Our letter to VCU Administration

Our Demands

Our Supporters
Organizational Endorsements
VCU Adjuncts
VCU Term Faculty
VCU Tenure-Track & Tenured Faculty
VCU Emeritus Faculty
VCU Staff & Contract Workers
VCU Administration
VCU Graduate Students
VCU Undergraduate Students
VCU Alumni
VCU Donors
Community Members
Our letter to VCU Administration

To: Virginia Commonwealth University President Michael Rao, Virginia Commonwealth Provost Dr. Gail Hackett, and Virginia Commonwealth University Board of Visitors

VCU Adjuncts Organizing for Fair Pay with the support of our community of faculty, students, staff, and alumni submit these six demands for creating a just workplace for all adjuncts at Virginia Commonwealth University.

The current pandemic and political climate has brought the university’s complicity in the perpetuation of systemic inequality into high relief. As VCU begins the Spring 2021 semester in the middle of a global pandemic, it pays adjunct faculty a base rate of $1,100 per credit hour, and fails to provide health care, benefits, or job security. This rate of pay is far below a living wage for Richmond, VA. By forcing adjunct faculty to work for inadequate wages and non-existent benefits, VCU maintains economic barriers that make it difficult for BIPOC, women, and LGBTQ scholars to teach.

As part of a nation-wide trend of university corporatization, VCU has developed a financial model that has re-allocated tuition away from the classroom and into real estate acquisition and top-level administrative pay.

At the base rate, an adjunct professor teaching an undergraduate course of 18 students, receives about 8% of $41k+ students are paying to enroll in the course. In larger classes these compensation percentages can be even smaller. Since Michael Rao took his position as president at VCU in 2009, undergraduate in-state students have seen an increase in tuition from $7,117 to $14,710: an increase of 106%. In those same years out-of-state undergraduate tuition has increased from $20,749 to $36,048: an increase of 74%. President Rao’s compensation increased from $488,500 in 2009 to a total compensation package of $1,020,828 in 2018, equaling a 109% raise in compensation.

VCU’s present financial model is dependent on the exploitation of adjunct labor. A new and just financial strategy should address income disparities by reallocating top level administrative pay and real estate acquisition funds and begin adequately paying adjunct faculty. Raising tuition to further increase the income of top level administrators is unacceptable.

We see these proactive demands as fundamental requirements VCU must meet to provide equitable and just compensation for adjunct faculty. Our goals address many of the issues adjunct faculty face and the inequitable financial model of VCU. If VCU is seriously committed to social justice and the health of their community they must address the severe inequities they place on their workers.

By March 30th of Spring 2021 we want to see the President, Provost, and Board of Visitors release a financial strategy that commits VCU to meet these demands by Fall 2021.

Signed,

VCU Adjuncts Organizing for Fair Pay and our diverse community of supporters.
Our Demands

Base compensation of $3,000 per credit

Currently our adjuncts live and work in poverty. VCU is one of Richmond’s largest employers, yet it employs a majority of its faculty and staff at an unfair wage level. Today, adjuncts in VCU’s flagship arts program receive a base pay of $1100 per credit, this equates to $3300 for a 3 credit class, and a maximum of $20k per year in wages. Our proposed compensation to $3000/credit is based on a living wage for a one adult with one child family living in Richmond, Virginia. It is determined by MIT’s living wage calculator, and accounts for costs associated with teaching, such as books, demonstration materials, and parking.

One year contracts for adjuncts

Adjuncts at VCU are currently contracted by semester, meaning that a large portion of instructional faculty don’t know if they will have a job in sixteen weeks. A cycle of perpetual uncertainty and potential imminent termination erodes community and weakens the strength of our instructional programming for students. One year contracts would increase instructional integrity and employment security for all adjuncts.

Course Kill Fees of $1,000

VCU reserves the right to cancel contracted work with adjunct faculty at any time, including the week before a course is set to be taught. Far too often, adjuncts have worked dozens of hours on course preparation without compensation at the time a course is canceled. Course kill fees compensate instructors for work done in advance of the first day of classes. A fee of $1000 is determined by the 40hrs it takes to develop a course curriculum and the loss of employment.

A just transition policy that limits adjunct position cuts

Austerity measures at VCU treat adjunct labor as an expendable budget line item, meaning our lowest income faculty are bearing the brunt of institutional financial crises. By increasing the teaching load of full-time and tenured faculty (without pay), VCU has created an invisible layer of layoffs in adjunct contract non-renewals. VCU must immediately halt increases in teaching loads for full time faculty. To ensure a just transition any reduction in adjunct positions should require notifying the faculty of the affected department beforehand, and require the creation of new full time faculty positions made available to current adjunct faculty.

Access to VCU health services

Adjunct faculty at VCU are working (often on campus) through a pandemic without health insurance or access to university health care services. We demand the same access to health care afforded our graduate students: access to basic primary care through VCU health services. As COVID-19 rates rise, we all benefit from increased coverage for all of our coworkers.
A timely response to our demands

When VCUarts adjuncts organized in 2017, VCU took far too long to respond to demands, first by drawing out discussions with the establishment of a task force, and second by failing to implement the findings of the task force. VCU adjuncts cannot continue to wait for four more years. By March 30th of Spring 2021, the President, Provost, and Board of Visitors must release a financial strategy that commits VCU to meet demands 1, 2, 3, 4 and 5 by the start of Fall 2021. This financial strategy should keep student tuition at 2021 levels and explore reallocating top level administrative pay and real estate funds to achieve new goals. No administrative bonuses should be given out until doing so.
Our Supporters

Add your name

Organizational Endorsements

United Campus Workers of Virginia
Richmond Chapter of Virginia Organizing

VCU Adjuncts

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GM Keaton
Evie Metz
Brian Barr
William Leonard*
Chelsea Lee*
Emily Wyman*
Kristen Pritchard*  
Social Work

Dennis Danvers*  
English

Stephen Parks*  
Graphic Design

Diana Gay Cutchin*  
Sociology

Greg Piwonka  
Painting and Printmaking

Olivia Pryor  
Sociology

Christine Orr  
Painting and Printmaking

Jochen Kunstler  
Cinema

Jordan M Bruner  
Kinetic Imaging

Sara Bouchard  
Kinetic Imaging

Noah Scalin  
Business

Ricardo Ruiz  
ICA

Mariam Sankoh  
Life Sciences

Brook VanBuesking  
OFE

Jane Remfert  
Integrative Life Sciences

Roberto Jamora*  
Art Foundation

Nancy Murphy Spicer  
Art Foundation

Clinton Helms*  
Art Foundation

Katie Kehoe  
Sculpture + Ext. Media

Bonnie Staley  
Art Foundation

Qasarah Bey Spencer*  
Social Work, Education

Wonjung Choi  
VCUArts

Emily Elizabeth Kuchenbecker  
Art Foundation

Patricia Bradby  
da Vinci Center

Jennifer Elsner  
VCUArts

Trish J Gibson  
Photo + Film

Kelley-Ann Lindo  
Painting + Printmaking

Hankyeol Kim  
Photo + Film

Hannah Altman*  
Photo + Film

Emily White  
Photography

Frankie Mastrangelo  
GSWS

Kristin Roberts  
World Studies

Elizabeth McGrady*  
Photo + Film

Megan Gillispie  
MSW

Charlie Schmidt  
Political Science

Jayne Harding  
English

Max Watman  
English

Izzy France  
Wilder School

Nathan Tersteeg  
VCUarts

Vicki Yeroian  
Political Science

*also a VCU alumnus

VCU Term Faculty

Tara Burke  
Focused Inquiry

Ryan Cales  
Focused Inquiry

Kristin Reed  
Focused Inquiry

Kelsey Cheshire  
VCU Libraries

Andrew Walsh-Lister  
Graphic Design

Beth Kreydatus  
Focused Inquiry

Scott Brookman  
Focused Inquiry

Julianne Guillard  
Focused Inquiry

Erin Carrillo  
VCU Libraries

liz canfield  
Gender & Sexuality

Ali Tharp  
Focused Inquiry

Courtney Sviatko  
Focused Inquiry

Emily C Williams  
Focused Inquiry

Incoronata Inserra  
Focused Inquiry

Elizabeth Fagan  
Focused Inquiry

Katie Logan  
Focused Inquiry

Meredith Katz  
Sociology

Lindsay Chudzik  
Focused Inquiry

Bonnie Brady  
Theater

Jessica Gordon  
Focused Inquiry

Lyons Hardy  
School of Nursing

Kelly O'Keefe  
Business

Amanda Echterling  
Focus Inquiry

Angela Lehman*  
GEO

Erin White  
VCU Libraries

Beth Kreydatus  
Focused Inquiry

Amber Pearson  
Focused Inquiry

Hilary Levinson  
Focused Inquiry

Alvaro Molina  
David Weinfeld  
Focused Inquiry

Jessica Wilder*  
G. Antonio Espinoza
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**VCU Tenure-Track & Tenured Faculty**

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*also a VCU alumnus
VCU Emeritus Faculty

Chuck Scalin  Communication Arts
Carlton Newton  Sculpture | Extended Media

VCU Staff & Contract Workers

Levi Walter*  Gender & Sexuality
Nora Sullivan  Recreational Sports
Jo Hatlevig  VCUArts
Sara Jones*  VCUArts

Kat Wilson  VCUArts
Chelsea Muth  Contract worker
Colleen Marino  VCUArts
Corey Martin  Psychology

Monica Kinsey*  VCUArts
Aliza Lambert  School of Education
Jessica Casey*  VCU RecSports
Courtney Dressler  Residential Life

Rellie Brewer  VCUArts
Michael Lease  ICA
Kelsea Dvorak*  Communication Arts
Katie Hines  Office of Admissions

April Harris  VCUArts
Shabana Shaheen  Wilder School
Nadiah Hassan  Engineering
Christopher Mahonski  Sculpture

Katie Shedden  Pharmacy
Ashley Clinton*  Academic Success
Sera Erickson  Parking & Transportation
Grace Hoffman*  ICA

Laura Oganowski  History
Kathleen M Murphy  VCU Libraries
Drew Rollo  Riley Goodman
Art History

Noah Hook  VCUArts
William Pike  MCV

*also a VCU alumnus

VCU Administration

Lynn Pelco  Community Engagement
VCU Graduate Students

Carly Blake  Alexis Briggs  Mariah Barden Jones  Megan Ratliff
Wilder School  Psychology & Af/Am  GDES  VCUArts

Michelle Albertson  Emily Csukardi  Julia Dann  Celia Steigerwald
Photo + Film  English  Graphic Design  Interior Design

Isabella Kubo  Cole Oberman  Catherine Ford  Connor Stankard
Kinetic Imaging  School of Education  Wilder School  PAPR

Julia Scheidemantel  Sarah Saunders  Alissa Rentas  Kelly Flounlacker
Psychology  Engineering  HPEX  Anatomy & Neurobiology

Carrie Collier  Shawn Taylor  Eric Millikin  Kimberly Burgess
Interior Design  Sculpture  Kinetic Imaging  Photography

Shannon Gill  Hanaa Safwat  Raúl Aguilar  Rachel Regal
Brandcenter  PAPR  PAPR  School of Education

Muhammad Quraishi  Sarah Reagan  Ruth-Ann Acors  Madison Mannin
Medical Lab Sciences  Craft | Material Studies  Social Work  VCUArts

LeeAnn Dancy  Samantha Jaffe  Caroline Minchew  Paige Lizbeth Morris
VCU Brandcenter  LSEE  Photo + Film  Craft & Material Studies

Micaela L. Gullerian  McKenzie Joseph  Katy Scarlett  Juliana Bustillo
Clinical Lab Sciences  Clinical Lab Sciences  English  PAPR

Walli Mansour  Kate Duffy  Mary Maroste  Adriane Connerton
School of Medicine  VCUArts  English  Painting and Printmaking

Elizabeth vonCanon  Ka’Lyn Coghill  Jackie Rose  McAllister Rybak
Medical Lab Sciences  MATX  Social Work  Clinical Lab Sciences

Megan Sawyer  Ruby Tippl  Juan-Manuel Pinzon  Chad Mundie
Art Education  Social Work  Craft | Material Studies  Kinetic Imaging

Addy Cooley  Clayton Egbsulem  Grace Cahoon  Zoe Klug
Social Work  Health Professions  School of Education  Gerontology

Jax Caswell  Anna Valiant Jones  Lorena Castro  Lukaza Branfman-Verissimo
Social Work  Social Work  Social Work  Painting and Printmaking

Hannah Hiaasen  Marie Vergamini  Connor Stankard  Tyler Hohenstein
Graphic Design  ILS  PAPR  Center for Biological Complexity

Allison Pleskonko  William Glaser  Gabrielle McHugh  Erin Britton
School of Education  Photography  Craft | Material Studies  Health Behavior & Policy

Elizabeth Collins  Manuel Leiva  Nicole M Spangenberg  Monica Szczepankiewicz
MATX  Political Science  Social Work  Craft

Katie Brents  Ellen Hanson  Katie Kincheloe  Allee Bradford
Brandcenter  PAPR  School of Education  Social Work
VCU Undergraduate Students

Amelia Rafle          William Joe Ware          Samuel Nathan Robinson          Heather Winn
Liza Hazelwood       Tanisha Davis            Jada Artis                     Chandler Mabry
Greg rey             Nico Felsenheld          Chrysler McGee                  Cali Carter
Alexandra McGowan    Rose Brown              Kristen Wheatley               Grace Downard
Julia Seaborn Park   Catherine Knudse          Yogita Kumari Suryawanshi       Oona Schreur
Eileen Morley         Natalie Jones            Alexandra Grace Ratigan        Alex Mihalski
Bryce Carlson         Molly Leraris            Grayson Ippolito               Grayson Bradstock
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Yasmin Woodard        Zoe Brown               Anne Ryan                      Erin Crawford
Synit Zecarias        Charlotte Davis          Brianna Gobes                  Lauren Grobmand
Lillian Walsh         Marisa Stratton           Charlotte Delumpa-Alexander     Talia Fleischer
Christine Hackmer     Sam Park                Hien Nguyen                    Alex Trouslot
Caroline Perez        Yusuf Ahamed             Zwe Wintzaw                    Grace Smith
Rebecca Alemu          Katia Gonzalez           Z Callen                       A Palmer
Barika Mirza          Jay O'Dea                Madeline Martin               Eunice Shin
Aric D Blumer         Mariah Kumpe            Grace Bost                     Gradey Smithers
Victoria Tran          Sophie Kuligowski        Emily Lontz                   Kaila Cooney
Danny Monge           Ixchael Bashore         Anna Lee                      Aamna Siddiqui
Dolores Canola        Madison Jarvis           Alice Steffler                Alicia olivo
Brayden Hatcher       Megan Campbell           Noah Trout                    Viv Rathfon
Joseph Dinsmoor       Alyssa Hayes             Shannon Baker                 Summer A Slack
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