

Mission Fulfillment – Core Objective 4

FISCAL YEAR 2025

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 enhancing the quality of life and professional growth opportunities for its employees. Our dedicated staff and faculty work tirelessly to advance institutional goals, ensuring student success and preparing graduates to make a meaningful impact in their communities.

As part of the Alaska Native Success Initiative (ANSI), UAS has prioritized increasing Alaska Native representation among faculty, staff, and grant coordinators. The university is actively working to align Alaska Native representation with that of the student body and the state population, which is approximately 25%. Additionally, the Division of Enrollment Management & Student Affairs (EMSA) exemplifies this commitment to diversity, with 36% of its employees identifying as people of color, reflecting the diversity of the student body. EMSA has also adopted Quality Service Standards inspired by the traditional values of Southeast Alaska, and all employees have been trained on integrating these principles into their daily work.

To assess employee satisfaction and workplace culture, UAS participated in the [Great Colleges to Work For Survey](#) in 2021, 2022, and 2023. This survey included a two-part assessment: an institutional audit of demographics and workplace policies, and an employee survey targeting faculty, administrators, and staff. Results highlighted key strengths such as mission alignment and pride, faculty and staff well-being, and supervisor/department chair effectiveness. However, areas for improvement included compensation—particularly addressing salary compression—and process improvements. The new Chancellor and the executive cabinet have made these priority areas for action in the coming years.

In 2024, UAS transitioned from the Great Colleges survey to a broader [UA Employee Survey](#) administered by UA HR, which covered many of the same themes and questions. Additionally, during the fall of 2024, UAS conducted its own survey as part of the strategic planning process, gathering employee feedback tailored to the university's evolving goals. Together, these new surveys provide valuable insights into employee satisfaction and institutional needs. Moving forward, UAS will integrate the findings from all three data sets—past Great Colleges surveys, the UA Employee Survey, and the internal strategic planning survey—to holistically evaluate workplace culture and guide improvements in employee experience.

[Great Colleges Survey Results:](#)

- [Summary Results](#)
- [By Job Category](#)
- [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%	65%			>75%
Faculty			75%	58%	60%	61%			
Exempt Staff			72%	74%	69%	66%			
Non-exempt Staff			79%	67%	70%	62%			
Faculty & Staff Well-Being	--	--	78%	78%	74%	64%			>75%
Faculty			72%	66%	66%	56%			
Exempt Staff			84%	88%	81%	69%			
Non-exempt Staff			76%	81%	67%	66%			
*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%	87%			>85%

Employee Demographics														
Fall	2019		2020		2021		2022		2023		2024		2025	Goal
Total Regular Employees	286		274		266		275		280		286			
% Alaska Native	23	8%	25	9%	21	8%	28	10%	28	10%	29	10%		
% Female	162	57%	152	55%	153	58%	162	59%	170	61%	173	60%		
Employees by Type														
Administrative	11	4%	11	4%	10	4%	10	4%	12	4%	12	4%		
Faculty	103	36%	102	37%	102	38%	102	37%	107	38%	103	36%		
Professional	82	29%	76	28%	78	29%	81	29%	87	31%	93	33%		
Technical	51	18%	46	17%	38	14%	43	16%	35	13%	38	13%		
Clerical	14	5%	15	5%	14	5%	15	5%	16	6%	15	5%		
Crafts/Trades	11	4%	11	4%	12	5%	11	4%	11	4%	12	4%		
Maintenance	14	5%	13	5%	12	5%	13	5%	12	4%	13	5%		