

Section 6. Employee Trends, Reviews & Organizational Structures

A. Employee and Position Trends

Appendix 6.A.1 UAF Employee Change Snapshot, Headcount and FTE, Spring 2019-2023

Appendix 6.A.2 UAF Employee Change Snapshot, Headcount and FTE, Fall 2019-2023

EMPLOYEE HEADCOUNT TRENDS

Employee headcounts are typically reported twice per year in April (spring) and October (fall) and are used to track employee changes over time. This Headcount means that each individual person counts as one employee whether his or her appointment is full-time or part-time.

Spring headcounts are typically higher than fall headcounts as spring includes an increase in seasonal and research field employees. Spring headcounts are generally not compared to fall as comparison between these periods have greater variance. Additionally, there is a change in fiscal year (annually) between these time periods.

Table 6.1 UAF Employee Headcount Change, 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>

Table 6.2 UAF Employee Headcount Change, Fall 2019 -2023

Employee Type	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Change 19-23	% Change 19-23	Change 22-23	% Change 22-23
<b>REGULAR</b>									
Faculty	524	508	496	518	523	-1	-0.2%	5	1.0%
Officers/Sr. Adminis	58	58	64	69	69	11	19.0%	0	0.0%
Staff	1,188	1,188	1,176	1,248	1,373	185	15.6%	125	10.0%
<b>REGULAR Total</b>	<b>1,770</b>	<b>1,754</b>	<b>1,736</b>	<b>1,835</b>	<b>1,965</b>	<b>195</b>	<b>11.0%</b>	<b>130</b>	<b>7.1%</b>
<b>TEMPORARY</b>									
Adjunct Faculty	307	261	276	254	249	-58	-18.9%	-5	-2.0%
Staff	345	407	365	412	411	66	19.1%	-1	-0.2%
Student	787	648	675	687	767	-20	-2.5%	80	11.6%
<b>TEMPORARY Total</b>	<b>1,439</b>	<b>1,316</b>	<b>1,316</b>	<b>1,353</b>	<b>1,427</b>	<b>-12</b>	<b>-0.8%</b>	<b>74</b>	<b>5.5%</b>
<b>Grand Total</b>	<b>3,209</b>	<b>3,070</b>	<b>3,052</b>	<b>3,188</b>	<b>3,392</b>	<b>183</b>	<b>5.7%</b>	<b>204</b>	<b>6.4%</b>

Spring 2023 and fall 2023 headcounts increased from the prior period ( spring 2022 and fall 2022, respectively). It is expected that employee counts will continue to trend upward as UAF invests in targeted areas, including research, as sponsored activity has increased.

Authorized Position History

Appendix 6.A.3 2UA State Authorized PCN Change, announcement to Budget Workteam, October 9, 2023

The Office of Finance and Accounting (OFA) tracks position status in t he following categories: filled, in recruitment status, vacant/hold unfilled for a period of time (as defined), or in reserve. This process allows for consistent standards in the budgeting, expenditure, recruitment, and reservation of positions across the system.

Historically, OFA also tracks the overall UAF Position Control Number (PCN) count that is managed in conjunction with the UA System Office and State of Alaska. However, effective FY24, the state will no longer require the UA System to manage within a fixed number of state -authorized PCNs. This is an improvement to the PCN reporting process. UA will continue to have processes in place to demonstrate good position management as it relates to budget.

Table 6.3 reflects UAF’s authorized position changes in the future, UA/UAF will no longer report authorized positions to the state of Alaska.

Table 6.3 UAF Authorized Position Changes, FY19-24

	FY19	FY20	FY21	FY22	FY23	FY24	Change FY19-24	% Change FY19-24
Total UAF Authorized Positions	2,033	2,016	1,965	1,964	1,964	1,963	(70)	-3.4%
Change from Prior Year		(17)	(51)	(1)	0	(1)		
Percent Change from Prior Year		-0.8%	-2.5%	-0.1%	0.0%	-0.1%		

B. UAF Organizational Structures and Reviews

UAF FY23-FY24 ORGANIZATIONAL CHANGES

Appendix 6.B.1 2FY23 UAF Chancellor Level Org Chart

Appendix 6.B.2 2FY23 Alaska Blue Economy Center (ABEC) organizational structure changememo, July 19, 2022

Appendix 6.B.3 2FY23 Center for One Health organizational structure change memo, October 21, 2022

Appendix 6.B.4 2FY24 UAF and OIT realignment announcement, May 2023

Appendix 6.B.5 2FY24 Establish Office of Dual Enrollment (ODE) memo, July 21, 2023

Appendix 6.B.6 2FY24 Establish Center for Teaching & Learning (CTL) memo, July 25, 2023

Appendix 6.B.7 2FY24 Establish Office of Rights, Compliance and Accountability (ORCA) memo, July 25, 2023

Effective FY23:

- x The Alaska Blue Economy Center (ABEC) transitioned from the College of Fisheries and Ocean Sciences to the Office of the Vice Chancellor for Research, reporting to the Associate Vice Chancellor of Research for Innovation and Industry Partnerships.
- x The Center for One Health transitioned from the Vice Chancellor for Research to the Vice Chancellor for Rural, Community and Native Education.



