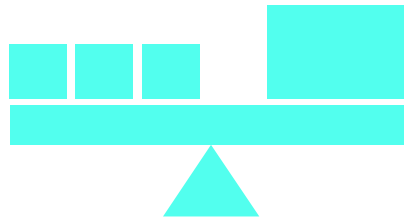


UNIVERSITY OF CALIFORNIA



Composition of the Career Staff Workforce by Race and Sex

Office of the President
Human Resources & Benefits
1999

University of California

Office of the President

Human Resources and Benefits

Composition of the Career Staff Workforce by Race and Sex 1999



University of California

Office of the President

This report presents information on the composition of the career staff workforce at the University of California by race and sex. Information on career staff employees is presented Universitywide and by personnel tier. Some of the graphics display the career staff employee population as of April 1999, while others trace changes over time from April 1991 to 1999. The staff workforce array reflects the University's three tiers of personnel groupings which were implemented on July 1, 1996.

The data covers career employees at the nine campuses (including medical centers) and the Office of the President; employees at the DOE Laboratories are not included.

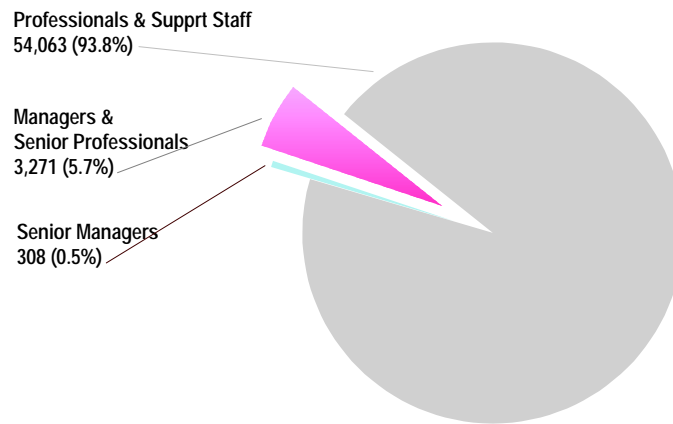
Workforce representation data in the report was extracted from the Corporate Personnel System developed by the Office of Information Resources and Communications at the Office of the President. Availability data was provided by the campuses.

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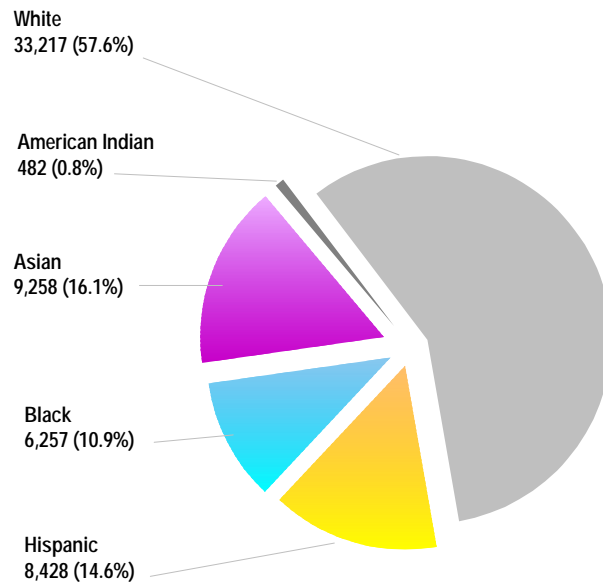
Career Staff Workforce by Personnel Tier 1999

Total = 57,642

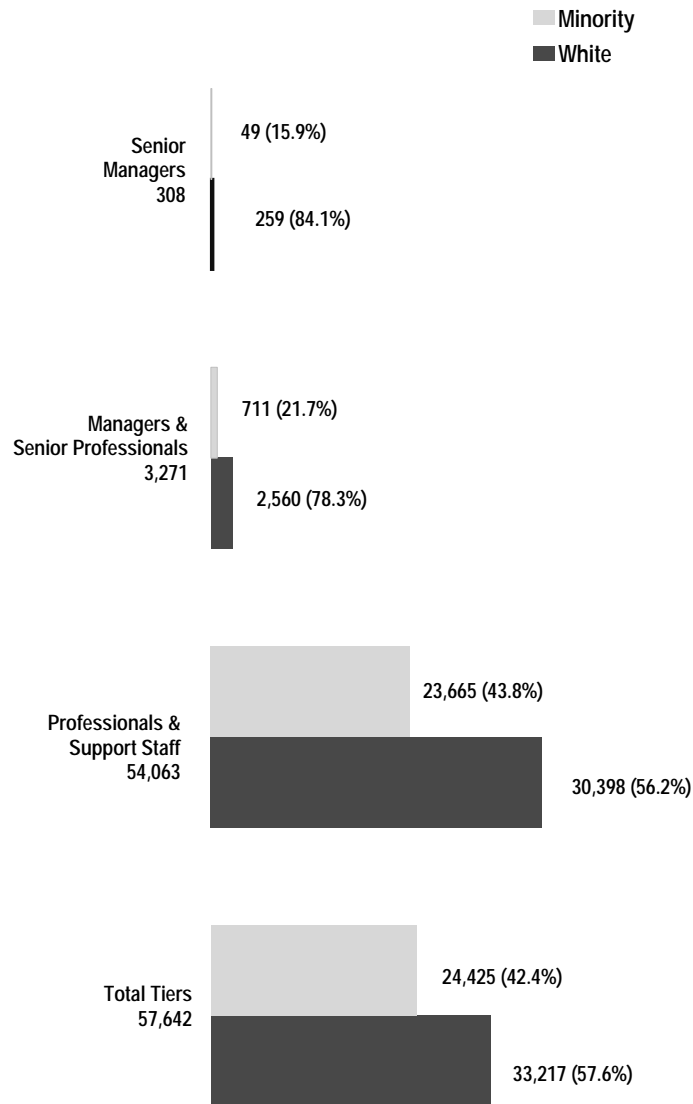


Career Staff Workforce by Race/Ethnicity 1999

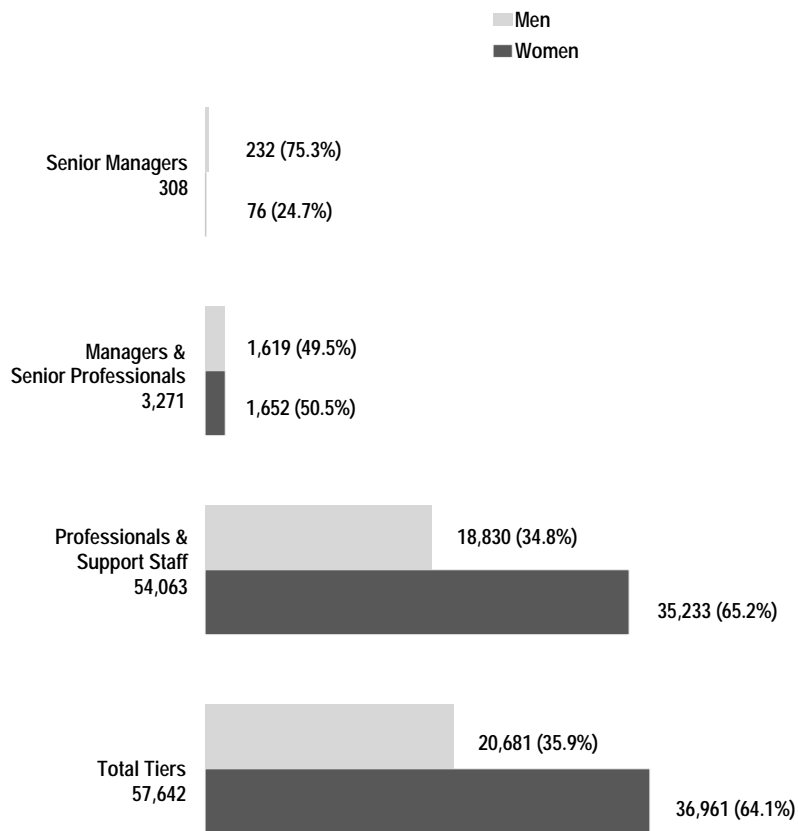
Total = 57,642



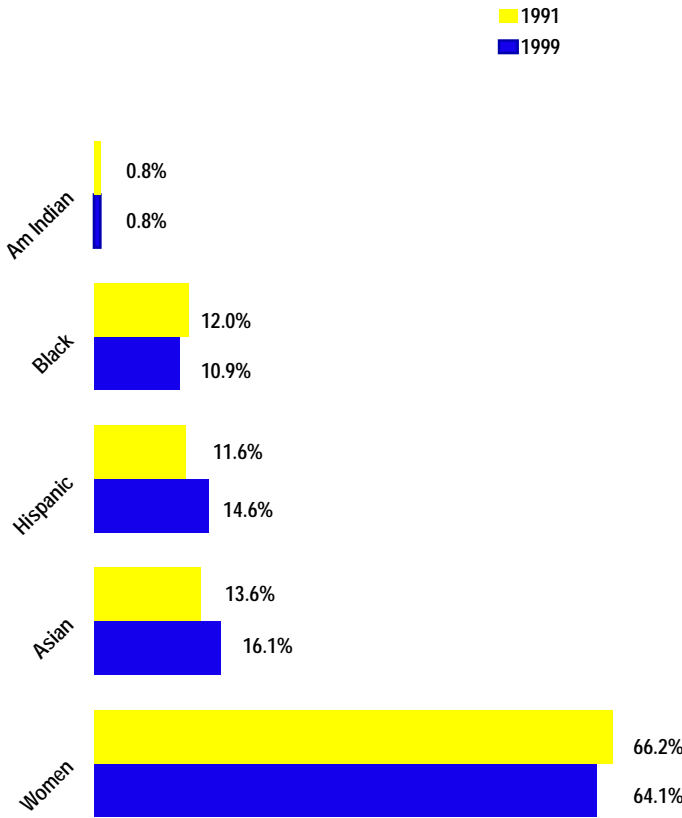
Minority Representation of Career Staff Employees by Personnel Tier 1999



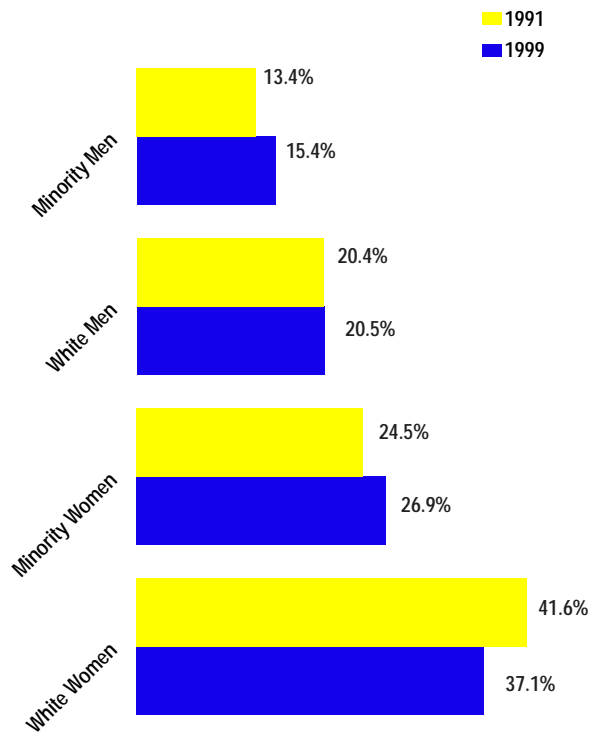
Gender Representation of Career Staff Employees by Personnel Tier 1999



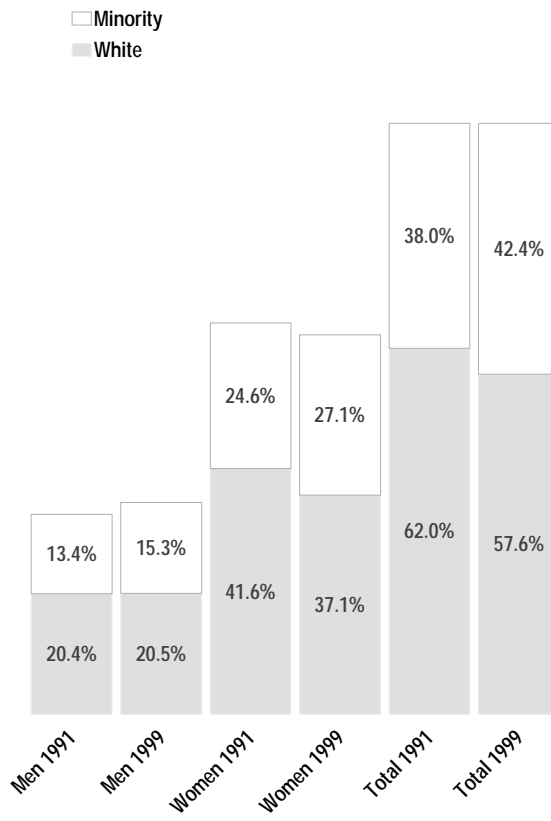
Change in Minority and Female Representation of Career Staff Employees



Change in Gender Representation of Career Staff Employees



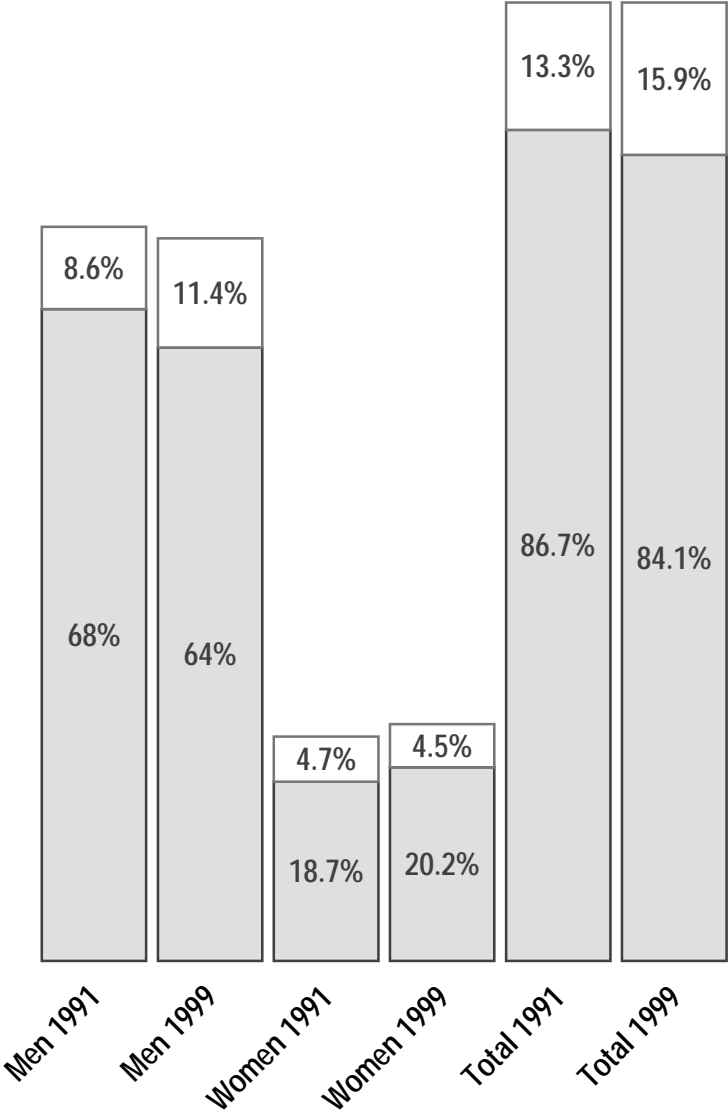
Career Staff Workforce Race/Sex Representation



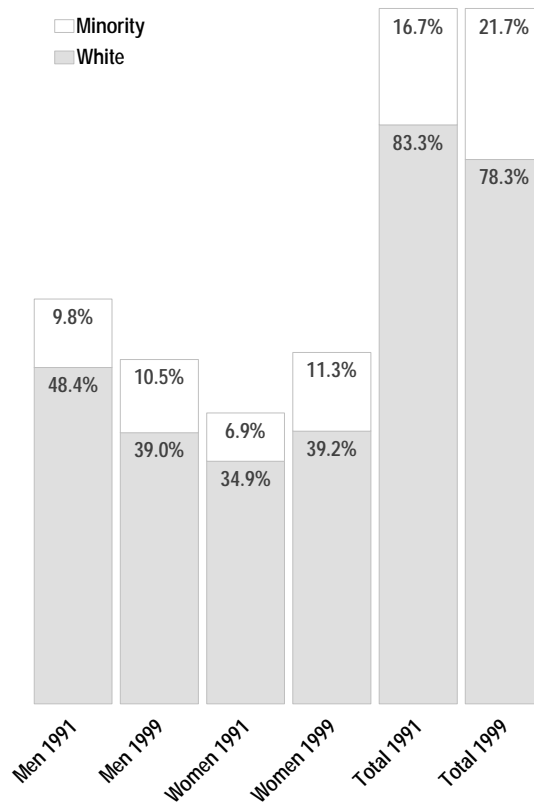
Senior Managers

Race/Sex Representation

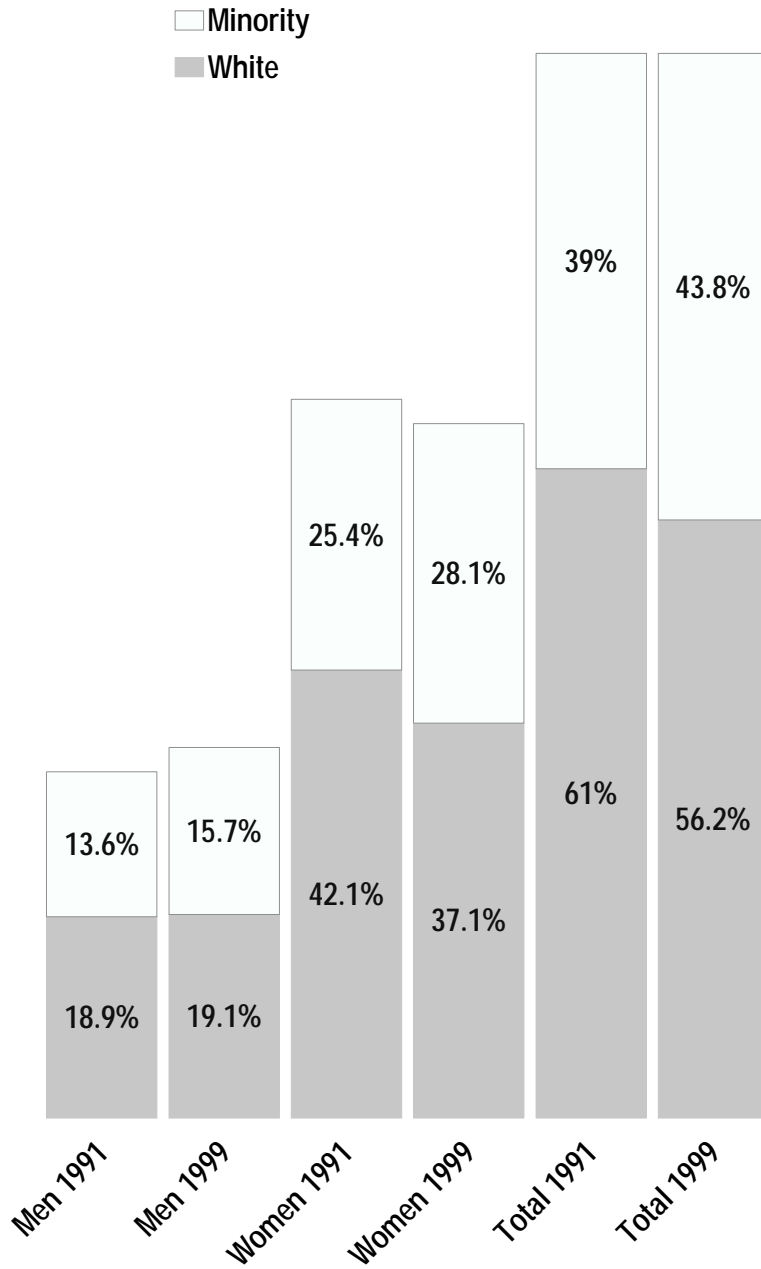
□ Minority
■ White



Managers & Senior Professionals Race/Sex Representation



Professionals & Support Staff Race/Sex Representation

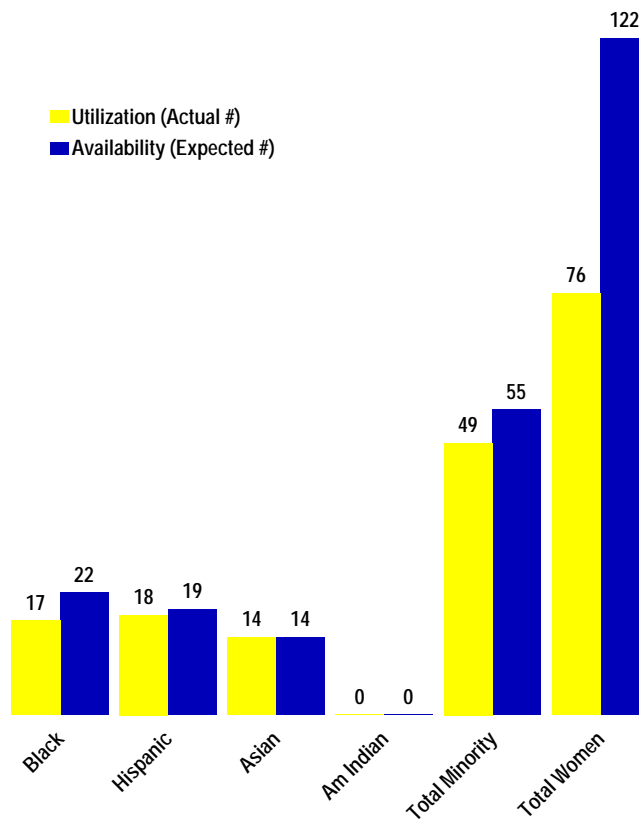


Senior Managers

Minority and Female Utilization and Availability

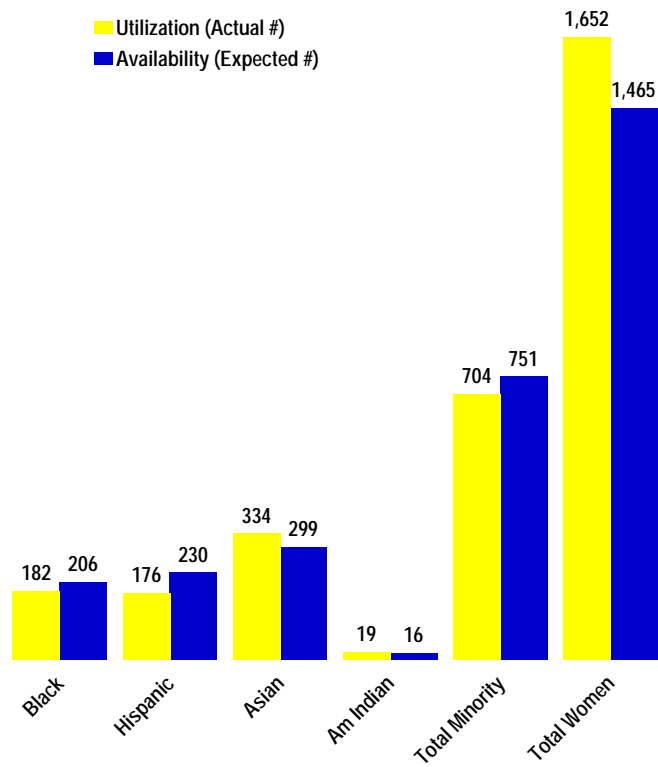
1999

Total Tier =308 Employees



Managers & Senior Professionals Minority and Female Utilization and Availability 1999

Total Tier = 3,271 Employees



University of California Nondiscrimination and Affirmative Action Policy Statement

The University of California prohibits discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics, ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (special disabled veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized).

The University of California is an affirmative action/equal opportunity employer. The University undertakes affirmative action to assure equal employment opportunity for minorities and women, for persons with disabilities, and for special disabled veterans, Vietnam era veterans, and any other veterans who served on active duty during a war or campaign or expedition for which a campaign badge has been authorized.

University policy is intended to be consistent with the provisions of applicable State and Federal laws.

Inquiries regarding the University's equal employment opportunity policies may be directed to:

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