

## Northwestern University Graduate Workers Statement Regarding COVID-19

*Northwestern faculty, staff, graduate and undergraduate students: You can show support by [signing this document here](#).*

Dear President Schapiro, Dean Woodruff, Provost Holloway, Members of the Northwestern Board of Trustees, Deans, and Administrative Officials of Northwestern University,

Over the past few weeks, Northwestern University was forced to drastically reorganize its operations in response to the crisis occasioned by the spread of COVID-19 in the United States. Unfortunately, it has already fallen short of its duty to protect its students and employees from the pandemic's fallout. The delayed closure of non-essential research activity in STEM labs in clear violation of all social distancing guidelines, the failure to guarantee employment, wages, and paid-time off for all workers regardless of status and ability to work remotely, and a general lack of concern for the most vulnerable members of our community have exposed the administration's inadequate and frankly haphazard handling of the crisis.

In light of these events, NUGW wants to stress that any and all measures taken by Northwestern University in response to the present crisis must aim, first and foremost, to minimize the impact it will have on the most vulnerable members of our community. As the recent [Coalition NU letter](#) and recent [Town Hall](#) demonstrated, TGS has perpetuated harm against underrepresented and underserved graduate workers on campus. **We know that such patterns of harm will continue and worsen during this time of crisis unless the university takes action.** In this regard, NUGW stands to defend not only the interests, health, and safety of all graduate workers across the university but especially those of underserved and underrepresented graduate students. We also stand in solidarity with all precarious workers, including undergraduate student workers, hourly staff, non-teaching staff, and contingent faculty. We must not, and will not, let this crisis become yet another milestone in the University's preservation of inequitable structures, precarization of graduate and academic labor, and devaluation of the labor of the custodians, dining hall workers, medical personnel, administrative employees and all those without whom this institution would simply cease to function. **The university works because we do and Northwestern has a material, financial, and moral responsibility to take care of all of its workers in return.**

**Graduate workers, many of whom were already suffering from inadequate support, have been hit hard in the last few weeks as they struggle to keep up with their work, serve their students, and care for themselves and their families. In addition, the pandemic has put many of our research plans on hold, affecting timelines for completion of our dissertations, publications, and further promotion of our careers.** For those of us on the job market, once promising opportunities for tenure-track jobs, VAPs, and postdocs in an already precarious academic job market have disappeared with little indication of whether those opportunities will be restored. Beyond the immediate and necessarily ad-hoc adjustments imposed on all by social distancing measures and the switch to remote learning for the Spring Quarter, NUGW is looking forward to the long-term impact this crisis will have on graduate workers for months and years to come. The following list of demands was drawn in response to the immediate and long-term needs and concerns of workers as conveyed to us by hundreds of our colleagues across the university.

### **Demands for Immediate Relief for Graduate Workers**

**1. Immediately meet the new [prioritized demands](#) of [Coalition NU](#), a coalition of underrepresented and underserved graduate workers who demanded that TGS rectify harm done to historically marginalized students.**

These demands include prioritizing and expanding the Office of Diversity and Inclusion, providing equitable support for graduate student associations that serve underrepresented and underserved communities, advocating for expanded mental health care and inclusive health insurance for graduate students, and supporting the Native and Indigenous graduate community at Northwestern.

**2. Guarantee one year of extended funding for all current graduate students, and guarantee six years of funding for all graduate students entering Northwestern in Fall 2020 and after.**

Northwestern and more than 60 other universities have extended tenure clocks by one year, acknowledging that many research projects have been put on hold due to the COVID-19 pandemic, negatively impacting publication timeliness and the progression of academic careers.

Northwestern must now extend this policy to all graduate students, whose coursework, research, and time-to-degree continue to be dramatically impacted by the pandemic. Many if not all of us will be subject to a lack of access to relevant research materials, both on and off campus. This includes the necessary closure of campus resources such as labs and libraries (and interlibrary loan capacities), and restrictions on travel (especially international) for field and archival research, or experiments involving human subjects. **As a result, all departments must pause time-to-completion measures and extend funding for all current graduate students. Just as a tenure clock extension has been granted to all junior faculty, so should this additional year of guaranteed funding be extended to all graduate students.**

Those who are nearing the end of their degree will enter a severely depressed academic job market as universities [institute hiring freezes](#). Conferences, lectures, and workshops—which provide the networking and professional development opportunities, crucial for success on the job market—have been cancelled, putting students at a severe disadvantage on the job market. In light of this situation, **we demand the immediate granting of four additional quarters of full funding and subsidized health insurance for all graduate students, including international students and regardless of individual circumstances or academic standing.**

The economic fallout of the pandemic is likely to affect academia, and especially the academic job market, for years to come, with limited resources for professional development activities and extreme job scarcity as the likely result. Even prior to this crisis, average time to degree across many departments was between six and seven years. Now, we can only expect this average to rise. For this reason, it is crucial that future graduate students have the time to prepare themselves well for the increased competition they are likely to face. In light of these circumstances, **we demand that Northwestern University follow the lead of other institutions in guaranteeing funding for six full years for all current and future graduate students.**

### **3. Pass/No Pass for all graduate and undergraduate students in coursework for Spring Quarter 2020.**

Northwestern University must follow the lead of peer institutions in making Spring Quarter Pass/No Pass. It is imperative that this measure must be taken for graduate student workers still in coursework, as well as undergraduates. The move to online learning coupled with the ongoing disruptions of COVID-19 in our day-to-day lives

makes traditional forms of assessment untenable as the circumstances within which students must perform and be evaluated have changed in unprecedented ways. A Pass/No Pass quarter would more fairly address already existing inequities in how this crisis will unevenly impact those who are already the most vulnerable.

#### **4. Waive the Spring Quarter student activity fee for all students while maintaining their access to public transit.**

Waiving the student activity fee, but maintaining access to CTA services for all graduate workers, would provide immediate financial relief to those who need it most. The fee should be waived for all graduate workers ***without the need for an application***, which is what TGS has recently announced will be required for a waiver. Further, **non-payment of the fee, however, should not lead to shutting off students' transit access.** Although students will be using their ventra cards more infrequently, students should still have access to CTA for retrieving groceries, medications, and for emergency purposes. **Taking away CTA Ventra cards only displaces the burden of the activity fee onto the burden to pay for necessary transportation to grocery stores, to see doctors, and access pharmacies.**

#### **5. Provide graduate students with a book stipend for the Spring and Summer Quarters.**

Due to library closures and travel restrictions, students have lost access to resources needed to complete research and prepare for exams. Departments and professors must privilege free and easily accessible online resources when compiling course materials to make up for the lack of access to library resources. In addition, departments must provide students with a stipend to purchase books and other resources now otherwise unavailable.

#### **6. Provide full COVID-19 testing and treatment coverage.**

The university must commit to covering all health costs incurred by graduate workers and their dependents that are directly related to COVID-19 including testing, vaccination, and treatment. This coverage must also extend to all graduate students

who finish their degrees during the crisis, until coverage is provided by another employer.

## **7. Provide protections for International Students.**

- a. **Funding:** International students must receive the additional year of funding due to the pandemic, and all incoming international students must receive 6th year funding. International students' non-eligibility for many US fellowships already hinder their research plans and force a very accelerated time compared to USA students, so ensuring this additional funding is imperative.
- b. **Visa status:** The Office of International Students and Scholars Services must do everything in its power to help international students maintain their visa status so that they may complete their degree in good conditions, including expanding access to legal services for all international students.
- c. **Financial help:** The university must match any federal financial aid accorded to US citizens and permanent residents with an equivalent amount for international students.

## **8. Immediate reimbursement of all travel expenses and extension of TGS research grants.**

All travel expenses that were incurred by graduate workers for trips that were cancelled due to the epidemic must be reimbursed as soon as possible with no loss of access to travel funds in the future. Additionally, all TGS research grants, which normally have to be used within one year of being awarded, should be extended due to allow students to use these funds for research once the pandemic recedes.

## **9. Non-retaliation policy.**

No graduate worker should be pressured to work by their supervisor or departments in any way that might endanger their health and safety and that of others. The university must enact a clear non-retaliation policy that prohibits retaliation on the part of advisors, supervisors, and department administrators against graduate workers who refused to work to protect the health of the community. Northwestern must provide a transparent mechanism to address retaliation cases should they arise.

## **Demands for Other Workers on Campus**

### **1. Fair pay for all NU workers**

- a.** Maintain all dining hall workers at their employment status for the duration of the COVID-19 outbreak and hire back any workers who were laid off.  
([petition](#))
- b.** Ensure that all employees, including student workers, receive full pay for the shifts they are typically scheduled for, or average weekly pay if appropriate, even if university operations are suspended or the nature of the job prevents employees from working from home.
- c. For student workers - meet the demands of their [petition](#):**
  - i. A minimum of 8 hours a week paid time off for student employees who cannot work due to campus closures.
  - ii. Remote/online options for campus jobs wherever available and the ability to use paid time off to compensate for any lost hours.
  - iii. An extra 20 hours paid sick leave for employees whose workplaces are still functioning, such as the package centers, in addition to any sick leave employees have already accrued.
  - iv. \$15/hour hazard pay for employees whose workplaces are still functioning, such as Norris and the package centers.
  - v. For students whose work-study positions are unavailable through the end of the academic year, we demand the university provide bridge funding equal to students' work-study allotment until campus is reopened and work can resume.

## 2. Healthcare

- a. Commit to facilitating COVID-19 testing on campus, fully covering the uncovered costs of COVID-19 testing, treatment, vaccination, and associated mental health care for students and employees, and further commit to facilitating or providing insurance for uncovered employees.
- b. Provide emergency loans for students and employees who have to pay out-of-pocket for healthcare.

### Signatures

597 signatures as of April 17th, 2020

*If you want to sign this statement and add your name to the list of signatures, [you can do so here](#). The list will be updated once daily.*

|                             |                                                                  |
|-----------------------------|------------------------------------------------------------------|
| <b>Charlotte Rosen</b>      | <i>PhD student, History</i>                                      |
| <b>Anna Zalokostas</b>      | <i>PhD Student, English</i>                                      |
| <b>Caitlin DiMartino</b>    | <i>PhD Student, Art History</i>                                  |
| <b>Ben Zucker</b>           | <i>PhD candidate, Music Composition (Bienen School Of Music)</i> |
| <b>Mauricio Maluff Masi</b> | <i>PhD Student, Philosophy</i>                                   |
| <b>Menglu Gao</b>           | <i>PhD Student, Comparative Literary Studies</i>                 |
| <b>Issrar Chamekh</b>       | <i>PhD Student, Department of Political Science</i>              |
| <b>Dana Westmoreland</b>    | <i>PhD Student</i>                                               |
| <b>Madison Brown</b>        | <i>PhD Candidate, Screen Cultures</i>                            |
| <b>Samuel Wallace</b>       | <i>PhD candidate, Civil and Environmental Engineering</i>        |
| <b>Ashley R. Smith</b>      | <i>PhD Candidate, Screen Cultures</i>                            |
| <b>Caroline</b>             | <i>PhD Student, MSE</i>                                          |
| <b>Carrie Stallings</b>     | <i>PhD, Sociology</i>                                            |
| <b>Reem Rashid</b>          | <i>PhD student</i>                                               |
| <b>Maria Dikcis</b>         | <i>PhD Candidate, English</i>                                    |
| <b>Biyi Fang</b>            | <i>PhD student, ESAM department</i>                              |
| <b>Yiben Yang</b>           | <i>PhD student</i>                                               |
| <b>Gabrielle Guillerm</b>   | <i>PhD candidate, History Department</i>                         |

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| <b>Andrew Montequin</b>    | <i>PhD Student, IBiS</i>                                |
| <b>Emily Masincup</b>      | <i>PhD student, Musicology</i>                          |
| <b>Adam Goodkind</b>       | <i>PhD Candidate; Media, Technology, &amp; Society</i>  |
| <b>Joshua Basseches</b>    | <i>PhD Student, Sociology</i>                           |
| <b>Siyu Chen</b>           | <i>PhD Student, Molecular Bioscience</i>                |
| <b>Seok Kyu Kang</b>       | <i>PhD Student</i>                                      |
| <b>Marjan Mohammadi</b>    | <i>PhD Student, Comparative Literary Studies</i>        |
| <b>Simran Bhalla</b>       | <i>PhD candidate, Screen Cultures</i>                   |
| <b>Eskil Elling</b>        | <i>PhD Student, Philosophy</i>                          |
| <b>Howard Chen</b>         | <i>Phd Student and NASA graduate research fellow</i>    |
| <b>Allena G Berry</b>      | <i>PhD Candidate, Learning Sciences</i>                 |
| <b>Maddie</b>              | <i>phd student rpc</i>                                  |
| <b>Thomas Feerick</b>      | <i>PhD Student, Slavic Languages and Literatures</i>    |
| <b>Juan Fernando León</b>  | <i>PhD Student in the Department of History</i>         |
| <b>Jin Xiong</b>           | <i>PhD student, anthropology</i>                        |
| <b>Jonathan Ng</b>         | <i>PhD Student, History</i>                             |
| <b>Kyle Jones</b>          | <i>PhD Student, Political Science</i>                   |
| <b>Lantian Li</b>          | <i>PhD candidate, Sociology</i>                         |
| <b>Julia Guimaraes</b>     | <i>PhD Screen Cultures</i>                              |
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| <b>Philip Ellefson</b>     | <i>PhD Student, English</i>                             |
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| <b>Noah Jenkins</b>                | <i>PhD Student, Music Composition</i>                                                            |
| <b>Sarah K. Lingo</b>              | <i>PhD Student, RPC</i>                                                                          |
| <b>Beth Barker</b>                 | <i>PhD Student, Philosophy</i>                                                                   |
| <b>Julie Liang</b>                 | <i>PhD candidate, IBiS</i>                                                                       |
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| <b>Veronica Davila Ellis</b>       | <i>PhD Candidate Spanish and Portuguese</i>                                                      |
| <b>Josh Honn</b>                   | <i>Librarian Faculty</i>                                                                         |
| <b>Hannah Levin</b>                | <i>PhD Student, School of Communication</i>                                                      |
| <b>James Mahoney</b>               | <i>Gordon Fulcher Professor in Decision-Making; Professor of Political Science and Sociology</i> |
| <b>Angela Tate</b>                 | <i>PhD Student, History</i>                                                                      |
| <b>Muhammad Fajar</b>              | <i>PhD Student, Political Science</i>                                                            |
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| <b>Matthew Smith</b>               | <i>PhD Candidate, Religious Studies</i>                                                          |
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| <b>Sarah-Louise Dawtry</b>         | <i>Phd Student, History</i>                                                                      |

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| <b>Esther Ginestet</b>      | <i>PhD Student, History</i>                                     |
| <b>E. Bennett Jones</b>     | <i>PhD student, history</i>                                     |
| <b>Aisha Valiulla</b>       | <i>PhD Student, History Dept.</i>                               |
| <b>Aoi Saito</b>            | <i>PhD student, History</i>                                     |
| <b>Nathan Dial</b>          | <i>Phd student; political science</i>                           |
| <b>Stephen Monteiro</b>     | <i>Business Administrator, Political Science</i>                |
| <b>Andrew Maxbauer</b>      | <i>PhD student, Bienen School of Music</i>                      |
| <b>Idil Ozkan</b>           | <i>PhD student, Anthropology</i>                                |
| <b>Justin Zimmerman</b>     | <i>PhD Student, Political Science</i>                           |
| <b>Tessa Lawler</b>         | <i>Undergraduate Student, WCAS</i>                              |
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| <b>Leonardo Gil Gomez</b>   | <i>phD Student, Department of Spanish &amp; Portuguese</i>      |
| <b>Hans Thomalla</b>        | <i>Professor, Department of Music Studies</i>                   |
| <b>Jessica Talamantez</b>   | <i>PhD Student, Philosophy</i>                                  |
| <b>Ritika Giri</b>          | <i>PhD student, IBiS</i>                                        |
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| <b>Andrew L. Owen</b>           | <i>PhD Candidate, Sociology</i>                         |
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| <b>Sarah Larison</b>                        | <i>PhD student</i>                                      |
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| <b>Mario Guerra</b>                         | <i>PhD student</i>                                      |
| <b>Addie Shrodes</b>                        | <i>PhD Candidate, Learning Sciences</i>                 |
| <b>Sebastian Kiguel</b>                     | <i>PhD Student, Human Development and Social Policy</i> |
| <b>Forrest Bruce</b>                        | <i>PhD student, Learning Sciences</i>                   |
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| <b>Mohwanah Fetus</b>                       | <i>PhD Student</i>                                      |
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| <b>Sugat Dabholkar</b>                      | <i>PhD Student</i>                                      |
| <b>Rana Khoury</b>                          | <i>phd candidate, Political Science</i>                 |
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| <b>Sebastian Castrechini</b>                | <i>PhD Student, SESP</i>                                |
| <b>Emily Hittner</b>                        | <i>PhD candidate, HDSP</i>                              |
| <b>Perry Kleinhenz</b>                      | <i>Math PhD student</i>                                 |
| <b>Students Organizing for Labor Rights</b> | <i>Student Organization</i>                             |
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| <b>Andrés Abugattas</b>           | <i>PhD Student, Philosophy</i>                                         |
| <b>Natalie Melo</b>               | <i>PhD Student</i>                                                     |
| <b>Jayson Porter</b>              | <i>PhD student, History</i>                                            |
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| <b>Bogdan Pavlish</b>             | <i>PhD Student, History</i>                                            |
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| <b>Hannah Horton</b>              | <i>PhD Student, IBiS</i>                                               |
| <b>Clay Cogswell</b>              | <i>PhD Student</i>                                                     |
| <b>Yata Rodriguez</b>             | <i>PhD student</i>                                                     |
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| <b>Sasha Artamonova</b>           | <i>PhD Student, Art History</i>                                        |
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| <b>Hannah Mangum</b>             | <i>Phd Student, Sociology</i>                              |
| <b>Laura Acosta Gonzalez</b>     | <i>PhD Student, Sociology</i>                              |
| <b>Jane Pryma</b>                | <i>PhD Student, Sociology</i>                              |
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| <b>Cassidy Puckett</b>           | <i>Assistant Professor, Emory University (NU PhD '15)</i>  |
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| <b>Madelyn Lugli</b>             | <i>PhD Student, History</i>                                |
| <b>Anne d'Aquino</b>             | <i>PhD graduate</i>                                        |
| <b>Carlos Gustavo Halaburda</b>  | <i>PhD Student Spanish &amp; Portuguese</i>                |
| <b>Andrea Rosengarten</b>        | <i>PhD Candidate, Department of History</i>                |
| <b>Kaitlin Chase</b>             | <i>Incoming PhD Student, English Department</i>            |
| <b>Kate Hader</b>                | <i>Undergraduate student</i>                               |
| <b>Chris Eckdahl</b>             | <i>PhD Student, Chemistry</i>                              |
| <b>Maryarita Kobotis</b>         | <i>Undergraduate Student, Political Science</i>            |
| <b>Eve Chase</b>                 | <i>PhD Student, Physics &amp; Astronomy</i>                |
| <b>Eric Wagner</b>               | <i>Undergraduate student, Weinberg</i>                     |
| <b>Keith Woodhouse</b>           | <i>Associate Professor, History</i>                        |
| <b>Sheridan Fuller</b>           | <i>PhD Student, Human Development and Social Policy</i>    |
| <b>Walther Maradiegue</b>        | <i>PhD Student, Spanish and Portuguese</i>                 |
| <b>Angel Bohannon</b>            | <i>Phd Student, HDSP</i>                                   |
| <b>Rahardhika Utama</b>          | <i>PhD Student, Department of Sociology</i>                |

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| <b>Malú Machuca Rose</b>     | <i>PhD Student, Department of Performance Studies</i>        |
| <b>Tina Law</b>              | <i>PhD Student, Sociology</i>                                |
| <b>Yajnaseni Dutta</b>       | <i>PhD Alum, Mathematics</i>                                 |
| <b>Niamba Baskerville</b>    | <i>PhD Student, Sociology Department</i>                     |
| <b>Miri Eliyahu</b>          | <i>PhD student, Sociology department</i>                     |
| <b>Anna Michelson</b>        | <i>PhD Student, Sociology</i>                                |
| <b>Mariana Oliver</b>        | <i>PhD student, Sociology</i>                                |
| <b>Rachel Chung</b>          | <i>Undergraduate Student, Economics and History</i>          |
| <b>Iuna white</b>            | <i>Phd student, sociology</i>                                |
| <b>Terah Tollner</b>         | <i>J.D. Candidate, Northwestern Pritzker School of Law</i>   |
| <b>Shelby Yuan</b>           | <i>PhD Student, Biomedical Engineering</i>                   |
| <b>Jeffrey Kosbie</b>        | <i>Alumni, PhD and JD (2015)</i>                             |
| <b>Jason Premo</b>           | <i>Graduate Student - Economics</i>                          |
| <b>Rachel Ramirez</b>        | <i>Grad student, management, organizations and sociology</i> |
| <b>Michelle Bezark</b>       | <i>PhD student</i>                                           |
| <b>HanByul Chang</b>         | <i>PhD Student, Chemistry</i>                                |
| <b>Nellie Mitchell</b>       | <i>Law Student</i>                                           |
| <b>Catalina Rodriguez</b>    | <i>PhD Student Spanish and Portuguese</i>                    |
| <b>Kenni Zellner</b>         | <i>PhD Student, Philosophy</i>                               |
| <b>Spencer Paulson</b>       | <i>PhD Student, Philosophy</i>                               |
| <b>Niko Letsos</b>           | <i>PhD Student</i>                                           |
| <b>Stephen McNabb</b>        | <i>PhD student, Spanish and Portuguese</i>                   |
| <b>Christopher Robertson</b> | <i>PhD Student, Sociology</i>                                |
| <b>Sam Scranton</b>          | <i>PhD student music composition</i>                         |
| <b>Melody Shum</b>           | <i>PhD Student, History</i>                                  |
| <b>Niki Charlafti</b>        | <i>PhD Candidate Bienen School of Music</i>                  |
| <b>Elsa De La Rosa</b>       | <i>PhD Student, History Department</i>                       |
| <b>Anisha Bhat</b>           | <i>PhD Candidate, History</i>                                |
| <b>Emma Brandt</b>           | <i>PhD Student, Sociology</i>                                |
| <b>Ruby Daily</b>            | <i>PhD Student, history</i>                                  |
| <b>Magda Boutros</b>         | <i>sociology</i>                                             |
| <b>Nadia Vinogradova</b>     | <i>PhD Candidate, Slavic Languages and Literatures</i>       |
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| <b>Alex Gurvich</b>     | <i>PhD Student</i>                                                                |
| <b>Sam McChesney</b>    | <i>PhD student, Political Science</i>                                             |
| <b>Danat Issa</b>       | <i>PhD student, Physics and Astronomy</i>                                         |
| <b>Portia XIONG</b>     | <i>JD, Law School</i>                                                             |
| <b>Joseph Blass</b>     | <i>JD-PhD candidate, Computer Science and Law</i>                                 |
| <b>Lucien Ferguson</b>  | <i>JD/PhD Student, Political Science</i>                                          |
| <b>Aidan</b>            | <i>Law Student</i>                                                                |
| <b>Scott Miller</b>     | <i>PhD Student, Art History</i>                                                   |
| <b>Thomas H. Rousse</b> | <i>J.D./Ph.D. Candidate, Media, Technology and Society</i>                        |
| <b>Amanda Durso</b>     | <i>PhD student, Political Science</i>                                             |
| <b>Lauren Baker</b>     | <i>PhD Student, Political Science</i>                                             |
| <b>Tim Charlebois</b>   | <i>PhD Student, Political Science</i>                                             |
| <b>Phalguni Shah</b>    | <i>PhD student, Physics and Astronomy</i>                                         |
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| <b>Zhihang Ruan</b>         | <i>PhD candidate, Political Science</i>                          |
| <b>Ben Oxley</b>            | <i>PhD Student, Chemistry</i>                                    |
| <b>Kevin Barry</b>          | <i>PhD Student, Sociology</i>                                    |
| <b>Rhiannon Auriemma</b>    | <i>PhD Candidate, Political Science</i>                          |
| <b>Suna Zekioglu</b>        | <i>PhD Student, Physics &amp; Astronomy</i>                      |
| <b>Jasmine Trinks</b>       | <i>PhD candidate, Slavic Languages and Literatures</i>           |
| <b>Brad Dubos</b>           | <i>PhD Candidate, English</i>                                    |
| <b>Kacey Grauer</b>         | <i>PhD candidate, Anthropology Department</i>                    |
| <b>Patrick Stollenwerk</b>  | <i>PhD, Physics</i>                                              |
| <b>Deisi Cuate</b>          | <i>PhD Student, Department Spanish and Portuguese Literature</i> |
| <b>James Wages</b>          | <i>PhD Candidate, Psychology</i>                                 |
| <b>Shobhana Panuganti</b>   | <i>PhD Student, Chemistry</i>                                    |
| <b>Samantha Skipper</b>     | <i>PhD Student, English</i>                                      |
| <b>Leon Davis</b>           | <i>MS student, Computer Science</i>                              |
| <b>Hamed Yousefi</b>        | <i>PhD student, Art History</i>                                  |
| <b>Johana Godfrey</b>       | <i>PhD Student, English</i>                                      |

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| <b>Morgan Barry</b>             | <i>PhD student</i>                                             |
| <b>Rebecca Rieckhoff</b>        | <i>Law Student</i>                                             |
| <b>Jessica Passos</b>           | <i>PhD candidate. French and Italian department.</i>           |
| <b>Courtney Rabada</b>          | <i>Ph.D. Candidate, Religious Studies</i>                      |
| <b>Kory Johnson</b>             | <i>PhD Candidate, Sociology</i>                                |
| <b>Ali Ehlen</b>                | <i>PhD Student, Applied Physics</i>                            |
| <b>Katherine Scharfenberg</b>   | <i>PhD Candidate</i>                                           |
| <b>Hector Manuel Lopez Rios</b> | <i>PhD Student, Materials Science and Engineering</i>          |
| <b>Nathan Lamp</b>              | <i>Phd Student, Performance Studies</i>                        |
| <b>Alícia Hernández Grande</b>  | <i>Interdisciplinary PhD in Theatre and Drama</i>              |
| <b>Ahmet Atilgan</b>            | <i>PhD Student, Chemistry</i>                                  |
| <b>Ashley Haluck-Kangas</b>     | <i>PhD Candidate, Driskill Graduate Program (DGP)</i>          |
| <b>Olivia Dill</b>              | <i>PhD Candidate, Art History</i>                              |
| <b>Crystal Camargo</b>          | <i>PhD Candidate, Screen Cultures/RTVF</i>                     |
| <b>Sean Koyama</b>              | <i>1st year PhD student, Materials Science and Engineering</i> |
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| <b>Rachel Mihuta Grimm</b>       | <i>PhD Candidate, Department of French and Italian</i>                   |
| <b>Helen Pinto</b>               | <i>PhD Student, Civil and Environmental Engineering</i>                  |
| <b>Nina Moon</b>                 | <i>PhD Candidate, English</i>                                            |
| <b>Carl Creason</b>              | <i>PhD Candidate — Dept. of History</i>                                  |
| <b>Jeremy Levy</b>               | <i>PhD Student, Political Science</i>                                    |
| <b>Jayme Collins</b>             | <i>PhD Candidate, English Department</i>                                 |
| <b>Nathan Reeves</b>             | <i>PhD Candidate, Music Studies</i>                                      |
| <b>Harriette Kevill-Davies</b>   | <i>PhD Candidate, Rhetoric &amp; Public Culture</i>                      |
| <b>Uday Jain</b>                 | <i>Phd Candidate, Committee on Social Thought, University of Chicago</i> |
| <b>Ole Hexel</b>                 | <i>PhD student, Sociology</i>                                            |
| <b>Nathalia Justo</b>            | <i>PhD Candidate, Political Science</i>                                  |
| <b>Jacob Wilkenfeld</b>          | <i>PhD Candidate, Spanish &amp; Portuguese</i>                           |
| <b>Rachel Sarcevic-Tesanovic</b> | <i>PhD Student, History</i>                                              |
| <b>Aaron Schoenfeldt</b>         | <i>Anthro Ph.D.</i>                                                      |
| <b>Abhraneel Sarma</b>           | <i>Phd Student, Computer Science</i>                                     |

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| <b>Anthony Topoleski</b>       | <i>PhD Student Slavic</i>                                           |
| <b>Jerren Grimes</b>           | <i>PhD student, MSE</i>                                             |
| <b>Sandra Racek</b>            | <i>Ph.D. Candidate, Art History</i>                                 |
| <b>Karina Zadorozhny</b>       | <i>Undegraduate Student</i>                                         |
| <b>Amanda Gvozden</b>          | <i>PhD Student, Religious Studies</i>                               |
| <b>Connor Lantz</b>            | <i>PhD Student, Driskill Graduate Program</i>                       |
| <b>Desiree Weber</b>           | <i>Alumna, Political Science PhD</i>                                |
| <b>Ely Orrego Torres</b>       | <i>PhD Student, Political Science</i>                               |
| <b>Morgan clark</b>            | <i>phd student, sociology</i>                                       |
| <b>Serena Simpson</b>          | <i>MFA+MA, Litowitz Creative Writing, English</i>                   |
| <b>Eunike G. Setiadarma</b>    | <i>PhD Student, History</i>                                         |
| <b>Alexander G. Weheliye</b>   | <i>Professor, African American Studies</i>                          |
| <b>Alex Harrison</b>           | <i>Undergraduate student, Medill</i>                                |
| <b>Chernoh Bah</b>             | <i>PhD Student, History Department</i>                              |
| <b>Michael Rodríguez-Muñiz</b> | <i>Assistant Professor, Sociology and Latina/o Studies</i>          |
| <b>Shirin Vossoughi</b>        | <i>Assistant Professor, School of Education &amp; Social Policy</i> |
| <b>Gil Engelstein</b>          | <i>PhD candidate, History</i>                                       |
| <b>Ben Yang</b>                | <i>PhD Student, NUIN</i>                                            |
| <b>Jessie Chen</b>             | <i>PhD Student, Driskill Graduate Program (DGP)</i>                 |
| <b>Ivonne Montes Diaz</b>      | <i>PhD student</i>                                                  |
| <b>Julia K</b>                 | <i>PhD Student, Chemistry</i>                                       |
| <b>Ben Roidl-Ward</b>          | <i>DMA Candidate, Bienen School of Music</i>                        |
| <b>Ivan Hernandez</b>          | <i>PhD Student, Psychology</i>                                      |
| <b>Chaunesti Webb</b>          | <i>Phd Candidate, Performance Studies</i>                           |
| <b>Tina Craig</b>              | <i>Parent of PHD Student</i>                                        |
| <b>Momoko Takahashi</b>        | <i>Doctoral candidate, CSD</i>                                      |
| <b>Kate Erskine</b>            | <i>PhD Student</i>                                                  |
| <b>Lisa Atkinson</b>           | <i>PhD Student, Music Composition</i>                               |
| <b>Sarah Lee</b>               | <i>PhD Student</i>                                                  |
| <b>Luca Podrecca</b>           | <i>PhD student, Earth and Planetary Sciences</i>                    |
| <b>Garth Fisher</b>            | <i>PhD Candidate, Driskill Graduate Program</i>                     |
| <b>Dominique Adams-Santos</b>  | <i>Sociology</i>                                                    |
| <b>Omri Tubi</b>               | <i>PhD Candidate, Sociology.</i>                                    |



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| <b>Priyanka Nanayakkara</b> | <i>PhD Student, Technology &amp; Social Behavior</i>        |
| <b>Parth JoshiBrown</b>     | <i>Program Coordinator, Center for Reproductive Science</i> |
| <b>Will Dowdle</b>          | <i>Undergraduate WCAS</i>                                   |
| <b>Rashayla Marie Brown</b> | <i>PhD Student, Performance Studies</i>                     |
| <b>Julia Honoroff</b>       | <i>PhD Student, HDSP</i>                                    |
| <b>Olivia Pryor</b>         | <i>Undergrad student</i>                                    |