



Bill: **Senate Bill 521**
Title: **State Personnel -
Collective Bargaining**
Date: **February 18, 2021**
Committee: **Senate Finance**
Position: **SUPPORT**

Executive Summary:

A. 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).

- Among Big Ten schools, UMCP has the greatest discrepancy between required cost-of-living and graduate stipends.
- UMCP's minimum stipend is below that of many Big Ten and peer schools.
- More than 50% of Big Ten schools are unionized.

D. Collective does not harm, and in fact benefits, the educational atmosphere with negligible economic impact. (p. 9).

- Peer-reviewed research suggests graduate student unionization actually improves the educational atmosphere and shows that economic concerns are often "overstated."

E. Graduate employees have been disproportionately affected by COVID-19 (p. 11).

- Existing power imbalances and financial vulnerability have forced graduate employees to assume extra burdens and dangerous working conditions.
- Graduate employees have been made to feel precarious and to suffer undue anxiety.
- These outcomes have been caused by the poor supervision and administration which would have been remedied through a clear, enforceable contract.

F. There is broad, continuously expressed support among graduate employees (p. 14).

- 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 SB521.

Inquiries for further data or questions can be directed to fearlessstudentemployees@gmail.com.

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

Numerous bills have been introduced to deal 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 / SB 658

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 (no change)</u> | 2019: \$17,455.00 |
| 2014: \$15,675.00 | <u>2017: \$16,144.00 (no change)</u> | 2020: \$18,791.00 |
| <u>2015: \$16,144.00</u> | <u>2018: \$16,144.00 (no change)</u> | 2021: \$18,979.00 |

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 that “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 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, which suggested a vast range between colleges, with some colleges' graduate employees working nearly twice as many hours as other colleges' employees while doing similar work.
- **Issues with supervisors:**
 - **In 2010**, graduate employees conveyed 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 a "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 that 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 policy 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 must "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 Date | Economic livability (salary, housing) | Parental resources for GAs (childcare, leave, etc.) | Training / preparation / expectations | IP Rights | Issues regarding international student employment / training | Sick and Bereavement Leave | Issues with GAAC process | Information Gathering | Grievance Policy Issues |
|-------------------|-------------------|---|---|---------------------------------------|-----------|--|----------------------------|--------------------------|-----------------------|-------------------------|
| 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 | |
| Jeff Franke | 11/30/2016 | x | x | x | x | | x | | x | x |
| | 4/17/2017 | x | | x | x | x | x | x | x | x |
| 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 |
| | 5/7/2019 | x | | x | | x | x | x | x | x |
| | 11/13/2019 | x | | x | | x | | | x | x |
| | 4/7/2020 | x | x | x | | x | x | | | |
| | Fall 2020 | Dean Fetter, Provost Rankin, and VP Colella did not meet with GAAC. | | | | | | | | |

Illustrative exchanges from two GAAC meetings:

Regarding 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.”

Regarding the 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)

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.”

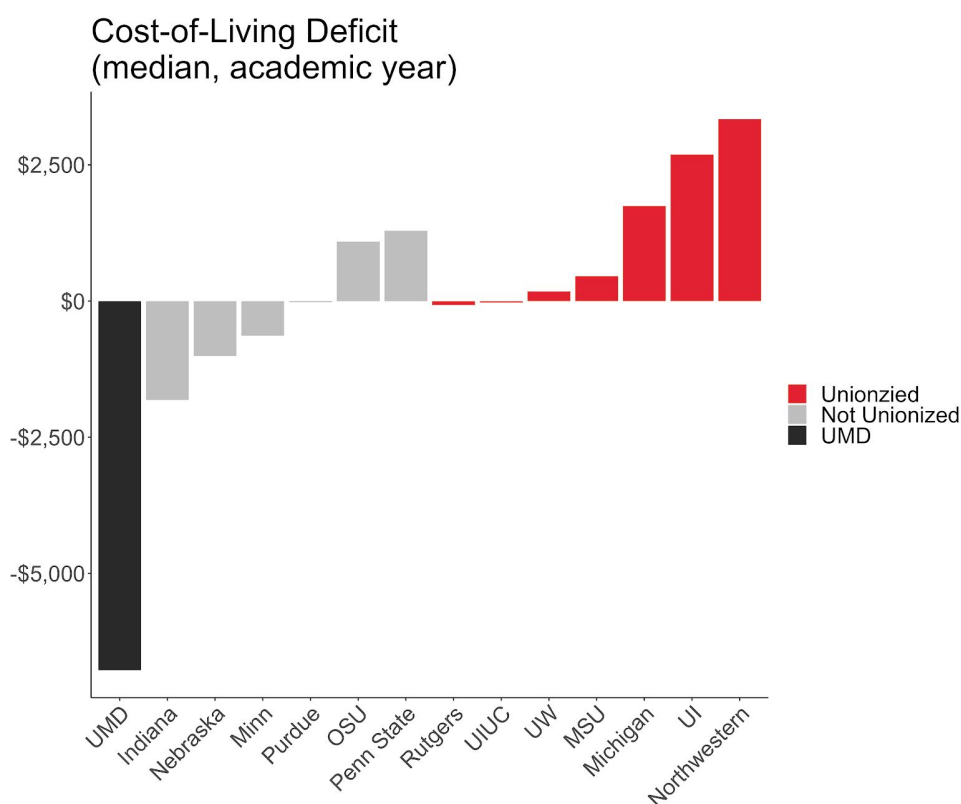
Regarding poor salaries:

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.

Graduate stipends at UMCP, relative to the area's cost of living, are *by far the lowest in the Big Ten*. This cost-of-living deficit, defined as the required cost of living for the area¹ less the median salary², is over \$6,700 for the academic year and \$11,000 for the entire year (if we instead calculate the deficit with the minimum stipend determined by the university, it is a staggering \$16,000). These findings corroborate what has been repeatedly expressed in student testimonials: graduate stipends are *entirely insufficient to support workers*. Tuition reimbursement does not buy groceries.³ The cost-of-living deficit is the largest in the Big Ten, irrespective of how it is calculated: either using each university's minimum stipend, the median compensation over the 9-month academic year, or the median compensation over the full year.



¹ Determined by the MIT Living Wage Calculator, an independent third-party, livingwage.mit.edu

² Median stipend information from phdstipends.com. This self-reported information significantly correlates with the minimum stipend, $\rho=0.95$.

³ Moreover, the university considers reimbursement part of the total compensation of all graduate workers, even the majority of PhDs who have already completed coursework.

| Institution | Unionization | Required Annual Income For One Adult | Minimum annual GA Salary (20 hrs/wk.) | Maximum Hours Per Week, per policy |
|---|---------------------|---|--|---|
| Northwestern University | In process | \$28,280 | \$33,504 (12-month) | 20 |
| University of California, Berkeley | Yes - UAW | \$34,288 | \$21,911.5 (10-month) | 21.25 per week* (340 hrs/semester) |
| University of California, Los Angeles (UCLA) | Yes (UAW) | \$31,692 | \$20,136 | ~21.25 per week* (340 hrs/semester) |
| University of Wisconsin | Yes (TAA) | \$25,765 | \$20,500 | ~22.5 per week (360 hrs/semester) |
| Rutgers University | Yes (AFT) | \$30,768 | \$29,426 | 15 |
| University of Michigan | Yes (AFT) | \$27,672 | \$22,433 | 20* |
| Penn State University | No | \$26,281 | \$20,790 | |
| University of Iowa | Yes (UE) | \$22,236 | \$20,041 | 20* |
| University of Washington | Yes (UAW) | \$31,750 | \$21,924 | ~21.25 per week* (220 hrs/quarter) |
| Ohio State University | No | \$23,844 | \$19,280 | |
| University of Illinois, Urbana-Champaign | Yes (AFT) | \$25,039 | \$18,500 | 20* |
| UMD, College Park | No | \$35,036 | \$18,979 | 20 |
| University of Minnesota | No | \$26,179 | \$15,342 (9-month) | |
| Purdue University | No | \$23,533 | \$15,448 | 20* |
| Michigan State University | Yes (AFT) | \$24,390 | \$14,820 | 20* |
| University of Nebraska | No | \$22,837 | \$10,300 | 19.6 |
| University of Indiana | No | \$24,422 | \$9,816 (10 month) | No information |

*Varies by appointment ($\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$, full).

Minimum stipends retrieved from each school's website / contract

Collective does not harm, and in fact benefits, the educational atmosphere with negligible economic impact.

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. These findings further suggest that the **financial impact of graduate-student unionization is often negligible**.

Herbert, W. A., & van der Naald, J. (2020) A different set of rules? NLRB proposed rule making and student workers unionization rights. *Journal of Collective Bargaining in the Academy*, 11, Article 1.

This study analyses federal guidelines, 42 current collective bargaining agreements covering student workers, and the past 50 years of graduate student unionization. It concludes that graduate worker contracts have remained remarkably consistent in their ability to clearly demarcate the academic and educational obligations of universities. Furthermore it shows that **the classification of graduate assistants as employees is consistent with the guidelines established by the US Bureau of Labor Statistics** and argues that a reevaluation of the rights and protections of graduate assistants is required in light of their increasing role in the 21st century university.

Graduate employees have been disproportionately affected by the COVID-19 pandemic of 2020-2021

No time illustrates the faults of a system or institution more than the time of a crisis. Graduate assistants have often acted as the frontline, essential workers of the University System. They have done this lacking the standard protections afforded to other state employees—protections these other employees enjoy through their collectively-bargained contracts.

We want to be quite clear: we do not believe graduate employees would have been put in harm's way, or asked to take on so much uncompensated work, if we had a collectively-bargained contract. Because we do not have that, other CONTRACTED employees and faculty have been protected during this public health crisis and we have absorbed their work and risk.

Numerous accounts from 2020-2021 graduate employees demonstrate the often-dismissive, irresponsible attitude of the University administration toward the graduate student body, both employees and student employees. After reviewing hundred of examples, we've groups COVID-related issues into three categories:

1. Existing power imbalances and financial vulnerability have forced graduate employees to assume **extra burdens and dangerous working conditions**.
2. Graduate employees have been made to feel **precarious and to suffer undue anxiety**.
3. These outcomes have been caused not by COVID, but rather by the **poor supervision and administration** we've been decrying for years—conditions which would have been remedied through a clear, enforceable contract.

Extra Burdens and Dangerous Working Conditions

COVID created new work for the University—reinventing classes to go online, dealing with new pressures on students, and adapting nearly every part of university life. It appears that graduate assistants are bearing the brunt of the burden. Moreover, many have been forced to work on-site, on the “front line”, while their supervisors, being more senior, have been allowed to stay back in safety. And these graduate workers had to undertake these extra responsibilities and increased risk of exposure without a dime of extra pay or hazard pay of any kind. Here are a few excerpts from their stories:



*“... instead of hiring another TA to help us with this teaching load, they're simply forcing us to do **more work** for the same lab **with no increase in pay**.”*

*“... being entirely virtual last semester in fall 2020 was **extraordinarily stressful** and created a **great deal of extra work**.”*

*“I'm not sure how **proctoring for eight hours instead of one** for what is supposed to be a one-hour exam can be justified.”*

“Covid-19 made hiring research assistants for summer field work almost impossible in 2020 and vastly increased the amount of work done by graduate students.”

“Increased workload from TA assignment [was] not caused by supervisor, but by the lack of hiring [of] undergraduate TAs.”



*“... received **no hazard pay** ... [abridged] ... my professor tried to keep everyone in the lab **claiming all of our projects were under severe threat.**”*

“GAs are the ones continuing to carry out research, meeting with human subjects, while faculty are allowed to quarantine safely.”

*“I am asked to **teach labs in person, during COVID.** It's not the safest option, but **I need the money...**”*

*“I have continued to live with students on campus to ensure that students remain healthy and safe.... **I have essentially been a frontline worker.**”*

More Precarity and Anxiety

COVID had a devastating financial impact on many people. Loss of jobs, loss of other sources of income, and uncertainty about the future have become the norm. Graduate students are no exception. The only difference is that Graduate Assistants *are* the exception, when it comes to the right to collectively bargain. Thus, when financial disruptions come to the University, they can be arbitrarily passed onto graduate workers, and those workers have nowhere to turn:

*“I **can't afford rent** in College Park on my stipend, and I **no longer qualify for unemployment** because of the nebulous status of GAs at UMD.”*



*“I **didn't get paid for two months** and had to move in with my mother.”*

*“If funding gets cut due to the current economic situation, I **cannot claim unemployment** ... [abridged] ... it is **mathematically impossible for me to save money, I will starve** ...”*

*“I have had **really bad anxious and depressive episodes**, and yet still am **expected to continue business as usual.**”*

*“Those who did not already have a contract, including myself, were told GA positions were unlikely due to budget cuts resulting from Covid-19 impacts. **I was facing the possibility of suspending my progress toward graduation** if the department was unable to find a position for me.”*



“Every waking decision is shrouded in economic guilt. I never feel like I can afford to do anything, even though I am working all the time. I remember countless nights leaving work at midnight and being hungry, but deciding I could save money by sleeping until breakfast.”

Poor Handling by Administration

The pandemic meant huge changes for everyone. Graduate students suddenly had both classes and jobs moved online. Research was interrupted and, in many cases, hasn't resumed. Many graduate students have been unable to return to campus at all. And yet, University system policies rarely made sense for, or were tailored to, the thousands of Graduate Assistants that work for them. Policies for “students” didn't address work responsibilities and it was unclear whether policies for “employees” applied.

Meanwhile, the administration gave little financial support for or guidance on how to transition to remote courses and other altered workflows. The limbo that Graduate Assistants have to deal with every day became especially acute:

“I have very little direction as to what my GA duties are ...”

“I'm paying rent in MD, even though I'm not there. All that happened because the communication I received from UMD last summer sounded like I was needed in-person.”



“My work has been drastically cut due to COVID protocols for social distancing, but [neither] my advisor nor the university have been supportive.”

“My supervisors ... [abridged]... suggested I buy fancy bluetooth headphones. I am working on an eight-year-old laptop ... [abridged]... We don't earn enough money to pay the rent, so we certainly don't make enough to buy \$200 headphones and new laptops...”

“I TA-ed for a class, and had to go on campus to work, without much guidance about whether or not I could refuse to work in person, etc.”

“...not having clear policies of how ‘time away’ may be handled ... creates impossible situations not just for students, but also for faculty and administrators.”

There is broad, continuously expressed support among graduate employees.

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

USM Graduate Student Governments:

University System of Maryland Student Council (2021)
 Graduate Student Government (UMCP) (2018-2021)
 Graduate Student Association (Bowie) (2018-2021)
 Graduate Student Association (University of Baltimore) (2020-2021)
 Graduate Student Government (UMES) (2018-2020)
 University of Maryland Center for Environmental Science (2018-2020)

USM Student Groups:

Chinese International Graduate Students in Computer Science (UMCP)
 College Democrats (UMCP)
 The Association of Communication Graduate Students at Maryland (COMMGrads) (UMCP)
 The Diamondback (2018, 2020)
 Fearless Student Employees (UMCP)
 Graduate Assistant Advisory Committee (UMCP)
 The History Graduate Student Association (UMCP)
 Human Resource Development Evolve Society (Bowie)
 Latin American Studies Center Graduate Collective (UMCP)
 MaryPIRG (UMCP)
 Mechanical Engineering Graduate Students (UMCP)
 PLUMAS: Political Latinx United for Movement and Action in Society (UMCP)
 Science for the People (UMCP)

USM Campus Leaders:

Annie Rappoport - USM Student Council President (2020-2021)
 Daniel Lafflin - Graduate Student Government President - UMCP (2020-2021)
 Simon Sheaff - Graduate Student Government VP Legislative Affairs - UMCP (2020-2021)
 Diamond Bracey - Graduate Student Association President - Bowie (2018-2019)
 Christina Goethel - Graduate Student Council President - UMCES (2020)
 Jocelyn Simmons - Graduate Student Government President - UMES (2020)
 Jonathan Allen - Student Government President - UMCP (2019)
 Alexander M. Dunphy - Graduate Assistant Advisory Committee Chair - UMCP (2019-2021)

Number of signatories petitioning for collective bargaining rights:

2019: 808

2020: 890

2021 (Since Jan. 8th): 848**A. James Clark School of Engineering**

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|-------------------------|--------------------------------|------------------------------|-----------------------------|
| Abubakr Mohamed Hamid | Gilad Nave | Madeleine Farrer | Sabrina M. Curtis |
| Adelaide M. Nolan | Gillian Boyce | Majed Hamed | Sally Wang |
| Amirhossein Yazdkhasti | Hamed Ghaedi | Mazda M | Samuel Charles Giedzinski |
| Amit Kumar Kundu | Hirbod Akhavantaheri | Megan Kimicata | Samuel Lee |
| Andrew Goffin | Hunter Kippen | Michael Kenneth Dawson Jr. | Sanaz Aliari |
| Anmol Sikka | Jacob D Isbell | Miguel Alvarez | Sang-Jin Chung |
| Arafat Hasnain | Jair Guilherme Certorio | Mihirkumar Prajapati | Erin Moore |
| Austin Thomas | Janel Niska | Minhyeng Kim | Akshay Manoj |
| Brett Setera | Jawairia Ahmad | Mohsen Rezaeizadeh | Sergio Arnoldo Garcia Mejia |
| Cheng-Yi Lee | Jennifer Bates | Muhammed Ozturk | Shahrzad Saffari Ghandehari |
| Christina Conrad | Joshua Michael Little | Naila Al Hasan | Shuangqi Luo |
| Christopher Lamb | Joy Shen | Neha Joshi | Shuke Li |
| Debapriya Bhattacharjee | Katherin Arias | Nestor Raul Romero Chavarria | Sidra Gibeault |
| Dhruva Sahrawat | Kayla Chun | Priyatham Kattakinda | Sophia Relph |
| Dushyant Chaudhari | Kendyl Waddell | Rachel J Suitor | Suraj Ravimanalan |
| Eesh Kamrah | Khashayar Aghilinasrollahabadi | Rahil Parikh | Turash Haque Pial |
| Ellery Klein | Koushik Marepally | Rahil Parikh | Uday Saha |
| Eric A Carmona | Kristen Croft | Ravin Singh | Xiangyu Mao |
| Frank Cianciarulo | Linda Waters | Rebecca Osborn | Yeming Hao |
| Frederick Tsai | Louis DankovichIV | Rishi Roy | Yong Pei |

College of Agriculture and Natural Resources

| | | | |
|--------------------------|------------------|-------------------|--------------------------|
| Alejandro Lopez-Aguilar | Bhavit Chhabra | Kathleen Evans | Taylor Francis Schulden |
| Alexandre Perrault | Bibek Bhattachan | Kazi Rifat Antara | Thomata Doe |
| Alexis J. Peters | Biwek Gairhe | Michael Ronzetti | Usoshi Chatterjee |
| Amber Fandel | Brian Scott | Nour El Hussein | Wu-Joo Daniel Lee |
| Angela Soto Saenz | Emma Podietz | Rahat Sharif | Ying Chen |
| Anmol Kandel | Helen Boniface | Rishov Goswami | Zhi Zhang |
| Arpita Aditya | Izabelle Mendez | Sarah Rothman | Arielle Arsenault-Benoit |
| Bhargava Teja Sallapalli | Jain Kim | Sohini Dutt | Christopher Samoray |

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| College of Arts and Humanities |
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| Aaron Bartlett | Daniela Hernández Rodríguez | Kalin Cecilia Schultz | Rebecca Cawthorne |
| Adam Liter | Danielle Griffin | Karin Roseblatt | Rhys Burgess |
| Adina Oved | Delight Jessica Agboada | Kathryn Rose Karoly | Rhys Burgess |
| Aida Roige | Diana Proenza | Kathryn Thier | Richard Bell |
| Alannah Hensley | Divine Aboagye | Kelsey Sherrod Michael | Rion Amilcar Scott |
| Alex Thomas | Divine Aboagye | Kerishma Panigrahi | Robyn Muncy |
| Alexander Miller | Dominique Joe | Kristopher Pourzal | Roger A Bailey |
| Alexandra Krauska | Drew Thomas Ashby-King | Kristy Maddux | Sarah Ross |
| Alexandria Pecoraro | Eben Levey | Kyle Bickoff | Scott Trudell |
| Alexis Walston | Elizabeth Catchmark | Kyle J. Stelzer | Shen Pan |
| Allison Coe | Elizabeth Dinnenyy | Kyle Pruitt | Siv B. Lie |
| Alvaro Villar Cobo | Elizabeth Massey | Kylee Manganiello | Skye de Saint Felix |
| Alyson Farzad-Phillips | Elizabeth Nonemaker | Laura Suzanne Gordon | Sophie Hess |
| Amanda Chen | Emily Fox | Lauren Carter Cain | Sugandha Shukla |
| Anita Atwell Seate | Emily Mitchell | Lawrence Malčić | Tara N Demmy |
| Ari Perez | Emily Smith | Lindsey R. Barr | Taylor Hourigan |
| Ashlyne Ludwig | Erin Green | Mariángel Villalobos | Thomas M. Messersmith |
| Austin Sposato | Eun Kyoung Lee | Martin Gonzales | Tita Chico |
| Bianca Licitra | Fernando Morris Duran | Maša Bešlin | Trent McDonald |
| Brian R Sarginger | Gabrielle Robinson-Tillenburg | Matthew Kirschenbaum | Umisha KC |
| Brice Bowrey | Gennady Kurin | Matthew Miller | VaShawn Savoy McIlwain-Lightfoot |
| Caitlin Eaves | Gianina K. Lockley | Matthew Salzano | Vianna Newman Dennis |
| Caitlin Kennedy | Gianina K. Lockley | Max Erdemandi | Victor Hernandez-Sang |
| Carlo Antonio Villanueva | Hagar Attia | Max Lasky | Victoria Ledford |
| Carly Woods | Hayden J Kramer | Maytal Mark | Wanda Hernandez |
| Caroline Angle | Heather Reynolds | Meghan Collins | William Robin |
| Caroline Rocher Barnes | Hope Kay | Meghan J. Creek | Yuhe Wang |
| Carolyn Robbins | Jacqueline Mueck | Megu Itoh | Joanna Avery |
| Caterina Ieronimo | Jade Olson | Michael Alan Katski | Jonathan Reyes |
| Catherine Anne Robinson | Jeannette Iannacone | Michael Marinelli | Karandeep Takhtani |
| Cecilia Edith Battauz | Jeannette Schollaert | Micheline Kaufmann | Katelyn Huggins Baird |
| Channing Tucker | Jenna Gerdson | Micheline Kaufmann | Jane Sonneman |
| Charlie Fanning | Jennifer Romine | Mickal Adler II | Alexandra Melinchok |
| Charlotte Rachel Richardson-Deppe | Jeremy Grossman | Miguel Amaguaña | Aryn Neurock Schriener |
| Chauncey Dennie | Jesse Moy Leong | Mikol Bailey | Casi O'Neill |

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|----------------------|----------------------------|---------------------|----------------------|
| Christin Washington | Jessica Wicks-Allen | Misti Yang | Lily Byrne |
| Christina Hanhardt | Jiawen Zhang | Molly Flanagan | Matthew Herskovitz |
| Clara Danos | Jin R. Choi | Nancy Berenice Vera | Logan Dechter |
| Claudia Rojas | John Monday | Natalie McGartland | Alex Melvin |
| Cody Britson | John Monday | Nathaniel Gerber | David Montier |
| Cody Gomez | John Patrick M. Fetherston | Nick Joyce | Madeline Tindall |
| Colin James Doyle | Jonelle Walker | Patrick Allies | Kenna Hernly |
| Connor Locke | Joseph Gurrola | Patrick Allies | Ann Abney |
| Connor Watkins | Joshua Weiner | Peter Handerhan | Brianna Nunez |
| Connor Watkins | JP Fetherston | Polina Pleshak | Rachael Kirschenmann |
| Cyrah Ward | Judith Aaron | Rachel Raphael | Erin Taylor |
| Damien Hagen | Julie Gowin | Rachel Ruisard | Natalie Salive |
| Damien Smith Pfister | Kader Smail | Rachel Stroup | Jennifer Wachtel |
| Brennan Rudy | Allison Buser | | |

College of Behavioral and Social Sciences

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|---------------------------|---------------------------|---------------------------|--------------------------|
| Alexandra Rose | Ellen Platts | Hannah Tralka | Quan Shen |
| Alexandra Tyukavina | Emily Forgo | Kristen Regenauer | Rebecca Traldi |
| Alison Thieme | Erin McKendry Hill | Kristin Meyering | Reid Haefen White Doctor |
| Ally Nussbaum | Evan Jones | Lauren Salig | Renee Z Ding |
| Alyssa Whitcraft | Ferda Erturk | Layne Amerikaner | Robyn T Moore |
| Amy D Meli | Guan Wang | Leah Sorcher | Rose Ying |
| Annie Rappeport | Hae Ri Lee | Lia Elizabeth Follet | Ruolan Li |
| Anusuya Sivaram | Heather Pribut | Lidia Gutu | Ryan Frazier |
| Aolin Jia | Hyunki Kim | Madison Buntrock | Samantha Primiano |
| Arseniy Braslavskiy | Ipsita Kumar | Maranna Yoder | Sarah Webb |
| Arynn Simone Byrd | Ira Kraemer | Maria Rose Tonellato | Sean Houlihan |
| Autumn Dawn Perkey | Jaemin Eun | Megan Fitter | Seo Hyun Chung |
| Benjamin J. Schneider | Jamis Bruening | Michelle Erskine | Shradha Sahani |
| Bridget Makol | Jeffery Charles Sauer | Michelle Moraa | Sydney Hancock |
| Byron Marroquin | Jess De Palma | Mohammad Abdul Qadir Khan | Sydney Yarbrough |
| Casey Kindall | Jillian Andres Rothschild | Molly Ellenberg | Teagan Hallene Murphy |
| Cassandra Philippon | Joel Mabry | Morgan Botdorf | Timothy Kuhn |
| Chenyu Mao | John Keniston | Nada Babaa | Toryn Sperry |
| Christina Blomquist | John Keniston | Natasha Robinson | Toryn Sperry |
| Claire Kaplan | Jordan Abramowitz | Nathalie Gonzalez | Victoria Owens |
| Constanza V Hurtado Acuña | Julie Cohen | NaYeon Yang | Xin Xu |
| Dalton Lackey | Kara Mobley | Neerad Deshmukh | Zachary Maher |

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|--------------------|-----------------------------|-------------------------------|---------------------|
| Daniel James Tuke | Kathleen E. Oppenheimer | Nicholas Galloway | Zheng Liu |
| Daniela Vazquez | Keaton Hyuckmin Kweon Ellis | Nicholas Marsh | Joshua Steighner |
| Danielle Koonce | Kelly Cortney Gustafson | Nicholas Praxitelis Vamvakias | Taylor Marie Gedeon |
| Diana Alkire | Kelly Morrow | Nina Friedman | Esme Pierzchala |
| Elizabeth K Berger | Kevin Gibbons | Paul Mayo | Asha Pavuluri |

College of Computer, Mathematical and Natural Sciences

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|-----------------------------|---------------------------------|-----------------------|---------------------------------|
| Aaron Swanson | Deric Session | Kaleb Duelle | Raley Roberts |
| Abhish Dev | Dillon Teal | Karen Gu | Ramsey Karim |
| Abu Saleh Musa Patoary | Dolly Hall | Kayla Davie | Richard Barney |
| Ahmed Abdelkader Abdelrazek | Donald Hong | Kelsey Fulton | Robert Dalka |
| Ahmed Taha | Dongze He | Kezhi Kong | Ruben Rojas |
| Ahreum Lee | Eddie Schoute | Kishalay Mahato | Ryen Krusinga |
| Alec Armstrong | Emily Jiang | Konstantinos pantazis | Saad Mohammad Abrar |
| Alejandro Flores Velazco | Emily Luteran | Konstantinos Pantazis | Saadik Shaik |
| Alexander Hoyle | Erica Blum | Kristen Voigt | Saeed Hadadan |
| Alexander Taylor | Erica Hammerstein | Kristen Voigt | Sagnik Saha |
| Alexandra Fireman | Ernst Wilhelm Grunow | Kwok Lung Fan | Sahana Kumar |
| Alexandra Olson | Eva Perry | Landry Horimbere | Samuel August Deitemyer |
| Alireza Parhizkar | Fu Xiaoxhen | Laura McBride | Sankha Narayan Guria |
| Allison Carter | Gelila Haile | Laura Zheng | Scott Hancock |
| Amitava Banerjee | Grace Capshaw | Liam Donald Peterson | Shane Collins |
| Amitava Banerjee | Greeshma Anand | Lillian Huang | Shannon McDonnell |
| Andrew Guo | Gregory Kramida | Lindsey Rodio | Shuhong Chen |
| Andrew Luke Evans | Gregory Kramida | Liz Friedman | Smrithan Ravichandran |
| Andrew Shaw | Hallie Nicole Pennington | Lucas Railing | Snehesh Shrestha |
| Anna Fitzmaurice | Han-Chin Shing | Luke Robertson | Srilekha Gandhari |
| Anna Sotnikova | Haoran Ni | Mackenzie Kong-Sivert | Stephen Sorokanich |
| Anna Windle | Hong Nhung Nguyen | Mansi Srivastava | Steven Woolford |
| Anne Richardson | Hoony Kang | Marco Bornstein | Subhayan Sahu |
| Antonis Kyprianidis | Ishfaaq Ahamed Mohammed Imtiyas | Maria Elaine Cramer | Suteerth Vishnu |
| Artur Perevalov | J.T. Rustad | Marina Knittel | Swarnav Banik |
| Astha Singhal | Jacob Prinz | Mario Lopez | Syed Neyaz Ahmed |
| Aubrey Tingler | Jacob Ward | Mary Grace Hirsch | Tais Mattoso de Andrade Ribeiro |
| Bihan Shen | James Alexander Bader | Max Springer | Tamoghna Barik |
| Brandon Gontmacher | Jameson O'Reilly | Max Trevor | Tessa Thorsen |
| Bryan Wentz | Jeremy Hu | Maya Amouzegar | Thomas Kauffman |

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|----------------------------|------------------------|-------------------------|----------------------|
| Calvin Bao | Jermain McDermott | Michael Rozowski | Timothy Lin |
| Carter Alan Ball | Jessica Kopew | Mika Chmielewski | Usama Younus |
| Charlotte Alison Ward | Jessica Metcalf-Burton | Mingbin Yuan | Uzma Javed |
| Chenlu He | Jianlong Liu | Moustafa Mahmoud Meshry | Vaishnavi Patil |
| Cherepanova | Jiaxin Yuan | Mozhi Zhang | Wes Pawloski |
| Christiana Hoff | Jiaxuan Wu | Naman Awasthi | William Chen |
| Christie Trimble | Jingchen Zhang | Naren Manjunath | Xuesen Na |
| Christina Ippoliti | Jner Tzern Oon | Noel Warford | Yanelyn Perez |
| Corey Rennolds | John E Armstrong Jr | Noel Warford | Yi Chen |
| Custodio de Oliveira Nunes | Jonathan Inbal | Onur Kulaksizoglu | Ying Li |
| Daniel Arthur Hunter | Jonathan Kunjummen | Ophir Gal | Yuxun Guo |
| Daniel Smolyak | Jonathan Schenk | Patrick Banner | Zachary Metzler |
| Daniel Trettel | Joseph Barrow | Pei Zhang | Zachary Steffen |
| Dantong Ji | Joseph Knisely | Penny Qi | Zajeba Tabashsum |
| Daphne R Knudsen | Joseph V. DeMartini | Peter Elgee | Zeke Martin Gonzalez |
| Darsy Smith | Joseph V. DeMartini | Phillip Alvarez | Zishuo Yang |
| David Ferranti | Joshua Chiel | Pranav Goel | Ziyi Wang |
| David Yu Miller | Josue Avila Artavia | Pulkit Kumar | Sai Kanth Dacha |
| Deepthi Raghunandan | Joy Kitson | Qinglin Lin | Kelsey McKee |
| Deric Session | Jules Metcalf-Burton | Radiandra Soemardi | Rachael Zehrung |
| Kaitlyn Kyle | Rahul Gaur | Sofia Gonzalez Prieto | |

College of Education

| | | | |
|---------------------|------------------------|-----------------------|--------------------------|
| Alex Franklin | Howard Ly | Mary Johnson | Stephanie Breen |
| Amanda Burkholder | Jacquelyn Glidden | Melissa Shelby Davis | Stephanie Cerrato |
| Andrés A. García | Janisa Hui | Michael William Krell | Stephanie Marie Williams |
| Antoinette Waller | Jannah Fusenig | Monica Renee Anthony | Tifanee McCaskill |
| Ashani Jayasekera | Jason Saltmarsh | Nan Zhang | Wyatt Hall |
| Ashley B Hixson | Jeremy Gombin-Sperling | Nicole Halat | Yu Chen |
| Beatrix Randolph | Joana Granados | Nicole Mejia | Chelsea Stolt |
| Benjamin Rickles | John Chi | Patrick Sheehan | Hannah Sanders |
| Blake O'Neal Turner | Julianne van Meerten | Pearl Lo | Adam Klager |
| Diksha Bali | Katherine Luken Raz | Rachel Ghosh | Emily Bernstein |
| Eden M. Rivera | Kathryn Yee | Sara Gliese | Erin Sorensen |
| Emmanuel Wanjala | Kavitha Kasargod-Staub | Sarah Kilmer | Katelyn Williams |
| Genevieve D'Cruz | Langan Courtney | Shakia Asamoah | Leyla Babaturk |
| Hailey Fleece | Lindsey Allen | Sharon Alexa McDorman | Amanda Dennis |

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|--------------|----------------------------|------------|--------------|
| Hailey Gibbs | Marissa Rose Sariol-Clough | Sonya Park | Karen Feagin |
|--------------|----------------------------|------------|--------------|

College of Information Studies

| | | | |
|------------------------|------------------------------------|--------------------------|----------------------|
| Alia Reza | Jacob Hopkins | Nate Beard | Shawn Janzen |
| Daniel Greene | Jennifer Proctor | Nitzan Koren | Sunyup Park |
| Emery Laurel Patterson | Joana Stillwell | Priya Kumar | Sydney Mariel Triola |
| Emily Frazier | Jonathan Brier | Rachel Wood | Tricia Glaser |
| Hayleigh Brianna Moore | Kayla Winbush | Robin Reiss | William Aidan Kraft |
| J Nicole Miller | Marilyn Patricia Iriarte Santacruz | S. Nisa Asgarali-Hoffman | Genevieve Kocienda |
| Jack Owen | Maureen Jones | Sarah Anderson | Anup Sathya |
| Srinidhi Nag | | | |

Philip Merrill College of Journalism

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|----------------|---------------|-------------------------|------------|
| Jaime Williams | Kara Newhouse | Keegan Clements-Housser | Molly Work |
|----------------|---------------|-------------------------|------------|

Robert H. Smith School of Business

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|-------------------------|-------------------|--------------------|---------------------|
| Alexis Marlease Holland | Daylin Russo | Katarina Slobodova | Ramana Sriwidya |
| Beverly Kariuki | Elana Marmorstein | Monis Rehan Khan | Ronaldo Moscoso |
| ChungHao Lee | Jinyoung Sohn | Myriam Cisse | Sammy H |
| Courtney DiStefano | Jordan Bryant | Pooja Deb | Stevan Sunny Thomas |
| Jillian Cordial | Burhan Channiwala | | |

School of Architecture, Planning and Preservation

| | | | |
|---------------------|-------------------|----------------|------------------|
| Andrew Joseph Mazer | Devon Murtha | Melanie Marino | Upasana Kaku |
| Bi'Anncha Andrews | Katherine McClure | Nohely Alvarez | Will Bien Duggan |
| Bridget Kerner | Kenny Turscak | Rachael Warner | Stefan Woehlke |
| Carter Reitman | Lilian Murnen | Ryan Muir | |

School of Public Health

| | | | |
|-------------------|------------------|-------------------|----------------|
| Aaliyah Robertson | Deborah Lyn Bors | Maisha Huq | Shakiba Rafiee |
| Ahlam Majadly | Elle Pope | Michele E Morgado | Sofi Martinez |

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|----------------------|---------------------|----------------------|----------------------|
| Alexandra Simione | Gina Garcia | Michelle Jasczynski | Surayyah Khan |
| Amanda Ng | Jennifer Robinson | Molly Lutrey | Surayyah Khan |
| Anna Posbergh | Jessica M. Keralis | Natasha Williams | Tori Alexis Thompson |
| Anna Posbergh | Juliana Munoz | Portia Buchongo | Yiming Chen |
| Casey Ottenwaelder | Katherine Tomlinson | Rajrupa Ghosh | Ndifreke Ikpe |
| Charlene Kuo | Krystle McConnell | Rya Griffis | Marque Long |
| Christopher Williams | Lauren Eagan | Salwa Shan | Soomin Ryu |
| Colleen Berk | Leslie S. Jordan | Samantha Lee Griffin | |

School of Public Policy

| | | | |
|----------------------|--------------------|-------------------|--------------------------------------|
| Aisac Accad | Emily Darnell | Lindsay Rand | Roohia Meer |
| Austin Lee | Enwongo Ekah | Michael Hamberger | Saleha Waqar |
| Brinda Yarlagadda | Holly Gregory | Miranda Baxter | Samantha Anne Porzel |
| Calista Struby | Jasmine Braxton | Paden Tranter | Sergio Tiago Barreiras Pereira Pinto |
| Carolina Azcuña | John O'Neill | Patrick D Carroll | Sergio Tiago Pinto |
| Charles Weissfellner | Jose Munne Caceres | Paul B. Ellis | Tyra Reed |
| Ella Clarke | Lauren Samuelsen | Rodrigo Deiana | Jacquelyn Smith |
| Elizabeth Colin | | | |

Other

| | | | |
|-------------------|------------------|-------------------------|--------------------|
| Shivam Shukla | Bharat Prakash | Jared Hand | Sydney Roberts |
| Adelaida Shelley | Casey Doyle | Justin R Metcalf-Burton | Tammy Page |
| Onat Arisoy | Cynthia Frezzo | Lisong Chen | Ali Abdolrahmani |
| Calvin Osinga | Dani Glenn | Lydia Stamato | Rhiannon Vaughn |
| Alan Pearl | Danny Doucette | Malcolm Jardine | Antonya Huntenburg |
| Alexander Yurcaba | David Setton | Nicholas B Suarez | Beth Guay |
| Anthony Barnes | Sharona Ginsberg | Norma Kline | |