

# University of California - Staff Workforce Profile 2019

## 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 163,000 non-academic 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. The three-pronged mission of the University of California includes teaching, research, and public service, none of which can be accomplished without the support of staff who organize and facilitate all that is required to do the work of the University.

### ***What has changed?***

- The Retirement Horizon chart is updated to show age groups and years of service without making any ties to the retirement benefit eligibility. The visual now highlights the age ranges and years of service for all eligible personnel groups.
- The color palette used in the portfolio is aligned with the UC brand guidelines.

### ***2019 Staff Workforce Trends***

The 2019 edition continues to surface many of the similar trends reported over the past several years.

- The hiring of career staff increased to 13,810 hires in the fiscal year 2018-2019, up by nearly 14 percent from the previous fiscal year. Hiring rates show a similar pattern of growth across most of the personnel programs except senior management group professionals.
- UC has sought to improve the representation of historically underrepresented domestic racial/ethnic groups. Diversity has increased steadily at all staffing levels; however, management and senior positions remain less diverse.
- Overall representation of women at UC remains consistently high across most of the staff categories. One in every three UC career staff is a woman.
- The systemwide separation rate decreased slightly to 9 percent in the fiscal year 2018-2019, down from 9.2 percent in the previous fiscal year. About 21 percent of staff separations are due to retirement and reflect the baby-boomer generation exiting the workforce.
- While 19.2 percent of separations were explicitly to accept other job opportunities, another 2.8 percent separations were due to a transfer to other UC locations. 18.7 percent 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 a lack of job satisfaction or a wealth of opportunities in the job market.

### ***For More Information***

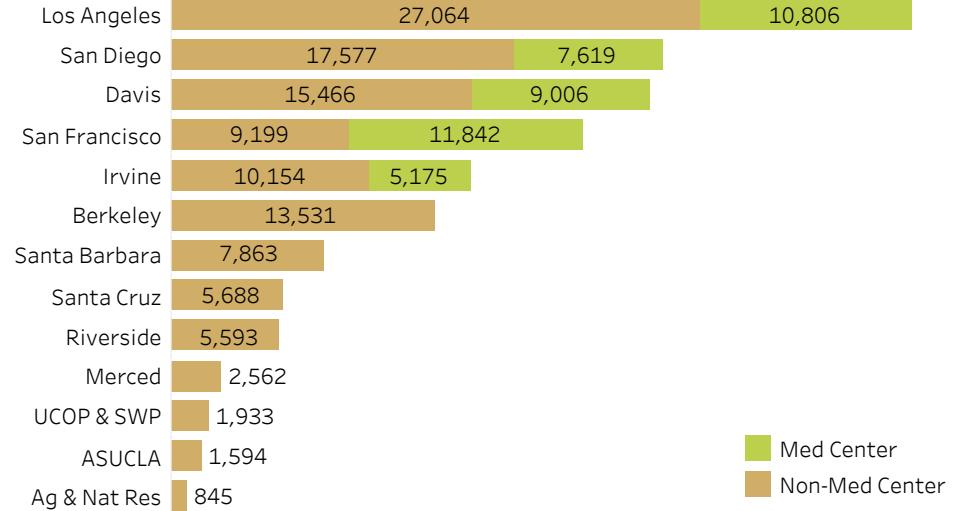
An electronic version of this dashboard, along with other staff and workforce data, is available at [www.ucop.edu/institutional-research-academic-planning/content-analysis/employees/](http://www.ucop.edu/institutional-research-academic-planning/content-analysis/employees/). The dashboard is a collaboration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

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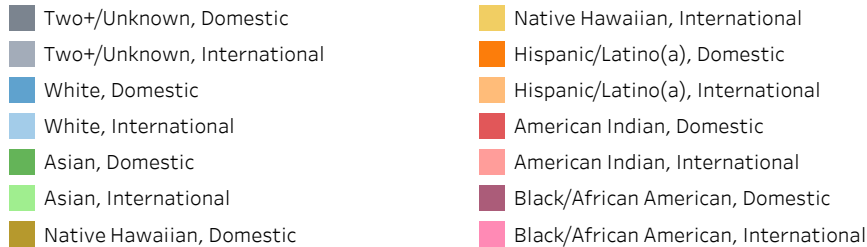
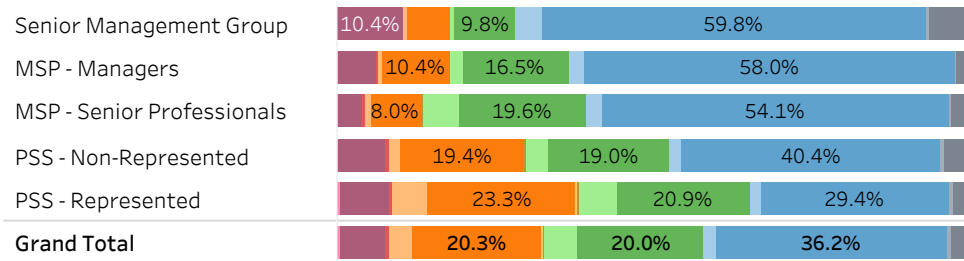
## Staff workforce summary - October 2019

	Headcount	FTE	Avg. Service Years	Avg. Age
Senior Management Group	166	164.7	12	58
MSP - Managers	6,243	6,254.2	12	50
MSP - Senior Professionals	10,062	9,238.1	10	47
PSS - Non-Represented	39,091	35,048.6	8	41
PSS - Represented	69,864	60,908.0	7	41
Student Staff	38,091	9,316.8	1	21
<b>All Staff</b>	<b>163,517</b>	<b>120,930.4</b>	<b>7</b>	<b>39</b>
<b>Career Staff</b>	<b>107,356</b>	<b>102,017.1</b>	<b>9</b>	<b>42</b>

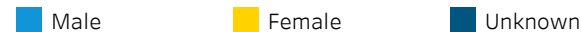
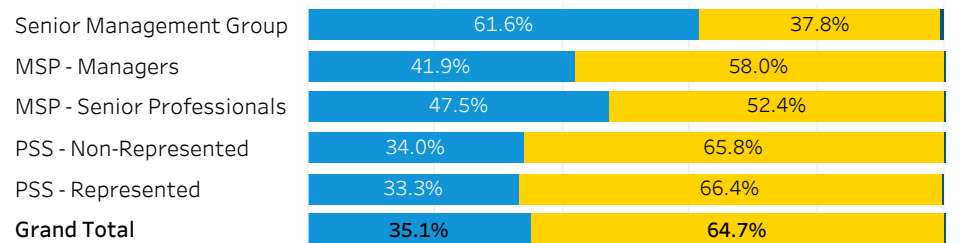
## Staff headcount by location (all appointment types) - October 2019



## Personnel program by race/ethnicity (career staff) - October 2019

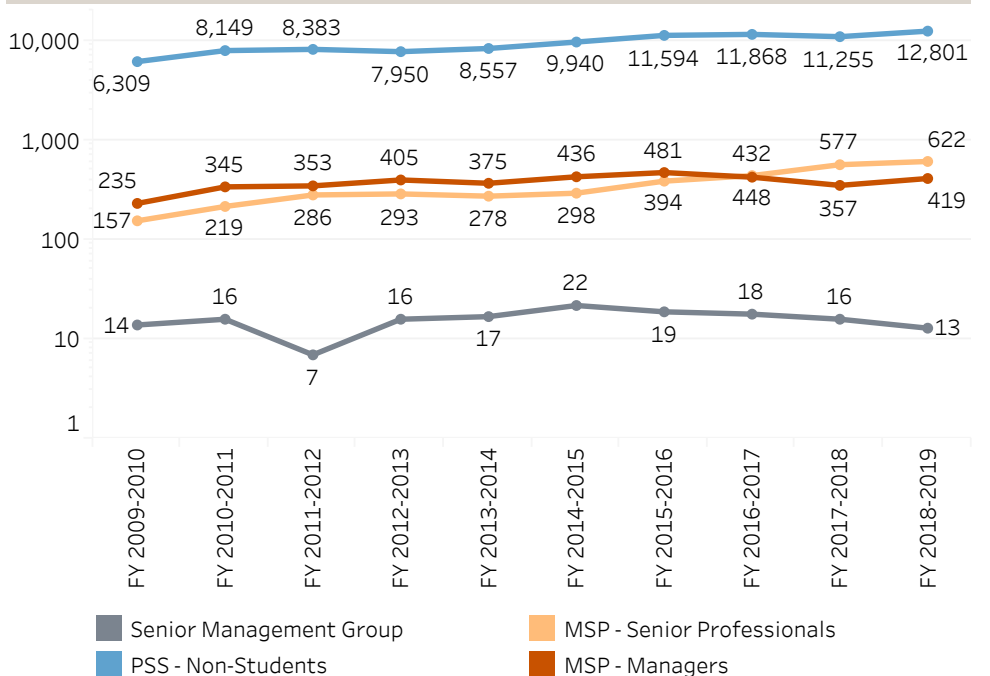


## Personnel program by gender (career staff) - October 2019



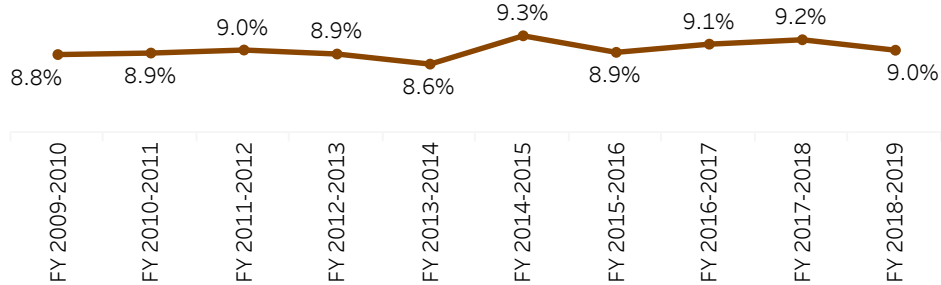
Medical center defined as function 42 - Teaching Hospitals. SWP = Systemwide Programs

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

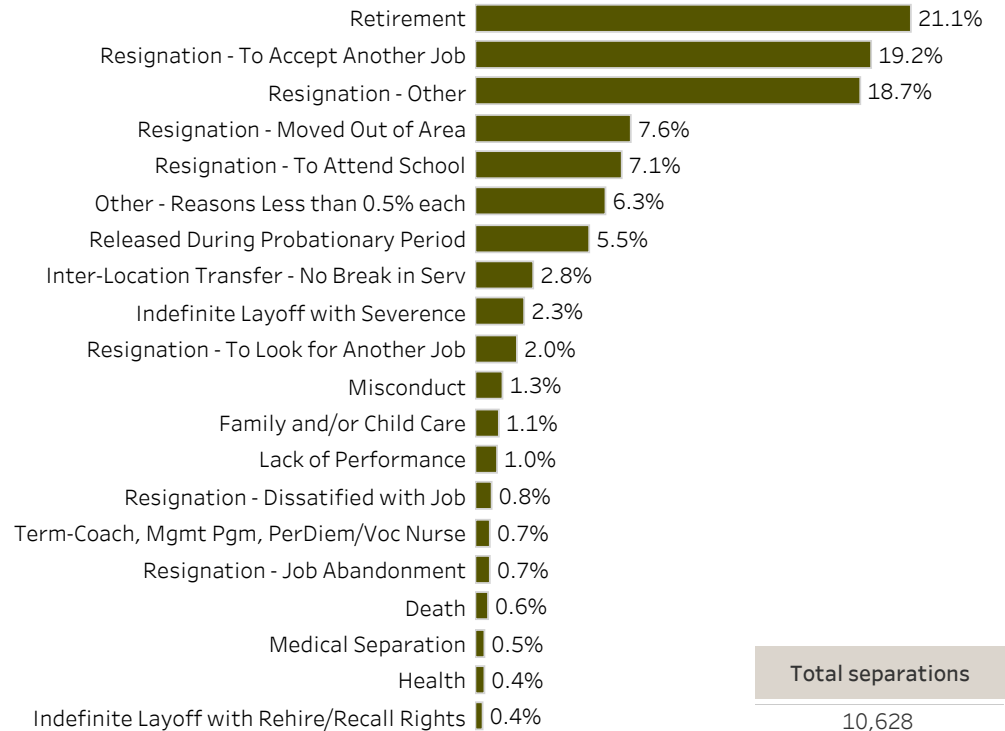


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Separation rate (career staff)

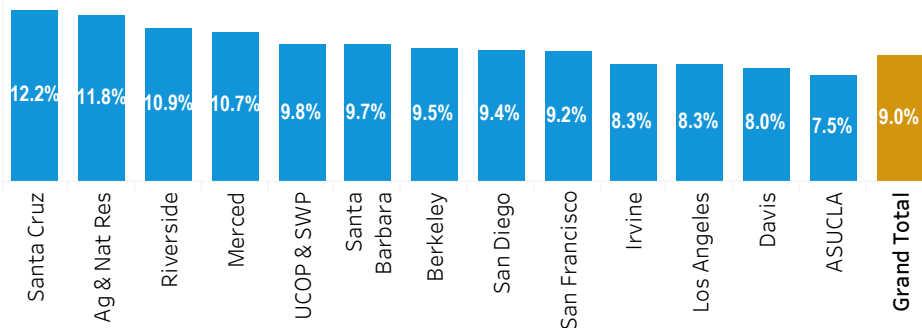


Reason for separation (career staff) - FY 2018-2019



**Total separations**  
10,628

Separation rate by location (career staff) - FY 2018-2019



Workforce age ranges and years of service (career staff) - October 2019

	Professional & Support Staff					SMG & MSP				
	<30	30 - 39	40 - 49	50 - 59	60+	<30	30 - 39	40 - 49	50 - 59	60+
<5 years of service	13,865 14.9%	16,727 17.9%	7,566 8.1%	4,252 4.6%	1,190 1.3%	128 0.9%	1,416 10.0%	1,438 10.2%	1,117 7.9%	401 2.8%
5-10 years of service	1,441 1.5%	7,377 7.9%	4,699 5.0%	3,121 3.3%	1,301 1.4%	37 0.3%	916 6.5%	1,036 7.3%	783 5.5%	376 2.7%
10 - 15 years of service	51 0.1%	3,764 4.0%	4,932 5.3%	3,736 4.0%	1,687 1.8%		438 3.1%	960 6.8%	669 4.7%	295 2.1%
15 - 20 years of service		810 0.9%	3,565 3.8%	3,373 3.6%	1,479 1.6%		122 0.9%	731 5.2%	686 4.9%	315 2.2%
20+ years of service		39 0.0%	1,719 1.8%	4,599 4.9%	1,939 2.1%		4 0.0%	435 3.1%	1,291 9.1%	530 3.8%

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).

Published on June 11, 2020

Datasource: UC Corporate Personnel System (LBNL are excluded)