


University of Alaska
Faculty Alliance
202 Butrovich Building
P.O. Box 755000
Fairbanks, Alaska 99775-5000



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Phone: (907) 450-8055
Fax: (907) 450-8002
www.alaska.edu/governance/

Date: August 26, 2022
To: Pat Pitney, President
From: Gökhan Karahan, Faculty Alliance Chair 
CC: UA Board of Regents
Paul Layer, Vice President for Academics, Students & Research
Re: **Full-time faculty losses AY21, AY22, and AY23**

Faculty Alliance requests AY21, AY22, and AY23 reports detailing:

- a) the number of faculty members leaving the University due to 1) resignation or 2) position elimination. We request that this data be sorted by term faculty positions, tenure track (but not yet tenured), and tenured positions.
- b) of the number in item a, how many positions were re-hired? We request that this data be sorted by term faculty positions, tenure track (but not yet tenured), and tenured positions.
- c) how many additional faculty positions were hired (in addition to the number in item b)? We request that this data be sorted by term faculty positions, tenure track (but not yet tenured), and tenured positions.

Faculty Alliance also requests:

- a) a list of exit interview questions or surveys collected from departing faculty (we understand that the data is confidential). Please include surveys done at the University level (UAA, UAF, & UAS) and those done by UA HR.
- b) a list of grant funding and amounts lost with the departure of those faculty.
- c) an analysis of the loss incurred by the University of Alaska System overall, or at any given campus, as a result of faculty departures (a 2017 Center for Alaska Education Policy study, for example, that the average cost of instructor turnover in K-12 is approximately \$20,431 per teacher <https://pubs.iseralaska.org/media/64ffaa41-b5e2-48d7-bdb1-89703ea310ff/2017-CostTeacher.pdf>)

We request that this information be provided to us as it is available, with the understanding that not all data may be available at once and no later than November 15, 2022. We aim to understand better the impacts of faculty attrition and why faculty (particularly tenured and tenure-track faculty

University of Alaska
Faculty Alliance
202 Butrovich Building
P.O. Box 755000
Fairbanks, Alaska 99775-5000



UNIVERSITY
of **ALASKA**

Many Traditions One Alaska

Phone: (907) 450-8055
Fax: (907) 450-8002
www.alaska.edu/governance/

who provide much of the stability for academic programs and the research mission) are leaving the University of Alaska system. Faculty Alliance will use this information to make recommendations to foster greater faculty and student retention and grow our world-class research.

Support of this request agreed upon by consensus at the Faculty Alliance meeting on August 19, 2022.