



GSO Senate Resolution 23.06

A Resolution Establishing the GSO's Recognition and Support of Syracuse University's Graduate Student Employee Unionization Campaign

Author(s): Alex Scrivner (Senator-at-Large; Co-Chair of the Climate Action Committee); Daniel J. Kimmel (GSO Vice President of Internal Affairs)

Sponsor(s): See Appendix to the Resolution: Roll of Sponsors.

Date(s): 1 Feb 2023 (Voting Date)

Action(s): Passed (49 Yes; 2 No; 2 Abstentions). See Appendix to the Resolution: Vote by Roll.

President & Chair of the Senate: Daniel J. Kimmel

President Pro Tempore of the Senate: Vito Iaia

Parliamentarian: Zafar Ali

President of the Student Body: Yousr Dhaouadi

Whereas, the Graduate Student Organization was created to establish greater representation of graduate students' interests and concerns and to establish policies and initiatives that are in the best interests of all graduate students at Syracuse University and has the power to establish a position on any matter of importance to graduate students;¹ and,

Whereas, the Graduate Student Organization ratified the *Graduate Assistant Bill of Rights* on 15 October 1975, demonstrating a long-held commitment to ensuring the rights and protections due to graduate student workers; and,

Whereas, the Graduate Student Organization firmly supports that all human beings are paid a living wage and have access to affordable and comprehensive healthcare, including mental health, dental, and vision coverage for all graduate students and their dependents;² and,

¹ See **Preamble to the Constitution of the Graduate Student Organization** and Article I, Section 13(b).

² See **GSO Policy Platform**, "Quality of Life," 11 & 12.

Whereas, the Graduate Student Organization supports the right to free and open dialogue on any topic of importance to graduate students, including graduate worker unionization, and has long recognized the need to investigate the formation of a graduate student employee union;³ and,

Whereas, a significant and growing number of graduate student employees on campus, as well as of their representatives, the Senators of the GSO deliberative assembly, have work related issues and concerns and have expressed that the establishment of their own legally recognized collective bargaining unit (e.g., a union) would most effectively address those issues and concerns; and,

Whereas, a graduate student employee union would permit graduate student workers to legally negotiate their own working contracts through collective bargaining, which has been shown to reliably provide the following: a true living wage, assurances for inflation related stipend adjustment, enforced workload caps, accessible and comprehensive healthcare (including fully subsidized healthcare in some cases), increased childcare support, improved institutional support for international student workers, increased protections against workplace harassment and discrimination, and beyond;⁴ and,

Whereas, other graduate student governments at peer institutions have publicly endorsed their graduate student unionization efforts, and graduate student governments and unions have continued to operate in peaceable cooperation at peer institutions where both exist;⁵ and,

Whereas, our current unionization effort has coalition support from ESF graduate students, SU undergraduate students, and Syracuse University faculty and staff;⁶ be it,

Resolved, that the GSO formally recognizes the Syracuse Graduate Employees United campaign and makes the following public statement in support of the effort to establish a graduate student union on Syracuse University's campus:

³ See **GSO Resolution 15.18**: A Resolution Calling for the Exploration of Creating a Graduate Teaching, Research, and General Assistant Union and **GSO Resolution 18.10**: Open Dialogue on Unionization.

⁴ See Appendix to the Resolution: Union Contract Victories.

⁵ See Appendix to the Resolution: Evidence for Graduate Organization Union Support.

⁶ See Appendix to the Resolution: Roll of Sponsors; Appendix to the Resolution: Statement of Solidarity of the Indigenous Graduate Student Association (IGSA) with the Syracuse Graduate Employees United (SGEU); and Appendix to the Resolution: Open Letter: Faculty Call for SU Neutrality. See also the following Syracuse University Daily Orange Articles: "[Members of SA leadership sign petition supporting Graduate Student Workers](#)" (23 January 2023); "[Black Graduate Student Association: A graduate student union is in our best interests](#)" (25 January 2023); "[Undergraduate Labor Organization targets greater support for labor movements on-campus](#)" (26 January 2023); and "[Undergraduate Labor Organization presents neutrality bill for grad student worker union](#)" (31 January 2023).

We, the Syracuse University Graduate Student Organization (GSO), the official representative body of graduate students at Syracuse University, make this resolution in support of the right of graduate student workers to unionize and pursue collective bargaining. As graduate student representatives and advocates, we affirm our support for all efforts to improve the lives and working conditions of Syracuse University's graduate student body. We raise our voice in agreement with both the Boston University GSO and MIT Graduate Student Council in stating "we know the limits of current advocacy channels; the only way to secure transformative change...is for graduate student workers to unionize and fight for a strong contract." We are in full support of the Syracuse Graduate Employees United campaign, the right of graduate student employees to vote on the establishment of their union, and the right of graduate student employees to engage in the collaborative, democratic, and effective process of collective bargaining.⁷

And be it further, Ordered:

- That GSO Senators within a week publish this resolution to their constituents, academic colleagues, affiliated Recognized Graduate Student Organizations, and/or departments;
- That the President of the Student Body within a week publish this resolution to the graduate student body, Dean of the Graduate School, the Provost, and the Chancellor, and henceforth use the advocacy powers of their office to support the unionization effort;
- That the Vice President of Internal Affairs and President/Chair of the Senate archive this resolution and henceforth provide institutional support and guidance for the graduate student unionization effort;
- That the Vice President of External Affairs within a week publish the formal statement this resolution contains on all GSO social media platforms and henceforth provide support (excluding financial) and guidance for events pertaining to the graduate student unionization effort;
- That the President of the Student Body, Vice President of Internal Affairs, and Vice President of External Affairs alert graduate student workers of their right to vote for unionization when a vote is scheduled, providing details around time and location at least one week prior to the first day of the election.

⁷ To honor those who have stood and stand with us in solidarity, this statement intentionally mirrors Boston University GSO's September 8th, 2022 statement in support of their graduate student workers' unionization effort. Boston University graduates won their union on December 7th, 2022 with 98% of voters voting "yes" to form a union. See <https://www.bu.edu/articles/2022/bu-graduate-students-vote-to-unionize-in-lopsided-approval/>.

And be it further, Resolved, that the Graduate Employment Issues Committee shall continue acting as a recognized liaison between the graduate student workers union and the GSO Executive Board and Senate in accordance with standing legislation.⁸

⁸ See **GSO Senate Resolution 18.10**: Open Dialogue on Unionization.

Appendix to the Resolution: Vote by Roll

Voting Members:⁹

APS Anthropology, Ayse Durakoglu (Yes)
APS Applied Data Science, Nicholas Pelletier (Yes)
APS Architecture (M. Arch), Erin O'Daniel (Yes)
APS Art History, Madelaine Thomas (Yes)
APS Bioengineering, Sweta Roy (Abstain)
APS Biology, CJ Arnell (Yes)
APS Business Administration, Gabe Uy (Yes)
APS Chemistry, Andrea Sprague-Getsy (Yes)
APS Civil Engineering, Gargi De (Yes)
APS Communication & Rhetorical Studies, D Durk (Yes)
APS Composition & Cultural Rhetoric, Karisa Bridgelal (Yes)
APS Earth Sciences, Tyler Logie (Yes)
APS Electrical Engineering, Aditya Hartalkar (Yes)
APS Electrical & Computer Engineering, Arick Grootveld (Yes)
APS English & Creative Writing, Hayley Bowen (Yes)
APS Executive Master Public Administration, Loral Wilson (Yes)
APS Exercise Science, Andrew Heckel (Yes)
APS Food Studies, Michelle Tynan (Yes)
APS Geography, Hakki Ozan Karayigit (Yes)
APS History, Ian Glazman-Schillinger (Yes)
APS Human Development & Family Science, Caitlin Smith (Yes)
APS Inclusive Special Education, Sara J. Soldovieri (Yes)
APS Instructional Design, Development, & Evaluation, Yuri Pavlov (No)
APS International Relations, Juliana Shanahan (Yes)
APS Mass Communications, Raiana Carvalho (Yes)
APS Mathematics, Karie Schmitz (Yes)
APS Multimedia, Photography, & Design, James Year (Yes)
APS Museum Studies, Samaya Nasr (Yes)
APS Pan African Studies, Austin Lewter (Yes)
APS Philosophy, Bertram Probyn (Yes)
APS Physics, JT Paustian (Yes)
APS Political Science, Kirin Taylor (Yes)
APS Public Administration, Emma Culver (Yes)
APS Religion, Diana Brown (Yes)
APS Social Psychology, Ben Valen (Yes)
APS Sociology, Sergio Saravia (Yes)

Senator-at-Large and President Pro Tempore of the Senate, Vito Mariano Iaia (Yes)
Senator-at-Large, Roger Rosena (Yes)

⁹ Not including 21 voting member absences, including one emergency executive absence. APS = Academic Program Senator.

Senator-at-Large, Dominic Wilkins (Yes)
Senator-at-Large, Alex Scrivner (Yes)
University Senator, Carlos Ramirez-Arenas (Yes)
University Senator, Kellin Tasber (Yes)
University Senator, Naimi Patel (Yes)
University Senator, Cassidy Thomas (Yes)
University Senator, Rashida Thomas (No)

ESF Senator, Mike Goodman (Yes)
ESF Senator, Jordan Elliott (Yes)
ESF Senator, Gabriela Wemple (Yes)

Communications Secretary, Daniela Puente (Yes)
Financial Secretary, Melissa Alvisi (Yes)
Recording Secretary, Abéy Adeoye (Yes)
Comptroller, Ian Ferguson (N/A)
Vice President of External Affairs, Michael Ammourey (Yes)
President, Yousr Dhaouadi (Abstain)

Tiebreaker:

Vice President of Internal Affairs, Daniel J. Kimmel (N/A)

Non-voting:

Parliamentarian, Zafar Ali

Appendix to the Resolution: Evidence for Graduate Organization Union Support

Regarding GSO support for union efforts at other institutions:

Boston University Undergraduate Student Government Support of Graduate Student Unionization Effort, Dated: 10/4/2022 <https://dailyfreepress.com/2022/10/04/bu-stugov-supports-grad-student-union-hears-cabinet-updates/>

Former MIT GSO President Personally Endorses Unionization Effort and Explains Why, Date: 3/30/2022 <https://mitgsu.org/updates/post-presidential-memo-a-former-gsc-presidents-call-to-unionization>

Boston University GSO Endorses Unionization Effort, Date: 9/8/2022
https://twitter.com/bu_gso/status/1567971498060836864

Fordham GSA Endorses Fordham Graduate Student Workers Ongoing Drive, Date: 2/14/2022
<https://fordhamgraduatestudentworkers.com/2022/03/29/graduate-student-association-endorses-fgsw/>

University of Indiana Bloomington Endorses Unionization Effort (Under IU Graduate and Professional Student Government), Date: 2/4/2022
<https://www.indianagradworkers.org/endorsements>

Duke University Graduate Student Government Endorses Union Effort, Date: 10/18/2022
<https://www.dukechronicle.com/article/2022/10/duke-university-unionization-graduate-students-union-student-government-election-national-labor-relations-board-calls-on-administration-to-not-interfere>

Harvard Graduate Council Calls on Admin to Bargain in Good Faith, Dated: 12/2/2019
<https://hgc.harvard.edu/unionization>

Regarding SU GSO's commitment to graduate student quality of life:

Daily Orange Article, 2016
[Explaining Syracuse University's Graduate Student Organization and its initiatives - The Daily Orange](#)

Appendix to the Resolution: Union Contract Victories

University of Michigan contract highlights published by the Graduate Employees Organization for 2020-2023

Link to Contract: <https://www.geo3550.org/wp-content/uploads/2022/08/Contract-Digest.pdf>

Key contract victories include but are not limited to:

- fully covered health and dental insurance, along with improved trans healthcare;
- six weeks of paid parental leave;
- a childcare subsidy award, which is set at a minimum per term of \$2,940 for one child, \$4,310 for two children, and \$5,682 for three or more children; along with guaranteed lactation spaces on campus

University of Connecticut 2022-2026 Contract

Link to Contract: <https://uconngradunion.org/2022-tentative-agreement/>

Link to Pay Structure Guide: <http://uconngradunion.org/geu-uaw-collective-bargaining-agreement/article-21-stipends-wages-and-payroll/>

Key victories include but are not limited to:

- Minimum Stipend of \$25,792 for “beginner” (pre-masters) graduate assistants; minimum stipend of \$27,139 for GAs with masters; minimum stipend of \$30,174 for those in PhD candidacy;
- Contractually protected annual stipend increases 3.0-3.5% for duration of contract;
- No increase in dependent healthcare premiums for duration of four year contract;
- Greater GA appointment transparency (all GAs must be notified of fall appointments and responsibilities by June 1st, followed by a review period where GAs can raise any concerns they have about their appointment)

Brown University—Union Collective Bargaining Agreement FY 2018- FY 2023

Link to Contract: https://www.brown.edu/about/administration/human-resources/sites/human-resources/files/Brown%20SUGSE%20Final%20Agreement_061520.pdf

Key victories include but are not limited to:

- Minimum base (9-month) stipend of \$26,276 at start of contract, supplemented by 2.5% cost of living adjustment in FY 21 (parties set to reconvene to determine FY 22 cost of living adjustment);
- Summer base stipend of \$8,758 for Sciences students; Summer base stipend of \$5,242 for Humanities and Social Sciences students;
- Additional compensation for those GAs serving as TA II (instructors of record) or Teaching Fellows (responsible for both design and instruction of assigned course);

- Establishment of third-party (non-university) mediation process (to be accessed if existing University grievance procedures prove unsatisfactory); University covers full costs of at least two days of mediation (costs of mediation are split 50/50 by the University and Union thereafter)

Rutgers University Teaching and Graduate Assistant Contract Summary Page

Link to Contract: <https://rutgersaaup.org/graduate-students/>

Key victories include but are not limited to:

- Minimum stipend increase of 16% at time of contract signing;
- By 2022 AY, minimum base stipend rose to \$30,162 for 9-month appointees and \$33,999 for 12-month appointees;
- Workload capped at 15 hours per week (averaged throughout the year);
- Expanded protections against worker misclassification (e.g. a graduate student being classified as a part-time lecturer without benefits);
- Six weeks or longer of paid recuperative leave for birth-mothers and eligibility for an additional eight weeks of parental leave (parental leave is available to all parents regardless of gender)

Harvard University Contract (Negotiated in 2022)

Link to Contract: <https://harvardgradunion.org/our-contract/>

Key victories include but are not limited to:

- Legal fund for international students facing visa issues
- International students are guaranteed five days of paid leave to attend to visa and/or immigration issues
- 100% pay protection for students who have to vacate a workspace due to harassment or discrimination
- 70% guaranteed pay to TAs whose courses are canceled
- Minimum 12-month stipends of \$40,632 for Life Sciences Research Assistants, \$39,000 for Physical Sciences Research Assistants, and \$36,672 for all other Research Assistants (See contract for more details on the pay of teaching fellows, instructional fellows, and other graduate employment categories).

Brandeis University— SEIU Local 509 Collective Bargaining Agreement 2021-24

Link to Contract: <https://www.brandeis.edu/human-resources/employee-resources/collective-bargaining/contracts/graduate-assistants.pdf>

Key victories include but are not limited to:

- Workload protections that state Teaching Fellows may work up to an average of 14 hours per week per course, while Teaching Assistants may work up to an average of 10 hours per week per courses;
- A progressive grievance resolution system that provides graduate employees access to mediation and/or arbitration as needed;
- Guaranteed access for graduate/teaching assistants to materials (including syllabi) related to their teaching assignment prior to start of the semester.

University of Washington UAW Academic Student Employee Contract

Link to Contract (2021-2024): <https://hr.uw.edu/labor/academic-and-student-unions/uaw-ase/ase-contract>

Link to UAW Academic Student Employees "What's Changed with Collective Bargaining" Memo: <https://www.uaw4121.org/wp-content/uploads/2020/10/UW-ASE-Before-and-After-Union-2020.pdf>

Key Victories include but are not limited to:

- Up to \$3,600 per year in childcare subsidies;
- Three months unpaid leave with continued health insurance fully paid by UW;
- UW research awards from grants and contracts has increased by 71%;
- UW hires more faculty and admits more students from historically minoritized populations;
- Elimination of International Student Fees.

University of Massachusetts-Amherst Graduate Employee Organization– UAW 2322

Link to contract highlights of latest bargaining cycle (2020-2023): <https://www.geouaw.org/geo-contract/>

Link to Contract: <https://www.geouaw.org/wp-content/uploads/2022/11/GEO-CBA-2020-2023-1.pdf>

Key Victories include but are not limited to:

- 50% waiver of the Graduate Service Fee;
- Inclusion of "non-working" fellows (i.e. grads funded via external fellowship);
- Inclusion of "caste" as a protected category;
- Requirements for lactation spaces;
- Additional time off for any visa/immigration proceedings as well as bereavement leave;
- Juneteenth formally recognized as paid holiday;
- Creation of a University committee to provide support with immigration status, visa issues, and legal issues.

Columbia University: Student Workers of Columbia– UAW LOCAL 2710

Link to Contract Highlights: <https://www.studentworkersofcolumbia.com/contract>

Link to Tentative Contract Agreement:

https://static1.squarespace.com/static/61167c71405ecc34f75c1ea2/t/62559994f732cb7e028812e6/1649777045044/SWC_Tentative+Agreement_Jan.6.2022-Final+CORRECTED.pdf

Link to Office of the Provost Announcement on the Successful Ratification of its first contract with the university: <https://provost.columbia.edu/news/contract-student-workers-columbia-uaw-ratified>

Key Victories Include but are not limited to:

- A minimum stipend of \$43,100 for 12-month appointments;
- A retroactive pay increase of no less than 4% for this academic year, plus additional 2% to cover union dues;
- A summer stipend increase to \$5,500 (summer 2022), \$6,000 (summer 2023), and 3% increases to summer stipends for the remaining years of contract (\$6,180 in summer 2024, and \$6,365 in summer 2025)- extended to 9-month PhD students in GSAS, GSAPP, SIPA, and Journalism;
- Dependents of student workers will have access to their own Student Employee dependent Support Fund beginning as soon as possible in the amount of \$150,000, increasing \$25,000 in all subsequent years;
- University will pay 75% of dental insurance premiums for PhD students and dependents.

Appendix to the Resolution: Statement of Solidarity of the Indigenous Graduate Student Association (IGSA) with the Syracuse Graduate Employees United (SGEU)

We, the membership of the Indigenous Graduate Student Association (IGSA), stand in solidarity with the efforts of the Syracuse Graduate Employees United (SGEU) to organize a labor union representing the graduate student employees who do so much to contribute to the material success and financial profitability of the Syracuse University community.

Although we make up a small percentage of the graduate students at Syracuse, the IGSA contains students from numerous nations who speak many distinct languages. We hail from diverse territories across Turtle-Island, as well as embracing our Indigenous relations beyond the waters in the multitude of lands settled and colonized in the past and present. Although we may seem few in number within the Syracuse community, we are legion! Our voices and concerns come from many places, some near and some far, but we speak with one voice to call for proper respect to be shown to all of our allies and relations.

While the Syracuse administration has been agreeable in listening to our questions, opinions and complaints, the imbalance of power could not be more apparent and we feel the need to stand in solidarity with the SGEU based on what we feel is unjust and inequitable treatment of our Indigenous staff and faculty members. Syracuse University pays top-administrators generous salaries totaling into the hundreds-of-thousands of dollars, while graduate students and student faculty often struggle to make ends meet and pay necessary bills like rent, utilities, and healthcare co-pays. Those of use who work as faculty and staff here at Syracuse University often experience burn-out. We feel that everyone who works here would benefit from the democratization of the workplace brought on by organizing an employee union. We want more of a voice when it comes to decision-making and negotiating for a safe, healthy, productive work environment for our graduate student employees.

Prioritization of certain departments and professional fields is made obvious by the differences in salary, summer-funding, and teaching-loads between graduate students expected to perform similar or identical functions for the university. We believe that all graduate students deserve to be paid a living-wage that provides for their physical, mental, and emotional well-being, as well as providing more robust relocation services for graduate students arriving from regions outside the national boundaries of the United States.

The IGSA believes that forming an employee labor-union would be a momentous shift towards better wages and working conditions for the graduate students whose concomitantly work and research allows Syracuse to continue to flourish as a [multi-billion](#) dollar corporation.

The IGSA does not feel that the growing Syracuse's endowments should be granted higher priority than the physical and mental health and well-being of the graduate student who

work hard to teach and mentor the next generation of researchers simultaneously to our own research, studies, professional, and career-building activities.

The IGSA bears witness to the successes that other graduate students across the country have had in forming their own employee labor-unions. Those of us who have attended other universities recall well the superior treatment, salary, and working conditions our already-unionized graduate student Teaching Assistants elsewhere received compared to what Syracuse University provides to non-prioritized departments and programs.

We the IGSA stand in solidarity with the Syracuse Graduate Employees United (SGEU) and call on all graduate students of Syracuse to employ and (to employ the words of Minister Huey P. Newton) [exhaust](#) our legally-protected right to democratic assembly, labor-organizing, and our right to publicly petition for redress of grievances.

IGSA President	<u>Autumn Lancette</u>
IGSA Vice-President	<u>Ma'ii Villa</u>
IGSA Treasurer	<u>Chelsea Dockstader</u>
IGSA Council Member	<u>Red Burkett</u>

Appendix to the Resolution: Open Letter: Faculty Call for SU Neutrality

The letter reads: We, the undersigned members of the Syracuse University faculty,¹⁰ value greatly the many ways that graduate student employees add to the vibrancy of our scholarly community. Graduate students employed by the University provide vital instruction, conduct pioneering research, and help to keep departments across campus functioning smoothly day in and day out.

Syracuse University would not be the R1 institution that it is today were it not for the innumerable contributions of its graduate employees. In light of this fact, we want to foster the best possible environment for graduate employees to decide among themselves whether to join a union—an environment of institutional neutrality in which they can make their choices freely and without pressure. Neutrality in a labor law context refers to a decision by an employer to stand back and neither support nor oppose unionization of its employees.

Accordingly, we ask the trustees and administration of Syracuse University to commit to maintaining neutrality regarding graduate employee unionization since the choice of whether to unionize belongs to graduate employees alone.

¹⁰ The undersigned can be found [here](#). Last Count: 254 faculty sponsors.

Appendix to the Resolution: Roll of Sponsors¹¹

Daniela Puente (GSO Communications Secretary)
Vito Mariano Iaia (President Pro Tempore of the Senate; Senator-At-Large)
CJ Arnell (APS Biology; Chair of the Graduate Employment Issues Committee)
Diana Brown (APS Religion)
Austin Lewter (APS Pan-African Studies)
JT Paustian (APS Physics)
Ian Glazman-Schillinger (APS History)
Kirin Taylor (APS Political Science; Vice Chair of the GSO DEIA Committee)
Michelle Tynan (APS Food Studies)
Sergio Saravia (APS Sociology)
Tyler Logie (APS Earth Sciences)
Bertram Probyn (APS Philosophy)
Paul Makumba (APS Math Education)
Apurva Billuri (APS Engineering Management)
Hrishikesh Telang (APS Information Management)
Nicholas Pelletier (APS Applied Data Science)
Ben Valen (APS Social Psychology)
Hakki Ozan Karayigit (APS Geography)
Hayley Bowen (APS English & Creative Writing)
Gaurav Sarraf (APS Cybersecurity)
Raiana de Carvalho (APS Mass Communications)
Caitlin Smith (APS Human Development and Family Science)
Andrew Heckel (APS Exercise Science)
Juliana Shanahan (APS International Relations)
Ayse Durakoglu (APS Anthropology)
Gargi De (APS Civil Engineering)
Sara Jo Soldovieri (APS Inclusive Special Education)
Arick Grootveld (APS Electrical & Computer Engineering)
Andrea Sprague-Getsy (APS Chemistry)
Daisy Wiley (APS Sculpture)
Erin O'Daniel (APS Architecture [M. Arch])
Karisa Bridgelal (APS for Composition & Cultural Rhetoric)
Gabe Uy (APS Business Administration)
Samaya Nasr (APS Museum Studies)
Aditya Hartalkar (APS Electrical Engineering)
Michelle Asiedu-Danso (APS Public Health)
Carlos Ramírez Arenas (University Senator)

¹¹ Sponsors are listed within their categories in the order of signing: GSO Executives/Senators (APS, University, At-Large, and ESF), Graduate Students, Undergraduate Students, Staff, and Faculty.

Naimi Patel (University Senator)
Kellin Tasber (University Senator; Chair of the GSO DEIA Committee)
Benjamin Tetteh (University Senator)
Hien Thi Thu Nguyen (University Senator)
Dominic Wilkins (Senator-at-Large; Co-Chair of the Climate Action Committee)
Roger Rosena (Senator-at-Large; Vice Chair of the PAC Grant Committee)
Komal Sharma (Senator-at-Large; Vice Chair of the GSO DEIA Committee)
Mike Goodman (ESF Senator & ESF-GSA Vice President of External Affairs)
Gabriela Wemple (ESF Senator)
Jordan Elliott (ESF Senator)
Cassidy Thomas (PhD Social Science)
Allie Berger (PhD Religion)
Mitchell Moreau (PhD Religion)
John Abercrombie (PhD Religion)
Mackenzie Ess (PhD Social Psychology)
Red Burkett (M.A. Geography)
Mario "Ma'ii" Villa (PhD Information Science)
Sarah Nahar (PhD Religion and Environmental Studies)
Yash Shah (M.S. Business Analytics)
Chelsea Ren Morton (PhD Social Science)
Mary Elizabeth Helander (PhD Social Science)
Taveeshi Singh (PhD Social Science)
Natalie Gallagher (PhD Social Science)
Samuel Gardner (PhD Social Science)
Bramsh Khan (PhD Social Science)
Aditya Srinivasan (PhD Social Science)
Darzhan Kazbekova (PhD Social Science)
Alice Timken (PhD Political Science)
Emily Schobert (M.A. International Relations)
Ian York (PhD Philosophy)
Katherine Mott (PhD Sociology)
Leanne Kelley (PhD Biology)
Frances Compare (PhD Biology)
Joe Colbert (PhD Biology)
Nasim Khatibi (PhD Biology)
Sara Brigida (PhD Biology)
Gwen Bode (M.S. Biology)
Dylan Sims-West (PhD Biology)
Samantha Sutton (M.S. Biology)
Dan Wang (PhD Biology)
Julia Zeh (PhD Biology)

Bruce Baigrie (PhD Geography and the Environment)
Lauren Ashby (M.A. Geography)
Sadie Novak (PhD Chemistry)
Joseph Beckman (PhD Mathematics)
Amanda Beavin (M.A. Public Administration and International Relations)
Iskandar Khodjaev (PhD Social Science)
Abdul Bashir Pazhwak (PhD Social Science)
Liam Lieblen (PhD Philosophy)
Felipe Oliveira (PhD Philosophy)
Autumn Harrison (PhD Philosophy)
Antonio Freiles (PhD Philosophy)
Sanggu Lee (PhD Philosophy)
Thiago de Melo (PhD Philosophy)
Cagla Cimendereli (PhD Philosophy)
Stacy Kohls (PhD Philosophy)
Katie MacDonald (PhD Geography and the Environment)
Brooklyn Montgomery (PhD Geography and the Environment)
Nicole Kleinheisterkamp González (PhD Geography and the Environment)
Akemi Inamoto (PhD Geography and the Environment)
Haejo Kim (PhD Earth and Environmental Sciences)
Sam Nesheim, (M.S. Earth and Environmental Sciences)
John Greenlee (PhD Earth and Environmental Sciences)
Nick D'Amico (PhD Political Science)
Ayşenur Değer (PhD Political Science)
James Dalton Stevens Jr. (PhD Sociology)
Samuel Santiago (PhD English)
Connor Olson (PhD Environmental Engineering)
Amr El Afifi (PhD Political Science)
Claire Sigsworth (PhD Political Science)
Josiah van Egdome (PhD Political Science)
Jingding Wang (PhD Political Science)
Gangneet Kaur (PhD Biology)
Amisha Agarwala (PhD Biology)
Karan Bhatt (PhD Biology)
Yiling Lan (PhD Biology)
Sanum Shafi (PhD Human Development and Family Science)
Christopher J. Arnold (PhD History)
Thomas Bouril (PhD History)
Nicholas Mason (PhD History)
Tianyu Cheng (PhD History)
Caleb Fouts (PhD History)

Suzanne Holland (PhD Human Development and Family Science)
Corinne Blake (PhD Human Development and Family Science)
Dustin Satterfield (PhD Sociology)
Minseok Kim (PhD Philosophy)
Wonhee Cho (PhD Exercise Science)
Jared Rosenberg (PhD Exercise Science)
Alaina Glasgow (PhD Exercise Science)
Burak Cilhoroz (PhD Exercise Science)
Paige Williams (M.S. Exercise Science)
Jacob DeBlois (PhD Exercise Science)
Kyle Leister (PhD Exercise Science)
Andrew Ridgeway (PhD Composition & Cultural Rhetoric)
Abigail H. Long (PhD Composition & Cultural Rhetoric)
Claudia Diaz-Combs (PhD Geography on the Environment)
Simone Yoxall (M.A. Geography and the Environment)
David R. Bruen (President of the Student Association)
Adia Santos (Executive Vice President of the Student Association)
Alexandra Fabrizi (Undergraduate)
Angelina Arnst (Undergraduate)
Maxwell Farrar (Undergraduate)
Alana Coffman (Undergraduate)
Samuel Popnik (Undergraduate)
Dr. Ashis Sinha (Postdoctoral Researcher Biology)
Dr. William Robert (Professor and Chair, Religion)
Dr. M. Gail Hamner (Professor, Religion)
Dr. Virginia Burrus (Professor, Religion)
Dr. Glenn Peers (Professor, Art & Music Histories)
Dr. Gretchen Purser (Associate Professor, Sociology)
Dr. Biko Mandela Gray (Assistant Professor, Religion)
Dr. Gareth Fisher (Associate Professor, Religion)
Dr. Rick Welsh (Professor, Food Studies)
Dr. Zachary Braiterman (Professor, Religion)
Dr. Matthew Mulvaney (Associate Professor, Human Development and Family Science)