

**UAF Employee Change Snapshot, Headcount and FTE, Spring 2017-2021**  
June 2021

**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.

**Spring Headcount**

Table 1. UAF Employee Headcounts, Spring 2017-2021

| Employee Type             | ECLS                            | Spring 2017  | Spring 2018  | Spring 2019  | Spring 2020  | Spring 2021  | Change 17-21 | % Change 17-21 | Change 20-21 | % Change 20-21 |
|---------------------------|---------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|--------------|----------------|
| <b>REGULAR</b>            |                                 |              |              |              |              |              |              |                |              |                |
| Faculty                   | A9-UAFT Union Regular <12mo     | 65           | 63           |              |              |              | -65          | -100.0%        | 0            |                |
|                           | F9-Faculty Regular <12mo        | 463          | 439          | 492          | 483          | 463          | 0            | 0.0%           | -20          | -4.1%          |
|                           | FN-Faculty Regular <12mo nonrep | 37           | 36           | 33           | 45           | 53           | 16           | 43.2%          | 8            | 17.8%          |
| <b>Faculty Total</b>      |                                 | <b>565</b>   | <b>538</b>   | <b>525</b>   | <b>528</b>   | <b>516</b>   | <b>-49</b>   | <b>-8.7%</b>   | <b>-12</b>   | <b>-2.3%</b>   |
| Officers/Sr. Admin        | EX-Executive Management         | 40           | 41           | 42           | 39           | 38           | -2           | -5.0%          | -1           | -2.6%          |
|                           | FR-Faculty Regular - 12mo       | 18           | 19           | 22           | 19           | 22           | 4            | 22.2%          | 3            | 15.8%          |
| <b>Officers/Sr. Total</b> |                                 | <b>58</b>    | <b>60</b>    | <b>64</b>    | <b>58</b>    | <b>60</b>    | <b>2</b>     | <b>3.4%</b>    | <b>2</b>     | <b>3.4%</b>    |
| Staff                     | CR-L6070 Union - Regular        | 109          | 111          | 115          | 124          | 120          | 11           | 10.1%          | -4           | -3.2%          |
|                           | NR-NonExempt Staff - Regular    | 560          | 542          | 533          | 483          | 466          | -94          | -16.8%         | -17          | -3.5%          |
|                           | XR-Exempt Staff - Regular       | 584          | 575          | 575          | 584          | 613          | 29           | 5.0%           | 29           | 5.0%           |
| <b>Staff Total</b>        |                                 | <b>1,253</b> | <b>1,228</b> | <b>1,223</b> | <b>1,191</b> | <b>1,199</b> | <b>-54</b>   | <b>-4.3%</b>   | <b>8</b>     | <b>0.7%</b>    |
| <b>REGULAR Total</b>      |                                 | <b>1,876</b> | <b>1,826</b> | <b>1,812</b> | <b>1,777</b> | <b>1,775</b> | <b>-101</b>  | <b>-5.4%</b>   | <b>-2</b>    | <b>-0.1%</b>   |
| <b>TEMPORARY</b>          |                                 |              |              |              |              |              |              |                |              |                |
| Adjunct Faculty           | FT-Faculty - Temporary          | 313          | 316          | 306          | 262          | 217          | -96          | -30.7%         | -45          | -17.2%         |
|                           | FW-Faculty Non-rep Temp         | 31           | 37           | 40           | 52           | 42           | 11           | 35.5%          | -10          | -19.2%         |
| <b>Adjunct Total</b>      |                                 | <b>344</b>   | <b>353</b>   | <b>346</b>   | <b>314</b>   | <b>259</b>   | <b>-85</b>   | <b>-24.7%</b>  | <b>-55</b>   | <b>-17.5%</b>  |
| Staff                     | CT-L6070 Union - Temporary      | 13           | 11           | 7            | 11           | 9            | -4           | -30.8%         | -2           | -18.2%         |
|                           | NT-Non-Exempt Staff- Temp       | 306          | 301          | 325          | 291          | 302          | -4           | -1.3%          | 11           | 3.8%           |
|                           | NX-NonExempt Staff - Extended   | 51           | 41           | 49           | 47           | 54           | 3            | 5.9%           | 7            | 14.9%          |
|                           | XT-Exempt Staff - Temporary     | 3            | 4            | 3            | 6            | 5            | 2            | 66.7%          | -1           | -16.7%         |
|                           | XX-Exempt Staff - Extended      | 3            | 2            |              | 4            | 4            | 1            | 33.3%          | 0            | 0.0%           |
| <b>Staff Total</b>        |                                 | <b>376</b>   | <b>359</b>   | <b>384</b>   | <b>359</b>   | <b>374</b>   | <b>-2</b>    | <b>-0.5%</b>   | <b>15</b>    | <b>4.2%</b>    |
| Student                   | GN-Grad Student FICA non-tax    | 336          | 290          | 271          | 274          | 279          | -57          | -17.0%         | 5            | 1.8%           |
|                           | GT-Grad Student FICA tax        | 8            | 10           | 7            | 2            |              | -8           | -100.0%        | -2           | -100.0%        |
|                           | SN-Student -NonFica taxable     | 576          | 567          | 555          | 481          | 362          | -214         | -37.2%         | -119         | -24.7%         |
|                           | ST-Student - FICA Taxable       | 93           | 76           | 89           | 69           | 70           | -23          | -24.7%         | 1            | 1.4%           |
| <b>Student Total</b>      |                                 | <b>1,013</b> | <b>943</b>   | <b>922</b>   | <b>826</b>   | <b>711</b>   | <b>-302</b>  | <b>-29.8%</b>  | <b>-115</b>  | <b>-13.9%</b>  |
| <b>TEMPORARY Total</b>    |                                 | <b>1,733</b> | <b>1,655</b> | <b>1,652</b> | <b>1,499</b> | <b>1,344</b> | <b>-389</b>  | <b>-22.4%</b>  | <b>-155</b>  | <b>-10.3%</b>  |
| <b>Grand Total</b>        |                                 | <b>3,609</b> | <b>3,481</b> | <b>3,464</b> | <b>3,276</b> | <b>3,119</b> | <b>-490</b>  | <b>-13.6%</b>  | <b>-157</b>  | <b>-4.8%</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 decreased by 13.6 percent from Spring 2017-2021 (490 employees).
  - Regular employee headcount decreased by 5.4 percent from Spring 2017-2021 (101 employees).
  - Temporary staff, adjuncts and student employee headcounts decreased by 22.4 percent from Spring 2017-2021 (389 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 a relatively prompt/immediate action.
- Changes in regular staff from Spring 2020-2021 demonstrate a decrease in non-exempt staff (NR) of -3.5 percent (17 employees) and an increase in exempt staff (XR) of 5.0 percent (29 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.

### Spring Regular Full Time Equivalency (FTE)

Table 2. UAF Employee FTE, Spring 2017-2021

| Cabinet                             | Spring 2017    | Spring 2018    | Spring 2019    | Spring 2020    | Spring 2021    | Change 17-21 | % Change 17-21 | Change 20-21 | % Change 20-21 |
|-------------------------------------|----------------|----------------|----------------|----------------|----------------|--------------|----------------|--------------|----------------|
| UAF Chancellor                      | 76.0           | 70.0           | 68.8           | 64.8           | 73.3           | -2.7         | -3.5%          | 8.6          | 13.3%          |
| UAF Office Information Technology   | 32.6           | 29.7           | 30.7           | 28.7           | 29.8           | -2.8         | -8.5%          | 1.1          | 3.9%           |
| UAF Provost                         | 787.0          | 754.8          | 746.0          | 693.4          | 706.3          | -80.7        | -10.3%         | 12.9         | 1.9%           |
| UAF VC Rural, Community & Native Ed | 207.2          | 203.2          | 188.1          | 182.0          | 181.4          | -25.8        | -12.5%         | -0.6         | -0.3%          |
| UAF Vice Chanc for Admin. Services  | 242.0          | 255.3          | 262.8          | 215.5          | 248.0          | 6.0          | 2.5%           | 32.5         | 15.1%          |
| UAF Vice Chanc for Student Affairs  | 94.8           | 96.9           | 101.7          | 90.6           | 95.0           | 0.2          | 0.2%           | 4.4          | 4.8%           |
| UAF Vice Chancellor for Research    | 400.9          | 383.6          | 393.4          | 401.6          | 436.9          | 36.0         | 9.0%           | 35.2         | 8.8%           |
| <b>Grand Total</b>                  | <b>1,840.6</b> | <b>1,793.5</b> | <b>1,791.4</b> | <b>1,676.6</b> | <b>1,770.7</b> | <b>-69.8</b> | <b>-3.8%</b>   | <b>94.1</b>  | <b>5.6%</b>    |

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 69.8 FTE (or 3.8 percent) from Spring 2017-2021.
- The largest FTE reductions from Spring 2017-2021 occurred under the Provost (-80.7 FTE or -10.3 percent) and Vice Chancellor for Rural, Community & Native Education (-25.8 FTE or -12.5 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 to FTE, rather than headcount.
- The largest FTE increase from Spring 2017-2021 occurred under the VCR (36.0 FTE or 9.0 percent) which demonstrates UAF's strategic decision to invest in research areas.

Table 3. UAF Employee FTE by Fund Type, Spring 2017-2021

| FTE by Fund Type   | Spring 2017    | Spring 2018    | Spring 2019    | Spring 2020    | Spring 2021    | Change 17-21 | % Change 17-21 | Change 20-21 | % Change 20-21 |
|--------------------|----------------|----------------|----------------|----------------|----------------|--------------|----------------|--------------|----------------|
| AUXILIARY          | 32.6           | 35.7           | 35.2           | 33.6           | 28.9           | -3.7         | -11.4%         | -4.7         | -14.1%         |
| MATCH              | 40.2           | 35.2           | 36.7           | 33.9           | 40.2           | 0.0          | 0.1%           | 6.3          | 18.7%          |
| RECHARGE           | 181.3          | 188.4          | 194.7          | 190.0          | 209.9          | 28.6         | 15.8%          | 19.9         | 10.5%          |
| RESTRICTED         | 424.1          | 405.8          | 399.7          | 402.8          | 454.3          | 30.2         | 7.1%           | 51.5         | 12.8%          |
| UNRESTRICTED       | 1,162.5        | 1,128.4        | 1,125.2        | 1,016.5        | 1,037.5        | -125.0       | -10.7%         | 21.0         | 2.1%           |
| <b>Grand Total</b> | <b>1,840.6</b> | <b>1,793.5</b> | <b>1,791.4</b> | <b>1,676.6</b> | <b>1,770.7</b> | <b>-69.8</b> | <b>-3.8%</b>   | <b>94.1</b>  | <b>5.6%</b>    |

- Employees funded from unrestricted sources decreased from Spring 2017-2021 (-125.0 FTE or -10.7 percent). This decline primarily highlights the impact of state general fund budget reductions over the years.
- Employees funded from restricted funds increased from Spring 2017-2021 (30.2 FTE or 7.1 percent). This increase demonstrates UAF’s dedication to seeking external funding sources and building a world class research institution.