Open Forum on Graduate Student Unionization

Richard M. Locke, Provost
Andrew Campbell, Dean of the Graduate School
November 9, 2018
Brown University: Position

- Respect 2016 NLRB Decision
- June 21, 2018 Pre-election Agreement
- Fair, Open, Well-Informed Process
- Graduate Students Decide for Themselves
Eligible Voters

➢ Currently enrolled Ph.D. and/or Master’s students who serve as teaching assistants, research assistants and/or proctors during the semester in which an election is held, or who served in these roles in one of the two semesters immediately preceding the semester in which the election takes place.
YOUR VOTE MATTERS
GRADUATE STUDENT UNIONIZATION
POLLING LOCATIONS

NOVEMBER 14, 15, 16 AND 19
10:00 AM TO 6:00 PM
VOTERS WILL BE ASSIGNED TO A POLLING STATION BASED ON DEGREE PROGRAM.

HUMANITIES & SOCIAL SCIENCES: SALOMON CENTER FOR TEACHING
ENGINEERING & PHYSICAL SCIENCES: ENGINEERING RESEARCH CENTER
BIOMED & LIFE SCIENCES: SIDNEY FRANK HALL
PUBLIC HEALTH: 121 SOUTH MAIN STREET

BROWN OR GOVERNMENT-ISSUED ID REQUIRED TO VOTE.

brown.edu/go/be-informed
IMPORTANT INFORMATION AS YOU CONSIDER UNIONIZATION
Brown’s Stipend Competitive Compared with Peers

- When adjusted for cost of living, Brown stipend is 3rd among peers in Humanities and Social Sciences, and 4th among peers in STEM.
- Recent investments have increased summer funding for Humanities and Social Sciences students.
- New $1,200 transitional stipend now awarded to all incoming PhD students.
Brown’s Stipend More Generous Than Many Unionized Schools

Brown’s stipend is competitive compared to the many institutions that have unionized. (Note: many schools differ in how they report this information in terms of 9 month vs. 12 month.)

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**Unionized - Humanities & Social Sciences**
Full Year Stipend (9 Months)
AY 2018-2019
*Cost of Living Adjusted*

- Brown
- Uconn
- Rutgers
- Temple
- URI
- UC System
- NYU

**Unionized - Bio/Life & Phys Sci/Eng**
Full Year Stipend (9 Months)
AY 2018-2019
*Cost of Living Adjusted*

- Brown
- Uconn
- Rutgers
- Temple
- URI
- UC System
- NYU
Doctoral stipends have increased by at least 2.5% annually for the last decade.
# Dues at Unionized Schools

<table>
<thead>
<tr>
<th>Institutions</th>
<th>Approximate Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of California System</td>
<td>$346 – 403/year</td>
</tr>
<tr>
<td>University of Connecticut</td>
<td>$300/year</td>
</tr>
<tr>
<td>University of Michigan</td>
<td>Up to $506/year</td>
</tr>
<tr>
<td>New York University</td>
<td>$548/year</td>
</tr>
<tr>
<td>University of Rhode Island</td>
<td>$248 – $263/year</td>
</tr>
<tr>
<td>Rutgers University</td>
<td>$155/year</td>
</tr>
<tr>
<td>Temple University</td>
<td>$360 – $480/year</td>
</tr>
<tr>
<td>University of Wisconsin</td>
<td>$432/year*</td>
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</tbody>
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*Based on last Union contract.*
Graduate Student Benefits

- Doctoral students receive health and dental insurance and expanded parental relief, among other benefits, bringing the total guaranteed annual support to $33,215
- 5-Year Guarantee (stipend, tuition remission, a health-services fee, and a health-insurance subsidy)
- 4 summers of support
- Increased summer support for doctoral students in the humanities and social sciences
- 5th summer of support added for all humanities and social science students receiving 6th year support
- 6th-year financial support available for doctoral students in the humanities and social sciences
Brown’s Parental Support for Grad Students is more Competitive than Peers and Unionized Schools

- Brown already offers very competitive support for stipended grad parents, which includes full semester paid relief. (Chart below highlights Brown’s policy compared to unionized institutions in terms of weeks of paid parental leave.)

- In collaboration with grad students, University currently working to enhance benefits.

**Notes:**

*Wisconsin & Washington provide leave without pay

* UConn & NYU have funds to reimburse childcare expenses up to a certain amount
Brown Graduate Students Have a “Seat at the Table”: Budgets, Benefits, Diversity, Climate

2600 Graduate students

GSC

Grad Council

Community Fellows

URC

DIOB

Diversity Advisory Board

Regular Meetings with Dean of GS, Provost and President
Strengthened Grievance Process

• Working group of graduate students, faculty and Graduate School deans revised grievance to improve transparency and effectiveness

• New process includes:
  
  Explicit time frames for responses to grievances
  Student involvement in the adjudication of grievances
  Clear distinctions between informal efforts and the formal grievance process
  Students not required to attempt to resolve the complaint directly with the respondent
Our Goal: Strengthening Community & Enhancing the Graduate Student Experience
Time to Vote!

- Every eligible person should vote.
- Outcome determined by majority of those who vote, *not a majority of those eligible to vote.*
- Decision of union representation for non-voters will be made by those who vote.
Resources

Be Informed – Graduate Student Unionization

Graduate Education at Brown

Brown University has an ongoing commitment to strengthening support for and engagement with our more than 2,200 graduate students on campus. Graduate education has been central to Brown’s mission for more than a century, and we believe that the teaching and research our students undertake are integral to a graduate education.

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