of Alaska (UA) Faculty Alliance, Dr. Fallen is the Principal Investigator (PI) of the Lowell

Of particular concern to the Staff Alliance is a perceived shift in compensation policy, away from regular across-the-board pay increases, which have been the standard at the University of Alaska for over 30 years, to a performance-based model that seeks to use bonuses to reward high-performing employees. At a time when employees are routinely being asked to do more with less, we are concerned this philosophy will lead to difficulties recruiting strong candidates and retaining good employees.

To that point, it was identified by the Staff Alliance Compensation Committee that there is uneven use and access to performance bonuses across University of Alaska campuses. In FY18, the University of Alaska Fairbanks awarded 384 bonuses to its employees. The University of Alaska Anchorage gave out 137 bonuses. The University of Alaska Southeast granted eight while the Statewide offices awarded five, one of which was to President Johnsen. The Staff Alliance would like to see an easy and open process developed for supervisors to recognize their employees, formally and informally, and would like to be involved in the development of such a process.

The Staff Alliance is concerned about persistent morale issues present at each campus at the University of Alaska. Particularly troubling was a pay increase hold implemented over the summer. This was distressing to staff because most employee evaluations are conducted near the close of the fiscal year. With the hold in place, supervisors were unable to request performance based in-grade step increases for high performing employees or ask for position reclassifications for employees who have taken on new duties or gained new abilities through professional development. The hold, lifted in early October, created a good deal of frustration among employees already operating under increased workloads and decreased staffing. Increasing the frustration was the lack of communication concerning both the start and end of the hold on pay increases.

Thank you again for taking the time to read this report. As chair of the Staff Alliance, I hope to continue this conversation with you to find a way forward that supports and emboldens our staff to carry out its mission of uplifting and encouraging students at the University of Alaska.

Josh has been on campus since 2006, where he started as an undergraduate student at UAF