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Frequently Asked Questions: Employee information considered to be public information

Following is some information about the release of UA employee information including compensation details to the public. If you do not find the answer to your questions here, please feel free to speak with your HR consultant or your supervisor.

Q – Why does the university release this information?

A – Under the Alaska Public Records Act, the State Personnel Act and Regents' policy, certain information about public employees is considered public information. That information includes: Dates of present and past employment with the university; position title(s); type and location of employment; and salary/total compensation.

Q – Will my name be included in the information release?

A – If requested, yes, that information is public.

Q – Why do some people in the same positions make more or less money than others?

A – Each employee's compensation includes a variety of factors, including their longevity at the university, their level of experience when they were hired and their on-the-job performance. In addition, employees in some geographic areas receive a cost differential to account for higher living expenses in the area where they work.

Q – Will my address or phone number be released to the public as well?

A – No. Employee contact information is not considered public information and is not part of this information release.

Q – Will performance evaluations or personnel file information be released to the public?

A – No. Performance evaluations and personnel file information are not considered public information and are not part of an information release.

Q – What prompts a request for this information?

A – Any member of the public, including media, may request this information with no explanation required.

Q – Where can I locate the policy and/applicable law that supports a request?

A – Regents' policy 4.01.062 deals with confidentiality of personnel records and what information is and is not public. Regents' Policy 06.02.10 - .100 implements the Alaska Public Records Act. Regents' policies are available for viewing online at <http://www.alaska.edu/bor/policy-regulations/>. Applicable state law, which is referenced in Regents' policy, is available online at <http://www.legis.state.ak.us/basis/folio.asp>. Alaska Statute 39.25.080 governs personnel records. The Alaska Public Records Act is at AS 40.25.110.

Q – When I was hired with the university my contract letter didn't state that this information is public. Why didn't the university tell me before that the information was public?

A – Every employee's terms of employment are governed by state law and Regents' policy, both of which state that this information is public. As a public institution, much of the university's information is public and subject to open records requests. As such information requests are received, we do our best to try to notify affected employees, although advance notice to employees is not required.