

GSOCUAW Local 2110 Bylaws

First Ratified: 10 October 2015
Last Revised: 30 September 2019
Last Ratified: 30 October 2019

PREAMBLE

Union democracy is both the guiding principle and daily practice of this unit. Our concept of union democracy includes but is not limited to: ensuring fair and open elections in which our membership exercises its right to vote, engaging in critical conversations and open meetings so the unit can remain receptive to the needs of its membership, advocating for term limits in elected and appointed offices, and making this document and its counterpart, the Organizational Chart, living and flexible ones to accommodate the changing needs of the organization.

To these ends, we derive all our power from membership; they are the highest authority in this unit.

We are building a union, a community, a movement.

Article 1 NAME

The name of this organization shall be the Graduate Student Organizing Committee of New York University or GSOC, a unit within Local 2110 of the United Auto Workers (UAW).

Article 2 PURPOSE

- A. GSOC is a democratic union that aims to organize and represent graduate employees at New York University, per Article I of the Collective Bargaining Agreement (CBA) of March 2015, over issues related to their employment and the improvement of their working conditions. GSOC supports the struggle of all workers and stands in solidarity with other unions and likeminded organizations in their fights for social and economic justice.
- B. GSOC shall negotiate with the University on its employment practices and policies as they relate to graduate employees, which include, but are not limited to: affirmative action; appointment and reappointment processes; childcare; antisexual harassment training; contract length; disciplinary policy and codes of conduct; dues checkoff and agency fee; evaluations; fee waivers; grievance and arbitration; health and safety, including health benefits and sick leave; class size, hours of work, and workload; surveillance, privacy, and data collection related to graduate workers; and job descriptions, retrenchment, salary, and seniority.

Article 3 COMMITMENT TO SOCIAL AND ECONOMIC JUSTICE

- A. GSOC follows an equal opportunity policy, employing personnel and serving its members without regard to race, creed, color, ethnicity, national origin, religion, sex, sexuality, sexual orientation, gender expression, age, physical or mental ability, HIV status, political affiliation or belief, citizenship, veteran status, military obligations, or marital or relationship status. GSOC strives to be an inclusive union and to build solidarity among its members. It will actively seek to promote the participation and engagement of marginalized groups and underrepresented work sites at all levels of the Union. This policy also applies to internal promotions, training, opportunities for advancement, terminations, and, where possible, outside vendors, service clients, use of contractors and consultants, and dealings with New York University and the general public.
- B. GSOC understands marginalized, historically underrepresented, and oppressed groups to include, but not be limited to, the following: racial and ethnic minority groups; women; religious minority groups; people who identify as lesbian, gay, bisexual, queer, transgender, genderqueer, gender nonconforming, gender variant, and/or intersex; people disabled (differently abled yet often classed as disabled); youths and seniors; people with low incomes, the working poor, people experiencing poverty, and people experiencing homelessness; immigrants and foreign nationals; people for whom English is not a primary language; single parents; firstgeneration university students; veterans; and people with limited education or literacy.
- C. Social Justice and/or Ally Trainings on the topics of racism, sexism, ageism, heterosexism, cisgenderism, classism, and ableism will be strongly encouraged for all GSOC staff and elected officers. GSOC staff and elected officers will coordinate regular trainings. Where appropriate, these trainings will be coordinated in partnership with campus and community resources (i.e. [NYU LGBTQ Student Center](#), [the Moses Center](#), [the Center for Multicultural Education and Programs](#), etc.).

Article 4 MEMBERSHIP AND MEMBER RIGHTS

- A. To be eligible for full membership in the GSOC unit and in Local 2110, a graduate student must fulfill one of the two following conditions:
1. Be currently employed in a bargaining unit position; or
 2. Have been employed in a bargaining unit position in at least one of the prior three semesters.
- B. To be considered a member in good standing in accordance with Article III of the Bylaws of Local 2110, a graduate student must meet one of the above criteria and pay dues as follows:
1. During semesters when a graduate student is employed in a bargaining unit position, dues shall be 2% of compensation and shall be collected pursuant to the terms of the collective bargaining agreement.
 2. During semesters when a graduate student is not employed in a bargaining unit position, dues shall be \$10 per month for fully-funded PhD students and \$5 per

month for unfunded graduate students. The payment of such dues shall not be subject to dues checkoff under the collective bargaining agreement and shall be voluntarily remitted to Local 2110 by the graduate student. It shall be the responsibility of the graduate student to pay the requisite dues to Local 2110 in order to maintain their membership in good standing. Such payments shall be made on a monthly schedule to be determined by Local 2110.

- C. A member in good standing is entitled to full voice and a single vote on all questions and to hold any elected or appointed position in the unit. Each member in good standing of the unit has the right to nominate and vote; express opinions on all subjects before the unit, Local, and International Union; attend all membership meetings and express views, arguments and opinions on all matters and business, including candidates for office; meet, assemble freely, and caucus with other members; and, generally, participate in the activities of the unit, the Local and the International.
- D. Graduate students who are not eligible for membership as defined in A above may become associate members of GSOC by contributing dues of \$30 per year or \$2.50 per month. Such dues will be payable to Local 2110 and it shall be the responsibility of the graduate student to pay the requisite amount to maintain their associate membership. Associate members are not full members of Local 2110, but may participate in GSOC membership meetings and volunteer committees; form caucuses; vote in all internal referenda and participate in the bargaining survey. They may vote for and serve as stewards, provided that stewards who are associate members of the union shall not represent members in grievances. Associate members may not vote in contract ratification, represent members in collective bargaining or vote in bargaining committee elections.
- E. Local 2110 shall maintain a record of all dues collected pursuant to B and C above.
- F. GSOC derives all of its power from its members. Membership reserves the right to override decisions of Unit Officers and any elected bodies or committees and to originate directives at any time via the referendum procedure laid out in Article 15, Section C. Unit Officers, elected bodies, and committees are empowered to make decisions on behalf of the membership, but they shall not make any decisions which contradict those made by the membership within the past term length of a steward.
- G. All GSOC meetings are open to all GSOC members, and all members have the right to participate in the discussion of all decisions, with the exception of confidential personnel matters. This right includes advance notification of meetings.
- H. GSOC does not discriminate against or prevent members from participating in the union in any fashion—including holding elected positions—based upon affiliation with a political party or organization, personal political or criminal history, or any characteristics enumerated in Article 3, Sections A and B.
- I. GSOC is a union made up of graduate employees from many different territories. We do not condone or operate under the patriotic notions of any one of these territories but are instead guided by the common interests of our members as workers.

Article 5

STEWARDS

- A. Stewards will be responsible for enforcing the contract, handling grievances, organizing membership. Other responsibilities may be assigned according to the unit's Organizational Chart as described in Article 13.
- B. Any member in good standing is eligible to be nominated for a steward position.
- C. Thirty (30) stewards shall be elected by district as *elected stewards* with a vote in the Assembly of Stewards. The numbers of seats in each district are determined proportionally according to the number of workers in each district. Every spring semester, the Votes Committee will compile the total numbers of workers from each district in the previous fall, summer, and spring semesters. Changes to the districting of this unit will follow in proportion to these numbers, and will be ratified by the Assembly of Stewards or a member meeting. Any change that would result in the subtraction of a seat from a district shall be made at the next expiration of the term or vacancy of a steward in that district.

The breakdown by district as of fall 2015 will be as follows:

GSAS Humanities and Social Sciences 8 seats

GSAS Sciences, Technology, and Math 5 seats

Poly 9 seats

Professional Schools (including Steinhardt and Tisch) 8 seats

**Please see *Appendix A* for a specific list of each department under these districts

- D. In addition to responsibilities set forth in the Organizational Chart, Elected Stewards must:
1. Be in residence in or around New York City for fall and spring semesters of their term and be reachable electronically with audio and/or video capabilities in January term and summer;
 2. Receive workplace grievance training to assist in handling grievances from workers in their school and work class;
- E. Elections for stewards will take place in April or May. Stewards Elect will take office on June 1.
- F. Attendance will be taken by the Unit Representatives at Assembly meetings and by the Chairperson at committee meetings. Attendance records will be made available to membership upon request.
- G. The Stewards elected in May 2015 will hold office for a twoyear term which concludes in May 2017. All stewards elected thereafter shall also hold office for a twoyear term, which expires upon

elections two years later during the same academic semester in which they were elected on the date the new Stewards Elect take office.

H. Any member may only hold elected office as steward for a maximum of two consecutive full terms.

I. There will also be an unlimited number of unelected "departmental stewards" who qualify by attending grievance training and serving as a union contact person in their department, with the goal of having at least 1 departmental steward per department, if not per cohort. These stewards, as with the general membership, are encouraged to attend the Assembly of Stewards and participate in the decisionmaking process. In cases in which consensus is not possible, however, departmental stewards do not have voting rights in the elected Assembly of Stewards.

Article 6 ASSEMBLY OF STEWARDS

A. The Assembly of Stewards will consist of the 30 (thirty) elected stewards. Each elected steward will be entitled to one vote on any proposal put to a vote at any Assembly of Stewards meeting.

B. All GSOC members are welcome to observe, participate, and bring forward proposals at all Assembly of Stewards meetings.

C. The Assembly of Stewards shall hold meetings at least one time a month during the fall and spring semesters. They shall hold meetings at least once every other month at other times of year.

D. Monthly Assembly of Stewards meetings will be scheduled in advance, with dates and location information made known to membership as far in advance as possible through both virtual and physical methods.

E. A quorum equal to half the current members of the Assembly of Stewards plus one is necessary to ratify any proposals. If quorum is not present, proposals may be ratified on an interim basis.

F. Consensus shall be the goal of every decision made at Assembly of Stewards meetings. In the event consensus cannot be reached, decisions are to be made by simple majority unless otherwise specified elsewhere in these bylaws.

G. In the interest of time, nonessential matters or questions that do not require the Assembly of Stewards' approval or direction shall be delegated to working groups and standing committees.

Article 7 UNIT OFFICERS

A. During the November, March, and June Assembly of Stewards meetings, the membership present shall nominate and elect three (3) Graduate Employee/Unit Representatives from among the

Assembly of Stewards with two (2) alternates, pursuant to the timeline established in Article IV Section H(c) of the CBA.

- B. As per Article V, Section A of the CBA, a Unit Chair may be selected as the head representative of the GSOC membership. This position may be held simultaneously with the Graduate Employee/Unit Representative position or may be external to it. This position may also be shared or go unfilled. A two-thirds majority vote at a member meeting is required to activate the position. Elections for this position would subsequently take place through the provisions for Graduate Employee/Unit Representatives in section A of this article.
- C. The compensation of the Graduate Employee/Unit Representatives will be determined by Article IV, Section H of the collective agreement.
- D. Responsibilities and authorities of Unit Officers will include: liaising with NYU and the UAW; overseeing internal affairs and petty finances; proposing unit hires and reviewing job performance; doing substantive work with the unit's standing committees and working groups; and drafting the agendas of and securing spaces for member meetings. Further responsibilities and authorities will be specified by the unit Organizational Chart. All of these responsibilities shall be divided among the Unit Officers as they see fit.
- E. Unit Officers shall each hold at least two hours of membership walk-in "office hours" per month.
- F. Unit Officers shall hold office no more than three consecutive semesters at a time, the equivalent of one calendar year.

Article 8 STANDING COMMITTEES

- A. Committees shall record attendance (which will be made available to membership upon request), require one half of active members present (physically or virtually) for quorum, take meeting minutes to be sent to the GSOC Historian, and make decisions first by consensus and, if consensus fails, by simple majority vote.
- B. Members shall not be considered active after they have missed two consecutive committee meetings without excuse or forewarning.
- C. All committee meetings are open to all members of GSOC, unless otherwise noted, e.g. for privacy purposes. Committee meeting times and places will be posted on the GSOC public calendar online.
- D. Upon the first meeting of a committee each semester, co-chairs must be elected. A committee may choose to have rotating co-chairs. Co-chairs are responsible for keeping the committee on task. Responsibilities may include: facilitating the delegation of committee tasks, maintaining long-term timelines and agendas, reporting back to member meetings, posting meeting times and places, reaching out to other committees as necessary, and securing meeting times and places.
- E. The rights, responsibilities, and priorities of all of the below committees may be further amended and directed by the unit's Organizational Chart pursuant to Article

13.

F. The following committees are established for the day to day administration and upkeep of the unit. New committees may be founded in addition to these, but the below committees must be operational.

1. Bylaws Committee which shall consist of all interested stewards and members, will annually revise and amend these bylaws. The Bylaws Committee has the right and duty to give recommendations on changes of the bylaws, from general concepts to final drafts; disputes over interpretations or implementations of the bylaws; and conflicts between actual procedures and procedures as outlined in the bylaws. The Bylaws Committee is also responsible for educating people holding positions in GSOC as well as general membership about their rights and duties according to the bylaws and established practices, and for resolving conflicts related to the bylaws.

2. Organizing Committee will be responsible for signing up new members, working with stewards to develop leadership in departments, and helping to organize campaigns. The goals of the Organizing Committee will be to build a strong internal organizing structure able to lead and support a contract campaign and any strike organizing, respond to and prevent grievances, and create a stronger union presence and coalitional awareness campuswide. Committee members will have access to and will update contact information and related membership data. During any elections apart from candidate elections, the Organizing Committee will have access to daily voter data. The Organizing committee may agree to hold private meetings when discussing actions or grievances of a sensitive nature.

3. Communications Committee shall be responsible for internal and external communications. No more than four members of the committee will have full access to website administration and semesterly updated contact information of membership, as well as full access to oneway membership and supporter listservs, and the most commonly used social media, at the highest levels of administrative control. The Local and International representatives will also have access to these channels and will serve in an advisory capacity.

One member of the Communications Committee will be designated GSOC Historian, tasked with archiving of materials including meeting minutes.

4. Contract Enforcement Committee will enforce the contract and educate the membership about their rights. The Committee's main responsibility will be to handle grievances. The Committee will consist of elected stewards, departmental stewards, any other grievance trained members, and the Health and Safety Representatives (per Article XIII of the MOA). They are charged with assisting pending grievance claims based on their school and work duties. Stewards working on a particular case will apprise the aggrieved of their rights according to the contract and advise them on how to proceed; relevant members of the committee shall meet to decide which grievances will be filed. The Committee will also educate membership about grievances including definitions and procedures. The Committee will keep information on past grievances on file and in good order to assist in research on trends and patterns. The committee will decide by consensus or, barring consensus, vote by simple majority when to recommend that a grievance be moved to arbitration. The committee will also decide on and pursue collective grievances, supported by the Organizing Committee and Political Solidarity Committee, when public actions are needed. The Contract Enforcement Committee may agree to hold private meetings when discussing grievances of a

sensitive or private nature.

5. Political Solidarity Committee which shall consist of all interested stewards and members, will build coalitions with campus and offcampus allies; actively liaise with specific organizational allies; manage and decide on GSOC signatures on petitions, public endorsements, and actions of solidarity with other organizations engaged in struggle; and propose and organize political initiatives. The Political Solidarity Committee may agree to hold private meetings when discussing actions of a sensitive or private nature.

6. Finance Committee which shall consist of all interested stewards and members and come into enactment in such a time as the unit possesses funds for its sole management, will oversee drafting of the annual budget for the unit, to be presented at the first membership meeting of the spring semester and to be approved by membership meeting or the Assembly of Stewards. The chair or cochairs of the finance committee shall be selected by the Assembly of Stewards to oversee the distribution of funds in accordance with its budget, and shall share sole access with the Graduate Employee/Unit Representatives to the financial accounts of the unit.

7. Bargaining Committee will consist of nine (9) members, elected by the membership during years in which the contract will be renegotiated, who will serve during contract negotiation until settlement with replacements elected whenever vacancies occur. The Bargaining Committee will be elected no later than six weeks before negotiations with the employer are scheduled to commence as per the CBA. A quorum of five (5) is needed to make decisions; decisionmaking shall be according to the same method employed by the Assembly of Stewards and laid out in Article 6, Section F. Membership has oversight of the Bargaining Committee. The Bargaining Committee must provide regular updates to and opportunities for dialogue with membership. All elected Bargaining Committee members collectively will serve as the union's chief negotiators, with members cochairing each negotiation session. They will work in conjunction with Local 2110 and IUAW Representatives. To that end, all negotiations, meetings, and correspondence with the employer shall be conducted with elected Bargaining Committee members present.

8. Votes Committee will be formed whenever necessary to oversee the election of officers and votes on Bylaws and Referenda. This committee must be composed of at least three members, none of whom are seeking office or, in the case of a bylaws vote, are members of the Bylaws Committee. The Votes Committee is responsible for facilitating and preserving democratic voting processes within the Unit, including organizing the staffing and oversight of ballots, coordinating secure online voting with the Communications Committee, and working with the Communications Committee to enforce and publicize nominations, candidates, and proposals in a timeline that is in accordance with these Bylaws.

Article 9

STAFF

- A. All paid positions within the unit, whether by the employer or the unit, must also be elected positions, either by general membership, district, or Assembly of Stewards.

- B. Unit staff, part time and full time, shall be paid with funds set aside from the dues of GSOC members pursuant to the IUAW Constitution Article 35 Section 3. Three positions will also be paid for pursuant to Sections (a) and (b) of Article IV, Section H of the contract with NYU.
- C. Candidates for paid staff positions will be identified and interviewed by the Unit Officers and approved by membership meeting vote. The Unit Officers will conduct performance evaluations of staff at least once per semester. These evaluations will be kept on file and used in future hiring decisions.
- D. No member shall hold two or more paid positions simultaneously from any combination of union funding structures, including the Local, Regional, and International levels of the UAW, and Article IV, Section H of the collective agreement.

Article 10 MEMBER MEETINGS

- A. General membership meetings will be scheduled once per semester at minimum, but may be called more often by Unit Officers or the Assembly of Stewards, or by membership referendum per Article 15, Section C.
- B. Regular member meetings shall be held at least once a month during the fall and spring semesters and at least once every other month at other times of year, in accordance with Article 37, Section 4 of the IUAW Constitution. These may be coincident with or distinct from Assembly of Steward meetings.
- C. Meetings will follow the decisionmaking process outlined in Article 6, Section F for any discussion or proposals, with the option of defaulting to the referendum procedures in Article 15, Section C if desired.
- D. At each member meeting, standing committees, elected bodies, and unit officers will offer reportbacks.
- E. General membership meetings and regular member meetings will be open to all GSOC members.

Article 11 AFFILIATION

- A. Affiliation with another organization, for purposes of better realizing the goals and objective of GSOC, or conversely, disaffiliation with another organization, may be initiated by Referendum (as outlined in Article 15).
- B. The affiliation or disaffiliation shall be approved if more than onehalf of the votes cast are in favor of affiliation or disaffiliation.
- C. GSOC members are welcome to affiliate individually with any organization or political party of their

choosing, and GSOC does not discriminate against members or determine their eligibility for office based on such affiliations.

Article 12 BYLAWS

A. In order to change a bylaw, the Bylaws Committee must first post the proposed change(s) online for at least a five workingday comment period. The GSOC Communications Committee must notify membership by email that the change(s) are available online. Membership will have the opportunity to submit comments and concerns by email to the Bylaws Committee. These comments will be made available to any member, anonymized and by request.

B. Second, the Bylaws Committee must have a public meeting after the comment period has ended.

This will allow members with strong feelings or those who do not like email to discuss the proposed change(s) with the Bylaws Committee. The Bylaws Committee will consider the comments from membership and present the final version of the proposed bylaw change(s) online within five working days.

C. Once the final version of the bylaw change(s) has been posted, the following holds true:

1. The language of the proposed bylaw cannot be changed. The change must be voted up or down by the membership.
2. The final language of the proposed bylaw change must be posted for at least one week during the academic year before it can be put to membership vote.
3. The Votes Committee, GSOC leadership and staff, and the Bylaws Committee will make voting available for members online and, if possible, in person.
4. The Votes Committee is responsible for counting the final votes.
5. If the bylaw change is voted down, the Bylaws Committee may continue trying to pass the proposed change. However, in order to do so, the Bylaws Committee must start the process over. That is, the proposed bylaw change must undergo a comment period, a public meeting to discuss appropriate changes, and the new language must be posted at least ten days before the next meeting.

D. The Assembly of Stewards is empowered to interpret these regulations governing the revision of the bylaws, subject only to the authority of the membership as outlined in these bylaws.

Article 13 ORGANIZATIONAL CHART

A. The unit Organizational Chart shall be subject to regular review and revision by a twothirds majority vote by the Assembly of Stewards and nonsteward Committee CoChairs.

- B. The unit's Organizational Chart shall specify the present priorities, responsibilities, and authorities of stewards, committees, and unit officers. Pursuant to Article 4, Section F and Article 15, Section C, members are the highest authority in this unit and as such may move to govern when they see fit. However, certain governance functions may be delegated specifically for membership to fulfill and shall be listed as such on the Organizational Chart.

Article 14 ELECTIONS

- A. Elections of officers and referenda votes shall be held by secret ballot at membership meetings, polling stations, and/or online. Before such a vote, provisions shall be made for absentee or mailin balloting if necessary.
- B. Members in good standing (as defined by Article 4, Sections A through C) may nominate themselves or any other member in good standing for any office. Nominations must be open for at least one (1) week. The deadline for nominations shall be five (5) calendar days before the date of the election. Elections for the Assembly of Stewards must occur in the Spring semester, no later than the last full week of April.
- C. Candidates may run on caucus or partisan platforms, as a "slate," or as independents. Such partisan designations shall be solicited and stated during the nomination period, be clearly marked on the sample ballot emailed out to membership in advance of elections, and appear on the actual ballots and eballots used by membership in those elections.
- D. Elections to fill vacancies shall be held within one semester following the date the office became vacant unless such elections would happen in summer, in which case the vacancy election must follow early in the fall semester. The Assembly of Stewards can appoint a Steward to fill a position on an interim basis.

Article 15 RECALL AND REFERENDA

- A. Stewards may be recalled at any time by a two-thirds majority vote of at least 20 percent of membership in their district, rounded up. This vote must be initiated by a petition that sets forth the reasons why the recall is sought. The petition must be signed by at least 10 percent of the membership within the district, rounded up.
- B. If a steward is to be absent from the bodies they are required to attend, prior notification must be given to the Communications Committee for member meetings and the chair of the committee for any committee meetings. After more than two (2) consecutive unexcused absences from Assembly meetings, negligent stewards are subject to automatic recall. It is the responsibility of the Unit Officers to notify stewards of unexcused absences. It is also the responsibility of Unit Officers, in conjunction with the Votes Committee, to coordinate interim appointments for approval by the Assembly and initiate vacancy elections as a result of any recall.

C. Referendum questions must be presented in writing at an Assembly of Stewards meeting with either the signatures of at least onetenth of the membership, or the signatures of over twothirds of active Stewards. The Votes Committee shall work with the Communications Committee to distribute written and online copies of the referendum within three working days after the referendum is presented to the membership meeting. A general meeting must be scheduled, in order to discuss the referendum, no later than ten working days following the presentation of the referendum at the Assembly of Stewards. Referenda will be open to comments and feedback from general membership through the time of the general meeting in the same manner as Article 12 Section A. Referenda may specify that they may or may not be amended before they are put to an up or down vote for approval. If amendments are permitted, they will be solicited at the general membership meeting and decided upon by the procedure outlined in Article 6, Section F. After the member meeting, the Votes Committee will facilitate a vote by the general membership on the final text of referenda online and, if possible, in person, within five working days of the general meeting. Pursuant to Article 4, Section F, the decisions rendered by membership referenda shall be binding.

Article 16 JURISDICTION

A. As a unit within Local 2110 of the UAW, GSOC is subject to the rules and regulations governing the UAW as well as the Local 2110 bylaws. However, in all unit matters GSOC has autonomy so long as actions and bylaws do not actively conflict with Local 2110 Bylaws or the IUAW Constitution, as per Article 35, Section 3c of the IUAW Constitution.

B. GSOC has proportional representation on the Local 2110 Joint Council based on the dues dollar amount GSOC pays to the Local Union in accordance with Article 35 Section 3 of the IUAW Constitution.

C. GSOC representatives to the Joint Council shall serve the greater of one year or until such time as new elections for representatives to the Joint Council takes place. If a GSOC representative to the Joint Council resigns or is recalled, the Assembly of Stewards must appoint an interim representative to serve until the next elections, at which point a new representative will be elected in accordance with the bylaws of Local 2110.

Article 17 ENACTMENT

These articles shall be voted on and enacted thereupon.

Appendix A Representational Structure for Article 5, Section C (based on data from Fall 2013)

GSAS HUMANITIES AND SOCIAL SCIENCES (324 workers)
8 seats Anthropology (21) East Asian Studies (10)

Economics (22) Hebrew & Judaic Studies (2) History (26)
Politics (44) Social & Cultural Analysis (6) Sociology (22)
Classics (3) Comparative Literature (7) Creative Writing (20)
English (15)
French (27) German (9) Italian (15) Linguistics (13) Middle
Eastern & Islamic Studies/Near Eastern Studies (6) Music
(13) Philosophy (14) Religious Studies (1) Slavic Studies
(1) Spanish (27)

GSAS SCIENCE, TECHNOLOGY, and MATH (212
workers) **5 seats** Biology (35) Chemistry (46) Center for
Neural Science (6) Computer Science (20) Math (40)
Physics (26) Psychology (39)

POLY (359 workers) **9 seats** Center for Advanced
Technology in Telecommunication (1) Chemical &
Biomolecular Engineering (36) Civil Engineering (18)
Computer Science Engineering (45) Electrical & Computer
Engineering (83) Financial & Risk Engineering (40)
Integrated Digital Media (2) Mathematics (9) Mechanical
Engineering (23) Technology, Culture, and Society (5)
Technology Management & Innovation (22) Admin
Services (75)

PROFESSIONAL SCHOOLS (including Steinhardt and Tisch) (307 workers)
8 seats Art & Arts Professions (18) Administration, Leadership, and
Technology (10) Applied Psychology (20) Communicative Sciences &
Disorders (7) Food Studies (6) Humanities & Social Sciences in the
Professions (16) Media, Culture, and Communication (16) Music &
Performing Arts Professions (101) Teaching & Learning (17) Cinema
Studies (10) Dentistry (2) Nursing (8) Stern (32) School of Social Work (10)
Wagner (6)
Gallatin (7) Institute of
Fine Arts (9) Journalism
(10) Performance
Studies (2)