

Miami University Colleagues & Administrators,

348 people have signed a petition on Action Network telling you to Shared Governance & Shared Sacrifice During the Coronavirus Crisis .

Here is the petition they signed:

Miami Colleagues and Administrators:

The COVID-19 crisis is real and will have far-reaching consequences for all aspects of society, including academia. Faculty at Miami and across the country have stepped up and made sacrifices to meet our students' needs and we will continue to do what is necessary to adapt to this evolving situation.

But amid the uncertainties generated by this crisis, the need for real shared governance, unfettered academic freedom, and economic security for faculty remains unchanged. Our commitment to our students and Miami's educational mission leads us to insist on the following four points:

1. Faculty must participate in decisions about our curriculum, how it is delivered, and who teaches it—even during this crisis. Shared governance is more important than ever. It's the faculty's responsibility* to devise and deliver the best possible curriculum under changing circumstances. Senate recently confirmed that faculty play an essential role in decisions about faculty composition. A university cannot make educational changes without consulting those that deliver the education.

2. Every effort must be made to retain our VAP colleagues and to increase their economic security. We note that Ohio University has paused,** rather than accelerated, personnel cuts during the pandemic. We should also commit to supporting the well-being of any of our colleagues who are not renewed. Any non-renewals must be timed to allow our colleagues plenty of time to apply for unemployment and state and federal emergency benefits. Assistance should be offered to colleagues losing their Miami health insurance.

3. Faculty must participate in workload decisions. Workload changes affect our capacity to deliver our curriculum effectively.

- Changes to workload policy*** must not be made without faculty consultation and endorsement by Senate.
- Workload policy changes adopted for the crisis must include specific dates of expiration and acknowledgement that shared governance procedures will be followed if they are proposed for renewal or revision.
- Alterations in expectations that accompany workload policy adjustments should be clearly articulated. If tenure-line faculty teach more, that will necessarily cut into time for research and service. How will allowances be made for declines in research productivity? How will service responsibilities be adjusted?

4. Sacrifices must be shared. If faculty numbers are reduced and workloads increase, how will administration be streamlined? Will high-paid administrators take salary reductions? Will leadership look at endeavors peripheral to the academic mission (the \$27 million dollars that annually subsidize Intercollegiate Athletics, construction, pet projects...)? Shouldn't cuts be

made there before sacrificing student instruction, faculty research, and success?

*<http://www.miamiaaup.org/wp-content/uploads/2020/03/AAUP-shared-governance-handout.pdf>

**<https://www.dispatch.com/news/20200326/ohio-university-pauses-personnel-budget-cuts-amid-coronavirus-pandemic>

***<https://miamioh.edu/academic-affairs/admin-affairs/faculty-workload-norms/index.html>

You can view each petition signer and the comments they left you below.

Thank you,

Miami University AAUP Advocacy Chapter

1. An anonymous signer (*ZIP code:*)

2. Aaron Kashtan (*ZIP code:* 28262)

As a former Miami VAP, I am appalled.

3. Aaron Abbott (*ZIP code:* 44506)

4. Susan Achury (*ZIP code:* 45056)

5. Fauzia Ahmed (*ZIP code:* 45056)

6. Antonio Iannotta (*ZIP code:* 92103)

7. Elena Albarrán (*ZIP code:* 45056)

8. Juan Carlos Albarrán (*ZIP code:* 45056)

9. Alessandra Brivio (*ZIP code:* 29639-0657)

10. Alessia Velli (*ZIP code:* 00188)

11. Julie Alexander (*ZIP code:* 47374)

12. Allison Cayse (*ZIP code:* 45215)

13. Facundo Alonso (*ZIP code:* 45056)

14. María Auxiliadora Álvarez (ZIP code: 45056)

15. José Amador (ZIP code: 45003)

16. anna bertolotti (ZIP code: 10138)

ok

17. Andrea Righi (ZIP code: 45069)

18. Andres Porras Chaves (ZIP code: 27701)

19. ANDREA HERRERA (ZIP code: 61820)

20. Anne Farrell (ZIP code: 45056)

Shared governance is the cornerstone of our university, and faculty and staff in divisions/departments have the specific knowledge to make wise decisions about spending and morale. Why not use that knowledge rather than laying out across-the-board rulings? Faculty and staff are in this for the long term; this should also be true at the highest levels of the administration.

21. A. Naomi Paik (ZIP code: 60647)

22. Simona Antonacci (ZIP code: 45069)

As any public and private institution, Miami should have a plan to protect its employees at all costs, especially in a time of hardship like this. Cost cuts can be made to more mundane areas. People shouldn't lose their jobs for forecasted losses. Less professors would mean less diversity, fewer classes offered and an overall impoverishment of the Miami experience.

23. Ann Elizabeth Armstrong (ZIP code: 45056)

24. Brittany Aronson (ZIP code: 45206)

25. Vincent Artman (ZIP code: 45056)

26. Tammy Zimmer (ZIP code: 68502)

27. Ricardo Averbach (ZIP code: 45056)

28. Zeynep Aydogdu (ZIP code: 45056)

29. Ba_ak Çandar (ZIP code: 27103)

30. Katherine Batchelor (ZIP code: 45056)

31. Joseph Bates (ZIP code: 45056)

32. Gabriele Bechtel (*ZIP code: 45056*)

33. John Becker (*ZIP code: 45208*)

Amen!

34. Ron Becker (*ZIP code: 45220*)

Transparent and effective communication among all parties in times like this is essential.

35. Steve Beitzel (*ZIP code: 45067*)

Consider cutting intercollegiate athletics before teaching faculty. Which contribute more to our mission of undergraduate education?

36. Jamie Anzano (*ZIP code: 45056*)

37. David Berg (*ZIP code: 45056*)

Unlike the suggestions of the CLAAS dean, faculty scholarship and research cannot be "minimized" while course-releases for scholarship, advising, etc. are removed and teaching loads increased. It doesn't work that way.

38. William Berg (*ZIP code: 45056*)

39. Betsy Woolever (*ZIP code: 49784*)

Save our Universities.

40. James Bielo (*ZIP code: 45223*)

41. Benjamin Peters (*ZIP code: 74315*)

A university must, by law and ethos, share its governance with its faculty and students. To not do so means that the consequences of decisions made in a crisis may be worse than the crisis itself.

42. Jennifer Blue (*ZIP code: 45056*)

43. Bernice Olivas (*ZIP code: 84401*)

44. Annette Bollmann (*ZIP code: 45246*)

45. Michelle Boone (*ZIP code: 45056*)

46. India Brandon (*ZIP code: 45239*)

47. Kristy Brann (*ZIP code: 45056*)

48. Jana Braziel (*ZIP code: 45206*)

Dear President Crawford and Provost Osborne:

In this critical moment of global pandemic, we are all--tenured, tenure-track, lecturers, visiting assistant professors, and staff, as well as students--here to support one another and to support the university. Miami University should, likewise, support all of us by ensuring that no faculty--tenured, untenured, contingent, or visiting--and that no staff member loses his or her employment, their livelihood, their salary, and the medical/health care benefits attached to their university employment. Now is NOT the time to balance the fiscal budget by not reappointing visiting assistant professors, nor is it the time to fire staff. It is not the time. To do so is cruel: it is NOT about love or honor. (Also, the hiring of new Deans while the University is under a hiring freeze and a spending freeze, and while visiting assistant professors are extremely worried about their reappointments, is concerning to those who are feeling most vulnerable about job security.)

Sincerely signed,

Jana Evans Braziel

49. Brian Bunton (*ZIP code: 29526*)

50. Brian Hosmer (*ZIP code: 74114*)

Don't use a crisis to attack your faculty. If you can't make ends meet without hurting the people who teach and research, consider turning over management to faculty, in the form of a worker cooperative

51. James Bromley (*ZIP code: 60625*)

52. Elizabeth Bromley (*ZIP code: 19335*)

Your method is the message! Choose to support all of your educators and students - not just some of them

53. Kelly Brunarski (*ZIP code: 45140*)

54. Nathaniel Bryan (*ZIP code: 45215*)

55. Charles Parrish (*ZIP code: 48334*)

56. Ramana Callan (*ZIP code: 45056*)

57. Michael Carrafiello (*ZIP code: 45011*)

As we are being constantly — and rightly — reminded, we must work and devise solutions TOGETHER.

58. Carrie Rentschler (*ZIP code: H3A0G5*)

59. Jeff Carr (*ZIP code: 47591*)

60. Martha Castaneda (*ZIP code: 45056*)

61. Clarissa Clo (*ZIP code: 92182*)

62. Patrizio Ceccagnoli (*ZIP code: 66044*)

63. Justin Chandler (*ZIP code: 45056*)

Miami University is only possible because of its faculty, many of whom are VAPs and adjuncts. Administration and athletics should share the sacrifice of these cuts.

64. Hannah Chapman (*ZIP code: 45056*)

65. cris cheek (*ZIP code: 45223*)

66. Chia-Lun Chung (*ZIP code: 22043-1306*)

67. Chris Picicci (*ZIP code: 81003*)

Thank you considering contracts for all faculty during this difficult time. Faculty will always be the heart and soul of the university.

68. Joomi Chung (*ZIP code: 45056*)

69. Ryan Clark (*ZIP code: 45056*)

70. Jack Webster (*ZIP code: 25064*)

71. Cody Jackson (*ZIP code: 76132*)

72. Rachel Radina (*ZIP code: 45220*)

73. Michael Conger (*ZIP code: 45056*)

74. Matthew Crain (*ZIP code: 45215*)

75. Clare Rolens (*ZIP code: 92115*)

76. Dan DiPiero (*ZIP code: 45223*)

77. Danielle Macdonald (*ZIP code: 74104*)

78. Darrel Davis (*ZIP code: 45056*)

79. H. Louise Davis (*ZIP code: 43202*)

80. Danielle Carlotti-Smith (*ZIP code: 74104*)

81. **Deborah Fratz** (*ZIP code: 53211*)
82. **Marisol del Teso Craviotto** (*ZIP code: 45056*)
83. **David Novak** (*ZIP code: 93101*)
84. **Francesco Alghiri** (*ZIP code: 80021*)
85. **Linh Dich** (*ZIP code: 47330*)
86. **David Chandler Chandler** (*ZIP code: 74112*)
87. **Eric Jenkins** (*ZIP code: 45239*)
88. **David Nalbone** (*ZIP code: 46383*)
Outside supporter.
89. **Jose Dominguez Burdalo** (*ZIP code: 45056*)
90. **Stephen Dudas** (*ZIP code: 45056*)
91. **John-Charles Duffy** (*ZIP code: 45056*)
92. **Stefanie Dunning** (*ZIP code: 45056*)
93. **Basak Durgun** (*ZIP code: 45206*)
Faculty and students can't be the only ones sacrificing in this moment of crisis.
94. **Earleen Barrilleaux** (*ZIP code: 70005*)
95. **Kay Edwards** (*ZIP code: 45013*)
96. **Todd Edwards** (*ZIP code: 45056*)
97. **Emily Fahert** (*ZIP code: 43123*)
98. **Enrico Cesaretti** (*ZIP code: 22902*)
99. **Silvia Giorgini-Althoen** (*ZIP code: 48103*)
100. **Erin Brock Carlson** (*ZIP code: 26501*)

101. Elena Past (*ZIP code: 48067*)

Wayne State University, Detroit

102. Lisa Ellram (*ZIP code: 45056*)

103. Liz Simmons (*ZIP code: 45209*)

104. Ellen Welch (*ZIP code: 27701*)

105. Sina Esteky (*ZIP code: 45056*)

106. Bruno Estigarribia (*ZIP code: 27599*)

107. Theresa Evans (*ZIP code: 45458*)

108. Tracy Featherstone (*ZIP code: 45011*)

109. D.J. Ferguson (*ZIP code: 45014*)

110. Melany Fisk (*ZIP code: 45056*)

111. Thomas Flanigan (*ZIP code: 45013*)

112. richelle frabotta (*ZIP code: 45414*)

113. Nishani Frazier (*ZIP code: 45056*)

114. Mila Ganeva (*ZIP code: 45056*)

115. KATHLEEN GERMAN (*ZIP code: 45320*)

116. Daniel Gladish (*ZIP code: 45013*)

These are important concerns, especially #1 and 3.

117. Giant Lombardi (*ZIP code: 11201*)

118. Brian Glover (*ZIP code: 27858*)

119. SONNY MARCYAN (*ZIP code: 45056*)

We are all in this together.

120. María J González (*ZIP code: 45056*)

121. David Gorchov (*ZIP code: 45056*)

122. Matthew Gordon (*ZIP code: 45419*)

Thank you for taking this vital initiative!

123. Shinjini Goswami (*ZIP code: 45056*)

I am currently a full-time VAP faculty living and working here at Miami University on a work permit visa H1-B. I am seriously worried that the university will not reappoint people like me because of the financial situation. But, I am a VAP who is living on a visa- If I cannot find another job in the next two months- I will lose my legal status and would have to leave the country immediately. Please allow faculties who are in positions like me some other alternative ways to keep their livelihood together- Thank you, Shinjini Goswami

124. Michael Gowins (*ZIP code: 45044*)

Thank you

125. Catherine Grimm (*ZIP code: 45056*)

126. Daniel Hall (*ZIP code: 45013*)

127. Kazue Harada (*ZIP code: 45069*)

128. YVETTE HARRIS (*ZIP code: 45056-9107*)

129. Eric Harvey (*ZIP code: 49506*)

130. Spencer Hawkins (*ZIP code: 45013*)

131. Andrew Hebard (*ZIP code: 45208*)

132. Kerry Hegarty (*ZIP code: 45215*)

133. Helen Davis (*ZIP code: 18707*)

134. Daisy Hernandez (*ZIP code: 45224*)

135. Hilary Green (*ZIP code: 35209*)

136. Diane Huffman (*ZIP code: 45056*)

137. Daniela Inclezan (*ZIP code: 45056*)

138. Eleonora Costa (*ZIP code: 00135*)

139. Jane Goodman (ZIP code: 47404)

140. JaVon Townsend (ZIP code: 20686)

141. Joan Hawkins (ZIP code: 47401)

this is very important

142. Jose de la Garza Valenzuela (ZIP code: 33555)

143. Jeffrey Drouin (ZIP code: 74104)

144. Collin Jennings (ZIP code: 45202)

145. Erik Jensen (ZIP code: 45220)

146. Yasmin Jessa (ZIP code: 45056)

147. Jessica Warner (ZIP code: 45240)

148. Martin Johnson (ZIP code: 45013)

149. Brian Johnston (ZIP code: 45503)

150. Marina Della Putta Johnston (ZIP code: 19103)

151. Jonathan Sterne (ZIP code: H3A0G5)

152. Jennifer Stoeber (ZIP code: 14850)

153. Jeremy Stoll (ZIP code: 43215)

154. Jennifer Ward (ZIP code: 46804)

The academic experience of students and continued research to fulfill the University's role in advancing Science and Humanity must always be first priority at MU. Hits to reputation have occurred when the focus drifts toward anything other, like athletics facilities over instruction, or counter, like increases to class sizes, resistance to tenured positions, and over reliance on full pay foreign students. The rainy day fund should be used to maintain the Institution as a place of educational integrity for students, first and foremost. It should be used to maintain The highest quality instruction and to find ways to go above and beyond for this class (these classes) of students who are being cheated of so much that is the social benefit of the college experience.

An idea: Involve students in sharing their opinions about the online instruction experience so that improvements can be implemented right now. Some students might be great at teaching instructors how to best use technology tools to engage them. Scholarships or jobs could be awarded to students who can advance these efforts in meaningful and cutting edge ways starting tomorrow. MU could be a

leader who is pushing forward The academic agenda while growing leaders and problem solvers.

Thank you.

155. Karra McDonnell (*ZIP code: 19139*)

156. Katelyn Smith (*ZIP code: 27510*)

157. Kate Morris (*ZIP code: 05401*)

158. Kyle Barnett (*ZIP code: 40205*)

159. Scott Kenworthy (*ZIP code: 45056*)

160. Kevin Reuning (*ZIP code: 45373*)

161. Katherine Kickel (*ZIP code: 45013*)

162. Youn Ki (*ZIP code: 45056*)

163. Kirsten Mendoza (*ZIP code: 45431*)

164. Oliver Knabe (*ZIP code: 45431*)

165. Chris Henderson (*ZIP code: 45040*)

166. Jill Korach (*ZIP code: 45213*)

It's critical we take time and consideration and value all our faculty and staff to burden this storm in these unprecedented times.

167. Kirk Robinson (*ZIP code: 02908*)

168. Hannah Kuhn (*ZIP code: 45014*)

169. Theresa Kulbaga (*ZIP code: 45224*)

170. Jeff Kuznekoff (*ZIP code: 45042*)

171. Kathryn LaFever (*ZIP code: 45013*)

172. shashi lalvani (*ZIP code: 45069*)

173. Nona Landis (*ZIP code: 45211*)

174. **Lars Engle** (*ZIP code: 74120*)
175. **Paul Larson** (*ZIP code: 45056*)
176. **Laura Neack** (*ZIP code: 41071*)
177. **Michelle Lawrence** (*ZIP code: 45042*)
178. **Loredana Di Martino** (*ZIP code: 92104*)
179. **Mike Lee** (*ZIP code: 22801*)
180. **Hongmei Li** (*ZIP code: 45040*)
181. **Lloyd Cameron** (*ZIP code: 45044*)
182. **Tim Anderson** (*ZIP code: 23503*)
183. **Valentina Graziuso** (*ZIP code: 27517*)
184. **Lucy Zimmerman** (*ZIP code: 43206*)
185. **Eric Luczaj** (*ZIP code: 45247*)
186. **Margaret Luongo** (*ZIP code: 45013*)
187. **Deborah Lyons** (*ZIP code: 45056*)
188. **Deborah Lyons** (*ZIP code: 45056*)
189. **Maria Williamson** (*ZIP code: 91942*)
190. **Joshua Magee** (*ZIP code: 45056*)
191. **maggie brown** (*ZIP code: 92075*)
Cut admin costs, not faculty positions!
192. **Joel Malin** (*ZIP code: 45056*)
193. **Constance Malone** (*ZIP code: 45056*)
194. **K. Mann** (*ZIP code: 53211*)

195. Nicoletta Marini-Maio (ZIP code: 19072)

196. Caitlin Martin (ZIP code: 45056)

197. Mary Henry (ZIP code: 45056)

198. Matthew Hindman (ZIP code: 74104)

199. Sante Matteo (ZIP code: 45056)

Especially in this time of crisis, when education has to be trimmed to its essentials, it is important to realize that the most essential element of the process of education is the relationship between a student and a professor. Everything else is marginal and in support of the learning process that depends on that interaction. A university should always give priority to its academic mission and therefore to retaining, supporting, and enabling its faculty.

200. Kevin Matteson (ZIP code: 45387)

Agree that we should be considering a variety of approaches, not just increased teaching load and VAP reduction, which seems to be the current focus.

201. Lauren Matus (ZIP code: 45042)

202. Denise McCoskey (ZIP code: 45206)

We need thoughtful and humane leadership in this time of crisis!

203. Heidi McKee (ZIP code: 45056)

204. Mark McKinney (ZIP code: 45056)

205. Christe McKittrick (ZIP code: 45056)

Can Boldy Creative funding be delayed for a year until the health of the university is more secure?

206. Claudia (ZIP code: 07820)

207. Lisa McLaughlin (ZIP code: 45056)

208. Lisa Ortman (ZIP code: 43076)

As a VAP, the end of my 5 year limit couldn't come at a worse time. Five years of loyal effort, teaching over 300 students each spring and fall, consistently taking on additional classes and students, designing and conducting online courses each winter and summer term with a low wage with no job security, and my Miami support ends as the COVID 19 crisis is expected to peak.

209. Michael Evans (ZIP code: 45215)

210. Mack Hagood (ZIP code: 45223)

211. Miami University AAUP Advocacy Chapter (*ZIP code: 45056*)

212. Elaine Miller (*ZIP code: 45223*)

213. Norman Miller (*ZIP code: 45050*)

214. Matthew Jones (*ZIP code: 77019*)

I was a VAP at Miami for three years. The university is a corporate monster that exploits contingent labor and disincentivizes tenure and tenure track fac from helping rid the university of this problem. As long as admin salaries are high, as long as Farmer folks are donating money, everyone else at MU is seen as support staff. The university should be ashamed.

215. Monica Seger (*ZIP code: 23223*)

216. Timothy Model (*ZIP code: 45056*)

217. Elizabeth Scott (*ZIP code: 70437*)

I worked at a Loyola University in New Orleans, which was closed for a semester after Katrina. They dealt with it better than this. Give them a call.

218. Mostafa Modir Roust (*ZIP code: 45056*)

219. Manar Mohamed (*ZIP code: 45050*)

220. Keely Mohon-Doyle (*ZIP code: 27610*)

Protect your faculty. You're not a school without them.

221. Richard Moore (*ZIP code: 45056*)

222. Nickol Mora (*ZIP code: 45213*)

223. Morena Vannini (*ZIP code: 42049*)

224. Rachael Morgan-Kiss (*ZIP code: 45056*)

225. Matthew Hodler (*ZIP code: 02886*)

As a Miami alum and a former VAP at Miami, I am very disappointed with this decision by the administration - especially by making during the beginning of a global pandemic where people are already stressed and uncertain. This is definitely not practicing the Love & Honor code that we ask of and expect from our students.

226. Martin Vega (*ZIP code: 91711*)

227. Lynne Myers (*ZIP code: 45056*)

228. Noelle Griffis (*ZIP code: 11216*)

229. Stephen Norris (*ZIP code: 45014*)

230. Nazan Bautista (*ZIP code: 45069*)

As a faculty member who was involved in the strategic planning for the research and innovation, it's disheartening to be in a position where I would be losing already limited time for my research. The new provost has been signaling increased course load ever since he came to the campus. It is absurd to see that the university is using pandemic to pursue their hidden agenda.

231. Matthew Nunes (*ZIP code: 45042*)

232. Thomas Oates (*ZIP code: 52240*)

233. David Landis (*ZIP code: 19975*)

Every educator is the best educator just by nature of what they choose to do on a daily basis. There shouldn't be any tenuous positions in the academic world because there aren't enough gifted individuals....,

234. Roxanne Ornelas (*ZIP code: 45056*)

235. Zafer Ozdemir (*ZIP code: 45056*)

I am worried about our VAP lines. There are many good ones among them that we should keep.

236. Jason Palmeri (*ZIP code: 45223*)

237. John-Patrick Paraskevas (*ZIP code: 45056*)

238. GPat Patterson (*ZIP code: 45056*)

239. Parker Brookie (*ZIP code: 41001*)

240. Perry Rice (*ZIP code: 45385*)

The athletics should be at Div. III level. Deans and assistant deans should teach.

241. Kaara Peterson (*ZIP code: 45056*)

242. Trey Petrella (*ZIP code: 44023*)

The Italian teachers have made my experience here at Miami and treat me like family! Please do not remove them!

243. Robert Pieper (*ZIP code: 45223*)

244. Karen Plucinski (*ZIP code: 45208*)

245. Paul Connors (*ZIP code: 10520*)

246. James Porter (*ZIP code: 45056*)

247. Daniel Prior (*ZIP code: 45215*)

248. PASQUALE VERDICCHIO (*ZIP code: 92104*)

As a faculty member at a major university, I recognize fundamental role of those faculty who do not hold permanent positions. They carry a large part of the burden of their institutions. They are dedicated, often go beyond what they are required to do, and are too often the first to be discarded when times get tough. I fully support the present petition, and hope that Miami Univ. consider its contents with more attention and compassion, especially at a difficult time such as we are now facing.

249. Jennifer Quinn (*ZIP code: 45013*)

250. Yuridia Ramirez (*ZIP code: 45223*)

251. Justin Rawlins (*ZIP code: 74104*)

Shared governance is the bedrock of higher education and the Miami administration MUST respect that in word and deed.

252. Lindsay Regele (*ZIP code: 45013*)

253. Ayako Reiff (*ZIP code: 45056*)

254. Dana Renga (*ZIP code: 43201*)

255. Ganiva Reyes (*ZIP code: 45056*)

256. David Rice (*ZIP code: 45056-1167*)

257. Hugo Rios (*ZIP code: 45202*)

258. Richard Vernon (*ZIP code: 27516*)

259. Robin James Miami Class of 2000 (*ZIP code: 06095*)

Why would I donate money to Miami as an alum when it is irresponsibly managed in this way?

260. Rosie Bermudez (*ZIP code: 90034*)

261. Ross Wetzel (*ZIP code: 45244-2911*)

262. Racheal Rothrock (*ZIP code: 45056*)

263. Christina Roylance (*ZIP code: 45056*)

264. RENEE SMITH (*ZIP code: 29526*)

Support from faculty in SC.

265. jon rutter (*ZIP code: 47305*)

266. Ryan Skinnell (*ZIP code: 95112*)

This is so profoundly unethical. Administrators and boards are supposed to be good stewards of education, not ghouls capitalizing on a global pandemic by robbing teachers of their livelihoods. Shame.

267. Ann Rypstra (*ZIP code: 45056*)

268. Naaborle Sackeyfio (*ZIP code: 45056*)

269. Joe Sampson (*ZIP code: 45056*)

270. Sergio Sanabria (*ZIP code: 45056*)

271. Scott Sander (*ZIP code: 45056*)

272. Jose Sanjines (*ZIP code: 29579*)

273. Sara Kilpatrick (*ZIP code: 43215*)

274. Sarah Hawkins (*ZIP code: 45206*)

275. Scott Brown (*ZIP code: 45056*)

276. Paul Schaeffer (*ZIP code: 45223*)

277. Megan Schoettler (*ZIP code: 45056*)

278. Steve Schuchart (*ZIP code: 45152*)

279. Scott Hartley (*ZIP code: 45056*)

280. Damon Scott (*ZIP code: 45056*)

281. Pam Seibold (*ZIP code: 45044*)

282. Semiha Turgut (*ZIP code: 10026*)

283. Serenella Iovino (ZIP code: 27517)

Keeping the life of the mind going is THE priority, the only antidote to all viruses and calamities!

284. Luis Pradanos (ZIP code: 45056)

285. Marguerite Shaffer (ZIP code: 45056)

286. Shannon Lockwood (ZIP code: 21403)

287. Ling Shao (ZIP code: 45056)

288. Anne Shibata (ZIP code: 45011)

289. Aaron Shield (ZIP code: 45223)

290. David Sholle (ZIP code: 45056)

291. Mark Sidebottom (ZIP code: 45056)

292. Sarah Siff (ZIP code: 45056)

What a ham-fisted and cynical exploitation of a public health crisis by this administration.

293. Stephanie Jed (ZIP code: 92122)

294. Meg HANLEY (ZIP code: 11530)

295. Matthew Smith (ZIP code: 45215)

296. Nancy Solomon (ZIP code: 45056)

297. Leland Spencer (ZIP code: 45014)

298. Maria Stepanova (ZIP code: 45056)

299. Pepper Stetler (ZIP code: 45056)

300. Charlie Stevens (ZIP code: 45056)

301. Lynn Stevens (ZIP code: 45056)

302. Hank Stevens (ZIP code: 45056)

303. Alyssa Straight-Rollins (*ZIP code: 45069*)

304. Jonathan Strauss (*ZIP code: 45220*)

305. Benjamin Sutcliffe (*ZIP code: 45056-9743*)

306. Zeynep Yasar (*ZIP code: 47404*)

307. Ilaria Tabusso Marcyan (*ZIP code: 45056*)

Thank you MIAMI AAUP for supporting all the non-tenure track faculty.

308. Tani Sebro (*ZIP code: 95521*)

The proposed workload increases are a violation of contracts and and an embarrassment. Scholars around the country are taking note of which institutions come to the aid of faculty and which ones throw faculty under the bus during this crisis. Miami U will not be served well by these draconian measures.

309. Megan Kuykendoll (*ZIP code: 45056*)

310. John Tchernev (*ZIP code: 45013*)

311. Ted Striphas (*ZIP code: 80305*)

312. Teresa Fiore (*ZIP code: 10018*)

An equitable system that preserves everybody's jobs is, if anything, the most important outcome of this public health emergency which should be producing solidarity and empathy. More than ever we are realizing how connected our lives are if we want to ensure the well-being of the collectivity.

313. Robin Thomas (*ZIP code: 45056-9283*)

314. James Tobin (*ZIP code: 48103*)

315. Tony Cimasko (*ZIP code: 45056*)

316. Steven Tuck (*ZIP code: 45056*)

317. Tyne Lowe (*ZIP code: 60626*)

318. Donald Ucci (*ZIP code: 45056*)

319. Michael Vanni (*ZIP code: 45056*)

I think we should also mention the possible cut in graduate assistantships, which could greatly affect how we offer lab and discussion sections. In addition to hurting our graduate programs, this has implications for faculty workloads, if we're expected to cover lab sections previously handled by TAs.

320. Ruben Varona (*ZIP code: 45056*)

321. Erika Bertoli (*ZIP code: 00149*)

322. Peng Wang (*ZIP code: 45056*)

323. Xin Wang (*ZIP code: 45056*)

324. Leah Wasburn-Moses (*ZIP code: 45056*)

325. Audrey Wasser (*ZIP code: 45056*)

326. Craig Williamson (*ZIP code: 45056*)

This is a global emergency that influences Miami to its very core values and existence. Why not fully engage the talents of the outstanding faculty that we have to help confront the associated challenges? We need to be creative and all work together as a university. What is the meaning of Love and Honor if we are not working fully together, especially in times like these.

327. Liz Wilson (*ZIP code: 45239*)

328. Haosheng Yang (*ZIP code: 45056-9518*)

329. Amy Yousefi (*ZIP code: 45056*)

330. Zenia Kish (*ZIP code: 74104*)

331. John Zoeckler (*ZIP code: 45243*)

I especially resonate with this sentence: "Any non-renewals must be timed to allow our colleagues plenty of time to apply for unemployment and state and federal emergency benefits." It is decent and reasonable to be notified by the end of this school year if we are not going to be renewed for the following year.