



UAS STAFF COUNCIL RESOLUTION AY14-01


Approved December 9, 2013

**TO:** Carey Brown, UA Staff Alliance Chair  
**CC:** John Pugh, Chancellor University of Alaska Southeast  
**DATE:** 9 December 2013  
**RE:** Employee Tuition Waiver Benefit

On November 12, 2013 the UAS Staff Council approved the following motion: The UAS Staff Council unanimously recommends that no changes be made to the employee tuition waiver benefit until a participative process involving staff governance and other affected parties has had the opportunity for input.

UAS Staff Council unanimously supports the attached "2013 Resolution in Support of the Employee Education Benefit – the Tuition Waiver" submitted by UAF and UAA APT and Classified to UA Staff Alliance and asks that it be placed on record at the University of Alaska, Board of Regents for the December 12-13, 2013 meeting.

If I may be of further assistance, please let me know.

  
Gwenna Richardson, President, UAS Staff Council

**2013 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 provided “continuing opportunities for training and development” as per Regents’ Policy 01.01.010; and

WHEREAS, any change to the current Employee Education Benefit (tuition waiver) as it currently exist would only affect non-represented staff and not current union employees; 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 waver 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 increase 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 UAA Classified Council supports the tuition waiver as it is to date and opposes any change to 04.06.010 Employee Education Benefits that would limit education benefits; and

BE IT FURTHER RESOLVED, That the UAA Classified Council request that proposed changes to the education benefits be brought to governance groups for consideration and feedback; and

BE IT FINALLY RESOLVED That the UAA Classified Council request that, the University of Alaska, Board of Regents reject any changes to Regents' policy 04.06.010.