



## UAF Employee Change Snapshot, Headcount and FTE, Spring 2019-2023 May 2023

### Overview

Spring 2023 reflects continued overall growth in employee headcount and FTE since Spring 2021. This increase is indicative of UAF's FY23 state general fund budget increase, the first budget increase since prior to FY20, as well as increased restricted funding from sponsored projects that support the research enterprise. It is expected that employee counts will continue to modestly trend upward in some areas as UAF begins to rebound from several consecutive years of reductions.

Over several years of budget reductions, employee reductions and cost savings were 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 2019-2023

| Employee Type          | Spring 2019  | Spring 2020  | Spring 2021  | Spring 2022  | Spring 2023  | Change 19-23 | % Change 19-23 | Change 22-23 | % Change 22-23 |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|--------------|----------------|
| <b>REGULAR</b>         |              |              |              |              |              |              |                |              |                |
| Faculty                | 525          | 528          | 516          | 516          | 517          | -8           | -1.5%          | 1            | 0.2%           |
| Officers/Sr. Admin     | 64           | 58           | 60           | 67           | 69           | 5            | 7.8%           | 2            | 3.0%           |
| Staff                  | 1,223        | 1,191        | 1,199        | 1,229        | 1,333        | 110          | 9.0%           | 104          | 8.5%           |
| <b>REGULAR Total</b>   | <b>1,812</b> | <b>1,777</b> | <b>1,775</b> | <b>1,812</b> | <b>1,919</b> | <b>107</b>   | <b>5.9%</b>    | <b>107</b>   | <b>5.9%</b>    |
| <b>TEMPORARY</b>       |              |              |              |              |              |              |                |              |                |
| Adjunct Faculty        | 346          | 314          | 259          | 299          | 286          | -60          | -17.3%         | -13          | -4.3%          |
| Staff                  | 384          | 359          | 374          | 341          | 418          | 34           | 8.9%           | 77           | 22.6%          |
| Student                | 922          | 826          | 711          | 775          | 815          | -107         | -11.6%         | 40           | 5.2%           |
| <b>TEMPORARY Total</b> | <b>1,652</b> | <b>1,499</b> | <b>1,344</b> | <b>1,415</b> | <b>1,519</b> | <b>-133</b>  | <b>-8.1%</b>   | <b>104</b>   | <b>7.3%</b>    |
| <b>Grand Total</b>     | <b>3,464</b> | <b>3,276</b> | <b>3,119</b> | <b>3,227</b> | <b>3,438</b> | <b>-26</b>   | <b>-0.8%</b>   | <b>211</b>   | <b>6.5%</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 0.8 percent from Spring 2019-2023 (-26 employees).

- Regular employee headcount increased by 5.9 percent from Spring 2019-2023 (107 employees).
- Temporary staff, adjuncts, and student employee headcounts decreased by 8.1 percent from Spring 2019-2023 (-133 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.



