

## UAF Employee Change Snapshot, Headcount and FTE, Spring 2021-2025 May 2025

### Overview

- Spring 2025 reflects continued overall growth in employee headcount and FTE since spring 2021. Major contributing factors include: tuition revenue due to enrollment increases; increased restricted funding and indirect cost recovery (ICR) from sponsored projects that support the research enterprise; and state general fund support is stabilizing. Looking ahead, predicting future employee trends is challenging. Although the state budget has remained relatively stable in recent years, it continues to face overall deficits due to lower-than-expected oil prices; it is difficult to predict how UA and UAF's budget will be impacted in future years. At the same time, uncertainty in the federal landscape adds to the unpredictability.
- Starting fall 2023, the collective bargaining agreement between the University of Alaska and United Academics resulted in a faculty classification change. The FN ECLS (faculty non-represented) has been reclassified to F9 (regular faculty 12 months). This change is reflected in employee data showing a decrease in FN and an increase in F9.
- This report does not include vacant positions.

### Spring Headcount

Table 1. UAF Employee Headcounts, Spring 2021-2025

Employee Type	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Spring 2025	Change 21-25	% Change 21-25	Change 24-25	% Change 24-25
<b>REGULAR</b>									
Staff	1,199	1,229	1,333	1,425	1,509	310	25.9%	84	5.9%
Faculty	516	516	517	531	533	17	3.3%	2	0.4%
Officers/Sr. Admin	60	67	69	74	74	14	23.3%	0	0.0%
<b>REGULAR Total</b>	<b>1,775</b>	<b>1,812</b>	<b>1,919</b>	<b>2,030</b>	<b>2,116</b>	<b>341</b>	<b>19.2%</b>	<b>86</b>	<b>4.2%</b>
<b>TEMPORARY</b>									
Student	711	775	815	890	945	234	32.9%	55	6.2%
Staff	374	341	418	406	395	21	5.6%	-11	-2.7%
Adjunct Faculty	259	299	286	294	313	54	20.8%	19	6.5%
<b>TEMPORARY Total</b>	<b>1,344</b>	<b>1,415</b>	<b>1,519</b>	<b>1,590</b>	<b>1,653</b>	<b>309</b>	<b>23.0%</b>	<b>63</b>	<b>4.0%</b>
<b>Grand Total</b>	<b>3,119</b>	<b>3,227</b>	<b>3,438</b>	<b>3,620</b>	<b>3,769</b>	<b>650</b>	<b>20.8%</b>	<b>149</b>	<b>4.1%</b>

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 4.1% from spring 2024 to 2025 (149 employees).
  - Regular employee headcount increased by 4.2% from spring 2024 to 2025 (86 employees). This increase is primarily in the staff category as UAF fills vacant positions and invests in targeted areas.
  - Temporary staff, adjuncts, and student employee headcounts increased by 4.0% from spring 2024 to 2025 (63 employees). This increase is primarily in the student employee category.

Table 2. UAF Employee Headcounts by Employee Class (ECLS), Spring 2021-2025

Employee Type	ECLS	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Spring 2025	Change 21-25	Change 21-25	Change 24-25	Change 24-25
<b>REGULAR</b>										
Faculty	F9-Faculty Regular <12mo	463	459	470	530	533	70	15.1%	3	0.6%
	FN-Faculty - Non-Represented	53	57	47	1		-53	-100.0%	-1	-100.0%
<b>Faculty Total</b>		<b>516</b>	<b>516</b>	<b>517</b>	<b>531</b>	<b>533</b>	<b>17</b>	<b>3.3%</b>	<b>2</b>	<b>0.4%</b>
Officers/Sr. Admin	FR-Academic Leadership	22	26	26	30	29	7	31.8%	-1	-3.3%
	EX-Executive Management	38	41	43	44	45	7	18.4%	1	2.3%
<b>Officers/Sr. Total</b>		<b>60</b>	<b>67</b>	<b>69</b>	<b>74</b>	<b>74</b>	<b>14</b>	<b>23.3%</b>	<b>0</b>	<b>0.0%</b>
Staff	XR-Exempt Staff - Regular	613	645	708	795	853	240	39.2%	58	7.3%
	NR-NonExempt Staff - Regular	466	457	494	498	507	41	8.8%	9	1.8%
	CR-L6070 Union - Regular	120	127	131	132	149	29	24.2%	17	12.9%
<b>Staff Total</b>		<b>1,199</b>	<b>1,229</b>	<b>1,333</b>	<b>1,425</b>	<b>1,509</b>	<b>310</b>	<b>25.9%</b>	<b>84</b>	<b>5.9%</b>
<b>REGULAR Total</b>		<b>1,775</b>	<b>1,812</b>	<b>1,919</b>	<b>2,030</b>	<b>2,116</b>	<b>341</b>	<b>19.2%</b>	<b>86</b>	<b>4.2%</b>
<b>TEMPORARY</b>										
Adjunct Faculty	FW-Faculty Non-rep Temp	42	61	66	83	84	42	100.0%	1	1.2%
	FT-Faculty -Temporary	217	238	220	211	229	12	5.5%	18	8.5%
<b>Adjunct Total</b>		<b>259</b>	<b>299</b>	<b>286</b>	<b>294</b>	<b>313</b>	<b>54</b>	<b>20.8%</b>	<b>19</b>	<b>6.5%</b>
Staff	NT-Non-Exempt Staff- Temp	302	290	353	381	367	65	21.5%	-14	-3.7%
	CT-L6070 Union - Temporary	9	10	14	21	23	14	155.6%	2	9.5%
	XT-Exempt Staff - Temporary	5		2	3	5	0	0.0%	2	66.7%
	XX-Exempt Staff - Extended	4	2	2			-4	-100.0%	0	
	NX-NonExempt Staff - Extnd	54	39	47	1		-54	-100.0%	-1	-100.0%
<b>Staff Total</b>		<b>374</b>	<b>341</b>	<b>418</b>	<b>406</b>	<b>395</b>	<b>21</b>	<b>5.6%</b>	<b>-11</b>	<b>-2.7%</b>
Student	SN-Student -NonFica taxable	362	410	464	521	549	187	51.7%	28	5.4%
	GN-Grad Student FICA non-tax	279	302	281	292	319	40	14.3%	27	9.2%
	ST-Student - FICA Taxable	70	59	66	75	75	5	7.1%	0	0.0%
	GT-Grad Student FICA tax		4	4	2	2	2		0	0.0%
<b>Student Total</b>		<b>711</b>	<b>775</b>	<b>815</b>	<b>890</b>	<b>945</b>	<b>234</b>	<b>32.9%</b>	<b>55</b>	<b>6.2%</b>
<b>TEMPORARY Total</b>		<b>1,344</b>	<b>1,415</b>	<b>1,519</b>	<b>1,590</b>	<b>1,653</b>	<b>309</b>	<b>23.0%</b>	<b>63</b>	<b>4.0%</b>
<b>Grand Total</b>		<b>3,119</b>	<b>3,227</b>	<b>3,438</b>	<b>3,620</b>	<b>3,769</b>	<b>650</b>	<b>20.8%</b>	<b>149</b>	<b>4.1%</b>

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.

- Regular faculty: beginning in fall 2023, regular faculty formerly classified as FN were reclassified to F9. This is reflected in the table above by the complete reduction of FN employees by spring 2025.
- Net changes in regular staff from spring 2024 to 2025 are primarily due to the increase of XR staff (+58). During this time period, 47 individuals who were NR in 2024 moved into XR positions by 2025. In addition, UAF is hiring to refill vacant positions.
- Local 6070 union positions experienced a net increase of 17 FTE (12.9%) from spring 2024 to 2025. These are primarily recharge funded individuals at Facilities Services filling critically needed positions at maintenance, operations, and utilities departments.

## Spring Regular Full Time Equivalency (FTE)

Table 3. UAF Employee FTE by Cabinet, Spring 2021-2025

Cabinet	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Spring 2025	Change 21-25	% Change 21-25	Change 24-25	% Change 24-25
UAF Provost	692.3	660.8	690.6	708.9	720.6	28.3	4.1%	11.7	1.7%
UAF Vice Chancellor for Research	424.9	456.9	504.5	531.6	554.0	129.1	30.4%	22.4	4.2%
UAF Vice Chanc for Admin. Services	289.8	292.6	305.0	312.1	331.6	41.7	14.4%	19.5	6.2%
UAF VC Rural, Community & Native Ed	181.4	186.4	191.7	199.3	214.7	33.3	18.4%	15.4	7.8%
UAF VC for Student Affairs & Enroll Mgmt	115.0	123.6	133.3	136.3	132.3	17.3	15.1%	-4.0	-2.9%
UAF Chancellor	67.3	70.6	83.5	84.0	91.8	24.4	36.3%	7.8	9.3%
<b>Grand Total</b>	<b>1,770.7</b>	<b>1,790.9</b>	<b>1,908.4</b>	<b>1,972.1</b>	<b>2,045.0</b>	<b>274.3</b>	<b>15.5%</b>	<b>72.9</b>	<b>3.7%</b>

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.

Overall, FTE increased 72.9 FTE (3.7%) in all Cabinet areas from spring 2024 to 2025.

Table 4. UAF Employee FTE by Cabinet and Fund Type, Spring 2024-2025

Cabinet	Fund Type	Spring 2024	Spring 2025	Change 24-25	% Change 24-25
UAF Provost	UNRESTRICTED	490.1	490.1	0.0	0.0%
	RESTRICTED	163.5	167.0	3.5	2.1%
	RECHARGE	34.6	36.9	2.3	6.8%
	MATCH	20.7	26.5	5.8	27.9%
	AUXILIARY		0.1	0.1	
<b>UAF Provost Total</b>		<b>708.9</b>	<b>720.6</b>	<b>11.7</b>	<b>1.7%</b>
UAF Vice Chancellor for Research	RESTRICTED	331.0	339.7	8.6	2.6%
	UNRESTRICTED	169.6	184.9	15.3	9.0%
	RECHARGE	23.3	22.0	-1.3	-5.5%
	MATCH	7.7	7.5	-0.2	-2.9%
<b>UAF Vice Chancellor for Research Total</b>		<b>531.6</b>	<b>554.0</b>	<b>22.4</b>	<b>4.2%</b>
VC for Admin. Services	RECHARGE	151.2	167.0	15.9	10.5%
	UNRESTRICTED	137.3	139.2	1.9	1.4%
	RESTRICTED	14.3	16.2	1.8	12.8%
	AUXILIARY	9.3	9.2	-0.1	-1.6%
<b>VC for Admin. Services Total</b>		<b>312.1</b>	<b>331.6</b>	<b>19.5</b>	<b>6.2%</b>
VC Rural, Comm & Native Ed	UNRESTRICTED	160.8	160.9	0.1	0.0%
	RESTRICTED	31.7	45.8	14.1	44.7%
	AUXILIARY	5.6	5.8	0.3	5.0%
	MATCH	1.3	2.2	1.0	74.8%
<b>VC Rural, Comm &amp; Native Ed Total</b>		<b>199.3</b>	<b>214.7</b>	<b>15.5</b>	<b>7.8%</b>
VC Student Affairs & Enroll Mgmt	UNRESTRICTED	111.5	106.4	-5.1	-4.6%
	AUXILIARY	18.1	19.0	0.9	4.8%
	RESTRICTED	6.2	7.0	0.8	12.1%
	RECHARGE	0.5		-0.5	-100.0%
<b>VC Student Affairs &amp; Enroll Mgmt Total</b>		<b>136.3</b>	<b>132.3</b>	<b>-4.0</b>	<b>-2.9%</b>
UAF Chancellor	UNRESTRICTED	66.2	72.3	6.1	9.2%
	RESTRICTED	17.8	19.5	1.8	9.9%
<b>UAF Chancellor Total</b>		<b>84.0</b>	<b>91.8</b>	<b>7.8</b>	<b>9.3%</b>
<b>Grand Total</b>		<b>1,972.1</b>	<b>2,045.0</b>	<b>72.9</b>	<b>3.7%</b>

- Provost 5.8 FTE net growth under match funding was primarily at the Agriculture & Forestry Experimentation Station (AFES) Land Grant Programs. The 0.1 FTE is for the Alaska Sea Grant Program Publications Auxiliary.
- VCR FTE net increase of 22.4 was primarily in positions funded from unrestricted and restricted funds.
  - Notable net increases of unrestricted-funded positions occurred at the Alaska Center for Energy & Power (+4.5), International Arctic Research Center (+4.5), and Geophysical Institute (+3.3).
  - A net increase in restricted-funded positions occurred at the Geophysical Institute of 7.7 FTE, primarily for positions in the Research Professional job family.
- Administrative Services net growth in recharge funds was filling critical positions needed across the Facilities Services departments. This includes Maintenance (+6.1), Design & Construction (+3.5), Operations (+3.2), and Utilities (+3.0).
- Vice Chancellor for Rural, Community, and Native Education had a net increase of 14.1 FTE in restricted funded positions with growth across all units and of this, 5.0 FTE were on funds from the Pathways Top Student Success grant.
- Student Affairs & Enrollment Management's net decrease in unrestricted FTE primarily occurred at Enrollment Management (-2.0), Academic Advising, (-3.4) and Health & Counseling (-4.4). These net decreases were partially offset by net increases in other departments such as Residence Life, the Office of Dual Enrollment, and the Office of Right, Compliance, and Accountability (ORCA).
- The net increase in unrestricted FTE under the Chancellor includes filling positions at University Advancement (+2.2), the Chancellor Office Operations (+2.9) and Athletics (1.0).

Table 5. UAF Employee FTE by Fund Type, Spring 2021-2025

Fund Type	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Spring 2025	Change 21-25	Change 21-25	Change 24-25	Change 24-25
UNRESTRICTED	1,037.5	1,040.3	1,084.3	1,135.5	1,153.8	116.3	11.2%	18.3	1.6%
RESTRICTED	454.3	470.6	529.4	564.4	595.1	140.8	31.0%	30.6	5.4%
RECHARGE	209.9	216.4	226.2	209.5	225.9	16.0	7.6%	16.4	7.8%
MATCH	40.2	32.3	38.1	29.7	36.2	-4.0	-9.9%	6.5	21.9%
AUXILIARY	28.9	31.3	30.4	33.0	34.0	5.2	18.0%	1.1	3.2%
<b>Grand Total</b>	<b>1,770.7</b>	<b>1,790.9</b>	<b>1,908.4</b>	<b>1,972.1</b>	<b>2,045.0</b>	<b>274.3</b>	<b>15.5%</b>	<b>72.9</b>	<b>3.7%</b>

- Employees funded from unrestricted sources increased from spring 2024 to 2025 (1.6% or 18.3 FTE).
- Roughly 29% of all UAF employees are primarily funded from restricted funds. This category increased by 30.6 FTE from spring 2024 to 2025 (or 5.4%). This increase demonstrates UAF's dedication to seeking external funding sources and building a world class research institution.