

# UNAC Member Salaries:

Priorities, Issues & Solutions

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United Academics, AAUP/AFT Local 4996

# Overview

- UNAC Member Priorities
- UNAC Salaries FY17-22
- Peer Comparisons
  - Percentage of OB
  - Cost of living
- Plan for Fair, Equitable Pay



# UNAC Platform for Negotiations

*Faculty working conditions are student learning conditions*

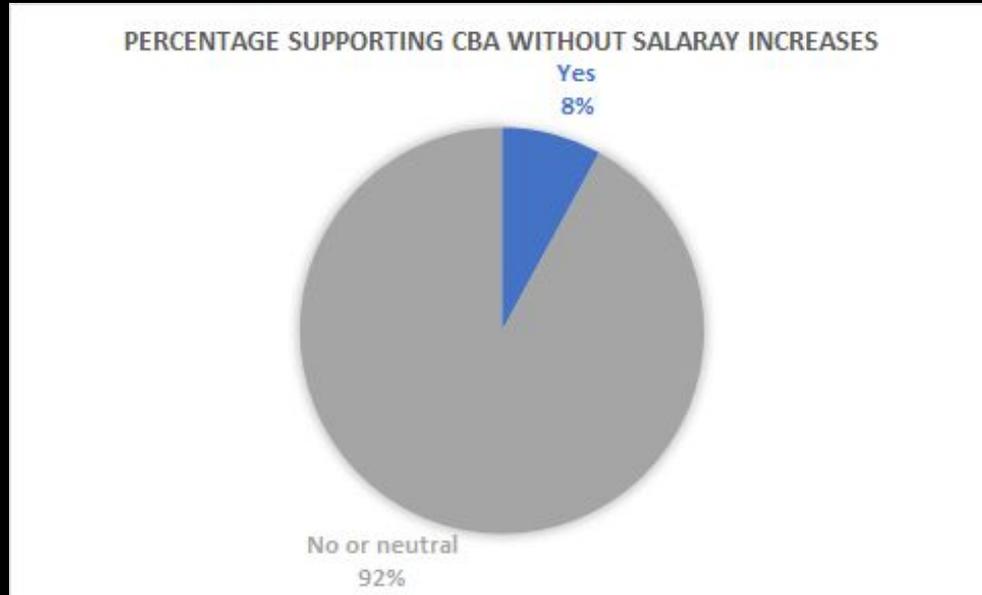
## **Prioritizes the Academic Mission**

- Ensures Alaskans have access to highly-qualified faculty
- Protects faculty working conditions and equitable workloads
- Ensures full and fair compensation and enhances job security for faculty

## **Honors our Differences**

- Institutes salary equity across race, gender, and departments
- Supports full, equitable access to employment benefits for all members
- Protects healthcare benefits

# UNAC Members on Salary

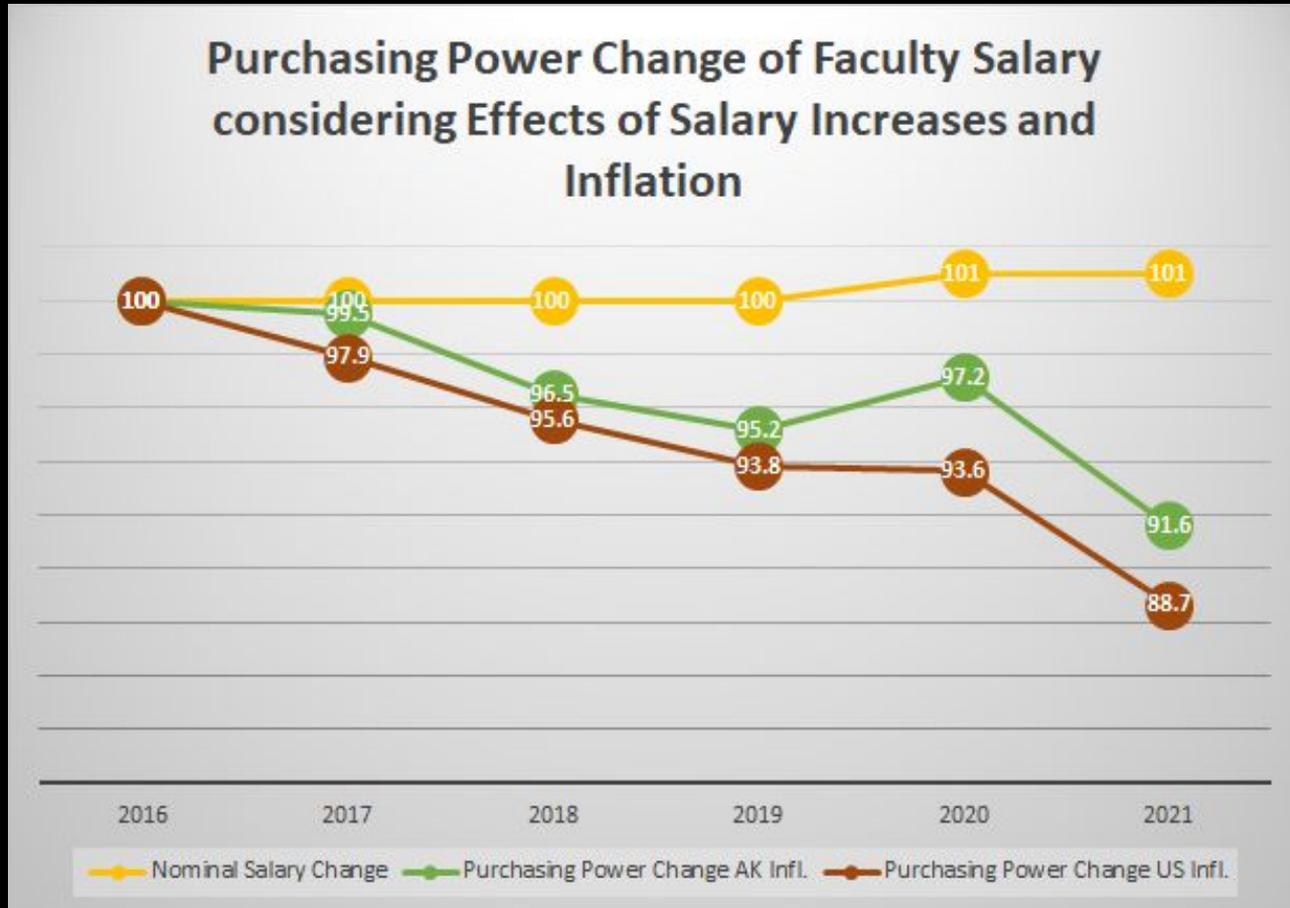


Only 8% of our respondents indicate they would support a CBA without salary increases.

Over the past 5 years (FY17 - FY21),  
UNAC members have received a single  
cost of living adjustment (COLA) of 1%



# UNAC Member Decline in Purchasing Power



# UNAC Member Decline in Purchasing Power

Year	2016	2017	2018	2019	2020	2021
Salary increase to base		0.00%	0.00%	0.00%	1.00%	0.00%
Inflation - Anchorage, AK		0.50%	3.00%	1.40%	-1.10%	5.70%*
Inflation - United States		2.10%	2.40%	1.80%	1.20%	5.30%*

\*as of August 2021

Sources of inflation data: <https://live.laborstats.alaska.gov/cpi/index.html> ;

[https://www.bls.gov/regions/west/news-release/consumerpriceindex\\_anchorage.htm](https://www.bls.gov/regions/west/news-release/consumerpriceindex_anchorage.htm)

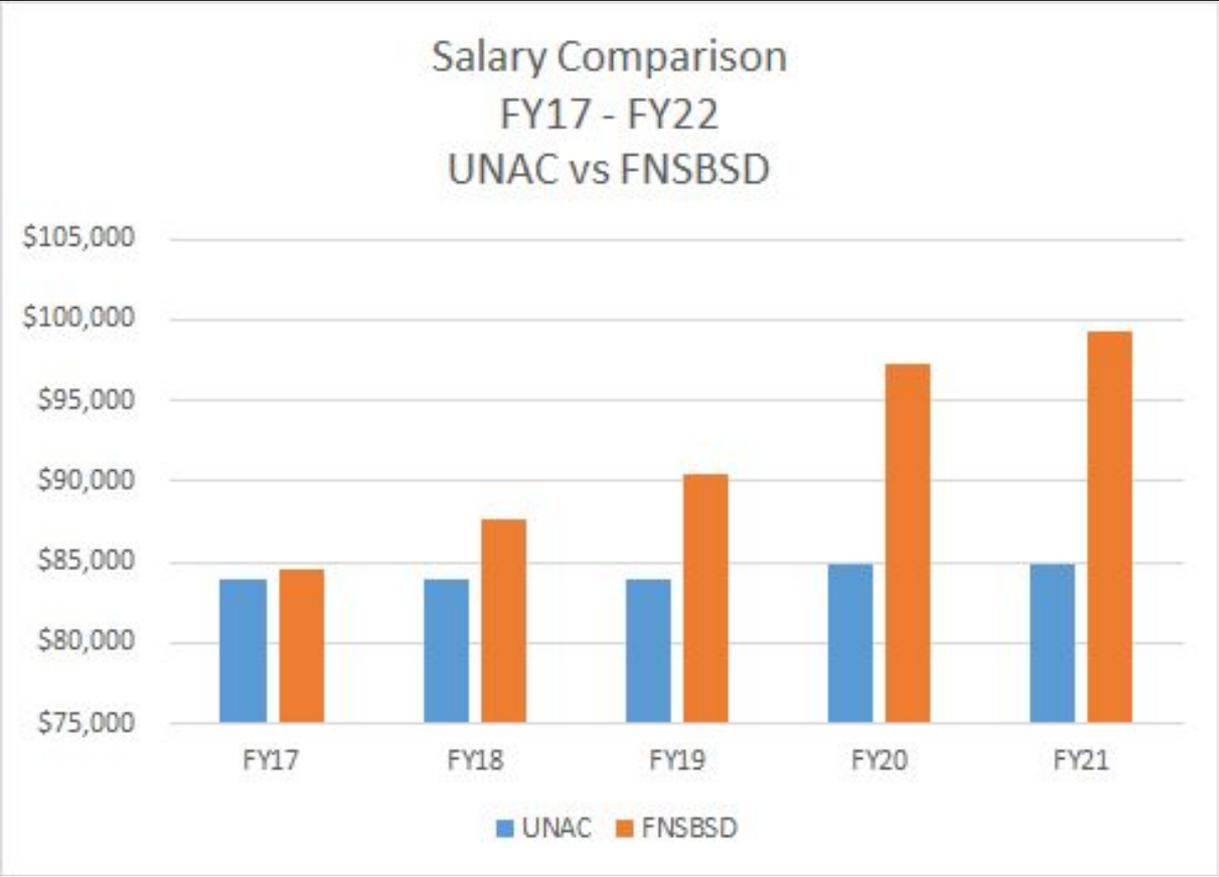
<https://www.bls.gov/news.release/pdf/cpi.pdf>

# Average Salary of a UNAC Member & a Public School Teacher

Total Increase over 5 years:

\$840 vs \$14,697.74

1% vs 17.4%



# FY2017-2022 Salary Comparison

Fiscal Year	FNSBSD teacher salary	UNAC member salary
FY 2017	\$84,568.00 (MA+36, step 12)	\$84,000
FY 2018	\$87,675.06 (MA+36, step 13)	\$84,000
FY 2019	\$90,834.80 (MA+36, step 14)	\$84,000
FY 2020	\$94,047.94 (MA+36, step 15)	\$84,000
FY 2021	\$97,319.35 (MA+36, step 16)	\$84,840
FY 2022	\$99,265.74 (MA+36, step 17)	\$84,840
Total \$ increase over 5 yrs	<b>\$14,697.74</b>	<b>\$840</b>
Total % increase over 5 yrs	<b>17.4%</b>	<b>1%</b>

# Current Salary Increases Across Alaska's Unions

Other unionized public employee groups in Alaska have received salary increases over the past five years (2016-2021) in the form of COLA and/or “steps”

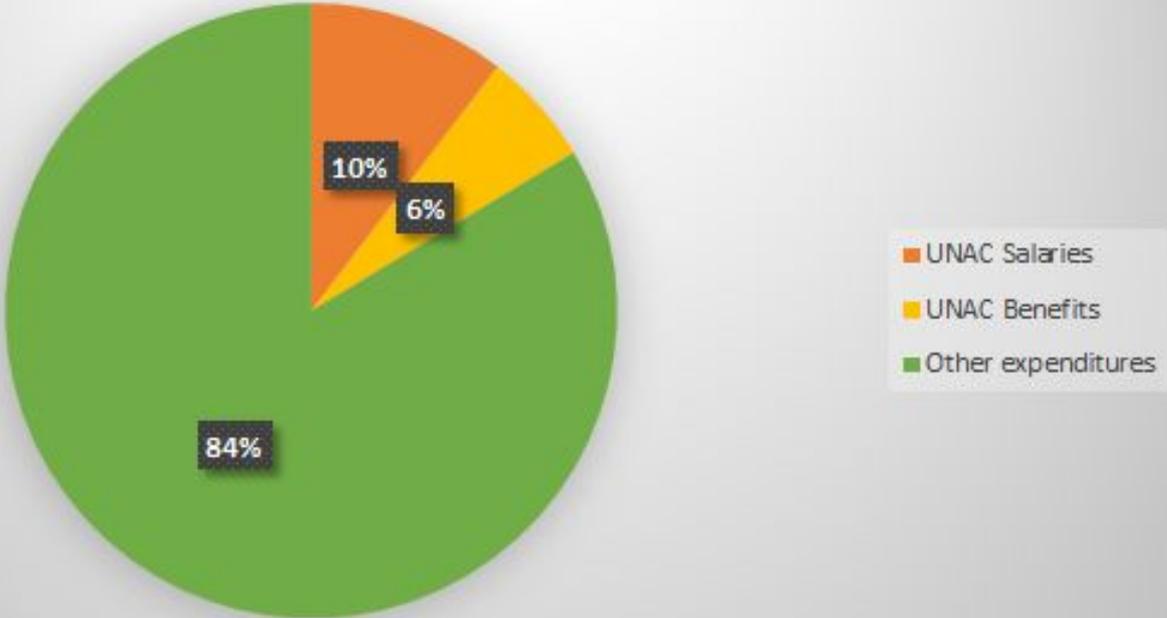
- Alaska Correctional Officers Association: 3% in 2021 and 2022
- Public Safety Employees Association -
  - Troopers: 3% in 2022 and 2023
  - DFMs and CSOs: 4% upon legislative approval of CBA; 2% in 2022 and 2023
- Alaska Public Employee Supervisory Union:
  - for at-large membership: 3% in 2022, 1% in 2023 and 2024
  - For law enforcement: 3% 2022 and 2023, 0% 2024
- Alaska State Employees Association, General Government Unit: 3% 2019, 1% 2020 and 2021
- Teachers Education Association of Mt. Edgecumbe: 3% 2019, 2020, 2021
- ESSA FNSBSD: annual step increases or annual \$1000 lump payment in lieu of step increase
- Alaska K-12 teachers (eg. FEA, AEA, JEA): 1% and step increases since 2019
- Alaska K-12 principals (eg. FPA): 1% annual step or \$1,000 plus 1 day PTO payout
- AHECTE Local 6070 (1/1/20 through 6/30/22): approximately 3% (1% plus step) 2020-2022

# Peer Comparisons

- UA Operating Budget
- Peer Comparisons on Operating Budget
- Cost of Living
- Peer Comparisons on Cost of Living

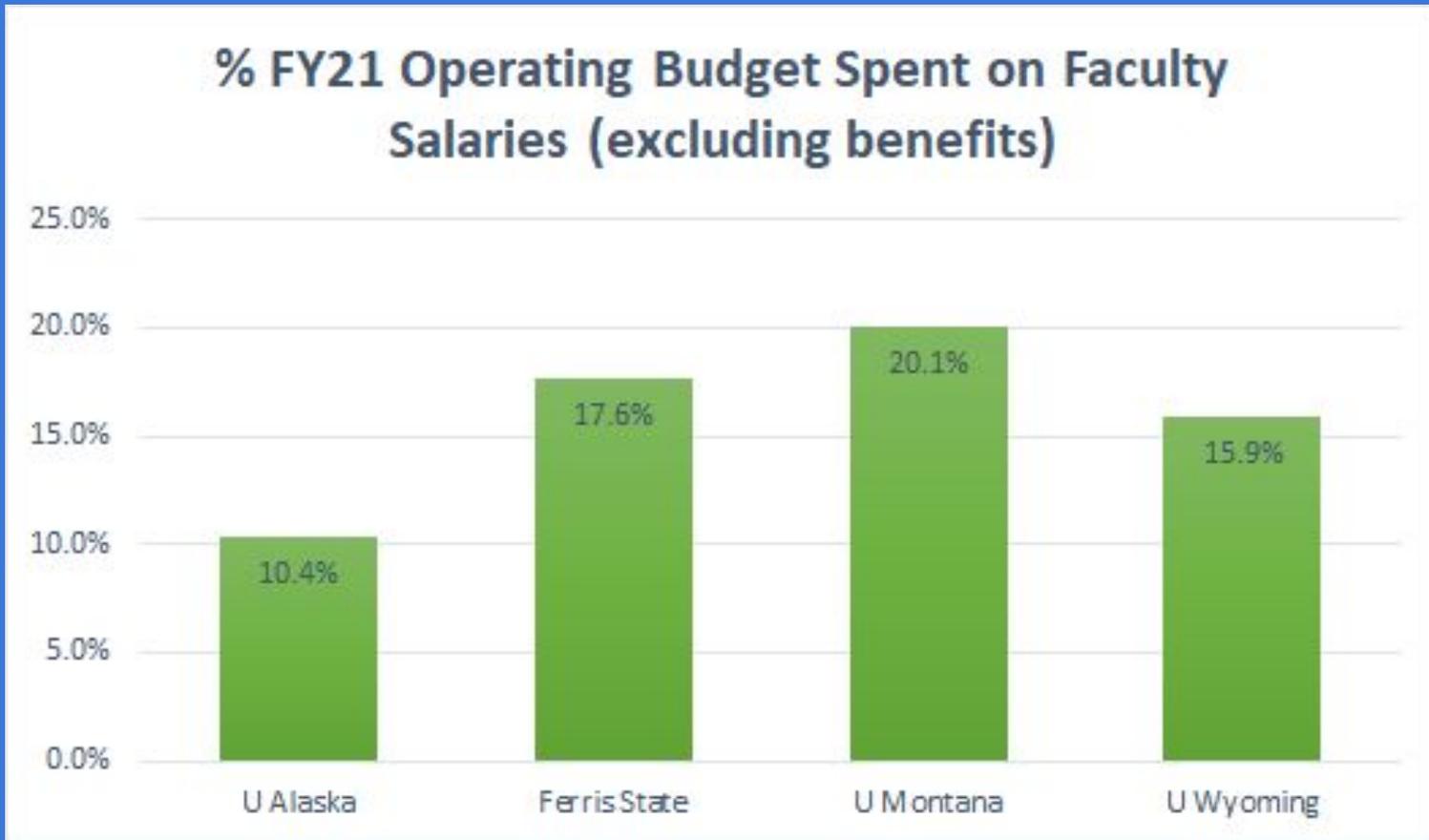


# UA Operating Budget FY21



UA invests 16.4% of Operating Budget in UNAC members  
10.4% in Salaries + 6.0% in Benefits

# How do peer institutions invest in faculty salaries?



# 17.9%

Average percentage of operating budget spent on full time faculty salaries of 3 peer institutions.

UA would need to spend an additional \$62.38M on faculty salaries.

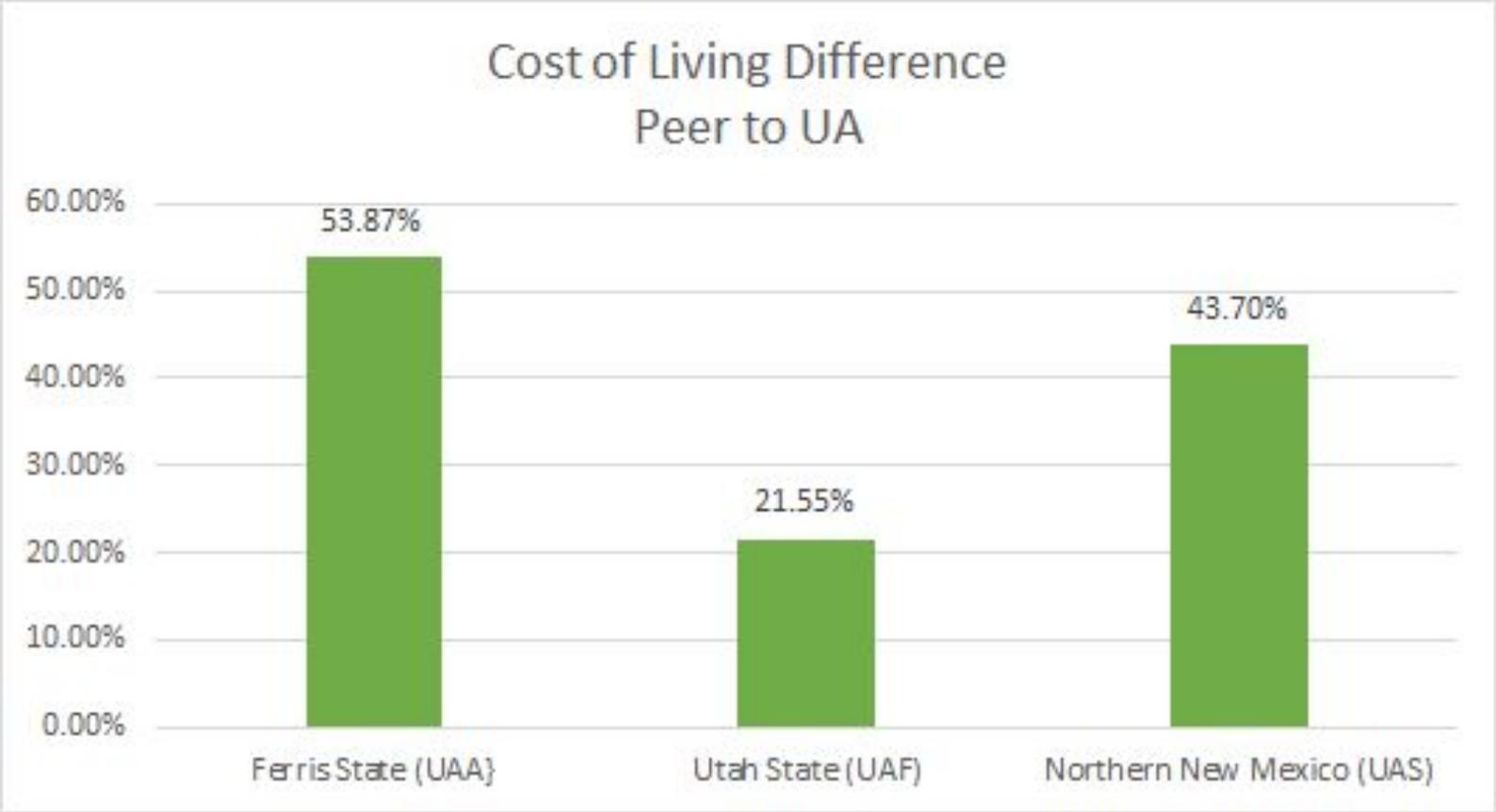
# Cost of Living in Alaska

+32%

The often cited percentage increase in the cost of living in Alaska over geographical areas housing UA peer institutions

Consistent with previous UNAC calculations in 2013 & 2016

# Cost of Living Increase Compared to Peers



# Cost of Living Comparison to Peers (bestplaces.net)

City	Univ	Peer	AK City	Increase in AK cost-of-living
Big Rapids, MI	Ferris State Univ	UAA	Anchorage	53.87%
Logan, UT	Utah State Univ	UAF	Fairbanks	21.55%
Espanola, NM	Northern New Mexico College	UAS	Juneau	43.70%

+39.71%

The average difference in cost of living in Alaska and the three given peer institutions.

A larger sample of 12 peer institutions produced a +36.6% difference on average.

# Plan for Fair, Equitable Pay

- Agreement in Principles
- Fulfilling Past Promises
- Three-Pronged Approach



# UNAC Platform & UA DRAFT Compensation Philosophy Statement

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## KEY OBJECTIVES

### Consistency:

Ensuring compensation practices are built on a foundation of fairness across all employee types, and commensurate with the level of responsibility.

### Flexibility:

Enabling continued employee growth and responsiveness to rapidly changing market conditions.

### Expectations:

Fostering transparent communications and predictions about salary increases, changes, and structure.

### Sustainability:

Demonstrating good stewardship of resources so that the University is fiscally responsible and sustainable.

We recognize that the University System is supported by a diverse employee workforce and value their daily contributions. Our primary goal is to put in place a compensation program to support the University's strategic direction as an employer and institution that meets Alaska's needs in the long term.

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October, 8, 2021

# UA Market Adjustment Project FY19

- Used “cost of labor”
- UNAC salaries should be 12% higher than peers
- Announced increases for faculty in FY19, 20, and 21
- Only completed Phase 1 in FY19
- Phases 2 & 3 still incomplete



# Where we are today

- Phases 2 & 3 are unfulfilled
- There remains a 20% cost of living difference
- There is still salary inequity across race, gender, and departments
- Flat salaries over five years have resulted in lost purchasing power for UNAC members





Consistent with our Platform &  
The UA DRAFT Compensation  
Philosophy

- Annual Raises
  - Equity Adjustments
  - Market Increases
    - Complete previous project
    - Address remaining disparity
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“... just as the university calls on the state to invest in its people and their future through investment in the university, the university must invest in its people if it is to have a bright future” (p. 11)

—Former UA president Jim Johnsen

Johnsen, J.R. (2006). Leadership in context: A case study of presidential effectiveness in a state university system. Doctoral dissertation, University of Pennsylvania.