UNIVERSITY OF MICHIGAN

POST-ELECTION IMMIGRATION POLICY RESOURCE FOR DEANS, ACADEMIC ADMINISTRATORS, AND STUDENT LIFE PROFESSIONALS

Prepared by the Provost's Office, Office the General Counsel, and Ann Arbor International Center

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Key Messages:

- ***International students and scholars are welcome here.***
- The U-M will protect the interests of our international community of scholars to the fullest extent possible.
- The university's actions related to immigration status are consistent with our long-standing positions on non-discrimination, privacy, and public safety.
- We know that our students and scholars are in distress over this immigration ban (Executive Order: Protecting The Nation from Terrorist Attacks from Foreign Nations dated January 27, 2017), and that their work may be impacted in various ways. We encourage accommodations in the face of these impediments, while also maintaining the academic integrity of our courses and programs.
- International students or scholars who are citizens of any of the seven impacted nations (Iraq, Iran, Libya, Sudan, Somalia, Syria, Yemen) should consult with the International Center with any questions about their visa status.
- While the executive order is currently suspended while being reviewed in the courts, this could change quickly, so we still advise students and scholars from the seven impacted countries who are not green card holders or who are dual citizens of an unrestricted country against leaving the U.S.
- Legal Permanent Residents (green card holders) are not restricted from entering the U.S.
- Dual citizens from the seven impacted countries and another unrestricted country should travel on passports **from an unrestricted country (a country that is not on the list)**. This assumes that the U.S. visa stamp is in the unrestricted country's passport and that other required documents are valid.

Tips:

Promote consistent messaging. Coordinated and centralized communications regarding immigration issues is important to serving our international and undocumented community members well. Direct general questions regarding immigration issues to the Ann Arbor International Center, which will provide triage services.

The key issues page at the Public Affairs and Internal Communications website provides updated information. The International Center website also will maintain a list of resources for impacted students and scholars.

- https://publicaffairs.vpcomm.umich.edu/key-issues/
- https://internationalcenter.umich.edu/executive-order-immigration-information-and-resources

- **Encourage the use of the U-M travel registry for all international travel.**

  http://global.umich.edu/travel-resources/register-your-travel/

- **Encourage compliance with the International Travel Policy, especially the provisions regarding travel to warning and restricted destinations.** The seven countries listed in the Executive Order dated January 27, 2017 – Iraq, Iran, Libya, Somalia, Sudan, Syria, and Yemen - were already designated by the university as restricted destinations. Accordingly, due to extreme health, safety or security risks, U-M related travel is prohibited for undergraduates, and generally prohibited for graduate students, except when approved under an ITOC ("International Travel Oversight Committee") safety plan.

- **Connect on a personal level.** Impacted community members want to know that you see them and that you understand the distress they are experiencing. Expressions of true empathy, care and concern matter.

FAQs/Topics:

Academic Accommodations:

Q. What can or should we be doing to provide academic accommodations and support to students impacted by the travel ban?

A. Academic units should begin identifying possible academic accommodations and support for students who may have their enrollment disrupted if they leave the country and cannot return or if they are unable to complete academic requirements that currently include an international engagement experience. Here are some accommodations to consider:

- Adjust time to degree requirements.
- Assist students in identifying in country experiences in lieu of international engagement opportunities.
- Determine if degree requirements can be modified.
- Explore opportunities for distance learning or independent learning experiences for students who may get denied re-entry to the U.S.
- Provide financial or other support for students who may not be able to travel home or to internships outside of the U.S. if impacted by the travel ban, consistent with general hardship funding policies. These students may need assistance with living accommodations, securing employment in the U.S., or identifying research opportunities in the U.S.
- Review your emergency resource funds to determine if you can allocate more resources to assist students in need.
- Defer fellowships.

Q. What can or should we being doing to provide accommodations and support for DACA students whose status may change or whose EAD (work authorization) expires or is revoked?

A. The university is not permitted to employ individuals who do not have valid work authorization. If students are relying on their DACA work authorization to fund their enrollment, academic units are encouraged to identify scholarship funds, grants or other financial support and distribute consistent with general hardship

funding policies. In addition, programs that include graduate student employment as part of the degree requirements, should consider whether modification of the degree requirements can be made.

Admissions/Deferrals:

Q. How should we manage admissions from students from the seven banned countries?

A. Academic units should continue to manage their admissions process and admit students without regard to citizenship or immigration status. We encourage you to accommodate students from the seven banned countries by offering to defer admission and fellowships. Please review your deferral policies and make necessary adjustments. Consider including the language in **Attachment A** in admission letters.

Advocacy/Petitions/Lobbying/Free Speech:

Q. What guidance is there relative to taking political action by faculty and staff? Should international, undocumented or DACA students avoid protest activities?

A. The U-M Guidelines for Political Campaigning and Ballot Initiatives is a helpful resource, although it directly applies only to activities relating to candidate elections and ballot proposals. https://publicaffairs.vpcomm.umich.edu/key-issues/guidelines-for-political-campaigns-and-ballot-initiatives/. For purposes of the rest of this section, we are assuming that the messaging/activities at issue involve political matters *other than* candidate elections and ballot initiatives.

- Departmental email lists/bulletin boards/communication tools:
Units should continue to ensure that their email listservs are used for designated purposes and by eligible individuals. This means that if a unit permits postings only by faculty, or only by faculty and grad students within the department, for example, it can continue to bar postings from others who are not part of the designated group. Similarly, if there is a departmental listserv, for example, that is supposed to

be used for official departmental communications only, it should not be used by individual faculty for communications (whether related to petitions or otherwise) that do not fall within that scope.

If a department has a separate, "unofficial" listserv for faculty and staff to communicate about other matters (for example, a list serve that permits posts about non-work matters, such as questions about area schools or alerts about local, non-university events), then that listserv can also be used for political discussions -- *as long as* 1) the poster is clear s/he is not speaking on behalf of the university, and 2) the poster honors requests of individuals *not* to receive future communications about a given topic. These limitations are consistent with SPG 601.07 - http://spg.umich.edu/policy/601.07) - and would apply to any topic, not just political ones; they may also mean that the poster would have to come up with a separate email list if some members of the departmental "unofficial" listserv have asked not to receive communications about a particular topic. We also recommend that posters be aware that some recipients may not share their views, and that they therefore should consider phrasing their messages in a way that acknowledges that.

- *Departmental Official Statements:*

If the department wants to take an official position on the immigration ban, for instance, or other political matter, and send out a petition on the official listserv, then it likely could do so, *provided that* the petition (or underlying department message) is not written in such a way that it would constitute support for/opposition to the election of a candidate or ballot proposal. If the department's message would amount to lobbying (see definition in next section), also consider the points below.

- *Lobbying:*

If a department were sending out an official message that urged *legislative* contacts, then that departmental communication could be considered lobbying on behalf of the university, and if so, would need to be included in the tallying of the university's lobbying contacts by Government Relations. For that reason, *before* any department (or other unit) proposed sending out an *official* statement that included a lobbying or other "call to action" component, consult with Government Relations and/or OGC.

If an individual faculty member were sending, on his/her own behalf, a message urging like-minded colleagues to contact their legislators, that personal message should not be attributed to the university as an institutional lobbying effort. For that reason, the individual faculty member would again need to take care to be clear that s/he is not speaking on behalf of the university. Moreover, particularly if the faculty member intended to engage in extensive lobbying efforts, we would, consistent with SPG 601.07, urge use of a personal, non-umich.edu account.

- *Petitions*

Faculty and staff may not speak on behalf of the university or give the impression that they are doing so. Accordingly, those who are signing petitions relating to political matters should consider whether it is necessary to include their university affiliation/title, given that they are signing in their personal capacities. We recommend that you use personal email accounts when possible. If you decide to use your university titles/affiliations, or if the petition requires you to do so (*see, e.g.*, https://notoimmigrationban.com/sign.html), you must be clear that you are referencing the University for identification purposes only. This is especially important where the petition relates to candidate elections or ballot proposals.

- *Student Advocacy:*

Core values of the university include public service and civic engagement. The U-M students have a long tradition of student activism. Anxiety on the part of international, undocumented, and DACA students about real or perceived repercussions for engaging in protest activities is understandable. All students—including international, undocumented, and DACA students—may engage in speech, protest, and advocacy about issues important to them, as long as they do so lawfully and in accord with university policies. Yet, these are also times of some uncertainty and some aspects of enforcement are outside the university's control. Students therefore are encouraged to use good judgment.

Division of Student Life professionals on each campus are experienced in helping students plan effective on-campus advocacy events such as rallies, marches, teach-ins, etc. Departments are encouraged to connect students to student life professionals.

Climate/ Support:

Q. What do we need to do for community members who feel marginalized by the travel ban and other immigration-related executive orders? Do DEI plans address international students? What training or support do faculty/staff need to meet the needs of impacted community members? What can U.S. citizens and others do to provide support?

A. Impacted community members are reporting an inability to stay focused on their academic and professional careers because of the disruption that the post-election immigration changes have on them and people they care about. We encourage allies to connect personally with international community members and let them know that you care and find opportunities to extend kindness and support. We recommend that you stay knowledgeable of what changes are happening at the federal level. Finally, read the university's official communications, ask clarifying questions, and offer support consistent with the university's advice.

- *For Students:*

The Dean of Students Office is a central place for students to receive assistance with navigating the complex issues of student life. The staff of the Dean of Students Office provides support to individual students or groups experiencing life situations impacting their Michigan experience and coordinates the appropriate individual or campus-wide response. Staff members work to promote a safe, respectful, healthy and inclusive campus community, coordinate specific programs and services, and monitor and respond to emerging situations that impact students.

Counseling and Psychological Services (CAPS) provides confidential, multicultural and multidisciplinary expert therapeutic support. Clinical services include brief personal therapy for individuals and groups and crisis intervention.

Mental Health Work Group website provides information regarding campus and local resources for students and resources for faculty and staff advising students.

http://umich.edu/~mhealth/index.html

- *For Faculty and Staff Supporting Students:*

Center for Research on Learning and Teaching

CRLT is part of the Provost's Office and works with faculty, graduate student instructors (GSIs), and academic administrators in all nineteen schools and colleges to support and enhance learning and teaching at the U-M. CRLT offers a comprehensive array of curricular and instructional development activities. CRLT's professional staff, with Ph.D.s in a variety of academic disciplines, provide both cross-disciplinary campus-wide programs and discipline-specific programs customized to the individual needs of departments, schools and colleges. **CRLT has developed resource materials related to "Teaching in the Current Political Climate**."

http://www.crlt.umich.edu

- *For Faculty and Staff:*

Faculty and Staff Assistance Program

FASAP provides support and assistance to university staff and faculty in resolving personal or work related concerns. By providing confidential and professional counseling, coaching, and consultation services to staff, faculty, retirees, benefit-eligible dependents and departments, FASAP helps individuals develop and foster strengths and resiliency. The staff of FASAP also can assist with identifying community resources as needed.

www.fasap.umich.edu

Employee Assistance Program

EAP offers a wide range of personal and professional development services to the faculty and staff of Michigan Medicine. EAP addresses concerns related to health, relationships, work and more, and offers consultation and short-term counseling services.

www.eap.med.umich.edu

- *Diversity, Equity, and Inclusion:*

In October 2016, the U-M launched a five year Diversity, Equity, and Inclusion (DE&I) strategic plan, with the understanding that we can make our greatest contribution to knowledge by building an environment in which all our community members feel valued and respected, and can flourish. This includes all faculty, staff, and students from our international community, as well.

As an example of an internationally focused action item in the plan, Taubman College of Architecture and Urban Planning has committed to develop a series of workshops and cultural trainings that will allow for international students to feel welcome and empowered to learn at their highest capacity. This also will allow for faculty to better understand the cultural backgrounds and aspirations of these students. If successful, this unit-level action item may be scaled up to the broader university level in the future.

The campus-wide and all 49 unit-level plans can be accessed at: http://diversity.umich.edu/strategic-plan/

DACA Students:

Q. What should we expect to happen with DACA students? What proactive action can we take now to support these students?

A. We do not know for sure what changes will be made to the Deferred Action for Childhood Arrivals program. Based on President Trump's public statements, we are expecting some changes. Academic units should continue to admit students without regard to their immigration status. We encourage you to become knowledgeable of university policies and resources supporting undocumented students:

- The Office of Financial Aid has information: https://finaid.umich.edu/undocumented-students/
- Rackham Graduate School: http://www.rackham.umich.edu/current-students/community-resources/undocumented-dacamented
- *Multi-Ethnic Student Affairs* serves as a hub of education and support for DACA and undocumented students https://mesa.umich.edu/

Impact on Travel to the U.S.:

Q: What impact does the travel ban executive order have for international travelers from countries not on the banned list?

A. The visa *interview* waiver program was suspended for everyone. Part of the DHS ("Department of Homeland Security") process review that is occurring in the next few weeks will impact how visas are issued in the future. We do not know what that process will look like, but as soon as we do we will advise our admitting/I-20 issuance departments, and update the International Center website.

Newly admitted students should be encouraged to submit the materials needed for I-20 and DS-2019 issuance in order to obtain a visa appointment sooner rather than later.

Legal and Community Resources:

Q. Who can faculty, staff, and students go to on campus if they have questions about their individual situation? What legal resources are available for faculty, staff, and students? What assistance can the U-M provide to those who may have difficulty returning to the U.S.?

A. The Ann Arbor International Center is the designated campus resource to assist faculty, staff, students and scholars with immigration-related concerns. https://internationalcenter.umich.edu/

1500 Student Activities Building
734-764-9310
icenter@umich.edu.

Dr. Judith Pennywell (jpennywe@umich.edu), the International Center Director, and her team are ready to serve our community members with care and compassion. Individuals who have difficulty entering the U.S. should call the International Center, which can assist with initial triage and connect the traveler to additional assistance.

The Division of Student Life is in the process of expanding immigration legal services for students through Student Legal Services. The Office of the General Counsel ("OGC") is also developing resources for immigration legal services for faculty and staff. All referrals, however, will be managed by the campus international centers.

Currently, lists of local and national immigration legal services and community support services are available on the OGC website:

http://ogc.umich.edu/frequently-asked-questions/immigration/faq-immigration-resources/

Managing Sensitive Immigration Data:

Q. What protocols are in place to protect sensitive individual data like citizenship or visa status?

A. We know that many of you are interested in identifying students directly affected by the recent executive order related to immigration. Please be mindful that this information, including citizenship and visa status, is highly sensitive and the University President has stated that we will protect it, to the fullest extent of the law. These data must be handled with the utmost care.

Coordinated and consistent communication is critical during this time. A key leadership team has already communicated with U-M community members who may be affected - both visa holders and permanent residents with citizenship in Iraq, Iran, Libya, Somalia, Sudan, Syria, and Yemen. The leadership team includes experts from the President's Office, Provost's Office, International Center, and Office of the General Counsel. Public Affairs is cataloging all messages on their key issues web page for "International and Undocumented Students at U-M." https://publicaffairs.vpcomm.umich.edu/undocumented-students-at-u-m/

Please read these messages carefully and do not advise beyond what has already been communicated. The team anticipated student needs and questions as they crafted each message. If you think that additional communications are needed

because something was missed, please contact Judith Pennywell (jpennywe@umich.edu) so any future messaging can be coordinated and thorough.

We have asked data stewards in HR and the Registrar Offices to route all requests for data involving specific identification of students, staff or faculty from the impacted countries to be routed to OGC for review. If you do need such data, you will be asked to share the purpose for which the data will be used and to address access to and security of the data.

All media requests should be forwarded to Public Affairs - https://publicaffairs.vpcomm.umich.edu/. If you share personal narratives of impacted community members, please be mindful not to identify individuals without their permission.

F-1 Program OPT/CPT:

Q. Can students from the seven banned countries engage in CPT (Curricular Practical Training) or OPT (Optional Practical Training)? Will CPT or OPT be eliminated or modified?

A. As of today, we have not been provided any guidance that prevents any F-1 student from engaging in CPT or OPT. As a result, the IC is continuing to assist F-1 students from the seven banned countries in applying for those opportunities. It is impossible to predict with any certainty what changes, if any, will occur with CPT or OPT. If we receive reliable information regarding changes to CPT or OPT we will immediately advise F-1 students and their advisors.

Travel Recommendations:

Q. What should we be advising impacted community members regarding international travel?

A. *Undocumented and DACA students:*
Do not travel outside of the U.S. until further notice.

Citizens/Nationals of the Seven Banned Countries (except for dual citizens and Lawful Permanent Residents as explained below):

Do not travel outside of the U.S. at least until April 26, 2017. While the executive order is currently suspended while being reviewed in the courts, this could change quickly. So we still advise against leaving the U.S. for students and scholars from the seven impacted countries who are not green card holders or dual citizens of an unrestricted country.

Dual Citizens of non-U.S. Countries and the Seven Banned Countries:

Citizens/Nationals of the seven banned countries who have dual citizenship with another unrestricted country should consult with the International Center or an immigration attorney before leaving the U.S. According to DHS guidance, if travelers present a passport from an unrestricted country along with supporting documentation (e.g., I-20 or DS-2019) from that same country, they will be allowed to enter the U.S.

Green Card Holders (Lawful Permanent Residents) and Citizens of the Seven Banned Countries:

According to DHS guidance (January 29, 2017),

"Lawful Permanent Residents of the United States traveling on a valid I-551 will be allowed to board U.S. bound aircraft and will be assessed for exceptions at arrival ports of entry, as appropriate. The entry of these individuals, subject to national security checks, is in the national interest. Therefore, we expect swift entry for these individuals."

Everyone:

All international travelers should register their travel in the U-M travel registry.

http://global.umich.edu/travel-resources/

All international travelers should complete the Pre-Departure Checklist for Individuals Traveling abroad.

http://global.umich.edu/travel-resources/tips/

Foreign Nationals Should Plan for Re-entry to the U.S. as Follows:

- Review the International Center's recommendations for travel preparation. https://internationalcenter.umich.edu/abroad/swt/travel/travel-preparations

- Make sure that travel documents (i.e., passport, immigration documents, I-94 stamp) are current. For example, passports should be valid for at least six months after the expected return date. Provide a trusted emergency contact person with copies of travel documents and travel itinerary. Make sure that someone knows when they plan to arrive so that they can provide assistance, if they are delayed or detained at a U.S. port of entry.

Departments are encouraged to create a process to support compliance with the International Travel Policy (SPG 601.31), with special attention to registering university related travel and compliance with the policy regarding Warning and Restricted Destinations.

If requested, departments are also encouraged to provide letters confirming a foreign national's status with the U-M that they can carry with them to present if questioned regarding their purpose for re-entry to the U.S.

Q. What should we be advising international, undocumented, and DACA community members regarding domestic travel?

A. There are no restrictions on anyone traveling within the U.S. or U.S. territories. We, however, understand that there are reports of international and undocumented community members being delayed or detained by TSA officials. Concerned individuals may apply to the Secretary of State for a Michigan Driver's License or identification card that can be used for identification purposes in lieu of other identity documents that might reveal citizenship, immigration status, or undocumented status.

Michigan Secretary of State:
http://www.michigan.gov/sos/0,4670,7-127-1627_8668-25513--,00.html

Q. What can we expect next? What advice do we give to others who are concerned that their country of citizenship might be added to the list of banned nations?

A. It is impossible to predict with certainty what will happen next. Based on reliable reports, the university will provide community updates and targeted messages to impacted community members, as soon as possible. We encourage concerned community members to focus on their purpose for being at U-M. For now, international students and scholars not directly impacted by the travel ban should continue with plans for international travel. (Undocumented and DACA students should not travel outside of the U.S.) In addition, administrators and advisors may find it useful to help community members develop a plan of action for the worst-case scenario if an individual is not able to leave the country or is unable to re-enter the U.S. Consider the following, for contingency planning:

- Purchase trip cancelation insurance.
- Explore distance learning or off-site work arrangements.
- Explore alternative housing arrangements.
- Plan for changed financial needs.
- Plan for academic adjustments.

Individuals who have difficulty functioning well due to anxiety or fear may be referred to campus mental health resources. Departments can continue to provide affirming messages and act consistently with the university's statement of principles, as articulated by President Schlissel.

Existing Communications:

November 9, 2016: Presidential Election Messages from President Mark Schlissel and Various University Leaders

- https://publicaffairs.vpcomm.umich.edu/presidential-election-messages/

November 15, 2016: Message to International Faculty and Staff from Dr. Judith Pennywell, the Ann Arbor International Center Director

- https://publicaffairs.vpcomm.umich.edu/1320-2/

November 15, 2016: Message to International Students and Scholars from Dr. Judith Pennywell, the Ann Arbor International Center Director

- https://publicaffairs.vpcomm.umich.edu/1322-2/

November 16, 2016: Guidance to DACA students not to travel internationally and Guidance for those advising DACA students from Dr. James Holloway, Associate Vice Provost for Global Engagement

- http://global.umich.edu/education-abroad/pre-departure-planning/
- http://global.umich.edu/about/administrative-tools/

November 21, 2016: U-M Statement on Undocumented Students at U-M and FAQ

- https://publicaffairs.vpcomm.umich.edu/undocumented-students-at-u-m/

January 28, 2017: U-M Statement of Support for DACA Students and BRIDGE Act

- https://publicaffairs.vpcomm.umich.edu/undocumented-students-at-u-m/

January 28, 2017: Statement on Protecting the Interests of Our International Community of Scholars from President Mark Schlissel

- https://president.umich.edu/news-communications/on-the-agenda/protecting-the-interests-of-our-international-community-of-scholars/

January 29, 2017: Message to International Faculty, Students, and Scholars regarding Executive Order "Protecting the Nation from Foreign Terrorist Entry into the United States" (Travel Ban) from the Ann Arbor International Center

- https://internationalcenter.umich.edu/executive-order-update-international-center

January 30, 2017: Message to Lawful Permanent Residents regarding "Protecting the Nation from Foreign Terrorist Entry into the United States" (Travel Ban) from Paul Courant, Interim Provost and Executive Vice President for Academic Affairs; Royster Harper, Vice President for Student Life; and Laurita Thomas; Associate Vice President for Human Resources

- https://publicaffairs.vpcomm.umich.edu/impact-on-lawful-permanent-residents/

January 31, 2017: Message to International Education Network regarding treatment of sensitive student data regarding immigration status or citizenship.

- **Attachment B**

February 3, 2017: Message to Visa Holders regarding Update on Travel Ban from the Ann Arbor International Center

- https://internationalcenter.umich.edu/february-3-2017-executive-order-update-international-center

February 3, 2017: Message to Lawful Permanent Residents regarding Update on Travel Ban from Paul Courant, Interim Provost and Executive Vice President for Academic Affairs; Royster Harper, Vice President for Student Life; and Laurita Thomas; Associate Vice President for Human Resources

- https://publicaffairs.vpcomm.umich.edu/message-from-senior-leaders-to-u-s-permanent-residents/

Resources:

Ann Arbor International Center:
https://internationalcenter.umich.edu/

Dearborn Office of International Affairs:
https://umdearborn.edu/internationaloffice/

Flint International Center:
https://www.umflint.edu/international/international-center-home

Global Michigan Website/Travel Abroad Information:
http://global.umich.edu/

International Travel Policy (SPG 601.31):
http://spg.umich.edu/policy/601.31

Protection of Individual Privacy for International Community Members:
http://ogc.umich.edu/frequently-asked-questions/immigration/faq-immigration-protection-of-individual-privacy/

Public Affairs and Internal Communications Key Issues Page regarding International and Undocumented Students at U-M:
https://publicaffairs.vpcomm.umich.edu/undocumented-students-at-u-m/

U-M Travel Registry:
http://global.umich.edu/travel-resources/register-your-travel/

ATTACHMENT A

Foreign National Admitted Student Communication

We regret to inform you that as of January 27, 2017, citizens ("nationals") of Iraq, Iran, Libya, Somalia, Sudan, Syria and Yemen will not be issued visas and will not be able to enter the U.S. for the next 90 days. As a result, the [SCHOOL OR COLLEGE] will allow you to defer your admission until there is greater clarity regarding your ability to enter the U.S. and begin your academic program. Please contact [insert contact person] for information regarding the deferral process for your unique situation.

If the current restrictions on visa issuance and entry to the U.S. are lifted earlier or are extended, we will contact you.

Revised February 7, 2017

ATTACHMENT B

UNIVERSITY OF MICHIGAN

Important: Student data and communications related to executive order

1 message

Amy Conger <aconger@umich.edu> Wed, Feb 1, 2017 at 7:02 AM
To: International Education Announcements <IE-announce@umich.edu>

Dear Colleagues,

We know that many of you are interested in identifying students directly affected by the recent executive order related to immigration. Please be mindful that this information, including citizenship and visa status, is highly sensitive and the University President has stated that we will protect it. These data must be handled with the utmost care.

Coordinated and consistent communication is critical during this time. A key leadership team has already communicated with U-M community members who may be affected - both international students and permanent residents with citizenship in Iraq, Iran, Libya, Somalia, Sudan, Syria and Yemen. The leadership team includes experts from the President's Office, Provost's Office, International Center, and General Counsel. Public Affairs is cataloging all messages on their key issues web page for "International and Undocumented Students at U-M." https://publicaffairs.vpcomm.umich.edu/undocumented-students-at-u-m/

Please read these messages carefully and do not advise beyond what has already been communicated. The team anticipated student needs and questions as they crafted each message. If you think that additional communications are needed because something was missed, please contact Judith Pennywell (jpennywe@umich.edu) so any future messaging can be coordinated and thorough.

Best,
Amy

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