

**UAF Employee Change Snapshot, Headcount and FTE, Spring 2020-2024
 May 2024**

Overview

- Spring 2024 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 beginning to stabilize. It is expected that employee counts will modestly trend upward in some areas as UAF rebounds from several consecutive years of budget reductions and UAF focuses on increasing other revenue streams.
- 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 2020-2024

Employee Type	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Change 20-24	% Change 20-24	Change 23-24	% Change 23-24
REGULAR									
Staff	1,191	1,199	1,229	1,333	1,425	234	19.6%	92	6.9%
Faculty	528	516	516	517	531	3	0.6%	14	2.7%
Officers/Sr. Admin	58	60	67	69	74	16	27.6%	5	7.2%
REGULAR Total	1,777	1,775	1,812	1,919	2,030	253	14.2%	111	5.8%
TEMPORARY									
Student	826	711	775	815	890	64	7.7%	75	9.2%
Adjunct Faculty	314	259	299	286	294	-20	-6.4%	8	2.8%
Staff	359	374	341	418	406	47	13.1%	-12	-2.9%
TEMPORARY Total	1,499	1,344	1,415	1,519	1,590	91	6.1%	71	4.7%
Grand Total	3,276	3,119	3,227	3,438	3,620	344	10.5%	182	5.3%

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 5.3 percent from spring 2023 to 2024 (182 employees).
 - Regular employee headcount increased by 5.8 percent from spring 2023 to 2024 (111 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 4.7 percent from spring 2023 to 2024 (71 employees). This increase is primarily in the student employee category.

Table 2. UAF Employee Headcounts by Employee Class (ECLS), Spring 2020-2024

Employee Type	ECLS	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Change 20-24	% Change 20-24	Change 23-24	% Change 23-24
REGULAR										
Faculty	F9-Faculty Regular <12mo	483	463	459	470	530	47	9.7%	60	12.8%
	FN-Faculty - Non-Represented	45	53	57	47	1	-44	-97.8%	-46	-97.9%
Faculty Total		528	516	516	517	531	3	0.6%	14	2.7%
Officers/Sr. Admin	FR-Academic Leadership	19	22	26	26	30	11	57.9%	4	15.4%
	EX-Executive Management	39	38	41	43	44	5	12.8%	1	2.3%
Officers/Sr. Total		58	60	67	69	74	16	27.6%	5	7.2%
Staff	XR-Exempt Staff - Regular	584	613	645	708	795	211	36.1%	87	12.3%
	NR-NonExempt Staff - Regular	483	466	457	494	498	15	3.1%	4	0.8%
	CR-L6070 Union - Regular	124	120	127	131	132	8	6.5%	1	0.8%
Staff Total		1,191	1,199	1,229	1,333	1,425	234	19.6%	92	6.9%
REGULAR Total		1,777	1,775	1,812	1,919	2,030	253	14.2%	111	5.8%
TEMPORARY										
Adjunct Faculty	FW-Faculty Non-rep Temp	52	42	61	66	83	31	59.6%	17	25.8%
	FT-Faculty -Temporary	262	217	238	220	211	-51	-19.5%	-9	-4.1%
Adjunct Total		314	259	299	286	294	-20	-6.4%	8	2.8%
Staff	NT-Non-Exempt Staff- Temp	291	302	290	353	381	90	30.9%	28	7.9%
	CT-L6070 Union - Temporary	11	9	10	14	21	10	90.9%	7	50.0%
	XT-Exempt Staff - Temporary	6	5		2	3	-3	-50.0%	1	50.0%
	XX-Exempt Staff - Extended	4	4	2	2		-4	-100.0%	-2	-100.0%
	NX-NonExempt Staff - Extnd	47	54	39	47	1	-46	-97.9%	-46	-97.9%
Staff Total		359	374	341	418	406	47	13.1%	-12	-2.9%
Student	SN-Student -NonFica taxable	481	362	410	464	521	40	8.3%	57	12.3%
	GN-Grad Student FICA non-tax	274	279	302	281	292	18	6.6%	11	3.9%
	ST-Student - FICA Taxable	69	70	59	66	75	6	8.7%	9	13.6%
	GT-Grad Student FICA tax	2		4	4	2	0	0.0%	-2	-50.0%
Student Total		826	711	775	815	890	64	7.7%	75	9.2%
TEMPORARY Total		1,499	1,344	1,415	1,519	1,590	91	6.1%	71	4.7%
Grand Total		3,276	3,119	3,227	3,438	3,620	344	10.5%	182	5.3%

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 FN decrease (-46) and the F9 increase (+60) from spring 2023 to 2024.
- Changes in regular staff from spring 2020 to 2024 are primarily due to the increase of XR staff (+211). During this time period, 93 individuals who were NR in 2020 moved into XR positions by 2024. In addition, UAF is hiring to refill vacant positions.

Spring Regular Full Time Equivalency (FTE)

Table 3. UAF Employee FTE by Cabinet, Spring 2020-2024

Cabinet	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Change 20-24	% Change 20-24	Change 23-24	% Change 23-24
UAF Vice Chancellor for Research	393.6	424.9	456.9	504.5	531.6	137.9	35.0%	27.1	5.4%
UAF Provost	691.8	702.8	671.6	703.9	720.2	28.4	4.1%	16.3	2.3%
UAF VC Rural, Community & Native Ed	182.0	181.4	186.4	191.7	199.3	17.3	9.5%	7.6	4.0%
UAF Vice Chanc for Admin. Services	252.2	289.8	292.6	305.0	312.1	59.9	23.8%	7.1	2.3%
UAF VC for Student Affairs & Enroll Mgmt	97.1	104.5	112.9	120.0	125.1	27.9	28.8%	5.1	4.2%
UAF Chancellor	60.0	67.3	70.6	83.5	84.0	24.0	40.0%	0.5	0.6%
Grand Total	1,676.6	1,770.7	1,790.9	1,908.4	1,972.1	295.5	17.6%	63.7	3.3%

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.

Overall, FTE increased 63.7 FTE (3.3 percent) in all Cabinet areas from spring 2023 to 2024. This is primarily driven by personnel changes under VCR and Provost.

Table 4. UAF Employee FTE by Cabinet and Fund Type, Spring 2023-2024

Cabinet	Fund Type	Spring 2023	Spring 2024	Change 23-24	% Change 23-24
Vice Chancellor for Research	Unrestricted	152.4	169.6	17.2	11.3%
	Restricted	319.0	331.0	12.0	3.8%
	Recharge	26.4	23.3	-3.2	-12.0%
	Match	6.6	7.7	1.1	16.7%
Vice Chancellor for Research Total		504.5	531.6	27.1	5.4%
UAF Provost	Unrestricted	481.6	497.9	16.3	3.4%
	Restricted	146.0	167.0	21.0	14.4%
	Recharge	44.9	34.6	-10.3	-23.0%
	Match	31.4	20.7	-10.7	-34.0%
UAF Provost Total		703.9	720.2	16.3	2.3%
VC Rural, Comm & Native Ed	Unrestricted	159.4	160.8	1.4	0.9%
	Restricted	28.1	31.7	3.5	12.6%
	Match	0.1	1.3	1.2	1170.0%
	Auxiliary	4.0	5.6	1.5	37.4%
VC Rural, Comm & Native Ed Total		191.7	199.3	7.6	4.0%
VC for Admin. Services	Unrestricted	127.9	137.3	9.4	7.4%
	Restricted	14.1	14.3	0.2	1.6%
	Recharge	154.4	151.2	-3.2	-2.1%
	Auxiliary	8.6	9.3	0.7	8.1%
VC for Admin. Services Total		305.0	312.1	7.1	2.3%
VC Student Affairs & Enroll Mgmt	Unrestricted	98.3	103.7	5.4	5.5%
	Restricted	3.4	2.8	-0.7	-19.6%
	Recharge	0.5	0.5	0.0	0.0%
	Auxiliary	17.8	18.1	0.4	2.1%
VC Student Affairs & Enroll Mgmt Total		120.0	125.1	5.1	4.2%
UAF Chancellor	Unrestricted	64.7	66.2	1.5	2.3%
	Restricted	18.8	17.8	-1.0	-5.3%
UAF Chancellor Total		83.5	84.0	0.5	0.6%
Grand Total		1,908.4	1,972.1	63.7	3.3%

- Of the VCR total FTE net increase of 27.1, 17.2 are funded from unrestricted funds and 12.0 from restricted funds.
 - Notable unrestricted activity occurred at the Alaska Center for Energy & Power (+5.8) and Geophysical Institute (+12.6).
 - A net increase in restricted-funded activity occurred at Alaska Center for Energy and Power (+6.7) and the VCR office (+12.6).
- The net unrestricted FTE increase under the Provost (+16.3) from Spring 2023 to 2024 was primarily within the College of Engineering & Mines (+7.6), Alaska Sea Grant and MAP (+4.1) and the College of Liberal Arts (+3.8). The 21.0 FTE net restricted fund increase was driven by the Institute of Agriculture, Natural Resources and Extension (+14.4).

Table 5. UAF Employee FTE by Fund Type, Spring 2020-2024

Fund Type	Spring 2020	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Change 20-24	% Change 20-24	Change 23-24	% Change 23-24
Unrestricted	1,016.5	1,037.5	1,040.3	1,084.3	1,135.5	119.0	11.7%	51.2	4.7%
Restricted	402.8	454.3	470.6	529.4	564.4	161.7	40.1%	35.0	6.6%
Auxiliary	33.6	28.9	31.3	30.4	33.0	-0.6	-1.8%	2.6	8.5%
Match	33.9	40.2	32.3	38.1	29.7	-4.1	-12.3%	-8.4	-22.1%
Recharge	190.0	209.9	216.4	226.2	209.5	19.5	10.3%	-16.7	-7.4%
Grand Total	1,676.6	1,770.7	1,790.9	1,908.4	1,972.1	295.5	17.6%	63.7	3.3%

- Employees funded from unrestricted sources increased from spring 2023 to 2024 (51.2 FTE or 4.7 percent).
- Roughly 29 percent of all UAF employees are primarily funded from restricted funds. This category increased by 35.0 FTE from spring 2023 to 2024 (or 6.6 percent). This increase demonstrates UAF's dedication to seeking external funding sources and building a world class research institution.