

# CPW-UAW

## A UNION FOR POSTDOCTORAL RESEARCHERS AT COLUMBIA UNIVERSITY



Dear President Lee Bollinger and the Trustees of Columbia University,

As our CPW-UAW Bargaining Committee and the University team endeavor to finish negotiations by the end of June, we urge your administration to execute a fair agreement that reflects the value Postdoc and Associate Researchers bring to Columbia.

Since voting by an overwhelming 68% to unionize in 2018, researchers across campus have taken numerous actions in support of a fair contract:

- A majority of researchers signed an [open letter demanding fair recourse on discrimination and harassment](#).
- Hundreds of us signed petitions demanding [fair compensation](#) and [a strong contract during the pandemic](#).
- We have shared our [stories](#) through [social media](#), opinion pieces on [fair compensation](#) and [gender equity in academia](#), and many testimonials in bargaining.
- We have met with university leadership across Columbia to discuss our priorities.
- We have gained the support of our Congressional representatives after hundreds of us [sent letters](#) and [organized delegations](#) to meet with them.

In spite of these and further actions, and almost 50 bargaining sessions, your administration has remained rigid on topics of the highest importance to researchers. This has persisted even as the COVID-19 crisis has emphasized how critical we are to Columbia's mission and ability to restart the research program. Many of us are researching COVID-19, working as essential employees, and hundreds more of us have volunteered our research abilities to support the broader community. Our work provides one of the university's most stable and predictable funding sources during this crisis with almost a billion dollars of grant revenue annually.

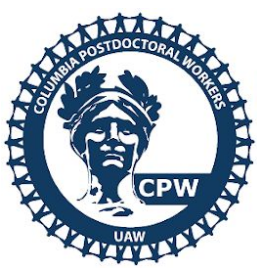
This is not the time for silence. Current circumstances threaten our ability to attract and retain a diverse community, the freedom of research, and the value of human dignity. Today, Columbia has the opportunity to help lead the change that all of us would like to see in New York City and world-wide. We need a fair contract that makes Columbia more equitable, inclusive, and competitive so we can participate in the ramp up and continue our research. We therefore urge you to reach such an agreement by the end of June, including:

- A process to address discrimination and harassment with a timeline we can enforce;
- Compensation on par with other major NYC institutions that rewards long-term service and does not penalize winning a Fellowship;
- Paid family leave and other benefits that are secured and promote equity and inclusion;
- Standard provisions that allow us to represent ourselves effectively through our local union, including having a union shop.

Should you continue to dismiss these priorities, we will insist that our Bargaining Committee proceed toward a strike authorization vote.

We, the undersigned representatives from departments across Columbia, commit to organizing our colleagues toward that end if it becomes necessary to reach a fair agreement.

Signed,



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Aaron Schein, Data Science Institute

Abdul Hannan, Ophthalmology

Abhinav Sinha, Business

Adel Ardalan, Zuckerman Institute

Agnieszka Wendorff, Institute for Cancer Genetics

Ahmed Kord, Electrical Engineering

Ajay Pal, Surgery - Orthopaedic

Akina Umemoto, Psychiatry - Child and Adolescent

Akram Bakkour, Psychology

Alberto Bartolomé, Medicine - Endocrinology

Alejandro Nunez, Astronomy

Alex Bashore, Cardiology

Alice Mosberger, Neuroscience

Alicja Skowronski, Nutritional and Metabolic Biology

Alvaro Alonso, Biological Sciences

Álvaro Cuesta-Domínguez, Physiology and Cellular Biophysics

Alvaro Curiel, Medicine - Digestive and Liver Diseases

Amy Norovich, Neuroscience

Andres Gil Molina, Electrical Engineering

Anne Loffler, Zuckerman Institute

Anne Marie Bartosch, Pathology and Cell Biology

Antonios Pouliopoulos, Biomedical Engineering

Antwi-Boasiako Oteng, Pathology and Cell Biology

Arturo Torres Herráez, Psychiatry - Molecular Therapeutics

Atlas Khan, Medicine - Nephrology

Aveline Filliol, Medicine - Digestive and Liver Diseases

Ayse Payir, Psychology

Bezalel Bacon, Center for Radiological Research

Biagio Palmisano, Genetics and Development

Bing Song, Mechanical Engineering

Brandon Ashinoff, Psychiatry - Molecular Therapeutics

Bryan Cheng, Counseling and Clinical Psychology, Teacher's College

Brygida Bisikirska, Physiology and Cellular Biophysics

C Spencer Jones, Earth Institute - Lamont-Doherty Earth Observatory

Carter Daniels, Psychiatry - Molecular Therapeutics

Catalin Mitelut, Statistics

Charlotte Heleniak, Psychology

Chen Kai, Anesthesiology

Chenqi Tao, Ophthalmology

Chiara Camillo, Surgery - Science

Chiara Moriconi, Pathology and Cell Biology

Chloé Pasin, Pathology and Cell Biology

Christopher Ricupero, Dental Medicine

Christopher, Parks, Medicine - Immunology

Christos Tzimas, Medicine - Cardiology

Clara Reglero, Institute for Cancer Genetics

Clarence, Manuel, Pathology and Cell Biology

Clarissa Branco Haas, Anesthesiology

Clarissa Corinaldesi, Institute for Cancer Genetics

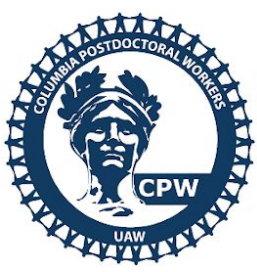
Claudia Tapia-Alveal, Pathology and Cell Biology

Consuelo Torrini, Pathology and Cell Biology

Dan Miller, GSAPP - Architecture

Daniel Hooper, Biological Sciences

Danny Florez, Neurology

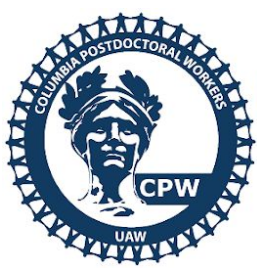


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David Cabrera, Anesthesiology  
Debanjana Chatterjee, Medicine - Nephrology  
Delfina Larrea, Neurology - Neuromuscular Medicine  
Dmytro Ustianenko, Systems Biology  
Ebru Demir, Neuroscience  
Eddy Hsi Chun, Wang, Dermatology  
Edoardo Migliori, Medicine - Immunology  
Emilia Laura Munteanu, Herbert Irving Comprehensive Cancer Center  
Erica Rodriguez, Psychiatry - Geriatric  
Estibaliz Castellero, Surgery - Cardiothoracic Training  
Etienne Meunier, Sociomedical Sciences  
Eva Gil, Psychiatry - Molecular Therapeutics  
Evan Cesanek, Zuckerman Institute  
Evandro Winkelmann, Systems Biology  
Evette Cordoba, Nursing  
Fabian Munoz Silva, Zuckerman Institute  
Farhat Abu, Genetics and Development  
Fei Fang, Surgery - Orthopaedic  
Felix Fiederling, Zuckerman Institute  
Florence Borot, Medicine - Hematology and Oncology  
Francesco Brundu, Systems Biology  
Francesco Cambuli, Medicine - Hematology and Oncology  
Gustavo A Rodriguez, Taub Institute for Research on Alzheimer's Disease and the Aging Brain  
Gwennaëlle Monnot, Dermatology  
Haixing Li, Chemistry  
Hang Zhou, Anesthesiology  
Hannah Glover, Pediatrics  
Hannah Payne, Zuckerman Institute  
Hao Wu, Anesthesiology  
Hazeem Okunola, Center for Radiological Research  
Heekuk Park, Medicine - Infectious Diseases  
Hila Milo Rasouly, Medicine - Nephrology  
Hossein Kamaly, Middle East Institute  
Huachao Huang, Medicine - Digestive and Liver Diseases  
Hylde Zirpoli, Institute of Human Nutrition  
Indira Turney, Gertrude H. Sergievsky Center  
Ioan Filip, Systems Biology  
Irina Stavrovskaya, Neurology  
Javier Garcia Vilas, Medicine Immunology  
Jen-Wei, Huang, Genetics and Development  
Jennifer Bussell, Neuroscience  
Jesus Perez Ortega, Biological Sciences  
John Christin, Medicine - Hematology and Oncology  
Jorge Montesinos, Neurology - Neuromuscular Medicine  
José Ferrero, Institute for Genomic Medicine  
Joy Romanski, Center for Climate Systems Research  
Julia Hyland Bruno, Center For Science and Society  
Kalpita Karan, Psychiatry  
Korhan Buyukturkoglu, Neurology  
Laureline Josset, Earth Institute  
Laureline Logiaco, Zuckerman Institute  
Lauren Shuffrey, Psychiatry - Developmental Neuroscience  
Leah Nemzow, Center for Radiological Research  
Li Li, Medicine - Pulmonary  
Lin-Ing Wang, Zuckerman Institute  
Linlin Sun, Anesthesiology



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Lucia Morgado Palacin, Institute for Cancer Genetics

Maja Milanovic, Institute for Cancer Genetics

Mamun Rashid, Neurology

Marcella O'Reilly, Medicine - Cardiology

Marco Miotto, Physiology

Marcus van Lier-Walqui, Earth Institute - Center for Climate Systems Research

Margarita Angelova, Biochemistry and Molecular Physics

Maria Avrutsky, Pathology and Cell Biology

Maria de Lourdes Martinez Silva, Pathology and Cell Biology

Maria Jose Ortuno Romero, Genetics and Development

Maria Pedersen, Psychiatry - Molecular Therapeutics

Marianna Lovaszi, Anesthesiology

Marie Francois, Pediatrics

Marie Labouesse, Psychiatry - Molecular Therapeutics

Maristella Lucchini, Psychiatry - Developmental Neuroscience

Marta Galan-Diez, Physiology and Cellular Biophysics

Martin Carballo Pacheco, Systems Biology

Martin Escamilla del Arenal, Biochemistry and Molecular Biophysics

Martin Lackinger, Zuckerman Institute

Matilde Conte, Pediatrics

Matthew Ulgherait, Genetics and Development

Miao Li, Anesthesiology

Michael Waite, Mechanical Engineering

Miguel Arce, Neurology

Miri Blau, Applied Physics and Applied Mathematics

Morgan Firestein, Psychiatry - Developmental Neuroscience

Mulugeta Abebe, Neuroscience

Na Luo, Genetics and Development

Nandhini Sivakumar, Neurology

Narendra Jha, Neurology

Nicholas Tay, Chemistry

Nichole Danzl, Medicine - Immunology

Nicola de Prisco, Genetics and Development

Nicole Perry-Hauser, Psychiatry

Ning Shang, Biomedical Informatics

Nirvedh Meshram, Biomedical Engineering

Nouridine Chakouri, Physiology and Cellular Biophysics

Nuno Dinis Alves, Neuroscience

Oakley Olson, Columbia Stem Cell Initiative

Ohad Westreich, Electrical Engineering

Olga Dona, Radiation Oncology - Clinical

Osmel Companioni Napoles, Medicine - Digestive and Liver Diseases

Panos Oikonomou, Systems Biology

Paraskevi Vgenopoulou, Physiology and Cellular Biophysics

Partha Patra, Earth and Environmental Engineering

Patrick Ampomah, Medicine - Molecular Medicine

Piray Atsak, Psychiatry - Neuroscience

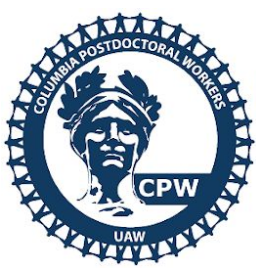
Qi Wang, Center for Radiological Research

Qian Wang, Ophthalmology

Qing Yu, Surgery

Qing Zhou, Pathology and Cell Biology

Rachel Duffié, Biochemistry and Molecular Biophysics



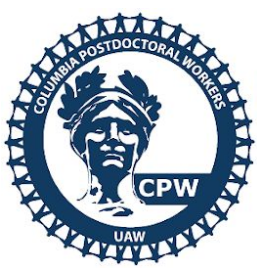
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Rainer Engelken, Zuckerman Institute  
Raquel Cuella Martin, Genetics and Development  
Rebecca Delker, Biochemistry and Molecular Physics  
Rebecca Delventhal, Genetics and Development  
Richard Friedman, Herbert Irving Comprehensive Cancer Center  
Rick Russotto, Earth Institute - Lamont-Doherty Earth Observatory  
Riddhi Shah, Medicine - Pulmonary  
Rinki Saha, Psychiatry - Developmental Neuroscience  
Robert Soden, Computer Science  
Roberto Gulli, Neuroscience  
Robin Richardson, Public Health - Epidemiology  
Romina Lenci, Pathology and Cell Biology  
Ronak Patel, Taub Institute for Research on Alzheimer's Disease and the Aging Brain  
Rosemary Cater, Physiology and Cellular Biophysics  
Rossella Labella, Physiology and Cellular Biophysics  
Roumen Voutev, Biochemistry and Molecular Physics  
Ruijun Chen, Biomedical Informatics  
Rupali Gund, Dermatology  
Sachel Mok, Microbiology and Immunology  
Sajjad Moazeni, Electrical Engineering  
Samuel Burke, Law School  
Samuel Norman-Haignere, Neuroscience  
Sandeep Wontakal, Pathology and Cell Biology  
Sandra Franco Iborra, Pathology and Cell Biology  
Sanket Rane, Pathology and Cell Biology  
Sarah Mehta, Law School  
Sassan Ostvar, Medicine - General Medicine

Satish Dhingra, Microbiology and Immunology  
Sebastian Theilenberg, Biomedical Engineering  
Sebnem Tuncdemir, Psychiatry - Integrative Neuroscience  
Sejoon Choi, Psychiatry - Molecular Therapeutics  
Shikha Singh, Biological Sciences  
Signe Mathiasen, Psychiatry - Molecular Therapeutics  
Silvia Affo, Medicine - Digestive and Liver Diseases  
Sindhuja Devanapally, Biochemistry and Molecular Biophysics  
Sneha Rao, Zuckerman Institute  
Solaiman Tarafder, Dental Medicine  
Sonakshi Bhattacharjee, Medicine  
Song Liu, Mechanical Engineering  
Sophie Colombo, Institute for Genomic Medicine  
Sri Karthika Shanmugam, Physiology and Cellular Biophysics  
Srinidhi Jayaraman, Physiology and Cellular Biophysics  
Stefano Cataldi, Psychiatry - Molecular Therapeutics  
Subrata Chowdhury, Genetics and Development  
Sumaira Zamurrad, Neuroscience  
Sumin Jang, Pathology and Cell Biology  
Sunmoo Yoon, Medicine - General Medicine  
Surojit Sural, Biological Sciences  
Takahiko Akematsu, Biochemistry and Molecular Biophysics  
Tal Hirschhorn, Biological Sciences  
Tamar Goldzak, Chemistry  
Tania Wong, Pediatrics - Infectious Diseases  
Tessa Montague, Zuckerman Institute



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Theresa Swayne, Herbert Irving Comprehensive Cancer Center

Thi Thanh The Vo, Neurology

Toghrul Jafarov, Medicine - Hematology and Oncology

Trang Nguyen, Pathology and Cell Biology

Umed Boltaev, Chemistry

Upasana Roy, Biochemistry and Molecular Biophysics

Utsav Dave, Electrical Engineering

Victoria Louise Hewitt, Zuckerman Institute

Wanglong Qiu, Pathology and Cell Biology

Wen Dun, Medicine - Cardiology

Wenrui Huang, Pathology and Cell Biology

Wenxuan Liang, Zuckerman Institute

Xiaolan Wang, Neuroscience

Xiaotao Guo, Radiology

Yair Antman, Integrated Science and Engineering Center

Yan Mo, Institute for Cancer Genetics

Yinglu Li, Genetics and Development

Yoon-A Kang, Columbia Stem Cell Initiative

Yoshinobu Saito, Medicine - Digestive and Liver Diseases

Youngkyu Kim, Biological Sciences

Yuan-Cho Lee, Center for Radiological Research

Zachary McDargh, Chemical Engineering

Zachary Parolin, School of Social Work

Zeinab Fazlali, Biomedical Engineering

Zhen Gong, Biochemistry and Molecular Biophysics