

To President Pitney and the UA Negotiations Team,

The current negotiations on the CBA's Article 9 include a commitment to provide non-tenure track, term, and research faculty with multi-year contracts. We write in strong support of this provision. Research faculty in particular serve UA, UAF, and the Geophysical Institute with distinction, often dedicating years to decades of their careers to UA, which shows long-term commitment to UA and UAF that is not currently reciprocated by the 9 or 12 month contract rule. By rejecting the phased-in, multi-year contract provision, the UA negotiators are sending a message that UA is not willing to recognize the fundamental importance of our talented research faculty members in building strong sources of research revenue that benefit UA and UAF, or in growing strong graduate programs that will help us achieve UAF's Tier 1 research university goals:

- Research faculty contribute significantly to the research grant/contract revenue that supports UA programs, institutes, colleges, and departments.
- Research faculty contribute significantly to UAF's goal to attain Tier 1 Research status, through bringing in research revenue and attracting and supporting PhD students.
- Research faculty are largely self-supporting from external grants and contracts and therefore a minimal cost to UA.
- Much of the research revenue brought in by research faculty is federally-funded, which has provided a stable and growing base of funding for UAF, even amid recent declines in state funding.
- Increasing contract durations for successful research faculty will help attract and retain talented researchers to join UA and UAF.
- UA is known as the Arctic University of the United States and our excellence in arctic and cryosphere research is made possible by dedicated research faculty.
- In the Geophysical Institute, research faculty oversee and contribute to organizations like the Alaska Volcano Observatory and the Alaska Earthquake Center – programs like these serve the state through increased hazard awareness and mitigation.
- Many UAF research faculty are internationally-recognized in their fields and are a main draw for many graduate students in STEM disciplines.
- Research faculty serve on graduate committees without any cost to CNSM, in the role of chair and/or member, in the same capacity as tenure-track faculty. The grant revenue raised by research faculty to support their graduate students comprises a significant proportion of the tuition paid for graduate courses and programs, and the time spent mentoring ensures a vibrant grad.

- Academic departments are stressed and many currently do not have enough tenure-track teaching faculty to cover required courses. Research faculty, as appropriate and when needed, often teach courses that the graduate and undergraduate students need. Often, these courses have significantly larger numbers of students enrolled than is typical for a graduate course, because of the prestige of the research faculty members teaching them.

Given the importance of our research faculty to UA and its campuses, colleges, institutes, and departments, we appeal to the negotiations teams to approve the multi-year contracts provision for non-tenure track term and research faculty.

Signed

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