

**UNIVERSITY OF ALASKA**

*AFF A EAC A E*  
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*B A D F E E*  
*2023*

**Prepared by the UA Office of Human Resources**

## **Policy**

Board of Regents' Policy 04.02.012 (B) states:

The University of Alaska seeks to hire, train, and promote individuals based on qualifications

**Exempt & Non-Exempt Technician:**

- Administrative
- Communication
- Crafts & Trades
- Information Systems
- Marine
- Research

**ASSISTANT**  
**Specific,**



## Summary of Goal Areas by University for 2023 Plan Year

The chart below shows the annual goal areas for minorities and females by occupational category. Most universities have goals in some or all the categories. See the [Goal Summary by Occupational Category](#) section for breakdown by occupational category and job sub-category.

	<sup>b b</sup> Officials & Management	Faculty	Professional	Clerical	Technical	Crafts & Trades	General Services & Maintenance
SO	<u>Minority:</u> Executive	N/A	<u>Minority:</u> Finance; Information Services <u>Female:</u> Research	None	<u>Minority:</u> Information Services	N/A	N/A
UAA	<u>Minority:</u> Management	<u>Female:</u> Associate Professor <u>Minority:</u> Assistant Professor; Academic Leadership	<u>Minority:</u> Admin; Athletics; Research; Student Services; Training <u>Female:</u> Athletics; Information Services	<u>Minority:</u> Admin; Student Services	<u>Minority:</u> Communication; Information Services; Research	<u>Minority:</u> L6070	None
UAF	<u>Minority:</u> Executive; Management	<u>Female:</u> Associate Professor <u>Minority:</u> Associate Professor; Assistant Professor	<u>Minority:</u> Admin; Finance; Information Services; Research; Student Services <u>Female:</u> Student Services	<u>Female:</u> Athletics; Finance <u>Minority:</u> Admin	<u>Female:</u> Information Systems; Research <u>Minority:</u> Communication	<u>Minority:</u> L6070	<u>Minority:</u> Marine
UAS	None	<u>Female:</u> Professor	<u>Female:</u> Student Services	None	None	<u>Minority:</u> L6070	None

**Goal Summary by Occupational Category – 2023 Plan Year**

The followin 3

**UAF – Officials & Managers – Employee Count**

<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	18	11%	103	66%	157
<b>2020</b>	24	15%	109	67%	162
<b>2021</b>	26	15%	122	71%	173
<b>2022</b>	20	13%	99	66%	149
<b>2023</b>	37	21%	123	70%	176

<b>UAS – Faculty – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	8	7%	50	45%	110
<b>2020</b>	7	7%	46	45%	102
<b>2021</b>	9	9%	47	46%	102
<b>2022</b>	10	10%	51	53%	97
<b>2023</b>	22	21%	57	55%	104

Female: Underutilization in Professor rank

Minority: None

### Professionals

<b>System Office – Professionals – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	12	14%	44	52%	85
<b>2020</b>	19	19%	56	55%	101
<b>2021</b>	18	17%	64	59%	108
<b>2022</b>	22	22%	66	65%	102
<b>2023</b>	23	19%	78	65%	120

Female: None

Minority: Underutilization in Finance and Information Services

<b>UAA – Professionals – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	82	19%	275	65%	424
<b>2020</b>	82	21%	247	64%	384
<b>2021</b>	83	22%	253	66%	381
<b>2022</b>	83	23%	238	65%	366
<b>2023</b>	99	23%	288	66%	436

Female: Underutilization in Research

Minority: Underutilization in Admin, Athletics, Research, Student Services, and Training

<b>UAF – Professionals – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	73	15%	283	56%	501
<b>2020</b>	83	17%	273	56%	488
<b>2021</b>	91	17%	289	55%	523
<b>2022</b>	104	20%	283	54%	522
<b>2023</b>	133	23%	316	54%	589

Female: Underutilization in Athletics and Information Services

Minority: Underutilization in Admin, Finance, Information Services, Research, and Student Services



<b>Plan Year</b>	<b>UAS – Professionals – Employee Count</b>	<b>Total Employee</b>
	<b>Minorities</b>	<b>Female</b>

Plan Year	UAS – Clerical – Employee Count				Total Employees
	Minorities		Female		
2019	17	30%	50	89%	56

Plan Year	UAS – Technicians – Employee Count				Total Employees
	Minorities		Female		
2019	4	22%	8	44%	18
2020	2	14%	7	50%	14
2021	2	13%	9	56%	16
2022	1	8%	7	58%	12
2023	4	27%	8	53%	15

Female: None  
 Minority: None

### General Crafts & Trades

The System Office does not have General Crafts and Trades and is therefore not reported on.

Plan Year	UAA – General Crafts & Trades – Employee Count				Total Employees
	Minorities		Female		
2019	9	18%	4	8%	49
2020	9	19%	4	8%	48
2021	9	20%	5	11%	45
2022	8	19%	4	9%	43
2023	11	22%	3	6%	50

Female: None

### General Service & Maintenance

The System Office does not have General Service and Maintenance and is therefore not reported on.

<b>UAA – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	16	35%	8	17%	46
<b>2020</b>	14	34%	5	12%	41
<b>2021</b>	13	38%	4	12%	34
<b>2022</b>	15	39%	6	16%	38
<b>2023</b>	8	21%	8	21%	38

Female: None  
 Minority: None

<b>UAF – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	6	13%	8	17%	48
<b>2020</b>	9	18%	11	22%	49
<b>2021</b>	9	18%	9	18%	50
<b>2022</b>	16	31%	11	22%	51
<b>2023</b>	11	20%	15	27%	56

Female: None  
 Minority: Underutilization in Marine

<b>UAS – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2019</b>	10	67%	1	7%	15
<b>2020</b>	9	69%	1	8%	13
<b>2021</b>	7	64%	1	9%	11
<b>2022</b>	5	45%	0	0%	11
<b>2023</b>	5	42%	1	8%	12

Female: None  
 Minority: None

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**FACULTY TOTALS**

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	498	414	12	15	16	23	1	17
UAF	555	417	8	20	32	28	2	48
UAS	104	82	2	1	2	6	2	9

**BREAKDOWN FOR FACULTY SUBCATEGORIES:**

Professor

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	124	100	3	5	7	6	0	3
UAF	141	105	4	10	10	7	0	12
UAS	20	15	1	0				

Post-Doctoral Fellow

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	6	5	0	0	0	0	1	0
<b>UAF</b>	52	38	0	4	6	3	0	1
<b>UAS</b>	2	2	0	0	0	0	0	0

Academic Leadership

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	39	33	2	0	0	2	0	2
<b>UAF</b>	25	21	0	0	1	2	0	1
<b>UAS</b>	1	1	0	0	0	0	0	0

**PROFESSIONAL TOTALS**

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	120	97	0	4	7	4	1	7
<b>UAA</b>	436	337	7	23	22	15	3	29
<b>UAF</b>	589	456	16	29	27	31	1	29
<b>UAS</b>	59	44	1	1	4	3	1	5

**BREAKDOWN FOR PROFESSIONAL SUBCATEGORIES:**

Administrative (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	26	20	0	2	1	1	0	2
<b>UAA</b>	92	70	3	4	3	5	1	6
<b>UAF</b>	95	73	4	3	7	3	0	5
<b>UAS</b>	3	2	0	0	0	0	0	1

Athletics (Professional)

**Total**



Human Resources (Professional)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	21	17	0	1	0	1	0	2
<b>UAA</b>	N/A							
<b>UAF</b>	N/A							
<b>UAS</b>	N/A							

Information Services (Professional)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	30	22	0	1	4	2	0	1
<b>UAA</b>	30	24	0	2	1	1	0	2
<b>UAF</b>	116	92	2	3	4	5	0	10
<b>UAS</b>	8	7	0	0	1	0	0	0

Marine (Professional)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	N/A							
<b>UAF</b>	2	2	0	0	0	0	0	0
<b>UAS</b>	N/A							

Real Property (Professional)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	7	5	0	0	1	0	0	1
<b>UAA</b>	N/A							
<b>UAF</b>	N/A							
<b>UAS</b>	N/A							

Research (Professional)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	2	2	0	0	0	0	0	0
<b>UAA</b>	51	42	0	2	2	2	1	2
<b>UAF</b>	106	83	0	5	5	9	0	4
<b>UAS</b>	3	2	1	0	0	0	0	0







## TECHNICIAN TOTALS

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Marine (Technician)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	N/A							
<b>UAF</b>	9	6	1	0	1			

**BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:**

Crafts & Trades (General Service & Maintenance)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	24	19	0	3	1	0	0	1
<b>UAF</b>	30	23	0	1	1	3	0	2
<b>UAS</b>	12	7	0	1	0	2	1	1

Marine (General Service & Maintenance)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	N/A							
<b>UAF</b>	7	7	0	0	0	0	0	0
<b>UAS</b>	N/A							

Safety Services (General Services & Maintenance)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	14	11	0	0	1	1	1	0
<b>UAF</b>	19	15	0	1	2	1	0	0
<b>UAS</b>	0	0	0	0	0	0	0	0