

UNIVERSITY OF ALASKA

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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.

	^{b b} 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

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

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

Female: Underutilization in Professor rank

Minority: None

Professionals

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

Female: None

Minority: Underutilization in Finance and Information Services

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

Female: Underutilization in Research

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

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

Female: Underutilization in Athletics and Information Services

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

Plan Year	UAS – Professionals – Employee Count	Total Employee
	Minorities	Female

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.

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

Female: None
 Minority: None

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

Female: None
 Minority: Underutilization in Marine

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

Athletics (Professional)

Total

Human Resources (Professional)

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

Information Services (Professional)

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

Marine (Professional)

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

Real Property (Professional)

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

Research (Professional)

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

Risk Managemen

TECHNICIAN TOTALS

Total W

Marine (Technician)

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

BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:

Crafts & Trades (General Service & Maintenance)

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

Marine (General Service & Maintenance)

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

Safety Services (General Services & Maintenance)

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