

Faculty Alliance
Alliance Chair, Jackie Cason
Alliance Members:
UAA: Matthew Cuellar, Megan Ossiander-Gobielle
UAF: Leah Berman, Debu Misra, Jennifer Carroll
UAS: Ali Ziegler, Brian Blitz, David Cox III



**Joint Resolution #12-1-2025 in Support of a
9-Over-12 Month Pay Distribution Option for Employees Contracted to Fewer than 12 mo**

Whereas: Most faculty across the University of Alaska System—including the University of Alaska Anchorage (UAA), the University of Alaska Fairbanks (UAF), and the University of Alaska Southeast (UAS)—serve on 9-month academic-year contracts that provide salary disbursement over only nine months of the year; and

Whereas: This practice results in a lack of income during the summer months, creating significant budgeting and financial-planning challenges for many faculty members and other employees on fewer-than-12-month contracts; and

Whereas: Consistent, year-round pay distribution can serve as a financial safety net for faculty who experience destabilizing life circumstances or who face the unpredictability that accompanies large gaps between pay periods; and

Whereas: Allowing faculty to voluntarily elect a 12-month pay distribution for 9-month contracts would promote financial stability, predictability, and flexibility without altering total compensation, contract terms, or salary costs; and

Whereas: Peer institutions across the United States commonly offer faculty the option to spread 9-month salary over 12 months, and such a practice represents an established and widely accepted financial-wellness standard in higher education; and

Whereas: Implementation of this option requires collaboration among campus administrations, the University of Alaska Human Resources (HR) system, and applicable payroll units; and

Whereas: Faculty on 9-month contracts currently incur benefit-contribution arrears during the summer months, which generates short-term debt and increased financial stress, especially at the beginning of the contract period; and

Whereas: During the past two months, the Faculty Senates of UAA, UAF, and UAS each passed resolutions independently affirming their support for the creation of a 9-over-12 month pay distribution option and urging coordinated system-level action;

Be It Resolved that the University of Alaska Faculty Alliance joins the Faculty Senates of the University of Alaska Anchorage, the University of Alaska Fairbanks, and the University of Alaska Southeast to jointly:

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1. **Support** the creation of an elective payroll option allowing UA employees on less-than-12-month contracts to distribute their annual salary over 12 months;
2. **Request** that the University of Alaska System Administration, in coordination with campus administrations and the UA Human Resources office, take the necessary steps to design, authorize, and implement this payroll option in a timely manner;
3. **Encourage** clear, transparent, and timely communication with all faculty regarding the availability, processes, decision timelines, and financial implications of electing the 12-month distribution option;
4. **Affirm** that implementation of this option will promote equity, financial well-being, and faculty retention across the UA System, while maintaining the integrity of existing contract structures and ensuring no change to total compensation.

Rationale:

Faculty contracted on a 9-month basis currently receive salary only during the nine months of their contract period. While some faculty may obtain summer funding through grants, overload assignments, or administrative roles, many experience gaps in income during June, July, and August. These gaps may create financial strain, complicate budgeting, and require personal financial maneuvers that negatively impact well-being. A 9-over-12 month pay-distribution option is a standard practice across higher-education institutions nationwide, including many institutions using Banner. Such an option does not require additional salary expenditures, does not change contract terms, and does not alter faculty workload or expectations. Instead, it simply provides a voluntary mechanism that supports stable personal financial planning. Adopting a 12-month distribution option would demonstrate the University of Alaska System's commitment to employee financial health, align the system with common national practices, reduce the accumulation of summer benefit arrears, and improve overall faculty satisfaction and retention.

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Jackeline Cason
Faculty Alliance Chair