UW HUMAN RESOURCES

UW STAFF DEMOGRAPHIC BASELINE REPORT

December 2021

UW HUMAN RESOURCES

2021 UW Staff Demographic Baseline Report

CONTENTS

> REPORT OVERVIEW

AT THE UNIVERSITY OF WASHINGTON, DIVERSITY, EQUITY AND INCLUSION ARE INTEGRAL TO EXCELLENCE, AND WE VALUE TRANSPARENCY AND DATA-BASED DECISION MAKING. WITH THIS REPORT, UWHR'S INTENTION IS TO PROVIDE A DEMOGRAPHIC PROFILE OF THE STAFF WHO SERVE THE UNIVERSITY AS WELL AS THOSE WHO APPLY TO AND SEPARATE FROM THE UNIVERSITY.

This marks the second annual baseline report; the first was published in December 2020. These baseline reports allow us to begin to examine our progress year over year. Over the course of several years, these annual reports will provide longitudinal data to guide our efforts in meeting our diversity, equity and inclusion goals and creating a more inclusive workplace.

This report focuses on data points for select staff employment categories and includes contextual information about each unique data set. The aggregate data presented reflects the staff population as of October 31, 2021, and terminations, hires, applicants and candidates from July 2020 to June 2021.

This data provides the opportunity to accomplish workforce planning and related efforts in response to the University of Washington Diversity Blueprint. In particular, **Goal 4: Attract and retain diverse staff** suggests the following action items:

- ☐ Update current hiring practices by analyzing annual hiring data to help attract more diverse staff applicant pools.

- ☐ Utilize availability data and applicant flow information in staff hiring processes to monitor and improve diversity of applicant pools.

The data contained in this report is collected in accordance with UW's obligations as a federal contractor and provides an institutional view that supports the Affirmative Action Plan and UW's good faith efforts to, among other things, recruit candidates of underrepresented groups.

RESOURCES THAT SUPPORT AND INFORM DIVERSITY, EQUITY AND INCLUSION EFFORTS:

- ☐ Academic Personnel Reports
- ☐ EOAA Overview
- ☐ Staff Diversity Hiring Toolkit
- ☐ UW Diversity Blueprint
- ☐ UWHR DEI page
- ☐ UWHR DEI Rubric
- ☐ UW Medicine Blueprint for Healthcare Equity
- ☐ UW Medicine Healthcare Equity

> DATA OVERVIEW

Our data sets

THE DATA IN THIS REPORT IS A RESULT OF SEVERAL DIFFERENT DATA SOURCES; EACH SOURCE HAS SPECIFIC PARAMETERS APPLIED TO IT TO HELP CREATE A BASELINE THAT WILL ALLOW FOR FUTURE COMPARISONS AND ANALYSES.

While not every nuance can be considered in this report, UWHR has chosen specific areas of focus, described below. Each of the data sets represents employees included in the following categories:

- ☐ Classified staff (including both contract classified and classified non-union)
- ☐ Professional staff and other staff exempt from civil service (including ICA contract staff, Hall Health Physicians, Print Plant and professional staff with project appointments)

Within these employment categories, the data sets represent only regular, regular hourly or fixed duration employees. Temporary/per diem employees are not included.

DATA SET #1   CURRENT EMPLOYEES AS OF 10/31/2021

This data set represents a snapshot of Workday human capital management (HCM), compensation and payroll data as of 10/31/21 and includes positions meeting the criteria identified above. The demographic data associated with the employees represented in this data set is collected during the Workday onboarding business processes and can be edited by the employee in Workday at any time during employment. Neither disclosure nor refusal to provide information will adversely impact the individual.

DATA SET #2   NEW HIRES (FY21)

This data set represents all new hires and rehires who joined the University between 7/1/2020 and 6/30/2021. The demographic data associated with the employees represented in this data set is collected within Workday during onboarding. It may be edited by the employee in Workday at any time during employment. "Add job" and "change job" are not included in this data set.

DATA SET #3   TERMINATIONS (FY21)

This data set represents all termination activity for the identified population processed in Workday with an effective date between 7/1/2020 and 6/30/2021. Terminations represent full separation from the University and do not represent any change job (transfer, promotion, demotion) activity captured in the new hire data set. The voluntary and involuntary designations are sourced from Workday.

This data set represents applicant and candidate data sourced from UWHIRES. Updates to major organizational codes in Workday are not integrated back to UWHIRES, so there may be some instances (likely 2% or less) where the major org reference is different between the new hire data and the applicant/candidate data, with the impact that some requisitions referenced in the applicant/candidate space will not appear in the final hire space, and vice versa. (See more about organizational codes on the following page.)

Data variability

Data sets are snapshots from the time at which they were retrieved. Due to retroactivity in Workday, data pulled at a different day or time may show different numbers.

Data is based on human entry. From applicants to hiring managers, data is based on what different users entered at specific points in time and, therefore, is subject to bias, error, and inconsistencies.

In some cases, different options are presented in UWHires and Workday, resulting in minor differences or discrepancies. For instance, in UWHires "Sex" is a voluntary response and, therefore, "Did not provide data" may appear in the applicant data set; in Workday, however, this is not a voluntary response. In another example, for race and ethnicity UWHires does not have a decline to disclose option and the question is not mandatory, so "Did not provide data" could represent a choice not to disclose *or* a missed question.

The data in the December 2020 UW Staff Demographic Baseline Report does not include some data that *is* included in this report. (For the December 2020 report, the omission of these particular individuals/records did not result in significant shifts in the overall findings or narrative.)

- For current employees as of 11/09/20, employees with no professional staff grade as well as some employees with duplicate records were inadvertently excluded from the 2020 report; those employees *are* included in this report and in the data visualizations.

- For new hires (7/1/19–6/30/20), employees with no professional staff grade, some fixed term and fixed term duration, and some previous staff who changed positions were inadvertently excluded from the 2020 report; those employees *are* included in this report and in the data visualizations.

- For terminations (7/1/19–6/30/20), employees with no professional staff grade, some fixed term and fixed term duration, and some employees with duplicate records were inadvertently excluded from the 2020 report; those employees *are* included in this report and in the data visualizations.

Location definitions

Staff appear in the data sets based on the default cost center their position is paid from, not their physical work location. Cost centers are organized under financial organizational codes (org codes), which represent the University's organizational structure. The data sets are compiled at the major org level.

FIGURE 1. **MAJOR ORGANIZATIONS AND FINANCIAL ORG CODES**

Major Org	Financial Org Codes
Seattle Campus, including Health Sciences	200–304
UW Medicine: (Harborview, UWMC Montlake and NW, Shared Services, and Airlift NW)	312
UW Bothell	500
UW Tacoma	600

Staff definitions

FIGURE 2. **PROFESSIONAL STAFF GRADES AND CLASSIFIED STAFF**

Type	Includes
Professional Staff Grades 11–14	Executive/senior-level officials, administrators and directors, as well as researchers, analysts and other professionals across the UW.
Professional Staff Grades 8–10	First/mid-level officials, administrators, managers, researchers and analysts, as well as other professionals in various fields across UW.
Professional Staff Grades 5–7	Managers, analysts, specialists, coordinators, and other professionals in various fields across UW.
Classified Staff	Contract classified employees represented by unions and classified non-union (CNU) employees in positions administered by the State of Washington.

UW Staff Demographic Baseline Report

BREAKDOWNS & CHARTS

> VETERANS

Based on data available in Workday as of 10/31/21, 2.2% of University of Washington staff (n = 26,991) had responded that they hold a veteran status. Of those 2.2%, 78.4% (475) were male and 21.6% (131) were female.

During the reporting period of 7/1/20 – 6/30/21, 2.8% of the University's new hire population (N = 2,991) were veterans, as self-identified in UWHires.

During the reporting period of 7/1/20 – 6/30/21, 3.2% of the population of individuals who separated from the University (N = 5,952) were veterans (based on data available in Workday at time of separation).

OBSERVATIONS

Due to shifts in data, variations in reporting periods, additions to our workforce through numerous avenues (including the integration of UW Neighborhood Clinics into the Workday system), and limited longitudinal data, we cannot yet reach any firm conclusion regarding veteran employment at the University year-over-year.

The data currently shows that there was a slight increase in the percentage of veterans terminated in the period of 7/1/20 – 6/30/21 (3.2% of overall staff, or 188 people) compared with 7/1/19 – 6/30/20 (2.7% of overall staff, or 132 people). Although new hires of veterans did not keep pace with terminations, the overall veteran staff headcount only dropped from 616 to 606 when comparing 11/09/20 and 10/31/21 employee data pulled from Workday. This may be due to groups such as UW Neighborhood Clinics joining the University system (which is reflected in the general staff population numbers rather than in the new hire data).

The largest shift in termination reasons reported by veterans was retirement: 9.2% in last year's report and 17.0% in this year's report. That represents a much higher rate of retirements for this group than in the general University population. There was also a slight increase in general resignations (no reason given), from 23.1% to 29.3%, which is also a higher percentage than the rest of the University population. Without additional longitudinal data and exit interviews, we cannot yet determine if this is an anomaly or part of a trend.

We will continue to track veteran status and will be better able to gauge hiring and retention practices with regard to veterans as we have more data to work with in the future.

Veteran status breakdowns

FIGURE 3. **CURRENT STAFF** ▶ **ALL LOCATIONS (AS OF 10/31/21)** ▶ **N = 26,991**

Veteran Response Breakdown	
Veteran	2.2%
Non-Veteran	70.9%
Did not provide data	26.9%

FIGURE 4. **STAFF NEW HIRES** ▶ **ALL LOCATIONS (7/1/20 – 6/30/21)** ▶ **N = 2,991**

Veteran Response Breakdown	
Veteran	2.8%
Non-Veteran	45.3%
Did not provide data	51.9%

FIGURE 5. **TERMINATED STAFF** ▶ **ALL LOCATIONS (7/1/20 – 6/30/21)** ▶ **N = 5,952**

Veteran Response Breakdown	
Veteran	3.2%
Non-Veteran	60.1%
Did not provide data	36.7%

> DISABILITY STATUS

STAFF RESPONSE TO DISABILITY QUESTIONS

The high response rate of "declined to disclose" for the current and terminated staff populations make it difficult to compare responses year over year. The percentage of staff that reported a disability increased from 2.1% in last year's report to 3.6% in this year's report (based on current employee data as of 11/09/2020 and 10/31/2021, respectively). We cannot draw any direct conclusions as to the full cause of the increase, although at least some of the increase appears to be due to a high percentage of new hires for both FY20 and FY21 electing to disclose their status.

This year's report shows 5.9% of terminations indicated they have a disability; for FY20, that number was 4.3%. This may be due in part to a larger percentage of employees reporting their status and a proportional number leaving the University or due to other factors. We will continue to follow the data for possible trends and the addition of longitudinal data will help us to determine this over the next few years.

The impact that COVID-19 has had on these reporting numbers, if any, is also unclear without more robust data collection.

These ambiguities notwithstanding, this year's report shows a marked increase in employees self-identifying as having a disability: 3.63% of current employees as of 10/31/2021, compared with 2.3% of current employees as of 11/9/2020. In addition, this year's report shows that 4.8% more of employees indicated they do not have a disability, and 5.9% fewer employees did not provide data or declined to disclose.

OBSERVATIONS

The numbers seem to reflect an encouraging change in response rate for disability status for both current employees and the newly hired staff population. In fact, there has been a push nationally and within the University to increase identification of conditions that qualify for disability. This includes more information sent to employees about what qualifies as a disability and more medical practitioners working with people to identify various qualifying conditions. UWHR has also made an increased effort in the past year to increase employee reporting.

Even with apparent advances in self-disclosure and reporting, the high rate of "declined to disclose" at the University may indicate that we need to consider increased efforts to encourage current staff to update their personal information in Workday and inform them of the ways the University protects the privacy of their personal data. The Integrated Service Center (ISC) webpage

contains instructions for staff on how to update their personal information in Workday: https://isc.uw.edu/user-guides/edit_personal_information/

Another factor that may be affecting Disability Status is the negative impact of COVID-19, coupled with a return to in-person work, on mental health. National trends show that there has been an increase in reported disability within the last year. According to the U.S. Census Bureau, 42% of people surveyed in 2020 reported symptoms of anxiety and depression, an 11% increase from the previous year. (See https://hbr.org/2021/11/dont-let-returning-to-the-office-burn-out-your-team and https://www.cnbc.com/2021/08/03/1-in-3-people-say-return-to-office-negatively-impacted-mental-health.html.)

Disability status breakdowns

FIGURE 6. **CURRENT STAFF** ▶ **ALL LOCATIONS (AS OF 10/31/21)** ▶ **N = 26,991**

Disability Response Breakdown	
Yes, I have disability	3.6%
No, I do not have disability	34.4%
Did not provide data	59.1%
Declined to disclose	2.8%

FIGURE 7. **STAFF NEW HIRES** ▶ **ALL LOCATIONS (7/1/20 – 6/30/21)** ▶ **N = 2,991**

Disability Response Breakdown	
Yes, I have disability	11.0%
No, I do not have disability	80.4%
Did not provide data	1.1%
Declined to disclose	7.5%

FIGURE 8. **TERMINATED STAFF** ▶ **ALL LOCATIONS (7/1/20 – 6/30/21)** ▶ **N = 5,952**

Disability Response Breakdown	
Yes, I have disability	5.9%
No, I do not have disability	50.2%
Did not provide data	38.6%
Declined to disclose	5.3%

> RACE & ETHNICITY

RACE & ETHNICITY ACROSS DATA SETS

The race and ethnicity data sets provide a snapshot of the current UW staff workforce (as of 10/31/21) and a one-year period of new hires and terminations between July 2020 and June 2021. The race and ethnicity breakdown of the current workforce at UW is contextually reflective of regional data for the local Seattle-Everett-Tacoma area, with UW being slightly more diverse than the local population, with 39.3% BIPOC (Black, Indigenous and people of color) UW staff compared to 32.7% in the local area.

Similar proportions of representation are shown for new hires and termination data, with the new hire data showing a slight increase in hiring for BIPOC populations compared to the percentage terminated. Of the 2,991 staff hired during the one-year period, 40.7% were BIPOC, and of the 5,952 terminated during the same one-year period, 37.4% were BIPOC. If this continues, we are likely to see an increasingly diverse workforce over time.

It's encouraging to see increases in BIPOC representation within new hires at almost every level at the Seattle campus and Medical Center. The numbers for Tacoma and Bothell campuses are less clear since the overall staff populations at these sites are considerably smaller. However, this snapshot gives us a foundation to measure the current diversity of our workforce year-to-year and will help us identify and track the diversity of the UW workforce that is entering and leaving the University over time.

RACE & ETHNICITY LOGIC WITHIN DATA SETS

Applicants have the opportunity to provide race and ethnicity as part of their candidate profile in UWHIRES. Newly hired employees have another opportunity to voluntarily provide this data as part of the new hire onboarding process.

Employees may directly update their information in Workday at any time. When reporting race and ethnicity, this report follows federal reporting logic, which uses the following decision matrix:

- ☐ If an employee indicates "Hispanic" then, regardless of additional selections, they are reported as Hispanic.
- ☐ If an employee does not mark "Hispanic" but chooses more than one race, they are reported as "two or more races." (In our below visualizations and graphs, we label this as "multiple.")
- ☐ All other choices are reported as the race the employee selected.

OBSERVATIONS: RACE & ETHNICITY BETWEEN PROFESSIONAL STAFF GRADES AND CLASSIFIED STAFF

A DISPROPORTIONATELY DIVERSE WORKFORCE

The overall data reflects a diverse workforce at the University and breaking down the data allows us to get a glimpse of where UW is the most and least diverse. Further analysis reveals we are disproportionately diverse across the institution.

- The data shows higher representation of BIPOC staff in positions in lower professional staff grades and in most classified roles. The higher up the grade, the less racially diverse the workforce is. This is consistent with data from the 2020 baseline report.

- Overall, 52.9% of the UW staff workforce is white, compared with 75.4% of professional staff in grades 11–14, 66.2% of professional staff in grades 8–10, 57.3% of professional staff in grades 5–7, and 44.3% of classified staff across all locations. (Given that classified staff make up 56.8% of the overall staff workforce at the UW, classified staff numbers greatly impact overall numbers.)

SOME GAINS, SOME LOSSES

During the July 2020 to June 2021 reporting period, 28.3% of terminations were BIPOC staff and 35.1% of new hires were BIPOC, resulting in gains in BIPOC representation and increasing the diversity of our workforce. (It may be worth noting that the University saw twice as many terminations as hires during the reporting period; see Terminations section below.)

Professional staff grades 11–14 had a lower percentage of terminations for BIPOC staff at 20.5% compared to 24.7% of BIPOC staff hired during the one-year period of July 2020 to June 2021.

Although the data shows an increase in BIPOC hires within the 11–14 level, it is not occurring consistently with all groups within BIPOC communities. Looking at hires and terminations during the reporting period:

- The most notable positive shift in overall population at professional staff grades 11–14 level was Black or African American employees. Of the terminations, 4.9% were Black or African American; of the new hires, 10.3% were Black or African American.

- On the other hand, of the 142 terminations at the 11–14 level, the Hispanic or Latino population represented 3.5% of terminations and 2.9% of new hires.

Perhaps the most substantial shift can be found with professional staff grades 8–10 (this is also the largest group of professional staff at the University with 6,578 employees). Of the 428 employees hired during the July 2020 to June 2021 period, 58.4% were white; of the 882 employees terminated, 64.9% were white. This increase in BIPOC hires, compared with terminations, was true across many groups. However, as with professional staff grades 11-14, there was a net loss of

Hispanic or Latino representation at the 8–10 level, with Hispanic or Latino employees representing 2.9% of the hires and 3.5% of the terminations.

At professional staff grades 5–7, the percentage of BIPOC staff leaving UW was slightly lower than the percentage of BIPOC staff hired during the same one-year period. However, this was mixed across different groups. For instance, the percentage of Black or African American employees hired was greater than those terminated (5.6% compared with 4.2%), but the percentage of Asian employees hired was less than those terminated (17.5% compared with 20.2%).

Comparing termination reasons among staff in grades 5–7 terminated during the reporting period with Asian employees terminated during that same, the differences are mostly marginal, with some exceptions. Most notably, there was a slightly higher percentage of general resignations (no reason given) with Asian employees at grades 5–7 than overall employees with grades 5–7: 35.9% compared with 32.2%. There was also a higher percentage of Asian employees who gave "educational pursuit" as their termination reason: 11.0% compared with 8.5%.

Race & ethnicity breakdowns

CURRENT EMPLOYEES

▸ **ALL LOCATIONS (AS OF 10/31/21)**
▸ **N = 26,991**

Black or African American 7.7%
Declined to Disclose 2.5%
Did Not Provide Data 5.2%
Hispanic or Latino 7.0%
Multiple 3.7%
Native Hawaiian or Pacific Islander 0.9%
American Indian or Alaska Native 0.4%
Asian 19.6%
White 52.9%

NEW HIRES

▸ **ALL LOCATIONS (7/1/20 – 6/30/21)**
▸ **N = 2,991**

Black or African American 8.6%
Declined to Disclose 2.6%
Did Not Provide Data 7.7%
Hispanic or Latino 8.0%
Multiple 4.9%
Native Hawaiian or Pacific Islander 1.2%
American Indian or Alaska Native 0.7%
Asian 17.3%
White 49.0%

TERMINATED EMPLOYEES

▸ **ALL LOCATIONS (7/1/20 – 6/30/21)**
▸ **N = 5,952**

Black or African American 7.2%
Declined to Disclose 2.9%
Did Not Provide Data 8.5%
Hispanic or Latino 8.0%
Multiple 4.4%
Native Hawaiian or Pacific Islander 0.8%
American Indian or Alaska Native 0.7%
Asian 16.3%
White 51.2%

FIGURE 12. STAFF RACE & ETHNICITY BREAKDOWN BY LOCATION — CURRENT EMPLOYEES ▶ ALL LOCATIONS (AS OF 10/31/21) ▶ N = 26,991

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	1.4%	50%	1.2%	47.3%	100.0%

Race and Ethnicity Breakdown

	Location			
	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	1.0%	0.4%	0.3%	0.4%
Asian	12.1%	16.5%	9.9%	23.3%
Black or African American	6.2%	5.3%	5.1%	10.3%
Declined to Disclose	3.9%	3.0%	3.3%	2.0%
Did Not Provide Data	4.9%	4.0%	3.9%	6.5%
Hispanic or Latino	10.0%	7.0%	11.7%	6.7%
Multiple	6.4%	3.9%	8.1%	3.3%
Native Hawaiian or Pacific Islander	0.5%	0.6%	0.9%	1.4%
White	55.0%	59.2%	56.8%	46.1%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns — Professional Staff grades 11–14

FIGURE 13.

CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/21)
▶ N = 1,194

Black or African American 4.2%
Declined to Disclose 3.0%
Did Not Provide Data 2.7%
Hispanic or Latino 3.7%
Multiple 1.6%
Native Hawaiian or Pacific Islander 0.3%
American Indian or Alaska Native 0.3%
Asian 8.9%
White 75.4%

FIGURE 14.

NEW HIRES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 68

Black or African American 10.3%
Declined to Disclose 1.5%
Did Not Provide Data 5.9%
Hispanic or Latino 2.9%
Multiple 1.5%
Asian 10.3%
White 67.6%
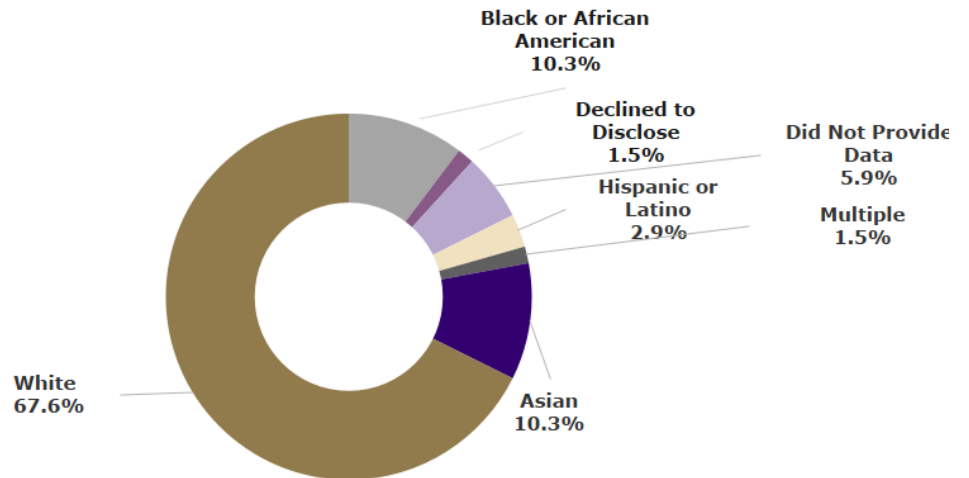
FIGURE 15.

TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 142

Black or African American 4.9%
Declined to Disclose 2.8%
Did Not Provide Data 7.7%
Hispanic or Latino 3.5%
Multiple 4.9%
Asian 7.0%
White 69.0%

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	0.8%	73.1%	1.0%	25.0%	100.0%

Race and Ethnicity Breakdown

	Location			
	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	0.0%	0.2%	0.0%	0.3%
Asian	0.0%	7.8%	8.3%	12.4%
Black or African American	10.0%	3.6%	25.0%	5.0%
Declined to Disclose	0.0%	3.4%	8.3%	1.7%
Did Not Provide Data	10.0%	1.8%	8.3%	4.7%
Hispanic or Latino	10.0%	3.6%	0.0%	4.0%
Multiple	10.0%	1.4%	16.7%	1.3%
Native Hawaiian or Pacific Islander	0.0%	0.5%	0.0%	0.0%
White	60.0%	77.8%	33.3%	70.6%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns — Professional Staff grades 8-10

FIGURE 17.

CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/21)
▶ N = 6,578

Black or African American 3.4%
Declined to Disclose 2.4%
Did Not Provide Data 2.6%
Hispanic or Latino 5.8%
Multiple 3.6%
Native Hawaiian or Pacific Islander 0.5%
American Indian or Alaska Native 0.5%
Asian 14.9%
White 66.2%
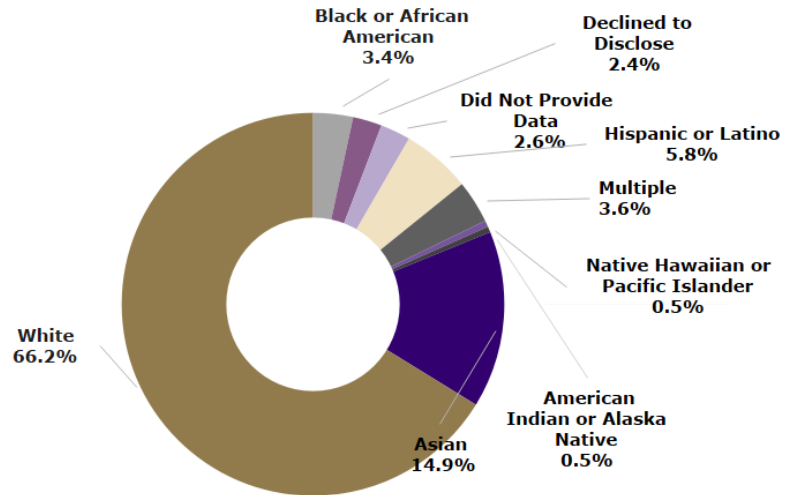
FIGURE 18.

NEW HIRES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 428

Black or African American 5.6%
Declined to Disclose 3.7%
Did Not Provide Data 2.8%
Hispanic or Latino 6.5%
Multiple 3.3%
Native Hawaiian or Pacific Islander 1.4%
American Indian or Alaska Native 1.4%
Asian 16.8%
White 58.4%
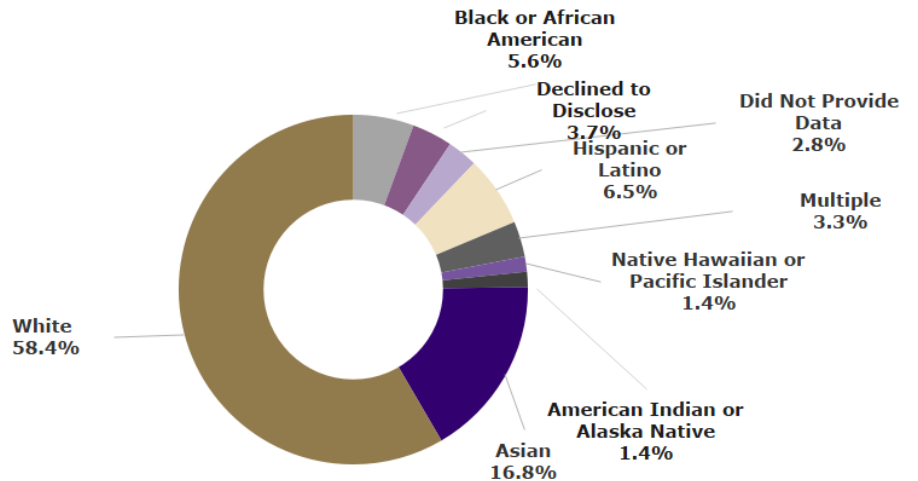
FIGURE 19.

TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 882

Black or African American 3.4%
Declined to Disclose 3.7%
Did Not Provide Data 3.1%
Hispanic or Latino 7.5%
Multiple 3.1%
Native Hawaiian or Pacific Islander 0.2%
American Indian or Alaska Native 0.6%
Asian 13.6%
White 64.9%

FIGURE 20. **RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES — PRO STAFF GRADES 8–10** ▶ **ALL LOCATIONS (AS OF 10/31/21)** ▶ N = 6,578

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	1.9%	77.0%	1.5%	19.6%	100.0%

Race and Ethnicity Breakdown

	Location			
	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	2.5%	0.5%	1.0%	0.2%
Asian	10.7%	14.5%	11.0%	17.4%
Black or African American	3.3%	3.2%	4.0%	4.0%
Declined to Disclose	2.5%	2.4%	3.0%	2.6%
Did Not Provide Data	4.1%	2.6%	4.0%	2.0%
Hispanic or Latino	13.1%	5.9%	8.0%	4.8%
Multiple	5.7%	3.3%	5.0%	4.5%
Native Hawaiian or Pacific Islander	0.0%	0.6%	0.0%	0.6%
White	58.2%	67.1%	64.0%	63.8%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns for professional staff grades 5-7

FIGURE 21.

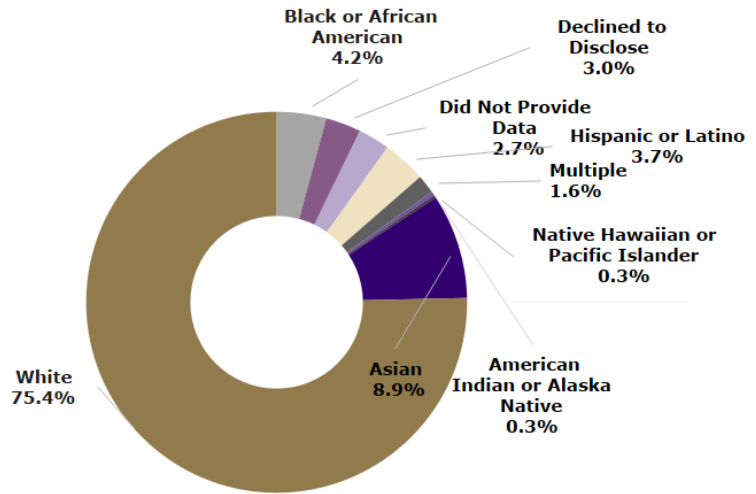## CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/21)
▶ N = 2,897

Black or African American 4.1%
Declined to Disclose 3.5%
Did Not Provide Data 3.6%
Hispanic or Latino 8.4%
Multiple 5.1%
Native Hawaiian or Pacific Islander 0.6%
American Indian or Alaska Native 0.3%
Asian 17.1%
White 57.3%
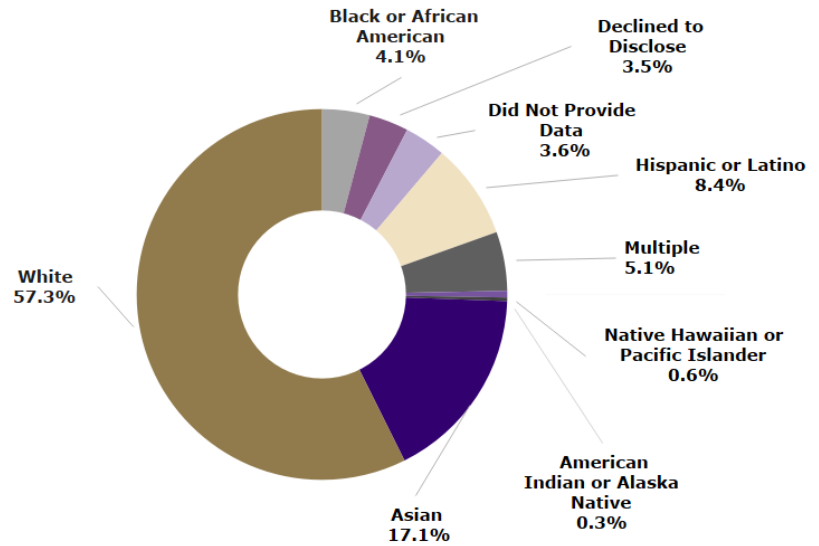
FIGURE 22.

NEW HIRES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 338

Black or African American 5.6%
Declined to Disclose 2.7%
Did Not Provide Data 3.3%
Hispanic or Latino 10.9%
Multiple 3.8%
Native Hawaiian or Pacific Islander 1.2%
American Indian or Alaska Native 0.3%
Asian 17.5%
White 54.7%
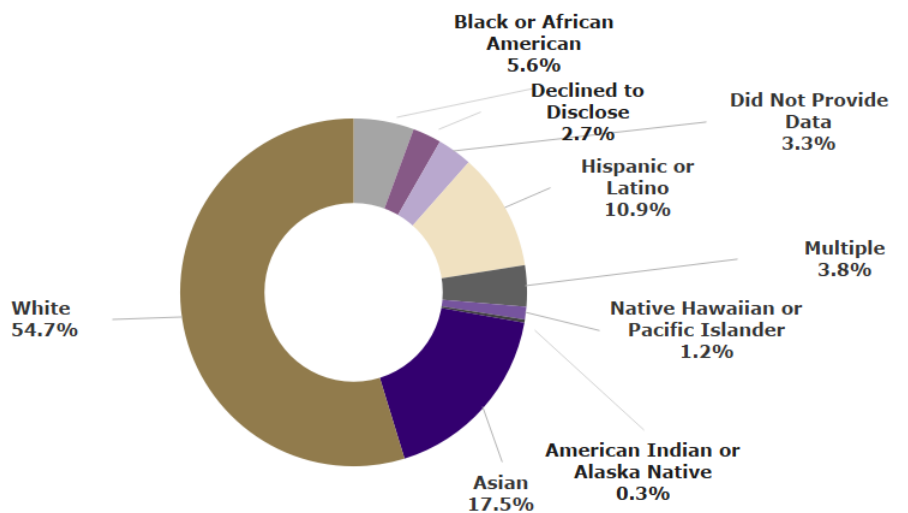
FIGURE 23.

TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 717

Black or African American 4.2%
Declined to Disclose 2.2%
Did Not Provide Data 6.0%
Hispanic or Latino 7.9%
Multiple 5.4%
Native Hawaiian or Pacific Islander 0.1%
American Indian or Alaska Native 1.0%
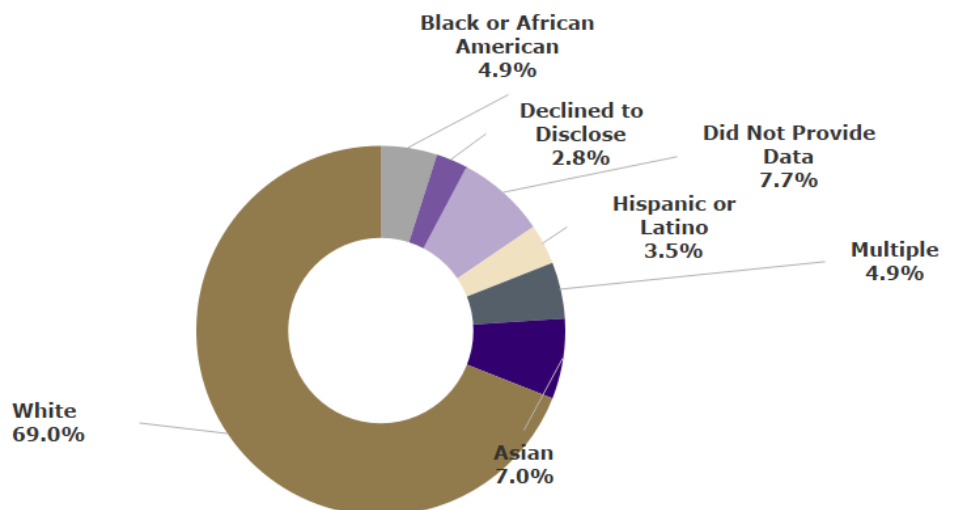Asian 20.2%
White 52.9%
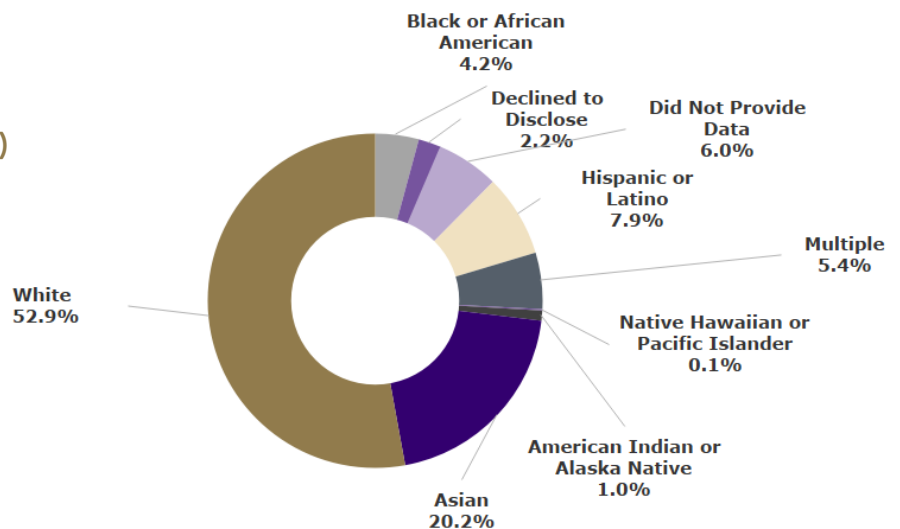
FIGURE 24. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES — PRO STAFF GRADES 5–7

▶ **ALL LOCATIONS (AS OF 10/31/21)** ▶ **N = 2,897**

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	2.6%	89.7%	2.9%	4.7%	100.0%

Race and Ethnicity Breakdown

	Location			
	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	0.0%	0.3%	0.0%	1.5%
Asian	12.0%	17.3%	10.6%	20.4%
Black or African American	8.0%	3.9%	2.4%	8.0%
Declined to Disclose	4.0%	3.5%	2.4%	2.2%
Did Not Provide Data	5.3%	3.5%	3.5%	3.6%
Hispanic or Latino	8.0%	8.3%	12.9%	6.6%
Multiple	5.3%	5.0%	11.8%	3.6%
Native Hawaiian or Pacific Islander	1.3%	0.5%	0.0%	1.5%
White	56.0%	57.7%	56.5%	52.6%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns for classified staff

FIGURE 25.

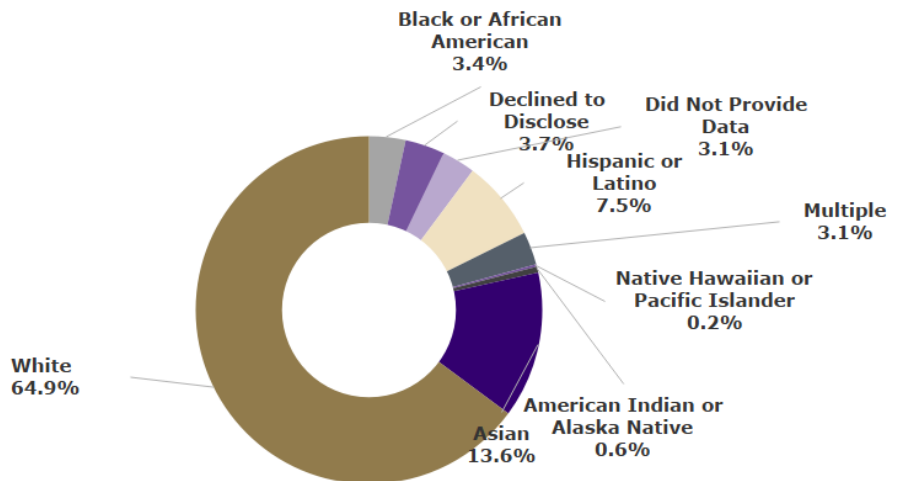## CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/21)
▶ N = 15,322

Black or African American 10.6%
Declined to Disclose 2.3%
Did Not Provide Data 6.8%
Hispanic or Latino 7.4%
Multiple 3.5%
Native Hawaiian or Pacific Islander 1.3%
American Indian or Alaska Native 0.5%
Asian 23.4%
White 44.3%
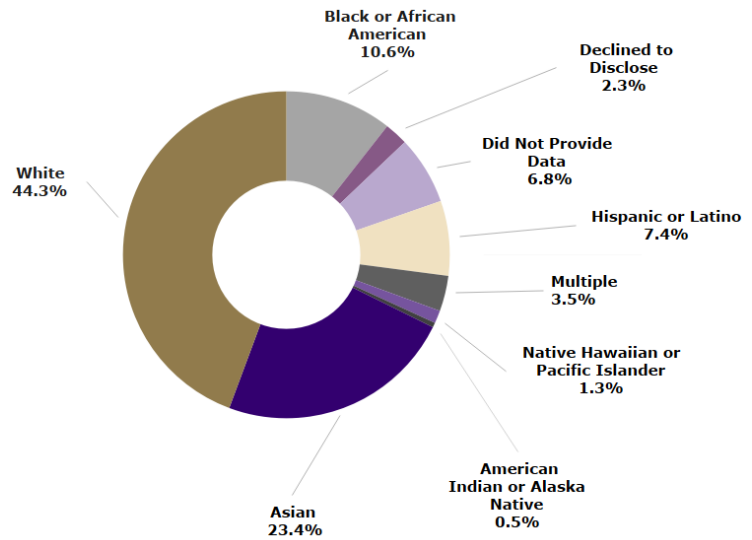
FIGURE 26.

NEW HIRES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 1,803

Black or African American 9.7%
Declined to Disclose 2.3%
Did Not Provide Data 10.4%
Hispanic or Latino 8.0%
Multiple 5.4%
Native Hawaiian or Pacific Islander 1.4%
American Indian or Alaska Native 0.6%
Asian 18.3%
White 43.9%
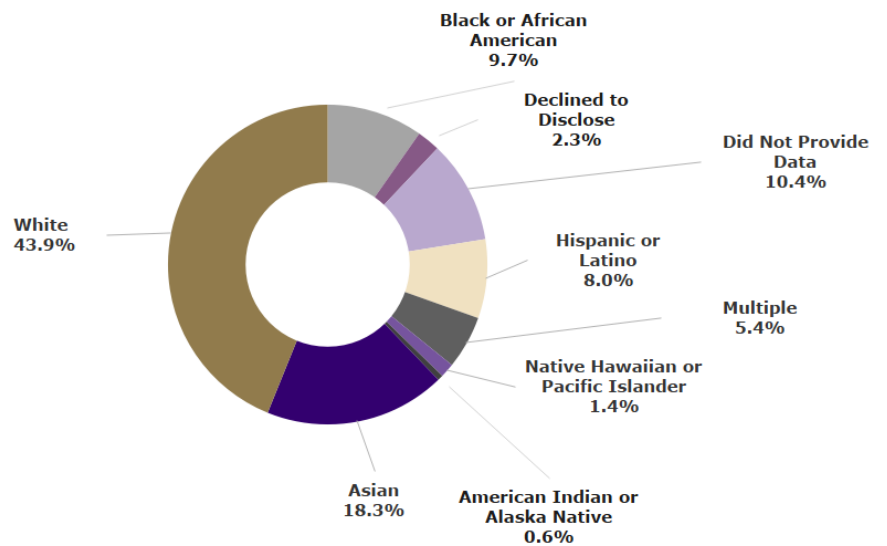
FIGURE 27.

TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/20 – 6/30/21)
▶ N = 3,490
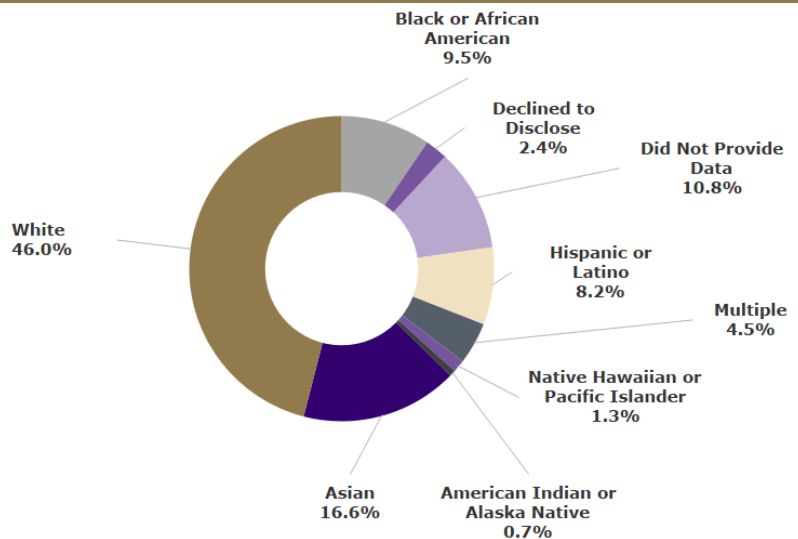
Black or African American 9.5%
Declined to Disclose 2.4%
Did Not Provide Data 10.8%
Hispanic or Latino 8.2%
Multiple 4.5%
Native Hawaiian or Pacific Islander 1.3%
American Indian or Alaska Native 0.7%
Asian 16.6%
White 46.0%

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	1.0%	26.3%	0.8%	71.9%	100.0%

Race and Ethnicity Breakdown

	Location			
	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	0.6%	0.6%	0.0%	0.4%
Asian	14.7%	21.2%	8.7%	24.4%
Black or African American	7.1%	9.1%	6.3%	11.2%
Declined to Disclose	5.1%	3.2%	3.1%	1.9%
Did Not Provide Data	4.5%	6.0%	3.1%	7.1%
Hispanic or Latino	9.0%	8.3%	15.0%	7.0%
Multiple	6.4%	4.2%	6.3%	3.2%
Native Hawaiian or Pacific Islander	0.6%	0.7%	2.4%	1.5%
White	51.9%	46.6%	55.1%	43.3%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

> SEX

The University collects sex for healthcare and federal reporting reasons, which only include binary male and female options. Our overall current staff population (n = 26,991) is more female than male (66.2% vs. 33.8%). Our hires and terminations reflect similar splits. Having nearly double the number of female staff, compared with male, is consistent across race and ethnicity, with a few exceptions.

Data for the Seattle campus shows that the gender split is consistent among all groupings of staff up until professional staff grades 11–14. When looking at the percentages for the Bothell and Tacoma campuses, the overall numbers are small and therefore don't provide a useful picture of how those who identify as male or female are split within job groups. For example, even though the male-to-female ratio of professional staff grades 11–14 at Tacoma is 2:1, there are only 12 employees in that category, meaning a four-person difference between male and female employees represents a third of that specific population. The percentages at the Seattle campus, where there are almost 900 employees in grades 11–14, tell a much different — and clearer — story: within that group, the split is almost even between those who identify as male and those who identify as female.

It's a bit more difficult to gain a clear picture of sex breakdown at UW Medicine due to the relatively small number of non-classified employees. Overall, there is a significant difference in female and male populations (72.2% female, 27.8% male). Looking more closely at different types of positions and especially at the most common classified positions might provide ideas of what can or should be done to further equity in this area.

Sex breakdowns

DATA SET #1

FIGURE 29. **STAFF SEX BREAKDOWN BY POSITION LOCATION AND STAFF TYPE** ▶ **ALL LOCATIONS (AS OF 10/31/21)** ▶ **N = 25,991**

		Female	Male
Bothell	ProStaff Grade 11-14	1.7%	1.1%
	ProStaff Grade 8-10	21.2%	12.4%
	ProStaff Grade 5-7	14.6%	6.1%
	Classified Staff	25.3%	17.6%
	Total	62.8%	37.2%
Seattle	ProStaff Grade 11-14	3.4%	3.5%
	ProStaff Grade 8-10	24.8%	15.6%
	ProStaff Grade 5-7	14.9%	5.8%
	Classified Staff	18.4%	13.6%
	Total	61.5%	38.5%
Tacoma	ProStaff Grade 11-14	1.2%	2.5%
	ProStaff Grade 8-10	17.3%	13.6%
	ProStaff Grade 5-7	19.4%	6.8%
	Classified Staff	20.7%	18.5%
	Total	58.6%	41.4%
UW Medicine	ProStaff Grade 11-14	1.4%	0.9%
	ProStaff Grade 8-10	6.4%	3.8%
	ProStaff Grade 5-7	0.8%	0.3%
	Classified Staff	63.6%	22.9%
	Total	72.2%	27.8%
Grand Total		66.7%	33.3%

FIGURE 30. **RACE & ETHNICITY BY SEX BREAKDOWN — CURRENT EMPLOYEES** ▶ **ALL LOCATIONS (AS OF 10/31/21)** ▶ **N = 26,991**

Race/Ethnicity	Female	Male
White	35.1%	17.8%
Asian	13.7%	5.9%
Black or African American	4.9%	2.8%
Did Not Provide Data	3.2%	2.1%
Hispanic or Latino	4.5%	2.5%
Multiple	2.5%	1.2%
Declined to Disclose	1.5%	1.0%
American Indian or Alaska Native	0.3%	0.2%
Native Hawaiian or Pacific Islander	0.6%	0.3%

Sex
■ Female
■ Male
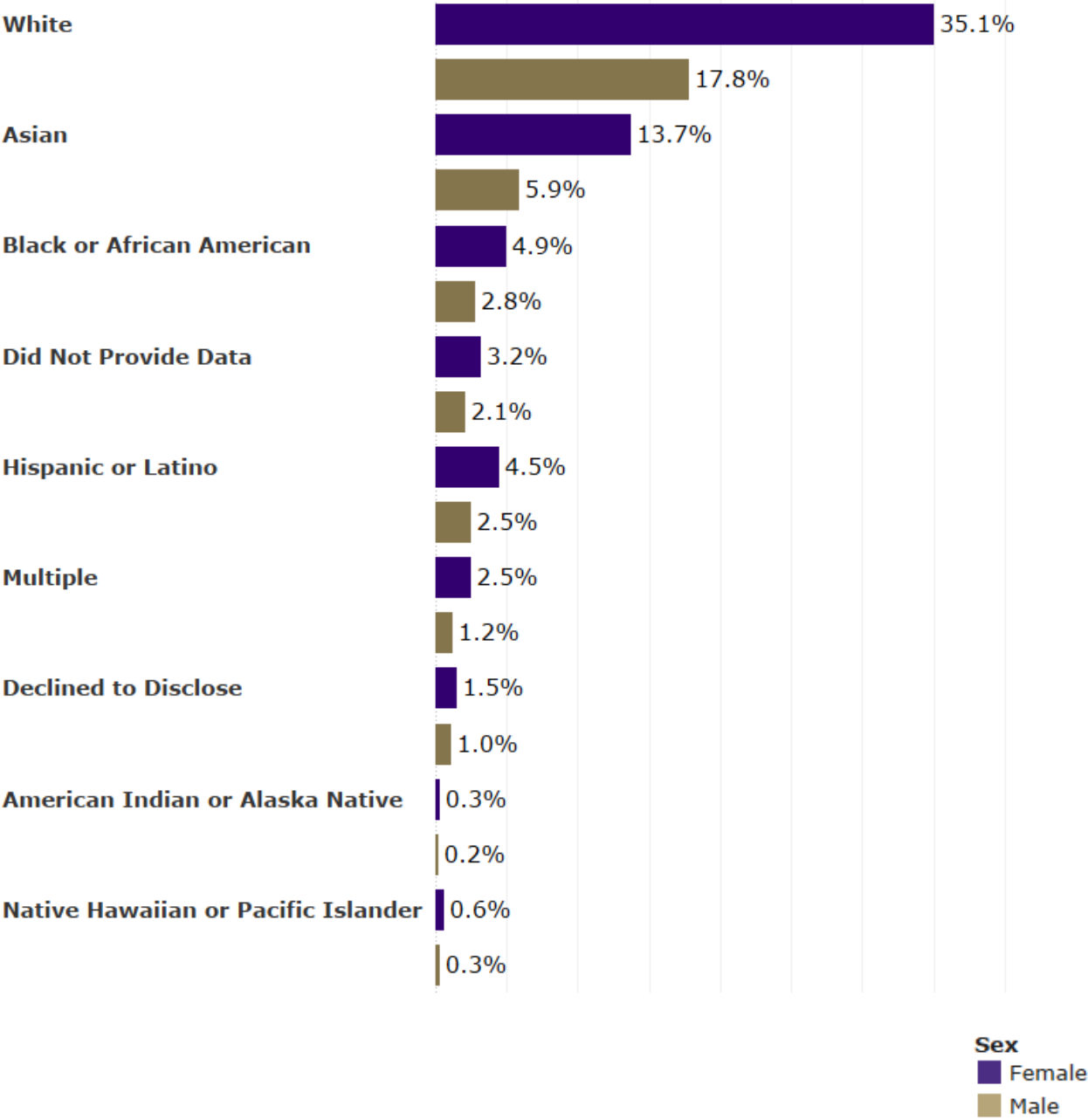
FIGURE 31. **RACE & ETHNICITY BY SEX BREAKDOWN — NEW HIRES** ► **ALL LOCATIONS (7/1/20 – 6/30/21)** ► **N = 2,991**

White 33.0% / 15.9%
Asian 12.7% / 4.6%
Did Not Provide Data 5.4% / 2.3%
Hispanic or Latino 4.9% / 3.1%
Black or African American 5.9% / 2.7%
Multiple 3.4% / 1.5%
Declined to Disclose 1.6% / 1.1%
Native Hawaiian or Pacific Islander 0.8% / 0.5%
American Indian or Alaska Native 0.4% / 0.3%

Sex
■ Female
■ Male
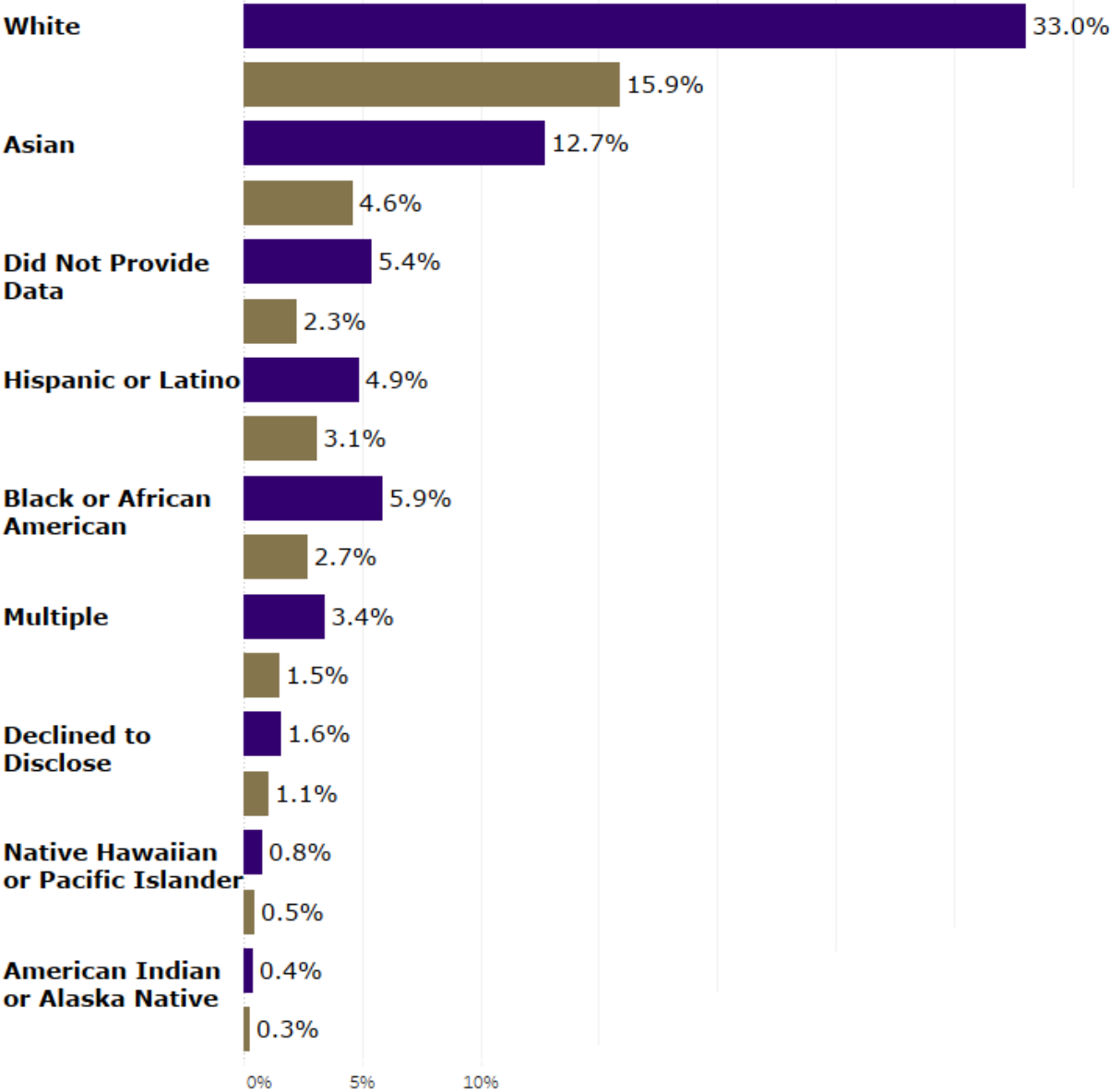
FIGURE 32. RACE & ETHNICITY BY SEX BREAKDOWN — TERMINATIONS

▶ ALL LOCATIONS (7/1/20 – 6/30/21) ▶ N = 5,952

Race & Ethnicity	Female	Male
White	34.0%	17.2%
Asian	10.6%	5.7%
Did Not Provide Data	5.9%	2.6%
Hispanic or Latino	5.3%	2.8%
Black or African American	5.3%	1.9%
Multiple	3.2%	1.1%
Declined to Disclose	1.8%	1.1%
Native Hawaiian or Pacific Islander	0.5%	0.4%
American Indian or Alaska Native	0.5%	0.2%

Sex
■ Female
■ Male
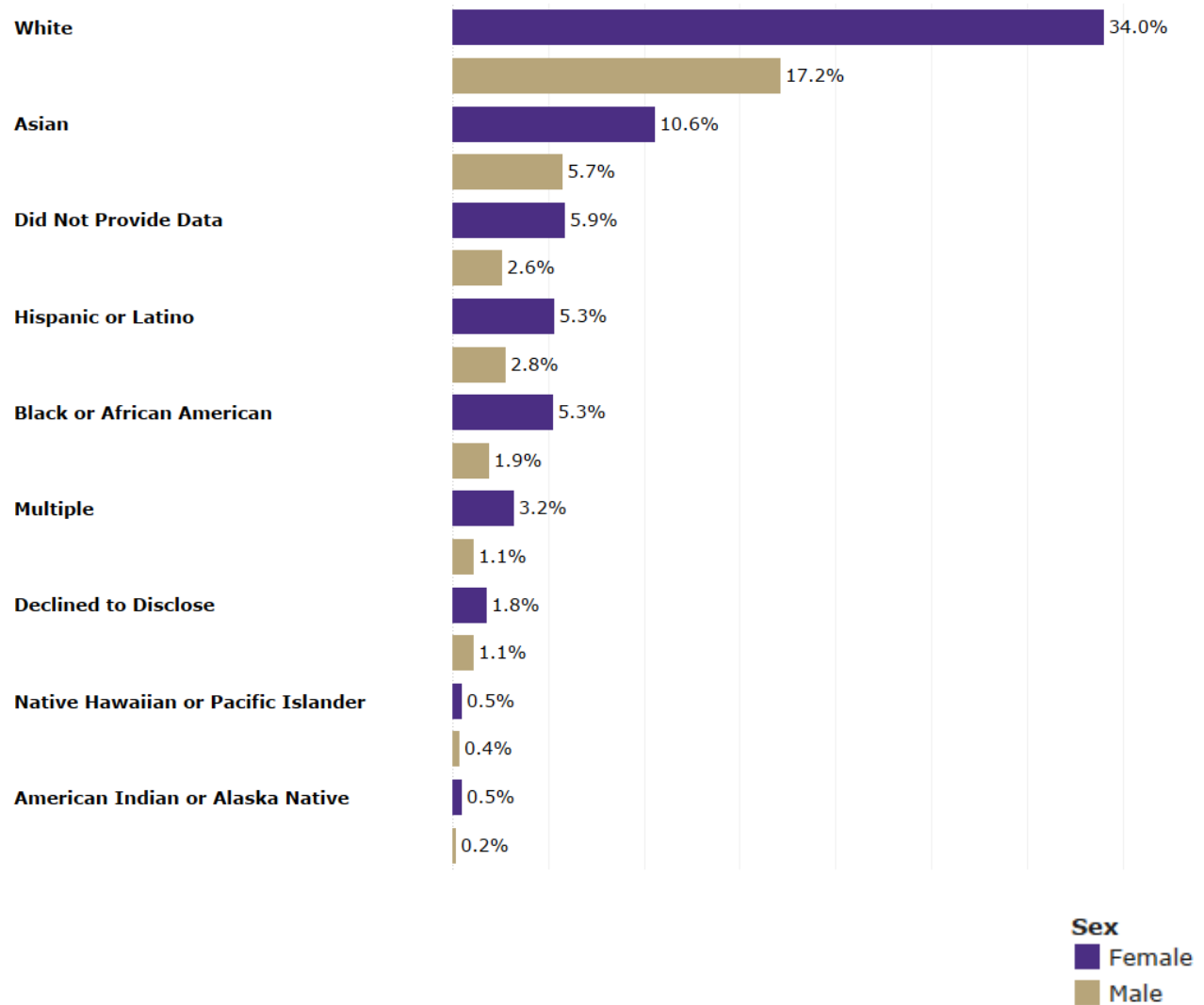
> TERMINATIONS

Termination data looks markedly different compared with the data presented in last year's baseline report. The 2020 baseline report showed 4,884 terminations from 7/1/19 – 6/30/20; this year's report shows 5,952 terminations from 7/1/20 – 6/30/21.

As mentioned earlier, for terminations from 7/1/19 – 6/30/20, employees with no professional staff grade, some fixed term and fixed term duration, and some employees with duplicate records were inadvertently excluded from the 2020 report; those employees are included in this year's report.

This error with previously excluded groups may account for about half the difference in last year and this year's reported termination numbers. The remainder is possibly due to the "great resignation" being experienced nationwide — one of the effects of the COVID-19 pandemic – or due to other pandemic-related trends.

As far as termination reasons, the data from this reporting period shows:

- A slight decrease in "fixed term job ended" (12.4% compared with 16.1% in last year's report)

- A slight increase in "personal reasons" (12.0% compared with 10.8% in last year's report)

"Better job opportunities," "Involuntary" and other reasons had shifts of less than 1%.

Terminations

FIGURE 33. **TERMINATION REASONS** ▶ **ALL LOCATIONS (7/1/20 – 6/30/21)** ▶ **N = 5,952**

Termination Reason	Percentage
General Resignation-No Reason Given	25.2%
Fixed Term Job Ended	12.4%
Better Job Opportunities	15.3%
Personal Reasons	12.0%
Retirement	9.2%
Involuntary	13.4%
Relocation	5.5%
Educational Pursuit	4.8%
Other Voluntary	
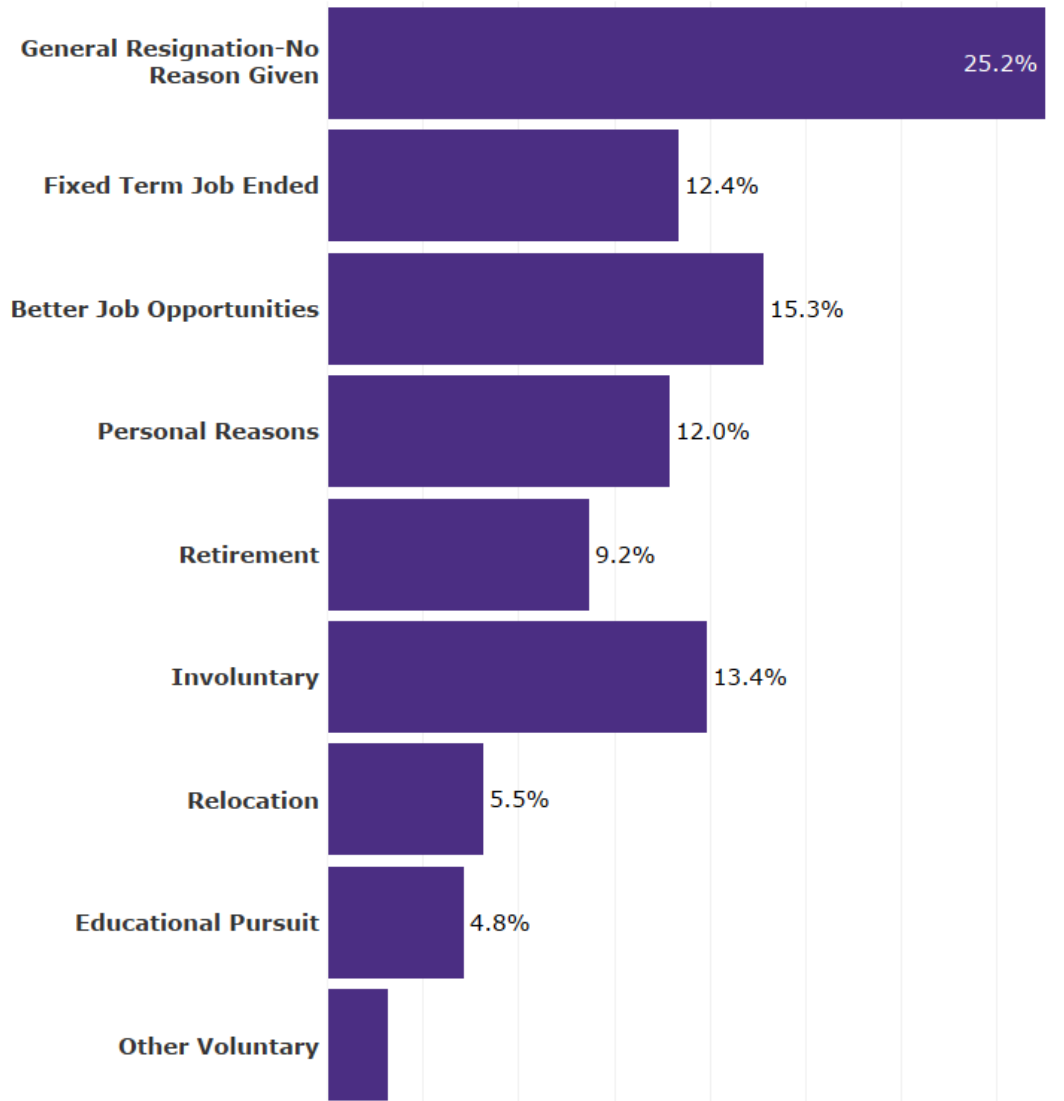
> APPLICANT JOURNEY

During the reporting period of 7/1/20 – 6/30/21, 44.5% of applicants to UW staff positions became candidates, meaning they were screened and referred to the hiring manager. Of those candidates, 2.86% were hired.

FIGURE 34. **APPLICANT JOURNEY**   ▶ **ALL LOCATIONS (7/1/20 – 6/30/21)**

Applicants
235,473

Candidates
104,682

New Hires
2,991

Regarding veteran status, disability status, sex, and race and ethnicity, the pool of applicants should ideally closely mirror the pool of candidates and the pool of candidates should closely mirror the new hires. When significant shifts occur, particularly in underrepresented populations, this may indicate bias in the hiring process; areas or positions that need more focused recruiting and outreach; or even a decrease in availability (many recruitments have seen below-average applications during the pandemic).

OBSERVATIONS

As shown in the retrospective hiring data below, candidates are slightly less diverse than applicants and new hires are slightly less diverse than candidates.

The shift becomes more noticeable — and more concerning — with professional staff, particularly within higher grades (8–10 and 11–14).

Applicant journey breakdowns

FIGURE 35. **APPLICANTS** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 235,473**

White	45.4%
Asian	22.5%
Hispanic or Latino	10.0%
Black/African American	9.2%
Multiple	5.8%
Did Not Provide Data	5.7%
Native Hawaiian/Other Pacific Islander	1.1%
American Indian/Alaskan Native	0.5%
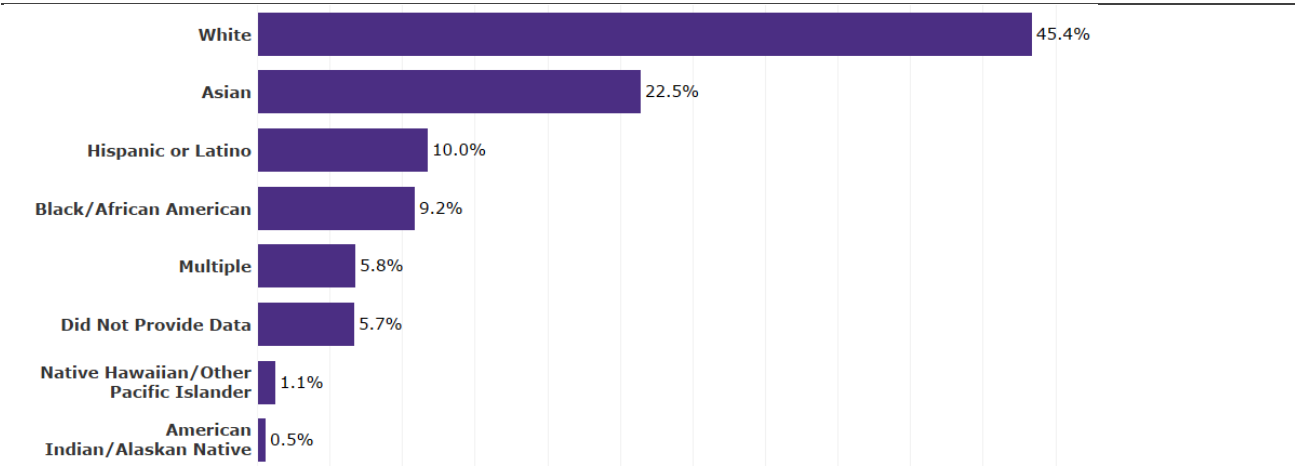
FIGURE 36. **CANDIDATES** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 104,682**

White	47.5%
Asian	20.9%
Hispanic or Latino	9.8%
Black/African American	9.3%
Did Not Provide Data	5.5%
Multiple	5.4%
Native Hawaiian/Other Pacific Islander	1.1%
American Indian/Alaskan Native	0.6%
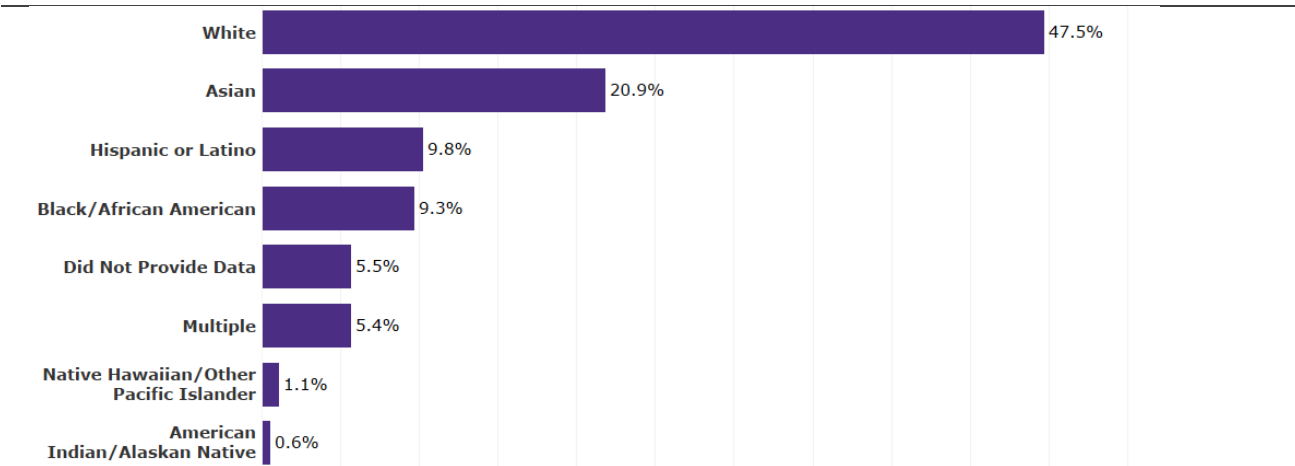
FIGURE 37. **NEW HIRES** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 2,991**

White	49.0%
Asian	17.3%
Black or African American	8.6%
Hispanic or Latino	8.0%
Did Not Provide Data	7.7%
Multiple	4.9%
Declined to Disclose	2.6%
Native Hawaiian or Pacific Islander	1.2%
American Indian or Alaska Native	0.7%
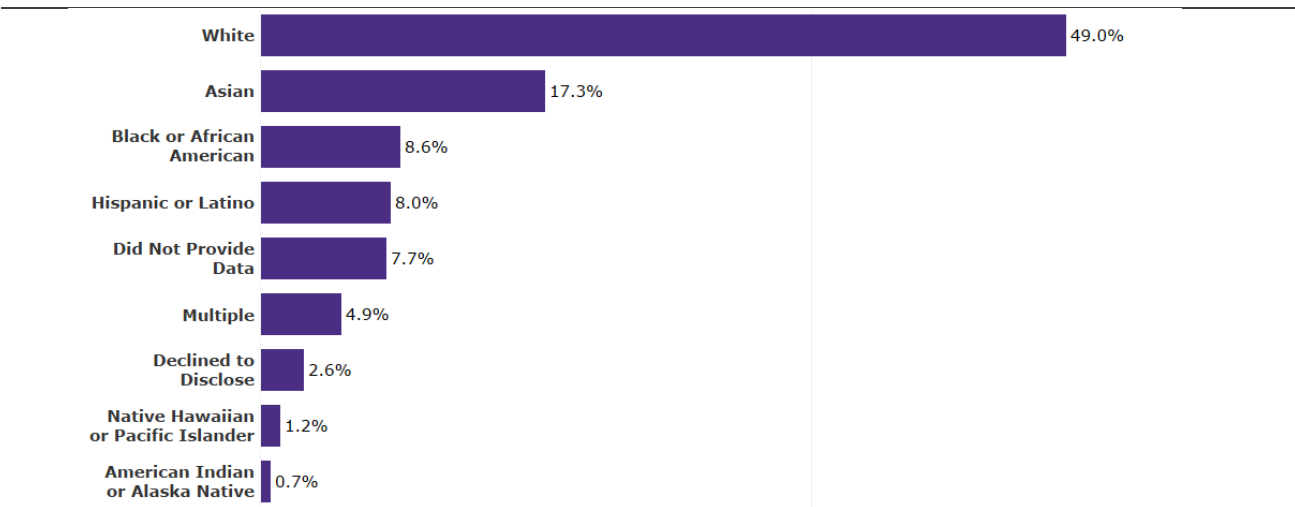
Applicant journey— Professional Staff grades 11–14

FIGURE 38. **APPLICANTS**   ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 4,840**

White	50.6%
Asian	19.6%
Did Not Provide Data	8.2%
Black/African American	8.1%
Hispanic or Latino	7.5%
Multiple	4.6%
American Indian/Alaskan Native	0.7%
Native Hawaiian/Other Pacific Islander	0.6%

FIGURE 39. **CANDIDATES**   ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 2,239**

White	56.4%
Asian	15.4%
Black/African American	8.6%
Hispanic or Latino	7.1%
Did Not Provide Data	7.1%
Multiple	4.2%
American Indian/Alaskan Native	0.7%
Native Hawaiian/Other Pacific Islander	0.4%
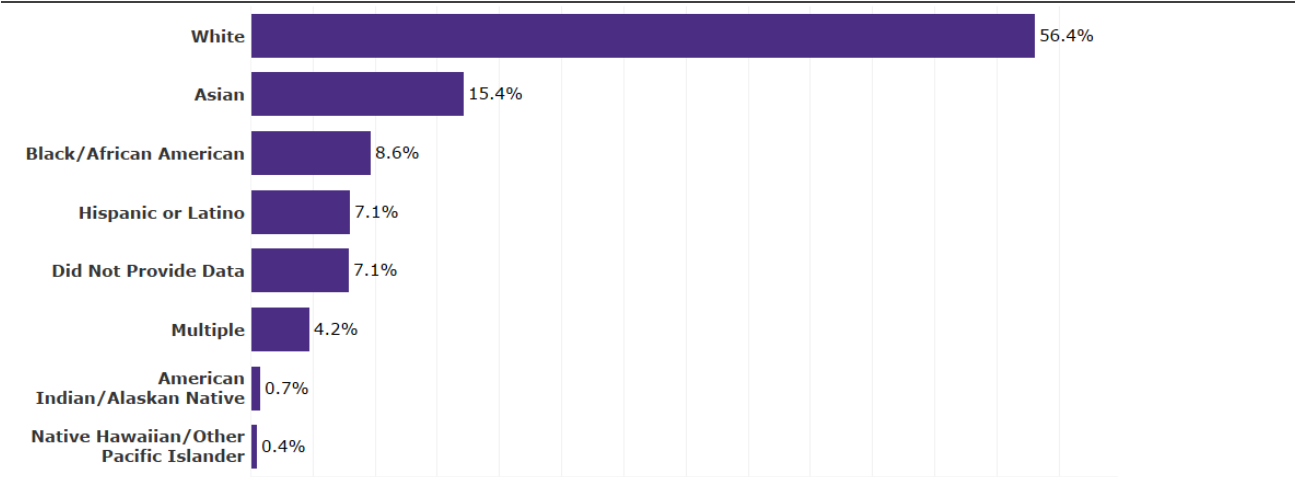
FIGURE 40. **NEW HIRES**   ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 68**

White	67.6%
Asian	10.3%
Black or African American	10.3%
Did Not Provide Data	5.9%
Hispanic or Latino	2.9%
Declined to Disclose	1.5%
Multiple	1.5%
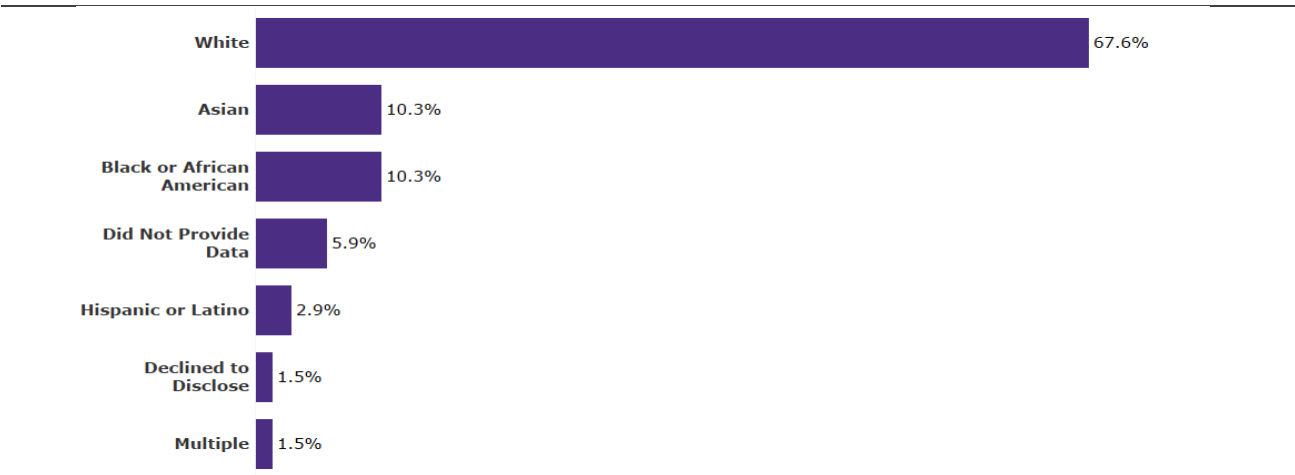
Applicant journey— Professional Staff grades 8–10

FIGURE 41. **APPLICANTS** ▶ ALL LOCATIONS (JUL 2020 – JUN 2021) ▶ N = 43,406

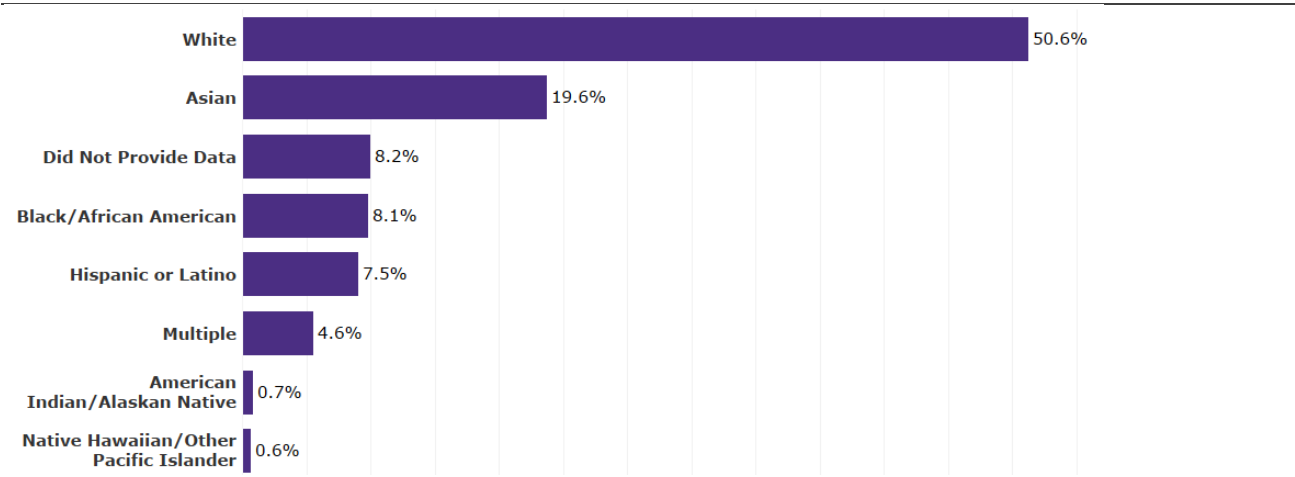|	
White	47.6%
Asian	26.0%
Did Not Provide Data	7.3%
Hispanic or Latino	7.2%
Black/African American	6.1%
Multiple	4.6%
Native Hawaiian/Other Pacific Islander	0.6%
American Indian/Alaskan Native	0.5%
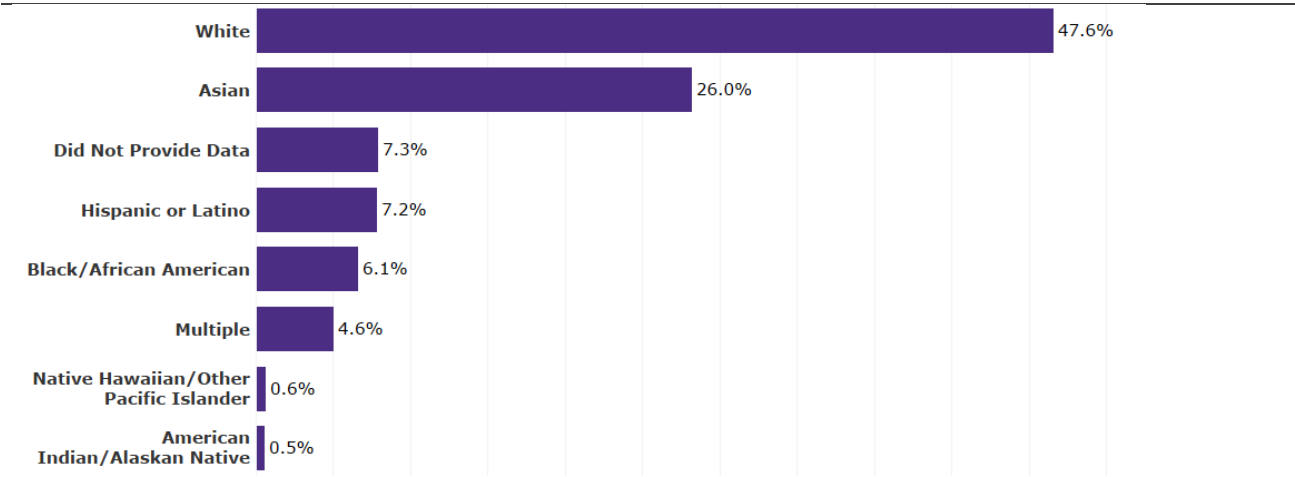
FIGURE 42. **CANDIDATES** ▶ ALL LOCATIONS (JUL 2020 – JUN 2021) ▶ N = 19,773

White	53.4%
Asian	21.1%
Hispanic or Latino	7.2%
Did Not Provide Data	6.8%
Black/African American	5.8%
Multiple	4.5%
American Indian/Alaskan Native	0.6%
Native Hawaiian/Other Pacific Islander	0.6%
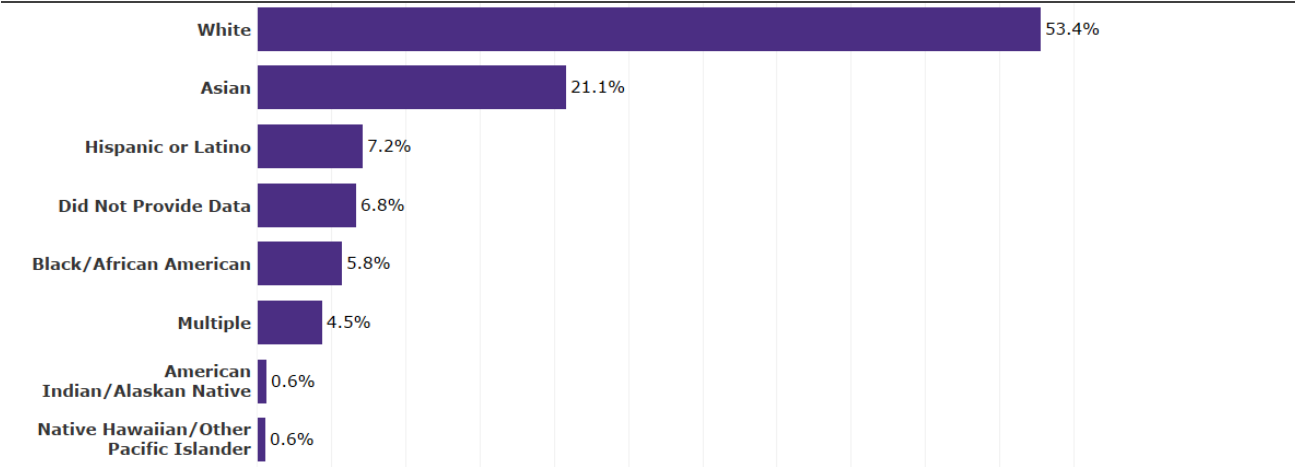
FIGURE 43. **NEW HIRES** ▶ ALL LOCATIONS (JUL 2020 – JUN 2021) ▶ N = 428

White	58.4%
Asian	16.8%
Hispanic or Latino	6.5%
Black or African American	5.6%
Declined to Disclose	3.7%
Multiple	3.3%
Did Not Provide Data	2.8%
American Indian or Alaska Native	1.4%
Native Hawaiian or Pacific Islander	1.4%
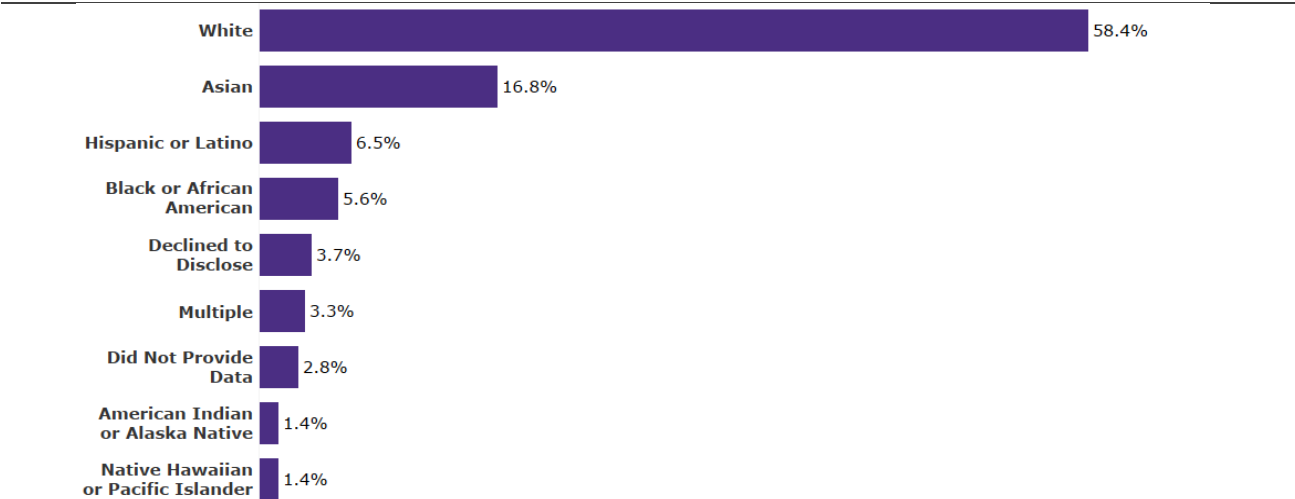
Applicant journey— Professional Staff grades 5–7

FIGURE 44. **APPLICANTS** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 51,834**

Race/Ethnicity	Percent
White	49.0%
Asian	23.7%
Hispanic or Latino	9.3%
Did Not Provide Data	6.0%
Multiple	5.5%
Black/African American	5.3%
Native Hawaiian/Other Pacific Islander	0.6%
American Indian/Alaskan Native	0.4%

FIGURE 45. **CANDIDATES** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 26,015**

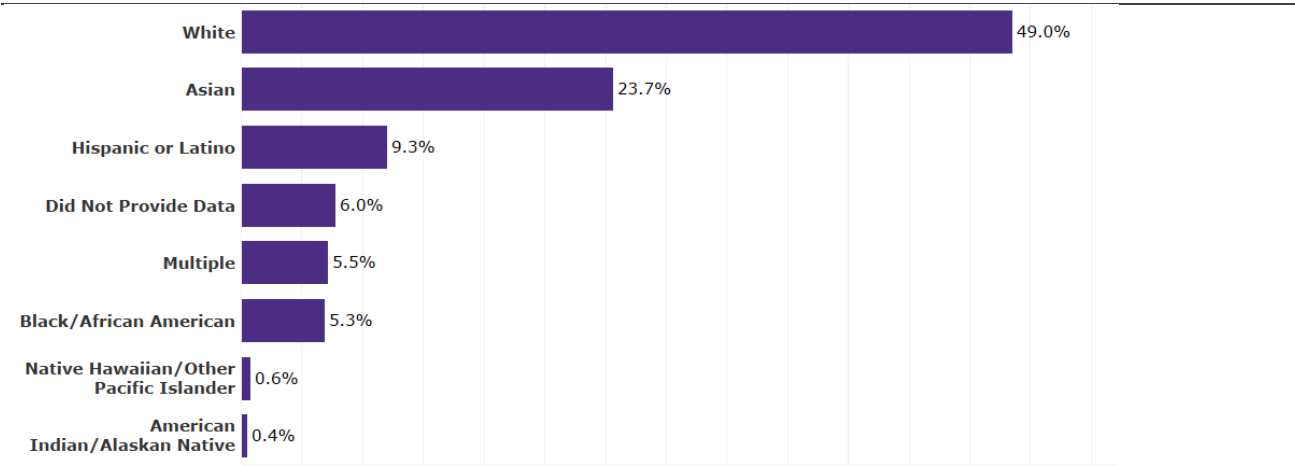| Race/Ethnicity	Percent
White	51.2%
Asian	22.4%
Hispanic or Latino	9.2%
Did Not Provide Data	5.6%
Black/African American	5.4%
Multiple	5.2%
Native Hawaiian/Other Pacific Islander	0.6%
American Indian/Alaskan Native	0.5%
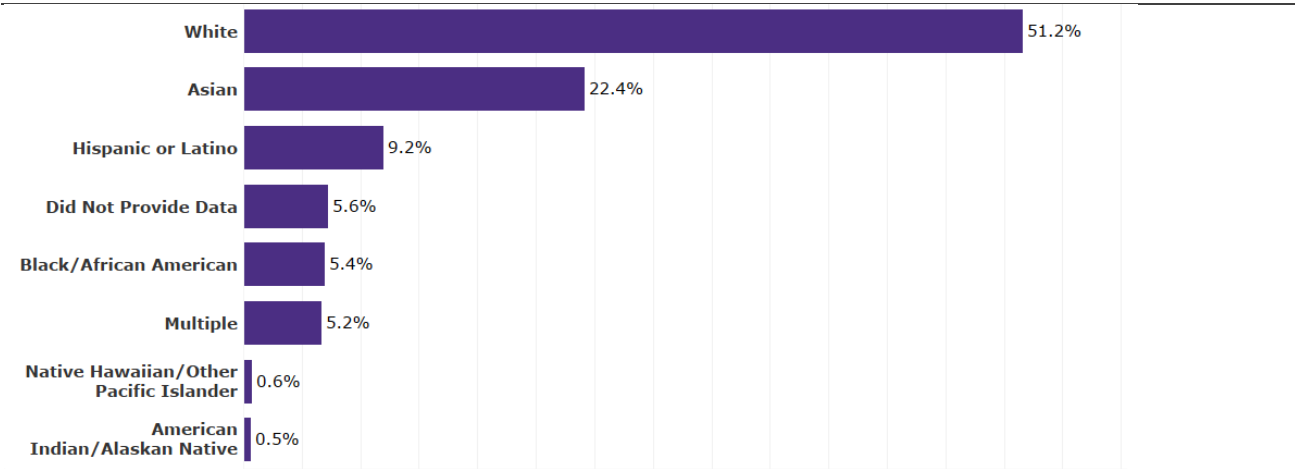
FIGURE 46. **NEW HIRES** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 338**

Race/Ethnicity	Percent
White	54.7%
Asian	17.5%
Hispanic or Latino	10.9%
Black or African American	5.6%
Multiple	3.8%
Did Not Provide Data	3.3%
Declined to Disclose	2.7%
Native Hawaiian or Pacific Islander	1.2%
American Indian or Alaska Native	0.3%
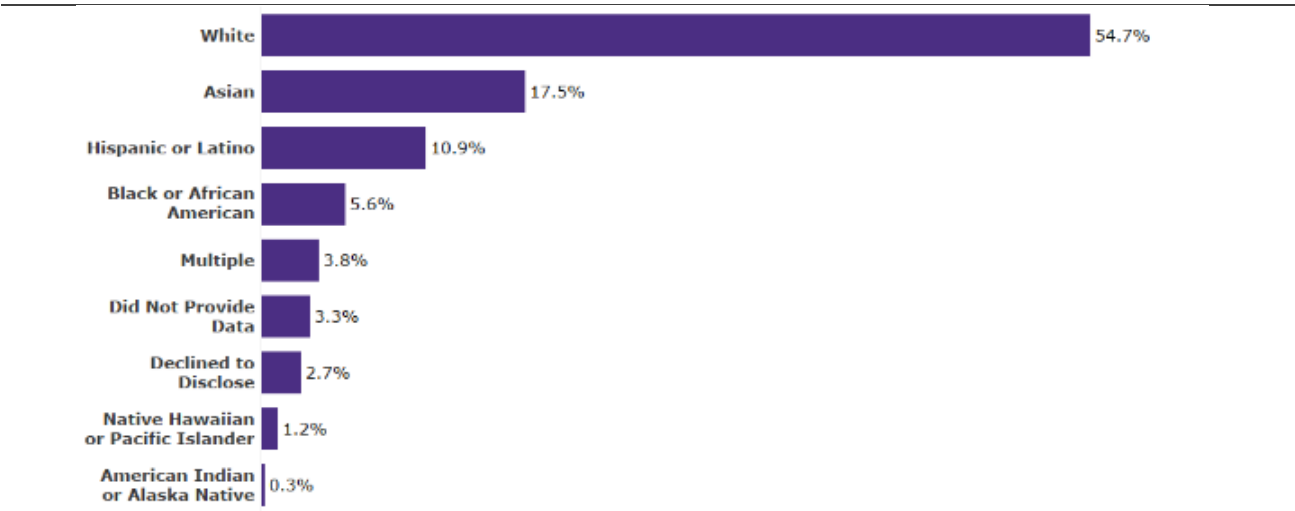
Applicant journey— Classified Staff

FIGURE 47. **APPLICANTS** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 129,340**

Group	%
White	42.7%
Asian	21.0%
Black/African American	11.8%
Hispanic or Latino	11.3%
Multiple	6.3%
Did Not Provide Data	4.9%
Native Hawaiian/Other Pacific Islander	1.4%
American Indian/Alaskan Native	0.5%
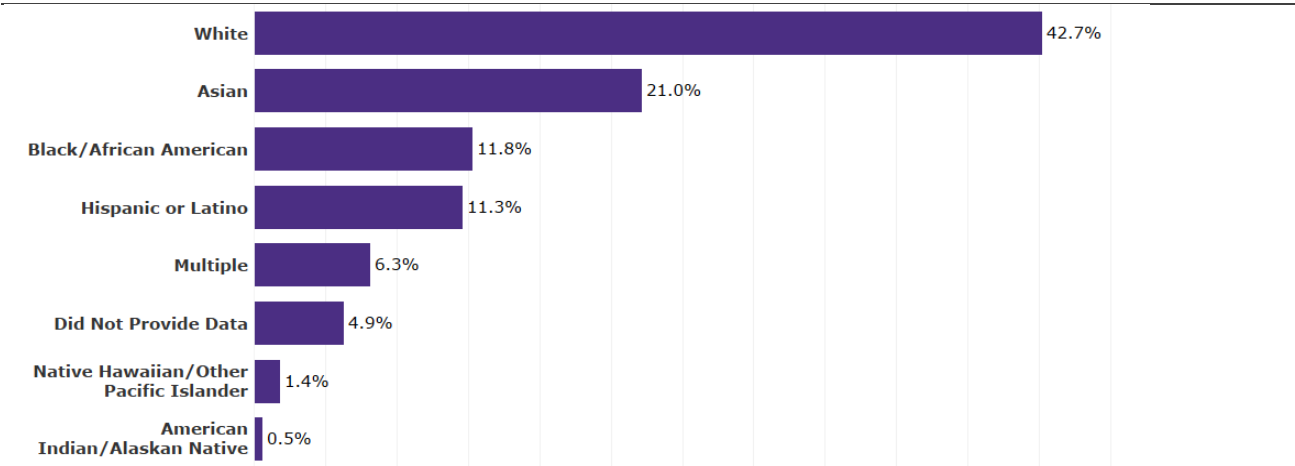
FIGURE 48. **CANDIDATES** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 52,999**

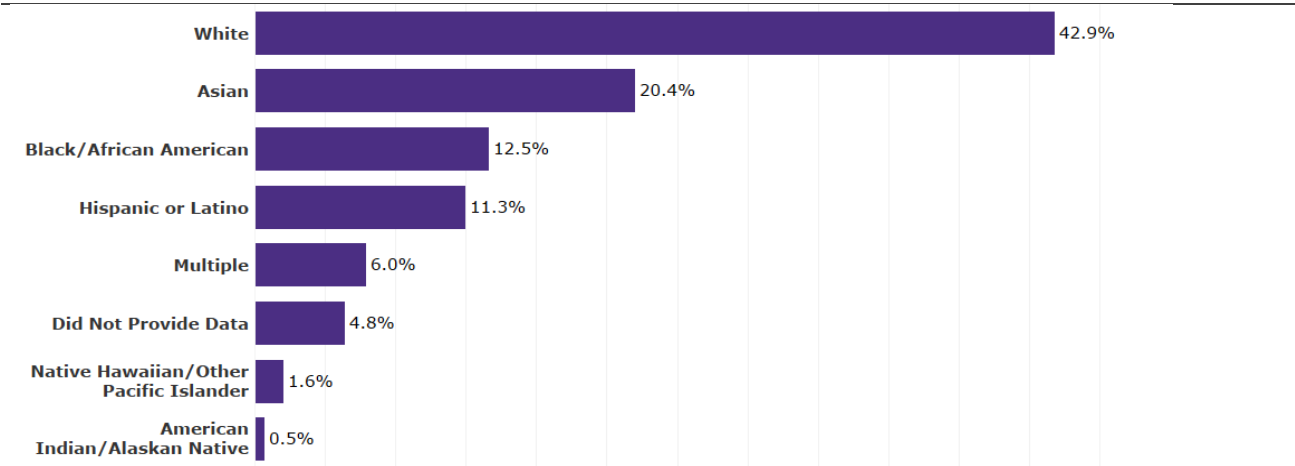| Group	%
White	42.9%
Asian	20.4%
Black/African American	12.5%
Hispanic or Latino	11.3%
Multiple	6.0%
Did Not Provide Data	4.8%
Native Hawaiian/Other Pacific Islander	1.6%
American Indian/Alaskan Native	0.5%

FIGURE 49. **NEW HIRES** ▶ **ALL LOCATIONS (JUL 2020 – JUN 2021)** ▶ **N = 1,864**

Group	%
White	44.4%
Asian	18.3%
Did Not Provide Data	10.1%
Black or African American	9.5%
Hispanic or Latino	7.9%
Multiple	5.5%
Declined to Disclose	2.4%
Native Hawaiian or Pacific Islander	1.4%
American Indian or Alaska Native	0.5%