

**UAF Employee Change Snapshot, Spring 2014-2018 by Headcount  
July 2018**

**Overview**

- Spring figures are typically higher than Fall on an annual basis since Spring includes an increase in seasonal and research field season employees. Spring numbers are not typically compared to Fall numbers as the trends would have greater variance. Additionally, there is a change in fiscal year (annually) between these time periods.
- As UAF adapts to continued budget reductions, it is estimated that further employee reductions and cost savings will surface 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.

**Headcount**

*Table 1. UAF Employee Headcounts, Spring 2014-2018.*

Employee Type	Spring 2014	Spring 2015	Spring 2016	Spring 2017	Spring 2018	Change 14-18	% Change 14-18	Change 17-18	% Change 17-18
Regular	2,232	2,115	2,093	1,876	1,826	-406	-18.2%	-50	-2.7%
Temporary	2,010	1,974	1,769	1,733	1,655	-355	-17.7%	-78	-4.5%
<b>Total</b>	<b>4,242</b>	<b>4,089</b>	<b>3,862</b>	<b>3,609</b>	<b>3,481</b>	<b>-761</b>	<b>-17.9%</b>	<b>-128</b>	<b>-3.5%</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 which are a large portion of UAF employees. Temporary employees included extended temporary positions.

- All employee categories experienced a decrease for four consecutive annual periods.
- Regular and Term Regular employee headcounts have decreased by 18.2 percent from Spring 2014-2018 (406 employees). These types of positions generally create the largest savings because these include benefited (staff and leave benefits) employees. This trend may likely continue and accelerate in future years due to the budget climate.
- Temporary staff, adjuncts and students decreased by 17.7 percent from Spring 2014-2018 (355 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.