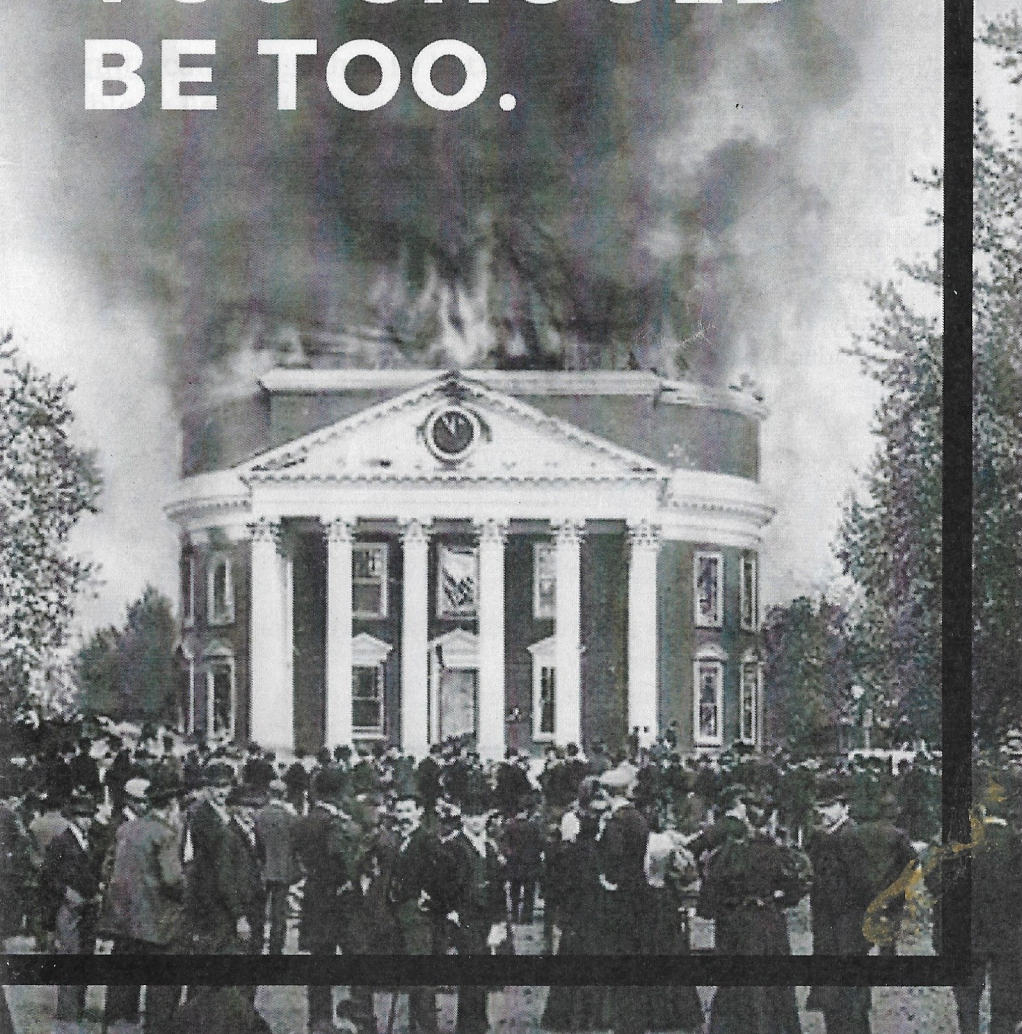


THE BOARD OF VISITORS

**WE'RE  
PISSED OFF.**

**YOU SHOULD  
BE TOO.**



# WHO REALLY RUNS UVA?

## NEWS FLASH: IT'S NOT JIM RYAN

The real power behind UVA is an institution called the **Board of Visitors**. They're 17 people, and 2 advisors.

### What do they do?

Hire UVA's President (Jim Ryan)

Determine salary + benefits for all faculty

### **Decide Tuition and Fees**

Purchase Real Estate + Wield Eminent Domain

Form UVA's Long Term Plans

**Approve the Annual Budget**

## THEY HIRE ALL OF UVA, BUT WHO HIRES THEM???

They're appointed by VA's Governor. Then, appointments are approved by VA's General Assembly.

Currently, the BOV oversees 28,361 employees, as well as 23,721 undergraduate and graduate students. There are only 3 ways a BOV member can be removed, and **none of them involve us.**

As it currently stands, within the BOV Manual there are only 3 ways for a member of the BOV to be removed.

1. Clear absence from meetings, which must then be voted on by a majority of the BOV
2. When a member fails to attend educational programs, and is voted on by a majority of the BOV
3. If the Governor themselves decides to remove a BOV member from the Board

Inherently, there is no way for students, faculty and staff, or administration to interfere in any of these processes. **The only apparatuses that have power over the BOV are other BOV members and the Governor.**

# OKAY, BUT WHY DOES IT MATTER?

It essentially means there are 17 BOV members that hold power over 52,082 people that **did not appoint them, did not approve them, and cannot remove them.** If we could, more people would be aware of who the Board of Visitors are.

As it may be known, multiple student groups as well as faculty came together to both protest against and attempt to block Bert Ellis' appointment to the Board, but they were unsuccessful as the amendment to remove his name from the resolution to approve the new appointees within the VA Senate was struck down because 2 democrats broke rank.

### They might be your VA Senators:

**Lynwood W. Lewis**

**([district06@senate.virginia.gov](mailto:district06@senate.virginia.gov))**

Accomack, Mathews, & Northampton County  
Norfolk City, & Virginia Beach City (Parts of)

**Chapman Petersen**

**([district34@senate.virginia.gov](mailto:district34@senate.virginia.gov))**

Fairfax City (All), Fairfax County (Parts of)

**They're not going to get off scott-free for this.**

# THE PROBLEM OF REPRESENTATION

## AN UNDEMOCRATIC INSTITUTION

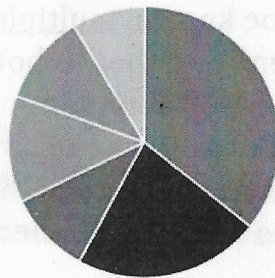
The Board of Visitors (BOV) as an institution is inherently undemocratic. It **does not have enough checks and balances** put in place to protect students, as well as faculty, staff, and UVA's administration.

## BACKGROUND CONTEXT

According to the 2022 BOV Board Basics, 11% of UVA's funding is from the State (state funding), while Tuition and Fees from students provide 36% and it is the highest contributor.

Overtime, tuition and fees have been **increasing** in order to make up for the constant decrease in state funding. From 2002 to 2022 state funding has dropped from 17% to 11% while tuition and fees have increased from 24% to 36%.

Operating sources  
Academic Division budget 2022-23



- Tuition & Fees (36%) \$758.9M
- Externally Sponsored Programs (22%) \$473.1M
- Sales & Services and Other (10%) \$211.1M
- Endowment Distribution (13%) \$270.2M
- State Appropriations (11%) \$231M
- Expendable Gifts (9%) \$187.1M

## A NEAR 1 IN 10 POWER IMBALANCE

It means that 17 people who are appointed by the State, which only provides 11% of UVA's academic division's funds, **are deciding where 100% of it goes** as the BOV gets the final say over approval of the annual budget.

## OUR CURRENT "REPRESENTATION"

There are 2 advisory members of the BOV which have no power as they occupy non-voting positions. They are the student representative, and the faculty representative. **Both are appointed by the BOV.**

The BOV has even started to threaten to take away the faculty advisory position and the faculty senate has attempted to resist. This position was given in 2015 after the BOV previously tried to fire a previous UVA president, Teresa Sullivan, in 2012 and faced major backlash. In response to faculty outcry, they were given an advisory position on the BOV, The BOV has asserted that since the faculty advisory position is not codified into law, they have full rights to take it away if the faculty senate does not comply. Make no mistake - **this is a power grab.**

## NOT ALLOWED EVEN A CRUMB OF DEMOCRACY

In response to the BOV's comments, United Campus Workers and others worked to pass SB1307, which would codify both a staff and faculty non-voting member to the Board to ensure what little representation existed would not be taken away. It passed the VA Senate but did not pass the House. We have reason to believe the BOV might have interfered in this process.

Faculty can only do so much. The BOV employs them. Those who have problems with the BOV's decisions are fearful, as **too many complaints could lead to their eventual unemployment.**

## THE PROBLEM OF ACCESS

The BOV only has about **4 meetings a year**, and a retreat. They are only required by law to allow open public comment before following through with tuition and fee increases, which was currently once a year. This is the **only time students get to really voice complaints to the BOV face to face.** It's also not supposed to be in regards to other policies of student life that the BOV may have passed for administration to enforce. This is a **highly inaccessible pathway** to effectively voice any complaints towards the BOV and its decisions, but it is the only substantial one the broader community currently have.

From the 2022 BOV Finance Subcommittee, it now recommends that the BOV set undergraduate tuition and fees **on a two-year basis.** They proposed this as a recommendation to *improve transparency and predictability* in the Tuition Setting Process. We think it is a horrible idea. It would mean a regular student would only have **2 times during their four years here** to see the BOV and voice their complaints. It will only give more power to the BOV to set future projected increases without the need for input from students.

# WE CARE ABOUT OUR PROFESSORS, BUT THEY DON'T

From what we can currently see, it seems the UVA BOV does not prioritize its workers. As many know, in reaction to recent high rates of inflation many workplaces either raised salaries more than they usually would in order to combat it, or instituted cost of living adjustments (COLAs) to achieve the same purpose. We believe that many workers might have been expecting to receive the same, and started to discuss the increases happening among other workers privately. We have now been made aware that the BOV approved a memorandum that states:

Given that the state has not approved a budget, I am asking schools to be flexible in their merit planning. Schools should use an average 5.0 percent increase, the average authorized by the University for the 2022-2023 merit cycle.

Each school is asked to provide a faculty merit increase plan. This plan should be submitted by June 24, 2022, and should contextualize the individual and cumulative merit recommendations, including any proposed deviation from the authorized average that may have resulted from budgetary considerations or other factors.

The following are additional academic faculty salary increase guidelines to keep in mind:

- All salary increases are subject to the availability of funding. Merit increase proposals should correspond to each unit's approved budget.
- Salary increases must be awarded in accordance with the Policy on University Faculty Salaries and Bonuses.
- Increases should not be awarded "across the board" or on a pre-determined scale.
- Increase recommendations of zero percent (0%) or greater than fifteen percent (15%) require a narrative justification and supporting documentation.
- Schools should coordinate salary recommendations for faculty who hold joint appointments.
- On behalf of the President, the Provost's Office will coordinate salary recommendations for faculty who hold University Professor appointments

Increases "across the board" or on a pre-determined scale would be akin to a cost of living adjustment, which would **uplift everyone's salary instead of having variable salary increases**. Merit increases also inherently pit people against each other to fight for increased salary based on limited budgets, cause stress to faculty, discourages workers from speaking their minds to management.

They also usually take up more time than just instituting a cost of living adjustment for everyone (as usually higher level administration must evaluate these raises and what percentage increase is worthy for the thousands of employees they hire).

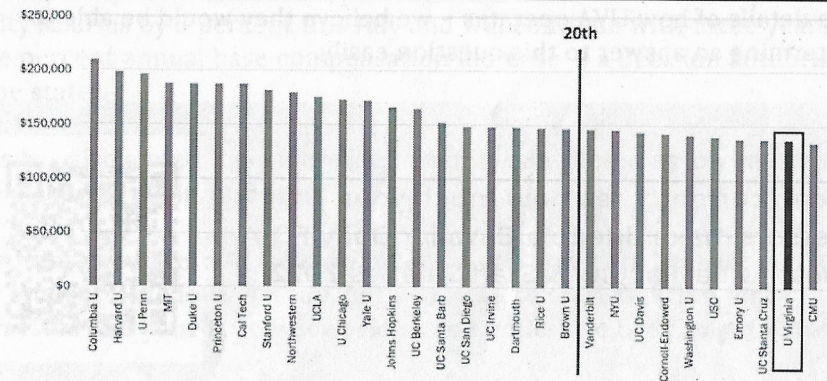
We believe merit increases will often fall along the lines of existing inequalities and will only cause them to grow larger, in comparison to a COLA that would uplift everyone in the face of inflation. Due to this, we believe that **by not instituting a basic COLA that faculty, staff, and administration may have actually faced a significant salary decrease**.

# THE PROBLEM OF WORKERS RIGHTS AND COMPENSATION

## YOUR PROFESSORS DON'T MAKE ENOUGH

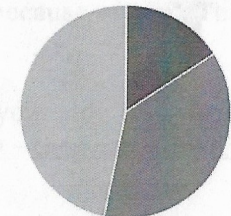
It must also be known that in comparison to their own AAU peer institutions that they are not meeting their peers when it comes to compensation of faculty and staff. To quote from the 2022 Finance Subcommittee on Tuition Presentation, "Our compensation is below market". It should be noted that in 2013 the BOV approved a resolution to aspire to reach the top 20 AAU faculty salary ranking by June Of 2017. In the Fiscal Year (FY) of 2017 UVA ranked 27th. In FY2021 we were even lower, at the 29th position among the AAU.

### 2020-21 UVA Faculty Salary vs. Top 30 AAU Peers



### Compensation Is a Shared Funding Responsibility

- The Commonwealth has a long-standing fund-sharing policy
- Given UVA's diversity of revenues, each source that funds a portion of a salary is expected to fund the same portion of a salary increase
- If we reduce in-state undergraduate tuition, what source will make up the shortfall? Please be advised, this is an ongoing base operating expense.
- The 5% salary increase in July 2022 will cost the University \$61M, expected to be funded as shown to the side



• State Appropriations  
• Undergrad, Prof/Grad Tuition  
• Institutional Funds



# TUITION AND FACULTY

As a reminder, during COVID the BOV instituted hiring and compensation freezes, as well as furloughs, salary reductions, and benefit adjustments. As another reminder, the endowment of UVA increased from 9.9 billion dollars to 14.5 billion dollars from 2020 to 2021. As of September 2022, **the endowment currently sits at 13.6 billion**. From the 2022 Finance Subcommittee on Tuition Presentation, "If we reduce in-state undergraduate tuition, what source will make up the shortfall? ".

To state it bluntly, we believe the shortfall could be made up by institutional funds. The **endowment grew from 9.9 billion to 13.6 billion dollars**. It must also be said that it's not the responsibility of faculty, staff, or students to determine an answer. The BOV has final say on the matter, and with the help of UVA administration who truly understand the details of how UVA operates – we believe they would be able to determine an answer to this question easily.

You can currently see how much your professors make due to a Cavalier Daily FOIA request "U.Va. Faculty & Staff Salaries 2022":



# TO OUR PROFESSORS:

## WE SUPPORT YOU, NOW YOU NEED TO SUPPORT EACH OTHER

Administration is already concerned with how compensation is affecting how UVA runs. To reference J.J. Davis, this is a "war on talent". It should be known that the employee vacancy rate in the academic division is usually between 7-8% but now the University is at roughly 16%, nearly double.

Within a Cavalier Daily article written on this topic, J.J. Davis "cited COVID-19 as a major cause for the decrease in salary relative to competitors – the University had to establish hiring freezes and rescind planned salary increases. To help address the issue, the University raised faculty salaries by 5 percent this July and will continue with three years of a five percent annual base compensation increase – a decision authorized by the state".

Davis has also stated, "pay increases must be considered as low salaries have played a role in turnover."

They want you here, and we know many of you stay here because you love your students. We love you too, but **you need to start fighting for yourselves and your fellow coworkers as a collective body to get better pay.**

They keep staff/faculty and students pitted against each other because funding for teachers is **partly due to our tuition**. So when we call for tuition rates to be lowered, the BOV's immediate response is "think of your teachers as they won't be paid more because of you". This is intentional, and we both know that.

Know that the majority of students are on your side, and with the insane growth of UVA's endowment during COVID – **they can afford to pay you more.**

## TO FELLOW STUDENT WORKERS:

### MANY FEEL THE SAME WAY YOU DO, YOU NEED TO START TALKING

It should be noted that student workers are often underpaid at this university, and some are not even considered student workers at all. An example would be the Resident Advisors who work here, as well as Senior Resident Advisors who are the ones ensuring incoming first years and upperclassmen who live on grounds have a positive experience. As they are not paid a wage and instead paid through financial aid and remunerations, they're considered student volunteers.

As many students have witnessed as they apply through Handshake for jobs on grounds, many positions are not well paid. There is a reason, and it's because **we are one of the sole exceptions to UVA's current base wage policy.**

We feel you should know that the BOV and UVA itself knows it is underpaying you, and **has already passed a \$15/hour base wage** for everyone on January 1, 2020 except for: wage employees, temps, students, and the College at Wise.

They are actively exploiting you, and **their profits from your work are your unpaid wages.** If you are working on grounds but are "contracted out" and instead work under an organization like Aramark if you work in the dining halls, know that UVA actually has the power to fight for your base pay too but has chosen not to push these contractors to "follow suit" with their base wage policies.

What we have stated previously applies to you too. UVA and the BOV **can afford to pay you more.**

## OUR DEMANDS & CONCERNS:

### REMOVE BERT ELLIS FROM HIS STANDING COMMITTEES

It has already been said by other groups on this campus but we will reiterate it once again here. In order to reduce the harm Bert Ellis may cause as there will be a conservative majority on the BOV within the next couple of years, we demand the current Rector of the BOV - Whittington Whiteside Clement - under Section 3.2 within the BOV Manual which states the "Rector shall have the power to change the membership of any standing committee at any time" - **remove Urchie Bertram Ellis Jr. from 2 of his standing committee appointments.**

The first is the Academic and Student Life Committee and the second is the Buildings and Grounds Committee that will be instrumental to the implementation of the 2030 plan that will affect all students here. **We have made it clear that he is not wanted, and does not represent us.**

When you signed on as Rector of the BOV your responsibility - from the BOV Manual itself's Mission Statement, and Section 3.1 on the Executive Committee - became to provide, and/or support:

"Unwavering support of a collaborative, diverse community bound together by distinctive foundational values of honor, integrity, trust, and respect"

"An atmosphere at the University that ensures that diverse members of the University of Virginia and Charlottesville communities are treated equally and fairly ... This responsibility includes encouraging and supporting the attraction and retention of a diverse group of students, faculty, and staff. "Diverse" includes race and ethnicity, age, gender, disability status, sexual orientation, religion and national origin, socio-economic status, and other aspects of individual experience and identity."

We call on you to step up to that responsibility now to **minimize the harm Bertram Ellis may bring.** He has no place upon either of these committees.

We don't believe he'll bring about a diverse community, and we believe he **actively wants to prevent it.** We have cause to believe he wants to decrease DEI programs here based off of the Jefferson Council's writings which he is the President of. Here are some excerpts from James C. Sherlock's "UVA's Invasive, Ubiquitous DEI Program, Its President and the New Board of Visitors":

"As a public service and a primer for new UVA Board of Visitors members, I will offer here a brief summary of the extent and costs in dollars, time, distraction and suppression of debate by the University's Diversity, Equity and Inclusion program. Put briefly, they are everywhere, overseeing everything at the University."

"I suspect that is enough to let us understand, in part, why tuition is going up and President Ryan's calendar is so booked up. And why he sat and took it while a student who had violated the terms of her residential contract with the University by placing a F... UVA sign on her door on the Lawn, not only got a personal meeting with the President of the University, but lectured him on her status as a minority, lack of ADA accessibility on the Lawn (a World Heritage site), freedom of speech, white supremacy and the university police."

"It is up to the new members of the Board of Visitors to decide whether this massive DEI bureaucracy and its wide and deep penetration of the entire University and all its works is proportional to the mission and representative of the culture and priorities of a public university. And whether the University has the right President."

Additionally, to support these concerns are the texts that were gotten through a recent FOIA request written about in the Washington Post:

"Check out this numnut who works for Baucom and has nothing to do but highlight slavery at UVA," Ellis wrote on July 22 in text messages to two other new board members, Stephen P. Long and Amanda Pillion. "This bloated bureaucracy has got to be slashed."

We believe the **bureaucracy he is referring to is the Diversity, Equity, and Inclusion (DEI) faculty and staff here at UVA** as can be connected to previous Jefferson Council writings on what they believe to be a massive DEI bureaucracy that acts to suppress debate. The texts continue, expressly going after the President and Rector of the BOV:

"Did you read Whitt's letter to the Visitors Emeriti?" Ellis wrote Pillion and Long on July 20. "Such a damn whitewash. Not even a mention of the demise of the Honor System. ... on his watch I might add. No mention of the crap from the University Guides. Everything is hunky dorey which is how he and the rest of the schmucks in Ryan's office view things. This we got to change."

"Agreed," Pillion replied. "It's all happy happy."  
Ellis told her: "I want to send out a retort to the Rectors report but that is probably a little too brash right now ... even for me. Maybe next year."

The "crap" from the University Guides is referring to their **portrayal of Jefferson as a slave holder and rapist** to campus visitors. Many points of evidence have been found that Jefferson impregnated Sally Hemmings, his slave, when she was 16, that she was a concubine even before that around when she was 14, and that the 7 children she had were fathered by him.



Continuing, regarding a piece on removing an inscription to a confederate soldier from the Whispering Wall:

"These numnuts at the CD (Cavalier Daily) and Student Council will not stop until the Administration removes everything on the Grounds," Ellis replied on Sept. 1, referring to the student newspaper by initials. "At some point they will b---- that all the red brick that Mr. Jefferson used is racist and needs to be replaced. I am not sure if ignoring them or confronting them is the right strategy but they are definitely gearing up for a fight."

Long replied: "**We get a majority soon. ... policies can be reversed.**" Long appeared to be referring to Youngkin's power to reshape the board through appointments."

We have reason to believe, as they acknowledge that they will have the majority and policies can be reversed, that they think it will be easy to reverse the many years of work students, faculty, staff, and administration have worked to make this a better place. This is especially true because not even administration has the power to undo their decisions. We especially believe **they want to cut DEI programs here as well as DEI faculty and staff.** The reversal of policies will, over time, insidiously change the makeup of faculty and staff here as the BOV will change and prioritize different hiring practices. We think they will want to de-prioritize affirmative action, make current scholarships that go towards minorities smaller, and generally do everything they can to **reverse every progressive policy that currently exists that took years to put into place even under a liberal leaning BOV.** We also believe, due to previous writings from the Jefferson Council and Bert Ellis' recent texts pointed at the Rector of the BOV and Jim Ryan, that when a new conservative majority occurs on the BOV that **they will attempt to oust Jim Ryan** or any liberal UVA President to replace them with a conservative one as the BOV decides who UVA Presidents should be.

This is not just about Bert Ellis, it's **all conservative appointments** to the BOV that are going to be made by Youngkin before his term ends in 2026 (4 years, sworn in Jan 15, 2022). Even if they seem more moderate as we previously thought, they will still vote as a block to further their ideals **no matter what responsibilities come with their position.** This is evidenced by the FOIA'd texts between the recent appointed members.

The BOV **will** hold a conservative majority in the next 2 years. We felt the need to share this with the greater public body of Charlottesville as there is now **too much cause for concern to stay silent.** It has been mentioned previously, but many students and faculty went through all the current proper institutional channels available to stop Bert Ellis' appointment onto the BOV as he is a known racist, homophobe, and **bigoted asshole of a human being.**

## TO UVA AND THE BOV:

**This is bigger than UVA.** There seems to be a broader movement in academia at other universities (New College of Florida, etc.) that where conservatives hold majority - they will reverse progressive policies on campuses because there is **no recourse or checks and balances on them** by any other bodies (students, faculty/staff, nor administration).

There is generally a feeling of frustration, and anger, towards Bert Ellis as well as the BOV following his recent appointment as his past actions against marginalized communities (POC and queer students) feel brushed to the side. This is especially so following all of the recent events that have impacted POC such as the noose on the Homer statue which was a hate crime, and the recent shooting that killed 3 students (Devin Chandler, Lavel Davis Jr. and D'Sean Perry), and injured 2 others.

As a result of recent events, there is now an outcry for student voting power, faculty/staff voting power, and general representation regarding BOV decisions.

### **To the Current BOV members:**

We've proven the problem is not just Bert Ellis. You all, excluding Youngkin's appointments, hold a current liberal leaning majority on the Board. You have the power, under Section 5.9 of the BOV Manual, to amend it at any regular meeting of the Board by a majority vote of the BOV. We know that under Section 2.32 that regular meetings' time, date, and place can be changed by a quorum of the BOV or by the Executive Committee (Which we know the Rector, Whitt, is the head of) so it does not have to wait until the next planned meeting in June and you **have the power to do this quickly.**

We hope you'll understand this, but a conservative leaning BOV in the present is **very** different from how one would be one or two decades ago. We feel that it is more insidious, as BOV members can say they will comply with the duties assigned to them given their appointment and then **do the exact opposite** much like the newer supreme court appointees have pulled. Words mean nothing to us, actions do. **Their actions speak volumes to us, just as your potential inaction will as well.**

## DEMANDS OF THE BOV:

We want you to make the following amendments to the BOV Manual in order for checks and balances to be instituted before a conservative BOV allows no recourse of action for any of the affected parties here at UVA:

1. Institute a removal policy that does not require the BOV or the Governor. We'll let you decide whether it requires a majority student or faculty senate vote. If you have to involve or give more power to UVA's administration, do so. They'll be here longer than you will.
2. Institute that both the faculty representative and student representative now have voting power and are no longer non-voting advisory positions.
3. Institute that there should be 2 faculty representatives and 2 student voting representatives on the BOV moving forward. The additional student voting representative should be the already elected Head of Student Council at UVA. The current open application process for the other representative is okay, but we don't want the BOV to decide who it should be. It should be voted on by an already elected student body such as the Representative Body of Student Council.
4. In the event the BOV decides to remove the UVA President, institute that the faculty senate may veto the decision by majority vote.
5. Institute that the faculty senate BOV members are **elected** by the faculty senate and following faculty senate election that their representative is automatically appointed by the BOV.

These amendments aren't codified into Virginia law yet, but be assured that once the General Assembly's conditions allow for such, that these will pass into law. We won't do what you did, by passing policy BOV-006 only to threaten to take it away.

We expect you, 4 weeks from March 2nd, 2023, to prove your action on this issue. **At the very minimum, you must remove Bert Ellis from his 2 standing committee appointments.**

Depending on your level of future actions, we plan on releasing and publicizing everything we know on all current and future BOV members to the general public for the foreseeable future. We look forward to seeing future changes.