

## Pat Pitney, President

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*Many Traditions One Alaska*

Date: January 12, 2026

To: Jacqueline Cason, Chair, Faculty Alliance

Matthew Cuellar, President, UAA Faculty Senate

From: Pat Pitney, President

A handwritten signature in blue ink that reads "Pat Pitney".

CC: Cheryl Siemers, Interim UAA Chancellor

Mike Sfraga, Interim UAF Chancellor

Aparna Palmer, UAS Chancellor

Brian Smentowski, Vice President for Academics, Students and Research

Michelle Rizk, Vice President for University Relations

Nickole Conley, Interim Chief Human Relations Officer

Re: Faculty Alliance Joint Resolution #12-1-2025 9-over-12 month pay distribution  
and, UAA Faculty Senate Resolution #100325A 12-Month Pay Distribution Option  
for 9-Month Faculty Contracts

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Thank you for submitting the Faculty Alliance Joint Resolution #12-1-2025, received on December 2, 2025, regarding the proposed 9-over-12 month pay distribution option. Because this request is similar in nature to the UAA Faculty Senate Resolution #100325A, received on November 25, 2025, this response will address both resolutions together, as they pertain to the same topic.

Given the magnitude and complexity of this effort, a dedicated project management team will be essential to guide planning, execution, and adoption. I have asked our UA HR team to initiate the preliminary discussion and discovery phase of this work. However, there are several priorities for streamlining HR processes actively underway. Part of the discovery phase will be to determine the number of faculty who actually are interested in such an option and the number of staff due to not all staff holding a 12-month contract. Our process improvement efforts are currently focused on initiatives that affect thousands of transactions and hundreds of employees, including both faculty and staff.

At this early stage, it would be premature to establish a timeline or project specific outcome. The immediate priority is to conduct a thorough assessment of scope, dependencies, resource requirements, and stakeholder impacts. Only after this foundational work is complete will we be positioned to define realistic milestones, sequencing, and an overall implementation timeline.

We appreciate your engagement on this matter.