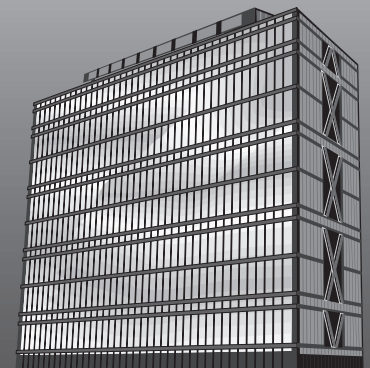


# **Composition of the Career Staff Workforce by Race and Sex**



**2002**

**University of California  
Office of the President  
Human Resources and Benefits**



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# Composition of the Career Staff Workforce by Race and Sex

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](mailto:mattie.williams@ucop.edu).



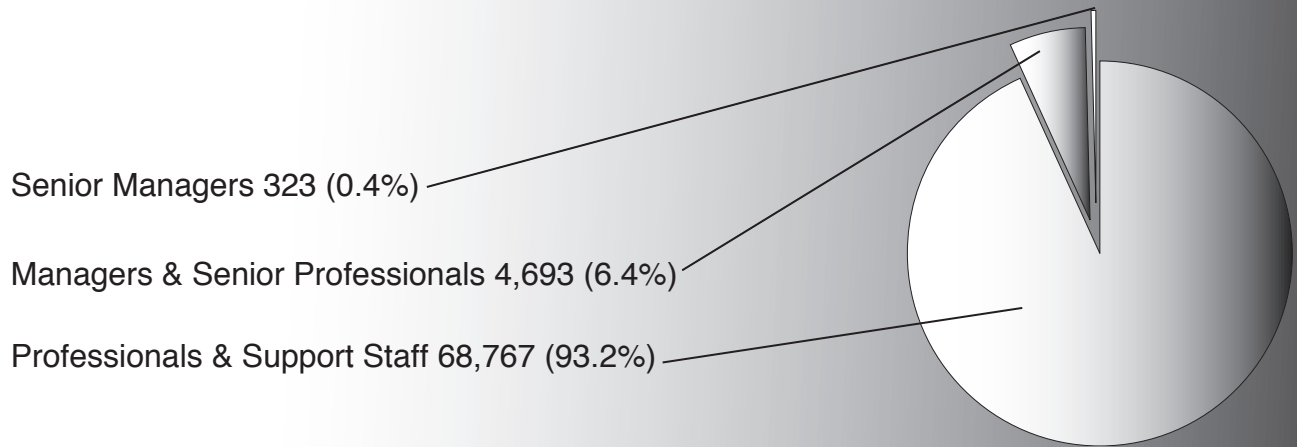
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## Career Staff Workforce by Personnel Tier

2002

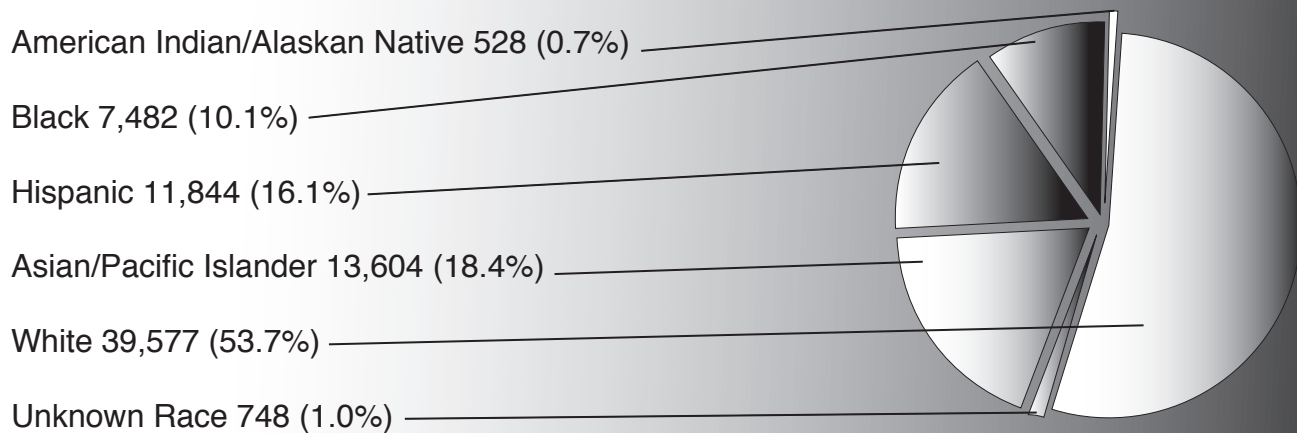
Total=73,783



## Career Staff Workforce by Race/Ethnicity

2002

Total=73,783

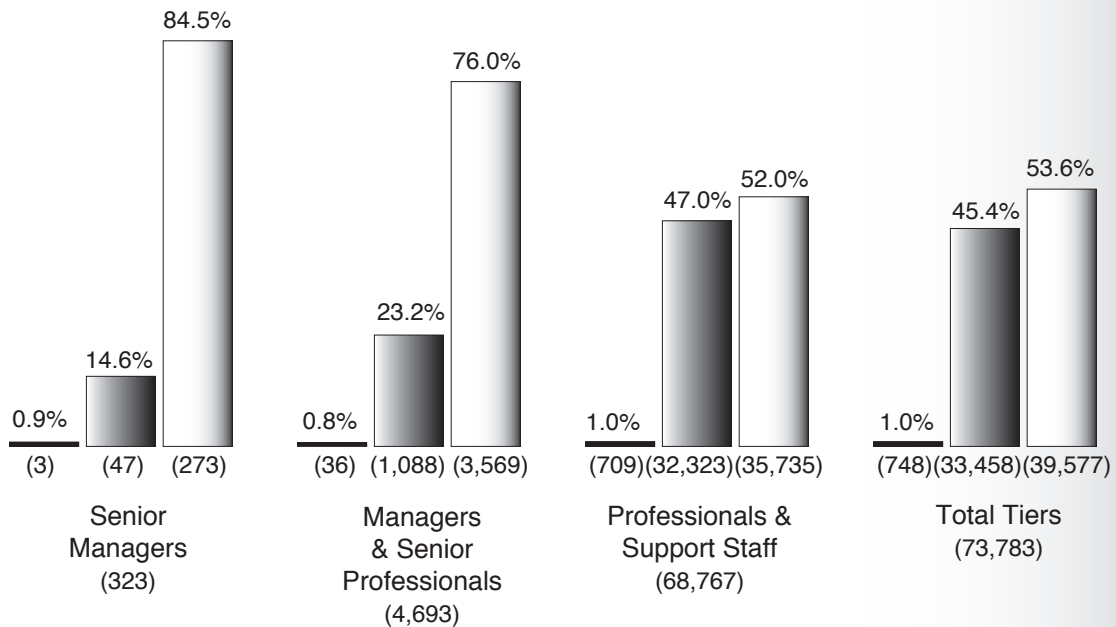




# Minority Representation of Career Staff Employees by Personnel Tier

Minority
  White
  Unknown Race

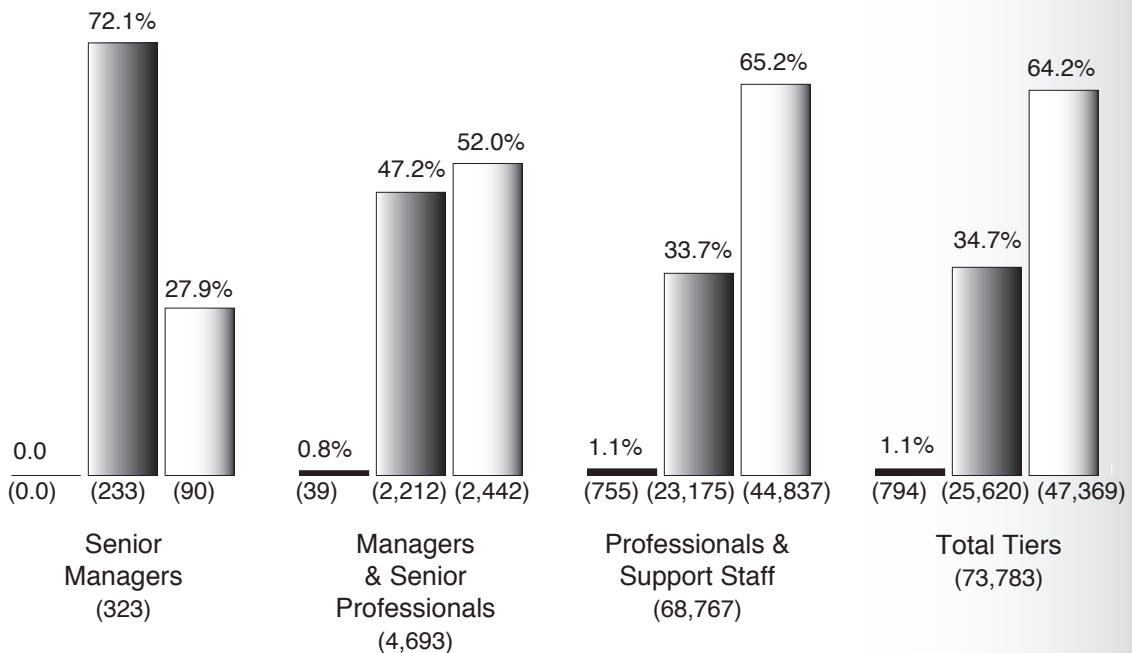
2002



# Gender Representation of Career Staff Employees by Personnel Tier

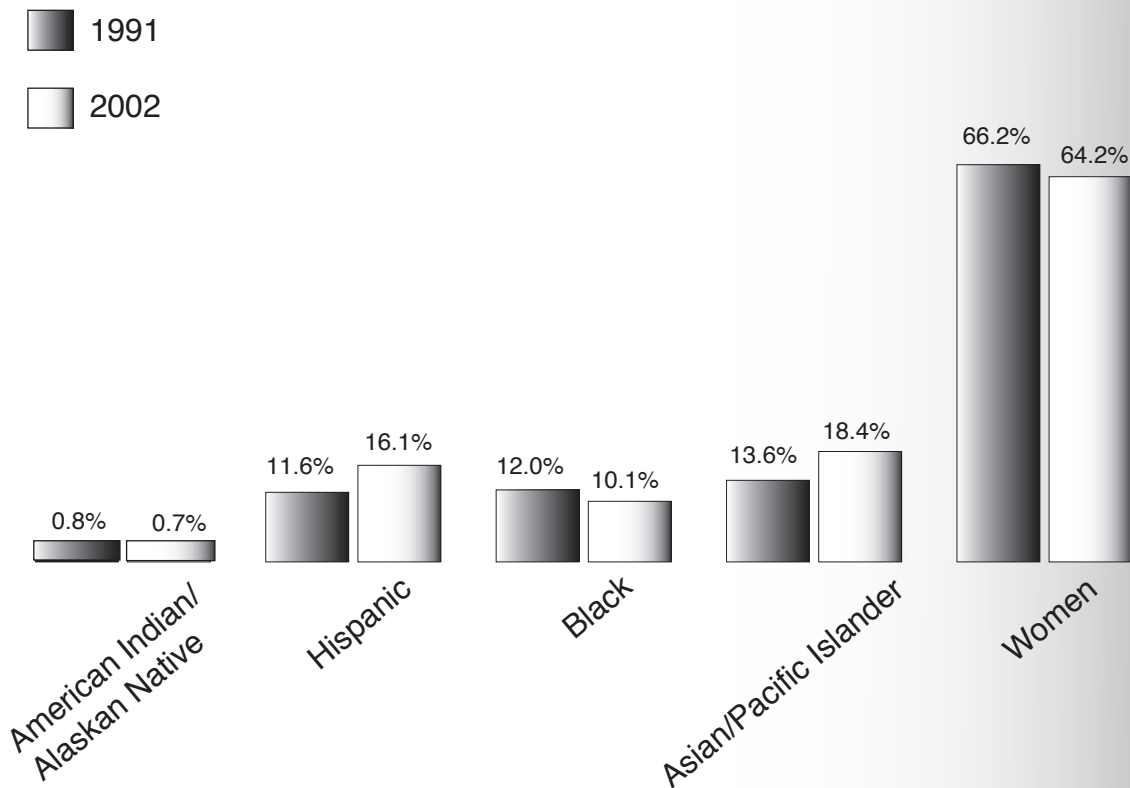
Men
  Women
  Unknown Sex

2002

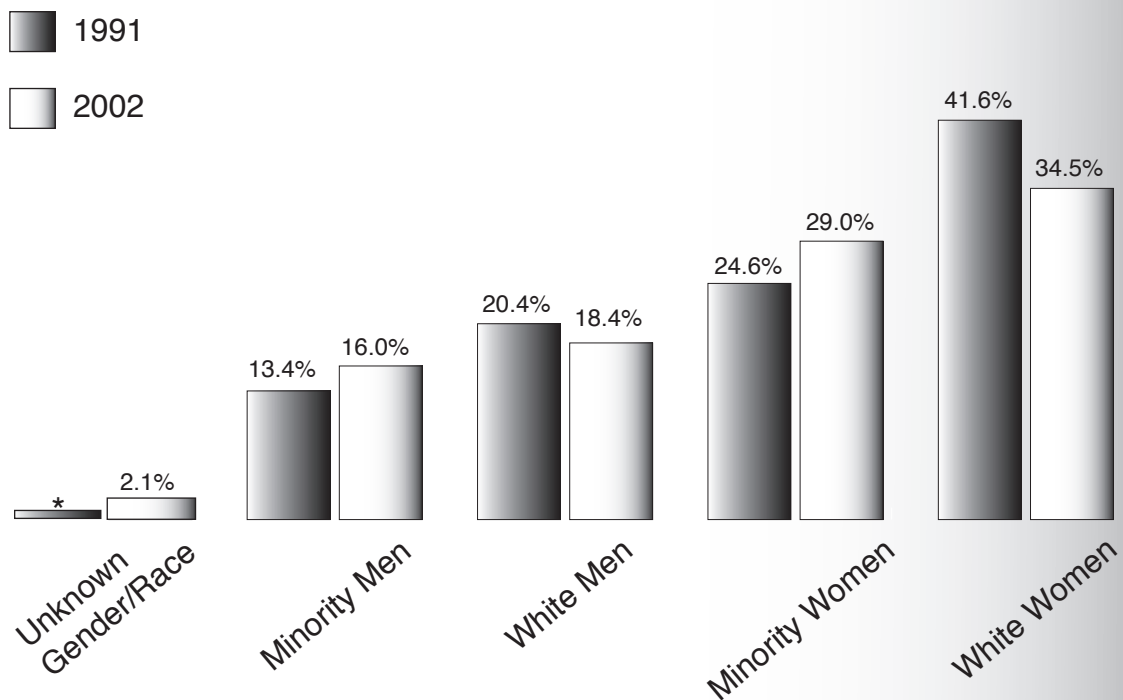


Excludes DOE Laboratories

## Change in Minority and Female Representation of Career Staff Employees

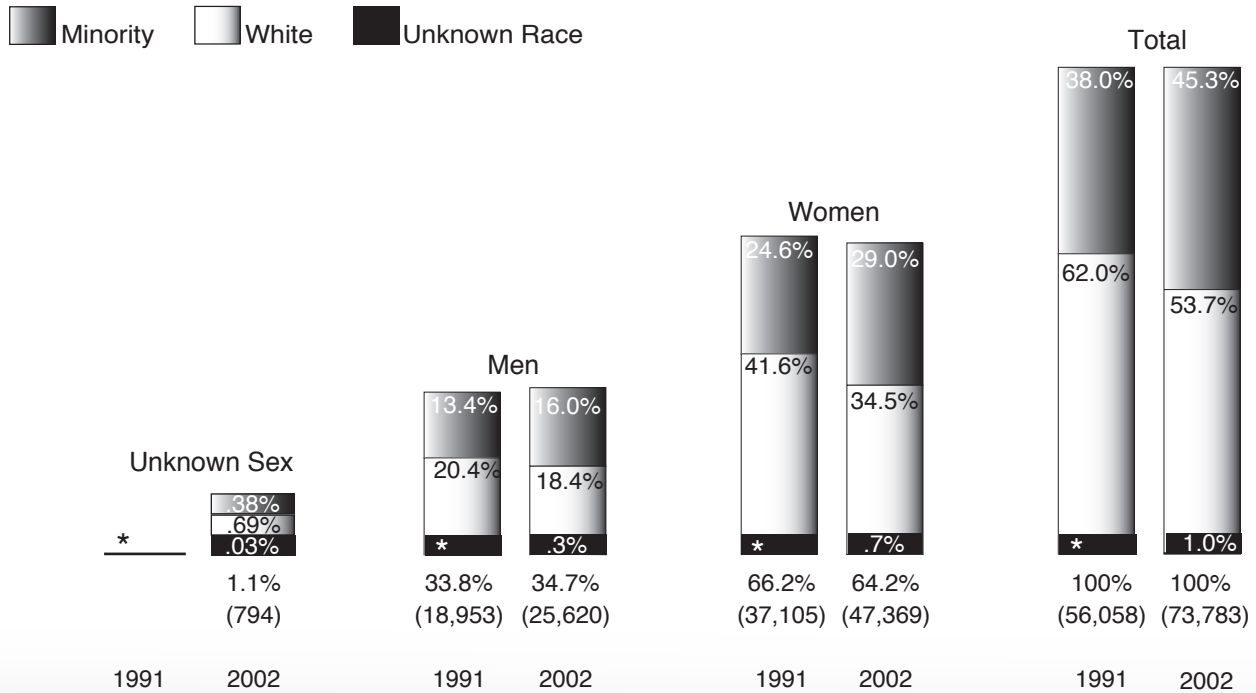


## Change in Gender Representation of Career Staff Employees



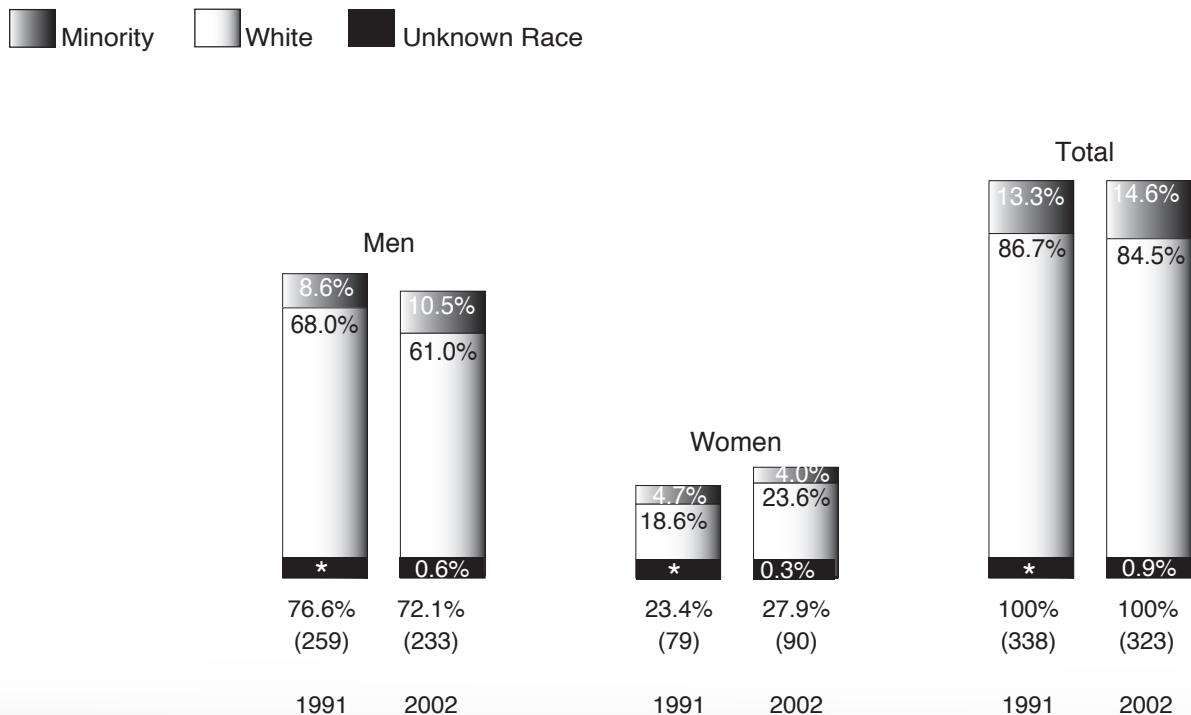
\* Not tracked in 1991  
10

# Career Staff Workforce Race/Sex Representation



\* Unknown race/sex not tracked in 1991

# Senior Managers Race/Sex Representation

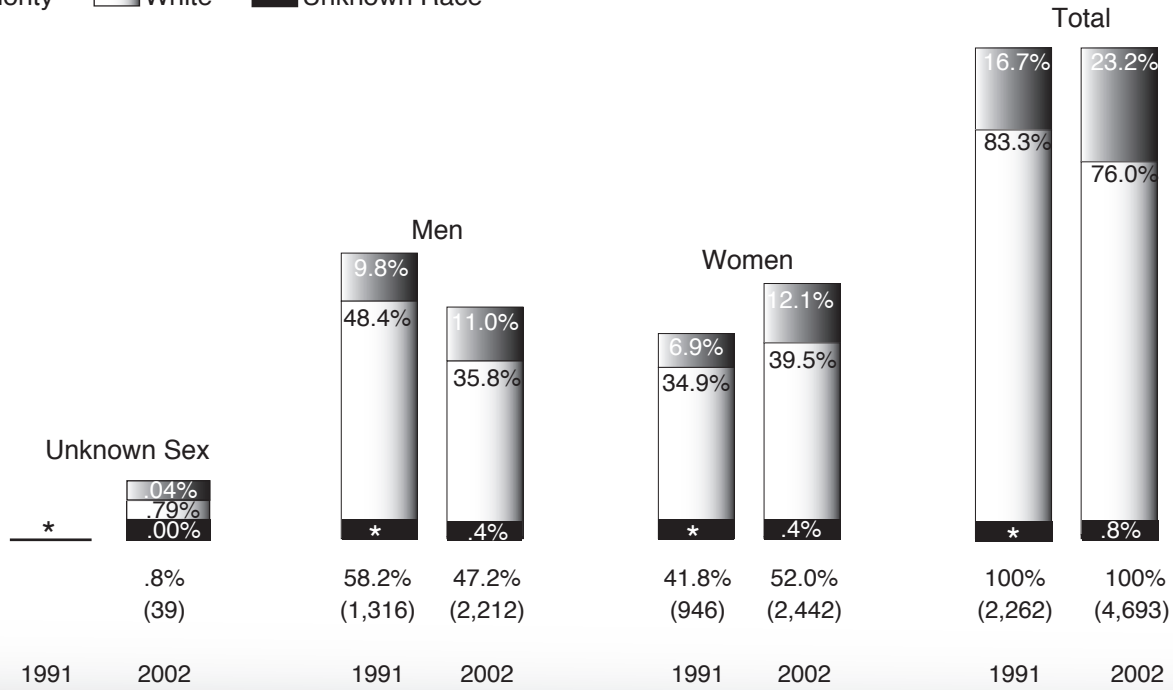


\* Unknown race not tracked in 1991

Excludes DOE Laboratories

# Managers and Senior Professionals Race/Sex Representation

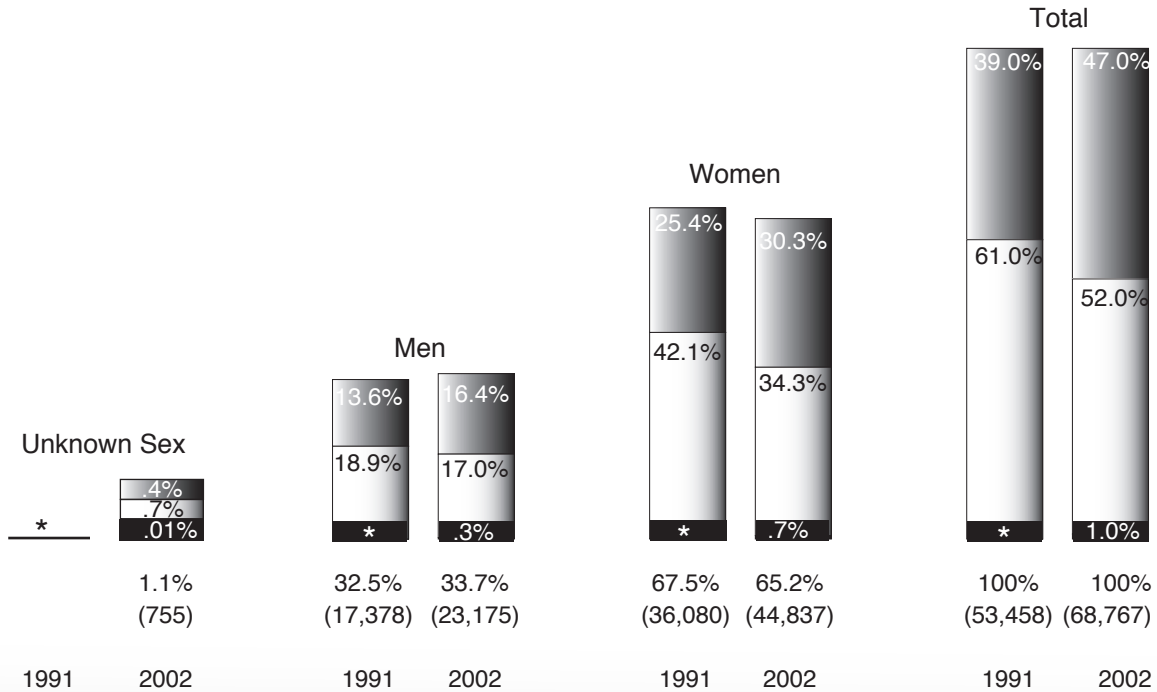
Minority
  White
  Unknown Race



\* Unknown race/sex not tracked in 1991

# Professionals and Support Staff Race/Sex Representation

Minority
  White
  Unknown Race



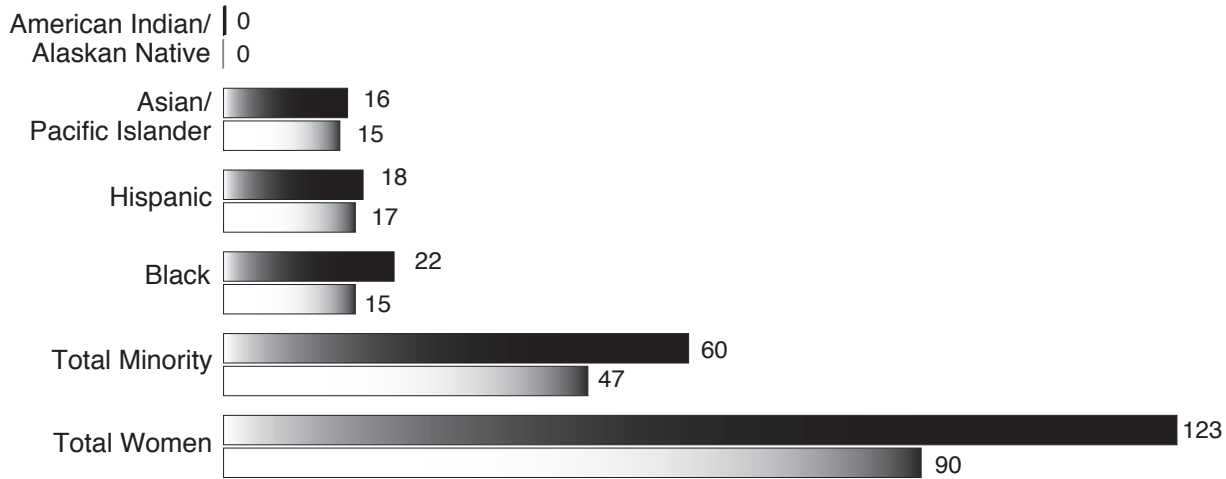
\* Unknown race/sex not tracked in 1991

Excludes DOE Laboratories

# Senior Managers Minority and Female Availability and Utilization 2002

Availability (Expected #) Utilization (Actual #)

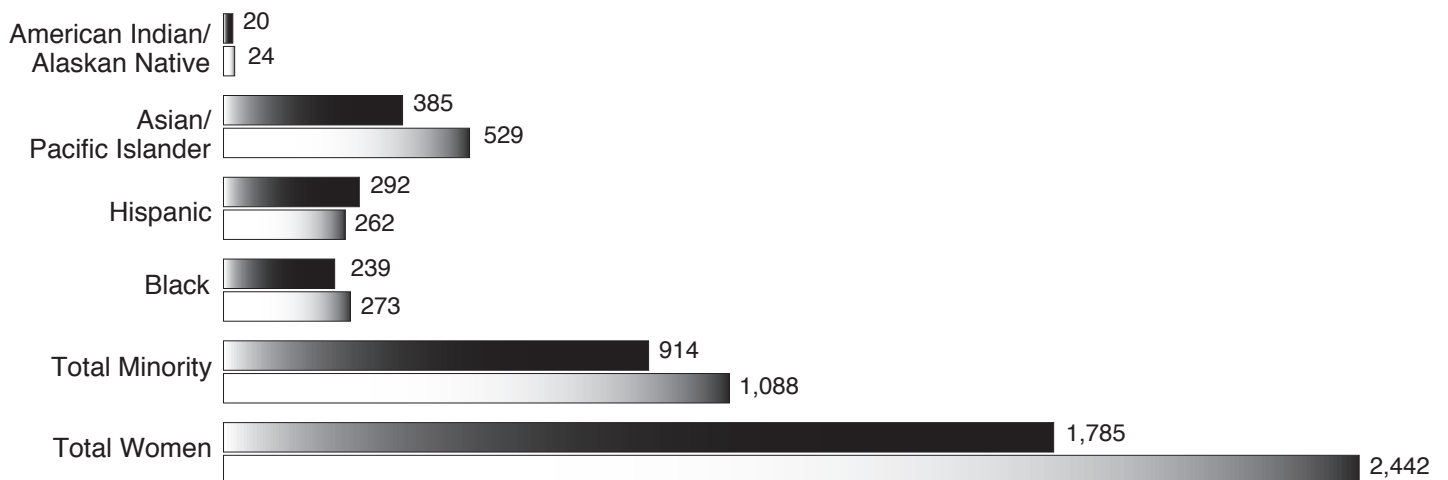
Total Tier=323 Employees



# Managers and Senior Professionals Minority and Female Availability and Utilization 2002

Availability (Expected #) Utilization (Actual #)

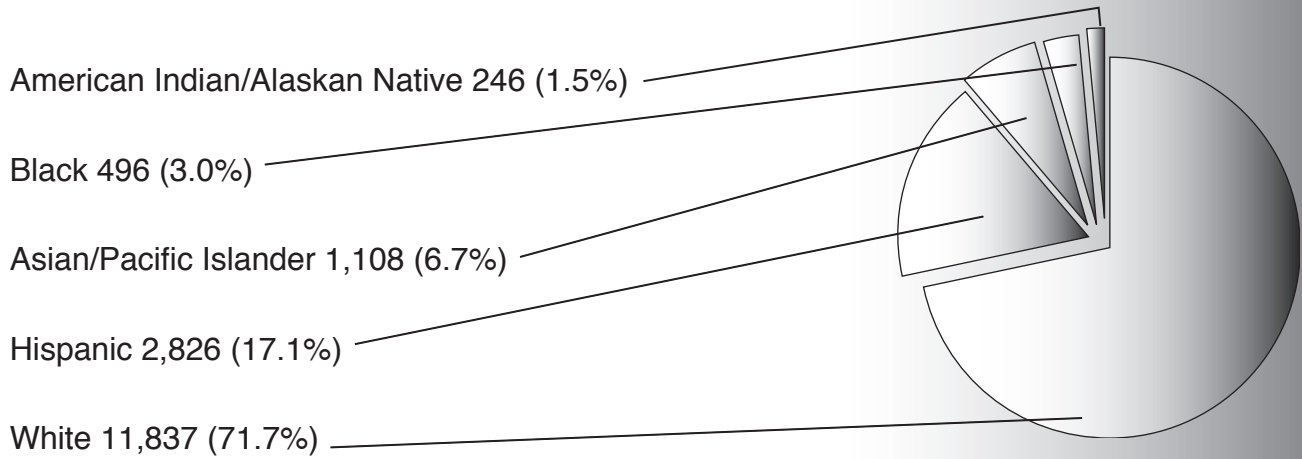
Total Tier=4,693 Employees



# DOE Laboratories Career Staff Workforce by Race/Ethnicity

2002

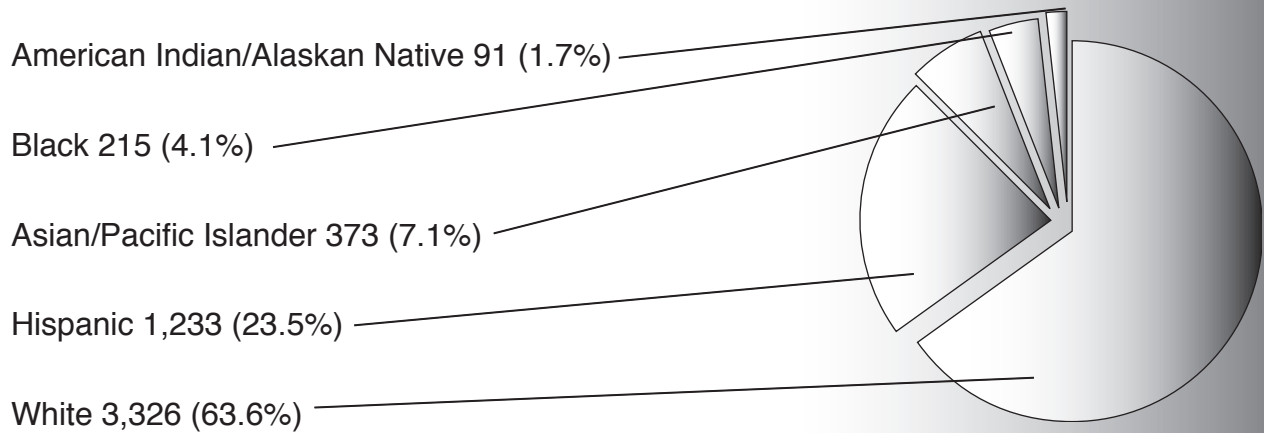
Total = 16,513



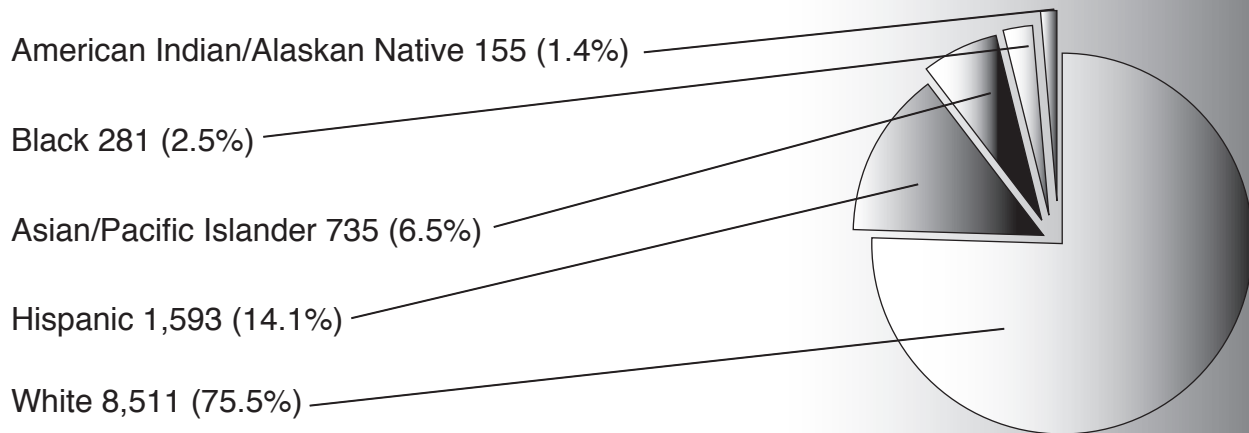
# DOE Laboratories Career Staff Workforce Race/Ethnicity by Sex

2002

Female—Total = 5,238



Male—Total = 11,275



## 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, 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:

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Human Resources and Benefits

