

UNIVERSITY *of* ALASKA

System Governance Council

Joe Hayes, Chair
Phone: 907-474-6281
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SGC 2012-1

MOTION SUPPORTING STAFF ALLIANCE MOTION 2011-9 AMENDED TO ADDRESS ONLY NON COVERED EMPLOYEE EDUCATION BENEFITS

"The System Governance Council moves to support Staff Alliance motion 2011-9 relating to non covered employee education benefits. This action is effective January 23, 2012."

RATIONALE:

On November 29, 2011, the Staff Alliance passed a motion endorsing the UAF Staff Council resolution relating to employee education benefits and encouraged reconsideration of the dependent tuition waiver changes. President Gamble disapproved the Staff Alliance motion stating that the tuition waiver benefit affects employees through the UA system and should be considered by the System Governance Council. The System Governance Council took up the issue on January 23 and discovered that at least one collective bargaining agreement covered education benefits; thus the motion above speaks only to education benefits for non covered employees.

Signed: _____

Chair, System Governance Council

02/12/12
Date

For UA President's Use:

Check one:

☐

Approved

☐

Modification Recommended

☐

Disapproved

Signed: _____

President, University of Alaska

Date

Comments: Original SGC motion was submitted without pertinent SAA motion.

UNIVERSITY of ALASKA

Staff Alliance

Received

DEC 05 2011

SA Motion 2011-9

Office of The President

MOTION: Relating to Opposing Altering the UA Employee Tuition Waiver and Requesting Reconsideration of Proposed Changes to Tuition Waiver for Dependents.

"The Staff Alliance moves to agree in full with the UAF Staff Council Resolution Opposing Altering the UA Employee Tuition Waiver that is attached. Staff Alliance also requests that the proposed changes to the Tuition Waiver Benefit for Dependents be reconsidered. This action is effective November 8, 2011."

Rationale for this action:

In addition to the problems with regards to Satisfactory Academic Progress (SAP) rules for financial aid, Staff Alliance would like to point out additional specific problems that add restrictions and unnecessary rules to a benefit that is highly valued by staff. Some problems that Staff Alliance members have identified include:

- 1) SAP will not cover 500-level (CEU) courses
- 2) SAP will not cover academic year-long courses
- 3) SAP requires a student be admitted to a degree, but SAP states that dependents using a tuition waiver don't have to be admitted. Lack of a declared degree makes some of the rules unenforceable.

Signed:

Chair, Staff Alliance

11/29/11
Date

For UA President's Use:

Check one:

☐

Approved

☐

Modification Recommended

☒

Disapproved *

Signed:

President, University of Alaska

Date

12/16/11

President's Comments on Recommended Modification or Disapproval:

* The tuition waiver benefit is an issue that affects employees throughout the UA system. I therefore recommend SA advance its motion / concerns on this issue to the System Governance Council.

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

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.

Staff Council Resolution 2011-221-1

Approved: 10/19/11

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

ORIGINAL

Staff Council Resolution 2011-221-1

Approved: 10/19/11

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



University of Alaska Southeast

Staff Council

Juneau, Ketchikan, and Sitka

UAS STAFF COUNCIL RESOLUTION AY12-01

Approved December 9, 2011

TO: Patrick Gamble, President University of Alaska

VIA: Juella Sparks, Chair Staff Alliance

CC: John Pugh, Chancellor University of Alaska Southeast
Dr. Dan Monteith, President Faculty Senate/Alliance

DATE: 9 December 2011

RE: Employee Tuition Waiver Benefit Changes

UAS Staff Council fully supports the Staff Alliance Resolution on "Employee Tuition Waiver Benefit Changes" (attached) and the UAF Staff Council "Resolution Opposing Altering the UA Employee Tuition Waiver" (attached).

In addition to those identified in the UAF Staff Council and Staff Alliance resolutions, UAS Staff Council has the following concerns:

- Application of SAP to dependents under the proposed regulation and possible future changes applying SAP to employees
- FERPA issues related to release of student records to HR without consent
- Flexibility for supervisors to waive six month waiting period for new hires
- Lack of an appeals policy specific to tuition repayment
- Insufficient time frame for employee input into proposed regulatory changes

We believe that the University is best served by encouraging maximum availability and use of the tuition waiver benefit for employees and their dependents. We believe that the University benefits from the tuition waiver in several ways such as:

- Attracting and retaining quality employees in a cost-effective manner
- Contributing to enriched student-university relationships when students attend alongside employees and dependents
- Increasing the quality of customer service that the University provides

In order to support the best interests and long term viability of the University, employees request clarification of the rationale and basis of the proposed changes to R04.06.010. We challenge the assumption that the proposed changes will result in significant cost savings. We will continue to work with the Administration through shared governance to strengthen the University.

This resolution passed unanimously on December 9, 2011.

A handwritten signature in black ink, appearing to read 'Mary McRae Miller', is written over a horizontal line.

Mary McRae Miller, President, UAS Staff Council

The mission of the University of Alaska Southeast is student learning enhanced by faculty scholarship, undergraduate research and creative activities, community engagement, and the cultures and environment of Southeast Alaska.

SAA Motion 2012-1

MOTION: Related to opposing proposed changes to the UA Employee Tuition Waiver for benefits eligible employees and their dependents.

"The Statewide Administration Assembly moves to support the findings of the attached UAF Staff Council and the Staff Alliance resolutions Opposing Altering the UA Employee Tuition Waiver. The Statewide Administration Assembly requests that a cost benefit analysis be conducted and that neither staff, nor their dependents be limited to Standard Academic Progress (SAP) rules. This action is effective February 8, 2012."

Rationale for this action:

SAA agrees with the UAF Staff Council's findings regarding the value of the tuition benefit to the university, UA employees and their dependents. Of greatest concern is that a data-driven review and a cost/benefit analysis of the proposed changes to the tuition waiver benefit be conducted before any changes are enacted.

SAA fully supports the Staff Alliance resolution with regards to the problems identified with the restrictions imposed by utilization of Standard Academic Progress (SAP) rules.

SAA supports a level of responsibility for utilizing the tuition waiver benefit but opposes applying full SAP rules to this benefit. SAA recognizes the legislative pressure to change the administration of the benefit and believes there are positive ways to do so. For example, SAA would support requiring staff to pay for the next class, or classes, totaling the number of credits that the benefit covered, if they fail a course. While SAA recognizes the need for changes to the waiver system, the proposed changes do not work for everyone and could be detrimental to a portion of the university community.

Signed: Monique Musick 3/13/12
President SAA Date

Signed: _____
UA President Date

Check One : ☐ Approved ☐ Modification Recommend ☐ Disapproved

Please attach comments or rationale on recommended modification or disapproval