



UW HUMAN RESOURCES

2022 UW STAFF DEMOGRAPHIC BASELINE REPORT



2022 UW Staff Demographic Baseline Report

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> 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 third annual baseline report, allowing us to begin to examine our progress and demographic shifts year over year. Over the course of several years, these reports will provide longitudinal data to help 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, 2022, and terminations, hires, applicants and candidates from July 2021 to June 2022.

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:

- ❑ “The University must increase efforts to recruit staff from backgrounds that are underrepresented in higher education, including staff who identify as Indigenous, Black, and People of Color.”
- ❑ “The University must increase efforts to retain diverse staff at all ranks and to support the success of diverse staff across the full arcs of their careers.”

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 pages](#)
- ❑ [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 contract classified, classified non-union and fixed term appointments)
- ❑ 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 regular, regular hourly or fixed duration employees along with some employees who were in temporary hourly appointments or other appointments with less than 50% FTE and were converted to regular, regular salaried or regular hourly appointments in 2022 (see data variability below). Some temporary/per diem employees are still not included in our data sets.

DATA SET #1 CURRENT EMPLOYEES (10/31/2022)

This data set represents a snapshot of Workday compensation and payroll data as of 10/31/2022 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.A NEW HIRES (FY22)

This data set represents all new hires who joined the University between 7/1/2021 and 6/30/2022 in regular appointments. 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; positions that are designated "Rehire Post-Workday" are also excluded.

Note: "Rehire Post-Workday" was included in the New Hires data set in both the 2020 and 2021 report based on the belief it represented employees returning to new positions after a break in service. However, further investigation has shown only around one-third of this population were returning to new positions at the University. It is now thought that many of these Rehires represent

cyclical or seasonal appointments. Additional investigation will need to occur for deeper understanding of this group's full impact on the New Hires population; however, omitting Rehire Post-Workday does not appear to have caused significant shifts to percentages or overall findings.

DATA SET #2.B INTERNAL MOVES (FY22)

New to the baseline report data but not new to the University, this population represents internal moves within the University for regular, nonpermanent and fixed duration appointments. Although "change job" has not been included in previous reports, this population represents a significant number of requisitions and hiring actions for the University with regards to employee movement, with important implications for both retention and career development. Including all employment types in this data set reflects the true scope of employment possibilities found at the University as well as the work performed in regard to requisitions and hiring actions.

DATA SET #3 TERMINATIONS (FY22)

This data set represents all termination activity for the identified population processed in Workday with an effective date between 7/1/2021 and 6/30/2022. 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 and are based on reason codes entered by the unit or department at the time of separation.

DATA SET #4 APPLICANTS & CANDIDATES (FY22)

This data set represents applicant and candidate data sourced from UWHIRES. Updates to Major Org Codes in Workday are not integrated back to UWHIRES, so there may be some instances (probably 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.

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.

As mentioned above, “Rehire Post-Workday” was included in the New Hires data set in both the 2020 and 2021 but is excluded in the 2022 report. Omitting this group does not appear to have caused significant shifts to percentages or overall findings.

The data in the previous two UW Staff Demographic Baseline Reports does not include some data that *is* included in this report.

- A change in Washington state law resulted in changes to temporary hourly employment; employees that were in temporary hourly appointments were converted to nonpermanent employment on August 1, 2022 (SEIU 1199, WFSE, classified non-union) or October 1, 2022 (SEIU 925, IBU, WSNA). Due to processing delays and other factors, a small number of temporary hourly workers converted to nonpermanent employment after the October 1, 2022, deadline retroactively.
- Due to excluding temporary/per diem employees in our data sets in the previous two reports, non-permanent appointments were excluded entirely from the numbers for classified staff and professional staff grades 5–7, 8–10 and 11–14 this year. In compliance with Washington state law, non-permanent employees were converted to one of two new employee types — non-Permanent Fixed Duration or Intermittent — or into regular positions in 2022. From what we can discern, conversions from temporary appointments to regular appointments represent less than 5% of the total employee population and had minimal impact on the overall numbers.

There will continue to be changes. Although a number of groups elected to unionize in 2022, when current employee data was captured on 10/31/2022 for the 2022 report, the actual change of appointments had not yet processed in Workday since the bargaining agreements were not finalized. Therefore, these employees continue to appear in professional staff categories in the 2022 report. In future reports, this population will continue to appear in Current Employees (Data Set #1) but as exempt and represented staff they will be counted as such and therefore will not appear in the breakdowns by grade. We expect this change will primarily impact counts for professional staff grades 5–7 and 8–10. As position types continue to evolve, we may reconsider how we group or reflect represented staff.

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 organization codes which represent the University’s organizational structure. The data sets are compiled at the major org level.

FIGURE 1. MAJOR ORGS 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 HUMAN RESOURCES

UW Staff Demographic Baseline Report

BREAKDOWNS & CHARTS



> VETERANS

Based on data available in Workday as of 10/31/22, 2.2% of University of Washington staff (N = 27,731) had responded that they hold a veteran status. Of those 2.2%, 77.5% were male and 22.5% were female.

During the reporting period of 7/1/21 – 6/30/22, 2.2% of the University's new hire population (N = 4,084) were veterans, as self-identified in UWHIRES.

During the reporting period of 7/1/21 – 6/30/22, 2.3% of the population of individuals who separated from the University (N = 8,780) 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 in 2021), and limited longitudinal data, we cannot yet reach any firm conclusion regarding veteran employment at the University year-over-year.

Looking at the percentage of new hires that self-identified as veterans for the period of 7/1/21 – 6/30/22 (2.2%) and 7/1/20 – 6/30/2021 (2.8%), this year's report shows a slight decrease in the new hires population compared with the previous year's report. However, the data also shows a slight decrease in the percentage of veterans terminated in the period of 7/1/21 – 6/30/22 (2.3%) compared with 7/1/20 – 6/30/21 (3.2%). The veteran internal move rate of 2.1% during the period of 7/1/21 – 6/30/22 compared with 1.7% for 7/1/20 – 6/30/21 shows that, although hiring for veterans may not have been stronger this year compared to last year, retention was slightly stronger.

Looking at termination reason codes, Veterans were terminated at a higher rate than the larger University population due to "COVID-19 vaccination requirement not met" (5.0% for veterans, 2.1% for non-veterans). However, there was a decrease in other involuntary terminations for veterans, from 17.6% for FY21 to 10.0% for FY22. The largest shift in voluntary termination reasons reported by veterans was better job opportunities: 17.0% in last year's report and 24.4% in this year's report. Looking at this year's data, better job opportunities as a termination reason is decidedly higher with veterans than in the general University population (19.3%). 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 should be better able to gauge hiring and retention practices with regard to veterans as we have more data to work with in the future.

DATA SETS #1, 2, & 3

Veteran status breakdowns

FIGURE 3. CURRENT STAFF

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 27,731

Veteran Response Breakdown	
Veteran	2.2%
Non-Veteran	68.9%
Did not provide data	28.9%

FIGURE 4. TERMINATED STAFF

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 8,780

Veteran Response Breakdown	
Veteran	2.3%
Non-Veteran	57.6%
Did not provide data	40.1%

FIGURE 5. STAFF NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,084

Veteran Response Breakdown	
Veteran	2.2%
Non-Veteran	41.5%
Did not provide data	56.4%

FIGURE 6. INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,270

Veteran Response Breakdown	
Veteran	2.1%
Non-Veteran	64.4%
Did not provide data	33.5%

> DISABILITY STATUS

STAFF RESPONSE TO DISABILITY QUESTIONS

The high response rates of “declined to disclose” and “did not provide data” for the current and terminated staff populations makes it difficult to compare responses year over year.

These ambiguities notwithstanding, this year’s report shows an increase in employees self-identifying as having a disability: 5.7% of current employees as of 10/31/2022, compared with 3.6% of current employees as of 10/31/2021. 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. In addition, reporting on disability status from current employees increased from 40.9% in 2021 to 49.1% in 2022. While some of that increase is due to the new hires who are represented in the current employee data set, there was still an increase in reporting from current employees who are not new hires.

Female employees reported having a disability status at a higher rate than male employees (6.3% and 4.5% respectively), but some of this difference may be attributable to a slightly higher rate of non-reporting from males than females (52.5% of males did not provide data compared to 50.1% of females).

This overall rise in self-reporting may be in part due to increased messaging around the importance of designating a status that has been communicated through the Office of Equal Opportunity and Affirmative Action ([EOAA](#)) as well as through meetings with organizational leaders and UWHR regarding demographic baseline data.

In addition, UW Human Resources has made an effort throughout COVID-19 to utilize inclusive practices in the workplace through COVID-related communications and presentations developed by WorkLife and Environmental Health & Safety in conjunction with other campus partners. Beyond that, however, the full impact that COVID-19 and COVID-19-related policies have had on these reporting numbers, if any, is unclear without more robust data collection.

This year’s report shows 8.1% of terminations indicated they have a disability; for FY21, that number was 5.9%. This increase may be due in part to a larger percentage of employees reporting their status this year than in previous years (69.2% in FY22 vs 61.4% in FY21). We will continue to follow the data for possible trends and the addition of longitudinal data over the next few years may help us determine what’s behind the shifts.

OBSERVATIONS

The numbers reflect an increase in response rate for disability status for both current employees and the newly hired staff population for the second year in a row. Over the past two years, there has been more information sent to employees and, as mentioned above, UWHR has also made an increased effort in to encourage employee reporting.

Even with apparent advances in self-disclosure and reporting, 50.9% of current employees did not provide data regarding their disability status. This may indicate that we need to consider increased efforts to inform staff of the ways the University protects the privacy of their personal data and encourage current staff to update their personal information in Workday (the Integrated Service Center (ISC) webpage contains instructions for staff on how to [update their personal information](#) in Workday.

The prevalence estimate of disability status for Washington state (all races, ages, genders, and education levels) is 12.7% based on recent [American Community Survey estimates](#). This is much higher than the percentage of employees at the University that identified as having a status that qualifies for disability (5.7%).

The high rate of employees that decline to provide disability data may be due to a number of reasons, including a lack of perceived benefit to disclosure, a fear of discrimination or retaliation, or a lack of awareness around what constitutes a disability and how to report a change in status if one occurs. There is also the possibility that University employees simply have a lower disability rate than the general population within Washington State, although given the size and geographical diversity of University employees that seems an unlikely explanation.

Two [strategies](#) recommended by the Washington State Office of Financial Management may also help reduce under-reporting at the UW: review employees who have received a reasonable accommodation and re-survey existing employees.

The University plans to begin sending out annual reminders to check or update disability status.

DATA SETS #1, 2, & 3

Disability status breakdowns

FIGURE 7. CURRENT STAFF

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 27,731

Disability Response Breakdown	
Yes, I have disability	5.7%
No, I do not have disability	39.7%
Did not provide data	50.9%
Declined to disclose	3.7%

FIGURE 8. TERMINATED STAFF

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 8,780

Disability Response Breakdown	
Yes, I have disability	8.1%
No, I do not have disability	55.0%
Did not provide data	30.8%
Declined to disclose	6.1%

FIGURE 9. STAFF NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,084

Disability Response Breakdown	
Yes, I have disability	16.0%
No, I do not have disability	74.6%
Did not provide data	1.1%
Declined to disclose	8.4%

FIGURE 10. INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,270

Disability Response Breakdown	
Yes, I have disability	6.5%
No, I do not have disability	51.6%
Did not provide data	37.3%
Declined to disclose	4.6%

> RACE & ETHNICITY

RACE & ETHNICITY ACROSS DATA SETS

The race and ethnicity data sets provide a snapshot of the UW staff workforce as of 10/31/22 and a one-year period of new hires and terminations between July 2021 and June 2022. Compared with recent American Community Survey data from the U.S. Census Bureau, the UW is more diverse than Seattle and is slightly more diverse than the overall region.

In this year's report, both new hires and terminations were very similar in reported racial and ethnic composition. Of the 4,084 staff new hires during the one-year reporting period, 41.2% were BIPOC, and of the 8,780 terminated during the same one-year period, 40.3% were BIPOC. Looking back, in 2020 we reported 38.0% BIPOC hires and 31.6% BIPOC terminations, and in 2021 we reported 40.7% BIPOC hires and 37.4% BIPOC terminations.

If this pattern continues, with similar or increasing percentages of BIPOC hires compared to BIPOC terminations, we are likely to maintain our current workforce diversity or see an increasingly diverse workforce over time. However, as detailed below, BIPOC representation is still lacking at higher grades.

RACE & ETHNICITY LOGIC WITHIN DATA SETS

Applicants to the UW 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 and 2021 baseline reports.
- Overall, 52.1% of the UW staff workforce is white, compared with 74.6% of professional staff in grades 11–14, 65.1% of professional staff in grades 8–10, 56.0% of professional staff in grades 5–7, and 43.5% of classified staff across all locations. (Given that classified staff make up 56.3% of the overall staff workforce at the UW, classified staff numbers greatly impact overall numbers.)

SOME GAINS, SOME LOSSES

While it may appear that the population of professional staff grades 11–14 became slightly more diverse between last year's and this year's reports, the demographic change may be at least in part due to a slightly higher reporting rate in 2022 data than with the same population in 2021.

Retention and hiring both affect BIPOC representation. During the July 2021 to June 2022 reporting period, 40.3% of terminations were BIPOC staff and 41.2% of new hires were BIPOC, resulting in slight gains in BIPOC representation and slightly increasing the diversity of our workforce. During this reporting period, 43.4% of employees who moved within the University identified as BIPOC; that, coupled with the slight gains in other areas and an overall increase in BIPOC staff over the past few years (10,205 in the 2020 report and 11,191 in this year's report), are positive indicators of retention.

Professional staff grades 11–14 continue to suffer from a lack of BIPOC representation. From July 2021 to June 2022, for professional staff grades 11–14, 20.2% of staff terminated were BIPOC while 37.3% of new hires were BIPOC. While those numbers may appear favorable, the University hired half as many employees into grades 11–14 than were terminated this year, resulting in a net loss of BIPOC representation.

The largest group of professional staff at the University can be found with professional staff grades 8–10. Of the 544 new employees hired during the July 2021 to June 2022 period, 34.9% identified as BIPOC; of the 1,302 employees terminated, 30.3% identified as BIPOC. Of the 792 internal moves for this group of employees at the University, 31.9% identified as BIPOC.

At professional staff grades 5–7, the percentage of BIPOC staff leaving UW was similar to the percentage of BIPOC staff hired during the same one-year period. However, this was mixed across different groups. For instance, similar to previous years' data, the percentage of Asian employees hired was again lower than those terminated (14.9% compared with 18.5%) and the percentage of Black or African American employees hired was again higher than those terminated (5.8% compared with 4.3%).

Comparing termination reasons among different BIPOC groups in grades 5–7, the differences are mostly marginal, with some exceptions. Overall, 21.5% gave better job opportunities as their termination reason. A larger percentage of Asian employees (23.9%) specified better job opportunities as their termination reason, while a smaller percentage of Black or African American employees (16.0%) specified better job opportunities.

Looking at different BIPOC groups in classified staff and professional staff grades 8–10 and 11–14, there were no significant or notable differences in regard to termination reasons.

Race & ethnicity breakdowns

FIGURE 11. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 27,731

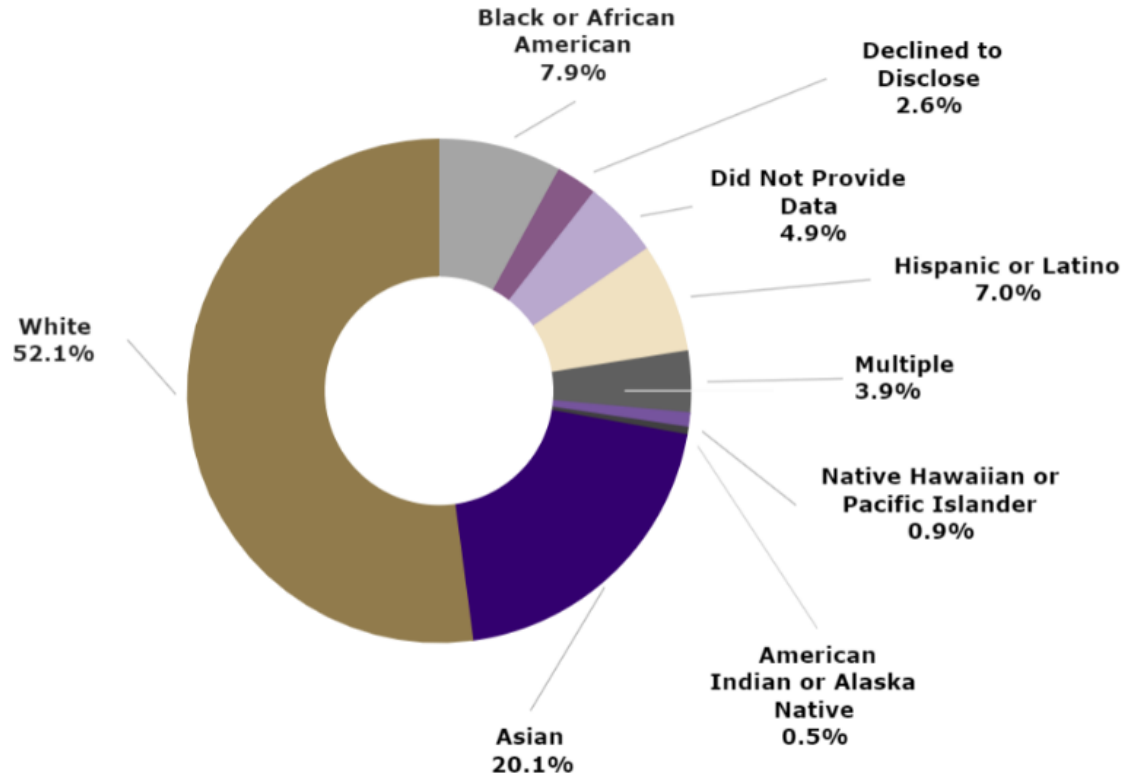


FIGURE 12. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 8,780

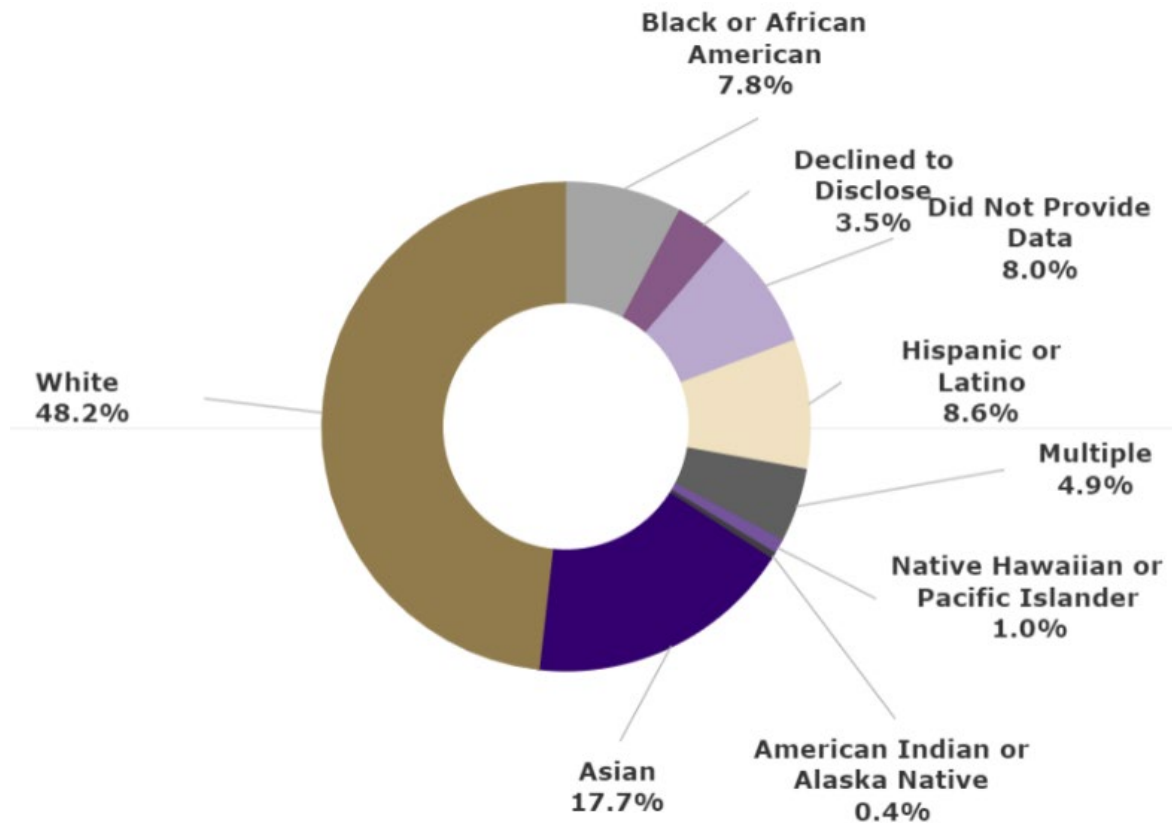


FIGURE 13. NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,084

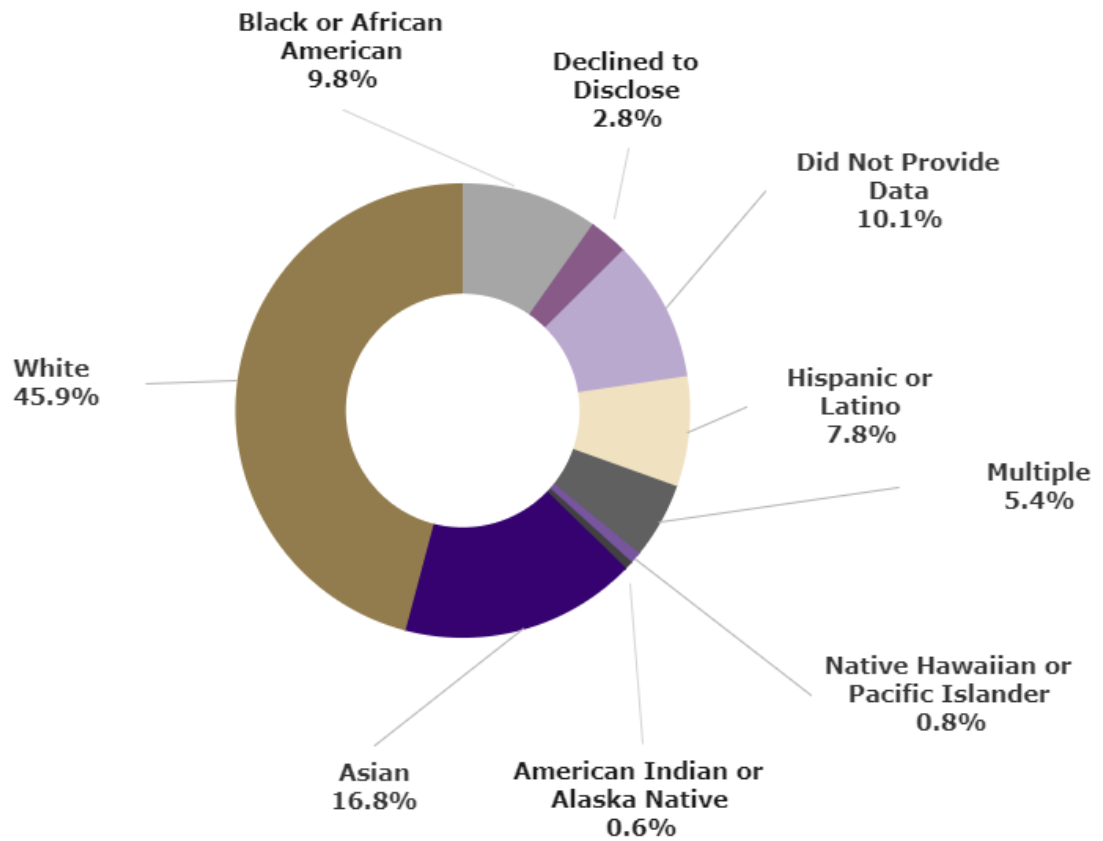
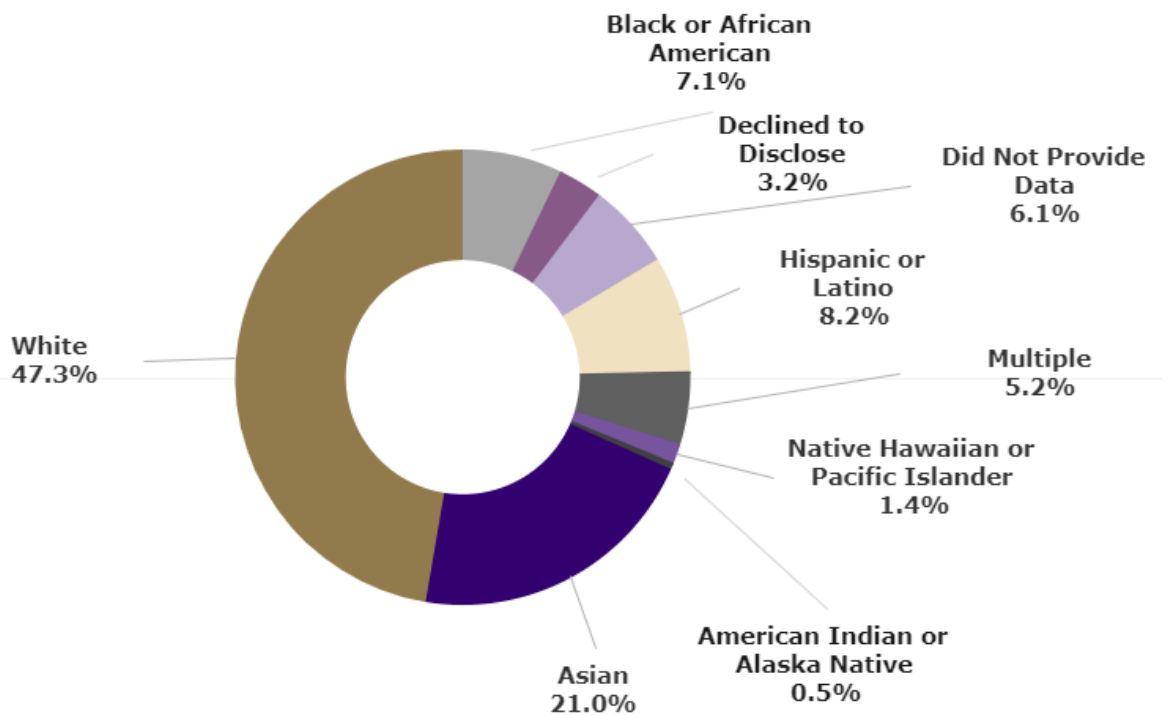


FIGURE 14. INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,270



DATA SET #1

FIGURE 15. STAFF RACE & ETHNICITY BREAKDOWN BY LOCATION

— CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 10/31/22) ► N = 27,731

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	1.4%	49.6%	1.2%	47.8%	100.0%

Race and Ethnicity Breakdown

	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	1.0%	0.5%	0.3%	0.4%
Asian	11.7%	17.2%	8.8%	23.6%
Black or African American	7.8%	5.6%	5.8%	10.5%
Declined to Disclose	4.2%	3.1%	3.0%	2.0%
Did Not Provide Data	2.9%	3.5%	3.6%	6.5%
Hispanic or Latino	11.5%	7.0%	11.8%	6.8%
Multiple	5.5%	4.2%	5.8%	3.6%
Native Hawaiian or Pacific Islander	0.3%	0.5%	1.2%	1.4%
White	55.2%	58.5%	59.7%	45.2%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns – Professional staff grades 11–14

FIGURE 16. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 1,261

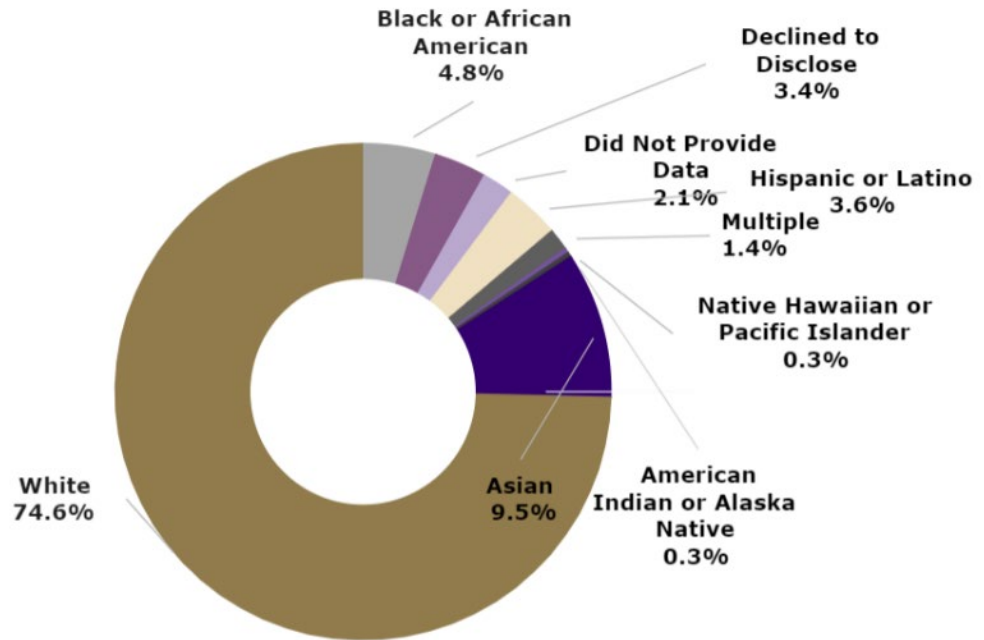


FIGURE 17. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 153

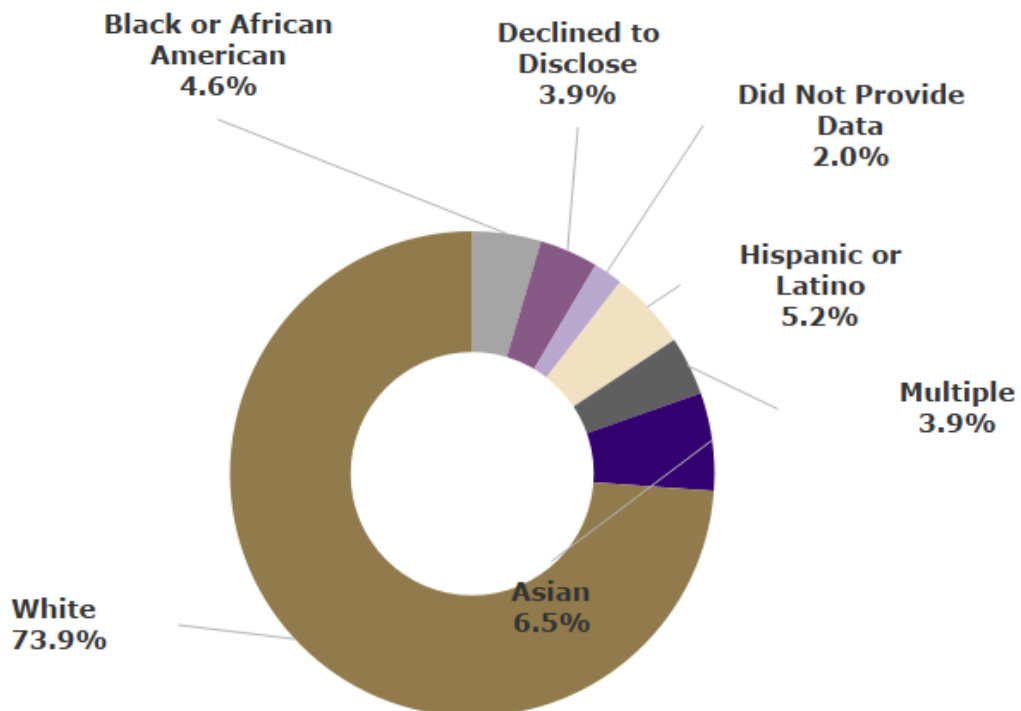


FIGURE 18. NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 75

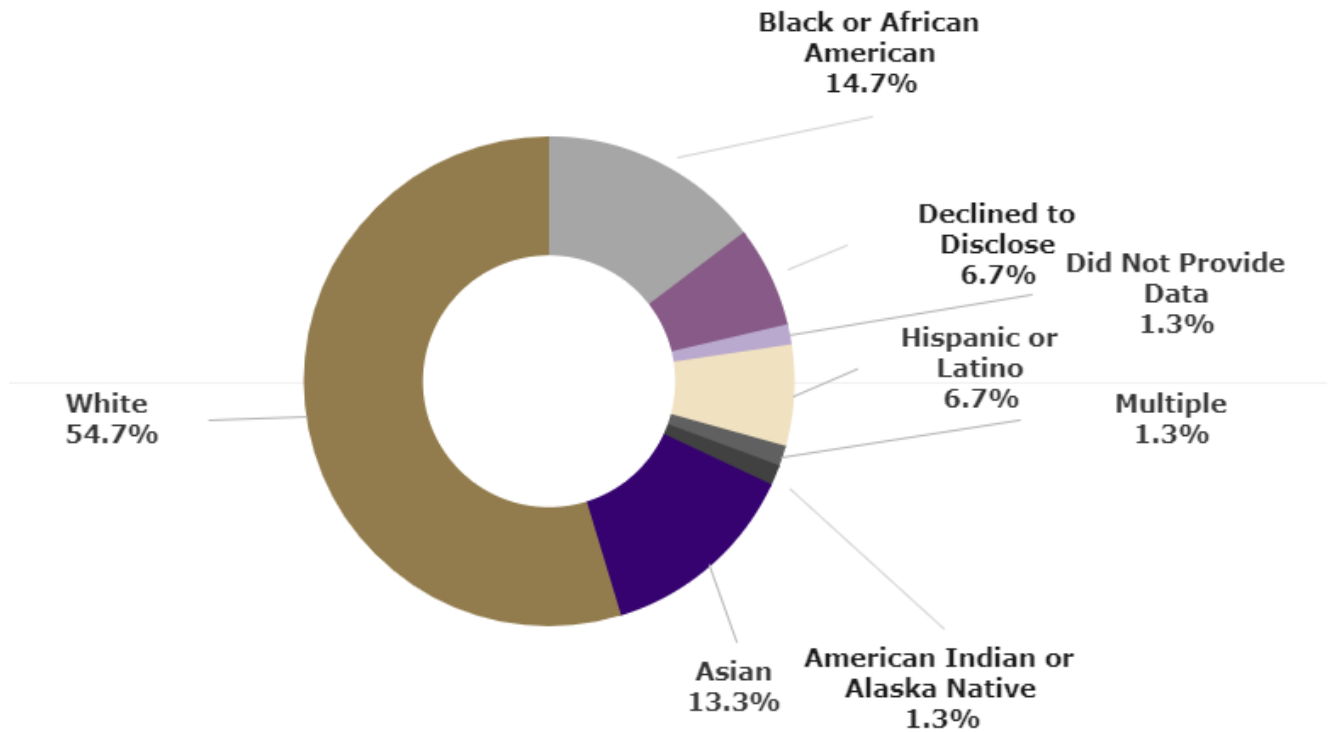


FIGURE 19. INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 69

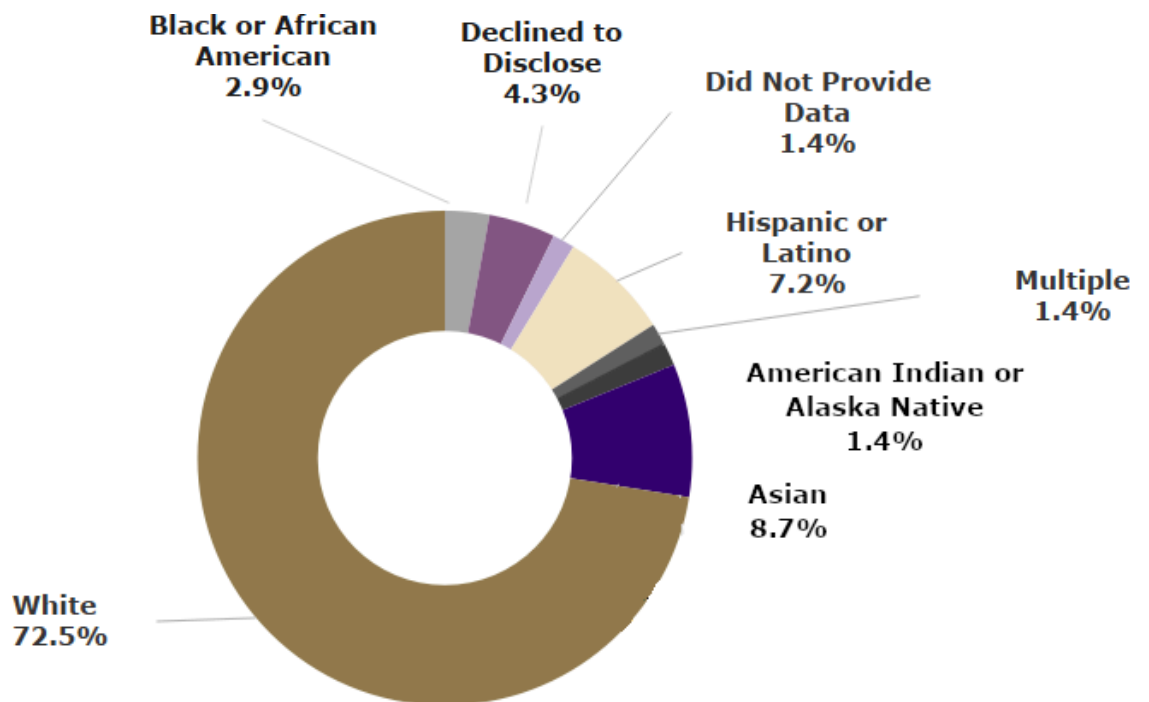


FIGURE 20. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 11-14

► ALL LOCATIONS (AS OF 10/31/22) ► N = 1,261

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	1.0%	72.2%	0.9%	26.0%	100.0%

Race and Ethnicity Breakdown

	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	0.0%	0.3%	0.0%	0.3%
Asian	0.0%	8.8%	9.1%	11.9%
Black or African American	16.7%	4.3%	18.2%	5.2%
Declined to Disclose	0.0%	3.8%	9.1%	2.1%
Did Not Provide Data	8.3%	1.3%	9.1%	3.7%
Hispanic or Latino	8.3%	3.5%	0.0%	3.7%
Multiple	0.0%	1.2%	9.1%	1.8%
Native Hawaiian or Pacific Islander	0.0%	0.4%	0.0%	0.0%
White	66.7%	76.3%	45.5%	71.3%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns – Professional staff grades 8–10

FIGURE 21. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 6,893

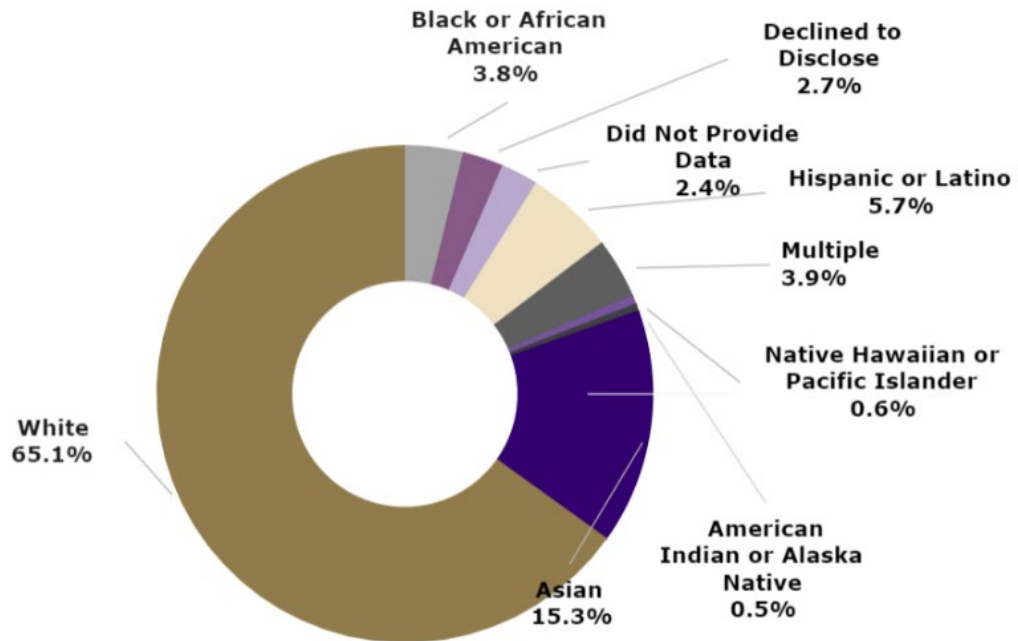


FIGURE 22. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 1,302

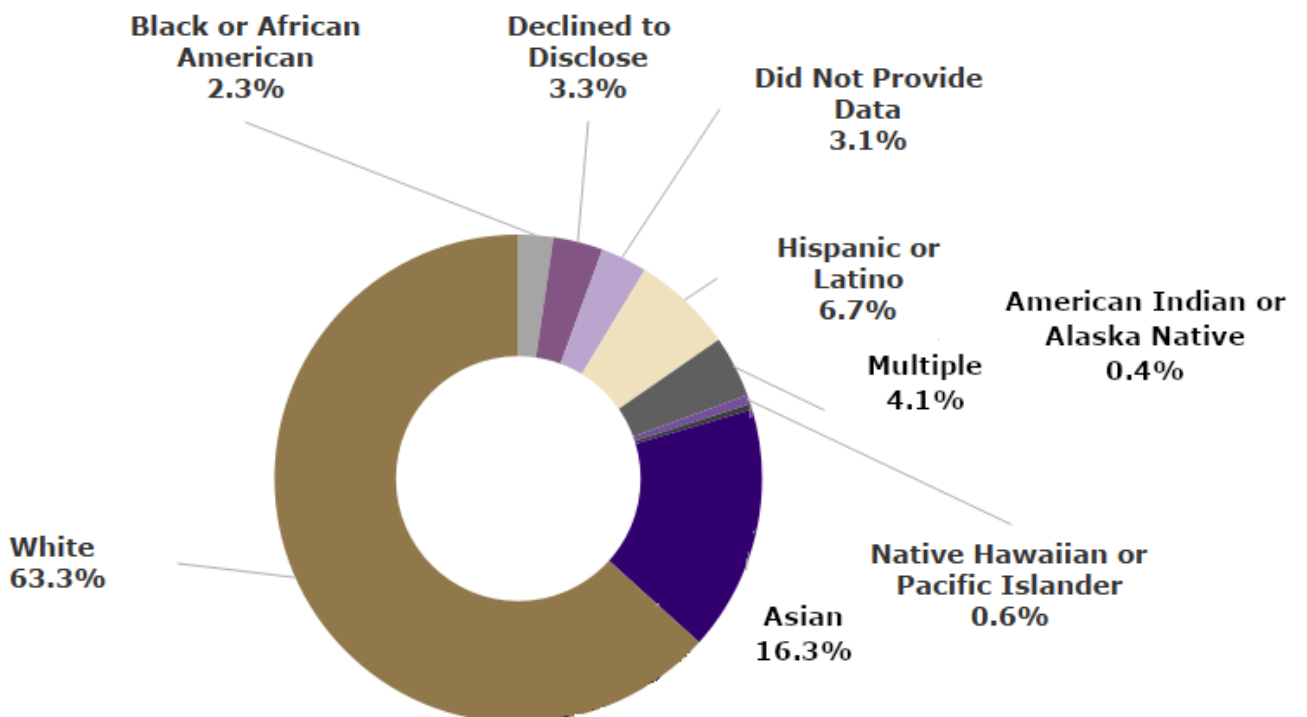


FIGURE 23. NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 544

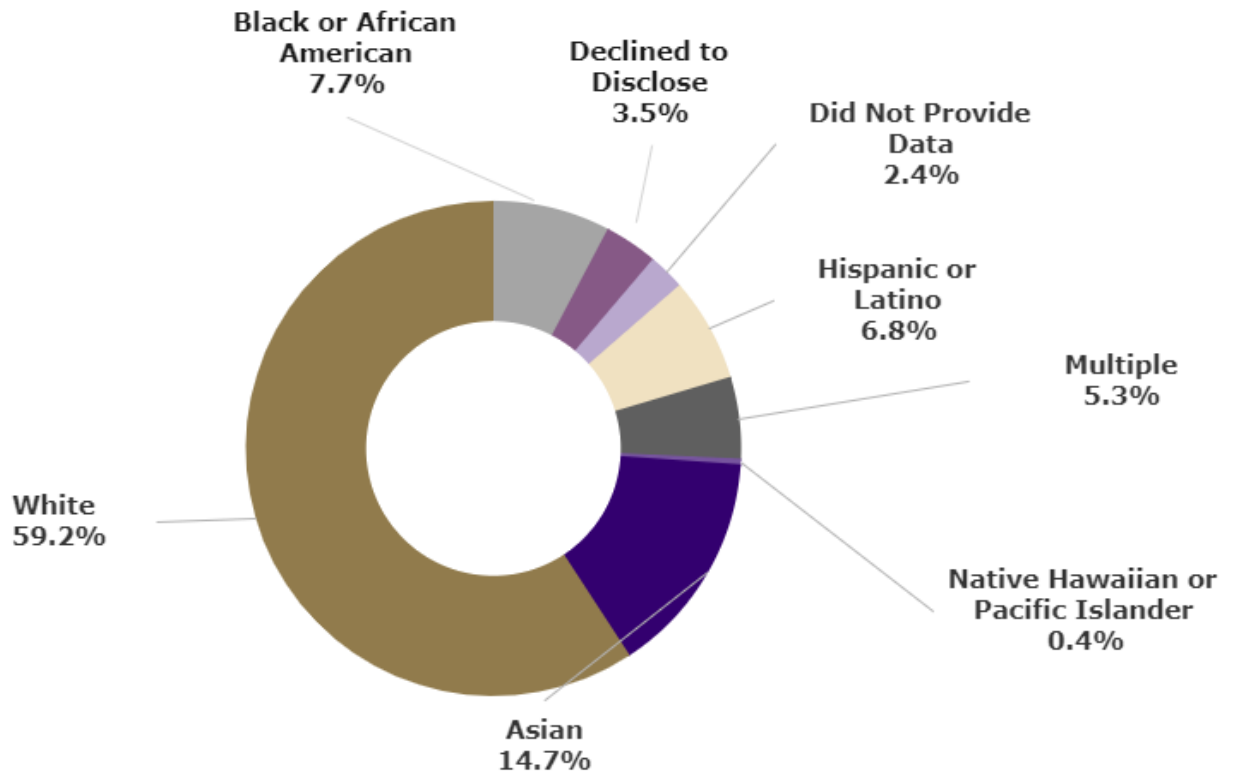


FIGURE 24. INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 792

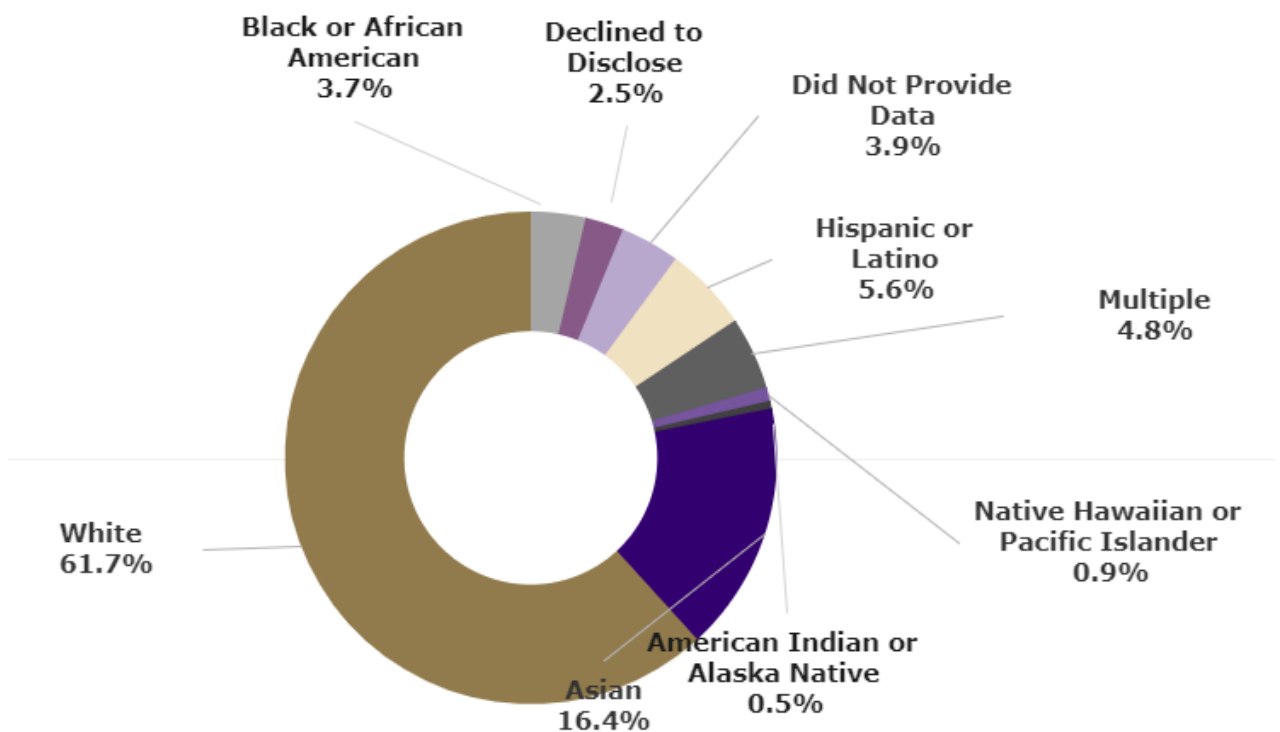


FIGURE 25. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 8-10

► ALL LOCATIONS (AS OF 10/31/22) ► N = 6,893

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	1.7%	76.6%	1.5%	20.2%	100.0%

Race and Ethnicity Breakdown

	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	2.5%	0.5%	1.0%	0.3%
Asian	9.2%	14.9%	9.7%	17.8%
Black or African American	5.9%	3.6%	2.9%	4.7%
Declined to Disclose	2.5%	2.7%	2.9%	2.6%
Did Not Provide Data	2.5%	2.5%	2.9%	2.3%
Hispanic or Latino	10.9%	5.6%	8.7%	5.3%
Multiple	5.0%	3.7%	3.9%	4.5%
Native Hawaiian or Pacific Islander	0.0%	0.5%	1.0%	0.9%
White	61.3%	66.0%	67.0%	61.6%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns – Professional staff grades 5–7

FIGURE 26. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 2,972

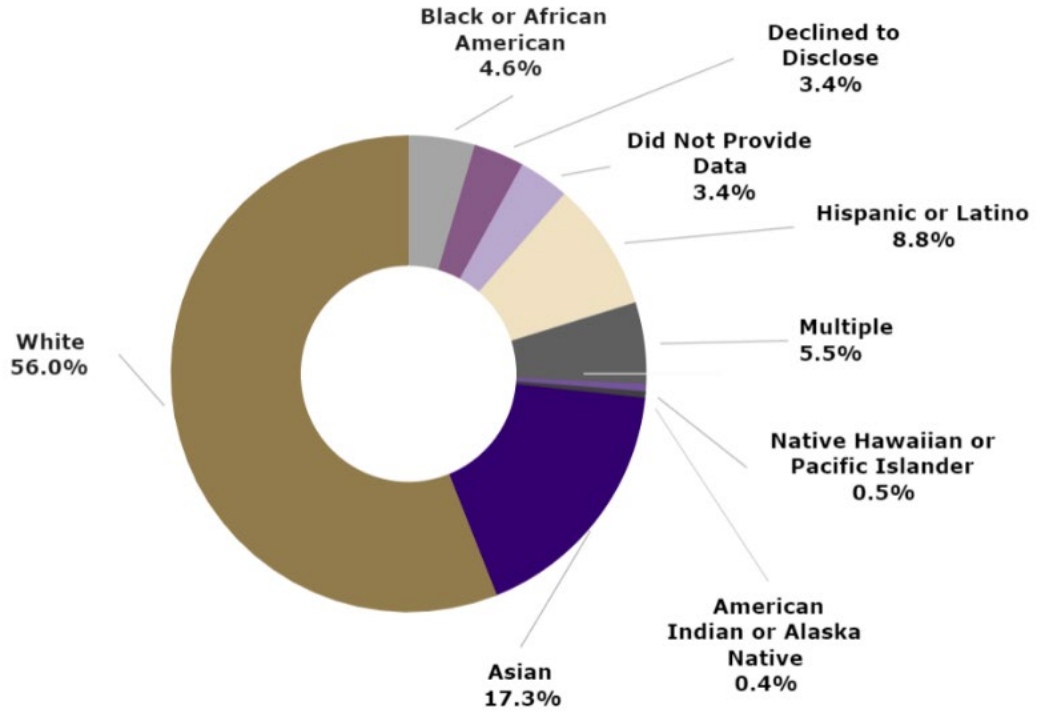


FIGURE 27. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 1,152

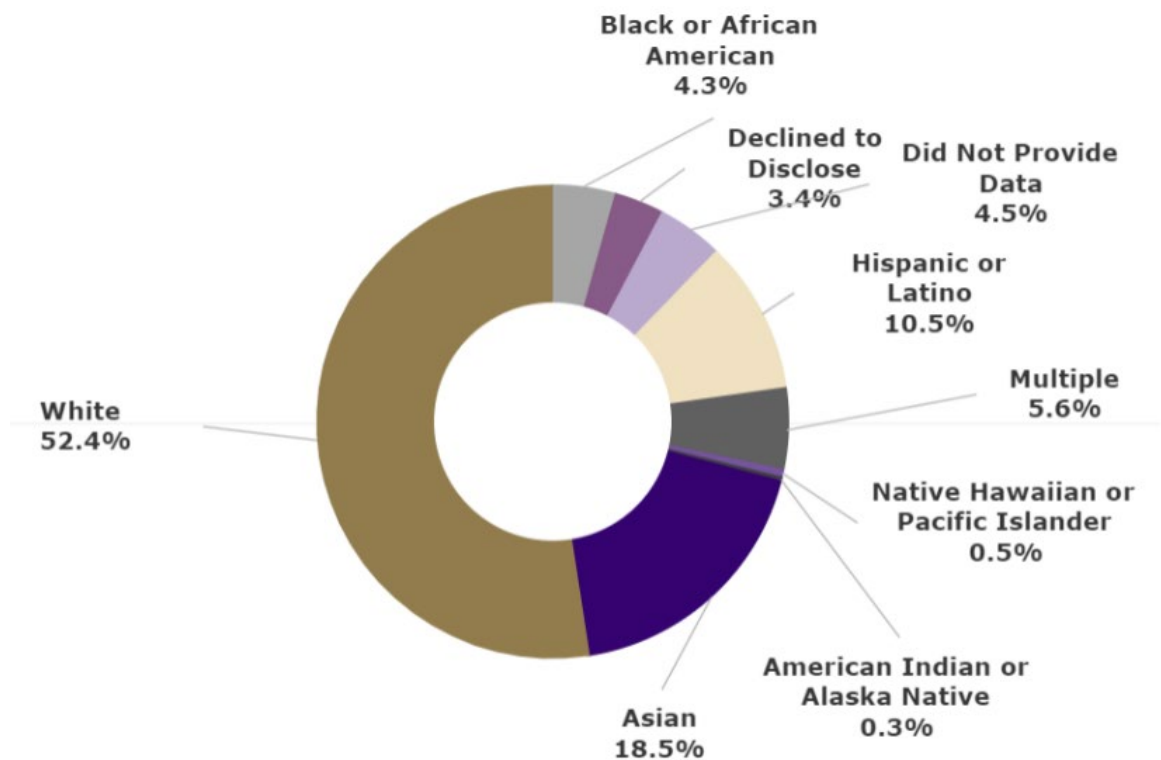


FIGURE 28. NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 456

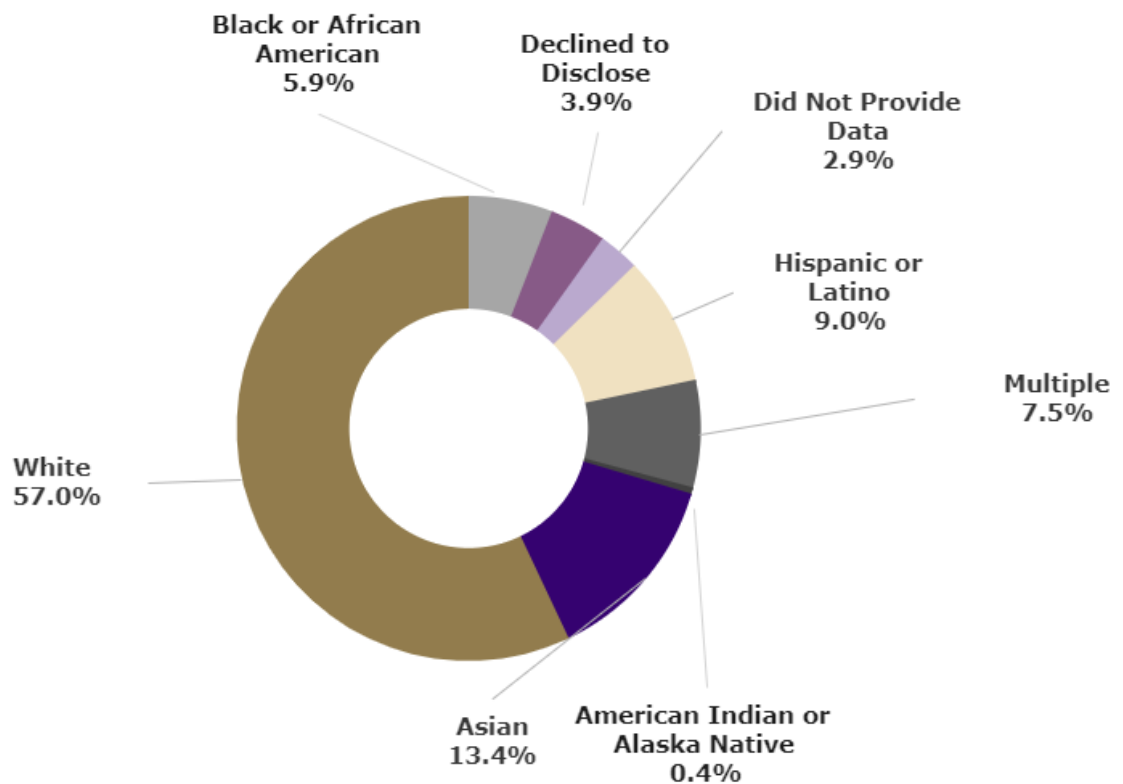


FIGURE 29. INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 581

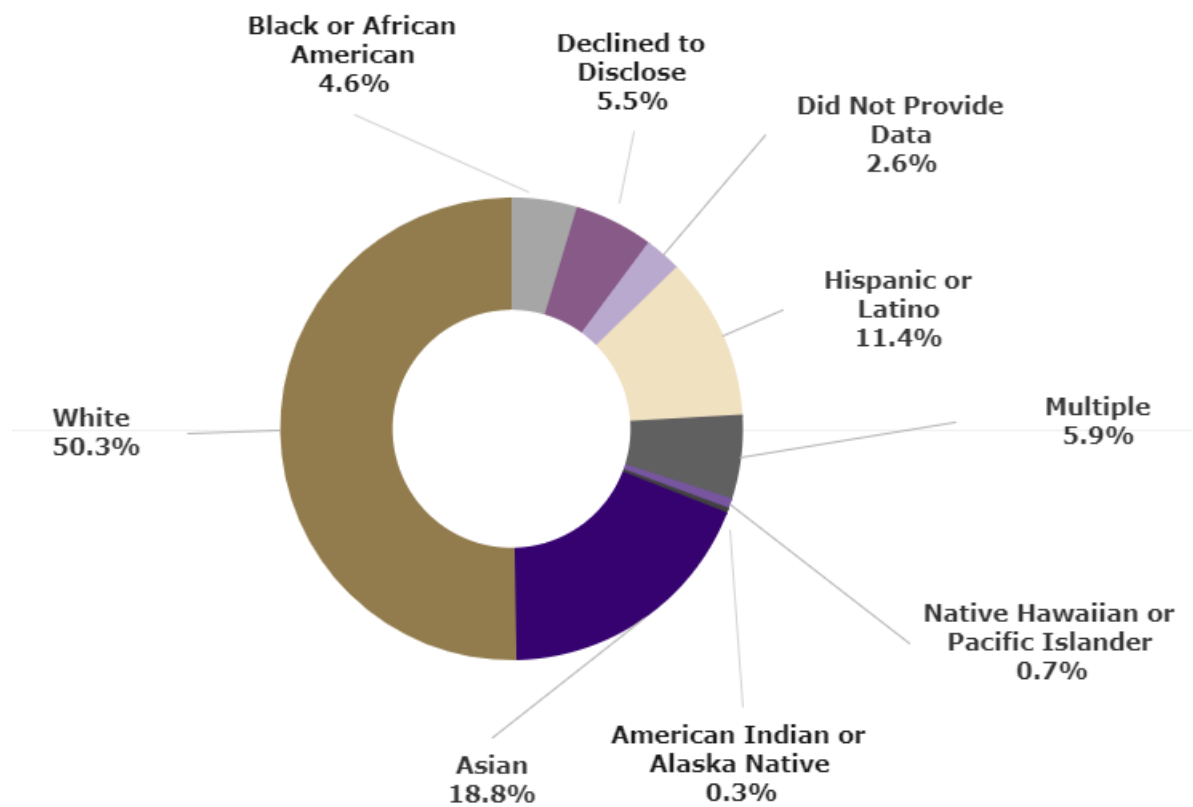


FIGURE 30. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 5-7

► ALL LOCATIONS (AS OF 10/31/22) ► N = 2,972

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	2.8%	89.8%	2.7%	4.7%	100.0%

Race and Ethnicity Breakdown

	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	0.0%	0.4%	0.0%	1.4%
Asian	14.6%	17.8%	7.5%	16.4%
Black or African American	4.9%	4.3%	2.5%	10.7%
Declined to Disclose	2.4%	3.6%	2.5%	2.1%
Did Not Provide Data	1.2%	3.5%	3.8%	2.9%
Hispanic or Latino	15.9%	8.7%	15.0%	2.9%
Multiple	7.3%	5.4%	7.5%	6.4%
Native Hawaiian or Pacific Islander	0.0%	0.4%	1.3%	1.4%
White	53.7%	56.0%	60.0%	55.7%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns – Classified staff

FIGURE 31. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 15,605

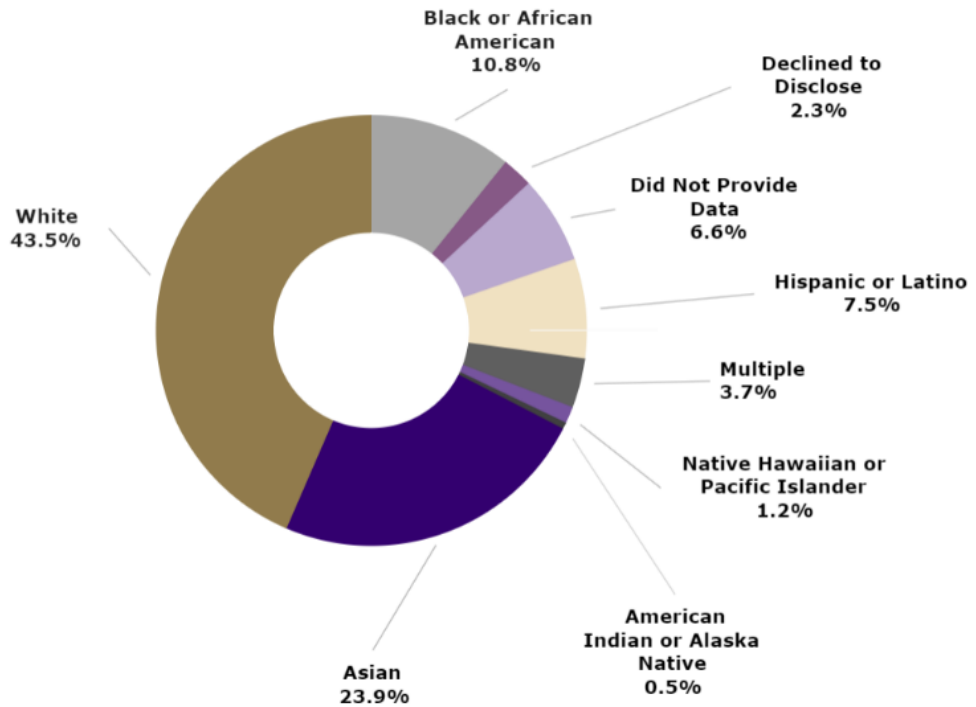


FIGURE 32. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 5,353

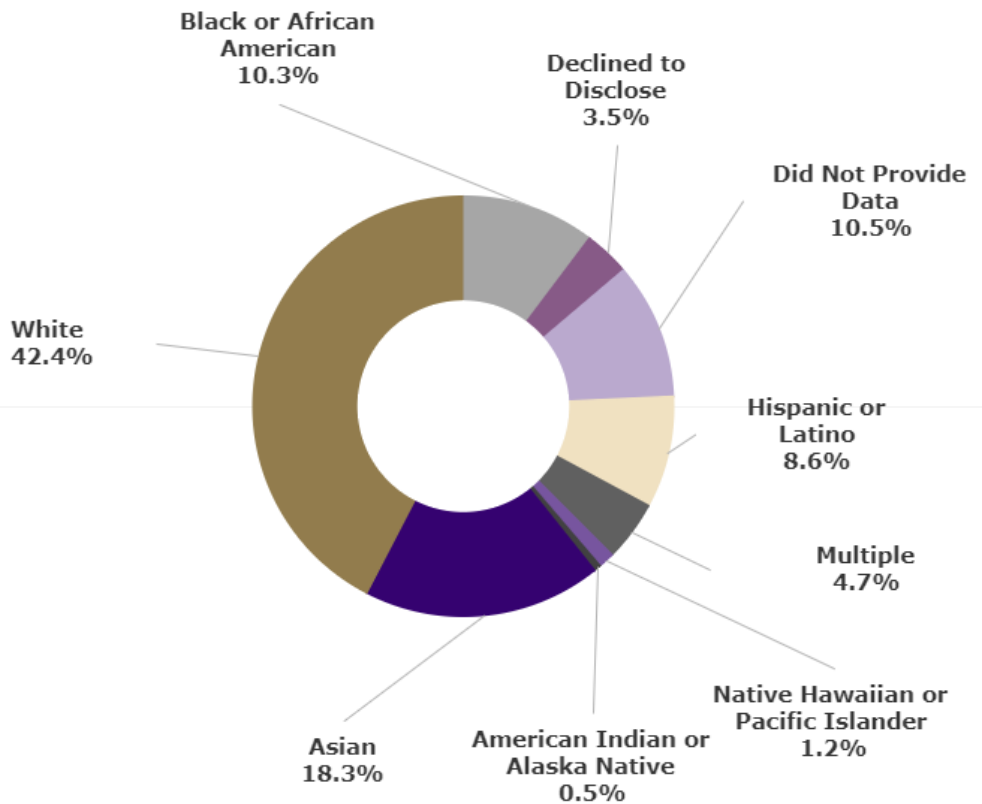


FIGURE 33. NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 2,715

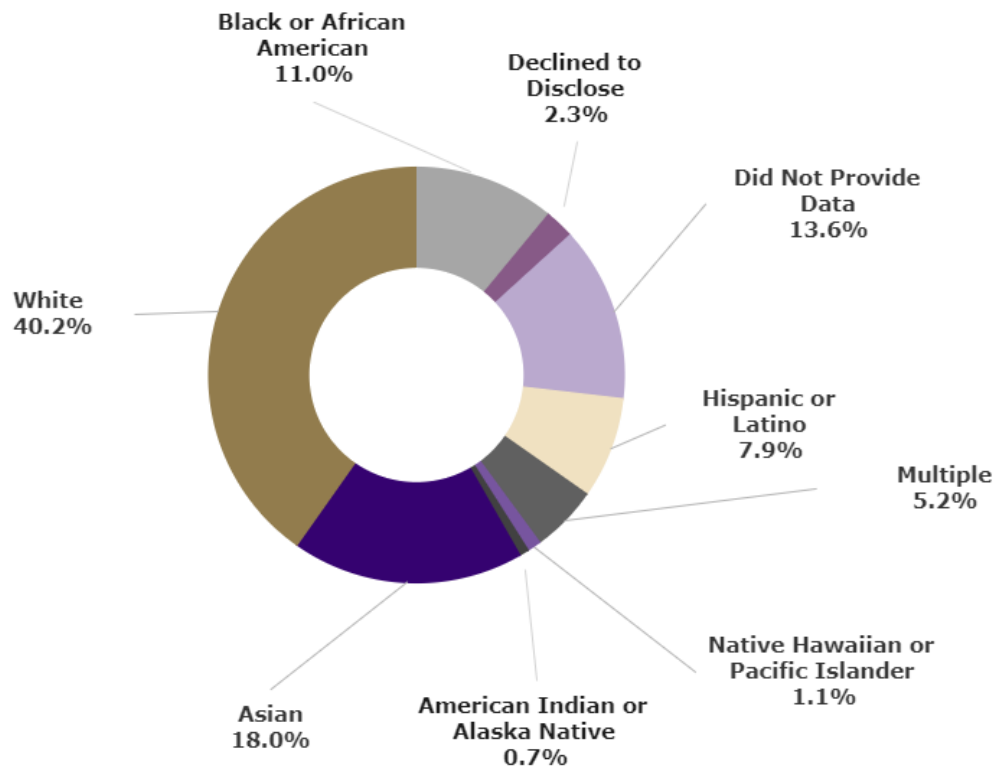


FIGURE 34. INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 2,554

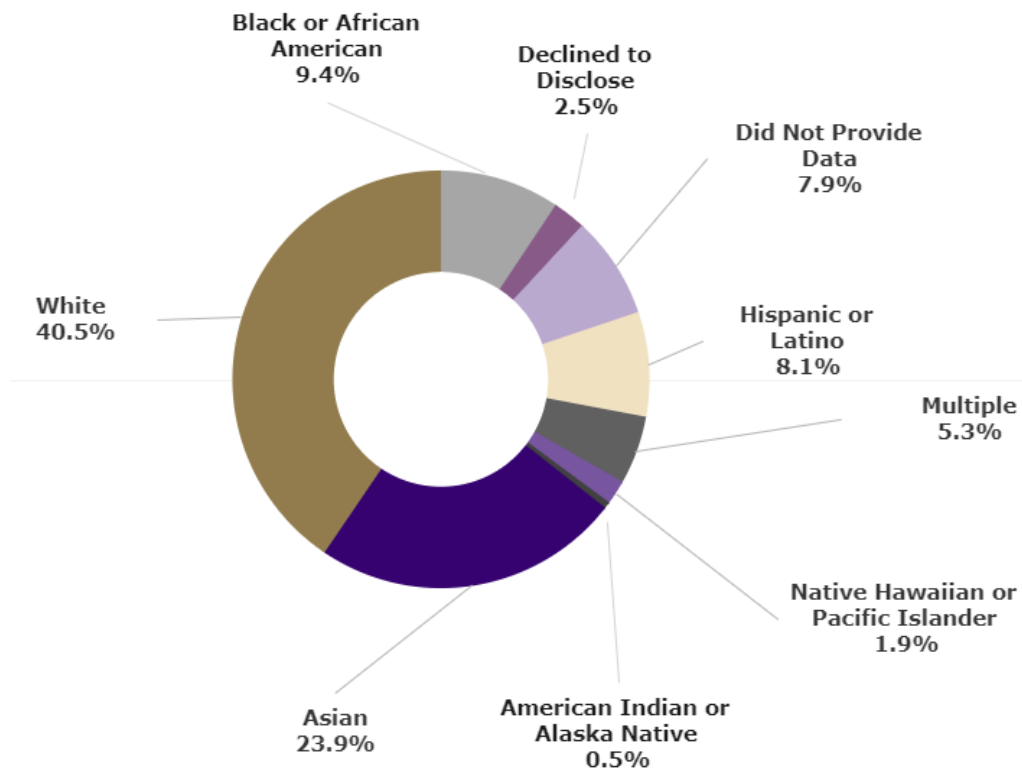


FIGURE 35. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— CLASSIFIED STAFF

► ALL LOCATIONS (AS OF 10/31/22) ► N = 15,605

Locations	Bothell	Seattle	Tacoma	UW Medicine	TOTAL
% Overall represented by location	1.0%	25.5%	0.8%	72.7%	100.0%

Race and Ethnicity Breakdown

	Bothell	Seattle	Tacoma	UW Medicine
American Indian or Alaska Native	0.7%	0.7%	0.0%	0.4%
Asian	13.4%	22.3%	9.4%	24.8%
Black or African American	10.7%	9.2%	9.4%	11.3%
Declined to Disclose	6.7%	3.1%	3.1%	2.0%
Did Not Provide Data	3.4%	5.3%	3.9%	7.1%
Hispanic or Latino	10.1%	8.2%	13.3%	7.1%
Multiple	4.7%	4.2%	5.5%	3.5%
Native Hawaiian or Pacific Islander	0.7%	0.7%	1.6%	1.5%
White	49.7%	46.4%	53.9%	42.3%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

> SEX

Historically, the University has collected information on employees' sex for healthcare reasons and due to federal reporting requirements, and for these purposes only binary male and female options have been included. Our overall current staff population (N = 27,731) is more female than male (66.6% vs. 33.4%). Our hires and terminations reflect similar splits. Having nearly double the number of female staff, compared with male, is consistent across race and ethnicity.

Data for the Seattle campus shows that the gender split is not consistent among all groupings of staff. professional staff grades 5–7 and grades 8–10 are 70.6% female and 61.6% female respectively while professional staff grades 11–14 are only 50.3% female. Classified staff are 58.6% female. Among BIPOC employees, representation is even more unbalanced with 74.2% of BIPOC employees in professional staff grades 5–7 identifying as female and 62.9% of Classified BIPOC employees identifying as female.

For UW Medicine, professional staff grades 5–7 and grades 8–10 are 80.0% and 62.7% female, respectively, while professional staff grades 11–14 are 57.6% female. classified staff are 73.7% female. It is worth noting that much of this difference in representation for female and male populations among classified staff at UW Medicine may be due to the nature of many of the jobs within this employment group. Positions in this category such as registered nurses, social workers, patient care coordinators, and patient care specialists have historically had much higher rates of female employment than male which may be why the numbers skew higher to female. As for the apparently high percentage of female staff within professional staff grades 5–7, this population is less than 150 people and, therefore, does not represent a large portion of the workforce at UW Medicine.

When looking at the percentages for the Bothell and Tacoma campuses, the overall numbers are small and therefore don't provide a beneficial picture of how those who identify as male or female are split within job groups.

Sex breakdowns

DATA SET #1

FIGURE 36. STAFF SEX BREAKDOWN BY POSITION

LOCATION AND STAFF TYPE

▶ ALL LOCATIONS (AS OF 10/31/22) ▶ N = 27,731

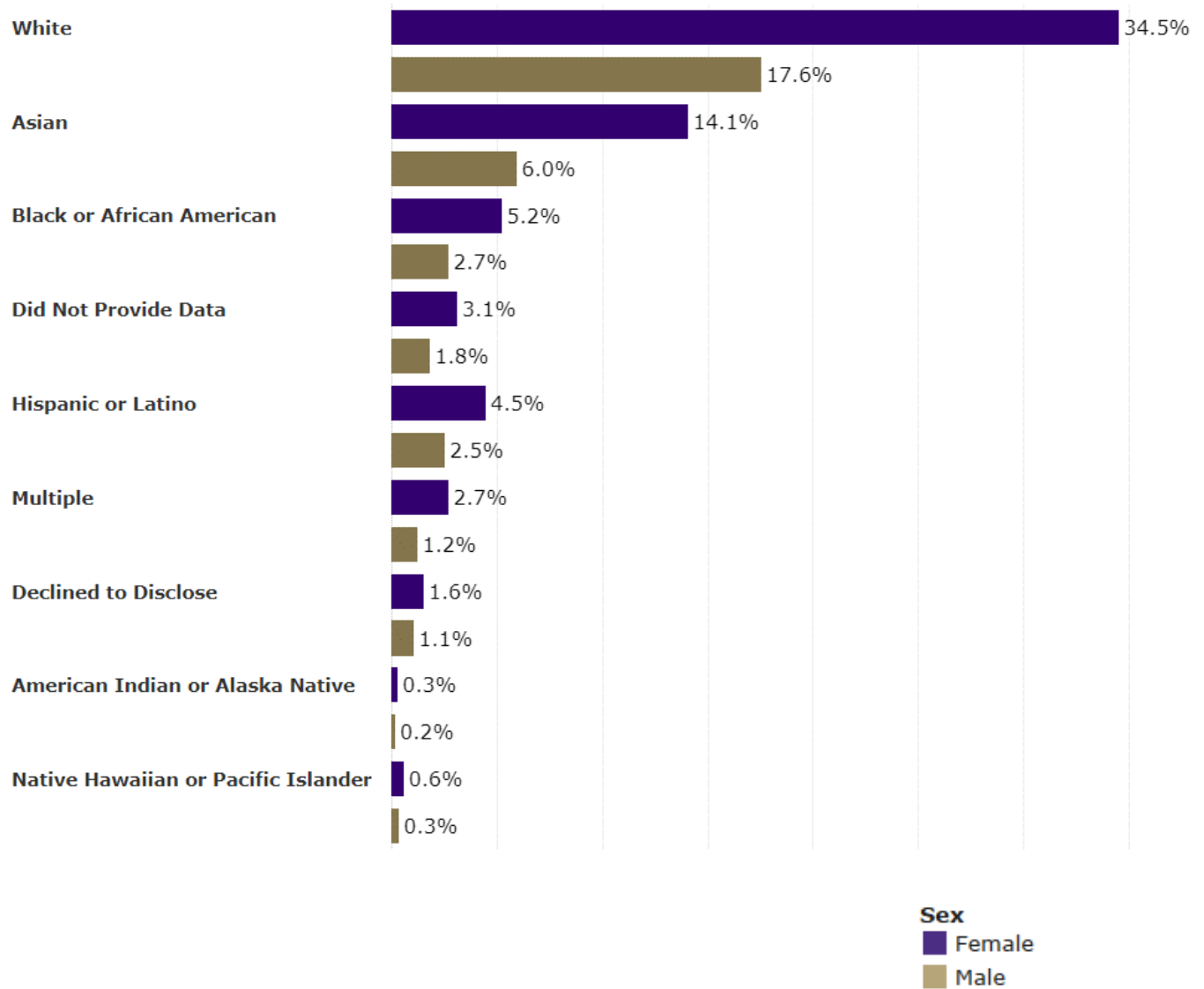
		Female	Male
Bothell	ProStaff Grade 11-14	1.9%	1.4%
	ProStaff Grade 8-10	20.4%	12.4%
	ProStaff Grade 5-7	17.7%	5.0%
	Classified Staff	23.2%	18.0%
	Total	63.3%	36.7%
Seattle	ProStaff Grade 11-14	3.6%	3.5%
	ProStaff Grade 8-10	25.3%	15.8%
	ProStaff Grade 5-7	14.7%	6.1%
	Classified Staff	18.2%	12.8%
	Total	61.8%	38.2%
Tacoma	ProStaff Grade 11-14	1.6%	1.9%
	ProStaff Grade 8-10	17.4%	14.6%
	ProStaff Grade 5-7	16.8%	8.1%
	Classified Staff	21.7%	18.0%
	Total	57.5%	42.5%
UW Medicine	ProStaff Grade 11-14	1.4%	1.1%
	ProStaff Grade 8-10	6.6%	3.9%
	ProStaff Grade 5-7	0.8%	0.2%
	Classified Staff	63.4%	22.6%
	Total	72.2%	27.8%

DATA SET #1

FIGURE 37. RACE & ETHNICITY BY SEX BREAKDOWN

— CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 10/31/22) ► N = 27,731

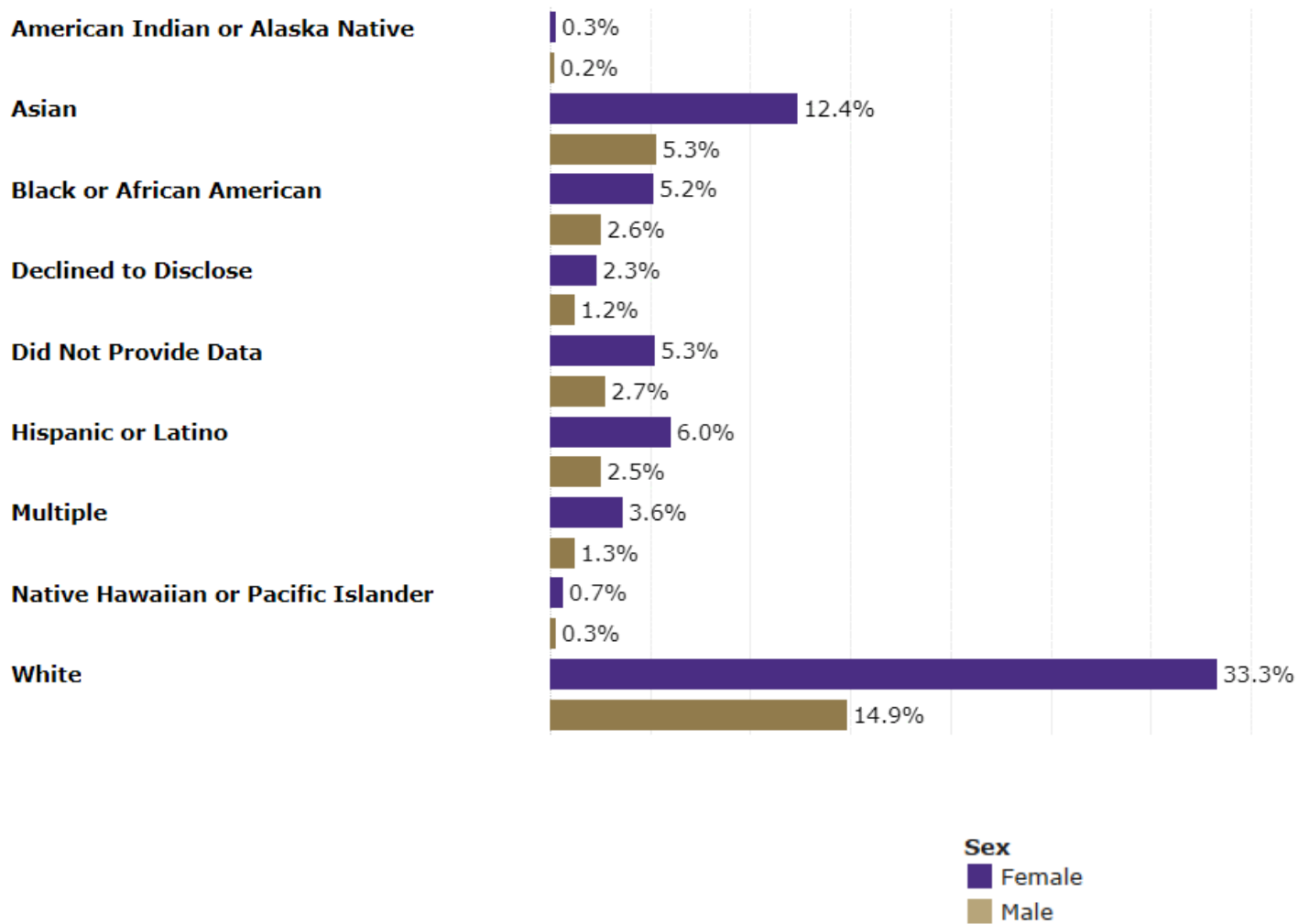


DATA SET #3

FIGURE 38. RACE & ETHNICITY BY SEX BREAKDOWN

— TERMINATIONS

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 8,780

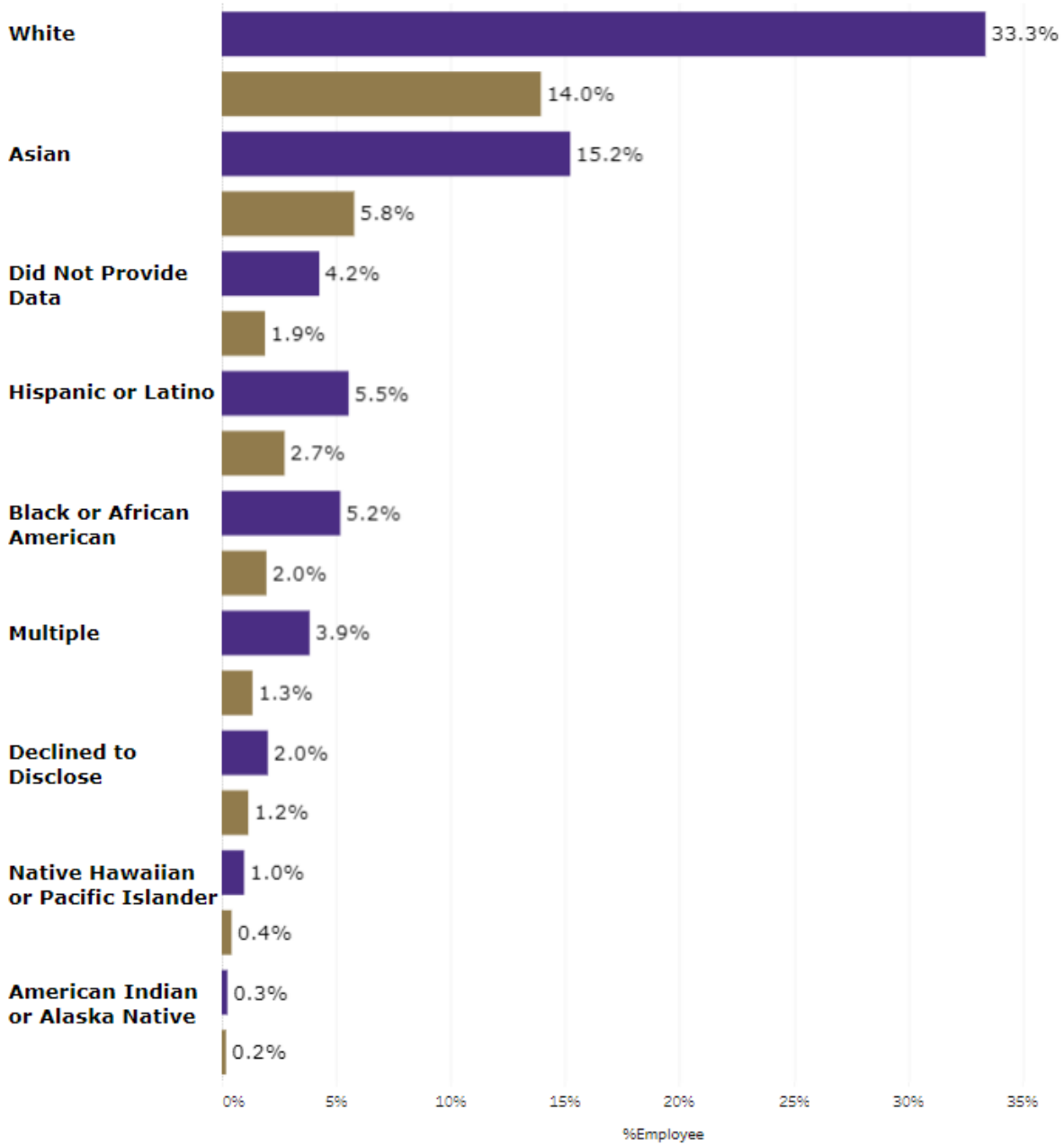


DATA SET #2

FIGURE 39. RACE & ETHNICITY BY SEX BREAKDOWN

— NEW HIRES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,084



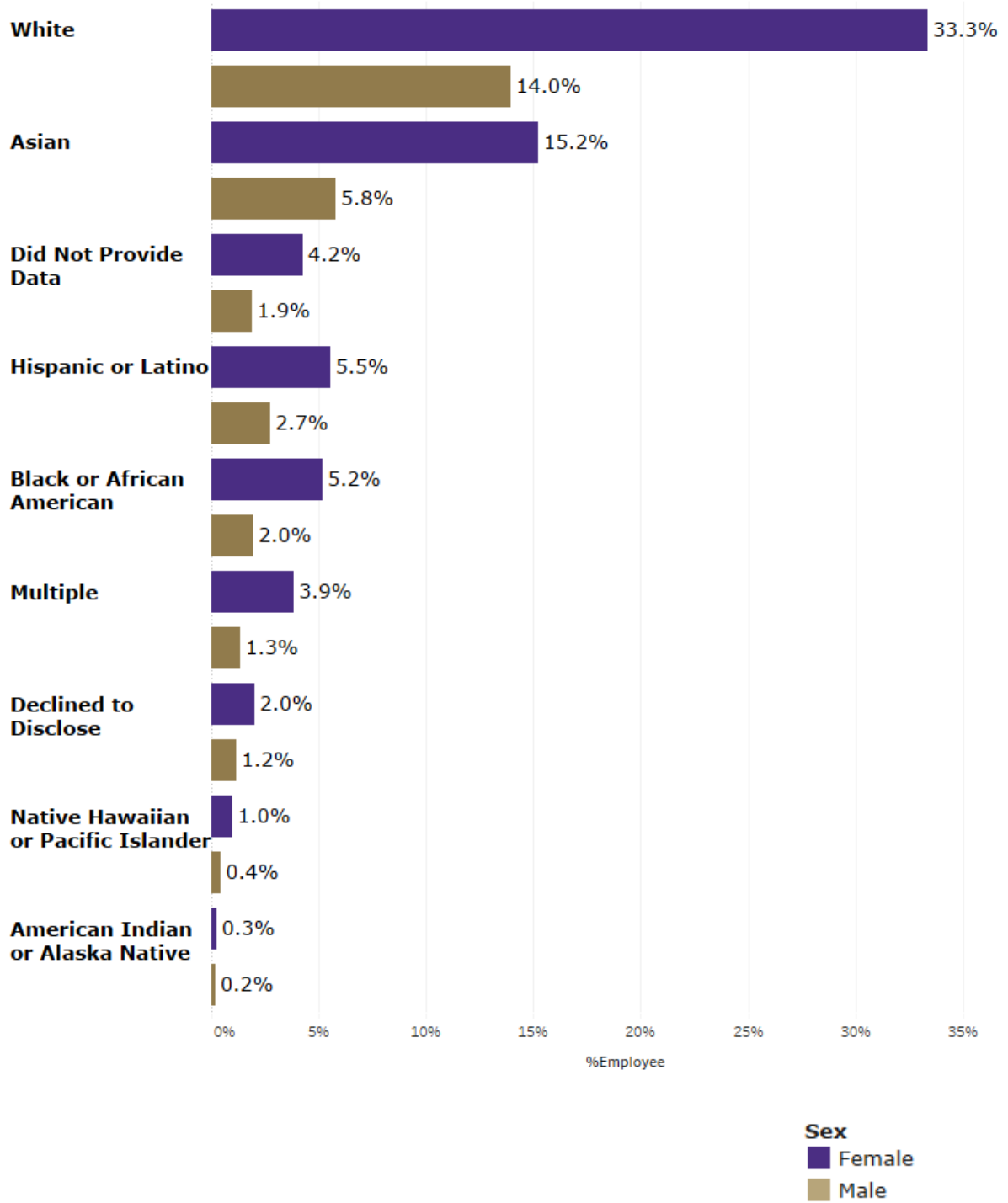
Sex
■ Female
■ Male

DATA SET #2.B.

FIGURE 40. RACE & ETHNICITY BY SEX BREAKDOWN

— INTERNAL MOVES

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 4,270



> TERMINATIONS

There has been a push enterprise-wide to increase communication and data entry around termination reasons, which may partially explain why there are more categories in use this year. Three reason codes appear in this year's report that were not present in 2020 or 2021 reports: Job Dissatisfaction (1.2%), Commute (1.4%) and COVID-19 Vaccination Requirement Not Met (3.9%).

On August 9, 2021, Governor Jay Inslee issued a proclamation requiring all Washington state employees, higher education, childcare and K-12 education employees, and most health and long-term care providers to be fully vaccinated with a recommended COVID-19 vaccine by October 18, 2021 or by the beginning of new employment. University HR practitioners verified vaccination status of all University employees, regardless of whether employees were working on-site or remotely, to allow continued individual employment. UWHR handled all exemption requests centrally and designated approval or denial based on information provided by the employee, the employing unit and the legal requirements of the proclamation. Terminations for non-compliance with this proclamation were entered into Workday with an effective date of October 18, 2021, which is why they are appearing in this year's report.

National trends and many articles about a "Great Resignation" continue to point to a more volatile employment market nationally and that is reflected in the numbers for terminations at the University. Last year there was 16.4% turnover (excluding involuntary separations and temporary appointment set end dates) at the University while this year it increased to 25.8%. The termination reason of Better Job Opportunities increased this year, as did the Personal Reasons and Relocation categories. However, employees retired at almost half the rate this year as last year.

While the 25.8% turnover is certainly high, the increase between this year and previous years may reflect what's happening elsewhere within higher education as a whole (see, for example, findings from a 2022 [CUPA-HR survey](#)), as well as continuing impacts of the Great Resignation. As the conversation around retention within higher education grows and develops, exploring termination reasons will become increasingly important and improving our data entry practices will continue to be paramount. Currently, there is ongoing focus within higher education around flexible work schedules, pay equity and benefits offered, all of which are consistent with conversations happening within the University currently.

A common theme within current retention trends nationwide surrounds the return to in-person work. There is no official enterprise-wide policy regarding a return to on-site work at the University as each unit is allowed to determine what best suits their organizational needs, meaning that it is unlikely that we will have a clear picture of the true impact of return to on-site work policies on our workforce. However, the addition of the Commute separation code in this year's report and slight increase in the population that separated this year due to Relocation may give some indication of effects related to the return to on-site work.

It will take more long-term data collection and year-over-year analysis to determine if this is an anomaly or if it is just part of the usual ebb and flow of employment at the University, but is worth keeping an eye on in future reporting periods.

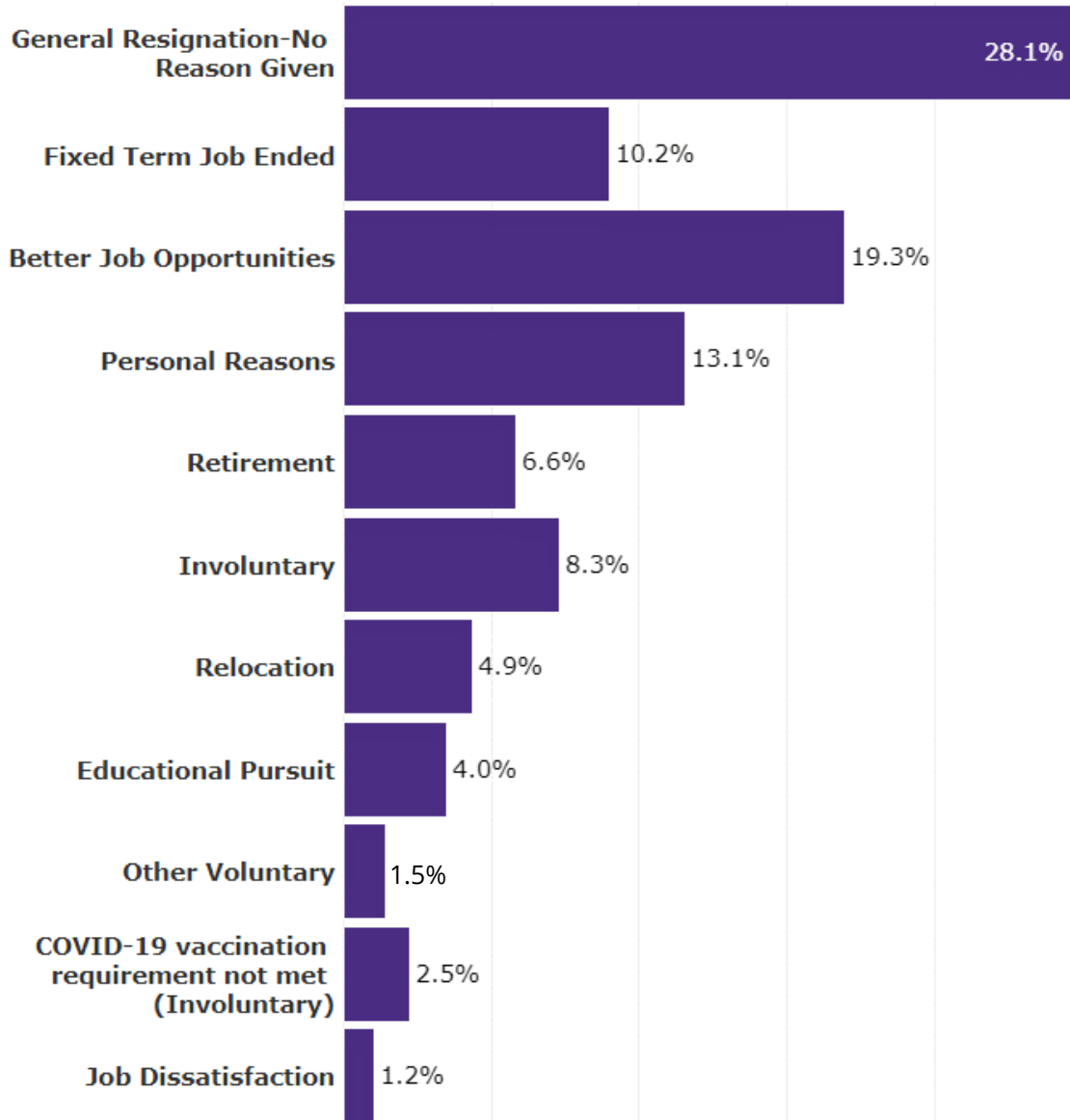
The areas that saw the most significant change between this year and last year is in the percentage of Fixed Term Job Ended positions. This was expected as many units increased the number of temporary appointments during 2021 due to uncertainty around funding or new business needs around establishing a “new normal” in how business is conducted. Many of those positions ended during this reporting period, although it is likely that this category will always be one of the most volatile due to the nature of temporary grants and other project funding at the University.

Terminations

DATA SET #3

FIGURE 41. TERMINATION REASONS

▶ ALL LOCATIONS (7/1/21 – 6/30/22) ▶ N = 8,780



> APPLICANT JOURNEY

DATA SETS #2 & 4

During the reporting period of 7/1/21 – 6/30/22, 51.6% of applicants to UW staff positions became candidates, meaning they were screened and referred to the hiring managers by our employment specialists. Of those candidates, 3.6% were hired.

The applicant journey focuses only on regular (sometimes referred to as “permanent”) positions with active recruitments during this reporting period; this includes both salaried and hourly appointments as long as they are designated as “regular” appointments in Workday. In addition, the applicant journey numbers only represent applicants, candidates and new hires *who are new to the University* and not internal moves (add job, change job, etc.).

It is important to note that we are including only regular appointments because the University is required to conduct competitive recruitments for regular positions. While temporary positions may be filled using a competitive recruitment process, it is not a requirement. This makes it difficult to include that population in the applicant journey data as it would be unclear how much of an impact direct hires have on the overall applicant journey picture.

Regarding veteran status, disability status, sex, and race and ethnicity, the pool of candidates should ideally closely mirror the pool of applicants and the pool of new hires should roughly reflect the candidate population. 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 candidate availability that could be caused by factors such as increased competition for top candidates, time to hire, or degree of competitive compensation offered.



OBSERVATIONS

Looking at employees new to the University and not accounting for internal moves, during FY22 3,569 new hires occurred for regular appointments at the University. This represents a substantial increase from FY21, when there were 2,463 new hires during the reporting period.

Earlier in the report, staff new hires were shown as 4,084 (Data Set 2.A); however, for the applicant journey we have narrowed the parameters to exclude direct hires, for which there are different recruiting processes and procedures. By including only regular new hires, we are looking specifically at employees that join the University in regular positions and through a competitive recruiting process as we feel this more accurately represents the typical applicant journey. (Last year’s report showed 2,991 new hires; the 2,463 new hires referenced in the previous paragraph also excludes direct hires.)

The average number of applicants per requisition is lower this year than last year, but the drop in numbers hasn’t been even across the University. For professional staff grades 11–14 and classified staff, the average number of applicants per requisition did not see significant shifts compared to last year while professional staff grades 5–7 and 8–10 saw more dramatic drops in the number of applicants per requisition.

While the following charts show a drop in representation overall for Black or African American and Hispanic or Latino populations between the Candidate and New Hire groups, most of that change could be accounted for in the Declined to Disclose or Did Not Provide Data groups.

Within the various employment categories the biggest shifts can be seen in professional staff grades 8–10, where there is progressively less BIPOC representation at each phase of the applicant journey. The most significant drop in representation occurs among Asians who make up 24.5% of Applicants and 20.2% of Candidates but only 14.6% of New Hires.

There is a similar shift in Asian representation among professional staff grades 5–7, although there is a large enough increase in the population that does not report or declines to report within this employment group to account for this shift. There is also disproportionate representation among New Hires within professional staff grades 11–14, but with only 150 hires total in that group, it is more difficult to draw any conclusions about hiring practices in this area.

DATA SET #4

Applicant journey breakdowns

FIGURE 43. APPLICANTS ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 190,943

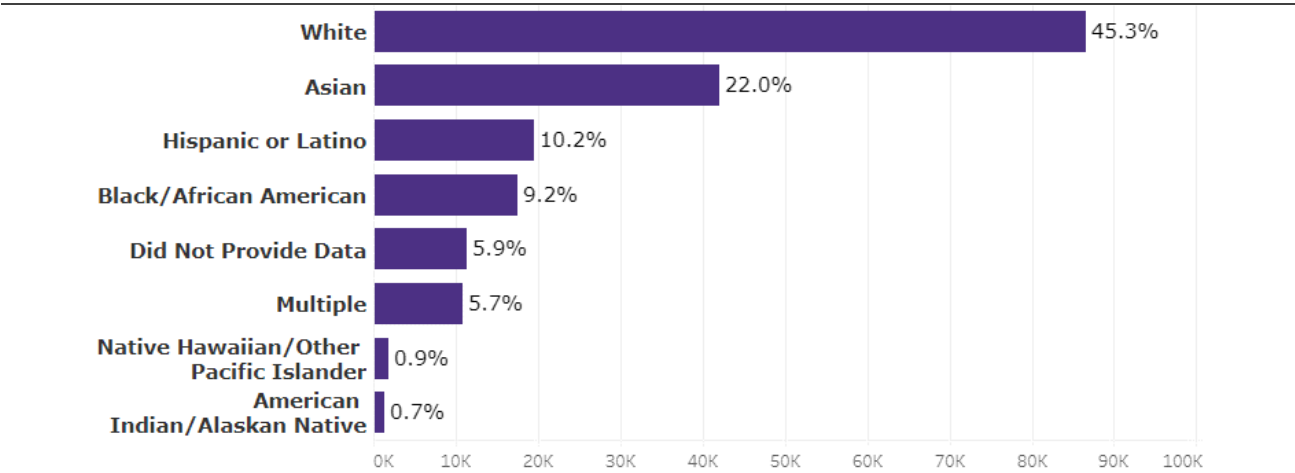


FIGURE 44. CANDIDATES ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 98,526

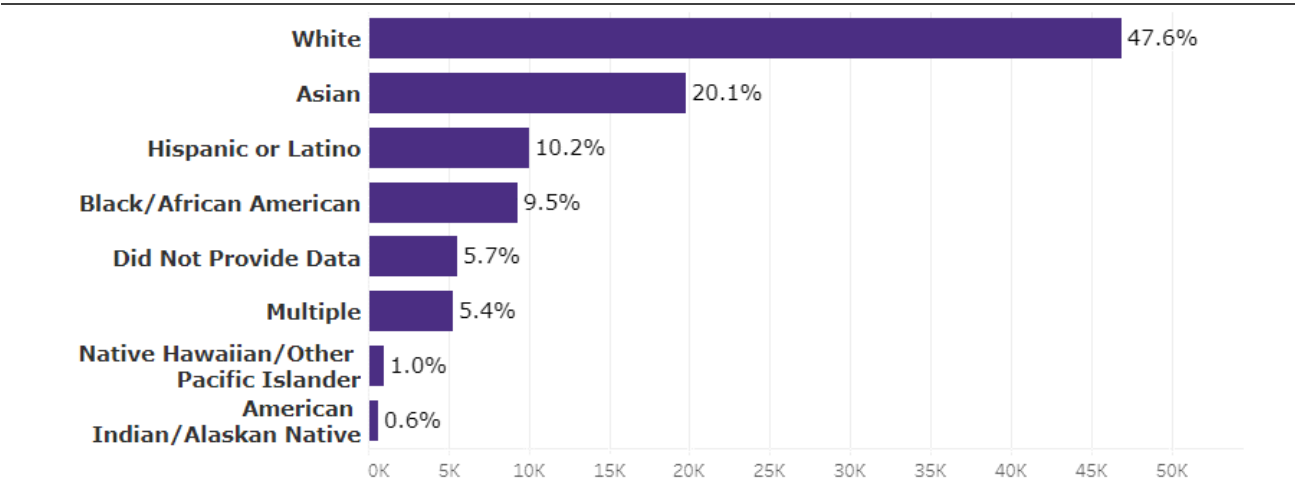
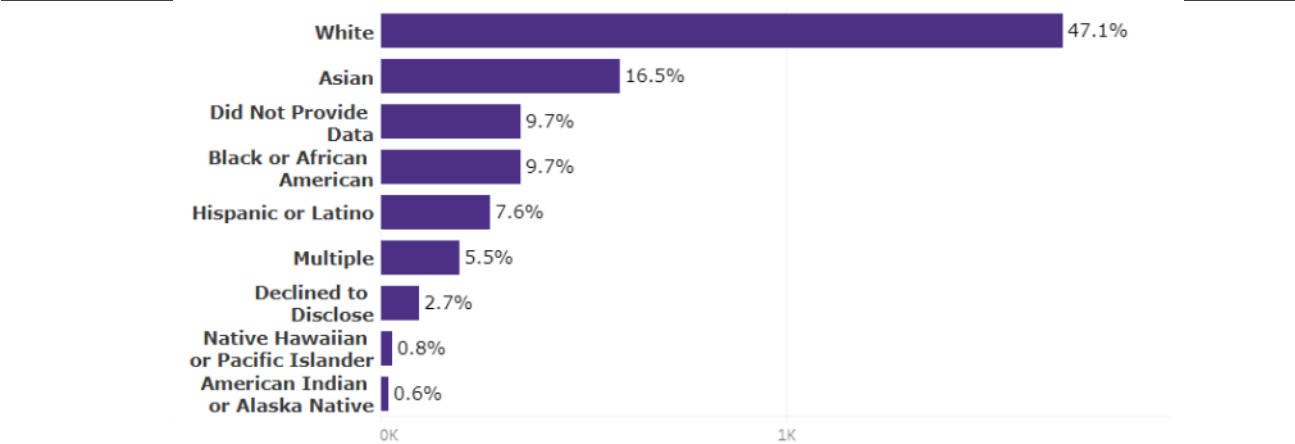


FIGURE 45. NEW HIRES ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 3,569



DATA SET #4

Applicant journey – Professional staff grades 11–14

FIGURE 46. APPLICANTS

► ALL LOCATIONS (JUL 2021 – JUN 2022) ► N = 3,931

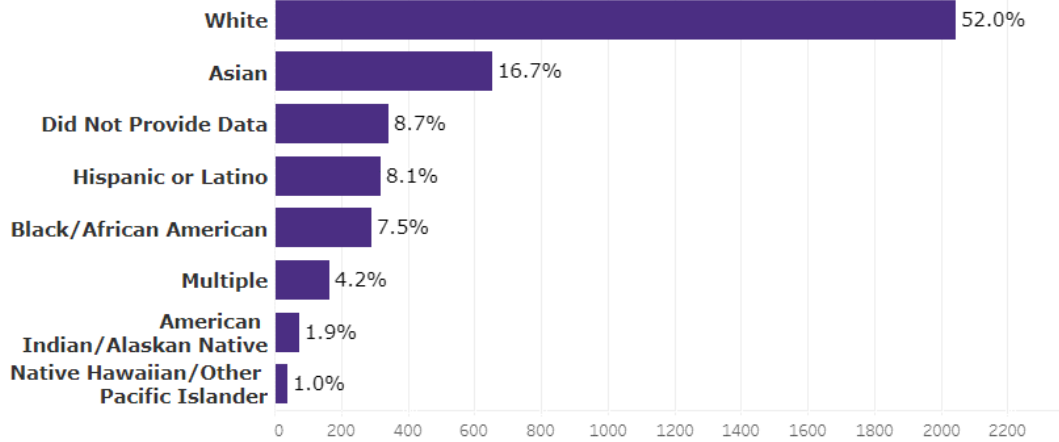


FIGURE 47. CANDIDATES

► ALL LOCATIONS (JUL 2021 – JUN 2022) ► N = 2,133

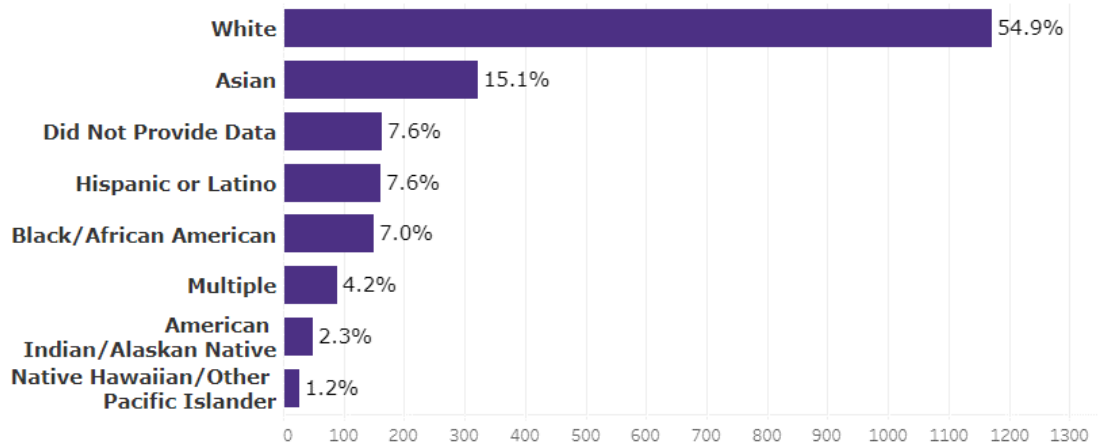
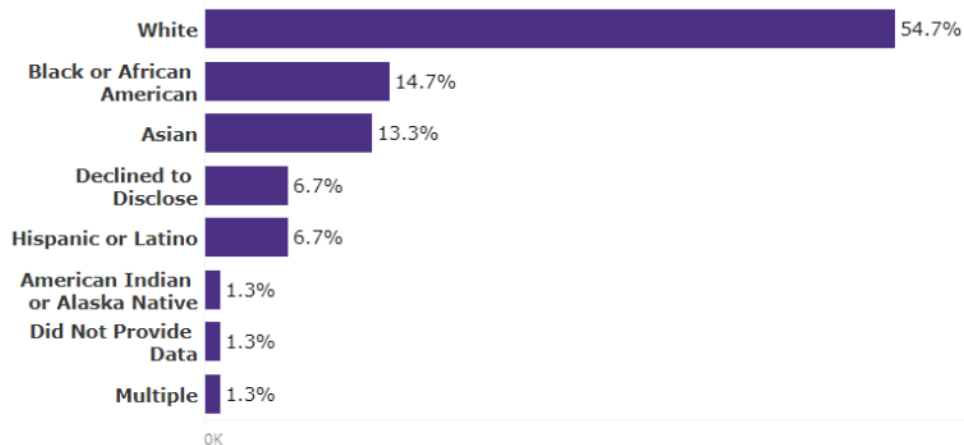


FIGURE 48. NEW HIRES

► ALL LOCATIONS (JUL 2021 – JUN 2022) ► N = 75



OK

DATA SET #4

Applicant journey – Professional staff grades 8–10

FIGURE 49. APPLICANTS ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 36,720

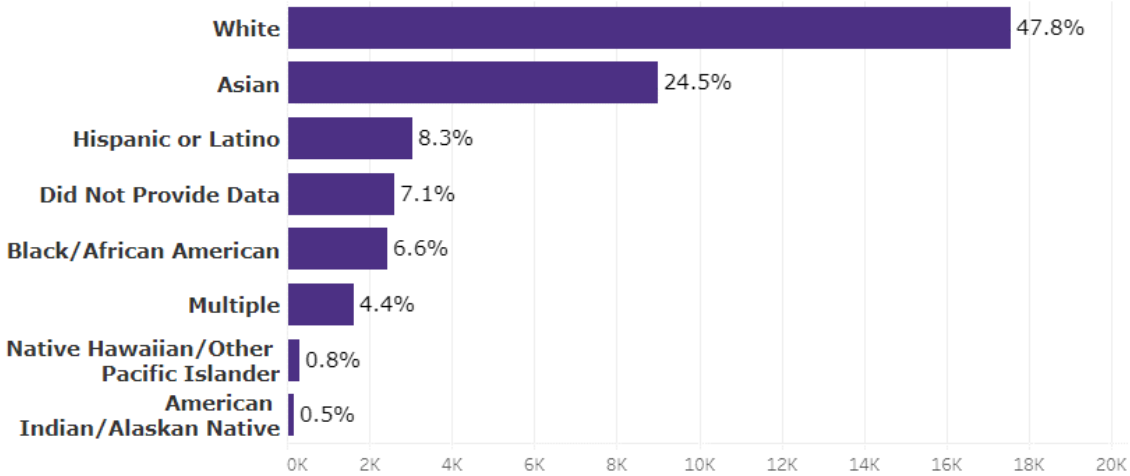


FIGURE 50. CANDIDATES ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 18,071

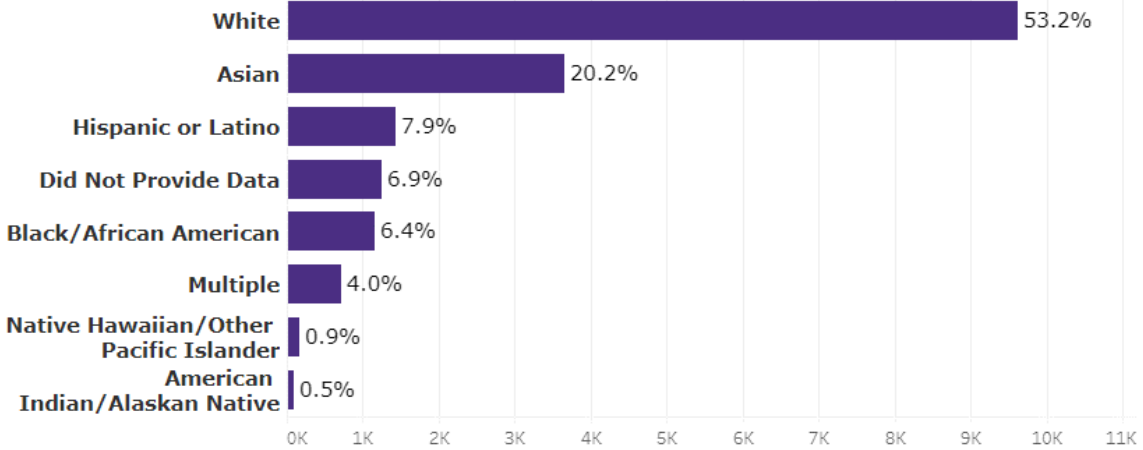
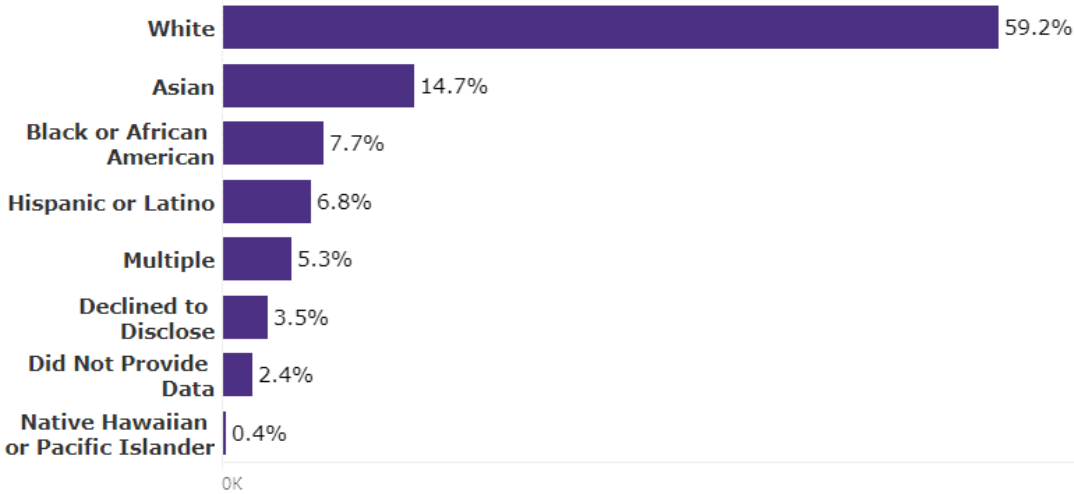


FIGURE 51. NEW HIRES ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 544



DATA SET #4

Applicant journey – Professional staff grades 5–7

FIGURE 52. APPLICANTS

► ALL LOCATIONS (JUL 2021 – JUN 2022) ► N = 42,783

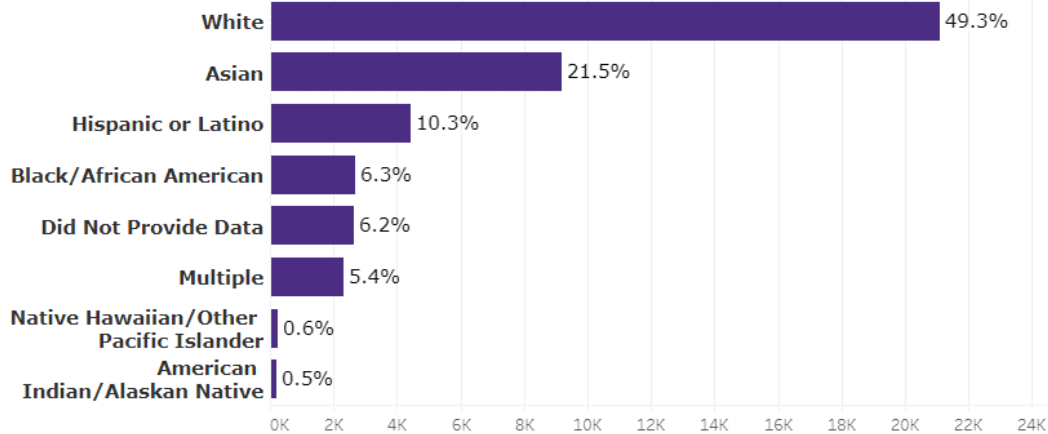


FIGURE 53. CANDIDATES

► ALL LOCATIONS (JUL 2021 – JUN 2022) ► N = 20,863

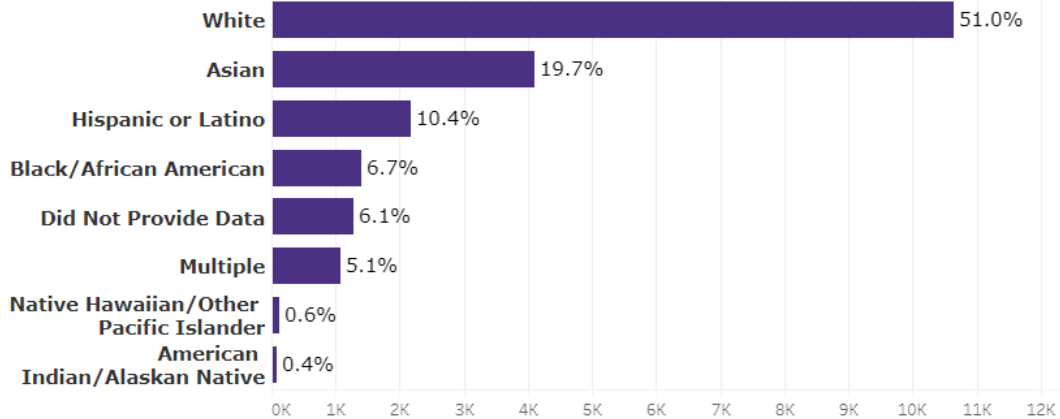
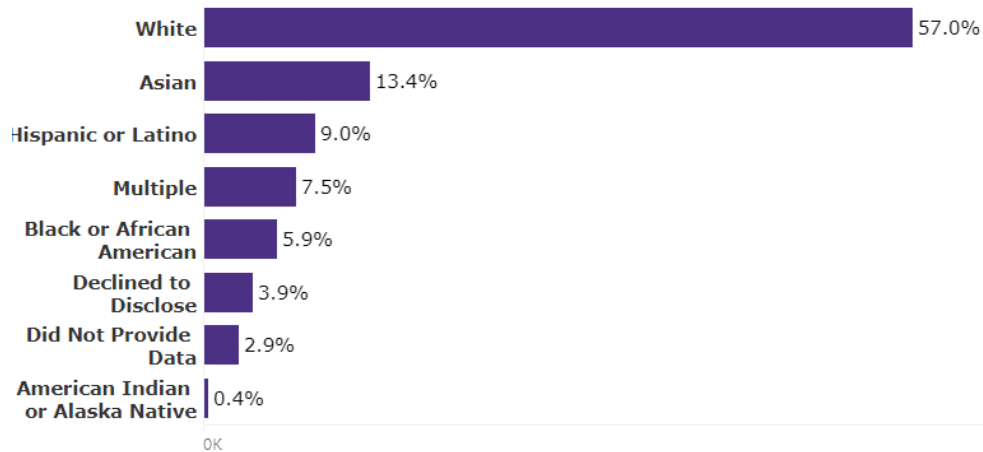


FIGURE 54. NEW HIRES

► ALL LOCATIONS (JUL 2021 – JUN 2022) ► N = 456



DATA SET #4

Applicant journey – Classified staff

FIGURE 55. APPLICANTS ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 96,263

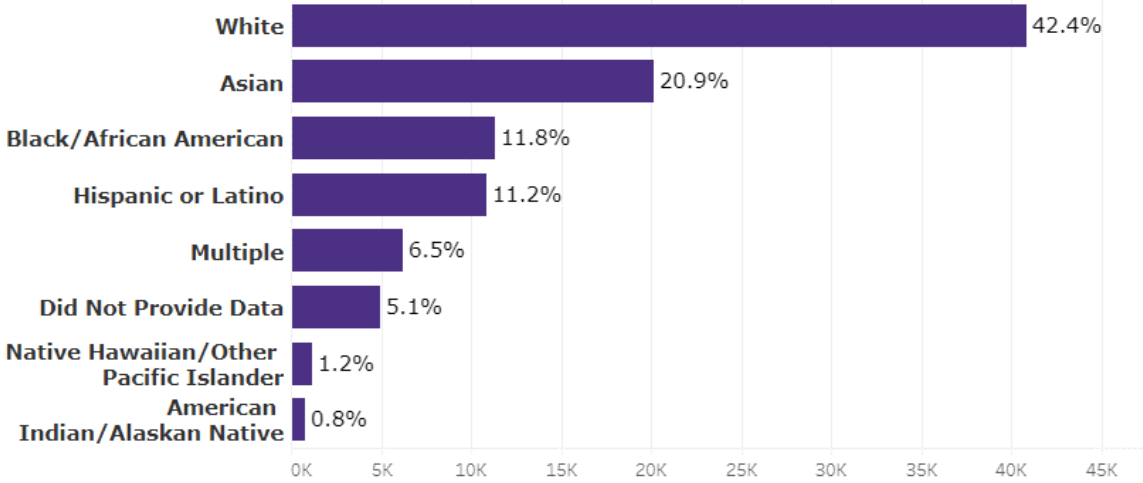


FIGURE 56. CANDIDATES ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 52,117

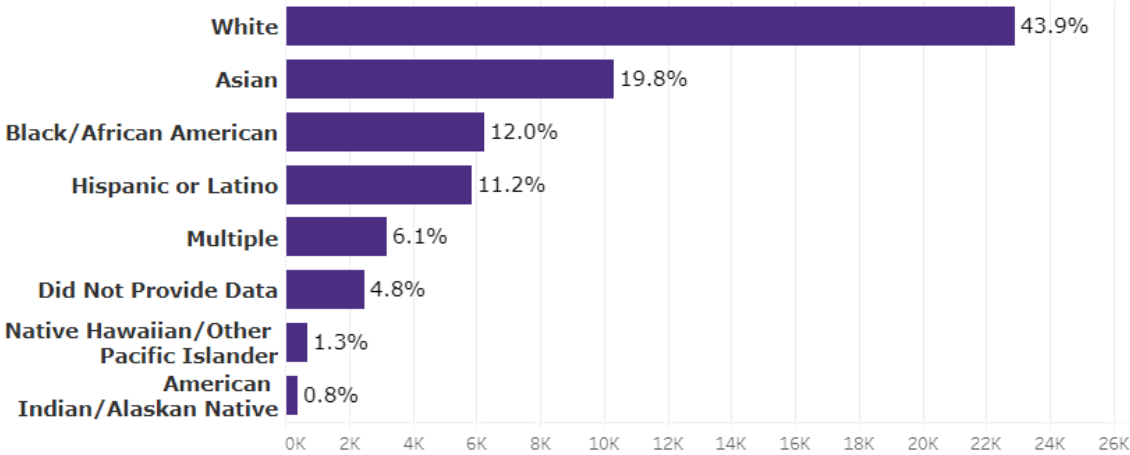


FIGURE 57. NEW HIRES ▶ ALL LOCATIONS (JUL 2021 – JUN 2022) ▶ N = 2,390

