Introduction

The University of California is a vast public treasure, and our success in carrying out our mission of teaching, research, and public service excellence reflects the quality and commitment of our faculty and staff. Next to state government, the University employs the most people in California, and is the largest employer in New Mexico (next to state government) by virtue of the UC-managed Los Alamos National Laboratory and its subcontractors.

This 2003 edition of Workforce Profile presents useful statistics that reflect the rich variety and complexity of our workforce. This report gives a picture of the workforce as of October 2003, as well as some multi-year comparative data. The demographic information presented pertains to all levels of staff at the campuses, laboratories, and UC Office of the President in all appointment categories, including career, non-career, full-time, and part-time staff. For the second year, our Profile includes new information about employee participation in UC health and welfare and retirement benefits programs.

Workforce data in the Profile was generated from the Corporate Personnel System, developed by the Office of Information Resources and Communications, and extracted by Human Resources and Benefits Information Systems Support. Laboratory workforce data was provided by each of the laboratories.

Please refer to the Glossary of Terms on page 37 for definitions of the various reporting categories found in the profile. This Profile is available online at:
http://atyourservice.ucop.edu/forms_pubs/misc/ucprofile.pdf

And now, I am pleased to present our Workforce Profile.

Judith W. Boyette
Associate Vice President
UC Human Resources and Benefits

A publication of University of California Human Resources and Benefits, sponsored by Michele French, Executive Director—Human Resources and Benefits Policy and Program Design. Please direct questions or comments about this publication to Eva Devincenzi (eva.devincenzi@ucop.edu).
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Workforce Headcount (all appointment types)
Academic ................................................................. 51,520
Staff ................................................................. 115,425
Department of Energy (DOE) Laboratories ................. 21,404
Total UC Workforce .................................................. 188,349

Staff (excluding Laboratory personnel)
Full-time Equivalents (FTE) ......................................... 84,368
Minority Representation — All Employees ..................... 48%
Gender Representation — Career Employees
Percent Female ........................................................... .65%
Percent Male ............................................................ .35%

Average Age
All Staff ................................................................. 37 Years
Career Staff ............................................................. 43 Years

Average Length of Service
All Staff ................................................................. 5 Years
Career Staff ............................................................. 8 Years
Percent of Staff Exclusively Represented by Unions ........ .47%

Academic Personnel (excluding Laboratory personnel)
Full-time Equivalents (FTE) ......................................... 36,260
Percent of Academic Personnel Exclusively Represented by Unions. ................ .29%
Total Workforce

Headcount

Total = 188,349

Academic 51,520
- Ladder Rank Faculty and Equivalents - 8,577
- Other Academics - 18,495
- Graduate Students (with Academic Appointments) - 24,448

Staff 115,425
- Senior Management - 323
- Management and Senior Professionals (MSP) - 6,373
- Professional and Support Staff (PSS) - 82,360
- Students (Casual/Restricted Staff) - 26,369

DOE Laboratories 21,404
- Lawrence Berkeley National Laboratory - 3,768
- Los Alamos National Laboratory - 8,790
- Lawrence Livermore National Laboratory - 8,846

Source of Data: Corporate Personnel System October 2003—Final
# Total Workforce

## Full-time Equivalents (FTE)

<table>
<thead>
<tr>
<th>Total</th>
<th>140,181</th>
</tr>
</thead>
</table>

## Academic

- Ladder Rank Faculty and Equivalents - 8,438
- Other Academics - 15,438
- Graduate Students (with Academic Appointments) - 12,384

## Staff

- Senior Management - 319
- Management and Senior Professionals (MSP) - 5,747
- Professional and Support Staff (PSS) - 78,302

## DOE Laboratories

- Lawrence Berkeley National Laboratory - 3,329
- Los Alamos National Laboratory - 8,510
- Lawrence Livermore National Laboratory - 7,714

---

Source of Data: Corporate Personnel System October 2003—Final
Staff Headcount and Full-time Equivalents (FTE)
Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel

<table>
<thead>
<tr>
<th>Year</th>
<th>FTE</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>84,368</td>
<td>115,425</td>
</tr>
<tr>
<td>2002</td>
<td>83,494</td>
<td>114,937</td>
</tr>
<tr>
<td>2001</td>
<td>80,841</td>
<td>111,241</td>
</tr>
<tr>
<td>2000</td>
<td>77,091</td>
<td>106,754</td>
</tr>
<tr>
<td>1999</td>
<td>72,735</td>
<td>101,377</td>
</tr>
<tr>
<td>1998</td>
<td>70,148</td>
<td>99,040</td>
</tr>
<tr>
<td>1997</td>
<td>70,372</td>
<td>99,198</td>
</tr>
<tr>
<td>1996</td>
<td>68,528</td>
<td>96,619</td>
</tr>
<tr>
<td>1995</td>
<td>68,627</td>
<td>96,030</td>
</tr>
<tr>
<td>1994</td>
<td>66,818</td>
<td>93,731</td>
</tr>
<tr>
<td>1993</td>
<td>65,81</td>
<td>92,202</td>
</tr>
</tbody>
</table>
Percentage of Staff Full-time Equivalents by Fund Source
Includes all staff appointment types; excludes DOE Laboratories

- General Funds: 26%
- Teaching Hospital Funds: 35%
- Tuition and Fees: 5%
- Federal Funds: 7%
- Auxiliary Enterprises Sales and Services: 7%
- Contracts, Grants, Endowments: 8%
- Other: 12%

Source of Data: Corporate Personnel System October 2003—Final
Staff Personnel by Personnel Program
Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel (Headcount)

Senior Management - 323 (<1%)
Management and Senior Professionals (MSP) - 6,373 (6%)
Professional and Support Staff (PSS) - 108,729 (94%)

All Appointment Types
Staff Personnel by Appointment Type

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel
(Headcount)

In the case of multiple appointments, employees are reported in their primary appointment only. Employees with invalid title codes are excluded.

In January 1, 2001, two new types of appointments were established: "Limited" appointments replaced "Casual" appointments. A new "Floater" appointment is reserved for use in temporary employment pools.

Source of Data: Corporate Personnel System October 2003—Final
Staff Personnel by Personnel Program and Appointment Type
Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel (Headcount)

<table>
<thead>
<tr>
<th>Professional and Support Staff (PSS)</th>
<th>108,729</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career - 66%</td>
<td>71,261</td>
</tr>
<tr>
<td>Casual/Restricted (Students) - 24%</td>
<td>26,364</td>
</tr>
<tr>
<td>Limited - 5%</td>
<td>5,472</td>
</tr>
<tr>
<td>Per Diem - 3%</td>
<td>3,076</td>
</tr>
<tr>
<td>Contract - 1%</td>
<td>1,379</td>
</tr>
<tr>
<td>Floater - 1%</td>
<td>701</td>
</tr>
<tr>
<td>Other - &lt;1%</td>
<td>476</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Management and Senior Professionals (MSP)</th>
<th>6,373</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career - 81%</td>
<td>5,140</td>
</tr>
<tr>
<td>Contract - 15%</td>
<td>969</td>
</tr>
<tr>
<td>Limited - 4%</td>
<td>238</td>
</tr>
<tr>
<td>Other - &lt;1%</td>
<td>26</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Senior Management</th>
<th>323</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career - 98%</td>
<td>315</td>
</tr>
<tr>
<td>Other - 2%</td>
<td>8</td>
</tr>
</tbody>
</table>

In the case of multiple appointments, employees are reported in their primary appointment only. Employees with invalid title codes are excluded.

In January 1, 2001, two new types of appointments were established: "Limited" appointments replaced "Casual" appointments. A new "Floater" appointment is reserved for use in temporary employment pools.

Source of Data: Corporate Personnel System October 2003 — Final
## Distribution of Campus and Medical Center Staff Employees

Includes all nonrepresented and represented staff (Headcount)

### All Appointment Types

#### Professional and Support Staff (PSS) - 108,729
- **Campus Employees** - 76% 82,205
- **Medical Center Employees** - 24% 26,524

#### Management and Senior Professionals (MSP) - 6,373
- **Campus Employees** - 83% 5,276
- **Medical Center Employees** - 17% 1,097

#### Senior Management - 323
- **Campus Employees** - 90% 292
- **Medical Center Employees** - 10% 31

### Source of Data: Corporate Personnel System October 2003—Final
Minority Representation as a Percentage of the Staff Workforce

Includes all nonrepresented and represented staff in all appointment types; excludes DOE Laboratory personnel

Change over the 10-year period = 11% increase

Source of Data: ER2.1 Statistical Summary

This chart excludes employees who have not identified their ethnicity.
Ethnic Groups as a Percentage of the Staff Career Workforce

Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel

This chart excludes employees who have not identified their ethnicity.

Source of Data: ER7.2 Statistical Summary
Staff Career Employees by Sex and Personnel Program
Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel

Professional and Support Staff (PSS)  34% Male 66% Female
Management and Senior Professionals (MSP)  48% Male 52% Female
Senior Management  73% Male 27% Female

2003 Career Employees in all Personnel Programs: Male = 35% Female = 65%

This chart excludes employees who have not identified their sex.

Source of Data: ER7.2 Statistical Summary
Staff Career Employees by Race/Ethnicity and Sex
Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel (Headcount)

- American Indian – 525
  - Male: 33%
  - Female: 67%

- Asian – 14,846
  - Male: 34%
  - Female: 66%

- Black – 7,329
  - Male: 33%
  - Female: 67%

- Hispanic – 12,398
  - Male: 39%
  - Female: 61%

- White – 39,592
  - Male: 35%
  - Female: 65%

This chart excludes employees who have not identified their ethnicity and sex.

Source of Data: ER7.2 Statistical Summary
Age Distribution of Staff Employees

Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel

2003 Average Age Career Employees = 43

2003 Average Age All Employees = 37
Length of Service of Staff Employees
Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel

Years of Service Since Most Recent Date of Hire*

<table>
<thead>
<tr>
<th></th>
<th>Career</th>
<th>All Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>25+ years</td>
<td>6%</td>
<td>4%</td>
</tr>
<tr>
<td>20-24</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>15-19</td>
<td>9%</td>
<td>8%</td>
</tr>
<tr>
<td>10-14</td>
<td>11%</td>
<td>12%</td>
</tr>
<tr>
<td>5-9</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>0-4</td>
<td>51%</td>
<td>66%</td>
</tr>
</tbody>
</table>

2003 Average Service Career Employees = 8 years
2003 Average Service All Employees = 5 years

*Length of service reflects years since most recent date of hire [not equivalent to UCRP service credit].

Source of Data: Corporate Personnel System October 2003—Final
New Hires by Occupational Group
Includes all nonrepresented and represented career staff;
excludes DOE Laboratory personnel
(Headcount)

Career Appointments only

<table>
<thead>
<tr>
<th>Occupational Group</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care &amp; Allied Services</td>
<td>2,306</td>
</tr>
<tr>
<td>Clerical &amp; Allied Services</td>
<td>2,053</td>
</tr>
<tr>
<td>Fiscal, Management, Staff Services</td>
<td>1,333</td>
</tr>
<tr>
<td>Sciences, Laboratory, and Allied Services</td>
<td>1,244</td>
</tr>
<tr>
<td>Maintenance, Fabrication, Operators</td>
<td>518</td>
</tr>
<tr>
<td>Student Services</td>
<td>229</td>
</tr>
<tr>
<td>Food &amp; Linen Services</td>
<td>215</td>
</tr>
<tr>
<td>Management</td>
<td>204</td>
</tr>
<tr>
<td>Communication, Arts, Graphics</td>
<td>175</td>
</tr>
<tr>
<td>Architecture, Engineering and Allied Services</td>
<td>121</td>
</tr>
<tr>
<td>Protective Services</td>
<td>88</td>
</tr>
<tr>
<td>Other</td>
<td>11</td>
</tr>
</tbody>
</table>

Total number of career employees hired in 2002 - 03 = 8,497
Age at Hire — Career Staff Employees
Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel (Headcount)

Age at Hire

- 60+ Years: 2%
- 50-59 Years: 9%
- 40-49 Years: 19%
- 30-39 Years: 28%
- Less than 30: 42%

Total career new hires = 8,497

Fiscal Year 2002-03

Source of Data: SP11 — New Hire Report
Staff Employees — Union Representation
Excludes DOE Laboratory personnel
(Headcount — all appointment types)

Data includes total staff workforce in all personnel programs, including casual/restricted employees.

Source of Data: Corporate Personnel System October 2003—Final
Staff Employees — Collective Bargaining Units
Excludes DOE Laboratory personnel
(Headcount — all appointment types)

In addition, 765 employees at LBNL are covered by collective bargaining agreements, and 129 employees at LLNL are in a local Public Safety Officers Association.

Source of Data: Corporate Personnel System October 2003—Final
Academic Employees — Union Representation
(Headcount — all appointment types)

Nonrepresented - 36,596
Represented - 14,924

71% 29%
Academic Employees –
Collective Bargaining Units
(Headcount — all appointment types)

- San Diego House Staff Association — 427 (3%)
- UCSC Faculty Association — 462 (3%)
- American Federation of Teachers (AFT) (19%)
  - Librarians — 417
  - Non-Senate Instructional — 2,395
- United Auto Workers (UAW) (75%)
  - Academic Student Employees — 11,223
Weighted Average Annual Salaries
Includes all nonrepresented and represented staff; excludes DOE Laboratory personnel
(Headcount)

Salaries are annualized and based on regular gross pay divided by FTE.
Staff Career Workforce by Occupational Group

Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel
(Refer to Appendix for Occupational Groups)

In the case of multiple appointments, employees are reported in their primary appointment only. Employees with invalid title codes are excluded.

Source of Data: Corporate Personnel System October 2003—Final
## Turnover of Staff Career Employees

### Above Turnover by Occupational Group

Includes all nonrepresented and represented career staff; excludes DOE Laboratory personnel

#### 2003 Fiscal Year

<table>
<thead>
<tr>
<th>Occupational Group</th>
<th>Turnover Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police and Fire Services - J10</td>
<td>10.0%</td>
</tr>
<tr>
<td>Social Services—Community - H70</td>
<td>10.1%</td>
</tr>
<tr>
<td>Parking and Guard Services - J15</td>
<td>10.2%</td>
</tr>
<tr>
<td>Clerical/Administrative and Special Mail Services - B15</td>
<td>10.3%</td>
</tr>
<tr>
<td>Animal Care Technicians - I10</td>
<td>10.4%</td>
</tr>
<tr>
<td>Therapeutic Services- H80</td>
<td>10.7%</td>
</tr>
<tr>
<td>Physicians and Dentists - H40</td>
<td>11.5%</td>
</tr>
<tr>
<td>Hospital Attendants—Assistants and Escorts - H10</td>
<td>11.7%</td>
</tr>
<tr>
<td>Hospital Attendants—Vocational Nurses - H15</td>
<td>12.8%</td>
</tr>
<tr>
<td>Sciences - I25</td>
<td>14.4%</td>
</tr>
<tr>
<td>Food Preparation Workers - C20</td>
<td>14.7%</td>
</tr>
<tr>
<td>Laboratory and Allied Services - I20</td>
<td>19.0%</td>
</tr>
</tbody>
</table>

**2003 Career Staff Turnover = 9.4%**

Only subgroups with 100 or more incumbents are included. See glossary for definition details on turnover reporting.

Source of Data: SP6-6.1 Turnover Profile
Medical Plan Coverage
Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel (Headcount)

Primary subscribers (employees and annuitants) only—does not include family members

Source of Data: Corporate Personnel System October 2003 Preliminary
Medical Plan Coverage
Per Capita Costs
Includes all nonrepresented and represented staff and academics

Primary subscribers only

<table>
<thead>
<tr>
<th>Year</th>
<th>Total annual cost per employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>$3,359</td>
</tr>
<tr>
<td>1994</td>
<td>$3,389</td>
</tr>
<tr>
<td>1997</td>
<td>$2,992</td>
</tr>
<tr>
<td>2000</td>
<td>$3,625</td>
</tr>
<tr>
<td>2002</td>
<td>$4,375</td>
</tr>
<tr>
<td>2003</td>
<td>$5,184</td>
</tr>
</tbody>
</table>

* The University contribution includes all fund sources. Excludes DOE Laboratory personnel and annuitants.

Source of Data: Corporate Personnel System October 2003 Preliminary
Other University-Paid Health Plan Enrollments
Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel and annuitants (Headcount)

Data does not include employee dependents

<table>
<thead>
<tr>
<th>Plan</th>
<th>Enrollments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental Plan (Includes annuitants)</td>
<td>153,902</td>
</tr>
<tr>
<td>Vision Plan*</td>
<td>116,368</td>
</tr>
<tr>
<td>Disability Insurance*</td>
<td>121,902</td>
</tr>
<tr>
<td>Term Life Insurance*</td>
<td>127,997</td>
</tr>
</tbody>
</table>

* UC-paid vision, disability, and term life insurance is not continued into retirement.
Average Premium Amounts UC Contributes for Employee Health & Welfare Benefits (excluding medical benefits)

Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel

Average Annual Premiums

2003 Total University contribution: $960
Employee/Annuitant Contribution: $0

Dental Plan—Includes annuitants $686

*Vision Plan $145

*Disability Insurance $74

*Term Life Insurance $55

* UC-paid vision, disability, and term life insurance is not continued into retirement.

Source of Data: Corporate Personnel System October 2003 Preliminary
Health Plan Enrollment by Type
Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants

Includes primary subscribers (employees and annuitants) only

1983
- HMO: 55.4%
- Fee-for-Service: 44.6%

1993
- HMO: 60.3%
- Fee-for-Service: 39.7%

2003
- HMO: 74.9%
- Fee-for-Service: 11.1%
- Point-of-Service: 14.0%

Plans Available During 2003
- Fee-for-Service (FFS) Plans: High Option, Core Medical, Blue Cross PPO
- Health Maintenance Organizations (HMO): Kaiser Permanente CA, Kaiser Umbrella, Kaiser MidAtlantic, Health Net, PacifiCare of California, PacifiCare of Nevada, WHA, BluePremier HMO Plan New Mexico
- Point-of-Service (POS) Plans: Blue Cross Plus, BluePremier POS (LANL only)

Data Source: November 2002 Open Enrollment Results Memo Exhibit D-2
University of California Retirement Plan (UCRP) Membership
Includes all nonrepresented and represented staff, academic, DOE Laboratory personnel, and annuitants (Headcount)

**Fiscal Year 2001-02**
Total membership = 172,221*

- **Annuitants** - 29,247
  - Staff: 25,702
  - Academic: 3,545
  - 17%

- **Inactive Members** - 25,198
  - 15%

- **Active Members** - 117,776
  - Staff: 96,530
  - Academic: 21,246
  - 68%

**Fiscal Year 2002-03**
Total membership = 183,268

- **Annuitants** - 30,655
  - Staff: 27,015
  - Academic: 3,640
  - 17%

- **Inactive Members** - 31,262
  - 17%

- **Active Members** - 121,351
  - Staff: 98,875
  - Academic: 22,476
  - 66%

Change in membership over 1-year period = 6% increase

An inactive UCRP member is a person who meets UCRP vesting qualifications and who is entitled to future benefits.

UCRP Annuitant Membership
Includes all nonrepresented and represented staff, academic, DOE Laboratory personnel, and annuitants

**Fiscal Year 2001–02**

**Average Retirement Age**

- Faculty: 63 years
- Management/Senior Professional*: 59 years
- Professional/Support Staff: 59 years

**Average Years of Service Credit at Retirement**

- Faculty: 26 years
- Management/Senior Professional*: 21 years
- Professional/Support Staff: 14 years

**Fiscal Year 2002–03**

**Average Retirement Age**

- Faculty: 63 years
- Management/Senior Professional*: 59 years
- Professional/Support Staff: 59 years

**Average Years of Service Credit at Retirement**

- Faculty: 26 years
- Management/Senior Professional*: 22 years
- Professional/Support Staff: 15 years

* Includes Retired Members in the Senior Management Group

University of California Retirement Plan Demographics as of June 30, 2003
Participation in UC Tax-Deferred 403(b) Plan and Defined Contribution Plan (DC Plan)*

Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants (Headcount—active participants)

Fiscal Year 2001-02 2002-03

<table>
<thead>
<tr>
<th>Tax-Deferred 403(b) Plan</th>
<th>DC Plan After-Tax Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>47,513</td>
<td>2,039 2,283</td>
</tr>
<tr>
<td>50,028</td>
<td></td>
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<table>
<thead>
<tr>
<th>DC Plan Pretax Account</th>
<th>DC Plan Safe Harbor Account</th>
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</thead>
<tbody>
<tr>
<td>107,607</td>
<td>41,497</td>
</tr>
<tr>
<td>88,945</td>
<td>29,662</td>
</tr>
</tbody>
</table>

Participation is voluntary

Participation is mandatory

* Participants in UC Managed Funds

Workforce by Location

Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel
(Headcount — all appointment types)
Appendix
Outline of Occupational Groups and Representative Titles

A  Student Services
    Recreation Program Instructor
    Resident Advisor
    Counselor
    Student Affairs Officer

B  Clerical and Allied Services
    Assistant Series
    Library Assistant
    Senior Clerk/Secretary
    Key Entry Operator
    Storekeeper
    Senior Word Processing Specialist
    Senior Mail Processor

C  Food and Linen Services
    Food Service Manager
    Cook
    Dietitian
    Food Service Worker
    Linen Service Worker

D  Communication, Arts, Graphics
    Editor
    Program Representative
    Senior Illustrator
    Writer

E  Architecture, Engineering
    Architect
    Drafting Technician
    Engineering Aide
    Environmental Health and Safety Specialist

F  Fiscal, Management, Staff Services
    Computer Operator
    Programmer/Analyst
    Computer Resource Specialist
    Management Services Officer
    Senior Budget Analyst
    Accountant
    Senior Administrative Analyst

G  Maintenance, Fabrication, Operators
    Groundskeeper
    Physical Plant Mechanic
    Carpenter
    Electrician
    Building Maintenance Worker
    Auto Equipment Operator
    Reprographics Technician
Appendix
Outline of Occupational Groups and Representative Titles

H  Health Care and Allied Services
   Senior Vocational Nurse
   Clinical Laboratory Technician
   Clinical Nurse
   Senior Admitting Worker
   Senior Hospital Assistant
   Staff Pharmacist

I  Sciences, Laboratory, Allied Services
   Animal Technician
   Assistant Veterinarian, Lab Medicine
   Laboratory Assistant I
   Staff Research Associate II

J  Protective Services
   Police Officer
   Senior Parking Representative
   Fire Specialist
   Security Guard

M  Management
   Assistant Vice Chancellor
   Director
   Chief of Police
Glossary of Terms

**Academic Employee.** Academic administrators, regular teaching faculty, lecturers and other teaching faculty, student assistants, researchers, librarians, Cooperative Extension researchers, University Extension faculty, interns and residents, and other academic personnel are included.

**Appointment Type**

**Career.** A position of fixed or variable percentage of time at 50% time or more which continues for one year or longer.

**Limited.** A position with any established percentage of time, fixed or variable, during which the appointee is expected to be on pay status for less than 1,000 hours in a 12-month period.

**Casual-Restricted.** A position reserved for a regularly enrolled UC student.

**Contract.** A position established for a fixed or variable percentage of time for a definite period. This appointment type is used because of special salary requirements or unique occupational terms and conditions of employment, or because an employment contract is customarily used to define the employment relationship in such occupations.

**Floater.** A position reserved for temporary employment pools and may be established at any % of full-time for up to two years duration.

**Per Diem.** A position that adds to or substitutes for career and limited appointments on a pre-scheduled basis.

**Bargaining Unit.** A group of employees recognized or certified to be represented by a union for the purpose of collective bargaining.

**Class Title Outline (Occupational Groups).** UC’s staff titles are categorized into eleven major occupational groupings. Representative titles for each occupational grouping appear in the Workforce Profile Appendix.

**DOE Laboratory Employee.** A UC employee who works at one of the three Department of Energy-sponsored Laboratory sites—Lawrence Berkeley National Laboratory, Lawrence Livermore National Laboratory or Los Alamos National Laboratory.

**Fee-for-Service.** A traditional health benefits plan that pays benefits directly to physicians, hospitals, or other health care providers or that reimburses the patient for covered medical services. Payment is based on actual services provided. Plan members generally share the cost of services with the plan or insurance company after paying an annual deductible.

**Fiscal Year.** July 1 through June 30.

**Full-time Equivalent (FTE).** FTE reflects the amount of service, either full-time or part-time, for an employee during a month.

**Fund Source.** UC receives funding from a number of different sources. The funds have been grouped into seven major sources: General Funds; Teaching Hospital Funds; Auxiliary Enterprises Sales and Services; Contracts, Grants, Endowments; Tuition and Fees; Federal Funds; and Other.

**Headcount.** The number of individual appointees in a title regardless of the percentage of time served in that title. The reports in the Workforce Profile are based on unduplicated headcount data, meaning an employee is counted only once regardless of the number of positions held. The position in which the employee works the greatest percentage of time is the one counted. For example, an employee holding a career position of 80% and a casual position of 20% is counted under one career appointment category.

**Health Maintenance Organization (HMO).** Medical services are prepaid, there is no annual deductible, and a set premium covers all services. Copayments are required for some procedures and services.
Ladder Ranks and Equivalent. The ladder rank faculty includes those appointed to the Professorial series (Professor, Associate Professor, Assistant Professor, and Instructor). The equivalent ranks are those title series which are granted the same rights and privileges as the Professorial series in relation to certain policies and procedures. The equivalent ranks are the Astronomer, Agronomist, Clinical Professor of Dentistry, and Supervisor of Physical Education series.

Length of Service. The period of time elapsed since the most recent date of hire. Therefore, if an employee has a break in service, only the period after the break will be reported in this Profile. The length of service data in this report is not the same as service credit calculated for retirement purposes.

Medical Center Employees For purposes of this report, medical center employees are identified by their organizational unit.

Nonrepresented Employees (also referred to as nonexclusively represented employees). Employees for whom no exclusive representative has been elected.

Point-of-Service Plan (POS). A multi-tiered health plan that allows members to receive services from a participating network or non-participating provider, usually with a financial disincentive for going outside the network. Plan members pay for services based on the tier of coverage they select.

Preferred Provider Organization (PPO). A group of hospitals and physicians that contract on a fee-for-service basis with employers, insurance companies or other third party administrators to provide comprehensive medical services. Providers exchange discounted services for increased volume and prompt payment. Participants’ out-of-pocket costs are usually lower than under a fee-for-service plan.

Primary Title. For employees with more than one title code, the primary title is the title credited with the most time worked for the month. Where time worked is equal, but personnel programs differ (in the case of an academic appointment and a staff appointment), or where the staff categories differ, the title in the highest-ordered category is chosen as the primary title: 1. Staff Member—Senior Management; 2. Academic (excluding student appointments); 3. Staff Member—Management and Senior Professional; 4. Staff Member—Professional and Support Staff or student appointments.

Represented Employees (also referred to as exclusively represented employees). Employees for whom a union has been elected to represent them on issues pertinent to terms and conditions of employment.

Staff Personnel Program. The University consolidated the former four-tiered staff personnel programs into one program on July 1, 1996. Within the program, staff members are categorized into three major groups: Senior Management, Management and Senior Professionals, and Professional and Support Staff. For purposes of this profile, the term “Professional and Support Staff” includes employees subject to the personnel policies for staff members as well as those covered by collective bargaining agreements, unless otherwise noted.

Staff. For purposes of this report, non-academic employees (including management) at all locations are included (except DOE Laboratories).

Student Employee. A regularly enrolled UC student (undergraduate or graduate student) in staff positions fills casual-restricted positions reserved specifically for student employees. Employees in these positions only are considered student employees.

Turnover Rate. The number of employees (voluntarily or involuntarily) separated from UC divided by the number of employees who have been employed during any part of a fiscal year. Employees subject to layoff are excluded.

Union Representation. Employees have union representation if they are exclusively represented by a certified bargaining agent. Specifically excluded from representation are managers, students, confidential employees, and employees who work out of state.
University of California Retirement Plan (UCRP). A defined benefit plan established and maintained under Section 401(a) of the Internal Revenue Code. Benefits are determined not by contributions to the Plan, but by defined formulas that vary according to the type of benefits.

University of California Tax-Deferred 403(b) Plan. A defined contribution plan described under Section 403(b) of the Internal Revenue Code. Future benefits from the Plan are based on participants’ voluntary contributions plus earnings, and vesting is immediate.

University of California Defined Contribution Plan (DC Plan). A defined contribution plan under Section 401(a) of the Internal Revenue Code. Future benefits from the Plan are based on participants’ contributions plus earnings and limited employer contributions (summer salary), and vesting is immediate.

UCRP Inactive Member. UCRP vested Member who has terminated employment with UC and who is entitled to future benefits.

UCRP Annuitant. Individual who is receiving monthly UCRP retirement, disability, or survivor income.

Weighted Average Annual Salaries. This is calculated by dividing regular gross pay by the full-time equivalent (FTE).
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:

Staff and Management: Mattie L. Williams, Director—Diversity and Employee Programs, UC Office of the President, (510) 987-0865, e-mail: Mattie.Williams@ucop.edu

Academic: Sheila O’Rourke, Executive Director—Academic Advancement, UC Office of the President, (510) 987-9499, e-mail: Sheila.O’Rourke@ucop.edu