



UNIVERSITY OF ALASKA BOARD OF REGENTS HEALTHCARE PRESENTATION

EXPERTISE PARTNERSHIP VALUE

December 9, 2010



TRENDS ANALYSIS STATISTICS PLANNING TOOLS



Current State

Agenda



- ❖ Current State
- ❖ Healthcare Reform Impact
- ❖ FY 2012 Strategies



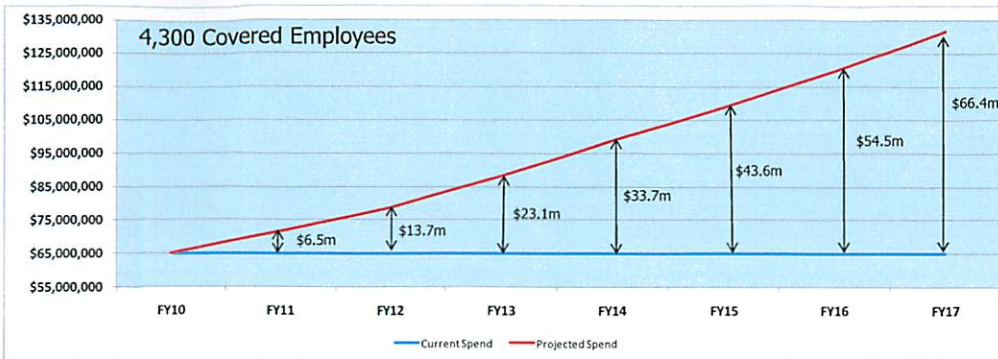
Demographics by Medical Plan



	Economy Plan	Standard Plan	Deluxe Plan
Average Age			
Male	43	46	52
Female	43	46	50
Combined	43	46	51
Median Salary	\$51,692	\$54,698	\$61,797
Average Length of Service	7 Years	9 Years	11 Years
Medical & RX Claims Per Employee Per Year (PEPY) As of August 2010	\$6,239	\$11,817	\$23,466

- Average age of the University employees is 46
- Average length of service is 8.7 years for the University
- Median Salary is \$55,000
- 43% of the University population is Male
- 57% of the University population is Female
- 288 (7%) employees are opting out of the plan

7 Year Status Quo Benefit Plan Cost Projection



UNIVERSITY OF ALASKA COSTS WILL DOUBLE IN 7 YEARS

	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	Cumulative
Projected Net Spend Status Quo	\$65,100,874	\$71,610,961	\$78,722,058	\$88,224,704	\$98,811,669	\$108,692,836	\$119,562,119	\$131,518,331	\$511,213,102
Cost Increase Over Current		\$6,510,087	\$13,621,184	\$23,123,830	\$33,710,795	\$43,591,962	\$54,461,245	\$66,417,457	\$120,607,858

Cost projections are based on FY10 actuals projected forward by 10% for FY11-12, 12% for FY13-14 and 10% for FY15-17 assuming continued 17% current employee contributions. Cost projections are for medical/Rx claims costs less pharmacy rebates

5

Executive Summary – Demographics



- ❖ The University's average age of 46 is above the national norm of 40 to 41
- ❖ The University of Alaska's healthcare costs will double in 7 years from \$65.1M to \$131.5M
- ❖ The Standard plan is well positioned as is the Economy plan compared to other Universities

6

Large Claimant Analysis – FY 10 (7/09-6/10)



- ❖ The number of expected claims is based on actuarial analysis utilizing the University of Alaska's estimated number of members.
- ❖ The number of claims for the University is based on FY 10 large claims information

Claim in Excess	# of Expected Claims*	# of Claims for U of Alaska
\$100,000	30.7	48
\$200,000	8.2	14
\$300,000	2.9	6
\$400,000	1.2	3
\$500,000	0.7	1

*Not adjusted for Alaska claims cost

7

Executive Summary – Lifestyle Impact



- ❖ Heart Disease is a chronic disease within the University's population
 - Heart disease is the #1 lifestyle related condition with over \$4.1M in paid medical claims for last 12 month period (October 2009 to September 2010)
 - Hospitalization costs for Heart Disease in Alaska for 2007 range from \$20,814 for Congestive Heart Failure to \$144,642 for a Bypass
- ❖ Of the Top 30 FY2010 Large Claims, nine were lifestyle related for a total cost of \$2.7 Million
- ❖ Of the Top 30 FY 2011 (July – September) Large Claims, 10 are lifestyle related for a total cost of \$1.6 Million

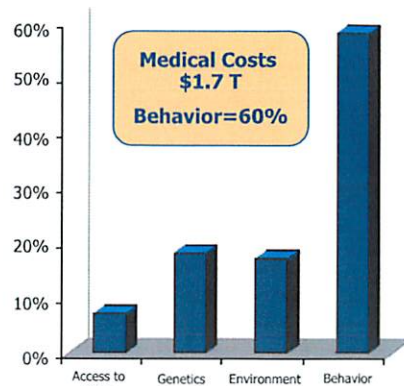
http://www.hss.state.ak.us/dph/chronic/chp/pubs/burden_Dec09.pdf

8

Behavior is the single greatest determinant of health status

- ❖ In a group of 100 workers:
 - 60 are sedentary
 - 50 have high cholesterol
 - 50 are at least 20% overweight
 - 27 have cardiovascular disease
 - 24 have high blood pressure
 - 14 use tobacco products
 - 10 have diabetes

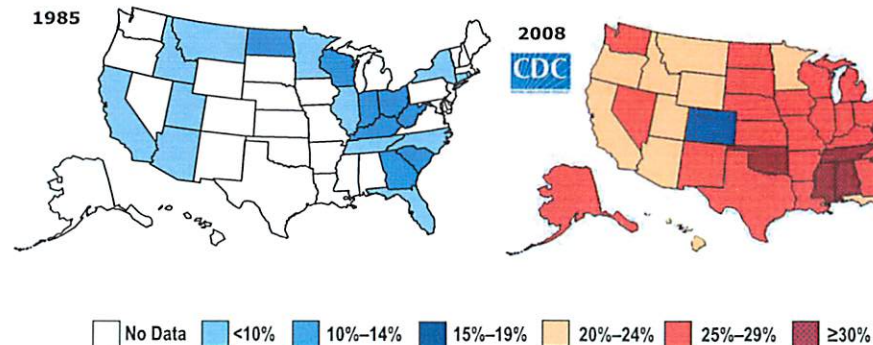
Primary Factors Impacting Health Status Among U.S. Workforce



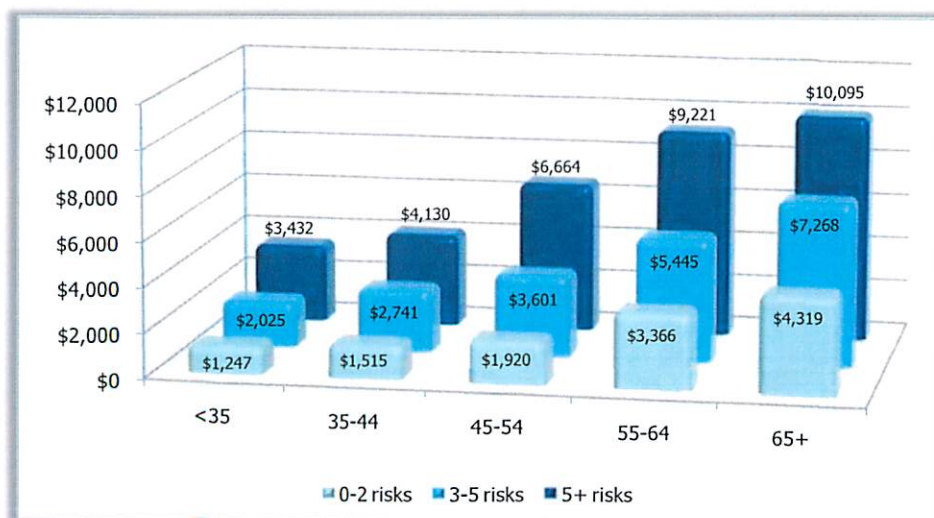
Source: 2006 HR Southwest Human Resources Conference and Exposition

9

Obesity Trends* Among U.S. Adults
(*BMI ≥ 30 , or about 30 lbs. overweight for 5'4" person)



10



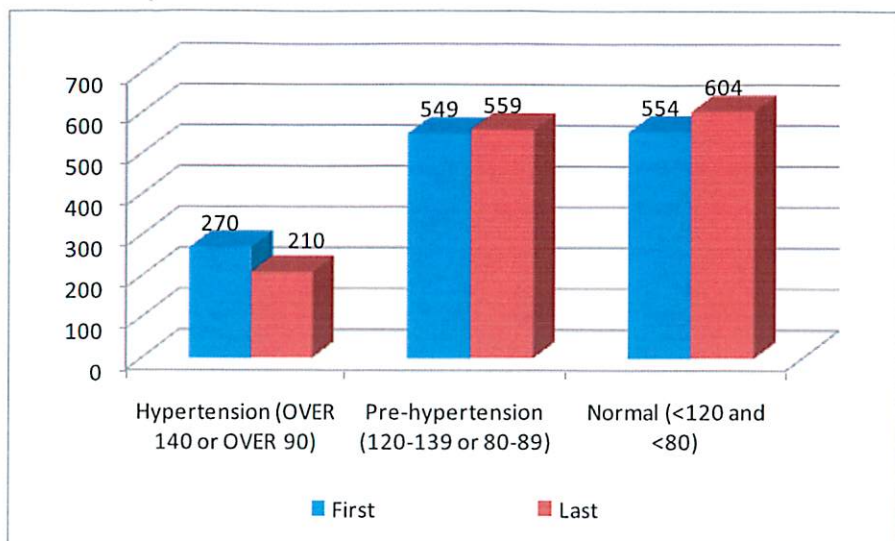
Eddington, D. W. Emerging Research, AHRP, 2001:15(5):341-349.

11

- ❖ We believe your wellness programs are achieving at the very minimum an ROI of one-to-one
- ❖ University of Alaska has a best in class wellness program based on on-site coaching visits
- ❖ The University is spending an appropriate amount for a wellness program
 - Best in class employers typically spend 2% of total costs on wellness programs
- ❖ Participants in the IHP & other wellness programs are realizing improved health and reduced risk factors

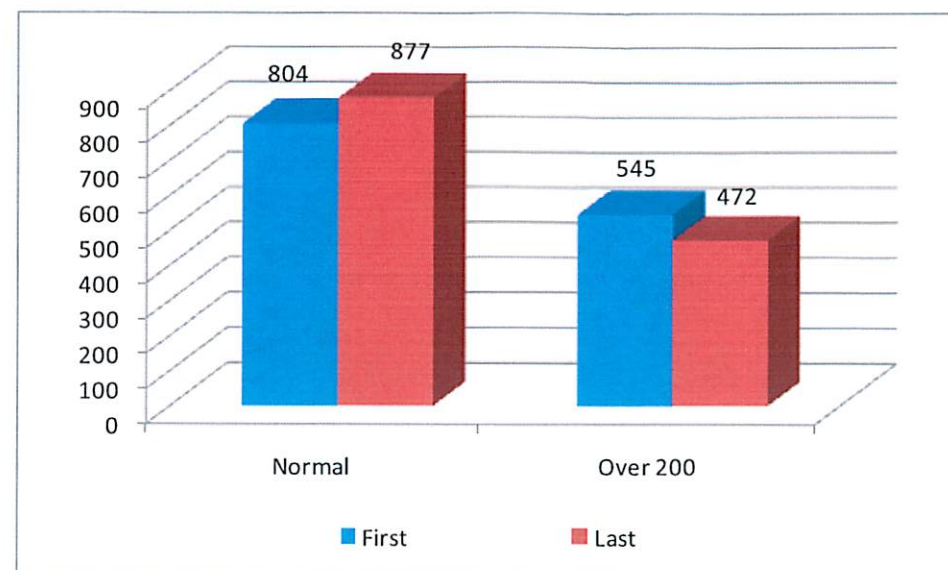
12

IHP Participants' Blood Pressure – Year 1, 2 & 3



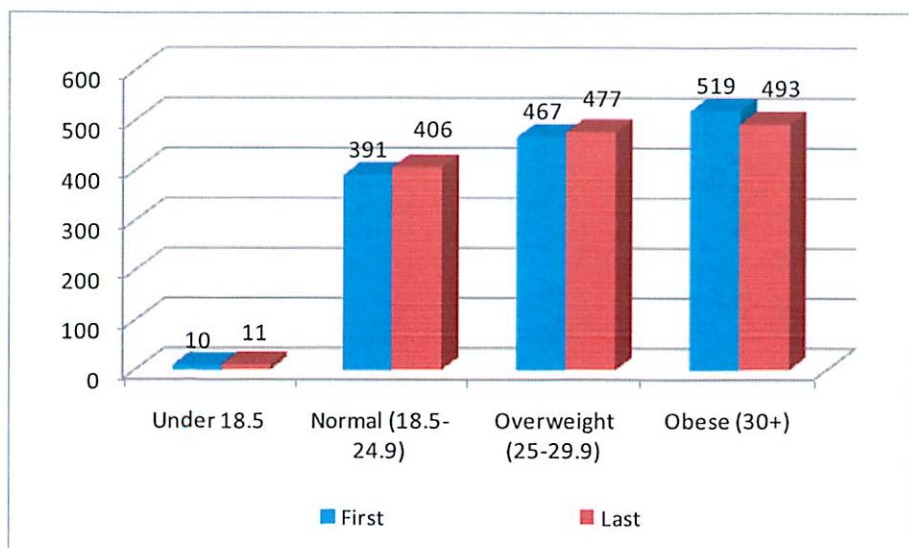
13

IHP Participants' Cholesterol Levels – Year 1, 2 & 3



14

IHP Participants' BMI – Year 1, 2 & 3



15

Wellness Executive Summary



- ❖ The University has a high volume of lifestyle-related costs
- ❖ The economy plus healthcare reform will increase the University's costs.
- ❖ Employees need to be held accountable and responsible for their health and that of their dependents
- ❖ Begin to engage employees through plan design and employee contributions
- ❖ Need to measure outcomes and not activities

16

Healthcare Reform Impact

Healthcare Reform – 2011 Mandated Benefits

2011

Benefit Provision	Current Benefit	7/1/2011	Estimated Cost
Lifetime Maximum	\$2,000,000	Unlimited	\$800,000
Dependent Children	19/24 (non-student/student)	To age 26 regardless of student or marital status	\$2,000,000 to \$2,400,000
Pre-existing Conditions	Pre-existing Condition for Children under 19	No Pre-existing Condition for Children under 19	Minimal
Emergency Services for Out-of-Network paid at In-Network	Paid the Same	Paid the Same	\$0
Preventive Services Cost Share	No Cost Share	No Cost Share*	\$150,000 to \$250,000
Total Cost			\$2,950,000 to \$3,450,000

*Cost increase due to including colonoscopies covered at 100%

18

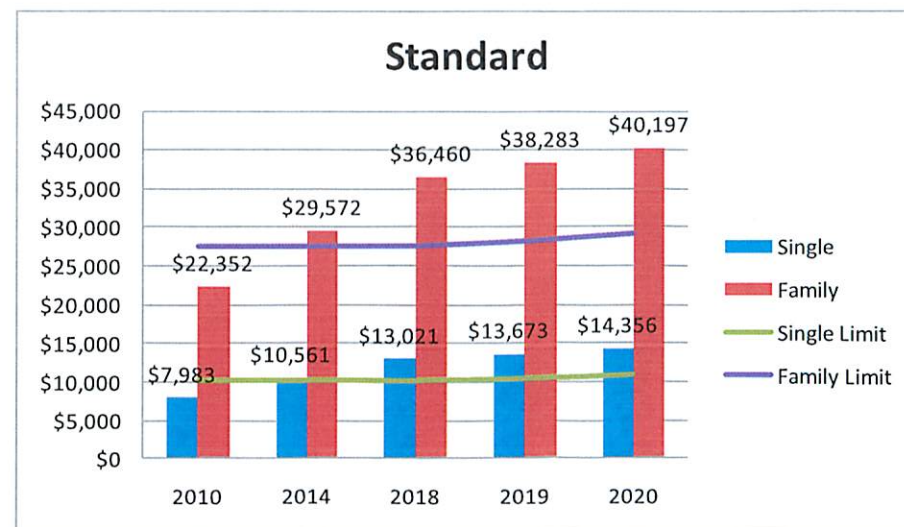
Long Term HCR Mandated Benefits 2012 to 2018

	Regulation	U of Alaska Est. Cost
2012	W-2 Reporting of 2012 health plan values	Minimal
2012	4 Page summary	Minimal
2013	Reduce FSA from \$5,000 to \$2,500	N/A
2014	Free Rider Surcharge	One plan with qualifying coverage (60%) at affordable cost (8%)
2014	Automatic Enrollment (0% to 50% opt-in)	\$0 to \$1,400,000
2018	Cadillac Tax	\$4,021,000*

*Trended 2010 budgeted rates 5% a year for plan design changes to 2018

19

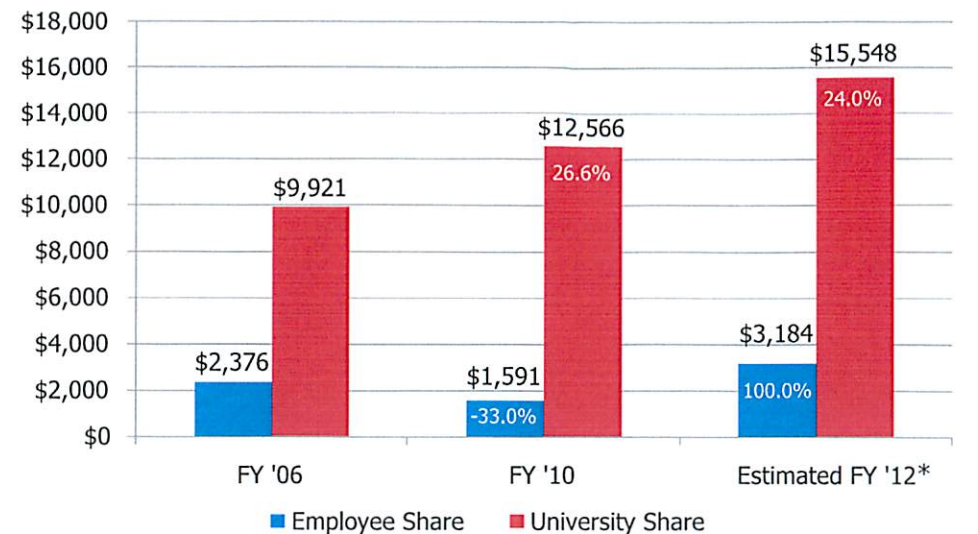
2018 Cadillac Tax – Standard Plan



20

- ❖ FY 2012 Mandated Healthcare Reform changes are estimated to cost the University of Alaska between \$2,950,000 and \$3,450,000
- ❖ Consider Stop Loss as an option to control risk due to unlimited lifetime maximum
- ❖ Eliminating the medical plans in 2014 would substantially decrease the cost of healthcare for the University but would significantly increase the cost of healthcare for its employees
 - University could save \$70.4M
 - Employees costs would increase \$76.1M
- ❖ The estimated Cadillac Tax in 2018 will cost the University and its employees over \$4,000,000

21



❖ Employee and Employer Contributions Only – no employee out of pocket cost (deductible & coinsurance)

* Projected FY12 status quo costs

22

	Employer (83%)	Employee (17%)
Healthcare Reform*	\$2,781,000	569,000
Healthcare Trend	\$4,437,000	\$1,127,000
Total Gross Cost	\$7,218,000	\$1,696,000
Loss of Over-Recovery	\$0	\$2,817,000**
Total Projected FY 12 Cost Increase	\$7,218,000	\$4,513,000

*Includes healthcare reform changes of unlimited lifetime maximum, age 26 dependent coverage & preventive costs for colonoscopies

**Loss of Over-Recovery includes the cost of employee contributions due to migration of lower cost plans

23

FY 2012 Strategies

Attachment 8.5 Strategies Under Review



Proposed Plan Design	Estimated \$ Savings	Recommended for FY2012
Increase Part-Time Employee contributions, if increase \$50 per month with 299 PT employees	\$179,000	✓
8 Tier employee contributions (ee, ee +1, ee +2, ee+3, ee + sp, ee + sp +1, ee +sp +2, ee + sp + 3	\$75,000	No
Working Spouse Surcharge - \$50 per month per working spouse - 2,381 spouses on the plan & assume 50% have access to coverage through their employer	\$714,300	✓
Tobacco Usage Surcharge - \$50 per month per tobacco user - Assume 804 (20%) of employees use tobacco	\$504,000	✓
Dependent Audit with 5% ineligible dependents (includes cost of audit)	\$470,400	✓
Employee contributions tied to completion of wellness activities and outcomes	TBD	Under Review
Exclude High Risk Activities from coverage	TBD	No

25

Attachment 8.5 Strategies Under Review



Proposed Plan Design	Estimated \$ Savings	Recommended for FY2012
Remove Nexium from the University's pharmacy plan	\$250,000	No
Exclude coverage for all Proton Pump Inhibitor (PPI) drugs from the University's pharmacy plan & implement a \$5 copay for OTC PPI drugs	\$328,800	No
Exclude coverage for all Non-Sedating Antihistamine (NSA) drugs from the University's pharmacy plan and implement a \$5 copay for OTC NSA drugs (Claritin, Allegra & Zyrtec)	\$85,500	No
Implement Evidence based plan design for certain disease states (blood pressure, cholesterol...) Reduced generic retail and mail order copays	\$44,900	Under Review
Increase non-preferred brand copay from \$40 to \$50	\$115,000	✓
Mandatory Mail order (allow two refills and then mail order)	\$100,400	No
Increase retail copay by 2 times if the member does not use mail order for the third refill of a maintenance drug	\$150,400	✓
Reference based pricing - set amount University will pay to generic cost and employee pays the difference	TBD	No

26

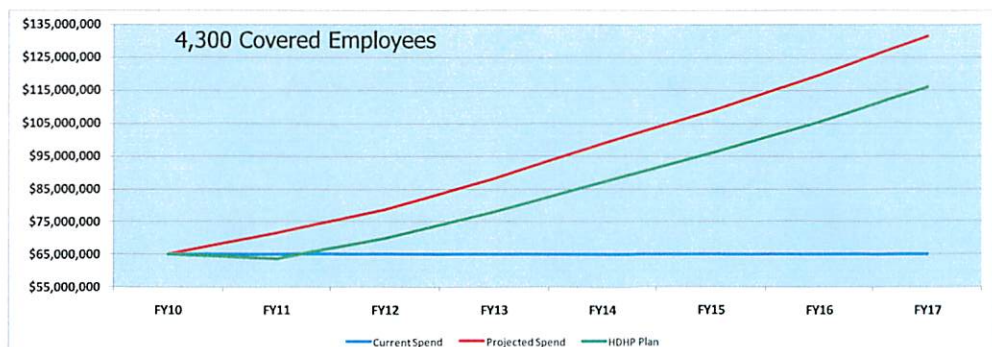
Attachment 8.5 Strategies Under Review



Proposed Plan Design	Estimated \$ Savings	Recommended for FY2012
Eliminate Deluxe Plan & Increase Standard plan deductible from \$250 to \$750 and Economy plan deductible from \$500 to \$1,000	\$2,100,000	Under Review
Increase Deluxe deductible to \$250 with \$1,500 OOP Maximum, Standard deductible to \$450 with \$2,000 OOP Maximum and convert Economy plan to HDHP with HRA account with \$2,000 deductible with \$5,000 OOP Maximum & \$1,000 seed money	\$3,900,000	Under Review
Increase Deluxe deductible to \$500 with \$3,000 OOP Maximum, Standard deductible to \$750 with \$3,500 OOP Maximum and convert Economy plan to HDHP with HRA account with \$1,500 deductible with \$4,000 OOP Maximum & \$250 seed money	\$7,200,000	Under Review
Full Replacement HDHP with HRA account that has one-to-one actuarial value to the Economy plan	\$7,000,000 to \$8,000,000	No

27

Attachment 8.5 7 Year Benefit Plan Cost Projection FULL Replacement HDHP w Account Based Plan



	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	Cumulative
Projected Net Spend Status Quo	\$65,100,874	\$71,610,961	\$78,772,058	\$88,224,704	\$98,811,669	\$108,692,836	\$119,562,119	\$131,518,331	\$697,192,679
Projected Net HDHP Spend		\$63,733,756	\$70,107,131	\$78,169,451	\$87,158,938	\$95,874,832	\$105,462,315	\$116,008,547	\$616,514,970
HDHP Cost Savings Over Status Quo		(\$7,877,206)	(\$8,664,926)	(\$10,055,253)	(\$11,652,731)	(\$12,818,004)	(\$14,099,804)	(\$15,509,785)	(\$80,677,709)

❖ Costs savings realized from movement of individuals from Standard to Economy plan and a change in utilization patterns
❖ Cost projections are based on FY10 actuals projected forward by 10% for FY11-12, 12% for FY13-14 and 10% for FY15-17. Cost projections are for medical/Rx claims costs less pharmacy rebates

28

❖ Surgical Travel Benefit Option

❖ On-site Medical Clinic

29

❖ Surgical Travel Benefit

- Plan savings if members travel to Puget Sound area to receive care for specific procedures
- University would cover airfare, lodging, food and car for member & another person
 - ❖ Estimated cost of \$3,000 to \$4,000
- 43 Knee Replacements, 29 Hip Replacements, 26 Discectomy, 1 Gastric Bypass and 1 Hysterectomy for FY 10

30

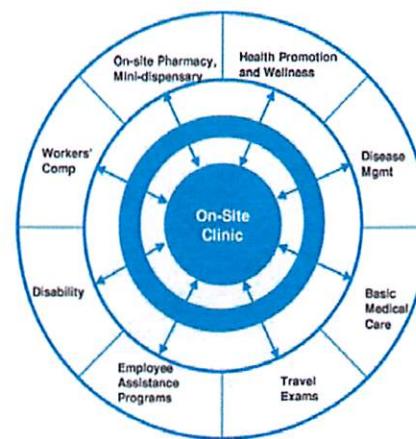
❖ Surgical Travel Benefit

Procedures	Projections Allowed per Episode for 2011 ¹						
	Area of Surgery				Difference between Puget Sound		
	Anchorage	Juneau	Fairbanks	Puget Sound	Anchorage	Juneau	Fairbanks
Hysterectomy	\$26,447	\$28,180	\$33,058	\$16,259	\$10,188	\$11,921	\$16,799
Gallbladder Surgery	28,649	25,622	31,776	16,257	12,392	9,405	15,519
Knee Replacement	65,670	66,098	87,550	37,393	28,276	28,704	50,157
Hip Replacement	53,981	62,602	86,186	35,380	18,602	27,222	50,806
Disc Fusion	82,488	81,461	76,688	54,874	27,615	26,587	21,814
Discectomy	36,890	48,200	36,448	22,727	14,163	25,473	13,720
Gastric Bypass (RNY)	55,679	73,799	165,340	29,182	26,497	44,617	136,158

1. Average allowed per episode trended to 2011 for Alaska and Puget Sound Facilities. This includes all services from physician's initial evaluation to consults with specialists to surgery to post surgery care.

31

Benefits to Employer Services → Savings



- ❖ Convenience and access
- ❖ Quality and efficient primary and urgent care
- ❖ Referral to the best providers
- ❖ Prevention and health promotion improvement
- ❖ Appropriate medication utilization, compliance, and overall value
- ❖ Employee loyalty, morale and well-being

32

Observations on Employee Impact



- ❖ Transitioning to the proposed FY12 plan design changes will be a challenge for the University of Alaska
 - It will be disruptive to the employees
 - It will shift costs to the employees
 - It will require multiple communications to employees
- ❖ The University needs to fully commit to a comprehensive communication plan to educate and engage employees

33

Summary & Observations



- ❖ The status quo is unsustainable.
- ❖ The University's plan design is at or slightly above benchmarked Universities.
- ❖ Healthcare Reform will increase the University's costs.
- ❖ There are limited efficiency options for the University with the supply side of healthcare costs.

34

Summary & Observations



- ❖ Healthcare demand (Health Risk Management) is the primary opportunity to reduce costs for the University.
- ❖ The University needs to transform its plan design from passive to behavioral.
- ❖ The University needs to measure and reward outcomes and not activities.

35

Q&A



- ❖ Questions

36

UNIVERSITY OF ALASKA PERFORMANCE EVALUATION FORM

All University of Alaska supervisors are required to complete an annual written performance evaluation per Board of Regents' Policy 04.07.030. In addition, accreditation standards require that "administrators and staff are evaluated regularly with regard to performance of work duties and responsibilities."

I. EMPLOYEE INFORMATION

Employee Name (Last, First, MI)	Employee ID	Position Title
Department/Campus	Supervisor Name	Review Date
Review Type: Annual Review, Six-Month Review or Other; Identify Time period of performance evaluated: i.e., January 1, 2010 – December 31, 2010.		

II. PERFORMANCE RATINGS

E	Exceptional: Consistently exceeds performance expectations.
HE	Highly Effective: Consistently meets and at times exceeds performance expectations.
P	Proficient: Consistently meets performance expectations.
NI	Needs Improvement: Inconsistent performance; at times meets expectations and at times falls below expectations
II	Insufficient Information: May be used when employee is too new to evaluate, or if employee has been gone for an extended period of leave. Supervisor must explain an N/A
N/A	Not Applicable: May be used when a specific performance factor does not apply to the job.

III. INSTRUCTIONS

The employee's position description is the supervisor's reference for rating all of the duties and factors that appear in this document.

1. Review the performance evaluation format and the instructions below. Compile any department files or other relevant information (i.e., previous evaluations, supervisor file, position description, etc.).
2. When assessing each performance factor, consider only those aspects of the employee's performance in the specific area being evaluated. For example, an employee can earn an "E" rating for "Job Knowledge", and a "NI" rating for attendance. You may consider all aspects of an employee's performance in the overall performance rating. When evaluating attendance, do not consider time away from work that is protected by Federal or State Law (i.e., Family Medical Leave Act or Americans with Disabilities Act, etc.)
3. To assign an overall "NI" rating, documentation of a previous counseling session between the supervisor and employee must exist to support the rating, or a plan of action that has been discussed with the employee during the evaluation meeting (See Section VII below) must be attached to this evaluation.
4. Meet with employee to discuss evaluation contents and goals for the upcoming year.
5. Employee may make comments on the evaluation form within 30 days from date of evaluation meeting and/or on an additional sheet of paper. Employees may request a meeting with the second level supervisor regarding the evaluation contents.

DRAFT

6. Request the employee's signature to acknowledge that a copy of the completed evaluation has been received by the Employee. The signature indicates receipt of a copy, not agreement with contents of the evaluation. If an employee refuses to sign, note the refusal on the form and forward to Human Resources.

7. The supervisor must **forward the original, performance evaluation and all attachments to Human Resources for review and inclusion in the official personnel file.**

IV. RATE ESSENTIAL FUNCTIONS – **COMPLETED FOR ALL EMPLOYEES.**

Position description should be attached OR duties in the position description should be inserted below.

Essential Functions: These are the duties articulated in the position description (PD) of the employee during this evaluation period. You may attach a copy of the PD in lieu of inserting essential functions below.

Comments: Insert comments that illustrate reasons for the rating; discuss the results that the employee achieved in relation to essential functions. In the box to the right, rate the performance for each major area (E, HE, P, NI, II, N/A)

Essential Function 1: (insert from PD) <u>Comments:</u>	Rating: ____
Essential Function 2: (insert from PD) <u>Comments:</u>	Rating: ____
Essential Function 3: (insert from PD) <u>Comments:</u>	Rating: ____
Essential Function 4: (insert from PD) <u>Comments:</u>	Rating: ____
Essential Function 5: (insert from PD) <u>Comments:</u>	Rating: ____
Essential Function 6: (insert from PD) <u>Comments:</u>	Rating: ____

ATTACH ADDITIONAL SHEETS IF NEEDED.

POSITION DESCRIPTION REVIEW SECTION - (Please check the appropriate box.)

- ☐ Employee Position description has been reviewed during this evaluation and no changes have been made to the Position description at this time.
- ☐ Employee Position description has been reviewed during this evaluation and modifications have been proposed to the position description and entered into UAKJobs. Position description will be processed through the appropriate channels and approvals.

V. RATE OTHER PERFORMANCE FACTORS – COMPLETED FOR ALL EMPLOYEES

Every employee should be rated on the performance factors below in addition to rating their specific position description duties in section V above. Please indicate if employee is too new to rate or if supervisor has insufficient information to rate.

<p>Job Knowledge: Possesses and applies knowledge of current requirements, methods, techniques and skills. Understands how work relates to and affects internal/external areas.</p> <p><u>Comments:</u></p>	<p>Rating: ____</p>
<p>Planning and Organization: Effectively sets objectives and priorities within area of responsibility; forecasts needs; identifies key tasks and sequential steps; manages time and resources efficiently; effectively handles the requirements of multiple or competing tasks.</p> <p><u>Comments:</u></p>	<p>Rating: ____</p>
<p>Work Quality/Quantity: Rate quantity and quality of work produced. Consider timeliness, ability to follow directions, accuracy, attention to detail, follow-through, and thoroughness; completes assignments, meets commitments and deadlines</p> <p><u>Comments:</u></p>	<p>Rating: ____</p>
<p>Problem Solving: Identifies, evaluates, and researches problems, and recommends solutions. Seeks input or assistance when appropriate.</p> <p><u>Comments:</u></p>	<p>Rating: ____</p>
<p>Communication: Effectively conveys information to others by written and verbal means, practices active listening. Builds effective relationships.</p> <p><u>Comments:</u></p>	<p>Rating: ____</p>

DRAFT

Decision Making: Consistently uses good judgment in gathering, analyzing and acting on relevant information in a timely manner. Comments:	Rating: ____
Attendance: Adheres to work schedule; attendance is punctual and consistent. Comments:	Rating: ____
Adaptability: Flexible under changing conditions (new people, ideas, tasks, priorities, etc.). Anticipates and prepares for change. Comments:	Rating: ____
Safety and Risk Management: Applies proper analysis and takes action to mitigate or where appropriate eliminate undue risk or contingent liability. Observes safety rules and safe work habits. Identifies safety problems to appropriate staff. Comments:	Rating: ____
Initiative: Completes assignments and takes constructive action without prompting. Seeks challenging assignments, self-development, and learning opportunities. Comments:	Rating: ____

VI. RATE LEADERSHIP/SUPERVISORY PERFORMANCE FACTORS – COMPLETED FOR SUPERVISORY EMPLOYEES ONLY– (Does not include lead positions)

The factors below should be rated only if the employee holds a supervisory position. Evaluators are encouraged to seek feedback from subordinate employees when rating the below supervisory factors. Delete this section if it does not apply to the employee.

Leadership: Directs, motivates and appropriately influences others to achieve the relevant mission; serves as credible role model, displaying and instilling a positive attitude; sets high standards for self, group and others; builds a strong sense of teamwork, purpose and group identity; encourages subordinate input and participation; makes effective decisions and exercises discretion consistent with relevant policy, regulation, unit responsibilities and goals; ability to facilitate necessary change. Comments:	Rating: ____
Employee Management: Effectively delegates work and responsibility to appropriate staff, clearly communicates goals and expectations; ensures staff are kept informed of relevant information, engages in two-way communication; effectively handles personnel issues; recognizes the achievements of others; routinely provides constructive and on-going feedback on job performance; completes annual performance appraisals in a timely manner; applies policies and procedures equitably to staff. Comments:	Rating: ____

DRAFT

Training & Development: Identifies training needs, provides educational/training opportunities to ensure employee success; develops capabilities of staff. <u>Comments:</u>	Rating: ____
Resource/Budget Management: Ensures that University resources are used consistent with cost versus benefit considerations; seeks, identifies and acts on opportunities for cost efficiency; routinely analyzes work activities for efficiency and effectiveness; achieves desired results within constraints. <u>Comments:</u>	Rating: ____
Application of Policy & Procedure: Employee demonstrates knowledge of relevant policies, regulations and procedures and enforces consistent application within the department. <u>Comments:</u>	Rating: ____
University & Community Relations: Effectively coordinates and works cooperatively within the University community and where relevant with external agencies and community organizations. <u>Comments:</u>	Rating: ____

VII. ACTION PLAN/TRAINING, DEVELOPMENT, IMPROVEMENT GOALS:

Summarize any specific projects, performance objectives, or training and development plans for the next evaluation period. Must be completed for all NI ratings (see Instructions, Section III, Paragraph 3 above)

VIII. SIGNATURES/APPROVALS

Supervisor Signature: _____ Date: _____

Employee Review: The contents of this form have been reviewed with me. I understand whether or not I agree with this evaluation I may enter my opinions here or on an attached sheet of paper delivered to HR within 30 days from the date of my evaluation meeting. I understand that I have the right to discuss this evaluation with a Human Resources representative and/or to discuss this evaluation with the second level supervisor.

Employee Signature: _____ Date: _____

DRAFT

Employee Comments: (use back or attach additional sheet(s), if necessary)

Human Resources Reviewer Name: _____ Signature: _____ Date: _____

Attachment 6.2


[Home](#) [Subscribe](#) [Marketplace](#) [Classifieds](#) [My Content](#) [ArcticCam](#) [News](#) [Opinion](#) [Sports](#) [Features](#) [Multimedia](#) [Community](#)

ads

search

[sign in](#)

Arctic Region Supercomputer Center may lose DoD contract; layoffs expected

by Jeff Richardson / jrichardson@newsminer.com

Dec 03, 2010 | 5474 views | 38 | 18 | |

Updated 5:58 p.m.

FAIRBANKS - Employees at the Arctic Region Supercomputing Center were told on Friday that the program will likely lose its Department of Defense contract next summer, resulting in a dramatic restructuring and probable layoffs for most of its 46 employees.

ARSC, located at the University of Alaska Fairbanks since 1993, had a budget of about \$12 million last year. About 95 percent of that funding comes from the Department of Defense, which has a local contract to provide military and security assistance.

In recent months, warning signs have been building that the contract wouldn't be renewed when it expires on May 31 next year. UAF executive officer Bob Shefchik said the bleakest indication came last week when the Department of Defense sent an inquiry about how the operations at ARSC could best be transferred to other locations.

UAF Chancellor Brian Rogers spoke to the ARSC staff at a meeting on Friday, saying that layoffs appear probable. Shefchik said no definitive layoff announcement was given.

"If the Department of Defense doesn't extend our contract — and that's looking likely at this point — we need to talk about how we're going to proceed," Shefchik said.

The Department of Defense has six high-performance computing centers scattered throughout the United States and has been discussing consolidation since at least last summer. The center at UAF is the first of the six to have an expiring operating contract, which Shefchik said puts it in an especially vulnerable position.

A spokeswoman for Sen. Mark Begich, D-Alaska, who is a member of the Defense Authorization Committee, couldn't be reached Friday evening. A spokesman for Sen. Lisa Murkowski, R-Alaska, who is on the Senate Appropriations Committee, didn't immediately have information about the issue.

Shefchik said none of the ARSC employees should be surprised at Friday's announcement. Since last summer, he said, Rogers has offered three updates about the uncertainty surrounding the Defense contract.

"We were in the last year of the contract, and we weren't getting warm, fuzzy feelings about getting a five-year extension," Shefchik said.

UAF officials are in a delicate position with layoff notices. Many employees at ARSC require six months' notice, and those positions will be unfunded if the Defense contract expires on May 31.

Shefchik said the divisive atmosphere in Congress — and the likely possibility of budget gridlock — make it tough to count on a funding solution for ARSC and its personnel. He said there isn't a deadline for making a decision about layoffs but that future staffing plans for ARSC will need to be made within the next few months.

UAF spokeswoman Marmian Grimes said laid-off employees are given preferred status when job openings emerge on campus.

Even if the Defense contract isn't renewed, Shefchik said a need for some supercomputing functions will remain at UAF. Scientists use the high-function computers to model climate change, ocean patterns and atmospheric conditions.

Shefchik said UAF will need to develop a plan in the months ahead to continue those functions, whether ARSC continues in its current form or not.

It's the second time this year that ARSC has faced the prospect of a downsized operation. UAF shut its 3-D virtual reality Discovery Lab on May 1, saying the \$250,000 annual budget would be redirected to other ARSC programs to offset rising costs.

ARSC received a \$6 million grant from the National Science Foundation in 2009 to pay for a new data-storage facility and an additional supercomputer.

Contact staff writer Jeff Richardson at 459-7518.

[Share This Article](#) |

Now providing
Live 4D Imaging

Family Friendly Setting
Theater-style suite for viewing
Gift Certificates Available
Alaska Open Imaging
3419 Airport Road, D 474.2002

THE GREAT ALASKAN
BOWL
COMPANY

Have a
Made in Alaska
Christmas
cookbooks, ornaments, food & more

[CLICK HERE FOR MORE INFO](#)

**ENJOY KEURIG.
ENJOY THE
HOLIDAYS.**

BUY NOW

KEURIG

CHOOSE. BREW. ENJOY.

DOYON
Limited

LEADER in All We Do
WWW.DOYON.COM

UNIVERSITY OF ALASKA LABOR and EMPLOYEE RELATIONS REPORT

PSEA Representation Petition: On October 5, 2010 the Public Safety Employees Association (PSEA), AFSCME Local 803, filed a petition to represent police officers, dispatchers, sergeants and all other employees of the UAF Police Department. UA, PSEA and ALRA held a teleconference to discuss the exclusion of UAA Police Department. At the teleconference the parties agreed PSEA would request the petition be put into abeyance and PSEA would have access to UAA Police Department employees to the extent permitted by Alaska law. On October 28, 2010 PSEA sent a letter to ALRA requesting the petition be held in abeyance until November 19, 2010 and further notified UA it would participate in union organizing activities November 5, 6 and 7th. On November 9, 2010 PSEA requested an additional extension for holding the timelines in abeyance until December 15, 2010. The ALRA granted the extension.

EMPLOYEE RELATIONS HIGHLIGHTS

- **UAF Community and Technical College (formally Tanana Valley Campus):** A non-exempt employee at Tanana Valley Campus was non-retained pursuant to Regents' Policy and University Regulation. The employee grieved the issue and requested a hearing. After motion practice, the hearing officer issued a dispositive order on September 21, 2008, canceling the hearing and recommending that the UAF Chancellor uphold the non-retention decision. The employee filed suit in Superior Court challenging the university's non-retention rights. The judge issued a preliminary order adverse to the university. The university's request for reconsideration was denied and the university has subsequently filed a petition for review with the Alaska Supreme Court on November 12, 2010.
- **UAA Police Department:** An employee was terminated for cause and simultaneously non-retained. The employee filed a grievance, and a hearing was held in March. The hearing officer recommended upholding the termination and the chancellor agreed. The employee filed an administrative appeal on July 21, 2009. The judge reversed the cause termination but upheld the non-retention. Grimmit submitted a request for rehearing which was denied by the judge. The police officer has appealed the matter to the Alaska Supreme Court.
- **UAF Athletics Department:** An employee was laid off and subsequently grieved that layoff and filed an internal discrimination claim. A hearing is on hold pending an investigation into the discrimination claim.
- **UAF Institute of Arctic Biology:** An employee was nonretained and filed a grievance asserting that the nonretention was in retaliation for filing a harassment complaint. A hearing on this grievance was conducted in late September. At hearing the employee presented an argument that she should have been terminated for cause rather than non-retained. The university issued a cause termination

**UNIVERSITY OF ALASKA
LABOR and EMPLOYEE RELATIONS REPORT**

without rescinding the non-retention. The employee has requested a hearing on the cause termination.

UAA Engineering, Science & Project Management: The parties have reached a settlement agreement on the issue and the matter has been resolved.

- **SW OIT:** An employee was laid off and has subsequently grieved that layoff. The matter was heard on October 12, 2010. A decision was rendered on October 19, 2010, upholding the layoff.

[Home](#) [Subscribe](#) [Marketplace](#) [Classifieds](#) [My Content](#) [ArcticCam](#) [News](#) [Opinion](#) [Sports](#) [Features](#) [Multimedia](#) [Community](#) [sign in](#)

University of Alaska employees' tuition benefits scrutinized

by Jeff Richardson / jrichardson@newsminer.com

Dec 06, 2010 | 2910 views | 25 | 8 |

FAIRBANKS — Nearly 3,000 University of Alaska employees and their dependents took tuition-free classes last school year, constituting about 6 percent of the total student population.

The tuition waiver, which is available to 4,500 UA employees who are eligible for health benefits, and their children, was worth about \$4.4 million in fiscal 2010, according to a legislative report. Employees using the tuition waiver average three classes per fiscal year, while their dependents take an average of five courses per year.

Rep. Anna Fairclough, R-Eagle River, said she requested information about the employee education benefit at an October meeting of the Joint Legislative Task Force as a way to emphasize one of the costly but less-scrutinized benefits available to UA employees.

Fairclough, who is chairwoman of the House Finance subcommittee with oversight of the University of Alaska, said she isn't advocating specific cuts. But she said the UA Board of Regents needs to focus on issues like benefits packages as oil production declines and dollars become tighter. This year's \$343.7 million state contribution to UA is an increase of 3.6 percent.

"We just see a horizon that presents less opportunity for the state to provide more funding," she said.

UA officials say the tuition waiver program is a good deal for the university system and its employees. Mike Humphrey, the UA director of benefits, said it serves as a tool for recruiting new workers and is a way to provide continuing education opportunities for faculty and staff. He said the tuition waiver program also keeps employees in touch with the classroom environment at UA.

According to the October report, offering tuition breaks to employees is a "customary practice" in both public and private universities, with the overwhelming majority offering education benefits. It's less universal but still common for dependents, with about half of public institutions offering tuition waivers.

"If we're going to be competitive in a regional marketplace and a national marketplace, this is one thing employees are going to be looking at," Humphrey said.

During a five-year span starting in 2005, the number of students taking advantage of the employee education benefit has risen by about 3.5 percent, to last year's tally of 2,927. That figure is divided about equally between employees and dependents.

Humphrey said the employee education benefits are part of UA Board of Regents policy but was unsure whether they're also part of the negotiated agreements with various employee unions.

Tuition breaks are available to other groups as well. Alaskans 65 and older get free tuition, and the UA Scholars Program gives students in the top 10 percent of their high school class a cash scholarship equivalent to tuition costs.

Tuition will be a topic Thursday at the regents' meeting in Fairbanks. UA President Pat Gamble is proposing a 7 percent undergraduate increase for the 2012-13 school year, along with a 3 percent hike to graduate tuition rates, as a way to offset an expected lull in state aid.

Contact staff writer Jeff Richardson at 459-7518.

[Share This Article](#) |



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Employee Education Benefit Analysis FY06 – FY10

Executive Summary

- These figures include both credit and non-credit courses.
- In FY10¹, a total of 2,927 employees and their dependents used the employee education benefit, an increase of 4 percent (98 students) since FY06 (Table 1). These students comprise approximately 6 percent of the total UA student population.
- In FY10, 52 percent of students using the employee education benefit were degree-seeking, an increase of 13 percent (174 students) since FY06. Approximately 65 percent of the total UA student population is degree-seeking.
- In FY10, the dollar value of the employee education benefit was \$4,421,526 (Table 2).
- The average number of courses taken by individuals using the employee education benefit has remained consistent from FY06 to FY10 with employees taking, on average, three courses per fiscal year and dependents taking, on average, five courses per fiscal year (Table 3 and Appendices A-C).
- From FY06 to FY10, on average, 99 percent of courses taken by students using the employee education benefit were for credit and students were successful in more than 80 percent of courses (Table 3 and Appendices A-C).
- In FY10, 31,621 student credit hours (SCH) were generated by students using the employee education benefit, an increase of 7.6 percent (2,225 SCH) since FY06 (See Table 4 and Appendix D). These SCH comprise approximately 6 percent of all SCH generated by the total UA student population.
- In FY10, 67 percent (21,212) of SCH generated by students using the employee education benefit were lower division, 21 percent (6,694) were upper division, 12 percent (3,666) were graduate level and the remainder were professional level courses (Table 5).

Background

Per current Board of Regents' Policy, the University of Alaska provides an employee education benefit, which is funded from unrestricted and restricted funds via the employee staff benefit rate, as well as dependent tuition waivers which are managed internally using unrestricted funds.

It should be noted that providing an employee education benefit is a customary practice in both public and private higher education institutions. The overwhelming majority of all higher education institutions provide educational benefits to their employees and approximately 50% of public institutions provide tuition waivers to dependents. Additionally, providing an employee education benefit provides the university with the following:

- Attracts and retains staff/faculty; sustains a competitive position with other universities
- Provides required work-related training and skill upgrades without additional training costs
- Provides financial support to educational delivery and keeps training dollars at the university
- Increases university's human capital; encourages skill development
- Prepares staff for promotional opportunities
- Expands staff understanding of the university's mission and programs
 - Provides contact between faculty and staff
 - Provides contact between students and staff
- Demonstrates confidence in our level of instruction
- Consistent with Board of Regents' position on the value and commitment to higher education
- Keeps students/dependents in-state

¹ Fiscal years (FY) include summer, fall and spring semesters and yearlong offerings.
Statewide Planning and Institutional Research

UNIVERSITY
of ALASKA
State Teachers' Association

Employee Education Benefit Analysis FY06 – FY10

Table 1. Number of Students per Fiscal Year

Fiscal Years																			
2006				2007				2008				2009				2010			
UAA Employees				UAF Employees				UAS Employees				UVA Total				UVA System Total			
Dependents				Dependents				Dependents				Dependents				Dependents			
Non-Depend				Non-Depend				Non-Depend				Non-Depend				Non-Depend			
Total				Total				Total				Total				Total			
381				339				338				298				305			
569				569				575				541				575			
950				908				913				843				880			
-19.9%				-5.1%				-13.8%				-14.4%				-7.6%			
20.0%				20.0%				20.0%				20.0%				20.0%			
-1.4%				-1.4%				-1.4%				-1.4%				-1.4%			
7.8%				7.8%				7.8%				7.8%				7.8%			
1.0%				1.0%				1.0%				1.0%				1.0%			
3.2				2.75				3.03				3.16				3.07			
43				418				439				434				461			
10.3%				10.3%				10.3%				10.3%				10.3%			
10.8%				10.8%				10.8%				10.8%				10.8%			
12				3.89				3.73				3.67				4.01			
3.1%				3.1%				3.1%				3.1%				3.1%			
-17				2.75				2.67				2.75				2.58			
-6.2%				-6.2%				-6.2%				-6.2%				-6.2%			
-5				6.64				6.41				6.12				6.59			
-0.8%				-0.8%				-0.8%				-0.8%				-0.8%			
5.2%				1.357				1.393				1.383				1.392			
70				62				63				69				92			
48.4%				48.4%				48.4%				48.4%				48.4%			
-7				102				126				124				95			
-6.9%				-6.9%				-6.9%				-6.9%				-6.9%			
23				164				189				188				183			
14.0%				14.0%				14.0%				14.0%				14.0%			
9				74				66				65				85			
12.2%				12.2%				12.2%				12.2%				12.2%			
-16				75				86				93				88			
-21.3%				-21.3%				-21.3%				-21.3%				-21.3%			
-7				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329				313				341				346				356			
1.7				1.49				1.52				1.58				1.73			
-1.6				75				86				93				88			
-16				149				152				158				173			
-4.7%				-4.7%				-4.7%				-4.7%				-4.7%			
5.1%				313				341				346				356			
16				313				341				346				356			
329																			

UNIVERSITY
of ALASKA
State Teachers' Association

Employee Education Benefit Analysis FY06 – FY10

Table 2. Value of Employee Education Benefit per Fiscal Year

Fiscal Years				Fiscal Years				Fiscal Years				Fiscal Years							
2006	2007	2008	2009	2010	2006	2007	2008	2009	2010	2006	2007	2008	2009	2010	2006	2007	2008	2009	2010
UAA Employees					UAF Employees					UAS Employees					UVA Employees				
Dependent	193,270	197,914	196,620	189,446	187,004	240,974	290,238	292,024	339,700	411,972	170,998	170,998	170,998	170,998	193,270	197,914	196,620	189,446	187,004
Non-Depend	434,244	488,152	488,644	529,146	598,976	434,244	488,152	488,644	529,146	598,976	164,732	164,732	164,732	164,732	434,244	488,152	488,644	529,146	598,976
Total	627,514	686,066	685,264	718,592	785,980	627,514	686,066	685,264	718,592	785,980	325,730	325,730	325,730	325,730	627,514	686,066	685,264	718,592	785,980
Change	29.4%	27.0%	27.0%	30.4%	30.4%	29.4%	27.0%	27.0%	30.4%	30.4%	29.4%	27.0%	27.0%	30.4%	29.4%	27.0%	27.0%	30.4%	30.4%
UAA Total					UAF Total					UAS Total					UVA Total				
Dependent	778,872	862,912	862,912	895,462	908,272	778,872	862,912	862,912	895,462	908,272	325,730	325,730	325,730	325,730	778,872	862,912	862,912	895,462	908,272
Non-Depend	174,910	211,604	245,774	212,252	226,350	174,910	211,604	245,774	212,252	226,350	51,410	51,410	51,410	51,410	174,910	211,604	245,774	212,252	226,350
Total	953,782	1,074,516	1,108,686	1,107,714	1,134,622	953,782	1,074,516	1,108,686	1,107,714	1,134,622	377,140	377,140	377,140	377,140	953,782	1,074,516	1,108,686	1,107,714	1,134,622
Change	1.0%	12.1%	3.1%	-0.1%	3.1%	1.0%	12.1%	3.1%	-0.1%	3.1%	1.0%	12.1%	3.1%	-0.1%	1.0%	12.1%	3.1%	-0.1%	3.1%
UAA Total					UAF Total					UAS Total					UVA Total				
Dependent	58,894	68,650	64,710	64,710	93,210	58,894	68,650	64,710	64,710	93,210	45,651	45,651	45,651	45,651	58,894	68,650	64,710	64,710	93,210
Non-Depend	40,092	58,216	70,208	54,302	52,034	40,092	58,216	70,208	54,302	52,034	11,912	11,912	11,912	11,912	40,092	58,216	70,208	54,302	52,034
Total	98,986	126,866	134,918	119,012	145,244	98,986	126,866	134,918	119,012	145,244	57,563	57,563	57,563	57,563	98,986	126,866	134,918	119,012	145,244
Change	21.9%	21.9%	5.9%	-5.9%	17.5%	21.9%	21.9%	5.9%	-5.9%	17.5%	21.9%	21.9%	5.9%	-5.9%	21.9%	21.9%	5.9%	-5.9%	17.5%
UAA Total					UAF Total					UAS Total					UVA Total				
Dependent	1,840,128	1,966,596	2,025,738	2,120,662	2,387,814	1,840,128	1,966,596	2,025,738	2,120,662	2,387,814	547,686	547,686	547,686	547,686	1,840,128	1,966,596	2,025,738	2,120,662	2,387,814
Non-Depend	396,940	506,078	522,804	522,804	512,838	396,940	506,078	522,804	522,804	512,838	115,898	115,898	115,898	115,898	396,940	506,078	522,804	522,804	512,838
Total	2,237,068	2,472,674	2,548,542	2,643,466	2,900,652	2,237,068	2,472,674	2,548,542	2,643,466	2,900,652	663,584	663,584	663,584	663,584	2,237,068	2,472,674	2,548,542	2,643,466	2,900,652
Change	3.2%	10.5%	2.9%	3.9%	10.5%	3.2%	10.5%	2.9%	3.9%	10.5%	10.5%	10.5%	10.5%	10.5%	3.2%	10.5%	2.9%	3.9%	10.5%



**UNIVERSITY
of ALASKA**
More Traditions. One State.

Employee Education Benefit Analysis FY06 – FY10

Table 3. Courses per Fiscal Year - UA System

Employees		Fiscal Years					Change 2006-2010	% Change 2006-2010
		2006	2007	2008	2009	2010		
Total Courses		3,558	3,716	3,850	3,767	3,937	379	10.7%
Courses per Employee		2	3	3	3	3		
Courses for Credit		3,509	3,700	3,795	3,672	3,795	286	8.2%
% for Credit		99%	100%	99%	97%	96%		
Courses Passed		2,783	2,974	3,051	2,970	3,116	333	12.0%
% Passed		78%	80%	79%	79%	79%		
Courses Audited		386	381	417	420	402	16	4.1%
% Audited		11%	10%	11%	11%	10%		
Courses Withdrawn		358	265	301	288	329	71	27.5%
% Withdrawn		7%	7%	8%	8%	8%		
Courses Failed		131	96	81	89	90	-41	-31.3%
% Failed		4%	3%	2%	2%	2%		
Dependents								
Total Courses		7,135	7,323	7,117	7,305	7,655	520	7.3%
Courses per Dependent		5	5	5	5	5		
Courses for Credit		7,128	7,320	7,102	7,289	7,628	500	7.0%
% for Credit		100%	100%	100%	100%	100%		
Courses Passed		5,761	5,806	5,689	5,973	6,285	524	9.1%
% Passed		81%	79%	80%	82%	82%		
Courses Audited		151	172	168	149	148	-3	-2.0%
% Audited		2%	2%	2%	2%	2%		
Courses Withdrawn		730	782	773	712	696	-34	-4.7%
% Withdrawn		10%	11%	11%	10%	9%		
Courses Failed		493	563	487	471	526	33	6.7%
% Failed		7%	8%	7%	6%	7%		
UA System								
Total Courses		10,693	11,039	10,967	11,072	11,592	899	8.4%
Courses per Student		4	4	4	4	4		
Courses for Credit		10,637	11,020	10,897	10,961	11,423	786	7.4%
% for Credit		99%	100%	99%	99%	99%		
Courses Passed		8,544	8,780	8,740	8,943	9,401	857	10.0%
% Passed		80%	80%	80%	81%	81%		
Courses Audited		537	553	585	569	550	13	2.4%
% Audited		5%	5%	5%	5%	5%		
Courses Withdrawn		988	1,017	1,074	1,000	1,025	37	3.7%
% Withdrawn		9%	9%	10%	9%	9%		
Courses Failed		624	659	568	560	616	-8	-1.3%
% Failed		6%	6%	5%	5%	5%		



**UNIVERSITY
of ALASKA**
More Traditions. One State.

Employee Education Benefit Analysis FY06 – FY10

Table 4. Student Credit Hours per Fiscal Year by Course Level - UA System

Employees		Fiscal Years					Change 2006-2010	% Change 2006-2010
		2006	2007	2008	2009	2010		
Lower Division		5,287	5,390	5,450	5,088	5,263	-24	-0.4%
Upper Division		1,925	1,949	1,993	1,917	2,092	167	8.7%
Graduate Level		1,788	2,087	2,198	2,441	2,569	781	43.7%
Professional		38	51	28	24	35	-4	-9.2%
Total Employees		9,038	9,477	9,669	9,500	9,959	921	10.2%
Dependents								
Lower Division		14,503	15,527	14,771	15,153	15,949	1,446	10.0%
Upper Division		4,528	4,285	4,281	4,120	4,602	74	1.6%
Graduate Level		1,264	1,270	1,291	1,030	1,097	-198	-15.3%
Professional		33	25	39	36	14	-19	-57.6%
Total Dependents		20,358	21,107	20,292	20,859	21,662	1,304	6.4%
UA System Total		29,396	30,584	29,961	30,338	31,621	2,225	7.6%
SC11 for credit		29,358	30,567	29,937	30,249	31,549		
% SC11 for credit		99.9%	99.9%	99.9%	99.7%	99.8%		

Table 5. Student Credit Hour Summary per Fiscal Year by Course Level - UA System

	Fiscal Years					2010 Percent of Total
	2006	2007	2008	2009	2010	
UA System						
Lower Division	19,790	20,917	20,221	20,440	21,212	67%
Upper Division	6,453	6,231	6,271	6,367	6,694	21%
Graduate Level	3,082	3,357	3,399	3,471	3,666	12%
Professional	71	76	67	60	49	0.2%
UA System Total	29,396	30,584	29,961	30,338	31,621	



UNIVERSITY
of ALASKA
Statewide Planning Research

Employee Education Benefit Analysis FY06 – FY10

Appendix A

Courses per Fiscal Year - UAF

	2006	2007	2008	2009	2010		2006-2010	2006-2010	% Change
Employees									
Total Courses	1,501	1,543	1,556	1,457	1,558	57	57	3.8%	
Courses per Employee	1.492	1.541	1.545	1.445	1.518	26	26	1.7%	
(Courses for Credit)									
% for Credit	99%	100%	99%	99%	97%	81	81	7.2%	
Courses Passed	1,126	1,196	1,197	1,122	1,207	-29	-29	-14.1%	
(Courses Audited)									
% Audited	14%	11%	12%	12%	11%	14	14	11.8%	
Courses Withdrawn	119	136	137	117	133	-9	-9	-17.6%	
(Courses Failed)									
% Failed	3%	2%	3%	3%	3%	14	14	11.8%	
Total Courses	3,116	3,309	3,251	3,232	3,394	278	278	8.9%	
(Courses per Dependent)									
Courses for Credit	3,114	3,307	3,249	3,219	3,385	271	271	8.7%	
% for Credit	100%	100%	100%	100%	100%	165	165	6.6%	
Courses Passed	2,509	2,559	2,535	2,545	2,674	165	165	6.6%	
(Courses Audited)									
% Audited	2%	2%	2%	2%	2%	11	11	18.3%	
Courses Withdrawn	342	416	401	368	361	19	19	5.6%	
(Courses Failed)									
% Failed	7%	8%	7%	8%	8%	83	83	10.5%	
Total Courses	4,617	4,852	4,807	4,680	4,952	335	335	7.3%	
(Courses per Student)									
Courses for Credit	4,606	4,818	4,794	4,664	4,903	297	297	6.4%	
% for Credit	100%	100%	100%	100%	99%	246	246	6.8%	
Courses Passed	3,635	3,755	3,752	3,667	3,881	246	246	6.8%	
(Courses Audited)									
% Audited	6%	24%	24%	24%	24%	18	18	-6.8%	
Courses Withdrawn	461	552	538	485	494	33	33	7.2%	
(Courses Failed)									
% Failed	6%	27%	27%	29%	29%	74	74	28.9%	

October 7, 2010

Statewide Planning and Institutional Research

Page 6



UNIVERSITY
of ALASKA
Statewide Planning Research

Employee Education Benefit Analysis FY06 – FY10

Appendix B

Courses per Fiscal Year - UAF

	2006	2007	2008	2009	2010		2006-2010	2006-2010	% Change
Employees									
Total Courses	1,641	1,698	1,865	1,850	1,991	250	250	15.2%	
Courses per Employee	1.624	1.690	1.839	1.773	1.802	178	178	11.0%	
(Courses for Credit)									
% for Credit	99%	100%	99%	96%	95%	236	236	17.0%	
Courses Passed	1,327	1,391	1,529	1,504	1,553	37	37	26.6%	
(Courses Audited)									
% Audited	8%	9%	10%	10%	9%	20	20	19.6%	
Courses Withdrawn	102	93	119	111	123	-33	-33	-15.2%	
(Courses Failed)									
% Failed	4%	3%	2%	2%	2%	183	183	5.4%	
Total Courses	3,399	3,342	3,275	3,306	3,582	183	183	5.4%	
(Courses per Dependent)									
Courses for Credit	3,396	3,341	3,264	3,298	3,567	171	171	5.0%	
% for Credit	100%	100%	100%	100%	100%	284	284	10.2%	
Courses Passed	2,777	2,756	2,710	2,830	3,061	284	284	10.2%	
(Courses Audited)									
% Audited	2%	8%	2%	3%	2%	-6	-6	-8.6%	
Courses Withdrawn	291	245	275	226	247	-44	-44	-15.1%	
(Courses Failed)									
% Failed	8%	8%	7%	7%	7%	-51	-51	-19.5%	
Total Courses	5,010	5,040	5,140	5,156	5,473	433	433	8.6%	
(Courses per Student)									
Courses for Credit	5,020	5,031	5,103	5,369	5,369	349	349	7.0%	
% for Credit	100%	100%	99%	98%	98%	510	510	12.4%	
Courses Passed	4,104	4,147	4,239	4,334	4,614	510	510	12.4%	
(Courses Audited)									
% Audited	4%	5%	5%	5%	4%	31	31	14.8%	
Courses Withdrawn	393	338	394	337	369	-24	-24	-6.1%	
(Courses Failed)									
% Failed	7%	6%	5%	4%	5%	-84	-84	-25.1%	

October 7, 2010

Statewide Planning and Institutional Research

Page 7

UNIVERSITY of ALASKA

Statewide Planning and Institutional Research

Employee Education Benefit Analysis FY06 – FY10

Appendix C

Courses per Fiscal Year - UAS

Fiscal Years									
2006	2007	2008	2009	2010	2006-2010	2006-2010	Change	% Change	
Employees									
Total Courses	416	475	429	460	488	72	17.3%		
Courses per Employee	3	3	2	3	3				
% for Credit	94%	96%	96%	96%	97%	82	20.9%		
Courses Passed	330	387	335	344	356	26	7.9%		
% Audited	10%	9%	13%	11%	10%	8	19.0%		
Courses Withdrawn	37	36	45	60	74	37	100.0%		
% Withdrawn	9%	8%	10%	13%	15%				
Courses Failed	7	4	6	8	2%	1	14.3%		
Total Courses	620	672	591	776	679	59	9.5%		
Dependents									
Courses per Employee	4	4	4	4	5				
Courses for Credit	618	672	589	676	676	58	9.4%		
% for Credit	100%	100%	100%	99%	100%				
Courses Passed	475	491	444	598	550	75	15.8%		
% Passed	77%	73%	75%	77%	81%				
Courses Audited	21	15	18	11	2%	-8	-38.1%		
% Audited	3%	2%	3%	1%					
Courses Withdrawn	97	121	97	118	88	-9	-9.3%		
% Withdrawn	16%	18%	16%	15%	13%				
Courses Failed	27	45	49	28	4%	1	3.7%		
Total Courses	1,036	1,147	1,020	1,236	1,167	131	12.6%		
Total									
Courses per Student	3	3	3	3	4				
Courses for Credit	1,011	1,141	1,000	1,226	1,151	140	13.8%		
% for Credit	98%	99%	98%	99%	99%				
Courses Passed	805	878	769	942	906	101	12.5%		
% Passed	78%	77%	75%	76%	78%				
Courses Audited	63	60	73	61	63	0	0.0%		
% Audited	6%	5%	7%	5%	5%				
Courses Withdrawn	134	157	142	178	162	28	20.9%		
% Withdrawn	13%	14%	14%	14%	14%				
Courses Failed	34	52	36	55	36	2	5.9%		
Total Courses	1,011	1,141	1,000	1,226	1,151	131	12.6%		

Page 8

Statewide Planning and Institutional Research

October 7, 2010

UNIVERSITY of ALASKA

Statewide Planning and Institutional Research

Employee Education Benefit Analysis FY06 – FY10

Appendix D

Student Credit Hours per Fiscal Year by MAU and Course Level

Fiscal Years									
2006	2007	2008	2009	2010	2006-2010	2006-2010	Change	% Change	
UAA Employees									
Total Employees	2,196	2,190	2,198	2,000	2,044	-152	-6.9%		
Lower Division	814	834	795	897	1,030	83	10.2%		
Graduate Level	746	890	857	897	1,030	284	38.1%		
Professional	20	22	22	13	13	-8	-37.5%		
Total Dependents	3,776	3,936	3,872	3,670	3,983	207	5.5%		
Lower Division	6,508	7,001	6,824	6,844	7,265	757	11.6%		
Upper Division	1,741	1,813	1,912	1,800	1,800	59	3.4%		
Graduate Level	499	500	424	293	420	-80	-15.9%		
Professional	10	14	16	10	3	-7	-70.0%		
Total Dependents	8,758	9,328	9,176	9,089	9,487	729	8.3%		
UAA Total	12,534	13,264	13,048	12,759	13,471	937	7.5%		
UAF Employees									
Total Employees	2,500	2,495	2,627	2,479	2,436	-64	-2.6%		
Lower Division	793	775	930	934	934	141	17.8%		
Graduate Level	884	984	1,134	1,227	1,274	390	44.1%		
Professional	7	7	3	6	11	4	57.1%		
Total Dependents	4,184	4,261	4,694	4,605	4,655	471	11.3%		
Lower Division	6,726	7,014	6,667	6,875	7,215	489	7.3%		
Upper Division	2,364	2,178	2,071	2,443	2,443	79	3.3%		
Graduate Level	671	610	631	522	540	-131	-19.5%		
Professional	17	22	5	10	5	-12	-70.6%		
Total Dependents	9,778	9,807	9,391	9,489	10,203	425	4.3%		
UAF Total	13,962	14,068	14,084	14,094	14,858	896	6.4%		
UAS Employees									
Total Employees	590	705	626	608	783	193	32.7%		
Lower Division	318	340	268	261	359	107	67.7%		
Graduate Level	158	213	207	317	265	-57	-17.9%		
Professional	11	22	3	5	11	0	0.0%		
Total Dependents	1,077	1,280	1,104	1,324	1,320	243	22.5%		
Lower Division	1,269	1,512	1,281	1,634	1,470	204	15.8%		
Upper Division	423	294	396	359	64	-15.1%			
Graduate Level	124	160	146	215	137	13	10.5%		
Professional	6	6	1	6	6	0	0.0%		
Total Dependents	1,822	1,972	1,726	2,264	1,972	150	8.2%		
UAS Total	2,899	3,252	2,829	3,485	3,292	392	13.5%		

Page 9

Statewide Planning and Institutional Research

October 7, 2010



Employee Education Benefit Analysis FY06 – FY10

Appendix E:
Grade Distribution²

Grade Code	Description	Measure
Null	No Grade	Success
**	No Grade	Success
A	Letter Grade	Success
A-	Letter Grade	Success
A+	Letter Grade	Success
AU	Audit	Audited
AX	Letter Grade	Success
B	Letter Grade	Success
B-	Letter Grade	Success
B+	Letter Grade	Success
BX	Letter Grade	Success
BZ	Letter Grade	Success
C	Letter Grade	Success
C-	Letter Grade	Success
C+	Letter Grade	Success
CEU	Non Graded	Success
CR	Credit/No Credit	Success
CX	Letter Grade	Success
D	Letter Grade	Success
D-	Letter Grade	Success
D+	Letter Grade	Success
DX	Letter Grade	Success
NB	No Basis	Success
NC	Non Credit	Success
NG	No Grade	Success
P	Pass	Success
PX	Pass	Success
DF	Deferred	Success
I	Incomplete	Success
IX	Incomplete	Success
W	Withdrew	Withdrew
WX	Withdrew	Withdrew
F	Letter Grade	Failed
FX	Letter Grade	Failed
NP	No Pass	Failed

² UA Information Systems: SATURNSTVGMOD
Statewide Planning and Institutional Research

University of Alaska Fairbanks
Policy #2003-001
Effective date 12/17/03

UAF Campus Closure Due to Emergency Conditions

Policy: The University of Alaska Fairbanks is to remain open during regular business and instructional hours in order to maintain services to students, faculty, staff, and the public.

Background: Emergency conditions due to severe weather, natural disaster, major utility outages or other circumstances have occurred, and are expected to again occur, at UAF. This policy provides guidelines in the event the Chancellor orders closure of all or part of the UAF Campus, Tanana Valley Campus, and UAF's extended sites.

In such cases, some or all non-critical service areas may be closed. To the extent possible in light of the circumstances, UAF will continue to maintain services critical to public safety, protection of life and property, transportation, and building and road maintenance. Employees in critical service areas and in all other units that remain open will be required to make every reasonable effort to meet their employment responsibilities.

Guidelines: Standard UAF guidelines governing attendance and pay will be in effect for tardiness and/or absenteeism due to severe weather or other conditions during any period in which the Chancellor has *not* declared closure.

Time lost from the regular work schedule during closure due to emergency conditions will be without loss of regular compensation for regular or probationary non-represented staff. Non represented staff who are required to report to, or who offer and are approved to work while a closure due to emergency conditions is in effect, will be paid their regular compensation and any additional hours worked are subject to FLSA/Wage and Hour overtime provisions, as applicable. Faculty and represented staff are subject to the compensation and overtime provisions of their respective collective bargaining agreements.

Decisions to allow employees to not report to work or to leave work early and return home as a result of severe weather or other conditions during any period in which the Chancellor has *not* declared closure will be the responsibility of the Dean or Director. Time lost from work under such circumstances will normally be charged to accrued annual leave or leave without pay.



CRISIS COMMUNICATION PLAN

Available online at www.uaf.edu/marketing/crisisplan/

If you have a medical emergency or other emergency call 911.

INTRODUCTION

The rapid release of accurate information regarding an accident, incident, natural disaster, emergency or controversial issue is clearly in the best interest of the University of Alaska Fairbanks. The UAF Crisis Communication Plan (CCP) plan does not change the way emergencies are initially reported at UAF. All emergencies on the Fairbanks campus and at UAF-owned and -operated facilities within the Fairbanks area should be reported immediately to the UAF Emergency Communication Center (police and fire dispatch center) at 907-474-7721.

Emergencies can occur at any time and without warning. Careful planning with an emphasis on safety will assist UAF community members in responding appropriately to crises and emergencies. Each department should have a plan for dealing with an emergency. This plan addresses media relations and communications issues and is an adjunct to the UAF Emergency Operations Plan, available online at www.uaf.edu/safety/EOP.doc.

The goal of UAF's CCP is to provide accurate information and visible leadership in a timely fashion. Without prescribed communication protocols in place, potentially damaging issues can negatively affect the institution's long-term image, credibility and public relations.

The following plan establishes communications protocols to ensure that campus officials and communicators are familiar with both procedures and their specific roles. Details and exact procedures to be followed at branch campuses, and at other sites, should be developed and practiced locally. This plan is designed for internal use and is not intended to establish any standard of care enforceable by third parties.

I. BOARD OF REGENTS POLICY

- A. The University of Alaska requires each of its major administrative units (MAUs) to develop crisis response, communications and business continuation plans. Such plans must include provisions for prompt and effective response to disasters, whether natural or human-made, to protect life and property, and to provide for the continuation of university programs and services during the period impacted by the crisis. (Crisis Planning P02.05.010)
- B. The University of Alaska system responds quickly, accurately, and fully to requests for information about any crisis that affects the system, its employees, its property, its students and its public image, within the constraints imposed by concern for individual privacy and legal responsibility. (Crisis Communications P02.05.020)

II. RESPONSIBILITIES OF UAF ADMINISTRATION

- A. It is the intent of the University of Alaska Fairbanks to provide employees, students, the media and the public with the facts concerning a crisis as information becomes available.
- B. The Marketing and Communications director, UAF chancellor, UAF police chief and the senior student affairs officer or their designees will direct response at the first level of a crisis. As soon as one member of this first response team is alerted to a crisis incident, he/she will contact other members of the team and the UA president.
- C. Depending on the nature of the incident, the UAF chancellor or designee may convene all or some of the chancellor's cabinet to assist in assessment and response to the crisis.
- D. Critical, on-call personnel or crisis team members will be identified in each unit before a crisis occurs. Emergency contact information will be updated and distributed regularly. In the event of a crisis, a response team may be assembled from several units to assess and respond to the crisis.

III. RESPONSIBILITIES OF STAFF AND FACULTY

- A. Deans and directors should **plan and conduct crisis communication workshops** prior to an emergency. Prepare for crises by holding simulation exercises; include students, chancellor's cabinet, deans, directors and local emergency response units.
- B. **Identify issues, programs or activities**, and prepare fact sheets before an incident occurs whenever possible, or at least as soon as possible after an issue unfolds.

All employees should be familiar with the following:

- a. Your building's emergency exits and evacuation routes.
- b. Your department's designated meeting area in the event of a building evacuation.
- c. Your unit's emergency operation plan and emergency contact information.
- d. UAF's Emergency Operation Plan www.uaf.edu/safety/EOP.doc.
- e. UAF's Crisis Communication Plan www.uaf.edu/marketing/crisisplan.

Faculty and staff members are expected to remain with their classes or departments and maintain classes or units unless specifically instructed otherwise by emergency personnel. If you have a **medical emergency or other emergency call 911**.

In case of a building evacuation, keep the class or unit together and go to your designated area. In the event of a campuswide incident, the first-level response team, as identified in paragraph II.B. will assess the situation for appropriate responses.

Emergency weather closures

As a residential campus it's imperative that every effort be made to keep the university open and operating. Therefore, it's unlikely the Fairbanks campus would ever be completely closed due to weather conditions. The decision to cancel classes, advise employees to stay at home, postpone or cancel university activities and major events is made only by the chancellor or designee. If individual faculty members are unable to hold classes, it's the responsibility of the faculty member to notify the dean's office or department chair as soon as possible so that the department's emergency communication plan can be implemented and students notified.

Given our unique northern environment, natural events like earthquakes and extreme weather conditions can and do occur. Supervisors will grant administrative leave to employees who miss work because of inclement weather or if working conditions are such that employees are unable to stay at work or come to work. Administrative leave must be coordinated through the employee's supervisor and is at the discretion of the supervisor.

Weather-related closures or other emergency information will be initially disseminated via one or more of the following methods:

- a. Chancellor's e-mail listserv, UAF-L
- b. Nanook Emergency information telephone line at 474-7UAF(7823)
- c. Online newsroom www.uaf.edu/news/
- d. News subscription service e-mail listserv, UAFNEWS-L
- e. Fax or e-mail to departments and rural campuses

If an emergency affects university computer and phone lines, students, staff, and faculty are advised to tune in to local radio and television news broadcasts for information.

IV. CRITICAL PROMPT ACTIONS NEEDED

Proper response demands prompt action and sound judgment. The general procedures that apply to all employees are as follows:

- A. **Notify the Marketing and Communications director or designee** who will assess the situation, notify the first response team and the statewide director of public affairs and, if necessary, facilitate the preparation of official statements, rumor control centers, emergency plan implementation and media centers.

Assess the situation to determine what has happened. Given the type of incident—accident, natural disaster, extreme weather condition, crime, etc., the following situations warrant consideration:

1. Has anybody died or is it likely that death will occur because of the incident?
2. Are health and safety affected?
3. Is wrongdoing implied?
4. Are there apparent violations of statutes, policies or regulations?
5. Is there potential for adverse reaction by students, employees or organized labor?
6. Are there questions about the institution's operations?
7. Is there potential litigation associated with the incident?
8. Are the statewide, regional or national media interested?
9. Has the institution's reputation been damaged?

10. Consider how many similar incidents have occurred previously—is there a pattern?
- B. **Notify your supervisor** to determine if your unit-level emergency response plan should be implemented.
- C. **Identify key constituencies.** Whenever possible, appropriate details and actions taken by the university during an emergency should be provided to students, staff and faculty first. Information should also be provided as soon as possible to units that may receive calls from the public. Unit level constituents should be identified along with a method to contact those constituents prior to a crisis and may include:
 1. students, employees and families
 2. parents of students
 3. board of regents/university system president/UA administration
 4. alumni, friends and community leaders
 5. representatives of targeted audiences
 6. the media

V. **RELEASE OF INFORMATION**

The release of any institutional information is coordinated with Marketing and Communications. Marketing and Communications should consult General Counsel prior to releasing information, where potential claims may be raised. There are many considerations including the time, place and manner in which information is released. A statement should be issued to media as soon as possible considering all circumstances. The statement should be brief and issued by the appropriate official, which is typically the Marketing and Communications director unless otherwise designated. All information should be released by the designated spokesperson(s) as defined by the first-level response team. All questions should be referred to this person. A single person releasing information will ensure consistency and accuracy in reporting the facts.

- A. The Marketing and Communications director or designee will be responsible for the coordination of the release of institutional information and communications, including official statements from appropriate university individuals. At a remote or off-campus site, every effort will be made to use the local managers with the full assistance of the Marketing and Communications office on the Fairbanks campus.
- B. The objectives are:
 1. Ensure timely release of accurate information.
 2. Communicate verified **facts** rather than speculative information.
 3. Facilitate the flow of information.
 4. Promote and protect the welfare of involved personnel and their families.
 5. Retain employee, student, public and news media confidence in the institution.
 6. Use a crisis, when appropriate, to educate the public on broader issues raised by the crisis: how we'll prevent similar incidents from occurring in the future; what programs we have in place and what we're doing now.

- C. Information that is speculative and **should not be released**:
1. Estimates concerning the extent of damage in dollars cannot be accurate during the first hours of an emergency and are best released later when verified.
 2. Estimates concerning the length of time it will take to put a damaged facility back on line.
 3. Speculation on cause and blame placed on any individual, agency or piece of equipment.
 4. Estimates of original costs.
 5. Comments on judicial or administrative processes in which findings have not been issued.

VI. OTHER PUBLIC RELATIONS CONSIDERATIONS

- A. **The need for a public fact/media center** should be assessed by the first response team or Marketing and Communications director or designee immediately and if deemed necessary, made accessible and set up as soon as possible. Marketing and Communications has a list of possible sites.
- B. **Attention to relief and basic human needs** (first aid, shelter, drinking water, etc.) comes before problems of material salvage and building maintenance. UAF's Emergency Operations Plan addresses specifics.
- C. **Top officials must have accurate information** and be available to talk to employees, students, friends and neighbors to provide UAF services as needed, and facts as required.
- D. **Media should be monitored** by assigned information officers during a crisis to ensure accuracy of information and timely corrections made as needed.
- E. **Financial relief** - board of regents/legal counsel consideration will be required in some cases to:
1. Pay families of deceased.
 2. Pay insurance benefits.
 3. Pay for transportation of body (bodies).
 4. Allow students to telephone families at no cost.
 5. Provide free alternate housing for affected students.

VII. POST-EMERGENCY COMMUNICATION

1. Assess handling of the initial response to the crisis.
2. Assess the need for post-traumatic counseling for employees or students who assisted in response to the crisis.
3. Provide updates to audiences.
4. Evaluate policies and procedures in light of the crisis plan, including UA Board of Regents policies.
5. Evaluate the handling of the crisis.
6. Revise procedures.
7. Test the new, corrected system.
8. Thank all who helped during the crisis.
9. Educate public(s) about broader issues raised by crisis.

*UAF is an affirmative action/equal opportunity employer and educational institution.
Marketing and Communications 5/08*