

**UAF Employee Change Snapshot, Headcount and FTE, Spring 2018-2022**  
**June 2022**

**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.
- In FY22, in an effort to align leave benefits with the duties and responsibilities of the positions (rather than by time of the position) and to reduce confusion about leave accruals, the FN and FR employee classes (ECLS) were redefined. This change has little impact on numbers reported below.

**Spring Headcount**

Table 1. UAF Employee Headcounts, Spring 2018-2022

Employee Type	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
<b>REGULAR</b>									
Faculty	538	525	528	516	516	-22	-4.1%	0	0.0%
Officers/Sr. Admin	60	64	58	60	67	7	11.7%	7	11.7%
Staff	1,228	1,223	1,191	1,199	1,229	1	0.1%	30	2.5%
<b>REGULAR Total</b>	<b>1,826</b>	<b>1,812</b>	<b>1,777</b>	<b>1,775</b>	<b>1,812</b>	<b>-14</b>	<b>-0.8%</b>	<b>37</b>	<b>2.1%</b>
<b>TEMPORARY</b>									
Adjunct Faculty	353	346	314	259	299	-54	-15.3%	40	15.4%
Staff	359	384	359	374	341	-18	-5.0%	-33	-8.8%
Student	943	922	826	711	775	-168	-17.8%	64	9.0%
<b>TEMPORARY Total</b>	<b>1,655</b>	<b>1,652</b>	<b>1,499</b>	<b>1,344</b>	<b>1,415</b>	<b>-240</b>	<b>-14.5%</b>	<b>71</b>	<b>5.3%</b>
<b>Grand Total</b>	<b>3,481</b>	<b>3,464</b>	<b>3,276</b>	<b>3,119</b>	<b>3,227</b>	<b>-254</b>	<b>-7.3%</b>	<b>108</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. Temporary employees include extended temporary positions.

- Total UAF employee headcount decreased by 7.3 percent from Spring 2018-2022 (-254 employees).
  - Regular employee headcount decreased by 0.8 percent from Spring 2018-2022 (-14 employees).
  - Temporary staff, adjuncts, and student employee headcounts decreased by 14.5 percent from Spring 2018-2022 (-240 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 2018-2022

Employee Type	ECLS	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
<b>REGULAR</b>										
Faculty	A9-UAFT Union Regular <12mo	63					-63	-100.0%	0	
	F9-Faculty Regular <12mo	439	492	483	463	459	20	4.6%	-4	-0.9%
	FN-Faculty - Non-Represented	36	33	45	53	57	21	58.3%	4	7.5%
<b>Faculty Total</b>		<b>538</b>	<b>525</b>	<b>528</b>	<b>516</b>	<b>516</b>	<b>-22</b>	<b>-4.1%</b>	<b>0</b>	<b>0.0%</b>
Officers/Sr. Admn	EX-Executive Management	41	42	39	38	41	0	0.0%	3	7.9%
	FR-Academic Leadership (nonrep)	19	22	19	22	26	7	36.8%	4	18.2%
<b>Officers/Sr. Total</b>		<b>60</b>	<b>64</b>	<b>58</b>	<b>60</b>	<b>67</b>	<b>7</b>	<b>11.7%</b>	<b>7</b>	<b>11.7%</b>
Staff	CR-L6070 Union - Regular	111	115	124	120	127	16	14.4%	7	5.8%
	NR-NonExempt Staff - Regular	542	533	483	466	457	-85	-15.7%	-9	-1.9%
	XR-Exempt Staff - Regular	575	575	584	613	645	70	12.2%	32	5.2%
<b>Staff Total</b>		<b>1,228</b>	<b>1,223</b>	<b>1,191</b>	<b>1,199</b>	<b>1,229</b>	<b>1</b>	<b>0.1%</b>	<b>30</b>	<b>2.5%</b>
<b>REGULAR Total</b>		<b>1,826</b>	<b>1,812</b>	<b>1,777</b>	<b>1,775</b>	<b>1,812</b>	<b>-14</b>	<b>-0.8%</b>	<b>37</b>	<b>2.1%</b>
<b>TEMPORARY</b>										
Adjunct Faculty	FT-Faculty -Temporary	316	306	262	217	238	-78	-24.7%	21	9.7%
	FW-Faculty Non-rep Temp	37	40	52	42	61	24	64.9%	19	45.2%
<b>Adjunct Total</b>		<b>353</b>	<b>346</b>	<b>314</b>	<b>259</b>	<b>299</b>	<b>-54</b>	<b>-15.3%</b>	<b>40</b>	<b>15.4%</b>
Staff	CT-L6070 Union - Temporary	11	7	11	9	10	-1	-9.1%	1	11.1%
	NT-Non-Exempt Staff- Temp	301	325	291	302	290	-11	-3.7%	-12	-4.0%
	NX-NonExempt Staff - Extended	41	49	47	54	39	-2	-4.9%	-15	-27.8%
	XT-Exempt Staff - Temporary	4	3	6	5		-4	-100.0%	-5	-100.0%
	XX-Exempt Staff - Extended	2		4	4	2	0	0.0%	-2	-50.0%
<b>Staff Total</b>		<b>359</b>	<b>384</b>	<b>359</b>	<b>374</b>	<b>341</b>	<b>-18</b>	<b>-5.0%</b>	<b>-33</b>	<b>-8.8%</b>
Student	GN-Grad Student FICA non-tax	290	271	274	279	302	12	4.1%	23	8.2%
	GT-Grad Student FICA tax	10	7	2		4	-6	-60.0%	4	
	SN-Student -NonFica taxable	567	555	481	362	410	-157	-27.7%	48	13.3%
	ST-Student - FICA Taxable	76	89	69	70	59	-17	-22.4%	-11	-15.7%
<b>Student Total</b>		<b>943</b>	<b>922</b>	<b>826</b>	<b>711</b>	<b>775</b>	<b>-168</b>	<b>-17.8%</b>	<b>64</b>	<b>9.0%</b>
<b>TEMPORARY Total</b>		<b>1,655</b>	<b>1,652</b>	<b>1,499</b>	<b>1,344</b>	<b>1,415</b>	<b>-240</b>	<b>-14.5%</b>	<b>71</b>	<b>5.3%</b>
<b>Grand Total</b>		<b>3,481</b>	<b>3,464</b>	<b>3,276</b>	<b>3,119</b>	<b>3,227</b>	<b>-254</b>	<b>-7.3%</b>	<b>108</b>	<b>3.5%</b>

- Changes in regular staff from Spring 2018-2022 demonstrate a decrease in non-exempt staff (NR) of 15.7 percent (-85 employees) and an increase in exempt staff (XR) of 12.2 percent (70 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 2018-2022, 91 employees shifted from NR to XR, with only 9 employees shifting from XR to NR.
  - From Spring 2021-2022, 38 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 2018-2022

Cabinet	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
UAF Chancellor	70.0	68.8	64.8	73.3	76.6	6.5	9.3%	3.2	4.4%
UAF Office Information Technology	29.7	30.7	28.7	29.8	28.3	-1.4	-4.6%	-1.5	-5.0%
UAF Provost	746.4	738.9	688.1	701.0	676.2	-70.2	-9.4%	-24.7	-3.5%
UAF VC Rural, Community & Native Ed	211.6	195.2	187.4	186.7	186.4	-25.2	-11.9%	-0.4	-0.2%
UAF Vice Chanc for Admin. Services	253.5	260.3	215.5	248.0	253.3	-0.3	-0.1%	5.2	2.1%
UAF Vice Chancellor for Research	383.6	393.4	401.6	436.9	467.9	84.3	22.0%	31.0	7.1%
UAF VC Student Affairs & Enroll Mgmt	98.7	104.2	90.6	95.0	102.3	3.6	3.6%	7.3	7.6%
<b>Grand Total</b>	<b>1,793.5</b>	<b>1,791.4</b>	<b>1,676.6</b>	<b>1,770.7</b>	<b>1,790.9</b>	<b>-2.6</b>	<b>-0.1%</b>	<b>20.1</b>	<b>1.1%</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 2.6 FTE (or 0.1 percent) from Spring 2018-2022.
- The largest FTE reductions from Spring 2018-2022 occurred under the Provost (-70.2 FTE, -9.4 percent) and Vice Chancellor for Rural, Community & Native Education (-25.2 FTE, -11.9 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 on FTE, rather than headcount.
- The largest FTE increase from Spring 2018-2022 occurred under the VCR (84.3 FTE or 22.0 percent) which demonstrates UAF's strategic decision to invest in research areas

Table 4. UAF Employee FTE by Fund Type, Spring 2018-2022

FTE by Fund Type	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022	Change 18-22	% Change 18-22	Change 21-22	% Change 21-22
AUXILIARY	35.7	35.2	33.6	28.9	31.3	-4.4	-12.3%	2.5	8.5%
MATCH	35.2	36.7	33.9	40.2	32.3	-2.9	-8.2%	-7.9	-19.6%
RECHARGE	188.4	194.7	190.0	209.9	216.4	28.0	14.8%	6.4	3.1%
RESTRICTED	405.8	399.7	402.8	454.3	470.6	64.8	16.0%	16.3	3.6%
UNRESTRICTED	1,128.4	1,125.2	1,016.5	1,037.5	1,040.3	-88.1	-7.8%	2.8	0.3%
<b>Grand Total</b>	<b>1,793.5</b>	<b>1,791.4</b>	<b>1,676.6</b>	<b>1,770.7</b>	<b>1,790.9</b>	<b>-2.6</b>	<b>-0.1%</b>	<b>20.1</b>	<b>1.1%</b>

- Employees funded from unrestricted sources decreased from Spring 2018-2022 (-88.1 FTE or -7.8 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 2018-2022 (64.8 FTE or 16.0 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 28.0 FTE from Spring 2018-2022 (14.8 percent) primarily due to increased activity in the Alaska Satellite Facility and Facilities Maintenance.