

Mission Fulfillment – Core Objective 4

FISCAL YEAR 2024

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, 2022 and 2023, UAS participated in the [Great Colleges to Work For Survey](#) to assess employee satisfaction. 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](#)

Employee Views									
Fiscal Year	2019	2020	2021	2022	2023	2024	2025	Goal	
Job Satisfaction & Support	--	--	75%	67%	67%			>75%	
Faculty			75%	58%	60%				
Exempt Staff			72%	74%	69%				
Non-exempt Staff			79%	67%	70%				
Faculty & Staff Well-Being	--	--	78%	78%	74%			>75%	
Faculty			72%	66%	66%				
Exempt Staff			84%	88%	81%				
Non-exempt Staff			76%	81%	67%				

*Data 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%	86%			>85%	

Employee Demographics													
Fall	2019		2020		2021		2022		2023		2024	2025	Goal
Total Regular Employees	286		274		266		275		280				
% Alaska Native	23	8%	25	9%	21	8%	28	10%	28	10%			
% Female	162	57%	152	55%	153	58%	162	59%	170	61%			
Employees by Type													
Administrative	11	4%	11	4%	10	4%	10	4%	12	4%			
Faculty	103	36%	102	37%	102	38%	102	37%	107	38%			
Professional	82	29%	76	28%	78	29%	81	29%	87	31%			
Technical	51	18%	46	17%	38	14%	43	16%	35	13%			
Clerical	14	5%	15	5%	14	5%	15	5%	16	6%			
Crafts/Trades	11	4%	11	4%	12	5%	11	4%	11	4%			
Maintenance	14	5%	13	5%	12	5%	13	5%	12	4%			