

James R. Johnsen, Ed.D.

President

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Last summer I asked UA Human Resources to conduct a comprehensive compensation and benefits review. The review is part of our commitment to meet the educational needs of Alaska and to better serve our faculty, staff, and students. I am pleased to share that review is now complete.

Soon you will receive a letter that shares the review findings specific to you. The goal is to first understand where our employees' compensation and benefits are in relation to the market, which is attached. Your letter indicates where you are in comparison to the higher education market, or other relevant labor markets. The competitive salary range is ten percent above or below (+/- 10%) the average of all salaries in the same position (market median).

The next step, in unison with the current legislative budget process and subject to approval by the Board of Regents, is to plan how we can ensure that UA salary and benefits are competitive and aligned with our shared strategic priorities and core principles. The approved state budget is critical to the compensation plan. We likely will require gradual increases over the next few years to achieve our goals.

During the May 9, 2019, UA Board of Regents budget work session, I discussed overall initiatives and scenarios, including compensation, based on various levels of State of Alaska funding. In addition, I described the budget we would allocate to market increases - as appropriate - and to address the pension, dependent on funding from the State of Alaska. I encourage you to review the presentation and other budget information in the UA Board of Regents' [agenda](#).

We must wait on the outcome of the budget process before we can decide how and when we will be able to raise employee salaries to the competitive market range (+/- 10% of the market median). Please find the executive summary of the UA Total Compensation Review attached. You can also find it, along with more information, on the compensation study website: <https://alaska.edu/classification/compensation-review/>.

If you have questions or comments, please go to the website and fill out the [online feedback form](#). We will respond as quickly as possible. Thank you for all of your hard work and dedication to the University of Alaska.

Sincerely,

Jim Johnsen