

**UAF Employee Change Snapshot, Headcount and FTE, Spring 2019-2023
May 2023**

Overview

- Spring 2023 reflects continued overall growth in employee headcount and FTE since Spring 2021. This increase is indicative of UAF’s FY23 state general fund budget increase, the first budget increase since prior to FY20, as well as increased restricted funding from sponsored projects that support the research enterprise. 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.
- Over several years of budget reductions, employee reductions and cost savings were 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.

Spring Headcount

Table 1. UAF Employee Headcounts, Spring 2019-2023

Employee Type	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Change 19-23	% Change 19-23	Change 22-23	% Change 22-23
REGULAR									
Faculty	525	528	516	516	517	-8	-1.5%	1	0.2%
Officers/Sr. Admin	64	58	60	67	69	5	7.8%	2	3.0%
Staff	1,223	1,191	1,199	1,229	1,333	110	9.0%	104	8.5%
REGULAR Total	1,812	1,777	1,775	1,812	1,919	107	5.9%	107	5.9%
TEMPORARY									
Adjunct Faculty	346	314	259	299	286	-60	-17.3%	-13	-4.3%
Staff	384	359	374	341	418	34	8.9%	77	22.6%
Student	922	826	711	775	815	-107	-11.6%	40	5.2%
TEMPORARY Total	1,652	1,499	1,344	1,415	1,519	-133	-8.1%	104	7.3%
Grand Total	3,464	3,276	3,119	3,227	3,438	-26	-0.8%	211	6.5%

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 0.8 percent from Spring 2019-2023 (-26 employees).
 - Regular employee headcount increased by 5.9 percent from Spring 2019-2023 (107 employees).
 - Temporary staff, adjuncts, and student employee headcounts decreased by 8.1 percent from Spring 2019-2023 (-133 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 2019-2023

Employee Type	ECLS	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Change 19-23	% Change 19-23	Change 22-23	% Change 22-23
REGULAR										
Faculty	F9-Faculty Regular <12mo	492	483	463	459	470	-22	-4.5%	11	2.4%
	FN-Faculty - Non-Represented	33	45	53	57	47	14	42.4%	-10	-17.5%
Faculty Total		525	528	516	516	517	-8	-1.5%	1	0.2%
Officers/Sr. Admn	EX-Executive Management	42	39	38	41	43	1	2.4%	2	4.9%
	FR-Academic Leadership	22	19	22	26	26	4	18.2%	0	0.0%
Officers/Sr. Total		64	58	60	67	69	5	7.8%	2	3.0%
Staff	CR-L6070 Union - Regular	115	124	120	127	131	16	13.9%	4	3.1%
	NR-NonExempt Staff - Regular	533	483	466	457	494	-39	-7.3%	37	8.1%
	XR-Exempt Staff - Regular	575	584	613	645	708	133	23.1%	63	9.8%
Staff Total		1,223	1,191	1,199	1,229	1,333	110	9.0%	104	8.5%
REGULAR Total		1,812	1,777	1,775	1,812	1,919	107	5.9%	107	5.9%
TEMPORARY										
Adjunct Faculty	FT-Faculty -Temporary	306	262	217	238	220	-86	-28.1%	-18	-7.6%
	FW-Faculty Non-rep Temp	40	52	42	61	66	26	65.0%	5	8.2%
Adjunct Total		346	314	259	299	286	-60	-17.3%	-13	-4.3%
Staff	CT-L6070 Union - Temporary	7	11	9	10	14	7	100.0%	4	40.0%
	NT-Non-Exempt Staff- Temp	325	291	302	290	353	28	8.6%	63	21.7%
	NX-NonExempt Staff - Extnd	49	47	54	39	47	-2	-4.1%	8	20.5%
	XT-Exempt Staff - Temporary	3	6	5		2	-1	-33.3%	2	
	XX-Exempt Staff - Extended		4	4	2	2	2		0	0.0%
Staff Total		384	359	374	341	418	34	8.9%	77	22.6%
Student	GN-Grad Student FICA non-tax	271	274	279	302	281	10	3.7%	-21	-7.0%
	GT-Grad Student FICA tax	7	2		4	4	-3	-42.9%	0	0.0%
	SN-Student -NonFica taxable	555	481	362	410	464	-91	-16.4%	54	13.2%
	ST-Student - FICA Taxable	89	69	70	59	66	-23	-25.8%	7	11.9%
Student Total		922	826	711	775	815	-107	-11.6%	40	5.2%
TEMPORARY Total		1,652	1,499	1,344	1,415	1,519	-133	-8.1%	104	7.3%
Grand Total		3,464	3,276	3,119	3,227	3,438	-26	-0.8%	211	6.5%

- Changes in regular staff from Spring 2019-2023 demonstrate a decrease in non-exempt staff (NR) of 7.3 percent (-39 employees) and an increase in exempt staff (XR) of 23.1 percent (133 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 2019-2023, 83 employees shifted from NR to XR, with only 11 employees shifting from XR to NR.
 - From Spring 2022-2023, 39 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 2019-2023

Cabinet	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Change 19-23	% Change 19-23	Change 22-23	% Change 22-23
UAF Chancellor	68.8	64.8	73.3	76.6	88.8	20.0	29.1%	12.2	16.0%
UAF Office Information Technology	30.7	28.7	29.8	28.3	22.1	-8.6	-28.1%	-6.3	-22.1%
UAF Provost	738.9	688.0	701.0	676.2	707.7	-31.2	-4.2%	31.4	4.6%
UAF VC Rural, Community & Native Ed	195.2	187.4	186.7	186.4	191.7	-3.6	-1.8%	5.3	2.8%
UAF Vice Chanc for Admin. Services	270.3	223.5	260.0	264.3	282.9	12.6	4.7%	18.6	7.1%
UAF Vice Chancellor for Research	383.4	393.6	424.9	456.9	504.5	121.0	31.6%	47.6	10.4%
UAF VC Student Affairs & Enroll Mgmt	104.2	90.6	95.0	102.3	110.9	6.7	6.5%	8.7	8.5%
Grand Total	1,791.4	1,676.6	1,770.7	1,790.9	1,908.4	117.0	6.5%	117.6	6.6%

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 increased by 117.0 FTE (or 6.5 percent) from Spring 2019-2023.
- The largest FTE increases from Spring 2019-2023 occurred under the Vice Chancellor for Research (121.0 FTE, 31.6 percent). Of this increase, 111.7 FTE are funded by restricted sources which demonstrate UAF's strategic decision to invest in research areas.

Table 4. UAF Employee FTE by Fund Type, Spring 2019-2023

FTE by Fund Type	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Change 19-23	% Change 19-23	Change 22-23	% Change 22-23
UNRESTRICTED	1,125.2	1,016.5	1,037.5	1,040.3	1,084.3	-40.9	-3.6%	44.0	4.2%
RESTRICTED	399.7	402.8	454.3	470.6	529.4	129.7	32.5%	58.8	12.5%
RECHARGE	194.7	190.0	209.9	216.4	226.2	31.5	16.2%	9.8	4.5%
MATCH	36.7	33.9	40.2	32.3	38.1	1.5	4.0%	5.8	18.0%
AUXILIARY	35.2	33.6	28.9	31.3	30.4	-4.8	-13.7%	-0.9	-2.9%
Grand Total	1,791.4	1,676.6	1,770.7	1,790.9	1,908.4	117.0	6.5%	117.6	6.6%

- Employees funded from unrestricted sources decreased from Spring 2019-2023 (-40.9 FTE or -3.6 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 2019-2023 (129.7 FTE or 32.5 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 31.5 FTE from Spring 2019-2023 (16.2 percent) primarily due to increased activity in the Alaska Satellite Facility and Facilities Maintenance.