

Composition of the
Career Staff Workforce
by Race, Ethnicity and Sex

2006



University of California
Office of the President
Human Resources and Benefits

• • •

• • •

• • •
2006



Composition of the Career Staff Workforce
by Race, Ethnicity and Sex

• • •

• • •

• • •

• • •

• • •

• • •

• • •

• • •

Career Staff Workforce by Personnel Category (2006)	5
Career Staff Workforce by Race/Ethnicity (2006)	5
Career Staff Employees by Personnel Category and Sex (2006)	6
Career Staff Employees by Personnel Category and Minority Status (2006)	7
Change in Representation of Minorities in the Career Staff Workforce (1998–2006)	8
Change in Composition of the Career Staff Workforce by Minority Status and Sex (1998–2006)	9
Senior Managers by Sex and Minority Status (1998–2006)	10
Managers and Senior Professionals by Sex and Minority Status (1998–2006)	11
Professionals and Support Staff by Sex and Minority Status (1998–2006)	12
Workforce by Location	13
DOE Laboratories: Career Staff Workforce by Race/Ethnicity (2006)	14
DOE Laboratories: Career Staff Workforce by Minority Status and Sex (2006)	14
DOE Laboratories: Female Career Staff Workforce by Race/Ethnicity (2006)	15
DOE Laboratories: Male Career Staff Workforce by Race/Ethnicity (2006)	15
Glossary of Terms	17

Composition of the Career Staff Workforce by Race, Ethnicity and Sex

The University of California has a long history of promoting the diversity of opinions, ideas, and backgrounds that its students, faculty, and staff bring to the university community. Consistent with its history and its obligations as a Federal contractor, the University is committed to achieving and maintaining equal employment opportunity for all employees and applicants for employment. This annual report presents a snapshot of the racial/ethnic and gender composition of the career staff workforce at the University of California as of October, 2006 and October, 1998. The report covers all levels of career staff at the campuses, medical centers, and the Office of the President. In addition, the report presents a snapshot of the career workforce at the Department of Energy (DOE) National Laboratories as of October, 2006.

Trends – Campus, Medical Center, and Office of the President

In 2006, minorities made up 47.9% of the career staff workforce, compared to 42% in 1998. During the same period, Asian and Hispanic representation grew while American Indian/Alaska Native and Black representation declined slightly.

The representation of females in the career staff workforce remained relatively unchanged at about 65% over the eight-year period. However, the representation of minority females increased from 26.9% to 32.5% over the same period.

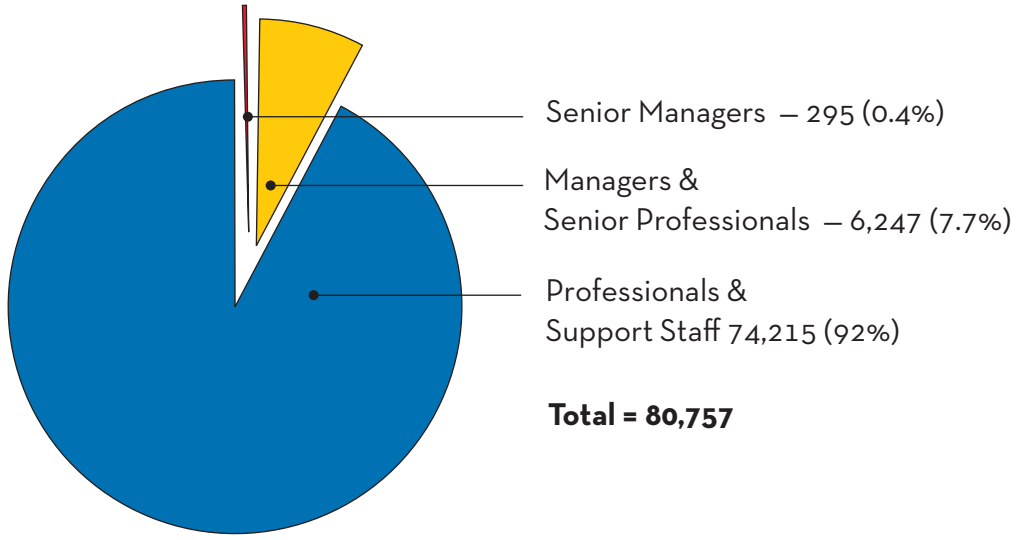
When broken down by personnel category, females accounted for 66% of Professional and Support Staff, 52.2% of Managers and Senior Professionals and 31.2% of Senior Managers in 2006, while minorities represented 50% of Professional and Support Staff, 25.5% of Managers and Senior Professionals and 12.5% of Senior Managers.

Source of Data

Campus and medical center data for this report were extracted from the Corporate Personnel System, while laboratory data were provided by each of the DOE National Laboratories. Race/ethnicity and sex classifications were based on employee self-identification information collected during the hire process, as well as from periodic self-identification surveys at the locations.

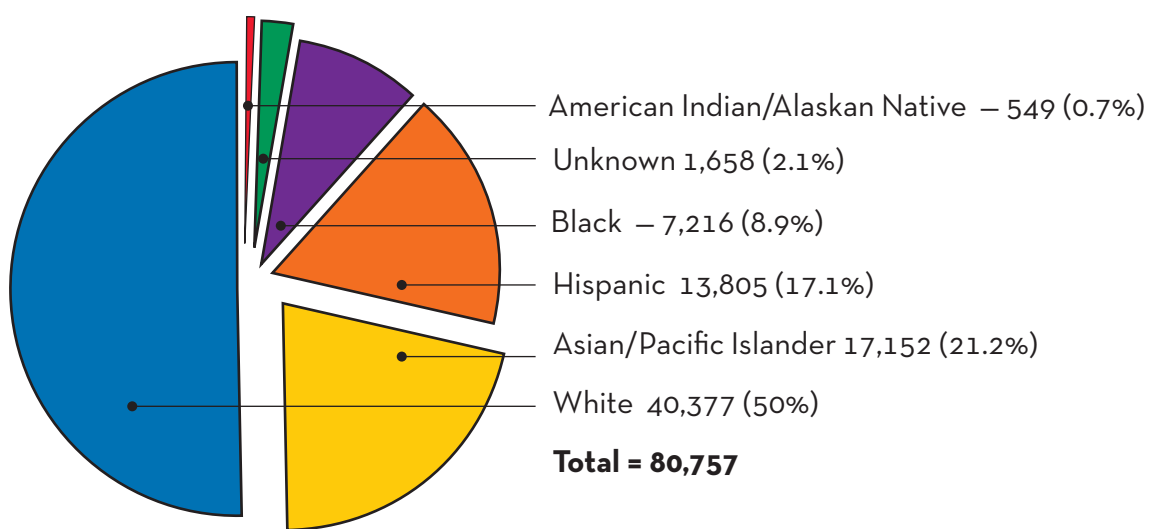
Career Staff Workforce by Personnel Category

Excludes DOE Laboratory Personnel



Career Staff Workforce by Race/Ethnicity

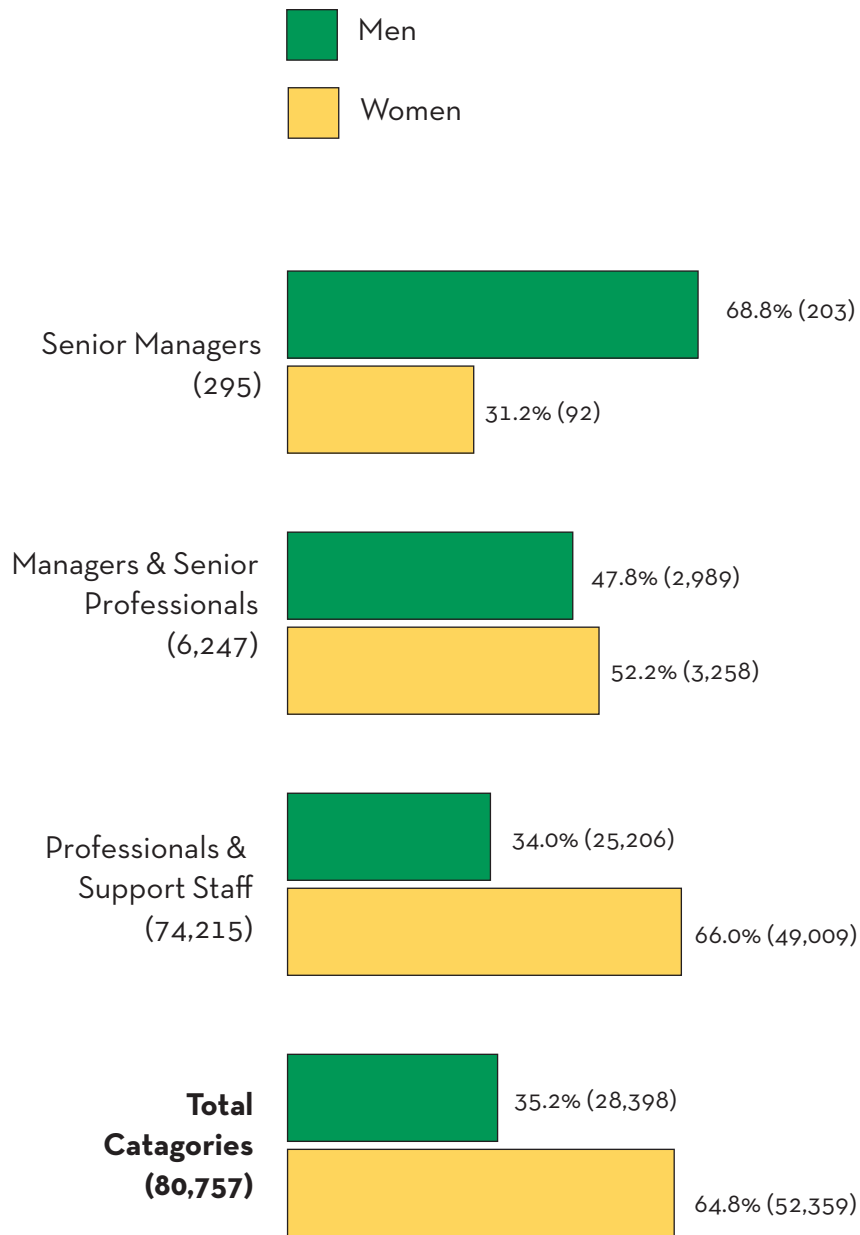
Excludes DOE Laboratory Personnel



Source of Data: Corporate Personnel System, October 2006

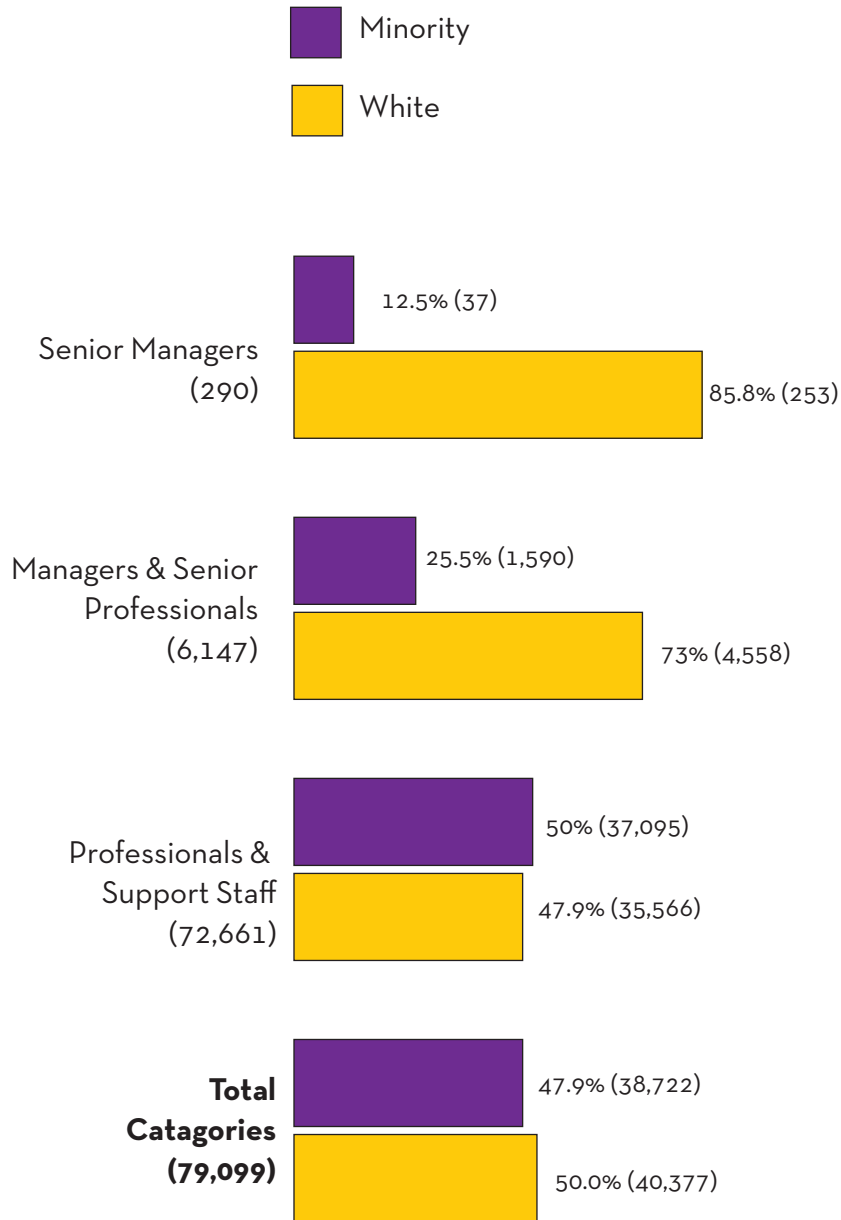
Career Staff Employees by Personnel Category and Sex

Excludes DOE Laboratory Personnel



Career Staff Employees by Personnel Category and Minority Status*

Excludes DOE Laboratory Personnel

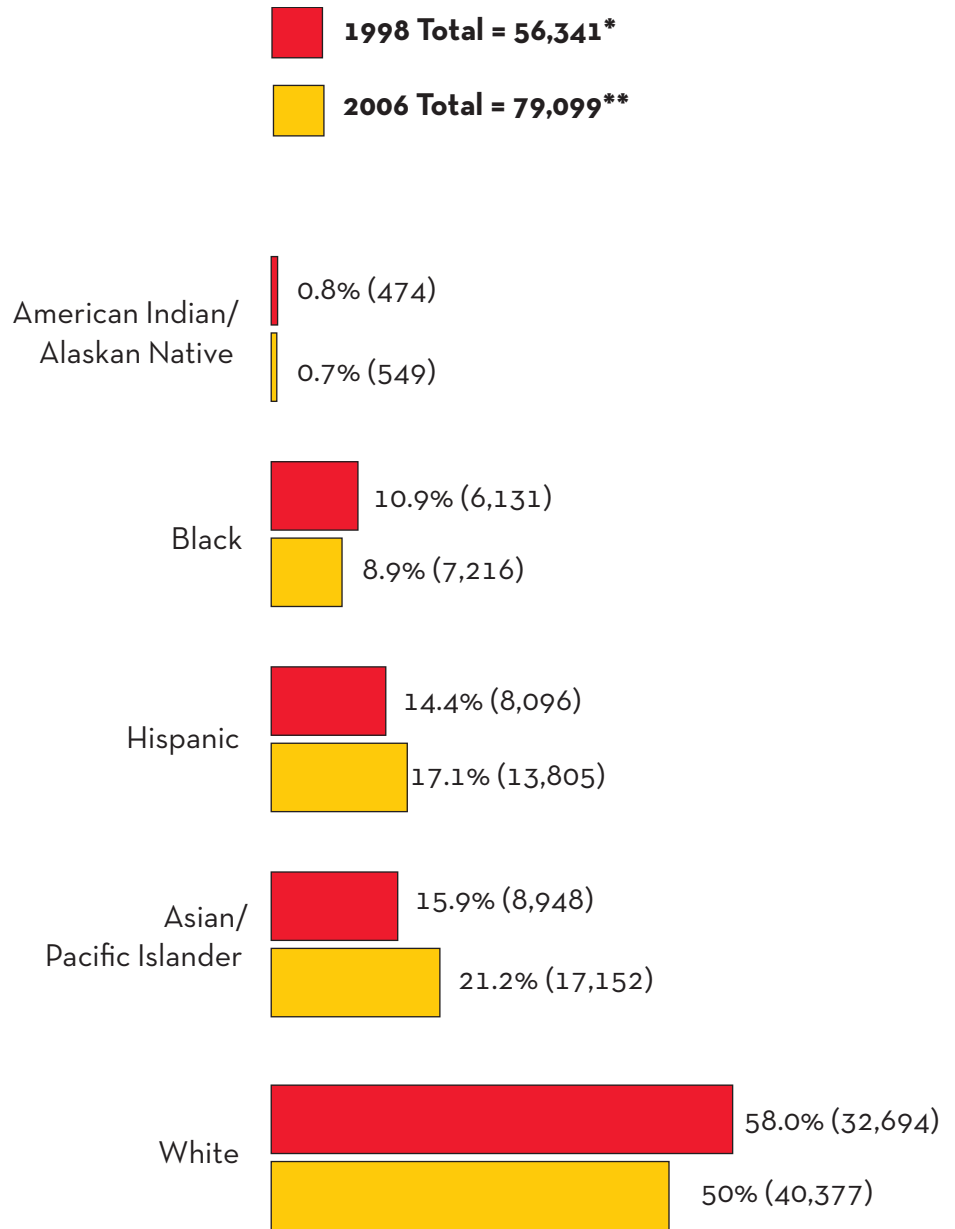


*Excludes 1,658 individuals of unknown race/ethnicity

Source of Data: Corporate Personnel System, October 2006

Change in Representation of Minorities in the Career Staff Workforce

Excludes DOE Laboratory Personnel

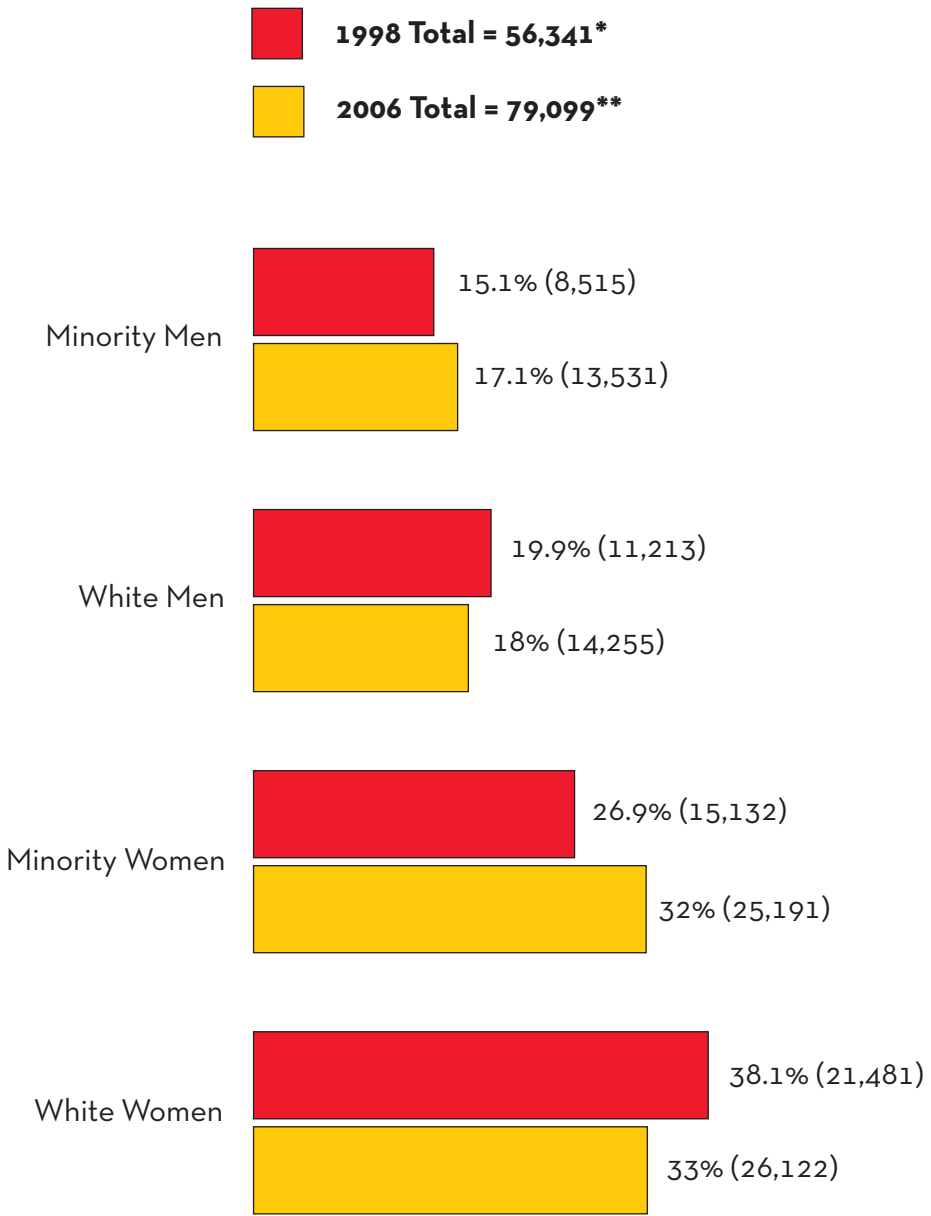


* Excludes 30 individuals of unknown race/ethnicity in 1998

**Excludes 1,658 individuals of unknown race/ethnicity in 2006

Change in Composition of Career Staff Workforce by Minority Status and Sex

Excludes DOE Laboratory Personnel

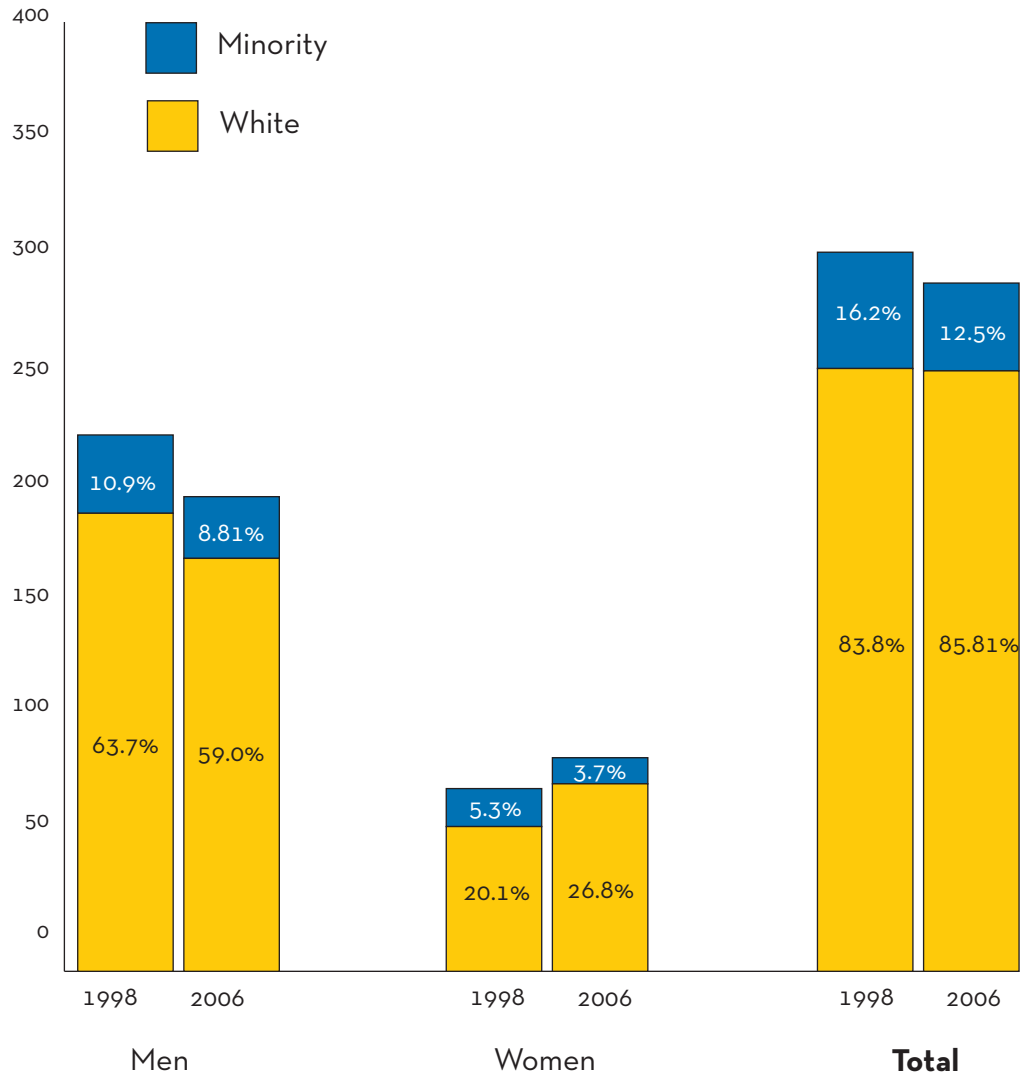


* Excludes 30 individuals of unknown race/ethnicity in 1998
 **Excludes 1,658 individuals of unknown race/ethnicity in 2006

Senior Managers by Sex and Minority Status*

Excludes DOE Laboratory Personnel

1998 Total = 303
2006 Total = 290

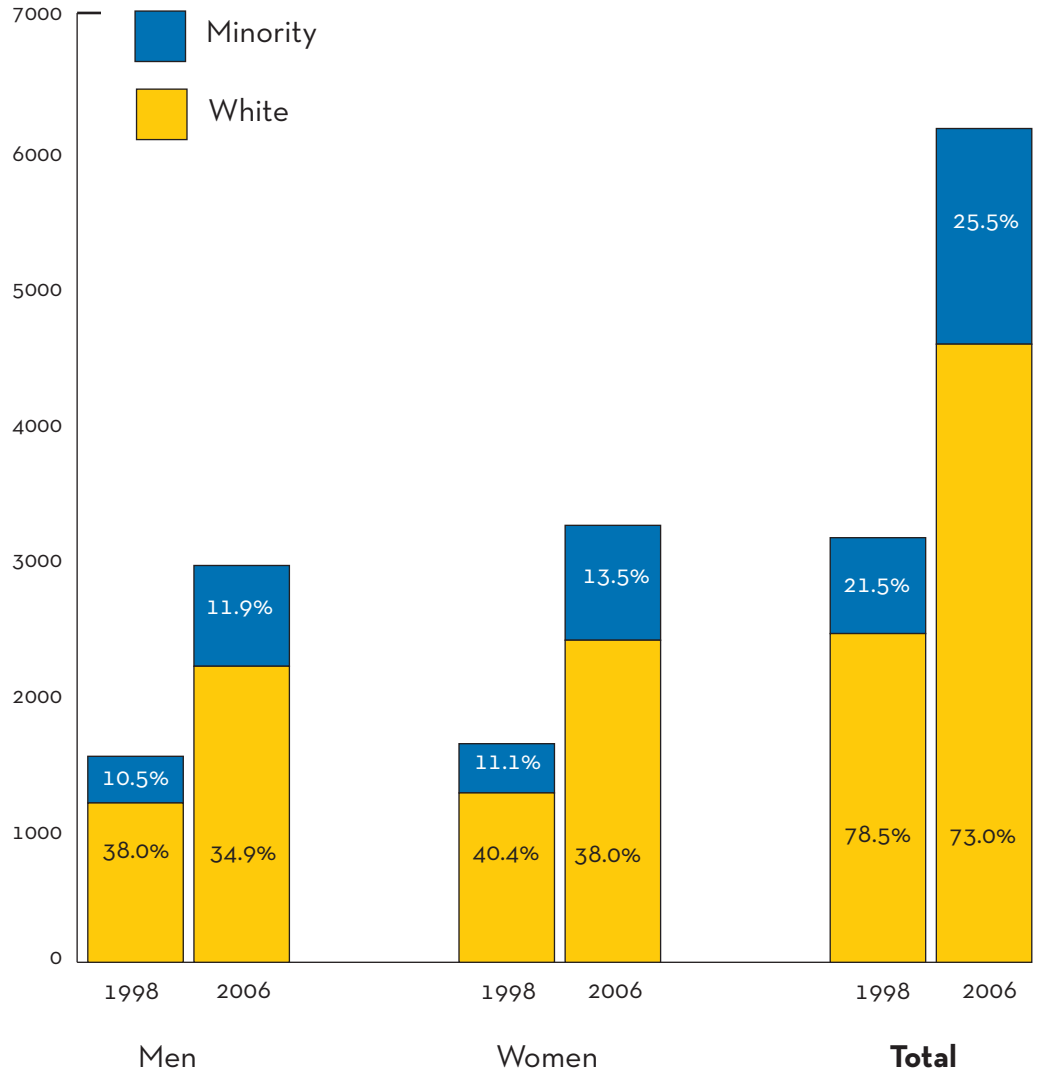


*Excludes 5 individuals of unknown race/ethnicity in 2006

Managers and Senior Professionals by Sex and Minority Status*

Excludes DOE Laboratory Personnel

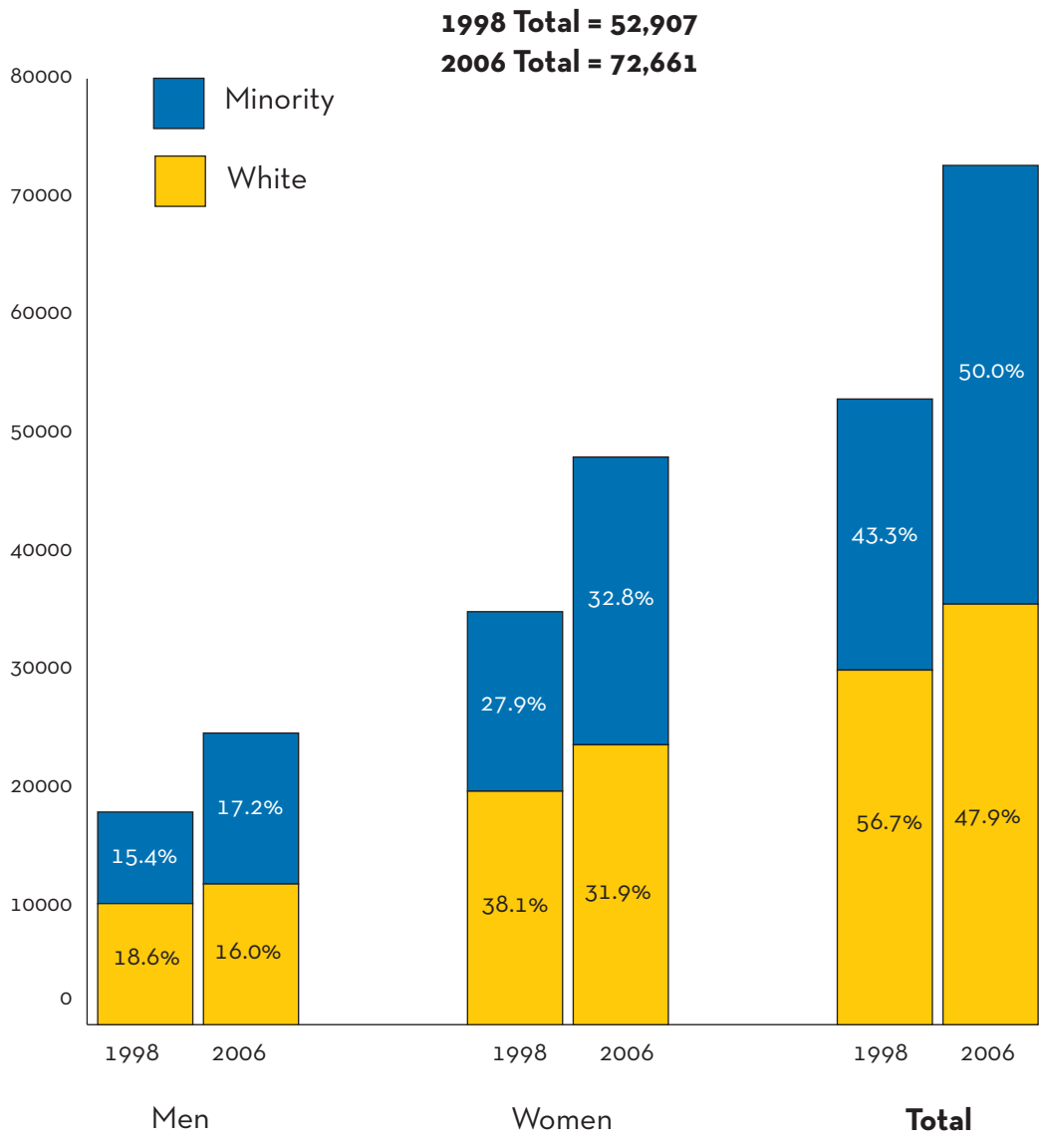
1998 Total = 3,131
2006 Total = 6,148



*Excludes 99 individuals of unknown race/ethnicity in 2006

Professionals and Support Staff by Sex and Minority Status*

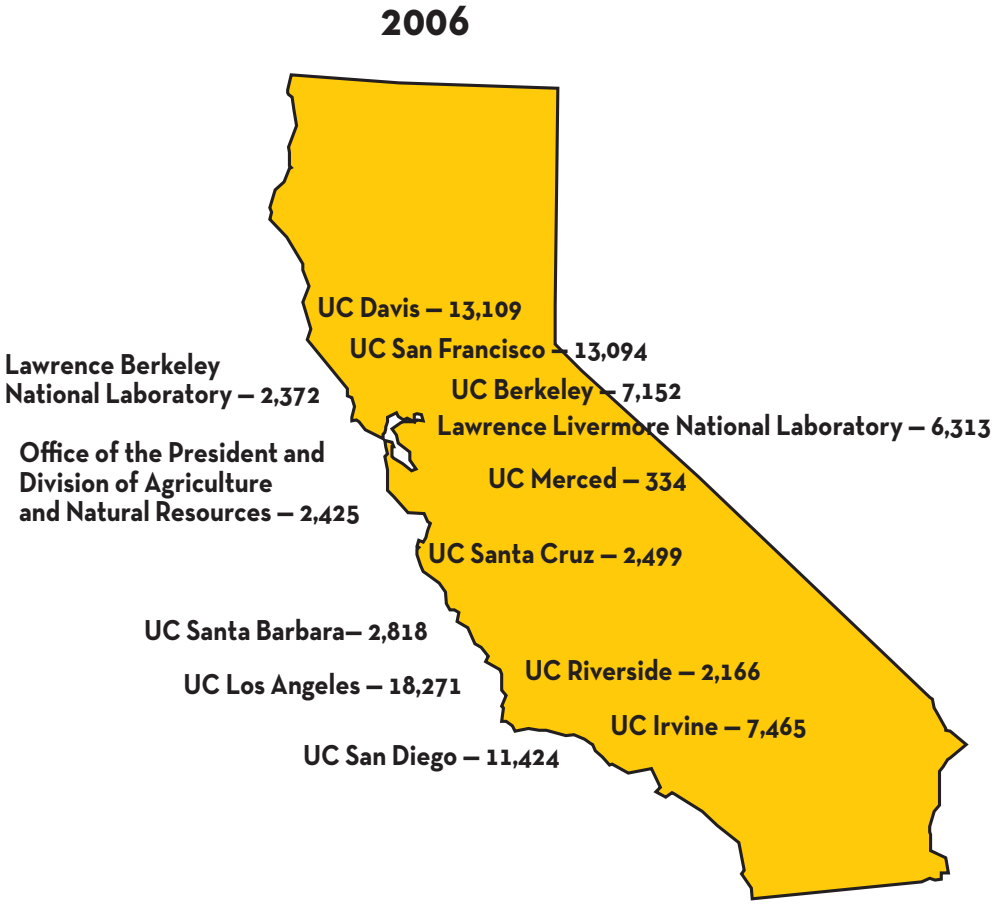
Excludes DOE Laboratory Personnel



*Excludes 1,554 individuals of unknown race/ethnicity in 2006

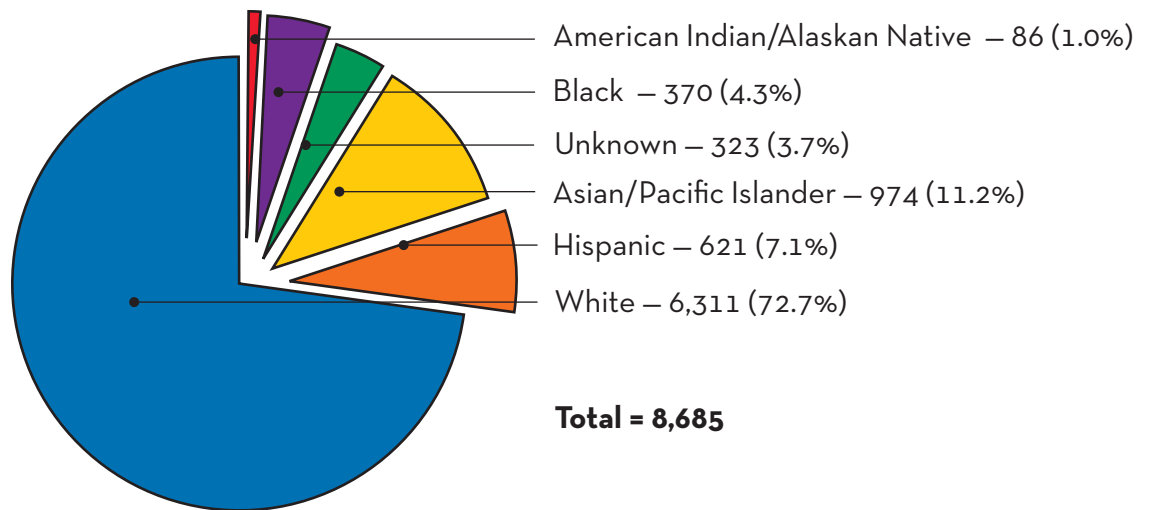
Workforce by Location

Includes DOE Laboratory personnel

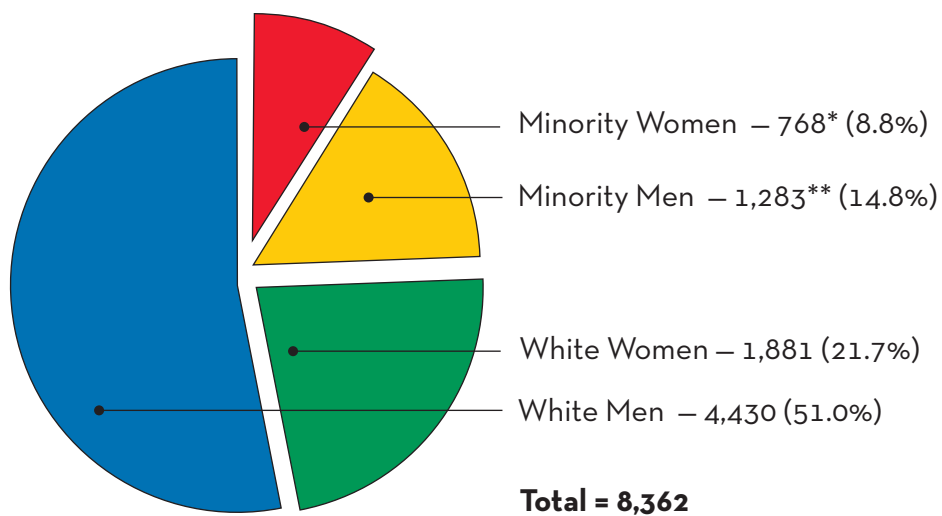


UC Staff	80,757
DOE Laboratories	8,685
<hr/>	
TOTAL	89,442

DOE Laboratories: Career Staff Workforce by Race/Ethnicity



DOE Laboratories: Career Staff Workforce by Sex and Minority Status

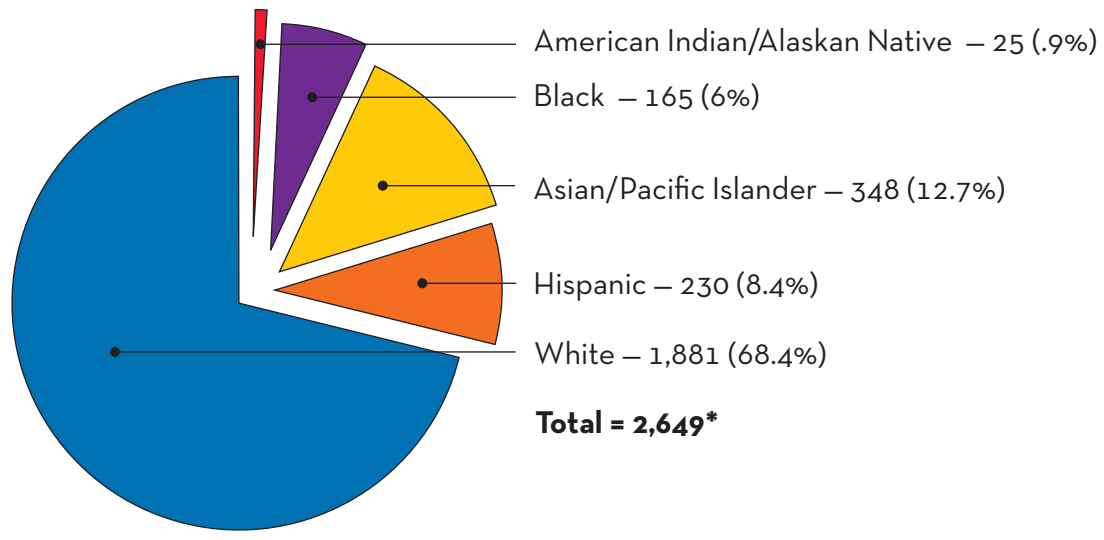


*Excludes 101 females of unknown race/ethnicity

**Excludes 222 males of unknown race/ethnicity

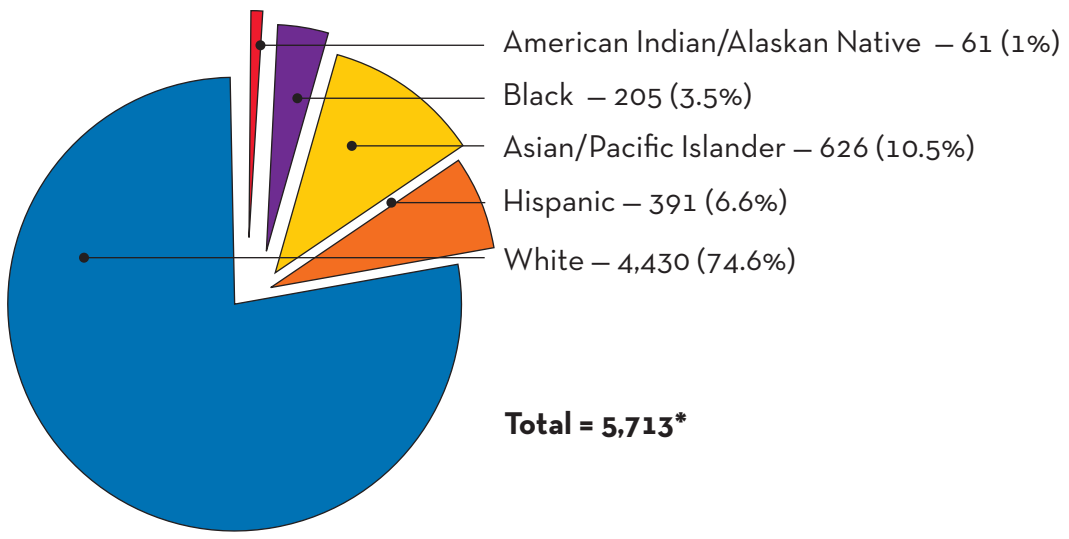
Source of Data: DOE National Laboratories, October 2006

DOE Laboratories: Female Career Staff Workforce by Race/Ethnicity



**Excludes 101 females of unknown race/ethnicity*

DOE Laboratories: Male Career Staff Workforce by Race/Ethnicity



**Excludes 222 males of unknown race/ethnicity*

Source of Data: DOE National Laboratories, October 2006

• • •

• • •

• • •

• • •

• • •



Glossary of Terms

• • •

• • •

• • •

• • •

• • •

• • •

• • •

Glossary of Terms

American Indian/Alaskan Native Persons having origins in any of the original American Indian peoples of North America (including Eskimos and Aleuts), or who maintain cultural identification through tribal affiliations or community recognition.

Asian/Pacific Islander Persons having origins in any of the original peoples of China, Japan, Korea, the Philippine Islands, the Indian sub-continent, and persons having origins in any of the original peoples of Southeast Asia and the Far East not included in any of the Asian countries listed above.

Black (not of Hispanic origin) Persons having origins in any of the Black racial groups of Africa.

Career A non-academic position of fixed or variable percentage of time at 50% or more time which is expected to continue for one year or longer.

Ethnicity A self-classification of people based on some common cultural trait such as language, ancestral origin, religion, or custom, etc.

Hispanic (including Black individuals whose origins are Hispanic)—Persons of Mexican culture or origins, regardless of race, Latin American culture or origins (including persons having origins from Central America, South America, Cuba, Puerto Rico, and the Dominican Republic), regardless of race, and persons of Spanish culture or origin not included in any of the Hispanic categories listed above.

Managers and Senior Professionals A category of employees covering middle managers and senior professionals who are responsible for identifying objectives, formulating strategy, directing programs, managing resources, and functioning effectively with a high degree of autonomy.

Minorities Minorities refers to the four racial/ethnic groups—Black, Hispanic, Asian/Pacific Islander, and Native American—for whom the University, as a Federal contractor, is required to take affirmative action.

Glossary of Terms


Professionals and Support Staff A category of employees who provide administrative, professional, technical, and operational support through independent judgment, analytical skill, and professional or technical expertise, or are responsible for providing clerical, administrative, technical, service, and maintenance support for University departments, programs, and fields of study.

Race A self-classification by people according to the biological heritage with which they most closely identify.

Snapshot of the Data Data from one particular point in time. October 30 data is used for this report because October is considered an average month with regard to staffing levels.


White Persons having origins in any of the original peoples of Europe, North Africa, or the Middle east (not of Hispanic origin).

Senior Managers A category of employees who provide leadership requiring the exercise of a high degree of independent judgment in the development of Universitywide or campuswide policy and program direction and accountability for long-term results.



Composition of the
Career Staff Workforce
by Race, Ethnicity and Sex

2006



University of California Nondiscrimination and Affirmative Action Policy Statement

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 (includes gender identity, pregnancy, childbirth and medical conditions related to pregnancy and childbirth), 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 veteran, 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:

Staff and Management:

Joseph Epperson
Director Diversity and Employee Programs
UC Office of the President
(510) 987-0606
e-mail: Joseph.Epperson@ucop.edu

Academic:

Sheila O'Rourke
Acting Assistant Vice President Academic Advancement
UC Office of the President
(510) 987-9499
e-mail: Sheila.Orourke@ucop.edu



University of California
Human Resources and Benefits
P.O. Box 24570
Oakland, CA 94623-1570

