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# federation of teachers

2533 providence, anchorage, alaska 99508-4670, (907) 562-2660

February 18, 1988

House Finance Subcommittee on UA Restructuring

Representative Pat Pourchot, Chair

The Alaska Community College Federation of Teachers (ACCFT) appreciates this opportunity to address restructuring in the state university. By state law ACCFT represents approximately 270 community college teachers, librarians and counselors at ten community colleges in Alaska. The average faculty member has taught 11 years within the Alaska's community college system. Collective bargaining rights under the Public Employee Relations Act have been in place since 1974.

Specifically we request the House Finance Subcommittee to:

- 1) preserve the community college framework in the university budget;
- 2) adhere to the Public Employee Relations Act through continued funding of faculty collective bargaining contractual rights;
- 3) audit the university in advance of approval of its FY89 budget to assure compliance with FY88 legislative intents.

This past December, when the initiative petition was certified, 25,511 Alaskan voters put this university and legislature on notice that they want their community colleges. In the meantime, a recent arbitration award has found that the community college faculty contract language cannot stop the university from eliminating the 36 year old community college system. That part of the arbitration decision places greater responsibility on this legislature to act in ways to maintain community colleges. Community colleges were created by legislative authority and should be strengthened by enactment of HB107/SB60. Last session legislative committees studied these bills to create a separate community college system. It is now time for the full House and Senate to act upon this legislation.

This same arbitration case further emphasized that this award does not determine the status of ACCFT, survival of bargaining rights or negotiated collective bargaining rights and benefits for faculty members. "Those questions" the arbitrator writes, "may still be open for resolution before the appropriate state labor relations agency or courts and/or before this or some other arbitrator" (attachment #1). As much as the university would like you to believe, the faculty members negotiated rights and the union representing faculty do not "disappear". However, the University FY89 budget request (attachment #2) would like to see the FY88 authorized ACCFT contract provisions cost (202.1) disappear and reappear as a Statewide Services account. We request the House Finance Subcommittee to reject this university effort. The collective bargaining agreement requires the university to actively request and support full funding of the faculty contract. Obviously, the university is not doing that.

This refusal serves to illustrate the need for an audit of university proclaimed merger savings as well as their compliance with legislative intent language to "preserve the community college mission, identity and budget". Savings, we were told, would come from elimination of administration costs-- faculty and instructional programs would not be tampered with. However, last week faculty were informed that professional development leave (sabbatical) funds--\$88.1--were no longer available. President O'Dowd stated, "There was a PDL amount in the statewide budget, the magnitude of which I don't remember, and that money was used as part of the savings for budget balancing. So there is not a fund remaining there for that purpose". Last year these funds were awarded based upon the goals and missions of existing community colleges.

Another indication that an audit is appropriate is to review community college faculty budgeted positions. In April, 1986 the Office of Management and Budget identified 308 authorized faculty positions. In June, 1987 the University announced that it had "transferred" 263 community college faculty into one of three new universities. In August, 1987 university officials are saying that 282 community college faculty were transferred into the new units. An accounting of actual faculty teaching compared to university budgeted positions would reveal another source of "merger savings".

Last fall we identified some \$154,000 in a faculty disability leave bank. That account came from individual faculty members contributing their own personal sick leave days to that account to provide for fellow faculty members who have long term illnesses. In August the administration announced that the bank no longer existed. They even announced that the leave days were restored to faculty accounts. To date no faculty member has received such.

Community college teachers were provided substitutes for classes missed because of illness. These substitutes were paid for work performed. In August the university ceased payment. Another educational fund was raided. Where is that money today?

Recent events only confirm that this merger is not and will not work. The failure of President O'Dowd to acknowledge and address these matters ("UAA teacher's vote shows 'no confidence' in chancellor", "Faculty vote to support separate institutions", "University staff morale called poor; worse predicted", "Tuition increase on horizon for students" etc. attachment #3). Last year you were told that the faculty bargaining unit would be treated fairly; student tuition would be the same or lowered so as to keep the former community college students (according to Chancellor O'Rourke the recent tuition hike will impact

on 80% of the former community college students); community college councils will be retained and expanded, and the vocational-technical funds protected from central administration incursion. Now you know those guarantees have not been kept. Further delay and inaction will only exacerbate this situation.

Last session legislators received thousands of letters, telegrams and petitions from students, faculty and the public. Thousands signed petitions endorsing HB107/HR2/SB60 and 25,000 acted to support an initiative to keep community colleges. These are timely reminders in an upcoming election year. Our organization actively supported these community college campaigns and will be out there this fall, if necessary. However, most of us would prefer to be out on the campaign trail working for legislators that have "saved the community college and university system" Thank you.

*Ralph*

Ralph Mc Grath

For the ACCFT

AWARD

The University of Alaska did not violate the provisions of Article 13.1 A and B by changing policy, regulations or rules in ways which conflict with matters set forth in the collective bargaining agreement between the University and the ACCFT without prior agreement with the Union when it eliminated the community college system.

This award does not determine the status of the ACCFT and survival of its bargaining rights (if any) or the survival of negotiated collective bargaining rights and benefits (if any) for members of the ACCFT's bargaining unit.



Tim Bornstein, Arbitrator

February 3, 1988

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wrote in his classic treatise, "Provisions in a contract that appear to be conflicting or repugnant can frequently be harmonized by reasonable interpretation," and, in "this process, words of general description should generally yield to words that are more specific." Arthur L. Corbin, Corbin on Contracts 521 (one vol. ed. 1952). See also Restatement, Contracts, Sec. 236(c). This familiar principle has long been followed in labor arbitration, and it is plainly applicable here.

For these reasons, I conclude that the University did not violate Article 13.1 A and B when it eliminated the community college system as part of the restructuring program in 1987.

--:--

### III.

While I find that the elimination of the community colleges and the integration of their faculty and staff into the new regional universities did not violate Article 13.1 A and B, that finding does not necessarily tie up all the loose ends of this proceeding. The grievance alleged, inter alia, that the University violated those clauses by "eliminating the entire Community College system and thereby negating all

Patrick M. Rodey  
Senator

# Alaska State Legislature



3111 C. St., Suite 510  
Anchorage, Alaska 99503  
(907) 561-7618

During Session:  
P.O. Box V  
Juneau, Alaska 99811  
(907) 465-3793

March 30, 1988

Senate

Honorable Arliss Sturgulewski, Chair  
Senate Community and Regional Affairs Committee  
Post Office Box V  
Juneau, Alaska 99811

Dear Arliss:

I am writing to express my support for SB 60 - an Act establishing the Alaska Community College System - which is in your committee.

This issue is important to me and my constituency, and I hope you can bring this bill up for a hearing in committee and help move the bill to the floor so we can have an opportunity to fully discuss it.

As co-sponsor of Senate Bill 60, I would appreciate your prompt consideration of this request.

Kindest regards,

A handwritten signature in cursive script, appearing to read "Pat", written over a large, loopy flourish.

Patrick M. Rodey

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provisions of the collective bargaining agreement." But the grievance also alleged that the University had violated the contract by unilaterally changing working conditions of bargaining unit employees in violation of contract rights.

At the hearing and in their briefs, the parties focused primarily, indeed, almost exclusively, on whether the elimination of the community college system violated the contract. Questions bearing on the status and survival of the Union's bargaining rights and of negotiated contract rights in the three regional universities were addressed largely in that context. The grievance and the stipulated questions are more broadly phrased, however, and might be construed as going beyond the single question of the elimination of the community colleges.

I must emphasize, therefore, that the decision and award in this case are limited to the question of elimination of the community colleges as such. I do not decide other questions bearing on the Union's status and bargaining rights (if any) and the survival of negotiated contract rights for bargaining unit employees (if any) in the regional universities. Those questions may still be open for resolution before the appropriate state labor relations agency or courts and/or before this or some other arbitrator. See John Wiley & Sons v. Livingston, 376 U.S. 543 (1964).



**SENATOR FRED F. ZHAROFF**  
**ALASKA STATE LEGISLATURE**

P.O. BOX 405, KODIAK, ALASKA 99615 (907) 486-5259

DURING SESSION:

P.O. BOX V, JUNEAU, ALASKA 99811 • (907) 465-3473 • 465-3474

DISTRICT N


ALASKA PENINSULA • ALEUTIAN CHAIN • BRISTOL BAY • KODIAK ISLAND • LAKE CLARK/LAKE ILIAMNA • PRIBILOF ISLANDS • SHUMAGIN ISLANDS

18 February, 1988

*File*

MEMORANDUM

TO: Senator Arliss Sturgulewski, Chair  
Senate Community and Regional Affairs Committee

FROM: Senator Fred Zharoff 

I would like to request your consideration for scheduling a hearing on SB 60 "An act establishing the Alaska Community College System; and providing for an effective date".

Thank you for your consideration of this request.

# The Accent

Anchorage Community College Student Newspaper

Vol. 6, No. 13

Anchorage, Alaska

February 15 to February 21, 1988

## Union's status remains undecided

by Cammie Walker-Gable  
Accent editor

A labor grievance filed by the Alaska Community College Federation of Teachers (ACCFT) against the University last June was ruled on by arbitrator Tim Bornstein last week.

Bornstein's ruling, considered by the UA to be a victory in its favor, did not in fact make a decision on the union's contract—only the Uni-

versity's right to eliminate the community colleges.

The original labor grievance filed by ACCFT disputes the University's right to eliminate the community college as well as the ACCFT's bargaining agreement. Bornstein's ruling states, "The University of Alaska did not violate the provisions of Article 13.1 A and B . . . when it eliminated the community college system." However, the award con-

tinues, "this award does not determine the status of the ACCFT and survival of its bargaining rights (if any) or the survival of negotiated collective bargaining rights and benefits (if any) for members of the ACCFT's bargaining unit."

Bornstein stresses that the union's contract is an issue which must still be settled by either an arbitrator or the Alaska Labor Relations Board.

Ralph McGrath, an ACC teacher

and ACCFT statewide grievance chair, is still optimistic about Bornstein's ruling, despite the union's hopes that the ruling would be completely in their favor: "There's no question that the University prevailed on Article 13.1 A and B of the contract. One issue has been resolved but there's 93 other pages (referring to the contract) to be resolved."

According to McGrath, the union  
continued on the back page

## Union's status remains undecided

continued from the front page

is in the same position they were in before the arbitration, that is "the University says we ceased to exist after the merger, but we say the union still exists and there are numerous issues to still be worked out," such as tenure, working conditions, rank, the sick leave bank, faculty positions and everything else the contract stands for.

Bornstein, in a phone interview on Thursday, stated he was "very careful not to decide" on the union's contract issue, stressing that this issue still needs to be decided.

Via a press release on Bornstein's ruling, UA President O'Dowd, said "to have this endorsement of the process of restructuring provided by

an objective third party is gratifying. Of course we've much yet to do. We must continue, as creatively and energetically as we can, this process of building a better University of Alaska."

The union has not decided what course of action they will take yet, although a grievance was filed in mid 1987 with the Alaska Labor Relations Board, which has yet to be determined.

As far as the merger issue goes, McGrath says the decision now rests in the hands of the Legislature and the ballot initiative.

Since the arbitrator determined that neither the union or the University was the losing party, both shared in paying his \$8800 bill.

UNIVERSITY OF ALASKA  
FY89 OPERATING AND CAPITAL  
BUDGET REQUEST

December 15, 1987

Statewide Budget Office  
Facilities Planning and Construction

FY89 Allocations Merged with Other Allocations in FY89  
UNIVERSITY OF ALASKA STATEWIDE

	<u>General Fund</u>	<u>Total Funds</u>
<b>ACFT CONTRACT PROVISIONS</b>		
FY87 Authorized	\$ 202.1	\$ 202.1
FY88 Authorized	202.1	202.1
FY88 Revised Authorized	202.1	202.1
FY89 Transfers: Transfer to Statewide Services	(202.1)	(202.1)
<b>GNOSIS</b>		
FY87 Authorized	\$ 372.5	\$ 372.5
FY88 Authorized	200.0	200.0
FY88 Revised Authorized	200.0	200.0
FY89 Transfers: Transfer GNOSIS to Statewide Networks	(200.0)	(200.0)
<b>STATEWIDE RESTRUCTURING CONTINGENCY</b>		
FY87 Authorized	\$ -	\$ -
FY88 Authorized	600.0	600.0
FY88 Revised Authorized	600.0	600.0
One-time Items	(600.0)	(600.0)

# UA uses ACC teachers' Leave money to help balance UA budget

by Beth Sharp  
Accent staff

UA President Donald O'Dowd says the money set aside for ACC's professional development leave has been used for university budget balancing.

"There was a PDL (professional development leave) amount in the statewide budget, the magnitude of which I don't remember, and that money was used as part of the savings for budget balancing. So there is not a fund remaining there for that purpose," O'Dowd said in a Facul-

ty Senate meeting February 5.

Asked if the money went to administrative savings, O'Dowd said it went to university savings.

UAA Chancellor Marv Looney's stance is that those funds need to be distributed at UAA for sabbatical leave, said Gerry Bomotti, UAA vice chancellor of administrative affairs.

"My understanding is that the chancellor is pressing very hard for that," Bomotti said.

The university needs that money because sabbatical leave is in the process of being awarded, and there's

a larger faculty to deal with than there used to be due to restructuring.

Before restructuring, UAA selected ten people to serve on a sabbatical review committee. These people reviewed applications and ranked the applicants. This year, UAA set aside \$87,000 to cover the costs of hiring temporary replacements for those going on sabbatical leave.

The Alaska Community College Federation of Teachers (ACCFT) had an account set up in statewide administration. According to

ACCFT President Gerry Park, the account had \$202,000 in it. He says he doesn't know where it went.

Bomotti says \$88,000 of that \$202,000 was set aside for professional development leave.

O'Dowd says that's not there anymore.

UAA Chancellor Marv Looney is working to convince O'Dowd to let the university have that \$88,000 for sabbatical leave, says Bomotti.

Looney and O'Dowd could not be reached for comment.

**continued on the back page**

## Controversy over leave fund and ranking

continued from front page

Bomotti said the university needs that \$88,000 because ACC and UAA faculties have been integrated.

But that's not the only problem with sabbatical leave. There was a problem with the ranking of the applicants. Since the faculties were merged, the sabbatical review committee had 17 people in it instead of ten. There were 26 faculty who applied for leave. When the committee ranked the faculty, there was a large difference of opinion. For instance, if three people on the committee ranked a faculty member as one of the top three candidates, three or four other committee members ranked the person in the bottom five or six.

In the February 5 Faculty Senate hearing, Senate President Steve Norrell addressed the problem.

"After the (sabbatical review) committee met, several persons contacted myself and other members of the Faculty Senate expressing concern about the distribution of various faculty members on that list. It appeared that one group of faculty dominated one end of the list; and the other group of faculty dominated the other end of the list," Norrell said.

Out of the top ten candidates, only two were from ACC. And the way sabbatical leave works is that the money is given starting with the person the committee ranks highest. Money is given until there is no more money.

Said Norrell, "I took it upon myself to ask as many questions as I could about what went on during those deliberations without asking anyone to violate any confidences, and I arrived at the conclusion that the awarding of professional development sabbatical leave suffered from a very serious misunder-

ing of the criteria that were going to be used to make those awards.

"The misunderstanding appeared to fall into two categories, the first being an understanding of what the criteria meant from the viewpoint of preparing an application, the second stemming from difficulties in interpreting those criteria by the evaluators of the applications."

Norrell said it was clear that the committee did not discuss the ranking or why individual people were ranked the way they were, "so there was no opportunity for an informed discussion, shall we say, of the criteria."

One member of the committee said that there was opportunity for discussion, but no one discussed anything.

The executive committee of the Faculty Senate, realizing they needed to award the sabbatical leaves quickly so recipients could begin making plans, submitted the recommendations to Bill Keppler, vice chancellor of academic affairs.

"The first recommendation was to return the list (of ranked applicants) to the sabbatical leave committee, asking them in effect to do everything over again, but this time to carefully discuss the evaluations and the rankings and come up with a reordered list if that's the way it turned out," Norrell said.

"The second option that was offered to the vice chancellor was to separate the community college faculty from the university faculty, arrange them in a sequence that would agree with the sequence that they appeared in on the original rank list, and then simply go down the line making awards to each group alternately, he said.

Keppler decided on the second option.

B-6 Monday, January 23, 1988, The Anchorage Times

# UAA faculty group plans alternative to new system

By Michael Dean  
Times Writer

A group of University of Alaska Anchorage faculty has proposed an alternative to the merger of community college and university teachers that is under way in the state's higher education system.

The three-part proposal recommends, as a first step, to continue merging the administrations of UAA and Anchorage Community College as part of the Board of Regents restructuring plan. One institution, the University of Alaska Anchorage, would be created. But, under the second step of the faculty plan, the community college and university would be separate units with separate accreditations. Faculty of each would operate under workloads and standards appropriate for the individual entities. The third recommendation is to maintain the extended sites in Matanuska-Susitna, Kenai and Kodiak as independently accredited community colleges served by the merged Southcentral administration.

Some 250 educators were present when Bob Madigan, a psychology professor at UAA and one of five co-authors of the proposal, offered the proposal to the UAA Faculty Senate for consideration on Friday. Also in attendance were University of Alaska President Donald O'Dowd and UAA Chancellor Marvin Looney.

Some teachers wanted an immediate vote for endorsement, but the vote was tabled to give people a chance to study the proposal more thoroughly.

The five authors were Ted Eschenbach, professor of engineering; John Harrington, professor of chemistry; Will Jacobs, professor of history, Madigan and Kris Mann, professor of biology.

According to the single-page document, the integration of former university and community college staff that has begun will not be cost effective, but it "will enmesh the campus in a tedious, disruptive process leading to years of instability as major policies are rewritten, faculty members relocated, and academic programs redesigned."

The authors also claim the integration, as planned, will seriously compromise the missions of the two institutions. "What we seek is a solution that will preserve the distinct missions of the university and the community college and allow the campus to return its energy to teaching, research and service," the report says.

"Normally I don't want to interfere in the administration of a university," O'Dowd told the faculty during a 20-minute presentation about issues affecting the university system. "I don't think it is healthy." But he said in light of concerns people at UAA have communicated to him, "I plan to spend a lot more time here in the weeks ahead. It's the largest and most important campus in the state."

Among the concerns he listed were complaints that the academic administrative structure is confusing and people don't know who is in charge, there has been a de-emphasis of affirmative action and that communication must be improved between the faculty and the administration.

A major concern of the president is the UAA faculty's unprecedented vote of no confidence in Looney last December.

Speaking of the faculty's proposal Friday, Looney said it is good to keep dialogue open, "but I feel we have moved a considerable distance down the road in the last nine months (and) it is difficult to make a major change in the middle of a stream."

To: UAA Faculty Members

January 21, 1988

We believe that the restructuring process set in motion in the fall of 1986 has reached a critical point. The integration of the former university and community college faculties has begun. It is now clear that faculty integration will enmesh the campus in a tedious, disruptive process leading to years of instability as major policies are rewritten, faculty members relocated, and academic programs redesigned. We do not believe that cost savings will result from this exercise. Furthermore, if the integration is completed as presently planned, the missions of both the university and the community college will be seriously compromised.

It is our intent to promote an open discussion of alternatives to the present course of the merger. What we seek is a solution that will preserve the distinct missions of the university and the community college and allow the campus to return its energy to teaching, research and service.

At the Faculty Senate meeting on Friday January 22, we will introduce as New Business consideration of the following recommendations for changes in the merger plan.

1. Continue with the merged ACC-UAA-CREE administration.
2. Establish separate community college and university units under this administration, maintaining separate accreditations. Faculty assigned to each unit will operate under workloads and standards appropriate to their mission. The combination of these units will make up the University of Alaska Anchorage.
3. Maintain the extended sites in Matanuska-Susitna, Kenai, and Kodiak as independently accredited community colleges served by the merged Southcentral administration.

These recommendations constitute an important and needed mid-course correction to the restructuring effort. If adopted they will preserve the missions, faculties, and student bodies of both the community colleges and the university, continue the advantages of closer academic collaboration, and maintain the savings achieved in administrative costs. We offer them as people who have invested much of our professional lives in the University of Alaska and who want it to be an institution worthy of respect, attractive both to students and to the scholars we hope will succeed us.

Ted Eschenbach, Engineering  
 John Harrington, Chemistry  
 Will Jacobs, History  
 Bob Madigan, Psychology  
 Kris Mann, Biology

*Ted Eschenbach*  
*John P. Harrington*  
*Will Jacobs*  
*Bob Madigan*  
*Kris Mann*

# The Anchorage Times

SATURDAY MORNING, DECEMBER 5, 1987

25¢



Marvin Looney  
... under fire from faculty

## UAA teachers' vote shows 'no confidence' in chancellor

By Jean Lamming  
Times Writer

Roughly one-third of the teachers at the University of Alaska Anchorage took unprecedented action Friday by passing a resolution saying they have no confidence in their leader of 11 months, UAA Chancellor Marvin Looney.

"There is a widespread, strong feeling of discontent and it was culminated today in this resolution," said UAA Faculty Senate President Steven Norrell. "It

means the faculty as a body has no confidence in Dr. Looney as a chancellor.

"There is no more serious a statement the faculty could make," the biology professor said.

The 97-2 vote was made at 4 p.m. Friday after an hour of discussion at a regular meeting of the faculty senate, a campus governing group involved in faculty issues, Norrell said.

Norrell said the vote tally was preliminary.

The resolution, which will be sent to University of Alaska President Donald O'Dowd, is the first of its kind, said Norrell. "No governing body in the University of Alaska system has ever done this."

But O'Dowd said Friday night he wasn't sure how to interpret the resolution.

"It's a little unclear," he said from his Fairbanks home. "I don't know what it means."

O'Dowd said the group's message  
See Teachers, page A-12

# Teachers: Unrest

Continued from page A-1

sage is clouded by the fact that he didn't think the resolution was on the meeting agenda, nor did he believe that all UAA faculty members were apprised of it, "I understood it was an issue brought up by a group of people at the meeting," he said.

This was the first senate meeting to include former Anchorage Community College teachers, now part of the UAA campus, and the agenda called for the new group to draft a constitution, O'Dowd said.

He said he views the faculty vote as another indication of the unrest caused by eliminating jobs and merging the community college and university.

"I assume it's a combination of concern and anxiety that stems from bringing together two institutions," O'Dowd said.

He plans a trip to Anchorage to talk to teachers. "It's a matter of concern," he said. "It's something that we need to respond to."

According to Norrell, the voting body represented UAA and

the former ACC campus. "There was a good mix of ACC and UAA faculty."

Norrell said the resolution stressed faculty dissatisfaction with Looney's method of choosing faculty members, which Norrell said leaves out faculty input. Teachers also are concerned with Looney's stand on affirmative action in the university ranks and the way he has structured the office of the vice chancellor for academic affairs.

Looney was appointed to the post by O'Dowd weeks after the University of Alaska Board of Regents made a controversial decision to merge the state's community colleges and universities.

Community college supporters are fighting the merger in a statewide drive for a ballot initiative and in court.

The teachers who took part in Friday night's vote represent about one-third of the teachers at the Anchorage campus.

Looney could not be reached at his hotel in Salt Lake City Friday night, where he is attending a conference.

**STATE OF ALASKA 1987 LEGISLATIVE SESSION  
FISCAL NOTE**

Revision Date : \_\_\_\_\_

**REQUEST**

Bill/Resolution No. : SB60  
 Tide : An act establishing the Alaska  
Community College System  
 Sponsor Senator Zharoff  
 Requestor : \_\_\_\_\_  
 Date of Request : \_\_\_\_\_

**FISCAL DETAIL**

Agency Affected : University of Alaska  
 BRU : Community colleges.  
Statewide Administration  
 Components : \_\_\_\_\_

**EXPENDITURES/REVENUES : (Thousands of Dollars)**

OPERATING	FY 87	FY 88	FY 89	FY 90	FY 91	FY 92
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS		8,077.3	8,319.8	8,569.9	8,871.5	9,091.3
<b>TOTAL OPERATING</b>		<b>8,077.3</b>	<b>8,319.8</b>	<b>8,569.9</b>	<b>8,871.5</b>	<b>9,091.3</b>

CAPITAL		104,000.0				
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REVENUE						
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**FUNDING : (Thousands of Dollars)**

GENERAL FUND		8,077.3	8,319.8	8,569.9	8,871.5	9,091.3
FEDERAL FUNDS						
OTHER						
<b>TOTAL</b>						

**POSITIONS :**

FULL-TIME		115	115	115	115	115
PART-TIME						
TEMPORARY						

**ANALYSIS :** Attach a separate page if necessary

Amounts shown are net of transfers from University of Alaska. See attached.

Prepared by : Brian Roners, Budget Director Phone : 474-6490  
 Division : University of Alaska Date : February 4, 1987  
 Approved by Vice President [Signature] Date : February 4, 1987  
 Agency : University of Alaska

Distribution (by Agency preparing fiscal note) :

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