

**Campus Conversation #4: Human Resources
Background Information**

	Description (Fall 2016, headcount)	Recent Activities and Resources
ALL	Total Employees: 8686 53% are represented employees	<ul style="list-style-type: none"> • Growth in total employees: 7126 (2007) to 8686 (2016) <ul style="list-style-type: none"> • Net increase: Athletics, BCOE, CHASS^a, C&C, Graduate Division, SOBA, SOM, SPP, Undergraduate Education, University Advancement • Net decrease: Chancellor/EVC, CNAS^b, GSOE, UNEX, University Library • Auxiliary Services transferred from Student Affairs to BAS in 2015 • Student-to-Employee Ratio: 2.4:1 (2007) to 2.6:1 (2016) • Active period of negotiation with represented units
STUDENTS	Student Staff: 2328 Academic Student Employees ¹ : 1715	<ul style="list-style-type: none"> • Growth in Student Staff: 1598 (2007) to 2388 (2016) • Growth in Academic Student Employees: 1405 (2007) to 1715 (2016) • Career Center and Graduate Division provide professional development for students
STAFF	Management & Senior Professionals (MSP): 338 22% URM; 35% minorities; 46% female; 1.2% international Professional Support Staff (PSS): 2601 47% URM; 56% minorities; 59% female; 1.1% international 60% are represented staff	<ul style="list-style-type: none"> • Growth in MSP: 243 (2007) to 338 (2016) • Growth in PSS: 2482 (2007) to 2601 (2016) • 62% (445) external hires for all staff positions in 2015-16 (722 total positions) <ul style="list-style-type: none"> • 49% (46) external hires for MSP positions (94 total positions) • Vacant staff positions with higher salary grades result in more internal hires • For non-represented staff: implemented merit-based salary program, market-based job classification system (Career Tracks), and annual equity process • UCR-CUCSA Survey: positive working relationships and communication with supervisors; concerns regarding quality of supervision, workload, and inadequate professional development • Launched three-year talent development strategy and framework • Management development programs: Building Core Supervisory Competencies, Crucial Conversations, Collaborative Leadership, Project Management, etc.
ACADEMIC	Ladder-Rank/Equivalent Faculty: 789 11% URM; 34% minorities; 33% female; 4.1% international Instructional and Academic Appointments ² : 858 10% URM; 25% minorities; 42.6% female; 25% international	<ul style="list-style-type: none"> • Growth in Ladder-Rank/Equivalent Faculty: 646 (2007) to 789 (2016) <ul style="list-style-type: none"> • 100% external hires in 2015-16 (22% URM and 35% female) • Implemented equity-based annual salary increases; differentiation by college • Workshops for new and junior faculty, chairs, and search committees • Monthly continuing education for chairs • Launched Provost Faculty Leadership Program and Chancellor's Postdoctoral Program • Additional support for Women's Faculty Association
ADMINISTRATORS	Senior Management Group (SMG) ³ : 9 33% URM; 44% minorities; 33% female Academic Administrators ⁴ : 15 20% URM; 40% minorities; 40% female	<ul style="list-style-type: none"> • SMG: 5 external hires since 2013 (including 3 from UC/UCOP) • Academic Administrators: 5 external hires and 6 internal hires since 2013 • Monthly meetings and annual Chancellor's retreat • UC-CORO Systemwide Leadership Collaborative

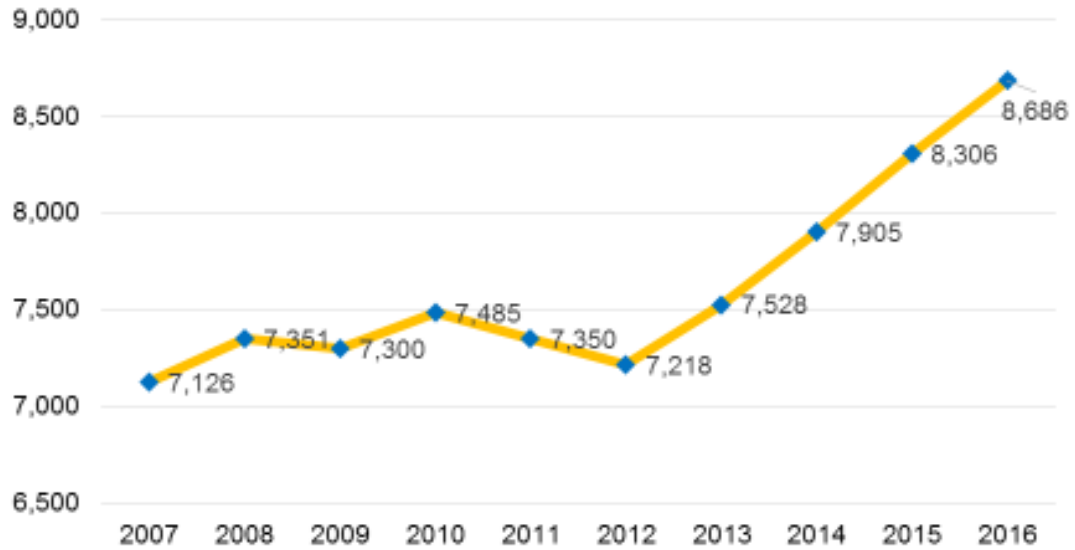
URM = underrepresented minorities; ¹Teaching Assistants/Associates, Medical Residents, Research Assistants/Readers/Tutors, Other; ²Includes Clinical Faculty, Lecturers, Librarians, Post-Docs, and Other Academic Appointments; ³Chancellor, Provost/EVC, Vice Chancellors, Other; ⁴Deans, Vice Provosts, Associate Provost, and AVC Diversity and Inclusion

^aCHASS: increase in faculty (274 to 310) and smaller decrease in staff (274 to 264); ^bCNAS: increase in faculty (233 to 275) and larger decrease in staff (659 to 585)

Data Source: UCR Institutional Research: ir.ucr.edu

Human Resources

Total Employees (including students)



Human Resources

Total Employees (Excluding Students)

