



**VIRGINIA COMMONWEALTH UNIVERSITY  
BOARD OF VISITORS  
May 12, 2023  
James Branch Cabell Library  
901 Park Avenue – Room 303  
Richmond, Virginia**

**MINUTES**

**DRAFT**

**BOARD MEMBERS PRESENT**

Mr. H. Benson Dendy III, *Rector*  
Ms. Carolina Espinal, *Vice Rector*  
Mr. Anthony Bedell  
Hon. Peter Farrell  
Ms. Ellen Fitzsimmons (entered at 1:21 p.m.)  
Mr. Andrew Florance  
Hon. Todd Haymore  
Dr. V. Dale Jones  
Ambassador Carmen Lomellin  
Mr. Edward McCoy  
Rev. Tyrone Nelson  
Mr. Keith Parker (exited at 3:05 p.m.)  
Dr. Tonya Parris-Wilkins  
Dr. Clifton Peay  
Ms. Alexis Swann  
Dr. Shantaram Talegaonkar (exited at 4:00 p.m.)

**OTHERS PRESENT**

President Michael Rao  
Ms. Chelsea Gray, *Executive Director of Board and Executive Operations*  
Ms. Stephanie Hamlett, *University Counsel*  
Ms. Karen Helderman, *Executive Director, University Audit and Compliance Services*  
Presidential Cabinet of VCU  
VCU students, faculty and staff  
Members of the Media

**CALL TO ORDER**

Rector H. Benson Dendy III called the meeting to order at 12:16 p.m. in the James Cabell Library, 901 Park Avenue, Richmond, Virginia. The public was able to view the open session of the meeting via livestream at <https://mssvideo.vcu.edu/BOV>.

### **RECTOR’S REMARKS**

The Rector welcomed all of those in attendance. He began by highlighting commencement that will take place the next day. Participating in commencement is one of the highlights of being a member of the Board of Visitors. More than 4,700 undergraduates, graduate students and professional students will receive degrees. He recognized commencement speaker and Honorary Doctor of Humane Letters recipient Mo Alie-Cox; Wayne Medal recipient Coleman “Coley” Wortham III; Presidential Medallion honoree Dr. Faye Belgrave; and the BOV Scholarship recipients Isabel “Lizzy” Diaz and Zion Segears.

### **PUBLIC COMMENT PERIOD**

Rector Dendy then proceeded to the public comment period. The board welcomes input from all stakeholders and considers their viewpoints important in making critical decisions before the board. The board heard from each member of the public who signed up in advance as well as those that signed up in-person.

A copy of the comments received in advance of the meeting is attached hereto as *Attachment A* and is made a part hereof.

### **TUITION & FEES**

The Board of Visitors continued its discussion from the VCU Board of Visitors Budget workshop that was held the day prior. Senior Vice President and CFO Karol Kain Gray presented the different scenarios for 3, 4, and 5% tuition increases. The Board proceeded to ask Mrs. Gray questions in which she answered along with the President and other members of the President's Cabinet. The public requested responses to some of their questions which were also answered by the President and members of his Cabinet.

Mr. Todd Haymore made a motion to approve a 3% tuition increase for undergraduates for FY240 and a 6% increase for mandatory fees. The motion was seconded and was approved by the majority. Mr. Anthony Bedell, Mr. Peter Farrell, and Dr. Clifton Peay voted against the motion.

In-state undergraduate students enrolled in 15 credits per semester will pay \$16,233 in tuition and mandatory fees in the 2023-24 academic year, an increase of \$591. Out-of-state undergraduate students’ tuition and mandatory fees would be set at \$38,817, an increase of \$1,229.

### **PRESIDENT’S REPORT**

President Rao began with a moment of remembrance for a special student, Shawn Soares, and member of the health team, Tyquan White.

He continued with acknowledging that major change is needed to the city streets and sidewalks on and adjacent to VCU’s campuses. The university is 100 percent committed to working with the city to make seriously needed improvements. VCU is grateful for the Mayor’s sincere acknowledgement and support. VCU has hired an independent expert to quickly focus on

improvements, and expect recommendations to include changes to infrastructure for streets and pedestrian areas as well as to traffic patterns. Changes are already being made.

The safety of VCU staff and patients is paramount, and we've launched a deep and rapid review that will include an evaluation and likely changes to some security measures.

He then highlighted some of the major events that have taken place recently. The Chronicle of Higher Education held a day-long event here at VCU, attended by almost every president of the other public four-year colleges in Virginia, as well as community college presidents and Virginia political and business leaders. The first in a national series, this event signaled to leaders around the country that the future of higher ed starts at VCU. VCU is wrapping up an academic year that saw a lot of firsts, milestones, and the finalization of capital projects. VCU has crossed into the top 50 of NSF ranked public research universities. VCU was named one of the top 30 most innovative schools by US News and World Report. VCU launched its new School of Population Health. Next month, VCU Massey will officially be a comprehensive cancer center. VCU opened the Children's Tower at the Children's Hospital. VCU cut the ribbon on the beautiful and very functional new STEM building. And just yesterday, it was announced that the Bill and Melinda Gates Foundation has awarded the Medicines for All Institute an \$18.7 million additional grant to work on new global health projects and expand its capabilities to improve access to medicines around the world. Altogether, that's \$60 million in support that Medicines for All has received from the Gates Foundation.

Later this year VCU will break ground on VCU's Center for Arts and Innovation – a 213,000-square-foot multidisciplinary complex at the intersection of Broad and Belvedere streets. The new building will optimize VCU's nationally ranked arts and innovation programs by bringing them together under one well designed modern roof. The new building will feature flexible classroom spaces, interdisciplinary performance venues and makerspaces for rapidly growing partnerships across arts, business, humanities and sciences, medicine and engineering. This building represents an important part of VCU's future and will showcase the best of VCU. He gratefully announced that CoStar Group, founded and led as CEO by VCU board member Andy Florance, has agreed to name the new building the CoStar Center for Arts and Innovation, thanks to an incredibly generous \$18 million contribution.

President Rao continued by highlighting VCU Qatar's commencement that was held earlier in the week, student success stories, and the graduating class of 2023.

He concluded by addressing that the board will be hearing from Dr. Peay, member of the VCU Board, and Sheryl Garland, Chief of Health Impact, for co-chairs of the President's Special Commission on Slavery and Justice – Project Gabriel. The commission's role was to recommend next steps for how VCU responds to the deep connections that the medical department of Hampden Sydney and Medical College of Virginia – a predecessor institution to VCU that dates back to 1838 – had to the institution of slavery.

### **PROJECT GABRIEL**

Dr. Peay, VCU Board member, and Sheryl Garland, Chief of Health Impact, for co-chairs of Project Gabriel, began their presentation with a moment of silence. Dr. Peay shared who Gabriel Prosser was and his history leading a rebellion in 1800 to end slavery in Virginia. He shared what the commission has done so far including engaging Dr. Peter Wosh and Dr. Koste, nine meetings, and three community forums between January and April. The purpose of the forums was to elicit feedback from the community on each of the three charges of the commission: 1) memorialization of the enslaved individuals who labored on MCV's grounds and property; 2) scholarships for individuals with a demonstrated historic connection to slavery; and 3) community-based economic development programs for individuals or communities with a demonstrated historic connection to slavery that will empower families to be lifted out of the cycle of poverty. At the core of this, one of the major pillars of thought and moral leadership which was the first African Baptist Church, is still located in the Richmond area. The congregation moved in 1955 and was then sold to the Medical College of Virginia. The commission is recommending exploring the use of First African Baptist Church as a memorialization site.

Ms. Garland continued with additional recommendations including establishing no less than five to eight additional full-cost-attendance scholarships ("Gabriel Scholars"), explore ways to collaborate with VCU's new federally-funded Richmond Talent Pathways programs focused on engaging Richmond Public Schools students from five high schools, and introduce an annual Gabriel Scholars ball. These recommendations focus on how to build on the strengths of VCU, especially relating to the STEM and health professions areas. There is also the mandate to look at community-based economic development programs for individuals or communities with a demonstrated historic connection to slavery that is focused on empowering individuals and communities to be lifted out of poverty. The recommendations include providing opportunities for youth focused on college and career readiness and design programs that target underperforming schools in the Greater Richmond area to increase the number of students who enroll at VCU. Based on community feedback it is important to strengthen the work that VCU does with community partners to be a hub around community issues that are of concern and be a moral vocal and active partner to address community challenges where VCU can bring research or evaluation expertise and students who are interested in some of the issue that are raised by communities. The next steps include host additional community forums, prioritize recommendations based upon feasibility and timelines, develop operational plans, and present final recommendations and plans to the board in September.

Dr. Peay and Ms. Garland concluded their report by recognizing and thanking the commission, staff, board, and President Rao for their commitment to this. The board echoed their gratitude for the work that the commission has done and encouraged them to continue their work.

A copy of the Project Gabriel report is attached hereto as ***Attachment B*** and is made a part hereof.



### **ACTION ITEMS**

Rector Dendy reminded the board that they were provided all action item materials in advance of the meeting. Rector Dendy moved that the Board of Visitors of Virginia Commonwealth University approve the following:

1. March 23, 2023 Joint BOV/BOD minutes
2. March 24, 2023 meeting minutes
3. Audit, Integrity and Compliance Committee Charter
4. Audit, Integrity and Compliance Committee Meeting Planner
5. Internal audit's fiscal year 2024 work plan
6. Fiscal year 2024 planned ethics and compliance initiatives
7. Proposal to establish a "partially-exempt" off-campus instructional site at 5285 Shawnee Road, Alexandria, VA - Department of Nurse Anesthesia, College of Health Professions
8. Proposal to close a "partially-exempt" off-campus instructional site at 6295 Edsall Road, Alexandria, VA - Department of Nurse Anesthesia, College of Health Professions
9. Student Code of Conduct
10. Amendment to 2022-2028 Six-Year Capital Plan, Arts and Innovation Academic Building
11. Design Review and Approval of Project Plans, Arts and Innovation Academic Building
12. Resolution to Approve the 2024-2030 Six-Year Capital Plan
13. Resolution to Initiate a Major Capital Project, Athletics Village Phase I - Outdoor Track Facilities and Practice Fields

The motion was seconded and was approved unanimously.

The minutes are posted at <https://bov.vcu.edu/meetings/minutes/>. A copy of the other action items are attached hereto as ***Attachment C*** and is made a part hereof.

### **CONSTITUENT REPORTS**

Mr. Simpson and Mr. Kemp were unable to make today's meeting. Oscar is currently at his school's graduation and will be graduating with a bachelor's degree in social work with a minor in public policy. Jesse is currently in Alabama participating in an externship at a hospital.

A copy of their videos can be found here: [Oscar Video](#) and [Jesse Video](#). Rector Dendy recognized both for being wonderful student representatives and having shown the board the true student experience at VCU. He thanked them for their service and wished them the best of luck.

The constituent reports continued with one from faculty representative Dr. Nancy Jallo. A copy of Dr. Jallo's report is attached hereto as ***Attachment D*** and is made a part hereof. Rector Dendy thanked Dr. Jallo for a very important and thorough report. He also thanked her for her serving as the faculty board representative.

Lastly, staff representative Ms. Brogan King addressed the board. Rector Dendy thanked Ms. King for a very important and thorough report. The board looks forward to hearing from her again next year.

### **CLOSED SESSION**

Rector Dendy moved that the Board of Visitors of Virginia Commonwealth University convene a closed session under Section 2.2-3711(A)(1) of the Virginia Freedom of Information Act for the discussion of personnel matters, more specifically relating to the performance evaluation of various staff members and relating to the performance evaluation and compensation of the President; prospective candidates for an open senior position at VCU and the roles of current employees as it relates to that position; and faculty tenure appointments, changes in status; and Section 2.2-3711 (A)(3), Virginia Freedom of Information Act for the discussion of the acquisition of certain real property for the University's strategic purposes, where discussion in open session would adversely affect the University's bargaining position and negotiating strategy; and for the discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body, specifically related to real property to be used for Intercollegiate Athletics; and under Section 2.2-3711 (A)(7) for the discussion of matters requiring the provision of legal advice by counsel, relating to an update on potential and current litigation in state and federal courts and other legal matters relating to pending investigations; and under Section 2.2-3711(A)(8) for the provision of legal advice related to specific matters; and under Section 2.2-3711 (A)(9) for the discussion of gifts, bequests, and fund-raising activities of the University, namely the Named Funds Report, the Approved Named Funds under \$50,000 Report, and other notable and significant gifts.

The motion was seconded and was approved unanimously.

Following the closed session, the public was invited to return to the meeting. Rector Dendy called the meeting to order. On a motion duly made and seconded the following resolution of certification was approved by a roll call vote:

### **Resolution of Certification**

**BE IT RESOLVED**, that the Board of Visitors of Virginia Commonwealth University certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board.

<b><u>Vote</u></b>	<b><u>Ayes</u></b>	<b><u>Nays</u></b>
Mr. H. Benson Dendy III, <i>Rector</i>	X	
Ms. Carolina Espinal, <i>Vice Rector</i>	X	
Mr. Anthony Bedell	X	
Hon. Peter Farrell	X	

Ms. Ellen Fitzsimmons	X
Mr. Andrew Florance	X
Hon. Todd Haymore	X
Dr. V. Dale Jones	X
Ambassador Carmen Lomellin	X
Mr. Edward McCoy	X
Rev. Tyrone Nelson	X
Dr. Tonya Parris-Wilkins	X
Dr. Clifton Peay	X
Ms. Alexis Swann	X

Mr. Parker and Dr. Talegaonkar were not present for the roll call. All members present responding affirmatively, the resolution of certification was adopted.

### **CLOSED SESSION ACTION ITEMS**

Mr. Dendy mentioned to the board that he planned to make one motion to approve all other matters discussed in closed session together unless anyone opposed. Rector Dendy moved that the Board of Visitors of Virginia Commonwealth University approve the following actions as presented in closed session:

1. The faculty tenure appointments, changes in status and tenure recommendations.
2. The funds Named Funds and Spaces Report and the Approved Named Funds under \$50,000.
3. Resolution for the Acquisition of Real Property; and
4. The Resolution for the Disposition of Real Property

Mr. Andy Florance abstained from the vote. All other members present responding affirmatively, the closed session action items listed above were approved.

### **COMMITTEE OPEN SESSION REPORTS**

Rector Dendy reminded all board members and those present that the committee open session reports were provided in the packets at their seats. A copy of the reports are attached hereto as ***Attachment D*** and is made a part hereof.

### **ADJOURNMENT**

There being no further business, Rector Dendy adjourned the meeting at 4:19 p.m.

# ATTACHMENT A

	A	B
1	<b>Affiliation with VCU</b>	<b>Please provide the VCU Board of Visitors with feedback about the 2023-24 Tuition proposal.</b>
2	Parent or family member	<p>While I am okay with the increase in tuition, the increase in mandatory fees is a drastic difference. I don't think the mandatory fees should jump that much.</p> <p>There are students that have already committed to VCU based on the current rates. Adding extra fees could really impact a student's ability to attend. They may have possibly withdrawn applications to the other universities already.</p> <p>Please consider a smaller increase.</p>
3	Alumnus/ae	You need to start considering that in state tuition at this state school is no longer comparable to surrounding states. Through incremental increases just like this one, you've quadrupled your fees over the course of 20 years, and raised in-state rates above those paid by students attending in-state in NC, SC, TN, WV, and KY....all, apparently so that you can build more abysmal eyesores like the Contemporary Art Institute at the corner of Belvidere and Broad....
4	Alumnus/ae	A better idea is to defund those academic programs that have no marketable nor measurable value for students as graduates, eliminate staff and faculty from those wasteful academic programs, and return to a truly liberal arts, STEM drive curriculum. American Universities have become a laughingstock globally while universities in China, Europe and elsewhere are producing top notch scientists to solve global problems.
5	Parent or family member	I only think faculty should be receiving an increase if they actually hold in person classes. There are way too many online classes offered for the tuition we pay.
6	Faculty	<p>It's embarrassing that VCU would even consider increasing tuition and fees. Our students pay more than any other university in the state for what they get (the lowest percentage of tenure-track faculty in the state).</p> <p>Our Administration is amazingly bloated. There's more than 50 people in my college's Dean's office - how do they directly support our research and teaching mission? There's more than 30 people listed at the Office of Institutional Equity (where the top 18 people make more than \$3 million in salary) - how do they directly support our research and teaching mission? There's more than 100 people listed in the Development Office (including 13 of their own IT people and 5 Vice-Presidents!) - how do they directly support our research and teaching mission?</p> <p>We also know that the last tuition increase went entirely to Administration salaries. No extra money at all went to more faculty or resources that would directly support our research and teaching mission (a large peer-tutoring math help center would help our struggling math students a lot, for instance).</p>
7	Staff	For fiscal year 2023-24, I agree with a modest increase on tuition and fees to help with the university's raising costs. However, allow me to add that as a staff member who works on graduate student Assistantship funding, that out-of-state students funded by university Assistantships already incur the high out-of-state tuition rate. This cost is felt by VCU's academic units supporting funded nonresident students on Assistantships. If I may suggest, and if possible, that for out-of-state students funded on VCU Assistantships to please consider an out-of-state tuition differential waiver to assist VCU academic units on the high cost of supporting excellent students recruited from beyond Virginia's border. This strategy to charge out-of-state students funded on Assistantships only the in-state tuition rate is one I've been told Virginia Tech pursues, link (section 2.7): <a href="https://policies.vt.edu/6210.pdf">https://policies.vt.edu/6210.pdf</a> Thank you for your review and consideration of my comment.

	A	B
8	Student	<p>This increase is going to be difficult for me as graduate student. Since I have been here my fees have increased every year. This is expected but even more difficult since my GRA position which helps me pay my bills has not increased. I believe it is unfair to increase the fees and not consider the stipends of graduate students in the PhD program who often are not allowed to work another job. Also as PhD student I am paying fees for a lot of things I do not utilize since I am done with course work. If I need to pay fees I should be able to opt out of things that I do not use.</p> <p>Another consideration is that students that are doing PhD work have often taken out the max amount of loans offered by the federal government by piling on more and more every year it makes it difficult to pay and actually stay focused on our studies.</p>
9	Student	<p>This is completely ridiculous, I can't believe this keeps happening. I am a 5th year Chemistry graduate student, and fees have gone up almost every year I've been at VCU. Stop wasting money on real estate speculation and Rao's insane contract and start investing in the people who are actually producing the research.</p> <p>Although this increase doesn't affect me personally (I graduate this May), I am still deeply bothered by the disrespect that VCU admin has for graduate students, who are barely making ends meet as it is. When I leave and make a career in STEM industry, I will be telling everyone who will listen that VCU is exploitative and uncaring of its students, and that our stipends are significantly lower than most other schools of a similar rank (which is true). Everyone is going to hear about how corrupt the administration here is, and how they're more interested in buying real estate than paying their grad students.</p>
10	Student	NOOOO. That is ridiculous!
11	Student	I don't believe that raising the tuition is fair and just, everything is getting expensive and raising the tuition will make it harder for people to afford to still coming to VCU
12	Student	So are you going to pay that for me? My family and I meticulously planned my financials for college. I am on FAFSA. I can't afford a penny more. You are drying me out. VCU is a public school... why do you even charge tuition at all? This is not what I signed up for, and now I'm stuck here. Why don't you cap professor salaries like other VA universities??
13	Student, Staff	<p>With the current economy, it's difficult just to come up with enough for groceries on top of all my other bills. I work part time for the university as well as being a student. Going forward, if tuitions were to increase the balance between these two roles in my life would be ruined.</p> <p>Please take into consideration the climate that we are going to school and working in. Many are still recovering from the pandemic, in terms of welfare and financially. Whenever there has been an increase in tuition there has never been a results that directly affect me or the my fellow students/staffs. Even if there were, I'd rather have a lower tuition than a movie night.</p>
14	Student	My department (Psychology) has not seen any major or meaningful improvements in graduate worker pay, buildings/rooms, or funding available for research labs and professional development. Raising tuition price during an inflation period where wages are not keeping up with rising rent and grocery costs is irresponsible and downright harmful. VCU was granted "minority serving institution" status recently, yet this is not reflected in its overall practices nor this inequitable desire to further price out underserved, low-income, and racial/ethnic minorities.
15	Student	Please do not raise the tuition! So many of students can barely afford the tuition now. There isn't even a cap on professor salaries and we are being expected to pay more? This isn't because of inflation- this is because of profits. You are putting profits over people. Stop this.
16	Student	Students are already struggling with paying tuition. I absolutely do not think you should raise the tuition by 300 dollars. I have to work two jobs while being a full time student to make ends meet, and i know many students who are also struggling.
17	Student	Do not raise the tuition! It is already expensive, college should be affordable.

	A	B
18	Faculty	There is not justification for a tuition increase at this point. I understand inflation, and economic downturn has created a strain on academic institutions across the nation but VCU should look to rearrange current funding to compensate for these things. VCU can easily run a prestigious university and research center, as well as compensate workers (including grad student workers) fairly on the current budget. Areas where budget funding can be rearranged non-necessities include sports, president Roa's salary, sorority life, new construction projects.
19	Faculty	I oppose any increase in tuition or fees for our students.
20	Student, Staff	Until we maximize our current appropriations and investments to meet student needs and pay staff a living wage, I can't in good conscience ask for MORE money from our students for tuition.
21	Student, Graduate teaching assistant	Increasing the financial burden on students is unacceptable. It is no secret that all university tuition is extortionately high. An increase in the financial cost to students will only make VCU increasingly complicit in perpetuating the inequalities the VCU administration claims to be against.
22	Student, Staff	A tuition raise will only negatively impact the student body. Students already can't afford to live in Richmond and attend VCU. Also, I notice that grad student stipends are not on your list of folks who will receive an inflation based raise. Please remember that VCU employees do not always fall under the designations of "faculty" or "staff" and still desperately need a cost of living adjustment.
23	Alumnus/ae	Increasing the already very expensive tuition in the midst of extreme inflation is not fair to students who are trying to attain an education for higher opportunities. If this increase continues, Americans will not be able to afford college at all and will have no way to make a living with todays cost of living and wage imbalance. If this increase in tuition is solely to gain more profit, it should not take place. If an increase is desperately required, it should only be to cover the actual imbalance of cost and nothing more. Otherwise that is exploitation of Americans and morally just wrong. Please consider this when calculating the cost required to run the school and not the cost required to make an absurd profit. Thank you.
24	Student	Absolutely do not increase tuition. VCU makes a big deal of being affordable and designed for student success, but small tuition increases do not reflect this. Justifying it by saying that it's a small amount of money, or that VCU remains cheaper than a lot of universities in Virginia (a lot of which are private), does not absolve the university of the guilt of making life harder for students. College is so expensive, and any increase only makes things more difficult, it doesn't need to be. It will not affect VCU in anyway, maybe consider using tuition money on the school and not board salaries before you raise tuition.
25	Alumnus/ae	I do not agree with rate increases. At a time when I am considering a donation to help a student it is discouraging to see VCU raise rates.
26	Faculty	With recent reports noting the continued increase in VCU's highly paid administrative positions (as opposed to teaching faculty/staff), it seems misaligned with our mission that is designed to support first gen & historically marginalized students, to impose a tuition increase. How remarkable would it be for VCU's highest paid top level senior administrators (those whose incomes place them in the top 5% of income range in the US) to lead by example and take a small % pay cut as opposed to imposing tuition increases. That would truly be living into our values! There is no shortage of highly qualified people for all of these positions.. so the argument that the market demands these extraordinary salaries isn't valid. At a minimum, the Board should examine the increase in the % of highly paid (establish a baseline for what is considered highly paid) senior level administrative positions in relation to any proposed tuition increases.

	A	B
27	Student	<p>Don't. I am coming to this institution with zero family assistance. I will be a first generation graduate of a Bachelor's, and if tuition rates are raised there is slim chance I will be able to finish my education, and fall into the same statistic as both of my parents. Education is meant to be accessible in a modern society. We are not living in Victorian Europe. We are not peasants and nobles. We are American citizens, born with equal rights, but not equal opportunities. To raise these rates is to send our society back in time, thus making education less accessible to lower class citizens. Virginia is better than this. America is SUPPOSED to be better than this. I, like many citizens in Richmond, come from very little. I am making it through school via financial aid and personal savings from my own job. I secure groceries through VCU's food pantry. I live off campus and pay bills. I do everything I can to be able to afford to be here, and making the hurdle higher is going to make it so only the richest can receive their education. That is not moral. That is not logical. Inflation has nothing to do with it. The executives who wear three piece suits every day will be fine. We the people will not.</p>
28	Faculty	<p>I am strongly opposed to the proposal which would make students responsible for correcting VCU's budget deficit. This mismanagement of university funds should not place further burden on the people we exist to serve. Reflecting on the other probable outcomes of this budget crisis, including faculty layoffs and increased class sizes, this proposed tuition increase would also mean that VCU is asking students to pay more money for less individualized attention, overfilled classes in which they feel anonymous, and fewer available mentors. The changes being discussed in my unit as "necessary" to balance the budget are catastrophic to the work we do and will end the careers of many dedicated and talented educators, which will certainly harm our students in the long run. Why should the faculty and students suffer the consequences of this financial crisis while administrators continue to see enormous salary increases? The top earning administrators should not continue to be paid ten and, in some cases, TWENTY times my current salary and also be given regular raises and bonus while we require students to enter into further debt for a VCU degree.</p>
29	Student	<p>Do not raise tuition prices. College is already expensive enough and I do not see a change in quality of campus or education to warrant a tuition raise. Especially as this is a public college and many students here are already struggling to get needs met. Is this an institution that prides itself in education or profit?</p>
30	Student	<p>The increase of tuition to 5% is extremely drastic and newer students will more likely require a job in addition to financial aid in order to attend university full time (especially if said student is first gen or from lower income families). Should the tuition need to increase, the lower amount is preferable for students in greater financial need. I'm concerned about this increase myself because of recent financial difficulties in my family.</p>
31	Faculty	<p>I oppose the raising of tuition. I support the re-prioritization of funds to support faculty and students, and the de-funding of lavish capital improvements, and administrative bloat.</p>
32	Student	<p>We were promised frozen tuition back in the summer, that our tuition rates wouldn't go up. I know that was part of the reason why I personally chose to come to VCU, as we could not afford to pay any more tuition. Despite that, now we've gotten to hear that VCU is raising tuition?!?!? I do apologize for the spelling or grammatical errors but it is incredibly upsetting that you as an institution would just blatantly lie to us. Is there even a real reason to raise tuition? Are professors and school staff getting a raise out of this? Or is it just going into the pockets of Michael Rao and his board?</p>
33	Student	<p>We are currently going through a cost of living crisis that is affecting everyone, especially students, as it is difficult to be able to afford school, housing, food, and other necessities while also obtaining a degree. The past few years have been an extremely stressful time, and a large number of students worry about the cost of housing and meals- we should not have to worry about an increased tuition on top of this. VCU is making a lot in profits, and the well-being of the student body NEEDS to be prioritized over profits. We are struggling now more than ever, and the impacts of these financial hardships are detrimental to our mental health. I am urging you to think of the students of VCU while making this decision.</p>

	A	B
34	Faculty	I am deeply concerned about the ethics of increasing VCU's tuition. Our students struggle with the expense of college already, and this will only compound the problem. We are likely to lose a lot of students to other state institutions like Virginia Tech. I understand that VCU is facing a budget crisis, but this proposal will likely deter students from choosing our university, and therefore, it won't be a solution at all. Instead, this institution needs to carefully examine its financial management--at present, it's clear that we're directing too much money to administrative positions, and too little to support classroom education and to attend to the most immediate needs of our students (advising, housing, mental health, and especially instruction). Asking our students to shoulder the costs of the budget crisis seems profoundly unethical.
35	Faculty	You've consistently used bad models for the budget and are now imposing those failures on the students. Consider cutting the salaries of the highest paid employees first, and reducing the number of administrators as the bloat is certainly there
36	Student	Please do not raise 2023-2024 tuition. In order to cope with inflation and economic distress, a tuition freeze is needed.  Instead, the VCU Board of Visitors must advocate for an increase in funding from the Commonwealth of Virginia budget. This additional funding from Virginia should come from tax increases on wealthy Virginians who can afford slight increases in their taxes.
37	Student	I believe that such an increase would be detrimental to the financial well-being of many students, and could potentially force some to drop out of school altogether. The proposed increase would unfairly impact low-income students and those from marginalized communities, who are already struggling to pay for the high costs associated with higher education. It is imperative that we prioritize making education accessible to all, and this tuition increase goes against that goal. As a student who is responsible for paying for their education through student loans, the increase would impact my ability to live a financially stable life in the future.
38	Student	With the increase in food, gas and other essential living expenses, raising tuition is unethical. Heightening property values around the university already make living in the city unaffordable without the compounding effects the Covid-19 pandemic on the economy globally . Increasing tuition costs will cause students to forgo other expenses such as health care, healthy food and better living conditions simply because this increase will squeeze their already tight budget. It is unethical and unneeded at this time.
39	Student	Please no. I cannot afford it, and neither can anyone else.
40	Student	My family can barely afford college as it and doesn't the university already have enough money? My family works so hard to provide a future for me but there may not be one if this increase happens. Why does VCU need money from the pockets of working class families? If you want more money, find donors do not take from families who are already struggling. Your student body does not support this and isn't that what VCU is about? Educations should be attainable and this increase does not align with the morals that I was told that VCU has and it is definitely not a part of your students' morals.
41	Faculty	I oppose any increase in tuition or fees for our students. Our students are already bearing the burden of too much accumulated debt without sufficient investment on instruction, advising, mental health, food access, housing access, or any of the other needs our students face each day.
42	Student	Increasing tuition only serves as a way to increase the barrier for students to attend college. There seems to be no increase in services available to students, so the increase in fees seems solely motivated by greed.
43	Student	Already, I know students who had to drop out of school because VCU raised their tuition, or revoked aid. This is unforgivable. VCU cannot raise tuition without students and faculty retaliating by withdrawing our support, fiscal ties in the form of tuition, and labor. I for one will not be able to afford graduate school, nor would I want to stay at this school, if tuition is raised.
44	Student, Staff	Public education is a public good (belongs in the Commons, not the banks). Rao makes \$700,000+ a year, and this university is often chosen over others due to being more affordable. Absolutely do not raise the tuition, lower Rao's salary if more money is needed.



	A	B
45	Faculty	If VCU is so (understandably) worried about recruitment and retention of undergraduate students, a tuition increase, especially one of this size, will adversely affect enrollment. In my role as an instructor and informal advisor, I am seeing *firsthand* the number of students stretched to the breaking point in attempting to meet their financial obligations. Should the increased financial demands of this proposal be enacted, I assure you that many of students will seek other alternatives to VCU. Obviously, this would cause a detrimental impact on the institution's budget that would far exceed that of tuition/fees frozen at their current rates.
46	Student	Please don't raise tuition! This will alienate students in lower socioeconomic brackets from coming. VCU is supposed to be diverse, socioeconomic included
47	Faculty	I urge you to not raise tuition next year. Over the past two decades tuition has increased from \$4,869 in 2003 to roughly \$16,000 today. These more than tripling of tuition unfortunately does not correspond to higher wages when students graduate. Today's students face unprecedented challenges—from climate insecurity to mass shootings occurring almost daily. Now they are graduating with insurmountable debt. They have a right to an affordable education, just like we got.
48	Student	I do not support a tuition and fees increase for the upcoming academic year. What seems like a minimal amount overall is a large amount for many families both in state and out of state. President Rao makes \$700,000 dollars per year. This is an extremely high pay salary, much more than most people live off of. Dr. Rao taking a small pay cut would not greatly harm his quality of life but does have the potential to greatly improve the quality of vcu students' life if it means there won't need to be a tuition increase. If there is truly no possible way for this university to function without a tuition and fees increase, it is necessary to provide in state residents a tuition scholarship equal to the amount of the increase just like what was provided this year.
49	Student	I strongly disagree. There is already a fee for most amenities on campus available to students. I do not understand why the increase is necessary. Everyone living in this country is facing the current issue of inflation. If anything this will discourage current students from returning and potential students from coming to campus.
50	Faculty	I oppose any tuition increase for our students. You can't pay the president over a million dollars and upper administration in the 300-700Ks and put the burden of those costs on our students.
51	Student	As an out of state student that already pays a substantial amount to attend this university, I am very disheartened to see that this proposal increases tuition by so much. I understand with the recession, finances have become a bigger issue however with the amount of budget cuts and considering that vcu out of state tuition is already incredibly expensive compared to other virginia schools, please consider at least lowering the amount that tuition is currently proposed to be raised. I genuinely may have to transfer back to my state school if tuition is raised any more.
52	Faculty	No on the proposed tuition increase and fees increase. Many students struggle with cost of living expenses, tuition and fees at the current level, and inflation.
53	Student	Why are we increasing tuition to offset the fact that we have a deal with the state government to take a lower amount of state aid and we make up for this in tuition and fees? The whole point of education at VCU is that everyone is welcomed, but how is this possible when at this point a lot of people won't be able to afford to attend. You add onto the fact that there are multiple layoffs happening at the faculty level and you're just thrown up in the air of what the heck VCU is doing to help provide a better education. If this increase does happen there is most certainly going to be an uptick in student dissatisfaction and less attendance due to students attending other premiere colleges such as UVA, ODU, VT, and LU. Just something to consider when the university is going in the completely wrong direction and the students are paying the price for it literally and figuratively.
54	Faculty	3% would be better than 5%, but since the tuition has not been raised in several years, it makes sense, especially if it includes a raise for Adjunct Faculty.

	A	B
55	Faculty, Alumnus/ae	VCU students are already bearing a tremendous financial burden. We should be seeking more funding from the state rather than charging more in tuition. The mission of public higher education is to serve as a public good, not as a cash grab from young people, many of whom live in poverty.
56	Student	It's sad seeing the President of VCU making millions on the backs of Richmond residents. Realistically, his family is going to send their kids to VCU, they're going to send them elsewhere. If students pay more, we should get more services, expand research, and look into adding new majors that have some relation to what's being taught I.E architecture. It's a conscious decision not to invest back into students and it shouldn't continue. VCU can become even better but administrators choose to fill their pockets.
57	Student	This plan is absolutely vile. There are already so many students experiencing homelessness trying to put themselves through college at VCU. How many more students will become homeless, or work themselves sick trying to pay for their education here?
58	Student	Raising the tuition at an alarming rate, while the music programs keep getting their budgets cut, does not set up the students for success. Inflation keeps rising, yet minimum wage just went up in Virginia to a measly \$12/hr. By raising the tuition, the university is setting up students for financial hardship. If VCU cares about its students and cares about its dropout rates, it would reconsider the deep stress it is putting on its students. If VCU does increase its tuition, I would hope it would reconsider the cuts being made to the music program. If the price goes up, the quality should increase. If the quality decreases, why would the price go up?
59	Student	This increase on tuition is not helpful and unnecessary, especially when housing and daily essentials like food are not getting any cheaper. Why doesn't President Rao take a cut, as he got an extraneous 8% raise last year, making his annual salary over \$700,000? Are any of the board members taking pay cuts to help finance these raises for adjunct professors? If the highest earners at VCU got a significant pay cut that numbered in the thousands, their bottom line would be just fine and their livelihoods would not even be close to threatened; These differences in a few hundred dollars in tuition, however, can be the difference between graduating and dropping out for some students. The burden of giving faculty closer to living wages (as while some of them are fine, many are underpaid) should not be put onto us students, but rather those at the top who have ample funds and do not need their pockets lined further. The people who need to hear this most probably won't even read it unfortunately but if you have, thank you for your time.
60	Student, Staff	It is not our responsibility to pay for disparities of VCU. As a student, I have the responsibility of fulfilling many expenses. I would expect that just as my expenses are not thrown at VCU, that VCU does not throw its expenses towards students to fulfill. This would be the second increase that I would be responsible for. I can not afford to continuously take on an increase in tuition rates.
61	Faculty	We are already more expensive than JMU and VT, ODU and GMU, which makes it difficult to recruit students when our scholarships in the arts are small and don't offset the tuition difference between our school with scholarship and other state institutions without scholarships. Please do not raise tuition any more we have to find other ways to offset costs.
62	Student, Staff	It is a lot to handle as is. As a state school, I do not think this raise is necessary. We don't even have reasonable parking. Please stop raising tuition.
63	Student	Tuition and fees are too high as is. They need to be lowered, if chance is warranted at all.
64	Student	If you all need more money decrease the salaries of your executives. You will lose students from this.
		This is ridiculous if there is not a backup for people who rely on scholarships and aid.
65	Student	Please do not raise tuition, as a student who is paying for college on her own and working jobs throughout the school year to continue to cover cost, it would be another pressure that students do not need. Please consider those who do not have a lot of financial help, which is the majority of us.
66	Student	This is not a good idea. The children are in debt and suffering.
67	Student	I am fine with this as long as the dining hall gets improved

	A	B
68	Student, Parent or family member	As a sibling of a VCU grad and a student myself, raising tuition hinders and causes stress to students about their financial future and opportunity at VCU. VCU prides themselves on being diverse, but raising tuition is just lowering the demographics of various students who want to attend. I know of many students paying their own tuition, working THREE jobs on top of their classes to pay tuition, and to see VCU want to raise their tuition is shocking. Many students come to college to make a name for themselves and to break generational poverty, and for a college that prides themselves on diversity, inclusion, and welcoming people from all walks of life it is mind blowing that VCU would raise their tuition.
69	Student	I feel that the tuition should only be increased if it will be used to improve student lives, facilities and to support the salary of the lower paid university staff or teaching faculty. The VCU Board of visitors should not have a raise and neither should the president of the university! This money should be used to improve the lives of the people who make VCU the school that it is! If not you'd be unfairly taking money away from people who need it to live their lives!
70	Student	I don't get enough scholarship money from VCU for us to be considering tuition hikes. Seriously, I have a 4.0, I'm working around the clock between school and work to maintain that, and I don't get a dime in academic scholarships and my loans are piling up. Do better.
71	Student	If the increase in tuition costs does not increase the financial related drop-outs or incomplete degrees, yet does benefit the faculty and possible financial freedom to improve programs, I believe it is worth it. A minimal increase for a substantial upgrade should be seriously considered. Please weigh the pros and cons carefully and impartially. Thank you.
72	Student	<p>I believe there should not be an increase in the tuition for the university. I feel that this proposal can take a toll, not for the students' financial situations, but also there own education some can't afford.</p> <p>Reasons behind this would include the yearly cost increase if the proposal goes into effect, which students would have to pay to attend school (attend campus). With this, when students graduate, they would have higher loan debt that they would spend years trying to pay off (only applying to students who don't have to pay out-of-pocket for their tuition).</p> <p>Raising the tuition of VCU would possibly discourage students in their studies because they apply to college to advance their skills in their chosen field; by increasing the tuition, the student may reconsider their careers and/or quit college because of financial issues.</p> <p>I hope you read my thoughts and reconsider the proposal for the students and for the whole school.</p>
73	Student	If you intend to charge students so much for the services VCU provides, you should at very least vet the speakers you allow on campus more thoroughly. I attended the "Lies Pro-Choicers Believe" event in the SGA Senate Chambers on March 29th, where VCU allowed speakers to bring their violent and agitative team. One of them physically assaulted two students, throwing them into chairs and to the ground. When I attempted to deescalate and help the women who'd been assaulted, I was dragged back by another member of their team, as well as shoved by VCU police. I also witnessed an instance of police brutality taking place in the hallway outside the event, where a student was shoved and held against a wall by three VCU officers. The student was screaming for help, and they would not release him or deescalate the situation. He had been dragged violently from the event room after blocking cameras that were taking video of people without their consent. I am appalled that VCU not only allows such violent people to use its facilities, but that it hires aggressive and brutal police. There are videos of all these events.

	A	B
74	Student	I have concerns about the proposed tuition and fee hikes presented by the VCU administration. While I understand the need for the university to cover operational costs, inflation and increasing utility costs, it is difficult for me to bear the burden of these expenses through higher tuition costs. It is good to see that the proposed budget includes a salary increase for faculty, but it seems that students are being asked to bear a disproportionate amount of the financial burden. I urge the VCU administration to reconsider this proposal and find alternative solutions that prioritize the financial well-being of students, as well as the operational needs of the university. The proposed increase in tuition will make it more challenging for students to pay for their education, and may even discourage them from enrolling at VCU.
75	Student	I do not think the students of VCU are being considered especially the non resident ones. I know some non residents couldn't even get housing for next year and now have to pay extra for an apartment around campus and now you guys want to add extra money to their bills for next year. Non resident students already pay a lot and now some non residents have to pay for housing too. College is a business and everyone knows this. If you can't think as vcu students as students think about them as consumers. The retention rate of your consumers will go down severely not only because of the poor organization for housing that just occurred but the increase of money some of us do not have. Scholars who also make up your graduation rate will go elsewhere and increase another university's graduation rate. VCU cannot ask for more when people are already trying so hard to cooperate with this university's poor organization and stability. It's cruel.
76	Student	Please do not increase prices or fees. I, and many other students, are already struggling to pay our tuition and the accompanying fees. Many students have to pay for college by themselves with no support from any secondary sources and increasing the cost of school will be a detriment to these students. VCU has a large amount of property, if you're really hurting for money why not sell some of those?
77	Student	It is very frustrating to have such high tuition increases at no fault of the students. VCU tuition is already high and it was raised last year. If this pattern continues, it will disadvantage students more than help them. The reasons behind the rate increase don't even benefit me so I don't understand why I should pay more.
78	Faculty	Do not increase the tuition.
79	Student	Please do not raise tuition. It's already so expensive, and I can barely cover my expenses month to month as is. There are too many fees, too many expenses associated with college. How is any of this supposed to be affordable when even extremely low-income students (like myself) have to just get into more long term debt to attend school?
80	Student	As students we are not responsible for the inflation of the economy and the financial decisions of the University who consistently seems to put profits over students. We are struggling just as much if not more with the state of the economy and many of us can barely attend the University as it is with the most recent tuition increase this year. If the university truly cares about its students, you will reconsider the tuition increase.
81	Student, Staff	It's insane
82	Student	It is absolutely ridiculous to keep raising tuition, chose this school because of affordability and location, but ever since I have been here it feels like all this university cares about is getting as much money as possible from us.
83	Student	I would like to know exactly what the money is funding. "University fees etc" is very vague, and I'd like to see where my money is going. \$190 might not seem like a lot, but that's two months of food for me.
84	Student	The tuition is already so much. This is not a cheap public university. You make lots of profits. There is no need for an increase especially when many of the students here already struggle to make ends meet and find housing since vcu doesn't have a lot of housing for any upperclassmen.

	A	B
85	Student	I don't believe the students and families of students that go to VCU should have to suffer the financial burden of an increased tuition caused by sources that are not our own. The tuition has already been increased since I've been a freshman here and that already makes it hard enough to attend this school as it is. Please keep the students and families in mind and acknowledge that with inflation rising all around us it already makes it more difficult to survive. I ask to please find another way around this issue that doesn't have to impact us or our families so harshly. Thank you
86	Student	I believe it is very unfair to students. Tuition was already raised this year and many struggle to pay the expensive costs of college as it is. I believe there are some unnecessary fees placed into our tuition.
87	Student	We are students and kids that work hard and some of us can barely cover our tuition as it is. We struggle on the daily and adding a higher tuition rate will only lead to more debt.
88	Student	For context I am an out-of-state art student from Illinois. I already pay a lot in tuition to go to VCU. While I do have an out-of-state scholarship it is still a lot of money. I am also an art student and naturally my supply costs are a lot. The purposed increase are what I can put towards supply costs for my major. I would like to suggest that either there is no increase or the increase is lowered significantly. It is already expensive to go here I would like it to not be as costly.
89	Student	Please do not raise the tuition, it's hard enough as is to pay it. So many students are already struggling to keep up with the costs. It'll be unfair to us if you raise it, since the school doesn't even help most of its students in the first place.
90	Student	It is already hard enough for students to afford tuition. Raising it even more will limit the learning and opportunities for many people. If you plan to go through with this, I hope it comes with more ways to financially support students. Otherwise, please do not hinder your students due to raised tuition.
91	Student	As an out of state student, I am already paying double the tuition compared to in-state students. This usually is typical for all colleges, however it's obvious here especially when more than half the student body is in state. Raising tuition more not only increases that gap but makes myself, who is already paying more than half the student body, pay even more. Also if you are going to increase tuition then create more scholarship opportunities for out of state students. I know in state students who have received more scholarship money than me. Therefore, for these reasons I do not agree with increasing the tuition. Thank you for your time.
92	Student	The tuition raise proposal is detrimental to the financial well-being of in and out of state students. I am an out of state student and without a scholarship increase, the tuition raise will be wildly strenuous on me and also my family. The mismanagement of the university's finances should not be taken out on the students.
93	Student	As a student who pays for school completely on their own, i ask to please do not raise the tuition. I do not want to be in debt for the rest of my life
94	Student	Completely unacceptable and unfair to students. Especially out of state students like myself.

	A	B
95	Student	<p>I feel like there's no public declaration of where the extra money is going to. I would at least understand the point if I knew what it was being used for, but I don't.</p> <p>I would support an increase if it meant our living spaces would be renovated. I lived in Johnson hall last year. Got sick from the mold, just like so many other people that lived there. Rhoads is going through the same stuff, and nothing is being done to prevent another shutdown.</p> <p>I would support an increase in funding for the arts. I am a music major. Our 2 buildings are an old church, and a building designed by a guy who had only previously built gas stations. What? I am paying too much money to only have access to 15 practice rooms. There is not nearly enough space for all of us, and it is so blatantly clear that vcu doesn't care about the music school, which has been shoved in the corner of campus to be contained.</p> <p>I am only able to go to this school with immense financial aid support. There are only so many tuition increases I can take, especially if none of it benefits my education.</p>
96	Faculty	I strongly disagree with the proposed tuition increase and I'm particularly concerned by the way the administration is using faculty merit increases (which are in reality Cost of Living Adjustments, particularly for faculty making under national averages) to excuse the decision to charge students more. The budget crisis taking shape at VCU is the result of decisions that attempt to frame VCU as a business rather than a public resource and good. We are here to serve students first and to be good stewards of community resources. The attempt to squeeze more money from students when we pay the salary of the highest earning public employee in the state is inexcusable. My students, most of whom are in their first or second year here, are learning every day what VCU 's values are, and proposals like this show them that their well-being and learning are NOT the university's first priorities. My students deserve to be at an institution that puts them and their learning conditions (which include the well being of faculty and staff) first. Please rethink this damaging proposal.
97	Student	please do not do this.
98	Student	I do not appreciate the raising of tuition. I am a student who is constantly struggling with money while trying to keep up with tuition and other mandatory fees from VCU. I work 2 jobs outside of being a full time student and it's exhausting. It's even more exhausting when I realize how hard I'm working yet still struggling, I can barely afford food some weeks. Stop raising tuition, don't make the universities money problems my money problems.
99	Student	The students here at VCU are struggling. Just a few weeks ago I learned I would not receive campus housing. This put a huge block into my academic future. It has been a mad dash to try and find a place to live so that I could continue school here. Next semester I will have to work full time so I can pay rent. Last week my roommate and I viewed multiple places, spent over \$500 in applications, and have prayed to find an apartment. Now on top of this, I learn that there is a proposed tuition increase. VCU can not find a place for me to live as an undergrad but expects me to pay even more money. Your students are struggling and we are ignored.

	A	B
100	Student	So many students can barely afford to pay their tuition as is. Raising the tuition for the second year in the row after already displacing many students from on-campus housing due to high acceptance rates will destroy this community. Students should not have to pay that much money to go to a school that has black mold in nearly every building. Oliver Hall is close to being condemned and Franklin Terrence is causing students to get mold poisoning. It is not fair to build a brand new STEM building while other buildings suffer, especially when combined with raising tuition. Almost 40% of students are already food insecure and struggling to buy basic necessities. The cost of groceries, rent, and other basic needs are already rising. Raising tuition again will create more problems than solutions.
101	Student	I know that inflation is affecting the school, however inflation also effects students not only from school but also rising costs of housing, groceries, etc. Raising tuition makes it harder for many students to be able to afford to go to school at VCU, especially with the cost of rent in Richmond being so high.
102	Student	Raising the tuition *again* is really frustrating for us students especially out of state students. I'm lucky to be switching to in state tuition after becoming a VA resident, but still having to deal with the increase of tuition makes it increasingly difficult for us students to be able to afford to go to VCU and college in general. This will cause more students to go farther into debt and we all know no one wants that. Inflation and the job economy is making living comfortably already increasingly difficult and this is just another additive to the problem. So I ask of the Board to please reconsider raising the tuition even more.
103	Student	People can already barely afford college. Increasing it year after year is greedy & unfair.
104	Student	I think that students pay enough in accessory fees, such as the library fees, which do not cover essential things such as being able to print papers for free. We have to pay 10¢ per paper, which is absurd. I think there is no need to increase these fees, if I am still having to pay out-of-pocket for many things that these fees should already be covering.
105	Student	As a incoming student this is a very illogical proposal. Tuition rates are already extremely high and this increase, due to no fault of our own, is very unfair. Please reconsider.
106	Student	I have already been struggling with tuition for my first two years, why increase it? Your pushing students away and making it unbelievably hard to stay in school. Not all of us get help from parents, and have to work hard ourselves to stay in school. It's incredibly unfair, especially when it's hard getting scholarships and help by the school itself.
107	Student	Raising tuition fees while VCU had students living in mold infested forms is absolutely ridiculous. Students are doing everything they can to make ends meet and you have just made it 10 times more difficult for us.
108	Student	I think it is severely unfair that most of us are already struggling enough to upkeep the payments of our tuition and for us to have to pay this increase when it isn't our fault is unfair.
109	Student	How about this, we drop the wages of the people running our university to offset the added costs? Surely their millions of dollars in salary could be used great for other resources for students or even possibly lowering tuition!! This would be a great way to use our state and students money! To be totally honest the disconnect and lack of understanding that majority of your students not only attend full time school but also have to work outrageous hours to not only pay for off campus housing since very little housing is offered to upper class students but also pay for the already astronomically high tuition for what we get at this school in terms of services and quality of education. I love VCU! But I hate the people who run it with an utter and unwavering passion. You have done us and the citizens of Richmond a disservice with how stupidly you run this school

	A	B
110	Student	I think that raising tuition prices could be detrimental to a lot of students. It's hard enough to make ends meet with the tuition. Raising it will make things harder. I know VCU is a compassionate school and has been helpful in times of need. If VCU continues to listen to their students they will know that this is impactful and will aid us to fight this inflation.
111	Student	I am a second year student here at VCU and am currently paying for tuition on my own, working 8-10 hours shifts on weekends just to keep afloat. I beg you to not raise tuition. A lot of us can already barely afford to live with tuition costs as they are. Please consider us, the students this institution is for.
112	Student	Increasing tuition yet again for undergraduate and graduate students is being lazy. Tuition was already increased by 3% during the 2022-23 fiscal year. Obviously inflation is a major factor in everyone's problems recently, but I must say one year later and the budget is already bad again (the 3% increase was said to be what VCU would need to keep their standards) I am wondering how well budget allocation is. We chose VCU because it is more affordable than other universities. It was even mentioned recently about VCU's plan to invest in yet another building project in the coming year or so. This was sent in a VCU news telegram. If the university is struggling financially, projects such as expansion should be paused until the university relieves a substantial amount of the debt. And quite frankly, should be paused until the current buildings are fixed. Expansion shouldn't be on VCU's radar in the current climate.
113	Student	Do NOT raise tuition! We cannot afford to pay what we are now and rising rates will hinder students' abilities to attend.
114	Student	It's ridiculous in my opinion that tuition would be affected when it's not the students fault that the school is having a deficit in money. They already don't provide enough for students to make the experience better & more accessible. As a desk assistant, student, and resident: chairs are uncomfortable, the elevators need ACTUAL maintenance instead of temporary "solutions", the accessibility of the buildings isn't good enough for students with mobility issues, there are barely any places to eat with swipes/dining dollars & when there is they take it away, there isn't enough support for students facing mental health issues, there are so many issues. And VCU wants to raise the price? I think they should raise the quality before they even begin to think about raising the price.
115	Student	Please do not raise tuition I am already struggling enough to attend school.
116	Student	Tuition raising due to a financial deficit at NO fault to the students, and caused by the university to pull even more money from THEIR students is ridiculous, please reevaluate your proposals or else myself and many other students will have to reevaluate attending your university due to the tuition rates. I love this school, but this could cause me to not afford it.
117	Student	It's simply unfair. Dealing with student debt and high tuitions are already stressful enough, not even counting the fundamental stress that higher education gives in general. We are citizens who want to learn without trying to figure out and calculate how to pay the next school balance. My balance last year for ONE semester on campus was over 7k, and you mean to tell me you want to raise it even more??? This is borderline unethical, especially when the students aren't at fault for the reasons behind this tuition increase. Please look out for us, we just want to learn with as less stress and tears as possible!!
118	Student	The staff salary raise should be kept. Tuition should not be raised!
119	Student	FIND THE MONEY YOU NEED SOMEWHERE ELSE!!! Find it in the overfunding of VCU Police, Find it in the overpayment of your President. Do not raise tuition please. Students are already struggling as is and we're not getting enough from our FAFSA or external jobs. Wages are not going up so tuition shouldn't.
120	Student	The tuition raise is due to a financial deficit that is outside of the students' control. VCU does not have the right to upcharge students because of its own financial and budgeting failures.
121	Student	It's a terrible idea. So many students are struggling to pay tuition already, and the only option to properly pay staff is to raise tuition? Matter of fact, tuition was already raised once since I've been here. This is becoming unmanageable for students and parents. We're not cash cows that you can milk whenever you please. We're people trying our best to make ends meet. Raising the cost for students is not your only option, so pick something else.



	A	B
122	Student	There was just a tuition raise for the 2022-2023 school year. There is no reason for another raise just a year after.
123	Student	Our dean gets paid more than 1,000,000 a year, the highest any state employee gets paid in Virginia, and you raise tuition on us students. Insanely corrupt.
124	Student	I am an out of state student already in major debt due to the lack of assistance from my fafsa application results. As a dependent I am required to provide my parents financial information even though they aren't paying a dime towards my tuition. Increasing tuition by 3-5% may seem like it's not much in the grand scheme, but it would cost me over 1,200 dollars in loans, which turns into so much more over years of interest. I chose vcu because I fell in love with the school, despite its costs. But taking even more money, and in turn giving the staff a raise with that money, is not fair or right to me or my peers as struggling college students. Vcu should fix its tuition permanently, because as a vcu student I have decided to make a long term investment in myself at this school. To take advantage of my commitments here and raise the tuition like you have over the past several years is wrong. It is especially detrimental to your out of state students like myself who pay more to come here just because we love vcu. I put so much of my time, effort, and money into this school, please don't take advantage of that.
125	Student	I am very disappointed to hear about the tuition being raised once again. As someone who only had 5,000 from fasfa which is unsubsidized raising tuition will put a burden on me and my family as we are already struggling to pay for my school and trying to not put me in as much debt as I should be in. I plan to goto school for 4 years and then goto graduate school. I fear I may not be able to afford graduate school here which is unfortunate because I would like to continue learning at vcu as it is my dream school. I also do not understand why Tutorin is being raised but there are students who don't have housing for next year. I don't not apply as one of these students but I do feel for them as now they don't have housing and have to worry about tuition like the rest of us. Please listen to the student voices as raising tuition may lead to students having to leave the institution.
126	Student	If you're going to raise tuition please at least raise the scholarship that out of states students get. I originally committed to VCU because of the scholarship I got worth 12k a year, however these tuition increases are off balancing my scholarship. It would only be fair to increase our scholarship or not to increase the tuition.
127	Student	Students are not and should never be responsible for VCU placing priorities where they shouldn't be. If VCU wants to propose a new budget, then they shouldn't be pouring money into unnecessary things (such as another STEM building, meanwhile there's a shortage of on campus housing screwing over hundreds of students)
128	Student	This is a horrible idea college is already crazy expensive why are you going to make it more. And when is it going to stop.
129	Student	Take it out of Rao's salary ♥
130	Student	Vcu has the most low income students yet wants to raise tuition because Rao got a raise and they are having financial issues that are not students fault. Why should we have to pay for it? Students keep dropping out because they can't afford it. Our professors tell us all the time that the school gets mad when all of us get good grades and that they should be more "fair" instead of being glad that our students are succeeding. You want to raise the tuition but show no support for our professors who are supporting your students. They tell us all the time that you look at us as units not students that you want to succeed.
131	Student	Didn't you guys just increase tuition last year? Why do y'all need so much extra money It's not like it's going to things we want like better quality food, a bigger library, renovated building bathrooms, work accessibility doors, etc. It's just going to yalls pockets, especially President Roa's. He's literally the richest man in VA and our school building are old as dirt. It's pretty pathetic. Raise our tutoyions, but don't fix any of the things we need/want just do whatever y'all feel like doing instead. Thank you so much for that.
132	Student	It is absolutely unjustifiable to jump tuition that much within the span of a year
133	Student	With general economic inflation and lack of affordable city housing (on and and off campus) students and families of students cannot afford to keep up with an increased tuition and more student debt.

	A	B
134	Student	Tuition is already a lot of money for out of state students, college is expensive enough for students in general. Families recovering from covid-19 might not be able to afford to send their kids to college.
135	Student	Honestly, the constant tuition increases is making college so much harder. It takes away from the enjoyment when you have to consistently wonder how you will pay for tuition. Please... no more increases!
136	Student	I understand the raise due to inflation and such it is just extremely unfair for those who have chosen this school due to it's cost and are constantly hit with raising prices, unknown fees, and unprofessional staff. The amount of times I have had to call multiple people to get answers about just about anything is ridiculous. This doesn't go for everyone but half of the employees don't do their job anyways so why are we blaming students and giving the people who copy and paste assignments from previous years, don't answer emails, or just simply look past you.
137	Student	How can you raise it? Inflation is already hitting in every aspect. This raise with a younger generation could impede economic development for years to come. In an already complicated world, make tuition easy.
138	Student	The reason for this tuition and fees increase is at no fault of and will have no benefit to the students. Especially with increasing fees, but allowing for inaccessible and unsafe student facilities. Not to mention the low adjunct pay, lack of qualities hires, low budget for the Arts, and 66% graduation rate.
139	Student, Student staff	Paying tuition is hard enough with my student salary along with my monthly living expenses, an increase of around \$800 is about the same as my paycheck if I worked roughly 30hrs a week for 2 weeks, the max hours allowed by my vcu job so its not like I can work extra hours to make up for this tuition raise. I understand that it's for staff support, but most of the time student staff are not included under that umbrella. I know several student staff in my same position and will be in financial distress with this increase.
140	Student	Hello VCU. I am a new VCU student that will be attending in the fall for upcoming 2023-2024 school year. I ask that you reconsider your choices in raising tuition especially since it not only affects students but many families as well. I am already doing all that I can to lower any costs my parents will have to pay especially since I still have two younger siblings they need to care for, one of which will be attending college as well during my senior year of college. College is already expensive enough and one of the reasons why I chose VCU is because it had a more affordable price than my other choices. Please do not make it any harder because I would like to continue my education without putting too much stress on my family's finances.
141	Student	Do not raise tuition. College is already too expensive for students, and if tuition keeps increasing each year, I wouldn't be surprised if kids stopped going to college in general because of how expensive it is. It's ridiculous that in order to achieve a higher education you have to pay over \$15k in tuition alone not including living expenses. Additionally students are expected to put in 3+ hours of studying/credit outside of the classroom and are also encouraged to get low paying internships. Leaving very little time to actually enjoy other aspects of college life such as clubs and extracurriculars, let alone enough time to work a full time job to pay for tuition and living expenses. There's a huge student loan problem and instead of trying to help combat that by lowering tuition, you want to raise it and add to the problem? Honestly disheartening that VCU continues to increase tuition. It's pretty apparent VCU, a university that prides itself in community, doesn't actually care about its community and only cares about making money.
142	Student	VCU's mandatory fees should remain among the lowest for Virginia colleges and universities. Inflated salaries such as Michael Rao's should be better allocated back into the institution and VCU community.
143	Student	Raising the tuition is harmful for students.
144	Student	This is not the fault of students but of the institution
145	Student	please for the love god don't raise tuition, the workload of college is already enough
146	Student	Keep it how it is or lower it. It was already raised and there were no additional benefits.

	A	B
147	Student	I don't appreciate having to put out even more money after one increase this school year already. while i very much value our faculty - i think we should look to other avenues to deal with this financial hurdle
148	Student	What is the technology fee used for? Every technology we use seems to be working just fine, example canvas, wifi, library wifi etc. What is the health service fee explicitly used for?
149	Student	Tuition costs were already raised last year, and a lot of students are paying for there own tuition that I know. Raising tuition would put many people in uncomfortable situations and may cause some people to not be able to continue their education here.
150	Student	Please don't raise the tuition, college is expensive enough as it is. I know numerous amount of people who chose to come here over other schools because it was financially smart. raising tuition slowly lowers VCU's accessibility. Financial aid or not, raising tuition isn't something that gets swept under the rug for more families than not.
151	Student	I don't understand why you guys want to raise tuition. Students already are in enough debt just trying to get a degree and make a life for themselves. If anything there are more ways to get the money that you need and this money can come from elsewhere. Students go through enough as it is. Tuition already includes outrageous, unnecessary fees that many of us don't even use anyway. You guys can't even provide enough housing for upperclassmen, therefore so many of the students that you do have will be transferring. Raising tuition is a no-go and I don't even know why this is even a debate.
152	Student	I think it's very exclusive to raise tuition. Everyone should be able to access education, and raising tuition would make it harder for people of lower income to attend VCU. We are the "uncommon" and I think part of what makes us uncommon is the accessibility of education we have that other schools don't. It would be a shame to see that go away. I think VCU budget needs to be reallocated, not more money be brought in.
153	Student	As an out of state student who is supporting myself, I'm already struggling to make ends meet. On top of my classwork, I work 30 hours a week, and mentally I could not handle taking up more to pay this increase. I will leave the institute if this is employed and I believe many others would as well.
154	Student	This is very messed up. The tuition increase this year only affected the out of state students (which I am). Y'all do not offer enough scholarships to offset the raise and even if I go to financial aid crying begging for a tuition increase I get told I can't have a scholarship increase. I am working my ass off but my tuition continues to be raised unnecessarily and I am given no help. I have stareved for weeks because between tuition and rent I can't afford food. If the tuition continues to be raised the amount of students enrolled will fall. I will end up having to drop out because I can barely afford to be alive (food, home, medicine) I don't want to lose my education too.
155	Student, Staff	I oppose the tuition increase. As a student who has no parental financial help, first gen, disabled person, and who works three jobs, I already can't keep up. I apply for institution and outside grants and scholarships, work in both the RA and DA positions, work an additional outside job, and live on a strict budget. With being in the arts, we have to tax on so many additional fees, not to mention all the unlisted expenses. Due to such expenses, I have had to utilize multiple food pantry and community out reach services. On top of this, I have maxed out addition vcu funds, like those offered by the dean of students, due to an unfortunate flood that the university was at fault for, that I can now no longer use for my needs. The existing tuition amount not only isn't already accessible to non conventional students like myself, but definitely does not give any wiggle room for unfortunate events like the one I listed above. I have heard the same feed back from countless of residents I work with day to day and have spent hours with them trying to find ways to pay tuition and other resources. A tuition increase would make this issue significantly worse and I feel would be a deterrent for incoming students, and decrease graduation rates due to financial need. VCU makes claims of being different and better than the rest in multiple departments, resist the other universities trends and stand out. Prioritize your students. Thank you.

	A	B
156	Student	are you for real. please stop trying to placate the students by saying that "it's only 5%, it's only an extra four dollars" when some people literally cannot afford to eat. stop overcharging the students and start taking some of the money out of president rao's green-lined pockets. once that man is no longer anywhere near the richest/highest paid state employee then i will listen to this tuition increase nonsense. you have the money, look elsewhere.
157	Faculty	I believe our tuition is already too high. You cannot pride yourself on being a 1st gen school and also have higher tuition than JMU, GMU, CNU, ODU, and VA Tech. Some of VCU's priorities don't align with the mission of the school. We are not a selective University, but we charge tuition like we do. The Gym is fancy, the library is fancy, but all that fanciness doesn't help us achieve our core mission. Please cut administrative bloat, consultants and anything unnecessary, even faculty research funds. When we were one of the cheapest options in the state - that's when we were growing in student population. Now we are headed in the opposite directions, and we can't find enough students who will come.
158	Student	Raising our tuition doesn't do anything but drive students away from not completing their degree. People won't be able to afford the tuition increase causing them to drop out and stop giving the institution money overall which is not what the school wants. It's not like VCU is adding new dining centers/halls which we desperately need, bringing celebrities in for Homecoming like other local universities do, adding new advising/mentoring programs & technology/resources for our students. VCU is nothing but money hungry.
159	Student	Stop raising the tuition. Not everyone has that kind of money.
160	Student	What is this money going to? How are we using this to better student lives?
161	Student	I came to vcu because of how affordable it would be for me. Not only will this raise in tuition make me struggle financially but mentally too. We shouldn't have to pay for the school's bad decisions.
162	Student	I am entirely against the tuition increase. I already pay hundreds to thousands in fees for services I do not use, I am not happy to be paying even more. Students do not get fair representation when it comes to decisions about our financial fate at this university. One of the reasons I chose VCU for my degree was the lower cost and promises to keep tuition down, which were clearly misleading factors.
163	Student	There should not be a tuition raise.
164	Faculty, Alumnus/ae, Parent or family member	VCU relies, and has been able to thrive in reputation, on its relative affordability for Virginia students (I say this as both a parent of a student *and* an alum of the school myself). Right now, VCU has an opportunity to make a statement of support to Virginia families by *not* increasing tuition during an economically challenging period for most households.
165	Student	I don't have enough money to pay for that
166	Student	Very unfair as prices are already incredibly high. I'm an art student and planning to live off campus next semester so things will be especially difficult. Please consider the effects this will have on students
167	Student	The sudden increase in tuition could cause many financial difficulties for students.
168	Student, Staff	I feel the tuition increase will negatively impact I lot of students and staff and will raise tensions between the students and administration. I don't think it's a good idea especially when it's not the students fault the school was irresponsible with their money. Next time maybe do your job correctly and not waist money on stupid things then the students wouldn't have to bear the weight of your irresponsibility. Unless that is of course your intention... to waist money and then have students bear the weight of it. Karma will come back to ALL of you 10 fold watch

	A	B
169	Student	The amount for tuition is already high enough. A lot if students are billed for at least more than half of services they don't even need/ask for. And you can't opt out from them. In my case, I have an unemployed mother and a father that's a laborer and FAFSA through VCU still doesn't help enough. We are neck deep and it's not made any easier for students under my circumstances. Raising the tuition already once this year was completely unfair. Raising it again would be a slap in the face to a lot of us since we don't have much flexibility in choosing to pay for the things we actually don't need. All those "university fees" don't exactly list what the high charges are for. Money is already just taken from our pockets, and a lot of us don't have it. I suggest raising the tuition fir students that do have it, as it is still a PWI with lots of stability within their population.
170	Student	I think that the proposal is extremely harmful and irresponsible. I know many students struggling to afford basic necessities and this would only put a strain on them, myself included. It's unfair that students have to live in mold-infested dorms while having to pay even more tuition. I don't even know where most of students' payments go but it doesn't seem like VCU is truly investing in its students and our quality during these 4 years. This tuition proposal would only make life for students harder in a place that's already extremely expensive.
171	Student	I am strongly against the raise in tuition and fee costs at VCU. It is extremely unfair to all students from all financial and living situations. The price of tuition is already too high on top of the insane costs of inflation to live in the US. If VCU truly does care about their core mission and values, they should not increase tuition and cost of attendance.
172	Student	please i already pay so much
173	Student	<p>Students and their families will be put under a heavy financial burden as a result of the planned range of tuition increases for undergraduate and graduate students as well as the increase in required fees. Particularly those who are already having trouble paying for their higher education may be impacted by this load.</p> <p>It is crucial to remember that the cost of higher education has been rising for years, which has resulted in massive student debt, even though the institution claims inflation, rising utility expenses, and operational demands as explanations for the increase. It's crucial to take into account how the COVID-19 pandemic can affect students' financial conditions.</p> <p>It's crucial to keep in mind that many people need higher education to improve their life and find better employment prospects. But only those who can afford it should have exclusive access to education. Universities need to discover ways to increase student affordability and accessibility, especially for those from low-income backgrounds.</p>
174	Student	I quite honestly think it's a horrible idea. There are valuable resources to the school facing major budget cuts, vital staff being underpaid, and an excessive number of administrative staff who have accomplished near nothing. I don't want to pay more, knowing that that money is being wasted.
175	Student	Do admin need to make six figures, though? Also do we need a new athletic campus? Paying professors and faculty who actually teach or work with students is good, but we also know that you're firing some of them to cut costs. If you're worried about retaining students, raising tuition is not going to help with that! Affordability and location are the main reasons students choose to go somewhere and stay there. No one cares about tennis courts.
176	Student	I don't want the tuition rates to go up as the student's tuition won't actually help my professors. I have heard that the government splits the tuition in some way and it won't affect the staff's pay salary. So I ask you this, why make the student's life harder? I vote no for the tuition raise.
177	Student	To expensive I can't afford

	A	B
178	Student	I am an out of state student relying on scholarships and grants for my ability to attend, and raising the cost of tuition would affect that and make it so I could not afford to go here.
179	Student	Please don't increase the tuition as it will affect struggling students.
180	Student	I do not like this 2023-24 proposal, quite frankly just the thought of it is stressing me out. I escaped my unsafe household to come to vcu and pursue my education and have a better life. I am an independent student, no one is helping me. I almost faced homelessness with the unfixed housing situation and now this? It feels like things are just going to get harder for me and tons of other students who are in the exact same position I am in. Vcu is known for their affordability and opportunity for people like me... why change that?
181	Student	Really expensive for the classes required to take in my degree
182	Student	Basic economics states that as the price goes up, demand goes down. And I believe that applies to students like myself who have to pay for that tuition increase. The issue isn't that VCU doesn't have enough money, it is allocation. President Rao makes over one million in a fiscal year and yet students were getting really sick from the mold in their dorms. Or on another hand, you could promise to put in more renovations or other things that actually matter to the students paying this tuition. If you could give us a list of things this increase would pay for, then I would love to read that. And to clarify, this was meant to be respectful.
183	Student	Please don't raise our tuition. I worked my tuchus off this semester to maintain a 4.0 and to work 20 hours a week at Starbucks to pay off my tuition, which I did. But it's so very stressful. I'm able to manage it now, but if it gets any higher I don't know if I'll be able to. So please have some sympathy and don't raise our tuitions.
184	Student	VCU is often the most affordable 4-year college that Virginians like myself can attend, but even then, it can be incredibly difficult to keep up with tuition. VCU prides itself on being a vehicle to deliver students to success from *all different backgrounds*, and you need to keep your commitment to students from lower-income households.
185	Student	It should not happen! The tuition and fees should stay the same. Upping the price is overrated. People pay for college to get an education with the amount already being pricey enough. It doesn't need to be more expensive.
186	Student	I don't understand how this will benefit the students. I'd like to know more about what the students receive from having to pay more to attend the same classes.
187	Student	Raising tuition is unreasonable for the majority of students here, myself included. I'm paying my own way through college and having a higher tuition would be a serious issue for me. I committed to VCU because of the scholarships offered to me with the assumption that tuition would increase with inflation. A 7% is not in line with inflation at all, meaning that MY income will stay the same but I'll have to pay more. Increasing tuition is a poor decision and I seriously hope that administrators will think greatly about the mistake this would be.
188	Student	This is an outrage for the school to increase tuition when it's already high and not only that why would I want to attend a college that wants me to pay almost 1,000 more because you want more money from me when the current money you aren't doing anything useful with. This makes me question why should I stay for my sophomore year and it is already more expensive than another college.
189	Student	I think that raising the tuition is not the correct move. College is already extremely expensive for students, and this budget increase will negatively effect low-income families and first generational families, groups that already struggle with many other problems. This budget increase will only put more pressure on these groups. As well, I do not think the reasons for the budget increase are all that compelling. They state one of the reasons is inflation, but it's already a well known fact that college prices are way over inflated; with current costs you're already compensating for inflation. Also, this inflation rise is already hurting students; adding an increase in tuition would just be to add insult to injury. Additionally, it doesn't seem like these funds are going towards addressing real problems at the university, such as mold in the dorms and the general quality of living spaces. Considering all this, I do not believe that tuition should be raised.

	A	B
190	Student, Faculty	don't increase
191	Student	N/a
192	Student	DONT INCREASE OUR TUITION IM HANGING BY A THREAD
193	Student	Do not raise prices, college is already so expensive!
194	Student	why should we be paying more when the school hasn't done anything to prove that they are capable of handling our money. this is a million dollar facility that can't even house its students. it's completely outrageous to gouge prices of education and claim to be for a better future for all.
195	Student	I think it is unfair that the university is demanding more money while not even being able to prove that they are capable of handling their normal volume of students. Housing has been an ongoing issue, along with numerous other things around campus and within the facility itself.
196	Student	It would be unethical if VCU to increase the tuition of students with the little amount they would receive from this tuition increase. The amount of underpaid and overworked adjunct faculty there are at VCU there are at VCU the funding should come from elsewhere. The proposed sports center VCU plans to build is completely unnecessary to a wide majority of the student body.
197	Student	This is not the way to go. People already struggle to pay tuition and an increase would cause more mental stress on students and their families.
198	Student	tuition is already expensive as it is, we don't need to raise it because students won't be able to afford college w that sort of proposal on too of all the other expenses
199	Student	Raising tuition would be a very unwise and unwelcome idea especially because most of the enrolled freshman already are seeking out other options for undergraduate degrees such as other just as well known and more cost efficient universities such as VT or UVA where you pay for what you get here what you pay for gets you half of that and even that is being generous I've had the unfortunate experience of being a first gen college student and being told of all the other benefits from other colleges such as recreational opportunities with meet legal pools for swim meets and housing benefits which isn't even a benefit at all it's a necessity which vcu has sadly lacked so much in they could not meet the requirement for available beds and neglected to fulfill a promise they made to student when they fill out the housing app that they would have on campus housing if they filled the app out unfortunately this was a massive lie when on the first day in the first hours the app closed and hundreds of students where left without a place to live most of whom are here on scholarship or aid not able to pay for rent and the others like me already receive no aid due to vcu's irresponsible dispersant of scholarships causing students to either pay nothing or pay more than what should be legal of a university of this caliber to charge I believe If vcu wants to charge so much it should first asses where they are going wrong with its budget by opening it up to the students what is done because unfortunately the current system has failed it's students greatly.
200	Student	Decrease tuition
201	Student	It is a terrible idea. VCU instate tuition and room and board fees are already high enough and to continue to increase them due to inflation doesn't take into account that students are also dealing with inflation but don't get the luxury of pay increases to combat higher costs.
202	Student	Don't raise tuition!!! I'm already from low income and am dealing with the burden of paying without any parental financial assistance
203	Student	This is wrong! I come from a low income family and community. I came to VCU because it was the lowest tuition rate out of all the colleges I applied to. Increasing the tuition rate is going to minimize the amount of students who come to VCU in the years to come. Take that into consideration.

	A	B
204	Student	The proposed tuition raise is irresponsible and not aimed at improving the experience of student or faculty. While VCU continues to lay off teachers and staff to rely more on adjunct professors, they claim this tuition increase will go to their salaries. Which ones? The professors who are left? Despite VCU's best attempts to pit students against professors by saying our tuition will go to their salaries ("if you don't support the raise, you don't think your professor should get paid more"), I have yet to speak with a professor in favor of this raise. I also take issue with housing as a reason because almost everyone I know is scrambling looking for housing as VCU does not have enough housing for its rising sophomores which it accepted. I suggest, if VCU were serious about improving experiences, that they look at redistributing funds from the highest paid, such as the state of Virginia's 6th highest paid worker Michael Rao, to housing, mental health resources (I have friends on endless waitlists), and healthy food options on campus.
205	Student	This is wrong because we are paying for tuition and VCU has enough money for these things, but instead they are purchasing more property for housing to further increase the payment from students. This is wrong and they should focus on improving what they need to improve using the money they already have, rather than forcing us to cough up more money when we are already paying a lot as it is
206	Student	I can barely afford the tuition we currently have which I know is a similar issue for most students. It would be nice to keep the tuition the same or increase by a smaller percentage than the proposed amount.
207	Student, Faculty	I'm really disappointed with this proposal. I work and learn at VCU in the sculpture department. Many times we haven't had the things we need in class and working outside of class time. It isn't fair that we are already spending sometimes \$500 in materials for class for the equipment not to work. Students pay money to our tuition that should already go to these items including studio time and materials in class. You shouldn't pull more money from the students when you know we don't have it. That's why I work for VCU also. I'm just making enough money with work-studies, scholarships, and other jobs that fill all my time. Now I have to pay more to a university that doesn't even spend the money on the right things. All the students are upset and this is just making everything worse.
208	Student	Out of state students are already forced to spend a much higher amount than in state students WITH the highest merit scholarship that VCU has to offer. If this increase is made, I will be forced to leave VCU and get stuck in my home state at community college. Please don't do this to us, we are already spending so much money to attend this university.
209	Student	I believe the 2023-24 Tuition proposal is going to produce a lot of financially troubled students and less students attending vcu in the next couple of years. Students are already stressed about other factors in their life tuition for the school they attend shouldn't be one of them.
210	Student	Tuition cannot be increased, students are not prepared to spend the increased amount of money and by doing this students are prompted to drop out to avoid college tuition and fees.
211	Student	there is no need to change the tuition rate and fees. many students including myself were probably struggling to pay the amount we owe already.
212	Student	I don't think that we should increase tuition, a lot of students already need financial aid to go here and VCU is one of the least expensive options in Virginia for Universities in art or medicine. If this proposal is seen through many students wouldn't be able to come here anymore.



	A	B
213	Student	As I student, I feel that it is unreasonable to raise our tuition. VCU has raised our tuition in the past yet we are still not receiving the resources we need and are entitled to. On top of this, by increasing our tuition VCU will be adding on to our already high debts without any investments in our learning, advising, housing, dining plans, and more. On the topic of housing, upperclassmen have limited available housing since VCU focuses more on the gain of freshman students and not the needs and retention of upperclassmen. This is extremely unethical because we are paying for our needs to be met yet VCU ignores our necessities and instead allocate money to buying up more property that we will never be able to experience, while our dorms and academic buildings are filled with mold. Additionally, as VCU is spending its money on administrative lines and not to the instructional mission of the university. Instead of filling current students needs, VCU is more worried about rebranding campaigns. In addition, VCU misleading students by claiming that the tuition increase will provide a 7% raise for faculty: VCU is only responsible for funding 3.5%; the other half comes from the state. Also, I don't agree with this raise as there is not benefits to me as a student. We need more labs available and more classes. At the moment there aren't enough available classes to meet the needs of students. Also, VCU has not been transparent with this new proposal as they have not properly informed students and faculty that this was going on, in hopes that there would be less friction in making this proposal since no one is aware of it, which is profoundly unjust. Along these lines, the entirety of this proposal is unethical. Do not raise student tuition because you as high up administrators have wrongfully budgeted and misused our money.
214	Student	The tuition is already expensive to begin with. A lot of students are barely able to pay the tuition as is, especially if they recieve less aid.
215	Student	Don't raise tuition rates!!!!
216	Student	Increasing the tuition is not smart and actually quite evenly. Tuition at vcu is already high as it is, and causing us to pay more when you don't even have enough housing for you students doesn't seem right to me. Maybe instead of increasing the tuition, y'all should fix the mold issue in the dorms, because I have had a total of 17 nose bleeds since living on campus at vcu as a result of the mold. Thank you.
217	Student	I would love to speak about this to the board in person. I believe that putting a tuition increase on the students is unfair. Considering the fact that Vcu, despite being able to buy up a bunch of new untaxed property in the last couple years, still has budget shortfalls and are making the students pay for the unfortunate mismanagement by the board.
218	Student	I say this with the most respect I can muster- this will screw over students more than we already are screwed over. This is extremely detrimental towards students who already deal with financial insecurity (which most of us do) and with rising inflation and job wages staying the same, many students may be forced to drop out due to financial problems. Please rethink raising the cost of tuition, as it would make all students lives harder than they already are.
219	Student	I would not have enough money to stay at school it would be too expensive.
220	Student	Please don't raise the tuition! I am afraid I won't be able to afford it after financial aid, and will be forced to move back to an unstable home.
221	Student	I do not think this is the best course of action for the University. As a university, they would be losing students rather than gaining students. Thinking long term the issue would only grow and create more problems rather than "fixing" them. If tuition were to be raised it should have more benefits to the students like free parking, off-campus housing, graduation stuff, and include longer mental health sessions for students who really need them. Tuition isn't going to help in the long run. VCU needs to actually help the students instead of taking their money with barely anything in return. Taking professors jobs wouldn't really help all that well there.
222	Student	I'm not a fan of the proposal, while I understand raising budget to provide faculty with a raise many students already face student debt and increasing costs may not be in many's budget. This could turn future students away as well

	A	B
223	Student	<p>I am very disappointed by this proposal, though unfortunately, I cannot say I am surprised. Some of the highest-paid members of VCU's upper leadership have now acknowledged the unfair wages given to professors, adjuncts and other faculty, and determined that instead of reducing expenditures elsewhere (such as construction, some of the exceptionally high salaries of upper leadership, etc. because it is not MY job to figure this out- it is the people who created this proposal and decided the easy way out was the charge students who are choosing to attend this college), the responsibility for fair wages must now fall on students who already average 20,000 dollars of student debt following graduation- to attend a PUBLIC university. VCU states a number of values in its mission, some of which include inclusivity, diversity and equity. Unfortunately, it appears this mission is in writing only, as the decisions made by our leadership do not reflect the interest of the body it serves. It is honestly offensive to someone who has taken such pride in their school that the decisions made by those in power do not reflect the interests of the majority, such as students and faculty, and compromise the integrity of our institution as a supposed force of goodwill and innovation in the community. Perhaps the real issue is that there is a deficit in the priorities of upper leadership of which we should focus our new proposals on to increase our finances. Perhaps the real issue should need to be advocacy for the restructuring of upper leadership, or salary reduction (due to consideration of INFLATION- which was cited as a reason for this price increase- for the students financing the university with attendance and tuition, and are also subjects to the difficulties of the economy). So I must ask why fair wages must yield a further burden to students who receive the bare minimum in terms of tuition versus resource management. Though there have been many classes I have enjoyed, there have been substantially more that I have seen listed, become interested in, and realized they were either a). Only offered in one session that was incompatible with me (such as a 7-9:40pm class) or b.) not offered at all nor had it been in at least a couple of years. Not to mention, the majority of my attendance at this school has been in the wake of Covid, so I have paid full tuition price to sit in my isolated dorm room, and stare at a computer and was expected to learn- and succeed. Don't get me wrong, VCU has some great resources, such as SAEO or degreeworks but it is becoming increasingly hard to justify attendance here rather than explore alternatives that may offer a more competitive rate that reflects the resources they provide. Why do students pay upper leadership to handle financing and issues if the solution falls back on our shoulders? Seems like there is no need to pay for those services if we have to pay more so that the university can coordinate its business model. I also have to wonder what the purpose of VCU is, after observing the obscene pay rates for our upper leadership, especially given that they are asking us, people who are paying them for the service of their institution, because it is beginning to seem like the interests lie only in exploitation of workers and maximizing profit. Conversely, I thought the goal was to innovate, empower, etc. Overall, I am simply frustrated, confused, exhausted from one thing after another that proves the university's inconsistency in acting for the students it serves. I could offer a million ways to come up with the funds to account for the changing economy but I don't get paid six or seven figures a year to figure that out, so why should I pay for it? I wished to return here for a graduate program following my undergraduate but now I am being forced to reevaluate if this is the best choice for my success. Very disappointed.</p>
224	Student	<p>Absolutely not. Everything is so expensive already and there's masses of money used to build new engineering buildings every year but you still got mold infestation in every living facilities, unfair charges on text books and class materials even though our tuition is supposed cover that, and ridiculous parking fees. That's not even mentions food costs, ramcity market having extreme prices, and swipes that can't even transfer over to future semesters which is such a waste of money. I think what you need is to relocate where you use the money, not to raise costs.</p>

	A	B
225	Student	In regards to the 2023-24 proposal, I believe that there should be further clarification on why some of our mandatory fees are facing an increase of almost \$200.00. In regards to rising costs, I feel that there should some salary cuts from some of the higher level faculty such as the Department heads. This would allow for more money to flow directly into the school's resources to account for rising inflation costs, and the consistent need for repairs on the Monroe Park campus. Also, with all the price increases, I would like to know if there would be an increase in the availability of housing for current and future VCU students? Back to the main topic, if there does indeed need to be an increase in VCU's tuition then it should be limited to around 2.5%-2.8% due to the previously mentioned housing crisis here at VCU. To have people left without a place to live and then to further raise their tuition by thousands of dollars alongside another \$800.00 extra in fees so suddenly feels quite jarring.
226	Student	I am perplexed as to why our tuition is being raised while we are living in dorms that have mold, and after the housing crisis that was upper class housing. Students are already struggling to pay as is, and now to raise tuition will cause students to have to drop out or go more in debt.
227	Student	For students, like myself, who have to pay for tuition after college, it's important that tuition rates do not rise. The price of higher education is already inaccessible as it is.
228	Student	I am an out of state student who doesn't qualify for federal aid. It's already difficult for me and my family to pay. Raising tuition might make me reconsider vcu
229	Student	this is a bit dumb, honestly. I have friends that work near full time hours to be able to afford to go to college, friends who have immigrant parents that can't help with their tuition costs, friends that barely have enough money to spare for living essentials because of how expensive college is. doing this will single-handedly take college off the table for several students. taking massive loans isn't the best option either because I doubt you'll be able to get enough to cover everything for 4+ years, plus having to pay it off with interest will take YEARS and so much off a person's salary. VCU already makes a lot of money. it's unfair to make students, a lot of which can barely afford to attend, pay even more.
230	Student	Please don't do it. I am out of state already and I am already paying A LOT of money to go to VCU. People who don't live in Richmond already face more challenges due to housing issues recently and raising tuition is just another stab in the back to those that already spend their hard earned money going to this school.
231	Student	We need to lower it!
232	Student	Access to education is massively important and even relatively minor increases can make a negative impact for students. So many students are already struggling even with support from the FAFSA. They are having to take out loans and live paycheck to paycheck. Please please consider all the options before going forward with this increase. The US education system is already beyond fucked. VCU was my most affordable option. Do not contribute to this.
233	Student	College is already expensive enough as it is, and most people are still feeling the effects of the pandemic on their employment. Tuition seriously should not go up. This is going to affect both prospective AND current students, and likely means even more people will be priced out of a decent education.
234	Student	I'd like the ability to pay off my debt early in life but with tuition continuing to rise makes that dream less likely as tuition continues to rise.
235	Student	I will not be able to afford to come here if you raise tuition. I am a broke college student as it stands right now, and there is little to no financial support from my parents, or the college either. If tuition increases then I will have to drop out and find something else to do as a career. Please don't do it.

	A	B
236	Student	Don't raise the tuition.
237	Student	This proposal will hurt me financially as I pay college on my own! I will not be able to pay more with the wage us retail and food services workers make.
238	Student	I do not think tuition should be raised. Yall are asking for more money from us but there is no housing for us to stay in.
239	Student	We pay enough. Entirely TOO much, actually.
240	Student	The 2023-24 tuition proposal unfairly increases the tuition rate for students. It is already expensive living here and going to school here that a lot of students struggle to afford it. If Rao can make a million dollar donation towards a program for MCV, he and the Board of Visitors can take a pay cut to take care of "the rise of inflation" and "maintenance costs."
241	Student	As a student who already struggles with the financial pressure of college, I don't support the proposal to increase tuition, and even mandatory fees. I don't think we should suffer due to the university's financial problems.
242	Student	Dont increase the tuition rate Im already broke as it is
243	Student	Please do not raise the tuition more than what is necessary I understand due to inflation the need to raise tuition but if it gets raised by much more I will have to drop out and go to community college and I do not want to do that. I love the business school and I will not be able to get the same opportunities at a community college
244	Student	PLEASE DO NOT RAISE THE TUITION RATE. PAYING FOR COLLEGE IS ALREADY REALLY DIFFICULT, DO NOT MAKE IT MORE DIFFICULT PLEASE
245	Student	No.
246	Student	Raising tuition may cause a drop in students wanting to attend VCU and those already here may have to drop out because of high tuition.
247	Student	the tuition for students should not be raised and the university should find money in other ways
248	Student	I'm a freshman at vcu and personally I know a lot of fellow students and peers who are already struggling financially and are stressed about tuition. Stress plays a huge role on individuals wellbeing and on day to day lives. I myself struggle financially and I live off campus, rent is already stressful to deal with and I want to avoid taking out loans for school as long as possible. I also am a full time student and it is difficult for me to make a good amount of income as my time is being used up primarily with school. I hope you can understand my point of view and take it into consideration as many other students are in similar situations.
249	Student, Staff	Many of us are paying for college on our own this is simply something we can't afford
250	Student	tuition is already high enough , why raise it . coming from a single parent low income household.
251	Student	this is a bad idea because my family is poor
252	Student	I pay almost 50,000 PER SEMESTER to attend VCU, as an out of state, first generation college student. With inflation & cost of living rising, tuition mishaps that keep happening to me, and a bullsht swipe exchange that I was forced to purchase, I can't even afford to buy off campus housing now, because VCU "ran out of spots to put everyone". My parents don't make enough to support any college, and I received almost no financial aid because my parents were expected to help me. Do you guys not make enough money scamming kids out of dining dollars and swipes? I am literally living in a dorm with mold in it, paying over \$12,000 just to live there. VCU treats kids like garbage and makes millions in profit. You do not need to raise the tuition rates. Literally no student wants it except "ThE BoARd"
253	Student	I think this tuition proposal is going to ultimately hurt students more than benefit the school financially, and with the already horribly expensive tuition rates across the nation, I think increasing the tuition would only add to the decline of college applications that is occurring due to high costs for a degree.

	A	B
254	Student	My family and i simply cannot afford to have tuition raised. We are struggling due to inflation in every other part of other lives and this would absolutely make it much harder to continue an education. I get the max amount of financial aid as it is and it does not fully cover tuition. Please for the sake of the students and their families and their futures, do not raise tuition.
255	Student	I am a student paying for college with no help from parents or guardians. One reason I went to VCU was because of its great environment and the affordability. I am already paying over 30k out of pocket, and if tuition rises, I know me and many others simply can't afford it.
256	Student	Keep tuition low. Increasing tuition will limit accessibility
257	Student	As a lower middle class student with a single parent, VCU has failed to provide me with the proper financial aid needed to even afford to come here. I'm still finding ways to pay off RHIS semesters tuition and raising the costs will do nothing but encourage me to leave the university. You all charge these fees but yet still we have to pay for almost everything. You charge a library fee but yet I have to pay to use the printer. It makes no sense and if these costs to up, I will no longer be able to afford this university, especially since I'm not getting a stable amount of financial aid.
258	Student	I do not think that tuition should be raised. A lot of kids are already struggling to pay tuition now. I came to VCU because I was able to pay tuition with the help of scholarships and grants, however, I still had to pay some out of pocket. My family and I are struggling to pay for my mental health, tuition, and other family situations. I know I am not the only one struggling so having tuition increased could mean a lot of kids would drop out and not get the education they want because of financial difficulties.
259	Student	This university is one of the most expensive universities to attend in Virginia. A rise in tuition will bar many hopeful students from attending university in the future. VCU should aim to educate all not some.
260	Student	I know a lot of students who can barely afford tuition with how it is. i understand that cost are rising but that does not mean people have the means to pay for these costs. please try to keep tuition as low as possible.
261	Student	I don't think raising the tuition will be good because everyone be having problems with finances
262	Student	please don't raise the tuition
263	Student	DO NOT INCREASE TUITION!
264	Student	I think this will hurt the students in many ways and frankly I think this is a stupid decision. Instead of raising prices, lower the wage of the most earning employees by a small amount and use that money to cover these fees and improve the on campus experience. Some of your employees make more than the president. It's is ridiculous to think that you would rather punish the future generations for your overspending and overpaying of your employees.
265	Student	I think this increase in tuition is a total scam and it pisses me off completely. The amount of money that I have to pay this school already is disgusting and now you mongrels want to increase it even more. Absolutely revolting. You should look at yourselves in the mirror and think about what you're doing to all of the families who can't get extra money or don't have extra money to spend on your nonsense like this. You can barely run half of the school services in the first place and you want to charge even more for tuition. How dare you. Maybe you should fix your food services first before even ATTEMPTING to charge me a single dime more than I already pay. Disgusting.
266	Student	This idea is infuriating, why do you need to increase the tuition? You already have too many administrative employees, who are paid way too much. You as a whole need to decrease the amount you spend on employees and start caring for your institution. Raising tuition prices will do nothing but hurt your students, other faculty, and will make future students turn away. If you do this people will start to make a fuss, people will tell future students to avoid VCU. You will black list yourself.

	A	B
267	Student	I dislike this proposal and hope that it is not continued. I am the eldest and the first generation of my family. We do not have much to provide and the first tuition increase was already a lot. Why must there be another one. I will be transferring if the tuition proposal is set. My family of 5 cannot provide enough to be paying this much for this school.
268	Student	The tuition we pay is already absurd. Plus they can't even guarantee housing for all their students.
269	Student	Absolutely not okay! Where is this money going?
270	Faculty	VCU has been increasing tuition several times in recent years. At this moment, and that's certainly true for our Music program, we are losing the battle against JMU, where students can enroll and be sure to pay \$8,000 less upon completion of their four-year degree. If we keep increasing tuition, we won't have a fighting chance to recruit the best students in the Commonwealth, let alone out-of-State students.
271	Student	Not only will this raise in tuition negatively affect the students here at VCU but the school itself as well. The raise in tuition will cause outrage in students all over campus and dropouts as well as transfers will go up, a guaranteed loss of students at VCU. My time here at VCU has made me realize the lack of regard to VCU students from meal plans to resources being difficult to access. This proposal confirms my worries, VCU is not for the students. I've also been made aware that there will be a staff cut as well so I'm sure VCU is not for the professors either. This proposal has convinced me that VCU is for the higher ups and only works to benefit them. Michael Rao is quoted on VCU's website saying "As I look to our future, it is clear that the needs of our students come first in everything that we do at VCU. Focusing on transformative experiences is how we will help them, and VCU, reach our fullest potential." Raising tuition makes this statement completely hypocritical and brings students to lose trust in where VCU holds their priorities. One of the goals in VCU strategic plan that is listed on the office of the president page of VCU is student success. If this proposal goes through, then we the students request that be removed since we do not believe VCU is committed to those goals.
272	Student, Alumnus/ae	I think it will be a bad idea because many students are struggling already to pay off their tuition this year including myself and if there were to be an increase I would most likely not attend the following year as a sophomore.
273	Faculty	I am opposed to raising tuition for a variety of reasons. Our students and their families are already struggling to make ends meet. Students frequently talk about the financial challenges they face to pay tuition, afford textbooks and housing costs, and complete their degrees in a reasonable amount of time. Raising tuition will worsen their situation and lead more students to decide that they cannot afford to continue their studies, at least not at VCU. For a university facing serious declines in enrollment and struggling with recruitment, retention, and graduation rates, and with one of the highest tuition rates among public universities in Virginia, raising tuition will only exacerbate the decline in enrollment and undermine our efforts to improve retention and graduation rates. There is no doubt that we are not investing sufficiently in instruction, advising, mental health support, food access, affordable housing, and a host of other resources our students need to succeed in their studies and faculty and staff need to provide students with the best education possible. But monies to address these real and pressing needs, which if met would do much to slow, if not reverse, the decline in enrollments and improve our retention and graduation rates, should be found by reducing administrative-managerial costs and investments in areas that are not directly supportive of our fundamental teaching and research missions. I have no doubt that if the administration made adjustments in and reallocations from these other areas, we have enough funds without raising tuition to provide our students with an excellent education. It boils down to a commitment to invest directly in our core mission of teaching and research.
274	Student	This tuition increase is not going to help the students. It would not be justified by only paying some of the teachers more, when most of the teachers are against the tuition increase. VCU can't make such increases while still boasting about how accessible they make college education to Virginia students.

	A	B
275	College student with several VCU student peers	find somewhere else to get the funding from. students as individuals and their respective families are already dealing with inflation everywhere else in their lives. do what you can as a long-standing institution to find a different way to handle your financial strain. Do your part to slow the inaccessibility of education.
276	Student	I do not believe there is any reason to raise tuition at all. There is already an incredible amount of money being churned into VCU, and students are already stressed due to the amount they have to pay. There must be a better way to reallocate things within VCU's budget to continue operating as they have been, without raising the tuition of its students.
277	Student	College in general is already expensive enough. There is no reason to raise tuition especially when a lot of us already struggle to pay it.
278	Student	Yeah don't do that fucktards
279	Student	We pay more than UVA, this is ridiculous. Rao is a joke and it's insane that he wont cut his salary, he's the highest paid president in the state. Damn I really should've gone to tech.
280	Student	So whack.
281	Student	VCU is trying to raise tuition by 7%!! Michael Rao refuses to cut his salary to fund the university and is the highest paid university president in the state. we should not be paying more than UVA and not reciving the same education!
282	Student	We are already paying an outrageous amount to further our education, and it's unacceptable to raise the tuition. How about instead of raising the cost, cut President Rap's salary. There is no reason he should be making this much money compared to the President's of other colleges in the Virginia.
283	Student	Students at VCU currently pay more than standard in state universities. VCU does not give their students with much financial aid or scholarships, and raising tuition would only push more students away. DO NOT RAISE TUITION
284	Student	I think it's wrong for tuition to be raised
285	Student	You can't keep raising tuition when most of the students here are not receiving resources they deserve. I am a junior in communication arts. Every semester is a struggle to get classes because we don't have enough funding for professors to be paid properly. Our building is old and falling apart, and yet? A science building gets built every 4 years. It isn't fair. And what about dorms? The MOLD issue. Common in many buildings here at VCU, Maybe you can raise tuition when students actually get the conditions they deserve. The president doesn't need any more money. FUND THE ARTS FUND THE ARTS FUND THE ARTS.
286	Student	I do not think tuition should be raised by the amount it is. It is going to negatively impact a lot of VCU students who already struggle to afford VCU tuition per year.
287	Student	If you're asking for money, please spend it wisely and frugally so you have to stop begging for more. Also, spending huge amounts of money and time building brand new buildings for every field except humanities is unwelcome from every humanities student, so consider that when thinking about how to spend the money. Also consider that the university president being the highest paid university president in the entire state of virginia at a time when VCU is in a budget shortfall is not a good look. I understand that tuition raises are probably needed given recent trends in inflation, but please spend it better, and divert some resources to the humanities, they do matter.
288	Student	People are already struggling to balance tuition and a job, this is selfish and unfair!
289	Student	Why are we easing tuition when we aren't adding more value to the school for students? Since COVID-19 shutdown, we've only gotten rid of things, not added. There's no logical reason to raise tuition.
290	Student	This is absurd. The amount of money the president gets paid should be cut to help tuition costs. There are so many students who are struggling to pay for their college tuition and VCU constantly raising tuition is going to push people away!
291	Student	If we are paying more we should be receiving the same quality of education equal to the whole state at least!

	A	B
292	Student	I know I am struggling financially right now and I have friends who are paying for college by themselves and almost no financial assistance. If this were to happen she would have to drop out and i'm sure many would although this doesn't seem like that much money it could make or break someone's education.
293	Student	Do not raise it. We should not be paying more than UVA without a football team and not getting the same education!!!!
294	Student	I do not want tuition raised.
295	Student	This is absolutely ridiculous Michael rao needs to be stopped we shouldn't be paying nearly this much for the education we receive
296	Student	Why would u even consider this.... this is so rude to ur students stop only caring about money!!!!
297	Student	To be quite clear, I don't think the tuition should be raised. It's already difficult to pay the current tuition, and not everyone's situation will allow them to return to the university. If you wish for more students to continue their studies here, or come here at all, you should think more about how this will affect enrollment in the future.
298	Student	This is gross
299	Student	The tuition hike is unfair to students barely able to afford tuition who have no choice but to go further in debt. If the tuition rises I would consider changing universities.
300	Parent or family member	Can't afford it. We're already struggling to keep up.
301	Student	<p>Going to university is an extreme privilege, and raising the tuition (which is already insanely high) is cutting more people out of having an education. Not to mention, right now inflation is also high. Groceries, housing, and other forms of financial stress that students have to deal with are already enough.</p> <p>How can we expect students, at the beginning of their lively careers, to be drowned with financial stress and barely scrape by to be excited about a tuition increase? These are not just numbers, these numbers have real consequences and are debilitating to the people that attend.</p>
302	Student	I do not support the tuition hike because it should not be the students responsibility to help VCU meet the new Virginia mandate on faculty salary increases. That should be on the hands of the administration and President Rowe.
303	Student	It's unfair because a lot of people can't afford school as it is raising tuition will make it worse
304	Student	We should not be paying more money than UVA and not receiving the same education.
305	Student	<p>We just had a tuition raise that most of us can barely afford, and we already don't see any of the benefits of it. Another raise in tuition will mean nothing for students or low-level faculty, we're not unaware to that. Most students, myself included, can barely afford housing and groceries with the money we have left after classes; a problem which VCU caused by having to shut down an entire housing building and leaving thousands of students without somewhere to live, again, myself included. The COVID relief for SNAP ends in 6 months, after that you need a federal work study to be eligible, which is not something most people get given the way FAFSA works. Just because our parents make money and decided to help us pay for some of our college does not mean that they are paying for all of it. Some of us, despite our parents help, still live in poverty.</p> <p>A tuition raise will do nothing but solidify the decreasing enrollment and tuition rate as less students will want to show up and even more will be unable to afford it. The strict budget that VCU has will only become tighter as VCU will be unable to exploit students for more money. People are angry and people are aware. A tuition raise will be nothing more than one nail hammered into the coffin that is already built.</p>



	A	B
306	Student	You can't keep raising the tuition but not give students the resources we need. As a student in the arts, my education is severely effected by the lack of funding towards our departments. We don't have enough professors in communication arts, therefore not enough classes or sections for us all to take, despite us being the largest arts department. While better pay for adjunct professors is something i highly support, that is about the only reason I'd support and increase. Our buildings in the arts are so old that they are falling apart, and yet, a new science building is built every 4 years. How is that fair? To any of us? There is mold in our arts buildings, and in our dorms. And until something changes, I don't want to see the president get another raise to his pay while he sits back and lets this happen. Do better. Fund the arts.
307	Parent or family member	I hope that these increases can be avoided. All of the families and students are also feeling the impact of inflation.
308	Student	Dr. Rao makes around \$700,000 a year while his faculty make mere fractions of that. One way to not raise tuition is for the president to take a pay cut. While it's nice to make that money, most people who are a part of the VCU do not have the luxury of making that much. Because of that, the tuition increase is an issue for many students. Dr. Rao does not need \$700,000 to live comfortably. A solution is having him take a pay cut and putting that money back into services and/or faculty raises.
309	Student, Staff	Raising tuition would drastically impact my life and likely force me to drop out of VCU. I already struggle paying tuition and require extra money that I genuinely do not have. I am a student, and an hourly worker at VCU, and I have certain medical issues that require a lot of money and time. Raising tuition would only make paying more difficult, and make it more likely for me to have to leave this institution.
310	Student	Already hard enough to afford tuition, an increase on amount students pay would be detrimental to my experience at this school.
311	Student	Please do not raise tuition. I am barely able to pay for school now why are you trying to make it harder for me?
312	Student	How far shall your students slip into the shackles of poverty for you to be satiated?
313	Student	<p>As a student who is already struggling to pay for tuition, I strongly oppose any further increase in tuition fees by VCU. It is unacceptable that pursuing higher education should result in crippling debt and financial hardship, especially when education is a fundamental right that should be accessible to all.</p> <p>Education is an investment in the future, not only for individuals but for society as a whole. Access to quality education should not be limited to those who can afford it. It is the responsibility of universities to ensure that their students are not burdened by exorbitant tuition fees and debt.</p> <p>The increasing cost of education only widens the gap between the rich and the poor, hindering social mobility. It is time for VCU to prioritize the accessibility of education and reconsider its decision to increase tuition fees.</p> <p>Therefore, I urge VCU to reconsider any plans to increase tuition fees, and to prioritize the needs of its students who are already struggling to pay for their education. Education should not be a privilege reserved for the wealthy, but a right for all.</p>
314	Student	This is a bad idea and you're not slick with how you've handled this pitting students against teacher funding is not only deliberate but ridiculous. Like what makes you think this is a good idea and would encourage enrollment. The upper echelons of this institution should be taking a pay-cut instead. I've had friends and loved ones be barred from continuing their education at this school from being fucked over by staff and not being accommodated. They weren't able to get financial aid they couldn't pay. Do you think they would be able to pay this with an increase???

	A	B
315	Student	I believe that we pay more than enough for tuition as it is. if there isn't any significant changes that the students are able to see then i believe the tuition should stay the same if not decrease. I don't think it is very ethical for students to have to pay the same amount of money while taking classes online.
316	Student	This is an idiotic proposal. Who would pay MORE to go to a school that already costs the most in Virginia. Don't do this. This will cause more damage and won't fix any problem whatsoever.
317	Student	You individuals shouldn't be raising tuition of any kind. Students already pay enough and so many students are already in debt to try and pay for school now. It makes no sense that this is even option. You overadmit so many students and have a poor graduation as it is. You should have the money you need elsewhere. Just letting you know that you will be losing at lot of students that will be transferring to other colleges if this happens.I'm addition you don't even have enough housing, your minds are in places that they shouldn't be. There are far more issues going on in the university so the budget should be cut from the all other unnecessary places it's being spent.
318	Student	As a student who relies on loans to pay tuition, I disagree with the proposal. Raising tuition increases the financial burden that I will carry long into adulthood.
319	Student	As an out of state student, raising tuition up to and over \$38,000 is absolutely ridiculous and absurd. It isn't fair or right that I have to pay that much to attend school here, especially when I don't see a lot of that money in my class rooms, dorm rooms, and even in the food among other things. I attended this school for their criminal justice program that I thought would help me but how is it suppose to help me if I can't afford to attend school here. I considered attending graduate school here but now I don't want to because of this. It isn't right or fair to students to do this. VCU doesn't care about its students, they only care about the money we can give. I hope this committee doesn't vote to raise tuition and fees because it isn't right to use.
320	Student	I do not agree with the raising of tuition for VCU students for the 2023-24 school year. Especially when there has been conversation on the current amount students pay which accedes the actual amount of what it cost the run operation of certain schools within the university.
321	Student	I disagree with the tuition raise---as there is no quantifiable evidence that this tuition raise will contribute to the betterment of my education--Rather, I think it is to cover the debt of the university and to account for budgeting mistakes in prior years. I would much rather see VCU re-evaluate the distribution of assets, perhaps putting a stronger emphasis on supporting paid advisors, adjunct professors, and student workers. I work for this school, through the activities programming board, and the manner in which I am compensated for my work is not adequate--I see no evidence that this extra fee/tuition raise will positively impact my experience at this school, or impact the career I have with the school--and thus I may seek to entertain other options for my schooling via transferring.
322	Student	Tuition rates at vcu are already some of the highest within the state and are a major economic strain on the students and families that go here. I have seen many instances of students choosing not to finish their degrees here and not to come here because of that reason. Times are hard for everyone and the amount of debt students and families are put into is absurd. I, myself, am considering not pursuing a masters degree at this university, solely because of the costs which is a shame but is a lot of people's reality. Tuition increases will just cause more students to choose other schools and I feel like funds in different sectors can be reallocated to cover any costs that the school THINKS it needs to charge us more for but doesn't. The operating cost of the school and what we are charged is severely unbalanced and the students of the school reject that. We the students are against the increase of tuition, and demand more say in the way that our schools funds are being spent.

	A	B
323	Student, Staff	<p>My name is Leah Bergey, I am a student at VCU, and I am employed with VCU as a federal work study research aid. I wanted to say that I thoroughly oppose the 2023-24 tuition proposal. Not only does it go against everything VCU stands for, inclusivity being the word that comes to mind, but it goes against people like me.</p> <p>My mother lives in a house where the lights and water get turned off because our payments got declined. My sister works three jobs, and I work every break to be able to pay for groceries while I am at school. This is so I can take pressure off my single mother, who barely makes enough to support herself; let alone my sister and I. Every time a semester ends here, I do not feel the joy of accomplishment. Instead, I feel dread. I feel the imminent, stomach-churning anxiety that comes with financial insecurity.</p> <p>If you vote for this proposal, you not only vote against the very things VCU stands for: you vote against people like me, the people who once felt safe here.</p>
324	Student	3-5% is a lot to ask of the many students who cannot afford to pay for school but are trying to break out of generational poverty in a country where school is generally necessary to make a livable wage. I'm very grateful to receive the financial aid I do but even with that, I will still be in 20k debt leaving 4 year college and still have financing graduate school and a doctorate to think about. My future plan already feels near impossible even as I work my hardest and raising tuition 3-5% only feels like it's putting me deeper into that hole. I wish it was only me, but the majority of the friends that I have gotten to know at this school feel the exact same way.
325	Student	Are meal plans affected by these increases? If so, to what degree? Regardless, there ought to be an evaluation of meal plans' cost-effectiveness. I understand contractors need to be paid but I feel I am paying a lot more than I should just to waste tens of swipes by the end of the semester, notwithstanding the greater scope of options to "put them to good use".
326	Parent or family member	Disagree with raising tuition
327	Parent or family member	Thoughtful.
328	Student	<p>No student here can actually afford VCU as it is. Wanting to raise tuition behind the argument that educators should be paid higher wages should not be the responsibility of the student but rather the institution. Im my program of sciences and humanities , there is at least a minimum of 50 millions dollars left over outside of what is needed from the STUDENTS tuition dollar to run the program so where is the rest of that money going and how could it possibly not be enough to cover all of our NECESSARY expenses. The office in concerned about retention rates and not getting enough admissions. A plausible reason why students are not able to graduate in the four years it is expected of us to is because as STUDENTS we need to WORK in addition to going to school to be able to afford living. Just because we are students does not mean being a student is our one and only financial obligation. It is hard to manage the time to work and do school and find an internship that goes unpaid. I have personally had to extend my graduation year because I could NOT AFFORD IT AS IT IS. My family cannot afford it. Do you remember when you were in college, it cost you \$300 a semester. It costs us THOUSANDS OF DOLLARS as cost of living is continuously rising. And it isn't even coming from money that we have, it is coming from BORROWED money, we are going to DEBT to be able to afford it tuition as it is. This is ridiculous to me and to several over parents and students I know. VCU needs to allocate their money differently and the financial strain should not be increased for students. No one wants to go to a school that is more expensive than when they first enrolled.</p>
329	Student	
330	Applying	They should not raise tuition.
		This is very saddening, I want to enroll in this school to focus on my art and this will make it almost impossible for me to go here. Make college more affordable. Education should be free

	A	B
331	Student	Don't :)
332	Student	va is requiring faculty salary increase by 7% next year but va tuition assistance from covid expires this year too. So its a double tuition hike for a lot of students and extremely unfair
333	Student	I, and many others, will not be able to afford a tuition raise which would make college less accessible.
334	Student	This proposed budget increase is extremely harmful to your students. Many students such as myself will not be able to afford to continue their education if this passes, which will ultimately harm your earnings even more than if you keep our tuition the same.
335	Student	Tuition is high enough as it is, and the idea that VCU "can't afford" to give its faculty a fair wage with how much they're charging me, and that they're building a new science building as I write this feels unbelievable to me. Please don't increase tuition.
336	Student, Faculty	The tuition proposal worries me once again, I have had to work another job to be able to afford basic necesites as my scholarship can barely cover rent and wifi. I am a first generation college student and I have been paying for everything by myself. Once again, I am dissapointed with the proposal since students who worked harder to afford going to college will have to make a challenging decisions of whether or not to stay in college.
337	Parent or family member	I think in state tuition should be paid for by the state or fed.
338	Student	To not raise tuition
339	Parent or family member	I understand the need to combat inflation. I just want to make sure the Tyrion increase is used responsibly.
340	Student	Don't u dare increase tuition. I am broke.
341	Parent or family member	As a parent of an out of state student whose rent and utilities just increased, unfortunately I am opposing to a tuition increase with the proposed percentage. If tuition must be increased, could it beat a lower percentage?
342	Student	Tuition at VCU has increased nearly 41% in the last ten years, and as a student, I am still not receiving everything I need to succeed. As a student, I am accumulating more and more debt without a sufficient investment in instruction and advising. Access to mental health services, housing, and food are dwindling. VCU is spending its money on administrative lines that do not add to the instructional mission of the university, property acquisition when dorms and academic buildings are filled with mold, and rebranding campaigns rather than much-needed mental health resources for students. In addition, they are misleading the VCU community by claiming that the tuition increase will provide a 7% raise for faculty: VCU is only responsible for funding 3.5%; the other half comes from the state. Raising tuition is unconscionable.
343	Student	Students are not seeing the value from the fees already paid. Housing isn't guaranteed, student health is not prioritized, and funding for programs is being cut. As such, I truly don't see the value of increasing tuition for an institution which barely delivers.
344	Student	I'm a student and already have a hard enough time getting financial aid to keep attending and want to get my degree.
345	Student	The proposal to increase tuition is a severely out of touch decision and insults the student body. Students at VCU already face enough financial burden between rising inflation, already high tuition costs, and the still ever present threat of COVID. Many working students already struggle to make ends meet without the increase.
346	Student	Tuition is expensive enough ! Not everyone is benefiting from this expansion, so everyone should not have to pay for it.
347	Student	I am against the raise in tuition costs for both in and out-of-state students.
348	Student	I am very opposed to this proposed tuition increase. I fail to see how this will benefit students and fear that it will be of high detriment to lower income students. Reasons for increase are vague and unconvincing. I don't know where the extra money would really be going, and that concerns me.

	A	B
349	Student	It's not necessary and tuition is high enough as it is. By doing this it would be taking advantage of the students who are already struggling with paying off tuition.
350	Student	It is great that VCU is considering to raise unto 7% for the faculty, but the increase in tuition seems very unreasonable because students are already paying too much for tuition. Using inflation as an excuse to increase tuition is very invalid because students are also facing inflation. I think our professors deserves a raise but it's not clear where the money is going. Increasing tuition might cause a lot of difficulties for students facing financial difficulties.
351	Student	I do not agree with the proposal. I need an itemized list of what exactly you're going to spend the money on.
352	Student	\$1,834 is three months rent. For a student who pays for their own expenses, this proposed increase is blasphemous. At a rate of \$1,834 per year, for three years equals \$5,502. This could cause countless students to have to take out more loans, sending them deeper into debt. Does this university want to prioritize monetary gain over the success and well being of its students? What benefit does this proposed increase bring the students, if any? In 2022, VCU generated \$2,461.2 million in revenue, and the proposed increase would generate around \$40 million more dollars in revenue, if increased at a 5% rate. This increase is incredibly small compared to the \$2,461.2 million that VCU is already generating per year. If Michael Rao is willing to prioritize monetary gain over the well being of his students, then I will no longer be proud to be a VCU student. I came to this school due to the progressive culture, and this proposed increase completely contradicts the progressive culture of VCU.
353	Student	After going over the proposal, I've come to the understanding that the increase in tuition is intended to improve some of VCU's facilities and operation. Although, as a student, I'd like to know more about how VCU Board of Visitors specifically plans to use these funds, to further understand why the requested increase is necessary. Additionally, I've noticed that there are some specified reasons listed on the proposal, such as citing inflation and utility costs, but I'd like to be more clear on how/where we, as students, will see these funds on campus when it comes to the 6% increase on mandatory fees.
354	Student	Dr. Rao could pay all 4 years of my tuition with less than one years salary and also i cant be successful im drowning in student debt
355	Student	Tuition is already high enough please there is no need to raise it
356	Student	<p>Staff are undoubtedly underpaid. However, despite VCU's mandatory fees being "among the lowest for Virginia colleges and universities", VCU's tuition is still very expensive. Those who factored the lower fees when choosing VCU will be left in a very difficult position. Many have already entered into horrific debt through student loans just to meet the minimum payment requirements. What seems like a small about will exponentially and continuous increase through interest.</p> <p>The United States is already facing a student debt crisis of \$1.6 trillion and it is growing. You have 30,000+ students, each paying thousands of dollars bi-yearly. There has to be SOMEWAY to adjust the current budget to account for this. VCU can pause a few of it's expansion projects to fix the problems we already have.</p> <p>What will this do to our students? How will this help the staff. Where is your current annual 1.5 BILLION dollars going?</p> <p>On the grand scale of things, the amount you are proposing isn't enough to make a difference. It will just cause crippling damage to the people VCU was literally designed to help.</p>
357	Student	what the fuck guys

	A	B
358	Student	The tuition was raised just last year, citing pay raises for teachers that they never got. There is no way we should be required to pay more to a university that routinely ignores student concerns and doesn't use the increased tuition costs that they're getting to directly improve the quality of schooling and on campus living. Johnson remains shut down due to mold, there's not enough dorms for all students, our university president is the highest paid school employee in Virginia and yet he doesn't listen to students or treat the teachers under him with respect and payment. There is a cost of living crisis and students are already deeply in debt attempting to get an education, all this raise in costs would do is make VCU students less likely to return in the fall, and if they do return they will be unable to actually focus on their education needing to make more money to make up for the increased costs of school combined with the insane costs of housing and groceries. This is a gross attempted raise, especially after JUST LAST YEAR tuition was raised. Why raise tuition two years in a row, if you're not going to put the money towards where it is claimed to be going. This is money that should be directly going to our education, our teachers and facilities on campus, but we know from past raises in university costs it will be going to our grossly overpaid president and the quality of life and education at VCU will go down because of that greed.
359	Alumnus/ae	Don't do that
360	Student	Don't raise tuition
361	Student	Where has the rest of the money been going to? Some of the buildings are still older than the millennium, and with the lack of good meal options, it seems like the money's not being put in the right places. If you want to increase student tuition this dramatically, put it towards the students who require student housing and are forced onto a meal plan; put it towards the teachers who need to be paid more than just research grants. These students are giving a lot already for a public university, so some compensation needs to come out of demanding such an increase.
362	Student	As an out of state student who worked very hard to get here and get the scholarships needed, the increased tuition will greatly impact my ability to come to school, and not worry about finances or other things. My scholarship allows me very little leeway in money and raising the tuition would put me and my family at risk. I love it here and would love to finish my education in a place I am happy, healthy and thriving in, the raise of tuition is disappointing and frustrating, especially as someone with a lot less financial freedom than other in state students may have.
363	Student	Tuition is already inflated well above the value undergrads are actually receiving for their investment. Do not raise tuition to fund programs that the students paying it don't directly benefit from. The institution can afford to raise educational faculty salaries without raising tuition. Do it.
364	Student	I believe that this raise in tuition would be damaging to thousands of students and their families who already struggle to pay for their education. Those who are struggling financially would likely not be able to pay for this raised tuition and may be forced to take extreme measure like dropping out since they cannot afford it. Please consider the implications that this would have on students and families.
365	Student	Raising tuition any higher is insane. All of the amenities on campus are not even free (printing) and so until that happens students should be expected to pay more and more when the money just goes into Raos pockets.

	A	B
366	Student	It's so dumb. I understand the economy is rapidly changing, but how do you expect your student population, which are all most definitely not gonna be able to pay it, to continue to pay for the wages we pay for every single year. Can we get a free vending machine? Can we get free printing? Do people off campus get to also eat on campus since they are paying for the wages of people making the food? Most of your student body is approaching 20, if not have just become said age. They are working night and day just to pay rent, electric bills, wifi bills, water bills, and co-pays. Depending on the student, they may have kids, be disabled or have recently become, or even could have an had a death that they now have to help with. People have complete lives that involve money that we don't know about, yet, this school wants to keep taking and taking. Sure, you all gave the new freshmen better swipe options, but what did you give the upper class men? A sophomore week? Because that totally was something we wanted. So instead of proposing more money, how about you rethink all these little side projects y'all got going on (building unneeded new buildings behind dormitories that are necessary and haven't been touched) and focus on what a school should focus on, the students. VCU can only do so much to get students, it's the word of mouth that really resonates. You should keep your student body happy. Ask us instead what we think would improve the school, then propose different ideas that could actually help. All this extra money y'all are proposing is just gonna find a way to disappear again, then the cycle will start over where you ask your students to pay more and more. How about you find a way to get those religious zealots off campus then we can talk about an increase in tuition.
367	Student	Michael Rao makes over \$1,000,000 a year from VCU while other faculty members barely make enough. The food services are also in very poor condition with meals that make students sick. If the tuition is raised then the money needs to be going to the right places and the the right people.
368	Student	I understand the effect inflation is having across our country, however, increasing tuition puts a greater burden on students. I'm having a hard time understanding why tuition is being increased, for our president recently got a raise when he already made more than double that the president of our country makes.
369	Student	Why
370	Student	I cannot afford the raised tuition, nor do I support it due to the circumstances of current staff, etc.
371	Student	I feel like the fee increase is absurd and inconsiderate considering the increase in cost of living for people and how expensive housing is.
372	Student	We can not afford this.
373	Student	I think this is a terrible idea, especially during a time of great financial stress. Forcing your students to pay more money for an essentially mandatory education will only force more people into poverty, with no real benefit except to make the heads of the college more rich in the process. All you are doing by increasing the already high tuition fee is gatekeeping others from accessing opportunities that will allow them to live in society. This is especially telling that this is for nothing but personal gain when you also propose that budgets for other departments should be cut, all because you want a brand new stadium that will do nothing for anyone in the long run. I understand that I appear as nothing but a money sign to you, but please consider that this proposed plan will do nothing good for a majority of people.
374	Student	I disagree with the proposed budget as I believe tuition should not be raised.

	A	B
375	Student	<p>I agree that this is a step in the wrong direction. There are students that can barely pay off their tuition currently. If an increase were to happen, then the graduation rate will not reach the target goal of 78% by 2025 which VCU has in their student achievement goal. Students in the upper class may be able to pay off the fees, but that doesn't mean they will graduate either. The tuition rate has been drastically going up year after year. There has not been a difference in education, even though there is a tuition increase. I see VCU as an alternative to UVA. I came to VCU knowing that there is diversity and inclusion, and I can easily make connections because it's located in the capital. I also knew that VCU strives to grow and be a top university. I think in order for a successful university, there should be more done to satisfy students' experience here at VCU.</p>
376	Student	<p>I feel that the school tuition already a lot. We aim that we are a diverse community that accepts lots of people with different backgrounds but yet we find ways to limit the type's of student's that can come here for an education that they desire.</p> <p>Also I've been informed that the money isn't going to the faculty. The state budget has mandated faculty raises, and the state pays half, but requires VCU to pay the other half (3.5%). Rather than evaluating how much money upper level administrators like President Rao to an external site. or Provost Sotiropoulos to an external site. make, VCU pits faculty and students against each other by suggesting that required, cost of living raises must come from increasing tuition. In my opinion, we already charge students too much, and funnel that money to upper administration rather than to those who directly support students.</p>
377	Student	<p>There is no reason for our tuition to be raised, the president of our schools salary is plenty big enough to take a cut. You should care more about the accessibility to higher education than upholding people's absurdly high salaries.</p>
378	Student	<p>I think it is rather stupid. I understand that funding college is getting more and more expensive as more people enroll to colleges than ever before and to keep up with other universities who keep coming up with a bunch of cool stuff to have on campus and to keep students coming, you need more money to fund these upgrades. Especially with the plan to upgrade so much of VCU in the 10 years you guys have set out. Though, I think the appeal to VCU is how cheap it is. That might sound like a bad thing, but colleges are incredibly expensive these days so I think it can be a rather good thing. I think increasing tuition also would push out certain people who come here because it's more affordable. I also know that you guys are experiencing little enrollment from freshman and that can be a big detriment to the university and to your profits as a whole. And God do I wish Michael rao would just disperse his profits a bit more! So I am sympathetic to you guys, but as a middle class-ish student raising tuition for people who can already BARELY afford college is just messed up and shouldn't happen. This could also cause a lessening of profits for you guys because people can't afford it. Even though I'm sure you guys have already worked out the math and have figured out that it wouldn't hurt you guys as much as it would profit you. But these kids deserve an education and I think you guys could probably just use your money more wisely. Like idk get rid of some of the dining options that are just sitting there (zaatar) or try to work on your marketing to high school students, because vcu's reputation is rather bad as someone who grew up in a wealthy-ish suburb. You guys gotta put in the money for activities and promote them better.</p>
379	Student	<p>This is ridiculous. Don't increase tuition. There's no reason students should bear this burden. We already pay way too much for the way we're treated. If you need more money, take it from Rao. If he really cares about education he'll take the hit financially.</p>
380	Student	<p>This is absolutely awful please do not do this. It was already unaffordable from the beginning and you are increasing the gap yearly.</p>



	A	B
381	Student	I find raising tuition to be an unacceptable solution to the university's budget needs. In the end I am convinced it will do more harm in turning off prospective AND current students than it will solve more issues through having us pay more every year. What drew me to VCU was the quality of education and access to resources balanced with a price I could reasonably afford- this will not hold true if the university continues to raise tuition in this way.
382	Faculty	Raising our already exorbitantly high tuition for students while spending and budget concerns are at the forefront of decision making is highly unethical. VCU's budget model depends on enrollment numbers consistently growing, instead of balanced funding that is ready to pay for robust education for the students we have. The reasons we should not continue to raise our tuition for our "uncommon" "diverse" student body are endless, and as a faculty member that is paid far under the national average, facing massive layoffs next year, and who solely works with first and second year students, those our university markets to and then discusses as part of that marketing, I must insist: the students are not okay. The mental health crisis is astounding, the cost of living a huge burden, and the priorities for funding clear, with buildings unsafe to live within and faculty burnt out beyond belief, counseling and advising underfunded, etc etc. There's more to say, but my students also barely know about this tuition proposal, and deserve to have it discussed widely. along with the cuts across colleges and the effects these will have on them and their learning.
383	Student	We know you pay teachers below the average of faculty payments so stop pretending you care about their payments, we have already heard from them how scared there are because you are firing them, letting them go, your budget model has failed us, it will continue to fail us, our teachers, real living people. You have become a laughing stock of a university, and everyday i consider why on earth i didn't go somewhere else to be paying for so little, go ahead and raise it but know that will only cause more people to leave, more people to go other places- the reason you lost so many people is because your students haven't kept quiet about the awful ways you treat us- from mold to lying about classes and food poisoning. Times are changing, students hold the real power, and your audacity to ignore us will do nothing but cause rage and riots.
384	Student	Vcu addresses inequalities in a number of ways so it's silly to pretend that they don't know exactly who this is going to hurt the most. It's going to hit lower and middle class families, students of color, and working students substantially more. Even if students manage to scrape enough money together to afford the increase it will likely not be without a significant amount of work, this will, in turn, take away time from their studies, internships, and supplemental academic pursuits. This further puts these students at a disadvantage both in terms of coursework and future careers because they weren't able to have the same experiences as their more affluent peers. For VCU to increase tuition, they are further perpetuating the exact inequalities they speak against and upholding a classist and racist system that ensures only the wealthy have access to education.
385	Student	If this proposal goes through, it will not only be a fundamentally flawed plan due to the loss of incoming students that will occur because of the increased tuition combined with increasing housing prices and inflation that disproportionately affect those with low paying jobs who cannot afford an education, but it will also increase the stress on all students who are victims of the predatory student loan system and further the burden of being a young adult in an economy designed to bury you in debt that you will never be able to pay back. Those who already owe tens of thousands of dollars are faced with an impossible choice between continuing their education and exponentially increasing their debt or dropping out of school to work an underpaid job that will not allow them to afford basic necessities, let alone pay back the loans they have already taken out. None of us asked for this and none of us really have the power to do anything about it. We live in a sick world where those who are wealthy are the only ones that have a voice - a voice that they choose to use to continue to line their pockets at the cost of everyone else.
386	Student	The increase is making tuition really expensive especially for people who also live on campus which makes it really hard for a lot of people with low incomes

	A	B
387	Student	<p>DO NOT RAISE IT</p> <p>The reason why VCU needs a tuition raise is because VCU is built on a “growth model” an unsustainable system that means in order for VCU to make money- it needs to gain more and more students. This tuition raise however will make more students turn away to other schools only worsening the problem, leading to professors and adjunct faculty being even more underpaid, more being laid off (they have already laid off some for next year), and even more classes and facilities getting shut down, not to mention VCU on its way to become one of the most expensive colleges in Virginia. Instead of the board addressing the problem and fixing the model- they continue to raise tuition.</p>
388	Student	<p>I understand more money is needed for the school but raising tuition is just about the worst way to do it. Many students including myself and my family are scraping to get money together for my education.</p> <p>First, you over admitted to many students, then due to that you've run out of housing, and now this? Raising tuition will force the many students who can't afford it out of VCU; meaning they lose their education and you lose more money overall. Nobody wins in this situation. I'm no board member and I'm just an art student so I of course lack an understanding of money but there has to be another option. Push for more loans, fundraisers, donations, charity events to help support the school. Prove that VCU is worthy of having money because students shouldn't be forced to leave due to an unaffordable tuition.</p>
389	Student	<p>The more the tuition is raised, the less students will apply and more students will drop out. VCU's drop out rate will increase, not putting a good look on the university.</p>
390	Student	<p>You are making education even less accessible. You over accept applicants so that housing runs out before everyone even gets a chance, yet raise tuition for the rest.</p>
391	Student	<p>I strongly oppose this idea. Is VCU not built off of the sentiment that education should be accessible to all? A tuition increase like this---and undoubtedly the ones that will follow in the coming years---undermines that very value. Should a public university with a 96% acceptance rate really be one of the most expensive schools in Virginia? Hardly. Not to mention the quality of VCU; it is too poor to warrant a tuition increase. Though I love the experiences I've had at this school, it's impossible to deny that it's lacking in several places. The on-campus housing alone is abysmal. Dorms like GRC are overrun with mold; I've seen firsthand fungus growing from a vent. Barring the state that these buildings are in, there aren't even enough rooms to house all of the students here. Tell me: is it reasonable to have homeless sophomores---courtesy of your lackluster housing department---paying an additional \$800 per year to attend a crime-ridden campus? I think not.</p>
392	Student	<p>I think it's ridiculous. As a full time student I also live on my own therefore I have to provide myself with rent, groceries and utilities along with small expenses like gas and insurance. Raising the tuition only hurts and angers students who are already struggling without parent support like myself.</p>
393	Student	<p>As a current out of state student attending VCU, this is devastating news given the fact that I already pay so much for my education as is with a very, very limited budget. My family is not from the wealthiest background, and with the economy already stumbling as is and inflation rising, it's rather difficult to find the loans I need for college and it's a very likely chance if this continues that I'll be physically unable to attend this school, and I'm sure there are others like me out there here on campus.</p> <p>My own personal problems aside, I think it should be considered how this will affect incoming students in the future, especially students who are considering attending VCU from out of state. With rapidly rising prices for tuition and fees, it's likely this will scare off many incoming students.</p>

	A	B
394	Student	HELLLLLL NOOOOO
395	Student	I am not in favor of it. The price of tuition is extremely high already, coupled with the current cost of living this could ruin students' lives and would certainly make mine far more difficult as I'm already scraping by as it is.
396	Student	NA
397	Student	Ridiculous. If you go through with this, I hope you lose most of your students & faculty.
398	Student	Unreasonable
399	Student	It's already a struggle to pay for college, this just seems like another way to force put people who come from less fortunate backgrounds. There are other ways to make up for changing economy circumstances than forcing students to sacrifice even more to even stand a chance at having an education at VCU
400	Student	For the price that I am charged currently, I'd like to think I can see the reflection of it in the physical appearance and performance of my school. But my experience at VCU has not convinced me, as I have had to sit in classrooms in rundown buildings like Harris Hall, and lived in underwhelming and unsafe dormitory such as Rhoads and Johnson. Other buildings like the Engineering buildings and GRC reflect this. Raising tuition when me and many other students don't see anything come out of it except for our more empty pockets is alarming.
401	Student	Unjust.
402	Student	Do not raise tuition.
403	Student	I think this is a terrible idea. Less and less students will come to VCU per year if the tuition keeps rising. People come here because it's a good school that's affordable, but if tuition keeps rising, that won't be the reality anymore. It's not a good idea to raise costs for students who are already struggling to afford the ability to get higher education. If costs rise, then VCU will show that they're just another money hungry school that doesn't actually stand for anything other than making sure they can milk every dollar out of their students. I love it here and I don't want to have to leave without finishing my education just because the tuition keeps rising when I can already just barely afford it. The board should think of the impact this will have on students and the school in the long term. This is not a solution for getting extra money.
404	Student	I don't think we should be doing this, because of how many students rely on financial aid but not even with that is tuition covered. Most students have to go to a job to help meet needs. I am one of those student. I am a full time student but I also work to keep myself financially stable. My mom is currently helping me pay my tuition as of right now, but it's still a lot on her part and I hate being a burden on that. By raising tuition, this will cause students to just leave and transfer somewhere else cheaper better yet not many students would like to come to Richmond anymore.
405	Student	Don't do it or going to gmu
406	Student	So many of my friends work every day just to pay rent, let alone tuition. Michael Rao can figure it out himself with the millions he has without putting this burden on students. Many of us chose to attend VCU because it was more affordable than other options, and you are robbing that from us. We do not deserve to pay more for facilities that will not be improved within our time at VCU, and VCU's history of long construction/renovation times prove that any action being taken will not produce results in a timely manner that would actually help students.
407	Student	Considering my financial aide is lowering, I would not be able to afford the increase and would have to find and alternative
408	Student	Would drop out lol
409	Student	If you plan on raising the tuition for classes then you should consider lowering the number of expensive required textbooks so we can afford it. I know people who miss the classes their tuition pays for to work jobs to afford that same tuition.
410	Student	If you're such a big fancy school then why do you need to rob 18 year olds to keep it open

	A	B
411	Student	College is already expensive why are we paying more. We don't even see or feel the effects of this proposal other than us the students having to pay more for access to higher level education
412	Student	Literally no one will attend because no one can afford it. it'll mess up the economy because of how much debt there will be. if you care about anyone don't do it
413	Student	Please don't I can't afford it
414	Student	It is just exploitative at this point
415	Student	I dont think it's right. We already pay so much unnecessary fees. We can barely afford tuition as is
416	Student	I'm completely opposed to the 2023-24 tuition proposal. Many students including me are barely able to pay tuition even with grants and loans.
417	Student	DONT DO IT TUITION IS HIGH ENOUGH UR CRAZY
418	Student	As an out of state student already considering transferring because of how expensive tuition is, this increase would solidify my decision. Both in-state and out of state costs are very high and continuing to raise costs is driving students away.
419	Student	Rao makes millions. There is no need for his pay increase at the price of students and laying off professors
420	Student	This is absolutely ridiculous, building a nearly million dollar science building and increasing student tuition within the same year is ridiculous.
421	Student	A tuition increase is unnecessary and would make it even more difficult for lower income students. Many are barely scraping by to afford tuition now. Most students will pay 100,000 dollars or more over the course of their education here. This is more than enough funding for VCU to provide resources for students. I actually suggest a tuition *decrease* as this would improve student mental health and academic performance.
422	Student	Please do not raise the tuition if so I fear I will not be able to attend college anymore. I am a Hispanic first generation student and I would really appreciate if I am able to graduate from college and make a huge change for my family as well as for me!
423	Student	I am directly opposed to increasing the financial burden of any student. I am opposed to increasing the tuition or any of the fees to attend this university. I am, however, in favor of salary increases to teachers and staff, especially adjunct faculty here. Here's a solution! Take some of Michael Rao's paycheck and give it to his faculty! Its disgusting how much he is paid and how little the payment of other faculty members who put their blood, sweat, and tears into teaching here. Its also disgusting how the students might be forced into an increase in tuition/fees when Michael Rao is inching closer and closer to a 7 figure salary. Awful
424	Student	Respectfully, you cannot be serious. VCU's tuition is higher than almost every other public school in the state. With such a diverse student body, you certainly understand that many enrolled students can't afford tuition the way it stands currently, let alone after an increase. This proposal is shameful at best and destructive at worst, and I wouldn't be surprised if VCU's retention rate plummets even further should this proposal go through. Do what you know is best for your staff and students and reallocate the sizable funds students already pay rather than giving them a phenomenal reason to transfer out of this school.
425	Student, Staff	I do not support the tuition increase
426	Student	If your raise my tuition again I'm leaving. This is already one of if not the most expensive public university in the state and to raise tuition further, to put an even larger burden on the students you can't even house properly is ABSURD. It's appalling the way VCU steals money from students just to house them in moldy dorms and teach them in run down buildings. Truly disgusting.

	A	B
427	Student	this is literally such a terrible and money hungry move. you up the tuition every other year and we still have broken doors, leaky buildings and a lack of accessibility in the arts buildings. rao is already one of the top paid presidents of a university, so if you do decide to do this raise(which you probably will, even though i know everyone that replies to this form will say you shouldn't) maybe actually up the teachers salary so more than one person will benefit(i'm fully aware that that is what is proposed, but i don't believe it's actually what would happen if the tuition was increased)
428	Student	Don't increase.
429	Student	I reject all attempts at raising the cost of attendance for students and families.
430	Student	The cost of tuition is high enough. Many of us as students are working separate jobs to even afford being able to pay. The raise of tuition would also most likely not even go into giving back to students with scholarships but increase the already outrageous pay of some of the staff or another unnecessary building. College is already stressful enough and adding even more financial burden to students is unnecessary.
431	Alumnus/ae, Parent or family member	Raising tuition at this rate could make a university cost prohibitive to many students. Tuition is already higher than the state average.
432	Student, Staff	I think it's ridiculous that VCU is raising tuition when so many students cannot even afford the tuition right now. This proposal should be reconsidered or put to a vote.
433	Student	absolutely not. tuition is already high enough, and pretty soon college isn't going to be worth it. the jobs we are getting will NOT out weigh the debt we will be in, not including grad school.
434	Student	This is unfair and to put it simply, stupid, to increase tuition without providing additional support for students. Start providing free meal plans or free parking but VCU is slowly becoming a school I recommend less and less to people due to things like this.
435	Student	I literally do not use the VCU library nor do I use the health services, or the transportation because I live off campus. I pay so much money in tuition every year for the money to go where exactly. The roads aren't fixed, no new additional buildings have been added. Where is all of our money going exactly. There is no reason why we need to increase tuition or little fees that I don't even utilize. Our president makes more than enough money every single year and yet what do the students get in return?
436	Student	Don't raise it
437	Parent or family member	The increase should be as small as possible to keep costs low for students already enrolled
438	Parent or family member	With the current state of student loan forgiveness in question, it would be a sign of your dedication to the future of your students to absorb some of the increasing costs. Inflation for necessary costs is understandable, but some of these costs should not be passed to the students. Rising costs can deter some students from returning to your campus next year. Show your students you care about them, and they will make a name for VCU with their dedication in the future. Help your students feel valued, instead of feeling like another tuition payment.
439	Student	Do not increase the tuition. We do not need to add more burden to students trying to make ends meet. If you're going to increase anything, increase student workers' wages
440	Student	I don't like the proposed increase, I'm on loans and currently unemployed because of education so increasing tuition would make it harder for me to continue school.
441	Student	I severely disagree as times gets harder. I appreciate the financial support I've gotten throughout the past 4 semesters and see other talented and promising young adults have to worry further about money issues would break my heart (respectfully).

	A	B
442	Student	I am 100% opposed to a tuition rise for 2023-2024. Raising costs would only make this school less attractive to future students. As an education major I will be spending a large number of years paying student debt and although this is upcoming year is my last one, I would love to not have to worry about tuition costs and rent costs while paying for materials not provided by the school for School of the Arts.
443	Student	Is this vicious cycle literally ever going to cease? Tuition has been unnecessarily raised in US colleges across the board for years now, and here we are once again. The higher ups at VCU are so far removed from their students and those students' needs, it is laughable at this point. It has been made so disgustingly and abundantly clear to the student body that the values of this university have nothing to do with improving the quality of the education it has to offer, nor with ensuring students are able to graduate with as little debt and financial burden as humanly possible.
444	Student	I really don't understand why this has to continue to be said, but do better.
444	Student	Tuition is too much as is and my single parent home income and financial aid isn't enough
445	Student	It is absolutely ridiculous. I am an out of state student so I am already paying more than the instate cost. On top of the tuition I am also paying rent to be able to attend classes and be near facilities. I am also a VCU arts student, so along with all of the other costs I am indirectly paying to make projects in order to complete my coursework.
446	Student	I can't afford this! What's going on!!!
447	Student	Students are currently having a hard time trying to pay for classes, tuition and room and board. We understand that scholarships exist but they can only do so much. Increasing the price of tuition will not do anything except decrease the amount of students attending and committing to this school. If you want students to continue to enjoy studying and coming to VCU you will truly consider the outcomes of increasing tuition.
448	Student	Cut Rao's salary before you take more money from students. VCU recently bought a building with no plans for what to do with it, there is an on campus housing shortage, and the quality of our education is starting to not be worth the price tag, which includes the exorbitant amount of stress students are under to make ends meet in this economy. Listen to the students, staff, and faculty. There is a way to fix these issues and it's not at our expense when the president of the university is making millions
449	Student	As a current student who will be attending this school for another 3 years, please don't raise the tuition. I may have means to pay for my schooling but SO many students here don't, and it isn't fair to them when they're already going into debt. Also, as someone who's education is being paid for by an account with limited funds, I want to be able to go through my college year and enjoy them and not worry about how long I have left to live in my house or whether I have the money to afford my school textbooks because of a tuition increase, especially if this problem is faced every year.
450	Student	Honest opinion, I don't think it's a good idea because some of the students could barely pay for the fee/tuition even on student loans, let alone an increase both. No matter how much of an extra fee added to it, it would suck because the extra \$500-\$800 could contribute to greater things. This is just my opinion, but I do hope it would not go through
451	Student	This is an egregious ask when VCU knows full and well that so many students are struggling to support themselves and pay for an already increased tuition. These proposed fees would not provide tangible benefits for students and are perceived to go only to the President's extremely bloated salary. Many students, including myself choose VCU because it is one of the more affordable schools. A 6% increase in fees feels like an additional slap in the face after the tuition increase. Why is our increased tuition not used to subsidize these fees? For students, there is no benefit whatsoever for increasing fees aside from helping to increase the profits of the university. Shame on you and everyone proposing these hikes in a time of severe inflation and wage stagnation.

	A	B
452	Student, Faculty, Staff	Raising the tuition is ridiculous and would prohibit many students from finishing there degrees. If funds need to be found, it would be better taken from the vcu president, the highest payed in Virginia than taken degrees away from students.
453	Student	I personally don't agree with this tuition proposal and the proposed uses for this extra money. I and other students have noticed a pattern of VCU increasing tuition prices and citing improvements to the university as the reason for the increase, but then not seeing those changes implemented or an increased effort on VCU's part to start those changes, despite VCU receiving those funds. I don't have confidence in this tuition increase benefit the university in the way the proposal describes because previous tuition increases failed to yield results that benefited the university as a whole. I also feel the proposal as a whole is vague and fails to outline specific resources the tuition increase will contribute to, and overall feels as if there's no set or detailed plan on what will be done with the extra money, which depletes even more confidence I have in this proposal achieving its goals.
454	Student	Please don't raise it. I can barely afford to pay for it as of now and due to my residency status that is complicated you guys consider me an out of state student when I've lived here for 17 years. Raising the tuition will make life so much harder and I don't know if I would be able to attend this school anymore.
455	Student	My family is already going through rough times putting me through college and sending my little brother off to therapeutic boarding school and a therapeutic wilderness camp. With the raise in tuition just last year, this isn't fair to the students and their families. With how our economy has been standing more as of lately, these price increases are making it harder to afford necessary education.
456	Student	This is tuition proposal is frightening as a low income student. I am worried about how I can comfortably get an education without worrying if I can cover the financial burden that comes with it. I hope that if this tuition proposal does get passed, VCU adequately provides the aid for students like me who are in dire need of assistance.
457	None	Tuition costs are already high enough. Prices are rising while wages remain stagnant; forcing already poor college students to pay even more for their education is immoral.
458	Student	Raising tuition shouldn't be something to be done. There are far too many things around campus that is hard enough to pay for, such as food, housing, even the books for our classes! There is no reason to raise the tuition here if it isn't put towards bettering the university with its leaky housing issues, or making aspects around campus more convenient and cheaper for students. So many students struggle to get by to pay for everything here. My parents are being put under stress on top of stress, working 7-10 different jobs to allow me to go to college! Raising it any further would literally cause students and attendance to the school to drop dramatically! I truly believe that those higher up need to communicate with those truly facing the issue on how to make things better. VCU has already put so much effort and money into the newest lab building on campus, and teachers are dropping like flies around campus due to a lack of pay. There are too many factors as for why tuition shouldn't be raised! If it's raised any further, I will have to drop from the university and lose any possible education I was hoping to gain from the university. Many people aren't made of money. If you want money, maybe ask anyone who is rich or can afford this raise. But if the raise isn't going towards, higher teacher pay, making meals cheaper and easier to get for students, raising pay checks for student workers. The list goes on and on. But if the money isn't going towards these big factors, then tuition shouldn't be raised at all until communication happens towards those paying for these expenses as for why tuition needs to be higher.
459	Student	Please do not increase our tuition again. It is already hard enough for students to pay their bills especially with how expensive basic needs for living are. Your students are already struggling to pay the steep prices, do not make it worse.
460	Parent or family member	I understand, inflation is increasing and you have to increase tuition to stay at where you were. It's bidens fault not vcu

	A	B
		<p>I believe that VCU shouldn't increase the financial strain on students to increase funding to critically under funded areas. VTech has a yearly instate tuition of roughly \$14,600 and ODU has an instate of roughly \$10,600, both significantly cheaper than VCU. Including this, both ODU and VTech sport many of the same benefits and programs as VCU.</p> <p>I feel that VCU over funds unnecessary things and should produce a comprehensive budget of all their expenditures, including upper faculty pay.</p> <p>I find it egregious that Michael Roe has had a more than 100% increase in his pay since 2009 and yet fons the need to increase the price on students even more to pay critically underpaid staff. Instead i feel overly paid staff like Roe, need they pay greatly reduced, and projects like the need engineering building need to be discontinued for the time being.</p> <p>Whyre you VCU, building new building, when you can't maintain the ones you have, like Johnson, that you make students pay to live in when it was full of water damage and mold</p>
461	Student	
462	Student	If you guys raise tuition im going to have to make an OnlyFans to pay for school so please don't thanks!
463	Student	The tuition has already been increased. Continuously raising tuition significantly harms students, if you all even care about us. Don't raise the tuition again if you care about the wellbeing of your students.
464	Student	You cannot raise the tuition and then not invest in your communities of color that attend VCU. You cannot raise the tuition and not allocate the funds properly.
465	Student	Stop wasting money on fruitless projects and let students learn without having to suffer any more student loans or money management.
466	Student	School already tax
467	Student	You'd make more profit by gutting Rao's salary (and other absurdly highly paid administrators)
468	Student	<p>The cost of attending Virginia Commonwealth University is already considerable, and low-income families may find it challenging to cope with an additional financial burden. It begs the question whether there are alternative solutions to explore, such as reducing non-essential expenses or increasing fundraising efforts. Before implementing a tuition increase, the university should evaluate whether it will lead to tangible improvements in the quality of education and services provided. Students and their families have the right to expect a high standard of education and support, and any tuition increase should come with a transparent plan that outlines how it will benefit students. This is especially crucial for the Arts programs, which often requires expensive equipment, appropriate space for students to work in all majors, and resources to provide students with a superior education.</p>
469	Student	<p>Raising tuition another year in a row is ridiculous and punishing to students. The student body should not be responsible for profit margins or the funding of new expenditures for the university.</p> <p>Let us not forget how VCU lost nearly half a million to a scam. How can anyone trust this university with their money? You wouldn't even give us a full breakdown of where our tuition goes last tike you raised it.</p> <p>VCU is quickly becoming an institution based on greed and not the success of students. What a sorry excuse for a university.</p>
470	Student	Michael Rao doesn't need more of our money when we are already struggling to pay tuition as it stands. What's the impact of another increase in tuition when it was just raised the past year? Stop being greedy.
471	Student	fuck you this is a PUBLIC school that MANY OF US ALREADY CANT AFFORD.



	A	B
472	Faculty	Tuition at VCU has increased nearly 41% in the last ten years, and our students still do not get the resources they need to succeed. Our students are accumulating more and more debt without a sufficient investment in instruction and advising. Access to mental health services, housing, and food are dwindling. Up to 17 faculty positions in the Department of Focused Inquiry are being threatened, despite the fact that the three-course FI sequence has been proven to increase student retention. VCU is spending its money on administrative lines that do not add to the instructional mission of the university, property acquisition when dorms and academic buildings are filled with mold, and rebranding campaigns rather than much-needed mental health resources for students. In addition, they are misleading students by claiming that the tuition increase will provide a 7% raise for faculty: VCU is only responsible for funding 3.5%; the other half comes from the state. Raising tuition is unconscionable.
473	Student	Do not do it dawg we are struggling out here
474	Student	Need to stop focusing on making money as a school and start focusing on giving students the cheapest education you can especially Since so many people are on loans
475	Student	Virginia Commonwealth is a university known for their diverse campus. Students from all over the world leave everything behind to come get an education here. Please do not raise your tuition. Most students don't have the luxury of any type of financial support except themselves. With our economy rapidly declining, raising tuition would only put more negative impact into people's lives. I am first generation and full time college student, but most my days are spent working and school, I work two jobs just to afford tuition alone.
476	Student	Do not raise tuition again. Restructure your university so you can survive on the millions you already make from students.
477	Student	Our students need education. Rao doesn't need any more pocket money. Costs of everything are sky rocketing and that should not apply to our student tuition and fees at VCU. Including housing in Richmond- to which VCU has responded with low to none numbers of upper class men housing. Leaving us to spend more money on top of these fee increases to find a questionably safe and expensive alternative. There have been no worth while improvements to warrant this increase or any positives I can see. Besides continuing the struggle of student loans and college debt. This school is all too focused on it's financial situation and how to exploit its students over giving them a good experience that won't be haunting our wallets for years upon years. Everyone deserves an education and it must not be this ridiculously difficult. Situations like these are the reason more and more students are not going to college. This is no fair or equal chance.
478	Student	You bozos make enough money off of us if you want to make some more money for the school how about you get a football team and we can start really bringing some profits to the school so Rao can get that little raise his rich self wants and doesn't have to charge us students more
479	Student	Currently, I am a part time student. This is not of my own accord, as in order to afford to stay here I must work hours that are not conducive with being a full time student. The community of off campus students would suffer severely at the hands of this tuition and fees increase. Off campus students who must also work are a community that often has to take fewer classes than preferred, and has fewer resources to devote to activities at VCU, like the gym or library. I am working so hard to stay here and increase my course load that my husband and I are soon moving in with his family an hour away from Richmond. Please, I am begging you to reconsider this move and to instead find other ways to reallocate funds.
480	Student	This is outrageous, there is no need to raise tuition over the already high price that it is. They already raised prices this past fall due to inflation therefore their excuse is invalid. This college is barely affordable as it is with all the nonsense fees they add in.
481	Student	The college isn't providing any more than what was previously provided so why are the fees going up when nothing is changing! Don't raised tuition

	A	B
482	Student	I do not believe the tuition should be raised for the upcoming school year. Many students already struggle to pay for their current tuition. This price hike will further discourage potential new students from enrolling and harm currently enrolled students. There was already a price hike that happened only a while ago, so this proposal just makes vcu seem money hungry and not a place that prioritizes it's students. Nothing of the proposed tuition hike benefits students and should not be raised.
483	Student	As a university that is not well known nation-wide, there is no reason we should have one of the richest college presidents in the US.
484	Student	It's absolutely ridiculous. You should know full well students are already struggling with tuition and to increase it for no reason at all is selfish.
485	Student	You don't care about your student body, you care about lining your pockets.
486	Student	It's absurd tuition is rising. No wonder VCU cant retain its student population like it used to. If enrollment is declining why are y'all making it harder for students to get access to higher education. If you cut Raos paycheck in half, you'd probably be able to save some money. I would also suggest using some of the endowment money to actually make the school better instead of just hoarding it in a big money pot. The previous year you had to shut down a dorm because of mold. No consideration for student health or well being, rather let's squeeze the most out of people trying to better their livelihoods by going here. VCU has proved time and time again that it's a corporation and not higher education.
487	Student	Please don't raise my tuition because it's already expensive as is.
488	Student	This proposal is greedy. Reallocate funds instead of stealing from students and families who are already paying extreme tuitions and fees. Perhaps take the money out of President Rao's pockets.
489	Student, Staff	Student staff members (tutors, Si leaders, etc,) MUST receive a raise if tuition is going to increase, however, it should not be raised at all
490	Student, Staff	I really hope you do not increase tuition. I'm a current student worker getting payed minimum wage, I recently got kicked off the work-study.
491	Student	I think it ridiculous that they are constantly raising the tuition prices, are they trying to lose students or keep them ?
492	Student	Increase in the tuition means that I will have to either transfer or drop out and the situation with the dorms and the condition of the art building is already tempting enough to leave.
493	Student	You shouldn't be charging students more money when majority already cannot afford it. There is no reason to increase tuition and fees just because you hired more administrators. It is not the job of students to pay for the salaries of faculty when the university is already rich and receiving more grants and money from donators. You are stealing from your students and we will not stand for it. If everyone stands up, and they will, against the university you will face consequences. You can either be fair to the students and give us what we deserve or turn this into a national issue because VCU students won't stay silent about this.
494	Student, Staff	Please address the student poverty rate at VCU before continuing to raise tuition. Students cannot afford to go to school at VCU without taking thousands of dollars in loans. If you want to diversify your student body by accepting marginalized groups and/or low-income individuals, you NEED to provide support for those individuals.
495	Student	I can barely afford current tuition, even with the help of FAFSA. I'm not getting much help from my father these days and raising it even a little bit could make it much harder to take the amount of classes I need to take each year

	A	B
496	Parent or family member	Increasing tuition for another consecutive year not only affects students, it affects the families providing for them. With the trend of tuition increasing each year, families will be put under more strain to cover costs. It is not the students of VCU nor their families responsibilities to increase profit margins or fund unnecessary expenditures. The university has still yet to do anything about the repair and recover of the Johnson dorm which costed many students their housing last year. We refuse to give in to this university's greed or be responsible for fixing its shortcomings.
497	Student	don't raise the fucking tuition if you actually want people to go here
498	Student	This is a sorry excuse for a university. This is another year in a row that tuition is being raised. Why is the student body being punished? May I add that this campus is not safe whatsoever. A student got ran over and VCU buses also have no respect for students crossing the street. I've had buses almost run me over while crossing the street at the MCV campus. This university has become the lowest of the low. VCU has done NOTHING to provide safety for the students and now we're being punished for the university's shortcomings. I can barely afford to live here— especially in this economy. What a shame, I can say that I will be looking elsewhere.
499	Student	Why raise the price, you already don't have enough living spaces, plus an increase in acceptance. Are you sure you want to lose students?
500	Student	Raising fees is ridiculous! I disagree with this proposal.
501	Student	It should be cheaper
502	Student	dont increase tuition i cannot afford it
503	Student	yall better not punish us just because your staff need to be paid more. be so fr
504	Parent or family member	Wow!!! This is truly not welcomed news especially for the out of state students
505	Student	don't raise raise tuition seek other forms of funding.
506	Faculty	bro the school ain't even good enough to be raising tuition, you need to make the quality of your school better before you raise this prices.
507	Student	The state of the economy is already quite bad with inflation and most students being already so much in debt raising tuition would on put strain on the students mental health and physical state. Most students are not able to depend on their parents for their everyday needs. As someone who has to go through the thought of having to possibly drop out of college and not be able to pursue a career because of my finances I highly suggest the administration take into consideration the consequences of increasing tuition.
508	Student	Instead of raising our tuition why not just give Rao a pay cut? surely a percentage of his annual pay would be more than enough to combat inflation rates AND give faculty and staff a raise... He makes TOO much money just for one man. There are surely donors who could combat this as well. Why make students suffer especially when some of the stuff we pay fees towards majority of us dont end up using? Evaluate what services are used the least and then cut them-there's your money.
509	Student	You should not raise tuition and fee prices. I and many other students cannot pay already.
510	Student	you're robbing us. you're exploiting us. you should be ashamed and disgusted
511	Student	I am not for this pay increase. The average student should not have to pay the already rigorous fees for their college experience at VCU. The salaries of President Michael Rao need to be taken into consideration in addition to the Board of Visitors' salaries, especially in comparison to other colleges in Virginia. There is no explanation beyond greed why tuition at VCU needs to be higher.
512	Student	Don't raise the tuition this will effect many students that already have loans out and are already struggling to make ends meet. PRIORITIZE YOUR STUDENTS NOT YOUR WALLETS!!!

	A	B
513	Student	No thanks we're broke already
514	Student, Faculty	Bad idea
515	Student	i am 100% against raising tuition fees for students
516	Student	This would make education less accessible for students across VCU whilst increasing the salary of the already highest paid salaryman in Virginia.
517	Soon to be student	The dependency of funding should not be placed on the students, and families of students - an individual should not have to choose between immense debt and attending this organization, simply because of the formulas in place. This is a ridiculous consideration and should be immediately dismissed before VCU as an establishment begins to feel negative effects.
518	Student	The students in the music department are very appreciative of the trips (instrument specific conference, tours, etc.) that some of us have been able to take, but it is not equitable across the department. Funding should be available for all studios to be able to go to their respective instrument conference as we have a smaller student size in comparison to other music programs in the state, costs wouldn't be nearly that detrimental to be completely covered. Funding towards instrument repair is vastly needed. My secondary instrument is bassoon, and the one I got from the school is barely in an operational condition and looks like it should not be touched, we do not have enough instruments for Methods and Technique classes to provide each student with their own instruments/reeds/mouthpieces. I am currently sharing an oboe with one of my class mates so I lose out on class time playing and so does he. Instruments get more expensive the longer they are left unserviced. Why wait for an instrument to become unusable, so a brand new one has to be bought. It's cheaper in the long run to regularly maintain an instrument that is already owned than to purchase a new one every time one deteriorates. Spend money to save money.
519	Student	I think we do not need another raise to our already really expensive campus . When they don't use the money to fix our on campus housing crisis , fix /replace broken machines in the Murray n depilatory building and don't give our loving faculty (the professors/ staff ) a proper raise . This money doesn't help out our students and just goes into raos pocket.
520	Student	Lots of issues at VCU is because of underfunding in the student dorms, horrific parking fees, and i understand that all of this could be fixed with money. But I do not trust at all that a tuition raise is acceptable. Would you really fix things? would you? I mean, you accepted us freshmen into a dorm that you HAD TO KNOWN was dangerous and run down, only move kids out into other living situations like study rooms and hotels and other dorms- while in progress of building a very expensive building behind the Johnson hall at the same time. The housing app this year filled up so quickly, after only five hours on DAY 1, students were told they needed to find their own housing. I know money might "fix" things, but it hasn't yet, and increasing tuition for students who won't see the benefit for years to come is a selfish way to gain money. Re-evaluate the reality of VCU students lives. listen and actually HEAR what we are saying. ask us in person, let us talk.
521	Student	There is literally no reason for this. Build housing for your students first and then think about tuition. We shouldn't be paying high tuition for a university that doesn't even provide housing for its students.
522	Student	President Rao makes far too much money for this to be an ethical choice. I'm disgusted by this blatant greed.
523	Student	I believe that this increase is uncalled for. I already pay way too much for college. I pay for my college completely on my own and cannot handle anymore debt. PLEASE DONT INCREASE MY TUITION I LITERALLY CANT PAY FOR IT
524	Student	Many VCU students already struggle with fees and tuition, it is not in the best interest of the student body to raise tuition rates and fees. There are not enough grant or financial aid opportunities provided to low income students to validate the tuition increase.

	A	B
525	Student	I think that the tuition is already at an agreeable price and doesn't need to be raised. I believe the board should look into obtaining more state and federal funding rather than pass the cost onto incoming students in a world that is increasingly financially difficult for disadvantaged people groups. I believe that keeping tuition at the rate that it is will improve equity, diversity, and opportunity for all students at VCU and will make the campus a better place.
526	Student	If the tuition is to be raised by 5%, so should scholarships that are through VCU. Raising Tuition but having the same amount of aid makes it hard for student to keep up. The aid I received in 2020 accommodated with the price of tuition in 2020. So in 23/24 the scholarship amount should increase since the tuition is rising.
527	Student	I understand that inflation is happening, however, I think increasing it will prevent many students from continuing their education here at VCU. The current tuition is already a lot of expenses for many of those attending here. Anymore would add to their financial burden even if its just a few hundred.
528	Student	<p>What directives is this going to help? You say you need money, but what're the exact goals to use this money around campus? Are you going to clean up Johnson? Are you going to clean up the old buildings you aren't using to their fullest extent? To name a few. Are you going to listen to the student body's immediate needs? The directives are not clearly an in detail.</p> <p>Also you never explained why you need this money from US. A 3-5% is huge, that's more time away from school for students to work shifts to pay off the extra costs. Not to mention that money equals to months of rent students already have to pay to live in Richmond. You get over a billion dollars in assets and millions in revenue. If you're trying to allude to this increase "not being that much" why don't you take it from the money you already have? Just cause you will still have the lowest mandatory fees doesn't make the price hike any better.</p> <p>Pay adjuncts better. Fix Johnson. Fund the cleaning of buildings. Show us the direct benefits.</p>
529	Student	I think this is acceptable, and in the best interest of our community considering inflation. Also to confront inflation, students should be paid more for campus jobs. For example, SI leaders, tutors, and undergraduate writing consultants are currently paid 12.50 an hour. I'd assume after increasing our tuition, we would be fairly paid back as well (and raise base pay to at least 13.50 an hour). Thanks for accepting this feedback.
530	Student	we go through enough why would they increase tuition
531	Student, Alumnus/ae, Parent or family member	I don't see how this is sustainable for the university and for the students and families currently attending. To keep raising the tuition each and every year is unsustainable as a business model. With inflation and economy in the United States and how bad everything is, I vote against raising the tuition every year. I think that you're punishing the current students and they should be grandfathered in for the four years that they need to attend to graduate without having to suffer paying an increase in tuition. I am a single mom and we are out of state. My daughter is from California currently attending the art foundation program and if we have to suffer to pay the increase in tuition, this is going to take away from what little money we do have saved for her. She only has two years worth, and will be forced to take out a student loan for her third and fourth year. Please do not raise rates for current enrolled students, and consider a more sustainable business model overall. Thank you.

	A	B
		<p>Overall, the proposal provides a clear overview of the tuition increase and mandatory fee proposals presented by the Virginia Commonwealth University (VCU) administration. It includes relevant details such as the proposed percentage increases for both undergraduate and graduate students, as well as the reasons cited for the need to increase tuition, including inflation, utility costs, and operational needs. The budget recommendations for students, including the breakdown of the mandatory fee increases, are also provided, along with the estimated impact on tuition and fees for in-state and out-of-state students.</p> <p>One suggestion for improvement is to provide further context and justification for the proposed tuition increase and mandatory fee increases. For example, elaborating on the specific inflation rates or utility cost increases that are driving the need for a tuition increase would help readers better understand the rationale behind the proposal. Additionally, including information on any efforts that have been made to mitigate the need for a tuition increase, such as cost-saving measures or alternative funding sources, would provide a more comprehensive picture of the decision-making process.</p> <p>Furthermore, it would be beneficial to include information on the potential impact of the proposed tuition increase and mandatory fee increases on students, particularly those who may already be facing financial challenges. This could include discussing any plans for financial aid or support for students who may be adversely affected by the proposed changes. Including this information would show a consideration for the potential impact on students and demonstrate a commitment to supporting their financial well-being.</p> <p>Adding on to that, providing information on the public comment process, such as how and where individuals can provide feedback, would encourage transparency and engagement from stakeholders. Including this information would highlight the university's commitment to seeking input from the public and incorporating diverse perspectives in the decision-making process.</p> <p>In conclusion, the proposal provides a comprehensive overview of the tuition increase and mandatory fee proposals, but could benefit from additional context, justification, and information on potential impacts and public engagement. By addressing these areas, the proposal would be strengthened, providing a more complete and transparent picture of the decision-making process and its implications for students and stakeholders.</p>
532	Student	
533	Student, Staff	I strongly believe that instead of the proposed tuition increase, VCU should instead institute a tuition freeze to ensure that students can afford education as well as basic necessities. Instead of increasing tuition, funds should be redistributed from campus police.

	A	B
		<p>As a student of Virginia Commonwealth University, I believe the proposed tuition hike of 3%-5% plus a 6% increase in fees is detrimental to student's success and well-being and will lead to more problems as opposed to solutions that the administration has proposed. For starters, it is unfair that the brunt of paying faculty salaries and maintaining the University's function as an institution falls primarily on the students.</p> <p>According to the University administration, "VCU is citing inflation, increasing utility costs, and operational needs as a reason for the increase." This purposefully vague phrasing makes it so students are not knowledgeable and informed about where our money goes. Moreover, a survey done by the VCU chapter of United Campus Workers of Virginia found that "Over 60% of students report mold or mildew in their dorms, over 50% of workers report mold or mildew in the workplace, and over 25% of all participants report respiratory issues that subside when they leave campus." To keep it blunt, our tuition does not go back to us, nor do any other factors of our bill. Students are experiencing this disinvestment in a myriad of ways including unhealthy housing conditions such as mold, clogged plumbing, unsanitary water, and broken facilities, inaccessible mental health resources, and a complete disregard from the administration for our safety against transphobic and Christofascist groups on campus.</p> <p>This tuition increase and the exuberant gap between in-state and out-of-state students send a message that only a certain type of student can attend VCU. If VCU truly embodied its proclaimed values of "diversity and inclusion", it would prioritize low-income and working-class students, ensuring them the proper support to complete their degrees. Finally, a tuition increase = increase in work hours = less time for actual school work. VCU is actively taking steps to push more students out of the university by proposing these increases.</p> <p>Therefore, we demand a continued freeze on our tuition and fees as well as a reallocation of funds directly back to the students, faculty, and staff from VCU PD, administrative salaries, and administrative budget cuts. We demand the BOV members not get raises and bonuses and endure a pay cut to ensure that they are working in the best interest of the community and not themselves. We also demand that VCU make the Google Form student comments publicly available online for others to see. We hope that you will do everything in your power to fight for the will of the students of VCU as you have pledged to do and vote to freeze tuition and fees for the 2023-2024 academic year.</p> <p>Sincerely,</p>
534	Student,	Amy Zhang
535	Student	An increase in tuition would be devastating to those students who are already working most of there time to pay the tuition that is already in place
536	Student	If the tuition increase isn't going to go directly towards resources at that all students, especially *at risk* students can benefit from, then there is quite literally no need. If the tuition increase isn't going towards paying Professors, Advisors, Student workers, Faculty (not provost or the president), or towards policies that make VCU a more sustainable institution, then it should not be happening. If the tuition increase is not going to directly assist and serve the surrounding communities VCU is gentrifying and actively destroying, then there should not be an increase.
537	Student	Ass

	A	B
538	Student	Inflation is affecting every one and putting that burden on students is not fair. Our facilities and curriculums have not improved to justify this.
539	Student	pls i don't have money
540	Past student, yup, & Truth Teller Landmark Lawsuit	A humble university of excellence need not be a pompous university with the same degree of excellence but with immensely obscene structures & showy signage. We all are glad to have computers. So, how much more is needed that adds to true cost for a simple 4 year degree? Ego & accolades are not a measure of noble integrity of service anymore than a shiny badge & uniform makes a man a good guardian for The People in his jurisdiction. Truth ...rising
541	Student	I'm a sophomore at VCU currently and an out of state student who relies on grants to be able to afford college. It is already difficult to afford housing and food, and an increase in tuition is not fair to students when money that already belongs to the college and is going elsewhere in the budget that could be more properly allocated. I hope that VCU and the BOV makes a choice that benefits the students above school administrators' wallets.
542	Student	I know this tuition raise will cause problems for my tuition. As an art student the extra cost of supplies already hits hard and I cant imagine what a price increase to tuition and other college costs would do. I would like to continue to attend VCU for the rest of my college education but if this tuition raise is approved I will have to consider other options.
543	Student	I am an out of state student and the youngest in my family, so tuition is already a burden on my family that we have learned to live with and overcome. I chose to attend VCU due to the excellent arts program, and I have loved my time here so far. It would be a shame for this to lower my enjoyment of my time here and my education. If the tuition is raised, my family will experience increased financial hardship that will cause extreme stress. I hope that VCU chooses to consider and value students' personal situations and circumstances.
544	Faculty	I'm no accountant, but the negative connection between tuition cost and enrollments is obvious? This will continue to reshape higher education in a restrictive way especially threatening the humanities. For me, and I may be alone here, or not, the privatization or corporatization of education and led to universities becoming (poorly run) businesses where students are left in debt and and with a product that continues to lose value. Obviously, just my gut feeling. But it is clear that if public, less private, institutions are going to survive will involve a critical rethink of the true function of a university. Best.
545	Student	With the amount of funds VCU has spent on purchasing real estate, building new facilities and the Dean's salary, yet leaving students in deplorable living conditions and not rectifying these serious situations, it is incredibly insulting that tuition is being raised. Some serious thought needs to be given to VCU expenditures. Until housing and facility maintenance is addressed and brought up to a reasonable standard, there should be NO tuition hikes. Instead, VCU needs to start redirecting funds from its Billion+ endowment and real estate purchasing and put that towards existing facilities and in its "reasons" for increasing tuition.
546	Student	Please stop increasing the price of everything! All students want to do is go to school in peace without worrying about debt or the thousands of dollars we need to pay for school. On top of that rent is increasing, groceries prices are increasing, graduation rate are dropping. We cannot afford all of this.
547	Student	Tuition is already too much. Way WAYYY too much! Increasing it even more is ridiculous.
548	Student	Raising the tuition is unacceptable. Doing so will limit so many working-class students from focusing on their education (or from being able to receive it at all). It will propel us further into debt. Higher education is supposed to free us, but this action will bind us.
549	Student	
550	Student	N/a
551	Student	An increase in tuition is out of hand, especially when VCU over accepts students and can't afford them.



	A	B
552	Parent or family member	I understand the need to increase tuition given the large shortfall the school is seeing. However, I believe the increases should be considered for the 2024-25 school year to allow parents and students time to prepare for the increase.
553	Student	NO LAYOFFS FOR FOCUSED INQUIRY
554	Student	I do not believe it is necessary to raise the tuition nor lay off valuable faculty members who make up the strong focused inquiry department.
555	Student	Raising the tuition because of your own mismanagement is incredibly irresponsible to your students. We work hard and already pay over 20k for a year here. To raise the tuition would mean you are offering more as a university but frankly that is not the case. The dorms are in unstable conditions for living, and as if that wasn't already a problem housing is constantly being overbooked and excluding so many student who don't live in the area. Students have been forced to buy expensive off-campus housing because the life that VCU promised us doesn't exist. We have to walk past a new and grand STEM everyday knowing that over 50% of upperclassmen don't have housing here, and vcu is doing nothing to improve this but wants to raise the tuition? As a Sociology major I also feel like VCU gives us no options, we have classes that are only at one time with one professor and theirs no news of new courses being added or new professors coming in because it seems as though VCU doesn't care about it's employees and it's visible to the students. I want better for this university but with how hard the students work to make the university money with research and work study I don't feel taken care of. If you raise this tuition and lay off your professors who we know and love. Especially those from FI courses who are the reason I even continued education here. I promise I will be transferring and continuing my education elsewhere!
556	Student	As a student who has been fortunate enough to attend VCU without barely having to pay any tuition due to FAFSA being able to take care of most of it. I find that increasing tuition harms those that unlike me do not get enough from FAFSA and have to pay for things out of pockets while taking loans and increasing student debt. I believe that the university should look at ways to lower the tuition cost instead of increasing if it wants to accept a more diverse group of students especially those that come from situations where FAFSA doesn't cover them yet they still can't fully afford college on their own and have to therefore take out loans which affects them in the future.
557	Student	I do not think this is a good idea, since everyone is already paying a lot to attend the university. Why raise the tuition, when the dorms have mold and we don't even have a football team? If the tuition is raised a lot more students will leave because they will not be able to afford tuition or they have already made a financial plan due to already knowing how much it would be before they attended the college.
558	Student	The tuition proposal will make my time at VCU a more stressful endeavor and lower my quality of schooling experience.
559	Student	I just learned that in addition to the rises in tuition, there will be layoffs within the UNIV department. In my opinion, the latter shouldn't be done. Tuition can be raised if it must be, but not while the quality of the VCU experience is greatly diminished.
560	Student	I feel that with the rapidly rising rent in the Richmond area, inflation increases, and tuition increases I can not even function on campus this fall. I would support the is increase in tuition if things like estimated aid were increased as well. As a lower income student reading changes like this does nothing but inflict fear and anxiety as to my future in education. I paid for my last year using scholarships, grants, and federal loans. Will these things also be seeing an increase to match with inflation? Will my proposed loan from the federal government follow the same 7% increase allowing me to have a similar quality of life? Without these questions being answered first I feel like this is an unfair change. Go rams 🐏

	A	B
561	Student	There is nothing the VCU administration has done for the students over the last year that constitutes a tuition increase. As a matter of fact, VCU has committed massive bungle after massive bungle at the expense of its students and staff and instead of accepting responsibility for the failures and mistakes of the administration, they instead increase the price the students have to pay to be dissatisfied. For example, VCU administration was scammed over \$500,000 dollars due to an administrative mistake, students paid for that through their tuition. VCU administration knew about mold on Johnson dormitory, and instead of dealing with their problem, they instead ignored it and hoped it would go away like a child. Students paid for that with their tuition. VCU administration irresponsibly upsized and let more students in, despite not having room to take on more students, and single handedly caused a small renter's crisis in Richmond. I have friends who do not have housing next year do to the incompetence and negligence of this action. Surely, this is not a service that deserves to cost more. I do not feel comfortable paying more money just so VCU can cannibalize itself.
562	Student	Please do not raise tuition, being my main caretaker it would force me to drop out of school if tuition was to go up.
563	Student, VCU Health employee	Increased tuition empties the pockets of already impoverished students, necessitates more working hours during the semester (detracting from academic performance and worsening mental health), makes VCU less accessible to the community, and keeps alumni in more serious debt for longer. I myself and many students I have spoken to work part or full time jobs while studying at VCU, and still struggle with food and housing insecurity. If VCU truly cares about students and it's community, it will find another way to save money without digging deeper into the pockets of those who it claims to care about. If we want more members of our community, state, and country to be well trained, valuable workers and for VCU to remain a college that alumni recommends to prospective students, a tuition hike is not the way to go. With all these promises of equality and professions about how VCU cares about its Black students, it strikes me as unethical to raise tuition prices that will disproportionately affect these students. Continue to perpetuate generational wealth falling into the hands of the powerful? That's common. Become a school that cares (in action and policy, not just in word) about their diverse student body? Now THAT is Uncommon.
564	Student	The tuition proposal needs to be denied. We already have so many other issues with housing and affordability, the reputation will most certainly suffer from this. Put your students first please!
565	Student	The only things keeping me at this school are the fact I care about the people I've met, that the department I'm in has some incredible professors, and that I can at the very least afford to pay for tuition at the moment. All of that goes out the window the moment the price of tuition goes up, and fully intend on transferring the moment I hear any word that this increase in tuition goes through, because I do not see my money going towards anything that helps me directly. I do not have access to any healthy dining options, Ram City Market is horrendously overpriced, my on-campus housing experience has been miserable to say the least, with mold in every bathroom I've stayed in, and continuous respiratory problems and allergic reactions that vanish whenever I leave. All this to say, VCU is barely worth the tuition I currently pay, and none of that derives from the services VCU provides.
566	Student	No tuition increase !!!!
567	Student	Lower it for me papi
568	Student	Improve it
569	Student	I feel as if the tuition hike is very unethical because what exactly will the money be going to ?

	A	B
570	Student	Tuition is already high and increasing tuition can heavily impact us students. I'm already struggling trying to stay financially afloat and so are many other students. Increasing tuition rates is unfair to each student. Housing on campus is limited and expensive and students need to search elsewhere for housing which costs more money simply to find a place to stay so you can continue to go to school. I've also seen that with freshmen who are required to pay for the dining plan, they don't end up using all of their swipes or dining dollars yet they don't receive a refund. VCU is already collecting a lot of money from the unused dining plans yet are expecting everyone to agree to increase tuition.
571	Student	With all due respect, this is unbelievable. I pay thousands of dollars every year to attend VCU Arts and I'm yet to see any money put in my program since I've been here. Money is lavishly spent on sports teams and new buildings and the building I'm in almost every single day is still covered in mold and infested with roaches. Maybe higher up spending budgets need and should be reevaluated. Inflation is so bad right now, I'm a couple of pay checks away from not being able afford being a student. If it goes up, I will have to really reevaluate my options. I came here because I thought it would lead to many more opportunities than colleges up north, but It's turning into the same thing but without any of the perks of being near a major booming city, like DC. I understand for these things to be built and fixed, you need money. But most students do not come from money and we leave here in debt and without ANY guarantee of employment. The least you can do is make sure we don't leave in a bigger pit of debt in the crap economy we are already in .
572	Student	This tuition increase is highly unfair and unnecessary. VCU does not need the extra money they claim to need, there's thousands of excess money every year with no trace as to where they go, and these past few years there's been increased state support despite VCU's claims. The tuition increase would only serve to push away and hinder students who cannot afford to pay tuition. I already know a student who was forced to drop out because they were unable to afford tuition.
573	Student	Please do not raise tuition prices! Because of the already high tuition, I had to make the hard decision to commute for all four years of college instead of live on campus. I'd rather have more money for my future, but the tuition cost is taking that money away from me every single year. I get that you all need to make money, but don't get the money from your students. Find the money elsewhere. We pay enough.
574	Student	I am an out-of-state student who is only able to afford to come to VCU due to grant money. A tuition increase would impact my grant eligibility and most likely force me to transfer or graduate before the completion of my other degrees. Even if i could possibly figure out a way to stay the constant looming threat of a tuition increase every year makes me consider transferring due to the financial uncertainty.
575	Faculty	Students already pay thousands on non-specific fees and tens of thousands of dollars on tuition in their academic career with a four year degree. Not to mention the thousands spent on supplies, books, parking passes, gas, food, book bags, required online programs, etc. Most of those, if not all, are not included in tuition or fees and yet they are still required. How can we expect students to want to enroll in the future if they know their universities will keep upping prices? If they know they could never catch up on loans and debt?
576	Student	Tuition here at VCU is already very expensive and the cost of living in Richmond is also very expensive, if tuition was to increase students would really be struggling to stay on top of bills and most students would have to get jobs which could interfere with school and getting assignments done.
577	Faculty	No tuition raise

	A	B
578	Student	My parents had to pay for my first year of college due to me being a minor going into college. But next year and the years after that, I'll have to take out loans to pay for it. I'm already going to be in debt by the time I'm done with my education so if the tuition is increased I'll be in even more debt. They also don't use our tuition toward what it should be used for. A whole dorm has been shut down for over a year due to mold problems and they have yet to fix it but they have the money to build a new stem building. Many students are also going to be without housing next year due to how quickly the upperclassmen housing filled up.
579	Student	If other universities are able to guarantee students a set tuition for all four years, why can't VCU? Why lay off professors in the one department that meets with students across all disciplines? By raising tuition, you discourage future students from attending VCU. Personally speaking, when applying to universities, tuition and quality of education were the pillars my decision was made on. By raising the budget and cutting professors, you are hurting your student population. Students do not want to be in large lecture halls, having facts thrown at them. They all prefer to learn through small classroom settings where they are able to connect with their peers and their professors. Prestigious universities, such as UofR, Swarthmore, UVA, and any Ivy League brag about their student to professor ratio, so why continue to make VCU's student to professor ratio larger?
580	Student	From the perspective of a Communication Arts student, I think the rise in tuition isn't helpful unless the program is actually *significantly improved. (Although I prefer tuition isn't hiked at all.) Due to the lack of professors and overabundance of students, I'm unable to get the classes I need in order to graduate. I acknowledge the attempt at summer offerings, but myself and many other students NEED the summer to work full-time and make money towards tuition, it's not an actual solution to the problem. Tuition going up certainly makes the situation even trickier. Not to mention the lack of resources is apparent. Franklin Terrace is small, falling apart (for example, the elevator is constantly breaking?), and there is only one computer lab with the correct software to share with hundreds of other students. Overall I'm very frustrated with the state of Comm Arts, and a rise in tuition likely isn't going to change that, at least looking at how it is right now.
581	Student	<p>I would like to point out that there are many of us in the Communication Arts program who are finding it difficult to get into classes that we need for each semester. Not because of a lack of resources such as libraries, technology, or health care, but because there have not been enough classes for the number of students that are here. This means that there are seniors who may have to wait a semester, or even a whole year if a class they need isn't held frequently enough. So, a student who may have graduated this semester will now have to wait and pay the higher tuition fee. This isn't limited to seniors, but the less classes a student has left to take, the harder it is to get the ones left on a degree. Hence seniors having the most difficulty.</p> <p>Another difficulty is that of financial aid. While it is easy to tell students to apply for financial aid, there are those under 24 who are required to put in their parent/guardian's financial information regardless of if they are actually being helped by said family. My Aunt and Uncle pay no money towards my college. Everything I pay is from what I have earned by working my job outside of school. Which, if I want to make more money to compensate for tuition raises, I couldn't possibly have enough time in a semester to work. I barely do as it is, with most of my work being done during the summer in-between semesters.</p> <p>In summary, it is so hard to be a student right now when the whole system seems to be against us ever graduating and getting a degree. Especially without any debt.</p>
582	Faculty	Why increase tuition when my family is already struggling to pay the current tuition cost? Going to college isn't going to my priority if I have to pay so much money.

	A	B
583	Student	This is a money hungry, greedy, and completely unnecessary action. Why should we pay more if the funds aren't even going back to the school? Franklin Terrace has mold, the student baristas at the library only get paid around 11\$ an hour, lets not mention the freshman dorms that went down because of mold. where are the funds going if not to these issues? there are so many more that i could list, and so far the university has done NOTHING to fix them. slapping new engineering buildings across campuses won't help.
584	Student	This is a money hungry, greedy, and completely unnecessary action. Why should we pay more if the funds aren't even going back to the school? Franklin Terrace has mold, the student baristas at the library only get paid around 11\$ an hour, lets not mention the freshman dorms that went down because of mold. where are the funds going if not to these issues? there are so many more that i could list, and so far the university has done NOTHING to fix them. slapping new engineering buildings across campuses won't help.
585	Alumnus/ae	The tuition increases that have nearly doubled since 2010 are simply unjust. The amount of money VCU brings in while President Rao makes over a million dollars a year. To say that the school needs this tuition while refusing to pay teachers more, providing them with benefits, along with reducing the staff for Focused Inquiry is proof of the selfishness that this school works under. As an Alumni I am no longer proud of having graduated from VCU. Instead I refuse to support the VCU monetarily or personally until VCU reinvests in their students and professors that make VCU what it is.
586	Student	If you're going to raise tuition then why lay off FI staff too, isn't that kind of counterintuitive.
587	Student	This is an absurd proposal. Students already have a hard enough time providing the required finances to receive an education, as well as everything that includes; housing, food, etc. Increasing our tuition is only (continuing) to set us up for failure in the future. Having to pay an enormous amount to get an education and spending the entirety of our lives working to pay off our debt is going to divert upcoming students away from wanting to pursue a higher education. Some of us are pursuing degrees that already don't pay well, social work in my case. So to think that I will have to struggle even further financially because VCU wants to pull more unnecessary money out of my pocket makes me reconsider my path; specifically choosing this school in general. I don't feel as though you truly want us to succeed but instead only see students as an ATM.
588	Student	The tuition should not increase. A lot of students, including me, weren't even able to secure housing because the university reached housing capacity so quickly. Why should tuition increase if the students who are paying don't have access to what they're paying for? I'm a commuter student that had to spend my first year at home just so I could receive enough of my refund to purchase a laptop that I otherwise wouldn't have been able to purchase had I stayed on campus. Because of me commuting, I wanted to get a parking pass but couldn't even get one because of the overwhelming amount of students who also wanted a pass. I spent both my Fall and Spring semesters paying for parking spaces, spending money that I could have saved had I been able to get a parking pass. This coming academic year (2023-2024), I had plans to move on campus but was unfortunately not able to because the university reached housing capacity. Now I'm learning that the tuition is supposed to go up? That is outrageous.
589	Student	The proposal is going against what is best for the current and future members of the VCU community. Some are already taking unpaid internships as they are a course requirement that we're paying to complete, working as much as they can to pay bills, and going to school full time.

	A	B
590	Student	Students are finding harder access to simple self-care needs and have part-time jobs outside of school to fund their education, all while during an economic depression, making things worse. To increase tuition on them would just be adding on more to their stress, problems, and how hard they have to work to maintain both their grades and their lives. It is hard to find a well paying job now as no place is hiring, and definitely not be able to land one well enough to pay through the high expenses of tuition. The money students use from part time jobs and other forms of money-making are used to keep themselves alive and help them purchase the bare necessities for school, including school supplies. Students should be more focused on their work and their performance in education than just trying to figure out what they are able to eat for that day with such little funds to deal with, especially those who are taking out loans and will now have to accumulate MORE debt. Increasing tuition is not a good thing for students.
591	Student	If you raise the tuition, you will have a lower retention rate because students won't be able to afford to come back or enroll in general. Your tuition has already been a raised a tremendous amount since 2013. I feel as though you're not taking your students into consideration while making this decision.
592	Student	Vcu is raising tuition & prides itself on being a great art school. meanwhile Half of my required studio classes are exclusively available online. if my classes can't be funded properly, what is the point?
593	Student	The tuition increase is very unnecessary as the university does NOT need more money and has not been struggling.
594	Student	If tuition is going to rise, then VCU needs to give students more financial aid awards. We cannot cover basic living expenses like rent on top of paying tuition on time every semester. Living in the city is an expensive choice as many that attend here are not from the Richmond area.
595	Student	VCU already has problems with students failing different classes, i think raising the tuition would make it harder for students and their families to be able to focus in school and pay for school enough as it is. VCU makes students pay for parking when it should be apart of student living, so raising tuition would bring more stress to those that are higher than freshmen. We need our teachers, some teachers on this campus are very loving and supportive to their students and laying off professors and cutting focused inquiry out of the equation will leave to incoming students missing out on how to be better in college and what loving professors they would have during this time. There is alot of construction going on around campus right now, and less concern about the students that are around. It seems to me that VCU is no becoming money hungry and being less for the Rams and more for the looks!
596	Student	This school does not need anymore money. In fact, if you wanted to actually find a good reason to exploit people I can names few. Oh wait, I can't because ITS WRONG. There's no point in raising tuition when you'd have to pay staff even more, pay more to maintain facilities, and pay for more student accomodations like dorms. You'd lose student numbers because the tuition is so expensive. Not to mention your staff that you don't even pay half an ounce. Find some other means of curing your boredom instead of playing and experimenting with people's pockets.
597	Student	Overall increasing the tuition again is ridiculous especially for out of state tuition. It's like you're trying to get out of staters to not come to VCU. If you're gonna increase the price for it you are gonna have to increase the scholarship for it as well. The price should actually be decreased because why am I gonna pay more money when all my classes except for one is online. My schedule is always zoom and asynchrony's heavy compared to in person but next year I don't even have a zoom class, just one in person and all asynchrony's. Then for the classes the it's only quiz questions that canvas grades and a text book that I have to pay more for because it's not included in the price of the class. I honestly don't even know what I'm gonna get from this extra price but I don't even like the minimum I'm getting now from the current price. Do better!
598	Student	VCU is already expensive, students deserve an affordable and quality education. Further, it is unfair to raise the tuition of students who have already been studying at vcu and paying the current tuition.

	A	B
599	Student	The tuition rates should not be set to increase for the 23-24 year. Just because of the lack of funding does not mean it automatically needs to be put on to students. The university as well as other universities need to be budgeting in a better way. For example, the money used towards the building of the new STEM building could have been put towards an area that needs the help more such as new housing for students or salaries for teachers. Higher ups and people at the university that receive higher salaries should be a part of mending and working towards fixing these budget cuts, compensations, and increased costs.
600	Parent or family member	An easy solution to the \$50 million loss is to raise tuition on the already committed students, or your current clients. When will the bigger problem, lower enrollment numbers, be addressed and have you found out why is this happening so VCU can work towards some solutions?
601	Student, Staff	The raise in admission for the next upcoming school year is beyond frustrating not only to students but to staff, alumni, involved families, etc. The majority of the students at this school are already struggling financially, including myself. It seems to us students as though our wellbeing, our money, our opinions- they don't mean anything. If our voices truly mattered like this school proudly announces time and time again, we would be listened to about our many concerns regarding the tuition rise. I would not be surprised if students stopped living on campus, switched entirely to virtual, or stopped taking classes with VCU entirely this next year. We, the students, have a right to be listened to and respected by the school who claims to be there for us. The tuition rise is an unfair power play. If the school needs more money- maybe consider cutting the salary of people like President Rao who make over a million a fiscal year. While I think President Rao is a fine man and does his job well, the students should be the priority at the school, not the president.
602	Student	We do not agree with the high tuition fees, many of us save with difficulty to be able to come and pay for our studies
603	Student	With an unhelpful and disrespectful financial aid department, below average dining options, a housing crisis that's left hundreds of students with little to no options, and a university president that really only seems to be interested in raising his own salary, I should not have to experience ANY percentage of a tuition raise.
604	Student	It is absurd to try and raise a tuition that is already incredibly high. Thousands of students are in college debt and this is only adding onto that debt that will accumulate for current college students. There are many teachers currently at risk of losing their job due to "budget restrictions" and this will only lead to more online courses so why is our tuition increasing? Should it not be the other way around? Tuition is already expensive as it is, theres no need to increase it for the sake of our students.
605	Student	This is a terrible idea. Tuition is already expenses rising it will make it unattainable
606	Student	The tuition is already high in my opinion and raising the tuition would put me and a lot of other students in dept. VCU has a lack of housing for upperclassmen so most students have to pay out pocket for off campus housing. Therefore, it will be way too expensive for the average student to afford housing and tuition.
607	Close friend of multiple students, prospective graduate student	Should this tuition hike go through, the BOV will be robbing countless current and prospective students with the opportunity to receive an education. I'm sure there are other places you can pull extra funding that would not disturb the tuition and fees of students.
608	Student	If you truly care about education please don't raise the tuition. There are students like myself who have to pay out of pocket in order to stay in school. It is by no means optimal for a student to study full time while also working full time. Sure we are able to do this, but at the cost of decrease quality in our ability to learn. Please, if you have a heart and believe that you are an educator or driver of education in American society DON'T raise the tuition.

	A	B
609	Student	<p>As a student of Virginia Commonwealth University, I believe the proposed tuition hike of 3%-5% plus a 6% increase in fees is detrimental to student's success and well-being and will lead to more problems as opposed to solutions that the administration has proposed. For starters, it is unfair that the brunt of paying faculty salaries and maintaining the University's function as an institution falls primarily on the students.</p> <p>According to the University administration, "VCU is citing inflation, increasing utility costs, and operational needs as a reason for the increase." This purposefully vague phrasing makes it so students are not knowledgeable and informed about where our money goes. Moreover, a survey done by the VCU chapter of United Campus Workers of Virginia found that "Over 60% of students report mold or mildew in their dorms, over 50% of workers report mold or mildew in the workplace, and over 25% of all participants report respiratory issues that subside when they leave campus." To keep it blunt, our tuition does not go back to us, nor do any other factors of our bill. Students are experiencing this disinvestment in a myriad of ways including unhealthy housing conditions such as mold, clogged plumbing, unsanitary water, and broken facilities, inaccessible mental health resources, and a complete disregard from the administration for our safety against transphobic and Christofascist groups on campus.</p> <p>This tuition increase and the exuberant gap between in-state and out-of-state students send a message that only a certain type of student can attend VCU. If VCU truly embodied its proclaimed values of "diversity and inclusion", it would prioritize low-income and working-class students, ensuring them the proper support to complete their degrees. Finally, a tuition increase = increase in work hours = less time for actual school work. VCU is actively taking steps to push more students out of the university by proposing these increases.</p> <p>Therefore, we demand a continued freeze on our tuition and fees as well as a reallocation of funds directly back to the students, faculty, and staff from VCU PD, administrative salaries, and administrative budget cuts. We demand the BOV members not get raises and bonuses and endure a pay cut to ensure that they are working in the best interest of the community and not themselves. We also demand that VCU make the Google Form student comments publicly available online for others to see. We hope that you will do everything in your power to fight for the will of the students of VCU as you have pledged to do and vote to freeze tuition and fees for the 2023-2024 academic year.</p>
610	Student, Staff	<p>It's unfair to say you value diversity, equity, and inclusion when you are actively excluding people and making their situations worse by increasing tuition. You are citing inflation as a reason but as a VCU staff/employee, why am i not going to receive more money as well due to inflation? I am the one paying the tuition, why is my salary not being adjusted as well? The price of absolutely everything is being raised right now, from housing to food to gas, but the one thing that isn't going up is our wage. students are working at minimum wage. we not getting paid enough to support all this rise in prices due to "inflation". Many of my friends struggle already to pay their tuition. They have holds on their account throughout the entire semester as they struggle to complete 17 credits and work over 20 hours a week, just to save up for their tuition and pay their rent. Not all of your students have rich parents or make enough money to pay tuition. Source from your donors. Do more promotions. Your students don't deserve to suffer. And if you want to raise tuition, raise our wages as well. pay your staff more, not just faculty.</p>
611	Student	<p>There is not a single VCU student that approves of this. Literally no one that attends VCU or works at VCU wants this. None of the information you've cited justifies the tuition hike. President Rao is the highest payed employee in the state of VA, and why? For what reason? Is the tuition being raised just to put more money in his pocket?</p>



# ATTACHMENT B

## PROJECT Gabriel

*President's Special Commission on  
Slavery and Justice*

*Co-chairs: Dr. Clifton Peay & Sheryl Garland*

*Preliminary Recommendations*



## Who is Gabriel?

Gabriel Prosser was an enslaved Richmond man who organized a rebellion in 1800 intended to end slavery in Virginia. In 2022, VCU renamed its African American Studies building in his honor.

Inspired by Gabriel's boldness, courage and conviction, the Project Gabriel commission is deliberate in its efforts to guide VCU on a path toward reckoning with its past, engaging with its present and strengthening all communities for the future.

*The Commission honors those individuals whose humanity was stripped away due to the institution of slavery.*



## About Project Gabriel

Formed by the president and board of visitors of the university in December of 2022, the Project Gabriel Commission began its work in January of 2023 in response to both the ongoing work of the East Marshall Street Well Project and the Enslaved Ancestors College Access Scholarship and Memorial Program (HB1980) enacted by the General Assembly in 2021.

Grounded in research of Dr. Peter Wosh and Dr. Jodi Koste that determined “[t]he Medical College of Virginia remained thoroughly embedded within the institution of slavery from its founding in 1838,” the Commission met nine times and held three community forums between January and April.

The purpose of the forums was to elicit feedback from the community on each of the three charges of the commission:

- 1) memorialization of the enslaved individuals who labored on MCV's grounds and property;*
- 2) scholarships for individuals with a demonstrated historic connection to slavery; and*
- 3) community-based economic development programs for individuals or communities with a demonstrated historic connection to slavery that will empower families to be lifted out of the cycle of poverty.*

# Memorialization of the enslaved individuals who labored on MCV's grounds and property



## Recommendations:

- Explore the use of First African Baptist Church (Randolph-Minor Hall) as a memorialization site
- Collaborate with the Family Representative Council (FRC) of the East Marshall Street Well Project (EMSWP) to align memorialization initiatives
- Establish FABC as a hub for educational, social and economic revitalization while honoring its legacy of leadership and advocacy as the moral center of the free and enslaved black communities



## First African Baptist Church

- Founded in 1841, First African Baptist Church is home to one of the oldest Black congregations in the Commonwealth, and was established by slaves and freed Blacks. The Encyclopedia of Virginia recognizes it as the first all-Black Baptist Church in the city.
  - A quarter of the city's total black population, free and enslaved, attended the institution, making it one of the largest Protestant churches.
- The church has since had a major influence on the local black community, becoming a center for Christian worship and an anchor for African American community development at a time when gatherings outside of church were prohibited.
- The First African Baptist Church congregation moved in 1955 and was then sold to the Medical College of Virginia for \$60,000.
  - Some church members deemed the sale as insensitive to the church's contribution to African-American history.

*American City, Southern Place: A Cultural History of Antebellum Richmond* (Gregg D. Kimball)



## **Scholarships for individuals with a demonstrated historic connection to slavery**

### **Recommendations:**

- Establish no less than five to eight additional full-cost-of-attendance scholarships, to include:
  - “Gabriel Scholars” perpetual scholarship program that leverages the established MCV Foundation equity scholarships
  - Student Success Programs for multidisciplinary subjects, with a focus on the STEM/H and education fields
- Explore ways to collaborate with VCU’s new federally-funded Richmond Talent Pathways programs focused on engaging RPS students from 5 high schools.
- Introduce an annual Gabriel Scholars ball



## **Community-based Economic Development Programs for individuals or communities with a demonstrated historic connection to slavery**

### **Recommendations:**

#### Programs to Support *Individuals*

- Provide opportunities for youth focused on college and career readiness
- Design programs that target underperforming schools in the Greater Richmond area to increase the number of students who enroll at VCU



# **Community-based Economic Development Programs for individuals or communities with a demonstrated historic connection to slavery**

## **Recommendations:**

### Programs to Support *Communities*

- Create inclusive and accessible skill-building educational modules
- Enhance the small minority business development community ecosystem
- Build a VCU “connector” model that enhances partnerships with community organizations and community colleges to support workforce development
- Work with community partners to establish “hub” models
- Address community grand challenges through vertically integrated projects and team-based approaches that prioritize community input and measure outcomes
- Leverage VCU’s resources to create strong youth development and family support opportunities





## Next Steps

VCU has been mandated by the General Assembly to implement recommendations and report progress to the State. As a result, the following steps are proposed:

- Host additional community forums to confirm recommendations
- Prioritize recommendations based upon feasibility and timelines
- Develop operational plans to include responsible parties, projected costs, and proposed resources
- Present final recommendations and operational plans to the Board in September



## Questions?

- Do you have any feedback regarding the preliminary recommendations?
- Are there additional opportunities the Commission should explore?
- Should the Commission engage additional groups to finalize the recommendations?



# Thank you

- Project Gabriel Staff
  - Matt Conrad, Miles Gordon, Jonsette Calloway
- VCU Enterprise Marketing & Communications
  - VCU Events
  - VCU Marketing
  - VCU Public Affairs
- Special guests/contributors
  - Dr. Peter Wosh- Clinical Professor, Historian
  - Jodi Koste - University Archivist
  - Dr. Jody Lynn Allen, Dr. Fanchon Glover- William & Mary Lemon Project
  - Elvatrice Belsches- Historian



# Commission Members

## Co-Chairs:

- **Sheryl L. Garland, MHA, FACHE**- Chief of Health Impact-VCU Health System; Executive Director- VCU Office of Health Equity
- **Clifton L. Peay, MD, MBA**- VCU Board Member; Founding medical director- The American Eye Center; Ophthalmologist

## Members:

- **Edward "Ed" Ayers, PhD**- Tucker-Boatwright Professor of the Humanities and President Emeritus- University of Richmond; Historian
- **Faye Belgrave, PhD**- Associate Dean for Equity and Community Partnerships in the College of Humanities and Sciences; Professor of psychology, and founding director of the Center for Cultural Experiences in Prevention, VCU
- **Rhonda Keyes Pleasants, CFSP, CCO**- Manager-Henry W. Dabney Funeral Home, Inc.; Associate Professor
- **Leonard Edloe, PharmD**- Retired CEO and Pharmacist of Edloe's Professional Pharmacies; Pastor of New Hope Fellowship; consultant
- **Nakeina Douglas-Glenn, PhD**- Director and associate professor of the Research Institute for Social Equity, L. Douglas Wilder School of Government & Public Affairs
- **Yvonne Brandon, PhD**- Managing Director- The Aria Group; Former Richmond Public Schools Superintendent
- **Kevin Harris, PhD**- Senior associate dean for diversity, equity and inclusion for VCU School of Medicine
- **William "Bill" Martin**- Director-The Valentine
- **Tobi Ojo**- Undergraduate student-VCU
- **Maya Johnson**- Medical School student-VCU

## Ad-hoc:

- **Lauranett Lee, PhD**- Adjunct Assistant Professor, Liberal Arts (SPCS); Historian

# ATTACHMENT C

## VIRGINIA COMMONWEALTH UNIVERSITY BOARD OF VISITORS

### AUDIT, INTEGRITY, AND COMPLIANCE COMMITTEE CHARTER

#### I. PURPOSE

The primary purpose of the Audit, Integrity, and Compliance Committee is to assist the Board of Visitors in fulfilling its fiduciary responsibilities related to oversight of:

- Soundness of the university's system of internal controls
- Integrity of the university's financial accounting and reporting practices
- Independence and performance of the internal and external audit functions
- Integrity of information technology infrastructure and data governance
- Effectiveness of the university's ethics and compliance program
- University's enterprise risk management program
- Legal matters

The function of the Audit, Integrity, and Compliance Committee is oversight. Audit and Compliance Services assists the Committee by providing the day to day audit, integrity and compliance operations of the University within the established authority under the governance of the Committee.

#### II. COMPOSITION AND INDEPENDENCE

The Audit, Integrity, and Compliance Committee will be comprised of three or more Visitors. Each member must be free from any financial, family or other material personal relationship that, in the opinion of the Board or Audit, Integrity, and Compliance Committee members, would impair their independence from management and the university.

#### III. MEETINGS

The Audit, Integrity, and Compliance Committee will meet at least four times annually. Additional meetings may occur more frequently as circumstances warrant. The Committee Chair should meet with the Executive Director of Audit and Compliance Services as necessary and at least prior to each Committee meeting to finalize the meeting agenda and review the issues to be discussed.

#### IV. RESPONSIBILITIES

In performing its oversight responsibilities, the Audit, Integrity, and Compliance Committee shall:

##### A. General:

1. Adopt a formal written charter that specifies the Committee's scope of responsibility. The charter should be reviewed annually and updated as necessary.
2. Maintain minutes of meetings.
3. Authorize investigations into any matters within the Audit, Integrity, and Compliance Committee's scope of responsibilities.
4. Report Committee actions to the Board of Visitors with such recommendations as the Committee may deem appropriate.
5. Consistent with state law, the Committee may meet in closed session (with or without members of senior management present, at the Committee's discretion) with the external auditors and/or the Executive Director of Audit and Compliance Services to discuss matters that the Committee or any of these groups believe should be discussed privately.
6. Review and approve the Audit and Compliance Services budget and resource plan.
7. Approve the Audit and Compliance Services charter. The charter should be reviewed annually and updated as necessary.

**B. Internal Controls:**

1. Review and evaluate the university's processes for assessing significant risks and exposures.
2. Make inquiries of management concerning the effectiveness of the university's system of internal controls.
3. Review management's written responses to significant findings and recommendations of the auditors, including the timetable to correct the weaknesses in the internal control system.
4. Advise management that they are expected to provide a timely analysis of significant financial reporting issues and practices.

**C. External Auditors/Financial Statements:**

1. Meet with the external auditors and university management to review the scope of the external audit for the current year. The auditors should inform the Audit, Integrity, and Compliance Committee of any significant changes in the original audit plan.
2. Discuss with the external auditors their processes for identifying and responding to key audit and internal control risks.
3. Advise the external auditors that they are expected to provide a timely analysis of significant financial reporting issues and practices
4. Review the coordination of internal and external audit procedures to promote an effective use of resources and ensure complete and efficient coverage of the university's risks.
5. Meet with the external auditors at the completion of the audit and make inquiries concerning the effectiveness of the university's system of internal controls.

Consistent with state law, a portion of the meeting may be conducted in closed Session without members of university management present.

6. Determine whether the external auditors are satisfied with the disclosure and content of the financial statements, including the nature and extent of any significant changes in accounting principles.

**D. Internal Auditors:**

1. Review and approve the annual audit and management services work plan and any significant changes to the plan.
2. Require Audit and Compliance Services to perform annual reviews of the President's discretionary accounts and to issue a report thereon to the Committee.
3. Review annually the qualifications of the audit and management services staff and the level of staffing.
4. Assess the effectiveness of the internal audit function, including its independence and reporting relationships and conformance with The Institute of Internal Auditors' (IIA) Definition of Internal Auditing, Core Principles, the IIA Code of Ethics and the *International Standards for Professional Practice of Internal Auditing* by inquiring and reviewing the assessment results of the internal and external Quality Assurance and Improvement Program.
5. Review completed audit reports and progress reports on executing the approved work plan and inquire of any other matters that require audit resources.
6. Review annually the status of previously issued internal audit findings.
7. Inquire of the Executive Director of Audit and Compliance Services regarding any difficulties encountered in the course of his audits, including any restrictions on the scope of work or access to required information.
8. Review the performance of the Executive Director in consultation with the President and approve the Executive Director's annual salary compensation and bonus, if any.
9. Review and approve the appointment, replacement, reassignment, or dismissal of the Executive Director of Audit and Compliance Services.

**E. Data Integrity:**

1. Review the adequacy of the university's IT management methodology with regards to internal controls, including applications, systems, and infrastructure. This includes but is not limited to:
  - Physical and virtual security with regards to university servers and storage
  - Network security architecture and operations
  - Reliability and robustness of data center (servers and storage) and network infrastructure environments
  - Disaster recovery and business continuity infrastructure and associated processes and procedures.

2. Review the adequacy of the university's data management policies and procedures to ensure data security and data integrity in institutional reporting. This includes but is not limited to:
  - Authentication and authorization mechanisms in accessing university data
  - Data Governance structure and policies
  - Data security policies including data access roles and responsibilities

**F. University Ethics and Compliance Program:**

1. Review the annual compliance planned initiatives and any significant changes to the plan.
2. Review the qualifications of the compliance staff and the level of staffing.
3. Assess the effectiveness of the compliance program, including its independence and reporting relationships.
4. Review completed compliance reports and progress reports on the status of compliance and integrity related initiatives including process and plans in place to assess conflict of interest management (inclusive of institutional and individual conflicts).
5. Require the Integrity and Compliance Office to report on management's processes and procedures that provide assurance that the university's mission, values, codes of conduct, and universitywide policies are properly communicated to all employees.
6. Review results of compliance reviews to ensure system and controls are designed to reasonably ensure compliance with laws and regulations, university policies and the code of conduct.
7. Inquire of the Executive Director of Audit and Compliance Services whether there have been any restrictions on the scope of work or access to required information in conducting compliance and ethics reviews.

**G. Enterprise Risk Management**

1. Provide oversight of the university's Enterprise Risk Management program.
2. Review the university's risk appetite.
3. Require periodic reporting on the overall program's design and effectiveness, including newly identified risks
4. Monitor progress of Risk Mitigation Plans and review policy and resource improvements as necessary.

**H. Legal:**

1. Consult as necessary with University Counsel regarding legal issues concerning the university.



**Virginia Commonwealth University  
Board of Visitors**

**Audit, Integrity and Compliance Committee Meeting Planner**

A = Annually; Q = Quarterly; AN = As Necessary	Frequency			Planned Timing			
Q1, Q2, Q3, Q4 based on Fiscal Year (July – June)	A	Q	AN	Q1	Q2	Q3	Q4
				Sep	Dec	Mar	May
<b>A. General</b>							
1. Review and update Audit, Integrity, and Compliance Committee charter and meeting planner	X						X
2a. Approve minutes of previous meeting		X		X	X	X	X
2b. Maintain minutes of meetings		X		X	X	X	X
3. Authorize investigations into any matters within the Committee's scope of responsibilities			X				
4. Report Committee actions to the Board of Visitors with recommendations deemed appropriate		X		X	X	X	X
5. Consistent with state laws, meet in closed session with only the external auditors, Executive Director of Audit and Compliance Services, and named individuals.		X		X	X	X	X
6. Review and approve the Audit and Compliance Services budget and resource plan.	X			X			
7. Review and approve Audit and Compliance Services charter	X			X			
<b>B. Internal Controls/Financial Statements</b>							
1. Review and evaluate university's process for assessing significant risks and exposures	X			X			
2. Make inquiries of management concerning the effectiveness of the university's system of internal controls			X				
3. Review management's written responses to significant findings and recommendations of the auditors, including the timetable to correct the weaknesses in the internal control system			X				
4. Advise management that they are expected to provide a timely analysis of significant current financial reporting issues and practices			X				

A = Annually; Q = Quarterly; AN = As Necessary	Frequency			Planned Timing			
Q1, Q2, Q3, Q4 based on Fiscal Year (July – June)	A	Q	AN	Q1	Q2	Q3	Q4
				Sep	Dec	Mar	May
<b>C. External Auditors</b>							
1. Meet with external auditors and university management to review the scope of the external audit for the current year	X						X
2. Discuss with the external auditors their processes for identifying and responding to key audit and internal control risks	X						X
3. Advise the external auditors that they are expected to provide a timely analysis of significant financial reporting issues and practices	X						X
4. Review the coordination of internal and external audit procedures to promote an effective use of resources and ensure complete and efficient coverage of the university's risks			X				X
5. Meet with the external auditors at the completion of the audit and make inquiries concerning the effectiveness of the university's system of internal controls.	X				X		
6. Determine whether the external auditors are satisfied with the disclosure and content of the financial statements, including the nature and extent of any significant changes in accounting principles	X				X		
<b>D. Internal Auditors</b>							
1. Review and approve the annual audit and management services work plan and any significant changes to the plan	X						X
2. Require Audit and Compliance Services to perform annual reviews of the president's discretionary accounts and to issue a report thereon to the Committee	X				X		
3. Review the qualifications of the audit and management services staff, the adequacy of the staffing level	X			X			

A = Annually; Q = Quarterly; AN = As Necessary	Frequency			Planned Timing			
Q1, Q2, Q3, Q4 based on Fiscal Year (July – June)	A	Q	AN	Q1	Q2	Q3	Q4
				Sep	Dec	Mar	May
4. Assess the effectiveness of the internal audit function, including its independence and reporting relationships and conformance with the Definition of Internal Auditing, Core Principles, the IIA Code of Ethics and the <i>International Standards for Professional Practice of Internal Auditing</i> by inquiring and reviewing the assessment results of the internal and external Quality Assurance and Improvement Program	X				X		
5. Review completed audit reports and progress reports on executing the approved work plan and inquire of any other matters that require audit resources		X		X	X	X	X
6. Review annually the status of previously issued internal audit findings	X			X			
7. Inquire of the Executive Director of Audit and Compliance Services regarding any difficulties encountered in the course of his audits, including any restrictions on the scope of work or access to required information		X		X	X	X	X
8. Review the performance of the Executive Director in consultation with the President and approve the Executive Director's annual salary compensation and bonus, if any.	X			X			
9. Review and approve the appointment, replacement, reassignment, or dismissal of the Executive Director of Audit and Compliance Services			X				
<b>E. Data Integrity</b>							
1. Review the adequacy of the university's IT management methodology with regards to internal controls, including applications, systems, and infrastructure. This includes but is not limited to: <ul style="list-style-type: none"> <li>Physical and virtual security with regards to university servers and storage</li> <li>Network security architecture and operations</li> <li>Reliability and robustness of data center (servers and storage) and network infrastructure environments</li> <li>Disaster recovery and business continuity infrastructure and associated processes and procedures</li> </ul>			X	X		X	

A = Annually; Q = Quarterly; AN = As Necessary	Frequency			Planned Timing			
	A	Q	AN	Q1	Q2	Q3	Q4
				Sep	Dec	Mar	May
2. Review the adequacy of the university's data management policies and procedures to ensure data security and data integrity in institutional reporting. This includes but is not limited to: <ul style="list-style-type: none"> <li>• Authentication and authorization mechanisms in accessing university data</li> <li>• Data Governance structure and policies</li> <li>• Data security policies including data access roles and responsibilities</li> </ul>			X		X		X
<b>F. University Ethics and Compliance Program</b>							
1. Review the annual compliance planned initiatives and any significant changes to the plan	X						X
2. Review the qualifications of the compliance staff and the level of staffing (utilization and effort focus)	X			X			
3. Assess the effectiveness of the compliance program, including its independence and reporting relationships	X			X			
4. Review completed compliance reports and progress reports on the status of compliance and integrity related activities including process and plans in place to assess conflict of interest management (inclusive of institutional and individual conflicts)		X		X	X	X	X
5. Require the Integrity and Compliance Office to report on management's processes and procedures that provide assurance that the university's mission, values, and codes of conduct and universitywide policies are properly communicated to all employees	X			X			X
6. Review results of compliance reviews to ensure system and controls are designed to reasonably ensure compliance with laws and regulations, university policies and the code of conduct			X	X	X	X	X
7. Inquire of the Executive Director of Audit and Compliance Services whether there have been any restrictions on the scope of work or access to required information in conducting compliance and ethics reviews		X		X	X	X	X
<b>G. Enterprise Risk Management</b>							
1. Provide oversight of the university's Enterprise Risk Management program		X		X	X	X	X
2. Review the university's risk appetite	X				X		

A = Annually; Q = Quarterly; AN = As Necessary	Frequency			Planned Timing			
	A	Q	AN	Q1	Q2	Q3	Q4
				Sep	Dec	Mar	May
3. Require periodic reporting on the overall program's design and effectiveness, including newly identified risks		X		X	X	X	X
4. Monitor progress of risk mitigation plans and review policy and resource improvements as necessary		X		X	X	X	X
<b>H. Legal</b>							
1. Consult as necessary with University Counsel regarding legal issues concerning the university		X		X	X	X	x

# AUDIT AND COMPLIANCE SERVICES CHARTER

## VIRGINIA COMMONWEALTH UNIVERSITY and VCU HEALTH SYSTEM

Virginia Commonwealth University (university) and VCU Health System Authority (health system) maintain comprehensive and effective internal audit and compliance programs. The objective of Audit and Compliance Services (“department”) is to assist members of the Board of Visitors, Board of Directors, and management in the effective performance of their responsibilities. The department fulfills this objective by providing independent and impartial examinations, investigations, evaluations, counsel, and recommendations for the areas and activities reviewed.

### Scope of Work

The scope of the department’s work is to determine whether the university’s and health system’s risk management, internal control, governance, and compliance processes, as designed and represented by management, are adequate and functioning in a manner to provide reasonable assurance that:

- Risks are appropriately identified and managed
- Control processes are adequate and functioning as intended
- Significant, financial, managerial, and operating information is accurate, reliable, and timely
- An effective university compliance program is maintained to provide guidance and resources, in an oversight role, for all educational, research, and athletic compliance programs to optimize ethical and compliant behavior
- An effective health system compliance program is implemented to further the health system’s mission, vision, and values by promoting a culture of compliance, and preventing, correcting, and investigating issues through education, monitoring, and enforcement
- An effective program of information technology (IT) management and security is maintained by management to ensure health system and university IT and data assets are properly secured, integrity protected, available as needed and kept confidential as required by applicable policies laws and regulations
- Employees’ actions are in compliance with the respective codes of conduct, policies, standards, procedures, and applicable laws and regulations
- Resources are used efficiently and are adequately protected
- Program plans and objectives are achieved
- Significant legislative and regulatory issues impacting the university and health system are recognized and appropriately addressed

Opportunities for improving management controls, accountability, fiscal performance and compliance processes, and for protecting organizational reputation will be addressed with the appropriate level of management when identified.

### **Accountability**

The Executive Director of Audit and Compliance Services shall be accountable to the Board of Visitors, through the Audit, Integrity, and Compliance Committee, and the Board of Directors, through the Audit and Compliance Committee, to maintain comprehensive and professional internal audit and compliance programs. In fulfilling those responsibilities, the Executive Director will:

- Establish annual goals and objectives for the department, and report periodically on the status of those efforts.
- Execute the annual work plans and initiatives.
- Coordinate efforts with other control and monitoring functions (risk management, financial officers, campus police, university counsel and health system general counsel, external auditors, government reviewers, etc.).
- Report significant issues related to the department's scope of work, including potential improvements, and continue to provide information about those issues through resolution.
- Provide updates to the respective board committees, the university president, and the chief executive officer of the health system on the status of the work plans and initiatives, qualifications of staff, and sufficiency of department resources.

### **Independence and Objectivity**

All work will be conducted in an objective and independent manner. Staff will maintain an impartial attitude in selecting and evaluating information and in reporting results. Independence in fact and appearance enables unbiased judgments that are essential to the proper conduct of the department's scope of work.

To provide an appropriate reporting structure to support independence, the Executive Director shall report to the Audit, Integrity, and Compliance Committee of the Board of Visitors and to the Audit and Compliance Committee of the Board of Directors. The Executive Director shall report administratively to the university's President.

### **Responsibility**

The department will assist the Board of Visitors, Board of Directors, and management by:

- Maintaining a professional staff with sufficient knowledge, skills, and experience to fulfill the requirements of this charter.

- Developing and executing annual and long-range risk-based work plans and initiatives. The plans and initiatives will be submitted to management for review and comment and to the respective board committee for approval. The department recognizes that one of the primary benefits of these programs is the ability to respond to issues that arise during the normal course of business. Accordingly, the annual plans shall include time for management requests and special projects.
- Participating in an advisory capacity in the planning, development, implementation, or change of significant compliance and control processes or systems. The Executive Director shall ensure that the level of participation in these projects does not affect the department's responsibility for future evaluation of evaluating these processes or systems nor compromise its independence.
- Conducting or assisting in the investigation of any suspected fraudulent activities, misconduct, or non-compliance issues, and notifying management and the respective board committees of the results.
- Issuing periodic reports to management and the respective board committees summarizing the results of the department's activities.
- Considering the scope of work of the external auditors, as appropriate, to provide optimal audit coverage to the university and health system at a reasonable overall cost.
- Reporting at least annually to the Board of Visitors, Board of Directors, and senior management on the department's purpose, authority, responsibility, and performance relative to its plans and initiatives, and on its conformance to standards and best practices. Reporting should also include significant risk exposures and control issues, corporate governance issues, serious misconduct or non-compliance, and other matters needed or requested by the Board and senior management.

### **Authority**

The department and its staff are authorized to:

- Have unrestricted access to all activities, records, property, and personnel. Receive cooperation from all university and health system personnel and affiliates.
- Have full access to the respective board committee.
- Allocate departmental resources, set audit and review frequencies, determine scopes of work, and apply the techniques necessary to accomplish objectives.
- Obtain the necessary assistance of personnel in departments when performing work plans and initiatives, as well as that of other specialists.

The department and its staff are not authorized to:

- Perform operational duties in interim status, or otherwise, unless authorized in advance by the respective board committee.
- Initiate or approve accounting transactions external to the department.



## **Standards of Practice**

The department will conduct its scope of work in accordance with requirements and best practices as established by relevant authoritative and objective sources from industry and government.

For internal audit functions, this includes both mandatory and recommended guidance from the Institute of Internal Auditors International Professional Practices Framework. The mandatory guidance requires our department to conform with the Core Principles for the Professional Practice of Internal Auditing, Definition of Internal Auditing, Code of Ethics, and *International Standards for the Professional Practice of Internal Auditing (Standards)*. Internal auditing is an independent, objective assurance, and consulting activity designed to add value and improve an organization's operations. Our department will help the university and health system accomplish its objectives by bringing a systematic, disciplined, and risk-based approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

For maintaining effective compliance programs, standards of practice are driven by the guidance provided in Chapter 8 of the Federal Sentencing Guidelines as promulgated by the US Sentencing Commission. The main focus of an effective program is to prevent and detect misconduct, remedy harm when identified, self-report where applicable, and maintain due diligence in promoting an organizational culture that encourages ethical conduct and a commitment to compliance with the law.

For the health system compliance program, guidance by the Health Care Compliance Association is also included. This organization sets the standard for professional values and ethics in the health care compliance field.

## **Quality Assurance and Improvement Program**

The department will maintain a quality assurance and improvement program that covers all aspects of the internal audit activity. This program will be designed to:

- evaluate internal audit's conformance with the *Standards* and application of the Code of Ethics;
- assess the efficiency and effectiveness of the department; and
- identify opportunities for improvement.

The quality program includes both internal and external assessments. Internal assessments will include ongoing monitoring and periodic assessments of internal audit activity. An external assessment will be performed at least once every five years by qualified individuals who are independent of the internal audit function.

# **Virginia Commonwealth University Proposed Organizational Change Brief**

## **Proposal**

Virginia Commonwealth University (VCU) requests approval to establish a “partially-exempt” off-campus instructional site at 5285 Shawnee Road, Alexandria, VA.

## **Overview**

The purpose of the proposed organizational change is to establish a new “partially exempt” off-campus site to replace an off-campus site slated for closure. The new off-campus site will continue to provide an academic program in an area of the state where there is a pressing and ongoing need for certified registered nurse anesthetists (CRNAs). VCU’s presence in northern Virginia dates back to 2012 with the opening of an off-campus instructional site at 6295 Edsall Road. Since its establishment, the off-campus site has offered the Doctor of Nurse Anesthesia Practice (DNAP) program; training future nurse anesthesia students to meet the ongoing demand for Certified Registered Nurse Anesthetists at hospital facilities in the geographic region. Multiple lease renewals for the space were executed until the off-campus site at Edsall Road was scheduled for demolition in 2022 by the owner of the building. Subsequent changes in building ownership and plans for the Edsall Road location, a lack of lease renewal options at the site, and the limitation of the space to support the educational and career needs of CRNAs necessitates the need to establish a new “partially-exempt” off-campus instructional site. This new site will be located Poplar Run Office Building, 5285 Shawnee Road, Alexandria, VA.

## **Demand**

There are no other nurse anesthesia programs operating in the northern Virginia region of the state of Virginia. For the three most recent admissions cycles, the DNAP program received three to five times the number of applications for admission (36 in 2020, 43 in 2021, 53 in 2022) relative to the number of available spaces.

## **Target Implementation Date**

August 13, 2023

## **Impact on Existing Programs/Policies**

There is no impact to existing programs and policies. There will be no interruption to activities for nursing students in the DNAP program. Furthermore, the new space will have a positive impact on the learning environment and the reputation of the DNAP program and VCU.

## **Impact on Faculty**

There is no impact on faculty.

## **Funding**

No additional expenses are required to implement the change. All costs for administrative positions, faculty, and operating expenses will be funded by tuition and fees collected at the proposed off-campus site.

## **Next Steps**

April 27, 2023 - University Committee on Academic Affairs and University Policies (UCAAUP) Meeting  
May 4, 2023 - University Council Meeting  
Electronic Vote - President's Cabinet Meeting  
May 12, 2023 - Board of Visitors' Meeting  
May 13, 2023 – Proposal shared with SCHEV

# **Virginia Commonwealth University Proposed Organizational Change Brief**

## **Proposal**

Virginia Commonwealth University (VCU) requests approval to close a “partially-exempt” off-campus instructional site at 6295 Edsall Road, Alexandria, VA.

## **Overview**

The purpose of the proposed change is to close an off-campus instructional site that is no longer available or suitable for ongoing academic operations. VCU’s presence in northern Virginia dates back to 2012 with the opening of an off-campus instructional site at 6295 Edsall Road. Since its establishment, the off-campus site has offered the Doctor of Nurse Anesthesia Practice (DNAP) program. Multiple lease renewals for the space were executed until the off-campus site at Edsall Road was scheduled for demolition in 2022 by the owner of the building. Subsequent changes in building ownership and plans for the Edsall Road location, a lack of lease renewal options at the site, and the limitation of the space to support the educational and career needs of CRNAs necessitates the need to close the Edsall Road “partially-exempt” off-campus instructional site.

## **Target Implementation Date**

August 13, 2023

## **Impact on Existing Programs/Policies**

There is no impact to existing programs and policies. There will be no interruption to activities for nursing students in the DNAP program and students will be transitioned to a new location.

## **Impact on Faculty**

There is no impact on faculty.

## **Funding**

The proposed organizational change to close the Edsall Road off-campus instructional site is executable within the budget of the VCU College of Health Professions’ currently authorized funds. No additional expenses are required to implement the change.

## **Next Steps**

April 27, 2023 - University Committee on Academic Affairs and University Policies (UCAAUP) Meeting

May 4, 2023 - University Council Meeting

Electronic Vote - President's Cabinet Meeting

May 12, 2023 - Board of Visitors’ Meeting

May 13, 2023 – Proposal shared with SCHEV

# **EXECUTIVE SUMMARY OF PROPOSED POLICY:**

## **Student Code of Conduct**

**New Policy** ☐ or **Substantive Revision** ☒

**Policy Type:** Board of Visitors

**Responsible Office:** Student Conduct and Academic Integrity, Division of Student Affairs,  
Office of the Provost

**Draft Date:** 2/10/2023

**Initial Policy Approved:** 04/10/2022

**Revision History:** 8/16/2021

### **Governance Process Tracking:**

If new BOV policy, enter date and name of President (or designee) approving  
development of policy: MM/DD/YYYY – Name

If new Administrative policy, enter date and name of President's Cabinet member  
approving development of policy: MM/DD/YYYY - Name

**Integrity & Compliance Office Review:** 02/09/2023

**University Counsel Review:** 03/01/2023

**Public Comment Posting:** 04/05/2023

**University Council Academic Affairs and University Policy Committee Review:**  
04/27/2023

**University Council Review:** 05/04/2023

**President's Cabinet Approval:** 05/05/2023

**Board of Visitors Approval (if applicable):** MM/DD/YYYY

<b>1. Why is this policy being created <input type="checkbox"/> <u>or</u> revised <input checked="" type="checkbox"/>?</b>	This policy has been in Interim status since 2022. There have been significant law and policy updates since that time.
<b>2. <u>New policy</u> <input type="checkbox"/>: What are the general points or requirements covered in this policy?</b>  <b><u>or</u></b> <b><u>Revised policy</u> <input checked="" type="checkbox"/>: What are the substantive differences between this draft and the current policy?</b>	Inclusion of components from Virginia law (Adam's law), incorporation of language from VCU Hazing policy, and revisions to processes for student organizations.
<b>3. Which stakeholder offices or personnel have provided input into this policy draft?</b>	Relevant offices within the Division of Student Affairs, University Counsel, Policy Review
<b>4. Which other universities' policies or resources (e.g., laws, regulations, etc.) did you consider when preparing this draft?</b>	N/A
<b>5. What is your general assessment of this policy's impact on the university community?</b>	This revision will further underscore the university's commitment to expectation of student and student organization behaviors.
<b>6. What is your plan to implement this new policy or policy revision (e.g., raise awareness and train relevant audiences and monitor for compliance)?</b>	This policy will be reiterated through orientation sessions, notification in the VCU Telegram, and shared on RamsConnect.

# Student Code of Conduct

**Responsible Office:** Student Conduct and Academic Integrity, Division of Student Affairs, Office of the Provost

**Current Approved Version:** 4/10/2022 (interim)

**Policy Type:** Board of Visitors

## Policy Statement and Purpose

### VCU Creed: Philosophy for a University community

Academic institutions exist, among other reasons, to discover, advance and transmit knowledge and to develop in their students, faculty, and staff the capacity for creative and critical thought. At Virginia Commonwealth University (VCU), members of the community should strive to exemplify the following specific ideals in addition to other worthy ideals:

- To demonstrate academic and personal integrity
- To respect the rights and property of others
- To be open to others' opinions
- To uphold academic freedom and freedom of intellectual inquiry
- To appreciate diversity and to value and learn from the uniqueness of each person
- To uphold the right of all persons to be treated with dignity and respect
- To demonstrate and respect intellectual courage in situations that demand it

Students and student organizations (SO) are encouraged to engage in responsible social conduct that reflects credit upon the university community and to model good citizenship in any community. Students and SO should not remain passively in the presence of violations and are encouraged to notify the proper authorities if they observe or have knowledge of other students or SO violating this policy.

While the university urges students to exhibit model conduct as described above, all students must comply with the conduct and procedural requirements described below, with or without accommodations. Students who are members of an SO are subject as individuals to this policy and may also be held accountable for conduct attributed to the SO. Student members of an SO may, through their actions, subject the SO to disciplinary action under this policy, no matter whether they are charged as individuals under this policy.

Noncompliance with this policy by staff may result in disciplinary action up to and including termination. Noncompliance with this policy by students may result in sanctions as provided in this policy. VCU supports an environment free from retaliation. Retaliation against any member of the university community who brings forth a good faith concern or report, asks a clarifying question, or participates, or declines to participate, in an investigation is prohibited.

## Table of Contents

---

<a href="#">Who Should Know This Policy</a>	<a href="#">2</a>
<a href="#">Definitions</a>	<a href="#">2</a>
<a href="#">Contacts</a>	<a href="#">4</a>
<a href="#">Policy Specifics and Procedures</a>	<a href="#">4</a>
<a href="#">Forms</a>	<a href="#">17</a>
<a href="#">Related Documents</a>	<a href="#">17</a>
<a href="#">Revision History</a>	<a href="#">18</a>
<a href="#">FAQ</a>	<a href="#">18</a>

### Who Should Know This Policy

---

University students, employees (includes faculty), and SO are responsible for knowing this policy and familiarizing themselves with its contents and provisions.

### Definitions

---

#### Adviser

The person chosen by a respondent to provide guidance during the investigation and resolution process. An adviser of choice may include a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. An adviser may not be another party in the matter, a participating witness or otherwise have any role in the process that would create a conflict of interest. An adviser can assist a party by taking notes, providing emotional support and reassurance, organizing documentation, or consulting directly with a party in a way that does not disrupt or delay the process. The adviser may not speak on behalf of a party or directly participate in a meeting, interview or proceeding. An adviser whose presence disrupts or interferes with the meeting or proceeding, in the sole discretion of the university official conducting the meeting or proceeding, will be required to leave and may be prohibited from participating in future meetings or proceedings under this policy.

#### Conduct Appeal Board (CAB)

The term "Conduct Appeal Board" means the panel authorized by the Director of Student Conduct and Academic Integrity or designee to consider an appeal from a Student Conduct Board's determination.

#### Instructional Faculty

The term "Instructional Faculty" means any person hired by the university to conduct classroom or teaching activities or activities involving research, administration, or clinical responsibilities, including graduate student teaching assistants, or who is otherwise considered by the university to be a member of its faculty.

#### May

The term "May" is used in the permissive sense.

**Member of the University Community**

The term “Member of the University Community” includes any person who is a student, faculty, staff, or any other person employed by the university. A person’s status as a student or employee in a particular situation shall be determined by the Director of Student Conduct and Academic Integrity or designee.

**Preponderance of Evidence**

The term “Preponderance of Evidence” is the standard of proof that applies to student conduct proceedings or determinations. It means what is more likely than not to be true, based on the totality of the available evidence.

**Student Organization**

The term “Student Organization” or “SO” means any student group registered or that has applied for registration with the university or has another designation (such as but not limited to affiliated or sponsored), through the university as a student organization.

**Reporting Party**

The term “Reporting Party” refers to any person who submits a report alleging that a student or SO violated this policy.

**Respondent**

The term “Respondent” means any student or SO charged with violating this policy.

**Sanction Review Board (SRB)**

The term “Sanction Review Board” means the panel authorized by the Director of Student Conduct and Academic Integrity or designee to determine sanctions for a violation of this policy or other applicable university policies.

**Staff**

Any person with a direct employment relationship with VCU, including those who work on a part-time or adjunct basis. An individual can hold a status as both a student and staff.

**Student**

The term “Student” includes all persons taking courses through VCU, either full-time or part-time, on- line or in-person, single or dual enrolled, pursuing undergraduate, graduate or professional studies. “Student” also includes all persons who withdraw after allegedly violating this policy, persons who are not enrolled officially for a particular term but remain enrolled under the university’s continuous enrollment policy, persons who have been notified of their acceptance for admission, and persons living in VCU residence halls regardless of course enrollment to the extent that employee discipline policies do not apply.

**Student Conduct Administrator**

The term “Student Conduct Administrator” means the Director of Student Conduct and Academic Integrity, or other university official designated on a case-by-case basis to administer the adjudication process under this policy, including investigating reported misconduct, determining responsibility for misconduct, and assigning appropriate sanctions.

**Student Conduct Board (SCB)**



The term “Student Conduct Board” means the panel authorized by the Director of Student Conduct and Academic Integrity or designee to determine whether a Respondent has violated this policy and to recommend sanctions that may be imposed when a violation has been committed.

### **University Property**

The term “University Property” means any property owned, leased, or controlled by VCU.

### **Contacts**

---

Student Conduct and Academic Integrity (SCAI) officially interprets this policy. SCAI is responsible for obtaining approval for any revisions as required by the Policy Creating and Maintaining Policies and Procedures and through the appropriate governance structures. Please direct policy questions and comments to Student Conduct and Academic Integrity at [stuconduct@vcu.edu](mailto:stuconduct@vcu.edu).

### **Policy Specifics and Procedures**

---

All complaints of alleged sex-based misconduct by university students or involving SOs will be reviewed by Equity and Access Services (EAS) for a determination of policy applicability and jurisdiction. At the discretion of the EAS, complaints alleging sex-based misconduct may in certain circumstances be referred to SCAI for investigation and adjudication. Please see the Related Documents section for the relevant policies.

**Note on criminal or civil law proceedings.** If a respondent is charged with conduct that potentially violates criminal or civil law and this policy (that is, if both possible violations result from the same factual situation), proceedings under this policy occur prior to, simultaneously with, or following civil or criminal proceedings at the sole discretion of the Director of Student Conduct and Academic Integrity (SCAI) or designee. Determinations made or sanctions imposed under this policy shall not be subject to change because of outcomes in criminal or civil proceedings.

#### **I. Prohibited Conduct**

The Student Code of Conduct shall apply to all conduct by students and SO. The Director of SCAI or designee shall have the sole discretion to decide on a case-by-case basis whether this policy shall be applied to conduct not on university property. This policy governs students enrolled at all campuses; however, students enrolled at VCUarts Qatar are advised to consult local campus publications for additional information or rules that may establish hearing boards or processes, consistent with this policy.

Students are responsible for their conduct under this policy from the time of application for admission through the actual awarding of a degree. This policy shall apply to a student’s conduct even if the student withdraws from the university while a disciplinary matter is pending. The Vice President for Student Affairs, or designee, will determine whether to bring charges if the conduct is discovered after a degree is awarded.

SO that have lost university recognition are subject to this policy. A SO facing an alleged violation of this policy may dissolve or surrender its registration during the investigation and adjudication process. However, the university may continue the investigation and adjudication process regardless of the SO’s status. This policy applies to guests of the SO, and the SO may be held accountable for the misconduct of its guests.

Visitors to and guests of the university may seek resolution of violations of this policy committed against them by a SO and/or members of an SO.

This policy applies to all student conduct, including behavior conducted online, via email or another electronic medium. Students should also be aware that online postings such as blogs, web postings, chats and social networking sites are in the public sphere and are generally not private. These postings can subject a student or an SO to allegations of conduct violations to the same extent as conduct that occurs in person or another non-virtual setting. While the university generally does not conduct regular monitoring of student conduct online, it may take investigative and adjudicative action when university officials suspect or are aware of concerning conduct.

The following conduct, committed or attempted, is prohibited for all students and SO and is subject to disciplinary sanctions:

#### **A. Abuse of Computer Facilities and Resources**

Violations include, but are not limited to, unauthorized entry, unauthorized transfer of a file, use of another individual's identification and/or password, use of computing facilities and resources to interfere with the work of another university member, use of computing facilities and resources to send obscene messages as legally defined, use of computing facilities and resources to interfere with the normal operation of the university computing system, use of computing facilities and resources in violation of copyright laws, or any violation of the [University Computer and Network Resources Use](#) policy.

#### **B. Abusive Conduct**

1. Assault – Words or actions that would cause one or more individual(s) to reasonably fear for their immediate safety. Words do not constitute assault unless they are accompanied by the apparent ability to inflict immediate bodily harm.
2. Battery – The unjustified use of physical force against an individual or group.
3. Disorderly conduct – Disrupting or preventing the peaceful or orderly conduct of classes, lectures, meetings, or other university functions, or interfering with the lawful freedom of other persons, including invited speakers, to express their views, or interfering with the performance of the duties of university personnel.
4. Endangering health or safety – Taking or threatening actions that endanger the physical safety, mental health, or life of any person(s) or create reasonable fear of such action.
5. Harassment – Repeated, persistent, or pervasive actions directed towards one or more specific individual(s) with the intent or effect to harm, or alarm, including attempted or threatened physical contact or repeated or pervasive acts that create the reasonable apprehension of unwanted physical or verbal contact as well as contact through any electronic or digital medium.

6. Hazing – Conduct prohibited under the university's [Hazing Prevention and Discipline](#) policy (linked in the Related Documents Section).
7. Invasion of privacy – Invasion of another person's privacy, where that person has a reasonable expectation of privacy, including but not limited to the use of electronic devices to make an unauthorized audio or video recording of any person or their personal belongings without their prior knowledge, or without their effective consent, when such a recording is of information or of images taken from or of a person at a time and place where they have a reasonable expectation of privacy and where the recording is reasonably likely to cause injury or distress.
8. Sex-based misconduct – Conduct prohibited by the university's [Title IX Sexual Harassment Policy](#) – Interim and [Sex-Based Misconduct Policy](#) – Interim (linked in the Related Documents Section).
9. Stalking – Engaging in a course of conduct, directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

For this definition:

- “course of conduct” means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property;
- “reasonable person” means a reasonable person under similar circumstances and with similar identities to the complainant;
- “substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling

### **C. Academic Misconduct**

Refer to the Honor System and Standards of Academic Conduct (linked in the Related Documents section) for academic expectations, rights, responsibilities, violations, hearing processes, sanctions, and records related to charges of academic misconduct, including cheating, deception, exploitation, facilitation, plagiarism, sabotage, and stealing.

### **D. Acts of Dishonesty**

1. Furnishing false information to any university employee (including staff and faculty) or office.
2. Forgery, alteration, or misuse of any university document (e.g., student transcript), record or instrument of identification.

### **E. Alcohol and Other Drugs**

1. Alcohol and Drugs: The unlawful possession, use, or distribution of alcohol or other drugs, including but not limited to, conduct prohibited by the Alcohol and Other Drugs policy, the Tobacco and Smoke-Free Campus policy, and the Events with Alcohol policy in the Student Organization Handbook (linked in the Related Documents section).
2. Paraphernalia – Possession of paraphernalia used to consume illegal drugs is not permitted on university property. Paraphernalia includes but is not limited to roach clips, bongs, pipes, blow tubes, bowls, and any type of water pipe or object filled with water through which smoke is drawn.

#### **F. Failure to Comply**

1. Failure to comply with a reasonable request or directive of university officials. This includes, but is not limited to, failure to present a university identification card, failure to keep or attend a required meeting, or failure to leave any university premise when requested by a university official.
2. Failure to observe rules and regulations issued by the university.
3. Failure to complete or comply with a university-imposed sanction.

#### **G. False Reports**

Making an intentionally false report of a student violation of this or other university policy. False reporting may also violate state criminal statutes and civil defamation laws.

#### **H. Fireworks/Explosives/Dangerous Chemicals**

Unauthorized possession or use of fireworks, explosives or dangerous chemicals.

#### **I. Gambling**

Participation in any form of illegal gambling as defined in the [Code of Virginia § 18.2-325](#).

#### **J. Involvement in a University Violation**

Presence during any violation of this policy in such a manner to condone, support, or encourage that violation.

#### **K. Retaliation**

Any actual or threatened adverse action against a person because of the person's participation in a complaint, investigation, or adjudication by the university or other relevant authority.

#### **L. Theft or Unauthorized Use of Property**

1. Theft – Theft, attempted theft, or possession of stolen property or services or possession of burglarious tools.
2. Unauthorized use of university property or services.
3. Climbing – Unauthorized climbing inside or outside buildings or structures on university property.

4. Damage or destruction of property – Actual or threatened damage or destruction, including defacing/vandalism/graffiti of university property or property of others, whether done intentionally or with reckless disregard.
5. Unauthorized presence or entry – Entering or being present in university buildings, rooms, or other areas without proper authorization.
6. Tampering – Tampering with university equipment, including but not limited to, any elevator, wiring, plumbing, doors, locking mechanisms, university keys, access cards, or other university equipment without authorization from a university official.
7. Misuse of fire-fighting equipment/disregard of fire alarm signals/arson – Misuse or tampering with fire-fighting equipment, disregard of a fire alarm signal or refusal to evacuate a building, tampering with detection or suppression equipment, initiating a false fire alarm or unauthorized burning of any material in any university building or on university property.
8. Obstruction – Blocking of the free flow of pedestrians or vehicular traffic on university premises or at university sponsored or supervised functions.

#### **M. Weapons**

Possession or carrying of any weapon, as defined in the university's Weapons Regulation (linked in the Related Documents section), or anything used to injure or attempt to injure a person.

#### **N. Violation of other University regulations, policies, or rules.**

Any violation of any applicable university standard, regulation, policy or rule. Examples include, but are not limited to, university computing policies, Residential Life and Housing policies, Handbook for Student Organization at VCU, and RecWell facility policies. See Related Documents section for links to some university policies generally applicable to students and student organizations.

#### **O. Violation of any federal, state, or local law.**

Any violation of local, state, or federal law, which in the discretion of the director of SCAI affects a substantial university interest, including but not limited to a violation committed in the municipality where the university is located, is detrimental to the educational interests of the university, or presents a danger to the student or others.

## **II. Disciplinary Amnesty and Immunity for Certain Prohibited Conduct Related to Alcohol, Drugs and Hazing**

- A. The university will not take disciplinary action against a student who has demonstrated Prohibited Conduct in the following limited circumstances.
  1. **For seeking emergency or timely medical assistance.** If a student seeks emergency or timely medical assistance for themselves or others due to the use of alcohol or other drugs, neither the student seeking assistance, nor the student needing assistance will be subject to disciplinary action for Prohibited Conduct under this policy based on personal consumption of alcohol or other drugs or the disclosure of personal consumption of alcohol or other drugs related to the incident. In these circumstances, the university reserves the

right to mandate that the student(s) participate in academic programming, or a medical intervention related to alcohol or drug use.

2. **For reporting and cooperating.** The university will not pursue disciplinary action under this policy based on disclosure of personal consumption of alcohol or other drugs where such disclosures are made in connection with a good faith report of violation of university policy or cooperation with a university investigation.
3. **For bystanders reporting hazing.** The university provides immunity from disciplinary action based on hazing or personal consumption of alcohol or other drugs where such disclosure is made by a bystander not involved in such acts in conjunction with a good faith report of an act of hazing in advance of or during an incident of hazing that causes injury or is likely to cause injury to a person. The university may require access to services to support individuals who receive disciplinary immunity as described here, including but not limited to (i) counseling specific to alcohol abuse or drug abuse, or both, or (ii) inpatient or outpatient (a) alcohol counseling or treatment programs, (b) drug counseling or treatment programs, or (c) both alcohol and drug counseling or treatment programs. A student's failure to access the required services renders them ineligible for continued immunity.

B. The above provisions have the following limitations:

1. A student may not be eligible more than once for amnesty relating to seeking medical assistance for their own Prohibited Conduct.
2. The university may mandate that a student seeking amnesty participate in educational and medical programming and intervention related to alcohol or other drug use. A student's failure to participate satisfactorily renders them ineligible for continued amnesty. This does not apply to bystanders reporting hazing, which is subject to the conditions described above.
3. A student with additional university responsibilities (including teaching assistants or resident assistants) may be subject to potential action related to those additional responsibilities under other applicable policy (such as the Resident Assistant Compact for resident assistants).

### **III. Student Code of Conduct Authority**

The Director of SCAI or designee shall determine the composition of the Student Conduct Board (SCB), Sanction Review Board (SRB) and the Conduct Appeal Board (CAB) and will determine which administrator or board shall be authorized to hear each matter. The Director of SCAI or designee shall develop procedures for the administration of the student conduct system and procedural rules for the conduct of SCB Hearings that are not inconsistent with the provisions of this policy. Decisions made by the SCB, SRB and/or Student Conduct Administrator shall be final, pending the appeal process provided in this policy.

### **Rights and responsibilities**

All respondents are provided the following rights and responsibilities throughout the university student conduct process:

- To receive written notification of any alleged violation against them via official forms of university communication (i.e., VCU email) including a general summary of the complaint, contact information for the university employee to receive additional information, and the date by which such contact must occur.
- To know the source of any allegation.
- To know the specific alleged violation(s) of this policy.
- To present their version of events giving rise to the allegations.
- To know that any statements made by the reporting party, witnesses, and/or respondent may be used during the process
- To review and respond to any allegation or information presented to the decision maker.
- To present information by relevant and noncumulative witnesses.
- To refrain from making any statement concerning alleged violations of this policy or from participating in the proceedings
- To be accompanied by an adviser of their choice and at their own expense during the university student conduct process for advisory purposes only. Advisers are not permitted to speak or to participate directly in the university student conduct process unless authorized by the Student Conduct Administrator. When selecting an adviser, a respondent should consider any scheduled meetings or hearings. Delays in the university student conduct process will not be allowed due to the scheduling conflicts of an adviser.
- Notice of the outcome of the proceedings including a description of any appeal process.
- A decision maker free from actual bias.

For information regarding notice of the outcome of the proceedings including a description of any appeal process see the Notification section of this policy.

#### **IV. Charges and Student Conduct Board (SCB) hearings**

Any member or entity of the university community, including SCAI based on information provided to the university, or others outside of the university may report a student or SO for violation of this policy. Any report should be submitted as soon as possible after discovery of the alleged violation. Absent extraordinary circumstances, a written report must be filed within six months of discovery of the offense. Though anonymous reports are permitted, the university's ability to investigate and respond to an anonymous report may be limited. A report shall be prepared in writing and directed to SCAI or other designated office. Once the report has been submitted, the Director of SCAI or designee will review the report, determine the charges that apply to any alleged conduct prohibited by this policy, and appoint a Student Conduct Administrator to complete an investigation.

##### **A. Identifying One or More Respondents**

SCAI considers the following factors in determining whether reported allegations involve an SO, rather than or in addition to the individual student members of an SO.

1. The conduct is endorsed by the SO or any of its officers ("endorsed by" includes, but is not limited to, the following: active or passive consent or support, having prior knowledge that the conduct was

likely to occur and not acting to stop or report it to appropriate authorities, or helping to plan, advertise, or promote the conduct);

2. The conduct is committed during the course of an activity paid for by the SO, or paid for as a result of one or more members of the SO contributing personal funds in lieu of organizational funds to support the activity or conduct in question;

3. The conduct occurred on property owned, controlled, rented, leased, or used by the SO or any of its members for an organizational event;

4. The purpose of the activity was related to initiation, admission into, affiliation with, or as a condition for continued membership in the SO;

5. Non-members of the SO learned of the activity through members, advertisements, or communications by the student organization, or otherwise formed a reasonable belief that the conduct or activity organized, planned, supported or endorsed by the SO;

6. Members of the SO attempted to conceal the activity or protect other members who were involved.

7. A pattern of individual violations without proper remedial action by the SO;

8. The number of members of the SO present when the misconduct occurred or with specific knowledge of the misconduct before it occurred or while it was occurring;

9. Knowledge of SO officers and/or advisors of the misconduct;

10. Action(s) SO officers and/or advisors took in addressing or preventing the misconduct from occurring;

11. Whether members of the SO acted in concert or whether membership in the SO served as an impetus for the misconduct; and

12. Whether the violation arose out of an event that was sponsored, financed, planned, or otherwise endorsed by members of the SO.

## **B. Notification and Adjudication Process**

SCAI will send a Notification Letter to the VCU email address of the respondent citing the specific alleged violation, including a general summary of the complaint, instructions to contact the Student Conduct Administrator to schedule a meeting to discuss the charges, and notice that the respondent will have five business days from the date of the Notification Letter to contact the Student Conduct Administrator. If the respondent fails to respond to the Notification Letter or does not attend the scheduled meeting, the university may proceed with adjudication of the charges without the respondent's input.

For an SO respondent, the Notification Letter and other correspondence related to this policy will be transmitted to the email address of the SO representative. SO representatives are responsible for all communication delivered to their university email address. In addition, the university may notify the SO



adviser and/or any inter/national body associated with the SO of the reported prohibited conduct and the initiation of the conduct process. However, neither a SO adviser nor inter/national body may serve as the representative for a respondent SO in this process.

The Student Conduct Administrator will complete an investigation of the charges in the Notification Letter. The Student Conduct Administrator will offer to meet with the respondent to discuss the charges and to hear the respondent's version of the events giving rise to the allegations. The Student Conduct Administrator may meet with the reporting party as well as with any witnesses identified by the respondent or other individuals and examine additional information. Based upon all the examined information and witness statements, the Student Conduct Administrator will make a determination of responsibility using the preponderance of the evidence standard. SCAI will send a Notice of Completed Investigation to the VCU email address of the respondent with the determination of responsibility, and, if the respondent was found responsible, the assigned sanctions. The respondent will have five business days from the date of the Notice of Completed Investigation to exercise one of the following options based upon the Student Conduct Administrator's determination:

1. No Violation Established by the Administrator:

The Student Conduct Administrator will notify the respondent that the university has found the respondent not responsible for the violation(s) charged and that no sanction will apply. The matter will be closed without requiring further action by the respondent.

The following options are available if the Student Conduct Administrator notifies the respondent that they have found the respondent responsible for some or all of the violation(s) charged and has recommended specific sanctions.

2. Violation Established - Acceptance of Responsibility:

*Respondent accepts responsibility and sanctions*

The respondent may accept responsibility for violating specified provisions of this policy and agree to complete the sanctions recommended by the Student Conduct Administrator. Respondent choosing this option will forego the opportunity to appeal. The Student Conduct Administrator will send written confirmation to the respondent of the finding(s) and sanction(s) that will be imposed.

3. Violation Established - Sanction Review Board (SRB):

*Respondent accepts responsibility, but disagrees with recommended sanctions*

If the respondent accepts responsibility for violating specified provisions of this policy but disagrees with the sanctions recommended by the Student Conduct Administrator, the respondent may contest the sanctions and seek review by the SRB. The request to the SRB must be submitted in writing within five business days from the date of notification of the Student Conduct Administrator's determination using the SRB form. After SCAI receives the request for review, the

Student Conduct Administrator may submit a statement responding to the claims or issues presented by the request. SCAI will submit the written request and response to the SRB.

The SRB is comprised of three university community members with at least one student and one staff or instructional faculty member.

The SRB will review the respondent's written statement contesting the sanctions, as well as a written statement from the Student Conduct Administrator explaining the basis and rationale for the recommended sanctions. The SRB will assign an appropriate sanction, which may be more severe than the recommended sanction. Decisions of the SRB are final and not subject to further appeal.

Based upon the SRB's review, SCAI will notify the respondent in writing of sanctions via their VCU email address. A decision by the SRB that results in a respondent being suspended or expelled from the university must be approved by the Vice President for Student Affairs (VPSA) or designee.

4. Violation Established - Student Conduct Board (SCB):

*Respondent contests finding of responsibility*

If the respondent contests a finding of responsibility and seeks review by the SCB, the request to proceed to the SCB must be submitted in writing within five business days from the date of notification of the Student Conduct Administrator's determination. SCAI will schedule a SCB hearing to consider the information and evidence and make a determination concerning the allegations and, if necessary, any sanctions. The SCB is comprised of four university community members with at least one student, one staff or instructional faculty member, and a non-voting chair. SCAI will notify the respondent of the date, time and location of the hearing at least five business days prior to the scheduled SCB hearing. The respondent has a right to be accompanied by an adviser of choice at the hearing. The adviser may provide support and advice but may not speak on behalf of the respondent or otherwise participate in, or in any manner disrupt, the hearing. If the respondent fails to attend the scheduled SCB hearing, the hearing will proceed in the respondent's absence and the respondent's ability to appeal the SCB hearing decision may be limited.

A SCB hearing typically consists of the following components:

- Introduction and procedural rules presented by the SCB chair.
- Introductory statement and presentation of information by Student Conduct Administrator
- Witnesses presented by the Student Conduct Administrator, if any.
- Introductory statement and presentation of information by the respondent.
- Witnesses presented by the respondent, if any.
- Closing statement by Student Conduct Administrator.

- Closing statement by respondent.
- Closed session deliberation by SCB.

Witnesses will provide information to and answer questions from the SCB. The respondent may propose questions to the chairperson to be asked of the other party or witnesses. The chairperson will determine whether proposed questions or information will be presented.

All procedural questions are subject to the final decision of the chairperson of the SCB.

There shall be a single record, such as a digital recording, of all SCB hearings excluding deliberations. The record shall be the property of the university and maintained securely consistent with university standards.

When an alleged victim is serving as a witness, alternative testimony options will be available, such as allowing the alleged victim to testify via electronic means.

The SCB will determine, by majority vote, if the respondent is responsible for the charges based on a preponderance of the evidence presented at the hearing. The SCB will notify the Director of SCAI or designee in writing of the determination, the rationale for the determination, and any recommended sanctions. The Director of SCAI or designee will determine the final sanctions and notify the respondent within five business days of the SCB hearing in writing via their VCU e-mail address of the SCB determination, the final sanctions, and the process for appeal.

For information regarding notice of the outcome of the proceedings including a description of any appeal process see the Notification section of this policy.

## **V. Appeals Process and Campus Appeal Board (CAB)**

Any appeal of the SCB's decision must be made by the respondent in writing to SCAI using the Appeal Form within five business days following the date of notification of the decision. The written appeal must contain any and all information relevant to the appeal, including any new evidence or information when new and pertinent evidence is the selected appeal ground. After SCAI receives the appeal, the Student Conduct Administrator may submit a statement responding to the claims or issues presented by the written appeal. SCAI will submit the written appeal and response to a Campus Appeal Board (CAB).

The CAB is comprised of three university community members with at least one student and one staff or instructional faculty member. The CAB will review the respondent's written appeal as well as the written statement of the Student Conduct Administrator. The respondent does not have a right to appear before the CAB or to make any statements other than the written appeal. The CAB will then make one of two recommendations to the VPSA or designee concerning the appeal: (1) uphold the SCB determination, or (2) remand the matter to the SCB. The VPSA or designee will review the recommendation of the CAB, make a final determination concerning the respondent's appeal and notify the respondent of that outcome. The VPSA or designee has sole discretion to (i) accept the CAB recommendation or; (ii) reject the recommendation and remand or; (iii) render an alternative finding.

Appeals to the CAB may be based only on one or both of the following two criteria:

1. New and pertinent evidence or information has come to light.
2. A procedural error occurred that would have impacted the outcome of case.

## **VI. Interim Measures**

Interim measures are temporarily actions that are protective in nature, rather than disciplinary or punitive. They are designed to mitigate the risk to members of the university community or deter prohibited conduct, often while conduct charges are pending. The interim measure process is separate and distinct from the processes of investigation and adjudication undertaken pursuant to this policy and other VCU policies and regulations, including Title IX Sexual Harassment Policy – Interim and Sex-Based Misconduct Policy - Interim. Failure to abide by the terms of an interim measure could result in disciplinary action under this policy. In addition to individualized services offered without fee or charge and designed to support individuals affected by conduct under investigation without unreasonably burdening the other individuals, the following are interim measures:

### **A. No Contact Directive**

A written university directive that serves as notice to a student or SO prohibiting verbal, electronic, written, or third-party communications with one or more specific individuals.

### **B. Interim Suspension**

Temporary measures to remove a student or SO reasonably believed to pose a threat to the university community, as set forth in the [Interim Suspension](#) Procedure.

## **VII. Sanctions**

Upon any final finding of responsibility of a violation of this policy, one or more sanctions may be imposed for each violation. Failure to complete any assigned sanction is a separate violation of this policy. Impairment from the voluntary use of alcohol and/or other drugs (other than as medically prescribed) shall be considered an aggravating, and not a mitigating, factor in sanctioning. All sanctions become part of a respondent's permanent university disciplinary record. The university may withhold a degree, or any other academic achievement, otherwise earned, until the completion of the process set forth in this policy, including appeals and the completion of any and all sanctions.

The following two sections describe the sanctions that may be imposed when a respondent is found responsible, based on the respondent's status as an individual student (section A) or an SO (section B).

### **A. Sanctions for Respondents who are Individual Students**

Sanctions 1-7 are not recorded on a student's transcript. These sanctions are not reported to external agencies as a university disciplinary action, unless required by law or specifically authorized by the respondent.

#### **1. Censure**

Censure is a written notice warning to the respondent to avoid a recurrence of any conduct that violates this policy and/or any university policy. Subsequent violations of this policy or any university policy may result in more severe disciplinary action

## **2. Disciplinary Probation**

Disciplinary probation is a specified period, a minimum of one semester, requiring the respondent to avoid a recurrence of any conduct that violates this policy and/or any university policy that may result in additional university sanctions, including, but not limited to, suspension or expulsion.

## **3. Educational Experiences**

Educational experiences are learning opportunities, including, but not limited to, community service, drug and alcohol education, and written papers.

## **4. Loss of Privileges**

Loss of privileges is a denial for a designated period of time of access to university services, privileges, and benefits, which may impact participating in extracurricular activities, residence in university housing, university student leadership responsibilities, leadership within student organizations, academic activities, ability to reserve space, funding, intramurals, and study abroad. Bans, deactivations, and holds are restrictions on access to university services, activities, facilities, or registration.

## **5. Restitution**

Restitution is monetary recompense to the university and/or a member of the university community or others to cover the cost of damage, injury, or loss of community or personal property as a result of a violation.

## **6. University Policy Sanctions**

University Policy Sanctions are any sanctions not specified in this policy, but which are applied to a respondent as a result of prohibited conduct of another university policy and as set forth therein.

## **7. Deferred Suspension**

Deferred suspension is a designated period during which a respondent is given the opportunity to demonstrate the ability to abide by this policy. Subsequent violations of this policy during the term of a deferred suspension will result in suspension or expulsion.

Sanctions 8-11 are recorded on a transcript. These sanctions are reported to external agencies in response to standard inquiries about university disciplinary action and otherwise as required by law or authorized by the individual respondent.

## **8. Suspension**

Suspension is removal of a respondent for a defined period, generally up to eight (8) semesters, during which a respondent loses all university privileges, which generally includes access to classes, facilities, programs, activities, services, and property. Consistent with the university's continuous enrollment policy, all students who do not attend VCU for three or more successive semesters, excluding summer sessions, must submit an application for readmission.

## **9. Expulsion**

Expulsion is permanent dismissal from the university, administrative withdrawal from classes and loss of all university privileges.

### **B. Sanctions for Respondents who are Student Organizations**

Suspension of a SO does not result in a sanction or transcript notation for individual student members of the SO; individual students are assigned sanctions only as separately adjudicated as an individual respondent.

#### **1. Censure**

Censure is a written notice warning to the respondent to avoid a recurrence of any conduct that violates this policy and/or any university policy. Subsequent violations of this policy or any university policy may result in more severe disciplinary action.

#### **2. Disciplinary Probation**

Disciplinary probation is a specified period, a minimum of one semester, requiring the respondent to avoid a recurrence of any conduct that violates this policy and/or any university policy that may result in additional university sanctions, including, but not limited to, suspension or expulsion.

#### **3. Educational Experiences**

Educational experiences are learning opportunities, including, but not limited to, community service, drug and alcohol education, and written papers.

#### **4. Loss of Privileges**

Loss of privileges is a denial for a designated period of time of access to university services, privileges, and benefits, which may impact participating in extracurricular activities, reserving space, eligibility to apply for and receive funding, intramurals. Bans, deactivations, and holds are restrictions on access to university services, activities, facilities, or registration.

#### **5. Restitution**

Restitution is monetary recompense to the university and/or a member of the university community or others to cover the cost of damage, injury, or loss of community or personal property as a result of a violation.

#### **6. Deferred Suspension**

Deferred suspension is a designated period during which a respondent is given the opportunity to demonstrate the ability to abide by this policy. Subsequent violations of this policy during the term of a deferred suspension will result in suspension.

#### **7. Suspension**

Suspension is removal of a respondent SO for a defined period during which the SO loses all university privileges, which generally includes access to programs, activities, services, and property. The terms of suspension for an SO may require the SO to satisfy certain conditions before it may resume operations following suspension, including, for chapters supported by Fraternity and Sorority Life (FSL), completion of the FSL expansion process.

## **8. Loss of Recognition (Equivalent of Expulsion)**

Loss of Recognition is a sanction for SO that includes, but is not limited to, the revocation of the university's recognition of the SO, denial of access to university resources, and the prohibition of all SO operations. If the SO also holds a charter from an inter/national organization governing body, the university may also request that the inter/national organization governing body revoke the charter of the SO. SO that have lost university recognition remain subject to this policy. Loss of recognition is permanent. A SO that wishes to be recognized by the university after loss of recognition must fulfill all requirements for a new SO and receive specific written authorization from the Vice President of Student Affairs or designee.

## **VIII. Student Privacy and Notification**

VCU is committed to protecting student privacy in accordance with the Student Privacy practices set by Records and Registration and applicable law, including the federal Family Educational Rights and Privacy Act (FERPA). (See the Related Documents section below.) Sanctions and other student conduct records that identify an individual student are part of that student's educational record and are generally protected from release without their written authorization. However, consistent with FERPA, the University may release conduct records without consent in the following circumstances:

1. If the student is alleged to have committed a crime of violence or a nonforcible sex offense, once a final determination of responsibility has been made, the University may release the final results of the disciplinary proceeding (limited to the student respondent's name, violation committed, and any sanction imposed) as follows:

- a. To the public, if the student respondent is found responsible.
- b. To a victim of the crime of violence or nonforcible sex offense, the final results with respect to the alleged crime or offense, regardless of the determination of responsibility.

For the purpose of this policy, a "crime of violence" includes the following offenses or attempts to commit the following offenses: arson, burglary, robbery, criminal homicide, assault, destruction/damage/vandalism of property, and kidnapping/abduction. A "nonforcible sex offense" means statutory rape or incest.

2. If a student under the age of 21 is found responsible for violating any Federal, State, or local law, or any VCU rule or policy, governing the use or possession of alcohol or a controlled substance, VCU will notify their parent, guardian or individual acting as a parent in the absence of a parent or guardian of such violation, if the student is under the age of 21 at the time of the notification. Students eligible for amnesty under this policy will not be found responsible and will not be subject to parental notification under this provision.

3. If a conduct record is a joint record of one or more students in addition to the respondent, then each student may inspect the portions of the records that directly relate to them. In this case, the university will redact from any record provided to a student information that identifies any other student, to the extent possible.

While the university carefully protects the privacy of individual students as described above, SO conduct records that do not contain information concerning identifiable students, are generally subject to mandatory

disclosure under Virginia's Freedom of Information Act (FOIA). To inform the University community, VCU may report SO conduct on its website.

## **IX. Interpretation and revision**

Any question of interpretation or application of this policy shall be referred to the director of Student Conduct and Academic Integrity or designee for final determination. This policy shall be reviewed regularly under the direction of the director of SCAI.

## **Forms**\_\_\_\_\_

[Incident Reporting Form](#)

## **Related Documents**\_\_\_\_\_

1. [VCU Policy: Hazing Prevention and Discipline](#)
2. [VCU Policy: Title IX Sexual Harassment Policy - Interim](#)
3. [VCU Policy: Interim Sex-Based Misconduct Policy](#)
4. [VCU Policy: Honor System and Standards of Academic Conduct](#)
5. [VCU Policy: Alcohol and Other Drugs](#)
6. [VCU Policy: University Computer and Network Resources Use Policy](#)
7. [VCU Policy: Procedures for Degree Revocation](#)
8. [VCU Policy: Reservation and Use of Space](#)
9. [Graduate Bulletin](#)
10. [Undergraduate Bulletin](#)
11. [Residential Life and Housing Contract](#)
12. [Handbook for Student Organizations at VCU](#)
13. [VCU Student Athlete Handbook](#)
14. [VCU Interim Suspension Procedure](#)
15. [VCU Records and Registration: Student Privacy](#)
16. [State of Virginia Code § 23.1-822](#)
17. [FERPA regulations \(34 CFR Part 99\)](#)

## **Revision History**\_\_\_\_\_

This policy supersedes the following archived policies:

- May 10, 2013 [New Policy] - Student Code of Conduct
- April 3, 2015 - Student Code of Conduct (Minor SCHEV requirement revision added)
- January 26, 2017 - Student Code of Conduct (minor revision to reflect current policy names and updated hyperlinks)
- June 25, 2018 - Student Code of Conduct (minor revision to repair typographical errors and update Related Documents section)
- August 2022 – Student Code of Conduct – Interim (incorporating provisions applicable to student organizations as respondents)



## **FAQ**

---

### **Q: If I did not commit the violation of which I am being accused, why do I need to respond?**

**A:** All allegations of misconduct will be investigated. The investigation process affords the respondent the right to respond to and refute the allegation, and your response can help the investigator determine whether you are responsible for the alleged violation. If it is determined that a respondent is not responsible for the alleged misconduct, the matter will then be closed with no disciplinary action taken against the respondent.

### **Q: Why is there a hold on my registration or degree?**

**A:** Your registration may be blocked for failure to schedule or attend a meeting regarding an alleged violation or failure to comply with a sanction. In such circumstances, the hold is removed once you schedule and attend your conduct meeting, or upon completion of the sanction.

Additionally, students classified as seniors or nearing the end of their graduate/professional program shall have a degree hold imposed pending the adjudication of the alleged misconduct, including all appeal options.

### **Q: What if I am off campus at the time of the alleged violation?**

**A:** The director of SCAI has the discretion to determine whether off-campus conduct by a student or SO is subject to this policy. Some factors may include whether the conduct is connected with a university activity or members of the university community.

### **Q: Can my case go through the courts and the university conduct process?**

**A:** Yes. They are entirely independent and separate processes. University disciplinary proceedings may be instituted against a student charged with conduct that may violate criminal or civil law and this policy (that is, when both possible violations result from the same factual situation). Proceedings under this policy may be initiated and carried out prior to, simultaneously with, or following civil or criminal proceedings. Findings made or sanctions imposed under this policy shall not be subject to change because of the criminal or civil outcomes. The concept of 'double jeopardy' applied in criminal settings is not applicable to a university proceeding.

### **Q: What is FERPA?**

**A:** The Family Education Rights and Privacy Act of 1974 (FERPA) is a federal law that protects the privacy of student records. It generally affords students the right to authorize the university's disclosure of their education records. This includes disciplinary records. Additional resources can be found here: <https://rar.vcu.edu/records/family-educational-rights-and-privacy-act/>

### **Q: Will my parents or guardians be notified of a violation?**

**A:** Notification depends on your age and the specific violation. When a student under the age of 21 is found responsible for violating alcohol, drugs, and/or controlled substance laws or policies, the student's parents or guardians may be notified. The notification will include information concerning the violation, the university sanctions, and the university's expectations for future behavior. For more information about amnesty, see section VIII.2 above.

NOTE: Residential Life and Housing or the Dean of Students may disclose a student's education records to parents, guardians, or others as necessary in connection with a health or safety emergency.

**Q: Will my records be released for a background check?**

**A:** A student may need to provide a disciplinary history to a third party for a study abroad program, graduate school, employment, etc. With a signed release by the student, the university may release to the external agency disciplinary records as requested by the student and generally related to suspension or expulsion.

**Q: What individual conduct records are maintained and for how long?**

**A:** All student conduct records for individual respondents are maintained in an electronic database for a minimum of seven (7) years, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. If an individual receives additional sanctions during the seven-year period, records of all violations will be retained until there is a period of seven years following the most recent incident. If an individual is suspended or expelled, complete records of the proceedings and all pertinent documents, including records of previous lesser sanctions, shall be maintained permanently.

**Q: What sanctions are recorded on a student's transcript?**

**A:** Suspensions and expulsions are noted on an individual student respondent's transcript.

**Q: If a respondent is found responsible for arson, assault, battery, or endangering health and safety, and an identified party is the victim of such behavior, will the identified party be notified of the outcome of the respondent's student conduct process?**

**A:** Yes. The university will consider the interest of an individual victim of arson, assault, battery, or other "crimes of violence" under FERPA and may notify them of the outcome of the respondent's student conduct process.

**Q: What happens when there is a Revocation of Admission or Degree?**

**A:** Revocation of Admission is the administrative action by the Office of Admissions of rescinding an offer of university admission that had been awarded under circumstances of fraud, misrepresentation, or other violation of university standards in the student's matriculation to the university.

Revocation of Degree is the administrative action of rescinding a degree that had been awarded. For more detail, refer to the [Procedures for Degree Revocation](#) policy.



**Amendment to the 2022-2028 Six-Year Capital Plan**  
Arts and Innovation Academic Building, 501 West Broad Street

**Background**

VCU seeks approval to amend the university's 2022-2028 Six-Year Capital Plan to reflect the revised amount of funding for the Arts and Innovation Academic Building (AIAB). The VCU Board of Visitors approved this project in May 2019 as part of the Six-Year Capital Plan at an estimated cost of \$181M. The 2022 General Assembly later approved \$163M in state funding for the project, with the understanding that the balance of \$18M would be funded by the university. Since then, the state and VCU have worked collaboratively to address cost increases due to inflation, construction expenses, anticipated supply chain disruptions, cost premiums for high rise construction and schedule impacts. This collaborative analysis between VCU and the Virginia Department of General Services, which included value engineering efforts, arrived at a revised cost of \$253M.

**Considerations**

The proposed 212,652 square foot AIAB will be located on the southeast corner of Broad and Belvidere Streets, consolidating our nationally prominent arts and innovation programs into a single location. It will be home to new hybrid classroom-laboratories, interdisciplinary performance and makerspaces, and creative incubators for rapidly growing partnerships across arts, business, medicine and engineering.

Along with the Institute for Contemporary Art at the southwest corner of Broad and Belvedere, the AIAB will anchor the east side of the VCU Monroe Park Campus and act as a "front door" highlighting the university's status as a premier arts institution and providing a link to the downtown Richmond Arts District.

**Costs and funding**

\$232.4M will be funded by the state with the balance of \$20.6M funded by the university.

**Recommendation**

Authorize an amendment of the university's 2022-2028 Six-Year Capital Plan to reflect the revised \$253M funding for the AIAB.

## **Design Review and Approval of Project Plans**

### **Arts and Innovation Academic Building**

#### **Background**

The proposed 212,652 square foot Arts and Innovation Academic Building (AIAB) will be located on the southeast corner of Broad and Belvidere Streets, consolidating nationally prominent arts and innovation programs into a single location.

The VCU Board of Visitors approved this project in May 2019 as part of the Six-Year Capital Plan. VCU now seeks the board's review and approval of project plans, which is required by the VCU Management Agreement.

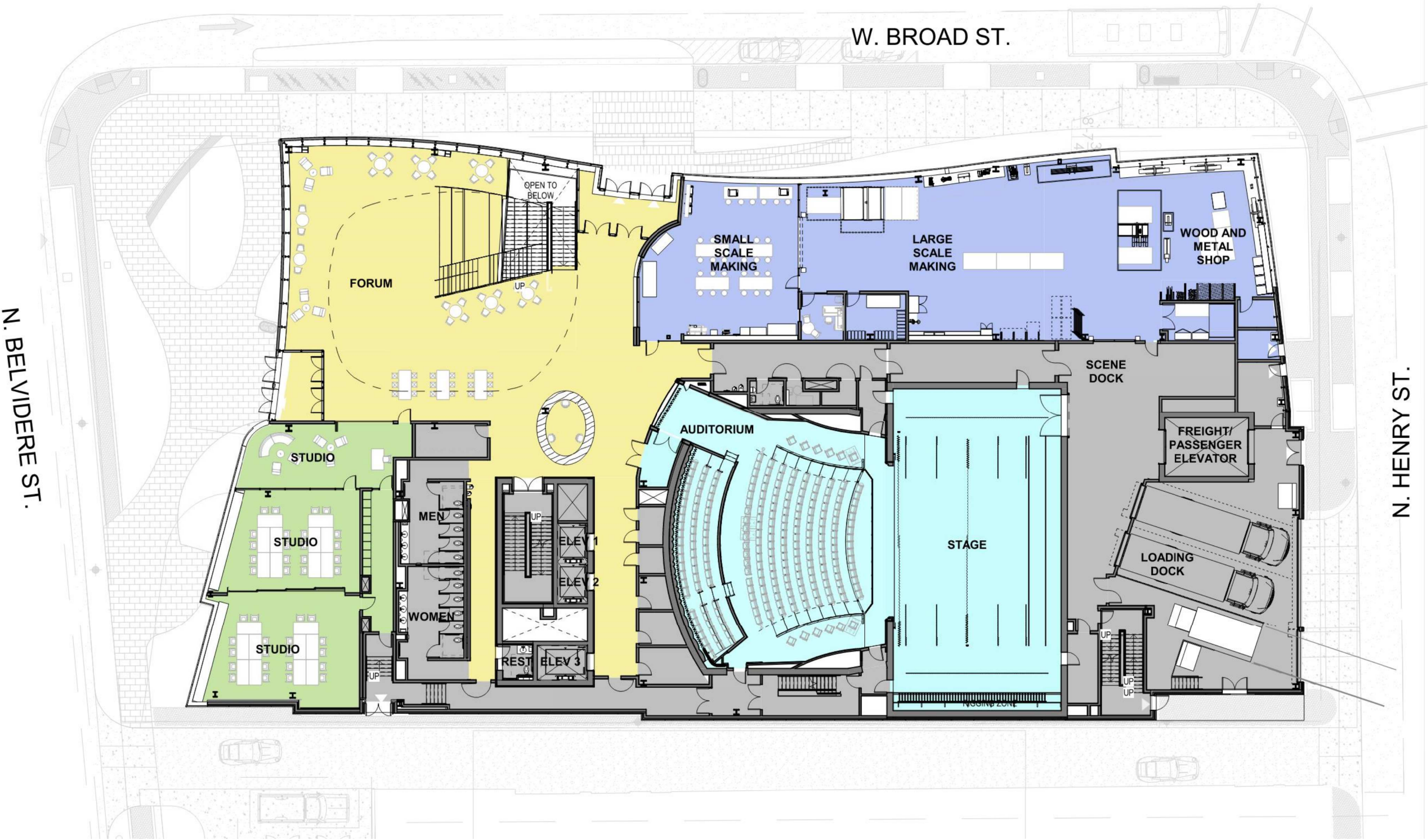
The project plans depict the design of the project by illustrating the functional layout and adjacencies of the building. The project plans were developed collaboratively with the design architect, William Rawn Associates, as well as the VCU School of the Arts, VCU daVinci Center for Innovation, VCU School of the Arts Center for the Creative Economy, and VCU Facilities Management.

#### **Recommendation**

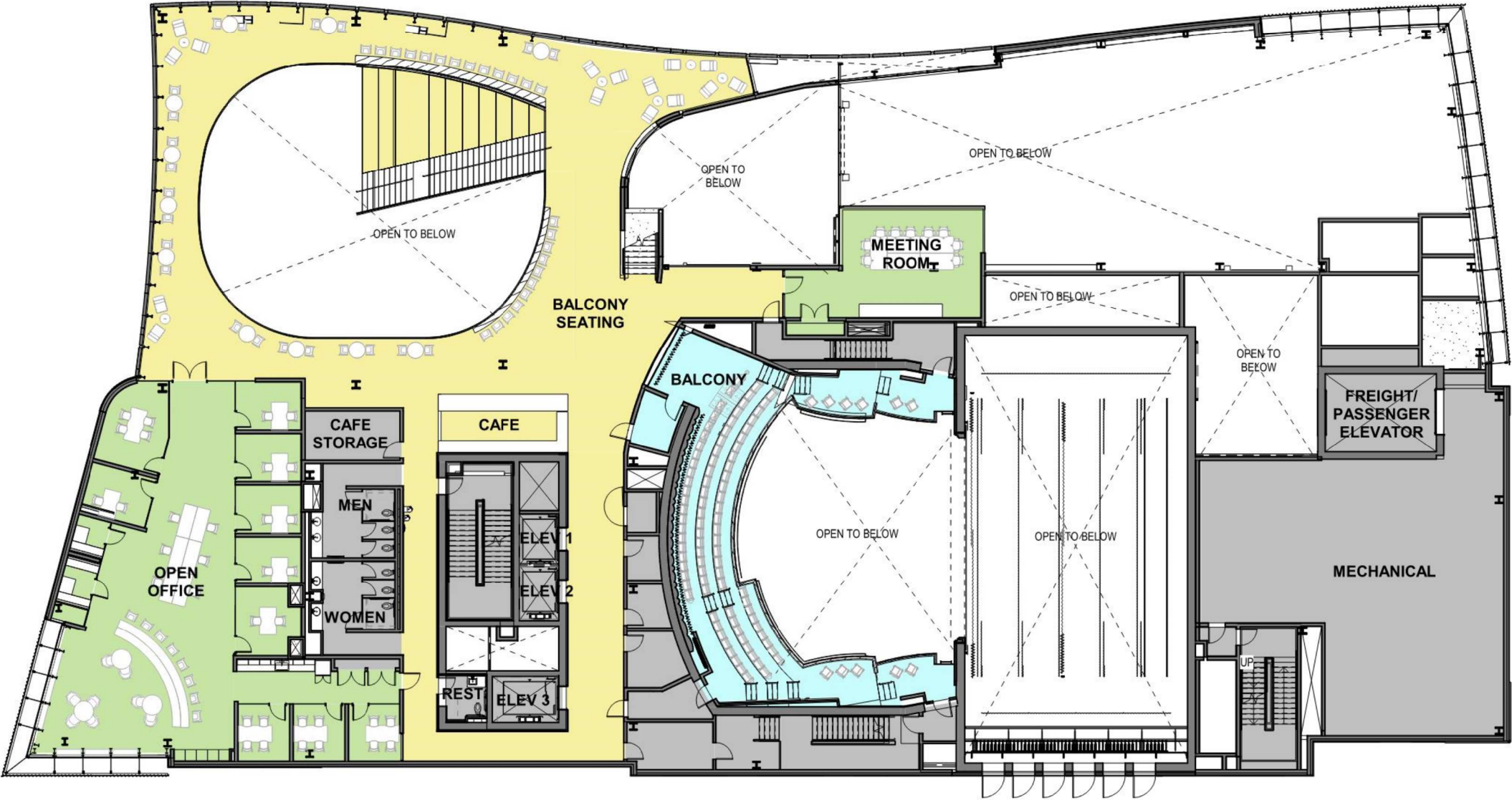
Approve the project plans for the AIAB.



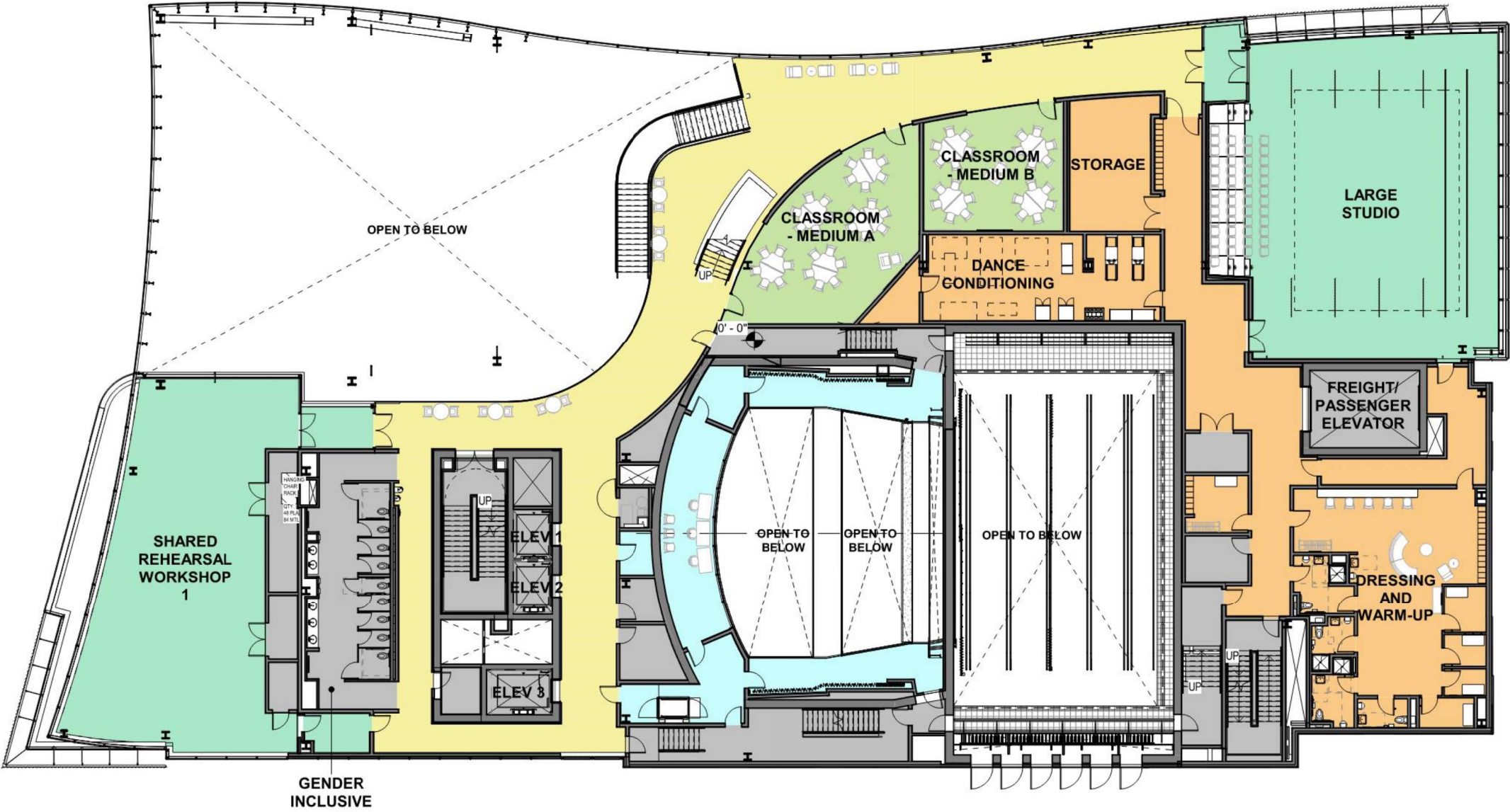


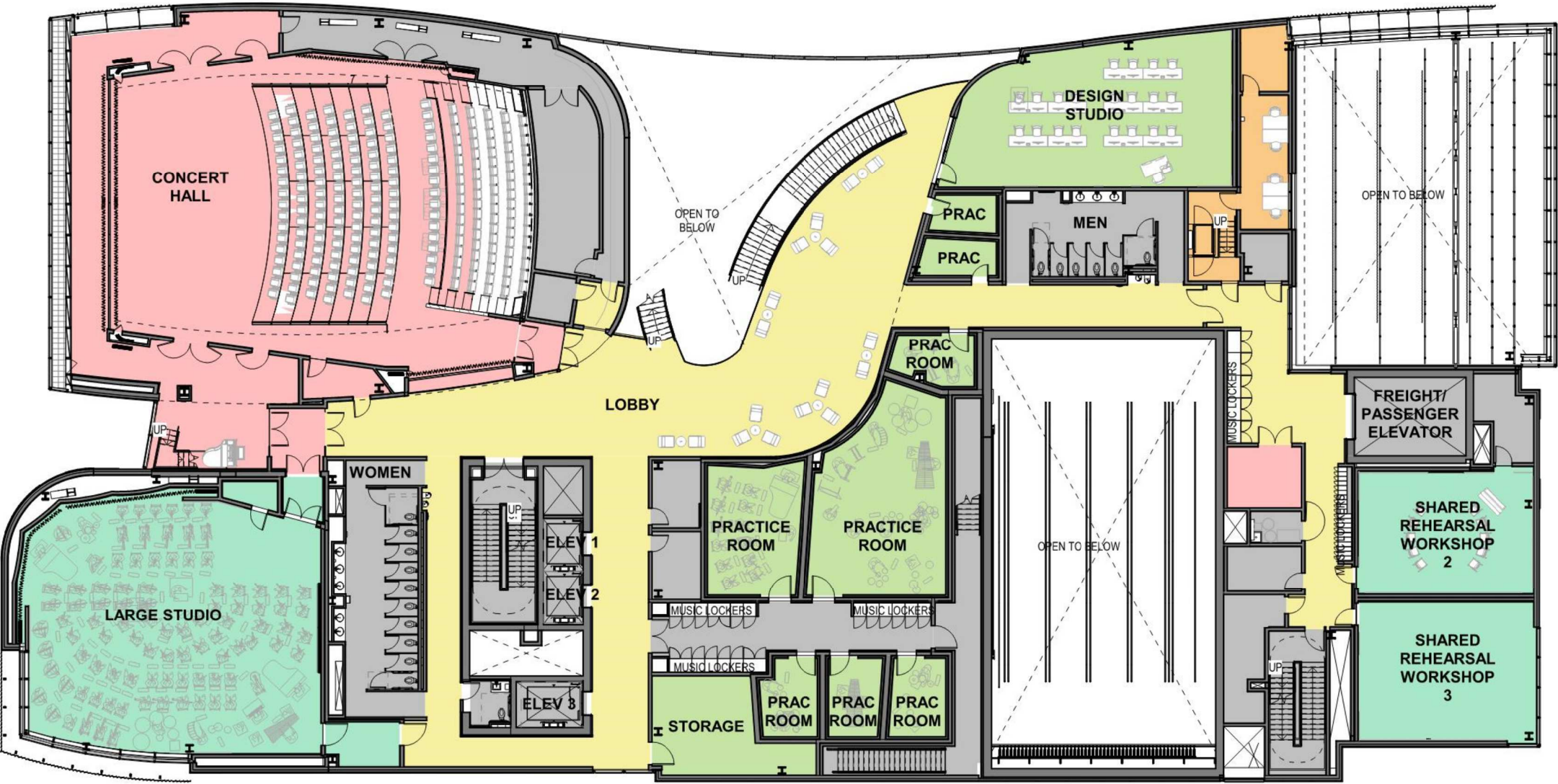




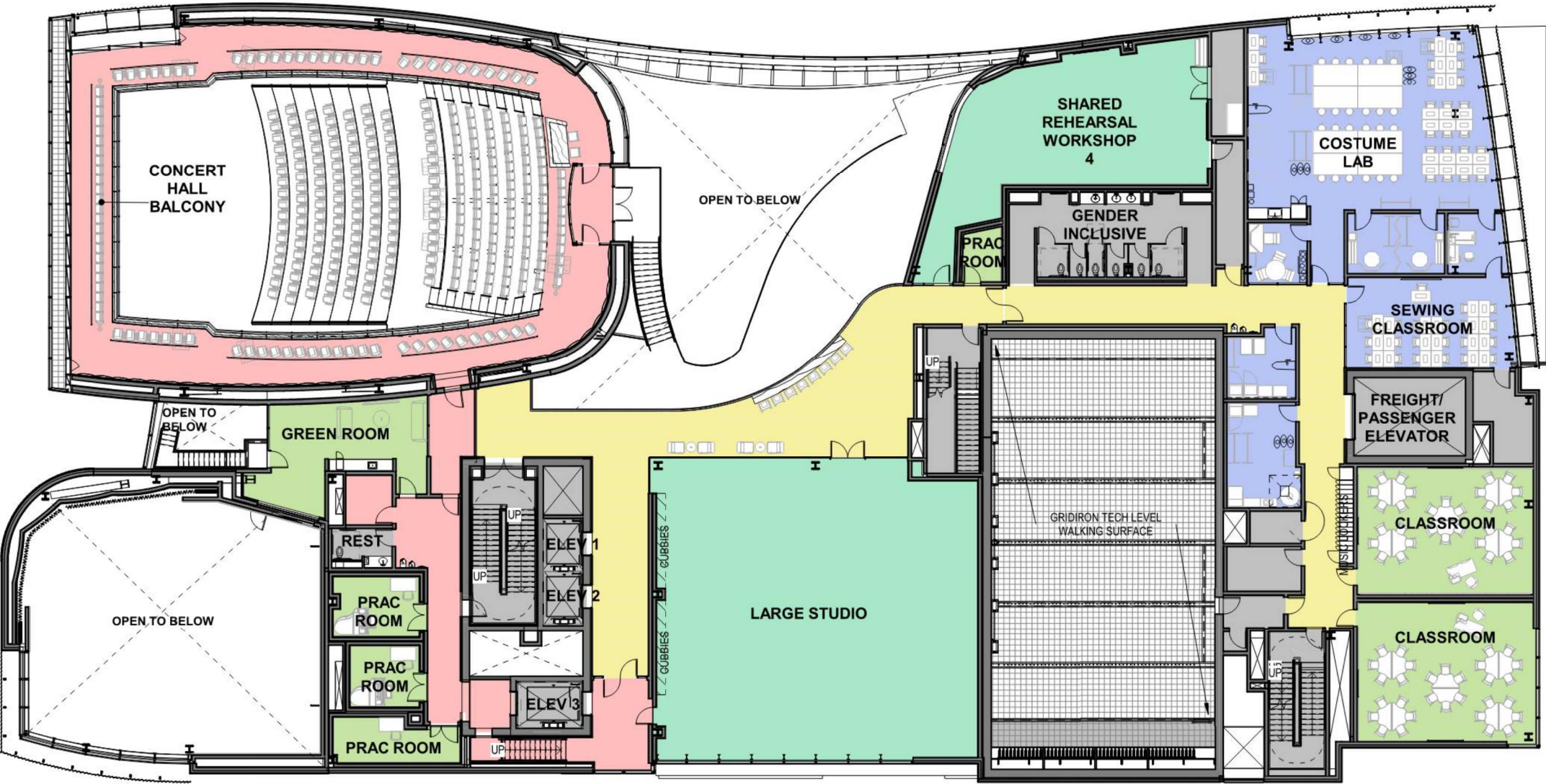


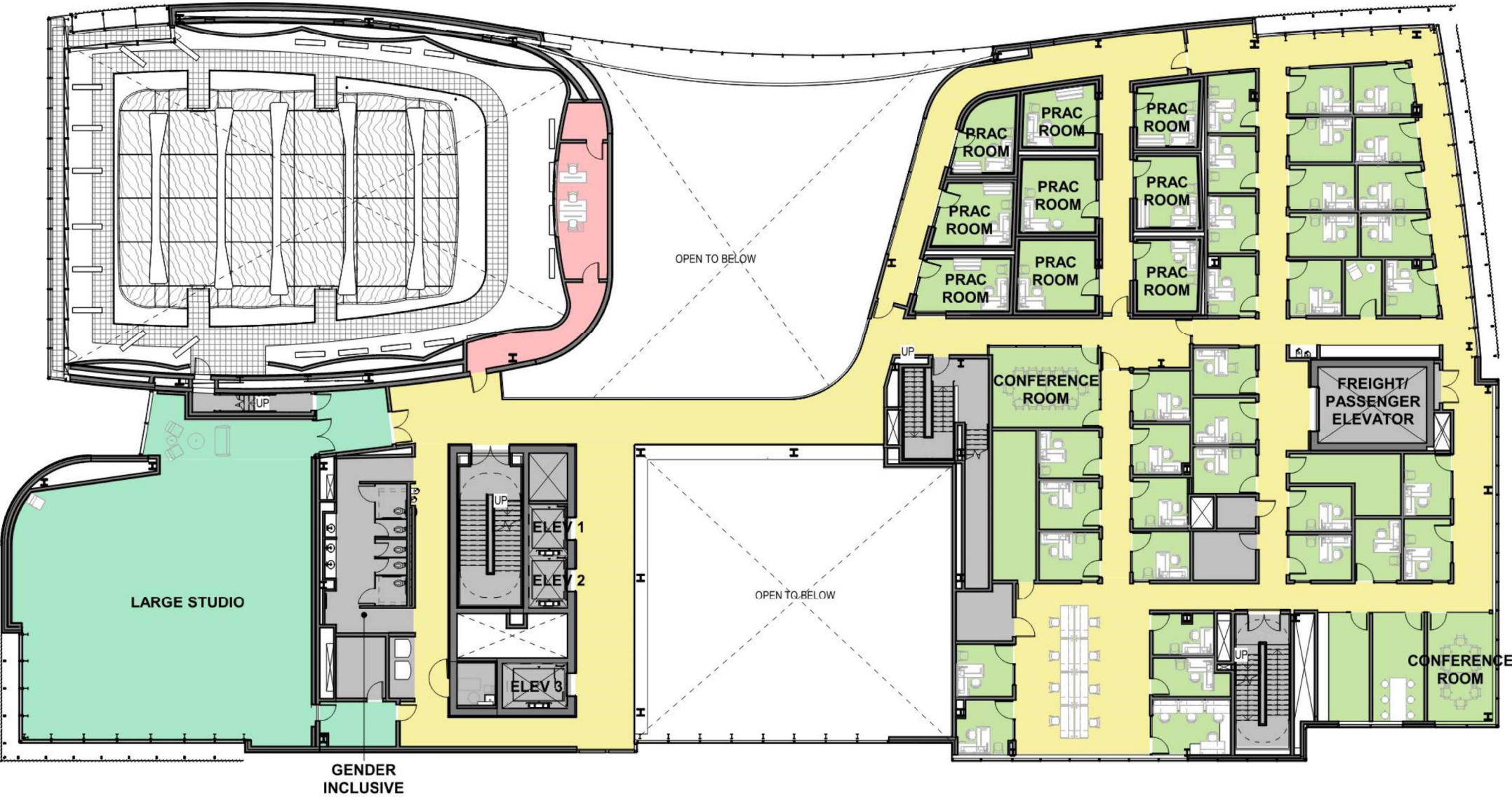




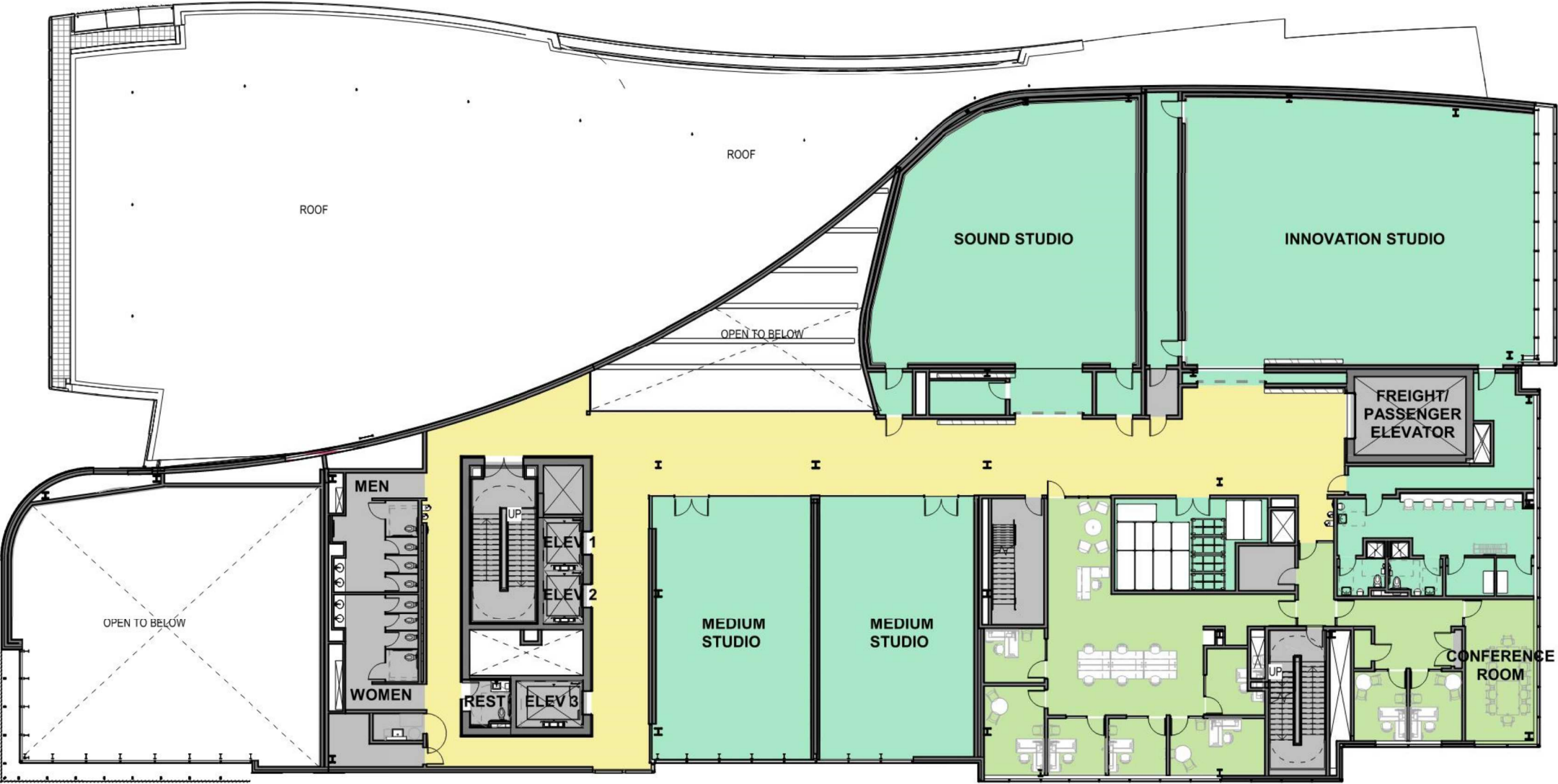


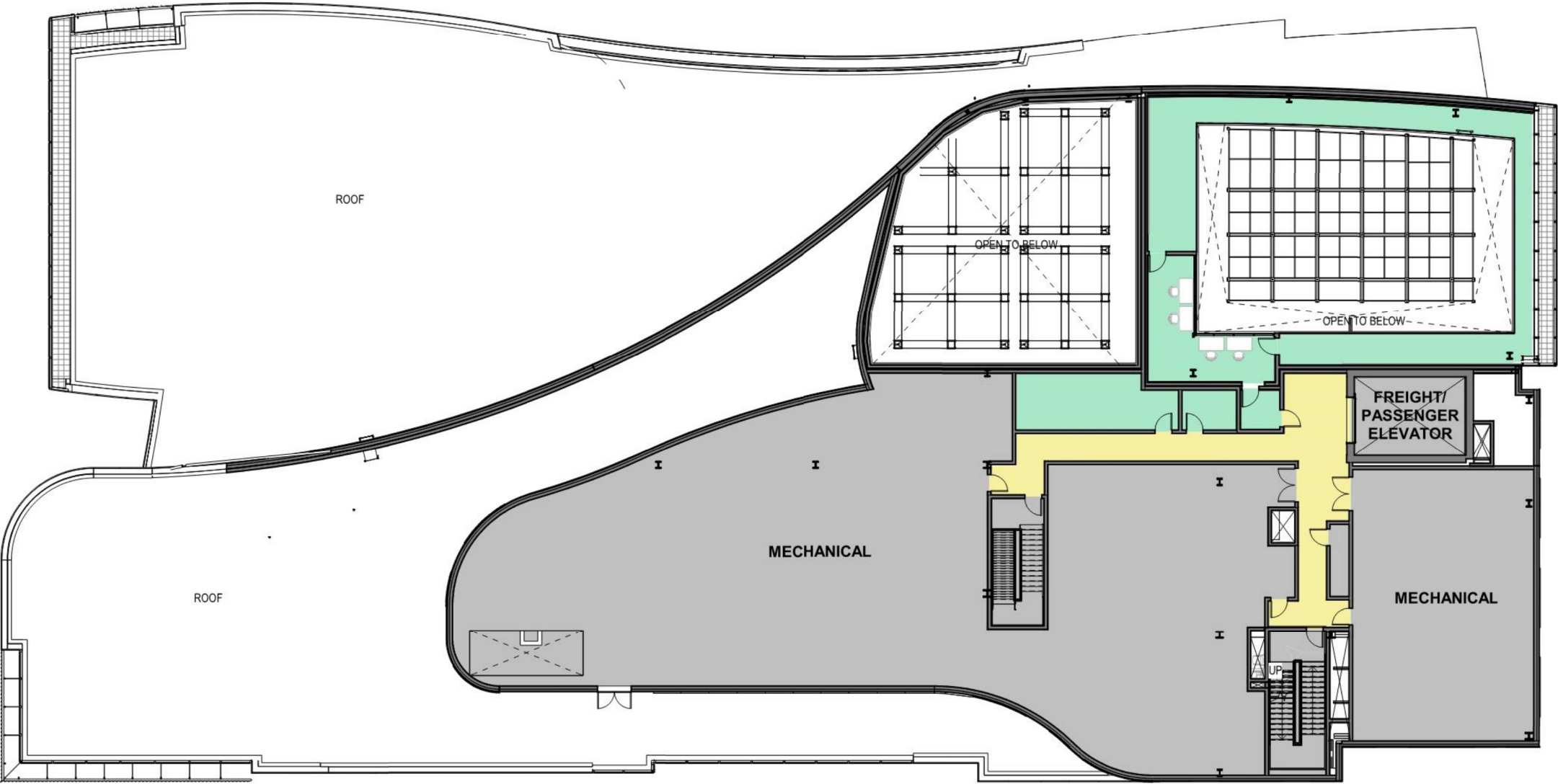




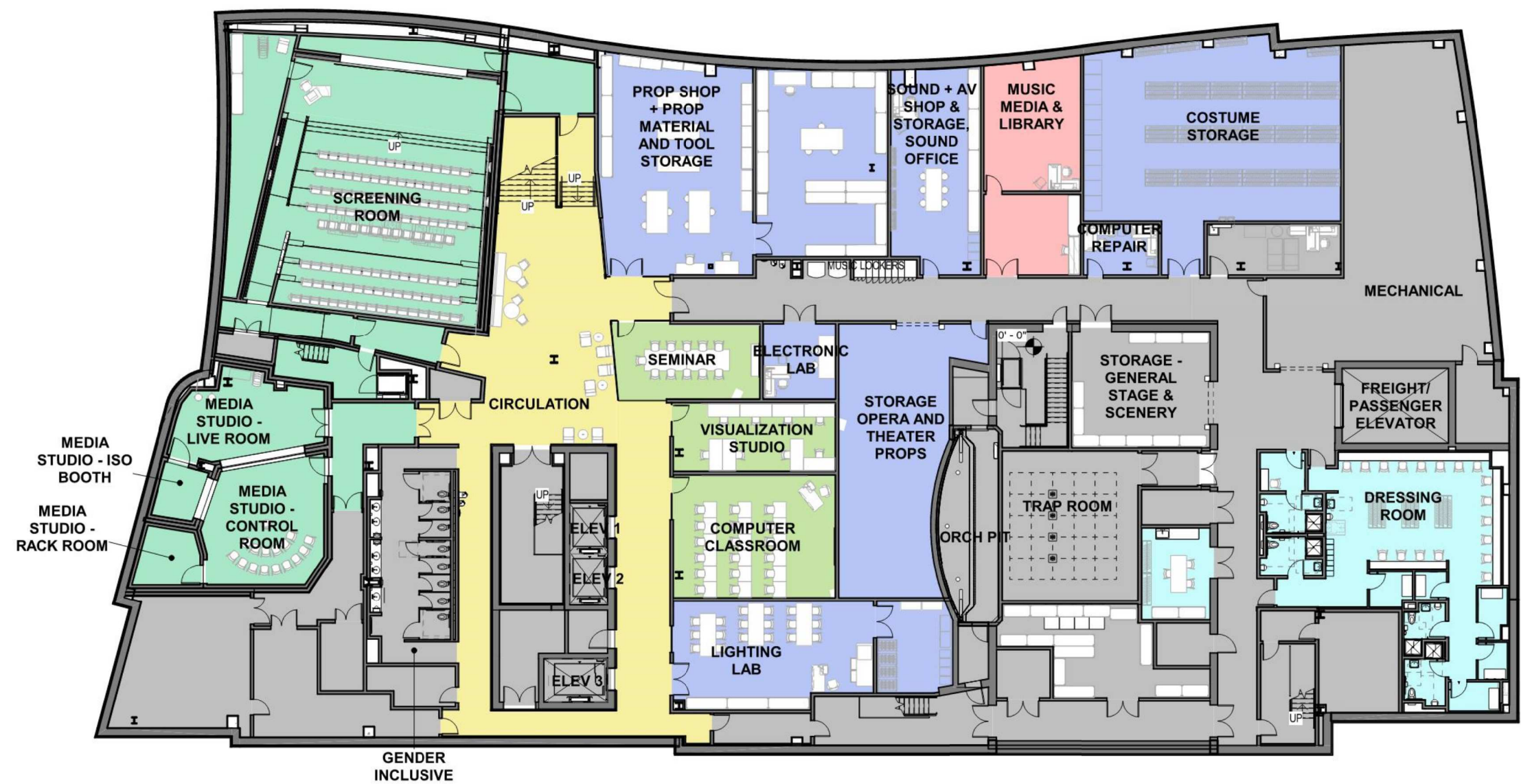








LEVEL BASEMENT



## **Resolution to Approve the 2024-2030 Six-Year Capital Plan**

### **Background**

The university's proposed Six-Year Capital Plan is a prioritization of key projects outlined in the ONE VCU Master Plan. As part of the Commonwealth's biennial budget process, the university prepares a six-year projection of capital outlay needs. The governor evaluates the university's projected capital outlay needs and incorporates recommendations into the state Executive Budget for consideration by the General Assembly. The current 2022-2028 Six-Year Capital Plan was approved by the Board of Visitors in May 2021.

The proposed 2024-2030 Six-Year Capital Plan includes prioritized capital projects the university anticipates initiating over the next six years. The projects are categorized as those requiring state financial support ("State Projects") and those which can be accomplished with other funding sources ("University Projects"), the latter of which includes public-private partnerships ("P3s"). The timeline in the Six-Year Capital Plan is optimistic and projects are often carried forward to future bienniums.

The Board of Visitors approves the 2024-2030 Six-Year Capital Plan, to include:

- The State Project funding request to the governor; and
- University Projects (including P3s) which are not submitted to the governor

### **Recommendation**

Approve the resolution for the 2024-2030 Six-Year Capital Plan.



**Virginia Commonwealth University Board of Visitors**  
**RESOLUTION**  
***Approval of the Six-Year Capital Outlay Plan for 2024-2030***  
**May 12, 2023**

**BE IT RESOLVED**, the Virginia Commonwealth University Board of Visitors approves the Virginia Commonwealth University Six-Year Capital Outlay Plan for 2024-2030, as presented in Appendix A.

# 2024-2026 Biennium

Costs are estimated and will be revised through the design process

Project	State general fund	Cash/private	Debt	P3	Total
State projects					
VCU Dentistry Center	\$415,276,126				\$415,276,126
Research Building	TBD	TBD	TBD	TBD	\$400,000,000
Interdisciplinary Classroom & Laboratory Building (Hyflex/Innovation)	\$201,205,837				\$201,205,837
University projects					
Student Housing Renovation - Johnson Hall		\$5,000,000	\$65,000,000		\$70,000,000
Athletic Village - Tennis Center		\$30,000,000	\$15,000,000		\$45,000,000
Athletic Village - Outdoor Track Facilities & Practice Fields (Replaces Sports Backers Stadium)		\$38,000,000			\$38,000,000
Front Doors & Streetscapes Phase III		\$2,505,815			\$2,505,815
Public/private partnership projects					
Student Housing - Honors Undergraduate				125,000,000	125,000,000

# 2026-2028 Biennium

Costs are estimated and will be revised through the design process

Project	State general fund	Cash/private	Debt	P3	Total
State projects					
Arts & Innovation Academic Building Equipment	\$20,342,639				\$20,342,639
Oliver Hall Renovation	\$100,311,410				\$100,311,410
School of Pharmacy	\$264,059,606				\$264,059,606
University projects					
Athletic Village - Soccer Stadium		TBD	TBD		TBD
Front Doors & Streetscapes Phase IV		\$4,000,000			\$4,000,000
Student Commons/Wellness Facility/Iconic Green		TBD	TBD		\$181,293,186
Public/private partnership projects					
Student Housing - Academic Medical Center Campus				TBD	TBD

# 2028-2030 Biennium

Costs are estimated and will be revised through the design process

Project	State general fund	Cash/private	Debt	P3	Total
State projects					
Interdisciplinary Health Sciences Academic Building, including Library & Innovation Center	\$325,000,000				\$325,000,000
University projects					
Athletic Village Indoor Field House		TBD	TBD		TBD
Front Doors & Streetscapes Phase V		\$3,000,000	TBD		\$3,000,000

## **Resolution to Authorize the Initiation of a Major Capital Project**

### **Athletics Village Phase I: Outdoor Track Facilities and Practice Fields**

#### **Background**

The Athletics Village was initially included in VCU's 2022-2028 Six-Year Capital Plan and was approved by the Board of Visitors in May 2021. This is a request for authorization to initiate this major capital project, as required by VCU's Management Agreement, for Phase I: Outdoor Track Facilities and Practice Fields, which is a replacement for the current Sports Backers Stadium.

#### **Considerations**

VCU Athletics currently falls below its peer average for sport and recreation space, with approximately a quarter of existing facilities in need of major renovation. An off-campus VCU Athletics Village will offer new sports fields and facilities, including a tennis center, soccer stadium, outdoor track stadium, practice fields, and a multi-purpose facility. The construction of these new facilities allows certain on-campus real estate currently used for athletic facilities to once again be used for academic and student needs. These new facilities will also reduce travel and increase practice times for teams, as well as offer new opportunities for community impact through youth programming.

#### **Size and scope**

The VCU Management Agreement states that the Board of Visitors shall authorize the initiation of each major capital project by approving its size, scope, budget and funding.

The development of the Athletics Village will take place in four phases:

- Phase 1: Outdoor Track Facilities and Practice Fields
- Phase 2: Tennis Center
- Phase 3: Soccer Stadium
- Phase 4: Indoor Field House

This approval is to initiate Phase I. The new outdoor track facilities and practice fields will consist of a 400 meter outdoor track with a natural turf infield to accommodate an NCAA soccer field. The outdoor track facilities, intended to replace those of the current Sports Backers Stadium, will contain seating for 2,000 spectators as well as locker rooms, concessions and storage. There will be two lighted practice fields, one of artificial turf and one of natural grass.

The size and scope will be refined through the planning phase and the board will be updated throughout the process.

**Cost and funding**

The estimated cost of Phase I: Outdoor Track Facilities and Practice Fields is \$38M and will be funded by the sale of the Sports Backers Stadium property and private funds.

**Recommendation**

Approve the resolution to initiate a major capital project for the Athletics Village Phase I: Outdoor Track Facilities and Practice Fields.

**RESOLUTION OF THE BOARD OF VISITORS  
VIRGINIA COMMONWEALTH UNIVERSITY**

**AUTHORIZATION TO INITIATE A MAJOR CAPITAL PROJECT FOR A  
ATHLETICS VILLAGE PHASE I: OUTDOOR TRACK FACILITIES AND PRACTICE  
FIELDS**

**WHEREAS**, Chapter 6.1, Title 23 of the Code of Virginia of 1950, as amended (the "Virginia Code") establishes a public corporation under the name and style of Virginia Commonwealth University (the "University") which is governed by a Board of Visitors (the "Board") vested with the supervision, management and control of the University; and

**WHEREAS**, Title 23 of the Virginia Code classifies the University as an educational institution of the Commonwealth of Virginia; and

**WHEREAS**, by Chapter 10, Title 23.1 of the Virginia Code, the University entered into that certain "Management Agreement By and Between the Commonwealth of Virginia and The Rector and Visitors of Virginia Commonwealth University" (the "Management Agreement") which was enacted as Chapter 594 of the Acts of Assembly of 2008 which, as amended, classifies the University as a public institution of higher education and empowers the University with the authority to undertake and implement capital projects, which include the acquisition of any interest in land, improvements on acquired land, capital leases, new construction, and building improvements and renovations; and

**WHEREAS**, the Management Agreement requires the Board of Visitors to authorize the initiation of each Major Capital Project (as defined in the Management Agreement) by approving its size, scope, budget, and funding; and

**WHEREAS**, the Board has been presented with plans for a Major Capital Project titled/consisting of Phase I: Outdoor Track Facilities and Practice Fields (the "Project"); and

**WHEREAS**, the cost of the Project is expected to be approximately \$38M (the "Project Cost"); and

**WHEREAS**, the Board has determined it is desirable to authorize the initiation of the Project.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board hereby authorizes and approves the Project, including the size, scope, budget and funding of the Project, as described in the materials presented to the Board; and

**RESOLVED FURTHER**, that, upon approval, this action shall take effect immediately.

# **ATTACHMENT D**

## **OPEN SESSION COMMITTEE REPORTS**



### **Audit, Integrity and Compliance Committee**

The Audit, Integrity and Compliance Committee met on May 11, 2023 and received a presentation from Mike Reinholtz, Audit Director with the Auditor of Public Accounts, who discussed the planning, timing, and scope for VCU's fiscal year 2023 financial statement audit. Mr. Reinholtz also discussed auditor and management responsibilities and audit report communications.

Next, the Committee reviewed the status of dashboard measures and all indicators remained consistent with prior reporting. The Executive Director briefed the committee on the results of three internal audit reports, none of which had Board level findings. Dr. D'Arcy Mays provided an update on VCU's Data Governance program. Finally, Tom Briggs updated the committee on VCU's Enterprise Risk Management Program.

#### **Action Items:**

The committee approved the March 23, 2023 committee meeting minutes. The committee reviewed and approved to recommend to the board the following action items:

- Audit, Integrity and Compliance Committee Charter
- Audit, Integrity and Compliance Committee Meeting Planner
- Internal audit's fiscal year 2024 work plan
- Fiscal year 2024 planned ethics and compliance initiatives.

All materials can be found in BoardEffect and posted online under agendas.

## **Intercollegiate Athletics Committee Report**

The Intercollegiate Athletics Committee met on May 11, 2023 and heard from Ed McLaughlin, Vice President and Director of Athletics. He recognized the VCU Men's Tennis team, Men's Golf team, and Track and Field for their successful seasons. He shared updated academic successes.

Mr. McLaughlin also shared an update on the Athletics Village and the master planning process and shared a rendering.

Mr. McLaughlin addressed the NCAA changes, specifically the transfer portal. Currently there are 1,708 in the portal for Men's Basketball and 2,101 for Women's Basketball. 30 student athletes have departed with eligibility remaining and 106 (freshmen and transfers) have committed for next academic year.

Mr. McLaughlin provided updated numbers on name, image and likeness numbers. There have been a total of 115

He provided an update on the DEI Strategic Op Plan.

Lastly, he provided some future challenges including the impact of inflation on the Athletic Village, cost of NCAA deregulation and financial challenges, and conference realignment and media rights.

### **Action Items:**

The committee approved the March 23, 2023 committee meeting minutes.

All materials can be found in BoardEffect and posted online under agendas.

## **Academic and Health Affairs Committee Report**

The committee met on May 11, 2023. The committee heard three reports.

Provost Fotis Sotiropoulos introduced a panel of faculty who have received National Science Foundation (NSF) awards. The faculty discussed their career paths and their perspectives of VCU's path forward and engaged the board members in discussion.

Dr. Marlon Levy, Interim Senior Vice President for Health Sciences and CEO of the VCU Health System, provided updates on issues pertaining to the health sciences schools and campus.

Dr. Srirama Rao, Vice President for Research and Innovation, provided an annual overview on VCU's Technology and Commercialization Program. The report included data for the last 12 months as well as an overview of standing compared to our peers in VA and nationally. Plans for future growth were also discussed.

### **Action Items:**

The committee approved the March 23, 2023 committee meeting minutes. The committee reviewed and approved to recommend to the board the following action items:

- Establish a “partially-exempt” off-campus instructional site at 5285 Shawnee Road, Alexandria, VA - Department of Nurse Anesthesia, College of Health Professions
- Close a “partially-exempt” off-campus instructional site at 6295 Edsall Road, Alexandria, VA - Department of Nurse Anesthesia, College of Health Professions

All materials can be found in BoardEffect and posted online under agendas.

## **Governance and Compensation Committee**

The committee met on May 12, 2023. The committee reviewed action items as listed below and then went immediately into closed session.

### **Action Items:**

The committee approved the March 2, 2023 committee meeting minutes. The committee reviewed and approved to recommend to the board the Student Code of Conduct.

All materials can be found in BoardEffect and posted online under agendas.

## **Administration Committee Report**

The committee met on May 12, 2023 and Dr. Weiss, Vice President for Administration, shared a buildings and grounds update which included an overview of VCU's grounds, safety and beautification efforts and VCU Health System partnership projects. Dr. Weiss also provided an update on the development of the ONE VCU Sustainability Plan.

Mr. Alex Henson, Chief Information Officer, provided a brief organizational overview of Technology Services, including relevant metrics and current initiatives.

The committee also received two information items, a Capital Projects Update and the Administration Dashboard.

### **Action Items:**

The committee approved the March 24, 2023 committee meeting minutes. The committee reviewed and approved to recommend to the board the following action items:

- Amendment to 2022-2028 Six-Year Capital Plan, Arts and Innovation Academic Building
- Design Review and Approval of Project Plans, Arts and Innovation Academic Building
- Resolution to Approve the 2024-2030 Six-Year Capital Plan
- Resolution to Initiate a Major Capital Project, Athletics Village Phase I - Outdoor Track Facilities and Practice Fields

All materials can be found in BoardEffect and posted online under agendas.

## **Finance and University Resources Committee**

The committee met on May 12, 2023 and heard from Ms. Karol Kain Gray, Mr. Matt Conrad, Ms. Karah Gunther, and Mr. Jay Davenport. The Vice Presidents shared updates from their respective areas which included:

- a continued discussion from the March meeting about military waivers, which was led by the Senior Vice President and CFO Karol Gray;
- a government relations update from the Vice President for Government and External Relations Matt Conrad and the Vice President for External Affairs and Health Policy for VCU and VCU Health Karah Gunther on the Fed Reception, a discussion of the state budget, and opportunities related to the turnover in the Virginia General Assembly; and
- an update from the Vice President for Development and Alumni Relations Jay Davenport on campaign progress and reported VCU's development team has raised \$218.5M from July 1, 2022 to April 18, 2023. That is a 3.8% increase compared to the same time last year.

Miscellaneous Reports were noted as pre-reads for the board's awareness that did not require action - overviews of the quarterly Sources and Uses Funding/Revenue and Expense Summary, the Treasurer's Report, a dashboard update, and a VCU Health System and Financial Operations update.

### **Action Items:**

The committee approved the March 24, 2023 committee meeting minutes.

All materials can be found in BoardEffect and posted online under agendas.