



Bill: **House Bill 0751**
Title: **State Personnel -
Collective Bargaining**
Date: **February 15th, 2022**
Committee: **House Appropriations**
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 the 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. Minimum stipends at the University of Maryland are below the cost of attendance (CoA), and the University does not stack up well against our peer schools (p. 8).

- Over the academic year, a graduate assistant who is paid the minimum stipend will face a shortfall of over \$4,200 relative to the estimated CoA, after taxes and mandatory fees. For the full-year, the deficit rises to almost \$12,000.
- The cost-of-attendance estimate is biased low, and will increase this year following a revision. Third-party cost-of-living estimates put the full-year deficit to be almost \$15,000 for a GA paid the minimum stipend.
- 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 half of Big Ten schools are unionized.

D. Collective bargaining does not harm, and in fact benefits, the educational atmosphere with negligible economic impact. (p. 11).

- 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. 13).

- 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. 16).

- 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.

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

2021: SB 521

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>2017: \$16,144.00 (no change)</u>	2021: \$18,979.00
2014: \$15,675.00	<u>2018: \$16,144.00 (no change)</u>	2022: \$21,000.00
<u>2015: \$16,144.00</u>	2019: \$17,455.00	
<u>2016: \$16,144.00 (no change)</u>	2020: \$18,791.00	

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.
- **In 2021**, costs of living dramatically increased in the university area due to inflation. The administration raised the minimum GA wages as a response, but the minimum stipend is still far behind the university’s estimated cost-of-attendance (which will increase following a revision this year). Using an established third-party cost-of-living calculator, the gap between stipends and cost of living is dramatically larger at UMD CP than any other big ten flagships.

In addition, two surveys conducted by GAAC have accumulated over 400 GA complaints about financial difficulties, including dozens from GAs who experienced food insecurity, were forced to rely on SNAP benefits, or were homeless during periods of their employment. Some have highlighted that over 75% of their pay is going towards paying their graduate housing rent.

- **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.
- **In 2021**, UMCP GAAC received over a hundred complaints about uneven work hours. Some common threads were that many GAs are working 40-50 hours per week and only being compensated for 20, and that it's difficult to balance coursework and paid work.

In one survey, when asked how much faster they would advance towards their degrees if their GA workload were cut in half, 46.8% of GAs said they would advance 1.5 to 2.0 times faster, and some reported that their GA duties are in direct conflict with the completion of their degree.

- **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 mutual-expectations meeting with their direct supervisor, and Dean Steve Fetter said, “the[se] results were positive” in an email to stakeholders.
- **In 2021**, UMCP GAAC received over fifty bigotry, harassment, and discrimination complaints via surveys and individual letters. Many GAs have reported bullying and abuse from their immediate supervisors. GAAC found that the existing practice of

placing responsibility of negotiating expectations with their supervisors on GAs after their appointment letters have been signed results in abuses of power, but the claim has been dismissed by the university administration. GAAC also received over a dozen complaints about inadequate family support. Currently, the University doesn't have a parental leave policy in place for GAs, who have children to take care of much more often than in earlier times.

- **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.”
- **In 2020 through 2021**, UMCP GAAC received numerous complaints from GAs about inadequate communication on policy related to the COVID pandemic. GAs being both students and employees, in many cases the administration did not make it clear which of the two sets of policies applies to them.

- **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.								
	5/7/2021	x	x	x		x	x	x		
	12/17/2021	x		x		x		x	x	x

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.”

Minimum stipends at the University of Maryland are below the estimated cost-of-attendance (CoA), and the University does not stack up well against our peer schools

Despite the recent increase in minimum stipends, the university's own estimate of what a graduate student should expect to pay over the academic year—the cost-of-attendance (CoA)—is greater than this amount. By the university's own numbers, graduate assistants are underpaid. This fact stands in contrast to provably false claims that members of the administration have made in public statements.

Over the academic year, a graduate assistant who is paid the minimum stipend will face a shortfall of over \$4,200 relative to the estimated cost-of-attendance, after taxes and mandatory fees. For the full year, the deficit rises to almost \$11,000. GAs are not guaranteed summer funding. However, if they do receive the minimum summer stipend (totalling \$28,000 for the full year), they still face a deficit of over \$5,200.

Furthermore, GAAC met with the director of student financial aid, who confirmed that the cost-of-attendance estimate is biased low. In addition, it will *increase* this year following the most recent revision. Third-party cost-of-living estimates put the full-year deficit as almost \$15,000 for a GA paid the minimum stipend. Even GAs with 40 hours/week of summer funding at the highest-paying departments fall short of the CoA.

Income

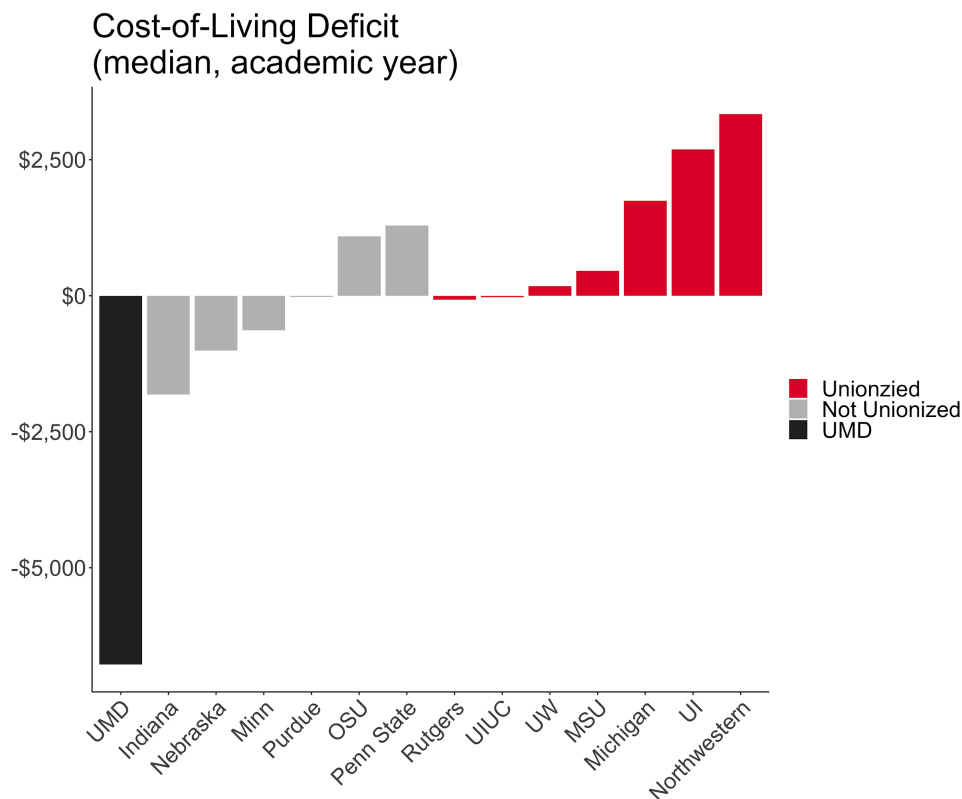
<i>Level</i>	<i>Minimum</i>	<i>Minimum</i>	<i>Minimum</i>	<i>w/Summer</i>
Stipend	\$21,000	\$21,000	\$21,000	\$28,000

Costs

<i>Time Period</i>	<i>Academic-year</i>	<i>Full-year</i>	<i>3rd party full-year</i>	<i>Full-year</i>
Cost-of-attendance	(\$20,008)	(\$26,677)	(\$30,560)	(\$26,677)
Healthcare (SHIP)	(\$1,694)	(\$1,694)	(\$1,694)	(\$1,694)
Taxes	(\$1,922)	(\$1,922)	(\$1,922)	(\$3,198)
Part-time fees	(\$817)	(\$817)	(\$817)	(\$817)
Full-time fees	(\$817)	(\$817)	(\$817)	(\$817)

<u>Total</u>	(\$4,258)	(\$10,927)	(\$14,810)	(\$5,203)
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Graduate stipends at UMCP, relative to the area’s estimated 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	Yes - NUGW	\$33,953	\$35,196 (12-month)	20
University of California, Berkeley	Yes - UAW	\$45,520	\$44,011 (12-month)	21.25 per week* (340 hrs/semester)
University of California, Los Angeles (UCLA)	Yes (UAW)	\$40,244	\$44,011 (12-month)	~21.25 per week* (340 hrs/semester)
University of Wisconsin	Yes (TAA)	\$32,255	\$20,500	~22.5 per week (360 hrs/semester)
Rutgers University	Yes (AFT)	\$37,147	\$30,162	15
University of Michigan	Yes (AFT)	\$32,493	\$23,196	20*
Penn State University	No	\$29,387	\$17,775	20*
University of Iowa	Yes (UE)	\$30,557	\$20,302	20*
University of Washington	Yes (UAW)	\$40,705	\$30,120 (12-month)	20*
Ohio State University	No	\$28,921	\$21,280	
University of Illinois, Urbana-Champaign	Yes (AFT)	\$31,163	\$19,300	20*
UMD, College Park	No	\$41,222	\$21,000	20
University of Minnesota	No	\$32,545	\$20,763.5	20*
Purdue University	No	\$27,964	\$22,250	20*
Michigan State University	Yes (AFT)	\$28,044	\$30,954	20*
University of Nebraska	No	\$28,825	\$10,610	19.6
University of Indiana	No	\$29,138	\$18,000	20

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

Minimum stipends retrieved from each school's website / contract.

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

Selected scholarship:

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.

Kroeger, Teresa, Celine McNicholas, Marni Von Wilpert, and Julia Wolfe (2018) The state of graduate student employee unions. *The Economic Policy Institute Report*.

This report shows that, in many cases, graduate students are being asked to take on work that was once done by full-time faculty members. However, graduate students are not compensated at a commensurate rate. The research also shows that collective bargaining raises the standard of living of graduate employees.

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-unionized 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**.

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**.

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).

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.

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

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. Then, the 2021-2022 school year forced graduate employees back on to campus amid heightened uncertainty and dangerous conditions. Though graduate students want to be on a vibrant and working campus, the lack of collective bargaining rights meant that decisions about reopening were made without input from graduate 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.**”

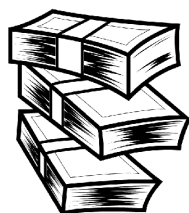


“**Increased workload from TA assignment** [was] not caused by [the] supervisor, but by the lack of hiring [of] undergraduate TAs.”



“... 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 Rappeport - 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

2021-2022: 1,259

Abhijit Biswas	A. James Clark School of Engineering
Abhishek Ram	A. James Clark School of Engineering
Abubakr Mohamed Hamid	A. James Clark School of Engineering
Adelaide M. Nolan	A. James Clark School of Engineering
Akshay Manoj	A. James Clark School of Engineering
Alex T. Hall	A. James Clark School of Engineering
Amir Hosssein Yazdkhasti	A. James Clark School of Engineering
Amit Kumar Kundu	A. James Clark School of Engineering
Andrew Goffin	A. James Clark School of Engineering
Anmol Sikka	A. James Clark School of Engineering
Arafat Hasnain	A. James Clark School of Engineering
Atiqur Rahman	A. James Clark School of Engineering
Austin Thomas	A. James Clark School of Engineering
Avery Layne	A. James Clark School of Engineering
Ayooluwa Ajiboye	A. James Clark School of Engineering
Bhargav Sai Chava	A. James Clark School of Engineering
Brett Setera	A. James Clark School of Engineering
Cheng-Yi Lee	A. James Clark School of Engineering
Christina Conrad	A. James Clark School of Engineering
Christopher Lamb	A. James Clark School of Engineering
Christopher Zawacki	A. James Clark School of Engineering
Colleen Murray	A. James Clark School of Engineering
Debapriya Bhattacharjee	A. James Clark School of Engineering
Dhruva Sahrawat	A. James Clark School of Engineering
Dushyant Chaudhari	A. James Clark School of Engineering
Eesh Kamrah	A. James Clark School of Engineering
Ellery Klein	A. James Clark School of Engineering
Emily Dietz	A. James Clark School of Engineering
Eric A Carmona	A. James Clark School of Engineering
Eric Carmona	A. James Clark School of Engineering
Frank Cianciarulo	A. James Clark School of Engineering
Frederick Tsai	A. James Clark School of Engineering
Ghansham Rajendrasingh Chandel	A. James Clark School of Engineering
Gilad Nave	A. James Clark School of Engineering
Gillian Boyce	A. James Clark School of Engineering
Hamed Ghaedi	A. James Clark School of Engineering
Hirbod Akhavantaheri	A. James Clark School of Engineering
Hisham Abusalma	A. James Clark School of Engineering
Hossein Khayami	A. James Clark School of Engineering
Hunter Kippen	A. James Clark School of Engineering
Hunter Kippen	A. James Clark School of Engineering
Jacek Garbulinski	A. James Clark School of Engineering
Jacob D Isbell	A. James Clark School of Engineering

Jair Guilherme Certorio	A. James Clark School of Engineering
Janel Niska	A. James Clark School of Engineering
Jawairia Ahmad	A. James Clark School of Engineering
Jennifer Bates	A. James Clark School of Engineering
Joel McQuaid	A. James Clark School of Engineering
John Quinlan	A. James Clark School of Engineering
Joshua Michael Little	A. James Clark School of Engineering
Joy Shen	A. James Clark School of Engineering
Katherin Arias	A. James Clark School of Engineering
Kayla Chun	A. James Clark School of Engineering
Kendyl Waddell	A. James Clark School of Engineering
Kenneth McAfee	A. James Clark School of Engineering
Khashayar Aghilinasrollahabadi	A. James Clark School of Engineering
Koushik Marepally	A. James Clark School of Engineering
Kristen Croft	A. James Clark School of Engineering
Leo (Yi-Jan) Sun	A. James Clark School of Engineering
Linda Waters	A. James Clark School of Engineering
Livingstone Imonitie	A. James Clark School of Engineering
Louis DankovichIV	A. James Clark School of Engineering
Madeleine Farrer	A. James Clark School of Engineering
Majed Hamed	A. James Clark School of Engineering
Man Liang	A. James Clark School of Engineering
Matthew Harris	A. James Clark School of Engineering
Mazda M	A. James Clark School of Engineering
Md Musavvir Mahmud	A. James Clark School of Engineering
Megan Kimicata	A. James Clark School of Engineering
Michael Kenneth Dawson Jr.	A. James Clark School of Engineering
Michael Raad	A. James Clark School of Engineering
Miguel Alvarez	A. James Clark School of Engineering
Mihirkumar Prajapati	A. James Clark School of Engineering
Minhyeng Kim	A. James Clark School of Engineering
Mohamed Elnoor	A. James Clark School of Engineering
Mohsen Rezaeizadeh	A. James Clark School of Engineering
Muhammed Ozturk	A. James Clark School of Engineering
Naila Al Hasan	A. James Clark School of Engineering
Neel Sanghvi	A. James Clark School of Engineering
Neha Joshi	A. James Clark School of Engineering
Nestor Raul Romero Chavarria	A. James Clark School of Engineering
nneoma ugwu	A. James Clark School of Engineering
Oliver Viyar	A. James Clark School of Engineering
Paula Montero Atienza	A. James Clark School of Engineering
Phoebe Moh	A. James Clark School of Engineering
Priyatham Kattakinda	A. James Clark School of Engineering
Qiuyi Chen	A. James Clark School of Engineering
Rachel J Suitor	A. James Clark School of Engineering
Rahil Parikh	A. James Clark School of Engineering
Ravin Singh	A. James Clark School of Engineering

Rebecca Osborn	A. James Clark School of Engineering
Rishi Roy	A. James Clark School of Engineering
Rose Gebhardt	A. James Clark School of Engineering
Sabrina M. Curtis	A. James Clark School of Engineering
Sally Wang	A. James Clark School of Engineering
Samuel Charles Giedzinski	A. James Clark School of Engineering
Samuel Lee	A. James Clark School of Engineering
Sanaz Aliari	A. James Clark School of Engineering
Sang-Jin Chung	A. James Clark School of Engineering
Sang-Jin Chung	A. James Clark School of Engineering
Sean Dungan	A. James Clark School of Engineering
Sergio Arnoldo García Mejía	A. James Clark School of Engineering
Shahzad Saffari Ghandehari	A. James Clark School of Engineering
Shuangqi Luo	A. James Clark School of Engineering
Shuke Li	A. James Clark School of Engineering
Sidra Gibeault	A. James Clark School of Engineering
Sophia Relph	A. James Clark School of Engineering
Srinivasan Abhishek Kalpattu	A. James Clark School of Engineering
Suraj Ravimanan	A. James Clark School of Engineering
Ti Xie	A. James Clark School of Engineering
Turash Haque Pial	A. James Clark School of Engineering
Uday Saha	A. James Clark School of Engineering
Viviane Zurdo Costa	A. James Clark School of Engineering
Xiangyu Mao	A. James Clark School of Engineering
Xiao Lin	A. James Clark School of Engineering
Xiyang Wu	A. James Clark School of Engineering
Yeming Hao	A. James Clark School of Engineering
Yong Pei	A. James Clark School of Engineering
Yudong Li	A. James Clark School of Engineering
Zhiyin Tu	A. James Clark School of Engineering
Kristen Byers	A. James Clark School of Engineering, College of Information Studies
Erin Moore	A. James Clark School of Engineering, School of Public Policy
Aimee Malzahn	College of Agriculture and Natural Resources
Alejandro Lopez-Aguilar	College of Agriculture and Natural Resources
Alexandre Perrault	College of Agriculture and Natural Resources
Alexis J. Peters	College of Agriculture and Natural Resources
Amber Fandel	College of Agriculture and Natural Resources
Angela Soto Saenz	College of Agriculture and Natural Resources
Anmol Kandel	College of Agriculture and Natural Resources
Aqila Putri	College of Agriculture and Natural Resources
Ariel Listo Argul	College of Agriculture and Natural Resources
Arpita Aditya	College of Agriculture and Natural Resources
Bhargava Teja Sallapalli	College of Agriculture and Natural Resources
Bhavit Chhabra	College of Agriculture and Natural Resources
Bibek Bhattachan	College of Agriculture and Natural Resources
Biwek Gairhe	College of Agriculture and Natural Resources
Bradley Kennedy	College of Agriculture and Natural Resources

Brian Scott	College of Agriculture and Natural Resources
Bruce Levine	College of Agriculture and Natural Resources
Claire Hudson	College of Agriculture and Natural Resources
Danielle Delp	College of Agriculture and Natural Resources
Emma Podietz	College of Agriculture and Natural Resources
Helen Boniface	College of Agriculture and Natural Resources
Iman Kalyan Sen	College of Agriculture and Natural Resources
Izabelle Mendez	College of Agriculture and Natural Resources
Jain Kim	College of Agriculture and Natural Resources
Kathleen Evans	College of Agriculture and Natural Resources
Kazi Rifat Antara	College of Agriculture and Natural Resources
Laura Palarz	College of Agriculture and Natural Resources
Mengjia Hu	College of Agriculture and Natural Resources
Michael Gibson	College of Agriculture and Natural Resources
Michael Ronzetti	College of Agriculture and Natural Resources
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Oladipupo Ridwan Bello	College of Agriculture and Natural Resources
Patrick Robert Boyle	College of Agriculture and Natural Resources
Rahat Sharif	College of Agriculture and Natural Resources
Rishov Goswami	College of Agriculture and Natural Resources
Sarah Rothman	College of Agriculture and Natural Resources
Sohini Dutt	College of Agriculture and Natural Resources
Taylor Francis Schulden	College of Agriculture and Natural Resources
Thomata Doe	College of Agriculture and Natural Resources
Usoshi Chatterjee	College of Agriculture and Natural Resources
Wu-Joo Daniel Lee	College of Agriculture and Natural Resources
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ZHI ZHANG	College of Agriculture and Natural Resources
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Aubrey Tingler	College of Agriculture and Natural Resources, College of Computer, Mathematical and Natural Sciences
Christopher Samoray	College of Agriculture and Natural Resources, College of Education
Aaron Bartlett	College of Arts and Humanities
Adam Liter	College of Arts and Humanities
Adina Oved	College of Arts and Humanities
Aida Roige	College of Arts and Humanities
Alannah Hensley	College of Arts and Humanities
Alex Thomas	College of Arts and Humanities
Alexander M. Dunphy	College of Arts and Humanities
Alexander Miller	College of Arts and Humanities
Alexander Scott	College of Arts and Humanities
Alexandra Krauska	College of Arts and Humanities
Alexandria Pecoraro	College of Arts and Humanities
Alexis Walston	College of Arts and Humanities
Allison Coe	College of Arts and Humanities

Alvaro Villar Cobo	College of Arts and Humanities
Alyson Farzad-Phillips	College of Arts and Humanities
Amanda Chen	College of Arts and Humanities
Amanda Henderson	College of Arts and Humanities
Andrea Rosario Torres Armas	College of Arts and Humanities
Anita Atwell Seate	College of Arts and Humanities
Ari Perez	College of Arts and Humanities
Ashlynn Ludwig	College of Arts and Humanities
Austin Sposato	College of Arts and Humanities
Bianca Licitra	College of Arts and Humanities
Brian R Sarginger	College of Arts and Humanities
Brice Bowrey	College of Arts and Humanities
Caitlin Eaves	College of Arts and Humanities
Caitlin Kennedy	College of Arts and Humanities
Carlo Antonio Villanueva	College of Arts and Humanities
Carly Woods	College of Arts and Humanities
Caroline Angle	College of Arts and Humanities
Caroline He	College of Arts and Humanities
CAROLINE ROCHER BARNES	College of Arts and Humanities
Carolyn Robbins	College of Arts and Humanities
Caterina Ieronimo	College of Arts and Humanities
Catherine Anne Robinson	College of Arts and Humanities
Cecilia Edith Battaaz	College of Arts and Humanities
Channing Tucker	College of Arts and Humanities
Charlie Fanning	College of Arts and Humanities
Charlotte Rachel Richardson-Deppe	College of Arts and Humanities
Chauncey Dennie	College of Arts and Humanities
Christian D. Henriquez	College of Arts and Humanities
Christin Washington	College of Arts and Humanities
Christina Hanhardt	College of Arts and Humanities
Christine Quach	College of Arts and Humanities
Clara Cuonzo	College of Arts and Humanities
Clara Danos	College of Arts and Humanities
Claudia Rojas	College of Arts and Humanities
Cody Britson	College of Arts and Humanities
Cody Gomez	College of Arts and Humanities
Colin James Doyle	College of Arts and Humanities
Connor Locke	College of Arts and Humanities
Connor Watkins	College of Arts and Humanities
Corey Hewitt	College of Arts and Humanities
Cyrah Ward	College of Arts and Humanities
Damien Hagen	College of Arts and Humanities
Damien Smith Pfister	College of Arts and Humanities
Daniela Hernández	College of Arts and Humanities
Daniela Hernández Rodríguez	College of Arts and Humanities
Danielle Griffin	College of Arts and Humanities
Danielle Leizman	College of Arts and Humanities

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Delight Jessica Agboada	College of Arts and Humanities
Diana Proenza	College of Arts and Humanities
Divine Aboagye	College of Arts and Humanities
Dominique Joe	College of Arts and Humanities
Drew Thomas Ashby-King	College of Arts and Humanities
Dustin Scott Cranford	College of Arts and Humanities
Eben Levey	College of Arts and Humanities
Edward Daschle	College of Arts and Humanities
Elizabeth Catchmark	College of Arts and Humanities
Elizabeth Dinneny	College of Arts and Humanities
Elizabeth Dinnenyy	College of Arts and Humanities
Elizabeth Massey	College of Arts and Humanities
Elizabeth Nonemaker	College of Arts and Humanities
Emily Fox	College of Arts and Humanities
Emily Mitchell	College of Arts and Humanities
Emily Smith	College of Arts and Humanities
Erin Green	College of Arts and Humanities
Eun Kyoung Lee	College of Arts and Humanities
FAITH AFUA OTCHERE	College of Arts and Humanities
Fernando Morris Duran	College of Arts and Humanities
Gabriela Cameron	College of Arts and Humanities
Gabrielle Robinson-Tillenburg	College of Arts and Humanities
Garth Libhart	College of Arts and Humanities
Gennady Kurin	College of Arts and Humanities
Gianina K. Lockley	College of Arts and Humanities
Hagar Attia	College of Arts and Humanities
Hayden J Kramer	College of Arts and Humanities
Heather Reynolds	College of Arts and Humanities
Hope Kay	College of Arts and Humanities
Jacqueline Mueck	College of Arts and Humanities
Jade Olson	College of Arts and Humanities
James Michael Schrufer	College of Arts and Humanities
James Rankin	College of Arts and Humanities
Jeannette Iannacone	College of Arts and Humanities
Jeannette Schollaert	College of Arts and Humanities
Jeannette-Marie Lewis	College of Arts and Humanities
Jenna Gerdson	College of Arts and Humanities
Jennifer Romine	College of Arts and Humanities
Jeremy Grossman	College of Arts and Humanities
Jerran Kowalski	College of Arts and Humanities
Jesse Moy Leong	College of Arts and Humanities
Jessica Anne Harika	College of Arts and Humanities
Jessica Wicks-Allen	College of Arts and Humanities
Jiawen Zhang	College of Arts and Humanities
Jin R. Choi	College of Arts and Humanities
John Monday	College of Arts and Humanities

John Patrick M. Fetherston	College of Arts and Humanities
Jonelle Walker	College of Arts and Humanities
Joseph Gurrola	College of Arts and Humanities
Joshua Weiner	College of Arts and Humanities
JP Fetherston	College of Arts and Humanities
Judith Aaron	College of Arts and Humanities
Julia Kuhlman	College of Arts and Humanities
Julie Gowin	College of Arts and Humanities
Kader Smail	College of Arts and Humanities
Kalin Cecilia Schultz	College of Arts and Humanities
Kalin Schultz	College of Arts and Humanities
Karin Roseblatt	College of Arts and Humanities
Katherine Howitt	College of Arts and Humanities
Kathryn Rose Karoly	College of Arts and Humanities
Kathryn Thier	College of Arts and Humanities
Kelsey Sherrod Michael	College of Arts and Humanities
Kerishma Panigrahi	College of Arts and Humanities
Konstantinos Pozoukidis	College of Arts and Humanities
Kristopher Pourzal	College of Arts and Humanities
Kristy Maddux	College of Arts and Humanities
Kyle Bickoff	College of Arts and Humanities
Kyle J. Stelzer	College of Arts and Humanities
Kyle Pruitt	College of Arts and Humanities
Kylee Manganiello	College of Arts and Humanities
Laura Suzanne Gordon	College of Arts and Humanities
Lauren Carter Cain	College of Arts and Humanities
Lawrence Malčić	College of Arts and Humanities
Leanne Hanson	College of Arts and Humanities
Leo M Johnson	College of Arts and Humanities
Liangjun Shi	College of Arts and Humanities
Lindsey R. Barr	College of Arts and Humanities
Lisa J Latouche	College of Arts and Humanities
London Dixon	College of Arts and Humanities
Madeline Muravchik	College of Arts and Humanities
Mariángel Villalobos	College of Arts and Humanities
Mariángel Villalobos Benavides	College of Arts and Humanities
Mark Helms	College of Arts and Humanities
Martin Gonzales	College of Arts and Humanities
Masa Beslin	College of Arts and Humanities
Maša Bešlin	College of Arts and Humanities
Matre Grant	College of Arts and Humanities
Matthew Kirschenbaum	College of Arts and Humanities
Matthew Miller	College of Arts and Humanities
Matthew Salzano	College of Arts and Humanities
Max Erdemandi	College of Arts and Humanities
Max Lasky	College of Arts and Humanities
Maytal Mark	College of Arts and Humanities

Meghan Collins	College of Arts and Humanities
Meghan J. Creek	College of Arts and Humanities
Megu Itoh	College of Arts and Humanities
Mekayla May	College of Arts and Humanities
Melanie Nguyen	College of Arts and Humanities
Melodie Jackson	College of Arts and Humanities
Michael Alan Katski	College of Arts and Humanities
Michael Marinelli	College of Arts and Humanities
Micheline Kaufmann	College of Arts and Humanities
Micheline Wilson	College of Arts and Humanities
Mickal Adler II	College of Arts and Humanities
Miguel Amaguaña	College of Arts and Humanities
Mikol Bailey	College of Arts and Humanities
Misti Yang	College of Arts and Humanities
Molly Flanagan	College of Arts and Humanities
Nancy Berenice Vera	College of Arts and Humanities
Natalie McGartland	College of Arts and Humanities
nathaniel gerber	College of Arts and Humanities
Nathaniel Harrell	College of Arts and Humanities
Nick Joyce	College of Arts and Humanities
Patrick Allies	College of Arts and Humanities
Peter Handerhan	College of Arts and Humanities
Polina Pleshak	College of Arts and Humanities
Rachel Raphael	College of Arts and Humanities
Rachel Ruisard	College of Arts and Humanities
Rachel Stroup	College of Arts and Humanities
Rebecca Cawthorne	College of Arts and Humanities
Rhys Burgess	College of Arts and Humanities
Richard Bell	College of Arts and Humanities
Rion Amilcar Scott	College of Arts and Humanities
Robyn Muncy	College of Arts and Humanities
Roger A Bailey	College of Arts and Humanities
Rohan Joshi	College of Arts and Humanities
Sabrina Baron	College of Arts and Humanities
Sarah Files	College of Arts and Humanities
Sarah Ross	College of Arts and Humanities
Scott Trudell	College of Arts and Humanities
Shannon Marie Neal	College of Arts and Humanities
Shen Pan	College of Arts and Humanities
Siv B. Lie	College of Arts and Humanities
Skye de Saint Felix	College of Arts and Humanities
Sophie Hess	College of Arts and Humanities
Sugandha Shukla	College of Arts and Humanities
Sum Yi Tang	College of Arts and Humanities
Tara N Demmy	College of Arts and Humanities
Taylor Hourigan	College of Arts and Humanities
Thomas M. Messersmith	College of Arts and Humanities

Tita Chico	College of Arts and Humanities
Trent McDonald	College of Arts and Humanities
Umisha KC	College of Arts and Humanities
VaShawn Savoy McIlwain-Lightfoot	College of Arts and Humanities
Vianna Newman Dennis	College of Arts and Humanities
Victor Hernandez-Sang	College of Arts and Humanities
Victoria Ledford	College of Arts and Humanities
Wanda Hernandez	College of Arts and Humanities
William Robin	College of Arts and Humanities
Yuhe Wang	College of Arts and Humanities
Zachary Bryant	College of Arts and Humanities
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Karandeep Takhtani	College of Arts and Humanities, A. James Clark School of Engineering
Katelyn Huggins Baird	College of Arts and Humanities, A. James Clark School of Engineering
Jane Sonneman	College of Arts and Humanities, A. James Clark School of Engineering, College of Information Studies
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Aryn Neurock Schriener	College of Arts and Humanities, College of Behavioral and Social Sciences
Caitlin Chin	College of Arts and Humanities, College of Behavioral and Social Sciences
Casi O'Neill	College of Arts and Humanities, College of Behavioral and Social Sciences
Lily Byrne	College of Arts and Humanities, College of Behavioral and Social Sciences
Matthew Herskovitz	College of Arts and Humanities, College of Behavioral and Social Sciences
Logan Dechter	College of Arts and Humanities, College of Behavioral and Social Sciences, College of Computer, Mathematical and Natural Sciences, College of Education
Alex Melvin	College of Arts and Humanities, College of Computer, Mathematical and Natural Sciences
David Montier	College of Arts and Humanities, College of Computer, Mathematical and Natural Sciences
Madeline Tindall	College of Arts and Humanities, College of Computer, Mathematical and Natural Sciences
Kenna Hernly	College of Arts and Humanities, College of Education
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Allison Cooney	College of Arts and Humanities, College of Information Studies
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Brianna Nunez	College of Arts and Humanities, College of Information Studies
Erin Taylor	College of Arts and Humanities, College of Information Studies
Jennifer Wachtel	College of Arts and Humanities, College of Information Studies
Kelli Marie Frangoulis	College of Arts and Humanities, College of Information Studies

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Rachael Kirschenmann	College of Arts and Humanities, College of Information Studies
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Brennan Rudy	College of Arts and Humanities, Robert H. Smith School of Business
Alexandra Rose	College of Behavioral and Social Sciences
Alexandra Smith	College of Behavioral and Social Sciences
Alexandra Tyukavina	College of Behavioral and Social Sciences
Alison Thieme	College of Behavioral and Social Sciences
allison dalrymple	College of Behavioral and Social Sciences
Ally Nussbaum	College of Behavioral and Social Sciences
Alyssa Whitcraft	College of Behavioral and Social Sciences
Amy D Meli	College of Behavioral and Social Sciences
Annie Rappeport	College of Behavioral and Social Sciences
Anusuya Sivaram	College of Behavioral and Social Sciences
Aolin Jia	College of Behavioral and Social Sciences
Arseniy Braslavskiy	College of Behavioral and Social Sciences
Aryn Schriner	College of Behavioral and Social Sciences
Arynn Simone Byrd	College of Behavioral and Social Sciences
Asha Pavuluri	College of Behavioral and Social Sciences
Autumn Dawn Perkey	College of Behavioral and Social Sciences
Benjamin J. Schneider	College of Behavioral and Social Sciences
Bridget Makol	College of Behavioral and Social Sciences
Byron Marroquin	College of Behavioral and Social Sciences
Casey Kindall	College of Behavioral and Social Sciences
Cassandra Philippon	College of Behavioral and Social Sciences
Chenyu Mao	College of Behavioral and Social Sciences
Christina Blomquist	College of Behavioral and Social Sciences
Claire Kaplan	College of Behavioral and Social Sciences
Constanza V Hurtado Acuña	College of Behavioral and Social Sciences
Dalton Lackey	College of Behavioral and Social Sciences
Daniel James Tuke	College of Behavioral and Social Sciences
Daniela Vazquez	College of Behavioral and Social Sciences
Danielle Koonce	College of Behavioral and Social Sciences
Deena Shariq	College of Behavioral and Social Sciences
Diana Alkire	College of Behavioral and Social Sciences
Diego Hurtado-Torres	College of Behavioral and Social Sciences
Elizabeth Irlbacher	College of Behavioral and Social Sciences
Elizabeth K Berger	College of Behavioral and Social Sciences
Ellen Platts	College of Behavioral and Social Sciences
Emily Forgo	College of Behavioral and Social Sciences
Erin McKendry Hill	College of Behavioral and Social Sciences
Evan Jones	College of Behavioral and Social Sciences
Ferda Erturk	College of Behavioral and Social Sciences
Gloria Kim	College of Behavioral and Social Sciences
Guan Wang	College of Behavioral and Social Sciences
Hae Ri Lee	College of Behavioral and Social Sciences
Harriet Jane Goers	College of Behavioral and Social Sciences

Heather Pribut	College of Behavioral and Social Sciences
Henry David Overos	College of Behavioral and Social Sciences
Hyunki Kim	College of Behavioral and Social Sciences
Ipsita Kumar	College of Behavioral and Social Sciences
Ira Kraemer	College of Behavioral and Social Sciences
Jacqueline Messing	College of Behavioral and Social Sciences
Jaemin Eun	College of Behavioral and Social Sciences
Jamis Bruening	College of Behavioral and Social Sciences
Jeffery Charles Sauer	College of Behavioral and Social Sciences
Jess De Palma	College of Behavioral and Social Sciences
Jillian Andres Rothschild	College of Behavioral and Social Sciences
Joel Mabry	College of Behavioral and Social Sciences
John Keniston	College of Behavioral and Social Sciences
Jordan Abramowitz	College of Behavioral and Social Sciences
JUAN DAVID GELVEZ FERREIRA	College of Behavioral and Social Sciences
Judy Gerstenblith	College of Behavioral and Social Sciences
Julie Cohen	College of Behavioral and Social Sciences
Junaid Salim Merchant	College of Behavioral and Social Sciences
Kara Mobley	College of Behavioral and Social Sciences
Kathleen E. Oppenheimer	College of Behavioral and Social Sciences
Keaton Hyuckmin Kweon Ellis	College of Behavioral and Social Sciences
Kelly Cortney Gustafson	College of Behavioral and Social Sciences
Kelly Morrow	College of Behavioral and Social Sciences
Kevin Gibbons	College of Behavioral and Social Sciences
Kristen Regenauer	College of Behavioral and Social Sciences
Kristin Meyering	College of Behavioral and Social Sciences
Kyra Chambers	College of Behavioral and Social Sciences
Laura Gilchrest	College of Behavioral and Social Sciences
Lauren Salig	College of Behavioral and Social Sciences
Layne Amerikaner	College of Behavioral and Social Sciences
Leah Sorcher	College of Behavioral and Social Sciences
Leo Bauer	College of Behavioral and Social Sciences
Lia Elizabeth Follet	College of Behavioral and Social Sciences
Lidia Gutu	College of Behavioral and Social Sciences
Madison Buntrock	College of Behavioral and Social Sciences
Mahmoud Abouelmakarem	College of Behavioral and Social Sciences
Maranna Yoder	College of Behavioral and Social Sciences
Maria Rose Tonellato	College of Behavioral and Social Sciences
Megan Fitter	College of Behavioral and Social Sciences
Melani Harden	College of Behavioral and Social Sciences
Michael Lebron	College of Behavioral and Social Sciences
Michelle Erskine	College of Behavioral and Social Sciences
Michelle Jasczynski	College of Behavioral and Social Sciences
Michelle Moraa	College of Behavioral and Social Sciences
Miriam Hwang-Carlos	College of Behavioral and Social Sciences
Mohammad Abdul Qadir Khan	College of Behavioral and Social Sciences
Molly Ellenberg	College of Behavioral and Social Sciences

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Nada Babaa	College of Behavioral and Social Sciences
Natasha Robinson	College of Behavioral and Social Sciences
Nathalie Gonzalez	College of Behavioral and Social Sciences
NaYeon Yang	College of Behavioral and Social Sciences
Neerad Deshmukh	College of Behavioral and Social Sciences
Nicholas Galloway	College of Behavioral and Social Sciences
Nicholas Marsh	College of Behavioral and Social Sciences
Nicholas Praxitelis Vamvakias	College of Behavioral and Social Sciences
Nina Friedman	College of Behavioral and Social Sciences
Paul A. Shackel	College of Behavioral and Social Sciences
Paul Mayo	College of Behavioral and Social Sciences
QUAN SHEN	College of Behavioral and Social Sciences
Rachel Lamb	College of Behavioral and Social Sciences
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Alan Pearl	Other
Aleem Dattoo	Other
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Danielle Kim	Other
Danielle Longchamps	Other
Danny Doucette	Other
David Setton	Other
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Eric Tondreau	Other
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Hrishee Shastri	Other
Isabella Molina	Other
Jaime Williams	Other
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samantha tate	Other
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Shaun Thomas Howe	Other
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Stephen Jascourt	Other
Susan Olney	Other
Sydney Roberts	Other
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Yuanfan Ying	College of Arts and Humanities
Joe Gurrola	College of Arts and Humanities
Robert Rocheteau	College of Arts and Humanities
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Kiersten Janjigian	School of Public Health
Gabriela Loayza	School of Public Health
Hyeonjin Song	School of Public Health