

**UAF Employee Change Snapshot, Headcount and FTE, Spring 2018-2022
June 2022**

Overview

- Over several years of budget reductions, employee reductions and cost savings have been realized through unfilled vacancies, eliminated positions, layoffs, reduced employee contracts, furloughs, departmental soft closures, and non-renewals of contracts. Some of these changes may be better reflected in FTE tables, rather than headcount tables.
- This report does not include vacant positions.
- FTE numbers do not include temporary positions, but include extended temporary.
- In FY22, in an effort to align leave benefits with the duties and responsibilities of the positions (rather than by time of the position) and to reduce confusion about leave accruals, the FN and FR employee classes (ECLS) were redefined. This change has little impact on numbers reported below.

Spring Headcount

Table 1. UAF Employee Headcounts, Spring 2018-2022

Employee Type	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
REGULAR									
Faculty	538	525	528	516	516	-22	-4.1%	0	0.0%
Officers/Sr. Admin	60	64	58	60	67	7	11.7%	7	11.7%
Staff	1,228	1,223	1,191	1,199	1,229	1	0.1%	30	2.5%
REGULAR Total	1,826	1,812	1,777	1,775	1,812	-14	-0.8%	37	2.1%
TEMPORARY									
Adjunct Faculty	353	346	314	259	299	-54	-15.3%	40	15.4%
Staff	359	384	359	374	341	-18	-5.0%	-33	-8.8%
Student	943	922	826	711	775	-168	-17.8%	64	9.0%
TEMPORARY Total	1,655	1,652	1,499	1,344	1,415	-240	-14.5%	71	5.3%
Grand Total	3,481	3,464	3,276	3,119	3,227	-254	-7.3%	108	3.5%

Note: Headcount includes an unduplicated count of temporary staff, adjuncts, and student employees, therefore represents a meaningful way to understand changes in temporary job types. Temporary employees include extended temporary positions.

- Total UAF employee headcount decreased by 7.3 percent from Spring 2018-2022 (-254 employees).
 - Regular employee headcount decreased by 0.8 percent from Spring 2018-2022 (-14 employees).
 - Temporary staff, adjuncts, and student employee headcounts decreased by 14.5 percent from Spring 2018-2022 (-240 employees). This category of employee typically results in less significant savings since these are not benefited employees. However, decreases in this group may result in savings that can be realized more quickly, since ceasing contract renewals is relatively prompt/immediate action.

Table 2. UAF Employee Headcounts by Employee Class, Spring 2018-2022

Employee Type	ECLS	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
REGULAR										
Faculty	A9-UAFT Union Regular <12mo	63					-63	-100.0%	0	
	F9-Faculty Regular <12mo	439	492	483	463	459	20	4.6%	-4	-0.9%
	FN-Faculty - Non-Represented	36	33	45	53	57	21	58.3%	4	7.5%
Faculty Total		538	525	528	516	516	-22	-4.1%	0	0.0%
Officers/Sr. Admn	EX-Executive Management	41	42	39	38	41	0	0.0%	3	7.9%
	FR-Academic Leadership (nonrep)	19	22	19	22	26	7	36.8%	4	18.2%
Officers/Sr. Total		60	64	58	60	67	7	11.7%	7	11.7%
Staff	CR-L6070 Union - Regular	111	115	124	120	127	16	14.4%	7	5.8%
	NR-NonExempt Staff - Regular	542	533	483	466	457	-85	-15.7%	-9	-1.9%
	XR-Exempt Staff - Regular	575	575	584	613	645	70	12.2%	32	5.2%
Staff Total		1,228	1,223	1,191	1,199	1,229	1	0.1%	30	2.5%
REGULAR Total		1,826	1,812	1,777	1,775	1,812	-14	-0.8%	37	2.1%
TEMPORARY										
Adjunct Faculty	FT-Faculty -Temporary	316	306	262	217	238	-78	-24.7%	21	9.7%
	FW-Faculty Non-rep Temp	37	40	52	42	61	24	64.9%	19	45.2%
Adjunct Total		353	346	314	259	299	-54	-15.3%	40	15.4%
Staff	CT-L6070 Union - Temporary	11	7	11	9	10	-1	-9.1%	1	11.1%
	NT-Non-Exempt Staff- Temp	301	325	291	302	290	-11	-3.7%	-12	-4.0%
	NX-NonExempt Staff - Extended	41	49	47	54	39	-2	-4.9%	-15	-27.8%
	XT-Exempt Staff - Temporary	4	3	6	5		-4	-100.0%	-5	-100.0%
	XX-Exempt Staff - Extended	2		4	4	2	0	0.0%	-2	-50.0%
Staff Total		359	384	359	374	341	-18	-5.0%	-33	-8.8%
Student	GN-Grad Student FICA non-tax	290	271	274	279	302	12	4.1%	23	8.2%
	GT-Grad Student FICA tax	10	7	2		4	-6	-60.0%	4	
	SN-Student -NonFica taxable	567	555	481	362	410	-157	-27.7%	48	13.3%
	ST-Student - FICA Taxable	76	89	69	70	59	-17	-22.4%	-11	-15.7%
Student Total		943	922	826	711	775	-168	-17.8%	64	9.0%
TEMPORARY Total		1,655	1,652	1,499	1,344	1,415	-240	-14.5%	71	5.3%
Grand Total		3,481	3,464	3,276	3,119	3,227	-254	-7.3%	108	3.5%

- Changes in regular staff from Spring 2018-2022 demonstrate a decrease in non-exempt staff (NR) of 15.7 percent (-85 employees) and an increase in exempt staff (XR) of 12.2 percent (70 employees). This transition primarily represents a shift in existing employees where non-exempt positions are reclassified to exempt as reduced numbers of staff are assuming greater work responsibilities.
 - From Spring to 2018-2022, 91 employees shifted from NR to XR, with only 9 employees shifting from XR to NR.
 - From Spring 2021-2022, 38 employees shifted from an NR to XR, with only 4 employees shifting from XR to NR.

Spring Regular Full Time Equivalency (FTE)

Table 3. UAF Employee FTE, Spring 2018-2022

Cabinet	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
UAF Chancellor	70.0	68.8	64.8	73.3	76.6	6.5	9.3%	3.2	4.4%
UAF Office Information Technology	29.7	30.7	28.7	29.8	28.3	-1.4	-4.6%	-1.5	-5.0%
UAF Provost	746.4	738.9	688.1	701.0	676.2	-70.2	-9.4%	-24.7	-3.5%
UAF VC Rural, Community & Native Ed	211.6	195.2	187.4	186.7	186.4	-25.2	-11.9%	-0.4	-0.2%
UAF Vice Chanc for Admin. Services	253.5	260.3	215.5	248.0	253.3	-0.3	-0.1%	5.2	2.1%
UAF Vice Chancellor for Research	383.6	393.4	401.6	436.9	467.9	84.3	22.0%	31.0	7.1%
UAF VC Student Affairs & Enroll Mgmt	98.7	104.2	90.6	95.0	102.3	3.6	3.6%	7.3	7.6%
Grand Total	1,793.5	1,791.4	1,676.6	1,770.7	1,790.9	-2.6	-0.1%	20.1	1.1%

Note 1: One FTE is equivalent to one regular full-time employee's effort in a biweekly pay period. This does not take into account the number of pay periods for which an assignment is established and cannot be used to meaningfully measure temporary employee assignments. Temporary employees are therefore excluded from the table above, but extended temporary are included.

Note 2: Any organizational restructuring is mapped to previous periods in order to present apples to apples comparisons.

- Overall, FTE decreased by 2.6 FTE (or 0.1 percent) from Spring 2018-2022.
- The largest FTE reductions from Spring 2018-2022 occurred under the Provost (-70.2 FTE, -9.4 percent) and Vice Chancellor for Rural, Community & Native Education (-25.2 FTE, -11.9 percent)
- Reductions in these areas influence UAF's ability to serve its mission as well as the ability to generate revenue, compounding the budget reduction.
- Regular employees are able to voluntarily reduce their contract lengths (i.e. from 12 to 11 months). Reduced contracts have an impact on FTE, rather than headcount.
- The largest FTE increase from Spring 2018-2022 occurred under the VCR (84.3 FTE or 22.0 percent) which demonstrates UAF's strategic decision to invest in research areas

Table 4. UAF Employee FTE by Fund Type, Spring 2018-2022

FTE by Fund Type	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
AUXILIARY	35.7	35.2	33.6	28.9	31.3	-4.4	-12.3%	2.5	8.5%
MATCH	35.2	36.7	33.9	40.2	32.3	-2.9	-8.2%	-7.9	-19.6%
RECHARGE	188.4	194.7	190.0	209.9	216.4	28.0	14.8%	6.4	3.1%
RESTRICTED	405.8	399.7	402.8	454.3	470.6	64.8	16.0%	16.3	3.6%
UNRESTRICTED	1,128.4	1,125.2	1,016.5	1,037.5	1,040.3	-88.1	-7.8%	2.8	0.3%
Grand Total	1,793.5	1,791.4	1,676.6	1,770.7	1,790.9	-2.6	-0.1%	20.1	1.1%

- Employees funded from unrestricted sources decreased from Spring 2018-2022 (-88.1 FTE or -7.8 percent). This decline primarily highlights the impact of state general fund budget reductions over the years. However, as UAF and the UA System slowly rebounds from budget reductions, employees funded from unrestricted sources demonstrate gradual increases since Spring 2020.
- Employees funded from restricted funds increased from Spring 2018-2022 (64.8 FTE or 16.0 percent). This increase demonstrates UAF's dedication to seeking external funding sources and building a world-class research institution.
- Employees funded from recharge funds increased by 28.0 FTE from Spring 2018-2022 (14.8 percent) primarily due to increased activity in the Alaska Satellite Facility and Facilities Maintenance.

**UAF Employee Change Snapshot, Headcount and FTE, Fall 2018-2022
November 2022**

Overview

- Fall 2022 reflects overall growth in employee headcount and FTE from Fall 2021 and is the first increase from the Fall-to-Fall period for the first time in nearly a decade. This increase is indicative of UAF’s FY23 state general fund budget increase, the first budget increase since prior to FY20. While faculty, student employee and staffing levels may not reach what they once were prior to cuts, it is expected that employee counts will continue to modestly trend upward in some areas as UAF begins to rebound from several consecutive years of reductions.
- In FY22, in an effort to align leave benefits with the duties and responsibilities of the positions (rather than by time of the position) and to reduce confusion about leave accruals, the FN and FR employee classes (ECLS) were redefined. This change has little impact on numbers reported below.
- This report does not include vacant positions.

Fall Headcount

Table 1. UAF Employee Headcounts, Fall 2018-2022

Employee Type	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
REGULAR									
Faculty	523	524	508	496	518	-5	-1.0%	22	4.4%
Officers/Sr. Admin	62	58	58	64	69	7	11.3%	5	7.8%
Staff	1,205	1,188	1,188	1,176	1,248	43	3.6%	72	6.1%
REGULAR Total	1,790	1,770	1,754	1,736	1,835	45	2.5%	99	5.7%
TEMPORARY									
Adjunct Faculty	322	307	261	276	254	-68	-21.1%	-22	-8.0%
Staff	370	345	407	365	412	42	11.4%	47	12.9%
Student	838	787	648	675	687	-151	-18.0%	12	1.8%
TEMPORARY Total	1,530	1,439	1,316	1,316	1,353	-177	-11.6%	37	2.8%
Grand Total	3,320	3,209	3,070	3,052	3,188	-132	-4.0%	136	4.5%

Note: Headcount includes an unduplicated count of temporary staff, adjuncts, and student employees, therefore represents a meaningful way to understand changes in temporary job types. Temporary employees include extended temporary positions.

- Total UAF employee headcount increased by 4.5 percent from Fall 2021-2022 (136 employees).
 - Regular employee headcount increased by 5.7 percent from Fall 2021-2022 (99 employees).
 - Temporary staff, adjuncts, and student employee headcounts increased by 2.8 percent from Fall 2021-2022 (37 employees).
 - While adjunct faculty decreased by 8 percent (22 faculty) from Fall 2021-2022, regular faculty increased by 4.4 percent (22 faculty) during the same period.

Table 2. UAF Employee Headcounts by Employee Class (ECLS), Fall 2018-2022

Employee Type	ECLS	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
REGULAR										
Faculty	F9-Faculty Regular <12mo	493	487	460	448	469	-24	-4.9%	21	4.7%
	FN-Faculty - Non-Represented	30	37	48	48	49	19	63.3%	1	2.1%
Faculty Total		523	524	508	496	518	-5	-1.0%	22	4.4%
Officers/Sr. Admn	EX-Executive Management	39	37	40	38	43	4	10.3%	5	13.2%
	FR-Academic Leadership	23	21	18	26	26	3	13.0%	0	0.0%
Officers/Sr. Total		62	58	58	64	69	7	11.3%	5	7.8%
Staff	CR-L6070 Union - Regular	114	118	119	118	131	17	14.9%	13	11.0%
	NR-NonExempt Staff - Regular	523	496	470	443	449	-74	-14.1%	6	1.4%
	XR-Exempt Staff - Regular	568	574	599	615	668	100	17.6%	53	8.6%
Staff Total		1,205	1,188	1,188	1,176	1,248	43	3.6%	72	6.1%
REGULAR Total		1,790	1,770	1,754	1,736	1,835	45	2.5%	99	5.7%
TEMPORARY										
Adjunct Faculty	FT-Faculty -Temporary	287	254	220	228	202	-85	-29.6%	-26	-11.4%
	FW-Faculty Non-rep Temp	35	53	41	48	52	17	48.6%	4	8.3%
Adjunct Total		322	307	261	276	254	-68	-21.1%	-22	-8.0%
Staff	CT-L6070 Union - Temporary	6	4	5	8	11	5	83.3%	3	37.5%
	NT-Non-Exempt Staff- Temp	304	294	321	287	354	50	16.4%	67	23.3%
	NX-NonExempt Staff - Extnd	55	38	69	67	44	-11	-20.0%	-23	-34.3%
	XT-Exempt Staff - Temporary	3	4	7	1	2	-1	-33.3%	1	100.0%
	XX-Exempt Staff - Extended	2	5	5	2	1	-1	-50.0%	-1	-50.0%
Staff Total		370	345	407	365	412	42	11.4%	47	12.9%
Student	GN-Grad Student FICA non-tax	243	146	240	286	295	52	21.4%	9	3.1%
	GT-Grad Student FICA tax	9	114	28	2	1	-8	-88.9%	-1	-50.0%
	SN-Student -NonFica taxable	460	409	310	334	345	-115	-25.0%	11	3.3%
	ST-Student - FICA Taxable	126	118	70	53	46	-80	-63.5%	-7	-13.2%
Student Total		838	787	648	675	687	-151	-18.0%	12	1.8%
TEMPORARY Total		1,530	1,439	1,316	1,316	1,353	-177	-11.6%	37	2.8%
Grand Total		3,320	3,209	3,070	3,052	3,188	-132	-4.0%	136	4.5%

Note: Headcount includes an unduplicated count of temporary staff, adjuncts, and student employees, therefore represents a meaningful way to understand changes in temporary job types. Temporary employees include extended temporary positions.

- Changes in regular staff from Fall 2018-2022 demonstrate a decrease in non-exempt staff (NR) of 14.1 percent (-74 employees) and an increase in exempt staff (XR) of 17.6 percent (100 employees). This transition over time primarily represents a shift in existing employees where non-exempt positions are reclassified to exempt as reduced numbers of staff are assuming greater work responsibilities.
- Exempt staff (XR) increased 8.6 percent (53 employees) from Fall 2021-2022. This increase is primarily driven by growth in research activity at the Geophysical Institute under the Vice Chancellor of Research (36 employees). Facilities Services increased by 15 employees under this ECLS in order to support the maintenance and operations of facilities on campus.

Fall Regular Full Time Equivalency (FTE)

Table 3. UAF Employee FTE, Fall 2018-2022

Cabinet	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
UAF Provost	762.3	725.2	714.8	683.3	673.2	-89.1	-11.7%	-10.1	-1.5%
UAF Vice Chancellor for Research	367.4	404.0	429.9	448.6	494.8	127.4	34.7%	46.2	10.3%
UAF Vice Chanc for Admin. Services	263.7	222.8	231.5	244.3	263.4	-0.3	-0.1%	19.2	7.8%
UAF VC Rural, Community & Native Ed	190.7	189.1	179.7	177.3	184.8	-5.8	-3.1%	7.5	4.2%
UAF VC Student Affairs & Enroll Mgmt	119.0	120.3	124.5	94.3	102.0	-17.0	-14.3%	7.8	8.2%
UAF Chancellor	43.8	48.1	46.0	77.4	81.9	38.1	87.0%	4.5	5.8%
UAF Office Information Technology	30.7	30.7	28.8	24.8	24.6	-6.1	-19.9%	-0.3	-1.0%
Grand Total	1,777.5	1,740.1	1,755.2	1,749.9	1,824.6	47.1	2.6%	74.8	4.3%

Note 1: One FTE is equivalent to one regular full-time employee's effort in a biweekly pay period. This does not consider the number of pay periods for which an assignment is established and cannot be used to meaningfully measure temporary employee assignments. Temporary employees are therefore excluded from the table above, but extended temporary are included.

Note 2: Any organizational restructuring is mapped to previous periods in order to present apples to apples comparisons.

- Total UAF FTE increased by 74.8 FTE (or 4.3 percent) from Fall 2021-2022.
- The largest FTE increase from Fall 2021-2022 occurred under the Vice Chancellor for Research (46.2 FTE or 10.3 percent) which demonstrates UAF's continued focus on growing the research enterprise.

Table 4. UAF Employee FTE by Fund Type, Fall 2018-2022

FTE by Fund Type	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
UNRESTRICTED	1,127.6	1,077.4	1,034.1	1,004.8	1,055.1	-72.5	-6.4%	50.3	5.0%
RESTRICTED	391.7	401.6	444.4	462.3	485.4	93.7	23.9%	23.2	5.0%
RECHARGE	191.5	194.1	205.8	209.9	221.3	29.8	15.6%	11.5	5.5%
MATCH	31.6	32.8	38.9	45.5	35.3	3.7	11.8%	-10.2	-22.3%
AUXILIARY	35.1	34.3	32.0	27.5	27.5	-7.6	-21.7%	0.0	-0.1%
Grand Total	1,777.5	1,740.1	1,755.2	1,749.9	1,824.6	47.1	2.6%	74.8	4.3%

- Employees funded from unrestricted sources increased from Fall 2021-2022 (50.3 FTE or 5.0 percent). This increase is indicative of UAF's FY23 state general fund budget increase, the first increase since prior to FY20.
- Employees funded from restricted funds increased from Fall 2021-2022 (23.2 FTE or 5.0 percent). This increase demonstrates UAF's dedication to seeking external funding sources and building a world class research institution.

