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May 18, 2023

To: President Pat Pitney

CC: Paul Layer, Vice President for Academics, Students & Research  
Daniel White, Chancellor, University of Alaska Fairbanks  
Sean Parnell, Chancellor, University of Alaska Anchorage  
Karen Carey, Chancellor, University of Alaska Southeast

From: Faculty Alliance

Re: Executive Administrative Costs

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Thank you for your response. Could we please get an update on the positions listed in part D, ("an explanation of new EX/FR positions in AY21, AY22 and AY23") including those jobs posted but not yet filled?

Faculty Alliance strongly recommends:

- 1) Continued attention to the executive administrative reviews. The executive administrative review was a substantial endeavor. We appreciate President Pitney's willingness to undertake this task, and the procedural attention to shared governance in its design and timeline. These reviews are a valuable planning resource and should be referred to when considering new EX/FR positions.
- 2) Decreasing student-to-administrator ratios. Decreasing the administrative cost as a proportion of total expenditures is a good starting point (as proposed in the Goals and Measures) but a specific student-to-administrator ratio would better measure where the UA system could make efficiencies by combining administrative positions (recognizing that a minimal level of administration is necessary independent of student enrollment).

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**From FY 12 to 22, the ratio of administrators to students increased by 37 percent across the University of Alaska.**

3) Full review process for any administrative appointments that include tenure. We are aware of several appointments that are coming with faculty tenure (& fall-back clauses).

We advise caution with all future administrative appointments with faculty tenure lines, as they may not be sustainable in this budget climate. When faculty tenure lines are approved they are justified by a rigorous budget analysis—this analysis is absent when administrators are hired with tenure. We also remind the UA community that faculty select and evaluate their peers, and that UAA, UAF, UAS-specific handbooks and other processes regarding tenure need to be followed.

We remain committed to the goal of decreasing the administrative cost as a proportion of total expenditures and ensuring that the University can sustainably support its mission.

Sincerely,

Jennifer Ward

Chair, Faculty Alliance

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*Jennifer Ward*  
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