

# Negotiations Midterm Report: Progress, Priorities & Analysis

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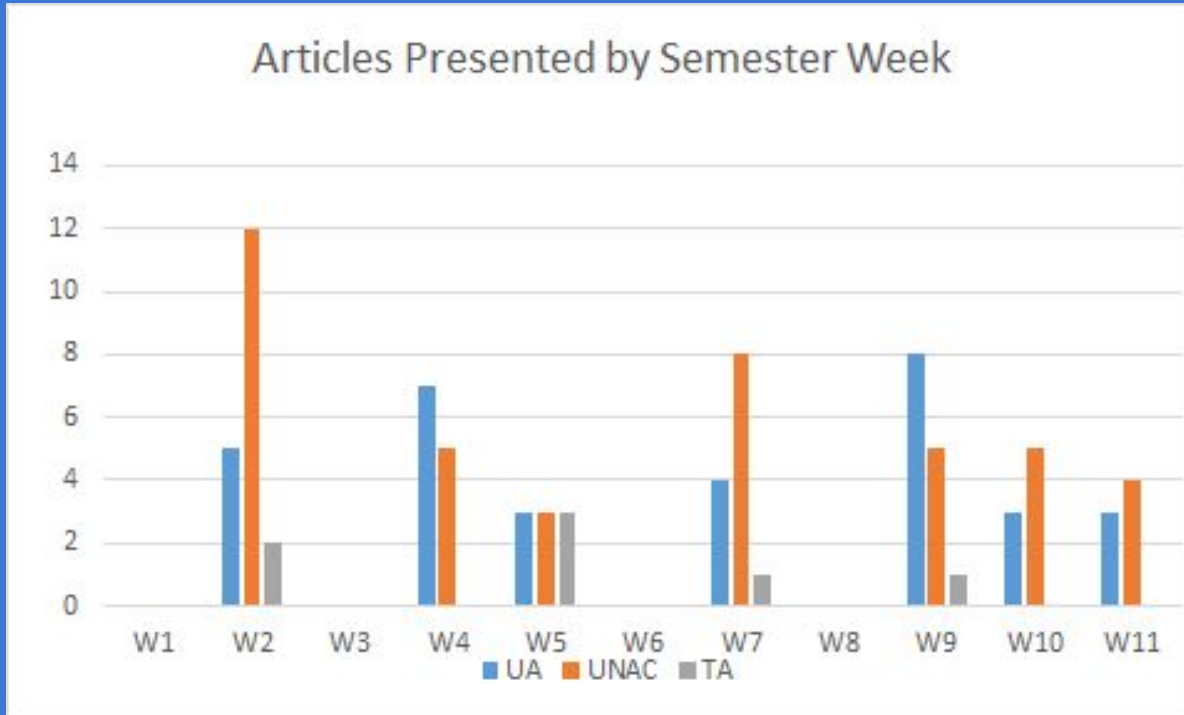
United Academics, AAUP/AFT Local 4996

# Overview

- Summary of Proposals
- Platform for Negotiation
- Questions from the Table
  - Cost of living
  - Cost of Proposals



# Summary of Proposal Activity



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- Articles 4 & 5 8
- Article 2 7
- Articles 1 & 12 6
- Articles 3, 6, & 7 5
- Articles 9, 13 & 17 3
- Article 15 2
- Article 16 1

Tentative Agreement on:

- Articles 8, 14, 18, 19, 20, 21, 22



# Articles & Platform Priorities

- Prioritize the Academic Mission
- Educate for the Common Good
- Honors Our Differences
- Builds for the Future

# UNAC Platform for Negotiations

## 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

### UNAC Proposals:

Article 7.3

Article 9.1.3, 9.2.2, 9.2.2.4.a, 9.4.2

Article 13.1, 13.2, 13.3

Article 15

Article 16

Article 17



### UA Management Proposals:

Article 6.3

Article 9.2.5 (UNAC 9.2.2.6\*)

Article 12.5

Article 15.4.3



\*Consult this portion of the UNAC Article 9 proposal to see the UA Management proposed language.

# UNAC Platform for Negotiations

## Educates for the Common Good

- Supports research and creative activity to increase knowledge and broaden perspectives
- Protects academic freedom to allow for discussion of diverse viewpoints
- Promotes full-time faculty positions and protects tenure

### UNAC Proposals:

Article 6

Article 9

Article 13



Article 14 (TA'd 9/21/21)

### UA Management Proposals:

Article 6.3

Article 9.2.5 (UNAC 9.2.2.6\*)



Article 14 (TA'd 9/21/21)

\*Consult this portion of the UNAC Article 9 proposal to see the UA Management proposed language.

# UNAC Platform for Negotiations

## 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 Proposals:

Article 1 (UA rejected)

Article 3

Article 4

Article 5.2, 5.6, 5.8

Article 9.2.2, 9.2.2.4.a, 9.4.2

Article 15

Article 16

Article 17



### UA Management Proposals:

Article 15.4.3





# UNAC Platform for Negotiations

## Builds for the Future

- Enacts stronger job protections for faculty
- Ensures meaningful faculty participation in University decision-making
- Secures support for faculty work under COVID-19 and post-COVID-19 conditions

### UNAC Proposals:

Article 3.2

Article 7.3

Article 9.1.3, 9.2.2

Article 13

Article 15

Article 16

Article 17



### UA Management Proposals:

Article 2

Article 6.3

Article 9.2.5 (UNAC 9.2.2.6)

Article 12.5

Article 15.4.3



# Cost of Living

- UNAC Target
- Sample of Peers
- Concerns Raised at the Table
- Aggregate of Peers
- Summary

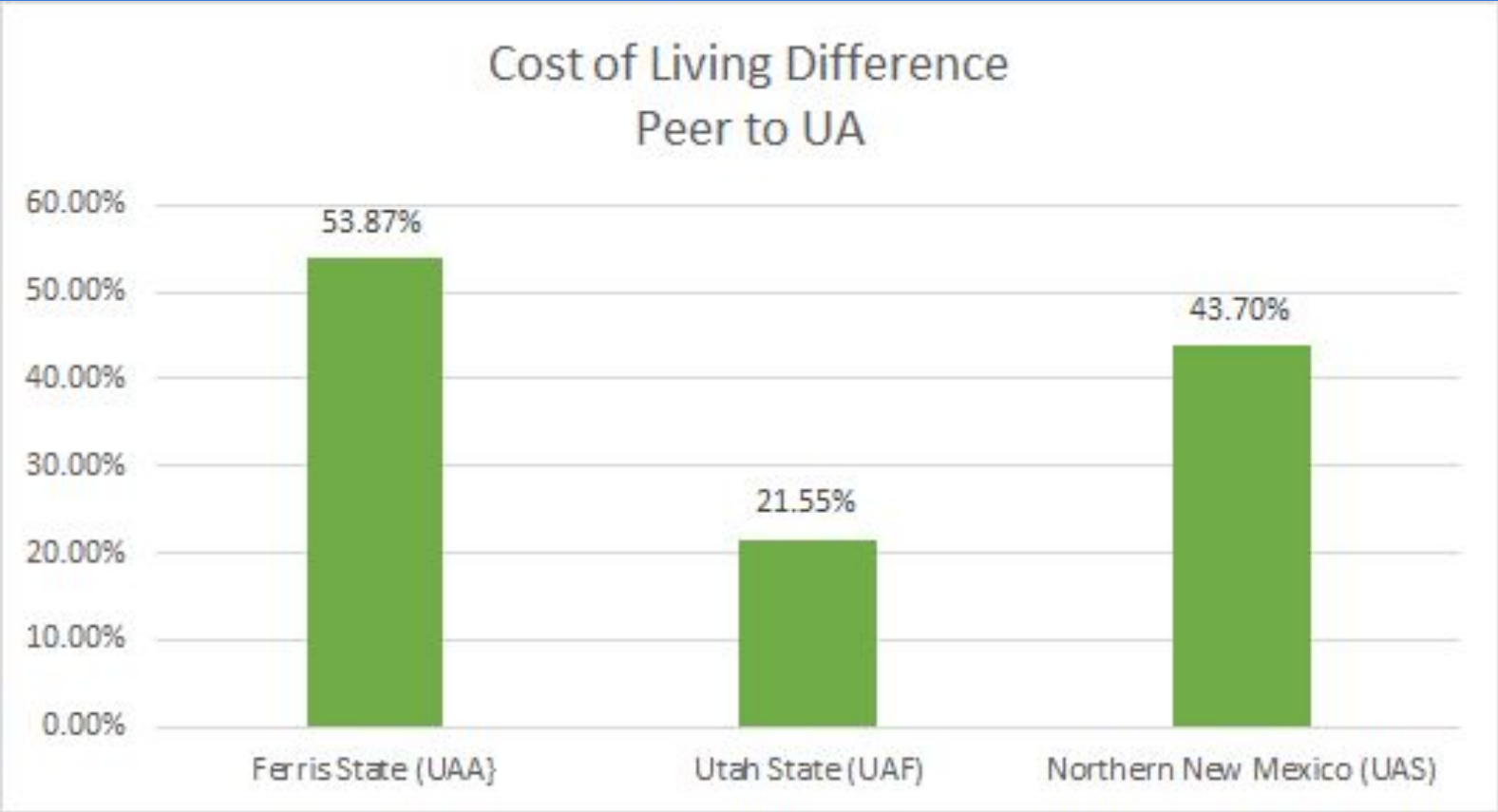
# Cost of Living in Alaska

+32%

The often cited estimated 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 Selected 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.

# UA Team questioned our methodology

In discussion on 10/18/2021

- With the peers you went over, I just noticed you took only one peer for each university. Why?
  - Hard when you pick just one data point to see the big picture.
  - Was wondering why you chose one and not an average or something of that nature.
  - Yeah, I understand that I guess, but not all institutions are going to be alike....
  - Just asking in general ....
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# 2019 UA Total Compensation Project

## Faculty Market Analysis

### UA Identified Peer Institutions

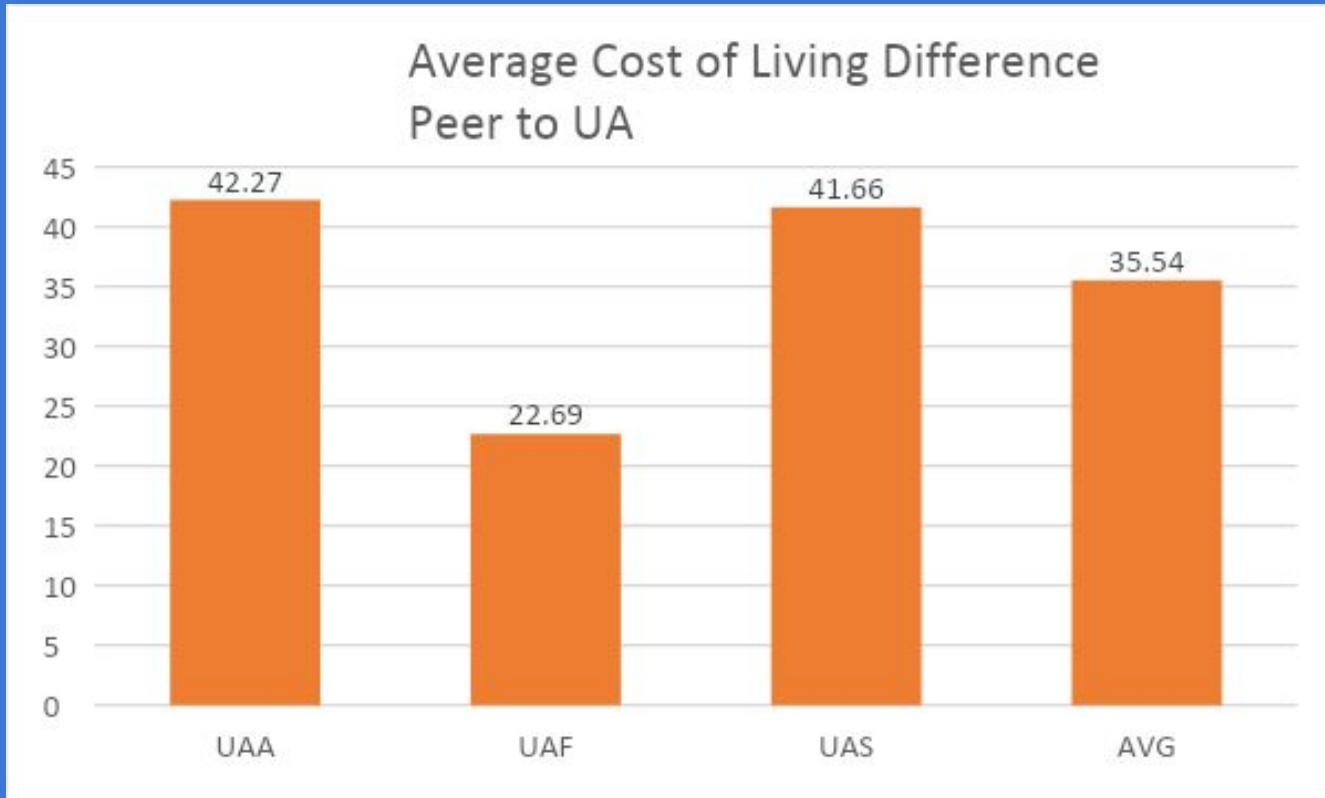
- 65 peer institutions for UAA
- 68 peer institutions for UAF
- 65 peer institutions for UAS

<https://alaska.edu/hr/talent/compensation/compensation-review/project-pages/faculty-salaries.php>

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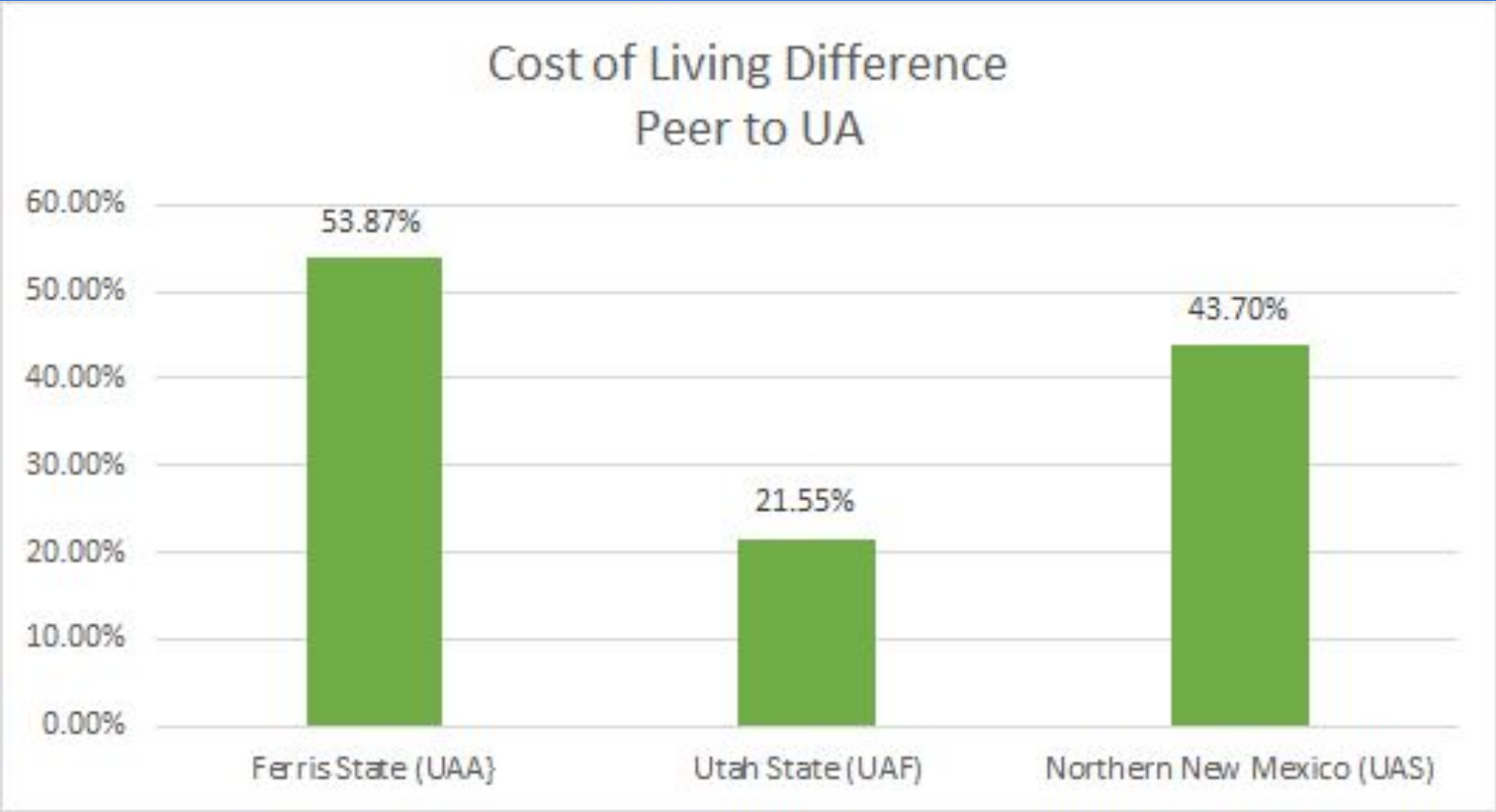


# Cost of Living Increase Compared to All 198 Peers



Data from bestplaces.net (on 10/20/21 and 10/21/21)

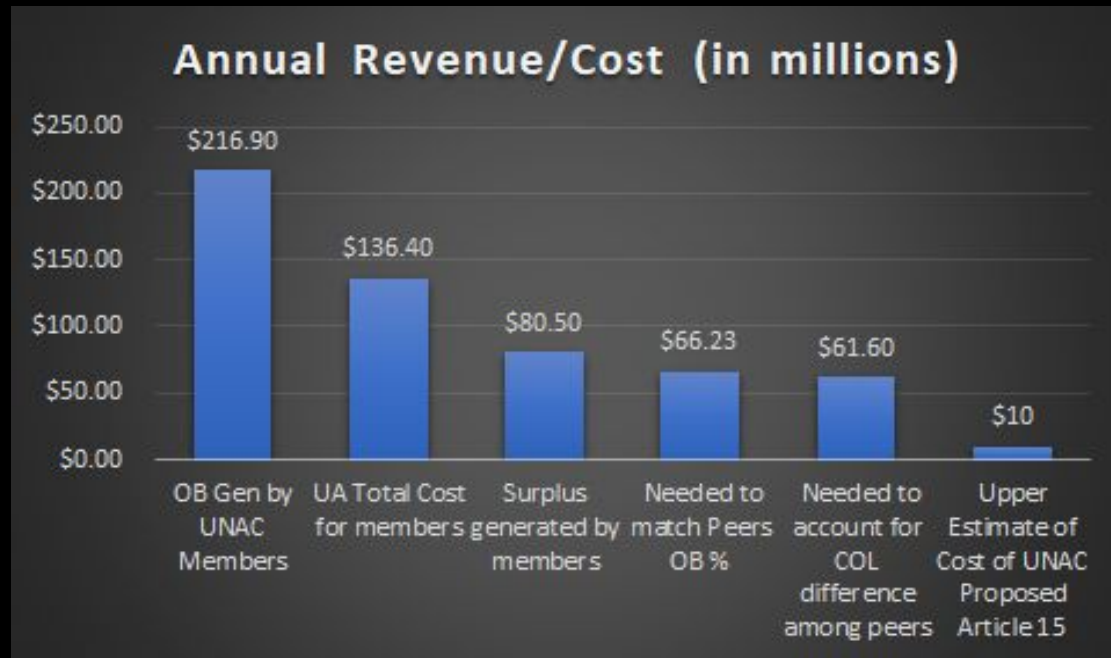
# Cost of Living Increase Compared to Selected Peers



# Summary of Estimates

- **+32%** is the often cited estimate and what UNAC is advocating
- **+39.71%** is the average estimate from three individual peer institutions
- **+36.6%** is the average estimate using 12 randomly selected peer institutions
- **+35.54%** is the average estimate using all 198 UA-identified peer institutions

# Comparison of Current Investment, Peers, & UNAC Proposal



# Faculty working conditions are student learning conditions

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Thank you UNAC members for your support of higher education in Alaska.