The Cavalier Daily

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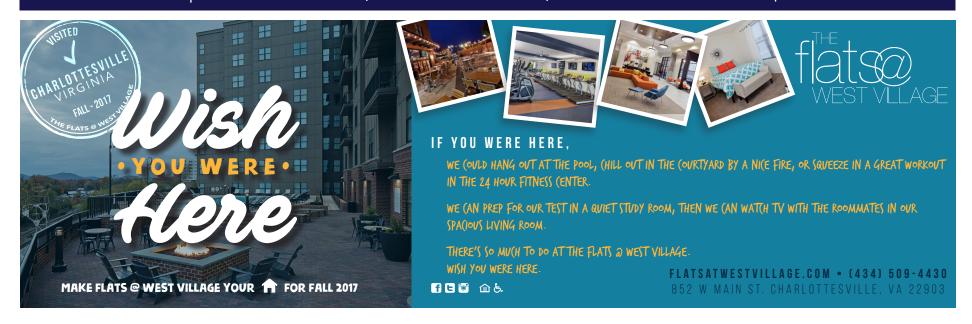
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U.Va. uses 'heads-up' list for donor referrals

Applicants met with officials, may have received 'courtesy waitlist' decisions based on donor connections

ALEXIS GRAVELY AND ANNA HIGGINS | SENIOR ASSOCIATE

According to documents obtained by The Cavalier Daily, the University has used a "heads-up list" for applicants connected to major donors in recent years, although the University's financial aid website states "we accept students solely on their academic merit."

The documents reveal changes in application status and that some applicants met with University officials, likely due to connections with donation amounts.

The Cavalier Daily obtained the documents through author Jeff Thomas, who used the Freedom of Information Act to look into "development" or "VIP" applications tracked by the Office of the Vice President for Advancement. Thomas had requested the documents for research for his book, "Virginia Politics & Government in a New Century: The Price of Power."

According to Thomas' allegations, the University secretly accepted "bribes" for admission.

"Any applicant has the potential to be screened through this process, but only about 0.2 percent had daddies wealthy enough to be included in these lists, to the detriment of all other applicants - especially those qualified students whose spots they ended up taking," Thomas said in an email to The Cavalier Daily on Sunday.

According to University spokesperson Anthony de Bruyn, the advancement office receives "periodic" updates on certain applicants' admission statuses throughout the admissions process, but the admissions and advancement offices do not have access to each other's records.

'The Advancement Office does not determine whether an applicant is admitted," de Bruyn said in a statement. "Admission decisions are determined solely by the professional staff within the Admission Office. This practice allows development officers to serve as a buffer with those alumni, donors and friends who have provided prospective student endorsements during the admission cycle."

However, documents show

there were efforts to improve an applicant's status based on the amount of money donated to the University. In one instance, an applicant who was originally denied, had a handwritten note of "\$500K" next to their name. This applicant's status was either suggested to be moved to or was moved to the waitlist.

Another applicant, who was

dents an admissions advantage," Thomas said.

The notes of one applicant who was waitlisted show the connected donor was "livid" and "holding future giving in the balance," and the situation was "best to resolve quickly, if possible." The documents, however, do not show if the applicant was eventually offered admission.

other universities.

"One of the primary duties of development officers at the University is to foster and maintain relationships with alumni and donors," de Bruyn said. "As part of this relationship building, development officers catalog these

In addition, the documents show that some of the applicants

tant supporter of the University" and was hosted by former Athletic Capital Campaign Executive Director Wayne Smith during a visit to Grounds. It is unclear whether the student was admitted to the University, but the student was noted as a "Priority A"

According to the documents, some applicants met with Senior Assistant to the University President Sean Jenkins. One applicant for the class of 2015, who was an out-of-state non-legacy student, was noted as having met with Jenkins. The advancement office noted it "could push [the applicant's status] if priority." However, an applicant in the same pool, who was also an out-of-state non-legacy student, but did not meet with Jenkins, had a note that read, "would have to know if U.Va. [was their first] choice" and a subsequent note confirming the University was the applicant's first choice.

Another applicant for the class of 2015 was originally denied, but had a note that said, "SJ pushing for WL." This applicant's status was then either suggested to be moved or was moved from denied to the waitlist.

The advancement office also referenced the practice of suggesting "courtesy" waitlist decisions for referred applicants. One out-of-state non-legacy applicant in particular was noted as a "real reach" for admission and was either suggested to be granted or was granted a "courtesy [waitlist]" decision. A different applicant was noted as "[denied] very low, could try for courtesy [waitlist] if important."

The documents also reference two separate applicants who had ties to Board of Visitors members at other universities. One applicant had a handwritten note which said "W&M [William & Mary] BOV" while another said "dad on [Board] at Ole Miss." Both applicants were accepted to the University.

The names of University donors were redacted throughout the documents.



Documents obtained by The Cavalier Daily show suggestions for changes in admission statuses of applicants referred by major donors.

noted with a donation amount of "\$140K," also had a note stating Jeff Boyd, the director of the University Parents Fund, "says at least [waitlist]." It was unclear if the applicant's status was updated to accepted or waitlisted.

"[The handwritten notes] show that taxpayer and tuition money has paid for a secret financial intelligence apparatus in which familial wealth or influence gives unqualified stu-

Documents also show employees of the advancement office were assigned to specific applicants with alumni parents, often marked with a level of priority of A, B or C.

According to de Bruyn, the practice of donors contacting the advancement office to recommend students and the office's subsequent updates on an applicant's status is prevalent in many tracked by the advancement offices had meetings with University officials. University President Teresa Sullivan was shown to have met with one applicant who was "recommended by [an] important U.Va. supporter." The applicant, who applied early action, was waitlisted according to the documents.

A separate applicant, who also met with Sullivan, was noted as being affiliated with "an impor-

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for more unadulterated realness

Rep. Tom Garrett hosts town hall meeting on Grounds

Congressman says he opposes refugee ban, believes Russia attempted to influence presidential election

ALEXIS GRAVELY | SENIOR ASSOCIATE

with good intentions," Garrett said.

"I'd love to have a larger venue, and

I wanted the people I love to be able

to attend this town hall without

However, some of the protesters

fearing for their safety."

Rep. Tom Garrett (R-Va.) held his first town hall meeting since taking office in January for his Fifth Congressional District constituents March 31 at Garrett Hall.

The seating for the town hall was a source of controversy leading up to the event, as seating was limited to 230 attendees — 50 Batten students and 180 attendees selected through a lottery system. The system drew criticism from University Democrats and some other constituents.

The 230-person cap was an expansion upon an original 135-person limit for the town hall.

Moderator and Batten School Dean Allan Stam addressed the lack of space in his first question to Garrett. Garrett said the smaller location was chosen in order to ensure the safety of the people who wanted to attend.

"Unfortunately, as we've seen on the news the last few months, there is the potential for circumstances to go beyond our control of people

who managed to receive tickets disrupted the meeting from the inside. As Garrett began to speak, a group of people stood with a banner that read "No Dialogue With White Supremacy" and chanted, "Hey, hey, ho, ho, white supremacy has got to go." The group was escorted out of the room by police, and Garrett said he agreed with their statements.

Attendees were asked to submit paper questions to Garrett as they arrived, and Stam read the questions aloud to Garrett and the audience. After Garrett's initial answer, the individual who posed the question was given the opportunity to ask a follow-up question.

Health care was the first topic addressed. Although Garrett voted against the American Health Care Act, he said believes there are problems with the Affordable Care Act.

"The problem is there is a massive disconnect between coverage and care," Garrett said. "If you don't need mental health treatment but you're paying for mental health treatment, then your deductible is going to be more."

Garrett was also asked to respond to allegations of Russian influence in the presidential election. He said he "absolutely, positively" believes there was "an effort by the Russians to influence the elections."

"If someone can show me evidence that a single vote was changed, then I think that's tantamount to an act of war, but I haven't seen it," Garrett said. "The reality is there's no evidence that a single vote was changed."

Garrett said if any officials are found to have worked with the Russians, he would support their removal.

"If it is determined that officials within the current administration colluded with the Russians to obtain their office, yes, I would support their removal," Garrett said.

He also alleged the U.S. has attempted to influence foreign elections, linking the Obama administration and Israeli elections specifically.

In response to a question on Trump's travel ban of refugees and immigrants from six predominantly-Muslim countries, Garrett said he does not agree with temporarily banning all refugees.

"Let me be explicitly clear — I just want to make sure the people who are coming in are coming in for the right reasons," Garrett said. "Heightened vetting — not a refugee ban because that's stupid and un-American — is what we need

Locally, Garrett was questioned about his views on the Atlantic Coast Pipeline, which is planned to be built through part of the Fifth

"I support pipelines and infrastructure, but I don't necessarily support this pipeline," Garrett said. "I believe we need infrastructure to include pipelines."

At the end of the event, Garrett thanked all of the attendees for engaging in discussion with him and voicing their opinions.

"Whether you think I'm the best congressman or the worst congressman ever, thank you for being here," Garrett said. "We really want to have an honest discourse."

Garrett will be hosting a second town hall on May 9 in Moneta, Va.



NICK ZUGRIS | THE CAVALIER DAILY

Garrett answered questions submitted by audience members on health care, President Trump's travel ban and the Atlantic Coast Pipeline.

University Democrats protest Rep. Garrett town hall

Democracy Fair, rally in response to limited capacity of meeting in Garrett Hall

KARA KREILING | STAFF WRITER

The University Democrats held a democracy fair entitled "Tom, Let's Talk" March 31 during Rep. Tom Garrett's (R-Va.) town hall meeting on the South Lawn.

The University Democrats worked to secure a larger space for Garrett to hold the town hall meeting, but he did not respond to the offer, according to Virginia Chambers, University Democrats communications coordinator and a first-year College student.

"We were really just appalled that Representative Garrett would be only addressing so few of his constituents," Chambers said. "We believe that town halls are at the core of representational democracy, and we were really concerned that only 230 people in Charlottesville, which is an incredibly active district, would be able to get inside."

"Tom, Let's Talk" started with a democracy fair on the South Lawn, which featured booths for different interest groups. The University Democrats invited anyone who wanted to come to the Democracy Fair to reserve a table.

"We really wanted to encourage as much collaboration and talking between constituents and representatives as possible," Chambers said.

Charlotte Gibson from the Charlottesville chapter of the National Organization for Women said she attended to represent women's rights and protest Garrett's administration.

This is a fake town hall — very carefully controlled," Gibson said. I was there the day that he actually had appointments with people at his office and blew them off ... It's very clear that he really is trying to avoid meeting with the people."

Others came out to show support for Garrett. According to Milan Bharadwaj, director of communications and recruitment for the College Republicans and a first-year College student, the College Republicans aimed to represent the voices of those who voted for Garrett despite a liberal campus environment.

Tom Garrett won this district in a landslide margin, 58-42," Bharadwaj said. "Because of the fact that

college campuses in general tend to be very democratic, we as the College Republicans were afraid that people would get the impression that Tom Garrett's supporters aren't in the majority, as we are, so we wanted to make sure that the conservative Republican presence on campus is well-represented."

After the Democracy Fair, the University Democrats moved to the Amphitheater across from Garrett Hall to hold a rally featuring speakers.

"We have the rally as well to show that we're not complacent nor are we happy with his decision to not speak with his constituents in an open, transparent public forum," Chambers

One of the speakers, Adam Slate from the Thomas Jefferson Memorial Church, spoke about the need for productive discourse and encouraged attendees to "listen to each other more" and "embrace the diversity of people around us."

"We are going to have to find common ground," Slate said. "Remember that connecting with people's anger is easy."

During the democracy fair and rally, both opponents and supporters of Garrett and President Trump gathered on the steps outside of Garrett Hall. The protesters chanted "white supremacy's got to go" and "immigrants are welcome here" while Garrett supporters donned Trump hats and waved Garrett signs and Trump

The University Democrats ended the event by chanting the message they started with outside of Garrett Hall — "Tom, Let's Talk."



Both opponents and supporters of Garrett and President Trump gathered outside of Garrett Hall.

Student Council revamps Service Scholar Program

Program seeks to recognize students dedicated to service

RILEY WALSH | SENIOR WRITER

Student Council launched the reformed Service Scholar Program at an event in Newcomb Hall's South Meeting Room Thursday evening. The event included a design-thinking workshop and presentation, followed by an informal question and answer session with members of the Community Service Committee.

The Service Scholar Program was founded by former Student Council President and fourth-year Batten student Emily Lodge during her second year at the University. The program started as a prototype for the students in the Class of 2017. However, after its success, it was expanded to encompass the entire student body.

According to its website, the purpose of the program is to recognize University students "who have dedicated their college experience to the service of others." Students have the opportunity to log the number of hours of community service in which they've participated and reach different

levels of achievement.

"This year we've worked to essentially revitalize the program, taking it from the conceptualization Emily had and the kind of prototype she designed to a new redesigned program," said Marlina Mejia, a second-year College student and leader of the Service Scholar Team. "We're trying to rebrand it and push it back out into the student body."

Part of this rebranding comes in the form of a new website, which was designed by fourth-year College student Alan Wei. Wei is the co-founder of the company, Totem, which has partnered with the Service Scholar Team and seeks to give students better access to volunteer opportunities in the Charlottesville community.

"[Last year] we had a website, but it broke within the first week," Lodge said. "We weren't expecting so many people to use it ... so this past year the Community Service Committee has done a phenomenal job taking the program and really coming up with new ways to make it more efficient and more streamlined."

The new website has been the most significant change to the program. However, the Community Service Committee has also made some minor regulatory changes as well. These involve several membership pathways, with varying degrees of distinction and recognition.

Students can be recognized on an annual basis by accumulating 25 or more community service hours, or they can be recognized at graduation by completing an average of 75 hours of service per year during their time at the University. Yearly recognition is categorized into bronze, silver and gold distinctions, which require students to fulfill at least 25, 50 or 75 hours of service, respectively.

However, there are a few exceptions to the rules. Transfer students will not be required to have a 75 hour average of service

over their four years of study to receive graduation recognition, and will only need to meet that average for the time they are at the University. In addition, current students who want to receive graduation recognition are exempt from recording hours for the 2016-17 school year.

"So we will take certain hours, which are qualified hours and those are essentially hours that you do in perhaps a CIO dedicated to service on grounds," Mejia said. "But there are several limiting factors."

Currently, service hours that are performed outside of Charlottesville cannot count toward a student's yearly or graduation recognition. Court-ordered community service and service required for a class, internship or job will not be accepted as well.

The previous version of the program required students to submit service hours for review within two weeks of completion, but the committee has decided to rescind this rule in favor of no time constraint.

"The number of hours that go through, it blows my mind every time I look at it," Wei said. "I'm really happy to see [the website] finally turn into something where we can finally showcase the fact that part of being at U.Va. means being conscious about what you're giving your time to."

To encourage people to submit more hours and add a component of friendly competition, the website has a leaderboard which will display the individuals with the most service hours. There are also leaderboards for fraternities, sororities, CIOs and other University organizations.

"I hope the Service Scholar Program is long-lasting, and will continue to recognize members of this community for their selfless dedication to the betterment of the lives of others," Lodge said. "I am excited to see [the Community Service Committee's] year's worth of hard work pay off."

Sullivan ranks among top four earning state employees

U.Va. president's salary increases about \$25,000 since last year

HUMNA SHARIF | STAFF WRITER

Among the 10 highest earners for state employees are the presidents of five higher education institutions in Virginia, including University President Teresa Sullivan, according to documents obtained by The Cavalier Daily and the annual salary database published by the Richmond Times-Dispatch.

A typical university president's pay consists of base salaries established by the Commonwealth and non-state salaries established by university resources such as grants and endowments. Base salaries of college presidents are funded by state appropriations set by the General Assembly and supported by resources of the individual university.

However, many presidents also receive special rates, bonuses and additional compensation to cap off higher salaries than reported. Bonuses and many other benefits awarded to university presidents also come out of a university's resources.

According to documents obtained by The Cavalier Daily

through the Freedom of Information Act, University President Teresa Sullivan's salary as of March 2017 is \$559,830.90, an increase of about \$25,000 from her 2015-16 salary of \$534,700.

Her total annual pay for the 2015-16 fiscal year was quoted to be \$733,800 by the Richmond Times-Dispatch, meaning \$199,100 of last year's salary came from additional and deferred compensation.

Although Sullivan does not receive performance bonuses, they can be sizeable for other university presidents.

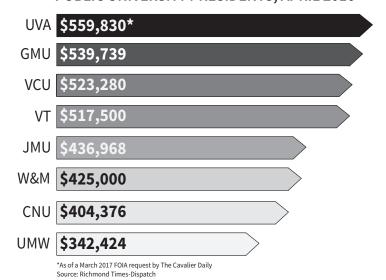
Virginia Commonwealth University President Michael P. Rao took the top spot on the list of top 10 state salaries with a total pay in the amount of \$900,940 in fiscal year 2015-2016. According to the Richmond Times-Dispatch, Rao's base salary and non-state salary was \$523,281, meaning he earned \$377,659 in additional compensation.

Christopher Newport University President Paul Trible, Sullivan, Virginia Tech President Timothy Sands and George Mason University President Ángel Cabrera took the third, fourth, fifth and sixth spots on the list of top-paid Virginia state employees, respectively.

These are not the only higher education institutions whose presidents' salaries rank amongst the highest in Virginia. Presidents of Old Dominion University, the College of William and Mary and James Madison University are within the top 25 highest salaries for Virginia state employees.

Several University professors and football head coach Bronco Mendenhall are also amid the ranks of top earners in Virginia. Mendenhall's salary as noted by documents obtained by The Cavalier Daily is \$3,366,538.45. Mendenhall's base pay is \$500,000, but the other \$2.86 million comes from his contract with the University. According to Gregory Weatherford, associate for communications & outreach at State Council for Higher Education Virginia, the salaries for university presidents highly depend on

COMPARISON OF SALARIES OF VIRGINIA PUBLIC UNIVERSITY PRESIDENTS, APRIL 2016



AMBER LIU | THE CAVALIER DAILY

the institution and its revenue. "The proportion of pay com-

ing from various sources [for college presidents] will depend on the contracts as negotiated," Weatherford said in an email to The Cavalier Daily. "The state

does not set these salaries; nor does SCHEV in particular. It is worth noting that most presidents are paid from tuition and other income raised by the universities – not from tax dollars."

SALAR

ATHLETICS: AVG: \$89,580 HIGHEST: \$3,366,538

PRESIDENT'S OFFICE AVG: \$114,270 HIGHEST: \$559,830

PROVOST AVG: \$61,037 HIGHEST: \$419,100

LIBRARY AVG: \$63,340

U.VA. COMMUNICATIONS AVG: \$80,445 HIGHEST: \$295,000

HIGHEST: \$325,000

STUDENT AFFAIRS AVG: \$68,140 HIGHEST: \$270,300

HIGHEST OVERALL

SALARIES

Bronco Mendenhall \$3,366,538.45

Richard Shannon \$742,600.00

David Wilkes \$600,000.00

Jayakrishna Ambati \$590,400.00

Irving Kron \$561,100.00

AMBER LIU AND XARA DAVIES | THE CAVALIER DAILY

Teresa Sullivan \$559,830.90

Robert Anae \$550,000.00

Scott Beardsley \$540,800.00

Larry Fitzgerald \$525,000.00

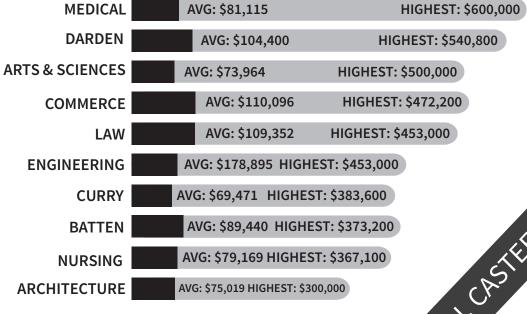
Patrick Hogan \$501,600.00

AVERAGE AND HIGHEST SALARIES

BY NON-ACADEMIC **DEPARTMENT**

AVERAGE AND HIGHEST SALARIES





SALARIES FOR

NOTABLE FACULTY



Women's Center recognizes Carolyn Miles

Save the Children CEO honored for global leadership

JACOB WILKINS | SENIOR WRITER

Carolyn Miles, a Darden School graduate and the president and CEO of Save the Children, was recently named a Distinguished Alumna by the Maxine Platzer Lynn Women's Center. Her honor was announced after receiving the endorsement of Darden Dean Scott Beardslev.

"Miles' contributions to the world ... reflect the spirit of excellence and the ethic of service for which a University of Virginia education stands," Beardsley said in his letter supporting Miles' nomination.

The Maxine Platzer Lynn Women's Center established the Distinguished Alumna award in 1991 in an effort to celebrate trailblazing alumna of the University.

Past recipients of the award include the late Elizabeth Garrett, the first female president of Cornell University and the 2016 Distinguished Alumna, and renowned journalist Katie Couric.

During the selection process, the Women's Center asks each school's dean at the University to nominate an alumna deserving of the honor. Each nominee is supposed to epitomize the work

that graduates of each school are doing across the globe.

"From the deans' nominations, our selection committee chooses the alumna who has best demonstrated excellence, leadership, and an extraordinary commitment to her field, and who has used her talents as a positive force for change," Leigh Ann Carver, director of communications and advancement at the Women's Center, said in an email statement.

The Women's Center cited Miles' work with Save the Children, a nonprofit organization which has served 185 million children in 120 countries, as an example of Miles' global leadership in advocating for the education of young girls and aiding in global development.

"Our award selection committee agreed that she is truly a model of savvy, courageous and inspiring leadership," Carver

Miles said Save the Children has three major goals — to end the preventable deaths of children around the world, to provide children with an education and to protect children from

"We believe that every child no matter who they are and where they live should have those basics of health, education and protection from harm," Miles said in an interview with The Cavalier Daily.

Miles graduated Darden in 1988 and described her time at the school as a "turning point."

It was a great opportunity for me to get some fundamental business skills, but it also actually set me on a path to get international experience and that's actually where I took a turn towards the nonprofit side," Miles

Following her time at Darden, Miles work for American Express in New York and then continued her work with the company in Hong Kong. After moving to Asia, Miles took notice of the situations poor people outside of the U.S. were facing and she was moved to enter the nonprofit sector.

"Children born into poverty just don't have the opportunities that they need and I was seeing that when I lived in Asia," Miles

Miles said she is honored to be listed among so many other great alumnae.

"I think it's a fantastic honor as there are so many fantastic al-



COURTESY UNIVERSITY OF VIRGINIA

Miles graduated from the Darden School in 1988 and described her time at the school

ums of the University of Virginia, so I feel like to be singled out is an incredible honor," Miles

Miles will receive her award

at a private ceremony on April



Local carpenter crafts Lawn room furniture

Gary Lettan drawn to Charlottesville by history, work influenced by Thomas Jefferson

ELIZABETH CORNICK | FEATURE WRITER

If you are curious about who is responsible for gathering the supplies and building the Lawn rooms' furniture, look no further than custom carpenter Gary Lettan.

After moving to Charlottesville in 2000, Lettan said his passion for American history attracted him to Thomas Jefferson's home and the University. He started his business mostly with fireplace built-ins - furniture such as cabinets that surrounds fireplaces — for doctors, professors and other members of the University community.

In 2006, Lettan received an email from a University student who lived on the Lawn that year asking if he could build a bed loft and cabinets specific to her room. In response, he built two cabinets and a bed riser to raise her bed high enough to fit a futon couch underneath it.

"As the years went by, [my business] grew," Lettan said. "Suddenly, seven years ago, it was starting to get quite busy. Students would arrive on the Lawn and see my work and look at their parents and say, 'Mom, dad — I want that because my friends have got it."

The Merriweather and Liberty bed lofts are two of the most popular custom Lawn room furniture options. Maximizing floor space, these bed lofts free up room that can be used as a study space or as a lounging area with small couches and comfortable chairs.

"They are very flexible pieces of furniture," Lettan said, "And everything is handmade including the ladders.'

Lettan said of all his commissioned Lawn room custom furniture, the Crispell Cabinet is his favorite. The cabinet which is located in the Room One West John K. Crispell Memorial Room — has three storage units on top and a bookshelf on the bottom built in memorium of the Crispell family.

"I built things with a certain integrity so that it would answer to the room ... And it wouldn't have to be disposable," Lettan said. "So students would purchase cabinets and lofts and then sell them to the next occupant so they would get recycled. Everything I build is designed to not put any holes in the wall and to fit the room, because every room is different."

John Connolly, a fourthyear College student and 43 West Lawn room occupant, sai d in an email statement that he bought his Lawn room custom

furniture from its previous occupant, who had both a bridge cabinet and loft commissioned. Connolly plans to continue the tradition and sell back the furniture to the future inhabitant of 43 West Lawn next year.

"It has fit wonderfully in the room, and I think adds significantly to the room's aesthetic," Connolly said. "Lots of visitors have noticed [the custom furni-

Jefferson and Monticello have influenced Lettan's custom furniture work on the Lawn one of the two-tier bridge cabinets is named "The Jefferson" in honor of the University's founder. Another is named "The Dinsmore" after James Dinsmore, one of the first contractors to the University and an inspiration for Lettan. Lettan said in addition to his Lawn room custom furniture, he enjoys reenactment and playing the role of Dinsmore.

"Out of a spirit of gratitude and what it means to me to work for Mr. Jefferson is to show up on the Lighting of the Lawn every year and visit all my customers ... And then spend the last two hours holding court in the back room of Larry Sabato's open house at Pavilion IV," Lettan said. "It's usually an exciting

"Lettan said he has enjoyed working closely with Jefferson's architecture by making specially-designed Lawn room furni-

"To work on the Lawn, to me, is like working for Mr. Jefferson," Lettan said. "I enjoy being creative and providing services to the students."

Teaching assistants receive credit, pay for work

Experience, pay, desire to aid others cited as motivations for graduate, undergraduates in TA positions

KATIE NICHOLSON | FEATURE WRITER

Hiring teaching assistants is a way for the University to save money, give academic opportunities to graduate and undergraduate students wishing to obtain teaching experience and provide students individualized help in their classes. For many graduate students, funding and financial aid is contingent on being a teaching assistant as they work towards their degree.

Stephanie Doktor, a lecturer in the Media Studies and Music Departments and a former teaching assistant, said teaching and research opportunities motivated her to apply to the University for graduate school.

"When I was applying to U.Va. and the [music] program, they pitched it as 'we have more teaching opportunities," Doktor said. "But, it was like 'we're going to pay you for teaching and not just pay you for your research.' It is clear that one way to disperse the labor and save cost is by having graduate students [help teach]."

Doktor graduated with her Ph.D. from the Music Department in the spring of last year. For the seven years she was writing and researching her dissertation, she was also a teaching assistant. During this time, Doktor estimates about half of the courses she taught were her own, with no professor leading them.

"Half of my work in the music department was actually teaching my own classes and, although I wasn't the instructor of record because of the way the university works," Doktor said. "It was my class and I was running it. I was in charge of everything from building the syllabus to giving final grades."

While graduate students are typically teaching assistants, undergraduates can earn course credits for becoming a teaching assistant. Nathalia Dunlap, a second-year in the College, is an undergraduate TA for Computer Science 1110. Dunlap earns one credit for this and works as a teaching assistant for three hours each week. For her, being a teaching assistant is about helping others.

"My TA helped me out a lot," Dunlap said. "I wanted to be able to do that for someone. Coming into computer science, a lot of people think that they're not capable of doing it — that it's beyond them and I was one of those people."

Being a teaching assistant is a time-consuming task. According to Ida Hoequist, a graduate student in the anthropology department, it takes about 20 hours a week.

"I figured out a system that works for me," Hoequist said. "If I stick to the system, 20 hours is

pretty responsible. If I try an experiment with new stuff, more than that can happen easily."

However, Hoequist said she believes that teaching assistants benefit a lot from teaching the course. On top of experience, they gain newfound knowledge of the mate-

"We learn a lot from teaching, so I think everyone should have the teaching experience but I don't know that it's fair to undergrads always cause some people are much better at it than others," Hoequist said.

In the anthropology department, Hoequist and her teaching assistant colleagues have their tuition waived for five years of graduate school and receive a stipend every semester based on how much they work. Hoequist she believed her pay was proportionally fair.

"In the scheme of how University pay works, sure [it's adequate compensation]," Hoequist said. "Does University pay actually compensate anyone adequately? I don't think so. I have a living wage and I think that's pretty great for an academic job. But, I also think academic jobs are worth a lot more than that."

After graduate school, teaching assistants often hope to work in academia. By design, the programs are set up to prepare students for professorship by giving them mentorship and teaching experience.

"I think it would be really delightful if grad school trained you to be flexible in your career and not just specialize. But the way that academia is set up, it would be death," Hoequist said. "Like if you graduated with your Ph.D. without having an idea and being tracked away from professorship, there's no support of being tracked into anything else. It would be awful and cruel."

However, the job market for Ph.D. recipients is oversaturated, with a 2014 study finding 40 percent of graduates of Ph.D. programs that year did not have a job Students sacrifice more than half a decade of earnings for more learning and often graduate with debt.

"I was on the job market last year and there were a couple of the jobs I applied to in which I ended up being one of the top three candidates and had an on-campus interview," Doktor said. "But I was competing against 300 other people for one job. It's abysmal and it's getting to the point where I know a lot of colleagues are starting to wonder why we're getting Ph.D. students anymore because it's starting to feel unethical."



ERIC DUONG AND XHOSA SCOTT | THE CAVALIER DAILY

In the anthropology department, Hoequist and her teaching assistant colleagues have their tuition waived for five years of graduate school and receive a stipend every semester based on how much they work.

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Public perception of the Virginia football program is poor at the moment, and for good reason. The Cavaliers finished only 2-10 (1-7 ACC) this past season, the latest in a long string of disappointing seasons. However, many seem to feel the program is capable of being competitive with the best programs in the ACC confer-

In sports — as in many industries - dollars speak, and we set out to determine if athletic director Craig Littlepage is paying football coach Bronco Mendenhall and his staff the going rate for a top tier program.

Information released to The Cavalier Daily by the University under the Freedom of Information Act containing faculty and administration salaries for the 2016-17 academic year shows that Mendenhall earned \$3,366,538. We combined this with information from prior request from The Cavalier Daily and published by other sources to try and determine how competitive Virginia football is from a financial perspective, and how this reflects on the field.

Contract & Assistants

Mendenhall's five-year contract outlines a salary competitive in both the ACC and across the country. Mendenhall's total compensation places him at No. 31 nationally in terms of what schools are paying their head coaches.

While this shows Mendenhall is paid to compete nationally, this by itself is no indication that Virginia football is being held to higher expectations than years past — where former coach Mike London held on for six seasons despite having only one bowl win and a 27-46 record. To see if Mendenhall may be held to a higher standard of competitiveness, it seems only fair to compare him to his predecessor.

There are several differences between Mendenhall's contract and the five-year deal London agreed to that show Virginia Athletics is committed to creating a competitive program. Mendenhall's base salary and supplemental pay — \$500,000 and \$2.75 million respectively — are 50 percent more than London's base salary and supplemental pay. In London's first year, his contract detailed a base pay of \$315,000 with supplemental pay starting at \$2.1 million. Mendenhall's supplemental pay increases by \$150,000 a year, which is more than what was alloted for London.

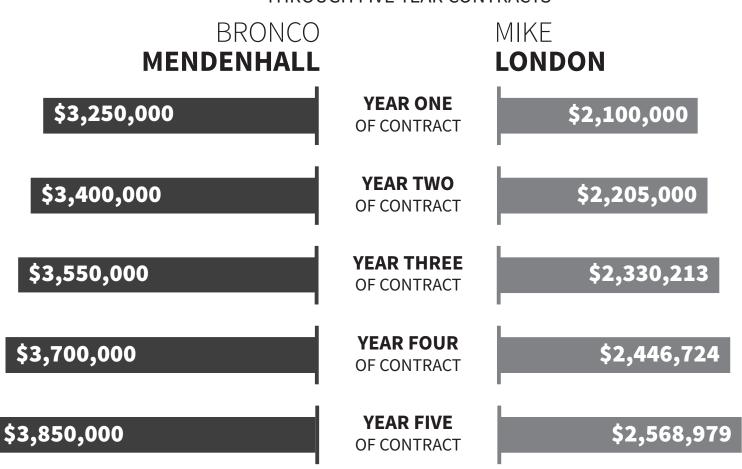
Mendenhall paid enough to compete

Taking a look at head football coach's contract

JAKE BLANK AND HANNAH HALL | SENIOR ASSOCIATES

MENDENHALL VS LONDON

COMPARISON OF SALARIES PAID THROUGH FIVE-YEAR CONTRACTS



*Data from Streaking The Lawn AMBER LIU | THE CAVALIER DAILY

The University also provided Mendenall with several bonuses that weren't found in London's contract. Mendenhall receives a \$20,000 bonus for every sold-out home game Virginia plays. He receives an additional bonus of \$50,000 for a team GPA of over

Mendenhall's edge over London continues with the rest of the staff as well. Mendenhall's assistants are paid out of a \$3 million pool with a five percent increase each year. London's assistants were paid out of a \$2,150,000 pool with the same five percent increase. According to Streaking the Lawn, London's assistants' pool had increased to about \$2.6 million for the 2015 season still significantly less than what Mendenhall's assistants were paid in the 2016 season.

Offensive coordinator Robert Anae is the highest paid assistant on Mendenhall's staff, earning \$560,00 a year. According to USA Today, Anae is also the No. 12 highest paid assistant coach in

the ACC.

How does U.Va. stack up against rivals?

For many football fans, Virginia's most obvious rival and competitor is Virginia Tech. After coach Frank Beamer's retirement, Virginia Tech hired new coach Justin Fuente during the same offseason when Virginia hired Mendenhall. Fuente's reported compensation is \$3.2 million comparable to what Mendenhall receives — and ranks him No. 32 in the nation according to USA

This could be disheartening for Virginia fans, as Fuente went 10-4 in his first year and finished first in the ACC Coastal. Mendenhall achieved much less success, although Fuente inherited a deeper and more talented roster.

There's no disparity in staff pay either, as Virginia Tech's assistant pool is \$3.36 million, much of which is allocated to defensive coordinator Bud Foster, From a purely monetary standpoint, it stands to reason that the Cavaliers should be able to compete with their rival in Blacksburg.

Virginia Tech isn't the only school in competition with Virginia. While not all ACC schools are required to disclose what they pay their coaching staffs, taking disclosed data as well as estimates into account, Mendenhall is the second highest paid coach in the Coastal division of the ACC. Miami coach Mark Richt is the only coach believed to be paid more, with a CBS report estimating his salary at around \$4 million. Competing for conference championships shouldn't be out of the question, given Mendenhall's compensation.

Conclusion

From a monetary perspective, it seems fair to expect Virginia to compete with other schools in the conference, as well as nationally. This lines up well with the goals athletic director Craig Littlepage outlined for Mendenhall when he hired him.

"Our goals [are] graduating our student-athletes ... Contending for a divisional title in the ACC, contending for an ACC Championship and then obviously to be able to compete from a national perspective," Littlepage

By giving Mendenhall a bonus for higher GPAs, paying him the second highest salary in the ACC coastal and one of the highest in the nation, it seems Littlepage has put his money where his mouth is in trying to accomplish those goals.

None of this is to say Mendenhall has done a poor job with the program - nobody could have turned the team around in a year, nor was that the expectation. However, those who say Virginia football is content at the bottom of the ACC seem misguided. Virginia is providing its football team with the resources necessary to be a much more competitive program.

Baseball drops series to No. 2 Louisville

Virginia loses two of three to ACC Rival

ALEC DOUGHERTY | SENIOR ASSOCIATE

The No. 16 Virginia baseball team dropped a tough series to No. 2 Louisville at home this weekend. The Cardinals (24-3, 10-2 ACC) took two games of three from the Cavaliers (21-8, 5-7 ACC).

The first game of the series went down to the wire, with Louisville eventually taking down Virginia 5-2 after breaking out with some late runs. The game was scoreless through two innings before Louisville sophomore catcher Colby Fitch homered against Virginia freshman starter Noah Murdock in the third inning. The homer was one of the only mistakes Murdock made in his impressive ACC starting debut. The freshman gave up two runs in six innings, which surely made a good impression on coach Brian O'Connor as he looks to find a stable rotation.

Virginia had the tough task of taking on Louisville's ace, junior starter Brendan McKay. The Cavaliers were able to tie the game with McKay on the mound after a triple by junior shortstop Ernie Clement led to an RBI groundout by junior outfielder Jake McCarthy. But that was all the Cavaliers could muster against McKay. The teams would trade runs in the sixth and seventh innings, entering the eighth in a 2-2 tie. McKay broke the tie himself with a solo shot off of sophomore reliever Chesdin Harrington, the first run Harrington allowed this year. Fitch would homer again in the ninth inning to cement the win for the Cardinals.

The Cavaliers responded to the Friday loss with authority Saturday, pummeling Louisville, 11-2. Junior catcher Caleb Knight continued his hot streak for Virginia with a tworun homer to open up scoring in the second inning. Louisville would knot the game at two after a homer from sophomore shortstop Devin Hairston, which chased Virginia sophomore starter Evan Sperling from the game.

Virginia would go ahead for good in the fifth inning when junior outfielder Pavin Smith crushed a grand slam — the second of his career — off of Louisville junior Rabon Martin. The Cardinals were unable to mount a comeback against senior reliever Alec Bettinger, who delivered yet another lightsout performance out of the bullpen. Bettinger did not allow a run in six innings of relief, lowering his ERA

"Alec Bettinger again was terrific out of the bullpen," O'Connor said.

"He got the game under control and allowed us to do some things offensively and open the game up a little bit. It was a great bounceback win for our guys today, and we're excited to come out tomorrow and have a chance to win the series."

Virginia would get five more insurance runs in the final few innings to cap an impressive win against Louisville. Five different Cavaliers had RBIs, with Smith's five leading the way.

The rubber match of the series was a nail biter until the end. Virginia struck first off an RBI single from junior pitcher Adam Haseley in the first inning. Louisville would get two runs back against Haseley in the second inning, but he settled down from there, striking out five and only allowing those two runs in

Virginia took a 3-2 lead in the fourth inning on a two-out RBI single by McCarthy, and held the slim lead for most of the game. The Cardinals came back in the eighth inning, however, plating two runs against Virginia junior closer Tommy Doyle. Louisville's bullpen closed out the 4-3 game and handed Doyle his first loss of the season.

'That was a great college baseball game between two really good teams," O'Connor said. "Unfortunately, we had opportunities throughout the game to open it up a little bit and we didn't do that."

The Cavaliers will look to bounce back Tuesday when Old Dominion comes to Davenport Field. The game will begin at 5 p.m.

Men's tennis rebounds after first loss of season

Cavaliers dismantle Clemson following week of adversity

EVAN DAVIS | STAFF WRITER

The Virginia men's tennis team lost their first match of the season to a tough Wake Forest team Friday, 5-2, before coming back and sweeping Clemson at home Sunday.

In front of a rowdy crowd in Winston-Salem, N.C., No. 1 Wake Forest (20-1, 7-0 ACC) edged out the Cavaliers (18-1, 5-1 ACC) to win the doubles point, and then went on to win four of six singles points. However, the Cavaliers put up a strong fight against the Demon Deacons — the Cavaliers took three of those four Deacons singles wins to three sets, and fought out one tiebreaker. The Deacons extended their winning streak to 10 games, while simultaneously putting an end to Virginia's long-standing regular season winning streak — the last Cavalier regular season loss came to North Carolina on April 1, 2016, putting the streak just one day shy of a year.

However, a few days later, the Cavaliers came out and played as well as they have all season against Clemson (8-11, 1-6 ACC). On court two, junior Collin Altamirano won a hard-fought match against senior Daffra Sanon of Clemson. After finding himself down early in the first set, Altamirano battled back and ultimately took the first set before winning the match 6-4, 6-2. Meanwhile, on court one, senior Thai-Son Kwiatkowski soundly beat

junior Alex Favrot 6-3, 6-2.

The past week had been especially difficult for the team — between injuries, coach Brian Boland's announcement of his departure from Virginia and playing the No. 1 team in the nation, Virginia had a lot on

Following the match, Kwiat-kowski noted the adversity as well as the concentration needed to overcome it Sunday.

"It was a really tough week we had, and it was an emotional week so we were all a bit emotionally drained going into that match," Kwiatkowski said. "We went out there and we fought our best and didn't come out on top, but it's good when you're in regular season to face adversity like that, so that come May we're going to be ready."

After putting forth a great effort against Wake Forest, Virginia showed no signs of fatigue or trouble against Clemson Sunday. With a few players fighting off injuries and coming off the first loss of the season and the first loss since last year's ACC Tournament matchup against Wake Forest — some were unsure of how the Cavaliers would respond.

Boland was thrilled with the Cavaliers' response Sunday and particularly admired the team's mental toughness and all-around solid ef-

"We played with great discipline

and focus," Boland said. "I think the guys felt physically better today ... I love where our team's at right now. I couldn't be more pleased with the way that they're practicing and approaching things and facing the adversity, and so I think we're in as good of a place as we've ever been."

Other highlights included a 6-2, 6-2 win by senior J.C. Aragone and a 6-4, 6-4 victory from junior Alexander Ritschard. The team was also helped by a large crowd that showed lots of support throughout

Boland was particularly thankful for the fans and support through not only this season, but throughout his tenure at Virginia.

"We love it," Boland said. "I mean, there's nothing better than playing at home in front of what I consider the best fans in college tennis ... We really hope the fans support us the rest of the way, and playing the Hokies on Friday will give them an opportunity to do that."

Kwiatkowski — who only has three remaining matches at Snyder shared Boland's sentiments regarding the home atmosphere.

"I mean, when it's a beautiful day and as nice as this ... It's tough to be in a bad mood when you're out here," Kwiatkowski said. "It's always better to play at home, especially after playing in an environment like



face off against in-state rival Virgin-

Junior Collin Altamirano won his singles match 6-4, 6-2 in Virginia's win over Clemson.

After the match, Boland also talked about freshman Carl Söderlund. Söderlund has been out with an injury for roughly six weeks, but is expected to play this weekend. Moving forward, Virginia will

ia Tech Friday at 3 p.m. at Snyder Tennis Courts. After that, the Cavaliers have two more home matches before finishing out the season with three road contests.



COMMENT OF THE DAY

"Interesting thesis. Finding the right area in which to embrace irrationality is the tough part."

"Rufus" in response to Matt Winesett's March 30 column: "Reassessing how rationality fits into modern life"

LEAD EDITORIAL

U.Va. admission should be based on merit, not money

Current preferential admissions practices advantage wealthy, well-connected applicants

he Washington Post recently obtained documents showing that the University's advancement office has helped prospective students related to prominent donors and alumni who apply for admission by flagging their applications for special handling. Although not surprising, the uncovering of this practice serves to show how admissions at the University are not based solely on merit. Instead of providing further advantage to students with privileged backgrounds, the University should be actively leveling the playing field for all prospective students.

The documents — mostly spreadsheets covering data from 2008 to this year — show nine years of admission officials monitoring admission bids and, in some cases, assisting some applicants at risk of rejection. Overall, the documents show significant efforts made by the administration to elevate particular applicants based on their influential backgrounds. One specific notation stated how a high-priority applicant "has met personally with President Sullivan." Another applicant's file included a handwritten note saying "\$500k," and a typed request to move the student from denied to wait-list status. Such practices shift the focus of applications from merit to personal and

College admissions for low-income students is profoundly unfair. A 2016 report found that over 80 percent of the United States' most selective institutions give preference to children of alumni. Moreover, high-achieving, low-income students are half as likely as wealthier students to take SAT or ACT preparation courses, even though it's clear these courses raise test scores - a determinative factor in the admissions process. Based on these existing disadvantages to low-income students, the University's current preferential admissions practices are all the more reprehensible.

To uphold a system truly based on merit, the University should focus on attracting more academically qualified students from disadvantaged backgrounds. Implementing a program of preferential admissions for qualified, low-income students opens the door for more opportunities for these students. Such a program would also disproportionately benefit minorities who make up a large part of the low-income population, ensure continued diversity in higher education and actively combat the disadvantages these students

The University admissions process currently allows some less qualified students to bolster their chances of admission through connections and pay-for-play. This fundamentally unfair practice further promotes economic stratification in Virginia's higher education system. The University should support equal educational opportunity for academically qualified students regardless of family donations and ties to the

THE CAVALIER DAILY

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MOVE CONFEDERATE PLAQUES TO ANOTHER LOCATION

The plaques should be preserved, but moved to somewhere less symbolic than the Rotunda

Upon returning to grounds this summer, I was delighted to see the Rotunda was finally open. I had not seen the Rotunda since I attended Days on the Lawn my senior year in high school, and I was excited to take a closer look. As I explored the Rotunda, I noticed two plaques which stopped me in my tracks. They were an "honor roll" in "memory of the students and alumni of the University who lost their lives in the military service of the Confederacy."

Last semester, VJ Jenkins made some compelling arguments as to why the University should remove these plaques. I would like to continue the conversation and offer some new arguments.

The Rotunda is the centerpiece of the University. As a UNESCO World Heritage site, it is advertised across the world and one of the first places that visitors encounter at the University. Thus, it is important to consider what message it sends to brazenly display these plaques in such a location. There is a stark difference between memorializing the past and honoring our demons. For one, the diction of an "honor roll" for those "who lost their lives in the military service of the Confederacy"

implies sympathy with the cause that they fought for. A cause which stands as an insult to both the hundreds of African Americans who attend and teach here now, and to the slaves who built the very structure on which the plaques stand on.

Furthermore, the plaques are placed in proximity to a separate plaque in memory of "the sons of the University who gave their lives for freedom in the World War." Usually, there are also several other plaques placed around the Rotunda for other members of the University who died in WWII and Vietnam. Again, it is important to think about the message this sends. We are essentially equivalating the fight for "freedom in the World War" to those who died fighting for a republic whose very foundation was "white supremacy," as Confederate Vice-President Alexander Stephens so eloquently put it in his Cornerstone Speech. This equivalency stands as an implicit endorsement of that cause. Furthermore, I have no doubt that, when the plaques were erected in 1906, they were meant to serve as an endorsement of white supremacy.

It is important to remember and fully understand our past, both the good and bad parts. Last summer, I worked and gave tours at a Civil War battlefield and a historic slave plantation house. So, I completely understand the importance of preserving our history, and I do not want to erase or rewrite it. 500 out of

symbolic. My issue is not with the existence of the plaques themselves, and we should continue to preserve our history. However, although the University is full of rich history, it is much more than simply a repository

It is important to remember and fully understand our past, both the good and bad parts.

600 of enrolled University students at the time eventually served in the Confederate military. Months before Virginia even seceded from the Union, University students took the liberty of replacing the American flag with the Confederate flag. This is history we cannot forget, but it is history we should not honor either. Every soldier who fought for the Confederacy had his own reason for doing so, but in the end they fought in defense of the slavery and white supremacy that their military and political leaders championed.

The University should consider moving the plaques to a display in another location, one which is much less central and much less of the past. It is a living academic institution and home to thousands of students. According to its mission statement, the University provides for the "development of talented students from all walks of life." Yet, these plaques send the message to talented prospective African American students that they cannot find a home here. Removing these symbols is crucial at a time when black enrollment is only beginning to recover from several years of decline. Moreover, these plaques send an unwelcoming message to black students, faculty and employees and to the rest of the world.

The Civil War ended over 150 years ago, but we live in a world

where, as University alumnus and Jamelle Bouie, the chief political correspondent for Slate, pointed out white nationalism is ascendant within the ranks of our government. It was only last semester Douglas Muir, an executive lecturer in the Engineering and Darden School, so ignorantly compared Black Lives Matter to the Ku Klux Klan. The stakes here are not abstract and African Americans deserve to feel at home at this University. As the bicentennial approaches, we must consider what values we choose to reflect. By renaming Jordan Hall to Pinn Hall, previously named for a eugenist, the University redefined itself. We can do it again by moving these plaques elsewhere.

WESTON GOBAR is a viewpoint writer for The Cavalier Daily. He can be reached at opinion@cavalierdaily.

POLITICAL SLANT, OR DIVERSE READER BASE?

The Cavalier Daily must continue engaging debate across party lines

oncern about liberal bias in The Cavalier Daily is

one of the most common complaints from readers. Is there truly a slant in reporting? If so, how concerned should readers be? Is it possible The Cavalier Daily engages with a more diverse reader base than other newspapers? Newspapers like The New York Times and Washington Post typically attract readers who agree with the

political leanings expressed in these papers. This contributes to a confirmation bias for their readers. As a state, Virginia has shifted from a consistently conservative state to a swing state. In 2008 then-Sen. Barack Obama became the first Democratic presidential candidate to carry Virginia since 1964. On average, graduates of the University are cus on reporting objective facts.

slightly left of center, making There is very little rhetoric in

In this heightened political climate, with the media at the heart of a lot of contentious debate, it is challenging to present arguments which are palatable to those on the right and left.

them moderate liberals. However, the Virginia Law School has been identified as more conservative than other elite law schools in the country. There seems to be a fair mix of liberals and conservatives at the University.

The Cavalier Daily's news articles attempt to present a non-partisan narrative and fothese pieces, but one could argue the topics tend to be more relevant to those on the left. Opinion editorials on the other hand are much more likely to contain liberal rhetoric. This may be partially due to anxiety among conservative authors who are concerned about presenting a different opinion than the majority of their peers. However, it appears The Cavalier Daily is making a good faith effort to include conservative voices. This week Adam Kimelman, the incoming Chair of the College Republicans wrote an article in defense of the American Health Care Act. Interestingly, this column was also met with a large number of negative comments about the political argument the author made.

In this heightened political climate, with the media at the heart of a lot of contentious debate, it is challenging to present arguments which are palatable to those on the right and left. However, I believe The Cavalier Daily is attempting to provide a platform for individuals from different backgrounds with varying opinions. The newspaper often prints articles in a point, counterpoint manner, encouraging debate among authors and students. Since University students and alumni span the political spectrum, it is not surprising there are complaints from both sides of the aisle about content. In this vein, I believe it is important to continue this dialogue and encourage healthy. substantive debate about political issues and other content in The Cavalier Daily.

JACQUELYN KATUIN is the Public Editor for The Cavalier Daily. She can be reached at publiceditor@cavalierdaily.com or on Twitter at @CDPublicEditor.



Want to respond?

Submit a letter to the editor to opinion@cavalierdaily.com



EVENTS -

Class of 2017 Presents: Valediction Speaker Reveal, 1-2pm, Pavilion II

Public Reading of George Orwell's 1984, 9am-8pm, The Berlin Wall

SustainaBagels Round 2, 10am-12pm, Lawn Room

Fight the Stigma Week Kick Off, 12-2pm, South

Fight the Stigma Week Holistic Wellbeing and Yoga, 5pm, 1515

Italian Honor Society Presents: Gelato Festival, 5-7pm, The Lawn

Delta Zeta Presents: Mr. DZirable 2017, 7-9pm, **Newcomb Theater**

UPC Presents: Teeny Tiny Petting Zoo, 3-5pm, **Amphitheatre**

Baseball vs. Old Dominion, 5pm, Davenport Field, Men's Lacrosse vs. Cleveland State, 7pm, Klockner

Fight the Stigma Week Mental Health Screening, 1-3pm, Upper Lawn (Rooms 2, 4, 6, 8)

Fight the Stigma Week Meditative Art Tour, 3-4pm, Fralin Museum of Art

Fight the Stigma Week Black Minds Matter, 4:30pm, Chem 304

Fight the Stigma Week How to Help a Survivor, 6pm, Cocke 115

Wednesday 4/5

Baseball vs. George Washington, 5pm, Davenport **Field**

Women's Lacrosse vs. Maryland, 7pm, Klockner Stadium

Fight the Stigma Week Tie Dye on the Lawn, 12-2pm, South Lawn

Fight the Stigma Week Mental Health Dine-alogue, 5:30-7pm, Open Grounds

Fight the Stigma Week Outside the House Documentary Screening, 6pm, McLeod 207 UVA Career Center Presents: 2017 April Job and Internship Fair, 12-3pm, Newcomb

WEEKLY CROSSWORD

SAM EZERSKY | PUZZLE MASTER

ACROSS

- day now" ("I'm wailing")
- 4. Image taken at a dentist's office: Hyph.
- 8. There are 24 in this puzzle's clues...look carefully!
- 13. Simple Mexican fast food order: 2 wds.
- 15. Brink or threshold
- 16. With 35- and 52-Across, hint to solving this puzzle's extra element regarding its 8-Across: 2 wds.
- 18. Before, to a poet
- 19. What a rower folds
- 20. "Who carts"
- 21. Liquid administered by an optometrist: 2 wds.
- 25. Hindu prince's title
- 27. Bleak, as a balloon
- 28. Several: 2 wds.
- 30. Legendary Himalayan humanoids
- 33. Hippie's "Gotcha": 2 wds.
- 35. See 16-Across
- 37. Find-___ (minorly adjust)
 38. Stems on a court docket
- 40. Unlike a glob
- 42. Big name in TVs
- and aahs 45. Play introduced by Franklin Delano Roosevelt: 2 wds.
- 47. Jersey cow's mouthful
- _ card (car stereo hookup, casually)
- 51. Console for slaying "Super Smash Bros: Brawl"
- 52. See 16-Across: 3 wds.
- 58. Give gas to a cam?: 2 wds.
- 59. Place to pull over and stretch your legs: 2 wds.
- 60. What you, the solver, can potentially win if you're the first to decipher this puzzle's extra element (email sje2vm@virginia.edu!)
- 61. They live in halls
- 62. Feta follower, to the Greeks

storm (outlet next to Kroger)

- © April 3, 2017
- 2. Prefix with classical or conservative
- "Three strikes, 4. Nissan SUV
- 5. Leave in a hurry: 2 wds.
- 6. Play a port (in)
- 7. Modern acronym popularized by a 2011 Drake
- 8. Couch potato's food holder: 2 wds.
- 9. Us until now
- 10. Way too early
- 11. Shrek, e.g.
- 12. Jam ___ (band's get-together, informally)
- 14. Ms. Flintstone's first name
- 17. Body part on which a rung may be hung 21. Long, awe-inspiring story
- 22. Juke's mentor, in classic film
- 23. "Return of the Jedi." in "Star Wars" chronology: 2 wds.
- 24. Unskilled laborer
- 26. Speedy plying craft
- 29. Little brown sonabird
- 31. Ancient dweller in Machu Picchu

- 32. Close, as an envelope _ (TV channel, for 34. Nat
- 36. 1930s sex symbol whose
- name anagrams to WASTE ME: 2 wds. 39. Shannon who co-hosts a
- sports talk show with Skip **Bayless**
- 41. Ceiling shapes 44. Drag to court
- _track (rap battle composition)
- 47. Complain gratingly 48. One who's lugged in
- 50. Pibb ____ (soda)
- 53. Slangy response to "Why?"
- 54. Mazes 55. Broke a fart, say
- 56. Acquired
- 57. Org. concerned with climate

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How U.Va. values the arts

Studio art, drama department professors make significantly less

HELEN EDWARDS | SENIOR WRITER



COURTESY UNIVERSITY OF VIRGINIA

 $Studio\ art\ and\ drama\ professors\ make\ less\ than\ professors\ in\ other\ schools\ like\ Commerce.$

U.Va.University faculty in the studio art and drama departments make significantly less than their colleagues in other fields and schools.

Within the University, the highest annual salaries of studio art and drama department faculty fall within a comparable range of lecturers, assistant professors, associate professors, professors and University professors at the Engineering School. While top earners in the studio art and drama departments — drama department chair Colleen Kelly and studio art department director William Wylie — earn

\$125,000, professors at the Engineering school earn an average of \$141,918.10.

Average salaries of University arts professors fall right around the range, if not slightly below the national averages of post-secondary school art teachers. For all art teachers for any form of post-secondary schooling, the U.S. Bureau of Labor Statistics reports an average annual salary of around \$81,050, while it rises to \$82,380 when counting only those teaching at colleges, universities and professional schools, specifically.

As a public school, falling

within this range could be expected, and reflects that the University is on track with adjusting to inflation with other schools around the country. For comparison, the average salary for faculty in the McIntire School of Commerce is \$110,096.61, while the national average for postsecondary business professors at colleges or universities is \$102,600. The University's commerce professors are paid more than the national average, while arts professors are not.

It is worth noting as well that these salaries do not reflect other elements of funding for the studio art and drama departments. The number of visiting artists and lecturers, and funding for the Fralin, the theater or other aspects of the arts facilities have nothing to do with salary data. For arts education in general, access to materials and facilities create an inherent difference when comparing funding allotted to other subjects such as English or history.

It is undeniable that the University has an accomplished faculty within the studio art and drama departments. Many of them are established artists outside of teaching such as William

Wylie, a professor of photography who has had a multitude of successful solo exhibitions; Kevin Everson, a professor of cinematography whose work has been shown at the Whitney Biennial; and Colleen Kelley, chair of the drama department, who has choreographed dances and fight sequences in feature films and prominent professional theaters. Thse eminent faculty memberseir compensation lags behind professors in other departments as well as their colleagues at other institutions.

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Dr. Shannon shapes health system expansion

Executive Vice President for Health Affairs is highest paid U.Va. employee outside of athletics

DIVYA VISWANATHAN | SENIOR WRITER

Dr. Richard Shannon is the second-highest paid University employee, earning \$742,600 per year for his role as Executive Vice President for Health Affairs. The EVP is responsible for leading all units of the Health System and coordinating with the School of Nursing and University Physicians Group. The EVP also has administrative responsibility for the faculty and staff of the Health System, making sure providers are able to supply patients with safe and efficient

Shannon's journey began in Connecticut, where his father owned gas stations and his mother worked as a teacher. After enrolling at Princeton University, he began to pursue a major in English, but quickly realized it was not his calling.

After graduating from Princeton with a degree in Biology, Shannon completed medical school at the University of Connecticut School of Medicine and later began a residency in internal medicine at Harvard Medical School. Towards the end of his residency, he was nominated as chief resident, an opportunity that sparked Shannon's interest in leader-

"But early on, it was all about being the best doctor ... And [being] seen by my colleagues as someone highly reliable and caring for patients," Shannon said. "I think today

in health care, to be a good leader you have to be a good doctor. I think it's very hard to lead doctors and nurses if they don't respect you for what you do clinically."

Shannon spent 17 years working at Harvard Medical School before leaving Boston. He then accepted a financially risky job as Chairman of Medicine at Allegheny General Hospital in Pittsburgh, which was working to become an academic medical

Unfortunately, 18 months after Shannon recruited 12 of his colleagues from Harvard Medical School to develop the health system at Allegheny, the corporation managing the hospital declared bankruptcy.

"I had gone from this great opportunity — I could have stayed at Harvard Medical School forever — I took this high-risk position and found myself at a point in my career where I thought that I would never ever make it back to the top," Shannon said.

Shannon decided to take a break from his time in Pittsburgh and travel to Haiti to help develop a physician's assistant training program. Later, he was given the opportunity to help run the clinical program at the University of Pennsylvania Health System and became chairman of the Department of Medicine.

From his time at Harvard, Shannon had interest in the University, noting that individuals in Boston referred to it as the "jewel of the South."

"I knew a lot about U.Va. and when this position became available, the opportunity to take on a new challenge, which was to bring the School of Medicine and the physician practice plan and the hospital all under one roof, realizing a vision President Sullivan had developed - it was a professional dream come true," Shannon said.

Shannon said his day begins with a recap of events occurring at the hospital the day before, with emphasis on anything that went wrong. He then meets with his close group of Health System staff and discusses University and national health care issues. After meetings, Shannon travels to units in the hospital and talks to those who directly provide care to patients — such as nurses, dieticians and therapists — to learn about how he can improve their ability to provide for patients.

Medical Center CEO Pamela Sutton-Wallace works closely with Shannon to plan and coordinate goals of the Health System. Sutton-Wallace said with the help of Dr. David Wilkes, Dean of the School of Medicine, they are planning to expand the University Health System by coordinating with hospitals in Pittsburgh and starting a school of medicine in Northern Virginia.

Sutton-Wallace is working with Shannon to implement four plat-



Dr. Shannon's journey to EVP began in the northeast, where he first studied medicine.

forms in the Health System: Be Well, which works to provide employees with a safe work environment, Be Safe, the effort to eliminate waste and defects in the functioning of the medical center, Be Wise, a call for professional respect amongst employees and Be Smart, an expansion of the University's academic research

"Dr. Shannon has a clear vision

and passion for the Health System ... He cares deeply about putting the patient at the center of everything we do as well as the health, well-being and success of our team members, Sutton-Wallace said. "He provides extraordinary leadership and vision at the national level during this time of tremendous uncertainty in the healthcare environment."

Pay disparities between medical, engineering schools

Top-paid engineering, health system employees vary greatly in pay

ANUGYA MITTAL | SENIOR WRITER

According to the salary information released to The Cavalier Daily under the Freedom of Information Act, the maximum salary earned by employees in the Engineering School is \$395,200, while the maximum salary for employees in the School of Medicine is \$600,000.

This difference in maximum salaries is also mirrored by the difference in average salaries, as the average employee in the School of Medicine earns \$81,115.06 per year. On the other hand, the average salary for an employee in the Engineering School is \$78,895 — which is lower than in the School of Medicine. As the standard deviation for salaries in the Engineering School is larger than that for the salaries in the School of Medicine by over \$10,000, the Engineering School has a larger distribution of salaries from the average compared to the School of Medicine. However, the Engineering School, with 614 employees, is also much smaller in comparison to the School of Medicine with 2,750 employees.

Analysis of salary pay for only associate professors, assistant professors, professors, lecturers and University professors indicates that the Engineering School has a higher mean salary. The average in the Engineering School for professors is \$141,918.10, while in the Medical School it is \$121,328.50.

The highest paid employees in both the School of Medicine and the Engineering School are their deans - David S. Wilkes and Craig Benson, respectively. Wilkes has a salary of \$600,000

per year while Benson has a salary of \$395,200 per year.

As dean of the Engineering School, Benson acts as the chief executive officer. According to Benson, salaries for individuals in the Engineering School are based on the market price for the specific discipline.

"All our salaries are market based just like they are in the School of Medicine," Benson said. "So, for example, if you're into mechanical engineering, the faculty salaries of mechanical engineering are based on what the market is for mechanical engineering — both in industry and in academia. You're competing in this engineering market place — whether it's mechanical, computer science or civil — and the market for employment for those disciplines is what drives those salaries."

While Wilkes is the highest paid employee in the School of Medicine, Dr. Richard Shannon, the Executive Vice President for Health Affairs, is the highest paid employee in the entire University Health System with an annual salary of \$742,600. The University Health System is comprised of the School of Medicine, the medical center, the health and sciences library and the school of nursing.

"My job is to make sure that all of my people have everything they need to be able to do their job perfectly and to provide what patients need when they need it on time, the first time no defect, no error, no waste," Shannon said.

Shannon meets with health care providers such as nurses

and therapists daily to see what they need so that they can do their job better. He also spends his time talking to legislators in both Richmond and Washington, D.C. regarding health care policies.

Shannon worked his way up from humble origins as the son of a teacher and gas station owner to his current position. He credits much of his success to the people he has been surrounded by.

"I am a great judge of talent and a great recruiter of talent," Shannon said. "Anything I have accomplished in my life is because I have been surrounded by great talent. That allows a lot of people to make up for any of my wn shortfalls."

Wilkes was not available for

Law professor sues to secure medical treatment for inmate

Alleges treatment for Hepatitis C, cirrhosis withheld

SARAH YANG | SENIOR WRITER

University Law Prof. George Rutherglen is providing pro-bono legal services to an inmate with Hepatitis C and cirrhosis of the liver in order to secure him treat-

The lawsuit on behalf of Elmo Augustus Reid, a 60-year-old inmate at the Buckingham Correctional Center, accuses the Virginia Department of Corrections of violations of the Eighth and Fourteenth Amendments. The suit alleges cruel and unusual punishment and denial of medical treatment that shows "deliberate indifference to his serious medical needs," according to the original complaint.

The original lawsuit names four defendants - Virginia Department of Corrections Director Harold Clarke, Virginia Department of Corrections chief physician Mark Amonette, Buckingham Correctional Center warden Bernard Booker and Buckingham Correctional Center health authority Pamela Shipp. Clarke was dropped from the lawsuit after the original complaint failed to prove Clarke's awareness of Reid's medical condition, a necessary component for an Eighth Amendment violation to occur.

Reid was diagnosed with Hepatitis B shortly after his 1988 incarceration, but was not diagnosed with Hepatitis C because the disease was not discovered until 1989. Reid was diagnosed with stage 4 cirrhosis of the liver and Hepatitis C in 2013 and received treatment, but subsequent tests showed no significant improvement after treatment ended.

Hepatitis C is an RNA livtransmitted er-based virus through blood or body fluid contact. It causes ongoing chronic inflammation that can lead to liver

scarring and eventually cirrhosis, when scar tissue hinders normal function of the liver and causes it to fail. The only cure for cirrhosis is a liver transplant, making prevention crucial. Hepatitis B is a potentially chronic viral liver infection.

Despite being diagnosed with the most serious form of cirrhosis, Reid was denied treatment twice, first in 2015 for failing to make the liver function test score required for treatment and again in 2016 because he was scheduled for a parole hearing in six months.

"We're bringing a case alleging that their treatment of his condition violates his constitutional rights, his Eighth Amendment rights," Nina Goepfert, a thirdyear Law student assisting Rutherglen on the case, said.

The original lawsuit states Reid had not received testing or treatment for his cirrhosis or Hepatitis C since June 9, 2015, having been denied treatment for nearly a year and a half.

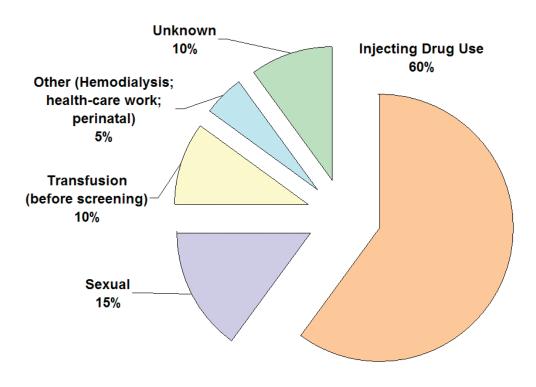
This man is suffering because he can't get the treatment we would all get in the community," Goepfert said. "That's not because a judge sentenced him to worse treatment than any of us would get, but his condition is worsening because of this treatment."

A factor in denying treatment may be the expense. The Department of Corrections receives its budget from the Virginia General Assembly, and budget limitations may result in an unwillingness to pay for treatment, Goepfert said.

University Associate Prof. of Medicine Curtis Argo described treatment of Hepatitis C as expensive but effective.

"Therapy is incredibly expensive, upwards of \$52-100 thousand dollars per course of thera-

Sources of Infection for Persons with Hepatitis C



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Hepatitis C has many potential sources and risk factors — including incarceration.

py," Argo said. "The medication regimens that are currently in use are all pill-based ... [and] work incredibly well."

Two to three percent of the adult population has Hepatitis C, though only around 15-25 percent of patients develop cirrhosis, Argo said.

'It's an incredibly prevalent disease, even though 2-3 percent [of the adult population] doesn't sound like a lot, but that's 200 million adults," Argo said.

Among other risk factors like

blood transfusion, unsafe tattooing and IV drug abuse, being incarcerated also increases the risk of contracting Hepatitis C.

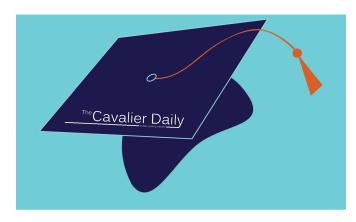
"I don't know if it's a function of other risk factors ... Whether it's related to drug use or institutionalization or prevalence of tattoo and needle sharing in prison, I just know [incarceration] is a risk factor [for Hepatitis C]," Argo said.

Goepfert began involvement with prison work as an under-

graduate at Oberlin College, and was motivated by seeing systemic problems in the correctional sys-

"I really encourage students to get involved in criminal justice issues," Goepfert said. "We focus so much on the front end, but once people are incarcerated they are kind of out of sight, out of mind for practitioners, for policymakers. I think that's a problem. It's an expensive problem for taxpayers, and a moral problem for us too."

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