

Section 8. Staff

GOALS

The University's goals for its staff are twofold: to build a work force that reflects the diversity of the people of California and to attract and retain the highest-quality work force by offering competitive total remuneration, which includes salary and benefits.

The first of these goals is outlined in the University's diversity policy, which the Board of Regents adopted in 2007. The second goal was adopted by the regents in 2005 in a 10-year plan to bring salaries and benefits for all employees to market comparability. This goal recognizes the underlying objective that the quality of academic, management and staff personnel is essential for maintaining the excellence of the University and enabling it to achieve its tripartite mission of education, research and public service. Although the University was able to fund staff salary increases from 2005-06 to 2007-08, implementation of the broader regents' plan to achieve comparable pay has been delayed for staff due to the ongoing state fiscal crisis.

NARRATIVE

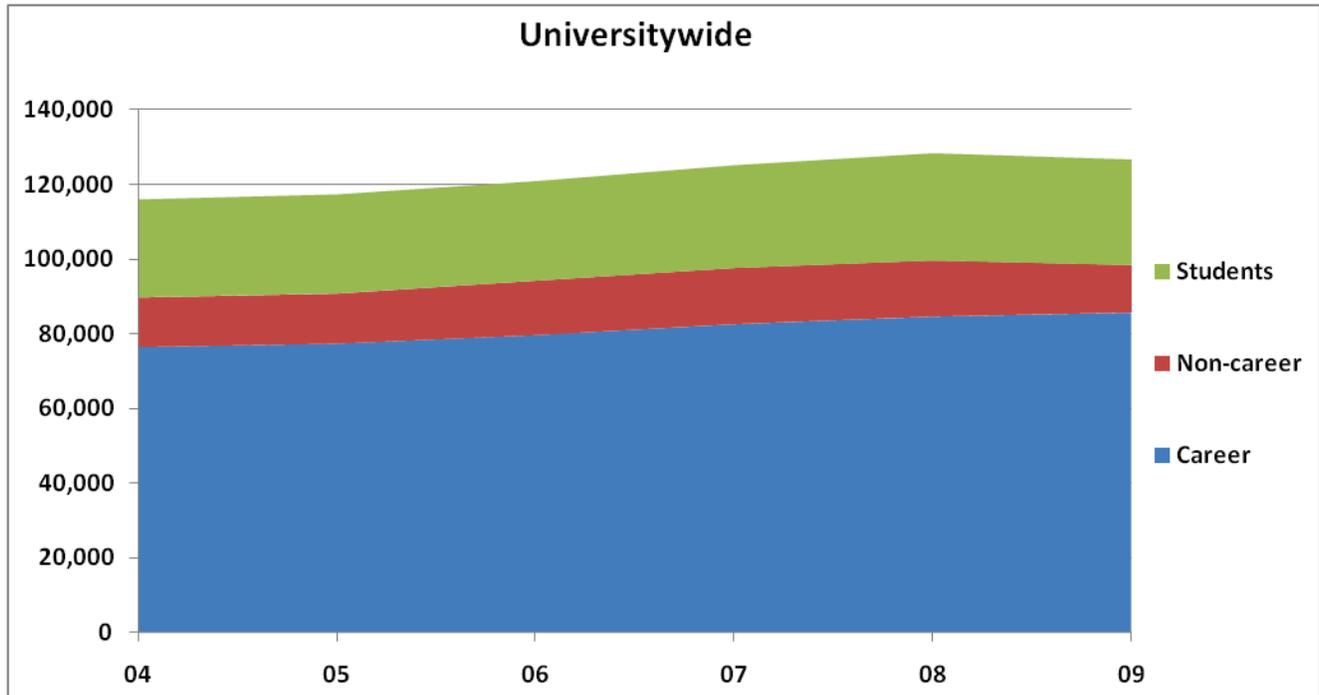
The indicators in this section describe the composition and structure of UC's staff work force by size, appointment type, personnel program and union representation, age and salary. Information on staff diversity is in the diversity section of this report, on the University's diversity website (www.universityofcalifornia.edu/diversity) and in the Annual UC Accountability Sub-Report on Diversity (www.universityofcalifornia.edu/accountability). Other views of the Universitywide work force are in the Statistical Summary of Students and Staff (www.ucop.edu/ucophome/uwnews/stat) and the 2008 Workforce Profile (atyourservice.ucop.edu/forms_pubs/misc/workforce_profile_2008.pdf).

LOOKING FORWARD

The forthcoming September 2010 Accountability Sub-Report on Staff will include additional information on total remuneration (salaries plus benefits) for staff and describe the impact of market lags on staff recruitment and retention. It also will address other key talent management issues, such as adequate succession planning for critical positions due to large numbers of retirement-eligible staff, as well as training and competency development requirements for current and future staff.

Indicator 48

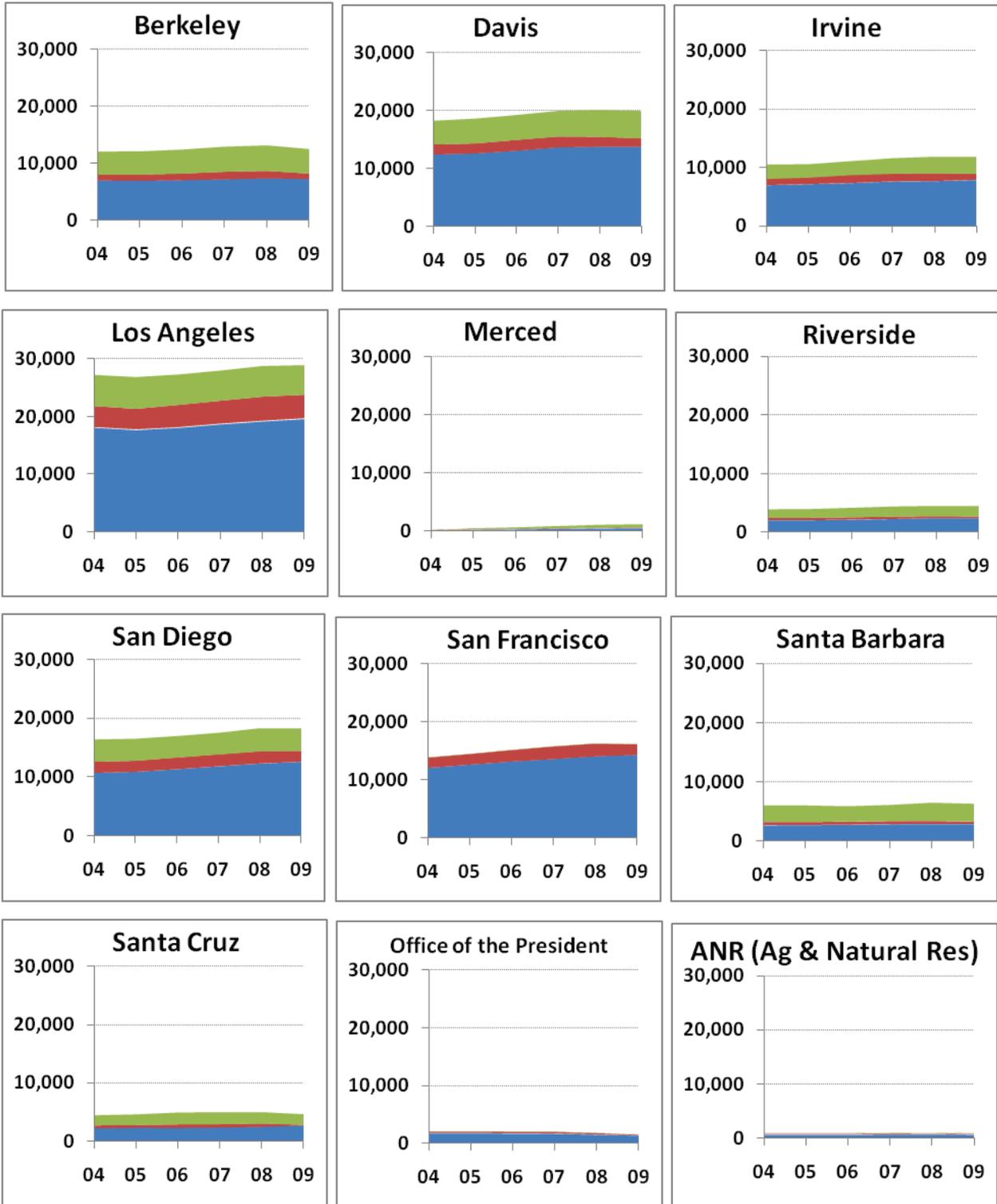
All Staff by Appointment Type, Universitywide and UC Campuses, October 2004 to 2009



- In October 2009, the University of California employed more than 126,000 career, non-career and student staff.
- Career, non-career and student are the three primary staff appointment categories, which determine terms and conditions of employment.
- Approximately two-thirds of staff are in career appointments, 10 percent are in non-career appointments designed to fill temporary critical needs and 22 percent are students.
- A number of jobs on campus specifically are reserved for UC students and are designed to accommodate their class schedules, provide them with compensation and work experience while enrolled at the University and enable departments to achieve their goals and objectives with excellent part-time help.

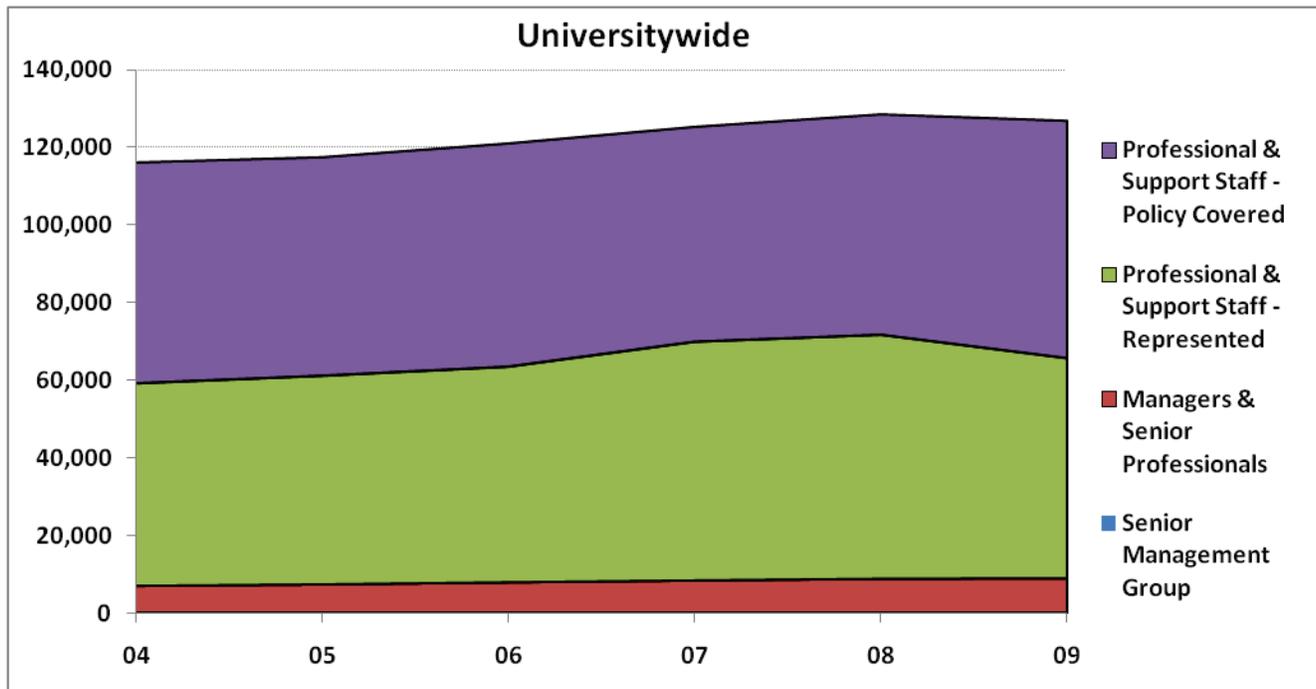
Source: UCOP Corporate Personnel System October 2009. Figures are unduplicated headcount; staff members at Lawrence Berkeley National Laboratory are excluded.

Indicator 48 (continued) All Staff by Appointment Type, October 2004 to 2009



Indicator 49

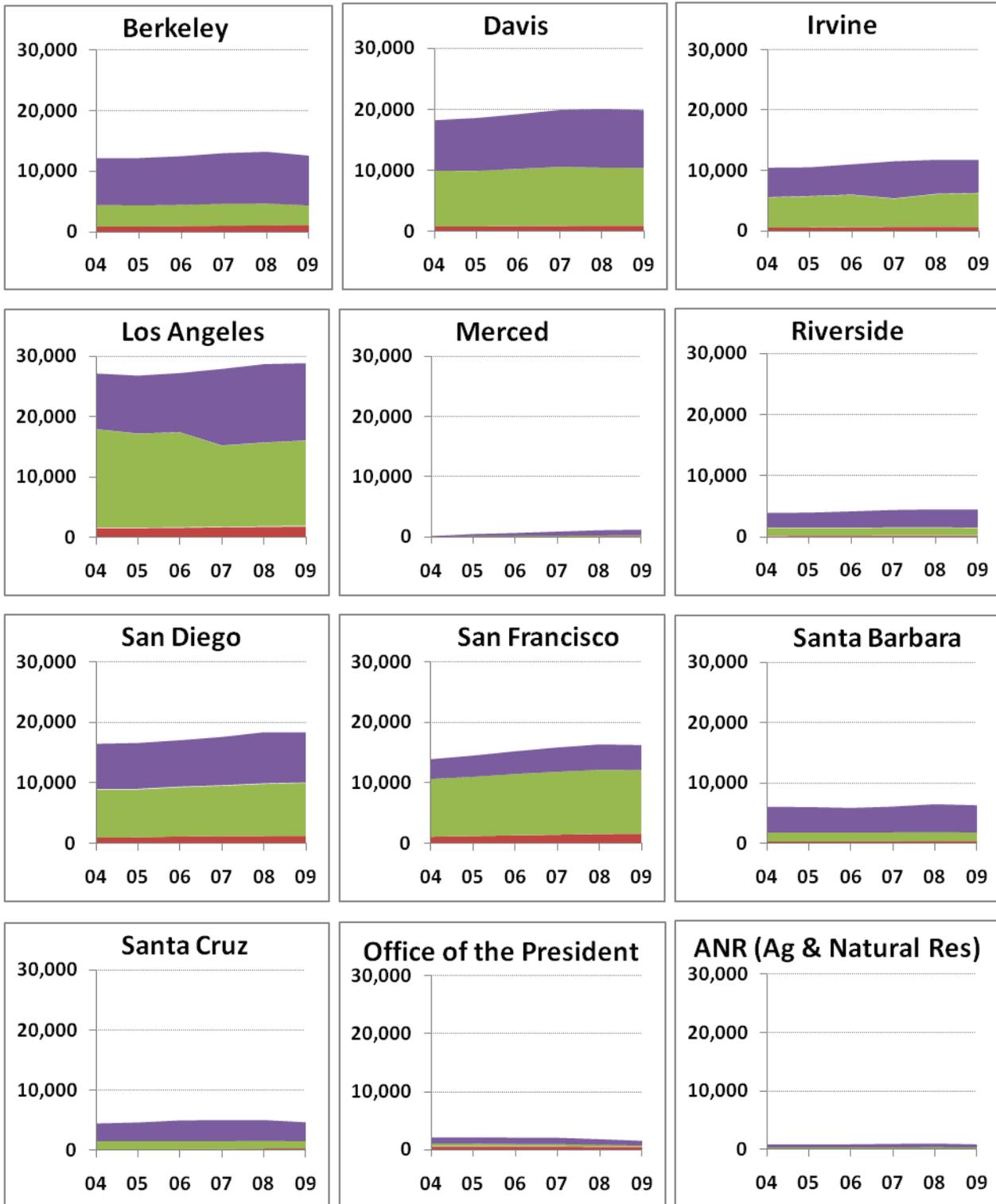
All Staff by Personnel Program and Union Representation, October 2004 to 2009



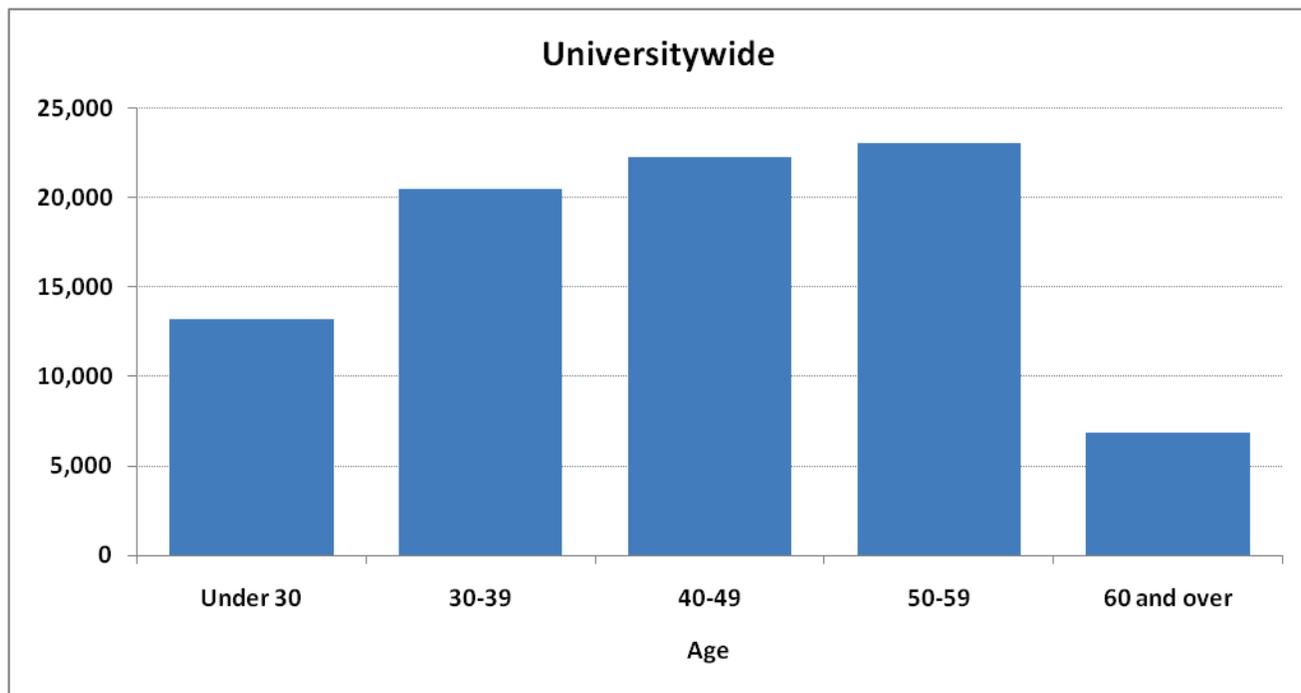
- The University has three personnel programs: Professional and Support Staff (PSS), Managers and Senior Professionals (MSP) and Senior Management Group (SMG). Each personnel program is characterized by its own scope of duties and accountabilities as well as conditions of employment.
- The overwhelming majority of staff is in professional PSS positions. About half of the PSS work force is in unions and is covered by collective bargaining agreements; the other half is covered by UC policy. PSS staff provide administrative, professional, technical and operational support to the University across a wide variety of programs and fields.
- Managers and Senior Professionals comprise the second-largest segment in the staff work force; the Senior Management Group is the smallest segment. These two groups provide leadership and professional expertise at the highest levels to major University units, programs or fields of work and are accountable for their areas of responsibility. Positions at these levels are responsible for identifying objectives, formulating strategy, directing programs, managing resources and functioning effectively with a high degree of autonomy.
- Between 2004 and 2008, growth in staff work force averaged 2.6 percent annually. Most growth in staff work force during this period was in areas not funded by the state, such as the medical enterprise, research and auxiliary services. The staff work force decreased by 1.3 percent in 2009 for the first time in six years. For details on personnel growth at UC, see www.universityofcalifornia.edu/news/documents/ucpersonnelgrowth2010.pdf.

Source: UCOP Corporate Personnel System October 2009; figures are unduplicated headcount. Includes all staff appointments, including casual/restricted, which are counted in PSS-policy covered group; staff at Lawrence Berkeley National Laboratory are excluded.

Indicator 49 (continued) All Staff by Personnel Program and Union Representation, October 2004 to 2009



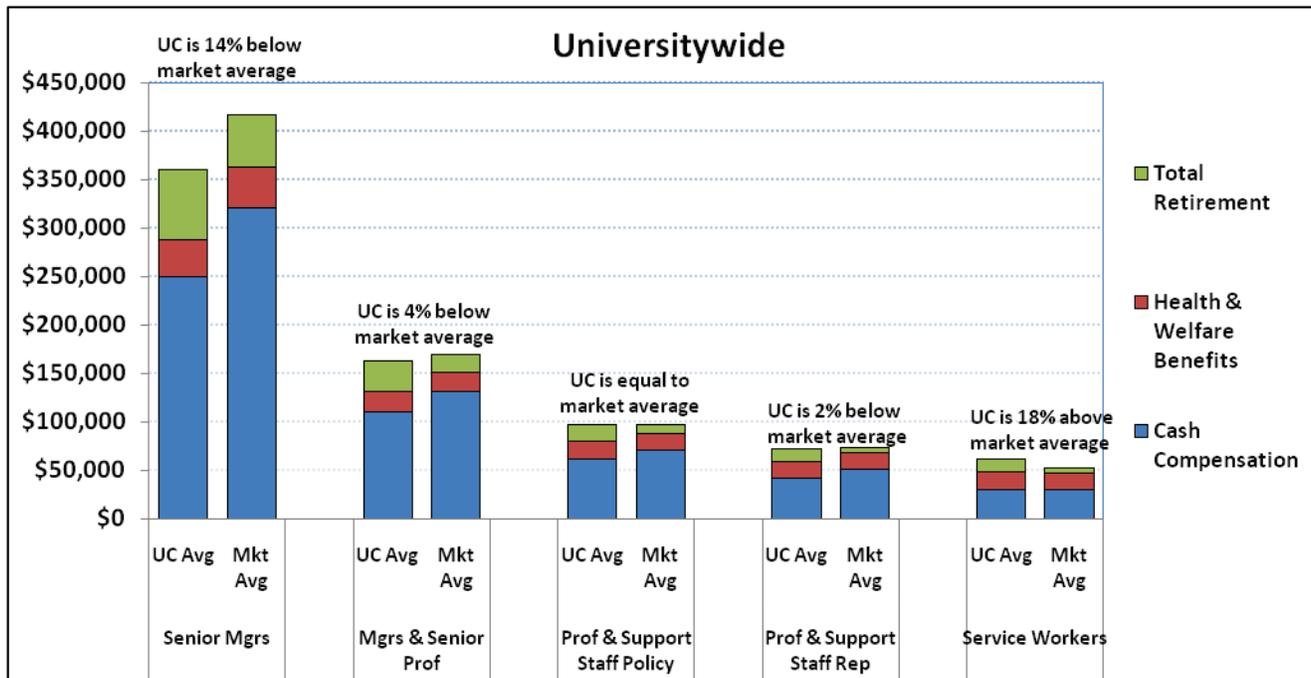
Indicator 50
Career Staff by Age, October 2009



- The average age of career staff at UC is 43. Proportionately, 15 percent of career staff are under 30, 24 percent are in their 30s, 26 percent in their 40s, 27 percent in their 50s, and 8 percent are 60 or older.
- On average, career staff retire from the University at age 60. However, career employees can retire from the University at age 50 if they worked for the University full time for at least five years. In 2010, about 30 percent (25,000) of career staff were eligible to retire.

Source: UCOP Corporate Personnel System October 2009; figures are unduplicated headcount.

Indicator 51
Total Compensation for Staff by Personnel Program, 2009



Note: Includes campuses and UCOP; does not include medical centers or the Lawrence Berkeley National Lab. Figures do not include salary reductions arising from a systemwide furlough.

- In support of the University’s goal of achieving market-competitive pay and benefits for all employee groups and attracting and retaining excellent faculty and staff, UC periodically evaluates how total compensation for various UC employee groups compares against competitor institutions.
- Total compensation includes base salary, health and welfare benefits and post-employment benefits (pension and retiree health).
- As with previous studies, the 2009 assessment found that, overall, cash compensation for many employee groups is below market, significantly so in many cases, but that UC’s benefits currently are ahead of market.
- Market positions have eroded, and are expected to worsen, due to lack of salary increases, rising employee medical benefit premiums, employee contributions to the UC retirement system, and a systemwide furlough program which reduced faculty and staff pay for the 2009-10 fiscal year.

Source: 2009 Update of Total Remuneration Study for Campus & UCOP and Medical Centers; www.universityofcalifornia.edu/news/compensation/comparisons.html

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