

Susan Behlke Foley

President

1815 Bragaw Street, Suite 206 | Anchorage, AK 99508

2025 Yukon Drive, Suite 106 | Fairbanks, AK 99775

Phone: (907) 786-1359 | Email: sbfoley01@alaska.edu

www.alaska.edu/foundation



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Colleagues,

I have what I think is good news to share with you about development restructuring. After several conversations about the process, we have agreement from UA HR that NO development staff will receive “preemptive” lay-off notices and be required to apply and interview for new positions at the UA Foundation. Instead, reporting lines can be changed and positions can be transferred to the Foundation. There will be a position on the new development team for everyone who wants one. I’m delighted with this.

More information updates are in the paragraphs below. Inevitably, something here will change because that’s the world we inhabit. I’ll update you along the way. So, here’s what I do, and don't know today:

1. Currently, we are in the full information-gathering phase. I am attending provost-hosted meetings at all three campuses to get input from the provosts and as many deans/directors as possible. If a development restructure is to succeed, it is important to consider their observations very carefully.
2. I’ll be on leave for 2 weeks beginning September 7 with very little email access. In order to use this time well, I asked Megan Riebe to meet one-on-one with as many development officers as possible while I’m traveling. Megan or I will meet with every team member and will start with the development officers first. The purpose of these meetings is to discover how you think your talents can be used best in a new structure. New position descriptions are not developed yet. The Development job ladder will likely need an update and we want to get your input before we take that on. Position descriptions will also be tweaked in this process for consistency. Some form of metrics will also come into play and I want to get your collective input on all of these topics before any of this happens.
3. We will be enlisting outside assistance from a consultant who hasn’t worked with us before. I am relying on all of you and on the Foundation staff to share your wisdom and ideas, as well. Please feel free to email ideas to me or contact my Executive Assistant, Matthew Paskin, to schedule a conversation. You may also email and starting your subject line with the word TRANSITION for easier tracking.
4. The new development lead position at the Foundation will be filled only after a job description is constructed with your input and a national search conducted later this year or early 2020.

5. What I don't know yet:

- a. The exact timeline. I do not know when a transition will take place, but we are aiming for somewhere between October 15 and December 1, probably at the end/beginning of a pay cycle for easier logistics.
- b. Funding details. The UA President said funding for development will not be decreased this year, though a smooth transition of reporting lines will require participation from the campuses. We are collecting information from the deans and others about how to accomplish this. Each of the universities has a different structure and funding arrangement so there is not a single solution for all. The finalization of these arrangements may have an impact on the ultimate transition date for development staff.

You are the most important part of this transition process. Your work and your dedication are invaluable to the University as a whole. Your input, ideas, and suggestions are welcome. There is still much unknown; I commit to doing everything in my power to build a collaborative environment where, together, we can encourage donors to invest in higher education in Alaska.

Thank you for your continued support.

Susan Behlke Foley
President, University of Alaska Foundation
and Chief Development Officer, University of Alaska