



One Silber Way
Boston, Massachusetts 02215
T 617-353-2230 F 617-353-6580
www.bu.edu/provost

August 7, 2024

Dear PhD Students,

I am writing as the new University provost to check in with our graduate students before the start of the fall semester. Although my role is wide-ranging, providing an enriching and supportive educational experience for our graduate students is an important priority for me.

Concluding a contract with the BU Graduate Workers Union (BUGWU) is one piece of my strategy to enhance and advance graduate education at BU. In this context, I attended the BUGWU bargaining session earlier today (Wednesday, August 7) to personally present a final [comprehensive package](#) – one designed to address the concerns most widely expressed by our graduate workers during prior bargaining sessions. You can read more about the proposal and negotiations in [BU Today](#). If this final offer is ratified into a contract, you would be entitled to the following pay and benefits in the fall 2024 semester:

- 1) A 12-month stipend **at a minimum rate of \$45,000**;
- 2) A five-year total contract with annual stipend increases of 3% per year – **which brings the PhD minimum stipend rate to \$50,647 in year five of the contract**;
- 3) **14 weeks of childcare leave** for stipended students who are new parents, along with a **\$3,500 per year childcare subsidy**;
- 4) Coverage of the cost of adding dependents ages 0-6 to the Student Health Services plan;
- 5) An annual \$100 subsidy toward the purchase of dental insurance;
- 6) **Either a 50% MBTA annual subsidy or bicycle commuter reimbursement benefits**;
- 7) **Access to an annual help fund of \$200,000** to support graduate students with emergency funding needs.

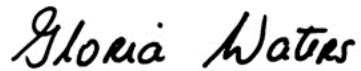
Our offer also maintains benefits that have underpinned the PhD education experience for several years, including covering tuition costs for all PhD students within the five-year funding guarantee, which currently amounts to \$64,000 annually. We will also continue to cover annual PhD student health insurance premiums, valued between \$3,400 and \$4,500 per year depending on what is offered by your school/college.

I have asked the BUGWU bargaining team to put forward our final offer for a ratification vote with the union, although it is up to them and the union whether they will do that. **We will continue to bargain directly with the BUGWU bargaining team in good faith, but I believe it is important that we resolve the contract so that these benefits can be put into place as soon as possible during this academic year.**

I hope – no matter your perspective on what the University has to offer – that you will be engaged in these ongoing conversations and communicate with your bargaining representatives so that all student voices can be represented in our final contract.

Thank you for your many contributions to our vibrant academic community.

Sincerely,

A handwritten signature in black ink that reads "Gloria Waters". The script is fluid and cursive, with the first letters of each name being capitalized and prominent.

Gloria Waters, PhD
University Provost and Chief Academic Officer