

To WWU Leadership,

Over the past several months, you have taken many actions to attempt to remedy Western's budget shortfall. While budgetary decisions that involve layoffs and reorganization are always difficult for a community to process, the decisions made by this administration have been extreme. We love this institution and want it to be successful, yet we fear recent decisions do not embody the values our university claims to have.

We sign onto this statement to acknowledge the following:

- Multiple eliminated positions were not administrative overhead. Instead, the people who held those roles were instrumental to multiple initiatives that have strengthened the student and employee experience, and our community is suffering because they are no longer our colleagues.
- These decisions have created ripples of interruption that show you as university leaders misunderstood the true impact many within our community had. By needing to hire temporary staff to fill critical roles, recreating positions realized as necessary, and losing staff who brought in far more than their salaries in outside grants, we face gaps in critical student services and support.
- Many students choose to attend Western, and many employees choose to work at Western, because of a culture where equity and inclusion have been embodied in an imperfect yet better way than other institutions. These layoff decisions question the depth of the values that draw students and employees to Western and the continuing commitment to remain an inclusive, supportive community.
- Student affairs is a global profession grounded in evidence-based practice. Dismantling the division and reassigning remaining student affairs professionals to other divisions devalues the contributions of these professionals.
- It is imperative to show we, as an institution, truly hold values of equity and inclusion in the highest regard to create pathways to promote maximum educational access.
- Accepting raises as university leaders during a time when all other staff are seldom, if ever, equitably compensated for absorbing additional duties or supervisees questions the genuineness of your desire to curb the budget shortfall.
- These decisions, as they have been presently implemented, seem more likely to decrease recruitment and retention efforts, diminish staff morale, and exacerbate our financial crisis rather than save the institution money.

To uphold our commitments to student success and to equity and justice, to respect the rights and dignity of others, to effectively engage our community, and to show integrity and responsibility in all our work, we sign onto this letter. We ask that you, as leaders of our university community, acknowledge the aforementioned statements and their impacts on our community, establish and publicly share criteria for any potential future layoffs, and engage in transparent conversations with all levels of our community as we move forward.

With love for our university community and hope for a better tomorrow,

Jon Stubblefield
Western Success Scholars Program Manager

Rodrigo Gonzalez-Juarez
Latine Student Retention Specialist

Gina Ebbeling
Basic Needs Resource Navigator, Student Life

JoeHahn
Director, LGBTQ+Western and Interim Director, Multicultural Student Services

Quacyya Cuaresma
Retention Specialist, Multicultural Student Services

Tulea Brodsky Enochs
Staff member, W.H.O.L.E. Pantry Coordinator, Basic Needs Hub

Zay Hassan
WWU alum

Jack Hueso
WWU alum

Leo Maffei
Fairhaven student

Yvette Osei
Office Assistant, ESC

Olive Salas
WWU alum

Devin Green
Student, Department of Journalism

Melissa Brown
Western Success Scholars Program Coordinator

Jenn Cook
Associate Director, Student Engagement

Britta Lynn Eschete
Administrative Assistant, Graduate School & RSP; former Events Coordinator within the Career Services Center

Jaimee Wacker
Mixed Student Organization President

Hannah Wiebke
Former Resident Director

Zoey Brodsky
Forms and Records Analyst, Registrar's Office

LaQuae Aughtman
Case Manager and Conduct Officer, Student Life

Renee Gayden
College of Business and Economics

Daniela Reyes
Club Activities Advisor, Student Engagement

Amy Salinas Westmoreland
Director, Multicultural Student Services

Melissa Fike
Former Western Success Scholars Program Coordinator

Karl Heinz
Supervising Resident Director, University Residences

Peter Wagner
College of Business & Economics

Abby Senuty
Career Counselor, Career Services Center

Grace Jones
Interim Director of Recruitment, Admissions

Ashley Bobowski
Campus Visit Manager, Office of Admissions

Diana Feinson
Assistant Director of Admissions

Dan van Hees
Biology Department Senior Instructor

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WWU alum

Julia Ide
Multicultural Outreach Manager, Office of Admissions

Gabe Gossett
Head of the Research & Writing Studio

Axel Cichocki
Access Manager for Neurodiversity Inclusion, Disability Access Center & Supervisor, Disability Outreach Center

Caitlin Millard
Resident Director, University Residences

Charlie Flewelling
Access Manager, DAC

Allison Pfeiffer
Geology Department, Associate Professor

Amelia Flores
Access Manager, DAC

Gretchen Rumsey-Richardson
Assistant Director, Disability Access Center

Kate Darby
Professor, Environmental Studies

Chelsea Armstrong
ResLife Administrative Assistant

Nicolette Purnell
Admin Assistant, Academic Advising & Student Achievement Center

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Regional Admissions Representative, Office of Admissions

Calloway Warnick
Administrative Assistant, Residence Life

Jeremy Wang
Senior Academic Advisor, Academic Advising & Student Achievement Center

Sawyer Jarvis
Academic/Career Counselor, Academic Advising & Student Achievement Center

Elizabeth Stephan
Student Success Librarian, Associate Professor

Joanna Bailey
Course reserves manager, Western Libraries

Bryce Sasaki
Senior Academic/Career Advisor, Academic Advising & Student Achievement Center

Jenni McDowell
Bookstore Assistant Manager

Megan Wilson
Geology Department, Graduate Teaching Assistant

Ceci Howes
Geology Department, Graduate Teaching Assistant

Heather Christianson
Administrative Services Manager A

Chris Casquilho
University Advancement

Nic Covell
Environmental Studies, Admin Services Manager A

Laura Gold Rasmussen
Custodian III Supervisor

Chelsea Van Dyke
Resident Director, Residence Life

Dayna Patterson
Assistant Head of the Research & Writing Studio

Jenny Oleen
Scholarly Communication Librarian, Western Libraries

Douglas Clark
Professor, Geology Department

Sydney Rayburn
Geology Department, Graduate Teaching Assistant

Shirin Deylami
Professor of Political Science

Braith Birchhall
Electronic Resource Manager, Western Libraries

Georgianne Connell
Senior Instructor of Biology

Samantha Beck
Biology Graduate Student

Arielle Kohl
Biology Department Graduate Teaching Assistant

Sondra Cuban
Professor, Health and Community Studies

Cathy Wineinger
Associate Professor, Political Science

Lisa Beard
Associate Professor, Political Science

John Byers
Geology Department, Graduate Teaching Assistant

Nathan Romond
Library Staff & WWU alum

Mark Neff
Professor, Environmental Studies

Isabel Gallucci
WWU alum

Megan Terrell
Current student

Sara Fennell
Student, Basic Needs Hub Intern

Aidan Brennan
Geology Department, Graduate Teaching Assistant

Julia Burns
Former Program Manager, Office of Off Campus Living

Casey Hayden
Associate Director of Student Activities

Dolores Calderon
Professor, Fairhaven College; Faculty Co-director Education and Social Justice Program

Lourdes Gutierrez Najera
Chair, Ethnic Studies

Veronica Velez
Professor & Associate Dean for Academic Affairs, Woodring College

Jane Wong
Associate Professor, Ethnic Studies and English

Lorrie Bortuzzo
Former Program Manager, Western Success Scholars

Ash Micklewright
Biology Department Graduate Teaching Assistant

Tori Niewohner
Admissions Advisor, Office of Admissions

Caleb Maddox
Co-Coordinator of Advising Services; Academic Advising & Student Achievement Center

Amara Simons
Program Specialist/Advisor, Behavioral Neuroscience

Melanie Whitley
Associate Professor, Political Science

Dan Pollard
Biology, Associate Professor

Jessie Tanksley
Political Science, Program Coordinator and Academic Advisor

Felicia K Youngblood
Associate Professor, Women, Gender, & Sexuality Studies

Serafinn Lavender
Assistant Registrar-Registration, Registrar's Office

Clarissa Mansfield
Western Libraries Communications Manager and WWU alum

Lori Chapman
Office Assistant III, Physics & Astronomy

Heather Greenlaw
Administrative Services Manager, Physics & Astronomy

Patrick O'Shea Feuer
Former Career Counselor, Career Services Center (July 2025 layoff)

Tori Talkington
Operations Manager, Fairhaven

Andy Rafael Aguilera
Assistant Professor, Ethnic Studies

Daisy Padilla Torres
Director, Access and Inclusion, Woodring College of Education

Brent Bode
Senior Assistant Director, Office of Admissions

Lynn Piefer
Student, Lakewood Staff

Eliana Martin
WWU alum

Kevin Covey
Professor, Physics & Astronomy Department

Anne Melo
Department Manager, Music

Amanda Richeson
Department Manager, Art & Art History

Celia Nimura-Parmenter
Inclusion Assistant in University Residences, Residence Life

Ali Gumapas
Student, Ethnic Studies

John Vincent Postrano
Student, Cybersecurity

Ysa Perez
WWU alum '25

Jaeron-andre Gamet Santos
Student, Applied Mathematics

Olivia Isenhower
FDO Waste Operations, Student Lead

Leanne Canonizado
WWU alum

Samantha Santos
OSOCE Outreach Coordinator

Kyler Price
Senior Office Coordinator, LGBTQ+ Western

Trinity Tran
Student

Isabelle Santos
WWU alum

Veronica Ojeda
Student, Polymer Materials Engineering

Amelie Wakatake
Student, President of Society of Women Engineers and Co-President of Organization of Students of Color in Engineering

Carson Virata
Student and Co-President of Organization of Students of Color in Engineering

Audrienne Casidsid
Psychology Graduate Student

Althea Faye Patterson
Current Student

Konneytha Touch
WWU alum

Olivia Pasco
Student

Katie Castaneda
Student, Co-Chair of Japanese Student Association

Keiden
Student in Management Information Systems, JSA Budget Authority

Ariana Ferrie
Student, Mixed Student Organization Vice President, Japanese Student Association Public Relations Officer

Lorel Ramirez
UW Seattle Student, Supporter

Miranda Wilcox
Student, Desk Attendant

Julia Eser Jose
Student, FASA Events and Fundraising Coordinator

Denny Mae Villegas
CBE Student

Shivani Mathur
WWU alum

Kristen Stouder
Data and Systems Specialist, Registrar's Office

Erika Groshell
WWU alumna

Onika Estrada
WWU student and La Comunidad RA

Elizabeth Binnington
WWU student; Club President, Roots Music and Western Orchestra Players Association; Student Employee, Alumni Foundation and Admissions Office

Karla Garcia
Lead Resource Navigator, Blue Resource Center

Hayden Winn
Reservations and Space Access Coordinator, Viking Union; WWU alumna

Aiden Otto
Student

Victoria Ulm
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Fairhaven Student, Faculty Assistant at CEED

Jacob Rodan
Supervising Resident Director, Residence Life

Kristen Boehm
Financial Aid Counselor

Grace Clagg
Student

Amelia Lyons
Former Residential Office Assistant and Current Student

Jordan Brotamonte
Student, Visual Journalism

Jeffrey Hoang Vu
WWU alum of 2022

Kaiai Wise
Family of current student and alum

Elijah Wise
Family of current student

Jillian Brigitt Leary
WWU alum

Juliette De Laurentis
Current WWU student; President of the Pacific Islander Student Association

Nicole Valencia
FASA club participant, WCC student

Cole Farhat
ESC Student Program Coordinator

Russell Bennett
Student

Janel Arquiza
WWU alum

Christopher Bye
Registrar's Office

Mikel Jake Dizon
Theatre Major and Gaysian Theatre Fest Producer

Jacqueline Ojeda Mendez
Student, Music Office Student Employee

Tara Duong
Current Student, Hacherl Research and Writing Assistant

Masie Rose Shaw
Student

Jasmine Auza
Former student, Family of WWU community member, pre-licensed clinical social worker

Aman Singh
Friend of WWU community member

Lauren Rodriguez
Friend of WWU community member

Jade Stevenson
Friend of WWU alumni

Ayanna Phillips
Former Program Manager for LGBTQ+ Western and the Centers for Student Access, Community, and Intercultural Engagement

Husenía Gomez Cifuentes
WWU alum

Hannah Wells
Friend of WWU community member

Mindy Pelton
Director, Career Services Center

Muymuy Gregorio
Secretary, WWU FASA

Tatiana Otis
Friend of WWU community member

Claire Doherty
Student

Hayley Abella
Student, Co-Chair of NASU

Rishi Iyer
SASA Board Member

Taylor-Marie (MaeMae) Diga Mocorro
Former WWU FASA President; current FASA community member

Molly Leung
WWU alum

Shelby Kriegh
Friend of WWU; student affairs professional

Josie Eggerding
Past staff member

Jada Mendoza
Community member

Rosie Rush
Long-time supporter of WWU

Jill MacIntyre Witt
Sr. Instructor, CENV and HHD Department

Alexandrea Arousa
Friend of WWU

Nicole Soltysiak
WWU student

Ryleigh Wrobel
Occupational therapist and friend of WWU professional

Vincent Austin
Former WWU RHA VP of PR; former student

Dom Nevitte
Friend of WWU community member

Kanane Haratani
Student, Co-Chair of Japanese Student Association

Gigi Berardi
Professor, Urban and Environmental Planning & Policy

Kolbi Clemenson
Friend of WWU community member

Ana Sofia Garcia Villarreal
Fairhaven undergraduate student

Mikaela Francis
ALG, Orientation & Onboarding Manager, Fairhaven College

Melissa Osborne
Associate Professor, Department of Sociology

Kap Snyder
WWU student

Ali Holmes
Adjunct Faculty, Art and Art History

Carissa Bane
Senior Career Counselor, Career Services Center

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WWU Student

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Student Engagement, Business Manager

Wendy Johnson
Event Services Manager

Olivia Dilleuth
Vice President, WAWU-UAW 4929; Kaplan Lab Manager-Behavioral Neuroscience; StAR, Training Manager-Admissions; Band Fest Coordinator-Music

Lizzie Pallotti
WWU Student

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English Department Program Support Staff 2

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Academic Advisor, Academic Advising & Student Achievement Center

Katie Gray
KUGS Operations Manager, Wavelength Supervisor, and WWU alum

Andrew Cox
WWU alum

Grey Webster
Woodring College of Education

Paytyn Williams
WWU Student, Basic Needs Hub Events Coordinator

Sunny Ellison
Human Services, Student

Quincy Koch
WWU Student, Basic Needs Hub Outreach Assistant

Zinta Lucans
Program Manager for the Sustainability, Equity, and Justice Fund; WWU alum

Farouk el-Zaatari
Student and ESC Club Leader

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Student Ambassador, University Advancement

Sam Schexnyder
Student

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Admissions Specialist

Jessica Lindsay
Admissions, Program Manager

Jana Schueler
Program Specialist, Office of Admissions

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Retired Program Coordinator, Financial Aid Department, '97 Alum

J Chaves Lande
Assistant Director of Recruiting, Admissions and Community, Honors College

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Former Senior Director of Admissions, WWU alum

Erin Magarro
Western Academic Workers 4929 Staff Organizer, Tutor at the Western Libraries, ESC Cultural Education Coordinator,
2024 WWU alum

Charlie Keone
Student Employee, Basic Needs Hub

Ian Rutter
WWU alum

Michael Weissman
Former student and community member

Laurel D. Mackie
Retired, Program Coordinator, Financial Aid Department, alum

Amy Appleton
Co-Coordinator of Advising Services, Academic Advising & Student Achievement Center

Alisa Sweet
Alum and former International Student Advisor at Outreach and Continuing Education

Meadow Lundstrom
Women, Gender, and Sexuality Studies Student

Fig DePaolo
Student, MIT Secondary Education

Harley Stringham
WWU student staff and Fairhaven College undergrad student

Logan Loomis
Student

Niall Ó Murchú
Professor and Chair, Fairhaven College of Interdisciplinary Studies

Emily Gouge
Student, WGSS major

Thisby Loomis
WWU alum

Violet Ho
Fairhaven student

Grace Connell
Student

Amy Sanchez
Previous Graduate Student in Environmental Ed, and Teaching Instructor

Erica Thomas
Visiting Associate Professor, Expressive Arts, Fairhaven College

Quinn Ewert
Fairhaven Student

Magdalena Camacho
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Holly Weber
Counseling and Wellness Center Staff Psychologist

Deidre Evans
WWU Survivor Advocacy Services Coordinator

Thurman Clark
Supervising Resident Director, Residence Life

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Club Activities Manager, Student Engagement

Elaine Mehary
Woodring, Program Coordinator

Haden Marquardt
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Jacob Brunson
Friend of WWU

Nolan Hansley
Office Assistant 3, Disability Access Center

Kate Di Nitto
Fairhaven College: Academic Support Services Manager

Nia Gipson
Black Student Retention Specialist

Sol Wilborn
Student Staff: Intersectional Experiences Coordinator at LGBTQ+ Western

Gabriel Diaz-Kelly
Student and Intersectional Experiences Coordinator

Kristin Chambers
Financial Aid Counselor

Lily Kraft
Care Specialist, Residence Life

McLean Bowers
Off Campus Living Peer Advisor

Quinn Warren
LGBTQ+ Western Community Development Coordinator

Fiona Pelkie
Post Bac Student and Education and Advocacy Student Coordinator at LGBTQ+ Western

Samantha Carvalho
LGBTQ+ Western Community Development Co-Coordinator

Ash Voss
General Merchandise Assistant, Western AS Bookstore, WWU alum

Kye Salinas
WWU alum

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Senior Systems Analyst, EAS

Rebecca S. Borowski
Associate Professor, Mathematics

Lindsay Foreman-Murray
Associate Professor, ELIT

Cameron Thomas Whitley
Associate Professor, Department of Sociology

Betsy O'Donovan
Associate Professor, Department of Journalism

Heather Whitaker
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Phil Pendergast
Sociology Faculty

Liz Mogford
Professor, Sociology

Sabastian Marichalar
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Ashley DeLatour
WWU alum

Reef Kjeriting
Communications Student

Paige Holman
WWU alum

Juliet Evans
Office Manager, Student Health Center

Matt Bryant
Accreditation and Compliance Specialist, Student Health Center (current); Division Planning and Assessment Consultant, Student Affairs (July 2025 layoff)

Effie Eisses
Former Director of the Career Services Center

Lucy Caples
Intramural & Youth Camps Coordinator

Diane Flores
Program Coordinator

Abby Hegge
Event Services Technical Coordinator; 3rd generation WWU alum

Camille Urben
Student

Veda Sittig-Bell
Student, former Outback Farm employee

Clara Warren
Publicity Center Project Manager

Lisa Brisbois
Senior Instructor, TESOL Program

Leah Lippman
Senior Instructor

Karissa Ringel
International Student Advisor, ISSS

Leslie Mendez
WWU alum

Clayton Pierce
Professor, Fairhaven College

Meg Davies
WWU alum

TOTAL SIGNATURES: 287