Frequently Asked Questions – university salary information released to media:

Following is some additional information about the salary release. If you do not find the answer to your questions here, please feel free to speak with your supervisor or HR consultant.

Q – Why is the university releasing this information?
A – Under state law and Regents’ policy, certain information about public employees is considered public information. That information includes: “Dates of present and past employment with the university, position title, type of employment, campus and salary…”

Q – Will my name be included in the information release?
A – Yes, that information is public.

Q – Why do some people in the same positions make more or less money than others?
A – Each employee’s compensation includes a variety of factors, including their longevity at the university, their level of experience when they were hired and their on-the-job performance. In addition, employees in some rural areas receive a cost differential to account for higher living expenses in the area where they work.

Q – Will my address or phone number be released to the public as well?
A – No. Employee contact information is not considered public information and is not part of this information release.

Q – Will performance evaluations be released to the public?
A – No. Performance evaluations are not considered public information and are not part of this information release.

Q – What prompted this request for information to be posted?
A – The Sun Star editor contacted the UAF public information office and requested the release of the information. This information was provided over the summer. In October, the request was extended to the other campuses as well as the System Office.

Q – Where can I locate the policy and/applicable law that supports this request?
A – Regents’ policy 4.01.062 deals with confidentiality of personnel records and what information is and is not public. Regents’ policies are available for viewing online at http://www.alaska.edu/bor/policy-regulations/. Applicable state law, which is referenced in Regents’ policy, is available online at http://www.legis.state.ak.us/basis/folio.asp. Alaska Statute 39.25.080 governs personnel records.

Q – When I was hired with the university my contract letter didn’t state that this information is public. Why didn’t the university tell me before that the information was public?
A – Every employee’s terms of employment are governed by state law and Regents’ policy, both of which state that this information is public. As a public institution, much of the university’s information is public and subject to open records requests. It wouldn’t be possible to anticipate and inform employees about every piece of information that could be made public. As such information requests are received, we do our best to notify affected employees, as we are doing in this case.

Q – Is this request for information union initiated?
A – No, the request came from a member of the media.

Q – What was the source of the data the university used to produce its information on employees' salaries?
A – As the request for UAF salaries was initially made last summer, the university used salary data from its Banner system from April 2011. For consistency purposes, when the more recent request was submitted for the salaries of UA employees throughout the entire university, the same data was relied upon to answer the question. As a result, employees hired after April, 2011 are not listed in the information given to the UAF Sun Star, and employees’ salaries do not reflect the FY12 increases that were implemented in July, 2011.