

Friday, May 1, 2020

Dear President Esteban, Executive Vice President Bethke, Provost Ghanem, and other members of the DePaul University Leadership team,

The undersigned are DePaul University faculty from multiple schools and colleges who stand in solidarity with our term-faculty, adjunct faculty and staff colleagues whose positions are at risk. We urge the upper administration to consider collective strategies for saving as many jobs as possible and maintaining the strength of the DePaul community as we navigate our way through the COVID-19 crisis now, and make plans to move past it in the future.

We recognize that even before the COVID-19 crisis, the University was expecting a net-tuition revenue shortfall of \$14 million and was planning to make up to \$11 million expense cuts as per President Esteban's Town Hall meeting on Tuesday, February 18, 2020.¹

We also recognize that COVID-19 and the general state of the economy have made challenging choices even more difficult. With this in mind we are committed to working together as a community to ensure the continued viability of DePaul University, a place where difficult decisions are reached with input from faculty and staff. Progressive, proactive, and transparent leadership from upper administration could unleash a powerful wave of collective and individual goodwill that will strengthen our community and embody our shared Vincentian values.

We appreciate the recent decisions to alleviate pressures that many members of our DePaul community are facing, such as offering pass/fail options for students, enhancing Telehealth and Bright Horizons back up coverage, and extending the tenure clock for probationary faculty. We also appreciate knowing that members of the upper administration are considering a pay cut to alleviate some of the institution's financial stress. These decisions all contribute to the well-being of our community. However, with little to no transparency about how these decisions are made we are uncertain about the extent to which they will protect our vulnerable colleagues and peers if enrollments take a precipitous fall as some are predicting. Toward this end, we would appreciate more Town Hall sessions and allowing more faculty and staff to participate in the various planning committees and strategic task forces charged with making decisions that affect every member of our community.

We aspire to work together in order to maximize our strength and unity. We hope that **some** of the \$14,373,219.00 Federal Stimulus funds that the university is receiving will be used to buffer against job losses. We also urge university leadership to consider borrowing against the University endowment and other financial moves that would leverage our existing assets in order to avoid calamitous personnel cuts. Cutting even a handful of faculty positions will have ripple effects throughout programs, units, colleges, schools, and ultimately the University—and

¹ https://resources.depaul.edu/newslines/sections/campus-and-community/Pages/Leadership-town-hall-2020-recap.aspx?utm_campaign=Daily_02192020&utm_medium=email&utm_source=EOACLK

those effects will in turn affect students’ experiences and degree progress, our Liberal Studies Program, and the reputation of the university.

An old Armenian proverb tells us: “By the time the fat man is skinny, the skinny man is dead”. The image is vivid and the metaphor is clear: the opportunity to make sacrifices and act collectively is upon us. We already know about pay freezes for the coming year and based on our knowledge of situations at other institutions we recognize that some within our ranks may be forced to experience temporary furloughs or pay cuts. As this is happening, the most vulnerable among us may have to face unemployment and other deflating hardships at a time when prospects for new jobs are dwindling.

If we approach this as a we-are-all-in-this-together moment, and if we all work together – **top-down and bottom up** – with full transparency, we can be more proactive in thinking about who we are collectively. We must not lose sight of our identity as a unified community that looks out for the most vulnerable among us. Doing so would build goodwill, strengthen our sense of shared agency, model a team-first attitude for current and future students, and do our namesake proud.

Thank you.

Matthew Girson	Nancy Grossman	Francesca Royster
Scott Hibbard	John Berdell	Curt Hansman
Ginger Hoffman	Margaret Lanterman	Peg Birmingham
Lisbeth Swain	Zack Ostrowski	Kimberly Quinn
Sara L. Kimble	Scott Paeth	Pascale-Anne Brault
Mike Edwards	Mary Jeanne Larrabee	Michael Lewanski
Valerie Johnson	Phillip Stalley	Winifred Curran
Dick Farkas	John Shanahan	Shailja Sharma
Laila Farah	Molly W. Andolina	Laura J. Owen
Beth S. Catlett	Sanjukta Mukherjee	Heidi J. Nast 30
Gene Beiriger	Jose Soltero	Sonia Soltero
Elissa Foster	Quinetta Shelby	Thomas Nowak
Jackie Kuehl	Alex G. Papadopoulos	Marcy J. Dinius
Ben Epstein	Fanny Söderbäck	Michael Naas
Tony DeCesare	Danielle Meijer	Li Jin
Steven Carrelli	Sung Park-Johnson	Amira Proweller
Kalyani Menon	Mark Dike DeLancey	Horace Hall
Megan Greeson	Patrice Egleston	Sue Fogel
Sean D. Kirkland	Jonathan Gross	Leah Bryant
Peter Steeves	Jennifer Conary	Noam Ostrander 60
Lisa J.M. Poirier	Mark Elder, C.M.	Anna Souchuk
Christopher Wendell Jones	Susana Martinez	Chris Tirres
Bill Cavanaugh	Michael Budde	Roberta Garner
Kerry Ross	Rocio Ferreira	Otunnu
Susan McGury	Rebecca Johns-Trissler	Christie Klimas

Laura Kina	Julie Moody-Freeman	Chris Rivers	
Rajit Mazumder	Hilary Conklin	Richard Lee	
Anuradha Rana	Morag Kersel	Lourdes Torres	
Elias Shakkour	Michael Diamond	Gary Cestaro	
Jesse Mumm	Matthew Maguire	Douglas Bruce	90
Bill Johnson Gonzalez	Tracey Lewis-Elligan	Jeff Carter	
Alexandra Sumner	Carolina Sternberg	Alec Brownlow	
Rebecca Cameron	Lisa Mahoney	Erin Workman	
Allison McCracken	Michael McIntyre	Susan Solway	
Margaret Silliker	Tom Krainz	Julie Bokser	
Nancy LaFever	Mark Zlotkowski	Amor Kohli	
Karen Scott	Yu-Fu Chien	Glen Carman	
Tom Denlinger	Jaclyn Jensen	Naomi. J. Wangler	
Lily Kim	Windsor Aguirre	Michelle Lopez-Rios	
Justin Staley	Traci Schlesinger	Lori Pierce	120
Jack Magaw	María Luisa Ortega Hernández	Erin MacKenna	
Caterina Mongiat Farina	Fernando DeMaio	Dana Demeter	
Jennifer Whitelaw	Heather Easley	Jody Berman	
Brad Hoot	Rose Spalding	Bamshad Mobasher	
Sarah Holian	Miles Harvey	Andrea Kayne	
Tracey Mabrey	Black Hawk Hancock	Jordan Schulman	
Jessica Vogt	David Sher	James Montgomery	
Shiera Malik	Kyle Petersen	Shayna Connelly	
Anna Frank	Victoria Hohenzky	Carolyn Martineau	
Maria Ferrera	Marie Donovan	Josh Jones	150
Euan Hague	Heather Smith	Lucia Marchi	
Peggy St. John	Tricia Hermes	Jessica Martino	
Eugene Sampson	Margaret Poncin Reeves	Maria Prikhodko	
Martha M. Mason	Jessica Pamment	Melissa Bradford	
Connie L. Johnston	Jacob Friedman	David Y. Chack	
Avery Goldman	Guillemette Johnston	Coray Ames Hoffner	
Yukiko Schrock	Sarah Richardson	Kenya Grooms	
Lesley Kordecki	Amy M. Tyson	Ronald Chennault	
Clara Orban	Peter Hastings	Laura Durnell	
Debra Doetzer	Michael Rourke	Mark Elliott	180
Ryan Kitley	Sarah Hecht	Kristin Idaszak	
Bernadette Sanchez	Stephen Haymes	Jennie Wellman	
Charles Drehmer	Danielle Vance-McMullen	Gil Gott	
Jessica Larva	Ann Russo	Thomas O'Brien	
Nancy Hashimoto	Ludovic Comeau	Julia Lippert	
Marcia Good	Ramya Ramanath	Arieahn Matamonasa	
Jason Kalin	Carolyn Goffman	Yuki Miyamoto	
B. Rich	Anne Saw	Scott Markwell	
Peter McDonald	Jeff Kowalkowski	Keith Mikos	
Gina Orlando	Allison Ortlieb	Joan Cantwell	210

Patty Gerstenblith	Brad Riddell	Dan Walker	
Lisa Barcy	Ken Butigan	Shane Kelly	
Noriko Tomuro	Susanne Suffredin	Heather Little	
Victoria Delorio	Amy Hornat-Kaval	Anna Anthropy	
Kate Hollenbach	LeAnne Wagner	Martin Bernstein	
Kristina Fluty	Joel Benjamin	Sommer Austin	
Jim Jensen	Jeffery Bauer	Flora Bare	
Courtney O'Neill	Carolyn Hoerdemann	Alden Vasquez	
Todd Hensley	Nicolas Sandys Pullin	Lin Kahn	
Thomas Dixon	Rachel Levy	Willa Taylor	240
Diane Horwitz	Jane Eva Baxter	Selina Trepp	
Nandhini Gulasingam	Ilyas Ustun	Eric Sedgwick	
Allen Turner	Laura Rossi Garcia	Thiru Ramaraj	
Dolores Wilber	Cathy Elias	Amber Settle	
Kaveh Ehsani	Noelle Thomas	Richard Squibbs	
June Hee Chung	Michael Bennett	Daniel Stolar	
Barrie Jean Borich	Marco Chou	Doug Long	
Kyle Grice	Thomas Mondschean	Delia Cosentino	
Elisabeth Ward	Alice Moss	Caroline Kisiel	
Ana Schaposchnik	Amy Lockhart	Rosalee Wolfe	270
Michele Morano	Jerica Arents	Aaron Pagel	
Ruth Chojnacki	George Keating	Stephanie Farina	
Kimosha Murphy	Verda Beth Martell	Joanna White	
Anna White	Juliet Stantz	Samantha Close	
Jeff Mills	Kendra Knight	William McNeill	
Jin W. Choi	Amy Feiker Hollenbeck	Fatou Samba	
Micaela Cayton Garrido	Thomas Noel, Jr.	Damon Kiely	
Daniel Makagon	Nathan DeWitt	Jef Burnham	
Eliot Callighan	JaNae Contag	Rachel Slavick	
Jenny Mannis	Phyllis Griffin	Carlos Murillo	300
Chris Binder	Ingunn Lonning	Kelly Kessler	
Jim Block	Nesreen Akhtarkhavari	Sarah Fay	
Bob Palmieri	Rachel Scott	Louis Contey	
Jason Goulah	Steve Socki	Liliana Fargo	
Heather Quinn	Kimani Levi	Geoff Farina	
Camille DeBose	Jessica Sanborn	Natasha Bogojevic	
Scott Burns	James Sherman	Sean Parris	
Josh Wolff	Chernoh Sesay	Paloma Trecka	
Larry Mayo	Heinz Schuller	John Psathas	
Gabrielle Rose Simons	Nicholas Kachiroubas	Larry Dribin	330
Barbara Fuzesi			