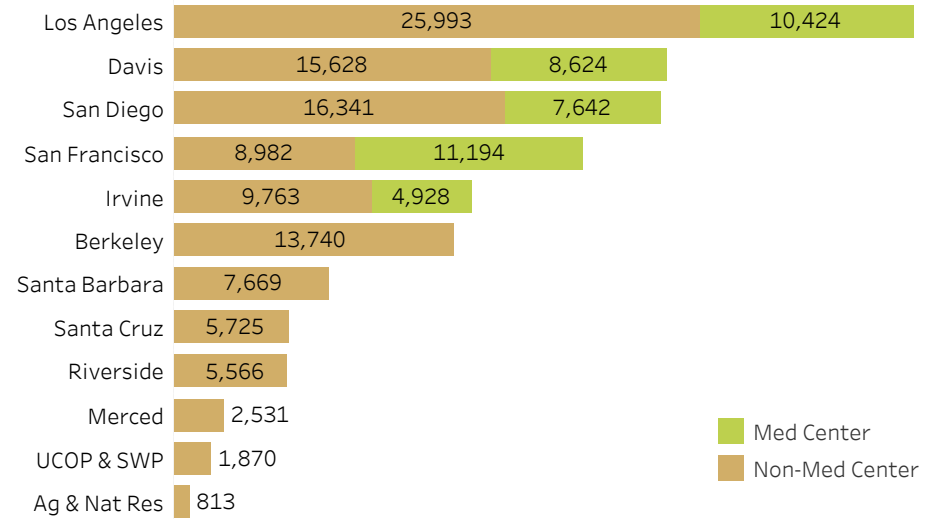


University of California - Staff Workforce Profile - 2018

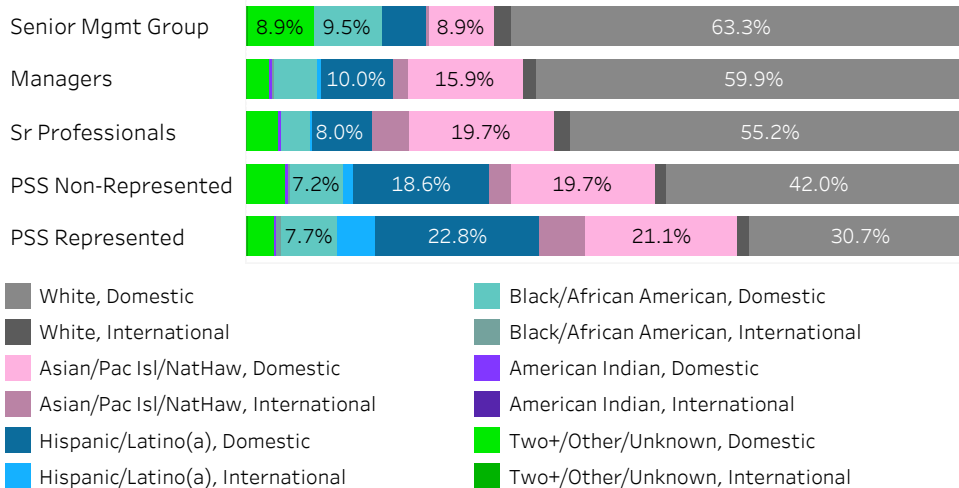
Staff workforce summary - October 2018

	Headcount	FTE	Avg. Service Years	Avg. Age
Senior Mgmt Group	171	162.6	11	57
Managers	6,047	5,858.2	13	50
Sr Professionals	9,225	8,342.1	10	47
PSS Non-Represented	38,565	34,132.3	8	41
PSS Represented	66,889	57,346.9	8	41
Student Staff	38,162	9,217.9	1	21
All Staff	159,059	115,060.1	7	39
Career Staff	103,353	96,562.4	9	42

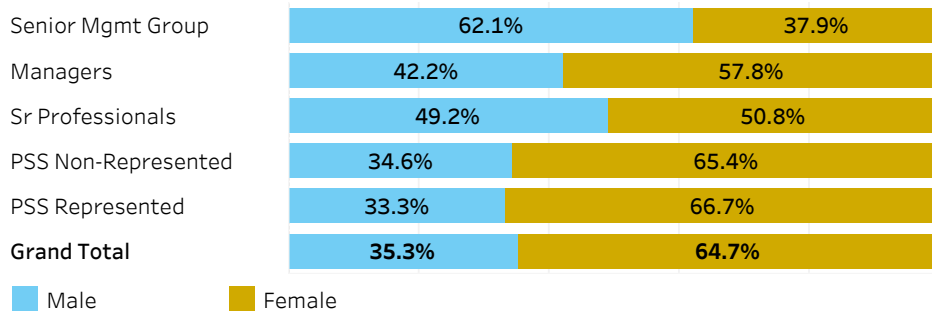
Staff headcount by location (all appointment types) - October 2018



Personnel program by race/ethnicity (career staff) - October 2018

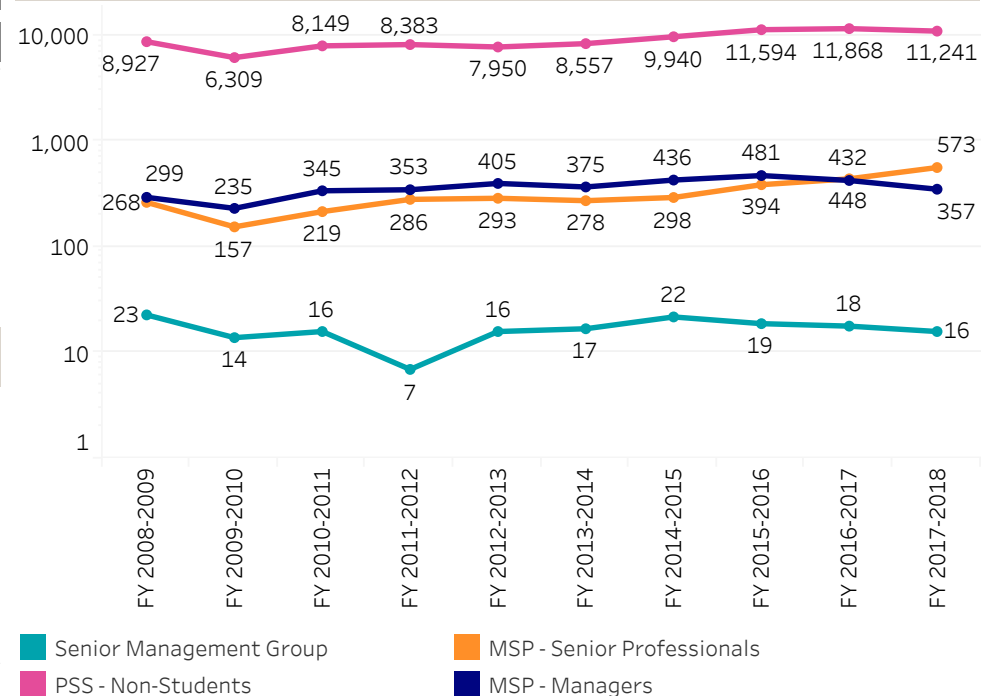


Personnel program by gender (career staff) - October 2018



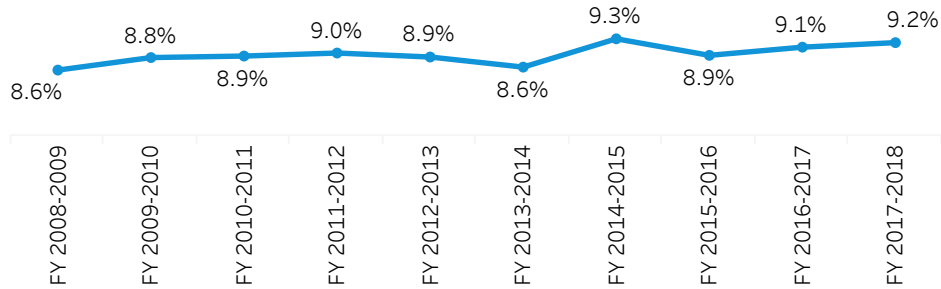
Medical center defined as function 42 - Teaching Hospitals. SWP = Systemwide Programs

New hires by personnel program (career staff) - Note the log scale

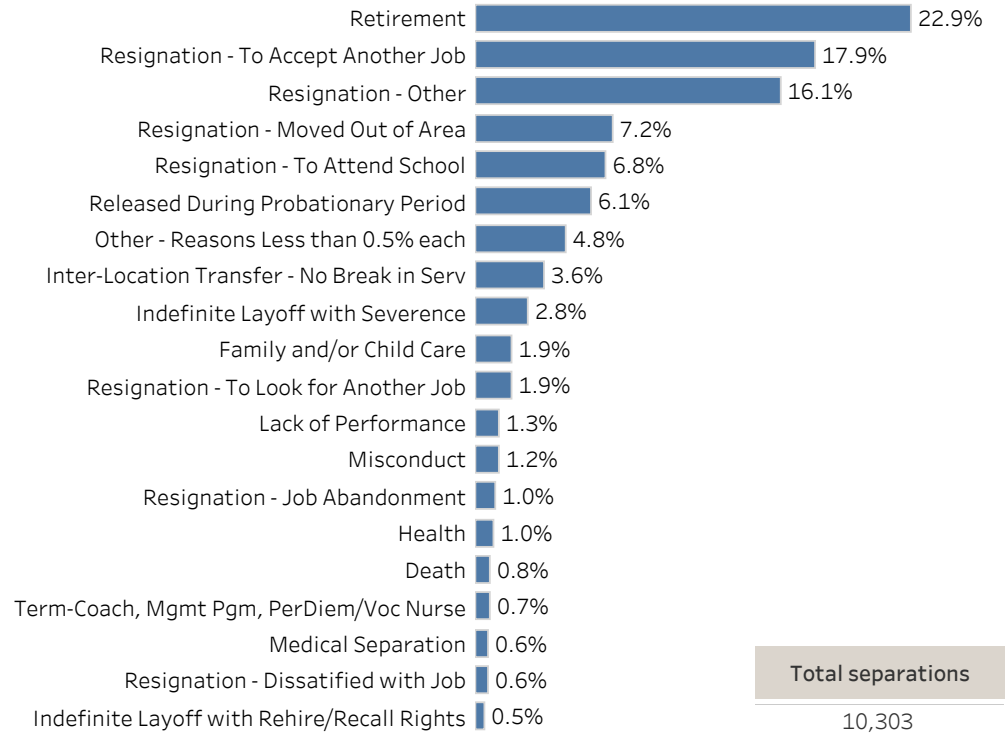


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Separation rate (career staff)

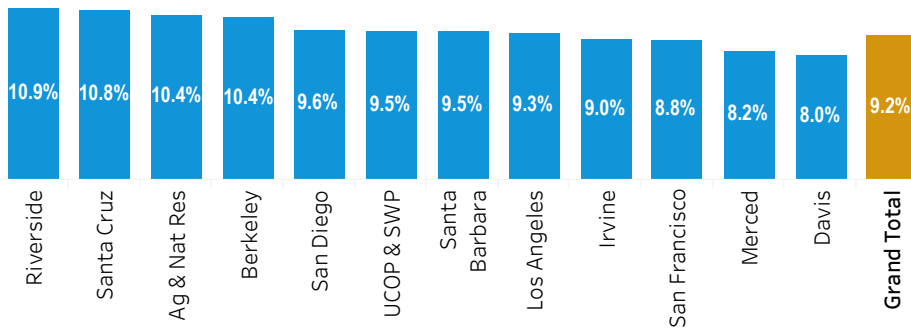


Reason for separation (career staff) - FY 2017-2018



Total separations
10,303

Separation rate by location (career staff) - FY 2017-2018



Workforce age ranges and years of service (career staff) - October 2018

	Professional & Support Staff Age Groups					SMG & MSP Age Groups				
	<30	30 - 39	40 - 49	50 - 59	60+	<30	30 - 39	40 - 49	50 - 59	60+
<10 years of service	14,593 16.2%	22,525 25.0%	11,360 12.6%	7,039 7.8%	2,285 2.5%	177 1.3%	2,042 15.5%	2,239 17.0%	1,750 13.3%	705 5.3%
10 - 15 years of service	54 0.1%	4,162 4.6%	5,114 5.7%	3,949 4.4%	1,745 1.9%	436 3.3%	932 7.1%	670 5.1%	302 2.3%	
15 - 20 years of service		768 0.9%	3,611 4.0%	3,427 3.8%	1,513 1.7%	107 0.8%	680 5.2%	696 5.3%	300 2.3%	
20+ years of service		28 0.0%	1,514 1.7%	4,588 5.1%	1,889 2.1%	10 0.1%	385 2.9%	1,247 9.5%	511 3.9%	

Headcount includes employees with any earnings; FTE (full-time equivalent) includes only base earnings. The UC InfoCenter (www.universityofcalifornia.edu/infocenter) has greater details for FTE, headcounts and diversity. Other analyses are available at www.ucop.edu/institutional-research-academic-planning/content-analysis/employees.

Published on February 22, 2019

Datasource: UC Corporate Personnel System (Lawrence Berkeley National Lab not included)

University of California - Staff Workforce Profile 2018

Executive Summary

The annual *University of California (UC) Staff Workforce Profile* is a resource for workforce planning and talent management efforts at UC. The UC system is vast and diverse, employing more than 159,000 nonacademic staff (faculty and other academic employees excluded) at 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 has changed?

- The methodology used to determine ethnic background has been revised to more accurately reflect the self-identification ethnicities fed from UCPath and PPS.
- The Retirement Horizon chart was updated to show age groups and years of service without making any ties to the retirement benefit eligibility. This is due to the changes made to the retirement horizons. The visual now highlights the age ranges and years of service for all eligible personnel groups.
- The color palette used in the portfolio adheres to the UC brand guidelines.

2018 Staff Workforce Trends

The 2018 edition continues to surface many of the same trends reported over the past several years.

- Hiring of career staff has slightly decreased to 12,187 hires in 2018, down nearly 600 e from fiscal year 2017. Hiring rates show a similar pattern of decline across most of the personnel programs except MSP senior professionals.
- The University has continued to make strides towards reaching the goal of increased representation of racial and ethnic groups that have been historically underrepresented.
- Overall representation of female staff at UC remains consistently high across most of the staff categories. Female representation remains below parity only in the senior management ranks. However, SMG female representation has slightly improved from the previous year.
- The systemwide separation rate rose slightly to 9.2% in fiscal year 2017-2018, up 0.1% from previous fiscal year. Nearly 23% of career staff separations were for retirement. The UC has an aging workforce, with one-third of career staff already at or reaching retirement age within next decade.
- While 17.9% of separations were explicitly to accept other job opportunity and another 3.6% were due to a transfer to other UC locations. 16.1% of separations were resignations by employees who did not give a reason. Collectively, this group represents a significant number of departures and may be due to lack of job satisfaction and/or a wealth of opportunities in the job market.

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 a collaboration between Institutional Research and Academic Planning and Systemwide Human Resources Talent Management at the UC Office of the President. For questions about this dashboard, contact Donna Salvo, Executive Director of Systemwide Talent Management (donna.salvo@ucop.edu).