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Date November 15, 2022

To Gokhan Karahan, Chair, Faculty Alliance

From Pat Pitney, President 

CC Sean Parnell, UAA Chancellor
Daniel White, UAF Chancellor
Karen Carey, UAS Chancellor
Matt Cooper, General Counsel
Memry Dahl, CHRO
Paul Layer, Vice President for Academics, Students and Research
Michelle Rizk, Vice President for University Relations

Re Faculty Alliance RFI re Severance and Change of Control Clauses

Thank you for the Faculty Alliance memo dated August 26 requesting information on severance or change of control clauses for executive administrators.

The memo asked for detail on compensation for former UA President James Johnsen listed on the state's 2020 schedule of compensation, specifically the portion listed as contractual compensation. That amount was \$317,000, paid on July 20, 2020.

Faculty Alliance also requested general details about severance or change of control clauses in other executive administration positions, particularly any limits to such compensation amounts. Change of control clauses are not used in employment agreements for public employees since there is generally no ownership change.

Under University Regulation R04.01.050.C, university officers and senior administrators are at-will employees. The appointment letters for these individuals generally do not include severance or change of control clauses. However, pursuant to the same regulation, these employees are entitled to three months of notice. Under R04.01.050.A, the university may elect to give pay in lieu of the required notice. In situations where there is a dispute about a termination, the employee and the university may negotiate other severance terms and agree to them in the form of a severance agreement.