

The UAF Faculty Senate passed the following at Meeting #198 on April 7, 2014:

RESOLUTION:

Whereas the State of Alaska in 2008, contracted the McDowell Group to do an extensive study on the cost of living for state employees that live in urban and rural communities across the state; and

Whereas the Alaska Department of Administration used the McDowell study to address pay equity and implemented the recommendations regarding salary differentials for state employees; and

Whereas University of Alaska has not updated its own salary differential for the faculty and staff in many years; and

Whereas the University of Alaska Fairbanks has many employees that live in areas of the state where costs have increased significantly; and


Whereas the current pay differential in place by the University does not reflect the true costs of living for the employees that work for the University in a number of communities in Alaska; and

Whereas the effects of this disparity in pay equity has made it difficult for UAF to recruit and retain employees in many of our communities; and

Whereas the Board of Regents Policy states in P04.05.060:
Geographic differentials may be established by University regulations and be based on the most recent state of Alaska geographic differential study; and

Whereas the UA Regulation states in R04.05.060:
Geographic salary differentials in the university are based on the most current State of Alaska geographic differentials study...The president will adjust the listings as necessary,

Therefore be it resolved, that the UAF Faculty Senate goes on record urging the UA President to adopt the salary differential recently implemented for state employees (from the McDowell 2008 study) for the staff and faculty of the University.



President, UAF Faculty Senate

4/7/2014
Date