



Bill: Senate Bill 658 (HB 214)
Title: Graduate Assistant Collective
Bargaining Fairness Act
Date: February 21, 2020
Committee: Senate Finance
Position: SUPPORT

A. The problems have persisted across generations of graduate students, legislators, and administrators (p. 2).

- Over the last 20 years there have been numerous attempts to reverse the 2001 ban.
- Minimum stipends have hardly increased during that time.
- UMCP data shows pervasiveness of issues facing graduate employees.

B. The meet and confer process is not working (p. 5).

- Despite the best efforts of graduate employee leaders, university administration has been largely unresponsive to graduate employee concerns and issues.

C. On employment measures, University of Maryland does not stack up well against our peer schools (p. 7).

- UMCP's minimum graduate stipend is below many Big Ten and peer schools'.
- UMCP has one of the highest discrepancies between cost-of-living and stipend amongst our peer institutions.
- More than 50% of Big Ten schools are unionized.

D. Collective bargaining does not harm, and instead benefits, the educational atmosphere (p. 8).

- Peer-reviewed research suggests graduate student unionization actually improves the educational atmosphere.

E. There is broad, continuously expressed support among graduate employees (p. 10).

- Thousands of graduate employees, faculty, and campus groups across USM institutions have advocated for the legalization of collective bargaining rights for the last several years.

Testimony from Fearless Student Employees in support of HB214/SB658. Inquiries for further data or questions can be directed to fearlessstudentemployees@gmail.com.

The problems have persisted across generations of graduate students, legislators, and administrators.

Numerous bills have dealt with graduate employee collective bargaining over the last twenty years:

2000: HB 1361
 2001: HB 300 / SB 207 — Ban on grad employees collective bargaining enters statute
 2002: HB 604
 2008: HB 538 / SB 617
 2012: HB 972 / SB 859
 2017: HB 1250
 2018: HB 199 / SB 560
 2019: HB 270 / SB 491
 2020: HB 214

The minimum annual stipend a department might pay its graduate employees for a standard position has increased, but barely—and after stagnating for four years:

2013: \$15,067.00	<u>2016: \$16,144.00</u>	2019: \$17,455.00
2014: \$15,675.00	<u>2017: \$16,144.00</u>	2020: \$18,791.00
<u>2015: \$16,144.00</u>	<u>2018: \$16,144.00</u>	

University committees, surveys, and other data consistently demonstrate the pervasiveness of issues facing graduate employees:

Unlivable Wages...

In 2010, the workgroup “on the status of graduate assistants and adjunct faculty in Maryland's state higher education institutions” concluded “Graduate students addressing the Workgroup expressed the concern that stipends are low, relative to the cost of living in Maryland. They also cited economic concerns, the financial uncertainty that arises without multi-year assistantship commitments, and the dearth of affordable graduate student housing.” (9)

In 2016, UMCP GAAC surveyed and found 69% of respondents said their salary is not enough to support themselves.

In 2016, the Graduate School Review Committee determined, “Our data indicate that graduate students often feel overworked and undercompensated, and that the University does not provide enough mechanisms to address their concerns (though the new Statement of Mutual Expectations for Graduate Assistants and Faculty Supervisors is a step in the right direction). Appropriate financial support and expectations are crucial for allowing graduate students to focus on their

academics, and can enhance recruitment, particularly for the highest quality students and those from disadvantaged backgrounds.

In 2017, the Graduate School's Quality of Life Survey showed that the top reason why graduate students would NOT recommend UMCP to prospective students was financial issues/concerns. Financial issues were the top reason why graduate students and employees felt unsupported by the university.

Unregulated hours...

In 2006, a survey at UMCP found that 36% of respondent teaching assistants asserted that they worked more than the maximum allowed by Graduate School policies (20). (10 of Workgroup report)

In 2010, UMCP told the workgroup it "believes that it has solved this significant workload inequity." (10)

In 2016, UMCP GAAC found 20% of respondents said they could not complete the requirements of their assistantship within the policy-limited time, and that the *average* number of hours worked (22.56) exceeded the maximum allowed by Graduate School policies (20).

In 2017, UMCP GAAC surveyed and found that the *average* number of hours worked (27.11) exceeded the maximum allowed by Graduate School policies (20).

In 2017, the Graduate School's Quality of Life Survey found significant dissatisfaction with overwhelming assistantship workloads, particularly given the comparatively low stipends.

In 2020, the Graduate School facilitated a study by Dr. Liana Sayer that suggested a vast range between colleges, with some colleges' graduate employees working nearly twice as many hours as other colleges employees doing similar work.

Issues with supervisors...

In 2010, graduate employees expressed concern that grievance procedures "leave the complaining student vulnerable to retaliation from the student's supervisor or mentor." (11)

In 2016, UMCP surveyed and found 22.8% of respondents would not be comfortable approaching their advisor/supervisor about a problem.

In 2017, the Graduate School's Quality of Life Survey found that many graduate students felt unsupported by program faculty and their advisors. Some even reported issues with faculty engaging in sexism, harassment, and exploitation. Issues with faculty were frequently reported as a reason why graduate students would not recommend UMCP to prospective students.

In 2019, the graduate school policies make us "first attempt to resolve the difficulty by discussing the situation with [our] faculty advisor/supervisor as expeditiously as possible."

Inadequate policies...

In 2010, graduate students complained that "informal, department-based processes are inadequate" to resolve issues. (11)

In 2016, UMCP surveyed and found a full 41.1% of respondents were either neutral, or felt insufficiently protected by Graduate School policies.

In 2017, the Graduate School's Quality of Life survey showed that respondents felt that graduate students and employees were devalued by their programs and the university, citing a lack of policies, programs, and resources that support graduate student life.

In 2019, our current grievance policies states, "the GA should attempt to resolve these matters locally, collegially, and informally."

In 2019, the Graduate School found that 27% of graduate employees did not have their required expectations setting meeting and Dean Steve Fetter said, "the[se] results were positive" in an email to stakeholders.

Lack of communication...

In 2010, the workgroup advised that, "Strong channels of communication must exist on every campus to encourage the open exchange of information and discussion of concerns between graduate assistants, faculty and administrators." (14)

In 2016, the Graduate School Review Committee determined the Graduate School needed to "improve communication about policies and services to faculty, staff and students."

In 2017, the Graduate School's Quality of Life Survey showed widespread dissatisfaction with communication between the university and the graduate community, and individual programs and their students. The survey showed concern about the consistent "lack of transparency" in decision-making.

In 2018, UMCP GAAC asked Dean Steve Fetter to communicate better and he responded, "students and faculty share responsibility for being informed, and helping to inform others."

Failure of shared governance...

In 2010, the workgroup was unsure "whether campus shared governance policies, processes, and practices...are adequate to resolve concerns of graduate assistants." (13)

In 2016, the Graduate School Review Committee determined the Graduate School had failed to "engage graduate faculty, students, DGSs and Coordinators, and other core constituencies on an ongoing basis in discussions of major issues in graduate education (e.g., time to degree)."

In 2017, findings from the Graduate School's Quality of Life Survey showed that "lack of voice" was a significant concern for graduate students and employees. Many felt that they had no way of addressing issues in their academic programs, workplaces, or at the university in general.

References:

Health & Time Use of UMD Graduate Students - Dr. Liana Sayer (initial findings)

Graduate School Policies - Graduate School, UMCP

Graduate Student Quality of Life Survey (2017) - Graduate School, UMCP

Graduate School Review Committee (2016) - UMCP

Graduate Assistant Advisory Council Survey (2016) - GAAC, UMCP

The meet and confer process is not working.

Dean	GAAC MEETING	Economic livability (salary, housing)	Parental resources for GA's (childcare, leave issues)	Training / preparation / expectations	IP Rights	Issues with international student employment / training	Sick and Bereavement Leave	Issues with GAAC processes	Information Gathering	Grievance Policy Issues
Dean Charles Caramello	2/4/2013	x	x	x	x	x				
	5/28/2013	x	x	x	x		x			
	12/11/2013		x	x	x	x				
	04/07/2014		x		x	x				
	12/04/2014	x	x	x		x		x		
	04/28/2015	x	x	x				x		
	11/30/2015			x	x			x		
	04/28/2016	x		x	x	x		x	x	
Dean Jeff Franke	11/30/2016	x	x	x	x		x		x	x
	4/17/2017	x		x	x	x	x	x	x	x
Dean Steve Fetter	12/14/2017	x		x	x		x	x	x	x
	5/3/2018	x		x			x	x	x	x
	11/28/2018	x		x			x	x	x	x

Illustrative exchanges from two GAAC meetings:

Issues with the offer letters admitted students receive

GAAC asked: can the Graduate School “audit offer letters to ensure they aren’t making promises that violate Grad School policies?”

They responded: “The Graduate School does not have the resources to review individual offer letters for 4,400 graduate assistants. Moreover, offers are often done via email or verbally, without formal documentation. We rely on departments to comply with Graduate School policies.”

Lack of progress on gathering background data

GAAC said: “The Grad School lacks a comprehensive, quantitative and qualitative, understanding of the condition of graduate employees. GAAC has attempted to gather this data, the grad school has generally not, and GAAC’s numbers and qualitative data are often called into question.” (5/3/18)

They responded: “I invite GAAC to request data from the Graduate School, rather than attempt to collect it independently.” (5/3/18)

But then, regarding specific requests for information, “the Graduate School does not have the resources to develop, purchase, maintain, or support a replacement system [that tracks comprehensive graduate student information].” (5/3/18)

GAAC said: “We are concerned that you do not really know what grad employees workload is, nor how that is changing.” (11/28/18)

They responded: “We will provide information on trends on the number of graduate assistants and GA stipends when a research analyst is available to do the analysis... With current student information systems, the Graduate School does not have the ability or capacity to require, collect, monitor, or store offer letters or contracts.” No commitment when a research analyst will be available. (11/28/18)

Regarding Statements of Mutual Expectations

GAAC asked: “What are you doing to make sure that the new policy language is followed, and initiated by supervisors rather than graduate employees?”

They responded: “Departments are responsible for implementing the policy. Graduate assistants share responsibility, with their supervisors, for knowing the policy and ensuring it is implemented properly.”

Regarding poor salaries

GAAC asked: “What are your next steps to bringing grad salaries in line with cost of living?”

They responded: “The average academic-year stipend is currently \$20,023; this will increase to over \$21,000 next year—equivalent to about \$30 per hour. Graduate assistants also receive tuition worth up to \$30,000 per year and the same health benefits that faculty and staff receive. In addition, many graduate assistants also receive supplementary fellowship funding—an average of roughly \$2,000 per doctoral student. Total compensation exceeds \$60,000 for a half-time, 9.5-month appointment.”

**The University of Maryland does not stack up
well against peer institutions.**

Institution	Unionized?	Required Annual Income For One Adult	Minimum annual GA Salary (20 hrs/wk.)	Maximum Hours Per Week, per policy
Northwestern University	In process	\$27,739	\$32,844	20
University of California, Berkeley	Yes - UAW	\$36,331	\$27,218 (9-month)	21.25 per week* (340 hrs/semester)
University of California, Los Angeles (UCLA)	Yes (UAW)	\$29,864	\$27,726	~21.25 per week* (340 hrs/semester)
University of Wisconsin	Yes (TAA)	\$25,873	\$20,500	~22.5 per week (360 hrs/semester)
Rutgers University	Yes (AFT)	\$29,281	\$28,569	15
University of Michigan	Yes (AFT)	\$27,536	\$32,668.50	20*
Penn State University	No	\$25,675	\$17,280	
University of Iowa	Yes (UE)	\$23,872	\$23,982	20*
University of Washington	Yes (UAW)	\$31,295	\$28,656	~21.25 per week* (220 hrs/quarter)
Ohio State University	No	\$23,334	\$16,515	
University of Illinois, Urbana-Champaign	Yes (AFT)	\$24,548	\$23,717.28	20*
UMD, College Park	No	\$36,492	\$23,736	20
University of North Carolina, Chapel Hill	No	\$25,272	\$15,700	15-20 (recommended)
University of Minnesota	No	\$25,669	\$20,456.50	
Purdue University	No	\$23,708	\$20,358	20*
Michigan State University	Yes (AFT)	\$23,543	\$15,408	20*
University of Nebraska	No	\$23,330	\$10,000	20*
University of Indiana	No	\$24,453	\$9,914 (10 month)	No information

(Numbers from MIT Cost of Living Calculator, and each school's website / contract)

*Varies by appointment (1/4, 1/2, 3/4, full).

Collective bargaining does not harm, and actually benefits, the educational atmosphere.

Selected scholarship:

Rogers, S. E., Eaton, A. E., & Voos, P. B. (2013). Effects of unionization on graduate student employees: Faculty-student relations, academic freedom, and pay. *Industrial and Labor Relations Review*, 66, 487–510.

The authors use survey data collected from unionized and non-unions PhD students across five academic disciplines and eight public US universities to study whether unionization harms faculty-student relations and academic freedom. The authors found that unionization either has no impact or a positive impact on faculty–student mentoring relations, with unionized graduate employees reporting higher levels of personal and professional support than non-unionized graduate employees. The study also suggests that unionization could have a positive impact on academic freedom.

Hewitt, G. J. (2000). Graduate student employee collective bargaining and the educational relationship between faculty and graduate students. *Journal of Collective Negotiations in the Public Sector*, 29, 153–166.

This study surveyed faculty and found substantial support for unionization in higher education, as well as a strong belief that graduate assistants should be considered employees with the right to bargain to protect themselves from mistreatment. More than 90% of the respondents indicated that student bargaining did not interfere with their ability to teach or advise graduate students, and 87.9% indicated that it did not inhibit mentoring relationships.

Julius, D. J., & Gumport, P. J. (2002). Graduate student unionization: Catalysts and consequences. *Review of Higher Education*, 26, 187–216.

Using interviews, archival sources and existing scholarship, this study found no evidence that unionization negatively affects student-faculty, or mentor-mentee relationships. Rather it suggests that the clarification of roles and employment policies through collective bargaining labor agreements can enhance mentoring relationships between faculty and graduate students by clearly delineating expectations and responsibilities.

Ehrenberg, R. G., Klaff, D. B., Kezsbom, A. T., & Nagowski, M. P. (2004). Collective bargaining in American higher education. In R. G. Ehrenberg (Ed.), *Governing academia* (pp. 209–295). Ithaca, NY: Cornell University Press.

This study used an anonymized data exchange of 29 major universities from 1996–1997 through 2000–2001. Comparing non-unionized graduate employees with graduate employees who were unionized before 1995, graduate employees who were unionized by the end of 1996, and graduate employees who were beginning in 1999. While the last group had on average the highest salaries, the authors argue that this could be explained by the fact that this group was generally located in areas with the highest cost of living. Overall, the authors concluded, “The findings suggest that the impact of graduate assistant unions on economic outcomes does not appear to be very large and that concern over graduate student unions may be overstated” (p. 230).

Schenk, T. (2010, January 17). The effects of graduate-student unionization on stipends (Working Paper Series 1831975). Cambridge, MA: National Bureau of Economic Research.

Retrieved from <http://tomschenkjr.net/wordpress/wp-content/uploads/2009/07/eegsu.pdf>

The author used data published in the *Chronicles of Higher Education* from 2000–2001, 2001–2002, and 2003–2004, to examine the effects of unionization on graduate employee compensation. He found that unionized teaching assistants generally have higher salaries, but not overall compensation, suggesting that higher wages might be offset by an increase in fees and a decrease in other benefits. The author also found that unionization did not increase the likelihood of health benefits, decrease inequality between departments, or improve salaries for research assistants.

There is broad, continuously expressed support among graduate employees.

Hundreds of graduate employees have submitted written testimony to you, thousands have signed our petitions asking for collective bargaining rights, and dozens of campus groups and leaders have urged your support.

USM Graduate Student Governments:

Graduate Student Government (UMCP) (2018-2020)
 Graduate Student Association (Bowie) (2018-2020)
 Graduate Student Government (UMES) (2018-2020)
 University of Maryland Center for Environmental Science (2018-2020)

USM Student Groups:

The Diamondback (2018, 2020)
 Graduate Assistant Advisory Council (UMCP) (2017-2020)
 Fearless Student Employees (UMCP) (2017-2020)
 Mechanical Engineering Graduate Students (UMCP)
 MaryPIRG (UMCP)
 College Democrats (UMCP)
 Science for the People (UMD)
 Human Resource Development Evolve Society (Bowie)

USM Campus Leaders:

Annie Rappeport - Graduate Student Government President - UMCP (2019-2020)
 Diamond Bracey - Graduate Student Government President - Bowie (2018-2019)
 Christina Goethel - Graduate Student Council President - UMCES (2020)
 Blake Clark - Graduate Student Council President - UMCES (2018-2019)
 Zoe Johnson - Graduate Student Government President - UMES (2018-2019)
 Jocelyn Simmons - Graduate Student Government President - UMES (2020)
 Jonathan Allen - Student Government President - UMCP (2019)
 Adelaida Shelley - Graduate Assistant Advisory Council Co-President - UMCP (2020)
 Alexander Dunphy - Graduate Assistant Advisory Council Co-President - UMCP (2020)
 Caden Fabbi - USM Student Council President (2018)
 Michael Goodman - Graduate Student Government President - UMCP (2018)
 Nicholas Myers - Graduate Student Association President - Towson (2018)

Number of graduate employees petitioning for collective bargaining rights:

2017-2018: 1029

2018-2019: 808

Since Jan. 17, 2020: 806

College of Agriculture and Natural Resources

Jonathan Mallory	Andrea Gilbert	Faith Taylor	Alexandre Perrault
Kristina Satterlee	Elena Bailoni	Seth Commichaux	Jeffrey Hunt
Sara Miya Do	Rishov Goswami	Alexander MacLeod	Julian Gomez-Gelvez
Sarah Turner	Shawn Tsai	Danielle Delp	Samuel Williamson
Simon Sretenovic	Aimee Malzahn	Farshid Shoushtarian	Simon Levin
Sultana Solaiman	Alison Jones	Grace Hummell	Ying Chen
Yuki Whitley	Dani Weissman	Nathan Sedghi	Chaitra Surugihalli
Ashley Strickland	Emma Podietz	Patrick Roden-Reynolds	Sai Yeddula
Shelby Foor	Hannah Savio	Sarah Rothman	Sohini Dutt
Yanli Chen	Humberto Castillo Gonzalez	Devon Mohondro	Petrina Mckenzie-Reynolds

School of Architecture, Planning and Preservation

Andrew Mazer	Kari Nye	Katherine Calvert	Lilian Murnen
Jazmin Inoa Reyes	Margaret Curran	Anna Brinley	Qiong Peng
Kira Zelnosky	Nohely Alvarez	Binbin Peng	Zhenpeng Zou
Kenneth Turscak, Jr.	Rachael Warner	Ellen Kortesoja	Grace Davenport
Will Duggan	Jonathan Katz		

College of Arts and Humanities

Adelaida Shelley	Juan Diaz	Gennady Kurin	Skye De Saint Felix
Ashley Hufnagel	Leandra Cormier	Jack Werner	Erika Exton
Brienne Adams	Mireia Toda Cosi	Jessica Wicks-Allen	Katharine Glanbock
Christina Sessoms	Nelida Devesa-Gomez	Joanna Labor	Zachary Maher
Dallas Donnell	Ofelia Montelongo Valencia	John Fetherston	Eva Peskin
Hazim Abdullah-Smith	Olga Morozova	Jonathan Brower	Jacqueline Mueck
Jacqueline Partida	Roberto Katrandjiyski	Judith Aaron	Justine Decamillis
Kelsey Michael	Sofia Maurette	Kyle Pruitt	Otis Ramsey-Zoe
Mark Lockwood	Victoria Herrera Arvay	Kyle Stelzer	Aaron Bartlett
Miguel Amaguaña	Alexandria Pecoraro	Lauren Cain	Alexis Walston
Prisma Herrera	Allison Coe	Lauren Michalak	Brandy Williams
Robert Jiles	Alyssa Centanni	Mauricio Restrepo	Brian Davis
Timothy Kumfer	Clinton Soisson	Maytal Mark	Brittany Starr
Wanda Hernandez	Colin Doyle	Mischa Wolfinger	Chauncey Dennie
Yvonne Bramble	Elizabeth Massey	Rachael Kirschenmann	Chika Onyenezi
Zachary Johnson	Joseph Scott	Saban Aglar	Claudia Allen
Elizabeth Katt	Julia Kuhlman	Sabrina Gonzalez	Claudia Rojas
Heidi Zenisek	Mariángel Villalobos Benavides	Sara Ludewig	Daniel Kason
Martin Gonzales	Natalie Groom	Sophie Hess	Elizabeth Nonemaker
Amanda Chen	Patrick Allies	Stanley Maxson	Grace Kwon
Lindsay Dupertuis	Samuel Ambrose	Thomas Messersmith	Jeannette Schollaert
Connie Dai	Allison Hedges	Aaron Doliana	Jehane Sharah
Tara Wells	Enrique Urueta	Alexandra Krauska	Jonathan Reyes
Crystal Charity	Eric Pitney	Jessica Mendes	Kiera Wolfe

Ashley Aragon	Fraser Stevens	Lawrence Malcic	Kyle Bickoff
Elizabeth Phipps	Jacob Hughes	Masa Beslin	Lauren Flanigan
Erika Perez Montes	Jenna Gerdson	Maxime Papillon	Lisa Latouche
Jeannette Viens	Jonelle Walker	Polina Pleshak	Melanie Rio
Kathryn Thier	Jordan Ealey	Mikol Bailey	Rebecca Cawthorne
Lingyan Ma	Kelley Holley	Cody Gomez	Mehdy Sedaghat Payam
Matthew Salzano	Kioumars Mazandarani Haeri	Shen Pan	Alexander Dunphy
Misti Yang	Po-Hsien Chu	Zhaoqi Hu	Brian Sarginger
Naette Lee	Zavier Taylor	Cecilia Battauz	Briceno Bowrey
Nora Heist	Adreanna Nattiel	Charis Gozzo	Caitlin Kennedy
Samantha Stanley	Jocelyn Coates	Daniela Bulansky	Caroline Angle
Sarah Vick	Lenora Knowles	Daniela Hernandez	Charlie Fanning
Shelby Sturm	Sarah Scriven	Dylan Lewis	Darien Brahms
Eben Levey	Evan Ash		

Robert H. Smith School of Business

Julia Barr	Vedangi Deo	Pooja Datre	Neha Mundra
Eden Rivera	Neha Agrawal	Yuchen Song	Neerja Singh
Hsiaoting Ko			

College of Behavioral and Social Sciences

Alana Todd-Rodriguez	Hyung Kim	Autumn Perkey	Devin Butler
Kevin Gibbons	Lauren Salig	Brittany Frechette	Emily Forgo
Lorin Brace	Rachel Thompson	Elizabeth Irlbacher	Greta Jankauskaite
Nic Galloway	Chenyu Mao	Florian Gawehns	Jordan Epistola
Sammy Primiano	Claire Hou	Haley Augustson	Joshua Ryan
Val Hall	Ece Yegane	Jennifer St Sume	Junaid Merchant
Will Wical	Elena Ramirez	Madeline Fleishman	Katie Rim
Amy Dickinson	Elif Osun	Ojashwi Pathak	Kelsey Canada
Esme Pierzchala	Francy Nathalie Gonzalez Prieto	Ryan Frazier	Kristen Regenauer
Alexandra Smith	Jiahao Tang	Simon Sheaff	Matthew Coon
Erin Tinney	Palak Suri	Taylor Vincent	Morgan Botdorf
Jacob Scocca	Tereza Varejkova	Ted Ellsworth	NaYeon Yang
Madeline Romm	Aolin Jia	Alanna Schloss	Rewina Bedemariam
Melissa Manley	Diana Parker	Amritha Mallikarjun	Victoria Garriques
Sean Houlihan	Guimin Zhu	Anna Tinnemore	Brittany Demberger
Taylor Whittington	Jeffery Sauer	Einat Korman	Chandra Reyna
Toryn Sperry	Kelly Anderson	Kayla Horning	Danielle Koonce
Xinyi Situ	Kelly Gustafson	Alexandra Breslin	Emily Campbell
Yesenia Yanez	Meredith Brown	Stephanie Coffey	Robyn Moore
Asha Pavuluri	Rachel Lamb	Bridget Makol	Saswathi Natta
Diana Alkire	Rebecca Traldi	Chelsea Haakenson	Shilpa Reddy
Elizabeth Kolberg	Amelia Meli	Claire Kaplan	Simone Durham

College of Computer, Mathematical and Natural Sciences

Elizabeth Tarantino	Taylor Gedeon	Caitlin Christian-Lamb	Pei Zhang
Harrison Agrusa	Abhilasha Sancheti	Daniel Votipka	Pranava Jayanti
Joseph DeMartini	Alejandro Flores Velazco	Eddie Schoute	Priyankur Chaudhuri
Joseph Durbak	Alexander Brassel	Erica Blum	Ran Tao
Ramsey Karim	Alexander Hoyle	Georgios Tsimos	Sean Gruber
Teal	Aounon Kumar	Honghao Fu	Stavros Papathanasiou
Ellen Buckley	Aviva Prins	Jacob Bremerman	Stephen Sorokanich
Eviatar Bach	Brandon Stoeckel	Jerad Hanson	Tessa Thorsen
Joseph Knisely	Christine Herlihy	Jessica Brown	Valeriia Cherepanova
Anna Davis	Deepthi Raghunandan	Joseph Barrow	Yong Cui
Domenick Braccia	Gowthami Somepalli	Kamal Gupta	Zuping Wang
Edward Hurme	Gregory Kramida	Kelsey Fulton	Abu Abu Saleh Musa Patoary
Felix Bartsch	Hao Chen	Lillian Huang	Alex Fernez
Grace Capshaw	Jacob Rasiel	Matthew Goldberg	Alireza Parhizkar
Gregory Perrin	Jessica Thompson	Max Ehrlich	Brandon Johnson
Jacqueline Minehart	Jingling Li	Mozhi Zhang	Brianna Montoya
Jonathan Schenk	Joanna Shoemaker	Navaneeth Bodla	Christos Tengeris
Morgan Musgrove	Kealyssa Castillo-Martin	Nika Jurov	Eli Mizrachi
Pablo Villar	Kiante Brantley	Shlok Mishra	Elizabeth Friedman
Ruilong Hu	Mara Levy	Troy Sewell	Ernst Grunow
Jeffrey James Nicole Baffoe-Bonnie Baldassano Barbour	Marina Knittel	Uttaran Bhattacharya	Hadi Vafaei
Custodio de Oliveira Nunes	Michael Curry	Vineet Shenoy	Hong Nhung Nguyen
Damani Eubanks	Monikka Ravichandran	Yushan Feng	Hoony Kang
Juan Barbosa Caro	Naman Awasthi	Ahream Lee	Jameson O'Reilly
Yantnew Gete	Nirat Saini	Alexander Wikner	John Armstrong
Aiysha Ashfaq	Noel Warford	Amitava Banerjee	John Evans
Alexander Demokritou	Noemi Glaeser	Andrew Goffin	Jonathan Kunjummen
Alexandra Olson	Omer Akgul	Anna Fitzmaurice	Joseph Murray
Benjamin Lanham	Onur Kulaksizoglu	Artur Perevalov	Junheng Tao
Betsegaw Lemma	Phillip Pope	Deric Session	Kristen Voigt
Christina Camara	Ping-Yeh Chiang	Dustin Swanson	Kwok Fan
Daniel Birtles	Pranav Goel	Harjot Singh	Landry Horimbere
Daniel Hunter	Qingyang Tan	Harry Arnold	Mary Pitman
Daniel Trettel	Rashmi Sankepally	Julia Sell	Max Trevor
Danyon Fischbach	Ruoxi Li	Linus Feder	Monica Gutierrez Galan
Darnell Harris	Sadiq Shaik	Lucas Railing	Naren Manjunath
Darrin Liao	Samuel Dooley	Meenwook Ha	Natalia Pankratova
Emily Luteran	Sankha Guria	Ruben Rojas Garcia	Rob Dalka
Hallie Pennington	Shuhong Chen	Uday Saha	Sagar Airen
Kevin Weber	Sneha Gathani	Aquia Richburg	Sagnik Saha
Laura McBride	Snehesh Shrestha	Blake Fritz	Srilekha Gandhari
Madeline Newkirk	Vedant Nanda	Chi-Hao Wu	Srivatsa Tata
Michael Hitt	William Chen	Daochen Wang	Subhayan Sahu

Owen Baron	Yang Cao	Foivos Chnaras	Yingyue Zhu
Qinglin Lin	Yuelin Liu	Gustavo Varela-Alvarenga	Zishuo Yang
Radiandra Soemardi	Maria Cramer	Jenny Talbott Rustad	Deepak Sathyan
Ruixing Wang	Matthew Fischer	Jiaqi Leng	Saurabh Kadam
Thomas Howard	Ted Striegel	Jordan Hirsh	Allison Carter
Thomas Kauffman	Haley Talbot-Wendlandt	Kayla Davie	Debopriyo Biswas
Wade Hodson	James Bader	Keith Mills	Jacob Ward
Aditi Dubey	Liam Peterson	Konstantinos Pantazis	Jonathan Vannucci
Alexander Forde	Phillip Alvarez	Liam Fowl	Laird Egan
David Ferranti	Samira Aghayee	Manyuan Tao	Michael Winer
Isabel Sullivan	Ahmed Taha	Micah Goldblum	Mika Chmielewski
Jawshan Ara	Alexander Rowden	Michael Rozowski	Shangjie Guo
Kevin Bennett	Benjamin Sela	Nelson Moll	Shantam Ravan
Max Ferlauto	Patrick Sheehan	Spandan Pathak	

College of Education

Christopher Samoray	Julie Miller	Kelly Smith	Anisha Singh
Felicia Onuma	Marissa Sariol-Clough	Rachel Ghosh	Benjamin Rickles
Genevieve Hildebrand	Monica Anthony	Douglas McNamara	Christian Meyer
Justin Hillman	Montserrat Cubillos Guzman	Erin Janulis	Jannah Fusenig
Priya Bansal	Sara Palczynski	Genevieve D'Cruz	Jason Saltmarsh
Sean Morley	Tarik Buli		

A. James Clark School of Engineering

Timothy Reedy	Maria Rodriguez	Sheung Lu	Naila Al Hasan
Anand Patel	Sanaz Aliari	Shuangqi Luo	Sang-Jin Chung
Andrew Ceruzzi	Setare Ghahri Saremi	Xiaomin Lin	Yudong Li
Animesh Shastry	Taylor Motley	Yujunrong Ma	Yusra Anwar
Ilya Semenov	Yeming Hao	Yutao Chen	Amber Pierdinock
Nishant Nemani	Chelsea Stolt	Mohamed Ahmed	Cathleen Needham
Rachel Suitor	Jane Sonneman	Xingyu Ren	Dong-Hyun Cho
Sharan Nayak	Rachel Tillinghast	Ann Ramirez	Ellery Klein
Shikha Redhal	Amit Kundu	Justine Yu	Janel Niska
Dylan Kline	Ankit Mondal	Mohamed Ali	Joshua Cocker
Qin Ni	Arafat Hasnain	Romanus Hutchins	Kunal Ahuja
Sean Mack	Candace Walden	Sally Wang	Lautaro Cilenti
Tao Deng	Christopher Zawacki	Jacob Isbell	Nehemiah Emaikwu
Tejaswi Tammareddy	Hunter Kippen	Rahil Parikh	Ramin Moradi
Aliakbar Kabiri	Jair Certorio	Samuel Langlois	Rishabh Chaudhary
Amir Nohekhan	Jiahao Zhan	Adelaide Nolan	Shao-Peng Chen
Cadijah Walcott	Lei Pan	Christopher Klingshirn	Sophia Relph
Gaohong Yin	Rupasinghe Rupasinghe	Md Shafiqul Islam	Tanjebul Alam
Hamed Ghaedi	Sai Kanth	Megan Kimicata	Varun Khemani
Jawairia Ahmad			

College of Information Studies			
Astha Khurana	Shawn Janzen	Nathan Beard	Kelly Hoffman
David Biel	Sravya Amancherla	Neviya Prakash	Lori Perine
Duncan Griffin	Sydney Triola	Priya Kumar	Marilyn Iriarte Santacruz
Emily Belknap	Tammie Nelson	Rachel Mattos	Marybeth Gill
Gagan Jindal	Utkarsh Dwivedi	Rohit Kashyap	Modassir Iqbal
Hayleigh Moore	Wei-Wei Chi	Salma Elsayed-Ali	Naishi Jain
Karen Boyd	Zhuoni Jie	Shandra Morehouse	
Philip Merrill College of Journalism			
Aneurin Canham-Clyne	Julia Lerner	Katy June-Friesen	Robin Sundaramoorthy
Grace Todd	Kate Yanchulis	Luciana Perez-Urbe Guinassi	Sara Browning
Sean McGoey			
School of Public Policy			
Poorti Sapatnekar	Charles Weissfellner	Jeremy Schmidt	Keara Richardson
Calista Struby	Christina Arevalo	John O'Neill	Tyra Reed
School of Public Health			
Charlene Kuo	Katherine Kim	Sarah Hurlbert	Katherine Tomlinson
Juliana Munoz	Lauren Eagan	Shuo Huang	Laura Briggs Drew
Maisha Huq	Monica Nelson	Sidney Chen	Matthew Rodriguez
Michelle Jasczynski	Yang Zhang	Taehyun Kim	Naheed Ahmed
Nathaniel Woodard	Aaliyah Robertson	Anna Posbergh	Natasha Williams
Amanda Ng	Hyeonjin Song	Brandon Wallace	Yuki Lama
Jessica Keralis	Jackie Lai	Daniel Callow	Aitalohi Amaize
Ashley Pantaleao	Jan-Michael Archer	Gabriel Pena	Cassie Sodergren
C. Andrew Conway	Richard Remigio	Gina Garcia	Elle Pope
Dane De Silva	Alan Arellano	James Heilman	Juanita Richards
Izidora Skracic	Alexandra Simione	Jennifer Lee	Liyang Xie
Jingshuai Du	Rya Griffis	Junyeon Won	Samuel Bara-Garcia
Other (mostly administration)			
Allison Buser	Rahat Sharif	Amelia Avis	Sarah Kilmer
Benjamin Shaw	Leigh Dunewood	Gaby Yu	Yasmeen Khan
Emery Patterson	Shakia Asamoah	Sergio Pinto	Jaime Williams
Karina Kletscher	Janai Raphael	Ashley Clark	Semi Yeom
Margaret Hunt	Jung Kim	Chase Oatis	Sujitha Sekar Rajan
Samantha O'Donnell	Valeria Morales	Hannah Sanders	Grace Mandato
Zayden Tethong	Brianna Aldridge	Kiyah McDermid	Kymberly Drapcho
Miya Walker	Xinqian Qiu	Patrice Greene	Heidi Bloom
Aqdas Aftab	Brianna Nunez	Erin Taylor	Arman Liwanag
Rajni Sharma	Ruogu Wang	Taylor Wilds	Jenna Trupp
Genevieve Kocienda	Meredith Glaze	Annie Rappeport	Marque Long
Grace Chung	Bekzod Akramov	Karrin Thompson	Jashan Gupta

Emmanuel Wanjala	Ashrith Shetty	Luanjiao Aggie Hu	Babadamilola Alao
Jeremy Gombin-Sperling	Xanh Tran	Naomi Fritts	Claudia Umana
Cameron Busacca	William Howell	Le-Roy Battle	Erin Sorensen