

ATTN:  
Board of Visitors, Virginia Commonwealth University  
Governing Board, VCU Foundation

14 March, 2024

Dear members of VCU's Board of Visitors and Board members of the VCU Foundation,

We are writing to address current egregious employment practices affecting term faculty and Postdoctoral scholars at Virginia Commonwealth University, which we believe undermine the integrity and values of our institution and jeopardize student learning and success.

In Summer 2023, fourteen faculty members in the Department of Focused Inquiry received terminal contracts from the administration, strictly on the grounds of budgetary concerns and a lack of funding. Seven of those contracts will expire this summer, with seven more expiring next summer.

We know from enrollment data that the proposed firings (and the immediate resignation of six additional faculty, five of whom were not facing termination) have created a crisis of instructional capacity for General Education courses at VCU. If the firings proceed and no other action is taken, the Department of Focused Inquiry will be forced to hire, at a minimum, 34 adjuncts to teach in the fall of 2024 and 58 adjuncts in the fall of 2025. By fall 2025, adjuncts would outnumber full-time faculty.

Rather than reinstating the seven contracts set to expire this summer, VCU now plans to replace them by hiring Postdoctoral Teaching Fellows with terminal contracts.

This is not a financial savings to VCU. The Postdoctoral Teaching Fellow positions are listed at a salary commensurate to most Focused Inquiry faculty. The two-year term offered in their contracts actually provides fellows with more job security than any faculty member in the department—all of whom were converted to one-year contracts last summer. Hiring postdoctoral fellows as a 1:1 replacement for experienced faculty not only harms students and de-values the decades of service to VCU that Focused Inquiry faculty have provided, it undermines the central argument of VCU administration for the initial contract terminations, exposing them not as a budgetary necessity, but as targeted firings in a unit that houses some of VCU's most experienced faculty members, all of whom work closest with the students most in need of dedicated support.

Unsurprisingly, the decision to proceed with hiring Postdoctoral Fellows on two-year terminal contracts, despite the imminent expiration of 14 Focused Inquiry Faculty contracts due to alleged

budget concerns, has garnered significant backlash from the VCU community. This includes opposition from general faculty, the College of Humanities and Sciences Faculty Council, the Faculty Senate, and over 1,800 members of the broader university community. This overwhelming response reflects a collective concern for the welfare of our faculty and the quality of education at VCU.

Moreover, this job advertisement blatantly violates established VCU policies concerning the employment of Postdoctoral fellows. These policies are designed to ensure fellows receive appropriate resources for research and dedicated mentorship in their field of study; these postdoctoral positions completely lack both. This move not only disregards VCU's own standards but also exploits these early-career scholars at a vulnerable stage in their professional development.

VCU leadership rightly celebrates the caliber of our faculty, researchers, and students as uncommon. A postdoctoral appointment at VCU should be viewed nationally as a prestigious achievement, an investment in one's scholarship and teaching potential that is cultivated by rich mentorship over the course of the two fellowship years. Postdoctoral fellow positions at VCU should be desirable to the best and brightest doctoral candidates—nationally and right here in VCU's own excellent graduate programs. However, the confluence of factors surrounding this job listing expose it not only as a violation of postdoctoral policy and an exploitation of early-career scholars, but also an unnecessary and divisive move that pits VCU's doctoral candidates/postdocs, adjuncts, and term faculty—instructional job categories with the most precarity in their employment—against each other at exactly the moment when their collaboration in service of the student experience is most essential. Nationally, applicants will see that this job description lacks mention of the supports that make postdoctoral appointments valuable to emergent scholars and will approach the position with skepticism. Here at VCU, applicants will know the administrative decisions that led to the positions' creation and will not apply. More importantly, the best candidates for this role already exist here in our community: the existing full-time faculty who have been doing this work for decades and only need for their contracts to be reinstated.

We understand the Focused Inquiry Leadership has requested funds from the VCU Foundation to fund the hiring of Postdoctoral fellows to replace full time faculty. **In light of the negative impact on students, the violations of internal VCU policy, and the widespread community opposition to this decision, we are urgently requesting the VCU Foundation publicly commit that they will not fund Postdoctoral fellows to replace full time faculty in the Department of Focused Inquiry, or any other Department.**

The decision to replace experienced faculty with a short-term, transient workforce of adjuncts and Postdoctoral Fellows not only jeopardizes the quality of education VCU offers, but also

disregards the dedication and contributions of long-serving faculty members. Such actions threaten to erode the foundational values of our academic community, adversely affecting student retention rates and prosperity at VCU.

**We call on the VCU Foundation and Board of Visitors to respond to the concerned members of the VCU community who will provide public comment during the BOV meeting on March 22, as well as to take down this job advertisement and instead reinstate the contracts of the full-time faculty for which these postdoc positions are designed to replace. Only by reinstating the contracts set to expire and honoring the policy on Postdoctoral employment can we ensure that we uphold the standards of excellence that define our university.**

Signed,

Kristin Reed  
Faculty, Dept of Focused Inquiry

Ryan Cales  
Faculty, Dept of Focused Inquiry

Kim Zicafoose  
Faculty, Dept of Focused Inquiry

Maggie Unverzagt Goddard  
Postdoctoral Fellow, History

Liz Canfield  
Associate Professor, Gender, Sexuality and Women's Studies

Cindy Hernandez Castro  
Graduate Student, Counseling Psychology PhD Program

Kay Coghill  
Graduate Student, MATX

Emma Draga  
Undergraduate Student, Sociology, Philosophy

Jenna Gabriel  
Doctoral Candidate and Adjunct Instructor, Art Education

Emily Csukardi  
Academic Advisor, University Academic Advising and Adjunct Instructor, English

Sam Crawford  
Graduate Student, Sociology

Jeffrey W. Murray  
Professor, Department of Focused Inquiry

Delaney Savedge  
VCU Alumna

Catherine Leary  
Academic Advisor, Biology

Amber Cummings  
Associate Director, University Academic Advising

Kailey King  
Undergraduate Student, Art Education

Brad Birchett  
Senior Academic Advisor, VCU School of the Arts

Frank Cha  
Faculty, Dept of Focused Inquiry

Nancy Phaup  
Adjunct Faculty, School of World Studies

Gavin Holdgreiwe  
Academic Advisor, Richard T. Robertson School of Media & Culture

Claire Zitzow  
Academic Advisor, School of the Arts

Chris Jordan  
Academic Advisor, School of the Arts

Courtney Sviatko  
Faculty, Department of Focused Inquiry

Sarah Briland  
Academic Advisor, School of the Arts

Ben Durham  
Concerned Virginia Citizen

Mark Wood  
Faculty, School of World Studies

Lisa Haber  
PhD candidate, VCU Integrative Life Sciences program

Vivian-Lee Taylor  
VCU Alumni

Andy Kane  
Associate Director, Campus Learning Center; PhD Student, Education

Gabriel Reich  
Professor, School of Education

Sage Ginther  
UCWVA-VCU Undergraduate Student Committee

Jesse Goldstein  
Associate Professor, Sociology

Steph Vennetti  
Director of Academic Advising, Wilder School

Patrick Sivils  
Systems Analyst, College of Humanities & Sciences

Beth Kreydatus  
Faculty, Department of Focused Inquiry

Marshall Brooks  
Faculty, Department of Family Medicine and Population Health

Daniel Sunshine  
Postdoctoral Fellow, History

Jenna Clancy  
VCU Staff

Nicole Anderson Ellis  
Faculty, Department of Focused Inquiry

Cammie Justus-Smith  
Graduate Student, School of Education

Andrew Barnes  
Professor, Health Policy

Katharine Thompson  
Adjunct Instructor, School of the Arts

Harry Szabo  
Faculty, Department of Focused Inquiry

Ty Phelps  
Faculty, Department of English, VCU Libraries

James Ian Randall  
Graduate Student, VCU History Department MA Program

Nico Gravini  
CHS Undergrad

Kelsey Cheshire  
VCU Libraries

Kirk Leppert  
VCU Alumni

Rachel F. Gomez  
Assistant Professor, Foundations of Education

Nick Heslep  
VCU Staff

Katie Shedden  
VCU Technology Services

Jason Leung  
Undergraduate Student, Mechanical Engineering Major and Music Minor, Vice President of  
D&D Club, Secretary of the Society of Hispanic Professional Engineers

Natalia Gómez Giuliani  
Graduate Student, Counseling Psychology PhD Program

John Hendershot  
Director of Advising, School of the Arts, VCU

Adelyn Murrie  
Undergraduate Student

Emily Williams  
VCU Alum, Former faculty in Focused Inquiry

Ethan Coston  
VCU Gender, Sexuality, and Women's Studies

Dr. John and Mrs. Susan Selman  
Parents of two VCU graduates

Jennifer Selman Flanagan  
Faculty, Department of Focused Inquiry

Georgia Brown  
Student

Katie Logan  
Former Faculty, Department of Focused Inquiry

Cecelia Parks  
Concerned Virginia and staff at UVA

Daliborka Padon, PhD  
Associate Professor, Virginia Peninsula Community College, Former VCU FI Faculty

Aryan Venkanagari  
Student and President of the Judo Club at VCU

Oscar Keyes  
VCU Libraries (Assistant Professor), Art Education (Adjunct)

Cathryn Coffeey  
Senior Academic Advisor, University Academic Advising

Bill Muth  
Professor Emeritus, School of Education

Barbara Broome  
Alumni

Michael Gifford  
VCU School of Social Work MSW Class of 2023 Alumnus

Ciara Rhodes  
PhD Candidate, VCU Integrative Life Sciences Program

Jess Rogers  
VCU Staff

Kait Donahue  
VCU Alumni

Ris Rodina  
Emory University, Women's Gender & Sexuality Studies PhD Student, VCU Alumni

Amanda Segni, WCLS  
Concerned VA Citizen & Spouse of VCU Grad



Corey Martin  
Division Administrator, Division of Inclusive Excellence & VCU Alum

Carl Timperio  
VCU Graduate

Zach Bradshaw  
VCU Alumni

Amber Pearson  
Faculty, Department of Focused Inquiry

Caitlin Coggins  
Richmond citizen, Sister of Alumni

Sean Regan  
VCU Psychology

Rohan Kalyan  
School of World Studies

Belkis Colón  
Community Member

Melissa Koch  
VCU Alumni

Dae Newman  
Academic Affairs Coordinator, School of the Arts

Jeannine Rosado  
Adjunct Instructor, Spanish

Jennifer Garvin-Sanchez  
School of World Studies, VCU

Salvador Barajas  
VCU Alumni

Shaelin Sullivan  
VCU Sophomore Student

Isolde Wiles  
VCU Masters Program Student, da Vinci Center

Elena Meyer  
PhD Candidate, Integrative Life Sciences

Debbie Rowe  
BS VCU Alumni

Liesel Briggs  
Student at VCU

Karen Highlander  
Concerned Citizen

Jamie Gabriel  
Parent of VCU PhD Candidate

Alexis Pastore  
Longwood University Student

Sophia Chabo

Charles D. Gabriel  
Parent of Student

Bartholomew N. Devon  
Community Member

Jennifer Goodyear  
VCU Alumni

Lindsay Chudzik  
VCU Alumni, former faculty

Cheryl Miller  
Richmond Resident

Chariz Seijo  
Graduate Student, VCU Psychology

Cynthia Blaise  
Undergraduate Student, Psychology & English

Amy Rector  
School of World Studies, VCU

Ryan Friedberg  
VCU Alumni

Sarah E. Raskin  
Associate Professor, Wilder School and iCubed, VCU

Audrey Berlowitz  
PhD candidate, University of North Carolina at Greensboro

Kris Byrd  
Former Faculty, Dept of Focused Inquiry

Francesca P. Lyn  
Assistant Professor, Department of Gender, Sexuality, and Women Studies

Sarah Jane Brubaker  
Professor, L. Douglas Wilder School of Government and Public Affairs

Shelley Richards  
IPE Center VCU

Jo-Jo Koo  
Assistant Professor, Department of Focused Inquiry

Natalie Uhl  
Student, VCU

Randy Shoemaker  
Graduate Research Assistant, William & Mary

Christine Cynn  
VCU, Gender, Sexuality and Women's Studies

Paulina Guerrero  
Assistant Professor, Gender, Sexuality and Women's Studies

Glenn Hurlbert  
Department of Mathematics and Applied Mathematics

Susan Bodnar-Deren  
Associate Professor, Sociology - VCU

Charlene Crawley  
VCU CHS-Chemistry

Frankie Mastrangelo  
Term Faculty, Dept. of Sociology

Amelia Austin  
Student

Eli Coston  
Assistant Professor, Gender, Sexuality and Women's Studies

Charmila Messala  
Undergraduate Student at VCU

Zaina Salman  
Undergraduate Student at VCU

Connor Eppley  
VCU Student

Ryan Viamonte  
VCU Student

Echo Striebig  
Student

Gabriela León-Pérez  
Assistant Professor, Sociology

Erin Carillo  
VCU Libraries

April Sopkin  
VCU Adjunct Faculty

Amber Smith  
Student

David Broder  
Community member

Catherina Hurlburt  
Stepparent of incoming student

Hilary J. Cassil  
Dept of Mathematics

Visala Satyam  
Department of Mathematics and Applied Mathematics

Ashton Nelson  
VCU

Rebecca Gibson  
School of World Studies/Anthropology

Jayne Canty  
Gender, Sexuality, and Women's Studies

Jon Rajkovich  
Former Faculty, VCU Arts

Jason Coats  
Department of Focused Inquiry

Curan Cypert  
Student at VCU

Em Nation  
Undergraduate VCU Student

Claire Morrison  
Undergraduate Student, Psychology

Juno Duke  
VCU Student

Andrew White  
Research Assistant, Department of Biology

Sage Ginther  
VCU Undergraduate Student Committee

Laura Wilkinson  
Faculty, English Language Program, VCU

Hillary Parkhouse  
School of Education

Laura Middlebrooks  
Faculty, School of World Studies

Punit Gandhi  
Department of Mathematics and Applied Mathematics

Kathleen Ingram  
Associate Professor, Department of Psychology

Rebecca Segal  
Interim Department Chair, Department of Mathematics and Applied Mathematics

Cassie Grace  
Alumni, Staff

**Caddie Alford**  
**Faculty, Department of English**

**Kiersten Szymecki**  
**Citizen**

**Ella White**  
**Undergraduate student, Political Science**

**Grace DeVries**  
**VCU Staff, Psychology advising**

**Shelby Koski**  
**Student - English**



To Provost Sotiropoulos and President Rao:

We, the undersigned, demand that there be no reduction of faculty in the Department of Focused Inquiry (FI). FI faculty have been told that as many as 17 current employees, nearly one-third of our department, may need to be laid off in order to balance the budget. We reject the suggestion that layoffs are an acceptable way to balance our budget. Layoffs are bad for students and bad for faculty.

***Layoffs Harm Students:***

It is in the best interests of our students that VCU not layoff FI faculty in response to ongoing administrative budget mismanagement. As a state public university committed to quality instruction and student success in return for an increasingly expensive tuition, VCU has a responsibility to act for the benefit of students.

- FI faculty are essential to the mission of higher education at VCU; we teach foundational courses that build students' communication skills, cultural and global competency, research skills, collaboration, and critical thinking, skills that are required of students throughout their time at VCU and in their professional lives beyond the university. Even though our faculty are teaching four sections of fully enrolled courses each semester, our Department already struggles to meet student demand for seats. Laying off FI Faculty will make it even harder for VCU to meet undergraduate students' need for our courses.
- Our small, seminar-style classrooms enable VCU students to develop as thinkers and writers, and to find their footing at a massive university. Our program was created intentionally to foster cross-disciplinary inquiry and to ensure that our first- and second-year students are prepared to transition successfully into their disciplines. FI faculty work hard to regularly update our curriculum to support the University and students' needs in response to current scholarship of teaching and learning. A threat to our faculty poses a threat to the intellectual mission of our University.
- Our faculty have made a demonstrable difference to student retention, especially among underrepresented minority students and Pell recipients. VCU's federal status as a "minority-serving institution" is both a point of pride at VCU, as well as the key to our eligibility for a variety of grants under Title III in the Higher Education Act. However, "To remain competitive, we must continue to demonstrate institutional commitment and support for our minority students and support their success." A threat to our faculty



poses a threat to VCU's stated mission of supporting our minority, low-income, and first-generation students.

- The small, personalized class settings in FI courses allow first- and second-year VCU students to find faculty mentors who will be consistently present through their college careers and to whom they can turn for advice about their academic and professional futures. This takes the form of recommendation letters, mentorship through the Undergraduate Teaching Assistant program, advice for future job and school applications, connections to community organizations and volunteer opportunities, and more.

Thus, in order to best support VCU students, employing and retaining our experienced, dedicated, and permanent full-time FI faculty is essential to meet our first- and second-year students' needs.

### ***Layoffs Harm Faculty and the Institution:***

FI Faculty layoffs violate VCU's commitment to create fair and equitable working conditions for FI faculty as individuals and disrupt VCU's functioning as a whole:

- Laying off FI faculty will harm the University, specifically its general education curriculum. FI faculty have been pivotal in the creation of new curricula such as the racial literacy Foundations course, they have been leaders in the Provost's call to explore new literacies, and they are critical to the running of the General Education Curriculum and Assessment Committees. FI faculty are experts in general education, and increasing their workload or reducing their workforce will make it harder for them to engage with the important work of the ConnectED program.
- Layoffs undermine DEI goals. In the past several years, FI has been working to prioritize the hiring of BIPOC faculty in order to better mirror and serve our student body and ourselves, and improve our low DEI scores in the VCU Organizational Culture and Climate Survey. Layoff policies targeting newer employees will remove these diverse faculty and make it correspondingly difficult to recruit future diverse faculty amidst a non-inclusive culture of precarity.
- Layoffs with no corresponding decrease in undergraduate admission would necessitate increased class sizes and workload. FI faculty already teach a higher load than faculty at peer institutions, as demonstrated in the National Council of Writing Program Administrators' 2018 external review, which recommended reducing the load of all full-time FI faculty to a 3/3 load instead of the current 4/4 load. In addition, course caps in FI are already larger than the recommended 15 students per section, as advocated for by the National Council of Teachers of English. Layoffs would further increase the teaching burden on already overburdened faculty, or would require distributing the teaching load to part-time faculty, who cannot perform the teaching, mentorship, and service requirements, including both department and university service, that full-time faculty do.

- No clear policy for proceeding with faculty layoffs for reasons unrelated to workers' job performance exists in the Focused Inquiry bylaws, the Faculty Handbook, or VCU's HR policy. Faculty therefore have no way of ensuring they will be protected from arbitrary, personalized, or unethical layoffs. Miscommunication and lack of transparency about the future of our department and our collective personal and professional futures diminishes our ability to serve our students and the University.

Thus, in order to create productive and equitable working conditions, employing and retaining our experienced, dedicated, and permanent full-time FI faculty is essential to fulfill VCU's mission as a Great Place.

The undersigned therefore demand that no FI faculty be laid off or fired in response to budgetary concerns.

First name	Last name	Department	Institution
Danna	Abad		
Layal	Abdelsattar	Biology	Virginia Commonwealth University
Michael	Abelson	Focused Inquiry	Virginia Commonwealth University
alex	ablack		
Moony	Abraham		
Muneerah	Abushalbah		Virginia Commonwealth University
Jeremiah	Acheampong	Focused Inquiry	Virginia Commonwealth University
Roxann	Ackebo		
addisyn	ackley	afo	Virginia Commonwealth University
Fabiana	Acosta		
Zachary	Acosta-Lewis	English / MATX	Virginia Commonwealth University
Tanisha	Adams		Virginia Commonwealth University
Dawn	Adams		
Erin	Adams		
Jalen	Adams	Photography + Film	Virginia Commonwealth University
Kohleun	Adamson		
gray	adgate		Virginia Commonwealth University
Karla Alejandra	Aeschlimann Carizales		Unitec
Angela	Agee		
Maya	Aguirre		
Dante	Agyei	Business	Virginia Commonwealth University
abu	ahmed		
Thomas	Aitken	Communications	VCU Health
Leslie	Aitken	Social Work	Virginia Commonwealth University
Kathy	Akins		
Abigail	Alkya	Marketing	Virginia Commonwealth University
Fahad	Alawadhi		Virginia Commonwealth University
Zainab	Albasri		Virginia Commonwealth University
Aviva	Albert		
Nora	Alder	Teaching and Learning	Virginia Commonwealth University
cash	alexander	Fine	Virginia Commonwealth University
Skylar	Alexander		
Maria	Alfaro		
Kurt-Joshua	Algarme	Biology	Virginia Commonwealth University
Ayaan	All		Virginia Commonwealth University
Karim	Alizada		
Al rayyan	Alkhalidi		
Sophie	Allen		Virginia Commonwealth University
Deloris	Allotey	English	Virginia Commonwealth University
z	almaameri		
Catherine	Almendarez Gar	Art Education	Virginia Commonwealth University
Asma	Alomari	Sociology	Virginia Commonwealth University
Turki	Alshammari		Virginia Commonwealth University
Jay	Alston		
Abdullah	Altamimi		Virginia Commonwealth University
Stefen	Altan	PVCC	Virginia Commonwealth University
Diana	Altenhof	Theatre	Virginia Commonwealth University
Diana	Altenhof	Theatre	Virginia Commonwealth University

First name	Last name	Department	Institution
Jenna	Alvin		
Abdulazeez	Alwash		Virginia Commonwealth University
Callum	Amend		Virginia Commonwealth University
Rachel	Ammons	Chemical and Life Science Engineering	Virginia Commonwealth University
Kaitlyn	Amos	Pre Radiation Sciences	Virginia Commonwealth University
Kirk	Anderson	Educational Studies	Virginia Commonwealth University
Doriauna	Anderson	Student	Dickinson College
Jessica	Anderson	English	Virginia Commonwealth University
Sine	Anderson		Virginia Commonwealth University
Celine	Anderson	Art Education	Virginia Commonwealth University
Rebekah	Anderson	Sociology	Virginia Commonwealth University
Nicole	Anderson Ellis	Focused Inquiry	Virginia Commonwealth University
Luciano	Andrada	Periodontics	Virginia Commonwealth University
Hazel Claudia	Andrade	student	Virginia Commonwealth University
Arielle	Andrews	Interdisciplinary Studies	Virginia Commonwealth University
Alex	Andrews		
Nafisa	Anjum	Engineering	Virginia Commonwealth University
Leah	Antler		
Breanne	Armbrust		
Victoria	Armstrong	VCU Health	Virginia Commonwealth University
Nathan	Arries		
Joshua	Arroyo	Focused Inquiry	Virginia Commonwealth University
Eric	Asamoah		
Abenaa	Asante-Boateng	School of Art	Virginia Commonwealth University
Rania	Ashoor		
Belguese	Ashwal		
Dana	Atassi		Virginia Commonwealth University
Macarios	Atia		
Mak	Atkins		Virginia Commonwealth University
Mary	Atkins		
October	Atkinson	English	Virginia Commonwealth University
Blandine	Attignon	Hpex	Virginia Commonwealth University
Natalie	Auandee		
Amelia	Austin	Focused Inquiry	Virginia Commonwealth University
Andrea	Avendano-Jurad	Focused Inquiry	Virginia Commonwealth University
Emily	Ayers		
Niaz	Azad		Virginia Commonwealth University
Wafa	Azhar	Wilder School of Government	Virginia Commonwealth University
Rona	Aziz		
Guinar	B		
Safiya	B		
Silviu-Alin	Bacanu	Psychiatry	Virginia Commonwealth University
Katharine	Bacon		
Makayla	Baines		Virginia Commonwealth University
Makayla	Baines		Virginia Commonwealth University
Laura	Baker, PhD		University of Virginia
Romi	Balasubramania	Chemistry	Virginia Commonwealth University
Adrienne	Baldwin-White	Social Work	Virginia Commonwealth University

First name	Last name	Department	Institution
Fredy	Balbuno	Student Department of Focused Inquiry	Virginia Commonwealth University
Mae	Balko		
Kaitlyn	Ballew		
Tanal	Banks-Roy	Political Science	Virginia Commonwealth University
Gabriela	Barahona		Virginia Commonwealth University
Arianna	Barajas	School of Education	Virginia Commonwealth University
Melissa	Barber		em dash work
Chanel	Barbett		Virginia Commonwealth University
Emily	Bargamin	Massey Cancer Center: Cancer Survivorship	Virginia Commonwealth University
Laura	Barker		
Leigha	Barker		
Sabrina	Barker		
Michael	Barnes	Biology	Virginia Commonwealth University
Andrew	Barnes	Health Behavior and Policy	Virginia Commonwealth University
andrea	barnett		
Julia	Barrafato	Art History	Virginia Commonwealth University
Adella	Barrett		
Patrick	Barrett		
Jeffrey	Barrois		
Jenn	Bartell		
Jonathan	Barton	English	Virginia Commonwealth University
Ninon	Bartz		University of Virginia
Elle	Bass	College of the Humanities, Religious Studies	Virginia Commonwealth University
Jay	Basu		
Thomas	Batten	English	The college of William and Mary
Mya	Battle	Focused Inquiry	Virginia Commonwealth University
Em	Bevuso		
Lauryn	Baynes		
Breana	Bayraktar		
pia	beaini		
Jocelynn	Beale		
Asia	Beasley		
Jin	Beckner		Virginia Commonwealth University
Sierra	Beecher	Biology	Virginia Commonwealth University
Chloe	Beers		Virginia Commonwealth University
Emily	Beilman		
Groom	Bekele		
Sonia	Bekiranov		Virginia Commonwealth University
Frances	Bell		
Allie	Belote		
Alicia	Benitez		
Alice	Benson		
Chelsea	Benson-Okey	Health Sciences	Virginia Commonwealth University
Raja	Benz		Virginia Commonwealth University
Mary	Benz		
tim	berge		
Hillina	Berhane		
Josh	Bernstein	English	USM

First name	Last name	Department	Institution
Julius	Bertrand		
Emma	Berzini		
Ella	Berzins	School of The Arts	Virginia Commonwealth University
Macy	Best		
Leah	Beth Lewis	English	University of Houston
William	Betzhold	School of Dentistry	Virginia Commonwealth University
Sydney	Biondi		Virginia Commonwealth University
Brad	Birchett		
Max	Biscarr	Kinetic Imaging	Virginia Commonwealth University
Sarah	Bishop		
Anubhav	Bist		
Caitlin	Black	Art Education	Virginia Commonwealth University
Megan	Black	Center for Environmental Studies	Virginia Commonwealth University
Kiana	Blackwell		
margaret	blaine		
Tracey	Blasenheim	Political Science	University of Minnesota-Twin Cities
Lauren	Bleam		Richmond Public Schools
Nora	Bloch	Libraries	Virginia Commonwealth University
Abbigail	Block	Fashion Merchandising	Virginia Commonwealth University
Vivienne	Blouin		
Joelle	Blunt		
Stephany	Boakye		
Calvin	Boateng		
Kendra	Boateng	Biology	Virginia Commonwealth University
Bonnie	Boaz	University College	Virginia Commonwealth University
Rose	Boch	mathematics	Virginia Commonwealth University
Susan	Bodnar		
Susan	Bodnar-Deren	Sociology	Virginia Commonwealth University
Michael	Boeh		Virginia Commonwealth University
Corinne	Bogden		
Rachel	Boggan		
Rachel	Boggan		
Marie	Bonenfant	Art Education	Virginia Commonwealth University
Jason	Bonilla		Virginia Commonwealth University
Alicia	Bonilla		
Ray	Bonis	Mass Comm, VCU Libraries	Virginia Commonwealth University
Amie	Bonner		Virginia Commonwealth University
Rose	Bono		Virginia Commonwealth University
Shiloh	Booker		University of Texas at Austin
Rebekah	Booker		
Rebecca	Boswell	VCU Student Media Center	Virginia Commonwealth University
Kai	Bosworth	School of World Studies	Virginia Commonwealth University
norhan	botrous		
Yossera	Bouchtia	Cinema	Virginia Commonwealth University
Kaitlin	Bountress	Psychiatry	Virginia Commonwealth University
Amaris	Bowers		
Stacey	Bowers		
Jean	Bowker		

First name	Last name	Department	Institution
Katie	Bowles		
Aneas	Bowman	Humanities and Science	Virginia Commonwealth University
Charmese	Bowman		
Cleo	Boyd	History	University of Virginia
Ava	Boyd		Virginia Commonwealth University
Jacob	Boyett		
Eden	Braak	English	Virginia Commonwealth University
Kali	Bradley	School of Education	Virginia Commonwealth University
Zachary	Bradshaw	Mathematics	Virginia Commonwealth University
Ricky	Brafford		
Izzy	Braga		Virginia Commonwealth University
Jeevan	Braggs	Humanities and Sciences	Virginia Commonwealth University
Caleb	Branch		
Kamari	Branch		
Yalena	Brandon	Humanities and Sciences	Virginia Commonwealth University
Mikayla	Braswell	VCU Libraries Student Success	Virginia Commonwealth University
Tara	Bray	Focused Inquiry	Virginia Commonwealth University
Zaldan	Brebenel		Virginia Commonwealth University
Chase	Breffitt	Focused Inquiry	Virginia Commonwealth University
Matt	Brett	Art Foundation	Virginia Commonwealth University
Ashley	Brewer		
Tara	Brewer		
Margaret	Bridges		
Sarah	Briland	School of the Arts	Virginia Commonwealth University
Candace	Broadnax	American Sign Language Interpreting	Northern Virginia Community College
Kate	Brock		
Scott	Brookman	Focused Inquiry	Virginia Commonwealth University
Ashawnda	Brooks		
Mary	Brooks		
Chelsea	Brooks-Giles		Virginia Commonwealth University
Michael	Broth		
Alexis	Brown	Biology	Virginia Commonwealth University
Jaden	Brown	Focused Inquiry	Virginia Commonwealth University
Alexander	Brown		
Jaslar	Brown		
Samantha	Brown	Biology	Virginia Commonwealth University
Jason	Brown II		
Ruth	Brown-Ennis		
Sarah Jane	Brubaker	Wilder	Virginia Commonwealth University
Semya	Bryant		
Elizabeth	Bryer		
Katharine	Buckley	Libraries	Virginia Commonwealth University
Mike	Budd		
Caroline	Budwell	Computer Science	Virginia Commonwealth University
Elijah	Buenaventura		
Jennifer	bul	graphic design	Virginia Commonwealth University
Nico/Layla	Bulfinch		
Janaiya	Bunkley	Pre nursing	Virginia Commonwealth University

First name	Last name	Department	Institution
Janaiya	Bunkley		Virginia Commonwealth University
Kennedy	Buntrock		Loyola Uni MD
Kaitlyn	Burdette		
Lillian	Buresh		Virginia Commonwealth University
Tara	Burke	University College	Virginia Commonwealth University
Tom	Burkett		
Todd	Burks	UVA Library	University of Virginia
Char'netha	Burks		Virginia Commonwealth University
Lily	Burnam	Graphic Design	Virginia Commonwealth University
Nakia	Burns		
Cadence	Burrill	Health Services	Virginia Commonwealth University
Leah	Burriss	GSWS	Virginia Commonwealth University
Elizabeth	Burton		
brian	bush		
David	Bustos		
Deborah	Butler	Psychology	Virginia Commonwealth University
Sidra	Butt		
Kris	Byrd	College of Liberal Arts and Sciences	UNC-Charlotte
Jules	Byrd		Virginia Commonwealth University
Colleen	C	Global Education Office	Virginia Commonwealth University
Vincent	Cabico		Virginia Commonwealth University
Mariam	Caceres	English	Virginia Commonwealth University
Mariam	Caceres	English	Virginia Commonwealth University
Nicholas	Caceres		Virginia Commonwealth University
Emily	Caldas		
Ryan	Cales	Focused Inquiry	Virginia Commonwealth University
Jason	Cales		
Cody	Camblin		
Alexander	Campbell		Virginia Commonwealth University
Darryl	Campbell	Focused Inquiry	Virginia Commonwealth University
Claire	Campbell		
Shelley	Campbell	MURP	Virginia Commonwealth University
Liz	Canfield	GSWS	Virginia Commonwealth University
kyla	cang		
Thon	Cantrell		
Morgan	Cadle		Virginia Commonwealth University
Lou	Capwell		
Megan	Caramico	Graphic design	Virginia Commonwealth University
Arly	Cardozo		
Kyra	Carl		
Monika	Carlson		
Adrianna	Carpenter		
Candace	Carter		Virginia Commonwealth University
Rob	Carter	Kinetic Imaging	Virginia Commonwealth University
Hannah	Carter		
Victoria	Cashio	Social Work	Virginia Commonwealth University
kristin	caskey	Arts	Virginia Commonwealth University
Sean	Cassar		

First name	Last name	Department	Institution
Sussan	Castaneda		
Gerardo	Castillo		
Izabelle	Castillo	Psychology	Virginia Commonwealth University
Wesley	Castle		Virginia Commonwealth University
Jamiee	Cates		
Joe	cates	focused inquiry	Virginia Commonwealth University
Kalyndee	Cazad-Spudy		
Frank	Cha	Focused Inquiry	Virginia Commonwealth University
Abigail	Chaikin		
rory	chambers		
Zach	Champion	Wilder School	Virginia Commonwealth University
Anne	Chan		
Max	Chan		
DevIn	Chandler		Virginia Commonwealth University
Peyton	Chartier		
Braelyn	Chatterton		
Daisy	Chen		Virginia Commonwealth University
Gisela	Cherches		
Kelsey	Cheshire	VCU Libraries	Virginia Commonwealth University
Laura	Chessin		Virginia Commonwealth University
Cait	Chessnoe	FI	Virginia Commonwealth University
Daraney	Chhayrath		
Tamim	Chiba	Medicinal Chemistry	VCU School of Pharmacy
Jennifer	Childress		
Claire	Childs	Business / HRM	Virginia Commonwealth University
Matt	Chittum	English	Virginia Commonwealth University
haylee	choby	undecided	Virginia Commonwealth University
Bitan	chowdhury	Mechanical and Nuclear Engineering	Virginia Commonwealth University
Lindsay	Chudzik		Virginia Commonwealth University
Toria	Chukwuemeka	School of Medicine	Virginia Commonwealth University
Jenna	Clancy		
Jenna	Clancy		
Emma	Clark	Teaching/History	Virginia Commonwealth University
Jaylen	Clark		
Jennifer	Clark		
Ashley	Claros	Pre Nursing	Virginia Commonwealth University
Jennifer	Clayton	Political Science/Office of Student Services	Virginia Commonwealth University
Taylor	Clement	GSWS	Virginia Commonwealth University
Jason	Coats	Focused Inquiry	Virginia Commonwealth University
Caroline	Cobb amey	Psychology	Virginia Commonwealth University
Andrew	Coccaro		
Bobbie	Coccaro		
Jonathan	Coccaro		
evelyn	cochran		
Finley	Cochran		
Justin	Cockrell	Craft/ material studies & Spanish	Virginia Commonwealth University
Marlie	Coetsee		University of Richmond
Cathryn	Coffey	University Academic Advising	Virginia Commonwealth University

First name	Last name	Department	Institution
Caitlin	Coggins		
Donna	Coghill	Libraries	Virginia Commonwealth University
Ka'Lyn	Coghill	College of Arts and Humanities	Virginia Commonwealth University
Finn	Cohen		Virginia Commonwealth University
Leslie	Cohen-Gee	Focused Inquiry	Virginia Commonwealth University
Stephen M.	Cohen, MD, MB	Surgery	Virginia Commonwealth University
Ava	Coiner	Political Science	Virginia Commonwealth University
Joseph	Colaiani		
Warren	Collins		
Belkis	Colon		
Gretchen	Comba	English	Virginia Commonwealth University
Rebecca	Conahan		
Deirdre	Condit	POLI	Virginia Commonwealth University
malaya	conell		
Jack	Conigliaro		Virginia Commonwealth University
Jasper	Conner	History	William and Mary
Sydney	Conrad	School of World Studies	Virginia Commonwealth University
Bayjou	Conteh		
Dylan	Conway	Political Science	Virginia Commonwealth University
Dylan	Conway	Political Science	Virginia Commonwealth University
Angelic	Cook	Dental Hygiene	Virginia Commonwealth University
Alexis	Cook	Pre-Nursing	Virginia Commonwealth University
Khimora	Cooper		
Khimora	Cooper		
Ramsey	Cooper		
lilly	copeland		
Jair	Cordova-Sejas		Virginia Commonwealth University
Nicole	Corley	Social Work	Virginia Commonwealth University
Saata	Corneh	Forensic Science	Virginia Commonwealth University
Jason	Corner	Department of Focused Inquiry	Virginia Commonwealth University
Ben	Corsentino		
Kyla	Cortiguerra	Nursing	Virginia Commonwealth University
Cinzia T	Corubolo	SWS	Virginia Commonwealth University
Cinzia T	Corubolo	SWS	Virginia Commonwealth University
Margaret	Corum		
Emily	Cosma	theatre	Virginia Commonwealth University
Emily	Cosma	theatre	Virginia Commonwealth University
Ethan	Coston	Gender, Sexuality and Women's Studies	Virginia Commonwealth University
Eli	Coston	GSWS	Virginia Commonwealth University
Dora	Cottrol		
Mary	Coughter	Life sciences	Virginia Commonwealth University
D	Courtland		
Andrew	Cox		
Chris	Cox	Sociology	Virginia Commonwealth University
Lindsay	Cox	Focus Inquiry	Virginia Commonwealth University
Laura	Craig		
Liz	Cramer	Social Work	Virginia Commonwealth University
Sam	Crawford	Sociology	Virginia Commonwealth University

First name	Last name	Department	Institution
Meriah	Crawford	Focused Inquiry	Virginia Commonwealth University
Zoe	Crawley		Virginia Commonwealth University
Charlene	Crawley	Chemistry	Virginia Commonwealth University
Elle	Creasy		
Halle	Crider	Psychology	Virginia Commonwealth University
Joe	Crighton	FI	Virginia Commonwealth University
Alyana	Cronk		
Maurine	Crouch		
Jacqueline	Crowley	Fine arts	Virginia Commonwealth University
Mary	Cruz		
Emily	Csukardi	University Academic Advising	Virginia Commonwealth University
Amber	Cummings		Virginia Commonwealth University
Cindy	Cunningham		
Olivia	Cunningham		
Elena	Curtusan		Virginia Commonwealth University
Shannon	Cusack	Psychiatry	Virginia Commonwealth University
Christine	Cynn	GSWS	Virginia Commonwealth University
Chris	Cynn	GSWS	Virginia Commonwealth University
Nevaeh	Czako		
Kyle	Daleda		
Kelly	Dalton		
Jamee	Daly		Virginia Commonwealth University
Hermon	Damte		Virginia Commonwealth University
Angeline	Dang		
Carolyn	Dang		
Dahlia	Dang		
Mrava	Danh	Environmental studies	Virginia Commonwealth University
Kelsey	Daniels	Focus Inquiry	Virginia Commonwealth University
Tia	Daniels		
Jackson	Danley		
Gregory	Darden		
Vaughn	Darnell	Humanities and sciences	Virginia Commonwealth University
Adam	Darr		
Ayesha	Das		Virginia Commonwealth University
Henry	Davenport	Student	Virginia Commonwealth University
Zanayla	Davis		Virginia Commonwealth University
Hannah	Davis	Environmental Studies	Virginia Commonwealth University
Janei	Davis		
Janei	Davis		
Lucia	Davis	Forensic science	Virginia Commonwealth University
Taylor	Davis		
Twylla	Davis		
Charlotte	Dean		Virginia Commonwealth University
Christopher	Dean		
Jasmely	DeJesus	Science	Rider university
Alexis	DeJesus	Graphic Design	Virginia Commonwealth University
benicio	del rio	univ	Virginia Commonwealth University
Kali	Delay		

First name	Last name	Department	Institution
Favour	Dele	Bioinformatics	Virginia Commonwealth University
Matthew	Deleon		
Reginald	Delpit		Louisiana Culinary Institute
Justin	Dember	Pathology	Sentara Healthcare
keturah	demps	psychology	Virginia Commonwealth University
Atalie	Dempsey		Virginia Commonwealth University
Gregory	Dempster	Economics and Business	Hampden-Sydney College
Michaux	Dempster	Focused Inquiry	Virginia Commonwealth University
Lillian	Dennis		Virginia Commonwealth University
Kidus	Desta		Virginia Commonwealth University
Nick	Devlin	L. Douglas Wilder School	Virginia Commonwealth University
Emily	Diaz		Virginia Commonwealth University
Jaquelyn	Diaz		Virginia Commonwealth University
Duanel	Diaz	SWS	Virginia Commonwealth University
Kate	Diedrick		CWA
Carmella	Dillman		
Becka	Doering		
Lauren	Doffmeyer	Pre-Radiation Sciences	Virginia Commonwealth University
Ben	Doherty	Law Library	University of Virginia
Teresa	Doherty	VCU Libraries	Virginia Commonwealth University
Zejna	Dokic		Virginia Commonwealth University
Ashley	Dominguez	Department of Focused Inquiry	Virginia Commonwealth University
David	Dominique		
Riley	Donelan	Business	Virginia Commonwealth University
Stephanie	Dorman	University Academic Advising	Virginia Commonwealth University
Allie	Dorman	Focused Inquiry Student	Virginia Commonwealth University
Manuela	Dorta		
Erini	Doud	focused inquiry	Virginia Commonwealth University
Sabrina	Douglass		Virginia Commonwealth University
Luca	Doutt		
Emma	Draga	Sociology	Virginia Commonwealth University
William	Duane	Media, Art and Text	Virginia Commonwealth University
Mike	Dulin		Richmond Public Schools
Molly	Dunbar		
Sidni	Duncan		
Kolleen	Dunlap		
Rory	Dunn	Education, Teaching and Learning	Virginia Commonwealth University
Julian	Dunston	Political Science	Virginia Commonwealth University
Chi	Duong	Kinetic Imaging	Virginia Commonwealth University
Wuthara	Duong	World Studies	Virginia Commonwealth University
Shayla	Durham	Focused Inquiry	Virginia Commonwealth University
Ben	Durham		
Kelsea	Dvorak		
Jake	Dyer	Painting & Printmaking	Virginia Commonwealth University
K	E		
Wesley	Eades		
Hidaya	Ebrahim	Psychology	Virginia Commonwealth University
Loni	Eddy		

First name	Last name	Department	Institution
Andrea	Edmunds		
Tatiana	Edwards	Engineering	Virginia Commonwealth University
Alexis	Edwards	Psychiatry	Virginia Commonwealth University
Sofie	Edwards		Virginia Commonwealth University
ciera	edwards		
Mikhail	Edwards		
Isabel	Eldridge		Virginia Commonwealth University
Elisa	Ellington	Focused Inquiry	Virginia Commonwealth University
Elisa	Ellington	Focused Inquiry	Virginia Commonwealth University
Katie	Elliott		
Lena	Elliott		
MARK	ELLIOTT		
Tay	Ellis		Virginia Commonwealth University
Lauren	Embrey		
Michael	Engle		
Hanna	Epley	Humanities and sciences	Virginia Commonwealth University
Josh	Epstein		Virginia Commonwealth University
Nicholas	Ernest	Business	Virginia Commonwealth University
Eva	Ernst		
Maddie	Ernst	Sculpture	Virginia Commonwealth University
Antonio	Espinoza	History	Virginia Commonwealth University
Leah	Esslinger		University of Virginia
Dylan	Estrada	Undeclared	Virginia Commonwealth University
Arrington	Evans	Political science	Virginia Commonwealth University
TJ	Evans	Nursing	Virginia Commonwealth University
Kyleigh	Eversole		
Elizabeth	Fagan	Focused Inquiry	Virginia Commonwealth University
Molly	Fair		
Grant	Fanning	Comm	Virginia Commonwealth University
Marzla	Farhana	Art Education	School of the Arts
Clay	Famsley		
Ali	Faruk	Wilder school	Virginia Commonwealth University
Sundus	Fatimah		
Rima	Fayad	SOE Teaching and Learning CCC PhD	Virginia Commonwealth University
Len	Ferguson		
Nikki	Fernandes	Focused Inquiry	Virginia Commonwealth University
Brandi	Ferrebee		Common House Charlottesville
Jack	Ferrebee		
Rebecca	Field		
Raina	Fields		Virginia Commonwealth University
Zach	Filtz	Just a friend	Virginia Commonwealth University
Nyasia	Finley	Criminal Justice	Virginia Commonwealth University
Mary	Finley-Brook	Geography	University of Richmond
Hannah	Fisenne	Sculpture and extended media	Virginia Commonwealth University
Lakita	Fisher		
Micah	Fitzgerald	Graphic Design	Virginia Commonwealth University
Carrie	Fitzpatrick		
Randi	Flaherty		University of Virginia

First name	Last name	Department	Institution
Elise	Fleming		
Michael	Flynn	Engineering	Virginia Commonwealth University
Laura	Folman		
Sydney	Folsom		Virginia Commonwealth University
Jacob	Folta		
Nina	Ford		
Andrew	Foreman	Business	Virginia Commonwealth University
Thaddeus	Fortney	Focused Inquiry	Virginia Commonwealth University
Chris	Fosen	English	California State University, Chico
Ka'iulani	Foust	Education	Virginia Commonwealth University
Kate	Fowler	Photo/Film	Studio Two Three
Corin	Fox		
Syniah	Foye	Biomedical Engineering	Virginia Commonwealth University
Mer	Francis	School of Social Work	Virginia Commonwealth University
kaela	francisco		Virginia Commonwealth University
Jules	Frank		
Annie	Franklin		
Lindsey	Franklin		
Tamia	Franklin	Engineering	Virginia Commonwealth University
Beth	Freedman		
Franciyana	Freeman	College of Humanities and Sciences	Virginia Commonwealth University
Aaliyah	Freeman	N/a	
ally	french		
Joe	Friedman	Sociology	Virginia Commonwealth University
Joe	Friedman	Sociology	Virginia Commonwealth University
Aaron	Frisbie	Music	
Jamie	Fueglein	Focused Inquiry	Virginia Commonwealth University
Ali	Funk		
Nathan	Futrell		Virginia Commonwealth University
Cathy	G Hoyt	Anthropology	Virginia Commonwealth University
Jenna	Gabriel	Art Education	Virginia Commonwealth University
Jenna	Gabriel	Art Education	Virginia Commonwealth University
Arrington	Gabriel		
Gretchen	Gales		
Kat	Gallagher	95 - BA French, '04 - BS Mass Comm, 18 - M. Teaching	
Gallea	Gallardo	focus inquiry	Virginia Commonwealth University
Joshua	Galligan	Focused Inquiry	Virginia Commonwealth University
Ellen	Gallimore		
Adam	Gallini		
Adrianna	Gallo		
Suzanne	Gallo		
Rylee	Galvin	Fashion	Virginia Commonwealth University
Ines	Garcia	COMM	Regent University
Isis	Garcia	Psychology	Virginia Commonwealth University
Desiree	Garcia		
Emily	Garcia		
Zoe	Garcia		
Anna	Gardner		



First name	Last name	Department	Institution
Brianna	Gardner		
Jennifer	Garvin-Sanchez	SWS	Virginia Commonwealth University
Maurice	Gattis	Social Work	Virginia Commonwealth University
Yasmin	Gaugau		Virginia Commonwealth University
Claire	Gaylord		
Shylia	Generals		
Faith	George		
Mischa	Geracoulis	Interdisciplinary studies	George Mason University
Maggie	Gerheart		
abryanna	gheen		
Sara	Giardino		
Macy	Gibbs		
Timothy	Gibson		George Mason University
Rebecca	Gibson	School of World Studies/Anthology	Virginia Commonwealth University
Derik	Gibson		
Olivia	Glese		Virginia Commonwealth University
Michael	Gifford	School of Social Work	Virginia Commonwealth University
Ethan	Gifford		
Sadgi	Gill	Psychology	Virginia Commonwealth University
Haley	Gillilan	University Library	University of Virginia
Megan	Gilstrap		Virginia Commonwealth University
Sage	Ginther		
Rebecca	Givan		
Anna	Givens	Social work	Virginia Commonwealth University
Denaya	Givens	Focused Inquiry	Virginia Commonwealth University
Jack	Glagola		Virginia Commonwealth University
Ashiah	Glass		
Taekia	Glass		
Marlon	Glass-Hedgepet	Photography and Film	Virginia Commonwealth University
Abbie	Gleeson	Communication Arts	Virginia Commonwealth University
Emi	Gloff		
John	Glover	VCU Libraries	Virginia Commonwealth University
Maggie	Goddard	History	Virginia Commonwealth University
Akira	Goden	Psychology and African American Studies	Virginia Commonwealth University
Patrick	Godfrey	Communication Arts	Virginia Commonwealth University
Jacob	Goffnett	Social Work	Virginia Commonwealth University
Megan	Goldfarb	VCU Libraries	Virginia Commonwealth University
Daniel	Goldman		Virginia Commonwealth University
haley	goldman		Virginia Commonwealth University
jesse	goldstein	Sociology	Virginia Commonwealth University
Camila	Gomez		
Adrianna	Gonzalez	Learning, Teaching and Curriculum	University of Missouri-Columbia
zachary	goodell	sociology	Virginia Commonwealth University
Jennifer	Goodyear	Chemistry	Virginia Commonwealth University
Jessica	Gordon	Focused Inquiry	Virginia Commonwealth University
Naomi	Gordon		
Sheila	Gordon	FI	Virginia Commonwealth University
Raymond	Goss		

First name	Last name	Department	Institution
Meghan	Gough	Wilder School	Virginia Commonwealth University
Lincoln	Graham		
Tajma	Graham	Fashion Design	Virginia Commonwealth University
Jennifer	Granger		
Jacob	Grant		Old Dominion University
LaToya	Gray	Wilder School	Virginia Commonwealth University
Jeffrey	Gray Gilliam		
Lindsey	Greco		
Nicholas	Green		
Scott	Grether		
Toz	Grewal		
Toz	Grewal		
Bryce	Griego	Art	Virginia Commonwealth University
Catori	Griffin		
Jeanne	Griffin		
Jamie	Griffith	Special Education	Hanover County Public Schools
Yeala	Grimes	Communication Arts	Virginia Commonwealth University
Kayta	Gruneberg		
Chels	Gruszkos	Army	Virginia Commonwealth University
Sofia	Guernica	Political Science	Virginia Commonwealth University
Paulina	Guerrero	Gender, Sexuality and Women's Studies	Virginia Commonwealth University
Samantha	Guevara		Virginia Commonwealth University
Alyssa	Gulffoy		
Julianne	Gulliard	Focused Inquiry	Virginia Commonwealth University
Valeria	Gullen	Cortes	Virginia Commonwealth University
Tina	Gulneh	Health Physical and Exercise Science	Virginia Commonwealth University
Samantha	Guss		Virginia Commonwealth University
Tess	Guthrie		
Fawziya	Gyamfi		
Lisa	Haber	Biology	Virginia Commonwealth University
Myveen	Habb		
Joshua	Hackney		
Sereen	Haddad		
Justine	Hadley	Dance	Virginia Commonwealth University
Melis	Hafez	History	Virginia Commonwealth University
Sarah	Hagen		Virginia Commonwealth University
Skylar	Haines	Psychology	Virginia Commonwealth University
Blu	Hall	Illustration	University of the Arts
Amanda	Hall		Virginia Commonwealth University
Mary Lou	Hall	Focused Inquiry	Virginia Commonwealth University
Samantha	Hall		Virginia Commonwealth University
Terry	Hall		
Jenna	Hallinger		
Ernestine	Hallowell		
Rosa	Hamilton	History	University of Virginia
Rebecca	Hamilton		
Amari	Hammonds		
Lawrence	Hancock		

First name	Last name	Department	Institution
David	Handforth	Photography	Virginia Commonwealth University
Khang	Hang		
Annie	Hansen		
Ann	HARDY		
Ann	HARDY		
Martha	Harper	Interdisciplinary Studies Program	Reynolds Community College
Ava	Harper		
Sydney	Harrington		
Abriana	Harris	Psychology	Virginia Commonwealth University
Anyia	Harris		
Scott	Harris		
Zachary	Harris	Humanities and Sciences (English), Criminal J	Virginia Commonwealth University
Tig	Harriss	Computer Science	Virginia Commonwealth University
Katarina	Harvey	International Studies	Virginia Commonwealth University
Salsabila	Hasan		
Mara	Hasenstaub		
Eric	Haskell	UNIV	Virginia Commonwealth University
Ayesha	Hassan		
Les	Havlicek		
Megan	Healey		
Kate	Heavner	Environmental studies	Virginia Commonwealth University
Samuel	Heavner		
Mattie	Hedgebeth		Virginia Commonwealth University
Thomas	Hedgepeth		
Caleb	Heino	Student, AV Technician worker	Virginia Commonwealth University
JoAnn	Helms		Home
John	Hendershot	School of the Arts	Virginia Commonwealth University
Cloi	Henderson		
Jenascia	Henderson	Wilder school	Virginia Commonwealth University
Kevin	Henriquez		Virginia Commonwealth University
Elsie	Henshall	Art history	Virginia Commonwealth University
Brandon	Henton	School of Business	Virginia Commonwealth University
John	Herman	History	Virginia Commonwealth University
Tracy	Herman	History	Virginia Commonwealth University
Cindy	Hernandez	Psychology	Virginia Commonwealth University
aaliyah	hicks	Humanities and Science	Virginia Commonwealth University
Tim	Hicks	Humanities and Science	Virginia Commonwealth University
Colleen	Higgins	Biology	Virginia Commonwealth University
Karen	Highlander		
Teagan	Hilgenberg		
Chanel	Hill		
Kyonti	Hill		
Kayla	Hille		
Logan	Hillier		
ben	himmelfarb		
Carolyn	Hindle	Environmental Studies	Virginia Commonwealth University
Carolyn	Hindle	Environmental Studies	Virginia Commonwealth University
Victoria	Hilney		

First name	Last name	Department	Institution
Isabella	Hinrichs		
Dylan	Hodge		
Megan	Hodge	VCU Libraries	Virginia Commonwealth University
Ida	Hoaquist		UCWVA
Sophia	Hoffman	Environmental Sciences	University of Virginia
Anna Grey	Hogan		
Gavin	Holdgreiwe		
anna	holesapple		
Claire	Holliday		Virginia Commonwealth University
Graciella	Holliday		
Maia	Hollien		Virginia Commonwealth University
Katie	Holloway		None
Paris	Holmes		
Tori	Holmes		
Cathy	Homan		
Riley	Hongchat		
Loftan	Hooker		
Grace	Hootselle	Art Education	Virginia Commonwealth University
Jaimi	Hoover		
Kelley	Hope		
Jannae	Hope Rodriguez		
Angelia	Hopwood-Lewis		
Christian	Horlick	Focused Inquiry	Virginia Commonwealth University
Sabine	Hosny		
Subat	Hossain		
Taifa	Hossain		
Odessa	Hott	Department of Fashion Design + Merchandis	Virginia Commonwealth University
Jodie	Howell		
Jesse	Hoyle		
Richard	Huff	Wilder School	Virginia Commonwealth University
Mary Jo	Hughes		
Shelby	Hughes		
Neil	Hultgren	English	California State University, Long Beach
Emily	Humberson	Gender, Sexuality and Women's Studies	Virginia Commonwealth University
Billy	Hunt	English	Virginia Commonwealth University
Glenn	Hurlbert	Mathematics and Applied Mathematics	Virginia Commonwealth University
Glenn	Hurlbert		
Catherina	Hurlburt		
Apollo	Hurley		
Apollo	Hurley		
Emily	Huse		
grace	husnberger		
Oliver	Hussain	Univ Department	Virginia Commonwealth University
Catherine	Illian		
Chanrithy	In	Computer Science	Virginia Commonwealth University
Kathleen	Ingram	Department of Gender, Sexuality and Women's	Virginia Commonwealth University
Incoronata	Inserra	Focused Inquiry	VCU university college
gabriella	irizarry negron		

First name	Last name	Department	Institution
Saige	Irwin		
Amelia	Isa		
Nishaaj	Islam	Focused Inquiry	Virginia Commonwealth University
Ieena	ismail		Virginia Commonwealth University
Emma	Ito		
Dena	Izhour		Virginia Commonwealth University
Mona	Izhour	Univ.	Virginia Commonwealth University
Ronda	Izhour		
Will	Jackson		J Sargeant Reynolds Community College
Aeris	Jackson		Virginia Commonwealth University
Barbara	Jackson		
Briana	Jackson		
Casey	Jackson		
Christopher	Jackson	Focused Inquiry	Virginia Commonwealth University
Julie	Jackson		
Morgan	Jackson	Mathematics and Applied Mathematics	Virginia Commonwealth University
Collin	Jacob		
Johnathan	Jacobowitz		
Dana	Jacobs	Religious Studies	Virginia Commonwealth University
Paislee	Jahed		
Vall	Jamal		
Jordan	James	SEMSS	Virginia Commonwealth University
TaKhia	James		
DJ	Janas		
Mark	Jeffrey		
Ishani	Jembu		
Rachel	Jenkins		
Melissa	Johnson		The Pennsylvania State University
Noelle	Johnson		Virginia Commonwealth University
Hannah	Johnson		Virginia Commonwealth University
Alicia	Johnson	College of Humanities and Sciences	Virginia Commonwealth University
Deb	Johnson		
Ella	Johnson		
maddie	Johnson		
Madeline	Johnson		
Malani	Johnson	Student	Virginia Commonwealth University
Mya	Johnson	inquiry focus	Virginia Commonwealth University
Queani	Johnson		
Emily	Johnston	Thurgood Marshall College	UC San Diego
Linwood	Jones	Massey Cancer Center	University of Virginia
Carlos	Jones		
Lauryn	Jones		
Maira	Jones		
Maya	Jones		
Shalea	Jones		
Shermaine	Jones	English	Virginia Commonwealth University
Charles	Joplin		
Erin	Jordan	Anthropology	University of Virginia

First name	Last name	Department	Institution
Ben	Jordan		Virginia Commonwealth University
Brett	Jordan		Virginia Commonwealth University
Chris	Jordan	School of the Arts	Virginia Commonwealth University
Treyvon	Jordan	Law	William and Mary
Anne	Jordan		
Andrew	Joseph	Performing Arts/Music	Virginia Commonwealth University
Alexander	Josephs		
Allyson	Juarez	Focused Inquiry Student	Virginia Commonwealth University
Lucy	Jun	Student	Virginia Commonwealth University
Pegauh	K		
Siatta	Kaba	IDS	Virginia Commonwealth University
Cecilia	Kachurak		
Beth	Kaiser		
Nathan	Kalvaitis		
Joan	Kalyan	Focused Inquiry	Virginia Commonwealth University
Rohan	Kalyan	School of World Studies	Virginia Commonwealth University
John	Kalyan		
John	Kalyan		
M	Kamara		Virginia Commonwealth University
Lisa	Kananen		
Andy	Kane	Campus Learning Center	Virginia Commonwealth University
Ying-Chao	Kao	Sociology	Virginia Commonwealth University
Melissa	Kapfer		Virginia Commonwealth University
Asa	Kaplan		Google
Rebecca	Karabin	Painting and printmaking	Virginia Commonwealth University
ava	karolussen		
Levi	Kasten	Education	
Virginia	Kaster	Psychology	Virginia Commonwealth University
Karen-Elaine	Kay	Fashion Design	Virginia Commonwealth University
Michael	Keaveny		
ann	kee	biology	Virginia Commonwealth University
Robin	Keegan		
Allison	Keeley		
Hope	Kelly	VCU Libraries	Virginia Commonwealth University
Luclanna	Kelly		
Aaron	Kemmerer	Social Work	Virginia Commonwealth University
Aaron	Kemmerer	Social Work	
Tess	kennedy		Virginia Commonwealth University
Jasmine	Kent		
Jonathan	Kerbaugh		Virginia Commonwealth University
Andrew	Kerley		
Riley	Kerr	Computer engineering	Virginia Commonwealth University
Sarah	Kersh		
Oscar	Keyes	VCU Libraries	Virginia Commonwealth University
Wad	Khalsafalla		
Sabeeka	Khan		
Corine	Khayyam		Virginia Commonwealth University
Margaret	Kidd		

First name	Last name	Department	Institution
Youngmi	Kim	Social Work	Virginia Commonwealth University
Katie	Kim	School of Social Work	Virginia Commonwealth University
Iyanna	King		Virginia Commonwealth University
Joey	Kingsley		
Patricia	Kinser		
Patricia	Kinser		
John	Kinter	Dance & Choreography	Virginia Commonwealth University
Vannay	Kirkland		
Swan	Klein	Mathematics	George Mason University
Susanna	Klosko	Library	University of Virginia
Susanna	Klosko	Library	University of Virginia
Zhie	Knerler		Virginia Commonwealth University
Melissa	Koch		
Manaswi	Koirala		Virginia Commonwealth University
Lindsay	Komline	School of Social Work	Virginia Commonwealth University
Walter	Komski		
Jo-Jo	Koo	Focused Inquiry	Virginia Commonwealth University
Valerie	Kostyk		
Candace	Kramer-Holt		
Melissa	Kravetz	History, Political Science, and Philosophy	Longwood University
Joe	Kreiter	School of Social Work	Virginia Commonwealth University
Beth	Kreydatus	Department of Focused Inquiry	Virginia Commonwealth University
Jake	Krug	United Campus Workers of Virginia	University of Virginia
Donna	Krug		
Kate	Kubota		None
emily	kubota		
Karen	Kubota		
Miriam	Kuttikat		
Elizabeth	LaBreck		Phoebus High School
John	LaFratta	Computer Engineering	Virginia Commonwealth University
Zineb	Lahrim		Virginia Commonwealth University
Alexandra	Lalonde		
Sadie	Lambert	UNIV	Virginia Commonwealth University
Kathy	Lamberta		
Lil	Lamberta	Nursing	Virginia Commonwealth University
Cindy	Lamme		
Deborah	Lammers	English	Virginia Commonwealth University
Michael	LaMon		
Ryan	Landau		
Fabiana	Landivar Quintela		Virginia Commonwealth University
Lawrence	Laney	Engineering	Virginia Commonwealth University
Magnolia	Lang	Communication Arts	Virginia Commonwealth University
Catalina	Lara	Focused Inquiry	Virginia Commonwealth University
Elizabeth	Lara		
Craig	Larson	MATH	Virginia Commonwealth University
Noelle	LaSmith	Biology	Virginia Commonwealth University
Sebastian	Lathon	Focused inquiry	Virginia Commonwealth University
Christopher	Latourrette	Psychiatry	Virginia Commonwealth University

First name	Last name	Department	Institution
Althea	Laughon-Worrel	English	Virginia Commonwealth University
margaret	Lavinder		
Jennifer	Lawhorne	World Studies	Virginia Commonwealth University
Katherine	Lawrence		Virginia Commonwealth University
Mary	Lawrence	Sociology	Virginia Commonwealth University
Sara	Laws	Focused Inquiry	Virginia Commonwealth University
R.	Lawson	Sociology	Virginia Commonwealth University
Dev	Laxton	School of the Arts	Virginia Commonwealth University
Amy	Le		Virginia Commonwealth University
Julia	Le	focused inquiry	Virginia Commonwealth University
Anne-Marie	Leake		
Philip	Leake		
Catherine	Leary	Biology	Virginia Commonwealth University
Rowan	Leary		
Tetiana	Leblanc	ELP	Virginia Commonwealth University
James	Ledoux		
Deidra	Lee	Focused Inquiry	Virginia Commonwealth University
Jenee	Lee		Virginia Commonwealth University
Damin	Lee		
Jessica	Lee		
Klara	Lee	Focused Inquiry	Virginia Commonwealth University
Victoria	Leech	School of Social Work	Virginia Commonwealth University
Aziza	Lejlic		
Michelle	Lejivre	Anthropology & American Studies	William & Mary
Emily	Lembke	Art foundations	Virginia Commonwealth University
Christian	Lemma		
Christopher	Lemus-Pineda		
Hadia	Lepe		
Kirk	Leppert		
Lauren	Leulu		
Abigail	LeVan		
Ryan	LeVault	School of Business	Virginia Commonwealth University
Hilary	Levinson	Focused Inquiry	Virginia Commonwealth University
Grace	Levy	Focused Inquiry	Virginia Commonwealth University
Sarah	Levy		
Sara	Lewis		
Annie	Liang		
Nina	Lightkep		Virginia Commonwealth University
Yanet	Limon-Amado		
Lili	Linder	Commarts	Virginia Commonwealth University
Ciera	Link	UNIV	Virginia Commonwealth University
Truman	Lisk		Virginia Commonwealth University
India	Livingston	Focused Inquiry	Virginia Commonwealth University
Megan	Lo	Pediatrics	Virginia Commonwealth University
Juli	Logan		Virginia Commonwealth University
Juli	Logan		Virginia Commonwealth University
Katie	Logan	Focused Inquiry	Virginia Commonwealth University
Jim	Logan		

First name	Last name	Department	Institution
Amanda	Long		
Leah	Loomis		Virginia Commonwealth University
Camila	Lopez	Anthropology	Virginia Commonwealth University
Lupe	Lopez		
Ross	Losapio		
Erik	Love		Dickinson College
India	Lovelace		Virginia Commonwealth University
De'Cedric	Loveless		
Kris	Lowrey	Global Education	Virginia Commonwealth University
Katya	Luchanskaya		Spruce Peak Arts
Delaney	Ludwig		Virginia Commonwealth University
Shane	Lun		University of Virginia
sara	Iuna	School of Nursing	Virginia Commonwealth University
Crystal	Luo		University of Virginia
Geneva	Lutomski	Fashion Merchandising	Virginia Commonwealth University
Reed	Lutow		Virginia Commonwealth University
Rae	Lutz	Clinical Psychology	Virginia Commonwealth University
Tandy	Ly		
Francesca	Lyn	GSWS	Virginia Commonwealth University
Ronaldo	Lynch		
Leslie	Lytie	Sociology	Virginia Commonwealth University
Nicolas	Mabie		Virginia Commonwealth University
Shannon	Macaulay		
Catherine	MacDonald		
Alana	MacEachron		
Andrea	Mack	Business	Virginia Commonwealth University
Lauren	Mack		
Maya	MacMillin		Virginia Commonwealth University
Sara	MacRae	Focused Inquiry	Virginia Commonwealth University
Kayla	Madaloni		
Parthasarathy	Madurantakam	General Practice	Virginia Commonwealth University
Hermine	Maes		Virginia Commonwealth University
Zaid	Mahdavi	It	Virginia Commonwealth University
Christopher	Mahonski	Sculpture	Virginia Commonwealth University
Mikhaela	Mahony	College of Performing Arts	The New School
John	Majette		
Uday	Mathi		
Nishka	Malhotra		
Conrad	Maloney	AFO	Virginia Commonwealth University
Emily	Mance		Virginia Commonwealth University
Alexa	Mancilla		
Alexa	Mancilla		
Katie	Mandley		
Phaedra	Manning		
Courtney	Mannion	VCU Arts Photo + Film	Virginia Commonwealth University
Lila	Manson	Arts	Virginia Commonwealth University
Stephanie	Maranon-Estrad	Psychology	Virginia Commonwealth University
Foster	Mardigian		Virginia Commonwealth University

First name	Last name	Department	Institution
Salma	Mohamed	History	Virginia Commonwealth University
Olivia	Monk	International Relations	Virginia Commonwealth University
Marcela	Montalto		UH at Manoa
Ariel	Moore		
Taylor	Moore	English	Virginia Commonwealth University
Natalia	Mora		
Dawn	Morais	Honors Dept (Adjunct)	University of Hawaii, Manoa
Daniel	Morales	History	Virginia Commonwealth University
Sebastian	Moreno	Focused Inquiry	Virginia Commonwealth University
Holly	Morgan		Virginia Commonwealth University
Matthew	Morgan	School of Social Work	Virginia Commonwealth University
Vanessa	Morgan		Virginia Commonwealth University
Nick	Morgan		
Kieran	Morley	Focused Inquiry	Virginia Commonwealth University
Hanami	Morris	Psychology	Virginia Commonwealth University
Cyral	Morris	Pre-Nursing	Virginia Commonwealth University
Daisy	Morris		
Derek	Morris		
Jason	Morris		
Jordan	Morrison		
Anna Krystyna	Moses		Virginia Commonwealth University
August	Moses		Virginia Commonwealth University
Nelson	Mosley	Kinetic Imaging	Virginia Commonwealth University
Grace	Moylan		
thandeka	muchemanyi		
Derek	Mueller	English	Virginia Tech
shannon	mullaley		
Henry	Mullen-Cragg		
Natasha	Muller		
Jess	Munyan		Virginia Commonwealth University
Jeffrey	Murray	Focused Inquiry	Virginia Commonwealth University
Jeffrey	Murray	Focused Inquiry	Virginia Commonwealth University
Ryan	Murray		
Mya	Murrell		
Susan	Muse	All	Virginia Commonwealth University
William	Muth	School of Education	Virginia Commonwealth University
andrea	mutoti		Virginia Commonwealth University
Mikey	Myers	Painting and Printmaking	Virginia Commonwealth University
Aurianna	Nacua	Anthropology	Virginia Commonwealth University
lexi	nahim		
Megha	Nair		
Masaey	Nanga		
Hannah	Nara	Fashion Merchandising	Virginia Commonwealth University
Katherine	Nash	English	Virginia Commonwealth University
Brandi	Neal	FI	Virginia Commonwealth University
Parker	Nelson	Theatre	Virginia Commonwealth University
Thomas	Nelson	Focused Inquiry	Virginia Commonwealth University
Judith	Nelson		

First name	Last name	Department	Institution
Ashley	Marie		Virginia Commonwealth University
Sarah	Marsh		
Katie	Marshall		
Micah	Marshall		
Corey	Martin	Psychology	Virginia Commonwealth University
Craig	Martin	Department of Focused Inquiry	Virginia Commonwealth University
Troy	Martin	Focused Inquiry	Virginia Commonwealth University
Audrey	Martin		
Audrey	Martin		
Charlie	Martin	Political Science	Virginia Commonwealth University
Christopher	Martinez	Mechanical Engineering	Virginia Commonwealth University
Pamela	Martinez		
Christopher	Martiniano	Focused Inquiry	VCU/University College
Andrew	Marx	Focused Inquiry	Virginia Commonwealth University
Makaila	Mason		Virginia Commonwealth University
Caroline	Masterson		
frankie	mastrangelo	sociology	Virginia Commonwealth University
Macl	Matherne		
Angela	Matijczak	School of Social Work	Virginia Commonwealth University
Angela	Matijczak	School of Social Work	Virginia Commonwealth University
Gavin	Maxwell	Student	Virginia Commonwealth University
Caroline	May	Communication Arts	Virginia Commonwealth University
Michelle	Maycock	English	Virginia Tech
Cameron	Mayfield		
Jocelyn	Mccall	AFAm	Virginia Commonwealth University
Laura	McCann		
David	McCarthy		
Kathleen	McClory		
Molly	McColg	Sociology	Virginia Commonwealth University
Chyna	McCoy	English	Virginia Commonwealth University
Tristan	McCoy	Engineering	Virginia Commonwealth University
Kelly	McElroy		Oregon State University
Charles	McFadden		
Nataya	McGhee	Business	Virginia Commonwealth University
Denisha	McGhee		
Michael	McGhee		
Hollee	McGinnis	School of Social Work	Virginia Commonwealth University
Kade	McGrail	CLC	Virginia Commonwealth University
John	McHugh		
Zach	McKeeby	Anthropology	University of Virginia
KURT	MCKENZIE	Student	Virginia Commonwealth University
Meg	McKeon		
Oliver	McKeon		
Olivia	McKeon		
Julia	McKinnon		
Shaquira	McKoy		Virginia Commonwealth University
Reilly	McLean		Virginia Commonwealth University
S	McLennan		

First name	Last name	Department	Institution
zaliyah	nelson	graphic design	Virginia Commonwealth University
Moira	Neve	english	Virginia Commonwealth University
Dae	Newman		Virginia Commonwealth University
Brooke	Newman	History	Virginia Commonwealth University
Ananda	Newmark	Social Work	Virginia Commonwealth University
Britney	Ngo-Le		
Kevin	Nguyen	Engineering	Virginia Commonwealth University
Alex	Nguyen	Computer Science	Virginia Commonwealth University
Jayce	Nguyen		
Jennifer	Nguyen	AFO	Virginia Commonwealth University
Sam	Nguyen		
Caroline	Nichols		Virginia Museum of Fine Arts
Brionna	Nomi		UCWWA
Marisa	Nomi		
Ray	Norman		
Jack	Normile		
Hannah	Northern		
Lily	Nossen	Political Science	Virginia Commonwealth University
Ava	Noth		
William	Notter	Focused Inquiry	Virginia Commonwealth University
kaitlyn	nowotny		
Wendy	Nugent	Off-Campus Study	Colgate University
Ryan	Nurse	Douglas L. Wilder school	Virginia Commonwealth University
Nicole	O-Pries	Social Work	Virginia Commonwealth University
David	O'Connell		
Jillian	O'Hare	Humanities and sciences	Virginia Commonwealth University
f	O'Keefe	Communication Arts, foundations	Vcuarts
Patience	Obasi		Virginia Commonwealth University
Riley	OBrien		Virginia Commonwealth University
Elizabeth	Ochsner		Virginia Commonwealth University
Sharon	Odom		
Mae	Oetjens		Virginia Commonwealth University
Rachael	Ogawa-Friedma	Sculpture	Virginia Commonwealth University
Kate	Ogden		
Khun Minn	Ohn	University Marketing	College of William & Mary
Reina	Okellil		
Bianca	Olivieri		
River Maja	Olsson	Art education	Virginia Commonwealth University
Abby	Omberg		
Sara	Omer	Fine Arts	Virginia Commonwealth University
Alejandro	Omidsalar	English	Cypress College
Alexander	Onell payne	Political science/English	Virginia Commonwealth University
Melissa	Ooten		University of Richmond
Promise	Opoku Yeboah		
Laura	Ornee		University of Virginia
Laura	Ornee		University of Virginia
Alex	Ortiz Vega	School of Education	Virginia Commonwealth University
Evan	Orzolek		

First name	Last name	Department	Institution
Susannah	Orzolek		
Vanessa	Osae		
Bilan	Osman	Focused Inquiry	Virginia Commonwealth University
Devin	Ostulano		
Mike	Oyewole		Virginia Commonwealth University
Gail	Padon		Self-Employed
Daliborka	Padon	Focused Inquiry	Virginia Commonwealth University
Blair	Page	Law	William & Mary Law School
Ryder	Paley		
Vicki	Pallo		
Shelton	Panak		
Spencer	Pannil	Undeclared	Virginia Commonwealth University
Christina	Pappa	Criminal Justice/Psychology	Virginia Commonwealth University
Matthew	Pappaconstantin	AFO student	Virginia Commonwealth University
Tiffany	Parada		Virginia Commonwealth University
Sweta	Parajuli		Virginia Commonwealth University
Sweta	Parajuli		Virginia Commonwealth University
Madison	Parham		Virginia Commonwealth University
Julia	Park		ICA VCU
Hillary	Parkhouse	School of Education	Virginia Commonwealth University
Cecelia	Parks		University of Mississippi
Harshita	Parmar		
Julia	Pasette		Virginia Commonwealth University
Jaylin	Pate		Virginia Commonwealth University
Kush	Patel	Mechanical Engineering	Virginia Commonwealth University
Raahi	Patel		
Addison	Patrick	Law Library	University of Virginia
Ryan	Patton		
Emily	Pawley	History	Dickinson College
Reggie	Payne	Biology	Virginia Commonwealth University
Stewart	Payne		
Bettina	Peacemaker	VCU Libraries	Virginia Commonwealth University
Amy	pearsall		
Amber	Pearson	Focused Inquiry	Virginia Commonwealth University
Deniz	Pekesen	Science	Student
Julie	Pence		
Ansley	Perkins		Virginia Commonwealth University
Meagan	Perkins	School of Social Work	Virginia Commonwealth University
Amya	Perry		
Bren	Perry		
Daniel	PetersJohn	Student	Virginia Commonwealth University
Crystalina	Peterson	History	University of Virginia
Kaleb	Peterson		
Ines	Petrovic	COMM	Regent University
Sarah	Pezzat		
Maddison	Pfautz	Psychology	Virginia Commonwealth University
Angela	Pham		
Nancy	Phaup	Anthropology	Virginia Commonwealth University

First name	Last name	Department	Institution
Ty	Phelps	English	Virginia Commonwealth University
Ruhama	Phillips		
Saniyah	Phillips	Focused Inquiry	Virginia Commonwealth University
Sarah	Phillips	Humanities and Sciences	Virginia Commonwealth University
Olivia	Phillips	Focused Inquiry	Virginia Commonwealth University
Siobhan	Phillips	English	Virginia Commonwealth University
Megan	Pickett	nursing	Virginia Commonwealth University
Amira	Pierce	Expository Writing Program	New York University
Isabelle	Pillow		
Bernadette	Pimentel		
Natalie	Pineda	English	Virginia Commonwealth University
Catherine	Poarch	Survey and Evaluation Research Laboratory of	Virginia Commonwealth University
Sofia	Pocal	Mass Communications	Virginia Commonwealth University
Don	Polaski	Religious Studies	Randolph-Macon College
rachel	pollock		
Kevon	Pope	Marketing	Virginia Commonwealth University
Lolita	Pope	Parent of Student	Virginia Commonwealth University
Becca	Popeb		
Haroon	PopL	Psychology	Temple University
Alexandra	Porr		
Rob	Porter		
Emily	Portillo		
Jenny	Posey		
Jenny	Posey		
Robert	Pound	Music	Dickinson College
Luna	Powell		
Abhiram	Prathipati		
David	Pratt		Virginia Commonwealth University
Diane	Pratt-Heavner		
Tyasia	Pride	Pre-Health Sciences	Virginia Commonwealth University
Kristen	Proehl	English	SUNY-Brockport
Mary	Prousalis	Counseling Couples and Family/SOE	Virginia Commonwealth University
Caroline	Pruett		
Brigette	Pugh		
Amanda	Purcell	Department of Focused Inquiry	Virginia Commonwealth University
Jas	Purchas	FI	Virginia Commonwealth University
Erich	Purpur	library	University of Virginia
Madden	Quander	Business	Virginia Commonwealth University
Hilda	Quansha	Focused Inquiry	Virginia Commonwealth University
Zarah	Quinn	American Studies	William & Mary
Kate	Quispe		
Thea	Racelis	Education	Virginia Commonwealth University
Michael	Rackett		
Ava	Radel	Department of Focused Inquiry	Virginia Commonwealth University
Karen	Rader	History	Virginia Commonwealth University
Shivani	Radhakrishnan		Columbia University
Karen	Radoulov		HCPS
Jon	Rajkovich	School of Art	Virginia Commonwealth University

First name	Last name	Department	Institution
Israel	Ramirez		
Maria	Ramos		
James	Randall	Dept of History	Virginia Commonwealth University
Morgan	Ransom		Virginia Commonwealth University
Sam	Raposo		
Sarah	Raskin	Wilder School; ICubed Oral Health Core	Virginia Commonwealth University
Jordan	Ratcliff		
AJ	Ratigan		
Caleb	Ratigan		
Bill	Ratiff	PoliSci	Virginia Commonwealth University
Vyshnavi	Ravipati		
Melissa	Redd		
Harshini	Reddy		Virginia Commonwealth University
Muris	Redzic		
Andre	Reece	Humanities and Sciences	Virginia Commonwealth University
Justin	Reeves		Virginia Commonwealth University
Elle	Reeves		
Rachel	Regal	School of Nursing	Virginia Commonwealth University
Gabriel	Reich	Teaching and Learning	Virginia Commonwealth University
Amber	Reichert		University of Virginia
Bryana	Reid		
Katie	Reinhardt	College of Engineering	Virginia Commonwealth University
Adham	Rekl		
Ben	Rekosh		
Evalina	Rendon	Department of Chemistry	Virginia Commonwealth University
Ceanne	Rennie	Humanities and Sciences	Virginia Commonwealth University
Jennifer	Rhee	English	Virginia Commonwealth University
Bryan	Rhodes	STEM	Reynolds community college
Clara	Rhodes	Integrative Life Sciences	Virginia Commonwealth University
Quentin	Rice		
Maggie	Richards	art education	Virginia Commonwealth University
Shelley	Richards		
Dionna	Richardson		Phillips Exeter Academy
Kirk	Richardson	Focused Inquiry	Virginia Commonwealth University
Ashley	Ricketts		
Jack	Ridolphi	Focused Inquiry	Virginia Commonwealth University
Emily	Riffe	Biology	Virginia Commonwealth University
Jane	Rinaldi	Communication Arts	Virginia Commonwealth University
Becca	Ringle	English	Virginia Commonwealth University
azucena	rios		
Randa	Rising	Communication Arts	Virginia Commonwealth University
Drew	Rivas	Humanities and Sciences	Virginia Commonwealth University
Rachel	Rivenbark	English	Virginia Commonwealth University
Aileen	Rivera		
Caleb	Rivera		
Elana	Rivera		
Adriana	Rivera-Rios		
Stephanie	Rizzi	Focused Inquiry	Virginia Commonwealth University



First name	Last name	Department	Institution
Sara	Roan		
Quinton	Robbins		Capital One
Tara	Roberts		
Emily	Robinson		VSDVAA
Cynthia	Robinson		
Molly	Robinson	SOE	Virginia Commonwealth University
Anne-Marie	Robinson-Siemen		
wilmaris	robles		
Valerie	Robnolt	Teaching and Learning	Virginia Commonwealth University
Wendy	Rodgers	Counseling and Special Education	Virginia Commonwealth University
DaShaun	Rodgers-Jones		
Ashli	Rodriguez	biology	Virginia Commonwealth University
Sophia	Rodriguez	Psychology/ Biology	Virginia Commonwealth University
Kaylen	Rogers		
Victoria	Rojas		Virginia Commonwealth University
Ashley	Romero		Virginia Commonwealth University
Theresa	Ronquillo		Amherst College
Natalia	Rooks	Focused Inquiry	Virginia Commonwealth University
Marcel	Rose	English	Virginia Commonwealth University
Alex	Rossano	environmental studies	Virginia Commonwealth University
Jennifer	Roudabush		
Dusty	Rovin	Anthropology	University of Virginia
Debbie	Rowe		
Katy	Ruano		
Audelina	Rubio	FOCUSED INQUIRY	Virginia Commonwealth University
Leslie	Rubio		
Louis	Ruedas		Virginia Commonwealth University
Stefany	Ruedas		
Daniella	Ruiz		
Sarah	Ruiz		
David	Ruiz Menjivar	Anthropology	University of Virginia
Ellie	Rushing		
Adeline	Russell		
Kenzie	Ryan		Virginia Commonwealth University
Brenna	Ryan		
Emma	Ryder	Business	Virginia Commonwealth University
bebe	s		
Margaretta	Sackor	Human Science	Virginia Commonwealth University
Ella	Saglam		
Tyler	Sakata		
morein	salep		
Haley	Salmen		
Jason	Sampson		
Cassandra	Sanchez	Business	Virginia Commonwealth University
Alexis	Sanchez	History	Virginia Commonwealth University
Michelle	Sanchez		
Samantha	Sands	Business	Virginia Commonwealth University
Susan	Sarceno		

First name	Last name	Department	Institution
Emily	Satterwhite	Religion and Culture	Virginia Tech
Maya	Saunders		
Emily	Sayers		Virginia Commonwealth University
Daniel	Scarpa-Friedman	Theatre	Virginia Commonwealth University
Joseph	Schaub		Penn State University
Zoey	Schlademan		
Charlie	Schmidt	Political Science	Virginia Commonwealth University
Laura	Schmorrow		
rachel	Schneeberg		Virginia Commonwealth University
Rachel	Schneeberg		Virginia Commonwealth University
MATTHEW	SCHRATZ	Writing	BU
K	Schweighofer	WGRC	Dickinson College
Nat	Scida		
Allison	Scott		
Norma	Scott	VCU Libraries	Virginia Commonwealth University
Rachel	Scott		
Kaia	Seashols	Art History	Virginia Commonwealth University
Jaylynn	Seay	UNIV	Virginia Commonwealth University
Claire	Seiler	English	Dickinson College
Jhanely	Sejas-Cruz		
Kirsten	Sekerdy	Focused Inquiry	Virginia Commonwealth University
Jennifer	Selman Flanagan	Department of Focused Inquiry	Virginia Commonwealth University
Belma	Selmanagic	Focused inquiry	Virginia Commonwealth University
Alexander	Seraphin-Jones		Virginia Commonwealth University
Andrew	Seymour	Education	Virginia Commonwealth University
Guleer	Shahab	Health Behavior & Policy	Virginia Commonwealth University
Joshua	Shaheen		
Souad	Shaia		
Charol	Shakeshaft	Educational Leadership	Virginia Commonwealth University
Meghan	Sharkey		
Anshu	Sharma		William & Mary
Vinayak	Sharma		
Kestrel	Sharp		Virginia Commonwealth University
erin	Shashaty	Kinetic imaging	Virginia Commonwealth University
Sara	Shawel		
Katie	Shedden	Technology Services	Virginia Commonwealth University
Christina	Sheerin	Psychiatry	Virginia Commonwealth University
Mary	Shelden		
Max	Sherard		South Methodist University
Elgie	Sherrod		
David	Shields	Department of Graphic Design	Virginia Commonwealth University
Sachi	Shimomura	English	Virginia Commonwealth University
Nandini	Shine		
Ian	Shoemaker	Physics	Virginia Tech
Braeden	Shoop		
Audrey	Short		
Jacob	Sider Jost	English	Dickinson College
Simran	Sidhu		

First name	Last name	Department	Institution
Ellie	Silcott		
Madison	Silcox		
Mark	Silverman		
Angela	Simmonds		Virginia Commonwealth University
tal	simmons	forensic science	Virginia Commonwealth University
Naomi	Simon		
Andrea	Simonelli	Political Science	Virginia Commonwealth University
Richard	Simpson	Journalism and Mass Communication	University of Georgia
Jessica	Sims		
Vineeta	Singh		
Christine	Singleton	English	Virginia Commonwealth University
Kyler	Sircar		
Grace	Sisson	Sociology	Virginia Commonwealth University
Meredith	Sisson	Honors College	Virginia Commonwealth University
Patrick	Sivlis	HASTech	Virginia Commonwealth University
Jae	Skeete		
Emily	Skinner		
Erica	Sklar		
Kenzie	Slayton		
Sam	Sligar	Finance	Virginia Commonwealth University
Carolyn	Slingluff		Virginia Commonwealth University
María	Small		
S	Smith	UVA Library	University of Virginia
Casey	Smith	Communication Arts	Virginia Commonwealth University
Jamere	Smith	grc	Virginia Commonwealth University
Alex	Smith	Kinetic Imaging	Virginia Commonwealth University
Annika	Smith	Theatre	Virginia Commonwealth University
Audrey	Smith		
Isalah	Smith		
Jayla	Smith		
Jerome	Smith	English	Virginia Commonwealth University
Liam	Smith		
Patricia	Smith	English	Virginia Commonwealth University
Ryan	Smith	History	Virginia Commonwealth University
Snaysha	Smith		
Tricia	Smith	Biology	Virginia Commonwealth University
Vivien	Smith	theatre	Virginia Commonwealth University
Jason	Snider		
Allie	Snyder	Psychology	Virginia Commonwealth University
Jennifer	Snyder		
Tamara	Sober	School of Education	Virginia Commonwealth University
Sage	Solana		
Adeline	Soldin		
Amanda	Soliman		
Amanda	Solomon Amorao		UC San Diego
April	Sopkin	English Department	Virginia Commonwealth University
Mallory	Sorber	English	Virginia Commonwealth University
Helena	Soriano	Communication Arts	Virginia Commonwealth University

First name	Last name	Department	Institution
Mary	Sowers		
Alex	Sparrow		
Amoree	Speed	Sociology	Virginia Commonwealth University
Christine	Spence	Counseling and Special Education	Virginia Commonwealth University
Marrissa	Spence		
Sara	Spence	Focused Inquiry	Virginia Commonwealth University
Rachel	Sper	Theatre	Virginia Commonwealth University
Drew	Spera	Unfocused Inquiry	Virginia Commonwealth University
roxanne	spindle	accounting	Virginia Commonwealth University
David	Sprague		
Kalpa	Srivats		
Tara	Stamm	Sociology	Virginia Commonwealth University
Cristina	Stanciu		
Ern	Stapel	Life Sciences	Virginia Commonwealth University
ayleigh	starkey		Virginia Commonwealth University
Todd	Starkweather		
Peter	Stauffer	Psychology	Virginia Commonwealth University
Tammi	Stauffer	Art	Virginia Commonwealth University
Aidan	Steele	HPEX	Virginia Commonwealth University
Beverley	Steele		
Zoe	Steele	International Studies	Virginia Commonwealth University
Clara	Steffan		Virginia Commonwealth University
Kurt	Stemhagen	Education	Virginia Commonwealth University
Tesni	Stephen		
Jhene	Stephens		
Michael	Stephens		
Mallory	Stephenson		
Valeria	Stewart		
Joey	Stidman		Virginia Commonwealth University
Abbey	Stiles		
Jeff	Stilley		Virginia Tech
Sydney	Stokes		Virginia Commonwealth University
Sadie	Storm		
Jenny	Stout	VCU Libraries	Virginia Commonwealth University
Vanessa	Stout		
Christian	Strahan	Focused Inquiry	Virginia Commonwealth University
christine	strasser	Counseling services	Virginia Commonwealth University
Echo	Striebig	Sociology	Virginia Commonwealth University
PatriciaAnne Re	Strong	University College Focused Inquiry	Virginia Commonwealth University
Rachael	Strong		
Charlie	Sturtevant	Cinema	Virginia Commonwealth University
David	Sturtevant		
Adrienne	Su	Creative Writing	Dickinson College
Atlas	Suamata'a		
Lynl	Subani		Virginia Commonwealth University
Delirium	Sullivan		
Mollee	Sullivan	Arts	Virginia Commonwealth University
Indira	Sultanic		

First name	Last name	Department	Institution
Dylan	Summers		
Sona	Sunil		
Hannah	Sutherland	Library	University of California, Los Angeles
Kevin	Sutherland		
Claire	Sutliff	Access Services	Virginia Commonwealth University
Jessica	Sutton	English	Virginia Commonwealth University
Mathias	Svalina	English	Virginia Commonwealth University
Courtney	Sviatko	Focused Inquiry	Virginia Commonwealth University
Jessica	Swoboda	English	University of Virginia
Harry	Szabo	Focused Inquiry	Virginia Commonwealth University
Kiersten	Szymbek		
Jihad	T		Virginia Commonwealth University
Aaron	Tabb	Sociology	
Meredith	Tallan		
Yoan	Tamayo Reyes		Virginia Commonwealth University
Ha	Tang		
Tony	Tann		
Nicola	Tarasca	Mathematics	Virginia Commonwealth University
Heather	tarr		
Jordyn	Taylor		Virginia Commonwealth University
Dan	Taylor		
Julian	Taylor		
Sarah	Taylor-Barkley		
Seidu	Tejan-Thomas Jr.		
Erica	Tempesta		
Maris	Teodoro		
Kyteen	Terrana	World Studies	Virginia Commonwealth University
Jade	TeSelle	VCUarts	Virginia Commonwealth University
Brian	Teucke		
Matthew	Thammavong	Sale worker undergraduate	George mason university
Jack	Thamvongsa	Business	Virginia Commonwealth University
Allison	Tharp	Focused Inquiry	Virginia Commonwealth University
Rebecca	Tharp		
Christopher	Therrien		
Emily	Thiell		Virginia Commonwealth University
Noah	Thomas	Humanities and Sciences	Virginia Commonwealth University
Shayne	Thomas		
Skylar	Thompson	Focused Inquiry	Virginia Commonwealth University
Assata	Thompson		
Clay	Thompson		
Emily	Thompson		
Michelle	Thompson		
Jamie	Thomson		
Katie	Thomson	Focus Inquiry	Virginia Commonwealth University
Katie	Thomson	Social work	Virginia Commonwealth University
Elijah	Thornton	Focused inquiry	Virginia Commonwealth University
ashli	timmons		
Ella	Tinsley	Pre nursing	Virginia Commonwealth University

First name	Last name	Department	Institution
Camila	Tirado	Psychology	Virginia Commonwealth University
Huy	To		Virginia Commonwealth University
Lucas	Tober	School of Theatre	Virginia Commonwealth University
Alexandra	Toney		Virginia Commonwealth University
Judy	Topich	Focused Inquiry	Virginia Commonwealth University
Inigo	Torre Martin	Alumni	Virginia Commonwealth University
Kendall	Torrence	Business	Virginia Commonwealth University
Faedah	Total	School of World Studies	Virginia Commonwealth University
Faedah	Total	School of World Studies	Virginia Commonwealth University
Virginia	Totaro	Focused Inquiry	Virginia Commonwealth University
Zaysia	Townes		
Julia	Townsend	Chemistry	Virginia Commonwealth University
Akinah	Townsend		
Rodrigo	Trejo Valdez		
Sarah	Trembanis	Associate in Arts Program	University of Delaware
Erin	Trimmer	School of Social Work	Virginia Commonwealth University
Carlton	Trout	Art	Virginia Commonwealth University
Julia	Trout	Finance	Virginia Commonwealth University
Alan	Trujillo	Univ	Virginia Commonwealth University
Corinne	Tsou		Virginia Commonwealth University
Cory	Tucker		
Lynn	Tucker		
Lynn	Tucker		
Stephanie	Tucker		
Amy	Tudor	Focused Inquiry	Virginia Commonwealth University
peyton	tully	UNIV	Virginia Commonwealth University
Seymour	Tung		
Iyanna	Tunstall		Virginia Commonwealth University
Pamela	Turner	Kinetic Imaging	Virginia Commonwealth University
Pamela	Turner	Kinetic Imaging	Virginia Commonwealth University
Natalie	Uhl		
Maji	Umar		
Esohe	Uso		
keque	v		24
Alim	Valentine		
Ashley	Van Buskirk		
Jonah	Van Campen	Humanities and Sciences	Virginia Commonwealth University
Steve	Van Dam		
Joseph	van der Naald		CUNY Graduate Center
Joshua	Vana		
Joshua	Vana		
Zahria	Vandy	Humanities and Sciences	Virginia Commonwealth University
Melody	Vang		
Marie	Vargas		
Mathew	Varghese	Focused Inquiry	Virginia Commonwealth University
Brycen	Vaughan	Fashion	Virginia Commonwealth University
Devin	Veasna		Virginia Commonwealth University
Giselle	Vega-Macedo		Virginia Commonwealth University

First name	Last name	Department	Institution
Ashley	Vela		
Ingrid	Velasco		Virginia Commonwealth University
Nahomy	Velasquez Rodri	Wilder school	Virginia Commonwealth University
anjelise	velez		Virginia Commonwealth University
Aryan	Venkanagari		Virginia Commonwealth University
Bea	Ventura		
Alessandro	Vera		
Gianna	Verdelotti		Virginia Commonwealth University
Natasha	Verduzco	dental hygiene	Virginia Commonwealth University
Marie	Vergamini		Virginia Commonwealth University
Sophia	Verhaeghe		
Noah	Vickers	English	Virginia Commonwealth University
Kimberly	Victor Hernandez		Virginia Commonwealth University
Bailey	Vigli		
Ethan	Villarreal		
Marcely	Villatoro		
Amanda	Visconti	Library	University of Virginia
Hoal Ngoc	Vo	Graphic Design	Virginia Commonwealth University
Evan	Voldal		
Cayce	Vollmar		
Ophelia	Von Ludwig		
Ashley	Vu		
Priyal	Vyas	Focused inquiry	Virginia Commonwealth University
Aliya	Wachsstock	Education	Virginia Commonwealth University
Meredith	Wade		
Shane	Wade		
Stephen	Wade		
Alex	Wagaman	Social Work	Virginia Commonwealth University
Marie	Wagner	Special Education	University of Kansas
Susan	Wagner		
Jyaira	Waite		Virginia Commonwealth University
Stephanie	Walker		University of Virginia
Lauren	Walker	Communication Arts	Virginia Commonwealth University
Bethany	Walker		
Ginger	Walker		
Katherine	Walker	Sociology graduate. Former FI associate prof	Virginia Commonwealth University
Maria	Walker		
Nia	Walker		
Rosalee	Walker		
Michael	Walls		Retired labor lawyer.
Brandon	Walsh	Library	University of Virginia
Courtney	Walters	Art Education	Virginia Commonwealth University
Jane	Walters		
Gati	Wambura	Health Behavior and Policy	Virginia Commonwealth University
C. A. P.	Ward	Communication Arts/Painting and Printmaking	Virginia Commonwealth University
Ashleigh	Warren		
Olivia	Washington		
Marty	Watkin	School of Humanities & Social Sciences	Reynolds Community College

First name	Last name	Department	Institution
Lili	Watkins		
Josh	Watson	English	Brightpoint Community College
Marley	Watson	Political Science	Virginia Commonwealth University
Jon	Waybright	School of World Studies	Virginia Commonwealth University
Brianna	Wayne	University Academic Advising	Virginia Commonwealth University
Carver	Weakley	Department of Focused Inquiry	Virginia Commonwealth University
Alex	Weathersby		
Samuel	Webb		Virginia Commonwealth University
Peake	Webb		
John	Webster	Entrepreneurship (RETIRED)	Chaminade University of Honolulu
Joseph	Wei	English	University of Virginia
Yiwen	Wei		
Madigan	Weidner		Virginia Commonwealth University
Sydney	Weisfeld		
Nicole	Wellington		
Emily	Wells		University of Virginia
Lynn	Welton		
Felix	Wessling		Virginia Commonwealth University
Andrea	Westcot		
Jordan	Westerman		
Isabella	Wetzel	VCU arts	Virginia Commonwealth University
Emily	Wharton		
Kevin	Whitaker		
Erin	White	Former VCU Employee	Virginia Commonwealth University
Lucas	White	FI	Virginia Commonwealth University
Andrew	White	Biology	Virginia Commonwealth University
Sarah	White		
Dy'Kierra	Whiting		
Whitney	Whiting	Film and Photography	Virginia Commonwealth University
Gregory	Whitmore	Library, School of Law	University of Virginia
Maya	Wick		Virginia Commonwealth University
Traci	Wike		
Eli	Wilcox		
Amy	Wildermann		
Eden	Wiles	humanities and sciences	Virginia Commonwealth University
Roger	Wiley		
Sandra H	WILEY		
Kauanza	Wilkins		
Niko	Wilkins		
Suzanne	Wilkins		
Laura	Wilkinson	Global Education Office/English Language Pro	Virginia Commonwealth University
Allison	Wilkowske		
Fredrick	Williams	N/A	Retired
Emily	Williams	Focused Inquiry	Virginia Commonwealth University
Larry	Williams	Focused Inquiry	Virginia Commonwealth University
Shawn	Williams	Strategic Enrollment Management and Student	Virginia Commonwealth University
Travis	Williams		Virginia Commonwealth University
Caitlin	Williams		

First name	Last name	Department	Institution
Isalah	Williams		
Kara	Williams		
Kim	Williams		
Jennifer	willis		
Kameryn	Willis	Focused Inquiry	Virginia Commonwealth University
Blair	Wilner	Religious Studies	University of Virginia
Lynn	Wilson		
Olivia	Wilson		
Reagan	Wilson		
Heather	Winn		
Amanda	Wintersieck	Political Science	Virginia Commonwealth University
Hope	Wolf	Human Genetics	Virginia Commonwealth University
Rin	Wolfe		
Victoria	Woltman		Virginia Commonwealth University
TaTyanna	Womack		Virginia Commonwealth University
Mark	Wood	World Studies	Virginia Commonwealth University
Mark	Wood	World Studies	Virginia Commonwealth University
Palge	Woodard	business	Virginia Commonwealth University
Robert	Woodrum	History and Political Science	Perimeter College of Georgia State University
Tamar	Woodson	Forensics	Virginia Commonwealth University
Luke	Wooten	Focused Inquiry	Virginia Commonwealth University
Jodeci	Worrell		Virginia Commonwealth University
Rebecca	Wrenn		
Lu	Wright	Nursing	Virginia Commonwealth University
Rosalyn	Wright		
Red	Yagel		
Ola	Yassin	Focused Inquiry	Virginia Commonwealth University
Katie	Yeisley	School of Education	VCU Writing Center
Kathryn	Yeisley	School of Education	Virginia Commonwealth University
Paul	Yoon	Department of Focused Inquiry	Virginia Commonwealth University
Naomi	Yoon		
Benjamin	Young	VCU Widener School	Virginia Commonwealth University
Brad	Young		
Reagan	Young		
Sarah	Young		
Rafsa	Zaman		Virginia Commonwealth University
Guillermo	Zamora		Virginia Commonwealth University
Christian	Zaragoza	College of Humanities and Sciences	Virginia Commonwealth University
Angela	Zaur		
Omar	Zeineddine		
Nicole	Zhang	Chemistry	Virginia Commonwealth University
Anna	Zajka Stanton	Comparative Literature	Penn State - University Park
Jehan	Ziboukh	Criminal Justice	Virginia Commonwealth University
Kimberly	Zicafoose	Department of Focused Inquiry	Virginia Commonwealth University
Jacob	Ziemba	School Counseling	Chesterfield County Public Schools
Kenza	Zitouni		Virginia Commonwealth University
Claire	Zitzow	School of the Arts	Virginia Commonwealth University
John David	Zuern	English	University of Hawai'i at Mānoa

First name	Last name	Department	Institution
Mirusha	Zylali		My Jewish Learning
			Virginia Commonwealth University
			Virginia Commonwealth University
Rossmay			

## **Resolution of Support for Maintaining Focused Inquiry Faculty**

WHEREAS, the Department of Focused Inquiry serves an incredibly important teaching and learning service to every major at VCU because this is where almost all VCU students hone their writing and critical thinking skills that prepares them for their future coursework in their majors;

WHEREAS, the Department of Focused Inquiry has detailed documentation that the VCU students who take their 3-course sequence with smaller class sizes have **positive outcomes for retention** and graduation rates, providing a direct positive impact on student success, in addition to research that supports their documentation;

WHEREAS, VCU has outlined student success as one of its 4 major goals in Quest 2028: One VCU Together We Transform strategic plan, including, “Retain... a diverse community of highly qualified faculty... that reflects a culture where everyone matters and belongs;” the Focused Inquiry faculty are highly qualified and uniquely positioned to provide classroom experiences with smaller class sizes for students in their freshmen and sophomore years in which they know that they matter to the faculty and have a sense of belonging at VCU;

WHEREAS, reducing the number of full-time faculty in the Department of Focused Inquiry would have a direct negative impact on the success of VCU students;

WHEREAS, the Faculty Senate understands the seriousness of the budget situation and is committed to the prosperity of the university, increasing enrollments, and retaining our students. This should not come at the cost of eliminating core faculty positions with demonstrated impact in improving retention and graduation rates, as such swift actions will only negatively impact students and the future of the university;

WHEREAS, the Faculty Senate understands the need for increased student enrollment and student retention, so we strongly encourage the administration to continue the three course Focused Inquiry sequence at its consistently low course caps, keeping the number of full-time faculty to support student success. The long term consequence of any reductions will have a negative impact on the University’s ability to “grow out” of our current budget issues;

THEREFORE, the Faculty Senate of Virginia Commonwealth University presents this resolution to President Rao, Provost Sotiropoulos, and the Board of Visitors that there should not be a reduction in the number of full-time faculty in the Department of Focused Inquiry due to the critical role they play in the mission of VCU.

Approved by 95% of the Faculty Senate on May 9, 2023.

## Teaching and Learning Should Matter at a University

My name is Kim Zicafoose. Thirty-eight years ago, I started my teaching career in rural King William County. During that time, I won Teacher of the Year for King William High School, Teacher of the Year for King William County, Teacher of the Year for Region III of Virginia, and the Superintendent's Award for Excellence in Teaching.

Twenty-five years ago I was hired as an adjunct professor in the English Department. After being named adjunct faculty member of the year four years in a row in that department, I was offered a full-time faculty position. In 2007, I was hired into a new and exciting department that hand-selected faculty for their proven teaching excellence. The hallmark of this department was the increased emphasis on student success through the implementation of innovative and learning-centered pedagogy. The department later became, The Department of Focused Inquiry.

During my 17 years in the Department of Focused Inquiry, I have continued to hone my teaching skills, and pursued excellence with single-minded rigor, continuing to serve the students of VCU with innovative and engaging learning experiences. That hard work has paid off. My students have a proven record of success. Our department sponsors a student essay contest that honors the best work across the department each year. One of my students has won the synthesis and analysis category for the last five years. Two years ago 10 out of 10 finalists in the narrative essay category and all of the winners came from work completed in my class.

In the last two years alone, 40% of the winning projects in our contest have been completed in classes that I teach. This is in a department that boasted nearly 60 teachers and taught over 4000 students a year. In the last two years, 16 of my students have become published authors. Last year, my students entered the library Jurgens contest for the first time because the topic of censorship worked well with the concepts we were studying in my course. Again, one of my students was one of the selected winners. My students do excellent work and engage in learning at the highest level, and I facilitate the conditions under which they do so.

I only bring these things up to show that for the last 38 years, I have been focused on students learning and succeeding, and until the fall of 2021, I believed that my goals aligned with the goals of the administration at VCU. Traditionally in our department, we have elected a department chair from within the faculty. Our university-approved bylaws include procedures for doing so. That fall we were told that VCU would be conducting a national search for a new department chair in Focused Inquiry. Unbeknownst to faculty, we were already operating under a budget deficit. In addition, faculty overwhelmingly questioned whether this would be good for the department or students. We were told we should be grateful that the administration was spending money on our department. The search moved forward, and we hired a department chair with a signing bonus, negotiated travel budget and for \$30,000 more in salary than the previous department chair. All of this happened while our department was operating at deficit.

In the fall of 2022, the dean directed the new department chair to hire six new faculty members, again when she already knew that we were operating under a budget deficit-a budget deficit I

might add that was created when she lowered the class size for focused inquiry courses, a move that faculty had not requested. Also in the fall of 2022, we were told that moving forward the department would only be hiring faculty with terminal degrees, but that the faculty currently working in the department would not be impacted by this decision, only new hires. Further, we had been told previously that promotion was not a requirement in our department and would have no impact on our continued employment in the department. That spring, we learned that both of these promises had been a lie when we were told that 14 faculty members would receive terminal contracts. It turned out that not having a terminal degree and our promotion status were weaponized against us in deciding which faculty members would go.

In May of 2023, I was promoted in my department with glowing recommendations from the promotion committee, the department chair and the dean. I received a letter from President Rao, congratulating me on my fine service to the University. A mere month later, on June 28th, I received a terminal contract outlining that VCU was no longer interested in that fine service. I was confused to say the least. In the last three years alone, I have been chosen as a faculty mentor for GTA's who can now apply to take my place as post-docs. I have led 15 department in-service sessions on innovative pedagogy, given three presentations at conferences, chaired multiple committees, and been elected by my faculty peers to one of the highest administrative positions in the department. I have participated in 18 faculty learning communities and 78 professional development opportunities in order to be the best teacher for my students that I can be. In fact, I have been told by department leadership more than once this year that I work too hard and do too much because it makes other faculty feel bad and like they need to do more, too. In addition, in two cases this year I have stepped up to lead faculty initiatives that recognize and reward students for their achievements after they fell to the wayside because of the low faculty morale this situation has caused. The committee I am leading in one of these initiatives has as its members only faculty who have received terminal contracts. In the face of essentially being fired, we are still working to serve the students of VCU.

In the fall of 2023, we began the difficult journey of continuing to relentlessly serve our students while walking the halls of our department like ghosts who didn't really belong there and wouldn't be there for long. Just when it didn't seem possible that the situation could become more ludicrous, it did. Six faculty members have quit the department since terminal contracts were issued, one of which was a new hire in 2022. Administration realized that enrollment was up, our department was currently operating at an \$800,000 surplus for the year AND that since they had essentially fired so many faculty they wouldn't have enough staff to teach the courses for at least the next two years. Administration admitted that they hadn't considered staffing for classes when doling out terminal contracts, only the budget. This clear lack of consideration for the success of students was committed simultaneously with the constant refrain of student success being their primary objective.

When it became clear that budget wasn't really the problem, and they were going to have to hire adjuncts in record numbers, hire back faculty, or hire new faculty, the narrative changed and the argument became, the Provost is insisting that we only hire faculty with terminal degrees. This new narrative smells suspiciously like the real narrative all along. Confoundingly, with the



expressed stipulation that terminal degrees are the goal, did the department chair hire back the one person with a terminal degree that had been laid off or the one person who was laid off who was actively pursuing the credential of a terminal degree? No, she did not.

Upon receiving my terminal contract, I immediately followed protocol and asked for a review of the decision. I thought, at the time, that I might get to discuss the situation with a human, but instead received an email that my contract had been reviewed by legal and everything was in order. After continuing shifting narratives, finally resulting in the hiring of post-docs to take my place, I highly suspect that there is a very good case here for wrongful termination based on ageism, but I am not a lawyer and have no wish to harm VCU or its wonderful students. I am simply asking you as members of the Board of Visitors, not if VCU can legally be this type of university, but if this is the type of university decision-making and injustice that you want to be a part of? If the answer is no, please step in before the inevitable impact on our students begins to damage their experience.