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UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

RE: Interim CHRO Nickole Conley appointed as UA's permanent CHRO

January 23, 2026

Dear UA Community -

I'm pleased to share that I've appointed interim Chief Human Resources Officer (CHRO) Nickole Conley as the UA system's permanent CHRO, effective January 25, 2026. Nickole will continue to be based in Fairbanks, and continue to spend time in Anchorage and Juneau to support university leadership.

Nickole began her career at UAF in 2003 and has served as Chief of Staff since 2018. Her roles prior to that include serving as the chief financial officer for UAF's College of Engineering and Mines and as the deputy operations director at the Alaska Center for Energy and Power (ACEP). Nickole brings extensive experience in both human resources and finance, and has played a key role in several university-wide initiatives, including strategic planning and advancing UAF's R1 research designation. She also established the Signers Business Office—a shared services unit that supports campus-wide functions in fiscal and grant management, procurement, and HR.

Nickole has been instrumental in this critical role at the university, and I'm grateful for her willingness to accept the position permanently. Under her leadership, HR has continued to make progress on major projects that are critical to streamlined processes, HR efficiency, and building strong relationships. Nickole's forward-thinking and strategic approach are well-positioned to continue moving the university forward.

Please join me in congratulating Nickole as the new permanent University of Alaska CHRO.

Sincerely,

A handwritten signature in blue ink that reads "Pat K Pitney".

Pat Pitney  
President  
University of Alaska