Introduction

The University of California is a vast public treasure, and our success in carrying out our mission of teaching, research, and public service excellence reflects the quality and commitment of our faculty and staff. Next to state government, the University employs the most people in California, and is the largest employer in New Mexico (next to state government) by virtue of the UC-managed Los Alamos National Laboratory and its subcontractors.

This Millennial edition of Workforce Profile presents useful statistics covering the decade from 1990 to 2000 that demonstrate the rich variety and complexity of our workforce. We compare the workforce demographics of the past decade to show significant trends and changes. The information pertains to all levels of staff at the campuses, laboratories, and UC Office of the President in all appointment categories, including career, non-career, full-time, and part-time staff. For the first time this year, our Profile includes information about employee participation in UC health and welfare and retirement benefits programs.

Please refer to the Glossary of Terms on page 42 for definitions of the various reporting categories found in the profile. This Profile is also available online at www.ucop.edu/humres/profile/2000.

And now, I am pleased to present our Workforce Profile.

Judith W. Boyette
Associate Vice President
UC Human Resources and Benefits

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# Statistical Snapshot

<table>
<thead>
<tr>
<th>Workforce Headcount (all appointment types)</th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>37,904</td>
<td>44,954</td>
</tr>
<tr>
<td>Staff</td>
<td>88,862</td>
<td>106,754</td>
</tr>
<tr>
<td>Department of Energy (DOE) Laboratories</td>
<td>21,471</td>
<td>20,750</td>
</tr>
<tr>
<td>Total UC Workforce</td>
<td>148,237</td>
<td>172,458</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Staff (excluding Laboratory personnel)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Equivalents (FTE)</td>
<td>65,805</td>
<td>77,091</td>
</tr>
<tr>
<td>Minority Representation – All Employees</td>
<td>40%</td>
<td>48%</td>
</tr>
<tr>
<td>Gender Representation – Career Employees</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Percent Female</td>
<td>63%</td>
<td>64%</td>
</tr>
<tr>
<td>Percent Male</td>
<td>37%</td>
<td>36%</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Average Age</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>All Staff</td>
<td>35 Years</td>
<td>36 Years</td>
</tr>
<tr>
<td>Career Staff</td>
<td>40 Years</td>
<td>42 Years</td>
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</table>

<table>
<thead>
<tr>
<th>Average Length of Service</th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All Staff</td>
<td>4 Years</td>
<td>5 Years</td>
</tr>
<tr>
<td>Career Staff</td>
<td>7 Years</td>
<td>8 Years</td>
</tr>
<tr>
<td>Percent of Staff Exclusively Represented by Unions</td>
<td>43%</td>
<td>49%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Academic Personnel (excluding Laboratory personnel)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Equivalents (FTE)</td>
<td>26,762</td>
<td>31,662</td>
</tr>
<tr>
<td>Percent of Academic Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exclusively Represented by Unions</td>
<td>7%</td>
<td>29%</td>
</tr>
</tbody>
</table>
Total Workforce
Headcount

Change over the 10-year period = 16% increase

<table>
<thead>
<tr>
<th></th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic</strong></td>
<td>37,904</td>
<td>44,954</td>
</tr>
<tr>
<td>Ladder Rank Faculty and Equivalents</td>
<td>7,960</td>
<td>7,876</td>
</tr>
<tr>
<td>Other Academics</td>
<td>12,262</td>
<td>16,036</td>
</tr>
<tr>
<td>Graduate Students (with Academic Appointments)</td>
<td>17,682</td>
<td>21,042</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td>88,862</td>
<td>106,754</td>
</tr>
<tr>
<td>Executive</td>
<td>351</td>
<td></td>
</tr>
<tr>
<td>Management and Professional (MAP)</td>
<td>2,674</td>
<td></td>
</tr>
<tr>
<td>Administrative and Professional Staff (A&amp;PS)</td>
<td>15,358</td>
<td></td>
</tr>
<tr>
<td>Staff</td>
<td>50,695</td>
<td></td>
</tr>
<tr>
<td>Senior Management</td>
<td>321</td>
<td></td>
</tr>
<tr>
<td>Management and Senior Professionals (MSP)</td>
<td>5,018</td>
<td></td>
</tr>
<tr>
<td>Professional and Support Staff (PSS)</td>
<td>77,385</td>
<td></td>
</tr>
<tr>
<td>Students (Casual/Restricted Staff)</td>
<td>19,784</td>
<td>24,030</td>
</tr>
<tr>
<td><strong>DOE Laboratories</strong></td>
<td>21,471</td>
<td>20,750</td>
</tr>
<tr>
<td>Lawrence Berkeley National Laboratory</td>
<td>3,277</td>
<td>3,891</td>
</tr>
<tr>
<td>Los Alamos National Laboratory</td>
<td>9,579</td>
<td>8,914</td>
</tr>
<tr>
<td>Lawrence Livermore National Laboratory</td>
<td>8,615</td>
<td>7,945</td>
</tr>
</tbody>
</table>

* Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.
Total Workforce
Full-time Equivalents (FTE)

Change over the 10-year period = 14% increase

1990 = 110,773
2000 = 126,414

Academic 26,762 31,662
Ladder Rank Faculty and Equivalents - 7,728
7,745
Other Academics - 9,814
13,086
Graduate Students (with Academic Appointments) - 9,220
10,831

Staff* 65,805 77,091
Executive - 353
Management and Professional (MAP) - 2,370
Administrative and Professional Staff (A&PS) - 14,282
Staff - 48,800
Senior Management - 315
Management and Senior Professionals (MSP) - 4,459
Professional and Support Staff (PSS) - 72,317

DOE Laboratories 18,206 17,661
Lawrence Berkeley National Laboratory - 2,558
2,681
Los Alamos National Laboratory - 7,752
7,847
Lawrence Livermore National Laboratory - 7,896
7,133

* Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000. Variation in computation during 1990-2000 of FTE at LBNL is noted.
Staff Headcount and Full-time Equivalents (FTE)

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel

<table>
<thead>
<tr>
<th>Year</th>
<th>Headcount</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>106,754</td>
<td>77,091</td>
</tr>
<tr>
<td>1999</td>
<td>101,377</td>
<td>72,735</td>
</tr>
<tr>
<td>1998</td>
<td>99,040</td>
<td>70,148</td>
</tr>
<tr>
<td>1997</td>
<td>99,198</td>
<td>70,372</td>
</tr>
<tr>
<td>1996</td>
<td>96,619</td>
<td>68,528</td>
</tr>
<tr>
<td>1995</td>
<td>96,030</td>
<td>68,627</td>
</tr>
<tr>
<td>1994</td>
<td>93,731</td>
<td>66,818</td>
</tr>
<tr>
<td>1993</td>
<td>92,202</td>
<td>65,813</td>
</tr>
<tr>
<td>1992</td>
<td>92,767</td>
<td>67,045</td>
</tr>
<tr>
<td>1991</td>
<td>91,347</td>
<td>65,984</td>
</tr>
<tr>
<td>1990</td>
<td>88,862</td>
<td>65,805</td>
</tr>
</tbody>
</table>
Percentage of Staff Full-time Equivalents by Fund Source

Includes all staff appointment types; excludes DOE Laboratories

- General Funds
- Tuition and Fees
- Contracts, Grants, Endowments
- Teaching Hospital Funds and Other
- Auxiliary Enterprises Sales and Services

<table>
<thead>
<tr>
<th>Year</th>
<th>General Funds</th>
<th>Tuition and Fees</th>
<th>Contracts, Grants, Endowments</th>
<th>Teaching Hospital Funds and Other</th>
<th>Auxiliary Enterprises Sales and Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>30%</td>
<td>8%</td>
<td>12%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>2000*</td>
<td>27%</td>
<td>6%</td>
<td>15%</td>
<td>52%*</td>
<td></td>
</tr>
</tbody>
</table>

Change over the 10-year period
-10%  -25%  +25%  +4%

* Of the 52% recorded for year 2000, 11% represents Auxiliary Enterprises Sales and Services, and 41% represents Teaching Hospitals revenues. No comparative data are available for year 1990.

Source of Data: Management and Staff Profile 1990
Corporate Personnel System October 2000 – Final
Staff Personnel by Personnel Program

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel

(Headcount)

Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.
Staff Personnel by Appointment Type

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel (Headcount)

<table>
<thead>
<tr>
<th>Appointment Type</th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career</td>
<td>56,724 (64%)</td>
<td>64,717 (61%)</td>
</tr>
<tr>
<td>Contract</td>
<td>388 (&lt;1%)</td>
<td>1,415 (1%)</td>
</tr>
<tr>
<td>Per Diem</td>
<td>1,291 (2%)</td>
<td>3,034 (3%)</td>
</tr>
<tr>
<td>Other</td>
<td>2,413 (3%)</td>
<td>1,474 (1%)</td>
</tr>
<tr>
<td>Casual</td>
<td>8,115 (9%)</td>
<td>12,084 (11%)</td>
</tr>
<tr>
<td>Casual/Restricted (Students)</td>
<td>19,931 (22%)</td>
<td>24,030 (23%)</td>
</tr>
</tbody>
</table>

Source of Data: Management and Staff Profile 1990
Corporate Personnel System October 2000 – Final
Staff Personnel by Personnel Program and Appointment Type

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel
(Headcount)

1990

Staff 70,479

Career - 57% 40,182
Casual/Restricted (Students) - 28% 19,784
Casual - 10% 7,003
Per Diem - 3% 2,223
Other - 2% 1,287

Administrative and Professional Staff (A&PS) 15,358

Career - 91% 13,900
Casual/Restricted (Students) - 1% 146
Casual - 6% 949
Contract - 2% 224
Other - <1% 139

Management and Professional (MAP) 2,674

Career - 86% 2,301
Casual - 6% 163
Contract - 6% 160
Other - 2% 50

Executive 351

Career - 99% 350
Contract - <1% 1

In the case of multiple appointments, employees are reported in their primary appointment only. Employees with invalid title codes are excluded.
Staff Personnel by Personnel Program and Appointment Type

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel (Headcount)

2000

Professional and Support Staff (PSS) 101,415

- Career - 60% 60,437
- Casual/Restricted (Students) - 24% 24,026
- Casual - 12% 11,727
- Per Diem - 3% 3,034
- Other - 1% 1,437
- Contract - <1% 754

Management and Senior Professionals (MSP) 5,018

- Career - 79% 3,969
- Casual - 13% 656
- Contract - 7% 355
- Other - 1% 38

Senior Management 321

- Career - 97% 311
- Contract - 3% 10

Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 on page 8 were consolidated into the three listed for 2000 on this page.

Source of Data: Corporate Personnel System October 2000 – Final
# Distribution of Campus and Medical Center Staff Employees

Includes all nonrepresented and represented staff (Headcount)

## 1990

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Campus Employees</th>
<th>Medical Center Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staff</strong></td>
<td>72,678</td>
<td>55,434</td>
<td>17,244</td>
</tr>
<tr>
<td><strong>Administrative and Professional Staff (A&amp;PS)</strong></td>
<td>15,654</td>
<td>12,183</td>
<td>3,471</td>
</tr>
<tr>
<td><strong>Management and Professional (MAP)</strong></td>
<td>2,679</td>
<td>2,237</td>
<td>442</td>
</tr>
<tr>
<td><strong>Executive</strong></td>
<td>336</td>
<td>304</td>
<td>32</td>
</tr>
</tbody>
</table>

### All Appointment Types

## 2000

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Campus Employees</th>
<th>Medical Center Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Professional and Support Staff (PSS)</strong></td>
<td>101,415</td>
<td>77,110</td>
<td>24,305</td>
</tr>
<tr>
<td><strong>Management and Senior Professionals (MSP)</strong></td>
<td>5,018</td>
<td>4,150</td>
<td>868</td>
</tr>
<tr>
<td><strong>Senior Management</strong></td>
<td>321</td>
<td>293</td>
<td>28</td>
</tr>
</tbody>
</table>

Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.
Minority Representation as a Percentage of the Staff Workforce

Includes all nonrepresented and represented staff in all appointment types; excludes DOE Laboratory personnel

Change over the 10-year period = 19% increase

This chart excludes employees who have not identified their ethnicity.

Source of Data: Management and Staff Profile 1990 ER2.1 Statistical Summary
Ethnic Groups as a Percentage of the Staff Career Workforce

Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel

This chart excludes employees who have not identified their ethnicity.

1990
- American Indian (0.8%)
- Asian (16.0%)
- Black (10.9%)
- Hispanic (12.3%)
- White (60.0%)

2000
- American Indian (0.8%)
- Asian (17.7%)
- Black (10.5%)
- Hispanic (15.3%)
- White (55.7%)
Staff Career Employees by Gender and Personnel Program

Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel.

1990

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
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<tbody>
<tr>
<td>Staff</td>
<td>36%</td>
<td>64%</td>
</tr>
<tr>
<td>Administrative and Professional Staff (A&amp;PS)</td>
<td>38%</td>
<td>62%</td>
</tr>
<tr>
<td>Management and Professional (MAP)</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Executive</td>
<td>77%</td>
<td>23%</td>
</tr>
</tbody>
</table>

2000

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional and Support Staff (PSS)</td>
<td>35%</td>
<td>65%</td>
</tr>
<tr>
<td>Management and Senior Professionals (MSP)</td>
<td>49%</td>
<td>51%</td>
</tr>
<tr>
<td>Senior Management</td>
<td>74%</td>
<td>26%</td>
</tr>
</tbody>
</table>

1990 Career Employees in all Personnel Programs: Male = 37% Female = 63%
2000 Career Employees in all Personnel Programs: Male = 36% Female = 64%

Note: Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.
## Staff Career Employees by Ethnicity and Gender

Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel (Headcount)

<table>
<thead>
<tr>
<th></th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>American Indian –</td>
<td>664</td>
<td>33.9%</td>
</tr>
<tr>
<td>Asian –</td>
<td>14,251</td>
<td>38.5%</td>
</tr>
<tr>
<td>Black –</td>
<td>9,686</td>
<td>35.8%</td>
</tr>
<tr>
<td>Hispanic –</td>
<td>10,876</td>
<td>41.9%</td>
</tr>
<tr>
<td>White –</td>
<td>53,200</td>
<td>36.4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>American Indian –</td>
<td>495</td>
<td>32.7%</td>
</tr>
<tr>
<td>Asian –</td>
<td>11,355</td>
<td>33.7%</td>
</tr>
<tr>
<td>Black –</td>
<td>6,738</td>
<td>34.1%</td>
</tr>
<tr>
<td>Hispanic –</td>
<td>9,857</td>
<td>40.3%</td>
</tr>
<tr>
<td>White –</td>
<td>35,806</td>
<td>35%</td>
</tr>
</tbody>
</table>

This chart excludes employees who have not identified their ethnicity.
Age Distribution of Staff Employees
Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel

1990 Average Age Career Employees = 40
2000 Average Age Career Employees = 42
1990 Average Age All Employees = 35
2000 Average Age All Employees = 36
Length of Service of Staff Employees

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel

<table>
<thead>
<tr>
<th>Years of Service Since Most Recent Date of Hire*</th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>25+ years</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>20-24</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td>15-19</td>
<td>15%</td>
<td>9%</td>
</tr>
<tr>
<td>10-14</td>
<td>21%</td>
<td>15%</td>
</tr>
<tr>
<td>5-9</td>
<td>17%</td>
<td>14%</td>
</tr>
<tr>
<td>0-4</td>
<td>48%</td>
<td>65%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Career</th>
<th>All Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>1990</td>
</tr>
<tr>
<td>65%</td>
<td>66%</td>
</tr>
<tr>
<td>14%</td>
<td>11%</td>
</tr>
<tr>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>3%</td>
<td>4%</td>
</tr>
</tbody>
</table>

1990 Average Service Career Employees = 7 years
2000 Average Service Career Employees = 8 years
1990 Average Service All Employees = 4 years
2000 Average Service All Employees = 5 years

*Length of service reflects years since most recent date of hire (not equivalent to UCRP service credit).
New Hires by Occupational Group
Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel
(Headcount)

<table>
<thead>
<tr>
<th>Occupational Group</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care &amp; Allied Services</td>
<td>4,142</td>
</tr>
<tr>
<td>Clerical &amp; Allied Services</td>
<td>3,388</td>
</tr>
<tr>
<td>Fiscal, Management, Staff Services</td>
<td>1,601</td>
</tr>
<tr>
<td>Sciences, Laboratory, and Allied Services</td>
<td>841</td>
</tr>
<tr>
<td>Maintenance, Fabrication, Operators</td>
<td>480</td>
</tr>
<tr>
<td>Food &amp; Linen Services</td>
<td>263</td>
</tr>
<tr>
<td>Management</td>
<td>244</td>
</tr>
<tr>
<td>Communication, Arts, Graphics</td>
<td>242</td>
</tr>
<tr>
<td>Student Services</td>
<td>237</td>
</tr>
<tr>
<td>Architecture, Engineering and Allied Services</td>
<td>95</td>
</tr>
<tr>
<td>Protective Services</td>
<td>94</td>
</tr>
<tr>
<td>Other</td>
<td>11</td>
</tr>
</tbody>
</table>

Total number of career employees hired in 1999 - 2000 = 11,638

Fiscal Year 1999-2000

Note: Data on new hires was not collected in 1990; therefore, there is no 10-year comparison.

Source of Data: SP11 – New Hire Report
Age at Hire — Career Staff Employees
Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel (Headcount)

Fiscal Year 1999-2000
Note: Data on new hires was not collected in 1990; therefore, there is no 10-year comparison.

Source of Data: SP11 – New Hire Report
Staff Employees —
Union Representation

Excludes DOE Laboratory personnel
(Headcount – all appointment types)

1990

- Represented - 38,109 (43%)
- Nonrepresented - 50,753 (57%)

2000

- Represented - 54,457 (51%)
- Nonrepresented - 52,297 (49%)

Change in population distribution over 10-year period = 19% increase
Change in population distribution over 10-year period = 14% decrease

Data includes total staff workforce in all personnel programs, including casual/restricted employees.
Staff Employees —
Collective Bargaining Units
Excludes DOE Laboratory personnel
(Headcount — all appointment types)

* In addition, 907 employees at LBNL are covered by collective bargaining agreements, and 129 employees at LLNL are in a local Public Safety Officers Association.
Academic Employees —
Union Representation
(Headcount — all appointment types)

<table>
<thead>
<tr>
<th>Year</th>
<th>Represented</th>
<th>Nonrepresented</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>2,598</td>
<td>35,308</td>
</tr>
<tr>
<td>2000</td>
<td>12,875</td>
<td>32,079</td>
</tr>
</tbody>
</table>

Represented
Change in population distribution over 10-year period = 314% increase

Nonrepresented
Change in population distribution over 10-year period = 24% decrease

*Academic Student Employee UAW union gained representation rights in 1999.
Academic Employees — Collective Bargaining Units
(Headcount — all appointment types)

1990

- American Federation of Teachers (AFT) (86%)
  - Librarians – 497
  - Non-Senate Instructional – 1,751
- UCSC Faculty Association – 350 (14%)

2000

- United Auto Workers (UAW) (77%)
  - Academic Student Employees – 9,959
- American Federation of Teachers (AFT) (20%)
  - Librarians – 405
  - Non-Senate Instructional – 2,109
- UCSC Faculty Association – 402 (3%)

Academic Student Employee UAW union gained representation rights in 1999.
Weighted Average Annual Salaries
Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel
(Headcount)

1990

Career Employees Average:
$33,432

All Employees Average:
$31,248

Source of Data: Management and Staff Profile 1990
Weighted Average Annual Salaries
Includes all nonrepresented and represented staff;
excludes DOE Laboratory personnel
(Headcount)

2000

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Career Employees Average</th>
<th>All Employees Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>$70,000+</td>
<td>$45,420</td>
<td>$70,000+</td>
</tr>
<tr>
<td>$60,000-$69,000</td>
<td>4,864</td>
<td>$60,000–$69,000</td>
</tr>
<tr>
<td>$50,000-$59,000</td>
<td>8,747</td>
<td>$50,000–$59,000</td>
</tr>
<tr>
<td>$40,000-$49,000</td>
<td>10,949</td>
<td>$40,000–$49,000</td>
</tr>
<tr>
<td>$30,000-$39,000</td>
<td>16,328</td>
<td>$30,000–$39,000</td>
</tr>
<tr>
<td>$20,000-$29,000</td>
<td>15,272</td>
<td>$20,000–$29,000</td>
</tr>
<tr>
<td>&lt;$20,000</td>
<td>946</td>
<td>&lt;$20,000</td>
</tr>
</tbody>
</table>

Source of Data: Corporate Personnel System October 2000 – Final
Staff Career Workforce by Occupational Group

Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel
(Refer to Appendix for Occupational Groups)

In the case of multiple appointments, employees are reported in their primary appointment only. Employees with invalid title codes are excluded.

Source of Data: Management and Staff Profile 1990
Corporate Personnel System October 2000 – Final
Turnover of Staff Career Employees
Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel

<table>
<thead>
<tr>
<th>Category</th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmacists - H50</td>
<td>7.3%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Police and Fire Services - J10</td>
<td>7.4%</td>
<td>10.6%</td>
</tr>
<tr>
<td>Managers - M10</td>
<td>4.8%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Food Preparation Workers - C20</td>
<td>7.7%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Administrative, Budget, and Personnel Analysis - F20</td>
<td>7.8%</td>
<td>9.9%</td>
</tr>
<tr>
<td>Engineering - E20</td>
<td>8.0%</td>
<td>12.1%</td>
</tr>
<tr>
<td>Nursing Services - H35</td>
<td>8.2%</td>
<td>8.1%</td>
</tr>
<tr>
<td>Architecture and Planning - E10</td>
<td>8.3%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Advising Services - A30</td>
<td>6.8%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Word Processing - B40</td>
<td>9.3%</td>
<td>9.2%</td>
</tr>
<tr>
<td>Parking and Guard Services - J15</td>
<td>9.5%</td>
<td>10.1%</td>
</tr>
<tr>
<td>Medical Auxiliary Services–Miscellaneous - H45</td>
<td>9.7%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Food Service and Management Dietitians - C10</td>
<td>8.2%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Animal Care Technicians - I10</td>
<td>6.7%</td>
<td>10.4%</td>
</tr>
<tr>
<td>Social Services–Clinical - H15</td>
<td>8.0%</td>
<td>10.9%</td>
</tr>
<tr>
<td>Hospital Attendants–Vocational Nurses - H15</td>
<td>7.4%</td>
<td>12.9%</td>
</tr>
<tr>
<td>Computer Programming and Analysis - F15</td>
<td>7.4%</td>
<td>11.7%</td>
</tr>
<tr>
<td>Hospital Attendants–Assistants and Escorts - H10</td>
<td>7.2%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Physicians and Dentists - H40</td>
<td>5.6%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Fiscal Services - F35</td>
<td>9.0%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Clerical/Administrative and Special Mail Services - B15</td>
<td>6.1%</td>
<td>12.8%</td>
</tr>
<tr>
<td>Computer Operations - F10</td>
<td>6.1%</td>
<td>12.9%</td>
</tr>
<tr>
<td>Sciences - I25</td>
<td>9.5%</td>
<td>13.5%</td>
</tr>
<tr>
<td>Communications - D10</td>
<td>7.5%</td>
<td>14.0%</td>
</tr>
<tr>
<td>Social Services–Community - H70</td>
<td>6.3%</td>
<td>15.1%</td>
</tr>
<tr>
<td>Laboratory and Allied Services - I20</td>
<td>6.3%</td>
<td>17.6%</td>
</tr>
</tbody>
</table>

1990 Career Staff Turnover = 8.3% 2000 Career Staff Turnover = 10.2%

* Data does not include Office of the President personnel because of July 2000 Payroll transition activity. See glossary for definition details on turnover reporting.
Medical Plan Coverage
Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel (Headcount)

1990
114,190 enrollment

Annuitants - 20,110 18%
Employees - 94,080 82%

2000
140,800 enrollment

Annuitants - 34,500 25%
Employees - 106,300 75%

Change in annuitant enrollment over 10-year period = 72% increase
Change in employee enrollment over 10-year period = 13% increase
Change in total enrollment over 10-year period = 23% increase

Primary subscribers (employees and annuitants) only—does not include family members

Source of Data: Quarterly Statistical Report: Group Medical Plans
## Medical Plan Coverage Per Capita Costs

Includes all nonrepresented and represented staff and academics

<table>
<thead>
<tr>
<th>Year</th>
<th>University Contribution*</th>
<th>Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>$112</td>
<td>$3,247</td>
</tr>
<tr>
<td>1994</td>
<td>$134</td>
<td>$3,255</td>
</tr>
<tr>
<td>1997</td>
<td>$92</td>
<td>$2,900</td>
</tr>
<tr>
<td>2000</td>
<td>$120</td>
<td>$3,505</td>
</tr>
</tbody>
</table>

* Primary subscribers only

<table>
<thead>
<tr>
<th>Year</th>
<th>Total annual cost per employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>$3,359</td>
</tr>
<tr>
<td>1994</td>
<td>$3,389</td>
</tr>
<tr>
<td>1997</td>
<td>$2,992</td>
</tr>
<tr>
<td>2000</td>
<td>$3,625</td>
</tr>
</tbody>
</table>

* The University contribution includes all fund sources. Excludes DOE Laboratory personnel and annuitants.
Other University-Paid Health Plan Enrollments

Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel and annuitants (Headcount)

1990

Dental Plan (Includes annuitants) 106,990
Vision Plan* 88,282
Disability Insurance* 91,624
Term Life Insurance* 99,018

Data does not include employee dependents

2000

Dental Plan (Includes annuitants) 132,069
Vision Plan* 98,082
Disability Insurance* 100,379
Term Life Insurance* 114,174

* UC-paid vision, disability, and term life insurance is not continued into retirement.

Source of Data: Corporate Personnel System
Average Premium Amounts UC Contributes for Employee Health & Welfare Benefits
(excluding medical benefits)
Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel

Average Annual Premiums

| 1990 — Total University Contribution: $694 |
| 2000 — Total University Contribution: $956 |

(Cost to employee/annuitant Contribution is $0)

Dental Plan—Includes annuitants  $417  $671
*Vision Plan  $111  $147
*Disability Insurance  $84  $86
*Term Life Insurance  $82  $52

Change in average University-paid premium contributions per employee over the 10-year period = 38% increase

* UC-paid vision, disability, and term life insurance is not continued into retirement.

Source of Data: Corporate Personnel System
Health Plan Enrollment by Type

Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants

Includes primary subscribers (employees and annuitants) only

**1980**
- HMO: 41.5%
- Fee-for-Service: 58.5%

**1990**
- Fee-for-Service: 57.7%
- HMO: 42.3%

**2000**
- Fee-for-Service: 20.3%
- HMO: 69.3%
- Point-of-Service: 10.4%

**Plans Available During 2000**
- Fee-for-Service (FFS) Plans: High Option, Core Medical
- Health Maintenance Organizations (HMO): Kaiser Permanente, Health Net, PacifiCare of California, WHA, BluePremier HMO Plan New Mexico
- Point-of-Service (POS) Plans: UC Care, BluePremier POS (LANL only)
University of California Retirement Plan (UCRP) Membership

Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants (Headcount)

1990*
Total membership = 117,551

Annuitants – 11,954
  Staff: 10,202
  Academics: 1,752

Inactive Members – 16,268

Active Members – 89,329
  Staff: 78,453
  Academics: 10,876

2000*
Total membership = 152,211

Annuitants – 26,879
  Staff: 23,463
  Academics: 3,416

Inactive Members – 21,950

Active Members – 103,382
  Staff: 84,659
  Academics: 18,723

Change in membership over 10-year period = 29% increase

* Fiscal Years
An inactive UCRP member is a person who meets UCRP qualifications and who leaves UCRP accumulations on deposit upon a break in UC service.
UCRP Annuitant Membership
Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants

1990

**Average Age of Retirement**
- Faculty: 64 years and 6 months
- Staff: 62 years

**Average Years of Service at Retirement**
- Faculty: 22 years
- Staff: 14 years

2000

**Average Age of Retirement**
- Faculty: 63 years
- Staff: 59 years

**Average Years of Service at Retirement**
- Faculty: 26 years
- Staff: 18 years
### Participation in UC Tax-Deferred 403(b) Plan and Defined Contribution Plan (DC Plan)

Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants (Headcount—active participants)

<table>
<thead>
<tr>
<th>Fiscal Years</th>
<th>1990</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pretax Account</td>
<td>N/A*</td>
<td>38,169</td>
</tr>
<tr>
<td>Safe Harbor Account</td>
<td>N/A*</td>
<td>613</td>
</tr>
</tbody>
</table>

*In 1990, the Defined Contribution Plan expanded to accept mandatory pretax contributions from UCRP members and in 1991, the Defined Contribution Plan expanded to accept Safe Harbor contributions from UC employees not otherwise covered by a mandatory retirement plan.*
Workforce by Location

Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel
(Headcount — all appointment types)
Workforce by Location
Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel
(Headcount — all appointment types)
## Appendix
Outline of Occupational Groups and Representative Titles

### A  Student Services
- Recreation Program Instructor
- Resident Advisor
- Counselor
- Student Affairs Officer

### B  Clerical and Allied Services
- Assistant Series
- Library Assistant
- Senior Clerk/Secretary
- Key Entry Operator
- Storekeeper
- Senior Word Processing Specialist
- Senior Mail Processor

### C  Food and Linen Services
- Food Service Manager
- Cook
- Dietitian
- Food Service Worker
- Linen Service Worker

### D  Communication, Arts, Graphics
- Editor
- Program Representative
- Senior Illustrator
- Writer

### E  Architecture, Engineering
- Architect
- Drafting Technician
- Engineering Aide
- Environmental Health and Safety Specialist

### F  Fiscal, Management, Staff Services
- Computer Operator
- Programmer/Analyst
- Computer Resource Specialist
- Management Services Officer
- Senior Budget Analyst
- Accountant
- Senior Administrative Analyst

### G  Maintenance, Fabrication, Operators
- Groundskeeper
- Physical Plant Mechanic
- Carpenter
- Electrician
- Building Maintenance Worker
- Auto Equipment Operator
- Reprographics Technician
## Appendix

Outline of Occupational Groups and Representative Titles

<table>
<thead>
<tr>
<th>Group</th>
<th>Representative Titles</th>
</tr>
</thead>
</table>
| H Health Care and Allied Services | Senior Vocational Nurse  
Clinical Laboratory Technician  
Clinical Nurse  
Senior Admitting Worker  
Senior Hospital Assistant  
Staff Pharmacist |
| I Sciences, Laboratory, Allied Services | Animal Technician  
Assistant Veterinarian, Lab Medicine  
Laboratory Assistant I  
Staff Research Associate II |
| J Protective Services | Police Officer  
Senior Parking Representative  
Fire Specialist  
Security Guard |
| M Management | Assistant Vice Chancellor  
Director  
Chief of Police |
Glossary of Terms

**Academic Employee.** Academic administrators, regular teaching faculty, lecturers and other teaching faculty, student assistants, researchers, librarians, Cooperative Extension researchers, University Extension faculty, interns and residents, and other academic personnel are included.

**Appointment Type**

- **Career.** A position of fixed or variable percentage of time at 50% time or more which continues for one year or longer.

- **Casual.** A position with any established percentage of time, fixed or variable, for less than one year, or a position established at a fixed or variable percentage of time at less than 50% time regardless of the duration.

- **Casual-Restricted.** A position reserved for a regularly enrolled UC student.

- **Contract.** A position established for a fixed or variable percentage of time for a definite period. This appointment type is used because of special salary requirements or unique occupational terms and conditions of employment, or because an employment contract is customarily used to define the employment relationship in such occupations.

- **Per Diem.** A position which is used for temporary and emergency periods to maintain staffing levels in critical areas of UC operations.

**Bargaining Unit.** A group of employees recognized or certified to be represented by a union for the purpose of collective bargaining.

**Class Title Outline (Occupational Groups).** UC’s staff titles are categorized into eleven major occupational groupings. Representative titles for each occupational grouping appear in the Workforce Pro file Appendix.

**DOE Laboratory Employee.** A UC employee who works at one of the three Department of Energy-sponsored Laboratory sites—Lawrence Berkeley National Laboratory, Lawrence Livermore National Laboratory or Los Alamos National Laboratory.

**Fee-for-Service.** A traditional health benefits plan that pays benefits directly to physicians, hospitals, or other health care providers or that reimburses the patient for covered medical services. An annual deductible must be met before the plan starts paying benefits.

**Fiscal Year.** July 1 through June 30.

**Full-time Equivalent (FTE).** FTE reflects the amount of service, either full-time or part-time, for an employee during a month.

**Fund Source.** UC receives funding from a number of different sources. The funds have been grouped into four major sources: General Funds, Self-Supporting Enterprises, including Teaching Hospital Funds and other Auxiliary Enterprises Sales and Services; Contracts, Grants, Endowments; and Tuition and Fees.

**Headcount.** The number of individual appointees in a title regardless of the percentage of time served in that title. The reports in the Workforce Profile are based on unduplicated headcount data, meaning an employee is counted only once regardless of the number of positions held. The position in which the employee works the greatest percentage of time is the one counted. For example, an employee holding a career position of 80% and a casual position of 20% is counted under one career appointment category.

**Health Maintenance Organization (HMO).** Medical services are prepaid, there is no annual deductible, and a set premium covers all services. Copayments are required for some procedures and services.

**Ladder Ranks and Equivalent.** The ladder rank faculty includes those appointed to the Professorial series (Professor, Associate Professor, Assistant Professor, and Instructor). The equivalent ranks are those title series which are granted the same rights and privileges as the Professorial series in relation to certain policies and procedures. The equivalent ranks are the Astronomer, Agronomist, Clinical Professor of Dentistry, and Supervisor of Physical Education series.

**Length of Service.** The period of time elapsed since the most recent date of hire. Therefore, if an employee has a break in service, only the period after the break will be reported in this Profile. The length of service data in this report is not the same as service credit calculated for retirement purposes.
Medical Center Employees For purposes of this report, medical center employees are identified by their organizational unit.

Nonrepresented Employees (also referred to as nonexclusively represented employees). Employees for whom no exclusive representative has been elected.

Point-of-Service Plan (POS). A type of managed care plan that allows members to choose, at the point where care begins, to receive services from a participating on non-participating network provider, usually with a financial disincentive for going outside the network.

Preferred Provider Organization (PPO). A managed care plan that contracts with employers, insurance companies or other third party administrators to provide comprehensive medical services. Providers exchange discounted services for increased volume and prompt payment. Participants' out-of-pocket costs are usually lower than under a fee-for-service plan.

Primary Title. For employees with more than one title code, the primary title is the title credited with the most time worked for the month. Where time worked is equal, but personnel programs differ (in the case of an academic appointment and a staff appointment), or where the staff categories differ, the title in the highest-ordered category is chosen as the primary title: 1. Staff Member—Senior Management; 2. Academic (excluding student appointments); 3. Staff Member—Management and Senior Professional; 4. Staff Member—Professional and Support Staff or student appointments.

Represented Employees (also referred to as exclusively represented employees). Employees for whom a union has been elected to represent them on issues pertinent to terms and conditions of employment.

Staff Personnel Program. The University consolidated the former four-tiered staff personnel programs into one program on July 1, 1996. Within the program, staff members are categorized into three major groups: Senior Management, Management and Senior Professionals, and Professional and Support Staff. For purposes of this profile, the term “Professional and Support Staff” includes employees subject to the personnel policies for staff members as well as those covered by collective bargaining agreements, unless otherwise noted.

Staff. For purposes of this report, non-academic employees (including management) at all locations are included (except DOE Laboratories).

Student Employee. A regularly enrolled UC student (undergraduate or graduate student) in staff positions fill casual-restricted positions reserved specifically for student employees. Employees in these positions only are considered student employees.

Turnover Rate. The number of employees (voluntarily or involuntarily) separated from UC divided by the number of employees who have been employed during any part of a fiscal year. Employees subject to layoff are excluded.

Union Representation. Employees have union representation if they are exclusively represented by a certified bargaining agent. Specifically excluded from representation are managers, students, confidential employees, and employees who work out of state.

University of California Retirement Plan (UCRP). A defined benefit plan established and maintained under Section 401(a) of the Internal Revenue Code. Benefits are determined not by contributions to the Plan, but by defined formulas that vary according to the type of benefits.

University of California Tax-Deferred 403(b) Plan. A defined contribution plan described under Section 403(b) of the Internal Revenue Code. Future benefits from the Plan are based on participants' voluntary contributions plus earnings, and vesting is immediate.

University of California Defined Contribution Plan (DC Plan). A defined contribution plan under Section 401(a) of the Internal Revenue Code. Future benefits from the Plan are based on participants' contributions plus earnings, and vesting is immediate.

UCRP Inactive Member. UCRP Member who has terminated employment with UC.

UCRP Annuitant. Individual who is receiving monthly UCRP retirement, disability, or survivor income.

Weighted Average Annual Salaries. This is calculated by dividing regular gross pay by the full-time equivalent (FTE).
University of California

Nondiscrimination and Affirmative Action Policy Statement

By authority of The Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by The Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, annuitants, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums and employer contributions at any time. Health and welfare benefits are subject to legislative appropriation and are not accrued or vested benefit entitlements. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: The continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University’s affirmative action and equal opportunity policies for staff to Director Mattie Williams and for faculty to Executive Director Sheila O’Rourke, both at this address: University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.