

UCLA

*Staff Workforce Demographic
Data Summary*

10/31/01-10/31/05



Staff Affirmative Action Office
10920 Wilshire Boulevard
Suite 1050
Los Angeles, CA 90024

March 2006

Dear Colleague:

Re: 2001 - 2005 UCLA Workforce Demographics Data Summary

The following is a *comparative workforce data summary*, with demographic tables and graphs, for the period October 31, 2001 to October 31, 2005. The data contained in this report is a compilation of UCLA campus, Medical Center and Santa Monica Hospital career staff employees. The data summary describes the gender/ethnic distribution of the UCLA career workforce in total and by each personnel program. Additionally, there is a comparison of the UCLA Workforce to the UC Universitywide Workforce demographics.

The UCLA workforce experienced the following demographic changes during the five-year period:

Campuswide

There has been an overall increase in the campuswide representation of minorities. Minority representation increased from 58.7% to 61.3%.

There was an increase in the percentage representation of Hispanics and Asians in the workforce. Hispanic representation increased from 21.3 % to 22.7%. Asian representation increased from 20.8% to 23.3%.

There has been an overall decrease in the percentage of Black representation in the workforce. Black representation decreased from 16.1% to 14.9%.

The representation of Whites decreased in the workforce, from 41.3% to 38.7%.

There was no change in the UCLA male/female distribution of career employees during the 2001-2005 reporting period. The representation of Females remained at 64.4%. Male representation remained at 35.6%.

Personnel Program

Senior Management Group (SMG)

Female representation in SMG increased by 0.7%. Minority representation in SMG decreased by 4.0%. Black and Hispanic representation decreased by 4.1% and 1.9%, respectively. Asian representation increased by 2.8%.

Management and Senior Professionals (MSP)

Female representation in MSP decreased by 1.4%. Minority representation in MSP increased by 1.2%. Hispanic and Asian representation increased by 0.6% and 1.8%, respectively. Black representation decreased by 1.2%.

Professional and Support Staff Program (PSS)

Female representation in PSS increased slightly by 0.2%. Minority representation in PSS increased by 2.8%. Hispanics and Asians increased by 1.6% and 2.6%, respectively. Black representation decreased by 1.2%.

UC Systemwide/UCLA Comparison as of October 31, 2005

UCLA has a greater representation of minorities than the UC system as a whole. Minority representation at UCLA is 61.3%. UC Systemwide representation is 43.5%. Minority representation at UCLA is 17.8% higher than their representation within the UC system. Black representation within the UCLA workforce is 7.4% higher, Hispanic representation is 7.5% higher, and Asian representation is 3.3% higher than the UC system.

Minority representation at UCLA exceeds UC Systemwide Minority representation in MSP (UCLA 30.3 % vs. UC 23.0%) and PSS (UCLA 63.6% vs. UC 45.3%). UC system-wide Minority representation exceeded UCLA Minority representation in SMG (UC 15.1% vs. UCLA 11.9%).

Female representation at UCLA is slightly lower (0.6%) than the UC system Female representation. (UCLA 65.0% vs. UC 64.4%).

Females have a higher representation at UCLA than UC Systemwide in SMG (UCLA 33.3% vs. UC 30.3%) and MSP (UCLA 54.8% vs. UC 50.9%), but slightly lower in PSS (UCLA 65.2% vs. UC 66.3%).

I hope this data summary provides you with a useful overview of the UCLA workforce. It indicates areas of progress as well as challenges that remain. Please share this report with colleagues in your organization. If you have any questions about this comparative workforce data summary, please feel free to contact Olga Lavinthal at 310-794-0691.

Linda C. Avila
Director
Staff Affirmative Action Office

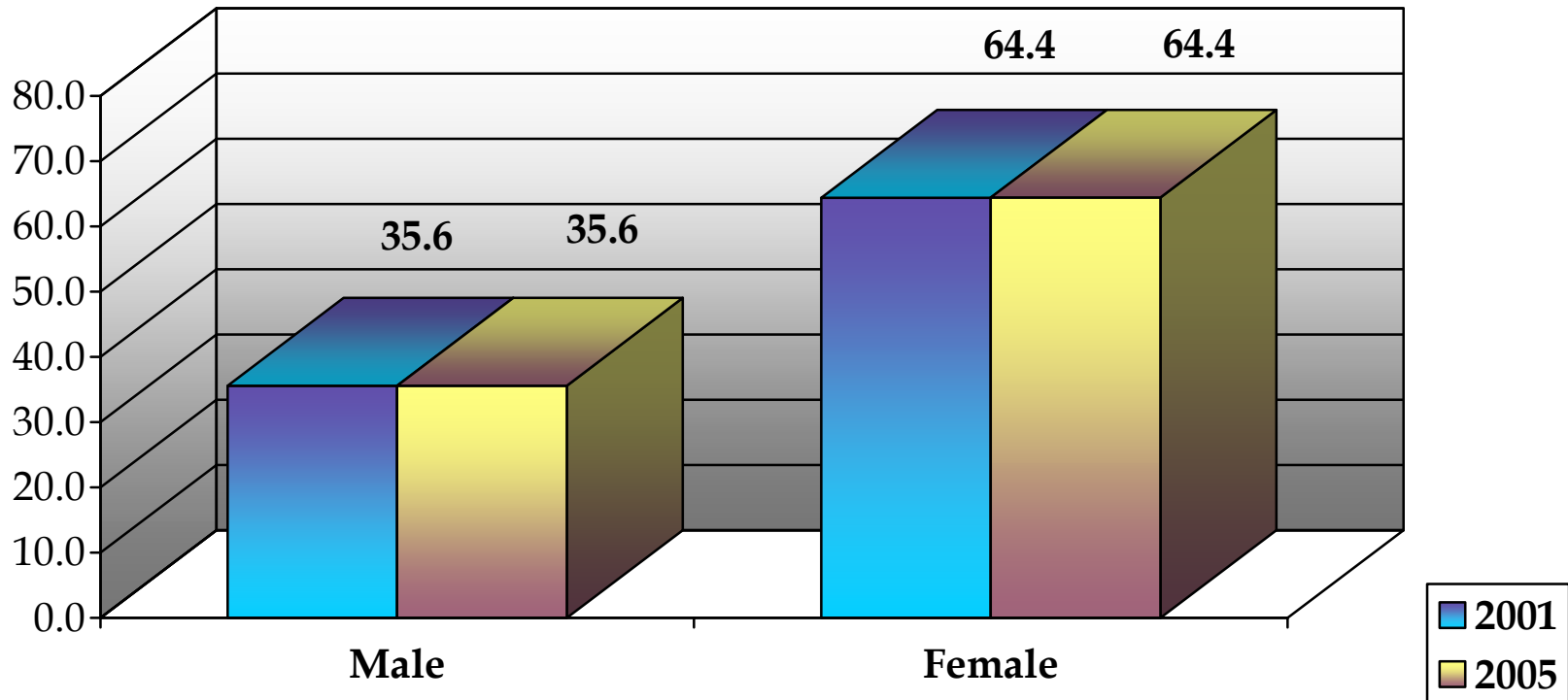
WORKFORCE DEMOGRAPHIC PROFILE

CAMPUSWIDE WORKFORCE DEMOGRAPHIC PROFILE

	Male	Female	Total	White	Black	Hispanic	Asian	American Indian	Total Minority
Headcount 10/31/01	6,095	11,021	17,116	7,069	2,763	3,652	3,554	78	10,047
%	35.6	64.4	100.0	41.3	16.1	21.3	20.8	0.5	58.7
Headcount 10/31/02	6,408	11,511	17,919	7,327	2,790	3,847	3,873	82	10,592
%	35.8	64.2	100.0	40.9	15.6	21.4	21.6	0.5	59.1
Headcount 10/31/03	6,336	11,582	17,918	7,163	2,748	3,917	4,005	85	10,755
%	35.4	64.6	100.0	40.0	15.3	21.9	22.4	0.5	60.0
Headcount 10/31/04	6,469	11,731	18,200	7,116	2,766	4,111	4,129	78	11,084
%	35.5	64.5	100.0	39.1	15.2	22.6	22.7	0.4	60.9
Headcount 10/31/05	6,439	11,654	18,093	7,008	2,700	4,101	4,212	72	11,085
%	35.6	64.4	100.00	38.7	14.9	22.7	23.3	0.4	61.3

Campuswide Workforce Demographic Profile by Gender (%)

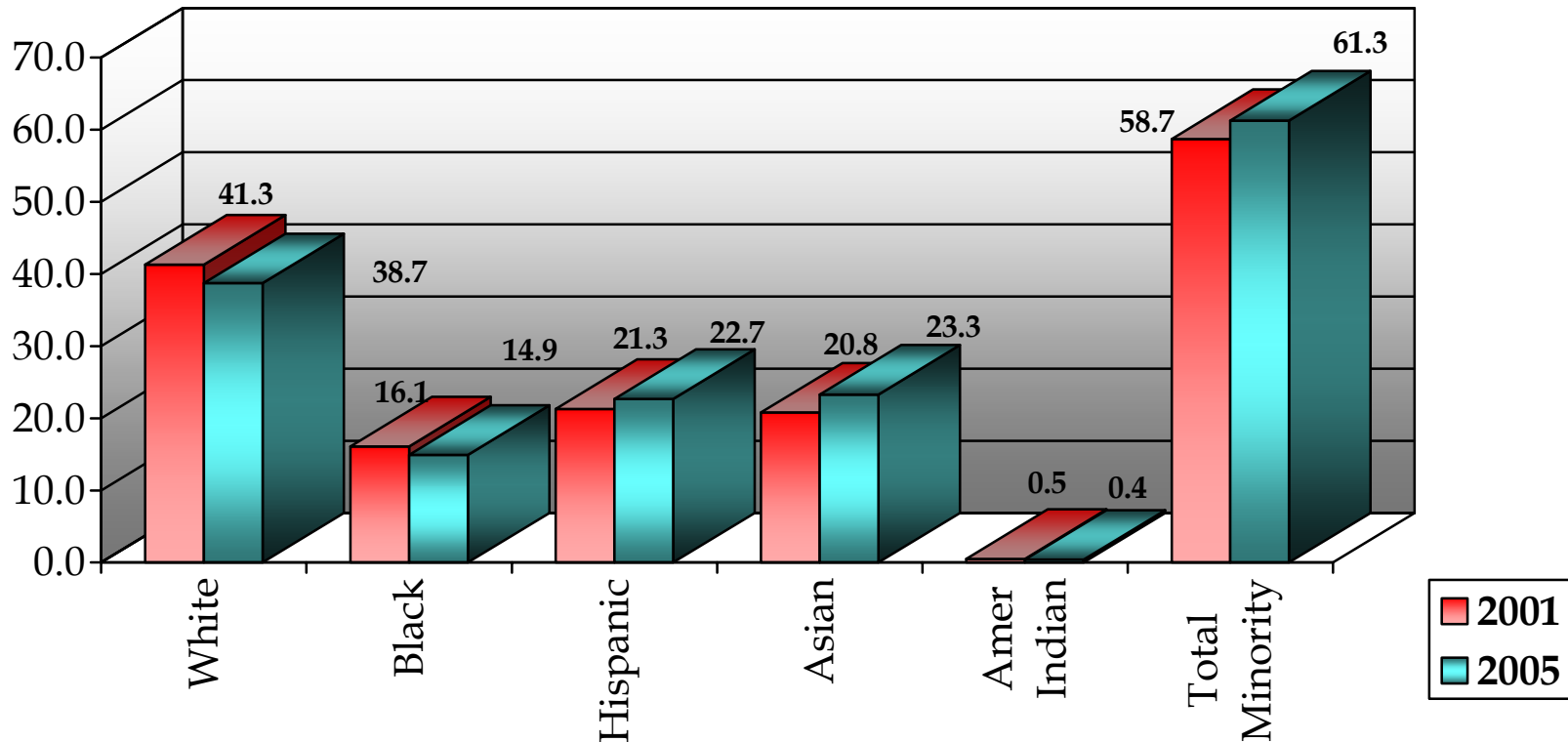
10/31/01-10/31/05



During the period 10/31/01-10/31/05, the representation of Females remained the same.

Campuswide Workforce Demographic Profile by Ethnicity (%)

10/31/01-10/31/05



Overall Minority representation in the UCLA career workforce increased by 2.6%. Hispanic representation increased by 1.4% and Asian representation increased by 2.5%. Black representation decreased by 1.2%.

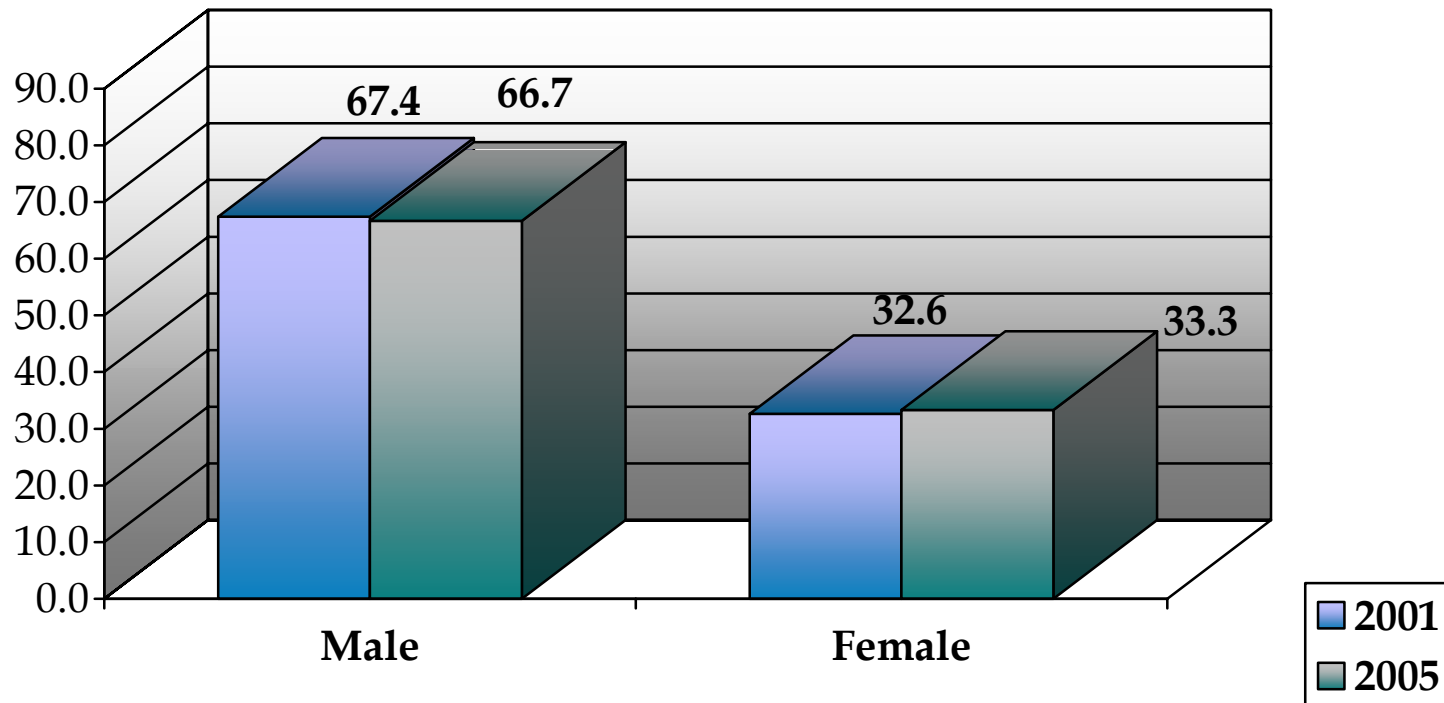
SENIOR MANAGEMENT GROUP DEMOGRAPHIC PROFILE

	Male	Female	Total	White	Black	Hispanic	Asian	American Indian	Total Minority
Headcount 10/31/01	31	15	46	39	3	2	2	0	7
%	67.4	32.6	100.0	84.8	6.5	4.3	4.3	0.0	15.9
Headcount 10/31/02	26	14	40	34	1	2	3	0	6
%	65.0	35.0	100.0	85.0	2.5	5.0	7.5	0.0	15.0
Headcount 10/31/03	28	14	42	35	1	3	3	0	7
%	66.7	33.3	100.0	83.3	2.4	7.1	7.1	0.0	16.7
Headcount 10/31/04	29	15	44	38	1	2	3	0	6
%	65.9	34.1	100.0	86.4	2.3	4.5	6.8	0.0	13.6
Headcount 10/31/05	28	14	42	37	1	1	3	0	5
%	66.7	33.3	100.0	88.1	2.4	2.4	7.1	0.0	11.9

EXAMPLE TITLES: Chancellor, Vice Chancellor, Dean, Provost

Senior Management Group (SMG) Demographic Profile by Gender (%)

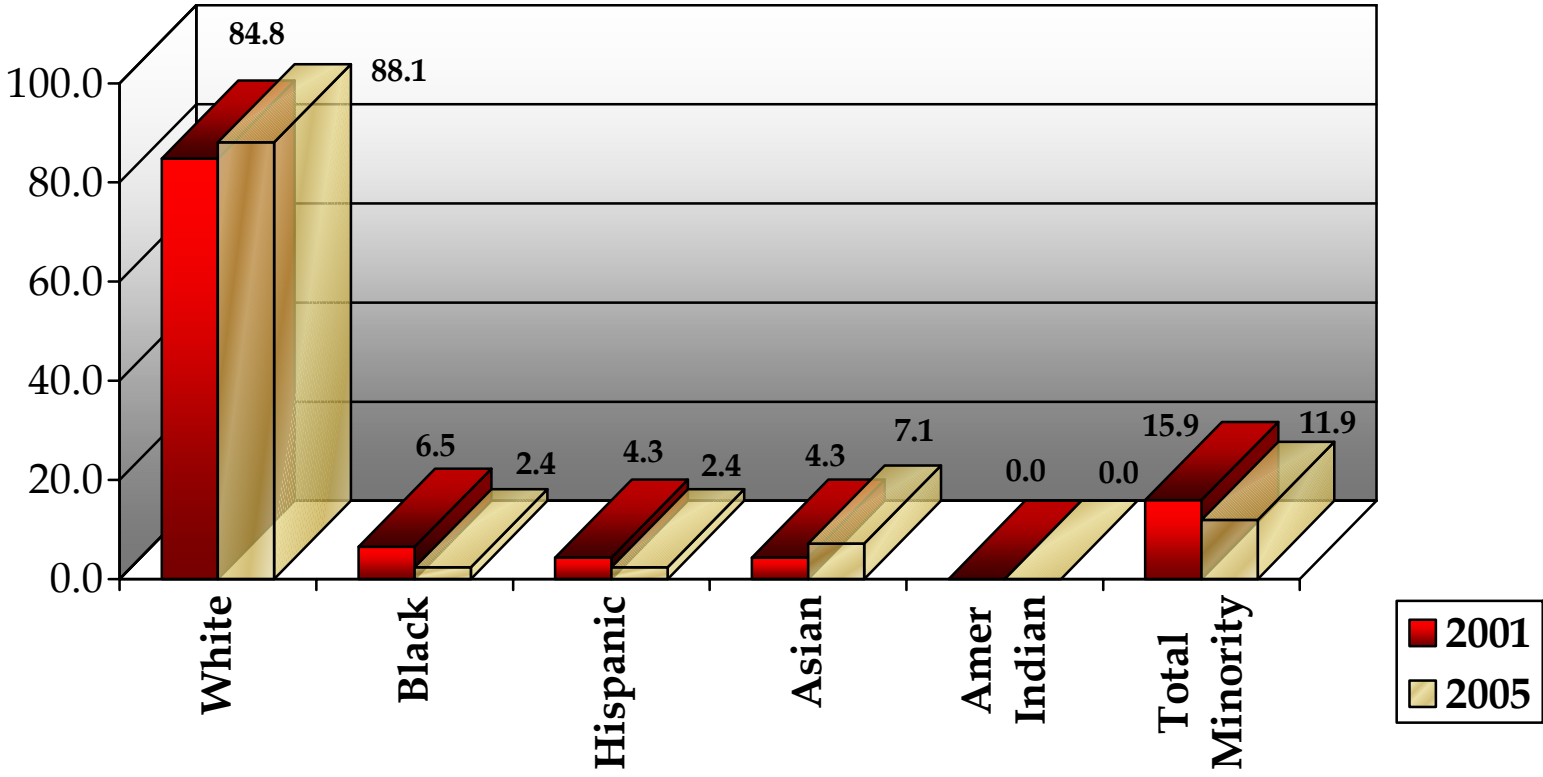
10/31/01-10/31/05



Female representation in the Senior Management Group increased by 0.7% during the period 10/31/01-10/31/05.

Senior Management Group (SMG) Demographic Profile by Ethnicity (%)

10/31/01-10/31/05



There was an overall reduction of 4 incumbents in the Senior Management Group during the five year-period, from 46 positions in 2001 to 42 positions in 2005. Minority representation in the Senior Management Group decreased by 4.0%. Black and Hispanic representation decreased by 4.1% and 1.9%, respectively. Asian representation increased by 2.8%.

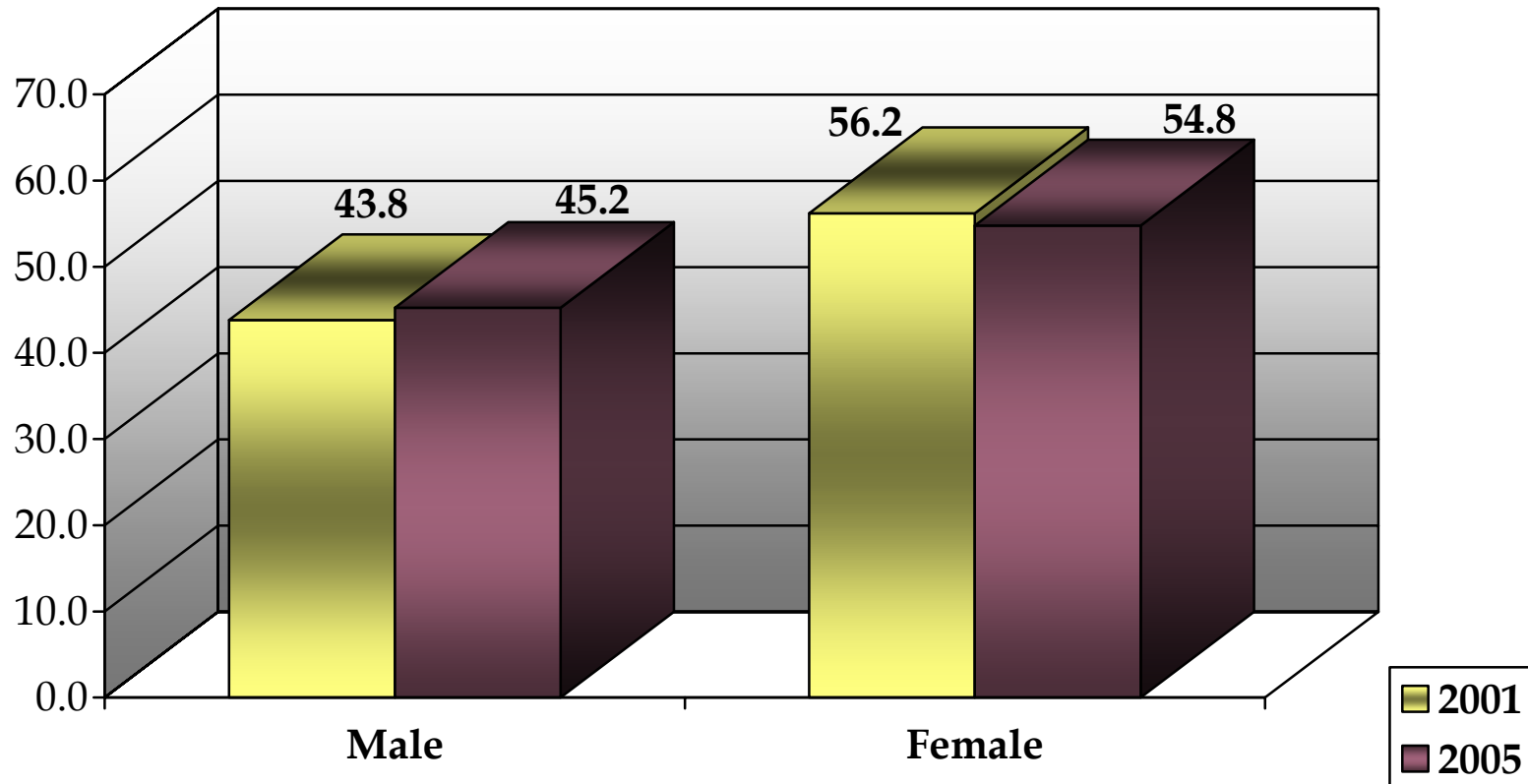
MANAGEMENT AND SENIOR PROFESSIONALS GROUP (MSP)

	Male	Female	Total	White	Black	Hispanic	Asian	American Indian	Total Minority
Headcount 10/31/01	466	597	1,063	754	86	53	165	5	309
%	43.8	56.2	100.0	70.9	8.1	5.0	15.5	0.5	29.1
Headcount 10/31/02	492	629	1,121	802	91	54	170	4	319
%	43.9	56.1	100.0	71.5	8.1	4.8	15.2	0.4	28.5
Headcount 10/31/03	507	636	1,143	809	89	65	175	5	334
%	44.4	55.6	100.0	70.8	7.8	5.7	15.3	0.4	29.2
Headcount 10/31/04	533	666	1,199	849	86	72	187	5	350
%	44.5	55.5	100	70.8	7.2	6.0	15.6	0.4	29.2
Headcount 10/31/05	553	670	1,223	853	85	68	212	5	370
%	45.2	54.8	100.0	69.7	7.0	5.6	17.3	0.4	30.3

EXAMPLE TITLES: Associate Director (Functional Area), Programmer Analyst V, Examining Physician, Principal Architect

Management & Senior Professional (MSP) Demographic Profile by Gender (%)

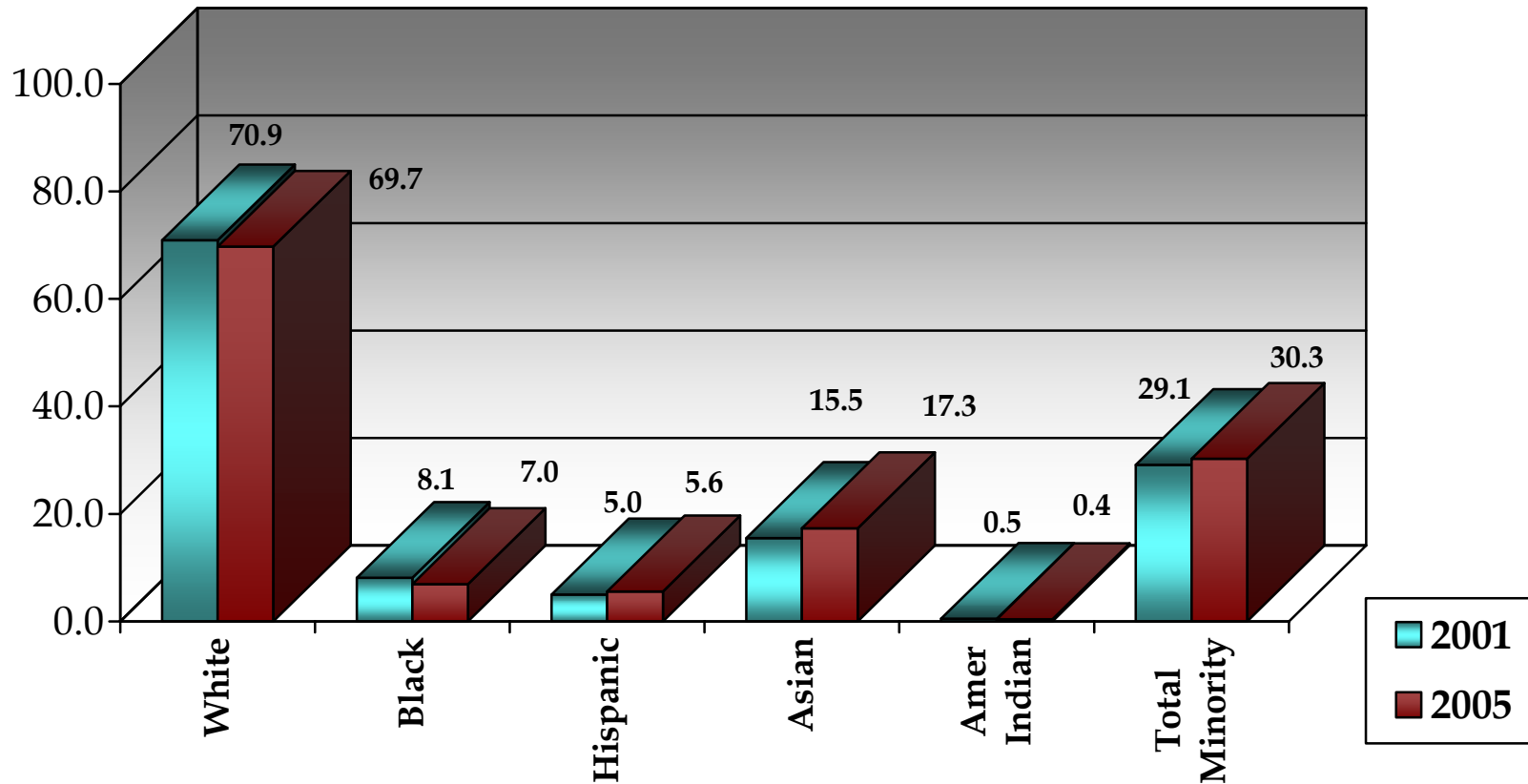
10/31/01-10/31/05



During the period 10/31/01-10/31/05, the representation of Females in MSP decreased by 1.4%.

Management & Senior Professional (MSP) Demographic Profile by Ethnicity (%)

10/31/01-10/31/05



Minority representation in MSP increased by 1.2%. Asians increased by 1.8%, Black representation decreased by 1.2%, and Hispanic representation increased by .6%. Overall, MSP increased by 160 incumbents.

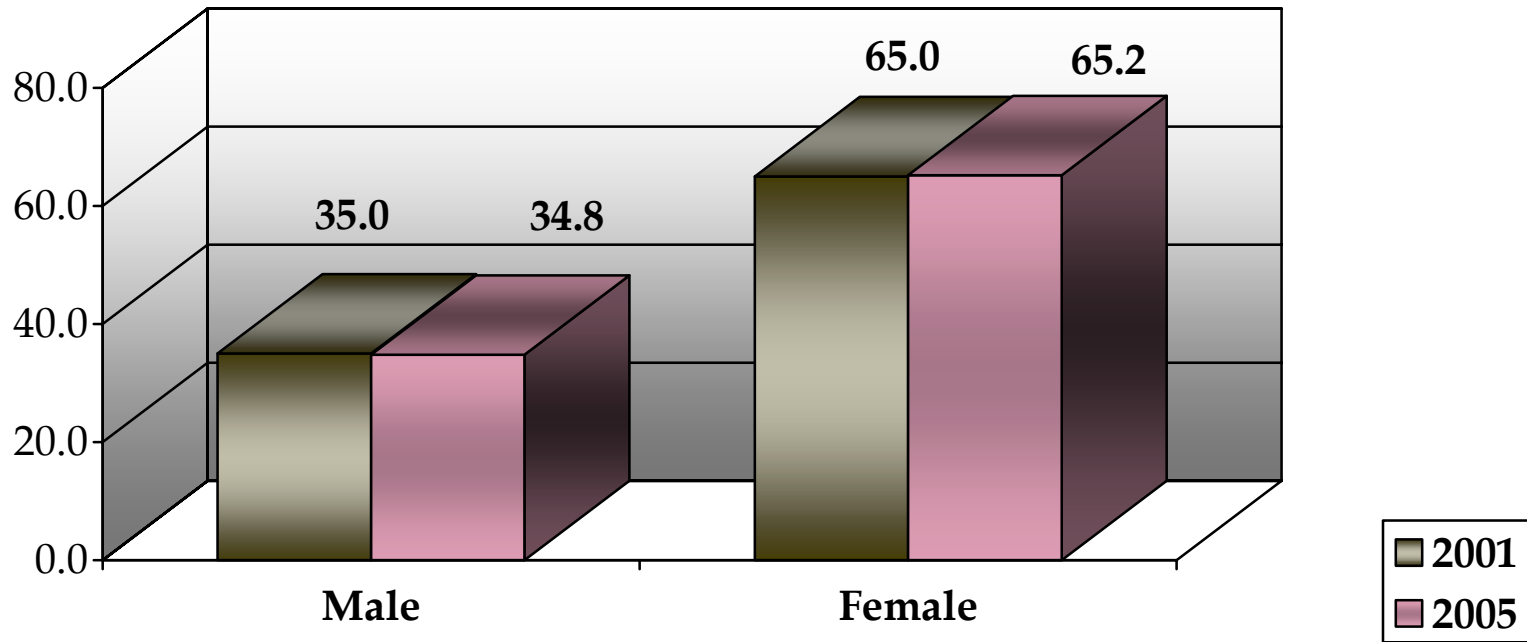
PROFESSIONAL & SUPPORT STAFF PROGRAM (PSS)

	Male	Female	Total	White	Black	Hispanic	Asian	American Indian	Total Minority
Headcount 10/31/01	5,598	10,409	16,007	6,276	2,674	3,597	3,387	73	9,731
%	35.0	65.0	100.0	39.2	16.7	22.4	21.2	0.5	60.8
Headcount 10/31/02	5,890	10,868	16,758	6,491	2,698	3,791	3,700	78	10,267
%	35.2	64.8	100.0	38.7	16.1	22.6	22.1	0.5	61.3
Headcount 10/31/03	5,801	10,932	16,733	6,319	2,658	3,849	3,827	80	10,414
%	34.7	65.3	100.0	37.8	15.9	23.0	22.9	0.5	62.2
Headcount 10/31/04	5,907	11,050	16,957	6,229	2,679	4,037	3,939	73	10,728
%	34.8	65.2	100	36.7	15.8	23.8	23.2	0.4	63.3
Headcount 10/31/05	5,858	10,970	16,828	6,118	2,614	4,032	3,997	67	10,710
%	34.8	65.2	100.0	36.4	15.5	24.0	23.8	0.4	63.6

EXAMPLE TITLES: Principal Administrative Analyst, Program Representative III, Cashier's Office Manager, Police Lieutenant, Principal Accountant

Professional & Support Staff (PSS) Demographic Profile by Gender (%)

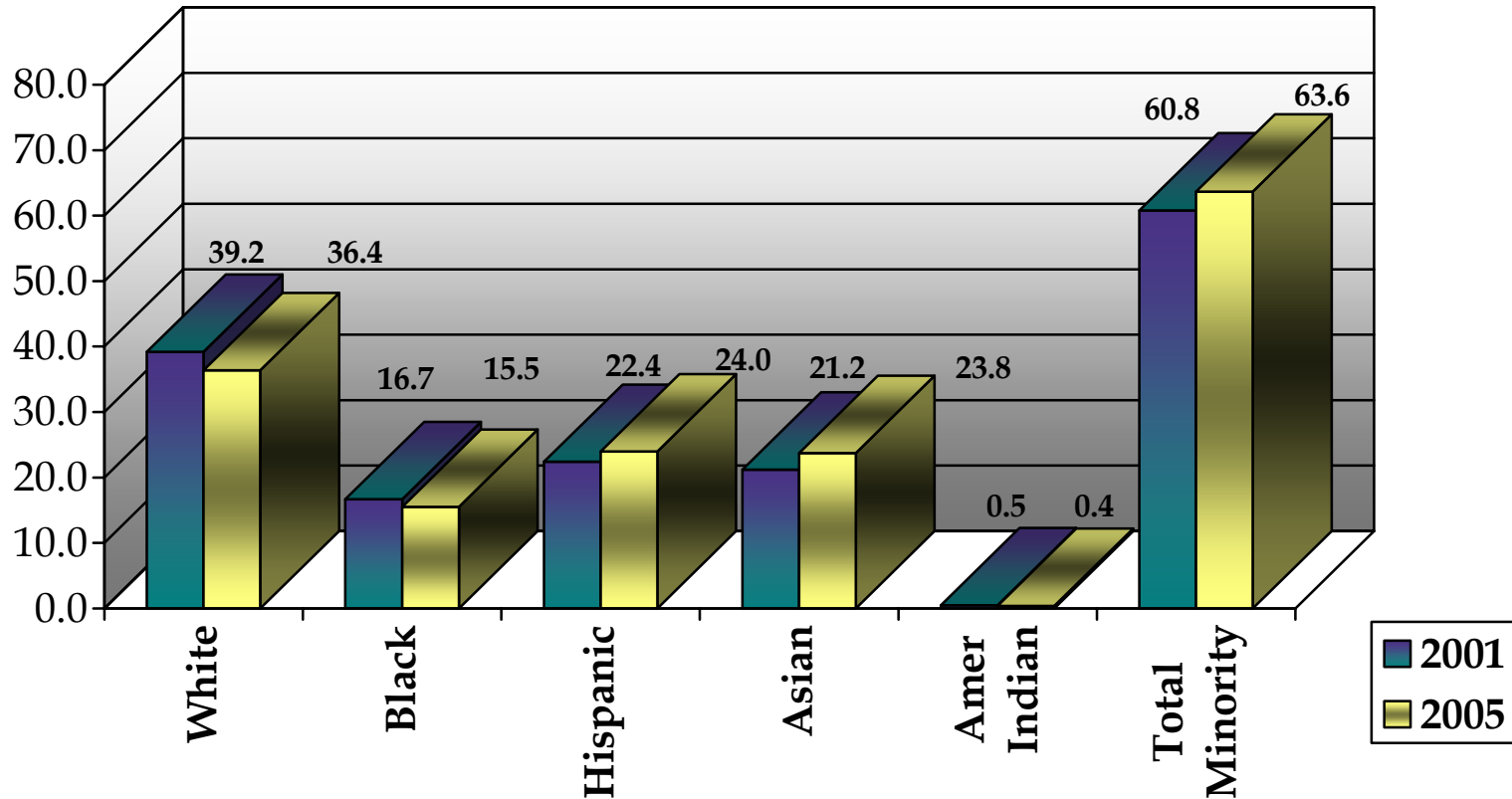
10/31/01-10/31/05



Female representation increased slightly in PSS by 0.2% from 10/31/01 to 10/31/05.

Professional & Support Staff (PSS) Demographic Profile by Ethnicity (%)

10/31/01-10/31/05



Minority representation increased overall in the Professional and Support Staff by 2.8% during the 10/31/01-10/31/05 period. Hispanic and Asian representation increased by 1.6% and 2.6%, respectively. Black representation decreased by 1.2%.

**UC SYSTEMWIDE - UCLA COMPARATIVE
DEMOGRAPHIC DATA
BY PERSONNEL PROGRAM**

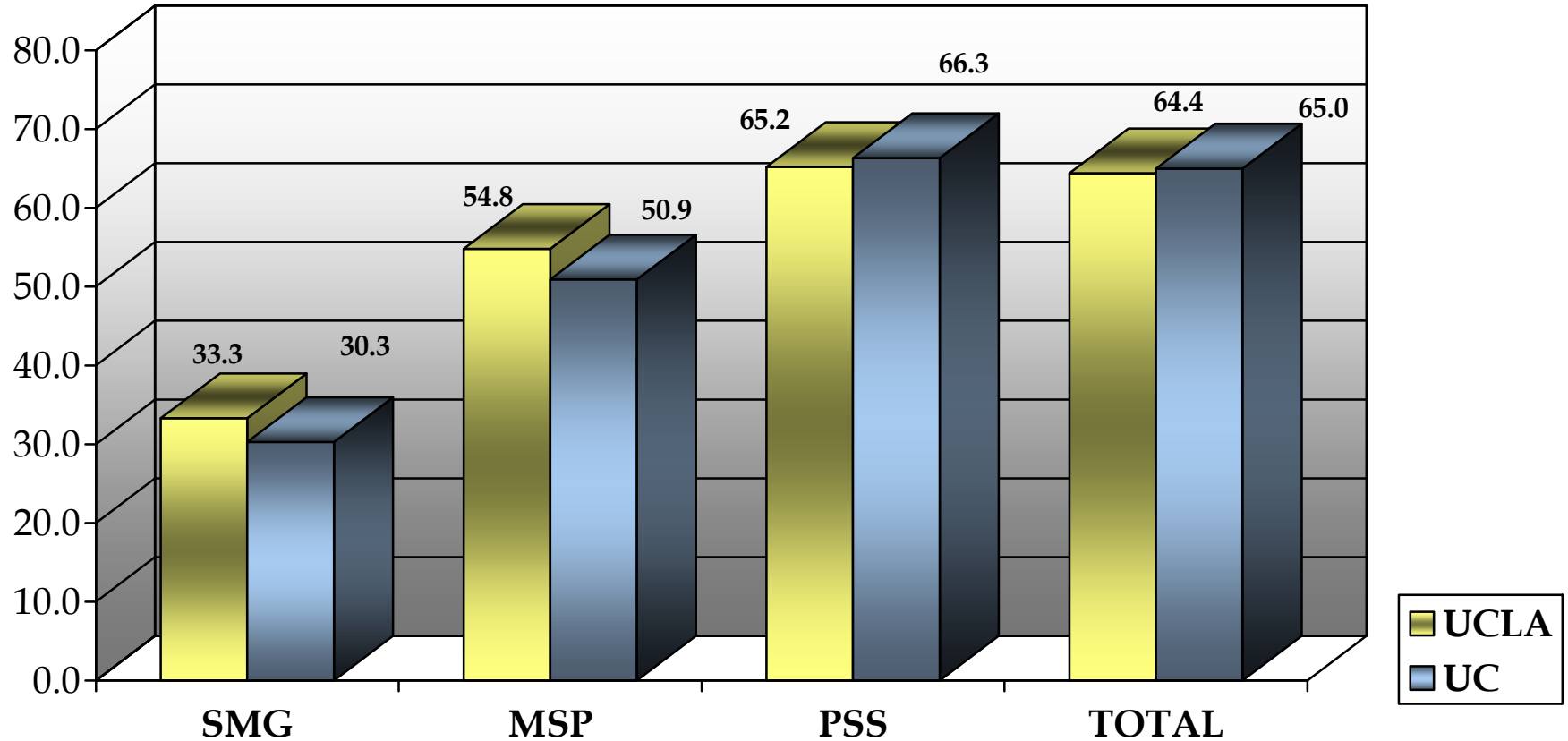
UC SYSTEMWIDE - UCLA DEMOGRAPHIC PROFILE BY PERSONNEL PROGRAM
October 31, 2005

Personnel Program	Senior Management Group		Management & Senior Professionals		Professional & Support Staff		Total	
	UC	UCLA	UC	UCLA	UC	UCLA	UC	UCLA
Male	175	28	2,243	553	18,697	5,858	21,115	6,095
%	69.7%	66.7%	49.1%	45.2%	33.7%	34.8%	35.0%	35.6%
Female	76	14	2,327	670	36,834	10,970	39,237	11,021
%	30.3%	33.3%	50.9%	54.8%	66.3%	65.2%	65.0%	64.4%
Unknown Sex	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
White	210	37	3,458	853	29,312	6,118	32,980	7,069
%	83.7%	88.1%	75.7%	69.8%	52.8%	36.4%	54.7%	41.3%
Black	15	1	204	85	4,342	2,614	4,561	2,763
%	6.0%	2.4%	4.5%	7.0%	7.8%	15.5%	7.6%	16.1%
Hispanic	14	1	252	68	8,892	4,032	9,158	3,652
%	5.6%	2.4%	5.5%	5.6%	16.1%	24.0%	15.2%	21.3%
Asian	9	3	572	212	11,488	3,997	12,069	3,554
%	3.6%	7.1%	12.5%	17.3%	20.7%	23.8%	20.0%	20.8%
American Indian	0	0	25	5	434	67	459	78
%	0.0%	0.0%	.6%	0.4%	0.8%	0.4%	0.8%	0.50%
Unknown/Other Ethnicity	3	0	59	0	1,063	0	1,125	0
%	1.2%	0.0%	1.3%	0.0%	1.9%	0.0%	1.9%	0.0%
Total Minority	38	5	1,053	370	25,156	10,710	26,247	10,047
%	15.1%	11.9%	23.0%	30.3%	45.3%	63.6%	43.5%	61.3%
Grand Total	251	42	4,570	1,223	55,531	16,007	60,352	17,116
%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

UC Systemwide - UCLA

Female Representation by Personnel Program (%)

10/31/01-10/31/05

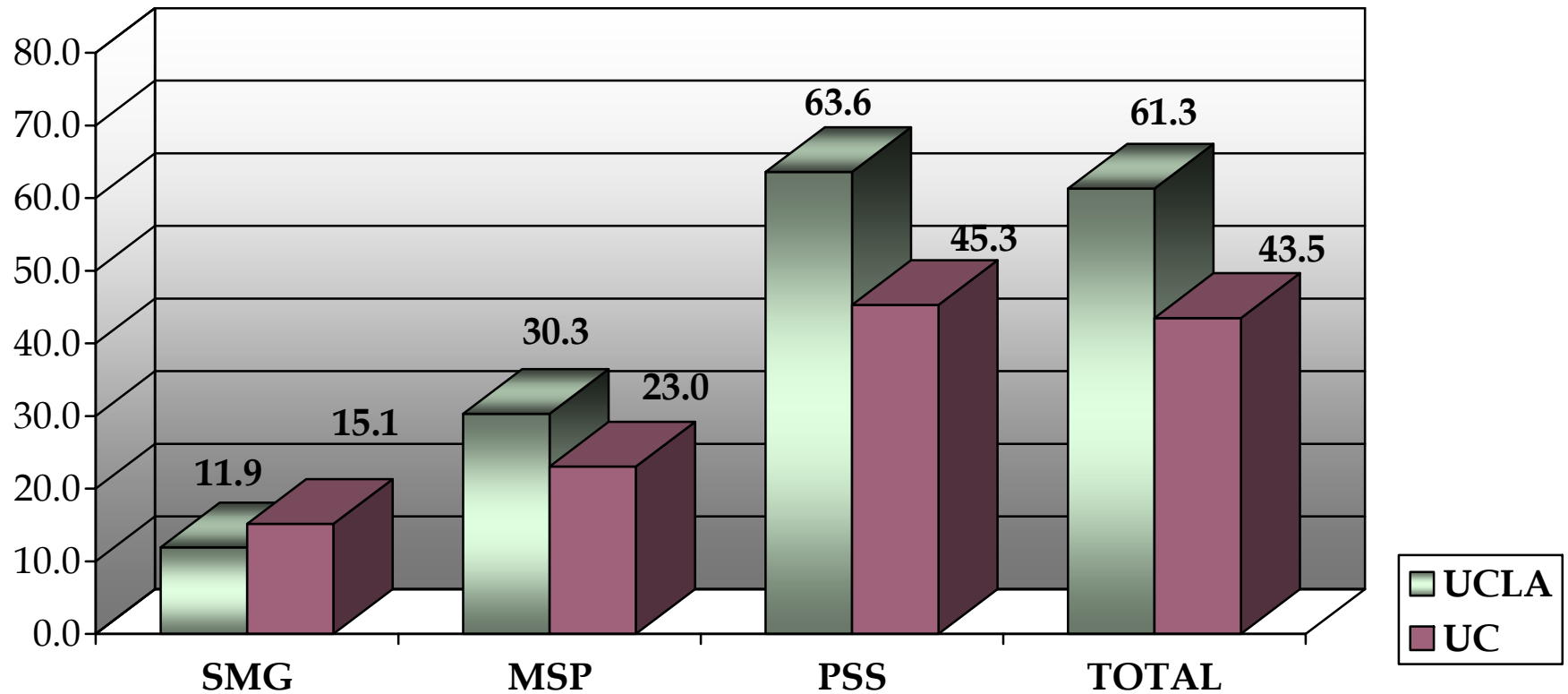


Compared to UC systemwide, women have a higher representation at UCLA in SMG and MSP groups but slightly lower representation in PSS. Overall Female representation at UCLA is slightly less (.6%) than systemwide representation.

UC Systemwide - UCLA

Minority Representation by Personnel Program %

10/31/01-10/31/05



Minority representation at UCLA exceeds UC systemwide Minority representation as a whole and in the MSP and PSS personnel programs.