

**Subject:** Virginia Higher Education Advocacy Day - brief report and good news!  
**Date:** Sunday, January 19, 2020 at 7:11:25 AM Eastern Standard Time  
**From:** Carmen Rodriguez  
**To:** Carmen Rodriguez  
**Attachments:** Budget Position paper 2020.pdf, Diversity, Inclusion, Transparency Position Paper.pdf, Faculty Salary Ratings by Peer Institutions.pdf, Legislative report 1-13-20.pdf

Dear  
colleagues,

The

American Association of University Professors (AAUP), The Faculty Senate of Virginia (FSVA), and VCU Faculty Senate held the eighteenth annual Virginia Higher Education Advocacy Day (VHEAD) on January 9, the second day of the 2020 session. Thirty-six faculty,

staff and students from twelve different institutions participated in a full day of advocacy. We visited 45 of the 100 delegates' offices and 24 of the 40 senate offices. We met directly with nine delegates and six senators. Capital News Service's report on

the event was carried by the Free Lance Star (Fredericksburg), WHVS (Harrisonburg), and

[RVA](#)

[Hub](#) (Richmond). A detailed Legislative Report is attached to this email.

VHEAD

participants shared the position papers "**INVESTING IN HIGHER EDUCATION**" and "**DIVERSITY, INCLUSION, TRANSPARENCY**" with legislators. Both papers are also attached to this email in addition to other supplementary information. **Please take the time to call or email your legislators and let them know where you stand on these issues.**

Note

that the Governor's budget does not include salary increases for faculty. VHEAD participants stressed the importance of having competitive salaries in Virginia. As described in the position paper "**INVESTING IN HIGHER EDUCATION**":

*Competitive faculty salaries are important for recruiting and retaining the best educators and researchers.*

*SCHEV reports that Virginia's*

*faculty salaries are in the 34th percentile compared to peer institutions, well short of the target of the 60th percentile. The institutions' 2018 six-year plans stated that salaries "falling behind those of competitor institutions represent the greatest threat*

*to faculty recruitment and retention."* SCHEV projects salary increases at our competitors of nearly 3% annually. General Fund support for significant salary increases will keep Virginia competitive nationally and relieve the institutions of using tuition increases to pay for faculty and staff raises.

We have

great news! Our advocacy efforts paid off and with the help of Brian Turner's refined advocacy skills, we were able to persuade Delegate Elizabeth Guzman to introduce a budget amendment:

**A 4.7% pay increase for T & F faculty!**

<https://budget.lis.virginia.gov/amendment/2020/1/HB30/Introduced/MR/477/4h/>

Please  
share this information with your Faculty Senates and/or other faculty governance bodies.

The  
AAUP and FSVA are currently working on a plan on how to best mobilize faculty support for this item of the budget amendment. We will be in touch with you soon and hope that you will support our efforts. Thank you!

Best,  
Carmen

--

\*\*\*\*\*

Carmen M. Rodriguez, PhD  
President, Faculty Senate of Virginia  
Associate Teaching Professor, Virginia Commonwealth University  
(804) 827-0138  
[president@faculty senate of virginia.org](mailto:president@faculty senate of virginia.org)