

UNIVERSITY OF CALIFORNIA ANNUAL ACCOUNTABILITY REPORT

PART III. Universitywide Indicators with Campus Comparisons

Section 8. Staff Profile

Goals

The University of California's staff workforce enables it to achieve its mission of education, research and public service. With over 85,700 career staff, UC is one of the largest public employers in California. As one of the largest employers in the state, UC aims to build a workforce that reflects the diversity of the people of California. The University also aims to attract and retain the highest quality workforce by offering competitive total remuneration, which includes salary and benefits.

In 2005, the Regents set a goal to achieve market comparability for salaries and benefits for all employees over a 10-year period. This goal recognizes the underlying objective that the quality of academic, management and staff personnel is essential for maintaining the excellence of the University and enabling it to achieve its mission.

Additionally and as a matter of Regental policy the University is committed to supporting diversity and equal opportunity, and it acknowledges "the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented." This commitment is consistent with the University's long history of promoting the diversity of opinions, ideas and backgrounds of its students, faculty and staff, and with its obligations as a federal contractor. To achieve its diversity goals UC will need to develop new strategies for staff recruitment, retention and promotion, and for talent management and leadership development.

Measures

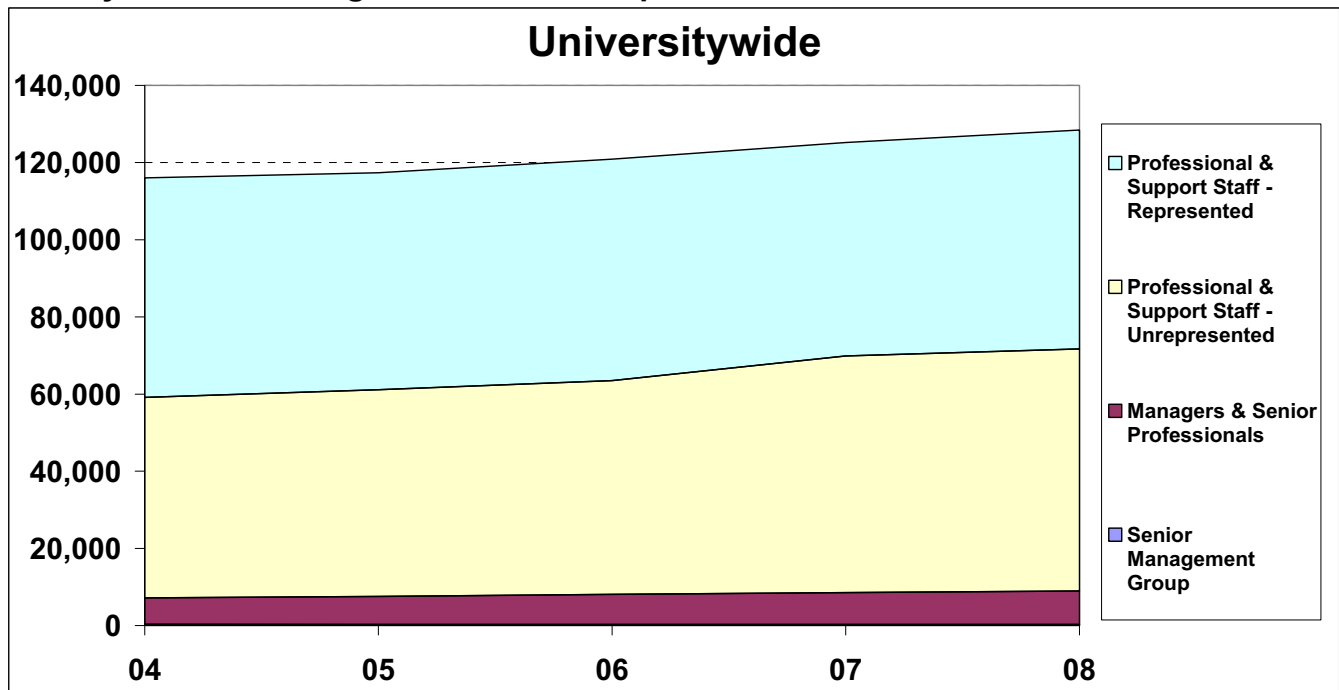
The data presented in this section provide an introduction to the composition of the University's staff workforce, including the personnel program, the type of appointment status and gender and ethnicity demographics. The University has three staff personnel programs: Professional and Support Staff (PSS), Managers and Senior Professionals (MSP) and Senior Management Group (SMG). Appointment status refers to whether a staff employee is career, non-career or employed as a student.

More detailed views of the Universitywide workforce are found at: Statistical Summary and Data on Students, Faculty, and Staff (www.edu.ucophome/uwnews/stat/); Diversity Facts and Figures (www.universityofcalifornia.edu/diversity/facts_figures.html); and Workforce Profile (www.atyourservice.ucop.edu/forms_pubs/misc/workforce_profile_2004.pdf)

Future accountability reports will include data on staff market competitiveness for salaries and benefits. They will also address issues of concern facing the future of the staff workforce, such as the large number of retirement eligible staff, benefit cost liabilities, market salary lags, adequate succession planning for critical positions, shrinking resources, career development opportunities that keep pace with technology and the ever evolving educational environment.

Indicator 8.1

Staff by Personnel Program and Union Representation, October 2004 to 2008

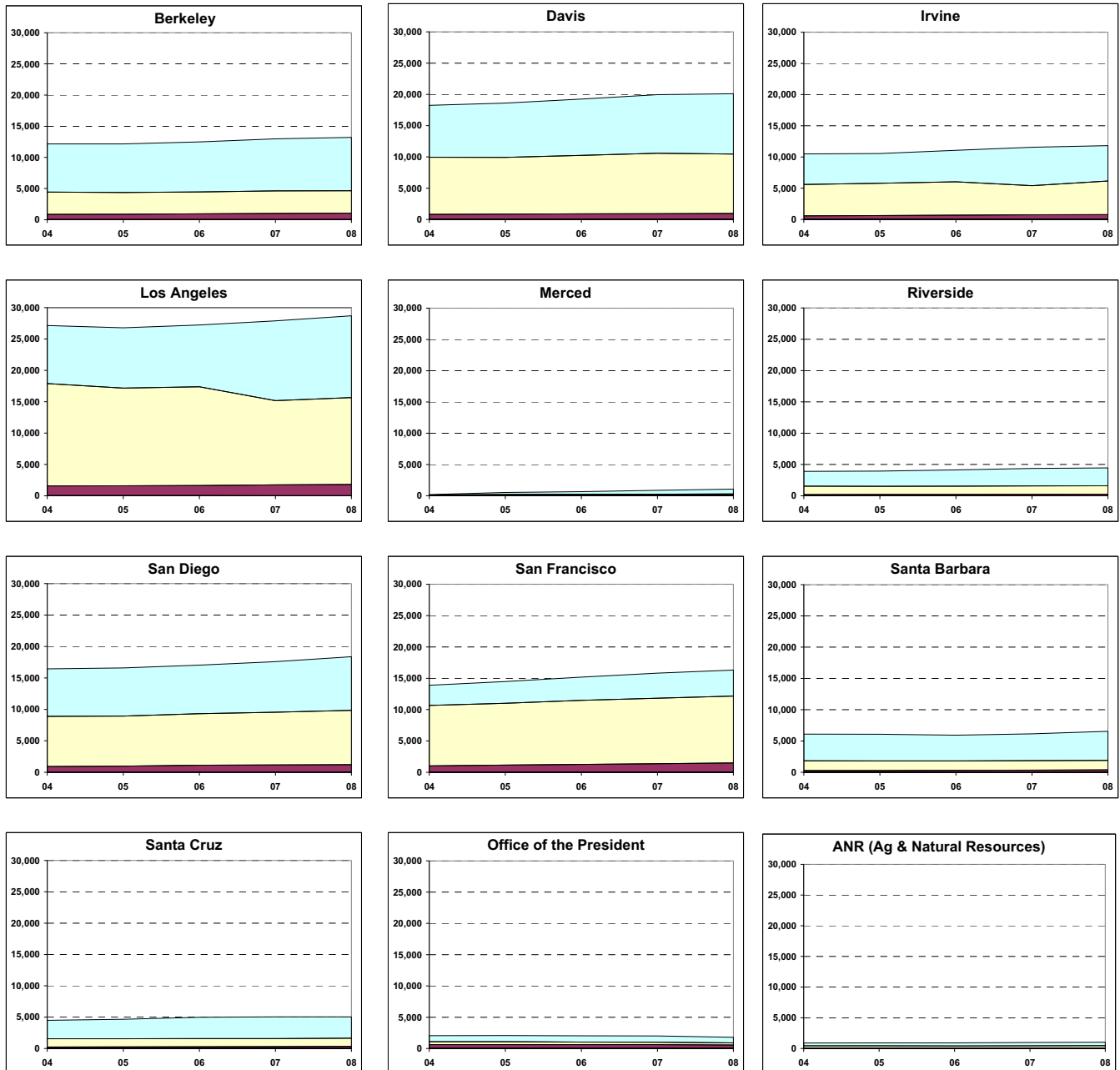


Source: UCOP Corporate Personnel System.

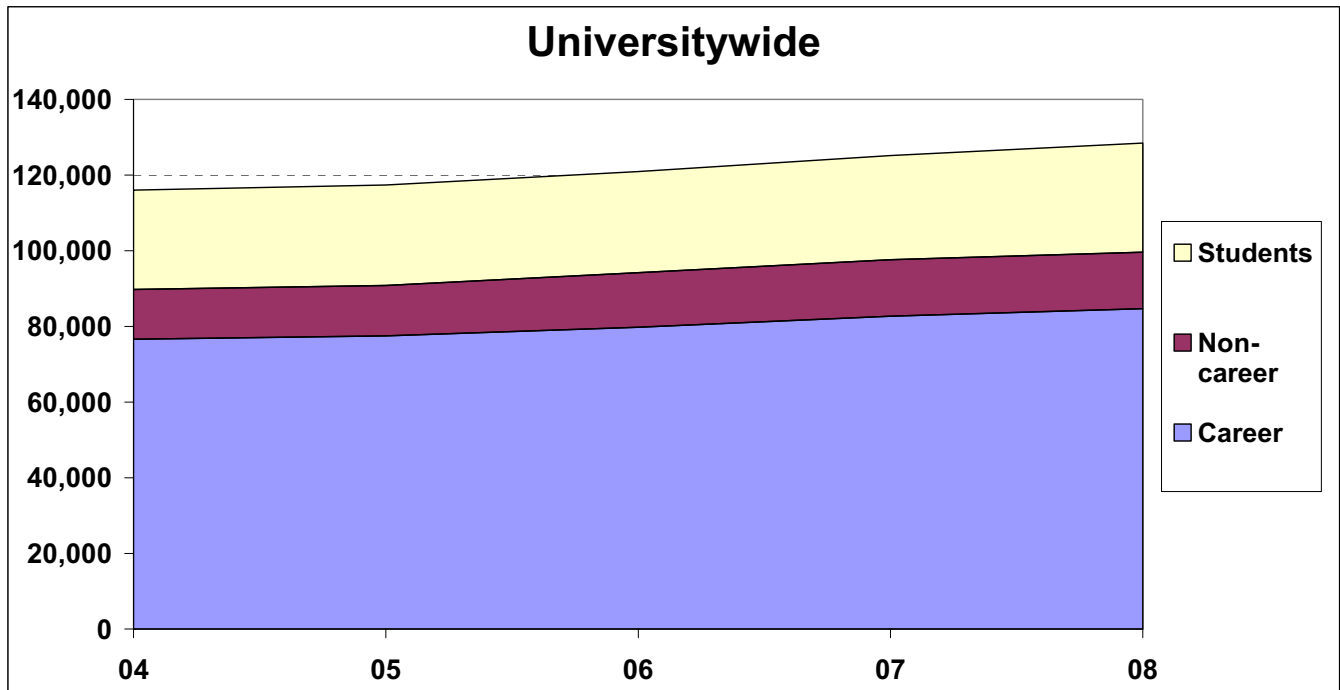
- The staff personnel program defines the terms and conditions of the employment relationship between staff and the University. The program includes Professional and Support Staff (PSS), Managers and Senior Professionals (MSP) and Senior Management Group (SMG).
- In 2008, the University employed over 128,000 staff employees at ten campuses, five medical centers, the Division of Agriculture and Natural Resources and the Office of the President. The majority (93 percent) of the workforce is in the PSS group, which is further delineated by bargaining unit representation. About 47 percent of the PSS workforce are in unions and covered by collective bargaining agreements. PSS staff provide administrative, professional, technical and operational support through independent judgment, analytical skill and professional or technical expertise, or are responsible for providing clerical, administrative, technical, service and maintenance support.
- Managers and Senior Professionals comprise the next largest group in the staff workforce (6.8 percent). The smallest segment of employees (0.2 percent) is governed by the policies in the Senior Management Group. These groups provide leadership and professional expertise at the highest levels to major University units, programs or fields of work. Positions at these levels are responsible for identifying objectives, formulating strategy and policy, directing programs and managing resources and operations.
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Note: Figures are unduplicated headcount, and do not include employees at the Lawrence Berkeley National Laboratory or academic employees. Figures include students in casual/restricted appointments.

8.1 (continued) Staff by Personnel Program and Union Representation, October 2004 to 2008



Indicator 8.2
Staff Appointment Type, October 2004 to 2008

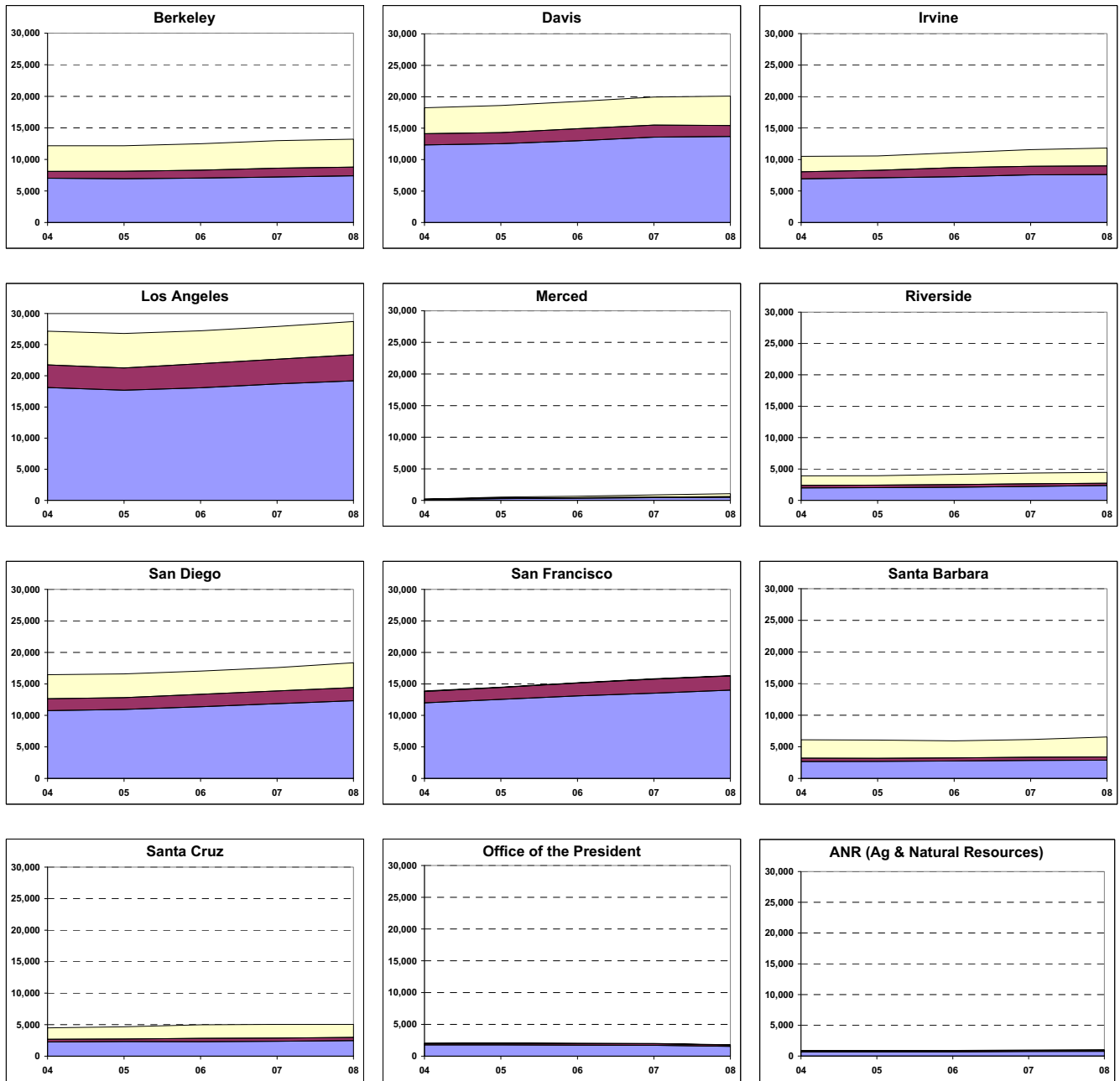


Source: UCOP Corporate Personnel System.

- Appointment status refers to whether a staff employee is career, non-career or employed as a student. Hours of work help to define the category of a staff appointment and determine the terms and conditions of employment, which includes the benefit package.
- While the majority (66 percent) of staff is in career appointments, non-career appointments (12 percent) fill critical roles in UC’s hospitals, in temporary positions and in helping to accommodate workload fluctuations.
- Student employment is doubly important. It helps many campus departments accomplish essential tasks while providing the student employee with an income while enrolled at the University. Students comprise 22 percent of the staff work force. Student employment opportunities are specifically reserved for UC students and have limited hours to allow for the student’s class schedule.
- Staff work force growth has been modest over the time period 2004-08, averaging 2.6 percent.

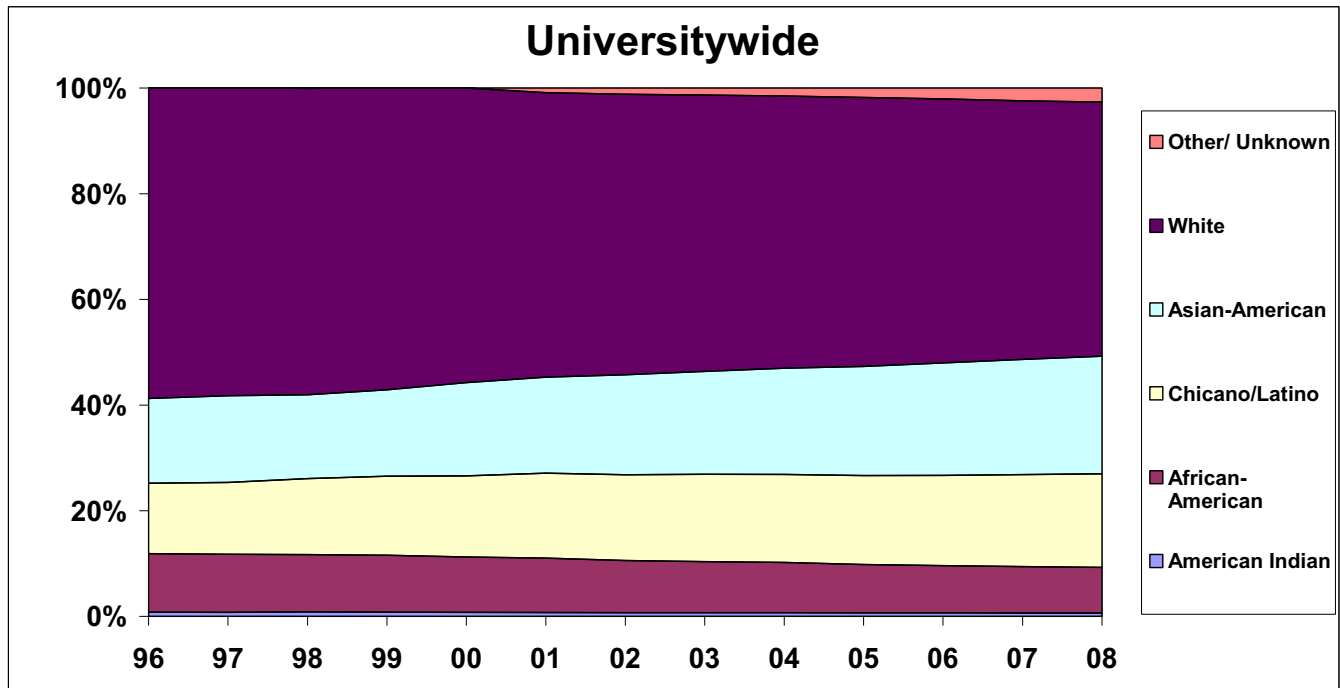
Note: The “non-career” category includes five appointment types: casual, per diem, partial year career, floater and contract. The numbers shown here are the headcount at the ten campuses, five medical centers, Division of Agriculture and Natural Resources and the Office of the President. These numbers do not include academic staff or staff at the Lawrence Berkeley National Laboratory. Students include casual/restricted appointments only and exclude students working in academic titles.

8.2 (continued) Staff Appointment Type, October 2004 to 2008



Indicator 8.3

Career Staff by Personnel Program and Race/Ethnicity, October 1996 to 2008

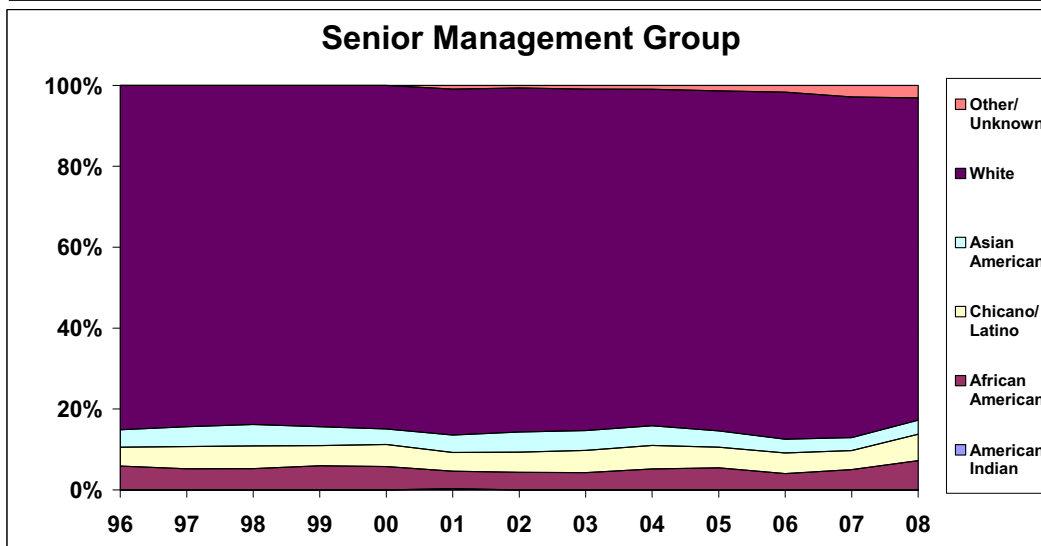
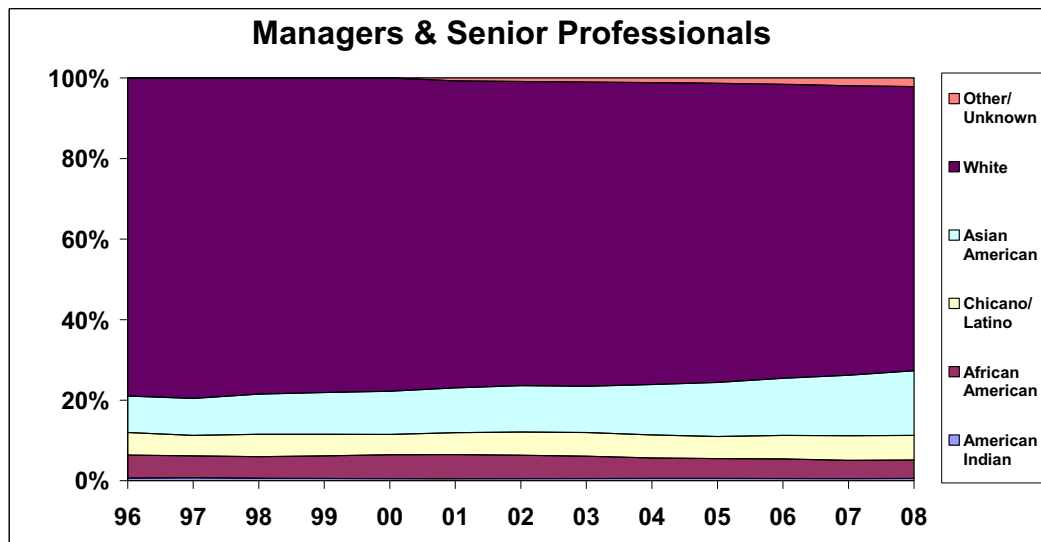
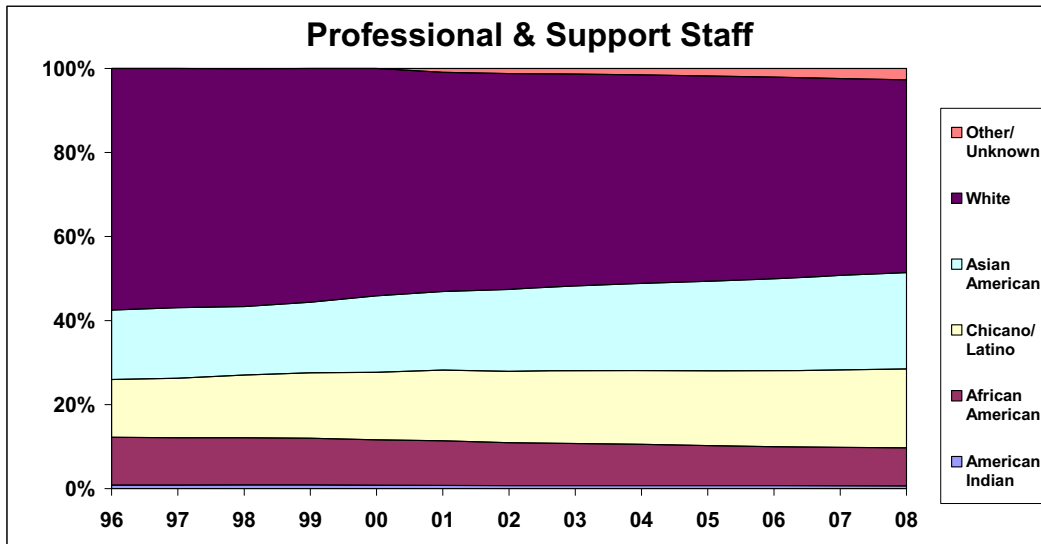


Source: UCOP Corporate Personnel System. Race/ethnicity was based on employee self-identification information collected during the hiring process, as well as from periodic self-identification surveys.

- As Indicators 8.3 and 8.4 show, underrepresented minorities are concentrated at the Professional and Support Staff (PSS) levels but present in decreasing proportion among Managers and Senior Professionals (MSP) and the Senior Managers Group (SMG), respectively. Although less pronounced, the same pattern exists for women employees who are disproportionately concentrated at PSS levels and present in decreasing proportion at MSP and SMG levels.
- These data demonstrate that an internal pipeline exists from which to recruit women and underrepresented minorities into MSP and SMG roles, and that UC may need to review what policy or institutional barriers may impede the movement of staff from one personnel program to another.
- In addition, systemwide and local leadership is required to assure the University has diverse internal applicant pools and has created selection processes that reach out for qualified diverse candidates.

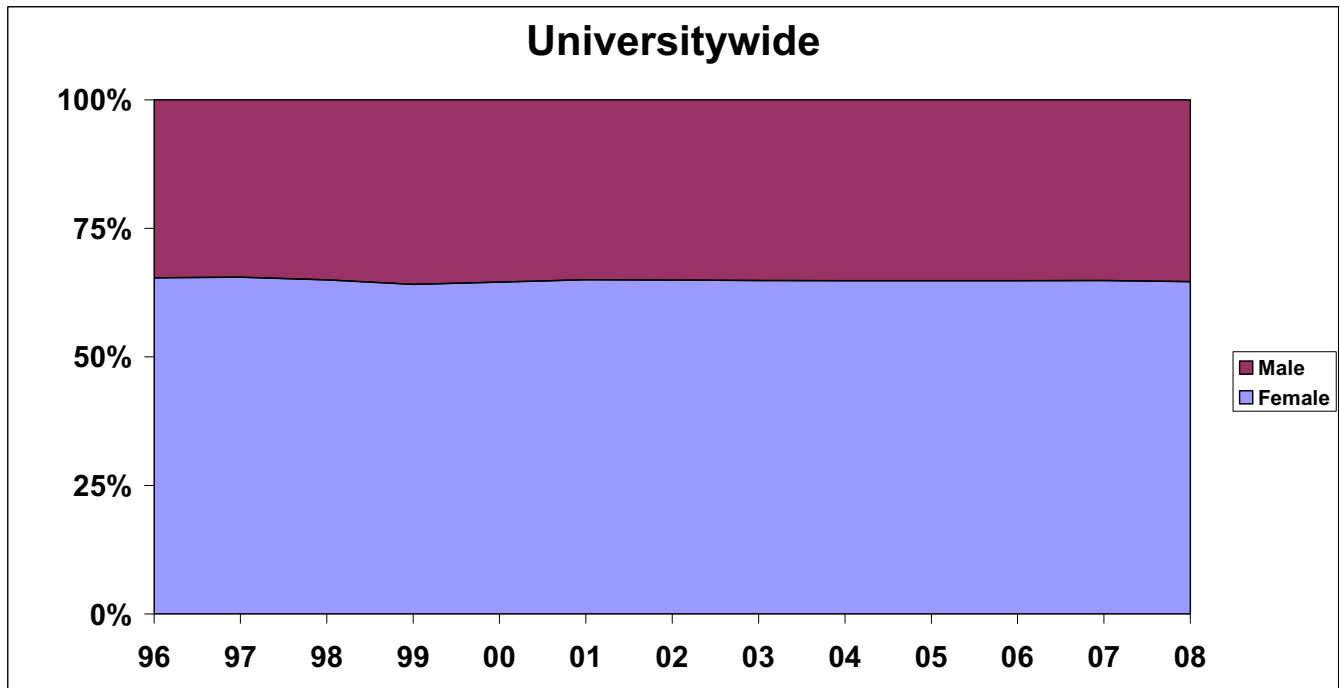
Note: The charts include all levels of career staff at the ten campuses, five medical centers, Agriculture and Natural Resources and the Office of the President. They do not include the career workforce at the Lawrence Berkeley National Laboratory.

8.3 (continued) Career Staff by Personnel Program and Race/Ethnicity, October 1996 to 2008



Indicator 8.4

Career Staff by Personnel Program and Gender, October 1996 to 2008



Source: UCOP Corporate Personnel System. Gender classifications were based on employee self-identification information collected during the hiring process, as well as from periodic self-identification surveys.

8.4 (continued) Career Staff by Personnel Program and Gender, October 1996 to 2008

