PERFORMANCE UPDATE

UAA Staffing Patterns

How Has Staffing Changed by Category Since Fall 2014?

<table>
<thead>
<tr>
<th>Category</th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>5-Year Change</th>
<th>5-Year % Change</th>
<th>1-Year Change</th>
<th>1-Year % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty (Regular)</td>
<td>604</td>
<td>614</td>
<td>636</td>
<td>614</td>
<td>578</td>
<td>-26</td>
<td>-4.3%</td>
<td>-36</td>
<td>-5.9%</td>
</tr>
<tr>
<td>Faculty (Temporary)</td>
<td>711</td>
<td>715</td>
<td>691</td>
<td>666</td>
<td>634</td>
<td>-77</td>
<td>-10.8%</td>
<td>-32</td>
<td>-4.8%</td>
</tr>
<tr>
<td>Faculty Administrators</td>
<td>63</td>
<td>67</td>
<td>62</td>
<td>64</td>
<td>70</td>
<td>7</td>
<td>11.1%</td>
<td>6</td>
<td>9.4%</td>
</tr>
<tr>
<td>Faculty Subtotal</td>
<td>1,378</td>
<td>1,396</td>
<td>1,389</td>
<td>1,344</td>
<td>1,282</td>
<td>-96</td>
<td>-7.0%</td>
<td>-62</td>
<td>-4.6%</td>
</tr>
<tr>
<td>Exempt (Regular)</td>
<td>349</td>
<td>362</td>
<td>405</td>
<td>422</td>
<td>417</td>
<td>68</td>
<td>19.5%</td>
<td>-5</td>
<td>-1.2%</td>
</tr>
<tr>
<td>Exempt (Temporary)</td>
<td>10</td>
<td>14</td>
<td>6</td>
<td>4</td>
<td>8</td>
<td>-2</td>
<td>-20.0%</td>
<td>4</td>
<td>100.0%</td>
</tr>
<tr>
<td>Exempt Subtotal</td>
<td>359</td>
<td>376</td>
<td>411</td>
<td>426</td>
<td>425</td>
<td>66</td>
<td>18.4%</td>
<td>-1</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Non Exempt (Regular)</td>
<td>628</td>
<td>626</td>
<td>614</td>
<td>599</td>
<td>577</td>
<td>-51</td>
<td>-8.1%</td>
<td>-22</td>
<td>-3.7%</td>
</tr>
<tr>
<td>Non Exempt (Temporary)</td>
<td>243</td>
<td>249</td>
<td>257</td>
<td>295</td>
<td>262</td>
<td>19</td>
<td>7.8%</td>
<td>-33</td>
<td>-11.2%</td>
</tr>
<tr>
<td>Non-Exempt Subtotal</td>
<td>871</td>
<td>875</td>
<td>871</td>
<td>894</td>
<td>839</td>
<td>-32</td>
<td>-3.7%</td>
<td>-55</td>
<td>-6.2%</td>
</tr>
<tr>
<td>Crafts &amp; Trade (Regular)</td>
<td>72</td>
<td>67</td>
<td>71</td>
<td>77</td>
<td>78</td>
<td>6</td>
<td>8.1%</td>
<td>-22</td>
<td>-3.7%</td>
</tr>
<tr>
<td>Crafts &amp; Trade (Temporary)</td>
<td>14</td>
<td>14</td>
<td>10</td>
<td>10</td>
<td>6</td>
<td>-8</td>
<td>-57.1%</td>
<td>-4</td>
<td>-40.0%</td>
</tr>
<tr>
<td>Crafts &amp; Trade Subtotal</td>
<td>86</td>
<td>81</td>
<td>87</td>
<td>84</td>
<td>84</td>
<td>-2</td>
<td>-2.3%</td>
<td>-3</td>
<td>-3.4%</td>
</tr>
<tr>
<td>Executive Management</td>
<td>28</td>
<td>24</td>
<td>30</td>
<td>26</td>
<td>26</td>
<td>-2</td>
<td>-7.1%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>GRAND TOTAL</td>
<td>3,511</td>
<td>3,547</td>
<td>3,522</td>
<td>3,509</td>
<td>3,396</td>
<td>-115</td>
<td>-3.3%</td>
<td>-113</td>
<td>-3.2%</td>
</tr>
</tbody>
</table>

How Has Staffing Changed by Category Since Fall 2014?

Employees at UAA are categorized for this report using the E-Class Codes utilized by Human Resources. These codes were collapsed into groups as shown below.

**Methodology**

Employees at UAA are categorized for this report using the E-Class Codes utilized by Human Resources. These codes were collapsed into groups as shown below.

**Employee Distribution Fall 2015**

- Faculty Administrators: 24%
- Faculty Temporary: 22%
- Faculty Regular: 3%
- Crafts & Trades: 3%
- Staff Exempt: 16%
- Staff Non-Exempt: 31%
- Executive Management: 1%

**Employment Distribution Fall 2015**

- Faculty: 22%
- Faculty Temporary: 24%
- Faculty Regular: 3%
- Crafts & Trades: 3%
- Staff Exempt: 16%
- Staff Non-Exempt: 31%
- Executive Management: 1%

**Methodology**

Employees at UAA are categorized for this report using the E-Class Codes utilized by Human Resources. These codes were collapsed into groups as shown below.

**Employee Grouping**

- **Faculty (Regular)**
  - Faculty - Regular - <12 month
  - Faculty - Regular - <12 mo
  - Faculty - Regular - 12 mo

- **Faculty (Temporary)**
  - Faculty - Temporary
  - Non-Represented Temp Faculty

- **Faculty Administrator**
  - Faculty - Regular - 12 month
  - Faculty Administrator - Regular - <12 mo nonrepresented

- **Exempt (Regular)**
  - Exempt Staff - Regular
  - Exempt Staff - Extended

- **Exempt (Temporary)**
  - Exempt Staff - Temporary

- **Non Exempt (Regular)**
  - Non-Exempt Staff - Regular
  - Non-Exempt Staff - Temporary

- **Non Exempt (Temporary)**
  - Non-Exempt Staff - Extended

- **Crafts & Trades (Regular)**
  - L6070 Union - Regular

- **Crafts & Trades (Temporary)**
  - L6070 Union - Temporary

- **Graduate Student**
  - Grad Student FICA tax - Stipend
  - Grad Student FICA non-tax Stipend

- **Student**
  - Student-FICA taxable
  - Student non-FICA taxable

- **Executive Management**
  - Executive Management

**Source:** DSD_H_Employee data tables compiled by UAA IR

**How Has UAA Staffing Changed Since Fall 2011?**

- Faculty (Regular): -26 (-4.3%)
- Faculty (Temporary): -77 (-10.8%)
- Faculty Administrators: 7 (11.1%)
- Faculty Subtotal: -96 (-7.0%)
- Exempt (Regular): 68 (19.5%)
- Exempt (Temporary): -2 (-20.0%)
- Exempt Subtotal: 66 (18.4%)
- Non Exempt (Regular): -51 (-8.1%)
- Non Exempt (Temporary): 19 (7.8%)
- Non-Exempt Subtotal: -32 (-3.7%)
- Crafts & Trade (Regular): 19 (7.8%)
- Crafts & Trade (Temporary): -33 (-57.1%)
- Crafts & Trade Subtotal: -55 (-6.2%)
- Executive Management: 0 (0.0%)
- GRAND TOTAL: -115 (-3.3%)

**Methodology**

Employees at UAA are categorized for this report using the E-Class Codes utilized by Human Resources. These codes were collapsed into groups as shown below.

**Employee Grouping**

- **Faculty (Regular)**
  - Faculty - Regular - <12 month
  - Faculty - Regular - <12 mo
  - Faculty - Regular - 12 mo

- **Faculty (Temporary)**
  - Faculty - Temporary
  - Non-Represented Temp Faculty

- **Faculty Administrator**
  - Faculty - Regular - 12 month
  - Faculty Administrator - Regular - <12 mo nonrepresented

- **Exempt (Regular)**
  - Exempt Staff - Regular
  - Exempt Staff - Extended

- **Exempt (Temporary)**
  - Exempt Staff - Temporary

- **Non Exempt (Regular)**
  - Non-Exempt Staff - Regular
  - Non-Exempt Staff - Temporary

- **Non Exempt (Temporary)**
  - Non-Exempt Staff - Extended

- **Crafts & Trades (Regular)**
  - L6070 Union - Regular

- **Crafts & Trades (Temporary)**
  - L6070 Union - Temporary

- **Graduate Student**
  - Grad Student FICA tax - Stipend
  - Grad Student FICA non-tax Stipend

- **Student**
  - Student-FICA taxable
  - Student non-FICA taxable

- **Executive Management**
  - Executive Management

**Source:** DSD_H_Employee data tables compiled by UAA IR
What Is the 5-Year Staffing Trend by Campus?

### ALL EMPLOYEES

<table>
<thead>
<tr>
<th>Campus</th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>5-Year Change (Count)</th>
<th>5-Year % Change</th>
<th>1-Year Change (Count)</th>
<th>1-Year % Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Anchorage Campus</strong></td>
<td>2,896</td>
<td>2,908</td>
<td>2,873</td>
<td>2,859</td>
<td>2,781</td>
<td>-115</td>
<td>-4.0%</td>
<td>-78</td>
<td>-2.7%</td>
</tr>
<tr>
<td>Faculty (Regular)</td>
<td>576</td>
<td>588</td>
<td>602</td>
<td>582</td>
<td>559</td>
<td>-17</td>
<td>-3.0%</td>
<td>-23</td>
<td>-4.0%</td>
</tr>
<tr>
<td>Faculty (Temporary)</td>
<td>474</td>
<td>469</td>
<td>449</td>
<td>426</td>
<td>405</td>
<td>-69</td>
<td>-14.6%</td>
<td>-21</td>
<td>-4.4%</td>
</tr>
<tr>
<td>Staff (Regular)</td>
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<td>916</td>
<td>951</td>
<td>955</td>
<td>926</td>
<td>6</td>
<td>0.7%</td>
<td>-29</td>
<td>-3.2%</td>
</tr>
<tr>
<td>Staff (Temporary)</td>
<td>926</td>
<td>935</td>
<td>871</td>
<td>896</td>
<td>891</td>
<td>-35</td>
<td>-3.8%</td>
<td>-5</td>
<td>-0.5%</td>
</tr>
<tr>
<td><strong>Kenai Campus</strong></td>
<td>275</td>
<td>293</td>
<td>286</td>
<td>298</td>
<td>264</td>
<td>-11</td>
<td>-4.0%</td>
<td>-34</td>
<td>-12.4%</td>
</tr>
<tr>
<td>Faculty (Regular)</td>
<td>41</td>
<td>41</td>
<td>42</td>
<td>42</td>
<td>39</td>
<td>-2</td>
<td>-4.9%</td>
<td>-3</td>
<td>-7.3%</td>
</tr>
<tr>
<td>Faculty (Temporary)</td>
<td>108</td>
<td>106</td>
<td>105</td>
<td>111</td>
<td>91</td>
<td>-17</td>
<td>-15.7%</td>
<td>-20</td>
<td>-18.5%</td>
</tr>
<tr>
<td>Staff (Regular)</td>
<td>59</td>
<td>64</td>
<td>73</td>
<td>69</td>
<td>69</td>
<td>10</td>
<td>16.9%</td>
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<td>0.0%</td>
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<tr>
<td>Staff (Temporary)</td>
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<td>82</td>
<td>66</td>
<td>76</td>
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<td>-2</td>
<td>-3.0%</td>
<td>-11</td>
<td>-16.4%</td>
</tr>
<tr>
<td><strong>Kodiak Campus</strong></td>
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<td>74</td>
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<td>0.0%</td>
<td>-6</td>
<td>-8.1%</td>
</tr>
<tr>
<td>Faculty (Regular)</td>
<td>11</td>
<td>15</td>
<td>16</td>
<td>14</td>
<td>13</td>
<td>2</td>
<td>18.2%</td>
<td>-1</td>
<td>-9.1%</td>
</tr>
<tr>
<td>Faculty (Temporary)</td>
<td>24</td>
<td>22</td>
<td>23</td>
<td>25</td>
<td>27</td>
<td>3</td>
<td>12.5%</td>
<td>2</td>
<td>8.3%</td>
</tr>
<tr>
<td>Staff (Regular)</td>
<td>23</td>
<td>25</td>
<td>23</td>
<td>27</td>
<td>28</td>
<td>5</td>
<td>21.7%</td>
<td>1</td>
<td>4.3%</td>
</tr>
<tr>
<td>Staff (Temporary)</td>
<td>16</td>
<td>12</td>
<td>15</td>
<td>14</td>
<td>6</td>
<td>-10</td>
<td>-62.5%</td>
<td>-8</td>
<td>-50.0%</td>
</tr>
<tr>
<td><strong>Mat-Su Campus</strong></td>
<td>177</td>
<td>185</td>
<td>193</td>
<td>186</td>
<td>189</td>
<td>12</td>
<td>6.8%</td>
<td>3</td>
<td>1.7%</td>
</tr>
<tr>
<td>Faculty (Regular)</td>
<td>29</td>
<td>29</td>
<td>30</td>
<td>31</td>
<td>30</td>
<td>1</td>
<td>3.4%</td>
<td>-1</td>
<td>-3.4%</td>
</tr>
<tr>
<td>Faculty (Temporary)</td>
<td>81</td>
<td>87</td>
<td>84</td>
<td>78</td>
<td>80</td>
<td>-1</td>
<td>-1.2%</td>
<td>2</td>
<td>2.5%</td>
</tr>
<tr>
<td>Staff (Regular)</td>
<td>40</td>
<td>43</td>
<td>43</td>
<td>44</td>
<td>43</td>
<td>3</td>
<td>7.5%</td>
<td>-1</td>
<td>-2.5%</td>
</tr>
<tr>
<td>Staff (Temporary)</td>
<td>27</td>
<td>26</td>
<td>36</td>
<td>33</td>
<td>36</td>
<td>9</td>
<td>33.3%</td>
<td>3</td>
<td>11.1%</td>
</tr>
<tr>
<td><strong>Prince William Sound</strong></td>
<td>89</td>
<td>87</td>
<td>93</td>
<td>86</td>
<td>88</td>
<td>-1</td>
<td>-1.1%</td>
<td>2</td>
<td>2.2%</td>
</tr>
<tr>
<td>Faculty (Regular)</td>
<td>10</td>
<td>8</td>
<td>8</td>
<td>9</td>
<td>7</td>
<td>-3</td>
<td>-30.0%</td>
<td>-2</td>
<td>-20.0%</td>
</tr>
<tr>
<td>Faculty (Temporary)</td>
<td>24</td>
<td>31</td>
<td>30</td>
<td>26</td>
<td>31</td>
<td>7</td>
<td>29.2%</td>
<td>5</td>
<td>20.8%</td>
</tr>
<tr>
<td>Staff (Regular)</td>
<td>35</td>
<td>31</td>
<td>30</td>
<td>29</td>
<td>32</td>
<td>-3</td>
<td>-8.6%</td>
<td>3</td>
<td>8.6%</td>
</tr>
<tr>
<td>Staff (Temporary)</td>
<td>20</td>
<td>17</td>
<td>25</td>
<td>22</td>
<td>18</td>
<td>-2</td>
<td>-10.0%</td>
<td>-4</td>
<td>-20.0%</td>
</tr>
</tbody>
</table>

**NOTE:** Staff (Temporary) totals include student employees. Faculty (Regular) includes Faculty Administrators.