

UNIVERSITY OF CALIFORNIA - STAFF WORKFORCE PROFILE 2016

HEADCOUNT

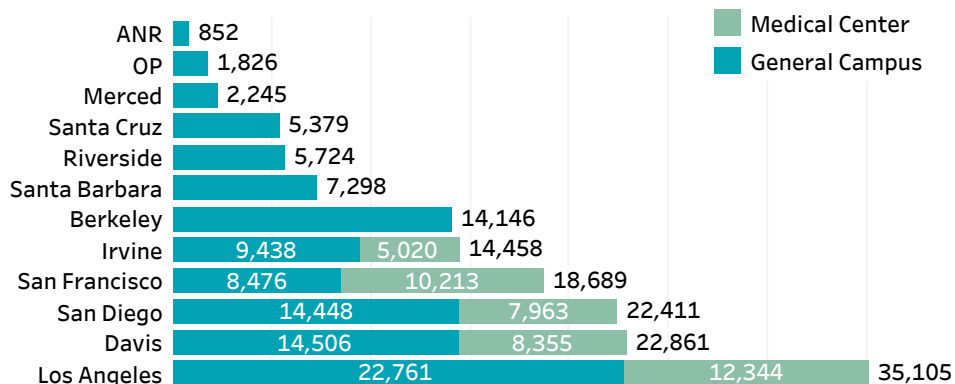
Staff Workforce Summary

October 2016

	Headcount	FTE*	Avg. Years of Service	Avg. Age
SMG	168	164.4	12	57
Managers (M)	6,155	5,993.3	12	50
Senior Professionals (SP)	6,498	5,816.7	10	47
PSS Policy	38,833	34,711.0	8	42
PSS Represented	63,300	54,752.1	7	41
Student Staff	36,040	8,816.9	1	21
University Total	150,994	110,254.4	6	37
Career Staff	97,121	91,987.5	9	43

Staff Workforce Headcount by Location

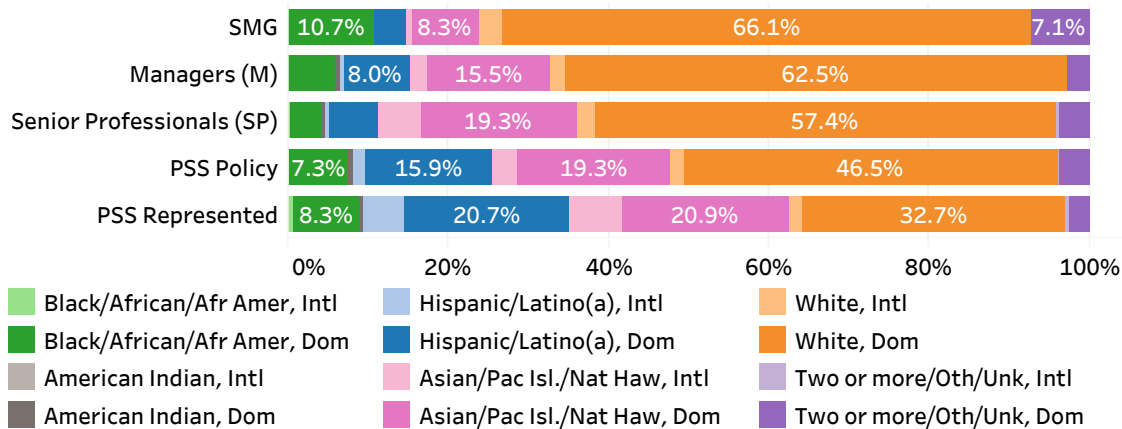
October 2016



DIVERSITY

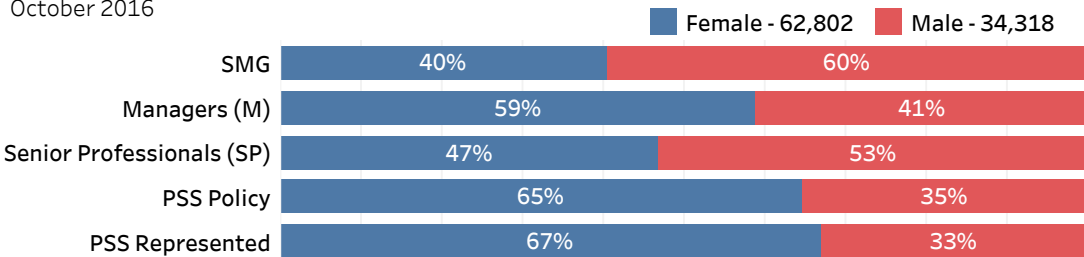
Headcount by Personnel Program and Race/Ethnicity (Career Staff)

October 2016



Headcount by Personnel Program/Gender (Career Staff)

October 2016

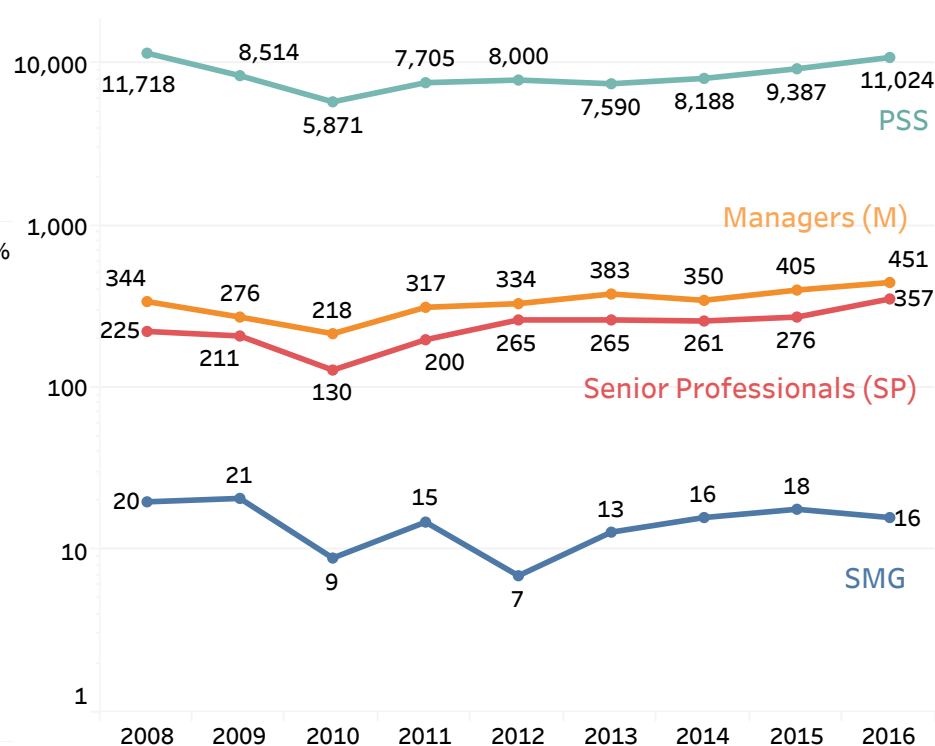


HIRING

New Hires by Personnel Program (Career Staff)

FY 2007-08 to 2015-16, Note Logarithmic Scale

Total New Hires FY 2015-16: 11,848



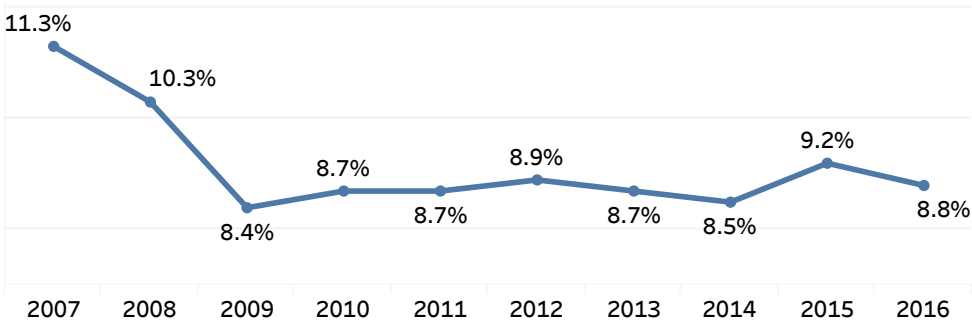
*FTE = Full Time Equivalent. All numbers exclude Lawrence Berkeley National Lab (LBNL). Data Sources: UC Corporate Personnel System and UC Retirement System. Headcounts include employees with any earnings (In previous years only employees with base pay were counted). For more information, visit:

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SEPARATIONS

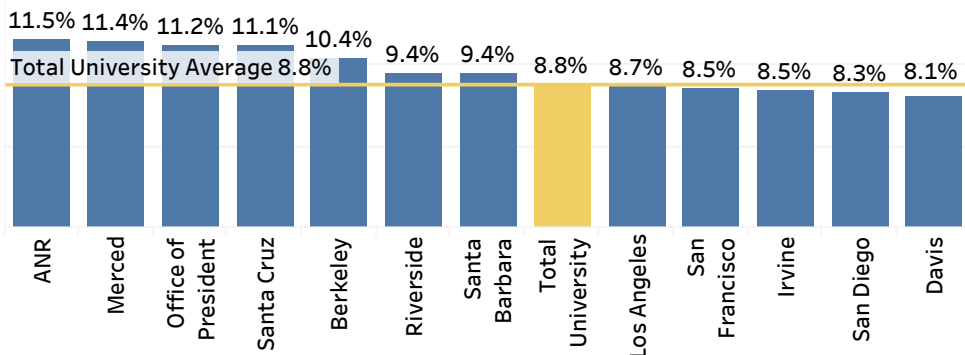
Separation Rate (Career Staff)

FY 2005-06 to 2015-16, 10 Year Average: 9.2%



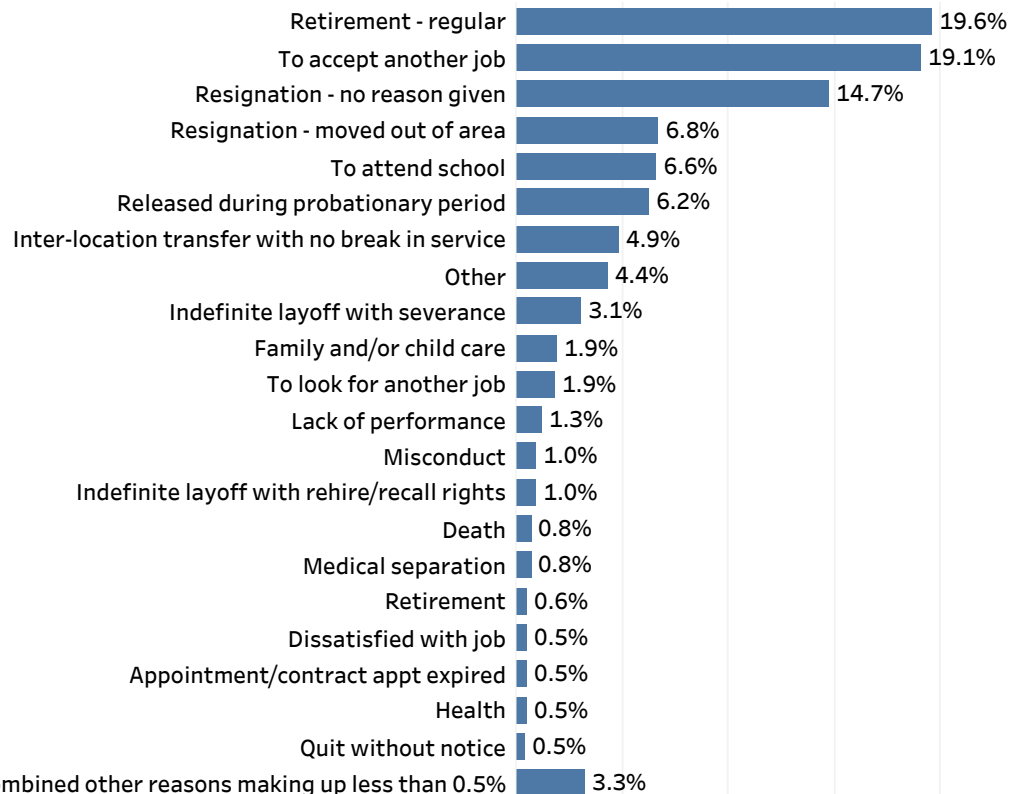
Separation Rate by Location (Career Staff)

FY 2015-16



Reason for Separation (Career Staff)

FY 2015-16, Total Separations: 9,481



RETIREMENT HORIZON

UC Retirement Program Active Headcount by Age and Years of Service, Count and Percent of Total (Career Staff)

Professional and Support Staff (PSS)

October 2016

Managers (M), Senior Professionals (SP) and Sr Mgmt Group (SMG)

October 2016

BLUE: Not eligible to retire and or not eligible to retire with health benefits

YELLOW: Eligible to retire with reduced age factor and or less than maximum UC benefits (1976 tier)

RED: Eligible to retire with maximum age factor and maximum UC retiree health benefit contribution (1976 tier)

	< 30	30-39	40-49	50-59	60+		< 30	30-39	40-49	50-59	60+
20 or More Years of Service		6	1,312	4,968	1,852	20 or More Years of Service		2	352	1,226	492
		0.0%	1.5%	5.6%	2.1%			0.0%	2.9%	10.3%	4.1%
15 to 19 Years of Service		550	3,199	3,386	1,377	15 to 19 Years of Service		67	619	672	258
		0.6%	3.6%	3.8%	1.5%			0.6%	5.2%	5.6%	2.2%
10 to 15 Years of Service	25	3,261	4,970	3,910	1,653	10 to 15 Years of Service	336	757	593	259	
	0.0%	3.7%	5.6%	4.4%	1.9%		2.8%	6.3%	5.0%	2.2%	
< 10 Years of Service	14,541	21,952	11,981	7,496	2,721	< 10 Years of Service	162	1,972	2,030	1,476	669
	16.3%	24.6%	13.4%	8.4%	3.1%		1.4%	16.5%	17.0%	12.4%	5.6%

UNIVERSITY OF CALIFORNIA

2016 STAFF WORKFORCE PROFILE DASHBOARD

EXECUTIVE SUMMARY

The *University of California (UC) Staff Workforce Profile Dashboard*, produced annually, is a resource for workforce planning and talent management efforts at UC. The UC system is a vast and diverse institution. More than 150,000* nonacademic staff are employed by UC's ten campuses, five medical centers, Office of the President, division of Agriculture and Natural Resources, and many other programs and institutions across the state.

What's New in This Edition?

- **New Hires by Personnel Program** – A new chart shows trends in hiring for each personnel program.
- **Reason for Separation** – This chart identifies specific reasons for Career employee separations in fiscal year 2015-2016.
- The methodology used to determine staff headcount has been revised. Staff headcount includes employees with any type of earnings. Prior dashboards only included employees with base pay.

2016 Staff Workforce Trends

The 2016 edition surfaces many of the same trends that have been seen over the past several years. Some key findings:

- Hiring of Career staff has steadily increased over the past six years, recovering from a 50% decline in hiring that occurred between 2008 and 2010. With 11,848 hires in the 2016 fiscal year, hiring has returned to pre-2008 levels. Hiring rates show a similar pattern of increase across all personnel programs.
- The University has moved toward the goal of increasing representation of racial/ethnic groups that have been historically underrepresented. However, racial/ethnic minorities are still underrepresented in the most senior levels of the workforce.
- While overall representation of female staff at UC has remained high over time, female representation remains lower in the senior management and senior professional ranks of the staff workforce.
- The systemwide separation rate was 8.8% in the 2016 fiscal year. Twenty percent (20%) of Career separations were for retirement. The UC has an aging workforce, with 33% of Career staff already at or reaching retirement age within the next decade.
- More than twenty-five percent (25%) of Career staff separations were to pursue other job opportunities, including transfers within the system and resignations from the University.

For More Information

An electronic version of this dashboard, along with other staff and workforce data, is available at: www.ucop.edu/institutional-research-academic-planning/content-analysis/employees/. The dashboard is produced through collaboration between Systemwide Human Resources Talent Management and Staff Development and Institutional Research and Academic Planning at UC's Office of the President. For questions about this dashboard, contact Donna Salvo, Executive Director of Systemwide Talent Management and Staff Development (donna.salvo@ucop.edu).

*Faculty and other academic appointees are not included in the 2016 Staff Workforce Profile Dashboard.