



## Governance Office

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America's Arctic University

### MEMORANDUM

TO: Carey Brown, Chair  
UA Staff Alliance

FROM: Nicole Dufour, Executive Secretary *ND*  
UAF Staff Council

DATE: November 20, 2013

SUBJECT: UAF Staff Council Resolution 2013-244-2: Resolution in Support of the Employee Education Benefit – the Tuition Waiver

The UAF Staff Council respectfully submits the attached ‘Resolution in Support of the Employee Education Benefit – the Tuition Waiver’ to UA Staff Alliance and asks that it be placed on record. UAF Staff Council unanimously approved this resolution at Staff Council Meeting #244, on November 19, 2013.

A copy of this resolution is attached. Please contact the UAF Staff Council Office if you have any questions or need additional information.

Attachment

cc: Brian Rogers, Chancellor, University of Alaska Fairbanks  
LaNora Tolman, Executive Officer, UA System Governance

**University of Alaska Fairbanks  
Staff Council**

UAF Staff Council unanimously approved Resolution 2013-244-2, at Staff Council Meeting #244, on November 19, 2013.

**Resolution 2013-244-2: Resolution in Support of the  
Employee Education Benefit - the Tuition Waiver**

WHEREAS, the tuition waiver is an important benefit to employees that differentiates the university from other employers; and

WHEREAS, many public institutions provide tuition waivers for employees and almost half provide tuition waivers for dependents; and

WHEREAS, the waiver keeps us competitive with peer institutions; and

WHEREAS, the waiver is a mechanism for increasing the value and performance of its employees and provides “continuing opportunities for training and development” as per Regents’ Policy 04.01.010; and

WHEREAS, any change to the current Employee Education Benefit (tuition waiver) as it currently exists would only affect non-represented staff and not current union employees; and

WHEREAS, the tuition waiver is a valuable recruitment tool for the University of Alaska; and

WHEREAS, employees taking classes are thus closer to the classroom and more in touch with students and student concerns; and

WHEREAS, employees utilizing the waiver allow the university to offer more classes and not cancel classes due to low enrollment; and

WHEREAS, the tuition waiver brings more students to the classroom and thus increases the efficiency and effectiveness of faculty and facilities; and

WHEREAS, the tuition waiver supports President Gamble’s goal in Shaping Alaska’s Future of retaining Alaska’s students by encouraging employees, and their spouses and dependents to attend the University of Alaska; and

WHEREAS, the tuition waiver brings more traditional and nontraditional Alaskan students to the university; and

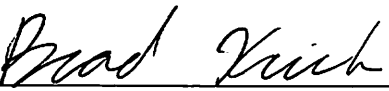
WHEREAS, the University of Alaska System is already facing competition from outside distance education providers, the reduction of the Employee Education Benefit would reduce the incentive for rural employees, and their spouses and dependents, to attend University of Alaska distance courses; and

WHEREAS, the tuition waiver increases the fees received by the university in addition to the other non-tuition expenditures by these students; and

NOW, THEREFORE, BE IT RESOLVED that the UAF Staff Council supports the tuition waiver and opposes any change to 04.06.010 Employee Education Benefits that would limit education benefits; and

BE IT FURTHER RESOLVED that the UAF Staff Council requests that proposed changes to the education benefits be brought to governance groups for consideration and feedback; and

BE IT FINALLY RESOLVED that the UAF Staff Council requests that the University of Alaska Board of Regents reject any changes to Regents' policy 04.06.010 at this time.

 _____	<u>11/20/2013</u>
Brad Krick, UAF Staff Council President	Date