



VCU ADJUNCTS ORGANIZING FOR FAIR PAY

25th January, 2021

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Our letter to VCU Administration

To: Virginia Commonwealth University President Michael Rao, Virginia Commonwealth Provost Dr. Gail Hackett, and Virginia Commonwealth University Board of Visitors

VCU Adjuncts Organizing for Fair Pay with the support of our community of faculty, students, staff, and alumni submit these six demands for creating a just workplace for all adjuncts at Virginia Commonwealth University.

The current pandemic and political climate has brought the university's complicity in the perpetuation of systemic inequality into high relief. As VCU begins the Spring 2021 semester in the middle of a global pandemic, it pays adjunct faculty a base rate of \$1,100 per credit hour, and fails to provide health care, benefits, or job security. This rate of pay is far below a living wage for Richmond, VA. By forcing adjunct faculty to work for inadequate wages and non-existent benefits, VCU maintains economic barriers that make it difficult for BIPOC, women, and LGBTQ scholars to teach.

As part of a nation-wide trend of university corporatization, VCU has developed a financial model that has re-allocated tuition away from the classroom and into real estate acquisition and top-level administrative pay.

At the base rate, an adjunct professor teaching an undergraduate course of 18 students, receives about 8% of \$41k+ students are paying to enroll in the course. In larger classes these compensation percentages can be even smaller. Since Michael Rao took his position as president at VCU in 2009, undergraduate in-state students have seen an increase in tuition from \$7,117 to \$14,710: an increase of 106%. In those same years out-of-state undergraduate tuition has increased from \$20,749 to \$36,048: an increase of 74%. President Rao's compensation increased from \$488,500 in 2009 to a total compensation package of \$1,020,828 in 2018, equaling a 109% raise in compensation.

VCU's present financial model is dependent on the exploitation of adjunct labor. A new and just financial strategy should address income disparities by reallocating top level administrative pay and real estate acquisition funds and begin adequately paying adjunct faculty. Raising tuition to further increase the income of top level administrators is unacceptable.

We see these proactive demands as fundamental requirements VCU must meet to provide equitable and just compensation for adjunct faculty. Our goals address many of the issues adjunct faculty face and the inequitable financial model of VCU. If VCU is seriously committed to social justice and the health of their community they must address the severe inequities they place on their workers.

By March 30th of Spring 2021 we want to see the President, Provost, and Board of Visitors release a financial strategy that commits VCU to meet these demands by Fall 2021.

Signed,

VCU Adjuncts Organizing for Fair Pay and our diverse community of supporters.

Our Demands

Base compensation of \$3,000 per credit

Currently our adjuncts live and work in poverty. VCU is one of Richmond's largest employers, yet it employs a majority of its faculty and staff at an unfair wage level. Today, adjuncts in VCU's flagship arts program receive a base pay of \$1100 per credit, this equates to \$3300 for a 3 credit class, and a maximum of \$20k per year in wages. Our proposed compensation to \$3000/credit is based on a living wage for a one adult with one child family living in Richmond, Virginia. It is determined by MIT's living wage calculator, and accounts for costs associated with teaching, such as books, demonstration materials, and parking.

One year contracts for adjuncts

Adjuncts at VCU are currently contracted by semester, meaning that a large portion of instructional faculty don't know if they will have a job in sixteen weeks. A cycle of perpetual uncertainty and potential imminent termination erodes community and weakens the strength of our instructional programming for students. One year contracts would increase instructional integrity and employment security for all adjuncts.

Course Kill Fees of \$1,000

VCU reserves the right to cancel contracted work with adjunct faculty at any time, including the week before a course is set to be taught. Far too often, adjuncts have worked dozens of hours on course preparation without compensation at the time a course is canceled. Course kill fees compensate instructors for work done in advance of the first day of classes. A fee of \$1000 is determined by the 40hrs it takes to develop a course curriculum and the loss of employment.

A just transition policy that limits adjunct position cuts

Austerity measures at VCU treat adjunct labor as an expendable budget line item, meaning our lowest income faculty are bearing the brunt of institutional financial crises. By increasing the teaching load of full-time and tenured faculty (without pay), VCU has created an invisible layer of layoffs in adjunct contract non-renewals. VCU must immediately halt increases in teaching loads for full time faculty. To ensure a just transition any reduction in adjunct positions should require notifying the faculty of the affected department beforehand, and require the creation of new full time faculty positions made available to current adjunct faculty.

Access to VCU health services

Adjunct faculty at VCU are working (often on campus) through a pandemic without health insurance or access to university health care services. We demand the same access to health care afforded our graduate students: access to basic primary care through VCU health services. As COVID-19 rates rise, we all benefit from increased coverage for all of our coworkers.

A timely response to our demands

When VCUarts adjuncts organized in 2017, VCU took far too long to respond to demands, first by drawing out discussions with the establishment of a task force, and second by failing to implement the findings of the task force. VCU adjuncts cannot continue to wait for four more years. By March 30th of Spring 2021, the President, Provost, and Board of Visitors must release a financial strategy that commits VCU to meet demands 1, 2, 3, 4 and 5 by the start of Fall 2021. This financial strategy should keep student tuition at 2021 levels and explore reallocating top level administrative pay and real estate funds to achieve new goals. No administrative bonuses should be given out until doing so.

Our Supporters

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Organizational Endorsements

[United Campus Workers of Virginia](#)

Richmond Chapter of [Virginia Organizing](#)

VCU Adjuncts

Rose Szabo*
English | Honors

Barry O'Keefe
Art Foundation

Vivian Chiu
Craft / Material Studies

Eileen Rae Walsh
Photo + Film | AFO

Jon Rajkovich
Sculpture | AFO

David Roettger*
History

April Sopkin*
English | Focused Inq

Jared Crane
Art Foundation

Jianru Yang
World Studies

Anthony Nguyen
Graphic Design

Heidi Reszies
English | GDES

Julie Grosche
Kinetic Imaging

Adam Atkinson
Art Foundation

Peter Lewis
Cinema

Sydney Finch
Painting & Printmaking

GM Keaton
PAPR | AFO

Jaclyn Brown
Photo + Film

Peter Cochrane
Photo + Film

Stephanie J. Woods
Craft / Material Studies

Evie Metz
Photo + Film | AFO

Kyle Kogut
Art Foundation

John Chae*
PAPR

Johannes Barfield
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Brian Barr
Art Foundation

Nancy Phaup
Anthropology

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VCUArts

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William Leonard*
AFO | Material Studies

Aidan Quinlan*
Graphic Design

Taryn Cassella
Art Foundation

Charles Turner*
Political Science

Chelsea Lee*
AFO | Material Studies

Paul Robertson*
English

An Liu*
Interior Design

Marta Finkelstein*
AFO | Kinetic Imaging

Emily Wyman*
Cinema

Kiyan Williams*
Sculpture

Sara Denney*
Graphic Design

Hao Ding*
Painting & Printmaking

Raja Benz*
Theater

Hillary Zell*
Graphic Design

Olivia Pryor*
Sociology

David Riley*
ICA | Photo + Film

Ashley W. Grantham*
VCUArts

Virginia Bertholet
VCUArts

Sara Denney
Graphic Design

Hao Ding
Painting and Printmaking

Raja Benz
Theater

Emily Wyman
Cinema

Hillary Zell
Graphic Design

Jared Duesterhaus
Kinetic Imaging

Jennifer Garvin-Sanchez
World Studies

Jacob Broussard
Painting and Printmaking

Emily Sara
GDES

Michael Royce
Art Foundation

Alicia Little
Art Foundation

Kristen Pritchard* Social Work	Dennis Danvers* English	Stephen Parks* Graphic Design	Diana Gay Cutchin* Sociology
Greg Piwonka Painting and Printmaking	Olivia Pryor Sociology	Christine Orr Painting and Printmaking	Jochen Kunstler Cinema
Jordan M Bruner Kinetic Imaging	Sara Bouchard Kinetic Imaging	Noah Scalin Business	Ricardo Ruiz ICA
Mariam Sankoh Life Sciences	Brook VanBuesking OFE	Jane Remfert Integrative Life Sciences	Roberto Jamora* Art Foundation
Nancy Murphy Spicer Art Foundation	Clinton Helms* Art Foundation	Katie Kehoe Sculpture + Ext. Media	Bonnie Staley Art Foundation
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Hannah Altman* Photo + Film	Emily White Photo + Film	Frankie Mastrangelo GSWS	Kristin Roberts World Studies
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Max Watman English	Izzy France Wilder School	Nathan Tersteeg VCUArts	Vicki Yeroian Political Science

*also a VCU alumnus

VCU Term Faculty

Tara Burke Focused Inquiry	Ryan Cales Focused Inquiry	Kristin Reed Focused Inquiry	Kelsey Cheshire VCU Libraries
Andrew Walsh-Lister Graphic Design	Beth Kreydatus Focused Inquiry	Scott Brookman Focused Inquiry	Julianne Guillard Focused Inquiry
Erin Carrillo VCU Libraries	liz canfield Gender & Sexuality	Alli Tharp Focused Inquiry	Courtney Sviatko Focused Inquiry
Emily C Williams Focused Inquiry	Incoronata Inserra Focused Inquiry	Elizabeth Fagan Focused Inquiry	Katie Logan Focused Inquiry
Meredith Katz Sociology	Lindsay Chudzik Focused Inquiry	Bonnie Brady Theater	Jessica Gordon Focused Inquiry
Lyons Hardy School of Nursing	Kelly O'Keefe Business	Amanda Echterling VCU Libraries	Angela Lehman* GEO
Erin White VCU Libraries	Beth Kreydatus Focused Inquiry	Amber Pearson Focused Inquiry	Hilary Levinson Focused Inquiry
Alvaro Molina	David Weinfeld	Jessica Wilder*	G. Antonio Espinoza

World Studies	Religious Studies	School of Education	History
Peter Barr Psychology	Travis Leonard Williams Sociology	Jennie Romero Business	Gretchen Comba English
Robbie Dale Smith English	Frank Cha Focused Inquiry	Morgan Herrin AFO	Will Connally AFO

VCU Tenure-Track & Tenured Faculty

Bill Muth School of Education	Gabriel A. Reich School of Education	Laura Chessin GDES	Caitlin Cherry Painting Printmaking
Ross Collin School of Education	Michael Paarlberg Political Science	Lauren Thorson Graphic Design	Nontsikelelo Mutiti Graphic Design
Lily Cox-Richard VCUArts	Wesley Taylor VCUArts	Deirdre Condit Political Science	Orla Mc Hardy Kinetic Imaging
Jesse Goldstein Sociology	Cara Benedetto Painting and Printmaking	Bob Paris Kinetic Imaging	Karen Rader History
Hope Ginsburg Painting + Printmaking	Corin Hewitt Sculpture Extended Media	Chris Cynn GSWS	Sonali Gulati Photography + Film
Justin James Reed Photography + Film	Jonathan Molina-Garcia Photography + Film	Peter Baldes PAPR	Michael Jones McKean Sculpture + Extended Media
David Latané English	Lauren Thorson GDES	Mary Beth Reed Photo + Film	John Freyer Photo + Film
Dr. Peter Kirkpatrick World Studies	Kai A Bosworth World Studies	Leigh Ann Craig History	Barbara J. Myers, Ph.D. Psychology
Caroline Amey* Psychology	Victor Chen Sociology	Ioannis Kospentaris Economics	William W. Newmann Political Science
Rohan Kalyan World Studies	Jon Sheridan Photo + Film	Faedah Totah World Studies	Mary Caton Lingold English
Paul Thulin-Jimenez* Photo + Film	Shawn Jones Psychology	Jared Keeley Psychology	Melis Hafez History
Grace D. Gipson African American Studies	Katherine S. Nash, PhD English	Thomas Elssenber Psychology	Terry Oggel English
Wendy Kliewer Psychology			

*also a VCU alumnus

VCU Emeritus Faculty

Chuck Scalin
Communication Arts

Carlton Newton
Sculpture | Extended Media

VCU Staff & Contract Workers

Levi Walter*
Gender & Sexuality

Nora Sullivan
Recreational Sports

Jo Hatlevig
VCUArts

Sara Jones*
VCUArts

Kat Wilson
VCUArts

Chelsea Muth
Contract worker

Colleen Marino
VCUArts

Corey Martin
Psychology

Monica Kinsey*
VCUArts

Aliza Lambert
School of Education

Jessica Casey*
VCU RecSports

Courtney Dressler
Residential Life

Rellie Brewer
VCUArts

Michael Lease
ICA

Kelsea Dvorak*
Communication Arts

Katie Hines
Office of Admissions

April Harris

Shabana Shaheen
Wilder School

Nadiyah Hassan
Engineering

Christopher Mahonski
Sculpture

Katie Shedden
Pharmacy

Ashley Clinton*
Academic Success

Sera Erickson
Parking & Transportation

Grace Hoffman*
ICA

Laura Oganowski

Kathleen M Murphy
History

Drew Rollo
VCU Libraries

Riley Goodman
Art History

Noah Hook
VCUArts

William Pike
MCV

*also a VCU alumnus

VCU Administration

Lynn Pelco
Community Engagement

VCU Graduate Students

Carly Blake Wilder School	Alexis Briggs Psychology & Af/Am	Mariah Barden Jones GDES	Megan Ratliff VCUArts
Michelle Albertson Photo + Film	Emily Csukardi English	Julia Dann Graphic Design	Celia Steigerwald Interior Design
Isabella Kubo Kinetic Imaging	Cole Oberman School of Education	Catherine Ford Wilder School	Connor Stankard PAPR
Julia Scheidemantel Psychology	Sarah Saunders Engineering	Alissa Rentas HPEX	Kelly Flounlacker Anatomy & Neurobiology
Carrie Collier Interior Design	Shawn Taylor Sculpture	Eric Millikin Kinetic Imaging	Kimberly Burgess Photography
Shannon Gill Brandcenter	Hanaa Safwat PAPR	Raúl Aguilar PAPR	Rachel Regal School of Education
Muhammad Quraishi Medical Lab Sciences	Sarah Reagan Craft Material Studies	Ruth-Ann Acors Social Work	Madison Mannin VCUArts
LeeAnn Dancy VCU Brandcenter	Samantha Jaffe LSEE	Caroline Minchew Photo + Film	Paige Lizbeth Morris Craft & Material Studies
Micaela L. Gullerian Clinical Lab Sciences	McKenzie Joseph Clinical Lab Sciences	Katy Scarlett English	Juliana Bustillo PAPR
Wali Mansour School of Medicine	Kate Duffy VCUArts	Mary Maroste English	Adriane Connerton Painting and Printmaking
Elizabeth VonCanon Medical Lab Sciences	Ka'Lyn Coghill MATX	Jackie Rose Social Work	McAllister Rybak Clinical Lab Sciences
Megan Sawyer Art Education	Ruby TippI Social Work	Juan-Manuel Pinzon Craft \ Material Studies	Chad Mundie Kinetic Imaging
Addy Cooley Social Work	Clayton Egbulem Health Professions	Grace Cahoon School of Education	Zoe Klug Gerontology
Jax Caswell Social Work	Anna Valiant Jones Social Work	Lorena Castro Social Work	Lukaza Branfman-Verissimo Painting and Printmaking
Hannah Hiaasen Graphic Design	Marie Vergamini ILS	Connor Stankard PAPR	Tyler Hohenstein Center for Biological Complexity
Allison Pleskonko School of Education	William Glaser Photography	Gabrielle McHugh Craft Material Studies	Erin Britton Health Behavior & Policy
Elizabeth Collins MATX	Manuel Leiva Political Science	Nicole M Spangenberg Social Work	Monica Szczepankiewicz Craft
Katie Brents Brandcenter	Ellen Hanson PAPR	Katie Kincheloe School of Education	Allee Bradford Social Work

Paige Lizbeth Morris
Craft | Material Studies
Colleen Walsh
Psychology

C. Jane Hagen
Focused Inquiry
Cindy Hernandez Castro
Psychology

Nicole Glendye
Counseling
Michelle Eglovitch
Psychology

Marie Kreck
Focused Inquiry
Kendall Fugate-Laus
Psychology

Denise Zheng
Psychology

Sarah Morton
Psychology

Navneet Kaur
Psychology

Drew Parton
Psychology

Anna Wiese
Psychology

Broquelynn Shepard
Psychology

William Samuel Jackson, Jr.*
MSW

VCU Undergraduate Students

Amelia Rafle

William Joe Ware

Samuel Nathan Robinson

Heather Winn

Liza Hazelwood

Tanisha Davis

Jada Artis

Chandler Mabry

Greg rey

Nico Felsenheld

Chrysler McGee

Cali Carter

Alexandra McGowan

Rose Brown

Kristen Wheatley

Grace Downard

Julia Seaborn Park

Catherine Knudse

Yogita Kumari Suryawanshi

Oona Schreur

Eileen Morley

Natalie Jones

Alexandra Grace Ratigan

Alex Mihalski

Bryce Carlson

Molly Leraris

Grayson Ippolito

Grayson Bradstock

Sumeya Hassan

Ian McFadden

Olivia Libbey

Sophie Copeland

Yasmin Woodard

Zoe Brown

Anne Ryan

Erin Crawford

Synit Zecarias

Charlotte Davis

Brianna Gobes

Lauren Grobmand

Lillian Walsh

Marisa Stratton

Charlotte Delumpa-Alexander

Talia Fleischer

Christine Hackmer

Sam Park

Hien Nguyen

Alex Trouslot

Caroline Perez

Yusuf Ahamed

Zwe Wintzaw

Grace Smith

Rebecca Alemu

Katia Gonzalez

Z Callen

A Palmer

Barika Mirza

Jay O'Dea

Madeline Martin

Eunice Shin

Aric D Blumer

Mariah Kumpe

Grace Bost

Gradey Smithers

Victoria Tran

Sophie Kuligowski

Emily Lontz

Kaila Cooney

Danny Monge

Ixchael Bashore

Anna Lee

Aamna Siddiqui

Dolores Canola

Madison Jarvis

Alice Steffler

Alicia olivo

Brayden Hatcher

Megan Campbell

Noah Trout

Viv Rathfon

Joseph Dinsmoor

Alyssa Hayes

Shannon Baker

Summer A Slack

Sensairanay Duty-Stone	Caitlin Woolwine	Priscilla Duah	Campbell Long
Sophia Schrock	Niralee Gajjar	Hannah Diment	Syd Lewin
Abigail Treece	Aaron Tran	Mystique Gray	Olivia Surface
Amir Mcgregor	Emma Sears	Aya Daniels	Anna Sosnowski
Yuna Suk	Cecelia Fiering	Emma Schmidt	Paris Dinh
Jennifer Bui	Dominic Vizdos	Jared Meli	Grace Pashi
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Nathan Hosmer	Audrey Engel	Charlotte Zerbst	Alexis DeJesus
Danielle Arze	Libbie White	Hadeel Tewfig	Marie Bonenfant
Shawn Williams	Ruthie Clements	Zachary Conley	Gabbie Benda
Anne Kim	Taylor Black	Halden Fraley	Jayce Nguyen
Breanna Fetguson	Margaret Brooks	Erica Ohmann	Emily Duong
Ellyx Martinez	Jenny kim	Maria Habibi	Erin Adams
Amanda Stahl	Catherine Duckwall	Vicki Lynn Wilson	Alexandra Ochsner
Lindsay Magnant	Abigail Córdova	Archerd Noel Aparejo	Wes Ramsey
Mattie Squire	Kelsy Boyle	Michael John O'Connell	Julia Kong
Erika Masis Laverde	Ada Saker	Luis Quintanilla	Luz Aguba
Luz Aguba	Charlotte Gary	Olivia Grace Gonzalez	Arrington Peterson
David Tran	Erin Janicki	Katherine Grayson Cassels	Soovin Jhi
Andre G Medina	Fiorenza LoPresti	Jamie Hill	Myia Samuels
Taieba Kohistany	Julia Sachs	George Lawson Cumming	Kiva Brazier
Gianna Varca	Jordan Barrett	Stella Tessarollo	Taylor Best
Laweezah Malik	Jesse Cashin	Grace Lumsden-Cook	Liana Tai
Andrew Reeder	Margaret Clisham	Alaina Grace Berneche	Vincent Mangano
Micah Fitzgerald	Kyle Reed	Samuel Allen Schneider	Audrey Sun
Cassidy Case	Lillian Fucile	Emily Willson-Quayle	Camden Walent
Eliza Booke	Morgan Staton	Noelle Victoria Manfredi	Sydney Twine
Sydney Twine	Rose Khoury	Lieselotte Elliehausen	Sam Wilson
Chloe Abbott	Mason Dahl	Veronica Araujo	Mariah Rodriguez
Bianca Argueta	Elise Ryder	Andrea Palmer	Benjamin Harper
Hannah Allison	Halle Crider	Jay Stonefield	Natalie Dunn

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Aziza Lejlic	Bronwyn stevens	Nuran Cicek	Madison Nail
Ashley Johnson	Kush Shah	Abigail Poush	Madison Windsor
Julie Hedrick	Kendall Loch	Belguese Ashwal	Ariana Osornio
Noah Wilson	Olivia Ashton	Ollie DeSalvo	Kaley Reich
Bridget Hamel	Nadine Jambois	Shejjena Ahmed	Abigail Jansen
Stuart Beach	Melissa Stegner	Kassidy Hudson	Anupama Iyer
Bharathi Mathivanan	Trinity Kenny	Taylor Aragon	Kathryn Ribock
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Helen Binder	Rachel Kang	Helen Bodde	Emma Rice
Nhan La	Ciao Robinson	Nana Kwame Twumasi-Ankrah	Luna Rocha
Allison Barrientos	Carson Cooper	Emma Doyle	Gabrielle Gilbert
Nicolette hughes	Mia Daniel	Jenna Kareliussen	Eric Couture
Nancy Terry	Erin Crawford	Sydney Stellings	Lilly Howard
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Kyle Maurer	Hanami S. Morris	Elise Wojtowicz	Dani Simons
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Caroline Greeson	Michaela Gravini	Mallika Lakshminarayan	Rachel Dale
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Ariana Cooper	Elise Markle	Castiel Moore	Anya Beldon
Shyy'Nara Davis	Caroline Kirkwood	Sarah Repetti	Alisha Mughal
Hannah King	Virginia Dene	Tagwa Shammet	Sydney Robinson
Solomon Ghirmai	Kassandra Gandarillas	Ariana Paige	Mariam Mohamed
Anna McDonald	Christine George	Clara Kardash	Michael Nguyen
Jordan Brooke-Eccles	Lauren Peters	Tempest Britt	Aynsleigh Escher
Thomas Foody	Trinity Katz	Nicole Chavez	Rebekah Anderson
Rebekah Anderson	Jordan Melis	Taliesin Zawhorodny	Aziza Lejlic
Madison Thompson	Mackinley Runkle	Morgan Thomas	Noah Wilson
Maya Sunderraj	Lucas Codispoti	Marilynn Oetjens	Sylvia Mack
Eliza McCleery	Emily Heer	Holly Sammons	Maryam Bahrami

Ellie Henry	Fariza Kareem	Jordan Arnold	Elizabeth Williams
Emily Dodson	Lucas Codispoti	Kristin Vittoria Dippolito	Duha Al-Rehaief
Lucas Codispoti	Joe Crighton	Ilse Yohn	Zoe Perry
Emily Waters	Julianna Sigler	Chloe Posthuma-Coelho	Alexandra Santiago

VCU Alumni

Marina Blough	Samuel Jason Adkins	Eric Eckhart	Heide Trepaniet
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Patrick Miller	Colleen Connolly	Claire Schoen	Tony Swenson
Everett Hoffman	Alyssa Jimenez	Kyle Camper	Grace Oxley
Brittany Justice	Rachel Azzinaro	Chance Jackson	Toni Sorrentino
Bethany Parker	Maitlin Hinkley	Kim L. Peters	Eva Cassetta
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Jean Ireland	Noelani Jones	Agustine Zegers	Paige Deans
Bryan Castro	Janette Corcelius	Sadie Rapp	Tiffany Mei Yates Kilroy
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Joseph Minek	Samina Khalid	Be Oakley	Michelle Ramsay
Beatrice Modisett	Samuel Monroe Brown	Jessica Shim	Alison Mullen
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Naveen Khokhar	Morgan Britt	Jelani Elizabeth Ellis	Christina Delli Santi
Tristen Judson	Rebecca Low	Amber McNeal	Keith Herbert
William Draper	Zaynah Qutubuddin	Erin Marie Cross	Missy Thieman
Kristi Huynh	Zach Pauley	Kaitlyn Quinn	Jack Cooper
Ahmed Abdeen	Sharayah Cochran	Jean Bowker	Javaria Masroor

Cait Porter	Elyse Jolley	Erin Austin	Margaret Herr
Eden Iscil	Thomas McLaughlin	Nathan PLummer	Malia Bates
Timothy Towlsee	Catherine Watts	Hallie McNeill	Bridget Lamb
Tiffany Marcus	Mary Jane French	Ansley Perkins	Jess Chrisinger
Adah Kanter	Madison Hansen	Nicholas Betts	Sofia Desrosiers
Elena Gonzalez	Brennan Perry	Chriss Boesen	Reed Bohn
Suja Amir	Kate B. Poisson	Camille Trejo	Kayla DeSheilds
Raúl De Lara	Vivek Jain, MD	Soojin Lee	Stephanie Fry
Nicole Lee	Jerry Walters	Valerie Molnar	Khaliun Khangai
Grace Berman	Kathleen Gruber	Hallie Chametzky	Will Barker
Lauren Maas	Skylar Shannon	Julien G. Belair	Sandy Williams
Sukayna El Hani	Sana Masud	Chaterine McGuigan	Sophie Haulman
Ell Tresse	Laura Butler Hughes	Laura Zeltan	Zoe Wampler
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Hollie MacDonald	Laura Lewis	Michelle Koppl	Michelle Hoot
Jasmine Stith	Jeanne Boisineau	Isa Gagarin	Bill Mattern
Ellen Godloe	Jane Noel	Brandon Sevigny	Lawrenz Mejia
Kristina Tench	Jacob Kamieniak	Andrea Malisheski	Jennifer Dodge
Audrey Stemann	Hannah Shambley	Gabriella Eljaiek	Dylan Adams
Liz Bunce	Arqam Abdullah Ahsan	A Palmer	Charles A Reilly
Corinne Bebek	Lucy Fink	Alton Troy Henshaw	Olivia Dinman
Madelyn Knighting	Mira Best	Sarah Drye	Sasha Ercole
Emily Hardesty	Courtney Schollian	Sarah Mizer	Kathryn Murphy
David Moré	Jan Wolf	Casey Johnson	Nicole Levaque
Matt Witmer	Rebekah Estey	Andrew Obernesser	Donna Bailey
Rachel Mcgovern	Harrison Moenich	Jordan Blincoe	Janet George
Sara Schmatz	Martin Lederle-Ensign	Samantha Sunderman	Bethany Johnson
Brianna Jimenez	Elizabeth Blumer	Emily Kelly	Katie McAndrew
Noah Carpenter	James Ian Randall	Taylor Womack	Jacob Shank
Jennifer Hall	Sarah Cross	Leah Ramirez	Elizabeth Sussan
Caley Sturgill	Tamanna Sohal	Aleyah Grimes	Kayla Fernandes

Kristen Sanders	Bobbie Wilkins	Carl Marin	Sydney Cordoba
Eva Schiave	Isabel Griffin	Megan Phillips	Carlie Muessig
Elise Sale	William Denton-Edmundson	Chelsea N. Kunnecke	Andrew Gottschalk
Eric Helm	Melissa Howard	Sarah Coote	Hilary Colin King
Stephanie Mackey	Lisa Mino	Deborah Rowe	Timothy H. Priddy
Bil Cullen	Nancy Priddy	Debbie F. Wrenn	John Dillon
Gia Rae Rajkovich	Mim Golub Scalin	Rachel Adamos	Janna Hall
Andrew Blossom	Paul Fleisher	Devin Harclerode	Brezaja Hutcheson
Erin Brown	Alexandra Marini	Manuel Contreras	Carlos Garcia
Emily Wood	Chloe Finley	Lily Pressman	Noor Atari
Nora Shaheen	Hien Nguyen	Julianne Cobb	Rebecca Davidsson
Mariah Stapel	Saiara Mashiat	Elise Ketch	Kayla Jones
Erin Murray	Sophie Nguyen	Trinity Dunkerley	Elizabeth Oliver
Heine Pham	Sharon Plata	Giulianna Biondi	Megan Sass
Elise Wojtowicz	Ankita Thakur	Maxwell Motmans	Janei Davis
Joy Westkaemper	Alec Nguyen	Kayla-Ophelia Gavin	Lindsay Brandt
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