

21 Nov 2023

To Whom It May Concern:

I write in support of Dr. Laura Grabowski's application for promotion to Professor. Dr. Grabowski's work undoubtedly stands on its own merits but I am happy to add my little bit of support to this application.

Dr. Grabowski has been teaching one of the WAYS 103 Talking About Diversity seminars for the General Education Program since fall '21. The topic she developed, "Algorithms of Oppression," is one that attracts a broad range of students and is one whose importance can not be understated. Dr. Grabowski and Dr. Ladd shared the development of the course with the plan that they would alternate teaching it, which demonstrates to me the high degree of creativity and collaboration the WAYS courses offer not only our students but also our faculty. The success of the resulting course is a testament to the hard work and creative thinking that they did. It also showcases how truly important diversity in the broadest possible sense is, both to Dr. Grabowski and to our WAYS 103 courses.

Having Dr. Grabowski be part of the WAYS 103 faculty and hearing her viewpoint at our regular meetings was honestly a highlight of that whole thing for me. She is calm and forthright, logical and genuinely kind. When she gets heated about something, you know that 1) it truly matters to her and 2) someone is probably not being logical somewhere. But even in any moments of being heated, she is still so respectful of others that it helps everyone else be that, too. I know she brings that same energy to her students and they are, indeed, lucky to be in class with her. I miss Dr. Grabowski's sane presence in those meetings and very much look forward to the day she can come back to teaching WAYS 103.

Personally, I think Laura is wonderful. She genuinely cares for our students and it shows in everything she does. Professionally, I think this promotion is the right thing to do and I absolutely support this application.

Sincerely,



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