

We are writing to document the impact of the recent reduction in force on the undergraduate and graduate programs in Psychology. These faculty terminations, 5 tenured faculty terminations out of 11 total tenured/tenure-track (46%), or 5 out of 14 total psych faculty (36%), place multiple students' degree completion at risk and, in some cases, make completion within the current program structure impossible. Further, the cuts also put at risk the accreditation statuses and reputation of our degrees, affecting incoming students, current students, and alumni.

The most urgent, time sensitive impacts:

- **Industrial/Organizational (I/O):** 22 PhD, 15 MS, and 3 coterminial students are without an adviser; an estimated 15 incoming MS students will arrive with no adviser and no faculty to teach required courses.
- **Clinical Psychology:** 11 PhD students are without an adviser.
- **Dissertation deadline at risk:** 5 Clinical PhD students were scheduled to propose in the next month to meet the September 15 internship application deadline. Their mentors and dissertation chairs were terminated; without them, they face a one-year delay (at significant cost).
- **Undergraduate (BS):** Students can no longer complete multiple concentrations (e.g., digital psychology), because it depended on coursework taught by terminated faculty. Multiple students planned to be in research labs and do capstone projects in Fall with faculty members whose labs are now closed; there are at least 3 full (over 30 enrolled in each) Fall upper-level courses that will be cut because it was specific to the expertise of the terminated faculty.

No capacity to absorb these students. Of the 9 remaining faculty, only 2 (1 in Undergraduate Psychology, 1 in Clinical Psychology) have any capacity to take on new primary advisees, against 33 PhD and 30+ master's students now without one. The remaining 7 faculty cannot advise because of APA and CACREP accreditation requirements. (See Appendix for faculty-by-division breakdown)

Scale. 210 total students (150 graduate, 60 undergraduate) are now served by 9 faculty – a ratio well above the university's stated 14:1 target. All MS/PhD students are **self-funded**, with few exceptions, generating **60-90+ credit hours each**.

Requests:

1. Reconsider terminations decisions, at a minimum for the 2026-2027 academic year, to allow us to plan for current undergraduate and graduate students to complete their degrees.
2. Communicate directly with affected students before the start of Fall 2026 classes, addressing adviser assignments, course access, and degree timelines as faculty are unable to answer these questions.

Sincerely,

The Psychology faculty

Appendix. Detailed faculty advising loads

Combined, at least 66 current graduate students across the I/O and Clinical programs are without an adviser as of this writing.

These 66 students cannot be readily reassigned to the remaining faculty. Of the 9 remaining faculty:

- **Rehabilitation Psychology (4 faculty):** 1 is a Clinical TT faculty member who directs the MS in Clinical Counseling; the other 3 are TT rehab faculty, 2 of whom already mentor Clinical PhD students with labs of 10+ students each. All 4 are required to dedicate 75% effort to the MS in Clinical Counseling to meet CACREP core-faculty accreditation requirements, leaving no meaningful capacity for additional primary advisees.
- **Undergraduate Psychology (2 faculty):** 1 is teaching-track and cannot advise PhD students; 1 is TT and already mentors a limited number of PhD students.
- **Clinical Psychology (3 faculty):** 1 is TT; 2 are teaching-track and cannot serve as primary research mentors.

In practice, this leaves **2 faculty department-wide** – 1 TT in Undergraduate Psychology and 1 TT in Clinical Psychology – with any capacity to take on new primary advisees, against **33 PhD students** and **30+ master's students** currently without one, the majority of whom work outside these 2 faculty members' areas of expertise.