

The UAF Staff Council unanimously approved the following resolution on October 19, 2011:

Resolution #2011-221-1: Resolution Opposing Altering the UA Employee Tuition Waiver

In response to calls to alter the University of Alaska Tuition Waiver program, the UAF Staff Council reviewed available research concerning the program for signs of abuse, waste, and relative importance to the University of Alaska Staff.

WHEREAS, Regents policy 04.01.010 includes providing “for continuing opportunities for training and development” as part of the Human Resources Mission Statement; and

WHEREAS, in response to Representative Anna Fairclough, the University of Alaska Statewide Planning and Institutional Research Office conducted an Employee Education Benefit Analysis that examined FY06 through FY10; and

WHEREAS, this research found that “providing an employee education benefit is a customary practice in both public and private higher education institutions”; and

WHEREAS this research found that the overwhelming majority of all higher education institutions, including 50% of all public institutions, provide educational benefits to their employees; and

WHEREAS, this research found that the tuition waiver benefit only accounts for “approximately 6 percent of the total UA student population” and that “persons using the UA Employee Tuition Waiver had a successful completion rate of 80%”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “attracts and retains staff/faculty” and “sustains a competitive position in relation to other universities”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “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”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “increases the university’s human capital and encourages skill development”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “expands staff understanding of the university’s mission and programs”; and

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WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it provides staff contact among both faculty and students"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it is "consistent with Board of Regents' position on the value and commitment to higher education"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it "keeps students/dependents in-state"; and

WHEREAS, the University of Alaska customarily provides tuition waivers to a number of other groups: including citizens 65 and older and qualified participants in the UA Scholars program; and

WHEREAS, the University of Alaska Staff have seen significant increases in Healthcare benefit costs, layoffs, the loss of step-increases and other significant downward economic pressures since FY 2007;

THEREFORE, LET IT BE RESOLVED:

The UAF Staff Council finds no statistically significant failure of courses that creates the need for change to the UA Employee Tuition Waiver benefit according to the FY06 - FY10 data provided and does not support altering the employee tuition waiver for non-represented staff as described in May 3rd, 2011 email message.


LET IT BE FURTHER RESOLVED:

The UAF Staff Council considers the employee tuition waiver a valued benefit for non-represented staff of UAF and will engage in further research, as this issue requires.

LET IT BE FURTHER RESOLVED:

The UAF Staff Council supports further data-driven review of this benefit and a cost/benefit analysis of the proposed changes to the UAF Tuition Waiver program, and

BE IT FINALLY RESOLVED, that at this time, the UAF Staff Council requests that the University of Alaska Board of Regents reject any changes to the UA Tuition Waiver.

Signed: 
President, UAF Staff Council

10.19.11
Date

Distribution: Staff Alliance, Pat Ivey, Beth Behner,
CC/ Chancellor Rogers, President Gamble