



Classified Council
UNIVERSITY of ALASKA ANCHORAGE

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www.uaa.alaska.edu/governance/classified

Date: December 6, 2013

To: President Gamble, University of Alaska
University of Alaska Board of Regents
Carey Brown, Chair UA Staff Alliance

Cc: Erik Seastedt, Chief Human Resources Officer

Fr: Tamah Haynes, Classified Council President, UAA

Re: Employee Education Benefit

On December 5, 2013 the Classified Council approved the following motion: The Classified 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.

UAA Classified Council respectfully submits the attached "2013 Resolution in Support of the Employee Education Benefit – the Tuition Waiver" to UAA 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. UAA Classified Council unanimously approved this resolution on December 5, 2013.

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

Classified Council President

Approved Disapproved

Comments:

DocuSigned by:
Tamah J Haynes
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December 6, 2013

Tamah Haynes, UAA Classified Council President

Date

**University of Alaska Anchorage
Classified Council**

UAA Classified Council unanimously approved the Resolution in Support of the Employee Education Benefit – the Tuition Waiver.

**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

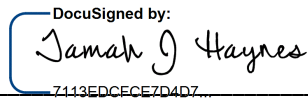
WHEREAS, the University of Alaska System is already facing competition from outside distance education providers, the reduction of the Employee Education Benefit would reduce the incentive for rural employees, and their spouses and dependents, to attend University of Alaska distance courses; and

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.

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Tamah Haynes, UAA Classified Council President

December 6, 2013

Date