

GRADUATE EMPLOYEE ORGANIZATION (GEO) NOMINEES FOR FALL 2022

Nominees are listed here in alphabetical order by the first name. Headshots, emails, programs, short bios, and platform statements have been included.

Voting will occur on the 11th and 12th of October in digital format. To receive your online ballot, you need to register on or before Friday, October 7th at 11:59 p.m. EST. To see more details on how to register ([click here](#)) or contact us at geoumb.elections@gmail.com

NAME: Alice Palmer

EMAIL: Alice.palmer001@umb.edu

PROGRAM: Biology PhD



BIO: I'm a fourth-year PhD student and National Science Foundation fellow in the Biology Department. I completed my bachelor's in Biology at Wellesley College, where I also worked in the Office of Diversity and Inclusion studying how systemic oppression affects higher education. My dissertation research focuses on pickleweed, a salt marsh plant, and how it is affected by human-driven environmental changes. In my spare time, I enjoy reading, an ever-expanding variety of craft projects, and adding information to my mental encyclopedia of random trivia.

PLATFORM: I have been a GEO program representative to the Biology Department for the last three years, fostering closer communication between people in my program and the GEO. This past bargaining cycle, I worked with my fellow Biology program representative putting up fliers around the science building and encouraging grad students to attend bargaining sessions. I also collected open letter signatures from undergraduates, convinced faculty to write testimonials, and organized demonstrations at admissions tours. I sat in on bargaining sessions and even attended a meeting with the chancellor. My experiences with bargaining taught me two lessons: how long and frustrating bargaining can be, and how powerful support from our members and the campus community can be in helping the GEO gain victories in contract negotiations.

This summer, as a temporary member of the GEO Organizing Committee, I worked to make sure the gains from our new contract reached our members. I served on a committee setting up the new Emergency Fund, where I considered how to quickly get financial support to members in crisis. I also continued my work in coalition building, setting up collaborations between the GEO and Graduate Student Assembly and building connections with graduate student unions at Harvard and Georgetown.

As an elected member of the organizing committee, I want to continue my work setting up the Emergency Fund, working to ensure we can start dispersing funds as quickly as possible and creating application criteria that reflect members' complex lives and diverse family structures. As we head towards bargaining again this January, I plan to keep building ties with grad students, faculty, undergrads, other campus unions, and graduate student unions at other universities. By increasing outreach to undergrads and faculty we can increase participation in GEO demonstrations and emphasize how Umass Boston's poor treatment of grad students hurts the whole university. Increasing support from grad students and the entire campus community will be crucial to strengthening the GEO's ability to demand higher wages, increased health insurance coverage, and better benefits for Umass Boston grad students. I hope I win your support in the election this fall!

NAME: Brian Beauregard

EMAIL: brian.beauregard001@umb.edu

PROGRAM: Public Policy PhD



BIO: I am a 5th year PhD student in the Public Policy department. I am currently working on my dissertation proposal. My research topic will be focused on paid apprenticeship programs within a higher education setting and its influence on students' occupational identities. These programs provide extensive mentorship which may result in increasing higher education retention and completion rates. Long term outcomes may be that paid apprenticeship programs will connect students to highly paid and highly skilled careers. I hope to uncover and provide insight into gender and racial equity issues concerning barriers to

college degree attainment and access to highly skilled and well-paid career opportunities.

PLATFORM: I would like to represent the graduate employee students in the Graduate Employee Organization and bring their concerns and challenges to the negotiating table. Through hard work and dedication, I hope to achieve more participation and engagement from the graduate employee students. The challenges the students face vary, but are all deserving of attention. My goal is to make administrative processes as seamless and as painless as possible, and provide guidance and transparency to all available funding for my fellow students. For students experiencing financial hardships, I will assist and provide guidance on available emergency funds. The last couple of years in particular have been challenging for everyone, and I am devoted to providing whatever support my fellow students need to not just survive, but to thrive within our community.

NAME: Miss Krystal-Gayle O’Neill

EMAIL: k.oneill001@umb.edu

PROGRAM: Global Governance and Human Security PhD



BIO: Krystal-Gayle O’Neill (She Series) is a PhD candidate in the Global Governance and Human Security Program. She is also the current past president of the Graduate Student Assembly (GSA). Krystal has tremendous passion for her research on LGBTQIA+ rights, social movements and organizations across the Caribbean region. Her passion for social, restorative and transformational justice landed her a membership on the university wide Restorative Justice Commission (RJC) and a member of the university’s strategic planning committee. She was also a member of the Black Faculty, Staff and Student Association (BFFSA) and the McCormack Graduate School’s Racial Equity Taskforce (M-RET). For all her efforts that she puts into ensuring that her fellow students and campus community have the most positive experience

at UMB, Krystal was awarded the Roni Lipton Student Mentor Award in 2020 and the graduate student government executive member of the year award (2022).

PLATFORM: During my time at UMass Boston, I have been involved in various campus activities, committees, and initiatives. However, this previous year, when I collaborated with the GEO, both as a member and as the GSA president, I felt like I was actually making a difference. I have long maintained that the GEO is the graduate student advocate, and they do a terrific job in advocating on our behalf. Working in conjunction with the GEO gave me a glimpse into how we as graduate students can leverage our collective strengths and make changes. I have always been an advocate and serving on the GEO Organizing Committee is the most logical next step for me here at UMB and to continue the advocacy that most fits me.

As a graduate student who has worked closely with faculty and staff, and who has straddled multiple roles with this and other universities, I bring a unique skillset that can be useful for the GEO. As a former residential life area coordinator, I supervised over 30 students, managed a budget and coordinated the planning of events and trainings for over 120 students and professional staff members. At UMB, I served as the president of the GSA and managed a significant budget that was used to support my fellow graduate students in their academic and professional lives. Hence, I am well versed in allocating research and scholarly funds.

As a trained mediator, negotiator, and restorative practices coordinator, I am confident my skills can bolster the efforts of the GEO in its advocacy. As someone who has established relationships with various faculty, staff, and upper administration here at UMass Boston, I would like to work towards forging an alliance that places the unique needs of graduate students within the strategic plans of the university for years to come. I am very versed in university culture, as I have been a faculty member, student, administrator, frontline staff, and student leader, all within a 6-year period. The needs of each constituency are very fresh in my mind, and it is from this distinctive lens that I navigate the university.

NAME: Kyett Salamone

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PROGRAM: Historical Archaeology MA



BIO: Hi, I'm Kyett. I'm a second-year masters student in the Historical Archaeology program at UMB. I'm specializing zooarchaeology, studying faunal remains from archaeological sites. My thesis will use animal bones from a Virginia plantation to learn about food and social relations at a Union Army hospital that occupied that plantation in 1863. In my free time, I like to read, embroider, and bake (and then eat) lots of chocolate desserts.

PLATFORM: Last year, I went to almost all of the meetings the GEO had with university leadership to negotiate our new contract, and I really felt the passion and solidarity exhibited by my fellow graduate students. I was disappointed by the university negotiators' behavior in those meetings because it felt like they were not negotiating in good faith and were deliberately dragging their feet to meet the GEO's proposals and counterproposals. As a part of the GEO Organizing Committee, I would like to expand on the work I did as a union

coordinator for the Society for Graduate Archaeologists last year. I want to help the upcoming round of negotiations as we push for the university for better funding and better benefits to help us meet the rising costs associated with being graduate students in one of the most expensive cities on the east coast.

NAME: Tim Cronin

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PROGRAM: Department of Public Policy & Public Affairs



BIO: Tim is a first-generation student in his second year of the Master of Public Administration program at the McCormack School. He currently volunteers as a GEO Program Representative for his program, serving to connect his graduate program to the GEO. In Spring 2022, he served as the temporary/Acting Vice President for the Graduate Student Assembly (GSA). He is also a member of Dean Edozie's selection committee for the Robert Wood Visiting Professorship in Public and Urban Affairs.

Previously, Tim worked as a climate and renewable energy organizer in eastern New England, leading a grassroots campaign to fund a Green New Deal in Massachusetts. He currently works for Health Care Without Harm, a Boston organization operating at the intersection of public health, climate policy, and environmental justice. In the future, Tim is interested in continuing his academic study at UMB and is currently exploring a possible public policy Ph.D.

PLATFORM: We've made amazing progress this last year despite the odds against us. Our GEO negotiating team and those members who worked and pushed for our new contract deserve our deepest thanks for months of hard work.

If elected, I'll work collaboratively to reinforce these collective wins, helping to ensure every current and future member realizes the benefits of strong union membership and protection from a too-often predatory University administration. To that end, I pledge to contribute my effort to...

→**1) Build power for the next contract fight**– The administration will not play fair and won't prioritize graduate employee interests. We counter this by building power from the bottom up. I will focus on organizing membership at the grassroots level, helping create robust communication channels between the organizing committee and our membership. So the next time GEO leadership sits down for contract negotiations, they have the strongest possible position to ensure equity and affordability in our contract.

→**2) Advance our collective interests in every space**– The Covid-pandemic-era has shown us the importance of graduate employee voices in all spaces. From university hiring policies to ventilation rates, from hybrid teaching to parking, graduate employees are impacted by nearly every aspect of on-campus life. I'll leverage my experience organizing pressure campaigns targeting state/local government (using petitions & media advocacy) to ensure our voice is heard wherever it may be.

→**3) Stand in solidarity with our campus allies**– The University cannot ignore the collective voice of organized labor, from food workers to academic unions. Our interests are in strong contracts for all values-aligned on-campus unions. Beyond labor, we must stand with those campaigns, groups, and individuals seeking justice and equity for all marginalized and minimized groups on campus and in the wider community. I pledge to support proactively and authentically building ties with our union and non-union allies.

I'd love to hear from you! I welcome a text/call at 781-534-9436 with questions or thoughts on how to build an even stronger GEO.

Thank you for participating in this election; I humbly ask for your vote this Fall.