	Associate Professor	Educational Studies
358	Andy White	Professor of Practice	SEAS
359	Jackie	Lecturer III	School of Information
360	David Ahmad Haidar	Clinical Assistant Professor	Emergency Medicine
361	John Carson	Associate Professor	History
362	Charles Thomas	Associate Professor Emeritus of Sociology	Sociology, UM-Flint
363	MRINALINI SINHA	Professor	History
364	Hakem Al-Rustom	Assistant Professor	History and Anthropology
365	Alexander McConnell	Postdoctoral Fellow	History

366	Kerstin Barndt	Associate Professor	Germanic Languages and Literature
367	Rogério M. Pinto	Professor	Social Work
368	Theresa Braunschneider	Lecturer III	Residential College
369	Osvaldo Rivera	Lecturer 2	orivera@umich.edu
370	Kelly Bakulski	Associate Professor	Epidemiology, School of Public Health
371	D. André Green II	Assistant Professor	Ecology and Evolutionary Biology
372	Marie O'Neill	Professor	School of Public Health
373	Naki Sung Kripfgans	Lecturer	Residential College
374	Joy Rohde	Associate Professor	Ford School of Public Policy
375	Allen Samuels	Emeritus professor and Dean	The Stamps School of Art and Design
376	Maren Oberman	Clinical Assistant Professor	School of Education
377	Grace Helms Kotre	LEO Lecturer I	School of Social Work
378	Mireille Roddier	Associate Professor	Architecture
379	Lance Stuchell	Librarian	University Library
380	Jonathan R. Brennan	Associate Professor	Linguistics

381	Scott Witmer	Librarian	University Library
382	Peter Cerda	Associate Librarian	University Library
383	Jennifer Gordon	Lecturer II	Romance Languages and Literatures
384	Perrin Selcer	Associate Professor	History
385	Antonio Fernandez Rodriguez	Lecturer II	Romance Languages and Literatures
386	Jessi Grieser	Associate Professor	Department of Linguistics
387	Shelley Manis	Lecturer IV	Sweetland Center for Writing
388	Roi Livne	Associate Professor and Associate Chair	Sociology
389	Ashley Wiseman	Adjunct Lecturer	LSA Undergraduate Education – Global Scholars Program
390	Camille Jones	LEO Lecturer I	School of Social Work
391	Helen Weingarten	Assoc. Professor Emerita	School of Social Work
392	Samuel Stolper	Assistant Professor	SEAS
393	Janum Sethi	Associate Professor	Philosophy
394	Maureen Okasinski	LEO Lecturer II	Social Work
395	Juan D. Delgado	Postdoctoral Fellow	Sociology
396	Marieka Kaye	Librarian	University Library

397	Juli McLoone	Senior Associate Librarian	Special Collections Research Center
398	Alexis Handal	Associate Professor	School of Public Health
399	Benjamin Peters	Adjunct Lecturer	Global Scholars Program
400	Kristina Fullerton Rico	Predoctoral Fellow	Ford School of Public Policy
401	Jayne Ptolemy	Associate Curator	William L. Clements Library
402	M. Candace Christensen (they/them)	Associate Professor	Social Work
403	Karen M. Staller	Professor	Social Work
404	Attia Qureshi	Lecturer IV	Ford School of Public Policy
405	Sascha Crasnow	Lecturer	Residential College
406	Anne Ruggles Gere	Professor	English/School of Education
407	Amny Shuraydi	Assistant Professor	Criminology and Criminal Justice
408	Susan Crowell	Professor of Art	Residential College and Stamps School of Art and Design
409	Carol Jacobsen	Professor	Stamps, Women & Gender Studies, Law
410	Gillian Cahill White	Associate Professor	English Language & Literature
411	Sarah Woloschuk	Assistant Librarian	Law School

412	RONALD GRIGOR SUNY	WILLIAM H. SEWELL JR. DISTINGUISHED UNIVERSITY PROFESSOR OF HISTORY AND POLITICAL SCIENCE	HISTORY
413	Sierra Voigt	Lecturer	LSA
414	Natalie Hagopian	Assistant Librarian	Mardigian Library
415	Jefferson Yarce	Lecturer	Earth and Environmental Sciences
416	Ehsan Afshari	Professor	Electrical Engineering and Computer Science
417	Amir Mortazawi	Professor	Electrical Engineering and Computer Science
418	Ellen Mueller	Director, Technical Services	University Library
419	Jesse Johnston	Clinical Assistant Professor	School of Information
420	Juli Highfill	Professor Emerita	Romance Languages and Literatures
421	Roland Zullo	Research Scientist	Social Work
422	Emmanuelle Marquis	Professor	Materials Science and Engineering
423	Adib Nashashibi	Associate Research Scientist	Electrical Engineering and Computer Science

424	Mike Hawkins	Lecturer	Center for Southeast Asian Studies
425	Howard Stein	Professor	DAAS and Epidemiology
426	Deb Watkins	Associate Professor	Environmental Health Sciences
427	Tiffany Ball	Lec I	WGS
428	Markus Nornes	Professor of Asian Cinema	FTVM/ALC
429	Rachel Morgan	Research Fellow and Adjunct Lecturer	Environmental Health Sciences
430	Kathleen Darcy	Assistant Professor	Criminology and Criminal Justice
431	William Stroebel	Assistant Professor	Classical Studies and Comparative Literature
432	Margot Finn	Lecturer II	Applied Liberal Arts
433	Katherine Hendy	Lecturer	Health Behavior and Health Education, School of Public Health
434	Elizabeth Wingrove	Professor	Political Science and WGS
435	Sara Sadat-Hossieny	Assistant Professor	Pediatrics
436	Clare Croft	Associate Professor	American Culture
437	Hafsa Aleem	Research Assistant	Environmental Health Services

438	Reginald Jackson	Professor	Asian Languages and Cultures
439	Yousif Hassan	Assistant Professor	Ford School of Public Policy
440	Margaret Takako Hicken	Research Associate Professor	Institute for Social Research
441	Osman Khan	Professor	Stamps School of Art & Design
442	Justin Hodge	Clinical Associate Professor	Social Work
443	Don Winsor	Adjunct Professor	Electrical Engineering and Computer Science
444	Molly Spencer	Writing Instructor	Ford School
445	Daniel Andrew Birchok	Associate Professor of Anthropology	Department of Behavioral Sciences, UM-Flint
446	Sally Oey	Arthur F. Thurnau Professor	Astronomy
447	Kelly Hoffer	Helen Zell Visiting Professor in Poetry	English, Helen Zell Writers' Program
448	Davon Norris	LSA Collegiate Fellow/Assistant Professor	Organizational Studies
449	Wendy de los Reyes	Postdoctoral Research Fellow	Psychology
450	Aprille McKay	Archivist	Bentley Historical Library

451	Neil Beri	Assistant in Research	Nuclear Engineering and Radiological Sciences, LSA Physics
452	Amro Stino	Associate Professor	Michigan Medicine
453	Ian Robinson	Lecturer IV	Residential College and Sociology
454	Stuart Batterman	Professor	School of Public Health
455	Cameron Cross	Assistant Professor of Iranian Studies	Middle East Studies
456	Jennifer Blesh	Associate Professor	SEAS
457	Martha Vicinus	Distinguished University Professor Emerita	Departments of English and Women's Studies
458	Alicia Ventresca-Miller	Assistant Professor	Anthropology
459	Tung-Hui Hu	Associate Professor	English
460	John F. Buckley	Lecturer II	English Language & Literature
461	Lauren Gwin	Lecturer	English
462	Eric Wojahn	Lecturer I	Performing Arts and Technology
463	Clement Hawes	Professor	English and History
464	Ann Heffernan	Assistant Professor	Political Science
465	Rachel Woodbrook	Senior Associate Librarian	U-M Library

467	Aaron Coleman	Assistant Professor	English and Comparative Literature
468	Eleni Gourgou	Associate Research Scientist	Mechanical Engineering
469	Jennifer Randall	Professor	Educational Studies
470	Alaina Jackson	Clinical Assistant Professor	School of Education
471	Henry Clayton Wickham	Intermittent Lecturer	Comprehensive Studies Program
471	James Jacobs	Adjunct Lecturer	School of Education
472	K. E. Allen	Lecturer II	Comprehensive Studies Program