



Mission Fulfillment – Core Objective 4

FISCAL YEAR 2023

Core Objective 4: Be a great place to work for all employees

Mission: The University of Alaska Southeast is a student-centered university that provides instruction in liberal arts, professional, and technical fields. On the homelands of the Tlingit, Haida, and Tsimshian peoples, we serve the coastal environments, cultures, economies, and communities of Alaska, through interdisciplinary education, workforce development, and scholarship, research, and creative activity.

UAS is committed to serving our employees to enhance their quality of life. Our dedicated staff and faculty work hard every day to advance our institutional goals to help our students succeed academically and prepare them to make a difference in their communities.

As a part of the larger Alaska Native Success Initiative (ANSI), UAS is focusing on hiring Alaska Native personnel, including faculty and grant coordinators. UAS is making progress to increase faculty and staff Alaska Native representation to match that of the student body and state (estimated 25%).

In 2021 and 2022, UAS participated in the [Great Colleges to Work For Survey](#) to assess our efforts. The Great Colleges survey included a two-part assessment process: an institutional audit that captured demographics and workplace policies and a survey administered to faculty, administrators, and staff. The primary factor in deciding whether an institution received recognition was employee feedback. UAS plans to participate in the survey this academic year with the addition of supplementing our results information with two new reports: Employee Comments Report and Race/Ethnicity Score Card.

[Great Colleges Survey Results:](#)

- [Summary](#)
- [By Job Category](#)
- [By Faculty Type](#)
- [Great Colleges Survey Open-Ended Questions Report](#)
- Great Colleges Survey Diversity Report (In Progress)

Employee Views								
Fiscal Year	2019	2020	2021	2022	2023	2024	2025	Goal
Job Satisfaction & Support	--	--	75%	67%				<i>At or above Carnegie Master's rates (71%)</i>
Faculty			75%	58%				
Exempt Staff			72%	74%				
Non-exempt Staff			79%	67%				
Faculty & Staff Well-Being	--	--	78%	78%				<i>At or above Carnegie Master's rates (76%)</i>
Faculty			72%	66%				
Exempt Staff			84%	88%				
Non-exempt Staff			76%	81%				
*Data is from the 'Great Colleges to Work For' external survey. This was started in 2021.								

Employee Retention									
	Fall	2019	2020	2021	2022	2023	2024	2025	Goal
Percent Retained from Previous Fall		85%	87%	86%	85%				>85%

Employee Demographics												
Fall	2019		2020		2021		2022		2023	2024	2025	Goal
Total Regular Employees	286		274		266		275					
% Alaska Native	23	8%	25	9%	21	8%	28	10%				
% Female	162	57%	152	55%	153	58%	162	59%				
Employees by Type												
Administrative	11	4%	11	4%	10	4%	10	4%				
Faculty	103	36%	102	37%	102	38%	102	37%				
Professional	82	29%	76	28%	78	29%	81	29%				
Technical	51	18%	46	17%	38	14%	43	16%				
Clerical	14	5%	15	5%	14	5%	15	5%				
Crafts/Trades	11	4%	11	4%	12	5%	11	4%				
Maintenance	14	5%	13	5%	12	5%	13	5%				