

**UAF Employee Change Snapshot, Spring 2014-2017 by Headcount and FTE  
June 2017**

**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 2014-2017.*

Employee Type	2014	2015	2016	2017	Change 14-17	% Change 14-17	Change 16-17	% Change 16-17
Regular	2214	2102	2015	1876	-338	-15.3%	-139	-6.9%
Temporary	2028	1987	1847	1733	-295	-14.5%	-114	-6.2%
<b>Total</b>	<b>4242</b>	<b>4089</b>	<b>3862</b>	<b>3609</b>	<b>-633</b>	<b>-14.9%</b>	<b>-253</b>	<b>-6.6%</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 15.3 percent from Spring 2014-2017 (338 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 14.5 percent from Spring 2014-2017 (295 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.

**Regular Full Time Equivalency (FTE)**

*Table 2. UAF Employee FTE, Spring 2014-2017.*

Employee Type	2014	2015	2016	2017	Change 14-17	% Change 14-17	Change 16-17	% Change 16-17
Faculty, Research, & Outreach	913.0	881.2	838.8	773.5	-139.5	-15.3%	-65.3	-7.8%
Program	246.7	220.5	236.0	229.8	-17.0	-6.9%	-6.3	-2.7%
Student Svcs & Communications	171.7	165.7	160.7	158.5	-13.2	-7.7%	-2.2	-1.4%
Traditional Admin	810.5	775.5	716.7	643.5	-167.1	-20.6%	-73.2	-10.2%
<b>Total</b>	<b>2141.9</b>	<b>2043.0</b>	<b>1952.2</b>	<b>1805.2</b>	<b>-336.7</b>	<b>-15.7%</b>	<b>-147.0</b>	<b>-7.5%</b>

Note: One FTE is equivalent to one regular full-time employee’s effort in a biweekly pay period, but does not take into account the number of pay periods for which an assignment is established; this is not a meaningful way to measure temporary employee assignments. Temporary employees are not included in the table above.

- Changes in regular employee FTE from Spring 2014-2017 show the impact of budget reductions across the university; total UAF employee FTE decreased by 15.7 percent (336.7 FTE).
- From Spring 2014-2017, UAF reduced FTEs in the priority areas of faculty, research, and outreach by 15.3 percent (139.5 FTE). Reductions in these areas impact UAF’s ability to serve its mission as well as the ability to generate revenue, compounding the budget reduction.
- Program FTE include staff on auxiliary or restricted funds, or on instructional, research, museum, library, athletics or public service program codes. These positions tend to fluctuate as grants and contracts begin and end.
- From Spring 2014-2017, UAF reduced FTEs in the priority areas of student services, communications, and development. Although these areas had seen targeted investments in recent years, reductions in these areas impact UAF’s ability to generate revenue, compounding the budget reduction.
- Traditional administration and support FTEs have been continuously reduced since 2008. Decreases in traditional admin compared to faculty, research, and outreach are generally proportional, as administrative staff operates in a support capacity to those functions.
- Regular employees are able to voluntarily reduce contract lengths (i.e. from 12 to 11 months). Moving into FY17, UAF expects increased utilization of reduced contracts across several service areas. Reduced contracts have an impact to FTE, rather than headcount.