April 22, 2020


COVID-19 has led to unprecedented challenges to the work and wellbeing of those at The Ohio State University, and these pressures will continue to be felt in the months and years ahead. In their communications over the past several weeks, President Michael Drake, Provost Bruce McPheron, and other university leaders have emphasized community and the need for flexibility as a way of managing the ongoing crisis. They have also emphasized that the university’s main goal in crisis management plans will be to protect its mission of excellence in research and teaching. We at AAUP-OSU strongly support these principles of community, flexibility, and the centrality of the research and teaching mission and would like to see them as the foundations of all decision-making going forward.

To those ends, we are holding a Day of Solidarity on Friday, April 24th on behalf of adjunct faculty and graduate students, who have been undercompensated during the crisis.

Additionally, we ask three things of university leadership:

(1) that budgetary decisions prioritize the security of the most economically vulnerable members of our community, including adjunct faculty and graduate students;

(2) that strategic financial planning, as well as changes to methods and timelines of instruction, be fully transparent and coordinated with those most affected (faculty, staff, and students), continuously and at multiple stages of the process; and

(3) that the current necessary, systemic rethinking of operations be considered as an opportunity to recommit to the university’s academic core mission of teaching and research, and an opportunity to reverse administrative bloat and to curb spending on athletic buildings and other capital projects.

The AAUP-OSU endorses the budgetary approach offered in a recent petition to ASC College Dean Gretchen Ritter, “Trim the Branches, Not the Roots,” as a viable strategy and the most just program for going forward, and the one most mindful of the university’s core research and teaching mission. Leaders at several other institutions have already committed to making cuts to high-earner administrative salaries, raises, and bonuses as an essential crisis-management strategy. We urge this solution as an alternative to starting with cuts in compensation where they are likely to be most deeply felt. We are especially concerned for adjunct faculty, many of whom lack adequate pay and healthcare benefits and whose employment insecurity has been exacerbated by the current crisis. As the chair of the national AAUP’s Committee on Contingency and the Profession states in an article this week on contingent faculty precarity, “The present crisis offers an opportunity to pause and imagine a better way forward, as the adjunct status quo is not sustainable.” We are also concerned for graduate students, who have received no assurances of compensatory long-term funding for interrupted programs of study.

The AAUP-OSU recognizes the dramatic financial uncertainties that the pandemic situation entails. Yet The Ohio State University community deserves a full and ongoing accounting that does not simply use a projected decrease in state funding as a rationale for cuts to its central teaching and research mission. Such decreases need to be considered in the larger context of
all revenues, all expenditures, federal stimulus aid, and the relatively small percentage of funding derived from the state.

For the benefit of our students, the AAUP-OSU requests timely notice of changes to instructional methods, such as a shift to full or hybrid online teaching in Autumn 2020, along with the necessary resources for implementing these changes and a collaborative consideration of differential effects. If The Ohio State University is to continue to be a leader in education, instructors will need fair warning months in advance in order to deliver the best instruction possible, as well as access to adequate equipment. Additionally, the effects of online instruction on regional campuses and in departments that traditionally rely on face-to-face instruction will need to be carefully weighed so that all units remain capable of offering excellent, versatile instruction.

Finally, the AAUP-OSU requests that all members of The Ohio State University’s post-pandemic operations task force be publicized and that this committee issue regular and timely updates, as it is making vital decisions about the life and working conditions of faculty, staff, and students.

We are eager to chart a path forward that will maintain the strength of The Ohio State University for all.

Signed,

**Executive Board, AAUP-Ohio State**

John Blackburn, Associate Professor, Fisher College of Business

Rebeka Campos-Astorkiza, Associate Professor, Department of Spanish and Portuguese

Molly Farrell, Associate Professor, Department of English

Richard Fletcher, Associate Professor, Department of Arts Education, Administration and Policy

Margaret Flinn, Associate Professor, Department of French and Italian

Jill Galvan, Associate Professor, Department of English

Pranav Jani, Associate Professor, Department of English

Douglas Macbeth, Faculty Emeritus, Department of Educational Studies

James Mulick, Professor Emeritus, Department of Pediatrics

Andrej Rotter, Professor Emeritus, Department of Pharmacology

Julianne Taaffe, Instructor, English as a Second Language Program

Lisa Voigt, Professor, Department of Spanish and Portuguese

Charles Wilson, Professor Emeritus, Moritz College of Law
With the support of the undersigned OSU faculty, students, and staff:

Eric Essono Tsimi, Senior Lecturer, Department of French and Italian
Jian Chen, Associate Professor, Department of English
Isis Barra Costa, Assistant Professor, Department of Spanish and Portuguese
Madhumita Dutta, Assistant Professor, Department of Geography
Mira Assaf Kafantaris, Senior Lecturer, Department of English
William Thomas, PhD Student, Department of Linguistics
Katherine Conner, Graduate Teaching Associate, Department of Linguistics, President of Buckeye Language Network Student Association
Galey Modan, Professor, Department of English
Keith Warren, Associate Professor, College of Social Work
Christa Teston, Associate Professor, Department of English
Rebecca Morley, Associate Professor, Department of Linguistics
Kathryn Campbell-Kibler, Associate Professor, Department of Linguistics
Jesse Schotter, Associate Professor, Department of English
Sean Yeager, PhD Student, Department of English
Dennin Ellis, PhD Student, Department of English, LASER (Latinx Space for Enrichment and Research), Graduate Association of Mental Health Action, IGFS
Enrico Bonello, Professor, Department of Plant Pathology
Ashlee Dauphinais Civitello, Graduate Teaching Associate, Department of Spanish and Portuguese
Scott Schwenter, Professor, Department of Spanish and Portuguese
Lauren Squires, Associate Professor, Department of English
Paloma Pinillos Chávez, Graduate Teaching Associate, Department of Spanish and Portuguese
Cory Shain, Graduate Research Associate, Department of Linguistics
Amy Youngs, Associate Professor, Department of Art
Elizabeth B Davis, Associate Professor, Department of Spanish and Portuguese
Ethan Ackelsberg, Graduate Teaching Associate, Department of Mathematics
May Mergenthaler, Associate Professor, Department of Germanic Languages and Literatures
Ryan Skinner, Associate Professor, School of Music, Department of African American and African Studies
Terrell A. Morgan, Professor, Department of Spanish & Portuguese; Director, Center for Latin American Studies
Austin McCabe Juhnke, Lecturer, School of Music
Kevin J McClatchy, Associate Professor, Department of Theatre
Justin Bland, Graduate Teaching Associate, Department of Spanish and Portuguese
Peyton Del Toro, Graduate Student, Department of Women’s, Gender, and Sexuality Studies
Nikole Patson, Associate Professor, Department of Psychology
Brad Steinmetz, Associate Professor, Department of Theatre
Jennifer Willging, Associate Professor, Department of French and Italian
Harry Kashdan, Postdoctoral Scholar, Department of French and Italian
Tom Hawkins, Associate Professor, Department of Classics
Koritha Mitchell, Associate Professor, Department of English
Anthony Palmiscno, Graduate Teaching Associate, Department of Spanish and Portuguese
Michaela Neild, MFA Candidate, Graduate Teaching Assistant, Department of Dance
Darrell Estes, Lecturer, Department of French and Italian
Candace Offman, Undergraduate Student
Jade Musa, Undergraduate Student
Ernest Carranza-Castelo, Lecturer, Department of Spanish and Portuguese
Dana Alkashkish, Undergraduate Student
Estelí Puente Beccar, Graduate Teaching Associate, Department of Spanish and Portuguese
Wynne Wong, Professor, Department of French and Italian
Anne Babel, Associate Professor, Department of Spanish and Portuguese
April D. Weintritt, Senior Lecturer, Department of French and Italian
Somak Paul, Alumnus, Fisher College of Business

Emily Kaniuka, Graduate Teaching Associate, Department of Dance

Kirby Childress, Graduate Teaching Associate, Department of French and Italian

Thomas Davis, Associate Professor, Department of English

Kris Edwards, Graduate Teaching Associate, Department of English

Appy Frykenberg, Graduate Teaching Associate, Department of English

Alan Farmer, Associate Professor, Department of English

Erica Levin, Assistant Professor, Department of History of Art

Jennifer Schnabel, Assistant Professor, University Libraries

Christina Maroun, Undergraduate Student

Amrita Dhar, Assistant Professor, Department of English

Naomi Fukumori, Associate Professor, Department of East Asian Languages and Literatures

Yanar Hashlamon, Graduate Teaching Associate, Department of English

Kelsey Paige Mason, Graduate Teaching Associate, Department of English

Kathryn Holt, Graduate Teaching Associate, Department of English

Cassie Rosita Patterson, Assistant Director, Center for Folklore Studies

Katelyn Hartke, Graduate Teaching Associate, Department of English

Namiko Kunimoto, Associate Professor, Department of History of Art

Edgar Singleton, Director of First-Year Writing, Department of English

Keira Hambrick, Graduate Student, Department of English

Sonya Lawson-Salmasi, Senior Lecturer, Department of English

Wendy S. Hesford, Professor, Department of English

Angie Romines, Senior Lecturer, Department of English

Lee Martin, College of Arts & Sciences Distinguished Professor of English
Jolie Braun, Curator of Modern Literature & Manuscripts, University Libraries
Ana Elena Puga, Associate Professor, Departments of Theatre and Spanish & Portuguese
Lindsay Martin, Coordinator of Minor in Professional Writing, Department of English
Jessie Male, Graduate Teaching Associate, Department of English
Gregory Jusdanis, Professor, Department of Classics
Mike Bierschenk, Educational Technologist, College of Arts and Sciences
Katlin Marisol Sweeney, Graduate Teaching Associate, Department of English; Co-Executive Coordinator of LASER; Co-President of the English Graduate Organization
Elena Costello, Graduate Teaching Associate, Department of Spanish and Portuguese
Max D Woodworth, Associate Professor, Department of Geography
Mikel Bermello Isusi, Graduate Teaching Associate, Department of Spanish and Portuguese
Morgan Podraza, Graduate Teaching Associate, Department of English
Benjamin McKean, Assistant Professor, Department of Political Science
Jamie Utphall, PhD Student, Department of English
Hannah Kosstrin, Associate Professor, Department of Dance
Arielle Irizarry, PhD Student, Department of English
Addison Koneval, Graduate Teaching Associate, Research Associate, Graduate Association of Mental Health Action and Advocacy Treasurer
Martin Ponce, Associate Professor, Department of English
Joshua Renner, Undergraduate Student
Caleb González, PhD Student, Department of English
Elizabeth Nixon, Lecturer, Department of English
Rachel R. Miller, Presidential Fellow & PhD Candidate, Department of English
Amanpal Garcha, Associate Professor and Director of Graduate Studies, Department of English
Eugenia Romero, Associate Professor, Department of Spanish and Portuguese
Julia Allwein, Undergraduate Student, College of Arts and Sciences

Darla Munroe, Professor and Chair, Department of Geography

Jennifer Patton, Senior Lecturer, Department of English

Sarah Neville, Assistant Professor, Department of English

Jennifer Suchland, Associate Professor, Women’s, Gender and Sexuality Studies and Slavic and East European Languages and Cultures

Kathy Moon, ESL Education Specialist, College of Education, Department of Teaching and Learning

Liz Miller, Graduate Teaching Associate, Department of English

Martha Johnson, Graduate Student, Department of Linguistics

Inés Valdez, Associate Professor, Department of Political Science

J. Caroline Toy, Graduate Teaching Associate, Department of Comparative Studies

James Phelan, Distinguished University Professor, Department of English

Danielle Alexis Orozco, Graduate Teaching Associate, Department of English; Writing Center Assistant Coordinator; LASER (Latinx Space for Enrichment and Research) Mentor

Scott Lloyd DeWitt, Associate Professor, Department of English

Alex Thompson, PhD Student, Department of English

Danielle Fosler-Lussier, Professor, School of Music

Anthony Parker, Undergraduate Student

Emily Craver, Graduate Teaching Associate, Department of Dance

Emma Young, Support and Training Analyst

Mercedes Chavez, Graduate Fellow, Department of English

Chris Worth, Systems Developer, Department of Linguistics

Jindi Zhang, Undergraduate Student

Danielle Schoon, Lecturer, Department of Near Eastern Languages and Cultures

Yifan Xu, PhD Candidate, Arts Administration, Education and Policy
Ethan Knapp, Associate Professor, Department of English
Jennifer Mitzen, Associate Professor, Department of Political Science
Tamara Mahadin, Graduate Student, Department of English
Thomas Baumgarten, Undergraduate Student
Angela Li, Undergraduate Student
Gabriella Wittbrod, Undergraduate Student
Ladan Navari, Undergraduate Student
Nicholas Bollinger, Graduate Student, Department of English
Margaret Price, Associate Professor, Department of English
Thomas F. McDow, Associate Professor, Department of History
Sandra Macpherson, Associate Professor, Department of English
Angela Acosta, Graduate Teaching Associate, Department of Spanish and Portuguese
Noah Tamarkin, Assistant Professor, Department of Comparative Studies
Amelia Mathews-Pett, Graduate Teaching Associate, Department of English
Nancy Yan, Former Lecturer, Department of English
Juno Salazar Parrenas, Assistant Professor of Women's, Gender, and Sexuality Studies
Ashwini S Deo, Associate Professor, Department of Linguistics
Jennifer Schnabel, Assistant Professor, University Libraries
Hillary Degner, Graduate Teaching Associate, Department of English
Melissa Beers, Program Director, Introduction to Psychology (1100)
Susan C. Oakes, Lecturer, Department of English
Mitchell Pinsky, Undergraduate Student
Melissa Guadrón, Graduate Teaching Associate, Disability Studies Graduate Administrative Associate, Department of English
Olivia Huffstetter, Graduate Teaching Associate, Department of Arts Administration, Education & Policy
Sarah Van Beurden, Associate Professor, Departments of History and African American and African Studies

Pranav Padmanabhan, Undergraduate Student

Terry (Teresa) L. Bradley, Systems Manager, College of Arts & Sciences

Pablo Manon Mateos, Undergraduate Student

Eva Heyer, Undergraduate Student

Peter Campanelli, Undergraduate Student

Anukriti Tayal, Undergraduate Student

Manal Vakil, Undergraduate Student

Yeliz Cavus, Graduate Teaching Associate, Department of Near Eastern Languages and Cultures

Matthew Urwin, Undergraduate Student

Mitchell Pinsky, Group Leader, Students Demand Action at The Ohio State University

Donald Winford, Professor, Department of Linguistics

Robert Cremins, Graduate Teaching Assistant, Women’s, Gender and Sexuality Studies

Carol Bitzinger, Graduate Teaching Assistant, Department of English

Mariona Surribas, Graduate Teacher Associate, Department of Spanish and Portuguese Department

Jacqueline Sampaio, Graduate Teacher Associate, Department of Spanish and Portuguese Department

Erin Hoppe, PhD Student, Barnett Fellow, Past Adjunct Faculty, Department of Art, Administration, Education, and Policy

Tom Chen, Graduate Teaching Associate, Department of Political Science

Sandhya Kochar, Senior Lecturer, Department of Architecture

Karen Bruce Wallace, Former Senior Lecturer, Department of English

David Peterson, Graduate Teaching Associate, Department of Political Science

Lucille Toth, Assistant Professor, Department of French and Italian
Morgan Liu, Associate Professor, Department of Near Eastern Languages & Cultures
Tristram McPherson, Associate Professor, Department of Philosophy
Douglas S. Roberts, Associate Faculty, Department of French and Italian
Zach Haldeman, Graduate Fellow, Department of Spanish and Portuguese
Liezl Dews, Undergraduate Student
Michelle Kaiser, Associate Professor, College of Social Work
Birgitte Sølands, Associate Professor, Department of History
Beth Bishop, Senior Lecturer, Department of French and Italian
Caryn E. Neumann, Alumna
Ryan Friedman, Associate Professor, Department of English
Rebecca Haidt, Professor, Department of Spanish and Portuguese
Sara Watson, Associate Professor, Political Science
John Grinstead, Professor, Department of Spanish and Portuguese
Teppei Kiyosue, Lecturer, Department of East Asian Languages and Literatures
Neil Tennant, Arts and Sciences Distinguished Professor, Department of Philosophy
Gabriel Guzmán Camacho, Graduate Teaching Associate, Department of Spanish and Portuguese
Julie Parson, Senior Lecturer, Department of French and Italian
Amy Youngs, Associate Professor, Department of Art
Shawntel Barreiro, PhD Student, Department of Linguistics
Cesar Lopes Gemelli, Graduate Student, Center for Latin American Studies
Paige Barton, Graduate Student, Department of Spanish and Portuguese
Willy Cheung, Graduate Student, Department of Linguistics
Connor Rouillier, Graduate Student, Department of Linguistics
Rexhina Ndoci, Graduate Student, Department of Linguistics
Ashley Lewis, Graduate Student, Department of Linguistics
Daniel Puthawala, Graduate Student, Department of Linguistics
Esteli Puente, Graduate Teaching Associate, Department of Spanish and Portuguese
John Ross, Graduate Research Associate, Department of Linguistics
Shari R Speer, Professor, Linguistics and Associate Dean for Academic Affairs, Graduate School
Stephen Post, President, Council of Graduate Students
Austin Miles, Graduate Student, School of Environment and Natural Resources
Eric Brinkman, Graduate Student, Department of Theater
Jason DeWitt, Graduate Teaching Associate, Department of Philosophy
David L. King, PhD Candidate, Center for Cognitive and Brain Sciences
Marie Bissell, Graduate Student, Department of Linguistics
James Tompsett, Graduate Teaching Associate, Department of Sociology
Lindsey Hernandez, Graduate Student, Department of Earth Sciences
Susan Ataei Masjedloo, PhD Student, Department of Teaching and Learning
Sarah Walton, Graduate Teaching Associate, School of Environment and Natural Resources
William Balla-Johnson, Graduate Teaching Associate, Department of Spanish and Portuguese
Bennett Paul Whitaker, PhD Student, Department of Comparative Studies
Jeremy E. Hershberger, Master's Student, Department of Rural Sociology
Connor Graham, Graduate Teaching Associate, Department of Theatre
James Uanhoro, Graduate Research Assistant, Department of Educational Studies
Adam B. Christopherson, Graduate Teaching Associate, Department of Mathematics
Polina Berezina, Graduate Teaching Associate, Department of Geography
Andreu Ferré Moragues, Graduate Teaching Associate, Department of Mathematics
Bethany Frick, Graduate Teaching Associate, Department of Speech and Hearing Science
Roberto Fernandez Morales, Graduate Student, Department of Sociology
Allie Mickle, Graduate Teaching Associate, Department of History of Art
Meaghan Pachay, Graduate Teaching Associate, Department of English
Margaret Wilson, Graduate Teaching Associate, Department of History of Art
Jasmine Abukar, Graduate Teaching Associate, Department of Teaching and Learning
Carly Dickerson, Graduate Teaching Associate, Department of Linguistics
Rebecca Plasky, Graduate Teaching Assistant, Center for the Study and Teaching of Writing
Kevin Lilley, Graduate Research Associate, Department of Linguistics
Victoria Abou-Ghalioum, Graduate Fellow, School of Environment and Natural Resources
Pranav Niranjan Ambardekar, Graduate Teaching Associate, Department of Philosophy
Danielle Fosler-Lussier, Professor, School of Music
Leila Vieira, Graduate Student, Center for Latin American Studies
R Vladimir Steffel, Professor Emeritus, Department of History
Ashley Pérez, Assistant Professor, Department of Comparative Studies
Irma J. Zamora, Graduate Student, Department of English
Caleb Dilsavor, PhD Student, Department of Mathematics
Minseon Ku, Graduate Student, Department of Political Science
Danielle Orozco, Graduate Teaching Associate, Department of English
Matthew Care, Graduate Student, Department of Mathematics
Elizabeth Campolongo, Graduate Teaching Associate, Department of Mathematics
Timothy San Pedro, Associate Professor, Multicultural & Equity Studies in Education, Department of Teaching and Learning
Andréa N. Williams, Associate Professor, Department of English
Vikhyat Kalra, Graduate Student, Department of Mechanical and Aerospace Engineering
**OSU Center/Group Supporters:**

Council of Graduate Students  
Center for Ethnic Studies at OSU  
Lebanese Student Organization  
Students for Justice in Palestine  
Latina/o Studies Program  
South Asian Studies Initiative at Ohio State  
LASER (Latinx Space for Enrichment & Research)  
Students Demand Action at The Ohio State University  
Buckeye Language Network Student Association  
Asian American Studies Program  
OSU Student Solidarity

**Academic Supporters beyond OSU:**

Noeleen McIlvenna, Professor, History, Wright State University  
Tom Rooney, Professor, Biological Sciences, Wright State University  
Gretchen McNamara, Senior Lecturer, Music, Wright State University  
Anne Hall, Substitute Teacher K-12, Broadwater County School District  
RJ Bicking, Concerned Citizen/Retired Teacher  
Amber Peplow, Assistant Professor, English and Communication, University of Cincinnati-Blue Ash  
Sarai Hedges, Associate Professor, University of Cincinnati AAUP  
Pamela Schulze, President, University of Akron AAUP
Connie Kendall Theado, Associate Professor, University of Cincinnati; President, University of Cincinnati AAUP

John T. McNay, President, Ohio Conference AAUP

Ohio Conference AAUP

Wright State University AAUP

Kara Spaulding, Assistant Director, Columbus State Community College

Susanne Lane, Educator, Middletown City Schools

Erica Haugtvedt, Assistant Professor of English & Humanities, South Dakota School of Mines & Technology

Kirstine Taylor, Assistant Professor, Political Science and Law, Justice and Culture, Ohio University

Michael Harwick, Lecturer in English, Georgetown University

Adam Miyashiro, Associate Professor of Literature, Stockton University

Dkéama Alexis, Co-founder of Black Queer & Intersectional Collective (BQIC)

Cynthia Franklin, Professor of English, University of Hawai‘i

Logan Middleton, PhD Candidate, University of Illinois at Urbana-Champaign

Shelby Carr, Teaching Fellow & PhD student, Lehigh University

Nina Lozano, Associate Professor, Communication Studies Department, Loyola Marymount University

Crystal Whetstone, Graduate Student, Department of Political Science, University of Cincinnati

Amber Riaz, Campus Education Manager, Sprott Shaw College Surrey, Canada

Loren D. Lybarger, Associate Professor and President, Ohio University AAUP

Morgan Gates, Teaching Assistant & Grader, Literature Department, University of California-Santa Cruz

Nagesh Rao, Lecturer, Colgate University

Robert Warrior, Distinguished Professor of American Literature and Culture, University of Kansas
Paul Schopis, Executive Director Ohio Academic Resources Network (OARnet), retired
Sirisha Naidu, Associate Professor, University of Missouri-Kansas City
Todd Wolfson, President, Rutgers AAUP-AFT
Dr. Marc L. Herbert, Adjunct Associate Professor of Physics, Hofstra University
Deborah Kinghorn, Professor, Theatre and Dance, University of New Hampshire
Julia S. Carlson, Associate Professor of English, University of Cincinnati
Arlene R. Lundquist, Professor of Psychology, Utica College
Carolyn Betensky, Professor of English, University of Rhode Island
Ellen Mulqueeny, Associate Professor Kent State University
David Seitz, Professor of English, Wright State University
Nicole Dambrun, Special Lecturer in Department of Mathematics and Statistics, Oakland University
Kate Catterall, Associate Professor of Design, University of Texas at Austin
Richard Davis, Professor, Religious Studies, Bard College
Stephanie Erev, Assistant Professor of Political Science, Portland State University
Melanie Kuhn, Professor, Purdue University
John Tharakan, Professor, Howard University
Stuart Chen-Hayes, Professor/Program Coordinator, Counseling, Leadership, Literacy, and Special Education, CUNY Lehman College
Gwen Heller Tuason, Senior Instructor 2, Portland State University
William P. Le Jeune, Adjunct in History, Sinclair Community College (retired)
Jeremy Genovese, Associate Professor Cleveland State University, Emeritus
Tara D. Kelley, AV Archivist, Rutgers University
Robert Hamilton IV, Associate Professor, Kent State University at Stark
Kristin Reed, Associate Professor, Commonwealth University
John Curry, Associate Professor, University of Nevada, Las Vegas
Richard Fusco, Professor of English, Saint Joseph's University
Sarah Gjertson, Associate Professor of Studio Art, University of Denver
John Jordan, Lecturer, Department of Theatre and Dance, Fresno State
Michael Frierson, President, University of North Carolina at Greensboro Chapter of AAUP
Steve LaDochy, Prof., California State University, Los Angeles
Lorna Zukas, Professor, Sociology and Global Studies, National University
Christine Robinson Coon, Senior Instructor, University of Colorado
Julia Schleck, Associate Professor of English, University of Nebraska Lincoln
Craig M. Koslofsky, Professor of History, University of Illinois, Urbana-Champaign

OSU chapter: osuaaup@gmail.com