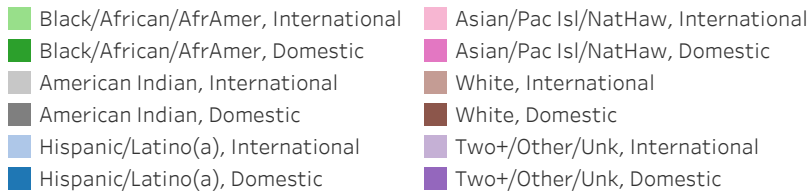
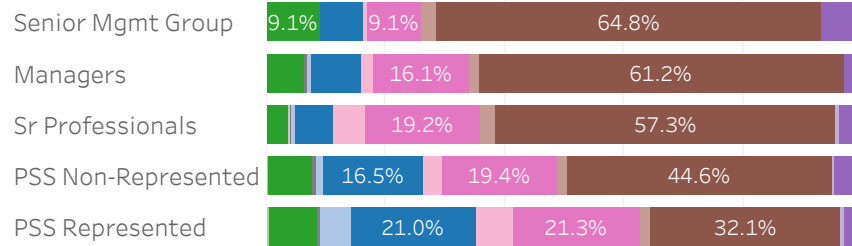


# University of California - Staff Workforce Profile - 2017

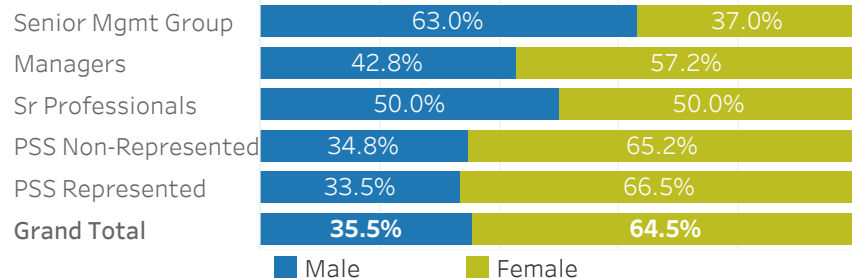
## Staff Workforce Summary - October 2017

	Headcount	FTE	Avg Srv Yrs	Avg Age
Senior Mgmt Group	170	166.4	10	57
Managers	5,618	5,503.2	13	50
Sr Professionals	8,259	7,502.5	10	47
PSS Non-Represented	38,451	34,420.3	8	42
PSS Represented	65,651	57,100.9	8	41
Student Staff	36,755	9,072.5	1	21
<b>All Staff</b>	<b>154,904</b>	<b>113,765.8</b>	<b>7</b>	<b>39</b>
<b>Career Staff</b>	<b>100,387</b>	<b>95,309.1</b>	<b>9</b>	<b>42</b>

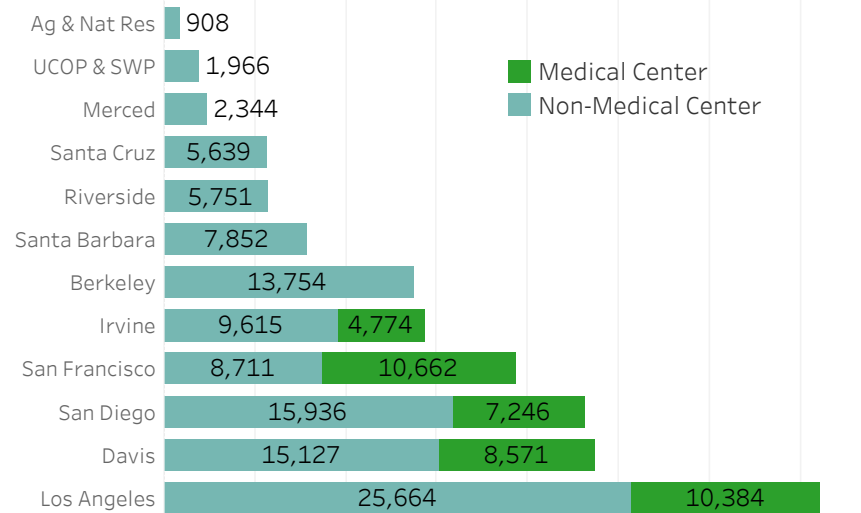
## Personnel Program by Race/Ethnicity (Career Staff) - October 2017



## Personnel Program by Gender (Career Staff) - October 2017

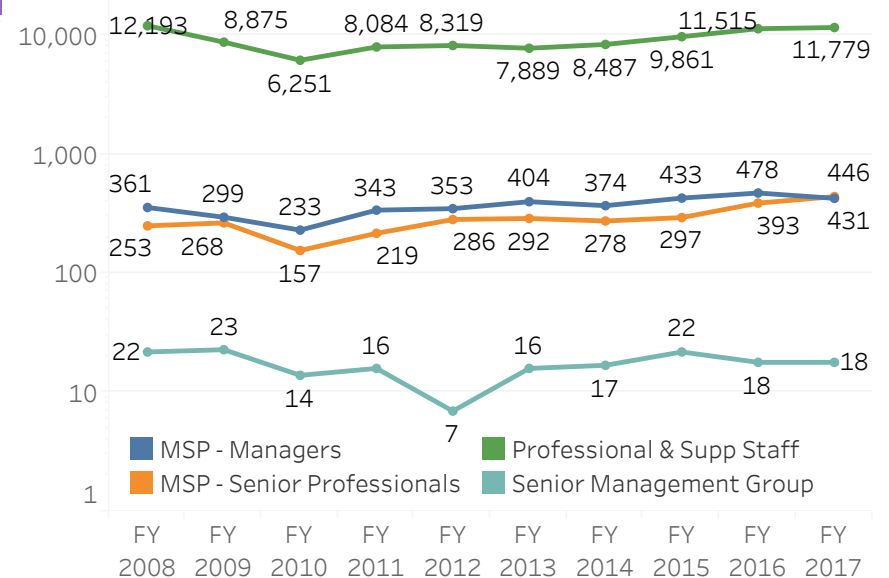


## Staff Headcount by Location (all Appt types) - October 2017



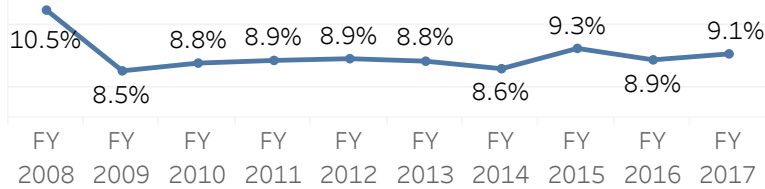
Medical Center defined as function 42 - Teaching Hospitals. SWP = Systemwide Prgms

## New Hires by Pers Prgm (Career Staff) - Note Log scale

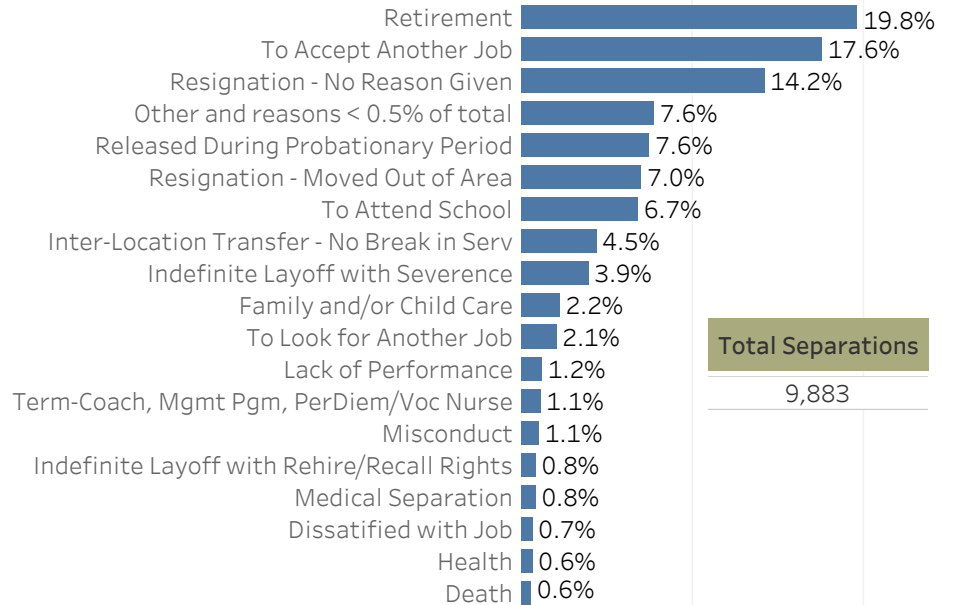


# University of California - Staff Workforce Profile - 2017

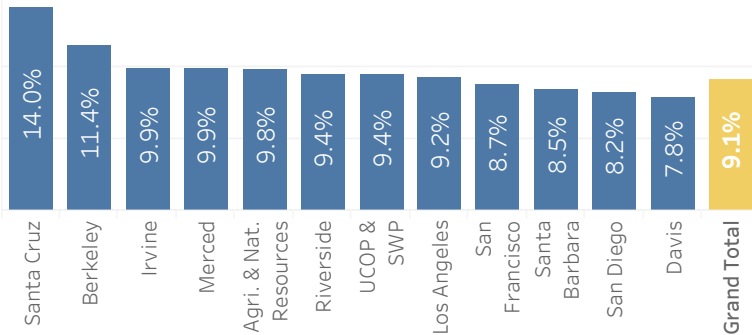
## Separation Rate (Career Staff)



## Reason for Separation (Career Staff) - FY 2017



## Separation Rate by Location (Career Staff) - FY 2017



## Total Separations

9,883

## Retirement Horizon (Career Staff) - October 2017

	Professional & Support Staff					SMG & MSP				
	< 30	30-39	40-49	50-59	60+	< 30	30-39	40-49	50-59	60+
20+ years of service		24 0.0%	1,379 1.6%	4,562 5.2%	1,932 2.2%		5 0.0%	356 3.0%	1,141 9.6%	479 4.0%
15 to 20 years of service		794 0.9%	3,640 4.1%	3,569 4.0%	1,593 1.8%		105 0.9%	617 5.2%	633 5.3%	275 2.3%
10 to 15 years of service		67 0.1%	3,996 4.5%	4,890 5.5%	3,840 4.3%		6 0.1%	367 3.1%	810 6.8%	581 4.9%
<10 years of service		14,422 16.3%	21,378 24.1%	11,300 12.8%	7,101 8.0%		151 1.3%	1,792 15.1%	2,003 16.9%	1,613 13.6%

**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 max UC benefits

**RED:** Eligible to retire with max age factor and max retiree health benefits

Headcount includes employees with any earnings; FTE (full-time equivalent) includes only base earnings. The UC InfoCenter ([www.universityofcalifornia.edu/infocenter](http://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](http://www.ucop.edu/institutional-research-academic-planning/content-analysis/employees).

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

# University of California - Staff Workforce Profile 2017

## 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 150,000 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 staff headcount has been revised to match the Employee Headcount dashboard here:

[www.universityofcalifornia.edu/infocenter/uc-employee-headcount](http://www.universityofcalifornia.edu/infocenter/uc-employee-headcount). While this does not impact overall numbers significantly, it provides clear direction going forward for how employees are counted at the University.

Additionally, formulas to determine hires and separations have been modified and improved, resulting in slightly different numbers and rates for prior years than reported in earlier versions of the Staff Workforce Profile.

### ***2017 Staff Workforce Trends***

The 2017 edition surfaces many of the same trends reported over the past several years.

- Hiring of Career staff has steadily increased over the past several years. With 12,674 hires in the 2017 fiscal year, hiring has returned to pre-2008 levels. Hiring rates show a similar pattern of increase across all personnel programs.
- In many areas, the University has moved toward the goal of increasing representation of racial and ethnic groups that have been historically underrepresented.
- Overall representation of female staff at UC has been consistently high across most staff categories; however, female representation remains below parity in the senior management ranks.
- The systemwide separation rate was 9.1% in the 2017 fiscal year. Nearly twenty percent (19.8%) 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 the next decade.
- While 17.6% of separations were explicitly for other jobs and another 4.5% transferred to other UC locations, 14.2% of separations were resignations by employees who did not provide a reason for leaving. 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/](http://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](mailto:donna.salvo@ucop.edu)).