

EMPLOYMENT

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Summary: Employment

As of October 2023, the UA system had 6,678 employees, nearly the same number working in fall 2018 (Table 3.02). Of those employed in fall 2023, 4,046 (61 percent) were regular, benefitted employees and the remaining 2,632 (29 percent) were in temporary or extended temporary assignments (Table 3.04).

A range of revenue sources are utilized for employee pay, with the specific revenue source linked to each position's function, e.g., instruction, research, service, support. In fall 2023, most regular, full-time employee equivalents (FTE) at UAA, UAF, UAS, and the system office were paid from unrestricted funds such as unrestricted state general fund and student tuition and fees. A portion of employee FTE at these organizations were paid from other, restricted funds: UAA, 6 percent of faculty and 22 percent of staff FTE; UAF, 31 percent of faculty and 30 percent of staff; UAS, 9 percent of faculty and 14 percent of staff; and system office, 12 percent of employees, who are all staff. Other and restricted funds include research and sponsored programs and auxiliary functions, for example. Enterprise Entities and UA Foundation employees are paid exclusively from revenue provided by those organizations, i.e., position funding is self-support and does not rely on any state appropriate or student tuition and fee revenue. (Table 3.01a).

Over the last five years, the number of regular employees working at the university increased 8.9 percent (331 staff). Regular faculty decreased 2.7 percent (33 faculty) and regular professional employees increased by 27.8 percent (363 staff) (Table 3.04).

From fall 2019 to fall 2023 the number of employees who self-identified as indigenous has remained steady. The number of employees self-identifying with a traditionally underrepresented non-indigenous group increased by 5.3 percent (36) and those identifying as white decreased by 4.4 (450) percent (Table 3.06e)

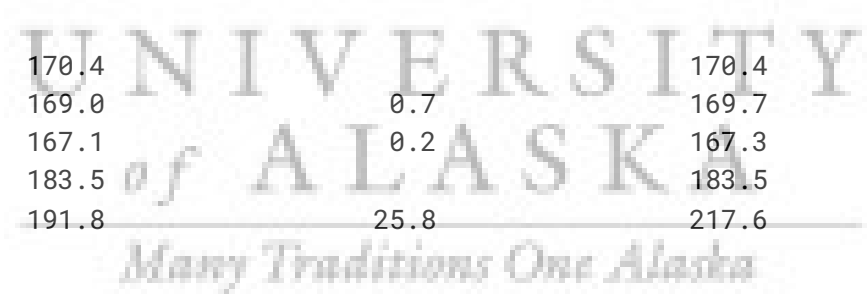
Full-time and part-time faculty totaled 1,865 in fall 2023, a decrease of 8 percent (163) from fall 2019. In total, UAA, UAF and UAS employed 1,074 regular, full-time faculty and 688 temporary part-time faculty in fall 2023. There are relatively few part-time regular faculty (97) and full-time temporary faculty (6) working in 2023, consistent with past years (Table 3.07).

In fall 2023, 44.4 percent (477) of full-time, regular faculty were tenured, 17.3 percent (186) were eligible but not yet tenured, and the remaining 38.2 (411) percent were non-tenure track. UA Anchorage employed 48.1 percent (231) tenured faculty, UA Fairbanks 40.2 percent (202) tenured faculty, and UA Southeast 47.8 percent (44) tenured faculty (Table 3.10a) in 2023.

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Table 3.01a Regular Staff and Faculty Full-Time Equivalent (FTE) by Funding Source and University, Five Year Trend
(Continued on next page)

	Unrestricted		Other Funds		Total		% Unrestricted		% Other Funds	
	Faculty	Staff	Faculty	Staff	Faculty	Staff	Faculty	Staff	Faculty	Staff
UA Anchorage										
2019	524.7	730.8	19.3	142.2	544.0	873.0	96%	84%	4%	16%
2020	491.2	717.9	22.2	132.7	513.4	850.6	96%	84%	4%	16%
2021	483.4	707.0	22.9	152.3	506.3	859.3	95%	82%	5%	18%
2022	459.8	720.2	27.8	187.4	487.6	907.6	94%	79%	6%	21%
2023	471.7	793.0	31.0	223.1	502.8	1,016.1	94%	78%	6%	22%
UA Fairbanks										
2019	414.9	866.7	114.4	304.8	529.3	1,171.5	78%	74%	22%	26%
2020	384.0	845.9	129.6	326.6	513.7	1,172.5	75%	72%	25%	28%
2021	371.2	839.3	137.4	336.4	508.6	1,175.8	73%	71%	27%	29%
2022	376.3	897.8	156.9	348.1	533.2	1,246.0	71%	72%	29%	28%
2023	368.6	953.4	166.3	412.1	534.9	1,365.5	69%	70%	31%	30%
UA Southeast										
2019	95.5	146.5	6.3	29.4	101.8	175.9	94%	83%	6%	17%
2020	92.1	139.7	6.8	22.4	98.9	162.1	93%	86%	7%	14%
2021	93.4	137.8	7.4	20.9	100.9	158.8	93%	87%	7%	13%
2022	90.2	144.4	8.9	22.4	99.0	166.8	91%	87%	9%	13%
2023	93.7	142.8	9.7	24.2	103.4	167.0	91%	86%	9%	14%
System Office										
2019		170.4				170.4		100%		
2020		169.0		0.7		169.7		100%		0%
2021		167.1		0.2		167.3		100%		0%
2022		183.5				183.5		100%		
2023		191.8		25.8		217.6		88%		12%



Note: These figures include all employees with active assignments as of October 1st of the respective year. FTEs are reported at the university from which they receive the majority of their compensation. Due to rounding, university totals may not add exactly.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.01a Regular Staff and Faculty Full-Time Equivalent (FTE) by Funding Source and University, Five Year Trend, Continued

	Unrestricted		Other Funds		Total		% Unrestricted		% Other Funds	
	Faculty	Staff	Faculty	Staff	Faculty	Staff	Faculty	Staff	Faculty	Staff
Enterprise Entities*										
2019		29.6		0.7		30.3		98%		2%
2020		32.8				32.8		100%		
2021		30.9				30.9		100%		
2022		5.7				5.7		100%		
2023		5.9				5.9		100%		
UA Foundation*										
2019										
2020										
2021										
2022		27.3				27.3		100%		
2023		29.7				29.7		100%		
UA System										
2019	1,035.1	1,944.0	140.0	477.1	1,175.1	2,421.1	88%	80%	12%	20%
2020	967.3	1,905.4	158.6	482.4	1,125.9	2,387.8	86%	80%	14%	20%
2021	948.0	1,882.2	167.8	509.8	1,115.8	2,392.1	85%	79%	15%	21%
2022	926.3	1,978.9	193.6	558.0	1,119.9	2,536.8	83%	78%	17%	22%
2023	934.1	2,116.5	207.0	685.2	1,141.1	2,801.7	82%	76%	18%	24%
% Change 2019-2023	-9.8	8.9	47.9	43.6	-2.9	15.7				



Note: *Enterprise Entities and UA Foundation are self-support units. Prior to fall 2022, UA Foundation was a part of Enterprise Entities. These figures include all employees with active assignments as of October 1st of the respective year. FTEs are reported at the university from which they receive the majority of compensation. Due to rounding, university totals may not add exactly.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.01b Regular Faculty Full-Time Equivalent (FTE) by NCHEMS Category and University, Five Year Trend

	Fall					% Change 2019-2023
	2019	2020	2021	2022	2023	
UA Anchorage						
Academic Support	15.8	19.4	16.1	14.0	14.5	-8.3
Institutional Support	10.5	7.4	6.0	5.4	5.0	-52.9
Instruction	456.3	429.6	424.4	406.1	420.4	-7.9
Library Services	22.4	22.2	23.2	21.9	25.9	15.6
Public Service	6.5	8.1	10.0	10.6	15.8	144.4
Research	27.3	22.5	22.4	26.6	19.0	-30.5
Student Services	5.2	4.2	4.3	3.1	2.2	-58.7
UAA Total	544.0	513.4	506.3	487.6	502.8	-7.6
UA Fairbanks						
Academic Support	16.2	9.7	15.1	16.0	16.1	-0.2
Auxiliary Services		0.5	0.5	0.5		
Institutional Support	0.3	0.5	1.0	0.5	0.6	96.7
Instruction	322.8	304.2	279.3	294.0	290.8	-9.9
Library Services	5.0	5.0	5.0	5.0	5.0	
Public Service	29.7	28.4	27.9	27.1	28.1	-5.3
Research	154.7	165.0	179.1	188.6	192.8	24.6
Student Services	0.6	0.4	0.8	1.5	1.6	171.9
UAF Total	529.3	513.7	508.6	533.2	534.9	1.1
UA Southeast						
Academic Support	2.5	2.4	3.3	1.2	1.4	-45.4
Instruction	92.9	90.2	90.4	87.4	91.1	-1.9
Library Services	3.8	3.9	3.8	3.9	3.9	1.8
Public Service		1.0	1.0	2.1	1.0	
Research	2.6	1.4	2.4	4.5	6.0	127.8
UAS Total	101.8	98.9	100.9	99.0	103.4	1.5
UA System Total	1,175.1	1,125.9	1,115.8	1,119.9	1,141.1	-2.9



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Note: These figures include all employees with active assignments as of October 1st of the respective year. Regular faculty FTEs are classified into functional categories defined and recognized by the National Center for Higher Education Management Systems (NCHEMS) based on funding source. FTEs are reported at the university from which they receive the majority of their compensation. Statewide does not employ any regular faculty members.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.01c Proportion of Regular Faculty Full-Time Equivalent (FTE) Budgeted on Unrestricted Funds by NCHEMS Category and University, Five Year Trend (Continued on next page)

	Fall				
	2019	2020	2021	2022	2023
UA Anchorage					
Academic Support	97%	94%	99%	99%	90%
Institutional Support	100%	100%	93%	93%	92%
Instruction	99%	98%	98%	98%	99%
Library Services	100%	100%	100%	100%	96%
Public Service	81%	79%	67%	62%	33%
Research	60%	60%	51%	38%	33%
Student Services	100%	100%	100%	100%	100%
UAA Total	96%	96%	95%	94%	94%
UA Fairbanks					
Academic Support	100%	90%	74%	88%	85%
Institutional Support	100%	100%	100%	100%	100%
Instruction	96%	95%	97%	96%	97%
Library Services	98%	98%	98%	98%	100%
Public Service	50%	51%	65%	46%	31%
Research	45%	39%	37%	32%	30%
Student Services	100%	100%	100%	100%	100%
UAF Total	78%	75%	73%	71%	69%

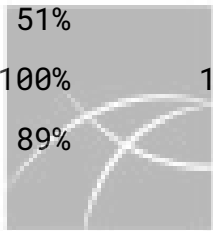


Note: These figures include all employees with active assignments as of October 1st of the respective year. Regular faculty FTEs are classified into categories defined and recognized by the National Center for Higher Education Management Systems. FTEs are reported at the university from which they receive the majority of compensation.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.01c Proportion of Regular Faculty Full-Time Equivalent (FTE) Budgeted on Unrestricted Funds by NCHEMS Category and University, Five Year Trend, Continued

	Fall				
	2019	2020	2021	2022	2023
UA Southeast					
Academic Support	100%	100%	57%	66%	7%
Instruction	96%	95%	97%	97%	97%
Library Services	100%	100%	100%	100%	100%
Public Service			0%	0%	0%
Research	0%	0%	3%	16%	27%
UAS Total	94%	93%	93%	91%	91%
UA System					
Academic Support	98%	99%	93%	84%	92%
Institutional Support	100%	100%	100%	94%	93%
Instruction	97%	97%	97%	97%	97%
Library Services	100%	100%	100%	100%	100%
Public Service	50%	56%	56%	64%	48%
Research	51%	46%	42%	38%	32%
Student Services	100%	100%	100%	100%	100%
UA System Total	89%	88%	86%	85%	83%



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Note: These figures include all employees with active assignments as of October 1st of the respective year. Regular faculty FTEs are here classified into categories defined and recognized by the National Center for Higher Education Management Systems. For a definition of these categories, see the glossary. FTEs are reported at the university from which they receive the majority of their compensation.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.02 Employees by Full-Time/Part-Time and Regular/Temporary Status, Five Year Trend (Continued on next page)

	Fall					% Change 2019-2023
	2019	2020	2021	2022	2023	
UA Anchorage						
FT Regular	1,361	1,305	1,295	1,324	1,450	6.5%
FT Extended Temporary	48	36	64	17	1	-97.9%
FT Temporary	7	10	16	21	46	557.1%
PT Regular	96	95	101	101	96	
PT Extended Temporary			5	3	1	
PT Temporary	1,270	919	1,042	892	965	-24.0%
Total	2,782	2,365	2,523	2,358	2,559	-8.0%
UA Fairbanks						
FT Regular	1,626	1,595	1,576	1,682	1,801	10.8%
FT Extended Temporary	38	69	62	40	9	-76.3%
FT Temporary	82	77	35	87	125	52.4%
PT Regular	144	159	160	153	164	13.9%
PT Extended Temporary	5	5	7	5	2	-60.0%
PT Temporary	1,314	1,165	1,212	1,221	1,291	-1.8%
Total	3,209	3,070	3,052	3,188	3,392	5.7%
UA Southeast						
FT Regular	268	255	245	247	250	-6.7%
FT Extended Temporary	7	2	1			-100.0%
FT Temporary		1	1	2	4	
PT Regular	18	19	21	28	30	66.7%
PT Extended Temporary		1				
PT Temporary	195	130	145	160	143	-26.7%
Total	488	408	413	437	427	-12.5%



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Note: Figures include all employees with active assignments as of October 1st of the respective year. Employee counts are unduplicated and reported only at the university or administrative unit from which they receive the majority of their compensation. UA Enterprise Entities is a distinct self-support administrative unit created in FY19 (fall 2018); in FY23 (fall 2022) the UA Foundation was moved out of UA Enterprise Entities into a separate unit.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.02 Employees by Full-Time/Part-Time and Regular/Temporary Status, Five Year Trend, Continued

	Fall					% Change 2019-2023
	2019	2020	2021	2022	2023	
UA Enterprise Entities						
FT Regular	28	30	30	5	5	-82.1%
PT Regular	2	3	3	1	1	-50.0%
PT Temporary	1	4	2			-100.0%
Total	31	37	35	6	6	-80.6%
UA Foundation						
FT Regular				27	29	
PT Regular				2	2	
PT Temporary				2	3	
Total				31	34	
System Office						
FT Regular	171	170	162	180	215	25.7%
FT Extended Temporary		1	2	3		
FT Temporary	1	2		4	2	100.0%
PT Regular	1	2	3	2	3	
PT Extended Temporary			1			
PT Temporary	20	18	24	16	40	100.0%
Total	193	193	192	205	260	34.7%
UA System						
FT Regular	3,454	3,355	3,308	3,465	3,750	8.6%
FT Extended Temporary	93	108	129	60	10	-89.2%
FT Temporary	90	90	52	114	177	96.7%
PT Regular	261	278	288	287	296	13.4%
PT Extended Temporary	5	6	13	8	3	-40.0%
PT Temporary	2,800	2,236	2,425	2,291	2,442	-12.8%
Total	6,703	6,073	6,215	6,225	6,678	-0.4%



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Note: Figures include all employees with active assignments as of October 1st of the respective year. Employee counts are unduplicated and reported only at the university or administrative unit from which they receive the majority of their compensation. UA Enterprise Entities is a distinct self-support administrative unit created in FY19 (fall 2018); in FY23 (fall 2022) the UA Foundation was moved out of UA Enterprise Entities into a separate unit.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.03 Full-Time and Part-Time Employees by Assigned Position Type and University Fall 2023

	UA Anchorage	UA Fairbanks	UA Southeast	UA System Office	UA Enterprise Entities	UA Foundation	UA System
Full-Time							
Administrative	1,497	1,935	254	217	5	29	3,937
Faculty	482	505	93				1,080
Professional	551	765	82	156	2	20	1,576
Technical	237	191	31	23	2	1	485
Clerical	94	185	14	10		3	306
Crafts/Trades/Maintenance	109	198	22	1			330
Grad Assistant/Student*	2	49					51
Total Full-Time	1,497	1,935	254	217	5	29	3,937
Part-Time							
Administrative	1	20					21
Faculty	408	291	86				785
Professional	92	102	13	8	1	5	221
Technical	36	76	6	6			124
Clerical	46	197	6	1			250
Crafts/Trades/Maintenance	101	53	7				161
Grad Assistant/Student	378	718	55	28			1,179
Total Part-Time	1,062	1,457	173	43	1	5	2,741
Total Employees	2,559	3,392	427	260	6	34	6,678



Note: These figures include all employees with active assignments as of October 1st of the respective year. Employees are categorized by primary Equal Employment Opportunity (EEO) code and employee class (ECLS) codes (PEAEMPL). Employee counts are unduplicated and reported only at the university from which they receive the majority of their compensation. * These employees worked 80 hours per pay period as interns or firefighters.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.04 Regular and Temporary Employees by Assigned Position Type, Five Year Trend

	Fall					% Change 2019-2023
	2019	2020	2021	2022	2023	
Regular Employees						
Administrative	98	103	97	103	108	10.2
Faculty	1,204	1,147	1,140	1,143	1,171	-2.7
Professional	1,305	1,332	1,333	1,451	1,668	27.8
Technical	577	533	516	511	529	-8.3
Clerical	256	250	245	255	273	6.6
Crafts/Trades/Maintenance	275	268	265	289	297	8.0
Total Regular	3,715	3,633	3,596	3,752	4,046	8.9
Extended Temporary Employees						
Administrative		1	2	2	1	
Faculty						
Professional	21	22	63	10	2	-90.5
Technical	32	21	9	9		-100.0
Clerical	26	36	35	22	3	-88.5
Crafts/Trades/Maintenance	19	33	33	25	7	-63.2
Grad Assistant/Student		1				
Total Extended Temporary	98	114	142	68	13	-86.7
Temporary Employees						
Administrative		15	15	20	21	
Faculty	824	711	751	732	694	-15.8
Professional	70	146	223	121	127	81.4
Technical	91	88	84	73	80	-12.1
Clerical	292	289	264	245	280	-4.1
Crafts/Trades/Maintenance	82	54	92	135	187	128.0
Grad Assistant/Student	1,531	1,023	1,048	1,079	1,230	-19.7
Total Temporary	2,890	2,326	2,477	2,405	2,619	-9.4
Total Employees	6,703	6,073	6,215	6,225	6,678	-0.4



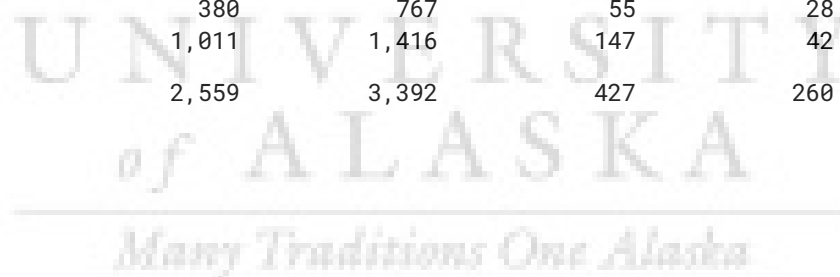
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Note: These figures include all employees with active assignments as of October 1st of the respective year. Employees are categorized by primary Equal Employment Opportunity (EEO) code and employee class (ECLS) codes (PEAEMPL). Employee counts are unduplicated and reported only at the university from which they receive the majority of their compensation.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.05a Regular and Temporary Employees by Assigned Position Type and University Fall 2023

	UA Anchorage	UA Fairbanks	UA Southeast	UA Statewide	Enterprise Entites	UA Foundation	UA System
Regular Employees							
Administrative	22	41	12	27	1	5	108
Faculty	513	551	107				1,171
Professional	583	815	87	158	3	22	1,668
Technical	238	230	35	23	2	1	529
Clerical	93	151	16	10		3	273
Crafts/Trades/Maintenance	97	177	23				297
Total Regular	1,546	1,965	280	218	6	31	4,046
Extended Temporary Employees							
Administrative		1					1
Professional	1	1					2
Clerical		7					7
Crafts/Trades/Maintenance	2	11					13
Total Extended Temporary Employees	2	11					13
Temporary Employees							
Administrative	1	20					21
Faculty	377	245	72				694
Professional	59	51	8	6		3	127
Technical	35	37	2	6			80
Clerical	46	229	4	1			280
Crafts/Trades/Maintenance	113	67	6	1			187
Grad Assistant/Student	380	767	55	28			1,230
Total Temporary	1,011	1,416	147	42		3	2,619
Total Employees	2,559	3,392	427	260	6	34	6,678



Note: These figures include all employees with active assignments as of October 1st of the respective year. Employees are categorized by primary Equal Employment Opportunity (EEO) code and employee class (ECLS) codes (PEAEMPL). Employee counts are unduplicated and reported only at the university from which they receive the majority of their compensation.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.05b Employee Headcount by EEO Category and University, Five Year Trend (Continued on next page)

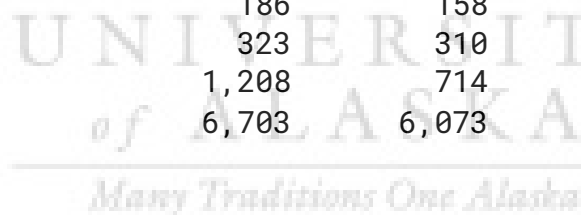
	Fall				
	2019	2020	2021	2022	2023
UA Anchorage					
Administrative	17	22	20	20	23
Faculty	1,022	916	922	897	890
Professional	519	599	686	590	643
Technical	313	267	267	250	273
Clerical	155	155	188	127	140
Crafts/Trades	46	46	45	50	57
Maintenance	101	67	91	114	153
Grad Assistant	38	26	26	37	33
Student	571	267	278	273	347
Total	2,782	2,365	2,523	2,358	2,559
UA Fairbanks					
Administrative	37	54	52	63	62
Faculty	829	779	793	798	796
Professional	660	684	712	753	867
Technical	303	294	273	264	267
Clerical	372	390	325	364	382
Crafts/Trades	133	140	135	131	121
Maintenance	67	71	91	125	130
Grad Assistant	282	281	288	299	297
Student	526	377	383	391	470
Total	3,209	3,070	3,052	3,188	3,392
UA Southeast					
Administrative	11	11	10	10	12
Faculty	177	162	176	179	179
Professional	83	81	84	88	95
Technical	56	48	38	43	37
Clerical	32	19	18	17	20
Crafts/Trades	11	11	12	11	11
Maintenance	18	20	16	18	18
Grad Assistant	3	3	1	3	1
Student	97	53	58	68	54
Total	488	408	413	437	427

Note: The headcount is unduplicated. Employees are categorized by primary Equal Employment Opportunity (EEO) code and employee class (ECLS) codes (PEAEMPL). In fall 2022 the UA Foundation was moved out of UA Enterprise Entities into a separate unit.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.05b Employee Headcount by EEO Category and University, Five Year Trend, Continued

	Fall				
	2019	2020	2021	2022	2023
UA Statewide					
Administrative	29	27	25	26	27
Faculty		1		1	
Professional	115	115	117	129	164
Technical	23	27	25	30	29
Clerical	12	8	11	11	11
Maintenance					1
Grad Assistant			1	1	
Student	14	15	13	7	28
Total	193	193	192	205	260
UA Enterprise Entities					
Administrative	4	5	7	1	1
Professional	19	21	20	3	3
Technical	5	6	6	2	2
Clerical	3	3	2		
Student		2			
Total	31	37	35	6	6
UA Foundation					
Administrative				5	5
Professional				19	25
Technical				4	1
Clerical				3	3
Total				31	34
UA System					
Administrative	98	119	114	125	130
Total	2,028	1,858	1,891	1,875	1,865
Professional	1,396	1,500	1,619	1,582	1,797
Technical	700	642	609	593	609
Clerical	574	575	544	522	556
Crafts/Trades	190	197	192	192	189
Maintenance	186	158	198	257	302
Grad Assistant	323	310	316	340	331
Student	1,208	714	732	739	899
Total	6,703	6,073	6,215	6,225	6,678



Note: The headcount is unduplicated. Employees are categorized by primary Equal Employment Opportunity (EEO) code and employee class (ECLS) codes (PEAEMPL). In fall 2022 the UA Foundation was moved out of UA Enterprise Entities into a separate unit.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.06a Employee Headcount by Gender, Five Year Trend

Gender	2019	2020	2021	2022	2023	% Change	% Change
						2019-2023	2022-2023
Female	3,719	3,355	3,499	3,436	3,728	0.2	8.5
Male	2,984	2,712	2,707	2,784	2,949	-1.2	5.9
Other		6	9	5	1	-	-
UA System	6,703	6,073	6,215	6,225	6,678	-0.4	7.3

Table 3.06b Employee Headcount by Ethnicity, Five Year Trend

Ethnicity	2019	2020	2021	2022	2023	% Change	% Change
						2019-2023	2022-2023
Hispanic	330	277	281	322	371	12.4	15.2
Not Hispanic	6,373	5,796	5,934	5,903	6,307	-1.0	6.8
UA System	6,703	6,073	6,215	6,225	6,678	-0.4	7.3

Table 3.06c Employee Headcount by Race, Five Year Trend

Race	2019	2020	2021	2022	2023	% Change	% Change
						2019-2023	2022-2023
Indigenous	584	502	508	526	581	-0.5	10.5
Hawaiian Native / Pacific Islander	128	102	110	108	59	-53.9	-45.4
Asian	368	331	352	390	463	25.8	18.7
Black	179	136	151	153	189	5.6	23.5
White	5,008	4,626	4,644	4,558	4,790	-4.4	5.1
Unknown	436	376	450	490	596	36.7	21.6
UA System	6,703	6,073	6,215	6,225	6,678	-0.4	7.3



Note: Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.06d Employee Headcount by Race, Assigned Position, and University Fall 2023
(Continued on next page)

	Indigenous	Hawaiian Native/ Pacific Islander	Asian	Black	White	Unknown	Total
UA Anchorage							
Administrative		1	2	1	18	1	23
Faculty	61	3	59	12	692	63	890
Professional	43	9	38	19	490	44	643
Technical	52	6	15	12	167	21	273
Clerical	9	3	12		105	11	140
Crafts/Trades/Maintenance	18	2	13	10	133	34	210
Grad Asst/Student	40	8	60	27	231	14	380
Total	223	32	199	81	1,836	188	2,559
UA Fairbanks							
Administrative	7		1	1	49	4	62
Faculty	59	3	64	19	571	80	796
Professional	71	4	30	23	642	97	867
Technical	37	2	13	8	180	27	267
Clerical	23	1	18	4	275	61	382
Crafts/Trades/Maintenance	29	1	6	9	168	38	251
Grad Asst/Student	59	8	85	27	545	43	767
Total	285	19	217	91	2,430	350	3,392
UA Southeast							
Administrative	1				9	2	12
Faculty	19		3		142	15	179
Professional	8	2	8		73	4	95
Technical	5	1	3	1	24	3	37
Clerical				1	18	1	20
Crafts/Trades/Maintenance	3	1	8		13	4	29
Grad Asst/Student	10		1	2	41	1	55
Total	46	4	23	4	320	30	427



Note: The headcount is unduplicated. Each employee self-reports demographic information. Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.06d Employee Headcount by Race, Assigned Position, and University Fall 2023, Continued

	Indigenous	Hawaiian Native/ Pacific Islander	Asian	Black	White	Unknown	Total
UA Statewide							
Administrative	2	1	1	1	17	5	27
Faculty							
Professional	13	2	13	5	114	17	164
Technical	4		4	1	19	1	29
Clerical	2			1	5	3	11
Crafts/Trades/Maintenance					1		1
Grad Asst/Student	5	1	5	5	12		
Total	26	4	23	13	168	26	260
UA Enterprise Entities							
Administrative					1		1
Faculty					3		3
Professional					2		2
Technical							
Clerical							
Crafts/Trades/Maintenance							
Grad Asst/Student							
Total					6		6
UA Foundation							
Administrative					5		5
Faculty							
Professional	1				22	2	25
Technical					1		1
Clerical			1		2		3
Crafts/Trades/Maintenance							
Grad Asst/Student							
Total	1		1		30	2	34
UA System							
Administrative	10	2	4	3	99	12	130
Faculty	139	6	126	31	1,405	158	1,865
Professional	136	17	89	47	1,344	164	1,797
Technical	98	9	35	22	393	52	609
Clerical	34	4	31	6	405	76	556
Crafts/Trades/Maintenance	50	4	27	19	315	76	491
Grad Asst/Student	114	17	151	61	829	58	1,230
Total	581	59	463	189	4,790	596	6,678

Note: The headcount is unduplicated. Each employee self-reports demographic information. Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.06e Employee Headcount by Race and University, Five Year Trend
(Continued on next page)

	Fall Semester				
	2019	2020	2021	2022	2023
UA Anchorage					
Indigenous	231	184	194	202	223
Hawaiian Native / Pacific					
Islander	95	66	74	64	32
Asian	173	142	150	162	199
Black	98	63	76	66	81
White	2,058	1,790	1,870	1,712	1,836
Other	127	120	159	152	188
Total	2,782	2,365	2,523	2,358	2,559
UA Fairbanks					
Indigenous	281	263	259	259	285
Hawaiian Native / Pacific					
Islander	22	27	27	35	19
Asian	158	156	166	191	217
Black	68	60	65	79	91
White	2,415	2,346	2,285	2,328	2,430
Other	265	218	250	296	350
Total	3,209	3,070	3,052	3,188	3,392
UA Southeast					
Indigenous	55	42	42	45	46
Hawaiian Native / Pacific					
Islander	5	2	5	3	4
Asian	25	21	18	24	23
Black	5	4	3	3	4
White	373	316	321	337	320
Other	25	23	24	25	30
Total	488	408	413	437	427



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Note: The headcount is unduplicated. Each employee self-reports demographic information. Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one. In fall 2022 the UA Foundation was moved out of UA Enterprise Entities into a separate unit.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.06e Employee Headcount by Race and University, Five Year Trend,
Continued

	2019	Fall Semester		2022	2023
		2020	2021		
UA Statewide					
Indigenous	15	12	12	19	26
Hawaiian Native / Pacific					
Islander	5	5	4	6	4
Asian	11	11	17	12	23
Black	8	9	7	5	13
White	140	146	140	149	168
Other	14	10	12	14	26
Total	193	193	192	205	260
UA Enterprise Entities					
Indigenous	2	1	1		
Hawaiian Native / Pacific					
Islander	1	2			
Asian	1	1	1		
Black	22	28	28	6	6
White	5	5	5		
Other	31	37	35	6	6
Total					
UA Foundation					
Indigenous					
Hawaiian Native / Pacific					
Islander				1	1
Asian				1	
Black				1	1
White				27	30
Other				3	2
Total				33	34
UA System					
Indigenous	584	502	508	526	581
Hawaiian Native / Pacific					
Islander	128	102	110	108	59
Asian	368	331	352	390	463
Black	179	136	151	153	189
White	5,008	4,626	4,644	4,558	4,790
Other	436	376	450	490	596
Total	6,703	6,073	6,215	6,225	6,678

Note: The headcount is unduplicated. Each employee self-reports demographic information. Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one. In fall 2022 the UA Foundation was moved out of UA Enterprise Entities into a separate unit.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.07 Faculty by Full- and Part-Time Status and University, Five Year Trend

	Fall					% Change 2019-2023
	2019	2020	2021	2022	2023	
UA Anchorage						
FT Regular	534	492	485	469	480	-10.1
FT Temporary					2	
PT Regular	23	28	31	27	33	43.5
PT Temporary	465	396	406	401	375	-19.4
UAA Total	1022	916	922	897	890	-12.9
UA Fairbanks						
FT Regular	510	489	481	500	502	-1.6
FT Temporary	4	2	2	3	3	-25.0
PT Regular	34	36	41	45	49	44.1
PT Temporary	281	252	269	250	242	-13.9
UAF Total	829	779	793	798	796	-4.0
UA Southeast						
FT Regular	99	97	96	89	92	-7.1
FT Temporary		1	1	1	1	
PT Regular	4	5	6	13	15	275.0
PT Temporary	74	59	73	76	71	-4.1
UAS Total	177	162	176	179	179	1.1
UA System*						
FT Regular	1,143	1,078	1,062	1,058	1,074	-6.0
FT Temporary	4	3	3	4	6	50.0
PT Regular	61	69	78	85	97	59.0
PT Temporary	820	708	748	728	688	-16.1
System Total	2,028	1,858	1,891	1,875	1,865	-8.0



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Note: These figures include all faculty with active assignments as of October 1st of the respective year. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. In some cases, non-bargaining adjunct faculty with a regular staff assignment may not be counted. Faculty are reported only at the university from which they receive the majority of their compensation. Full-time (FT) or part-time (PT) status is determined by PEAEMPL status; regular or temporary status is determined by employee class (ECLS). *UA Total includes one part-time temporary faculty in fall 2020 and 2022.

Source: Data Analysis and Institutional Research, www.alaska.edu/ir/

Table 3.08 Faculty by Bargaining Unit and University, Five Year Trend (Continued on next page)

	Fall Semester					% Change 2019-2023	% of University Total Fall
	2019	2020	2021	2022	2023		
UA Anchorage							
Non-Represented Regular Faculty < 12 mo.	43	41	45	38	42	-2.3	4.7
Non-Represented Regular Faculty 12 mo.	21	15	10	6	1	-95.2	0.1
UNAC Regular Faculty	491	464	461	452	470	-4.3	52.8
UNAD Adjunct Faculty	394	345	355	348	309	-21.6	34.7
Non-Represented Adjunct Faculty	70	50	49	51	68	-2.9	7.6
Other	3	1	2	2		-100.0	
UAA Total	1,022	916	922	897	890	-12.9	100.0
UA Fairbanks							
Non-Represented Regular Faculty < 12 mo.	20	18	26	26	28	40.0	3.5
Non-Represented Regular Faculty 12 mo.	37	48	48	49	2	-94.6	0.3
UNAC Regular Faculty	487	459	448	469	521	7.0	65.5
UNAD Adjunct Faculty	236	211	222	201	189	-19.9	23.7
Non-Represented Adjunct Faculty	49	40	46	51	55	12.2	6.9
Other		3	3	2	1		0.1
UAF Total	829	779	793	798	796	-4.0	100.0



Note: These figures include all faculty with active assignments as of October 1st of the respective year. *UA System totals include one Statwide part-time temporary faculty employee in fall 2020 and fall 2022. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation. Bargaining unit membership is determined by the primary employee class of each faculty member and does not consider union membership. The employee class(es) defining each bargaining unit is listed in parentheses: Nonrepresented Regular Faculty (Administrators) < 12 mo. (FN), Nonrepresented Regular Faculty (Administrators) 12 mo. (FR), UNAC Regular Faculty 9 mo. (F9), UNAD Adjunct Faculty (FT), Nonrepresented Adjunct Faculty (all remaining employee classes). Statewide has employed faculty in a public service capacity.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.08 Faculty by Bargaining Unit and University, Five Year Trend, Continued

	Fall Semester					% Change 2019-2023	% of University Total Fall
	2019	2020	2021	2022	2023		
UA Southeast							
Non-Represented Regular Faculty < 12 mo.	3	2	2	1		-100.0	
Non-Represented Regular Faculty 12 mo.	3	1		2		-100.0	
UNAC Regular Faculty	97	99	100	99	107	10.3	59.8
UNAD Adjunct Faculty	62	53	67	71	66	6.5	36.9
Non-Represented Adjunct Faculty	11	7	7	6	6	-45.5	3.4
Other	1					-100.0	
UAS Total	177	162	176	179	179	1.1	100.0
UA System*							
Non-Represented Regular Faculty < 12 mo.	66	61	73	65	70	6.1	3.8
Non-Represented Regular Faculty 12 mo.	61	64	58	57	3	-95.1	0.2
UNAC Regular Faculty	1,075	1,022	1,009	1,020	1,098	2.1	58.9
UNAD Adjunct Faculty	692	610	644	621	564	-18.5	30.2
Non-Represented Adjunct Faculty	130	97	102	108	129	-0.8	6.9
Other	4	4	5	4	1	-75.0	0.1
System Total	2,028	1,858	1,891	1,875	1,865	-8.0	100.0



Note: These figures include all faculty with active assignments as of October 1st of the respective year. *UA System totals include one Statwide part-time temporary faculty employee in fall 2020 and fall 2022. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation. Bargaining unit membership is determined by the primary employee class of each faculty member and does not consider union membership. The employee class(es) defining each bargaining unit is listed in parentheses: Nonrepresented Regular Faculty (Administrators) < 12 mo. (FN), Nonrepresented Regular Faculty (Administrators) 12 mo. (FR), UNAC Regular Faculty 9 mo. (F9), UNAD Adjunct Faculty (FT), Nonrepresented Adjunct Faculty (all remaining employee classes). Statewide has employed faculty in a public service capacity.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.09 Faculty by Rank and University, Five Year Trend

	2019	Fall Semester		2022	2023	% Change 2019-2023
		2020	2021			
UA Anchorage						
Professor	147	151	157	160	157	6.8
Associate	157	133	122	118	121	-22.9
Assistant	240	222	221	211	230	-4.2
Instructor/ Lecturer	478	410	422	408	382	-20.1
UAA Total	1,022	916	922	897	890	-12.9
UA Fairbanks						
Professor	164	162	149	147	159	-3.0
Associate	166	157	155	147	146	-12.0
Assistant	155	154	159	174	173	11.6
Instructor/ Lecturer	344	306	330	330	318	-7.6
UAF Total	829	779	793	798	796	-4.0
UA Southeast						
Professor	21	20	21	24	35	66.7
Associate	33	31	34	29	22	-33.3
Assistant	55	60	58	65	57	3.6
Instructor/ Lecturer	68	51	63	61	65	-4.4
UAS Total	177	162	176	179	179	1.1
UA System*						
Professor	332	333	327	331	351	5.7
Associate	356	321	311	294	289	-18.8
Assistant	450	436	438	450	460	2.2
Instructor/ Lecturer	890	768	815	800	765	-14.0
System Total	2,028	1,858	1,891	1,875	1,865	-8.0



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Note: These figures include all faculty with active assignments as of October 1st of the respective year. *UA System totals include one Statwide part-time temporary faculty employee in fall 2020 and fall 2022. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.10a Full-Time Regular Faculty by Tenure Status and Academic Organization Fall 2023

	Tenured	Eligible	Not Eligible	Total
Anchorage	204	81	131	416
Kenai	13	7	7	27
Kodiak	7		2	9
Mat-Su	7		15	22
PWSC			6	6
Troth Yeddha	176	54	197	427
UAF CTC	12	11	11	34
CRCD				
Bristol Bay			2	2
Chukchi				
Interior Alaska	4	2	3	9
Kuskokwim		2	3	5
Northwest	1		1	2
Rural College	9	8	6	23
Juneau	37	12	15	64
Ketchikan	3	5	7	15
Sitka	4	4	5	13
UA Anchorage	231	88	161	480
UA Fairbanks	202	77	223	502
UA Southeast	44	21	27	92
UA System				
Fall 2023	477	186	411	1,074
Fall 2022	490	162	406	1,058
Fall 2021	511	163	388	1,062
Fall 2020	524	176	378	1,078
Fall 2019	584	179	380	1,143
% Change 2019-2023	-18.3	3.9	8.2	-6.0



Note: These figures include all faculty with active, regular full-time assignments as of October 1st of the respective year. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.10b Full-Time Regular Faculty Average Base Nine-Month Salary (\$) Fall 2023

	Tenured	Eligible	Not Eligible
Anchorage	106,149	86,354	73,049
Kenai	86,842	75,804	72,168
Kodiak	90,428		71,706
Mat-Su	86,205		78,785
PWSC			70,272
Troth Yeddha	105,234	86,911	77,616
CRCO			
Bristol Bay			98,648
Chukchi			
Interior Alaska	96,611	86,783	77,005
Kuskokwim		105,480	95,064
Northwest	99,479		97,002
Rural College	98,109	77,228	68,970
UAF CTC	96,971	77,545	77,911
Juneau	91,944	83,526	71,485
Ketchikan	72,250	68,579	66,624
Sitka	85,406	75,050	70,028
UA Anchorage	103,981	85,515	73,425
UA Fairbanks	104,227	85,046	77,900
UA Southeast	90,007	78,353	69,955



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Note: Figures are normalized to 9 months, the length of the standard academic year. These figures include all faculty with active assignments as of October 1st of the respective year. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation. Salary is based on an employee's annualized 9-month salary, which is the total budgeted biweekly pay for the employee's assignment multiplied by 19.5, the number of pay periods in nine months. This is the minimum amount of money that an employee would earn if he or she worked for nine months without taking leave without pay, regardless of the actual length of the assignment.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.11a Faculty Headcount by Gender, Ethnicity and Race, Five Year Trend

	Fall					% Change	
	2019	2020	2021	2022	2023	2019-2023	2023-2023
Gender							
Female	1,073	986	1,016	1,011	988	-7.9	-2.3
Male	955	872	875	864	877	-8.2	1.5
Ethnicity							
Hispanic	56	48	54	68	68	21.4	
Not Hispanic	1,972	1,810	1,837	1,807	1,797	-8.9	-0.6
Race							
Indigenous	126	108	115	121	139	10.3	14.9
Hawaiian Native / Pacific Islander	12	12	11	10	6	-50.0	-40.0
Asian	116	111	111	122	126	8.6	3.3
Black	32	32	34	31	31	-3.1	
White	1,644	1,502	1,497	1,458	1,405	-14.5	-3.6
Unknown	98	93	123	133	158	61.2	18.8
UA Total	2,028	1,858	1,891	1,875	1,865	-8.0	-0.5



Note: The headcount is unduplicated. Each employee self-reports demographic information. Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one. In fall 2022 the UA Foundation was moved out of UA Enterprise Entities into a separate unit.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.11b Faculty Headcount by Race, Rank and University Fall 2023

	Indigenous	Native / Pacific Islander	Asian	Black	White	Unknown	Total
UA Anchorage							
Professor	8		19	1	122	7	157
Associate	8		9	1	95	8	121
Assistant	17	2	14	5	176	16	230
Instructor/Lecturer	28	1	17	5	299	32	382
UAA Total	61	3	59	12	692	63	890
UA Fairbanks							
Professor	3	1	16	1	134	4	159
Associate	8		14		111	11	146
Assistant	21		11	3	118	20	173
Instructor/Lecturer	27	2	23	13	208	45	318
UAF Total	59	3	64	19	571	80	796
UA Southeast							
Professor	2		1		27	5	35
Associate	1				21		22
Assistant	10		2		41	4	57
Instructor/Lecturer	6				53	6	65
UAS Total	19		3		142	15	179
UA System							
Professor	13	1	36	2	283	16	351
Associate	17		23	3	227	19	289
Assistant	48	2	27	8	335	40	460
Instructor/Lecturer	61	3	40	18	560	83	765
System Total	139	6	126	31	1,405	158	1,865



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Note: These figures include all faculty with active assignments as of October 1st of the respective year. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes port-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.11c Faculty Headcount by Race and University, Five Year Trend
(Continued on next page)

	Fall				
	2019	2020	2021	2022	2023
UA Anchorage					
Indigenous	65	55	56	56	61
Hawaiian Native / Pacific Islander	10	10	7	6	3
Asian	54	51	51	53	59
Black	20	20	20	15	12
White	835	746	738	715	692
Unknown	38	34	50	52	63
UAA Total	1,022	916	922	897	890
UA Fairbanks					
Indigenous	48	42	46	50	59
Hawaiian Native / Pacific Islander	2	2	4	4	3
Asian	59	57	57	66	64
Black	12	12	14	16	19
White	656	614	610	593	571
Unknown	52	52	62	69	80
UAF Total	829	779	793	798	796



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Note: These figures include all faculty with active assignments as of October 1st of the respective year. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation. The headcount is unduplicated. Each employee self-reports demographic information. Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/

Table 3.11c Faculty Headcount by Race and University, Five Year Trend, Continued

	Fall				
	2019	2020	2021	2022	2023
UA Southeast					
Indigenous	13	11	13	15	19
Hawaiian Native / Pacific Islander					
Asian	3	3	3	3	3
Black					
White	153	141	149	149	142
Unknown	8	7	11	12	15
UAS Total	177	162	176	179	179
UA System*					
Indigenous	126	108	115	121	139
Hawaiian Native / Pacific Islander					
Asian	116	111	111	122	126
Black	32	32	34	31	31
White	1,644	1,502	1,497	1,458	1,405
Unknown	98	93	123	133	158
System Total	2,028	1,858	1,891	1,875	1,865



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Note: These figures include all faculty with active assignments as of October 1st of the respective year. Faculty are categorized by primary Equal Employment Opportunity (EEO) code, which includes post-doctoral fellows. Faculty are reported only at the university from which they receive the majority of their compensation. The headcount is unduplicated. Each employee self-reports demographic information. Unduplicated categorization allows employees to be counted without duplication, under a single race category. For example, if an employee self-identifies as 'Alaska Native' and 'White', that person would be recorded as one 'Indigenous' employee, for a total headcount of one.

Source: Data Analysis & Institutional Research, www.alaska.edu/ir/