



Demographics Workgroup

FINAL REPORT

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I. Executive Summary

Key Recommendations

- UC needs more comprehensive staff workforce data, probably involving direct surveys.
- UC should revise staff workforce presentations to include more normative data.

Problem Statement

UC needs a clearer picture of staff demographics to better determine staff recruitment and retention needs as the university evolves. This report can be used to gain a better understanding of the current staff demographic profile, and how it has changed over a period of 10 years, to better determine those needs.

Goals and Objectives for 2010-2011

Our workgroup was tasked to review extant staff data and UC surveys, and then to develop a UC staff profile based on these data. We set out to learn what data currently exists on UC staff, how it is packaged, and what additional data might be useful in our analysis. Rather than compile our own staff profile, however, the 2010-11 Workgroup decided first to appraise information already available within UC studies, to compare this to similar institutions, to determine what information is missing, and to set goals for further analysis.

II. Data Acquired

In prosecuting the charge of the Demographics Workgroup, we looked for sources that would provide more information and context about the data in the 2009 Staff Workforce Profile and how UC compares on the same or similar metrics to our comparator institutions. We engaged the following UC experts in the fields of workforce planning and human resources:

- Howard Pripas - Director, Employee Relations
- Eleanor Skarakis - Director, Workforce Planning Programs
- System-wide Office of Human Resources, Department of Talent Management and Staff Development

Following the experts' advice, the workgroup reviewed UC documentation that would provide an all-encompassing view of the staff workforce:

- [Staff Workforce Profile 2009 Annual Accountability Report](#)
- [2009 Total Remuneration Study](#)
- [Integrated Postsecondary Education Data System \(IPEDS\)](#)

- MSP Employee 2009 Profile Data¹
- UC Retirement Systems Data²
- PSS Employee 2009 Profile Data³

After reviewing the aforementioned documents, the workgroup had a better understanding of UC's staff profile, and the information necessary to determine staff recruitment and retention needs. We looked to our comparators: (1) to ascertain what data were provided in their workforce profiles, and (2) to examine the composition of their workforce. Non-represented staff at UC have 15 large California Employers, public and private, in its comparator group⁴. The workgroup decided to audit the workforce profiles of three public institutions within this group:

- [California State University \(CSU\) System](#)
- [State of California](#)
- [Federal Government](#)

1. UC Studies – Findings and Summaries

A. Staff Workforce Profile (Appendix A, pp. 9-13)

The Staff Workforce Profile was developed to provide information on our workforce. It is meant to be utilized as a snapshot of the UC workforce as of October 2009. The appended tables and charts provide a quantitative account of the total staff population, minority representation, gender, health insurance coverage, and contributions to health care premiums. These are the general areas the workgroup found that comparisons could be drawn with other institutions:

- Table 1: Statistical Snapshot of Staff Workforce
- Chart 2: Staff Workforce Headcount and Full-Time Equivalents (FTE) by Personnel Program
- Chart 11: Staff Workforce by Minority Representation
- Chart 15: Staff Workforce by Personnel Program and Gender
- Chart 33: Medical Plan Coverage
- Chart 40: Participation in UC Tax-Deferred 403(b), 457(b) and Defined Contribution Plans (DC Plan)

B. 2010 Accountability Report (Appendix A, pp. 14-17)

This University of California Annual Accountability Report began in 2008 as a means of showing publicly accountability for the UC system. The report itself focuses on a range of sub-categories, including UC's teaching, research, and public service

¹ MSP Employee 2009 Profile Data on file with Authors per request.

² UC Retirement Systems Data on file with Authors per request.

³ PSS Employee 2009 Profile Data on file with Authors per request.

⁴ See 2009 Total Remuneration Study p. 18.

missions. We focused on the Staff Indicators for our purposes. Appended are staff indicators for staff size, representation, age and compensation as initial comparators:

- Indicator 48: All Staff by Appointment Type, University wide and UC Campuses, October 2004 to 2009
- Indicator 49: All Staff by Personnel Program and Union Representation, October 2004 to 2009
- Indicator 50: Career Staff by Age, October 2009
- Indicator 51: Total Compensation for Staff by Personnel Program, 2009

2. Summary of California State University Staff Comparator Data (Appendix B, pp. 18-28)

A review of the Cal State University system employee demographic data provided some useful comparators to UC staff demographic data in broad areas of minority, gender, and age distribution within broad staff job categories.

However, the CSU data were less useful insofar as they do not provide adequate comparators in the following areas:

- Information is not disaggregated by staff job title;
- Information on staff is not disaggregated from faculty data;
- No specific data is available on male staff;
- No data is provided on veteran or disabled staff;
- Little longitudinal data on staff (headcounts are provided for current and five year data on Occupational Group and Ethnicity but not provided by percentages so less useful comparisons can be made);
- CSU provides no information on staff salary.

Overall, UC's closest staff comparator institution provides limited data that would allow for direct comparative analysis. At this time, given the limitations of data available within UC, (discussed in the analysis section of this report) to anticipate more direct comparative data across institutions is unlikely.

3. California State Workforce Profile Summary (Appendix C, pp. 29-33)

The California State data indicates that UC slightly over-employs Hispanics while under-employing Asian Americans. The comparability of the California state data for our workgroup needs is limited by its focus on poverty rates, families with children, and household make-up.

4. Federal Government Workforce Profile Summary (Appendix D, pp. 34-54)

A review of the Federal Government Workforce profile provided examples of data presentation and analysis. Although, the 2009 UC Staff Workforce Profile provides valuable data on staff, there is still some room for enhancement.

Unlike the 2009 UC Staff Workforce Profile, the Federal Government Workforce Profile provides data on:

- Disabled and Veteran Employee population;
- Across the board longitudinal information for all categories;
- Cross tabulation comparison of more than two variables;
- Salary data by race and gender.

In all, the information provided by both institutions might be difficult to compare because both agencies are inconsistent about the focus of their reporting subjects. For example:

- The UC includes student staff in some data, but not all;
- The Federal Government switched between reporting on branches and personnel program.

We compiled three tables outlining UC versus the comparators above, in relation to gender, race and age (see Appendix F, pp. 57-59).

III. Analysis and Recommendations

After examining the impressive work done by UC Human Resources (HR) and finding additional normative data from some comparator institutions and employers, we found that there were some areas where more robust data would be useful and some areas where no data currently exists. After consulting with UC Human Resources, Office of Talent Management and Staff Development, we offer the following summary of findings and complementary recommendations:

1. Additional longitudinal pay data are needed (e.g., 5 and 10 year plots):

It is difficult to measure the competitiveness of UC as an employer with a short pay history, and it is difficult to determine how well categories of employees are keeping up with inflation without a longer historical perspective.

***R1:** HR will work to include more longitudinal data; follow-up only.*

2. Rethinking the organization of the presentation may be helpful:

a. When and why student employees are included needs more framing:

Not everyone is clear that student employees should be included in a staff workforce profile, and fewer are clear as to how student employees impact pay averages, diversity data, etc.

***R2a:** HR will work to include more explanatory text; follow-up only.*

- b. A chapter for each employee type (e.g., service, PSS, etc) would be useful:

Presently, reports are organized by campus location only. The rationale is that this mode of comparison allows for high-low spectrum visibility on a single page. We contend that each type of employee category would benefit from single-page analysis, too:

R2b: We recommend further fleshing out the benefits of such an approach to justify the uniqueness of the approach and the cost associated with reconfiguring the data.

- c. Total Remuneration data might be plotted as public-private-total (See Appendix E, p. 56):

This is standard procedure in faculty remuneration data.

R2c: HR will consider the merits of this approach; further lobbying needed.

- d. Additional normative, or “pipeline”, data (on diversity) in comparator employers could be provided:

Current documents indicate that UC’s PSS population is 46% white, but it does not indicate if that is a high or low rate compared to similar employers (2009 UC Staff Workforce Profile: Chart 12). This information could be plotted next to Appendix C, Table 1, for example, to norm the data (as we have plotted in Appendix F).

R2d: We recommend sharing our findings with and further lobbying of HR.

3. Benefits utilization data could be more robust:

Given the ever-increasing cost of health care, and UC’s pending cuts to subsidies in health care, knowing precisely how those changes will impact UC’s staff workforce is paramount.

- a. It is not known how many UC employees *decline* dependent health and welfare coverage and why⁵:

R3a: This data is not presently collected. We recommend that the new Human Resources Information System (HRIS) be configured to capture this data. If the HRIS cannot collect it, a case should be made for a comprehensive employee survey, perhaps with union and HR co-sponsorship.

- b. It is not known how UC’s health and welfare benefit offerings have changed over time and whether that has impacted the workforce profile:

R3b: This data will be difficult to capture in a survey or statistical manner. A narrative structure may work best, supplemented by utilization data, when available. A single-topic, year-long investigation may be needed.

⁵ Anecdotal evidence indicates that for an employee whose spouse/domestic partner is also a UC employee, it is cheaper for the employee family to enroll in separate H&W policies, rather than in a family policy. We are curious how many employees engage in this practice systemwide. We are also curious whether this practice, while less expensive to the employees, is more expensive to UC. Finally, we are curious whether administration is actively searching for a different price structure that would be equally affordable for employees and the University.

4. Career arcs cannot be determined using present methods:

Many staff feel that the only method of promotion is via jobtransfer (especially given the unlikelihood of salary increases), but such moves show as a separation and an unrelated new hire. Such practices allow for press reports detailing UC's inexplicable rise in managers. Such practices hide the career toward which our benefits steer us.

- a. There is no data on reclassifications;
- b. Separation data do not indicate voluntary or involuntary;
- c. Hiring data do not indicate rehires or promotions;
- d. Years of Service (YOS) data do not indicate how long it took to acquire those YOS (i.e., part-time versus full-time):

Just as there are discrepancies between headcount and Full Time Employee (FTE), there are discrepancies between YOS and time since hire, especially time since most recent hire (2009 UC Staff Workforce Profile: Chart 19).

R4a-d: This data is not presently collected, although some tracking may currently be possible at the departmental level. We recommend that the new HRIS be configured to capture this data.

5. Local quality of life issues cannot be determined using present methods:

Many UC campuses are located in “high rent” areas, forcing lower compensated employees into lengthy commutes or expensive housing, both of which can negatively impact employee quality of life. Similarly, younger and mid-career staff may be “priced out” if reasonable child care accommodations are not available, which again will negatively impact quality of life and thus recruitment and retention of high quality staff. Moreover, elder care is an increasingly important consideration for many employees, and no data are collected on need nor availability.

- a. The amount of workplace proximate affordable housing is not available;
- b. The availability of workplace proximate affordable child care is not available;
- c. The availability of workplace proximate affordable elder or other dependent care is not available.

R5a-b: This topic may also benefit from a single-issue, year-long effort. This data will be difficult to capture absent a comprehensive survey, hopefully with union and HR co-sponsorship.

IV. Conclusion

As we do not have the capability to manipulate data or glean new data through surveys, we can only make recommendations on how the data can be restructured and new data to be included. We hope our successor workgroup will continue to work with systemwide Office of Human Resources' Department of Talent Management and Staff Development to repackage the available data and to gather additional information.

Staff Workforce Profile:

http://atyourservice.ucop.edu/forms_pubs/misc/workforce_profile_2009.pdf

Table 1: Statistical Snapshot of Staff Workforce

Chart 2: Staff Workforce Headcount and Full-Time Equivalents (FTE) by Personnel Program

Chart 11: Staff Workforce by Minority Representation

Chart 15: Staff Workforce by Personnel Program and Gender

Chart 33: Medical Plan Coverage

Chart 40: Participation in UC Tax-Deferred 403(b), 457(b) and Defined Contribution Plans (DC Plan)

2010 Accountability Report:

<http://www.universityofcalifornia.edu/accountability/index/chapter/8>

Indicators:

48: All Staff by Appointment Type, Universitywide and UC Campuses, October 2004 to 2009

49: All Staff by Personnel Program and Union Representation, October 2004 to 2009

50: Career Staff by Age, October 2009

51: Total Compensation for Staff by Personnel Program, 2009

UNIVERSITY OF CALIFORNIA STAFF WORKFORCE PROFILE 2009

PART I: STAFF WORKFORCE PROFILE

**Table 1: Statistical Snapshot of Staff Workforce¹
October 2009**

Headcount and FTE (Full-Time Equivalent)

	Headcount ²	FTE ³
Professional and Support Staff (PSS).....	117,632	85,593
• <i>Students Working in Staff Titles</i>	28,349	6,778
• <i>PSS Excluding Students</i>	89,283	78,815
Management and Senior Professionals (MSP).....	8,833	8,180
Senior Management Group (SMG).....	291	290
➤ Staff Workforce Excluding Lawrence Berkeley National Laboratory (LBNL) ⁴	126,756	94,064
➤ LBNL Staff Workforce ⁵	2,653	2,468
➤ UC Staff Workforce, including LBNL	129,409	96,532

Selected Staff Workforce Characteristics (Excluding LBNL)

Minority Representation, Career Staff.....	50%
Gender Representation, Career Staff	
• Female.....	65%
• Male.....	35%
Average Age	
• All Staff Appointment Types ⁶	38 years old
• Career Staff.....	43 years old
Average Length of Service from Date of Most Recent Hire	
• All Staff Appointment Types ⁶	6 years
• Career Staff.....	8 years
Percentage of Staff Exclusively Represented by Unions	
• All Staff Appointment Types ⁶	45%
• Career Staff.....	58%

¹ The Staff Workforce includes employees in staff titles (executive, management, clerical/administrative, clinical, technical, maintenance, etc.). It excludes academic appointees such as faculty, researchers, graduate student appointees, and postdoctoral scholars.

² Headcount counts each employee once, by primary appointment. Payroll records showing invalid title codes are excluded.

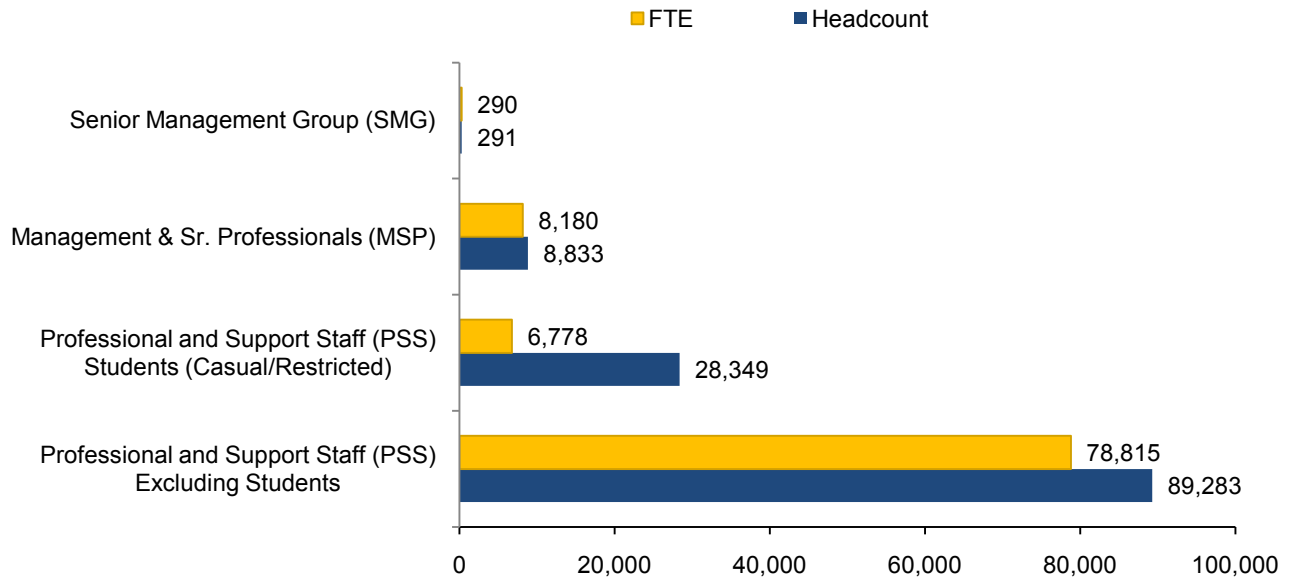
³ Base pay FTE; does not reflect reductions in time taken as a result of the furlough program or the voluntary START program.

⁴ Lawrence Berkeley National Laboratory (LBNL), managed by the University of California for the U.S. Department of Energy, maintains a separate payroll system and defines employee categories differently from other UC locations. Therefore, only headcount and FTE are included in this report, but not demographic data and other details of the composition of LBNL staff.

⁵ LBNL Staff Workforce includes Career, Term Appointment, Limited, Rehired Retirees and Visiting Researchers. Excludes Faculty, Post Docs, Visiting Post Docs, Graduate Student Research Associates, and Student Assistants.

⁶ "All Staff Appointment Types" includes students working in staff titles.

Chart 2: Staff Workforce Headcount and Full-Time Equivalents (FTE) by Personnel Program
 October 2009
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 126,756
Total FTE = 94,064



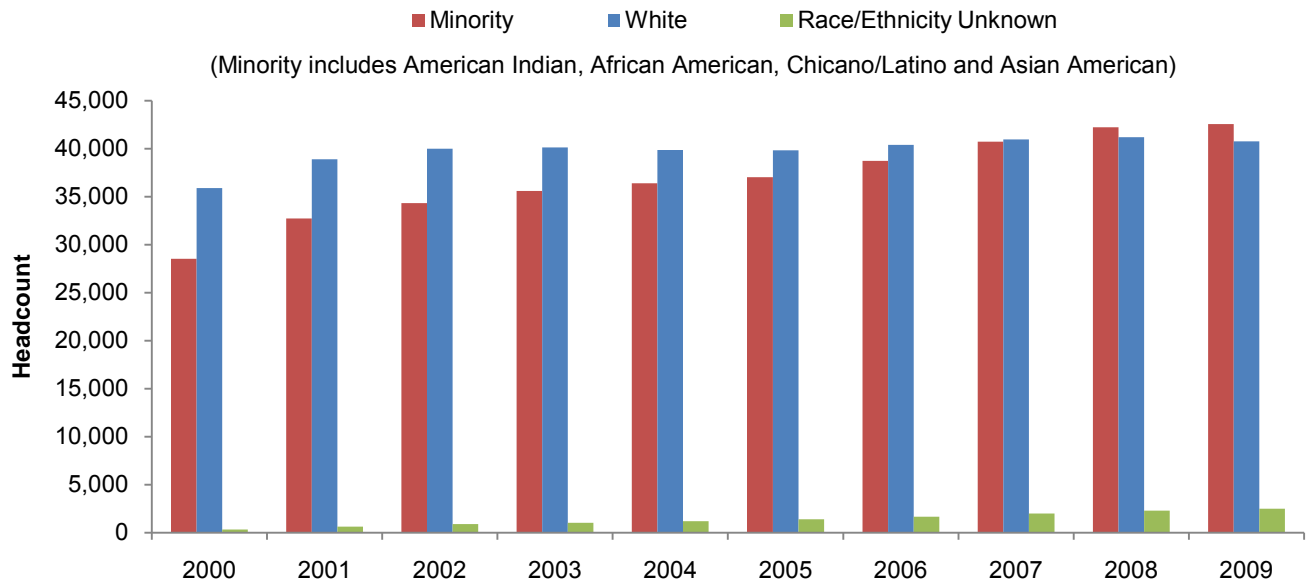
Staff members at the University of California are categorized into three personnel programs: Senior Management Group (SMG), Management and Senior Professionals (MSP), and Professional and Support Staff (PSS). The Senior Management Group consists of the senior leadership of the campuses and the systemwide administration, including Chancellors, Provosts, Vice Provosts and the President.

The Management and Senior Professional personnel program includes managers and directors as well as senior professionals such as staff physicians, nurse managers, high-level computer programmers, and high-level analysts.

The Professional and Support Staff, the largest personnel program, encompasses policy-covered staff subject to the Personnel Policies for Staff Members (including a large number of students working in casual/restricted appointments) as well as staff covered by collective bargaining agreements. Titles in the PSS program include nurses, clerical/administrative staff, research assistants, analysts, computer programmers, custodians, and many others. The noticeable difference between headcount and FTE in the PSS program reflects the greater proportion of part-time employees--especially students working in staff titles--in this personnel program than in MSP or SMG.

Chart 3 shows FTE and Headcount by location.

Chart 11: Staff Workforce by Minority Representation
 October 2000-2009
 Career Staff, All Personnel Programs

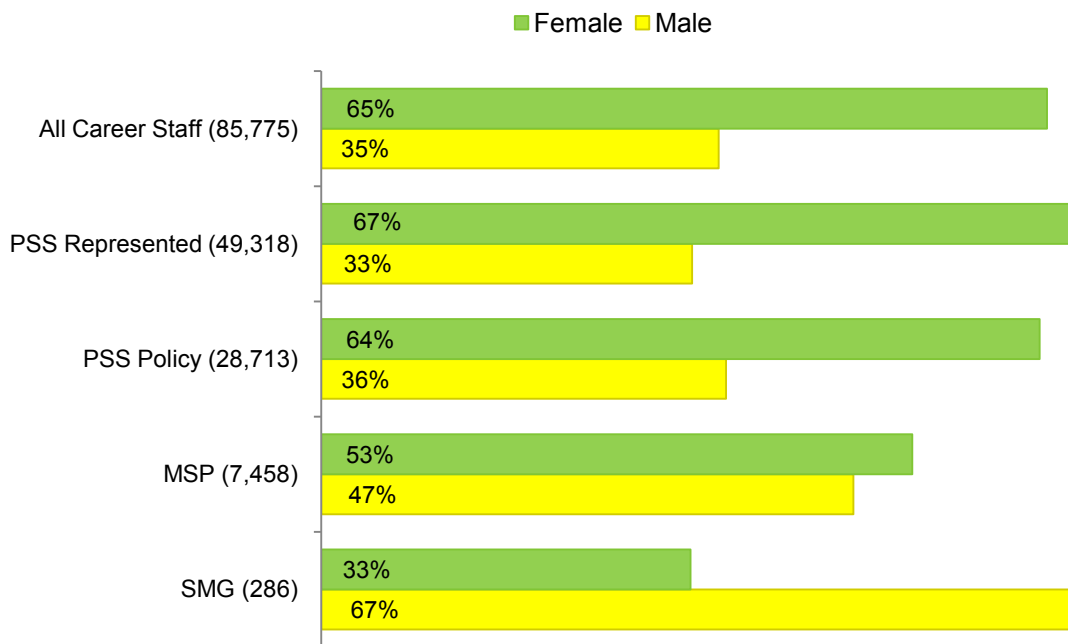


	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Total Career Staff	64,709	72,255	75,210	76,715	77,442	78,257	80,767	83,681	85,705	85,775
% Minority ■	44.1%	45.3%	45.7%	46.4%	47.0%	47.3%	47.9%	48.6%	49.3%	49.6%
% White ■	55.4%	53.8%	53.1%	52.3%	51.5%	50.9%	50.0%	49.0%	48.0%	47.5%
% Unknown ■	0.5%	0.9%	1.2%	1.3%	1.5%	1.8%	2.1%	2.4%	2.7%	2.9%

The University has made a concerted effort to increase employment diversity. In 2000, there were almost 11% more White staff than Minority staff but, by 2008 minorities became the plurality. The University is on the path of fulfilling the goal of building a workforce that reflects the diversity of the people of California, as embodied in the University of California Diversity Statement: <http://www.universityofcalifornia.edu/diversity/diversity.html>.

As Chart 12 shows, staff in the PSS personnel program tend to be more racially/ethnically diverse than in the MSP or SMG programs.

Chart 15: Staff Workforce by Personnel Program and Gender
 October 2009
Career Staff
Career Staff Headcount = 85,775



The majority of the career staff workforce is female (65%). This is primarily due to the large representation of women in the PSS program. In the MSP program, the balance of genders is closer to parity (53% female), and in the SMG program, the proportions are nearly the reverse of the career workforce as a whole: 33% female and 67% male.

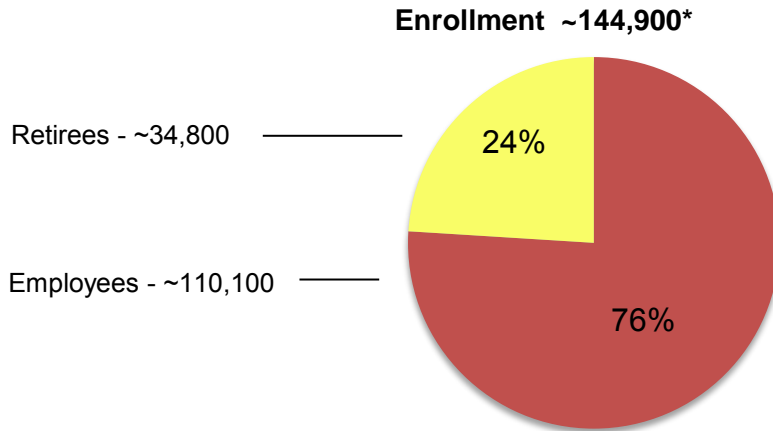
A look back at ten-year systemwide gender statistics in Table 5 shows a percentage distribution similar to 2009 for all personnel programs except in SMG. Steady progress has been made in the past 10-years to increase the number of female SMG employees from 80 to 94 women, a 7% increase.

Table 5: Career Staff by Personnel Program and Gender
 October 2000 and 2009

		2000 (Total 64,709)		2009 (Total 85,775)	
		Headcount	% of Total	Headcount	% of Total
All Career Staff	Female	42,424	66%	55,416	65%
	Male	22,285	34%	30,359	35%
PSS Represented	Female	26,998	67%	33,036	67%
	Male	13,104	33%	16,282	33%
PSS Policy	Female	13,284	65%	18,362	64%
	Male	7,041	35%	10,351	36%
MSP	Female	2,062	52%	3,924	53%
	Male	1,909	48%	3,534	47%
SMG	Female	80	26%	94	33%
	Male	231	74%	192	67%

PART II: UNIVERSITY BENEFITS

**Chart 33: Medical Plan Coverage
Headcount of Staff, Academic Appointees, LBNL Personnel, and Retirees**

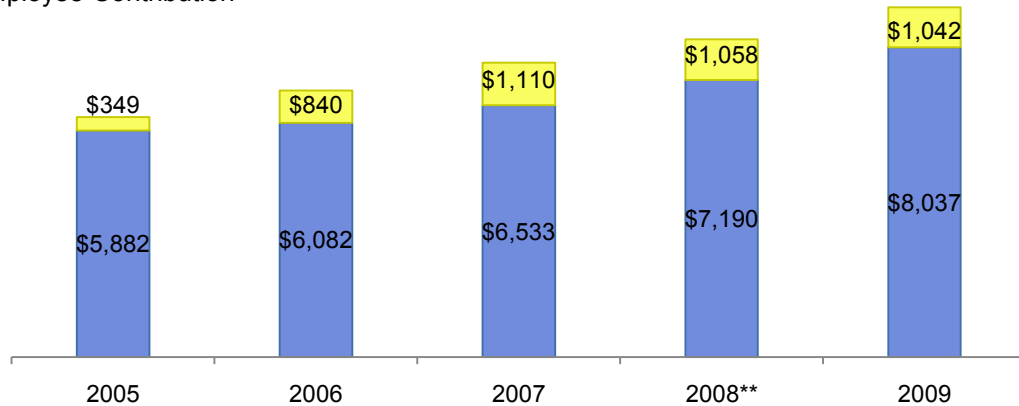


*Primary subscribers (employees and retirees) only — data do not include family members. Headcounts are rounded.

The number of employees and retirees enrolled in a UC medical plan is approximately the same as 2008 enrollments.

**Chart 34: Medical Plan Coverage Per Capita Costs
Staff and Academic Appointees†**

■ University Contribution - includes all fund sources
 ■ Employee Contribution



	2005	2006	2007	2008**	2009
Average annual total cost per employee	\$6,231	\$6,922	\$7,643	\$8,248	\$9,079
Employee share	6%	12%	15%	13%	11%

†Excludes LBNL personnel and retirees.

**Corrected for 2008.

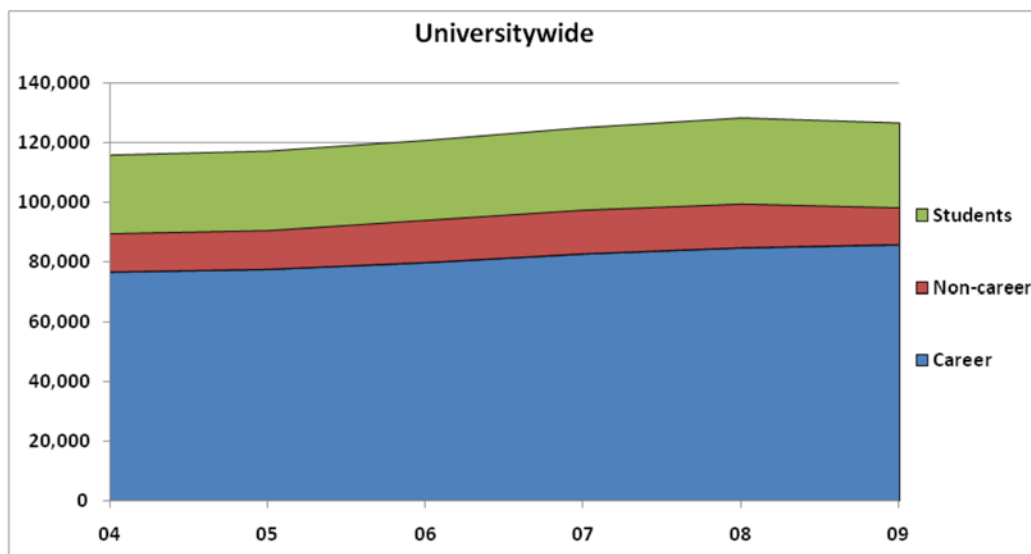
The average cost of providing medical plan coverage continues to increase. Since 2005, the average total medical plan coverage cost has increased by 46%. During this time the University’s contribution, on average, has varied between 85-95% of the total premium cost. In the past two years, the employee’s share of the coverage cost has decreased—with the University making up the difference.

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2010 Accountability Report

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Indicator 48

All Staff by Appointment Type, Universitywide and UC Campuses, October 2004 to 2009


[Background](#)
[Campus Data](#)
[Technical Details](#)
[Download Data](#)

In October 2009, the University of California employed more than 126,000 career, non-career and student staff.

Career, non-career and student are the three primary staff appointment categories, which determine terms and conditions of employment.

Approximately two-thirds of staff are in career appointments, 10 percent are in non-career appointments designed to fill temporary critical needs and 22 percent are students.

A number of jobs on campus specifically are reserved for UC students and are designed to accommodate their class schedules, provide them with compensation and work experience while enrolled at the University and enable departments to achieve their goals and objectives with excellent part-time help.

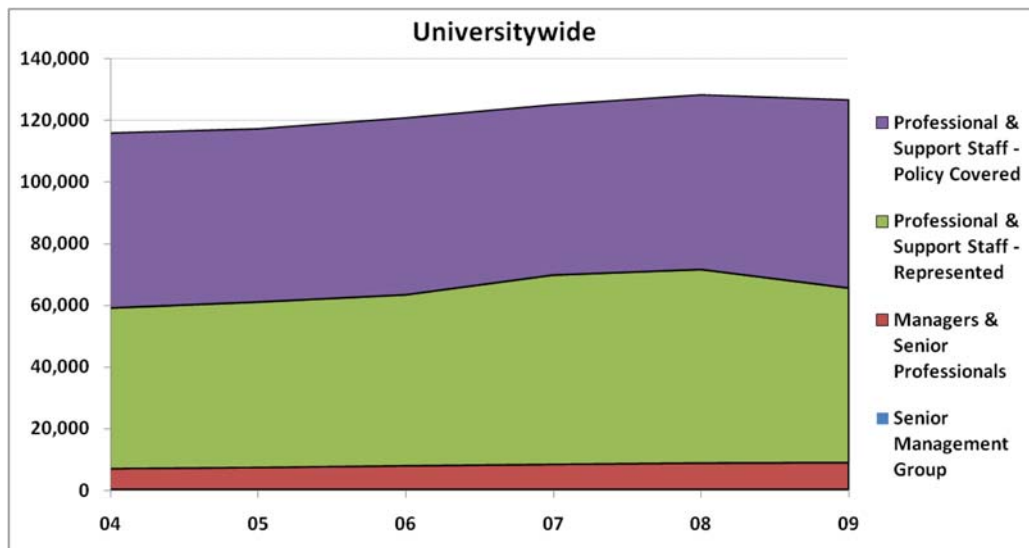
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Indicator 49

All Staff by Personnel Program and Union Representation, October 2004 to 2009


[Background](#)
[Campus Data](#)
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The University has three personnel programs: Professional and Support Staff (PSS), Managers and Senior Professionals (MSP) and Senior Management Group (SMG). Each personnel program is characterized by its own scope of duties and accountabilities as well as conditions of employment.

The overwhelming majority of staff is in professional PSS positions. About half of the PSS work force is in unions and is covered by collective bargaining agreements; the other half is covered by UC policy. PSS staff provide administrative, professional, technical and operational support to the University across a wide variety of programs and fields.

Managers and Senior Professionals comprise the second-largest segment in the staff work force; the Senior Management Group is the smallest segment. These two groups provide leadership and professional expertise at the highest levels to major University units, programs or fields of work and are accountable for their areas of responsibility. Positions at these levels are responsible for identifying objectives, formulating strategy, directing programs, managing resources and functioning effectively with a high degree of autonomy.

Between 2004 and 2008, growth in staff work force averaged 2.6 percent annually. Most growth in staff work force during this period was in areas not funded by the state, such as the medical enterprise, research and auxiliary services. The staff work force decreased by 1.3 percent in 2009 for the first time in six years. [See details on personnel growth at UC \(pdf\)](#).

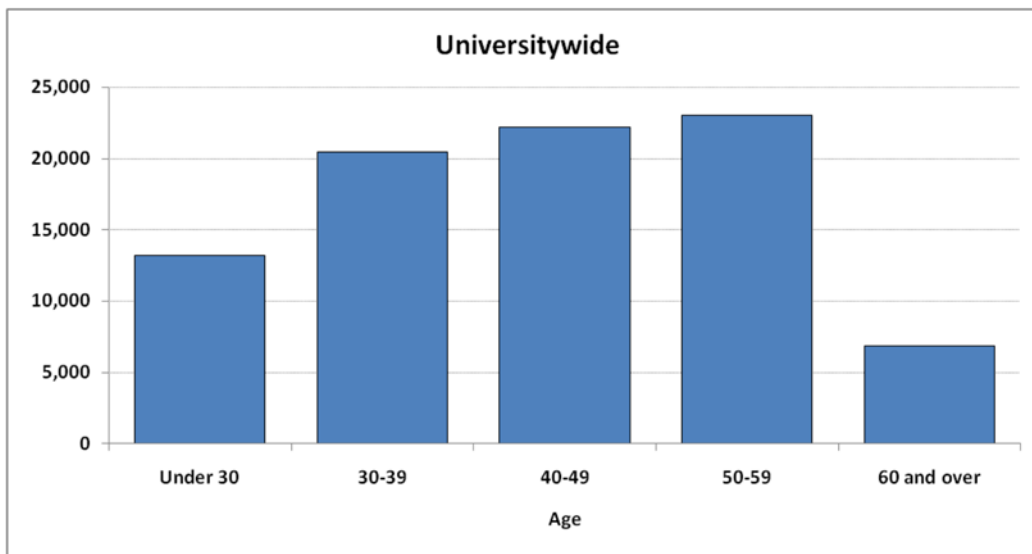
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Indicator 50

Career Staff by Age, October 2009


[Background](#)
[Campus Data](#)
[Technical Details](#)
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The average age of career staff at UC is 43. Proportionately, 15 percent of career staff are under 30, 24 percent are in their 30s, 26 percent in their 40s, 27 percent in their 50s, and 8 percent are 60 or older.

On average, career staff retire from the University at age 60. However, career employees can retire from the University at age 50 if they worked for the University full time for at least five years. In 2010, about 30 percent (25,000) of career staff were eligible to retire.

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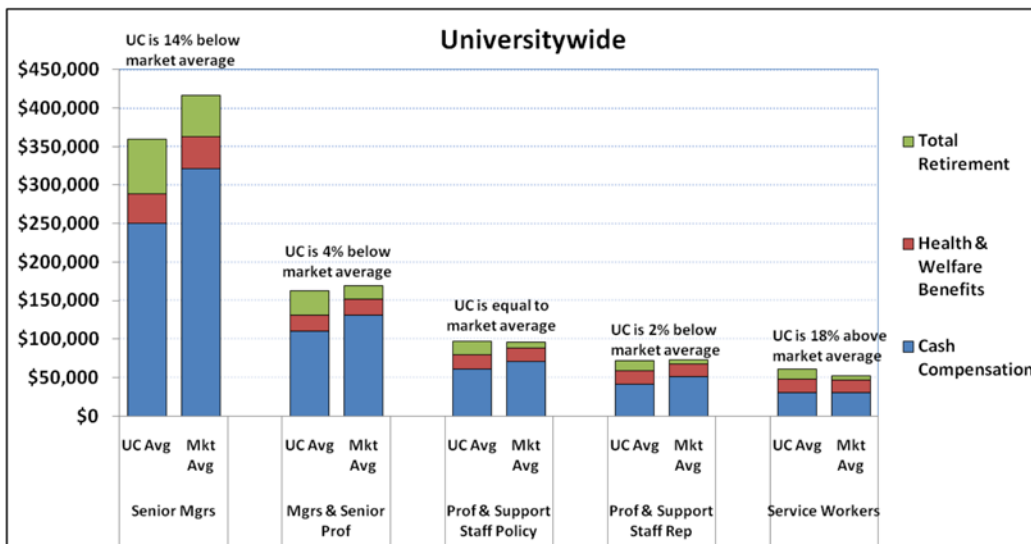
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Indicator 51

Total Compensation for Staff by Personnel Program, 2009



- [Background](#) [Technical Details](#) [Download Data](#)

In support of the University's goal of achieving market-competitive pay and benefits for all employee groups and attracting and retaining excellent faculty and staff, UC periodically evaluates how total compensation for various UC employee groups compares against competitor institutions.

Total compensation includes base salary, health and welfare benefits and post-employment benefits (pension and retiree health).

As with previous studies, the 2009 assessment found that, overall, cash compensation for many employee groups is below market, significantly so in many cases, but that UC's benefits currently are ahead of market.

Market positions have eroded, and are expected to worsen, due to lack of salary increases, rising employee medical benefit premiums, employee contributions to the UC retirement system, and a systemwide furlough program which reduced faculty and staff pay for the 2009-10 fiscal year.

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2011 CUCSA Demographics Workgroup

California State University Workforce Profile

Vs.

University of California Staff Workforce Profile

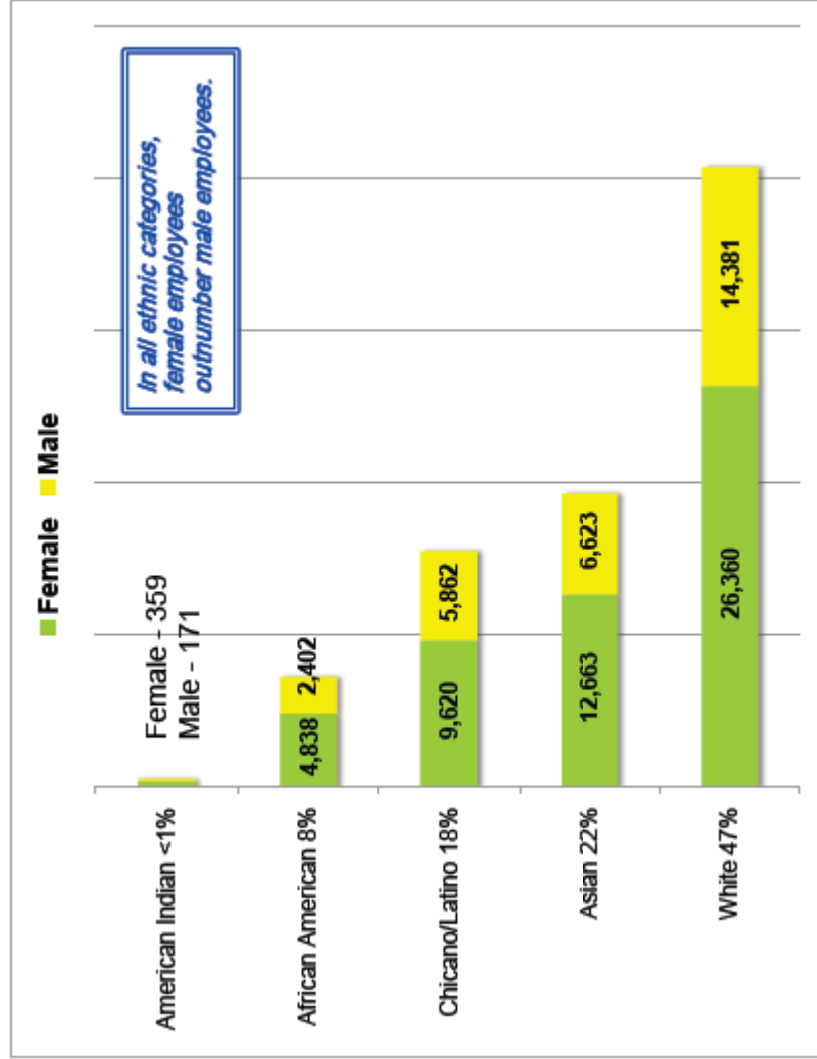
Demographics

University of California

Race/Ethnicity and Gender

Chart 9: Composition of Staff Workforce by Race/Ethnicity and Gender
Career staff, all personnel programs October 2009

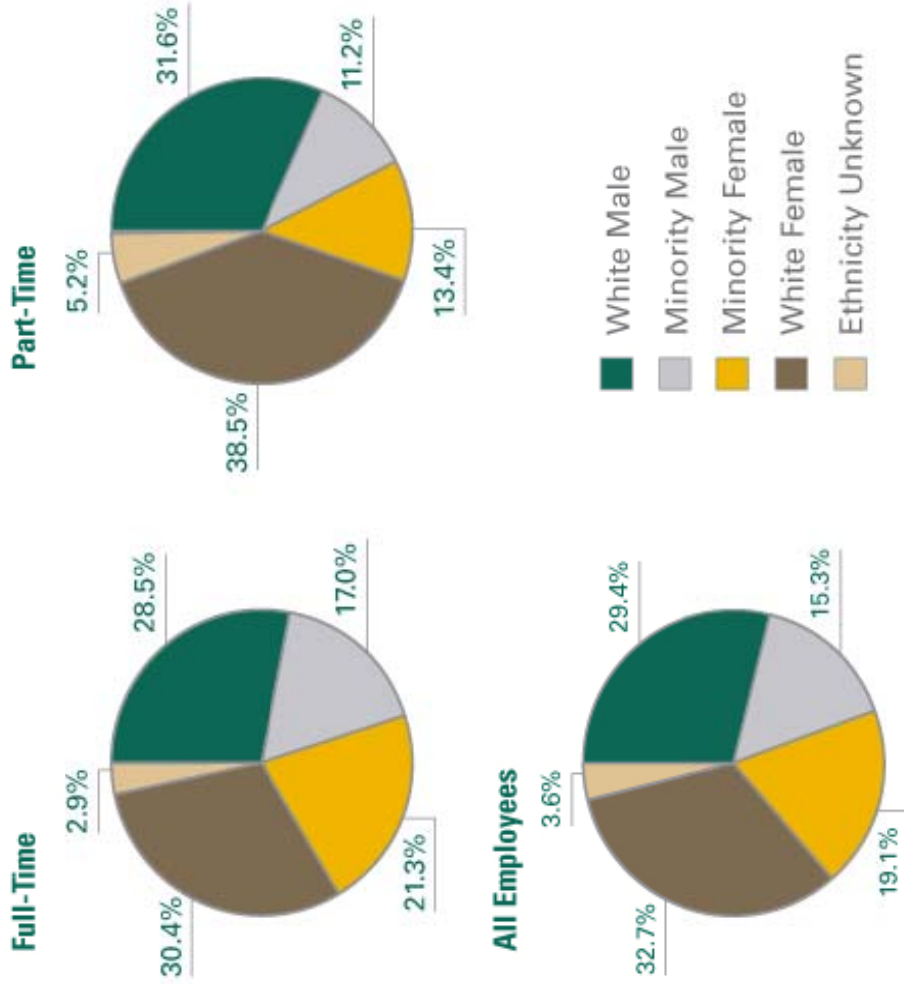
Career Staff Headcount = 85,775



*Staff with Unknown Race/Ethnicity (approximately 3% of Career staff) are not included.

Source: Biennial Accountability Sub-Report on Staff – January 2011/Staff Workforce Profile 2009

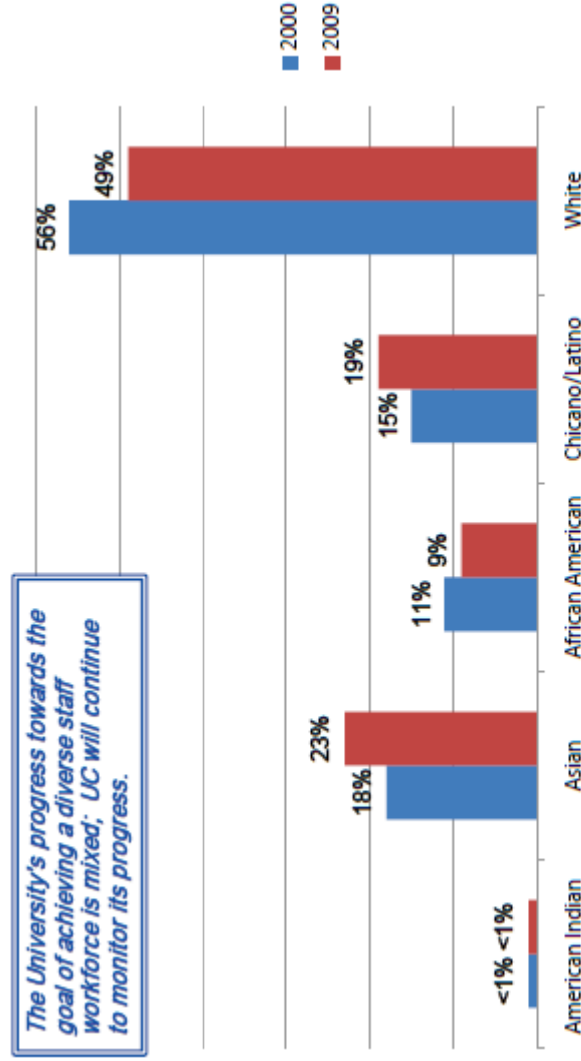
CSU - Gender-Minority full/part time workforce breakdown Fall 2009



Demographics

University of California
Staff by Ethnicity

Chart 11: Career Staff by Ethnicity, October 2000 – 2009



Source: Corporate Personnel System, October 1999 and 2009 files; excludes staff at LBNL and Hastings College of Law; Workforce Profile 2009

Source: Biennial Accountability Sub-Report on Staff – January 2011

CSU - Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2009

Age	Support*	Professional & Managerial	Faculty	All Full-Time Employees
60+	38.4	28.0	21.5	27.0
50-59	41.8	30.4	25.9	32.5
40-49	50.9	44.0	31.5	41.4
30-39	60.4	50.6	33.9	47.8
Under 30	57.5	47.1	25.0	51.8
ALL AGES	49.1%	40.0%	28.0%	38.5%

E.g., In the "60 and above" age group of Full-Time Support employees, 38.4% are minorities.

*Support includes persons in the following employee categories: clerical and secretarial, technical and paraprofessional, skilled crafts, and service and maintenance.

CSU - Female Employees as Percent of Full-time Employees by Age Group and Job Category (headcount)

Age	Support*	Professional & Managerial	Faculty	All Full-Time Employees
60+	59.2	55.1	35.7	46.1
50-59	58.7	60.7	46.0	54.8
40-49	55.5	54.7	45.5	51.5
30-39	61.2	52.0	50.7	54.1
Under 30	70.3	57.1	64.0	64.5
ALL AGES	59.9%	56.1%	44.7%	53.2%

E.g., In the "60 and above" age group of Full-Time Support employees, 59.2% are female.

*Support includes persons in the following employee categories: clerical and secretarial, technical and paraprofessional, skilled crafts, and service and maintenance.

CSU - Occupational Profile of Full and Part-Time Employees

Fall 2009

Occupational Group	Full-Time	Part-Time	Total
Faculty	11,712	9,672	21,384
Professional	9,723	766	10,489
Clerical & Secretarial	4,361	387	4,748
Technical & Paraprofessional	2,798	244	3,042
Service & Maintenance	2,044	94	2,138
Managerial	1,518	11	1,529
Skilled Crafts	1,007	3	1,010
GRAND TOTALS	33,163	11,177	44,340

CSU - Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity

Fall 2009

Occupational Group	White Male	Minority Male	Minority Female	White Female	Ethnicity Unknown
Faculty	47.6%	31.8%	20.7%	35.9%	38.4%
Managerial	6.4%	3.6%	2.9%	4.9%	2.5%
Professional	24.6%	29.6%	33.8%	30.2%	30.6%
Clerical & Secretarial	2.3%	4.7%	25.9%	18.8%	14.1%
Technical & Paraprofessional	8.3%	7.3%	9.8%	8.5%	5.9%
Skilled Crafts	6.3%	6.6%	0.1%	0.2%	1.8%
Service & Maintenance	4.4%	16.4%	6.8%	1.6%	6.7%

CSU: Occupational Profile of Full-Time Employee Headcount by Ethnicity

Fall 2009

Occupational Group	White	African American	Latino/Hispanic	Asian American	American Indian
Faculty	41.6%	20.0%	18.1%	36.1%	28.2%
Managerial	5.6%	5.2%	2.7%	2.9%	1.7%
Professional	27.5%	32.0%	28.8%	35.3%	32.8%
Clerical & Secretarial	10.9%	19.9%	20.9%	10.3%	15.4%
Technical & Paraprofessional	8.4%	9.1%	9.4%	7.7%	10.4%
Skilled Crafts	3.1%	2.9%	4.3%	1.5%	5.4%
Service & Maintenance	2.9%	10.9%	15.7%	6.3%	6.2%

CSU - Full-Time Employee Headcount, Percentage by Age Group - Fall 2009

Age	Male	Female	Minorities	Total
60+	17.1	12.8	10.4	14.8
50-59	30.6	32.6	26.7	31.7
40-49	26.7	24.9	27.6	25.7
30-39	20.0	20.7	25.3	20.4
Under 30	5.6	8.9	9.9	7.4

Notes on CSU data

- CSU data is not provide:
 - disaggregated by staff job title
 - disaggregate staff & faculty data
 - disaggregated data on male staff
 - data on veteran or disabled staff
 - longitudinal data on staff
 - staff salary information.

I. General Population Characteristics

California's estimated population in March 2007 was 36.2 million (Table 1). This represents an increase of almost 268,000 people over the CPS March 2006 estimate or about 734 additional persons per day. Non-Hispanics represented 63.9 percent of the population and Hispanics accounted for the remaining 36.1 percent.

The traditional working age group—persons age 18 to 64—were estimated to be 63.1 percent of the population. Children under age 18 comprised slightly over a quarter of the population (26.4 percent) and age 65 or older were 10.4 percent (Table 2). Of children under age 18, Hispanics represented the largest group (47 percent), followed by Whites (33.7 percent). Over 64 percent of Whites were in the working age group, followed by Hispanics at 60.6 percent. Almost two-thirds (63.6 percent) of persons age 65 and over were White.

The sex distribution of the total estimated population was 49.8 percent male and 50.2 percent female, giving a male-female sex ratio of 99 males for every 100 females (Table 2). Hispanics had the highest male-female ratio (106.1 males for every 100 females) while Asians had the lowest (90.8 males per 100 females). The median age for all race/ethnic groups in California was 34, ranging from 41 for Whites to 27 for Hispanics (Figure 1). Among children under 18, there were more males than females in all race/ethnic groups except Asians. Among seniors age 65 and over, however, women outnumbered men in every race/ethnic group.

Over three-quarters of the estimated population in 2007 were age 15 and over (Table 3). Of those persons, more than two-thirds (67.2 percent) reported ever having been married and 32.8 percent were single. Of the ever married, 75.6 percent said that they were currently married, 13.9 percent were divorced, 7.1 percent were widowed, and 3.4 percent were separated. Men comprised 56.7 percent of those who had never been married and 45.8 of those who had ever been married. For women, 43.3 percent reported never having been married and 54.2 percent of those ever having been married.

Over two-thirds of persons age 30 to 59 were married (69.7 percent); separated (68.5 percent); or divorced (68.2 percent). As age increased, the likelihood of never having been married decreased and the percentage widowed increased (Table 4).

About two-thirds of persons in each race/ethnic group between the ages of 30 and 59 were married. Hispanics had the highest percentage, 17 percent, of married persons under age 30 (Table 5).

Whites had the highest percentage of persons age 15 and over who were ever married at 72.1 percent. Blacks had the highest proportion of never-married persons at 43.1 percent and also the highest percentage of divorced, 15.1 percent (Table 6). Between 15 and 44 years of age, 56.1 percent of males had never married, making them more likely to be single than females, 45.1 percent (Table 7). For persons age 65 and over, females were more likely to be widowed, 40.3 percent, than were males, 10.1 percent (Table 8).

In 2007, California had an estimated 12.8 million households with an average household size of 2.8 (Table 9). About a quarter of Hispanics (25.5 percent) lived in households of six or more persons, compared with 13.8 percent of Blacks, 10.7 percent of Asians, and 6.4 percent of Whites.

For persons age 65 and over, the most common living arrangement was a two-person household (Table 10). Of women age 75 and over, 43.1 percent lived alone, compared to 19.4 percent living in households of three or more persons. Females comprised 78 percent of those age 75 and over living alone but only 59 percent of those living in households of three or more persons.

Two-person households were the most common household living arrangement (28.7 percent) and households containing six or more persons were the least common with less than 6 percent (Table 11). Two-person households were not the most common arrangement for persons, however. More persons (22.8 percent) lived in four-person households, followed by two-person households (20.8 percent).

Owner-occupied households were more likely to consist of two persons (31.3 percent); renter-occupied households were more likely to have only one person (32.5 percent). For all households, 58 percent were owner occupied and 42 percent were renter occupied. By household size, the percentage of renter occupied was higher than the percentage of owner occupied only for single-person households. Average household size was 2.9 for owner-occupied households and 2.6 for renter occupied (Table 12).

Almost 69 percent of households consisted of two or more related persons, with nonfamily households accounting for the additional 31 percent (Table 13). About three-fourths (74.1 percent) of family households were married-couple families, 18.6 percent were headed by female householders with no husband present, and 7.2 percent by male householders with no wife present. Females (14.3 percent) were more likely than males (10 percent) to live in one-person households.

In March 2007, an estimated 9.6 million children under age 18 were living in California (Table 14). Three-quarters of these children lived with both parents, 21.3 percent lived with one parent, and 3.8 percent lived with neither parent or their status was unknown. Children living with their mothers accounted for 85.9 percent of those living in single-parent households.

Table 1. Persons by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	15,765,005	43.5%
Hispanic	13,076,066	36.1%
Asian	4,222,874	11.7%
Black	2,218,889	6.1%
American Indian and Alaskan Native	128,356	0.4%
Hawaiian/Pacific Islander	205,026	0.6%
Two or More	591,406	1.6%
Total*	36,207,622	100%

* Total civilian non-institutional population. Includes members of the military living off military bases or living in civilian housing on base.

VI. Labor Force Characteristics

Of the estimated 27.7 million persons age 16 and over in 2007, the CPS estimated that 18.2 million (65.7 percent) were in the civilian labor force (Table 40). Of the 34.3 percent not in the civilian labor force, 63.3 percent were female. However, females comprised 44.3 percent of persons in the civilian labor force and males 55.7 percent. At all ages, more males than females were in the civilian labor force.

As with gender, civilian labor force participation rates differed by race/ethnicity. Hispanics had the highest participation rate (68.9 percent), followed by Asians and Whites (both at 65 percent) and Blacks (56.6 percent) (Table 41). Blacks had the highest percentage of unemployed persons (10.4 percent), followed by Hispanics (6.2 percent). The percentage unemployed for Asians (4.5 percent) and Whites (4.3 percent) were similar.

By major industrial groups, about a fifth of employed persons worked in the educational and health services group (20.2 percent), followed by the wholesale and retail trade (14.1 percent) as shown in Table 42. Mining (0.1 percent) had the fewest persons employed but had the second-highest median income (\$51,000); only the public administration group had a higher median income (\$53,000). Persons employed in financial activities had the highest average income, \$74,054, followed by the information industrial group, \$66,058 (Table 42). By major occupational classification, management, business, and financial occupations had the highest median (\$60,000) and average income (\$81,991).

Overall, median family income in 2006 was \$62,005. Families with no employed persons had the lowest median family income (\$25,134) and families with three or more employed persons had the highest (\$95,303).

Table 40. Persons (16+) by Age, Civilian Labor Force Participation, and Sex

Age group	In Civilian Labor Force			Not in Labor Force		
	Male	Female	Total	Male	Female	Total
16-19	471,593	361,486	833,079	688,651	685,262	1,373,913
20-24	1,088,754	835,274	1,924,028	286,413	385,559	671,972
25-29	1,228,908	848,966	2,077,874	115,750	380,615	496,365
30-34	1,148,606	926,898	2,075,504	92,623	361,599	454,222
35-39	1,316,707	955,041	2,271,748	121,885	420,264	542,149
40-44	1,180,658	990,363	2,171,021	126,270	377,116	503,386
45-49	1,244,665	988,428	2,233,093	140,851	350,013	490,864
50-54	1,002,043	872,981	1,875,024	144,061	339,742	483,803
55-59	741,851	694,557	1,436,408	221,112	359,635	580,747
60-64	411,516	325,806	737,322	267,937	415,016	682,953
65+	304,617	257,583	562,200	1,274,534	1,935,058	3,209,592
Total	10,139,916	8,057,382	18,197,298	3,480,087	6,009,879	9,489,966

Figure 18. Persons (16+) by Age, Civilian Labor Force Participation Rate, and Sex

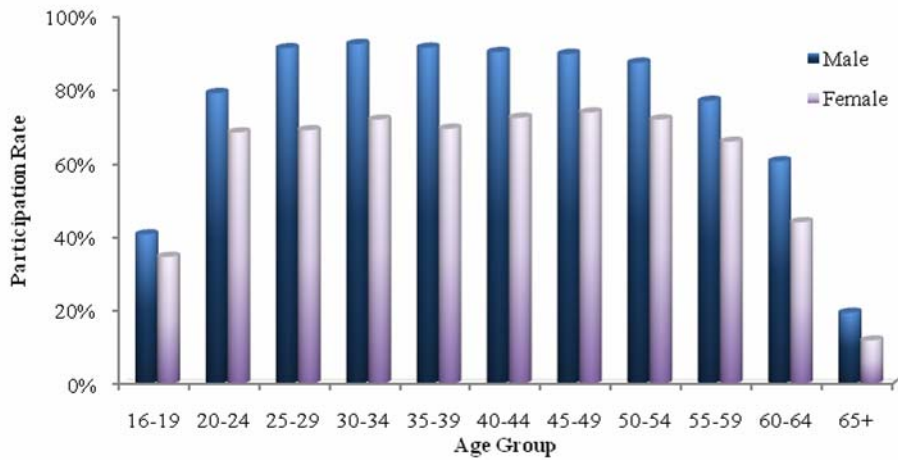


Table 41. Persons (16+) by Employment Status and Race/Ethnicity

Civilian Labor Force	White	Hispanic	Asian	Black	Total*
Employed	8,039,330	5,824,512	2,126,064	836,319	17,224,148
Unemployed	360,931	386,864	99,889	96,609	973,151
Total	8,400,261	6,211,376	2,225,953	932,928	18,197,299
Percent Unemployed	4.3%	6.2%	4.5%	10.4%	5.3%
Civilian Labor Force Participation Rate	65%	68.9%	65.1%	56.6%	65.7%

*Total includes all race/ethnic groups.

Table 42. Persons (16+, Employed*) by Major Industrial Group and Mean and Median Earnings (2006)

Major Industry Group	Employed		Earnings	
	Number	Percent	Mean	Median
Agriculture, Forestry, Fishing, and Hunting	259,849	1.5%	\$37,676	\$20,000
Construction	1,506,148	8.7%	\$42,033	\$30,000
Educational and Health Services	3,478,441	20.2%	\$43,915	\$32,000
Financial Activities	1,231,162	7.1%	\$74,054	\$49,000
Information	535,755	3.1%	\$66,058	\$50,000
Leisure and Hospitality	1,500,603	8.7%	\$28,806	\$18,000
Manufacturing	1,737,106	10.1%	\$51,432	\$37,559
Mining	19,942	0.1%	\$53,186	\$51,000
Other Services	795,812	4.6%	\$28,414	\$20,800
Professional and Business Services	2,157,598	12.5%	\$59,973	\$42,000
Public Administration	751,637	4.4%	\$59,877	\$53,000
Transportation and Utilities	816,105	4.7%	\$41,216	\$36,000
Wholesale and Retail Trade	2,433,990	14.1%	\$36,735	\$25,000
Total	17,224,148	100.0%	\$46,801	\$32,000

*Includes both full and part-time employees.

Table 43. Persons (16+, Employed*) by Major Occupational Group and Mean & Median Earnings (2006)

Major Occupation Group	Employed		Earnings	
	Number	Percent	Mean	Median
Construction and Extraction Occupations	1,193,533	6.9%	\$33,532	\$28,001
Farming, Fishing and Forestry Occupations	179,616	1.0%	\$20,145	\$18,000
Installations, Maintenance, and Repair Occupations	578,311	3.4%	\$40,619	\$39,000
Management, Business and Financial Occupations	2,787,583	16.2%	\$81,991	\$60,000
Office and Administrative Support Occupations	2,231,922	13.0%	\$31,896	\$28,000
Production Occupations	884,166	5.1%	\$31,258	\$24,000
Professional and Related Occupations	3,589,447	20.8%	\$61,538	\$50,000
Sales and Related Occupations	2,053,092	11.9%	\$47,416	\$30,000
Service Occupations	2,774,488	16.1%	\$23,508	\$17,200
Transportation And Material Moving Occupations	951,990	5.5%	\$29,554	\$25,000
Total	17,224,148	100.0%	\$46,801	\$32,000

*Includes both full and part-time employees.

Table 44. Families by Number of Persons Employed* and Median Family Income (2006)

Number of Persons Employed	Families	Percent	Median Family Income
Zero	1,365,009	15.5%	\$25,134
One	3,104,257	35.2%	\$50,000
Two	3,394,686	38.5%	\$86,674
Three or More	947,249	10.8%	\$95,303
Total	8,811,202	100.0%	\$62,005

*Includes all civilians age 15 and over who were either “at work” or were “with a job but not at work.”

Federal Government Workforce Profile

Vs.

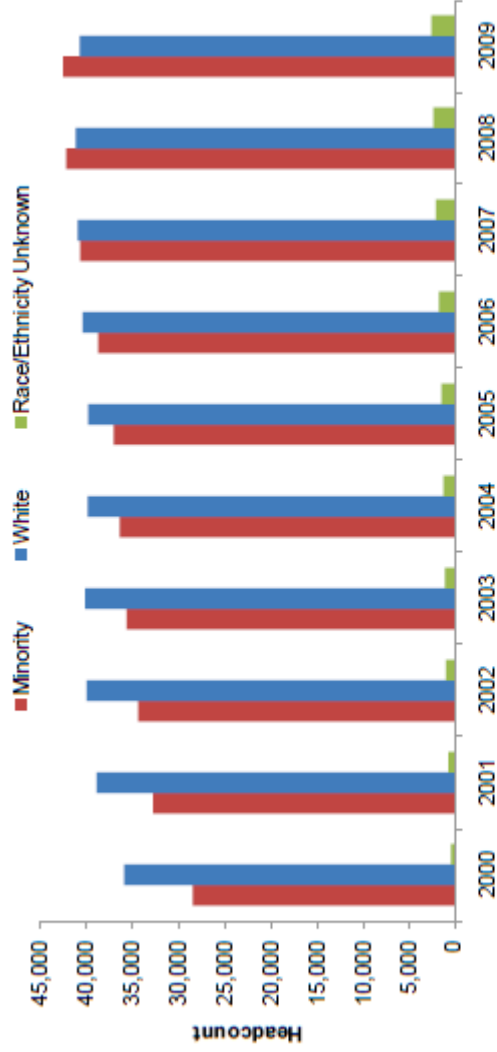
University of California Staff Workforce Profile

Demographics

University of California
Minority Representation

Chart 8: Staff Workforce by Minority Representation
Career Staff, all personnel programs – October 2000-2009

(Minority includes American Indian, African American, Chicano/Latino and Asian American)



From a systemwide perspective, minority status staff have steadily increased to become a plurality in the workforce.

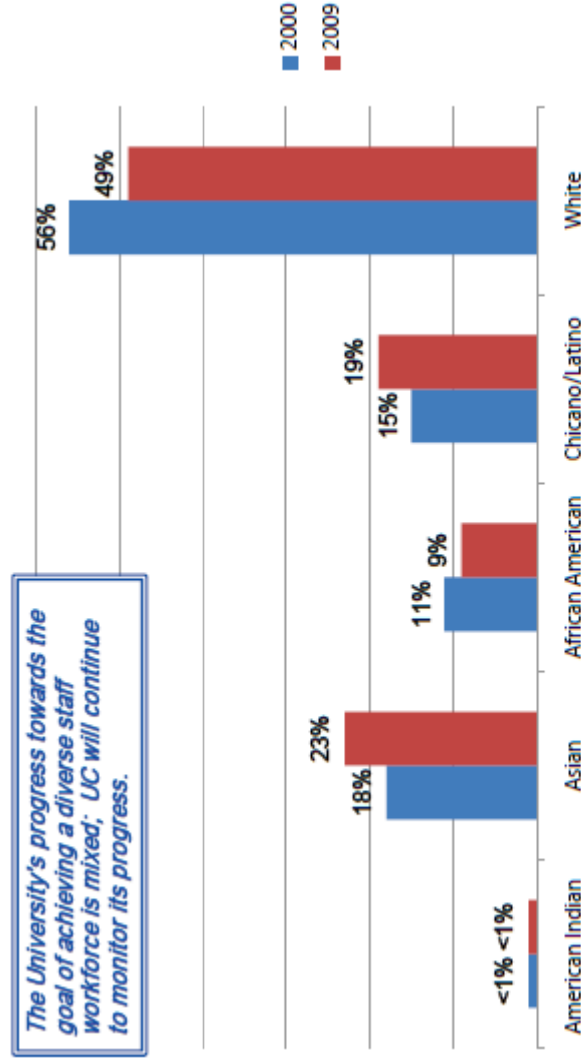
Total Career Staff	64,709	72,255	75,210	76,715	77,442	78,257	80,767	83,681	85,705	85,775
% Minority	44.1%	45.3%	45.7%	46.4%	47.0%	47.3%	47.9%	48.6%	49.3%	49.6%
% White	55.4%	53.8%	53.1%	52.3%	51.5%	50.9%	50.0%	49.0%	48.0%	47.5%
% Unknown	0.5%	0.9%	1.2%	1.3%	1.5%	1.8%	2.1%	2.4%	2.7%	2.9%

Source: Biennial Accountability Sub-Report on Staff – January 2011/Staff Workforce Profile 2009

Demographics

University of California
Staff by Ethnicity

Chart 11: Career Staff by Ethnicity, October 2000 – 2009



Source: Corporate Personnel System, October 1999 and 2009 files; excludes staff at LBNL and Hastings College of Law; Workforce Profile 2009

Source: Biennial Accountability Sub-Report on Staff – January 2011

Demographics

Federal Government

Minority Representation and Ethnicity

RACE/NATIONAL ORIGIN	1,462,185	1,341,157	1,269,790	1,224,836	1,255,941	1,270,366	1,120,366
Non-Minority							
% Non-Minority	71.6	70.9	70.4	69.8	69.3	68.6	60.6
Total Minorities	581,264	549,249	534,801	530,853	557,106	580,983	523,963
% Minority	28.4	29.1	29.6	30.2	30.7	31.4	28.3
Black	340,512	313,810	300,661	298,701	306,128	313,099	280,319
% Black	16.7	16.6	16.7	17.0	16.9	16.9	15.2
Hispanic	116,863	115,644	115,545	115,247	124,868	135,533	122,774
% Hispanic	5.7	6.1	6.4	6.6	6.9	7.3	6.6
Asian/Pacific Islander	82,883	81,851	81,028	78,969	86,425	93,212	86,541
% Asian/Pacific Isla	4.1	4.3	4.5	4.5	4.8	5.0	4.7
American Indian/Alaska	41,006	37,944	37,567	37,936	39,685	39,139	33,324
American Indian/Alaska Native	2.0	2.0	2.1	2.2	2.2	2.1	1.8

Source: 2006 Demographic Profile of the Federal Workforce: Summary Statistical Trend Tables: Table 1-1

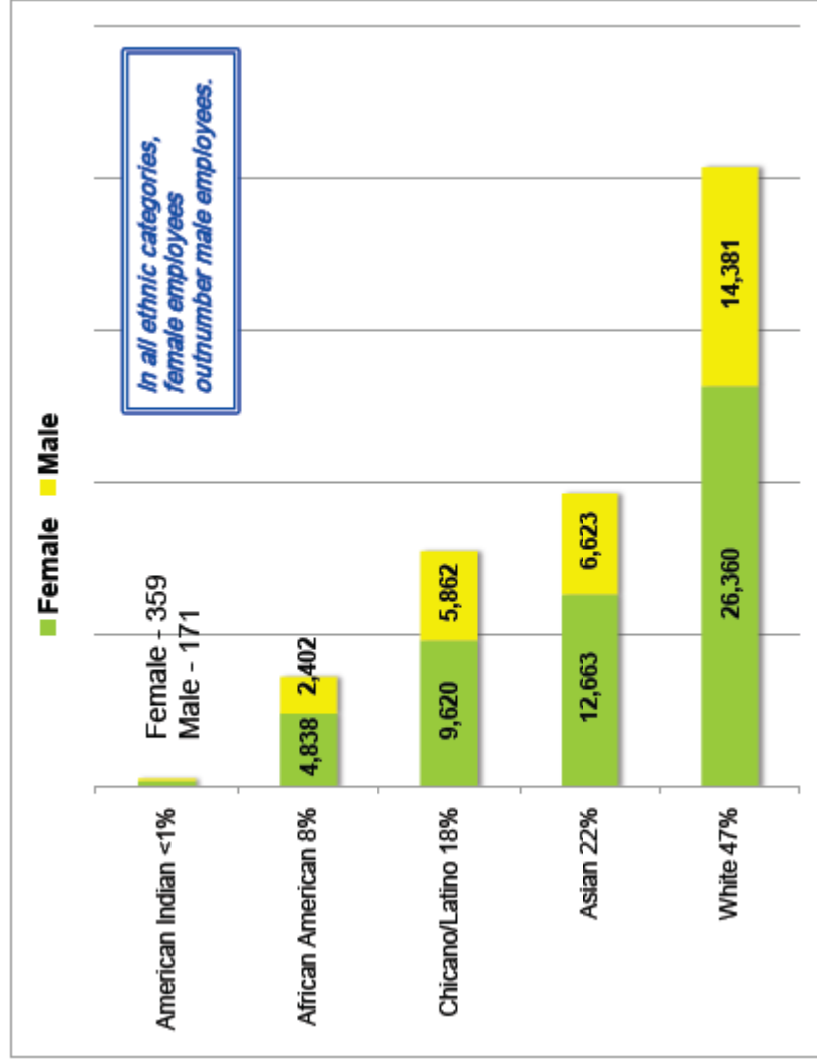
Demographics

University of California

Race/Ethnicity and Gender

Chart 9: Composition of Staff Workforce by Race/Ethnicity and Gender
Career staff, all personnel programs October 2009

Career Staff Headcount = 85,775



*Staff with Unknown Race/Ethnicity (approximately 3% of Career staff) are not included.

Source: Biennial Accountability Sub-Report on Staff – January 2011/Staff Workforce Profile 2009

Demographics

Federal Government

Race/Ethnicity and Gender By Personnel Program

White Collar

Men

OCCUPATIONAL CATEGORY	TOTAL #	%	NON-MINORITY #	%	MINORITY #	%	BLACK #	%	HISPANIC #	%	ASIAN/PACIFIC ISLANDER #	%	AMERICAN INDIAN/ALASKA NATIVE #	%
Professional														
2002	253,248	100.0	206,314	81.5	46,934	18.5	13,894	5.5	10,933	4.3	19,618	7.7	2,489	1.0
2004	256,136	100.0	207,241	80.9	48,895	19.1	14,217	5.6	11,506	4.5	20,687	8.1	2,485	1.0
2006	255,687	100.0	203,150	80.1	50,537	19.9	14,744	5.8	11,648	4.6	21,536	8.5	2,477	1.0
Administrative														
2002	324,476	100.0	255,518	78.7	68,958	21.3	32,668	10.1	21,994	6.8	9,944	3.1	4,352	1.3
2004	341,777	100.0	285,391	77.7	76,386	22.3	35,554	10.4	25,038	7.3	11,366	3.3	4,428	1.3
2006	353,206	100.0	270,028	76.5	83,178	23.5	39,185	11.1	26,508	7.5	12,539	3.6	4,773	1.4
Technical														
2002	159,227	100.0	112,777	70.8	46,450	29.2	23,014	14.5	13,288	8.3	5,661	3.6	4,487	2.8
2004	157,540	100.0	115,778	73.5	41,762	26.5	25,055	15.9	15,316	9.7	5,982	3.8	4,388	2.8
2006	140,996	100.0	98,940	70.2	42,056	29.8	20,566	14.6	11,818	8.4	5,665	4.0	3,901	2.8
Clerical														
2002	31,268	100.0	18,069	57.8	13,199	42.2	8,204	26.2	2,960	9.5	1,561	5.0	474	1.5
2004	28,660	100.0	16,591	57.9	12,069	42.1	7,430	25.9	2,793	9.7	1,409	4.9	437	1.5
2006	48,523	100.0	27,932	57.6	20,591	42.4	11,535	23.8	5,661	11.7	2,678	5.5	685	1.4
Other														
2002	47,113	100.0	29,455	62.5	17,648	37.5	7,124	15.1	8,206	17.4	1,336	2.8	582	1.2
2004	51,831	100.0	32,518	62.7	19,313	37.3	7,672	14.8	9,224	17.8	1,432	2.8	985	1.9
2006	53,928	100.0	33,409	62.0	20,519	38.0	7,651	14.2	10,420	19.3	1,426	2.6	1,005	1.9
TOTAL WHITE-COLLAR *														
2002	815,332	100.0	622,143	76.3	193,189	23.7	84,904	10.4	57,381	7.0	38,120	4.7	12,784	1.6
2004	845,944	100.0	637,519	75.4	208,425	24.6	89,939	10.6	63,877	7.6	41,866	5.0	12,723	1.5
2006	850,340	100.0	633,459	74.5	216,881	25.5	93,683	11.0	66,055	7.8	43,844	5.2	12,841	1.5

Women

OCCUPATIONAL CATEGORY	TOTAL #	%	NON-MINORITY #	%	MINORITY #	%	BLACK #	%	HISPANIC #	%	ASIAN/PACIFIC ISLANDER #	%	AMERICAN INDIAN/ALASKA NATIVE #	%
Professional														
2002	176,594	100.0	125,624	71.1	50,970	28.9	24,117	13.7	8,757	5.0	14,440	8.2	3,656	2.1
2004	187,270	100.0	131,968	70.5	55,302	29.5	25,706	13.7	9,632	5.1	16,186	8.6	3,778	2.0
2006	191,816	100.0	133,184	69.4	58,632	30.6	27,094	14.1	10,020	5.2	17,461	9.1	3,927	2.0
Administrative														
2002	261,562	100.0	173,170	66.2	88,392	33.8	58,300	22.3	16,452	6.3	9,019	3.4	4,531	1.7
2004	275,836	100.0	178,420	64.7	97,416	35.3	63,946	23.2	18,564	6.7	10,271	3.7	4,635	1.7
2006	285,554	100.0	180,082	63.1	105,472	36.9	68,886	24.1	20,128	7.0	11,359	4.0	4,925	1.7
Technical														
2002	216,788	100.0	122,719	56.6	94,079	43.4	62,435	28.8	15,896	7.3	8,016	3.7	7,732	3.6
2004	220,902	100.0	123,614	56.0	97,288	44.0	62,964	28.5	17,952	8.1	8,624	3.9	7,748	3.5
2006	200,235	100.0	110,805	55.3	89,430	44.7	57,155	28.5	16,317	8.1	8,240	4.1	7,594	3.8
Clerical														
2002	123,312	100.0	69,520	56.4	53,792	43.6	34,620	28.1	9,338	7.6	5,648	4.6	4,186	3.4
2004	107,230	100.0	59,349	55.3	47,881	44.7	30,268	28.2	8,470	7.9	5,303	4.9	3,840	3.6
2006	107,501	100.0	58,253	54.2	49,248	45.8	30,930	29.8	9,125	8.5	5,285	4.9	3,801	3.5
Other														
2002	7,852	100.0	3,978	50.7	3,874	49.3	2,308	29.4	1,027	13.1	316	4.0	223	2.8
2004	8,872	100.0	4,674	52.7	4,198	47.3	2,478	27.9	1,123	12.7	384	4.3	213	2.4
2006	8,883	100.0	4,583	51.6	4,300	48.4	2,571	28.9	1,129	12.7	352	4.0	236	2.7
TOTAL WHITE-COLLAR *														
2002	786,118	100.0	495,011	63.0	291,107	37.0	181,970	23.1	51,470	6.5	37,439	4.8	20,328	2.6
2004	800,110	100.0	498,025	62.2	302,085	37.8	185,962	23.2	55,741	7.0	40,768	5.1	20,214	2.5
2006	793,989	100.0	486,907	61.3	307,082	38.7	186,636	23.5	56,719	7.1	42,897	5.4	20,483	2.6

* NOTE: The TOTAL WHITE-COLLAR totals DO NOT include Unspecified counts.
Source: U.S. Office of Personnel Management, Central Personnel Data File (CPDF)

Source: 2006 Demographic Profile of the Federal Workforce

Demographics

Federal Government

Race/Ethnicity and Gender

Head Count in 2006 = 1,848,339

MEN AND WOMEN COMBINED

AGENCY - ALL AGENCIES PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS NUMBER	PERCENT	HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT			NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	1,848,339	584,031	32.1	317,887	17.2	138,566	7.5	97,288	5.3	38,305	2.1	1,254,308	67.9

WOMEN ONLY

AGENCY - ALL AGENCIES PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS NUMBER	PERCENT	HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT			NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	816,387	318,148	17.2	183,722	10.5	58,372	3.2	43,839	2.4	21,553	1.2	488,249	27.0
Men	1,031,942	275,883		123,975		80,224		53,349		17,752		75,6059	

Combine totals don't equal

Source: 2006 Demographic Profile of the Federal Workforce

Demographics

University of California
Headcount by Gender

Gender Representation, Career Staff

• Female.....	65%
• Male.....	35%

* Excluding LBNL
* Career Staff

Source: Staff Workforce Profile 2009

Demographics

Federal Government

Headcount Gender

Table 1-1

	1994	1996	1998	2000	2002	2004	2006
TOTAL (September)	2,043,449	1,890,406	1,804,591	1,755,689	1,813,047	1,851,349	1,848,339
GENDER							
Women	896,117	831,840	801,250	790,169	808,435	822,345	816,397
% Women	43.9	44.0	44.4	45.0	44.6	44.4	44.2
Men	1,147,332	1,058,566	1,003,341	965,520	1,004,612	1,029,004	1,031,942
% Men	56.1	56.0	55.6	55.0	55.4	55.6	55.8

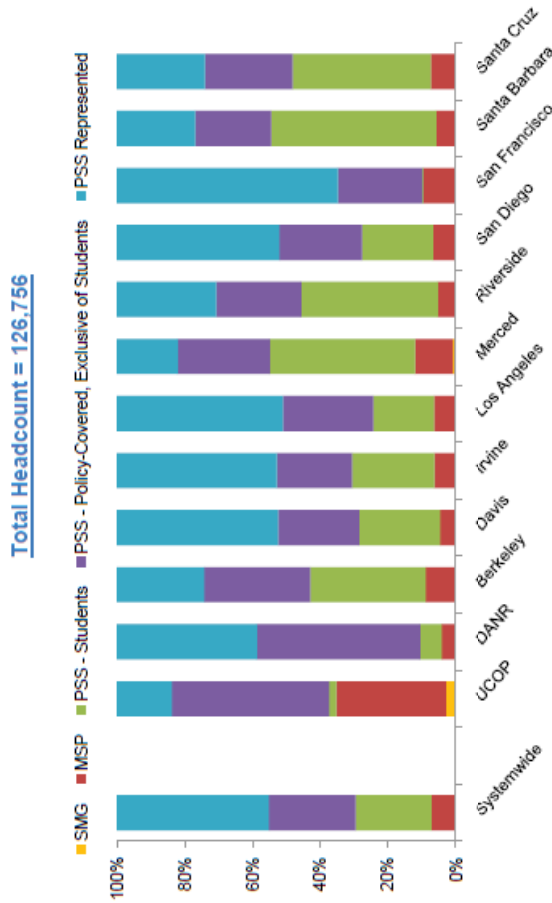
Source: 2006 Demographic Profile of the Federal Workforce

Demographics

University of California

Headcount by Personnel Program

Chart 12: Staff Workforce Headcount by Personnel Program, By Location;
October 2009



	TOTAL	UCOP	DANR	BK	DV	IR	LA	MC	RV	SD	SF	SB	SC
SMG	291	45	4	34	32	22	41	11	14	35	21	16	16
MSP	8,833	484	34	1,086	909	727	1,832	127	224	1,190	1,519	353	329
PSS:													
Policy:													
Students	28,342	32	57	4,280	4,741	2,860	5,147	482	1,704	3,648	63	3,107	1,912
Excluding Students	32,761	709	438	3,946	4,771	2,624	7,695	309	1,124	4,459	4,048	1,422	1,216
Represented	56,529	247	372	3,225	9,466	5,562	14,135	206	1,297	8,791	10,554	1,466	1,208
Total	126,756	1,527	905	12,571	19,919	11,804	28,850	1,145	4,453	18,332	16,205	6,364	4,681

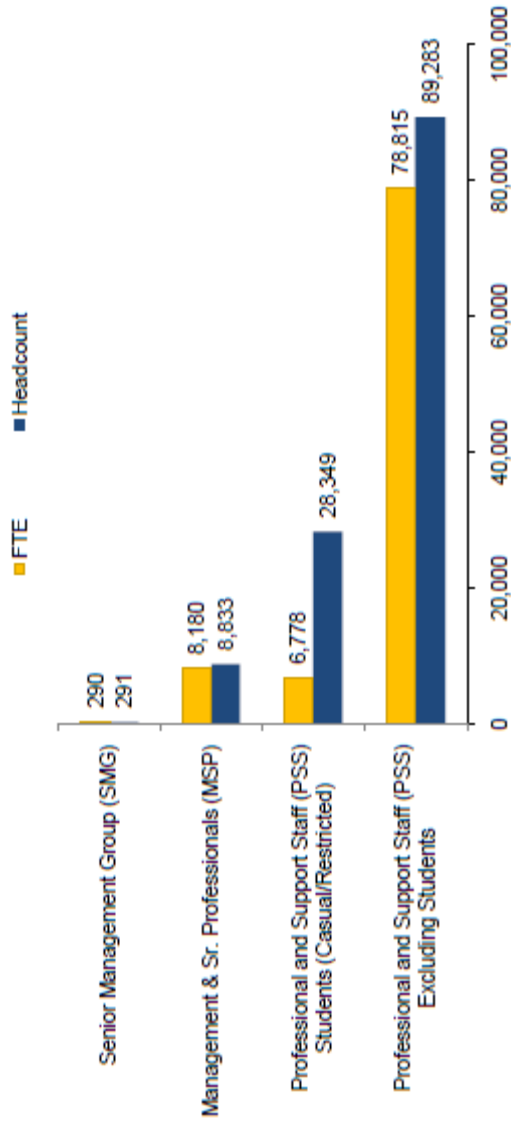
Source: Biennial Accountability Sub-Report on Staff – January 2011

Demographics

University of California

Head count by Personnel Program

Chart 2: Staff Workforce Headcount and Full-Time Equivalents (FTE) by Personnel Program
October 2009
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 126,756
Total FTE = 94,064



Source: Staff Workforce Profile 2009

Demographics

Federal Government

Headcount by Personnel Program
White Collars (Excludes)

OCCUPATIONAL CATEGORY		TOTAL #	%
Professional	2002	429,842	100.0
	2004	443,406	100.0
	2006	445,503	100.0
Administrative	2002	586,038	100.0
	2004	617,613	100.0
	2006	638,760	100.0
Technical	2002	376,025	100.0
	2004	388,442	100.0
	2006	341,231	100.0
Clerical	2002	154,580	100.0
	2004	135,890	100.0
	2006	156,024	100.0
Other	2002	54,965	100.0
	2004	60,703	100.0
	2006	62,811	100.0
TOTAL WHITE-COLLAR *			
	2002	1,601,450	100.0
	2004	1,646,054	100.0
	2006	1,644,329	100.0

2006 Demographic Profile of the Federal Workforce

Demographics

University of California

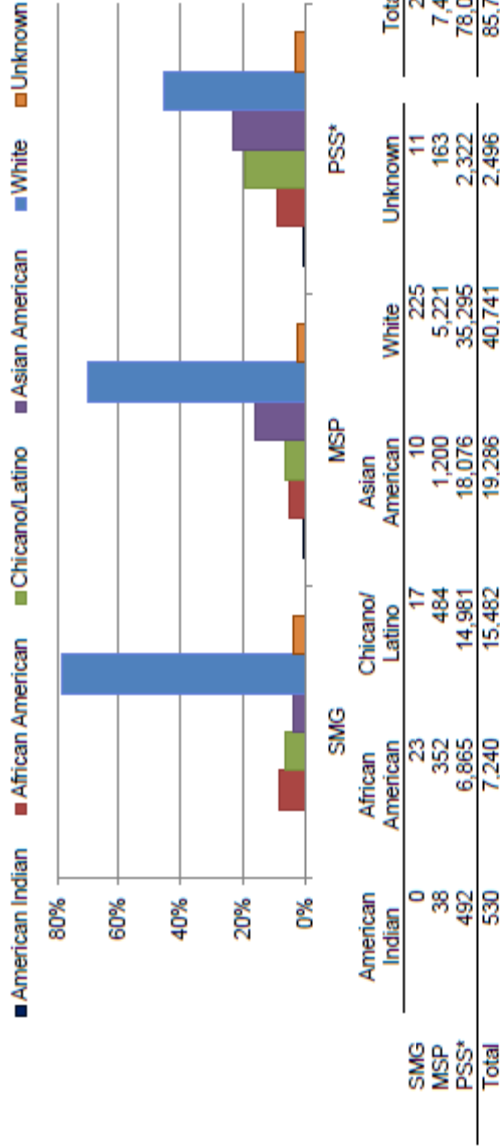
Race/Ethnicity by Personnel Program

Chart 12: Composition of Staff by Race/Ethnicity, by Personnel Program

October 2009

Career Staff

Career Staff Headcount = 85,775



*Includes both Policy-covered and represented PSS staff

Demographics

Federal Government

Race/Ethnicity by Personnel Program
White Collar (Excludes Blue Collar)

2000 - 2006

Table 1-2

OCCUPATIONAL CATEGORY	TOTAL #	TOTAL %	NON-MINORITY #	NON-MINORITY %	MINORITY #	MINORITY %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/PACIFIC ISLANDER #	ASIAN/PACIFIC ISLANDER %	AMERICAN INDIAN/ALASKA NATIVE #	AMERICAN INDIAN/ALASKA NATIVE %
Professional	2002	429,842	331,938	77.2	97,904	22.8	38,011	8.8	19,690	4.6	34,058	7.9	6,145	1.4
	2004	443,406	339,209	76.5	104,197	23.5	39,923	9.0	21,138	4.8	36,873	8.3	6,263	1.4
	2006	445,503	336,334	75.5	109,169	24.5	41,838	9.4	21,668	4.9	38,997	8.8	6,404	1.4
Administrative	2002	586,038	428,688	73.2	157,350	26.8	91,058	15.5	38,446	6.6	18,963	3.2	8,883	1.5
	2004	617,613	443,811	71.9	173,802	28.1	99,500	16.1	43,602	7.1	21,637	3.5	9,063	1.5
	2006	638,760	450,110	70.5	188,650	29.5	108,071	16.9	46,636	7.3	23,898	3.7	9,698	1.5
Technical	2002	376,025	235,496	62.6	140,529	37.4	85,449	22.7	29,184	7.8	13,677	3.6	12,219	3.2
	2004	388,442	239,392	61.6	149,050	38.4	88,030	22.7	33,268	8.6	15,616	4.0	12,136	3.1
	2006	341,231	209,745	61.5	131,486	38.5	77,723	22.8	28,135	8.2	13,905	4.1	11,495	3.4
Clerical	2002	154,580	87,589	56.7	66,991	43.3	42,824	27.7	12,298	8.0	7,209	4.7	4,660	3.0
	2004	135,890	75,940	55.9	59,950	44.1	37,698	27.7	11,263	8.3	6,712	4.9	4,277	3.1
	2006	156,024	86,185	55.2	69,839	44.8	42,465	27.2	14,786	9.5	7,963	5.1	4,486	2.9
Other	2002	54,965	33,443	60.8	21,522	39.2	9,432	17.2	9,233	16.8	1,652	3.0	1,205	2.2
	2004	60,703	37,192	61.3	23,511	38.7	10,150	16.7	10,347	17.0	1,816	3.0	1,198	2.0
	2006	62,811	37,992	60.5	24,819	39.5	10,222	16.3	11,549	18.4	1,778	2.8	1,241	2.0
TOTAL WHITE-COLLAR *														
2002	1,601,450	100.0	1,117,154	69.8	484,296	30.2	266,774	16.7	108,851	6.8	75,559	4.7	33,112	2.1
2004	1,646,054	100.0	1,135,544	69.0	510,510	31.0	275,301	16.7	119,618	7.3	82,654	5.0	32,937	2.0
2006	1,644,329	100.0	1,120,366	68.1	523,963	31.9	280,319	17.0	122,774	7.5	86,541	5.3	33,324	2.0

* NOTE: The TOTAL WHITE-COLLAR totals DO NOT include Unspecified counts.

Source: U.S. Office of Personnel Management, Central Personnel Data File (CPDF)

2006 Demographic Profile of the Federal Workforce

Demographics

University of California
Personnel Program and Gender

Chart 15: Staff Workforce by Personnel Program and Gender
October 2009
Career Staff
Career Staff Headcount = 85,775

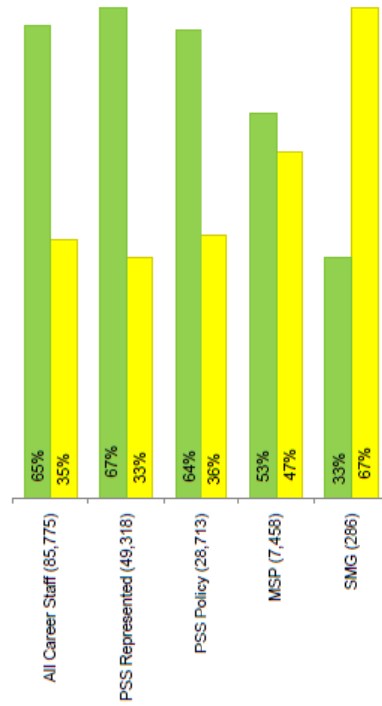


Table 5: Career Staff by Personnel Program and Gender
October 2000 and 2009

All Career Staff	2000 (Total 64,709)		2009 (Total 85,775)	
	Headcount	% of Total	Headcount	% of Total
PSS Represented	Female	26,998	33,036	67%
	Male	13,104	16,282	33%
PSS Policy	Female	13,284	18,362	64%
	Male	7,041	10,351	36%
MSP	Female	2,062	3,924	53%
	Male	1,909	3,534	47%
SMG	Female	80	94	33%
	Male	231	192	67%

Source: Staff Workforce Profile 2009

Demographics

Federal Government

Personnel Program and Gender
White Collar (Excludes Blue Collar)

Men		Women	
OCCUPATIONAL CATEGORY	TOTAL #	OCCUPATIONAL CATEGORY	TOTAL #
	%		%
Professional		Professional	
2002	253,248 100.0	2002	176,594 100.0
2004	256,136 100.0	2004	187,270 100.0
2006	253,687 100.0	2006	191,816 100.0
Administrative		Administrative	
2002	324,476 100.0	2002	261,562 100.0
2004	341,777 100.0	2004	275,836 100.0
2006	353,206 100.0	2006	285,554 100.0
Technical		Technical	
2002	159,227 100.0	2002	216,798 100.0
2004	167,540 100.0	2004	220,902 100.0
2006	140,996 100.0	2006	200,235 100.0
Clerical		Clerical	
2002	31,268 100.0	2002	123,312 100.0
2004	28,660 100.0	2004	107,230 100.0
2006	48,523 100.0	2006	107,501 100.0
Other		Other	
2002	47,113 100.0	2002	7,852 100.0
2004	51,831 100.0	2004	8,872 100.0
2006	53,928 100.0	2006	8,883 100.0
TOTAL WHITE-COLLAR *		TOTAL WHITE-COLLAR *	
2002	815,332 100.0	2002	786,118 100.0
2004	845,944 100.0	2004	800,110 100.0
2006	850,340 100.0	2006	793,989 100.0

2006 Demographic Profile of the Federal Workforce

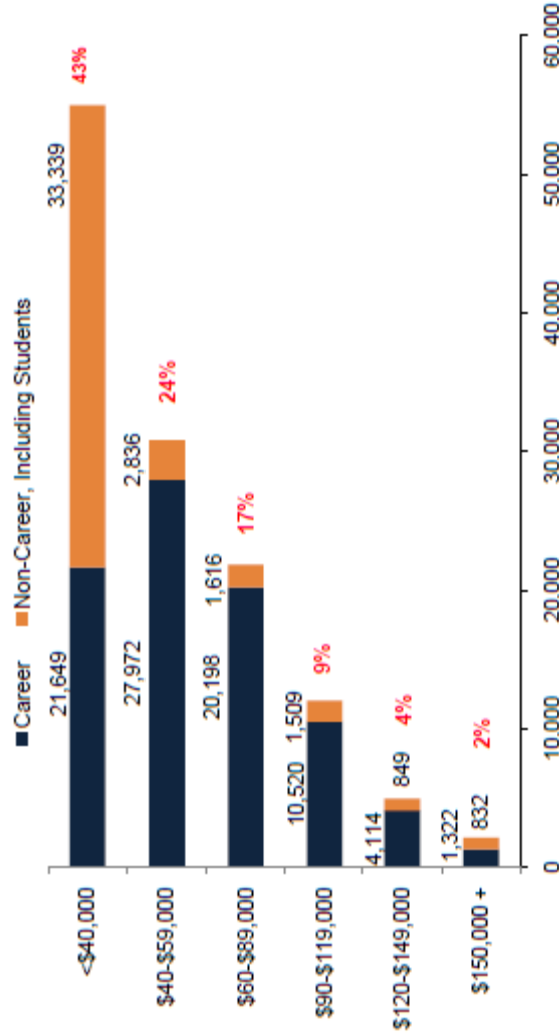
Demographics

University of California

Weighted Average Salary

All staff titles including Students

Chart 26: Staff Workforce Weighted Annual Average Salaries
 October 2009
All Appointment Types, Including Students Working in Staff Titles
 Headcount = 126,756



Notes: Includes base salary only.

Due to rounding, percentages may not total 100%.

Demographics

Federal Government

Average Salary
Race/Ethnicity and Gender

Women

OCCUPATION SERIES CATEGORY - WHITE-COLLAR	TOTAL NUMBER		TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL WHITE-COLLAR AVERAGE SALARY	793,989	18.7	307,082	11.4	186,636	3.4	56,719	2.6	42,697	20,483	1.2	486,907	29.6	
	\$60,121		\$56,259		\$56,138		\$54,313		\$63,448	\$47,952		\$62,559		
TOTAL, PROFESSIONAL AVERAGE SALARY	191,816	13.2	58,632	6.1	27,094	2.2	10,020	3.9	17,461	3,927	0.9	133,184	29.9	
	\$76,601		\$74,924		\$74,220		\$72,016		\$80,085	\$64,754		\$77,341		
TOTAL, ADMINISTRATIVE AVERAGE SALARY	285,554	16.5	105,472	10.8	68,886	3.2	20,128	1.8	11,359	4,925	0.8	180,082	28.2	
	73037		70280		71445		67239		70736	66728		74648		
TOTAL, TECHNICAL AVERAGE SALARY	\$200,235	26.2	\$89,430	16.7	\$57,155	4.8	\$16,317	2.4	\$8,240	\$7,584	2.2	\$110,805	32.5	
	41,042		40,714		41,572		40,403		39,854	35,969		41,307		
TOTAL, CLERICAL AVERAGE SALARY	\$107,501	31.6	\$49,248	19.8	\$30,930	5.8	\$9,125	3.4	\$5,285	\$3,801	2.4	\$58,253	37.3	
	33,695		33,565		34,437		32,371		31,571	32,228		33,806		
TOTAL, OTHER AVERAGE SALARY	\$8,883	6.8	\$4,300	4.1	\$2,571	1.8	\$1,129	0.6	\$352	\$236	0.4	\$4,583	7.3	
	39,762		41,062		40,629		45,249		34,792	35,678		38,542		
TOTAL, BLUE COLLAR AVERAGE SALARY	22,408	5.4	11,066	3.5	7,086	0.8	1,653	0.6	1,242	1,070	0.5	11,342	5.6	
	\$36,997		\$34,570		\$34,169		\$35,344		\$37,115	\$32,997		\$39,362		

Men

OCCUPATION SERIES CATEGORY - WHITE-COLLAR	TOTAL NUMBER		TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL WHITE-COLLAR AVERAGE SALARY	850,340	13.2	216,881	5.7	93,683	4.0	66,055	2.7	43,844	12,841	0.8	633,459	38.5	
	\$72,543		\$63,882		\$61,178		\$61,692		\$74,026	\$60,405		\$75,514		
TOTAL, PROFESSIONAL AVERAGE SALARY	253,687	11.3	50,537	3.3	14,744	2.6	11,648	4.8	21,536	2,477	0.6	203,150	45.6	
	89,985		85,144		82,539		83,355		86,902	77,160		91,193		
TOTAL, ADMINISTRATIVE AVERAGE SALARY	\$353,206	13.0	\$83,178	6.1	\$39,185	4.1	\$26,508	2.0	\$12,539	\$4,773	0.7	\$270,028	42.3	
	\$80,039		\$73,835		\$74,606		\$71,670		\$75,129	\$76,117		\$81,952		
TOTAL, TECHNICAL AVERAGE SALARY	\$140,996	12.3	\$42,056	6.0	\$20,568	3.5	\$11,818	1.7	\$5,665	\$3,901	1.1	\$98,940	29.0	
	46,607		42,851		42,991		42,713		44,195	40,751		48,205		
TOTAL, CLERICAL AVERAGE SALARY	\$48,523	13.2	\$20,591	7.4	\$11,535	3.6	\$5,661	1.7	\$2,678	\$685	0.4	\$27,932	17.9	
	30,352		30,462		30,828		30,089		29,927	29,823		30,271		
TOTAL, OTHER AVERAGE SALARY	\$53,928	32.7	\$20,519	12.2	\$7,651	16.6	\$10,420	2.3	\$1,426	\$1,005	1.6	\$33,409	53.2	
	47,537		47,919		46,044		50,840		41,198	41,672		47,303		
TOTAL, BLUE COLLAR AVERAGE SALARY	181,602	28.9	59,002	14.8	30,292	6.9	14,169	4.7	9,505	4,911	2.4	122,600	60.1	
	\$46,580		\$43,451		\$40,743		\$44,680		\$50,542	\$42,907		\$48,085		

2006 Demographic Profile of the Federal Workforce

Demographics

University of California

Head Count

**Table 1: Statistical Snapshot of Staff Workforce¹
October 2009**

	Headcount ²	FTE ³
Professional and Support Staff (PSS)	117,632	85,593
• <i>Students Working in Staff Titles</i>	28,349	6,778
• <i>PSS Excluding Students</i>	89,283	78,815
Management and Senior Professionals (MSP)	8,833	8,180
Senior Management Group (SMG)	291	290
➤ Staff Workforce Excluding Lawrence Berkeley National Laboratory (LBNL) ⁴	126,756	94,064
➤ LBNL Staff Workforce ⁵	2,653	2,468
➤ UC Staff Workforce, including LBNL	129,409	96,532

Demographics

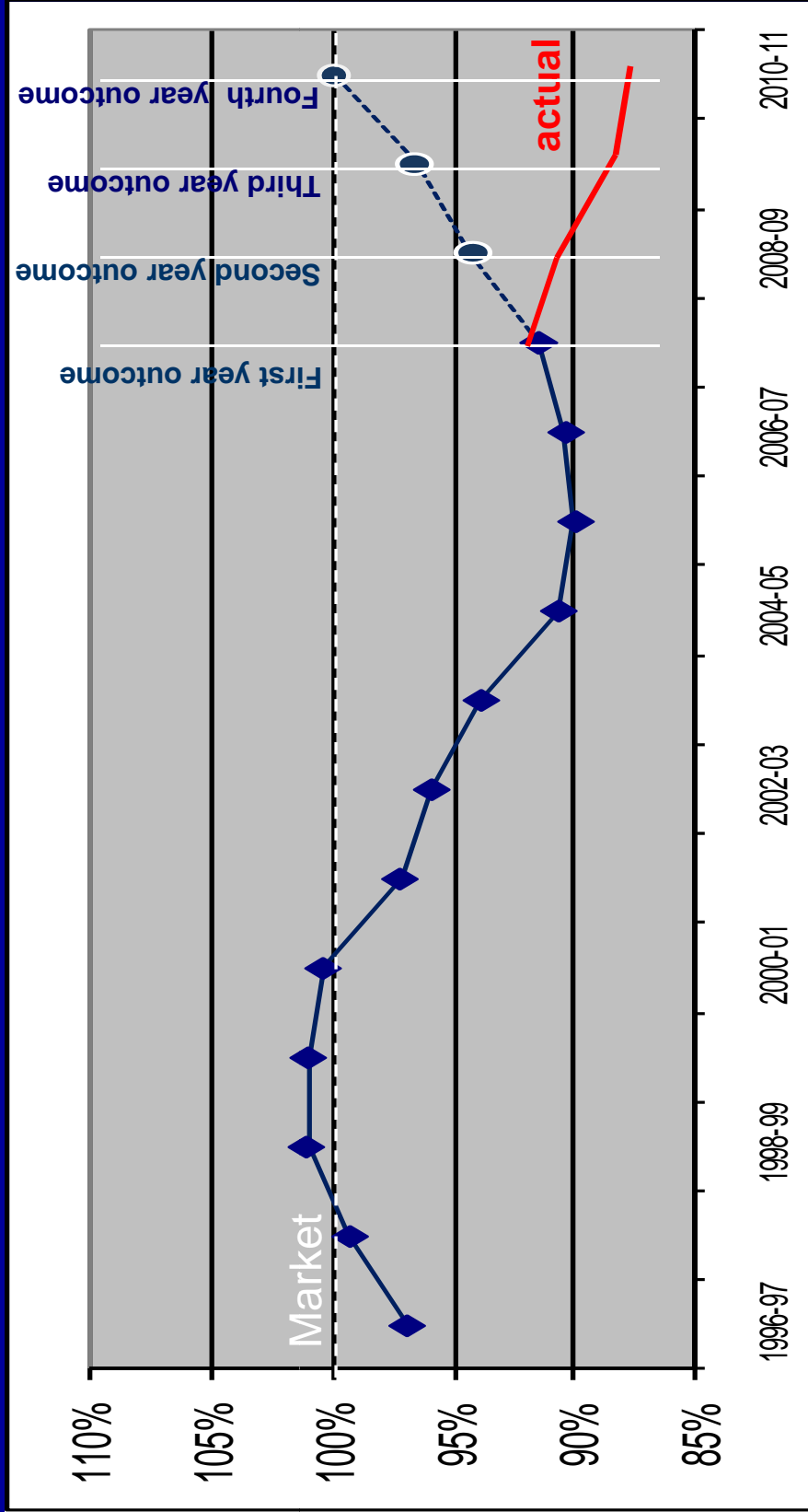
Federal Government
Headcount

	1994	1996	1998	2000	2002	2004	2006
TOTAL (September)	2,043,449	1,890,406	1,804,591	1,755,689	1,813,047	1,851,349	1,848,339

Notes

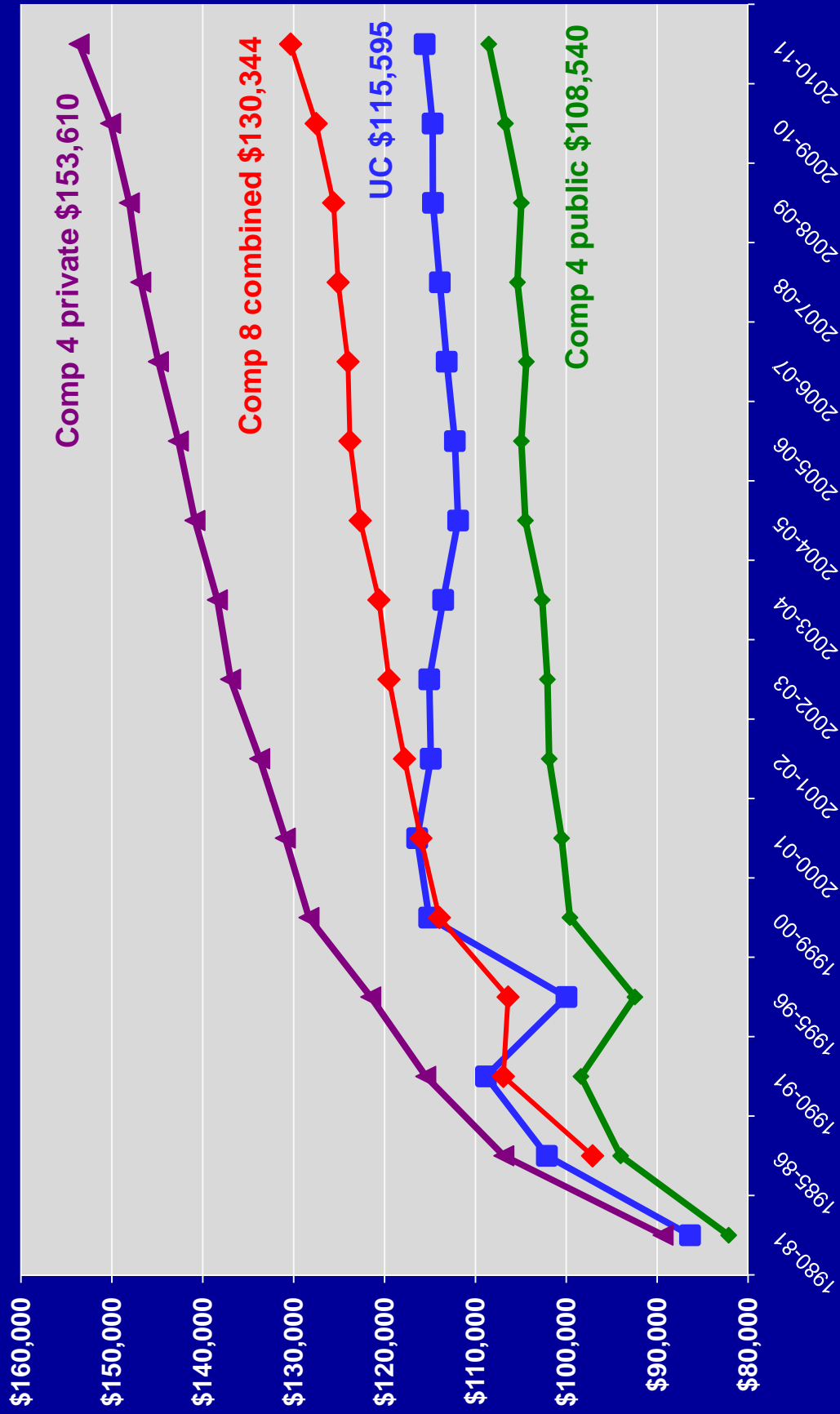
1. Feds -Information about age is by branch and not Personnel title
2. Feds – Information about years of service is by branch and not Personnel title
3. Feds provide information about Disabled Population and Veterans
4. Feds are through in providing across the board longitudinal information about all topics. This isn't true for the UC Profile
5. Information about both agencies might be difficult to compare because UC includes students in some data and not in other, and the Feds include Blue Collar employees in some data and not other.

Four-year Salary Plan To Return Salaries To Market - General Campus



* The lag in 2010-11 is 12.8%

**Average Faculty Salaries - General Campus
Private/Public (Comparison 8) and UC
5-Year intervals to 1999-00, and each year 1999-00 through 2010-11
(Adjusted for Inflation in 2010 Dollars)**



UC vs Comparators
Headcount by Gender (All Staff)

	UC*		CSU		State of CA***		Federal Government	
Male	30359	35%	20520	46%	10,139,916	56%	1031942	44.20%
Female	55416	65%	23820	54%	8,057,382	44%	816397	55.80%
Unknown	0		0		0		0	
Total	85775		44340		18,197,298		1848339	

*Career Staff - in 2009

** All Employees Includes Faculty (Page 04)

*** Civilian Workforce (page 28)

UC vs Comparators
Headcount by Race and Minority (All Staff)

	UC*		CSU**		State of CA***		Federal Government****	
<u>Minority</u>	42538	49.6%	12,783	39%	8786895	51%	523963	32%
American Indian	530	1%	241	1%			33324	12%
African American	7240	8%	2,311	7%	836319	5%	280319	17%
Chicano/Latino	15482	18%	5,280	16%	5824512	34%	122774	7%
Asian American	19286	22%	4,951	15%	2126064	12%	86541	5%
<u>White</u>	40741	47%	19,335	58%	8039330	47%	1120366	68%
Unknown	2496	3%	1,045	3%			1068	0%
Total	85775		33163		17224148		1644329	

*Excludes faculty- 2009

** Full time Employees Includign Faculty

*** Total Includes all race groups. These are the Employment status numbers

**** White Collar Employees only

UC vs Comparators
Headcount by Age

	UC*		CSU**		State of CA***		Federal Government****	
<30	13,178	15%	2349	11%	4834981	27%	202469	11%
30 - 39	20449	24%	4550	21%	4347252	24%	349725	19%
40 - 49	22237	26%	5373	25%	4404114	24%	528940	29%
50 - 59	23074	27%	6789	32%	3311432	18%	605110	33%
60+	6837	8%	2390	11%	1299522	7%	162095	9%
total	85775		21451		18197298		1848339	

** Staff Only

*** Civilian Workforce

**** the age range is a little off +/- 1 year