Composition of the Career Staff Workforce by Race and Sex

2002

University of California
Office of the President
Human Resources and Benefits
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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 2002, while others trace changes over time from April 1991 to 2002. The staff workforce array reflects the University’s three tiers of personnel groupings—Senior Managers, Managers and Senior Professionals, and Professionals and Support Staff. The data covers career employees at the ten campuses (including medical centers), the three DOE laboratories, and the Office of the President. Campus and Office of the President workforce representation data in the report were extracted from the Corporate Personnel System developed by the Office of Information Resources and Communications at the Office of the President, while laboratory data was provided by each of the laboratories. Availability data was provided by the campuses. Data in this report from all sources are based on employee self-identification information collected during the hire process, as well as from periodic self-identification surveys at the locations. “Unknown” data shown for 2002 reflect individuals who did not self-identify for the demographic categories reported; “unknown” data was not tracked for 1991 and does not appear in this report.

This report was prepared by the Diversity and Employee Programs Office. Questions should be referred to Director Mattie L. Williams at (510) 987-0865 or mattie.williams@ucop.edu.
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**Career Staff Workforce by Personnel Tier**  
*2002*  
*Total* = 73,783

- Senior Managers: 323 (0.4%)
- Managers & Senior Professionals: 4,693 (6.4%)
- Professionals & Support Staff: 68,767 (93.2%)

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**Career Staff Workforce by Race/Ethnicity**  
*2002*  
*Total* = 73,783

- American Indian/Alaskan Native: 528 (0.7%)
- Black: 7,482 (10.1%)
- Hispanic: 11,844 (16.1%)
- Asian/Pacific Islander: 13,604 (18.4%)
- White: 39,577 (53.7%)
- Unknown Race: 748 (1.0%)

Excludes DOE Laboratories
Minority Representation of Career Staff Employees by Personnel Tier

2002

Excludes DOE Laboratories

Gender Representation of Career Staff Employees by Personnel Tier

2002

Excludes DOE Laboratories
Change in Minority and Female Representation of Career Staff Employees

- American Indian/Alaskan Native: 0.8% to 0.7%
- Hispanic: 11.6% to 16.1%
- Black: 12.0% to 10.1%
- Asian/Pacific Islander: 13.6% to 18.4%
- Women: 66.2% to 64.2%

Change in Gender Representation of Career Staff Employees

- Unknown Gender/Race: 2.1%
- Minority Men: 13.4% to 16.0%
- White Men: 20.4% to 18.4%
- Minority Women: 24.6% to 29.0%
- White Women: 41.6% to 34.5%

* Not tracked in 1991

Excludes DOE Laboratories
Career Staff Workforce Race/Sex Representation

<table>
<thead>
<tr>
<th></th>
<th>Minority</th>
<th>White</th>
<th>Unknown Race</th>
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<tbody>
<tr>
<td>Men</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1991</td>
<td>33.8%</td>
<td>66.2%</td>
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<tr>
<td>2002</td>
<td>34.7%</td>
<td>64.2%</td>
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<tr>
<td>Women</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1991</td>
<td>24.6%</td>
<td>66.2%</td>
<td></td>
</tr>
<tr>
<td>2002</td>
<td>29.0%</td>
<td>64.2%</td>
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<tr>
<td>Total</td>
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</tr>
<tr>
<td>1991</td>
<td>100%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>2002</td>
<td>100%</td>
<td>100%</td>
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</tbody>
</table>

* Unknown race/sex not tracked in 1991

Senior Managers Race/Sex Representation

<table>
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<th>Minority</th>
<th>White</th>
<th>Unknown Race</th>
</tr>
</thead>
<tbody>
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<td>Men</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1991</td>
<td>76.6%</td>
<td>23.4%</td>
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</tr>
<tr>
<td>2002</td>
<td>72.1%</td>
<td>27.9%</td>
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<tr>
<td>Women</td>
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<td></td>
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</tr>
<tr>
<td>1991</td>
<td>23.6%</td>
<td>76.4%</td>
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</tr>
<tr>
<td>2002</td>
<td>27.9%</td>
<td>72.1%</td>
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<tr>
<td>Total</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>1991</td>
<td>100%</td>
<td>100%</td>
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</tr>
<tr>
<td>2002</td>
<td>100%</td>
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</tr>
</tbody>
</table>

* Unknown race not tracked in 1991

Excludes DOE Laboratories
Senior Managers Minority and Female Availability and Utilization  
2002

Total Tier=323 Employees

Managers and Senior Professionals Minority and Female Availability and Utilization  
2002

Total Tier=4,693 Employees

Excludes DOE Laboratories
DOE Laboratories Career Staff Workforce by Race/Ethnicity

Total = 16,513

- American Indian/Alaskan Native 246 (1.5%)
- Black 496 (3.0%)
- Asian/Pacific Islander 1,108 (6.7%)
- Hispanic 2,826 (17.1%)
- White 11,837 (71.7%)
DOE Laboratories Career Staff Workforce Race/Ethnicity by Sex
2002

Female—Total = 5,238

American Indian/Alaskan Native 91 (1.7%)
Black 215 (4.1%)
Asian/Pacific Islander 373 (7.1%)
Hispanic 1,233 (23.5%)
White 3,326 (63.6%)

Male—Total = 11,275

American Indian/Alaskan Native 155 (1.4%)
Black 281 (2.5%)
Asian/Pacific Islander 735 (6.5%)
Hispanic 1,593 (14.1%)
White 8,511 (75.5%)
University of California
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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, recently separated veterans, Vietnam era veterans, 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, recently separated veterans, Vietnam era veterans, and any other veterans who served on active duty during a war or in a 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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