

# Summary of United Academics' Compensation Proposals in Article 15

Here is a brief summary of our proposals in [Article 15](#) to help the universities recruit and retain highly qualified faculty members for the benefit of all Alaskans:

- Increase pay minimums to reflect inflation
- 3% minimum or CPI% (whichever is higher) annual increases to base pay
- \$1000 annual increase to base pay
- Complete UA Market Compensation Project in year one
- Fund market increases in years two and three
- Fund equity adjustments in year three

Pay inequity is a major concern of our membership, and so we have also proposed additions to base salary of \$1000 per year for all members. The percentage increases are greater for our higher paid members, while the lump sum additions to base will be more significant for our lower paid members.

Further, we proposed that the University of Alaska administration follow through on their commitment to give market increases to those members it identified in FY19. Those increases were suspended after one of three installments was made. This increase only applied to those members the administration told they would be getting an increase who are still working at UA and still a bargaining unit member. We are simply proposing the University of Alaska take this opportunity to follow through on a commitment it made to our members based on its own study of compensation across the system. We propose the UA administration complete those increases in FY23.

Next, we requested significant funds for market increases in FY24 and FY25 to allow the UA faculty to be compensated fairly and competitively. We requested modest funding to address equity issues that remain after the other compensation increases are implemented—this should help rectify issues that could become much more costly for the University if members sought legal remedies for pay disparities that may be based on protected statuses and would help make the University of Alaska a better employer to its faculty.