



UW HUMAN RESOURCES

2024 UW STAFF DEMOGRAPHIC BASELINE REPORT



2024 UW Staff Demographic Baseline Report

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> REPORT OVERVIEW

AT THE UNIVERSITY OF WASHINGTON, DIVERSITY, EQUITY AND INCLUSION ARE CORE TO EXCELLENCE. IN UWHR, WE VALUE TRANSPARENCY AND ARE SHARING THIS REPORT TO PROVIDE A DEMOGRAPHIC SNAPSHOT OF STAFF—AS WELL AS APPLICANTS AND THOSE LEAVING UW—TO BETTER UNDERSTAND OUR COMMUNITY AND THOSE WE SERVE.

This report focuses on data points for select staff employment categories and includes contextual information about each unique dataset. The aggregate data presented reflects the staff population as of December 31, 2024, and terminations, hires, applicants, and candidates from January 1, 2024, to December 31, 2024.

The data contained in this report is collected in accordance with UW's obligations as a federal contractor and provides an institutional view supporting efforts to, among other things, recruit candidates of underrepresented groups, including veterans and people with disabilities.

This data provides the opportunity to align with the University of Washington [Diversity Blueprint](#).

RESOURCES SUPPORTING DIVERSITY, EQUITY, AND INCLUSION EFFORTS:

- ❑ [Academic Personnel Reports](#)
- ❑ [EOAA Overview](#)
- ❑ [UW Diversity Blueprint](#)
- ❑ [UWHR DEI pages](#)
- ❑ [UW Medicine Blueprint for Healthcare Equity \(2.0\)](#)
- ❑ [UW Medicine Healthcare Equity](#)

> DATA OVERVIEW

Our datasets

THE DATA IN THIS REPORT ARE A RESULT OF SEVERAL DATA SOURCES; EACH SOURCE HAS SPECIFIC PARAMETERS APPLIED TO CREATE A BASELINE ALLOWING FOR FUTURE COMPARISONS AND ANALYSES.

While not every nuance can be captured in this report, UWHR has chosen specific areas of focus, described below. Each of the datasets represent 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, Research Engineers, and professional staff with project appointments)

Within these employment categories, the datasets represent regular, regular hourly, or fixed duration employees along with some employees in temporary hourly appointments or other appointments with less than 50% FTE.

DATASET #1 CURRENT EMPLOYEES (12/31/2024)

*This dataset represents a snapshot of Workday compensation and payroll data as of 12/31/2024 and includes positions meeting the criteria identified above. The demographic data associated with these employees is collected during the Workday onboarding business processes and can be updated in Workday by employees at any time during employment. **Neither choosing nor refusing to provide information will adversely impact the individual.***

DATASET #2.A NEW HIRES

This dataset represents all hires new to the University who joined between 1/1/2024 and 12/31/2024 in regular appointments. The demographic data associated with the employees represented in this dataset are collected in Workday during onboarding and may be edited by the employee in Workday at any time during employment. "Add job" and "change job" are not included in this dataset.

Note: With the introduction of the HR Hierarchy and other process tracking changes implemented during Finance Transformation, some employees previously categorized in the "Rehire Post-Workday" category are now accounted for in existing employee categories.

DATASET #2.B INTERNAL MOVES

This population represents internal moves within the University for regular appointments only. This population represents a substantial number of requisitions and hiring actions for the University regarding employee movement, with important implications for both retention and career development.

DATASET #2.C REHIRES

Rehires represents employees who had a break in service from the University and then returned in regular positions through competitive recruitments; this category was introduced with the 2023 report.

DATASET #3 TERMINATIONS

This dataset represents all staffing event termination activity for the identified population processed in Workday with an effective date between 1/1/2024 and 12/31/2024. Terminations represent full separation from the University and do not represent job changes (transfer, promotion, demotion, or lateral move) activity captured in the hires datasets. 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.

DATASET #4 APPLICANTS & CANDIDATES

This dataset represents applicant and candidate data sourced from UWHIRES. Applicants are considered all persons who completed an application to a UWHIRE requisition and candidates are all persons who met minimum qualifications and did not withdraw from the requisition.

Data variability

Datasets are snapshots of the time when they were retrieved and data may shift due to retroactivity in Workday; however, overall accuracy of filters and categories has improved over time. For instance, with the implementation of Workday Finance, we have been able to gain more clarity into how to best categorize and filter different employee groups, starting with the 2023 report.

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 is therefore 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 demographic question, resulting in “Did not provide data” appearing in the applicant dataset. In Workday “Did not provide data” is not an option for Sex. 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.

There will continue to be changes. As position types continue to evolve, the University may reconsider how to group or reflect represented staff.

Location definitions

Staff appear in datasets derived from the HR Hierarchy and Supervisory Organization Codes maintained within Workday, based on the unit in which staff perform their duties.

FIGURE 1. MAJOR ORGS AND SUPERVISORY ORG CODES

Major Org	Supervisory Org Code
UW Medicine (Harborview, UWMC Montlake, UWMC Northwest, Primary Care, Shared Services, Airlift NW)	MED
UW Bothell	UWB
UW Tacoma	UWT
Seattle Campus, including Health Sciences	All other Org Codes

Staff definitions

FIGURE 2. PROFESSIONAL STAFF 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, and 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.
Other Exempt Staff	Employees in various professional fields across UW also subject to a union bargaining agreement.

UW HUMAN RESOURCES

UW Staff Demographic Baseline Report

BREAKDOWNS & CHARTS

W



DATASETS #1, 2, & 3

> VETERANS

On the 12/31/24 single-day snapshot, 2.3% of University of Washington staff (N = 30,074) responded they hold a veteran status. Of those who identified as veterans, 76.3% were male and 23.7% were female.

During the reporting period (1/1/24 – 12/31/24), 2.5% of the University's new hire population (N = 3,309) self-identified as veterans in Workday.

During the reporting period (1/1/24 – 12/31/24), 2.4% of the population of individuals who separated from the University (N = 3,347) were veterans, based on data available in Workday at time of separation.

OBSERVATIONS

Over the past five reporting cycles, 2020 to 2024, the percentage of University staff self-identifying as veterans has remained stable at 2.3% of current employees.

The data shows a slight decline in the proportion of terminated employees who self-identified as veterans in 2024 (2.4%) compared with 2023 (2.8%). This is consistent with the rate of terminated veterans in 2022 (2.4%) and lower than in 2021 (3.5%) and 2020 (2.7%). The veteran percentage of internal moves increased to 2.5% from 2023, where it was 1.9%, showing retention of veterans has remained consistent.

Looking at termination reason codes, the rate of veterans leaving for personal reasons increased (13.9% in 2024 and 6.1% in 2023), but veterans are still less likely than employees as a whole (16.0%) to leave for personal reasons. Looking at 2024 data, veterans were more likely to leave for Better Job Opportunities than employees as a whole (19.0% compared with 15.4%) or for an Educational Pursuit (7.6% compared with 7.4%). Veterans were less likely to be involuntarily terminated (13.9% vs. 14.9%) or leave for Relocation (2.5% vs. 6.8%). Additionally, veterans were much more likely to retire compared with all employees (16.5% vs. 11.9%), which may be due to a higher overall average age in veterans compared with all employees (47.4 years old compared with 43.3).

In 2023, 61.0% of new hires did not provide data on veteran status; for 2024, this proportion increased to 64.9%. In 2023, 34.1% of internal moves did not provide data on veteran status; in 2024, that proportion increased to 38.8%.

DATASETS #1, 2, & 3

Veteran status breakdowns

FIGURE 3. CURRENT STAFF

► ALL LOCATIONS (AS OF 12/31/24) ► N = 30,074

Veteran	2.3%
Non-Veteran	65.5%
Did not provide data	32.2%

FIGURE 4. TERMINATED STAFF

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,347

Veteran	2.4%
Non-Veteran	56.1%
Did not provide data	41.5%

FIGURE 5. STAFF NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,309

Veteran	2.5%
Non-Veteran	32.6%
Did not provide data	64.9%

FIGURE 6. INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 2,772

Veteran	2.5%
Non-Veteran	58.7%
Did not provide data	38.8%

FIGURE 7. REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 714

Veteran	1.7%
Non-Veteran	53.6%
Did not provide data	44.7%

> DISABILITY STATUS

STAFF RESPONSE TO DISABILITY QUESTIONS

This year's data shows a continued increase in employees self-identifying as having or having had a disability: 13.4% of current employees as of 12/31/2024 compared with 12.4% as of 12/31/2023, 5.7% as of 10/31/2022, 3.7% of current employees as of 10/31/2021 and 2.1% as of 11/9/2020. In addition, self-reporting on disability status from current employees continued to increase, from 72.4% in 2023 to 74.8% in 2024. We should emphasize this sharp and continued increase in disability self-identification may not be indicative of a sudden spike in actual employees with a disability at the University but may be a clearer picture of who has already been employed here.

This trend in increased self-identification held true within our hired population as well. In the 2023 report, 0.8% of new employees did not report any disability status and this year the non-response rate dropped to 0.4% for employees new to the University and 6.9% when we look at all hiring actions (including internal moves, rehires, and add additional job).

Current female employees reported having a disability at a higher rate than male (14.1% and 11.9%, respectively), but both groups reported they do not have a disability at about the same rate (54.5% females, 55.3% males).

This year's report shows 16.2% of terminations indicated they have or have had a disability; for 2023, that number was 13.1%. This increase may be due in part to the ongoing increase in self-reporting and disclosure mentioned above.

Professional staff grade 5–7 employees showed the highest percentage of current employees self-identifying as having a disability, at 19.2%, with the second-highest percentage being professional staff grades 8–0 at 15.8%. Professional staff grades 5–7 also included the largest percentage gain: 2.1% between 2023 and 2024.

OBSERVATIONS

The numbers reflect an ongoing increase in the staff disability status response rate for the third year in a row, which can be attributed to successful ongoing University efforts and circumstances.

Building upon prior efforts, UWHR implemented an annual resurvey for all employees, which was sent out in mid-December 2024, to update or revise any of the demographic data the University collects in Workday.

The success of the resurvey efforts is demonstrated in that the change in our disability survey data is not exclusively found in gains of employees answering “yes,” but is coming from a sharp decline in employees who did not provide data. In 2024, 25.2% of all current employees did not provide a disability self-identification, compared with 28.0% in 2023 and 52.0% in 2022. “Decline to Disclose” responses, conversely, have increased as we have reduced non-responses, where in 2024 6.7% of all current employees selected “Decline to Disclose,” 6.4% in 2023, and 3.6% in 2022.

As in the 2023 Staff Baseline, perhaps the most important factor to consider is that response rate relies on employees being comfortable enough to share with the University as their employer if they have or have ever had a disability, bolstered by efforts from, but not limited to, the University’s Office of the ADA Coordinator, Disability Services Office, UW Environmental Health & Safety, Office of Equal Opportunity and Affirmative Action, UW-IT Accessible Technology Services, and UW Medicine Healthcare Nondiscrimination & Regulatory Affairs.

In 2024, 13.4% of current employees identified as having a disability. This is a continued increase from the rates of 12.3% in 2023 and 5.7% in 2022. For comparison, the University is reporting a population with a disability at a higher rate than the national workforce (6.6%), state workforce (6.5%) and regional workforce (7.6%) as reported in [American Community Survey 5-year estimates](#). The University disability population more closely resembles Washington state’s overall disability population (13.0%).

When we compare the University disability population to other state employee populations, the University exceeds the disability population of state workers at the national (4.5%), Washington state (5.8%) and Seattle-Bellevue-Tacoma metro area (5.0%) levels.

DATASETS #1, 2, & 3

Disability status breakdowns

FIGURE 8. CURRENT STAFF

► ALL LOCATIONS (AS OF 12/31/24) ► N = 30,074

Yes, I have a disability	13.4%
No, I do not have a disability	54.7%
Did not provide data	25.2%
Declined to disclose	6.7%

FIGURE 9. TERMINATED STAFF

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,347

Yes, I have a disability	16.2%
No, I do not have a disability	62.2%
Did not provide data	14.6%
Declined to disclose	7.0%

FIGURE 10. STAFF NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,309

Yes, I have a disability	20.8%
No, I do not have a disability	71.1%
Did not provide data	0.4%
Declined to disclose	7.7%

FIGURE 11. INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 2,772

Yes, I have a disability	13.8%
No, I do not have a disability	61.5%
Did not provide data	16.2%
Declined to disclose	8.5%

FIGURE 12. REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 714

Yes, I have a disability	20.6%
No, I do not have a disability	69.9%
Did not provide data	0.3%
Declined to disclose	9.2%

> RACE & ETHNICITY

RACE & ETHNICITY ACROSS DATASETS

The race and ethnicity data provide a snapshot of the UW staff workforce as of December 31, 2024, and a one-year period of hiring and terminations between January 1, 2024, and December 31, 2024. Compared with recent American Community Survey data from the U.S. Census Bureau, staff at the UW are more diverse than in the city of Seattle and slightly more diverse than the overall Seattle-Tacoma-Bellevue metro area.

Over the past five years, there has been a small, but gradual, increase in the percentage of newly hired employees who self-identify as Asian, Black or African American, Hispanic or Latino, Multiple, Native Hawaiian or Pacific Islander, or American Indian or Alaska Native (when combining all these groups in this report, we are referring to them as BIPOC, or Black, Indigenous and People of Color): 38.3% in 2020, 40.5% in 2021, 40.7% in 2022, 40.6% in 2023, and 41.8% in the 2024 report. When accounting for all hiring activity, including new hires, internal moves, rehires, *and* add additional job, 42.7% of the 6,795 total hires for 2024 self-identified as BIPOC.

RACE & ETHNICITY LOGIC WITHIN DATASETS

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 during onboarding, and current employees can update how they self-identify race and ethnicity at any time in Workday.

When reporting race and ethnicity this report follows federal reporting logic, which uses the following decision matrix:

- ☐ If an employee selects “Hispanic or Latino” then, regardless of additional selections, they are reported as Hispanic or Latino.
- ☐ If an employee does not select “Hispanic or Latino” and 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 single race the employee selected.

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

AN UNEVENLY 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 the UW is the most and least racially and ethnically diverse. Further analysis reveals racial and ethnic diversity is not evenly distributed across the institution.

- The data shows higher representation of BIPOC staff in lower professional staff grades and in most classified roles. The higher the grade, the less racially diverse the workforce is. This is consistent with data from the 2020, 2021, 2022 and 2023 baseline reports.
- Overall, 50.9% of the UW staff workforce is white, compared with 53.7%, 63.2%, and 72.5% in professional staff grades 5–7, 8–10, 11–14, respectively, and 42.6% of classified staff across all locations. Given that classified staff make up 57.7% of the total staff workforce at the UW, classified staff numbers greatly impact overall numbers.

REDUCED OPPORTUNITIES FOR CHANGE

As in 2023, professional staff grades 11–14 continue to show less BIPOC representation than grades 5–10. Reasons for this include a lower turnover rate than in other categories and, potentially, a more limited applicant pool due to the higher minimum requirements to be considered for these positions when they are posted. For professional staff grades 11–14, 25.2% of staff terminated were BIPOC while 30.3% of new hires were BIPOC. The University hired more employees into grades 11–14 than were terminated in 2024, resulting in continuing net gains of BIPOC representation in our highest staff ranks.

The largest group of professional staff at the University is professional staff grades 8–10. Within this 8–10 group in 2024:

- Of 465 employees hired, 34.2% identified as BIPOC.
- Of 555 employees terminated, 32.8% identified as BIPOC.
- Of 621 internal moves (current employees moving into grade 8–10 positions), 33.0% identified as BIPOC.
- Of 95 rehires, 40.0% identified as BIPOC.

For professional staff grades 5–7, the percentage of BIPOC staff leaving UW exceeded the percentage of new hires identifying as BIPOC.

DIFFERING REASONS FOR SEPARATIONS

Overall, between 2020 and 2024 some reasons for separation remain consistent, such as General Resignation-No Reason Given ranging between roughly 25% and 28% since 2020, Retirement generally hovering around 8% with an unusual decline in 2022 to 4.8%, and Relocation ranging between 3.9% and 5.9%.

However, there are notable differences between larger groups in separations.

We're seeing the proportion of BIPOC staff separating from the University growing as a share of all separations. In 2020, 33.6% of separations self-identified as BIPOC, which increased to 37.4% in 2021, 40.3% in 2022, 41.3% in 2023, and 43.2% in 2024.

As well, for BIPOC staff, the rate of Personal Reasons as the reason for separation has increased from 13.0% of their total in 2020 to 18.0% in 2024.

These employees are also more likely to separate from the University for Educational Pursuits as compared with total Staff and white employees in particular, where this rate has generally increased each year since 2020, going from 5.4% to 5.7%, 4.5%, 6.4%, and 8.1% in 2024.

BIPOC staff separate from the University involuntarily at a higher rate than white and all staff in general. In 2024, 16.3% of all BIPOC terminations were involuntary separations, as compared with white at 13.3% and all staff at 14.9%. This has been the case since 2020, with the exception of 2022, where each year BIPOC staff have had higher or slightly higher rates of involuntary separation than white and all staff.

For white staff, retiring from the University comprises a larger proportion of separations as compared with the University overall and BIPOC employees in particular. This is somewhat explainable given, as with veterans, the average age of white employees is 44.5 years old, where all University staff employees are 43.3 years old and BIPOC employees are 42.6 years old, on average. Compounding this, white employees are more concentrated in higher-grade roles as compared with the University as a whole and BIPOC employees in particular. In 2024, 35.2% of all white employees were in grades 8–10 or 11–14, as compared with the overall University employees, where 27.6% were in grades 8–10 and 11–14, and BIPOC employees, where 20.2% were in grades 8–10 and 11–14.

Race & ethnicity breakdowns

FIGURE 13. CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 30,074

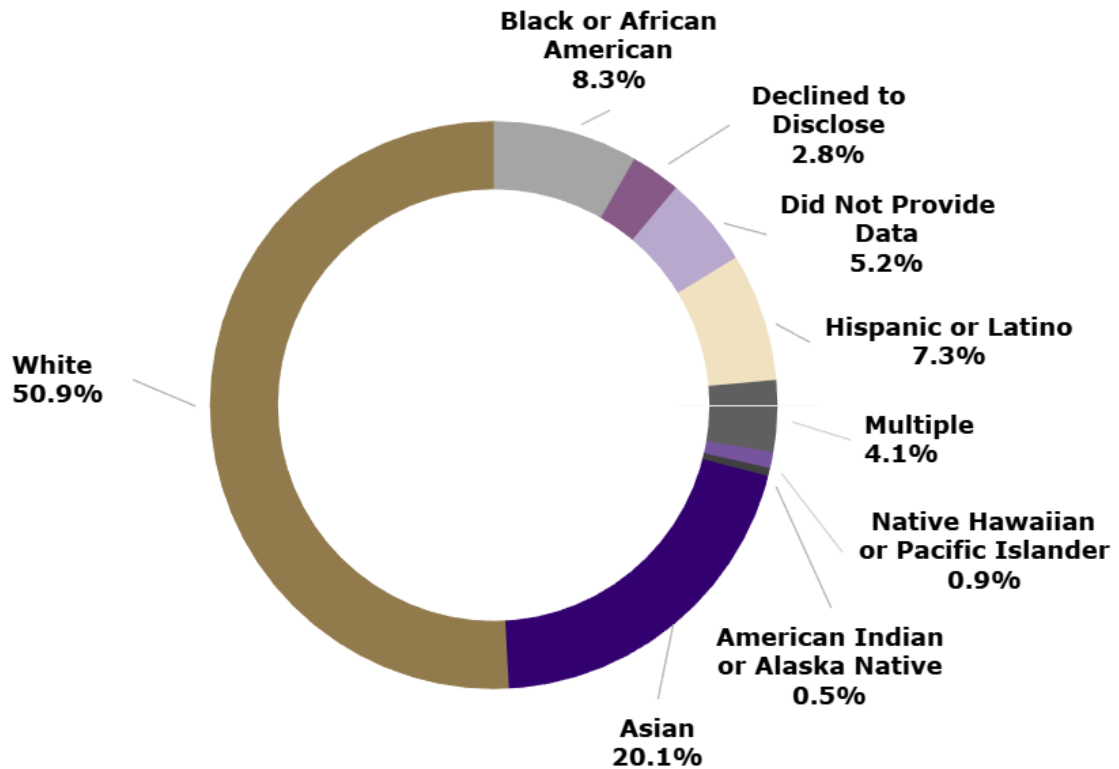
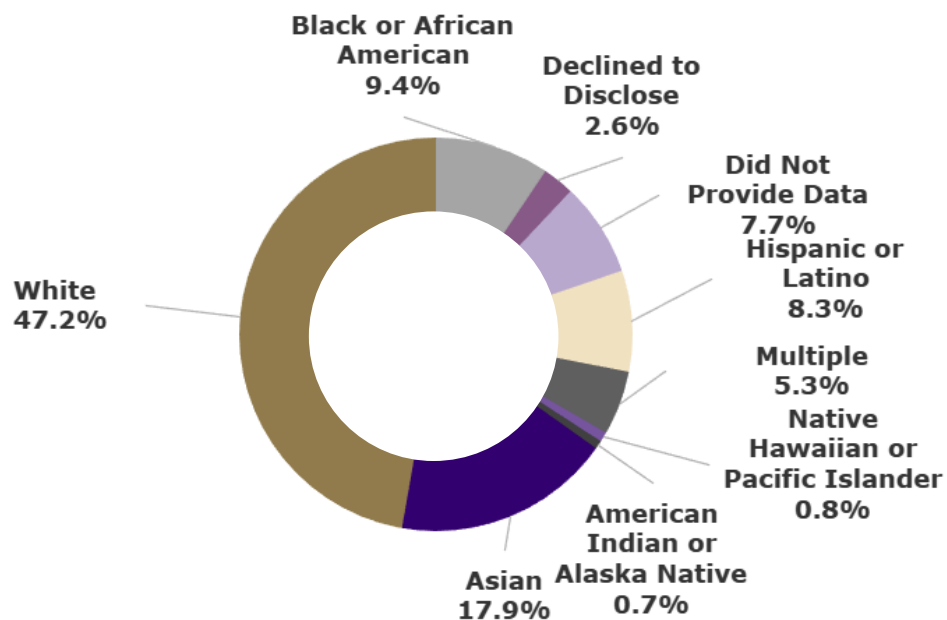


FIGURE 14. TERMINATED EMPLOYEES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,347



Race & ethnicity breakdowns

FIGURE 15.
NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 3,309

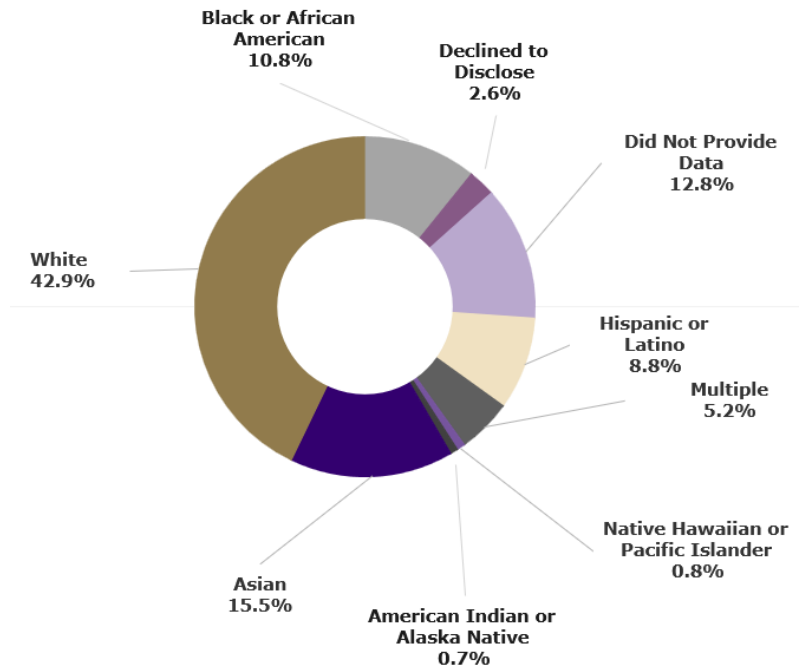


FIGURE 16.
INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 2,772

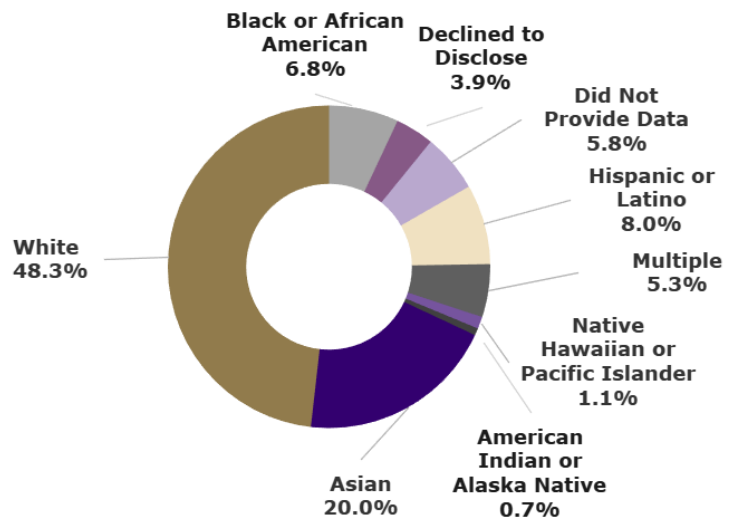
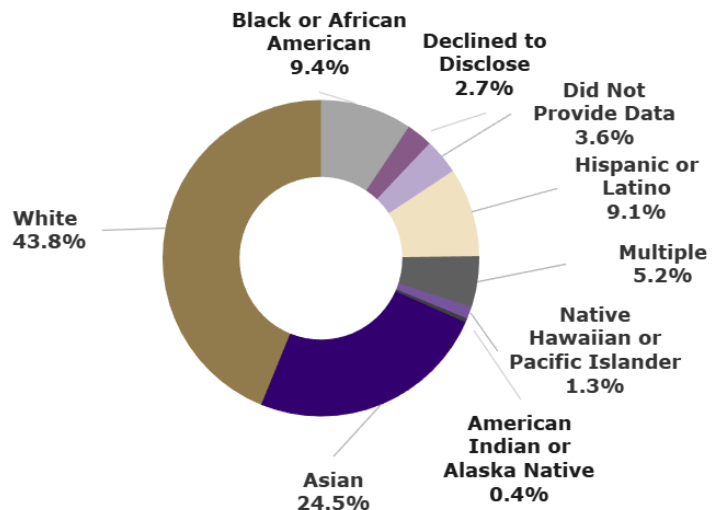


FIGURE 17.
REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 714



DATASET #1

FIGURE 18. STAFF RACE & ETHNICITY BREAKDOWN BY LOCATION

— CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 30,074

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	Total
% Overall represented by location	44.7%	1.3%	52.9%	1.1%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.4%	0.7%	0.5%	0.3%
Asian	16.7%	14.6%	23.4%	10.2%
Black or African American	5.5%	5.7%	10.7%	7.1%
Declined to Disclose	3.2%	4.2%	2.6%	1.9%
Did Not Provide Data	3.1%	3.0%	7.0%	3.7%
Hispanic or Latino	7.4%	11.9%	7.0%	10.2%
Multiple	4.3%	6.0%	3.8%	6.8%
Native Hawaiian or Pacific Islander	0.4%	0.2%	1.3%	1.2%
White	59.0%	53.6%	43.7%	58.4%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns – Prof. Staff grades 11–14

FIGURE 19. CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 1,384

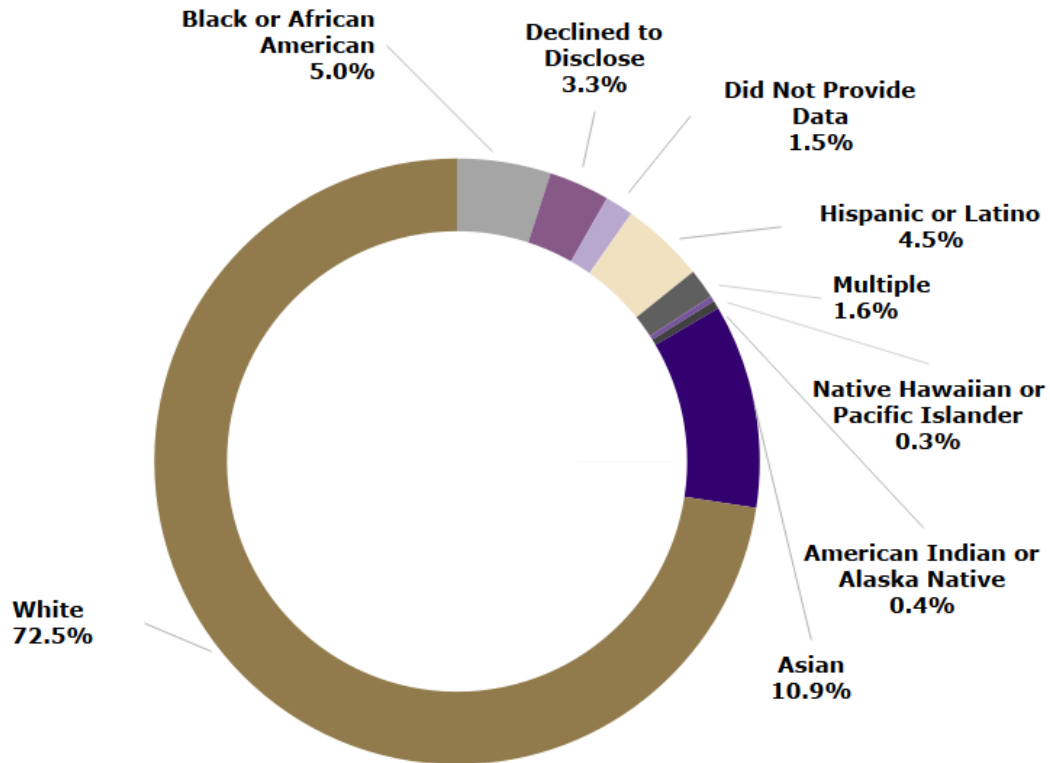
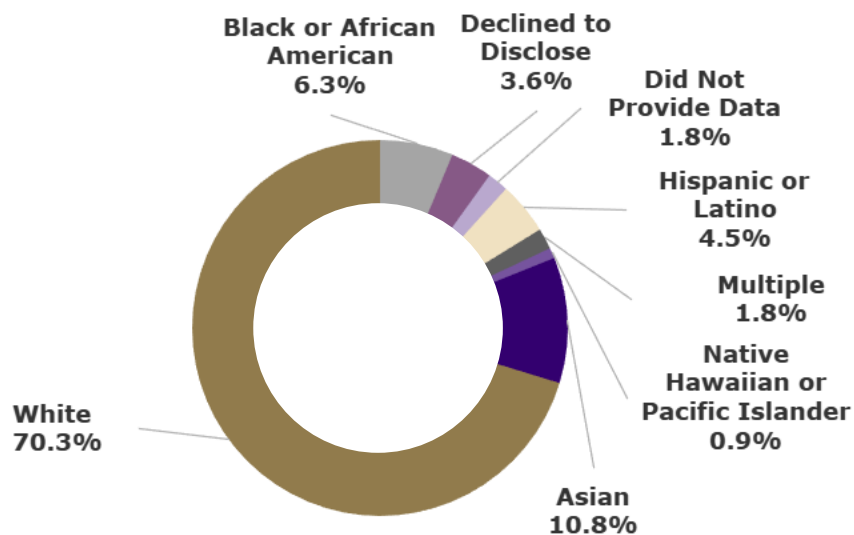


FIGURE 20. TERMINATED EMPLOYEES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 111



Race & ethnicity breakdowns – Professional Staff grades 11–14

FIGURE 21.

NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 66

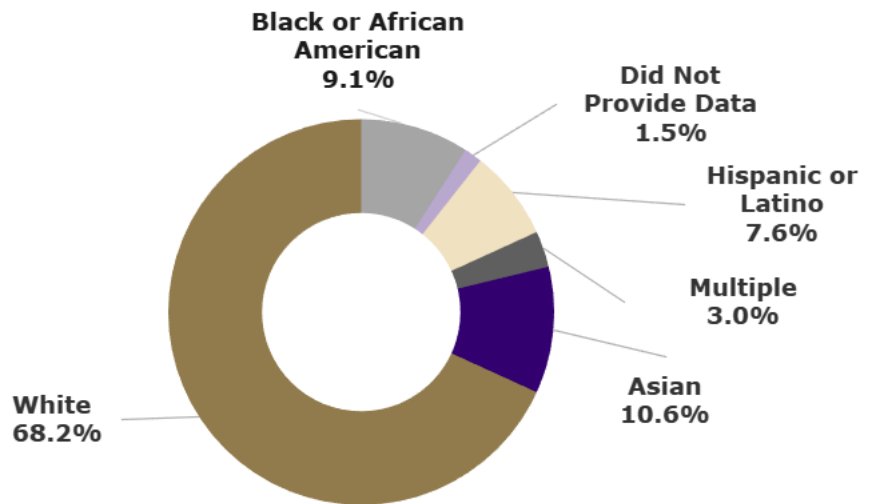


FIGURE 22.

INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 99

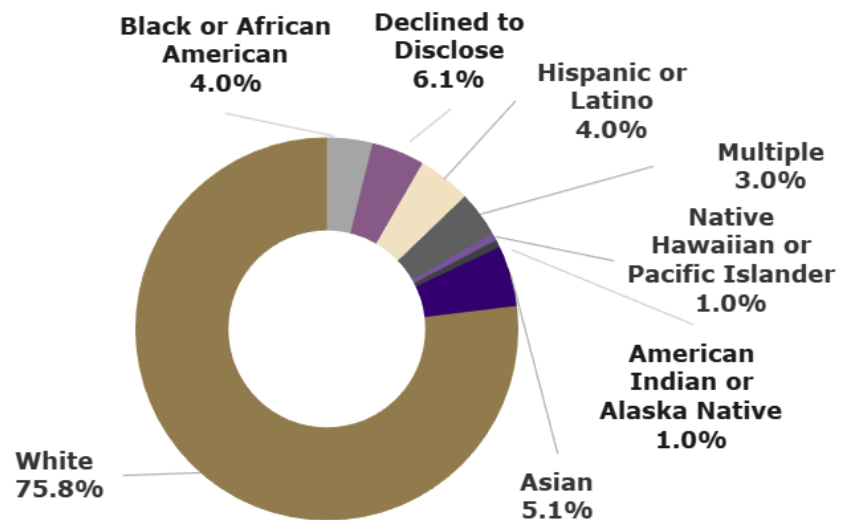
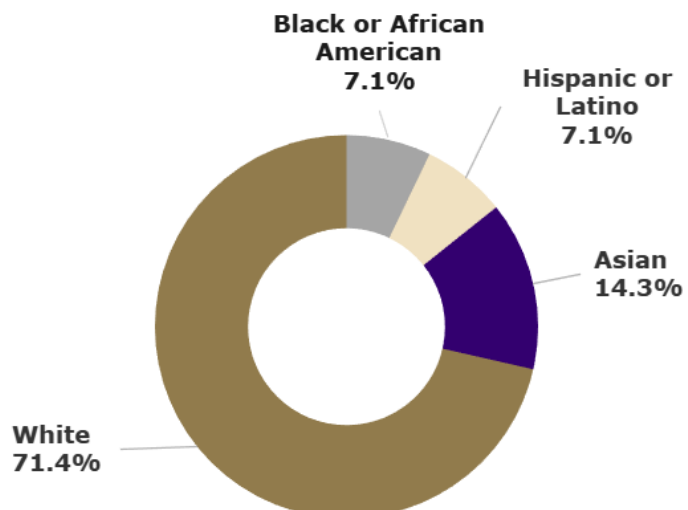


FIGURE 23.

REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 14



DATASET #1

FIGURE 24. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 11–14

► ALL LOCATIONS (AS OF 12/31/24) ► N = 1,384

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	TOTAL
% Overall represented by location	72.0%	1.3%	25.4%	1.2%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.4%	0.0%	0.6%	0.0%
Asian	10.1%	11.1%	13.4%	5.9%
Black or African American	4.4%	11.1%	6.0%	11.8%
Declined to Disclose	3.6%	0.0%	2.6%	0.0%
Did Not Provide Data	1.0%	5.6%	2.6%	5.9%
Hispanic or Latino	4.5%	0.0%	4.3%	11.8%
Multiple	1.3%	5.6%	2.0%	5.9%
Native Hawaiian or Pacific Islander	0.4%	0.0%	0.0%	0.0%
White	74.2%	66.7%	68.8%	58.8%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns – Prof. Staff grades 8–10

FIGURE 25. CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 6,928

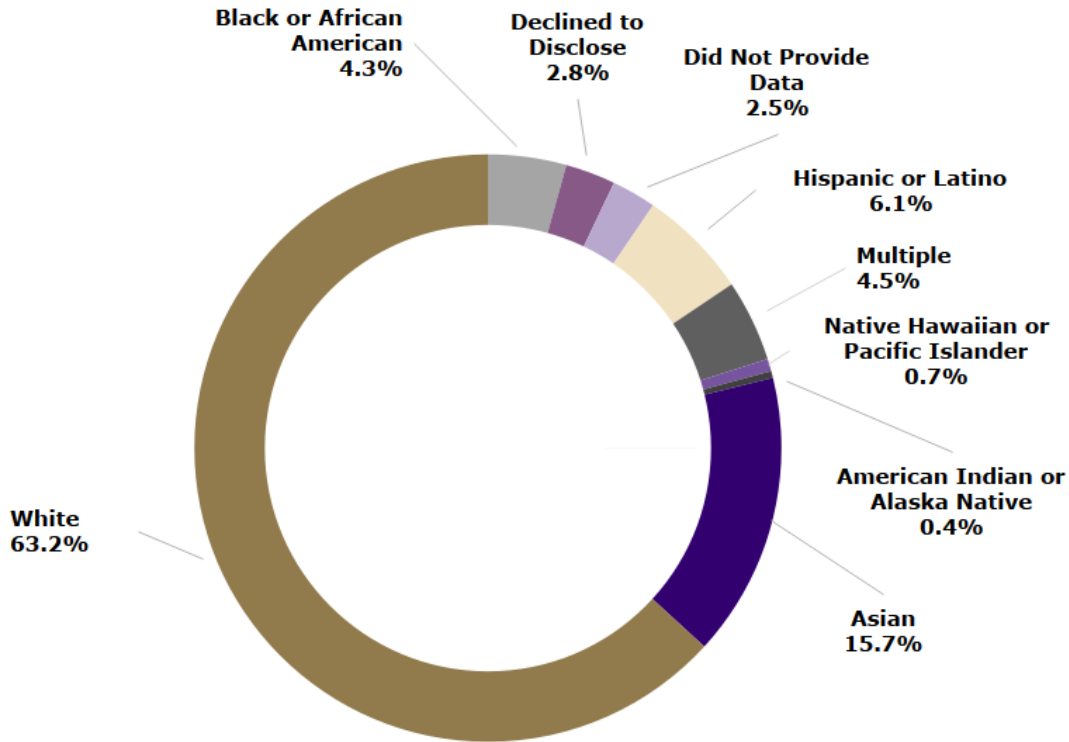


FIGURE 26. TERMINATED EMPLOYEES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 555

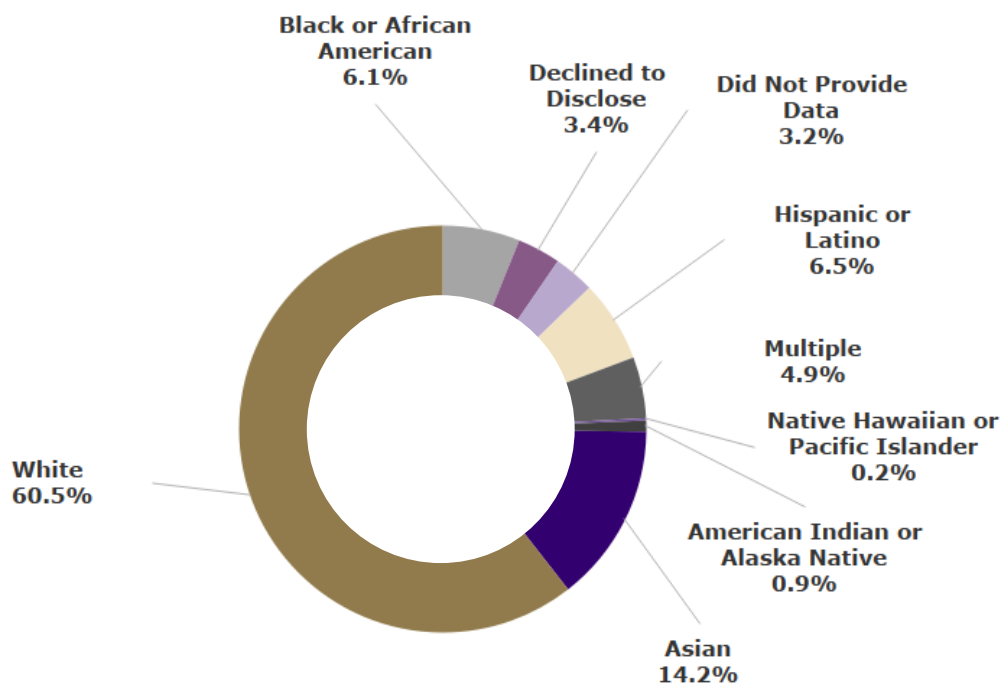


FIGURE 27.
NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 465

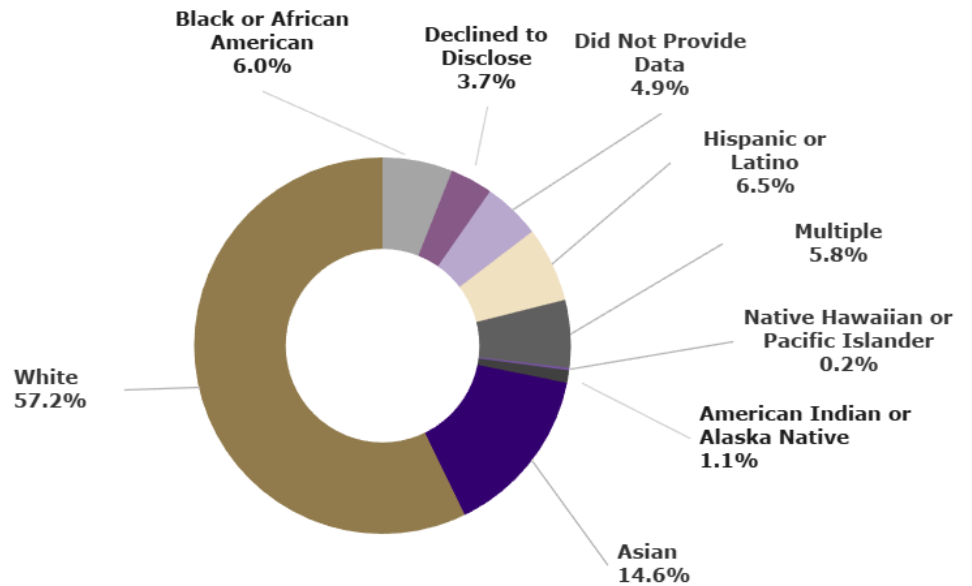


FIGURE 28.
INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 621

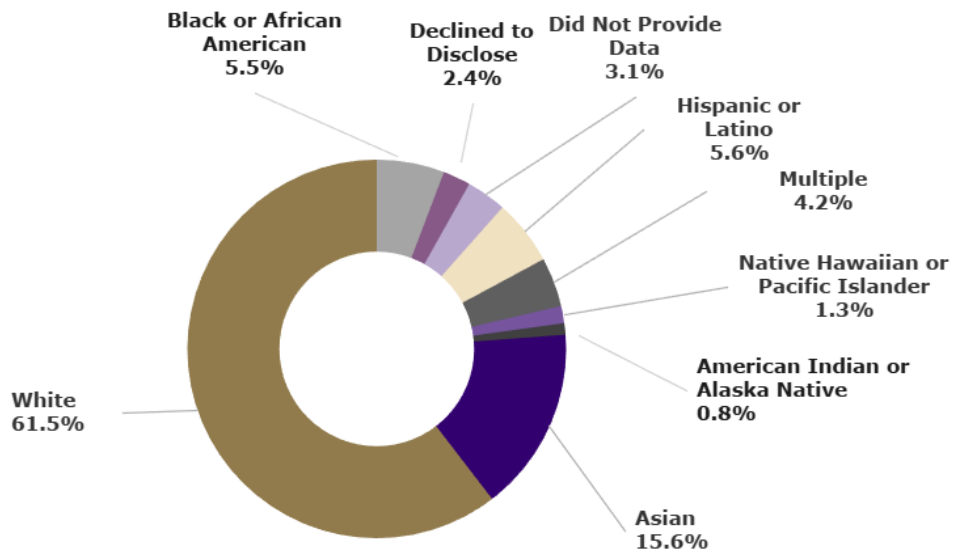
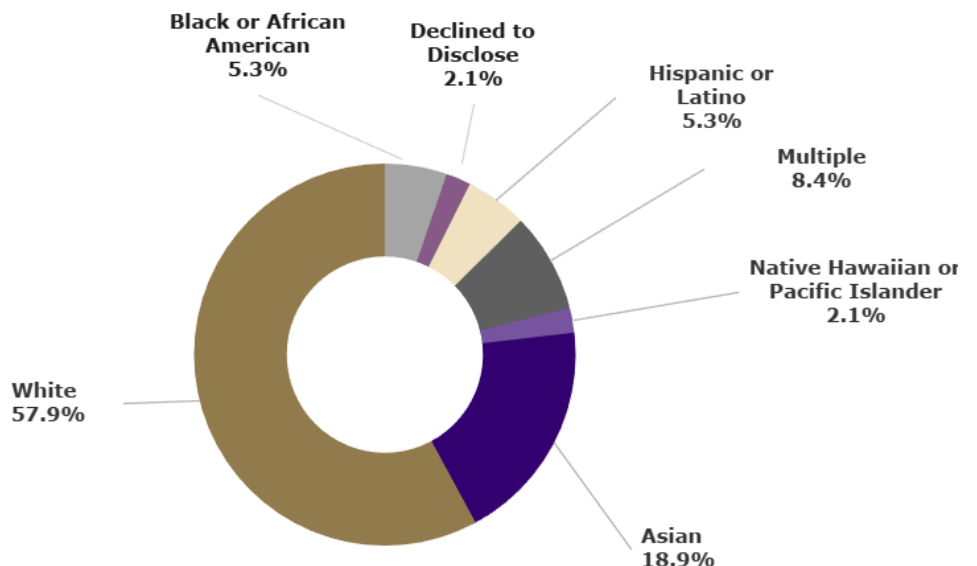


FIGURE 29.
REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 95



DATASET #1

FIGURE 30. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 8–10

► ALL LOCATIONS (AS OF 12/31/24) ► N = 6,662

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	TOTAL
% Overall represented by location	72.5%	2.2%	23.8%	1.5%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.4%	1.3%	0.2%	1.0%
Asian	14.9%	9.8%	18.7%	10.6%
Black or African American	3.9%	4.6%	5.3%	6.7%
Declined to Disclose	2.7%	3.3%	2.8%	2.9%
Did Not Provide Data	2.5%	1.3%	2.4%	3.8%
Hispanic or Latino	6.2%	9.8%	5.5%	3.8%
Multiple	4.3%	7.2%	4.7%	5.8%
Native Hawaiian or Pacific Islander	0.5%	0.7%	1.0%	1.9%
White	64.5%	62.1%	59.3%	63.5%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns for Prof. Staff grades 5–7

FIGURE 31. CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 2,436

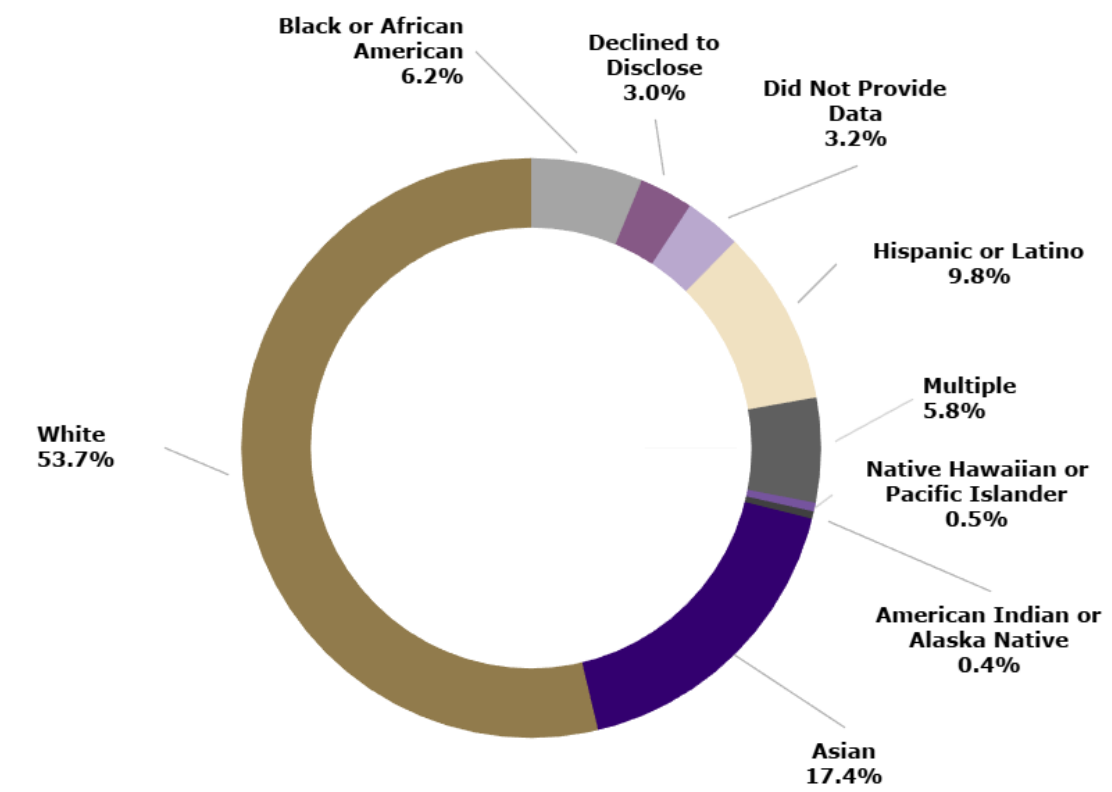
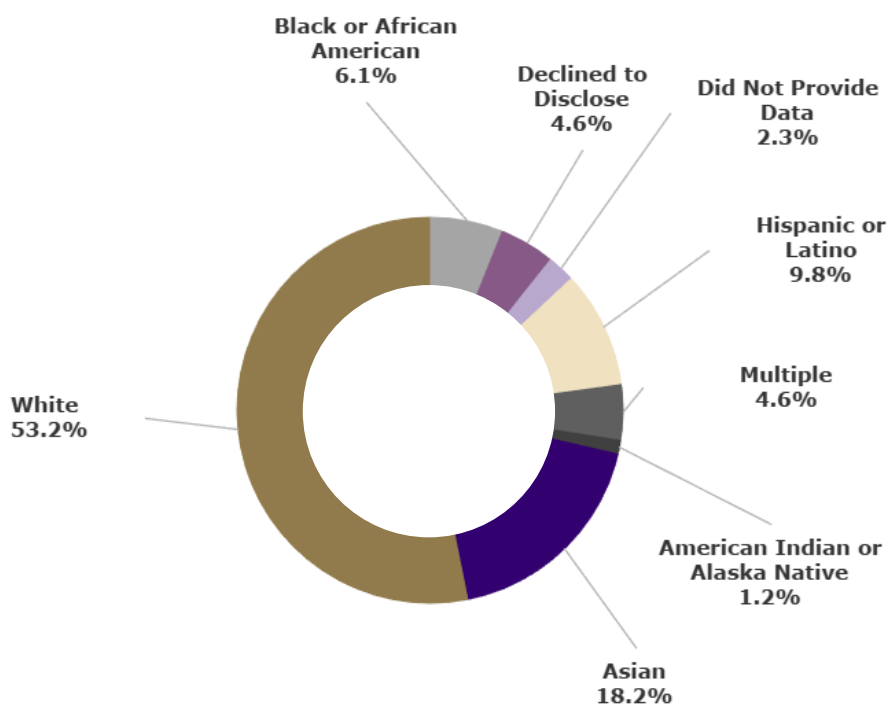


FIGURE 32. TERMINATED EMPLOYEES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 346



Race & ethnicity breakdowns for professional staff grades 5–7

FIGURE 33.
NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 232

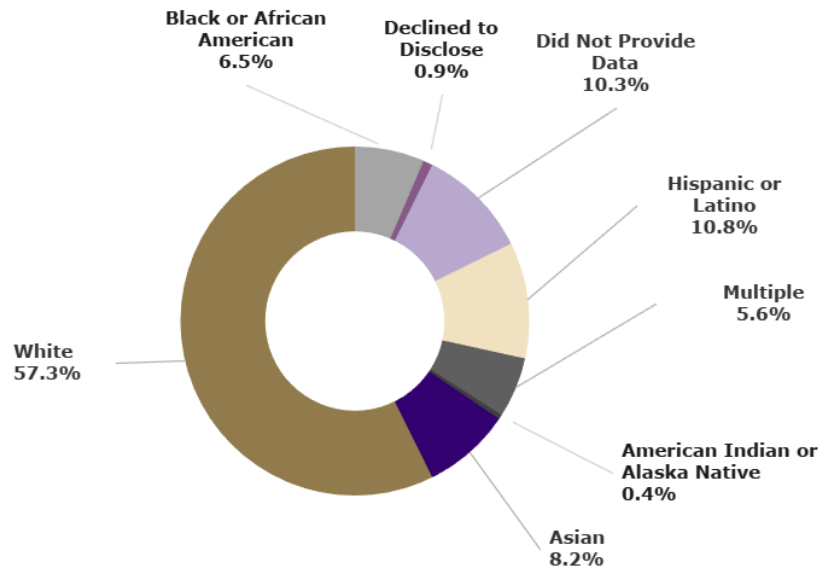


FIGURE 34.
INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 339

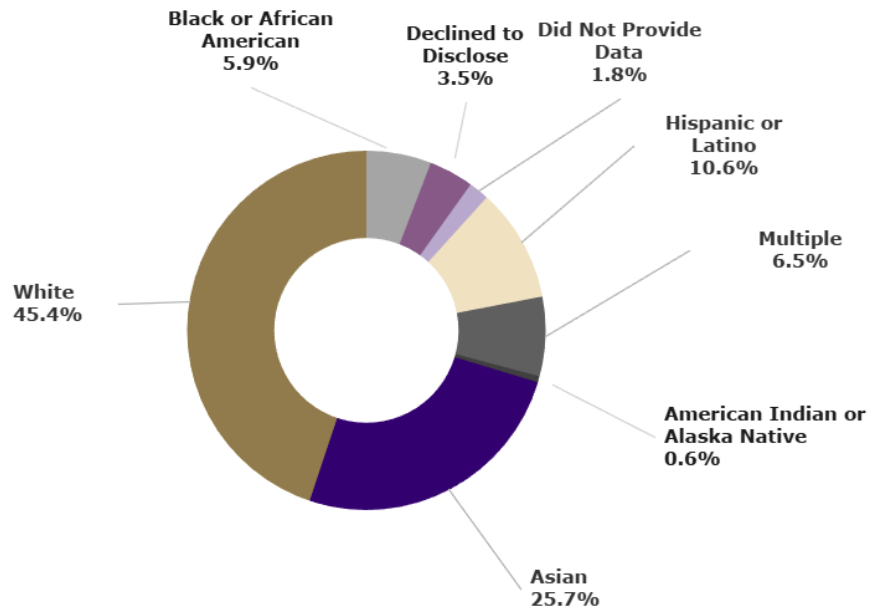
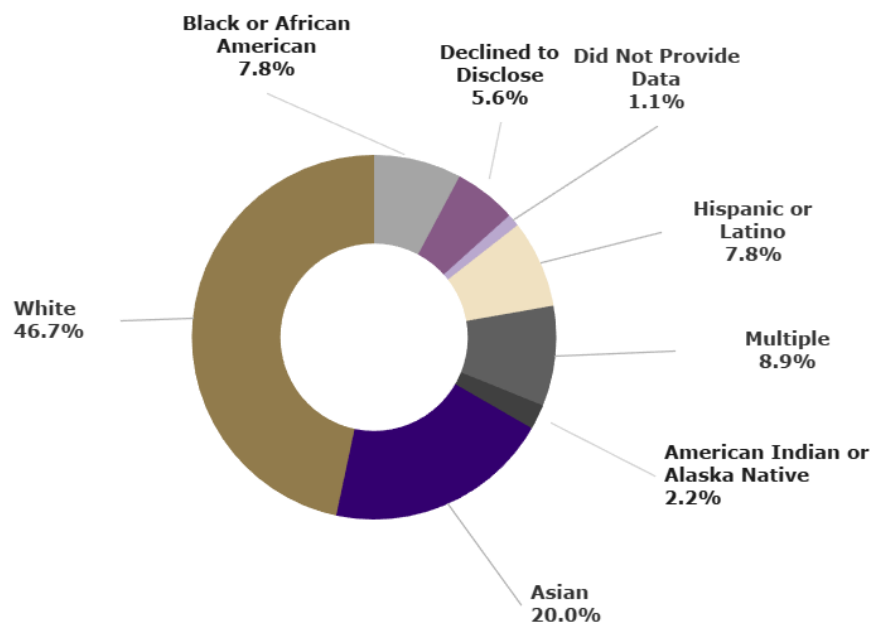


FIGURE 35.
REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 90



DATASET #1

FIGURE 36. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 5–7

► ALL LOCATIONS (AS OF 12/31/24) ► N = 2,436

Locations	Seattle	Bothell	UW Medicine	Tacoma	TOTAL
% Overall represented by location	86.2%	3.5%	7.5%	2.9%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.4%	0.0%	1.1%	0.0%
Asian	17.8%	15.3%	17.0%	8.6%
Black or African American	6.1%	1.2%	10.4%	7.1%
Declined to Disclose	3.0%	3.5%	3.3%	1.4%
Did Not Provide Data	3.1%	2.4%	2.7%	5.7%
Hispanic or Latino	9.5%	18.8%	6.0%	17.1%
Multiple	5.7%	7.1%	4.9%	11.4%
Native Hawaiian or Pacific Islander	0.4%	0.0%	1.1%	1.4%
White	54.0%	51.8%	53.3%	47.1%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

Race & ethnicity breakdowns for other exempt staff

FIGURE 37. CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 1,790

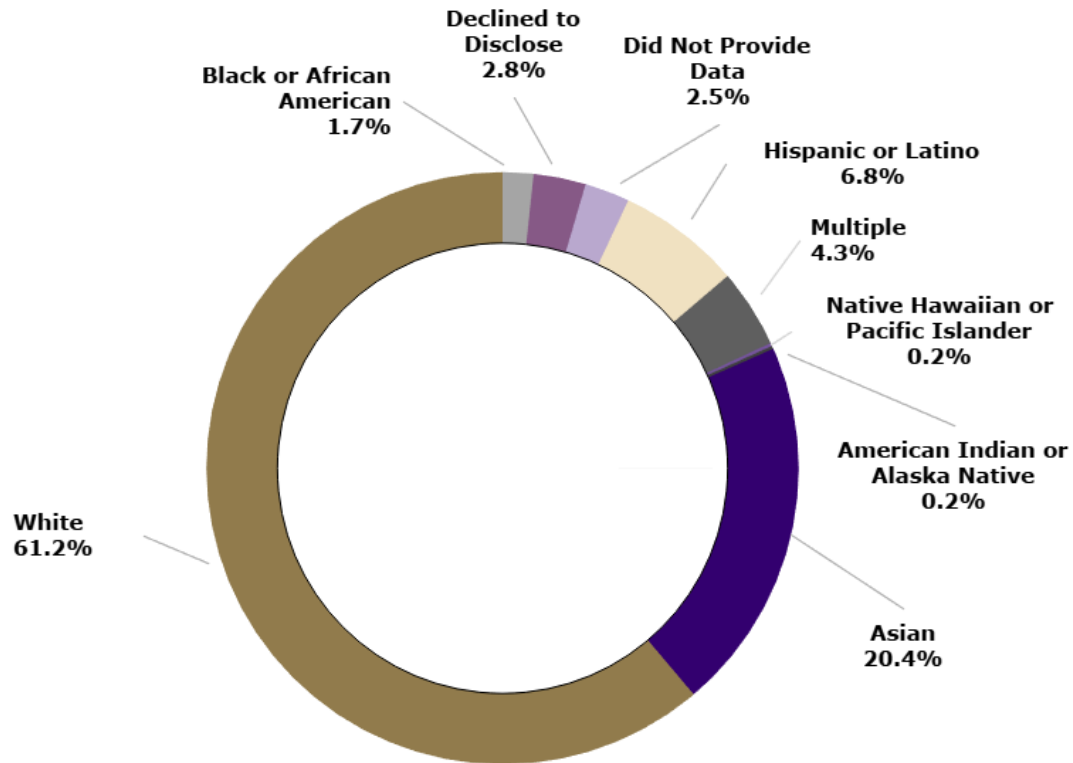
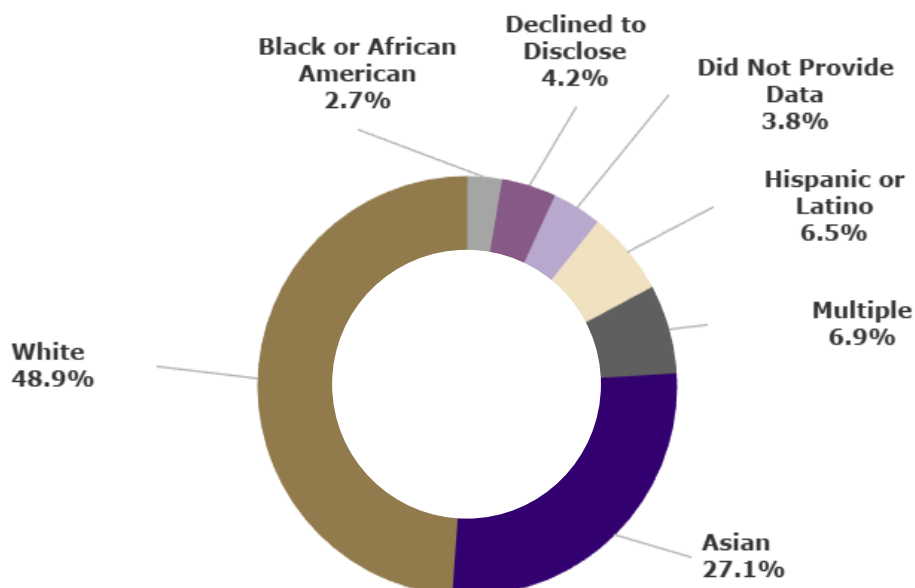


FIGURE 38. TERMINATED EMPLOYEES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 262



Race & ethnicity breakdowns for other exempt staff

FIGURE 39.
NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 114

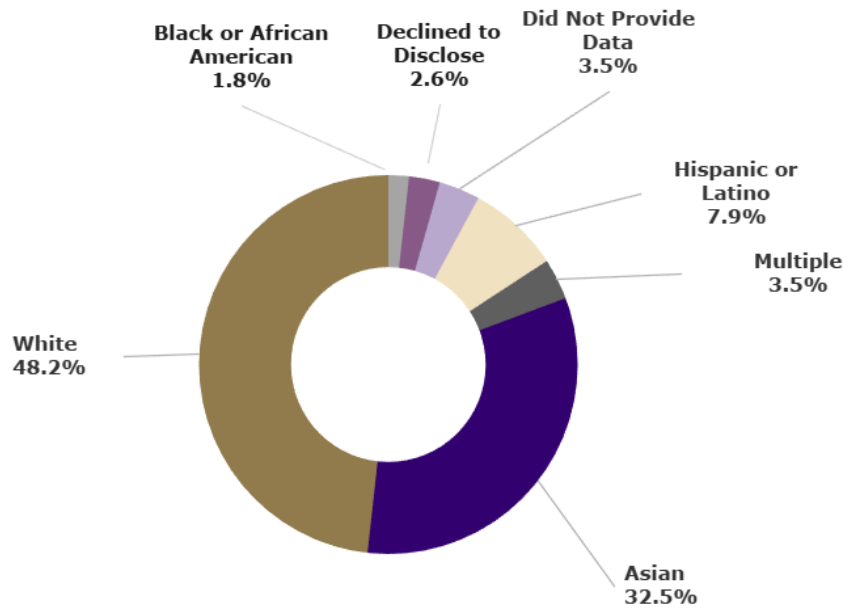


FIGURE 40.
INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 115

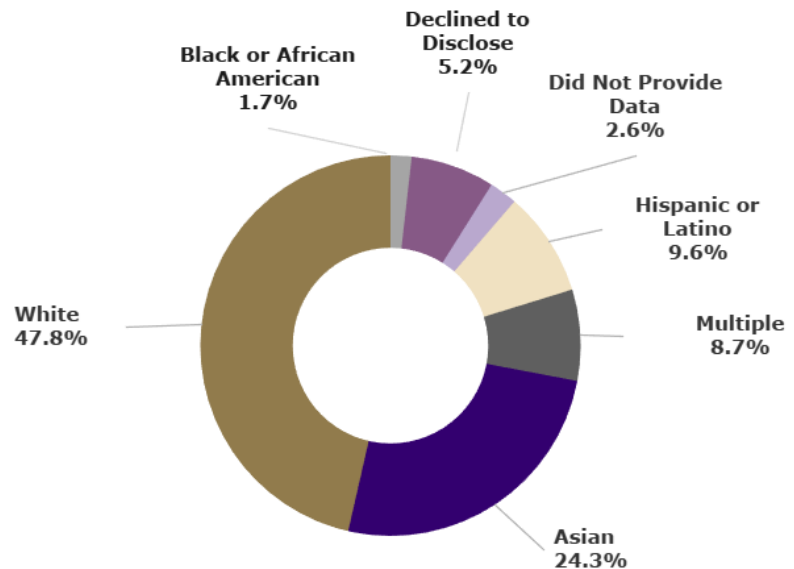
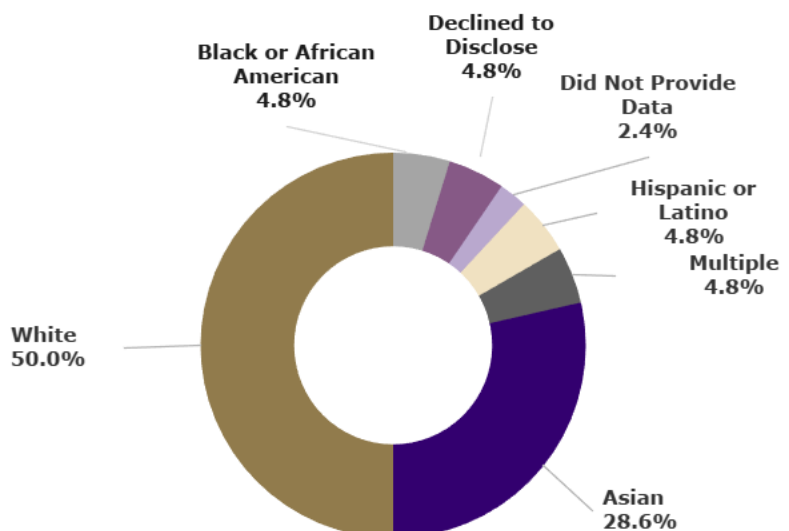


FIGURE 41.
REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 42



DATASET #1

FIGURE 42. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— OTHER EXEMPT STAFF

► ALL LOCATIONS (AS OF 12/31/24) ► N = 1,790

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	TOTAL
% Overall represented by location	99.2%	0.2%	0.0%	0.7%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.1%	33.3%		0.0%
Asian	20.5%	33.3%		8.3%
Black or African American	1.7%	0.0%		0.0%
Declined to Disclose	2.9%	0.0%		0.0%
Did Not Provide Data	2.5%	0.0%		0.0%
Hispanic or Latino	6.8%	0.0%		8.3%
Multiple	4.3%	0.0%		0.0%
Native Hawaiian or Pacific Islander	0.2%	0.0%		0.0%
White	61.1%	33.3%		83.3%
% of Location Population Shown	100.0%	100.0%		100.0%

Race & ethnicity breakdowns for classified staff

FIGURE 43. CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 17,349

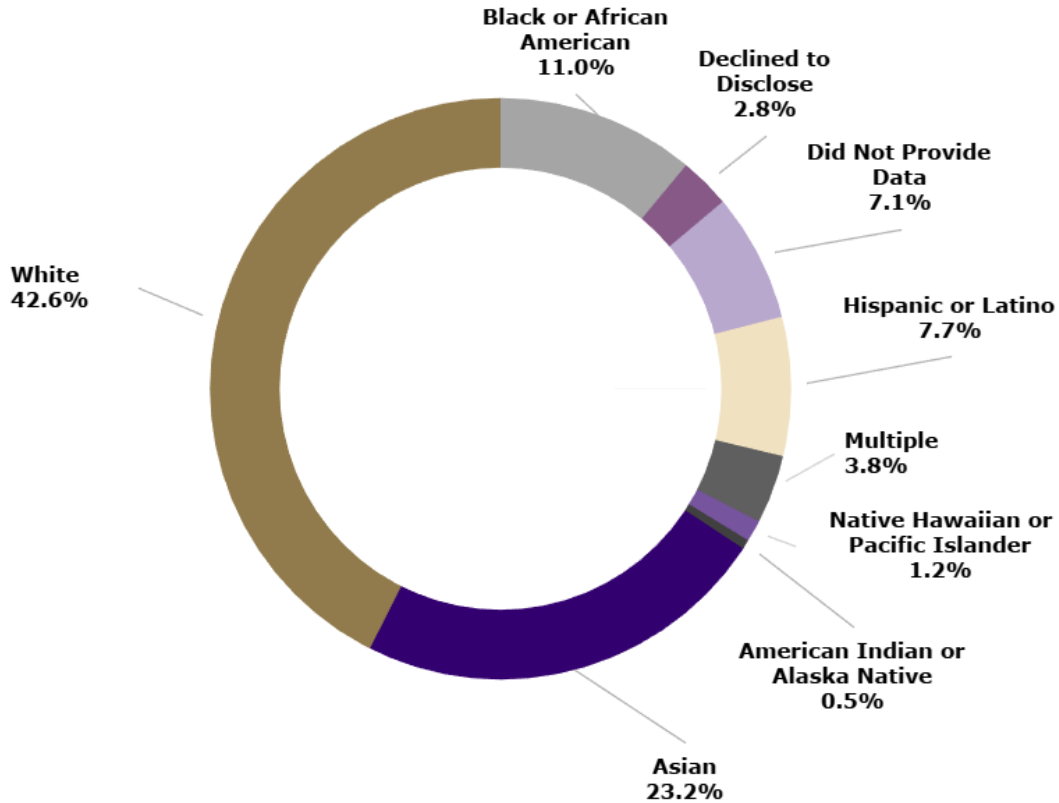
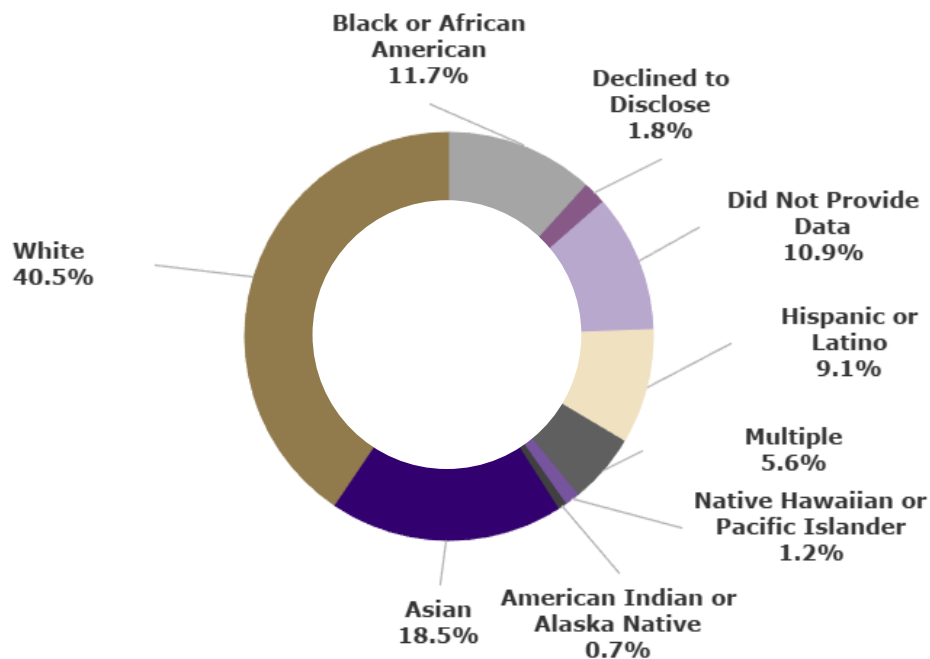


FIGURE 44. TERMINATED EMPLOYEES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 2,018



Race & ethnicity breakdowns for classified staff

FIGURE 45.

NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 2,371

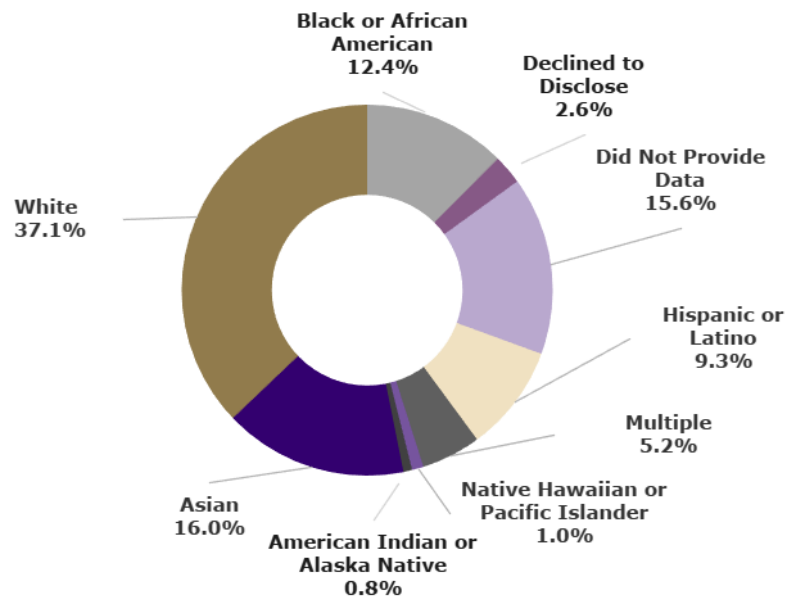


FIGURE 46.

INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 1,587

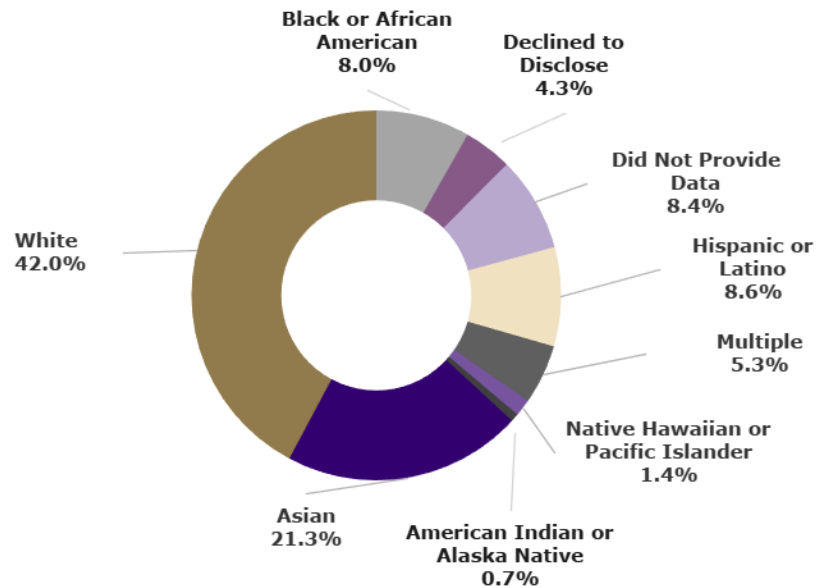
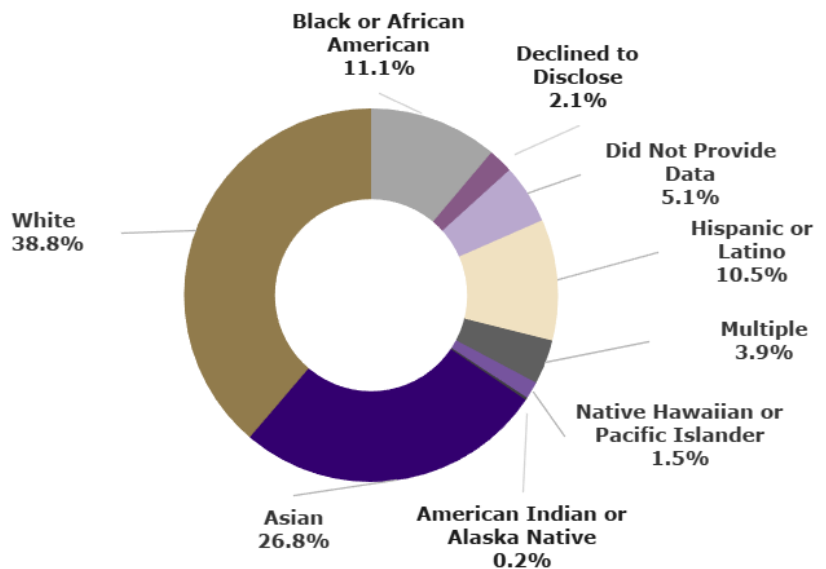


FIGURE 47.

REHIRES

► ALL LOCATIONS (1/1/24 – 12/31/24)

► N = 467



DATASET #1

FIGURE 48. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— CLASSIFIED STAFF

► ALL LOCATIONS (AS OF 12/31/24) ► N = 17,349

Locations	Seattle	Bothell	UW Medicine	Tacoma	TOTAL
% Overall represented by location	19.4%	0.8%	79.1%	0.7%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.8%	0.0%	0.5%	0.0%
Asian	19.2%	19.4%	24.3%	11.8%
Black or African American	9.3%	9.0%	11.5%	7.6%
Declined to Disclose	4.0%	6.3%	2.5%	1.7%
Did Not Provide Data	5.0%	4.9%	7.8%	2.5%
Hispanic or Latino	9.2%	11.8%	7.3%	11.8%
Multiple	4.1%	4.2%	3.7%	5.9%
Native Hawaiian or Pacific Islander	0.4%	0.0%	1.4%	0.8%
White	48.1%	44.4%	41.1%	58.0%
% 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 federal reporting requirements. Although there is the capability in Workday for employees to share gender outside of the binary, for the purposes of this report we use the binary male and female sex designations because of the University's federal reporting and collection requirements. Our overall current staff population (N = 30,074) is more female than male (66.9% vs. 33.1%). Our hires and terminations reflect similar splits.

Having nearly double the number of female staff compared with male is roughly consistent across race and ethnicity, with the closest values being among American Indian and Alaska Native staff (59.6% female and 40.4% male) and the largest disparity among Asian staff (70.7% female to 29.3% male). However, the overall ratio of roughly double the female staff as male is not consistent among all staff groupings. Looking at all current employees, professional staff grades 5–7, 8–10 and 11–14 are 75.2%, 63.5% and 53.6% female, respectively, while classified staff are 69.6% female. These numbers are heavily influenced by the UW Medicine population, which represents more than half of all University staff and is more heavily female than the academy side of the University (72.5% female within UW Medicine compared to 60.7% female within the academy).

For UW Medicine, professional staff grades 5–7, 8–10 and 11–14 are 83.0%, 62.7% and 59.9% female, respectively, while classified staff are 73.8% female. It is worth noting much of this difference in representation for female and male populations among classified staff at UW Medicine may be due to the specific jobs within our medical system. Positions in this category, such as registered nurses, social workers, patient care coordinators and patient care specialists, have historically higher rates of female employment. For example, as estimated by the [United States Census, American Community Survey 2014-2018 tabulation](#), in the Seattle-Bellevue-Tacoma metropolitan statistical area, registered nurses are 87.4% female, social workers 73.1% and other healthcare support occupations 85.0%. As for the apparently high percentage of female staff within professional staff grades 5–7, this population is fewer than 200 people (out of just under 16,000) and, therefore, does not represent a large portion of the workforce at UW Medicine.

Sex breakdowns

DATASET #1.

FIGURE 49 . STAFF SEX BREAKDOWN BY POSITION

LOCATION AND STAFF TYPE

► ALL LOCATIONS (AS OF 12/31/24) ► N = 30,074

Sex by Location

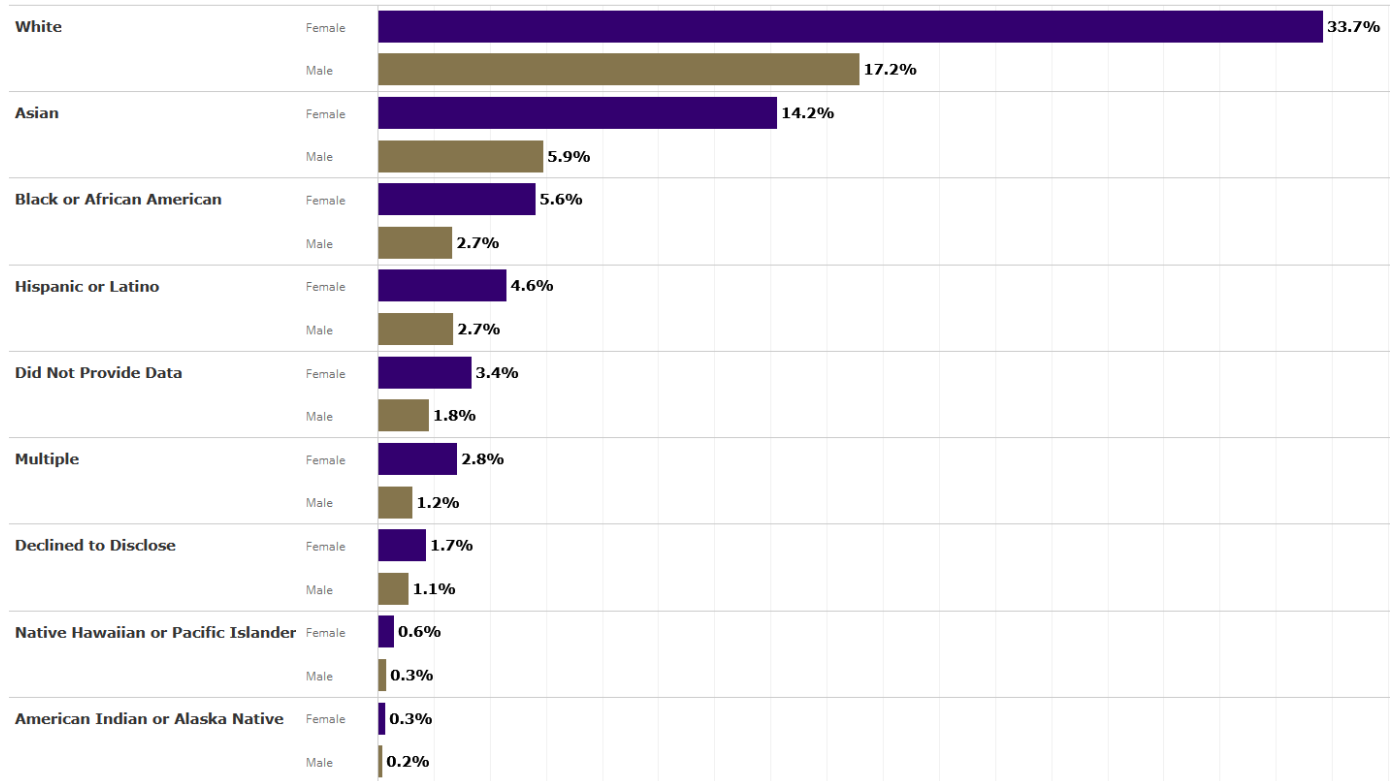
		Female	Male
Seattle	ProStaff Grade 11-14	3.8%	3.6%
	ProStaff Grade 8-10	23.8%	13.5%
	ProStaff Grade 5-7	11.7%	3.9%
	Classified Staff	13.5%	11.6%
	No ProStaff Grade	0.5%	0.8%
	Other Exempt Staff	7.3%	5.9%
	Total	60.7%	39.3%
UW Bothell	ProStaff Grade 11-14	2.5%	2.0%
	ProStaff Grade 8-10	24.8%	13.2%
	ProStaff Grade 5-7	15.6%	5.5%
	Classified Staff	18.6%	17.1%
	No ProStaff Grade		
	Other Exempt Staff	0.5%	0.2%
	Total	62.0%	38.0%
UW Medicine	ProStaff Grade 11-14	1.3%	0.9%
	ProStaff Grade 8-10	6.5%	3.9%
	ProStaff Grade 5-7	0.9%	0.2%
	Classified Staff	63.7%	22.6%
	No ProStaff Grade		0.0%
	Other Exempt Staff		
	Total	72.5%	27.5%
UW Tacoma	ProStaff Grade 11-14	3.4%	1.9%
	ProStaff Grade 8-10	18.9%	13.4%
	ProStaff Grade 5-7	12.4%	9.3%
	Classified Staff	19.3%	17.7%
	No ProStaff Grade		
	Other Exempt Staff	2.5%	1.2%
	Total	56.5%	43.5%

DATASET #1

FIGURE 50. RACE & ETHNICITY BY SEX BREAKDOWN

— CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/24) ► N = 30,074

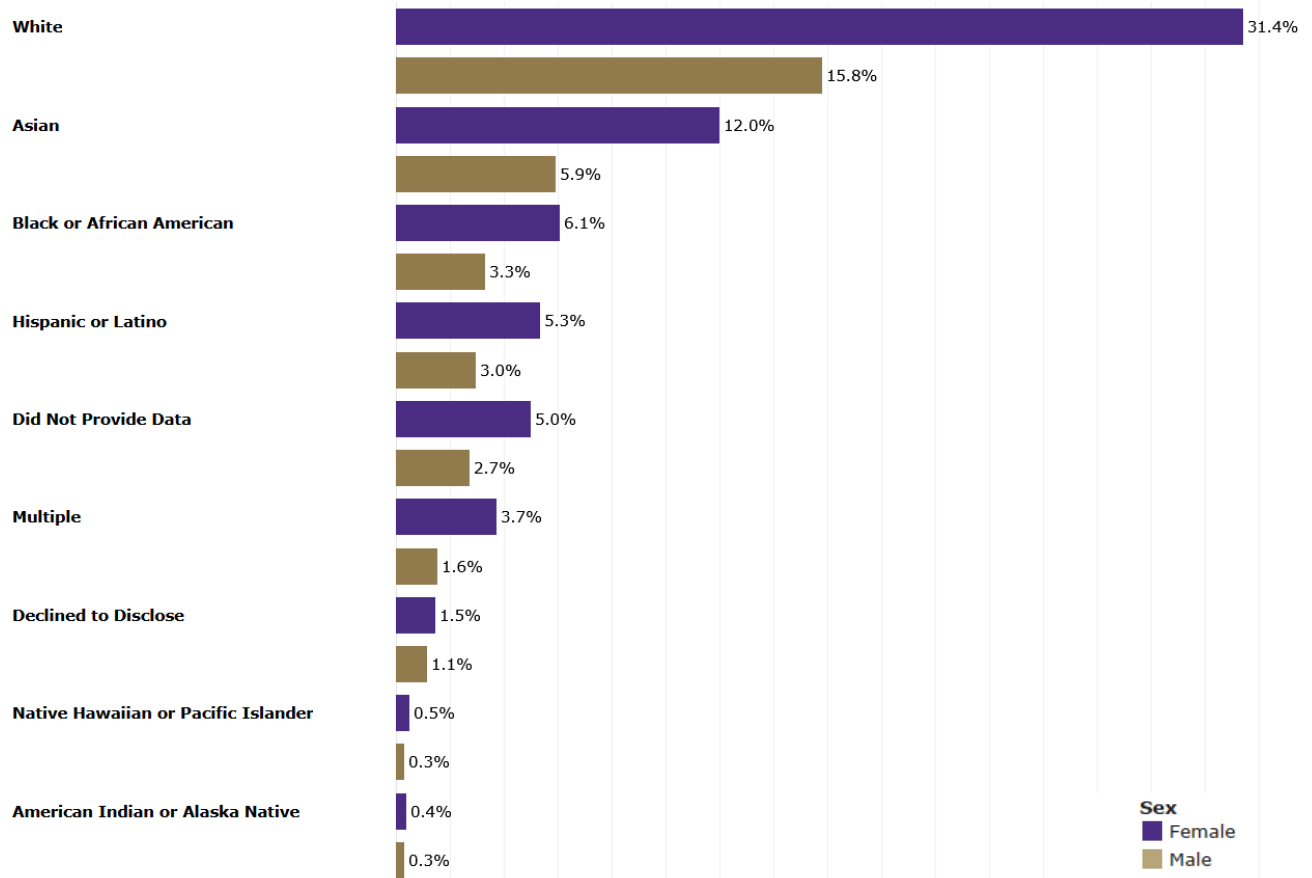


DATASET #3

FIGURE 51. RACE & ETHNICITY BY SEX BREAKDOWN

— TERMINATIONS

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,347

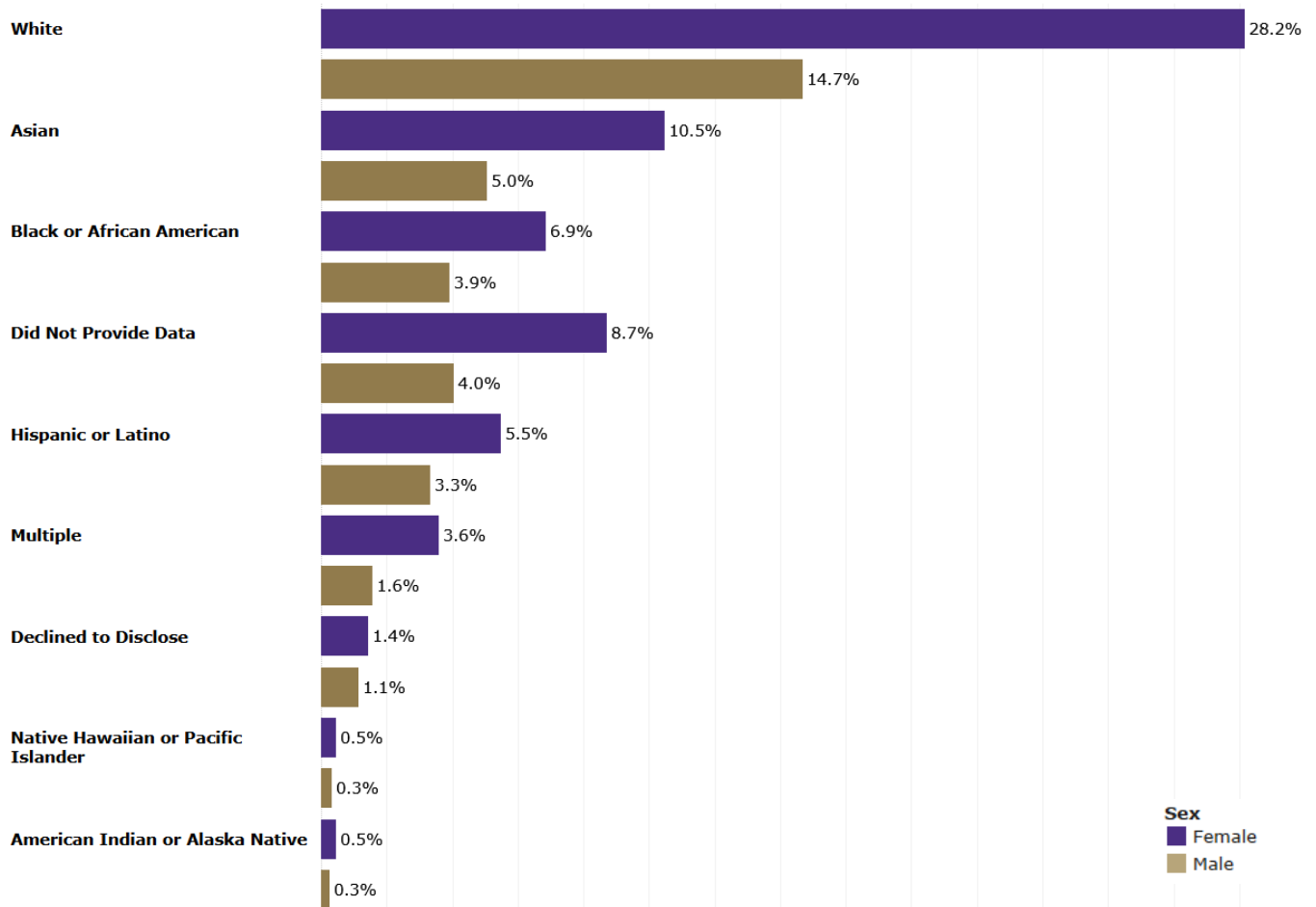


DATASET #2

FIGURE 52. RACE & ETHNICITY BY SEX BREAKDOWN

— NEW HIRES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,309

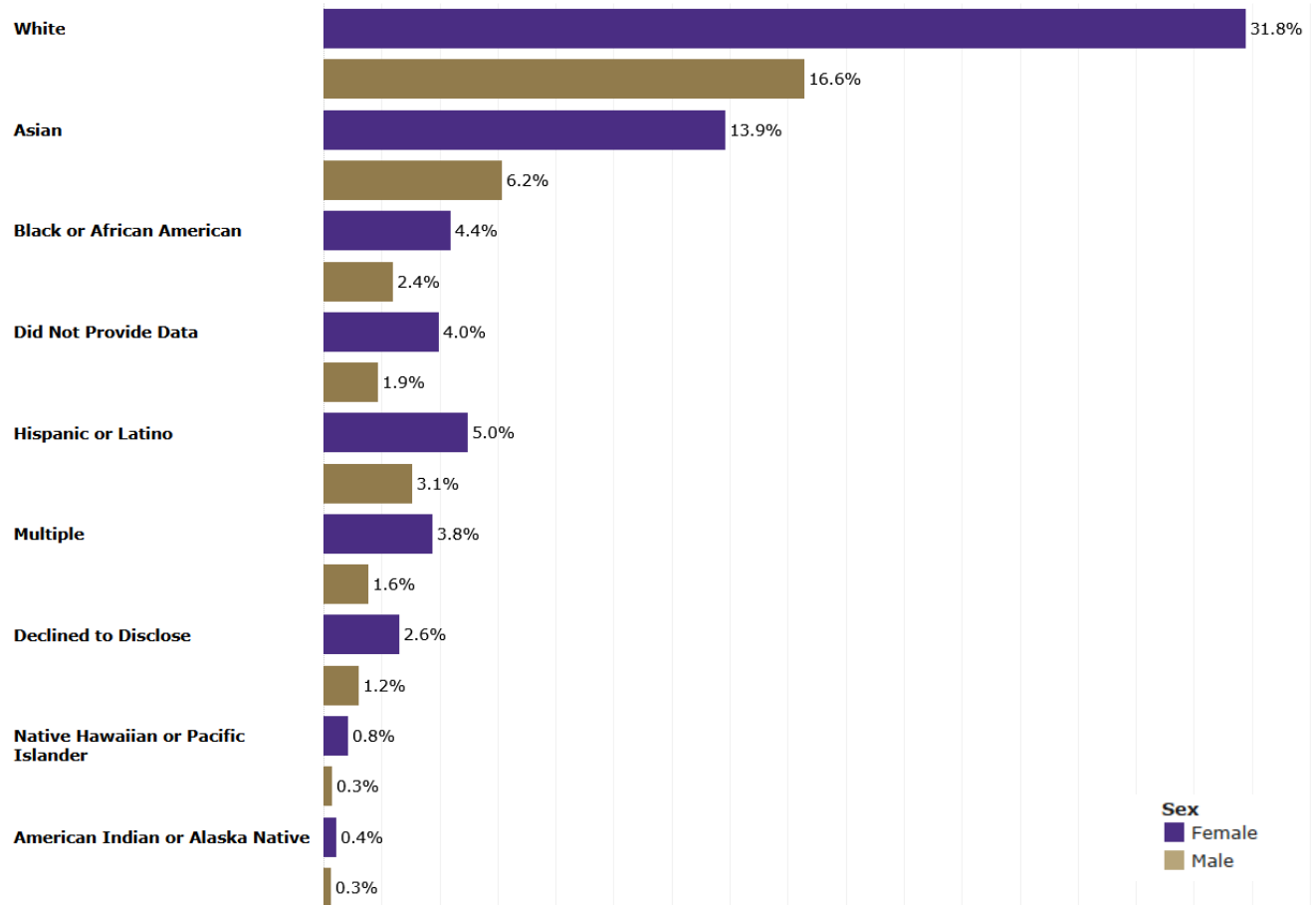


DATASET #2.B.

FIGURE 53. RACE & ETHNICITY BY SEX BREAKDOWN

— INTERNAL MOVES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 2,772

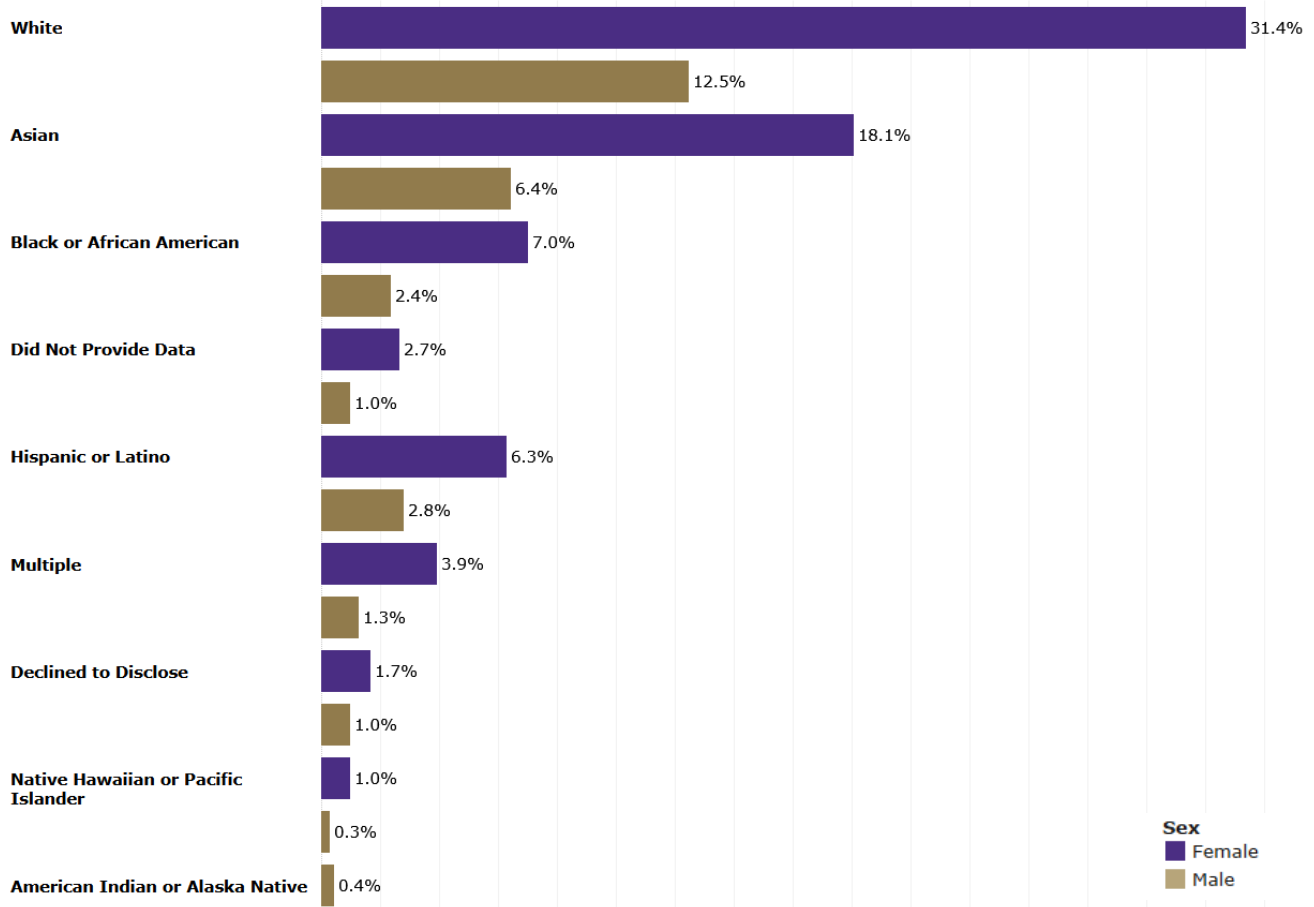


DATASET #2.C.

FIGURE 54. RACE & ETHNICITY BY SEX BREAKDOWN

— REHIREES

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 714



> TERMINATIONS

With the second year of data after implementation of Financial Transformation and HR Hierarchy, we can make some limited comparisons of data regarding employees terminating from the University over time.

Compared with 2023, the overall number of terminations, similar with hiring, declined slightly, from 3,459 terminations to 3,347. Following this decline, most types of separation from the University also decreased numerically, including General Resignation-No Reason Given, Better Job Opportunities, Personal Reasons, Commute, and Involuntary terminations. However, there were three types of separation from the University which ran counter to the broader decline in terminations: Relocation, Educational Pursuit and Job Dissatisfaction. Job Dissatisfaction had only a 5-person gain between 2023 and 2024, but Relocation and Educational Pursuit saw larger changes.

Relocation saw the largest gain, with 227 employees leaving the University to relocate compared with 2023's 162. This was concentrated in classified staff, who were also the majority of 2023's relocations, whose count went from 128 relocations to 179. This occurred simultaneously with the increase in total classified current employees (16,519 to 17,349) but decline in total classified terminations (2,125 to 2,018) and new hires (2,739 to 2,371).

Educational Pursuit went from 204 to 247 employees separating, with the largest gain coming from other exempt staff, who went from six separations for Educational Pursuit in 2023 to 42 in 2024. However, while this correlates with a net total decline in other exempt staff (1,863 to 1,790 current employees), this corresponds also with large increases in new hires (61 to 114) and total Terminations generally (82 to 262). Given that the composition of this employee type is overwhelmingly concentrated within two research and engineering bargaining units, Service Employees International Union 925 – Institute for Health Metrics and Evaluation (SEIU 925) and United Auto Workers – Research Scientist Engineers (UAW), this may not be a surprising change and it might be worth monitoring to determine if this increase is a one-off spike or the beginning of a new status quo.

This year, 21.7% of BIPOC employees in grades 5–7 had Better Job Opportunities as their primary termination reason, a decrease from 28.2% for this reason for the same group in 2023's report, but closer in line with 2022's rate of 22.8%. Overall, in grades 5–7, in addition to the most common reasons for all groups (General Resignation-No Reason Given at 32.4%), the top reasons for leaving were Better Job Opportunities (23.4%) and Personal Reasons (9.0%).

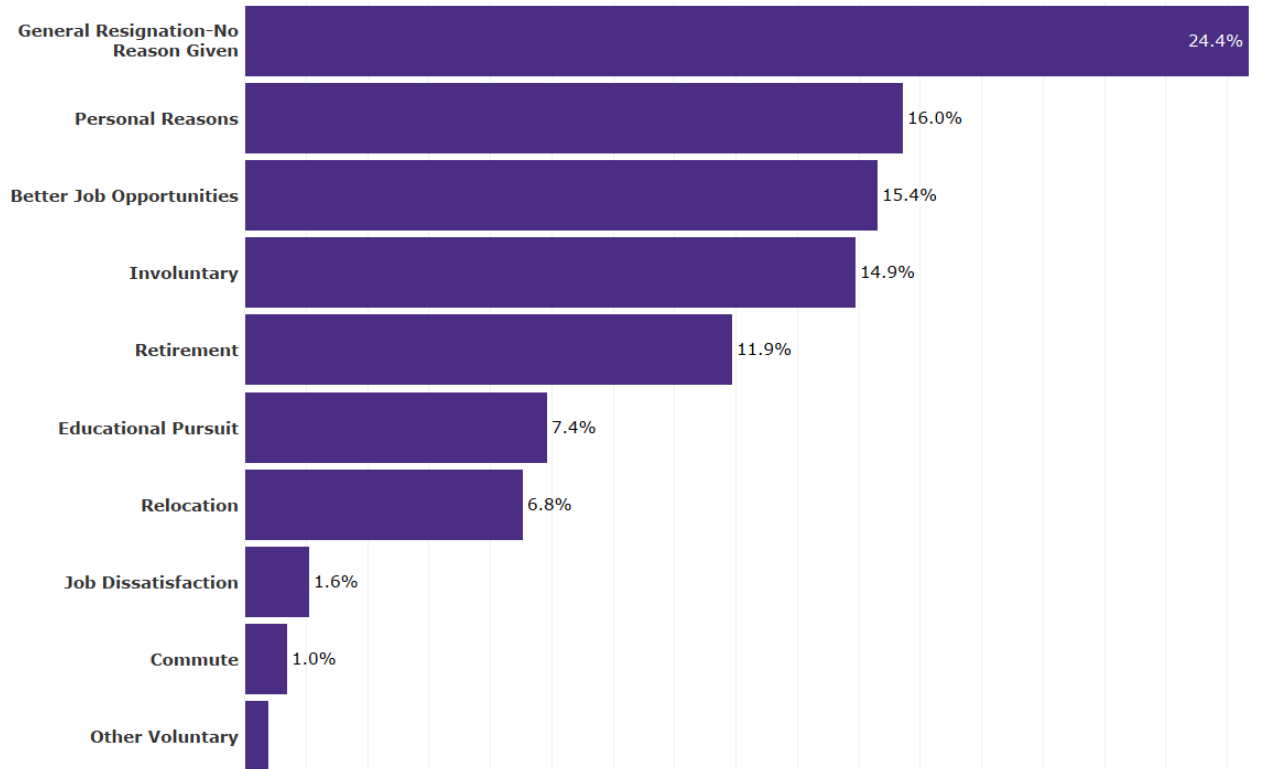
Terminations

DATASET #3.

FIGURE 55. TERMINATION REASONS

► ALL LOCATIONS (1/1/24 – 12/31/24) ► N = 3,347

Termination Reasons



> APPLICANT JOURNEY

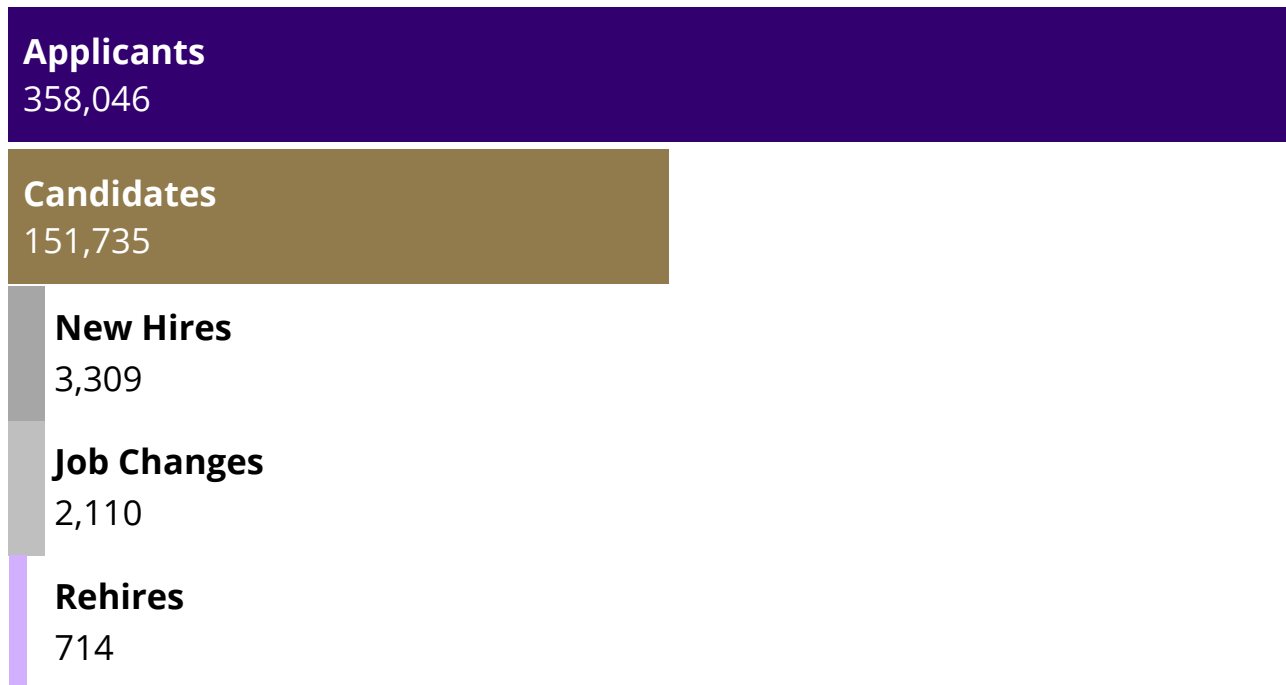
DATASETS #2 & 4

During the reporting period of calendar year 2024, 42.4% 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, 4.5% were hired and became staff, a reduction from the 2023 rate of 6.1%.

This report's applicant journey data focuses only on regular (informally referred to as "permanent") positions with active recruitments in 2024. This includes both salaried and hourly positions designated as "regular" in Workday. This year we are including employee movement for both internal moves as well as new employees to the University; however, due to limitations on our ability to track potential rehires within UWHIRES, we are not able to include the previous category of "Rehire Post Workday" in the applicant journey.

It is important to note we are including only regular positions 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 temporary positions in the applicant journey data as it would be unclear what 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 resemble the pool of applicants and the pool of new hires should ideally roughly reflect the candidate population, all within margins of statistical significance. When large shifts occur, particularly in underrepresented populations, this may indicate bias in the hiring process, areas or positions needing more focused recruiting and outreach, or even a decrease in candidate availability, possibly caused by factors such as increased competition for top candidates, time to hire, or degree of competitive compensation offered. However, since we are pulling applicant and candidate data from UWHIRES and new hire data from Workday — and new hires may not realize information provided in UWHIRES does not automatically transfer to Workday — there may be some unintended shifts in what data is reported. With the planned shift from UWHIRES to Workday Recruiting later this year, reporting may become more consistent pre- and post-hire.



OBSERVATIONS AND ANALYSIS

Applicant journey numbers include regular positions hired by the University through competitive recruitment.

- New Hires include only employees who are new to the University.
- Job Changes include current employees moving to new positions within the University.
- Transfers include current employees moving into similar positions across the University between different organizations.
- Rehires consist of employees who previously worked at the University, experienced a break in service, and returned to employment.

In 2024, there were 3,309 New Hires hired into regular positions at the University. This represents a 14.6% decrease in hires from 2023, when there were 3,875 new hires during the reporting period. Including Job Changes and Rehires brings total hiring to 6,131, with just over half of all University hiring actions involving internal moves or rehires.

Some important numbers to consider occur within the applicant and candidate populations, where for a second year the totals for both applicants and candidates increased sharply year over year. In 2023, there were 257,329 applicants and 127,065 candidates. In 2024, the number of applicants and candidates both increased significantly to 358,046 applicants and 151,735 candidates. The average number of applicants per requisition is larger this year than last year.

(55.9 in 2024 compared to 35.4 in 2023). Additionally, while the applicant-to-candidate progression rate of 42.4% is lower this year than last, there are more candidates, on average, per requisition than in 2023 (23.6 in 2024; 17.5 in 2023).

The nearly 30% increase of candidates and almost 35% increase in applicants from 2022 to 2023 may be attributed to a number of factors.

One factor may be Washington state's labor force increased by more than 65,800 people between December 2023 and December 2024, according to the [monthly employment report for December 2024](#) from the Washington State Employment Security Department. The Seattle/Bellevue/Everett geographic region, where the University of Washington is located, accounts for 33.7% of the state's labor force increase during that period. According to the University of Washington External Affairs' [2024 Economic Impact Report](#), the University is responsible for 1 in 34 jobs in the state of Washington and is the state's fifth-largest employer.

Another factor in the upturn in applicants to the University may be due in part to layoffs occurring in and around the Seattle metropolitan area. [Boeing had a 10% cut of its workforce](#) amounting to roughly 17,000 people, [Microsoft laid off about 2,500 from its gaming division alone](#), and the [Washington State Employee Security Department estimates about a 33,000 job loss](#) across the state in October 2024. Additionally, the University may also find a possible connection between its uptick in applicants and Seattle-area return-to-office mandates. Where some local institutions around Puget Sound have implemented 5-day in-office mandates, the University has maintained flexibility for our schools, colleges, campuses, or organizations to determine their own hybrid in-office and remote balance.

Applicant journey breakdowns

FIGURE 57. APPLICANTS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 358,046

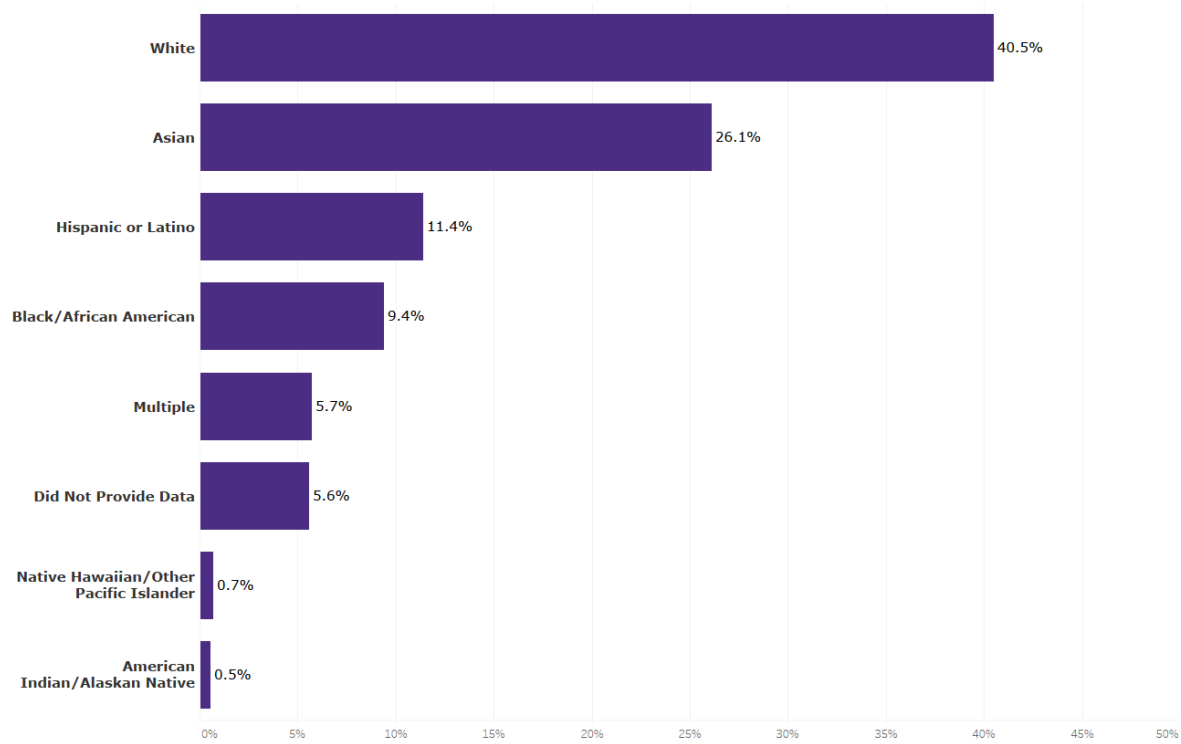


FIGURE 58. CANDIDATES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 151,735

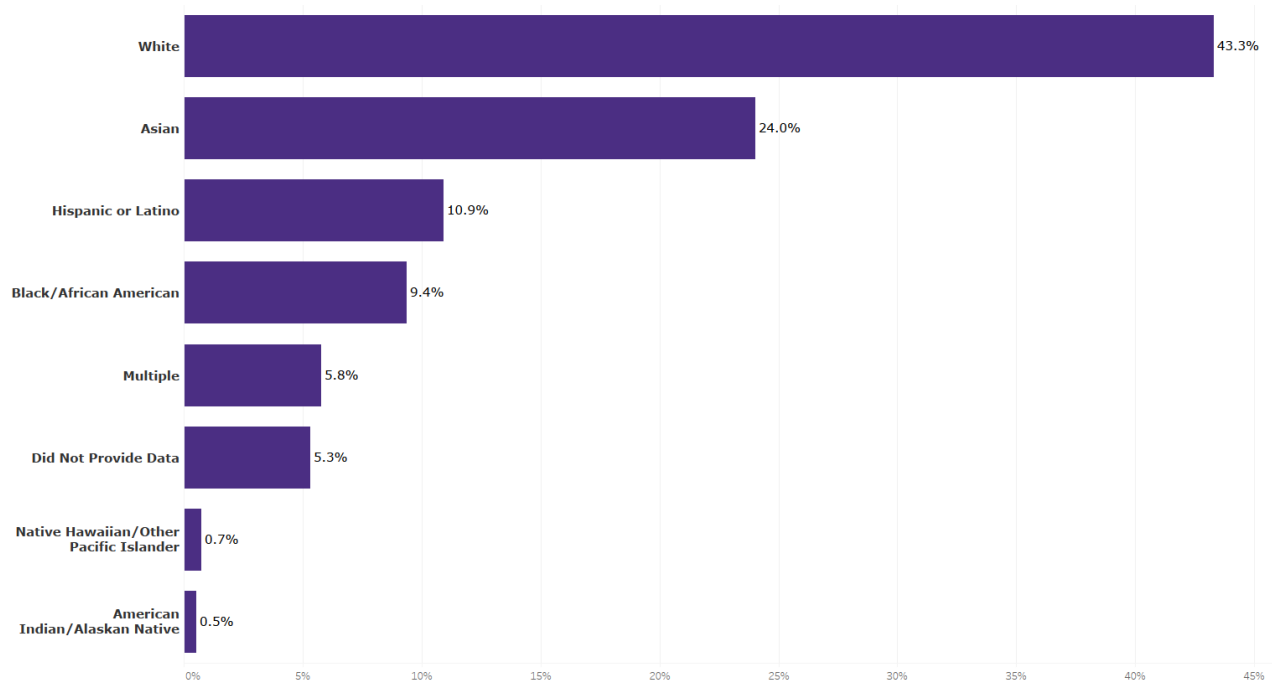


FIGURE 59. NEW HIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 3,309

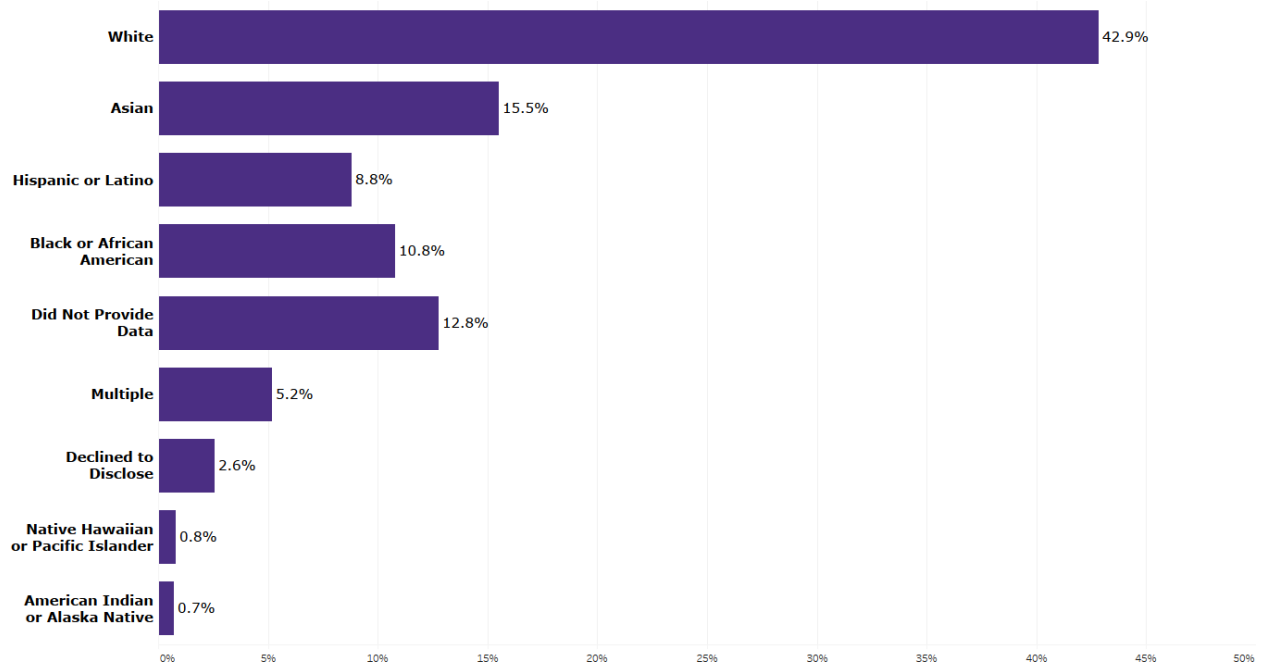


FIGURE 60. CHANGE JOBS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 2,110

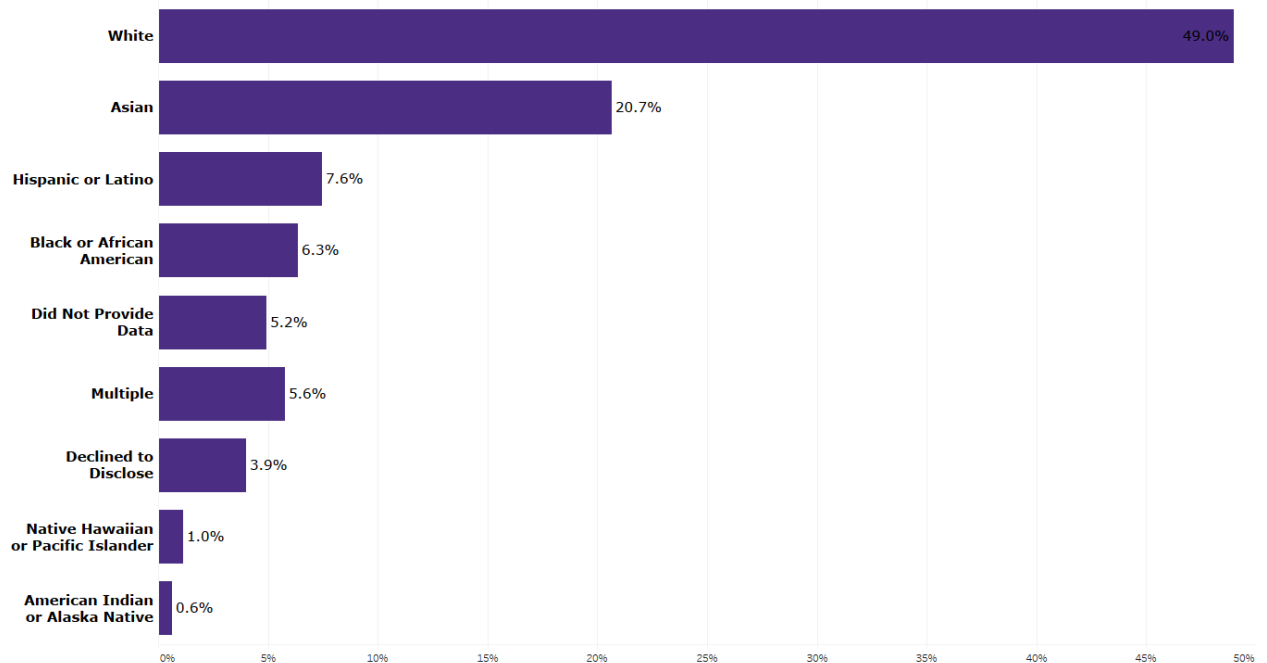
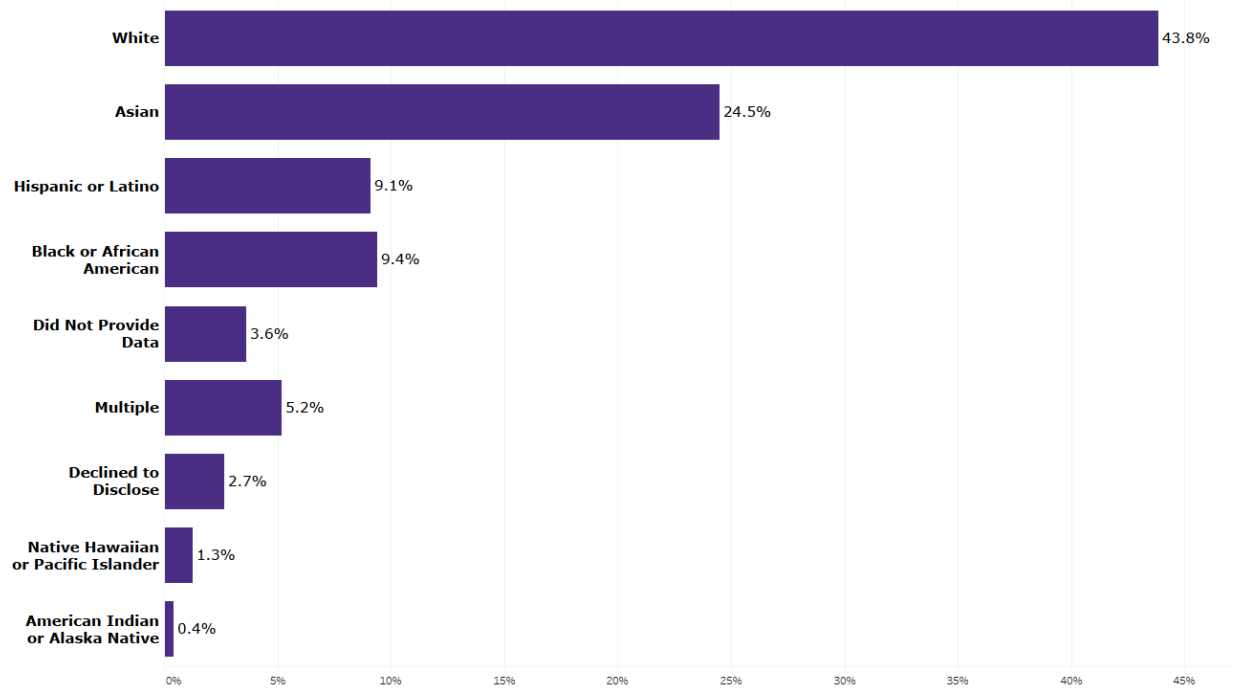


FIGURE 61. REHIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 714



Applicant journey – Professional Staff grades 11–14

FIGURE 62. APPLICANTS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 9,821

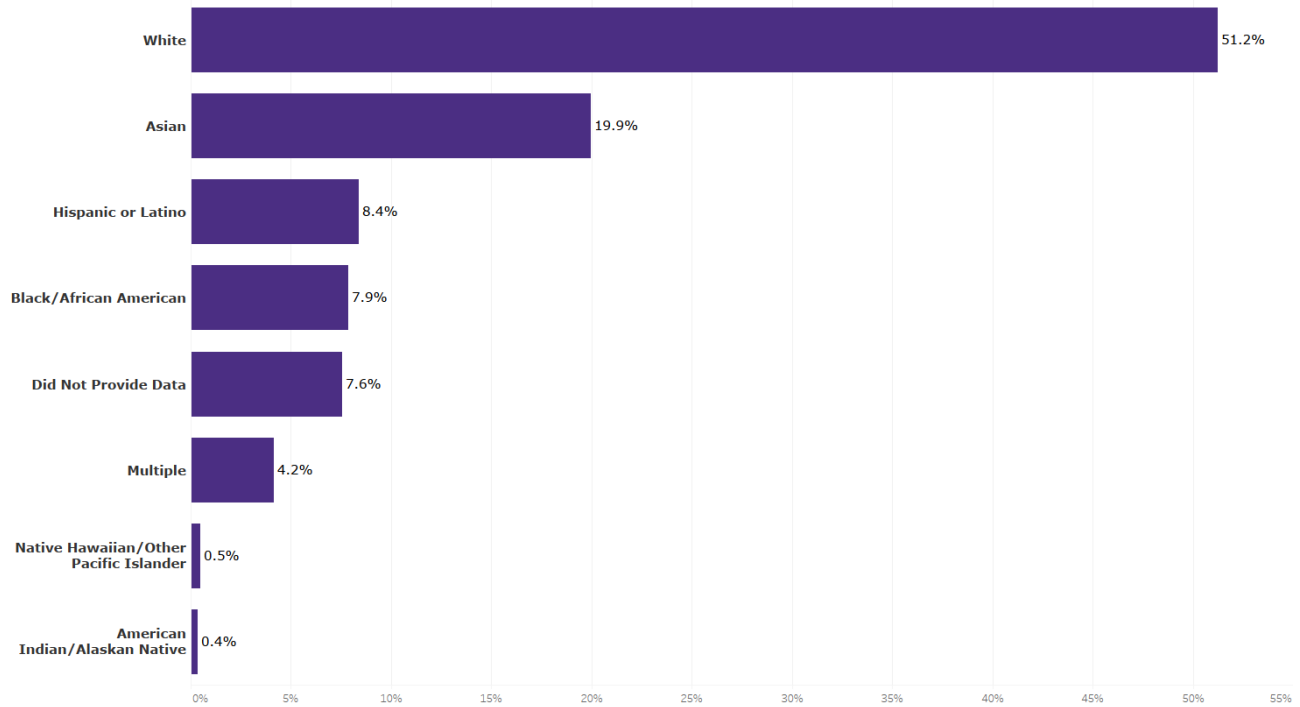


FIGURE 63. CANDIDATES

► ALL LOCATIONS (JAN 2023 – DEC 2023) ► N = 4,123

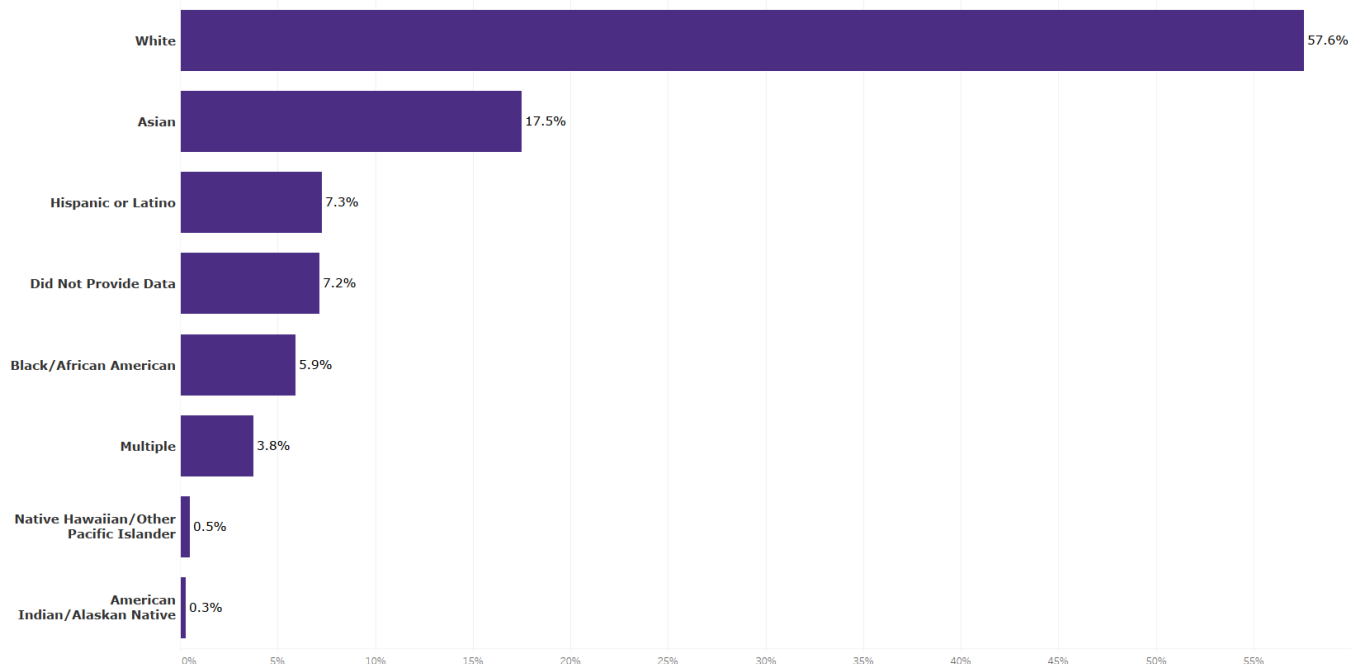


FIGURE 64. NEW HIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 66

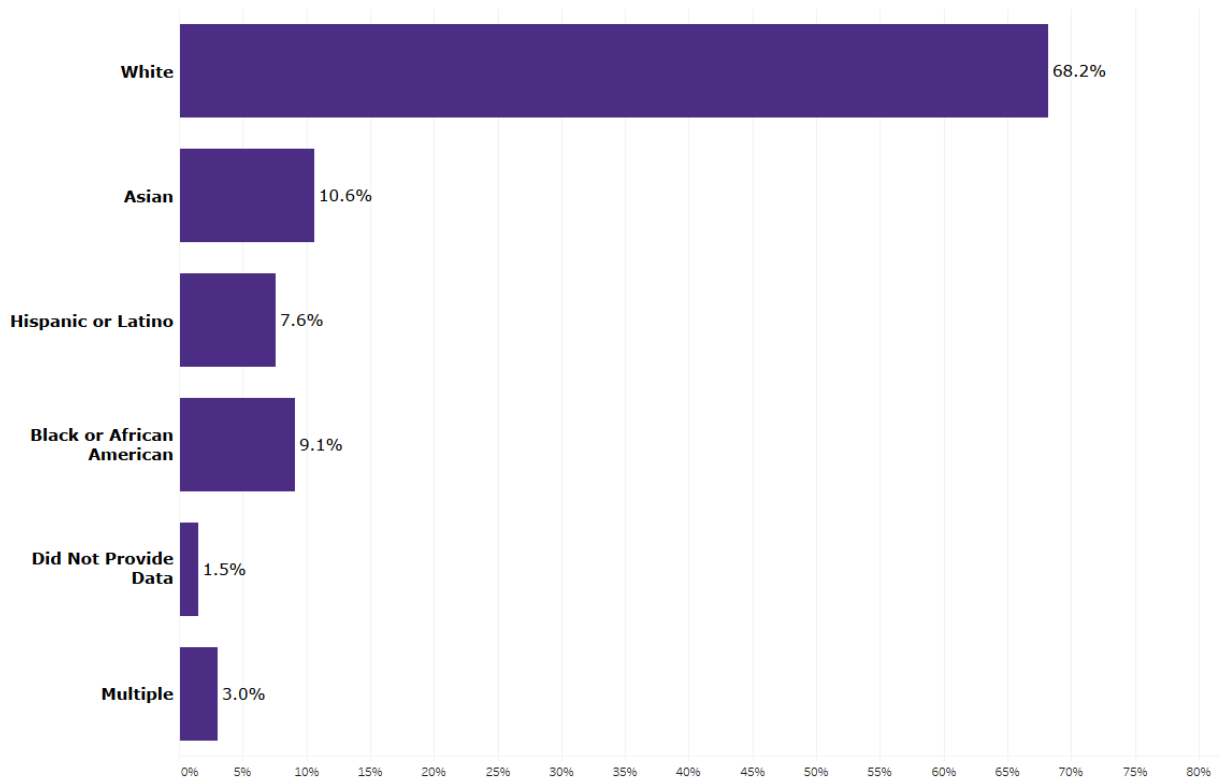


FIGURE 65. CHANGE JOBS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 84

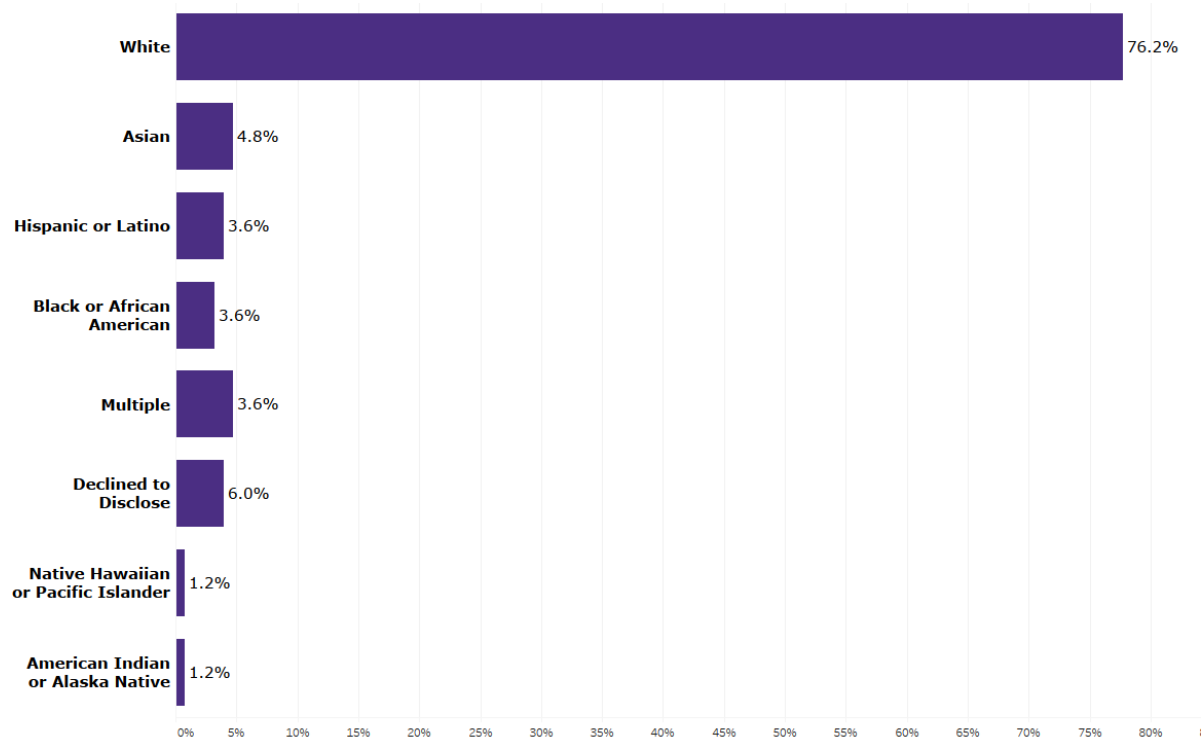
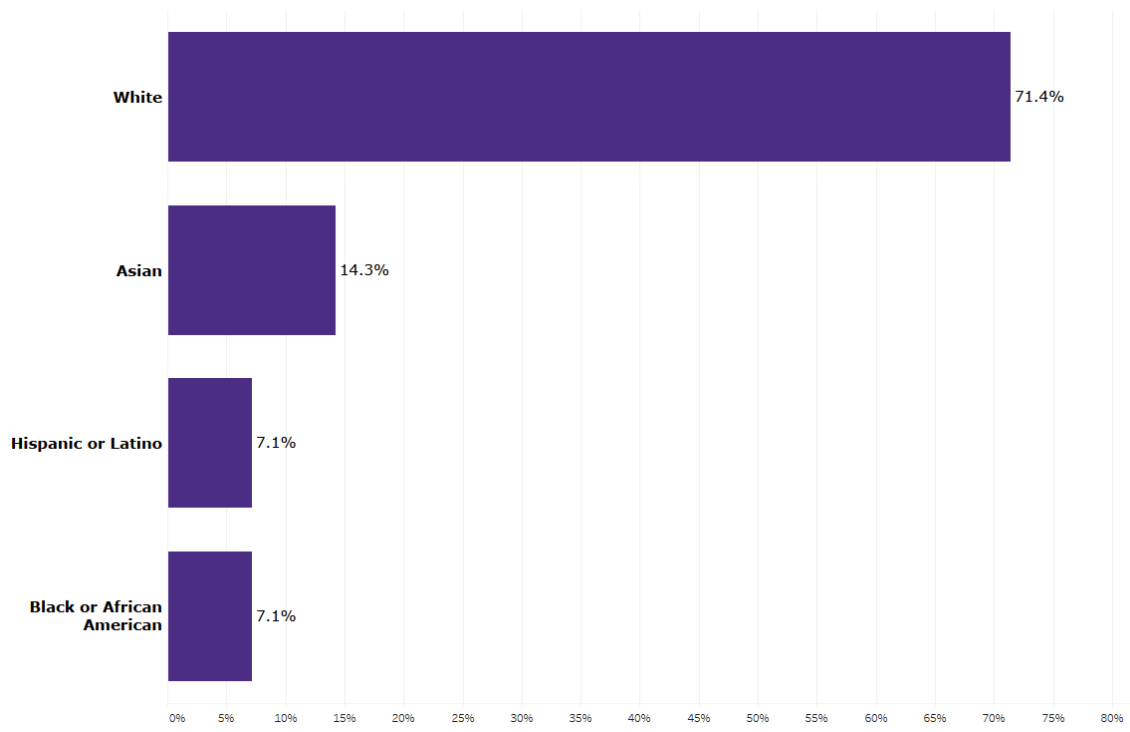


FIGURE 66. REHIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 14



Applicant journey – Professional Staff grades 8–10

FIGURE 67. APPLICANTS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 103,720

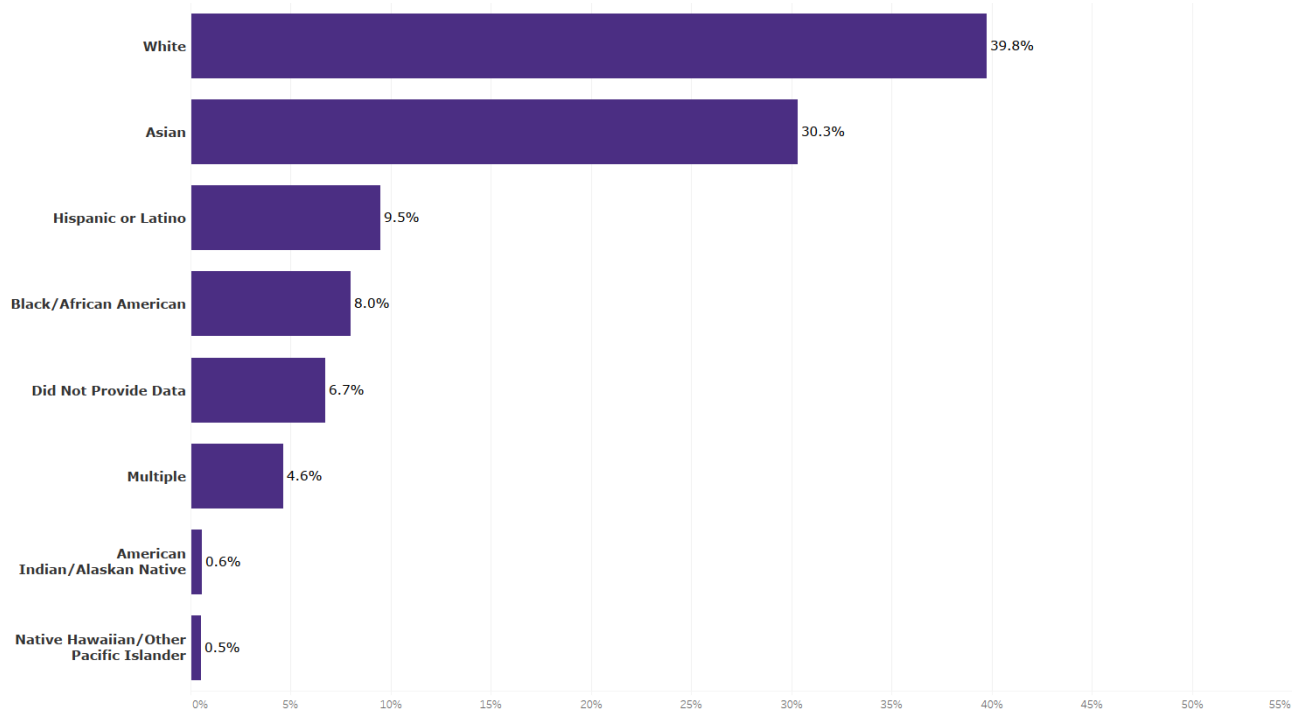


FIGURE 68. CANDIDATES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 33,503

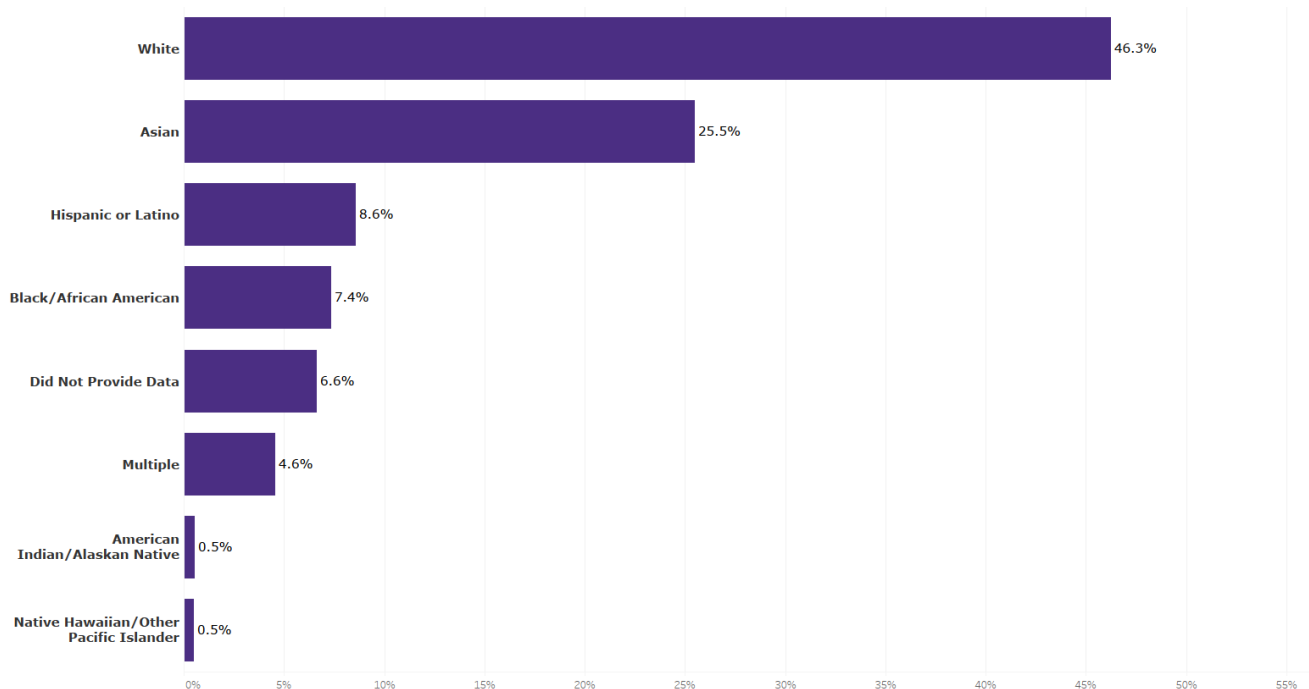


FIGURE 69. NEW HIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 465

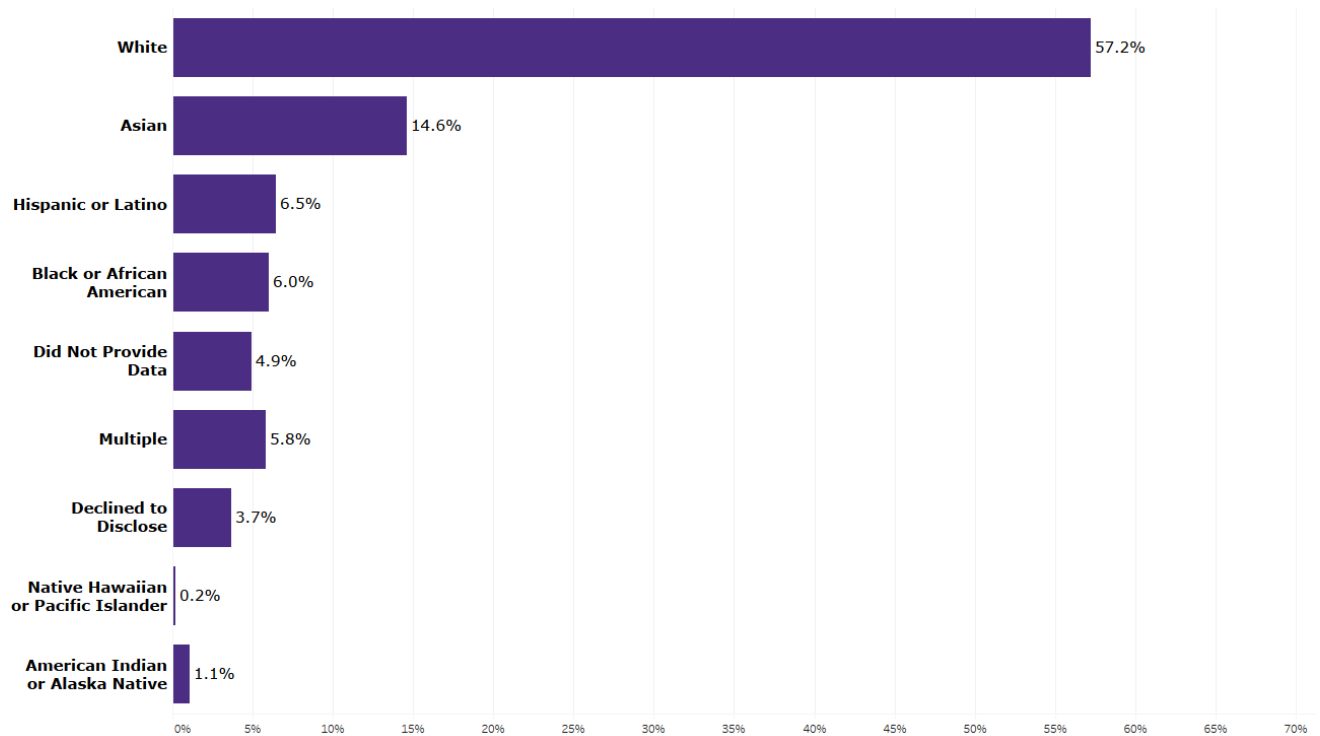


FIGURE 70. CHANGE JOBS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 524

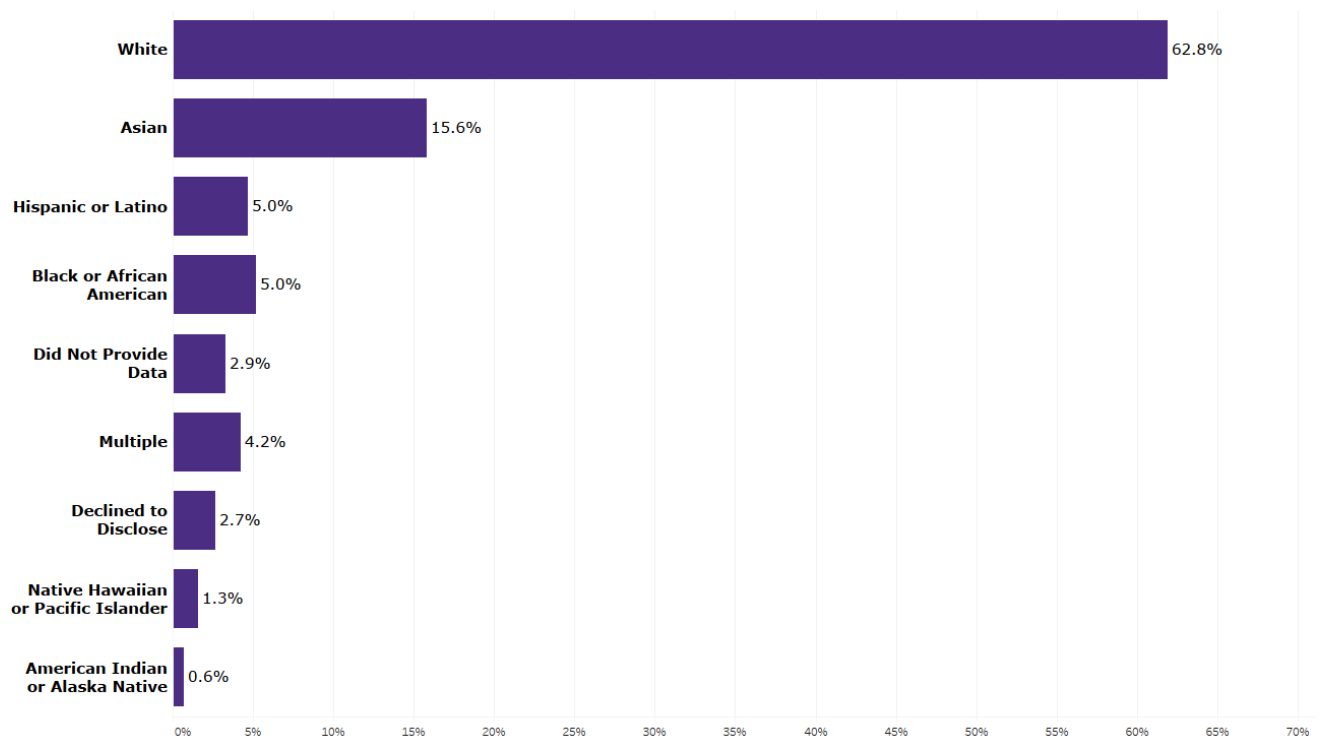
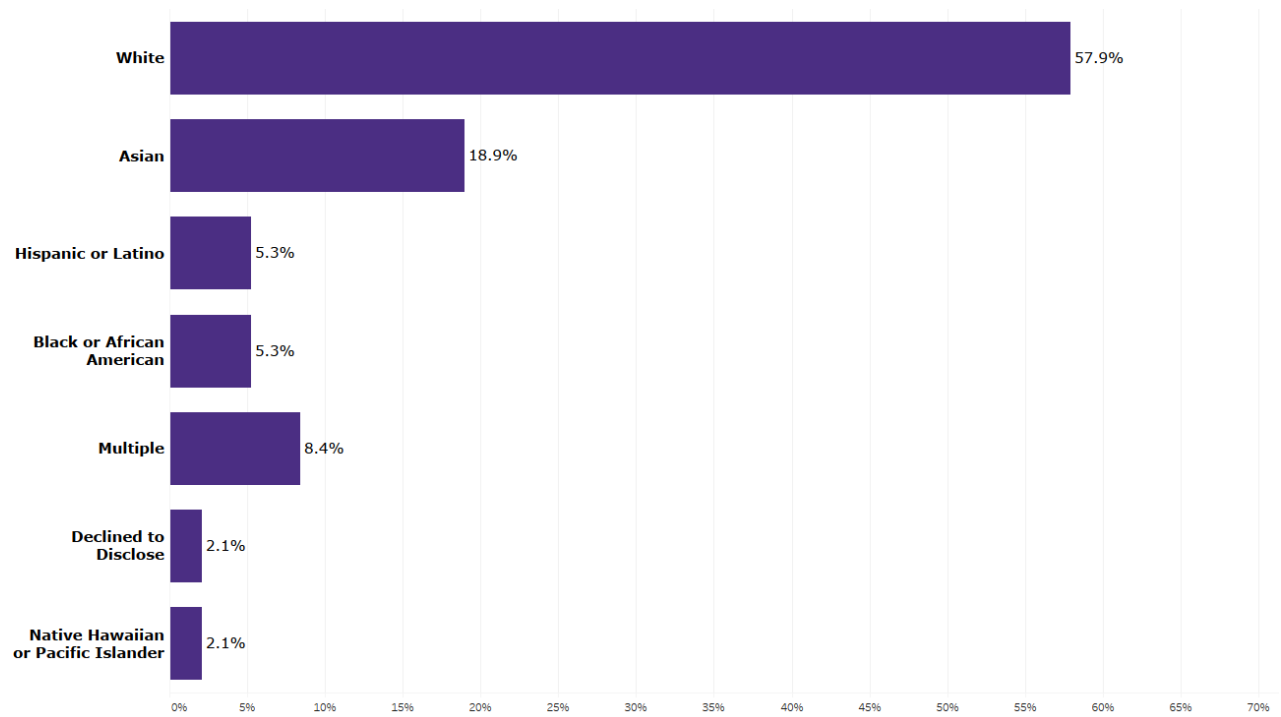


FIGURE 71. REHIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 95



Applicant journey – Professional Staff grades 5–7

FIGURE 72. APPLICANTS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 65,262

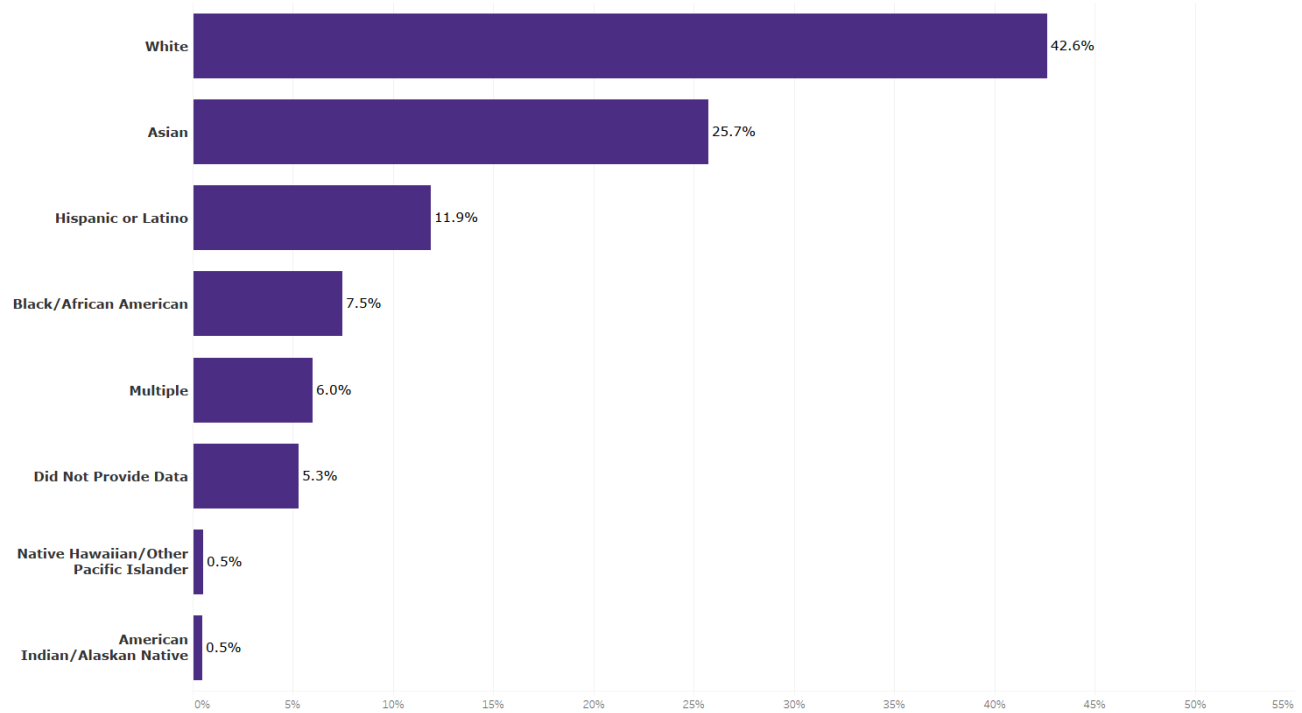


FIGURE 73. CANDIDATES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 24,895

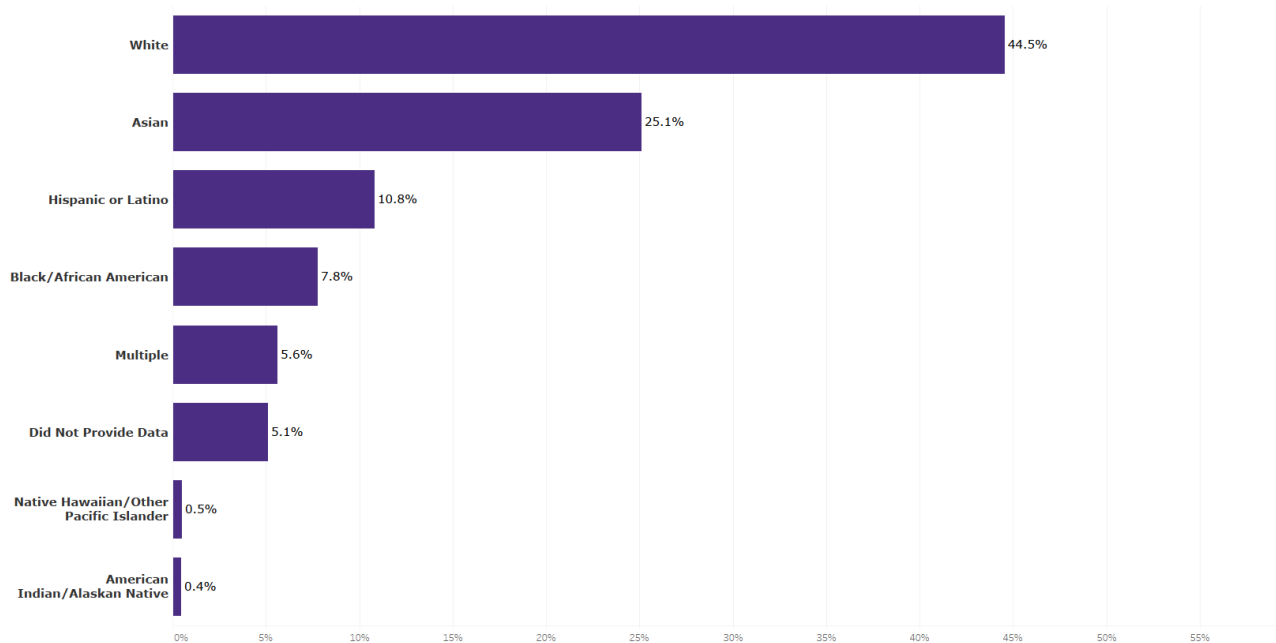


FIGURE 74. NEW HIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 232

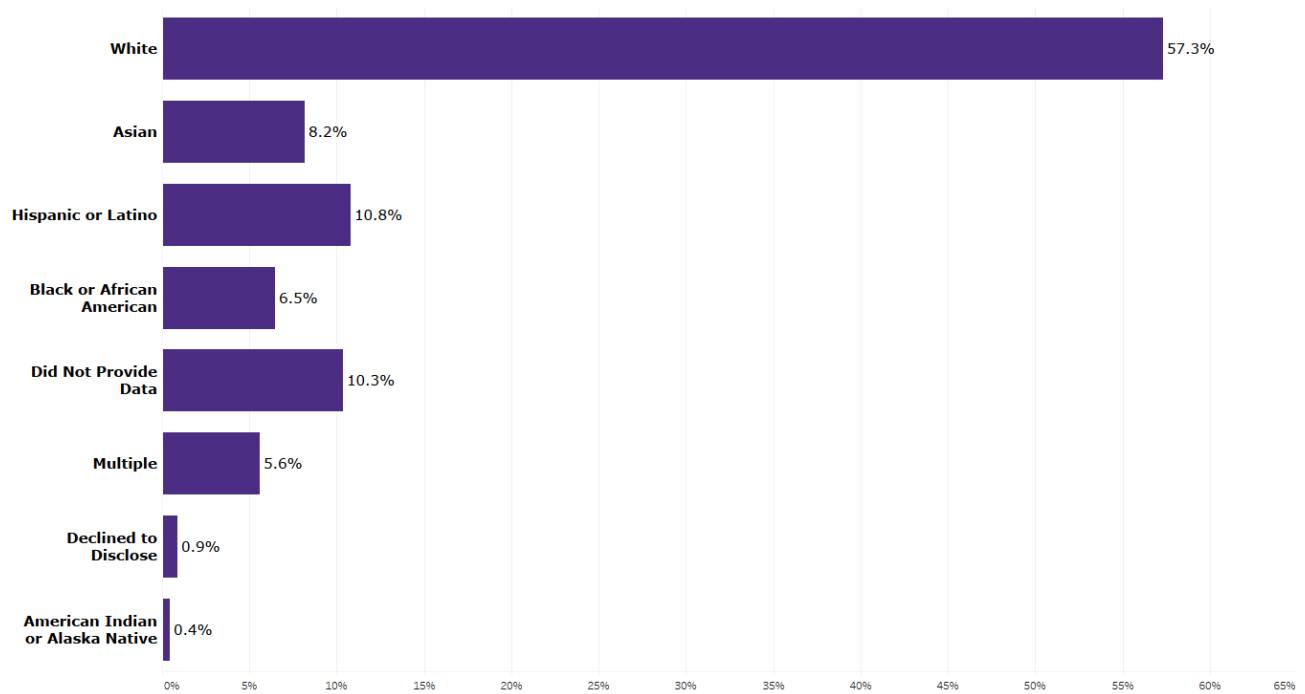


FIGURE 75. CHANGE JOBS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 286

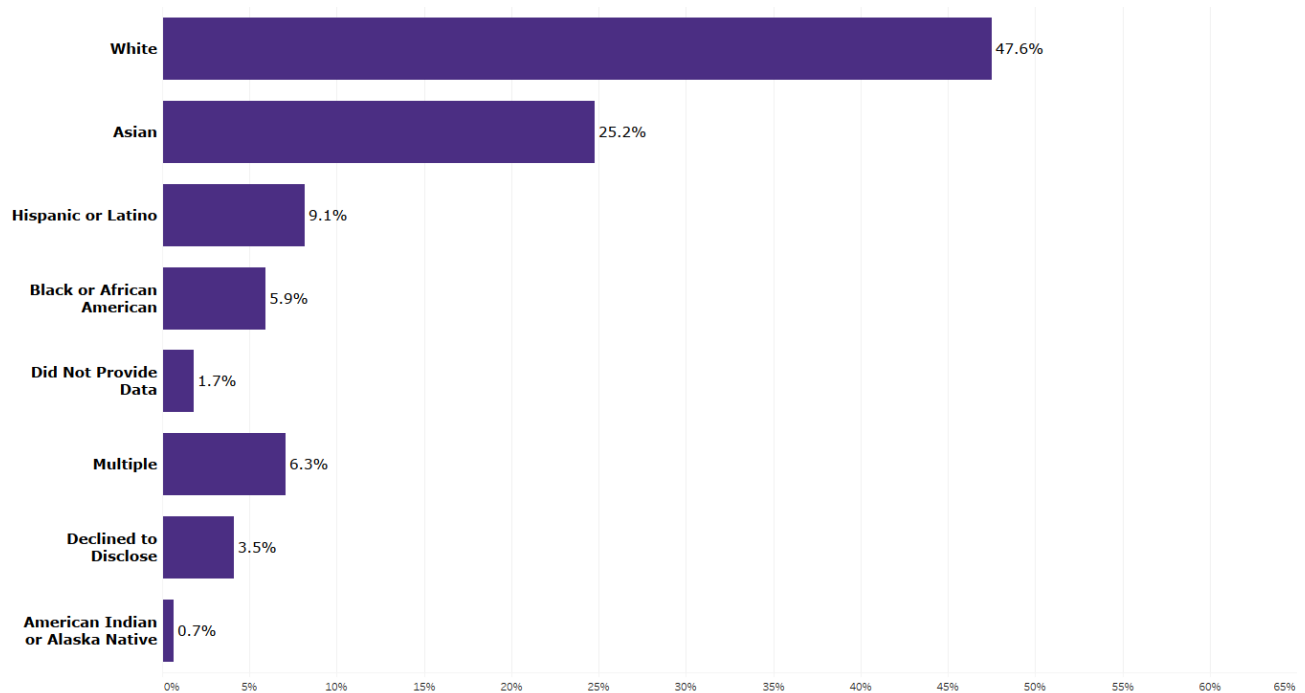
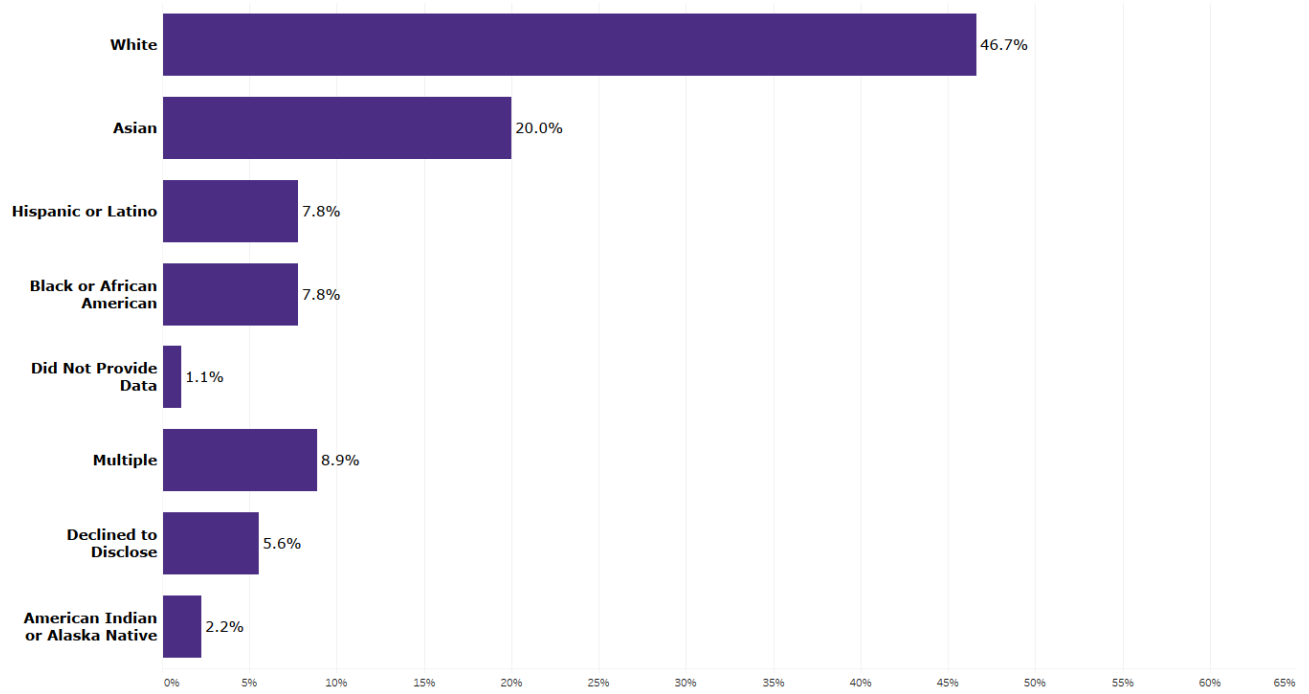


FIGURE 76. REHIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 90



Applicant journey – Other Exempt Staff

FIGURE 77. APPLICANTS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 22,360

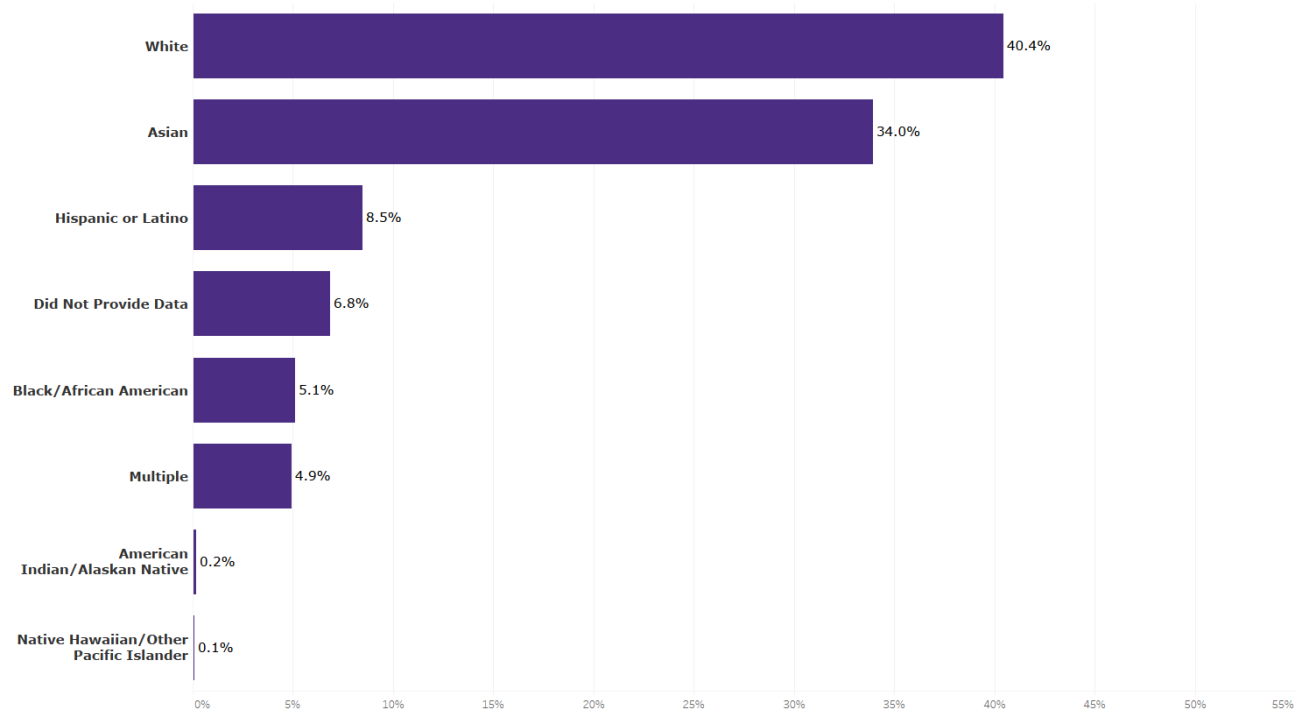


FIGURE 78. CANDIDATES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 10,093

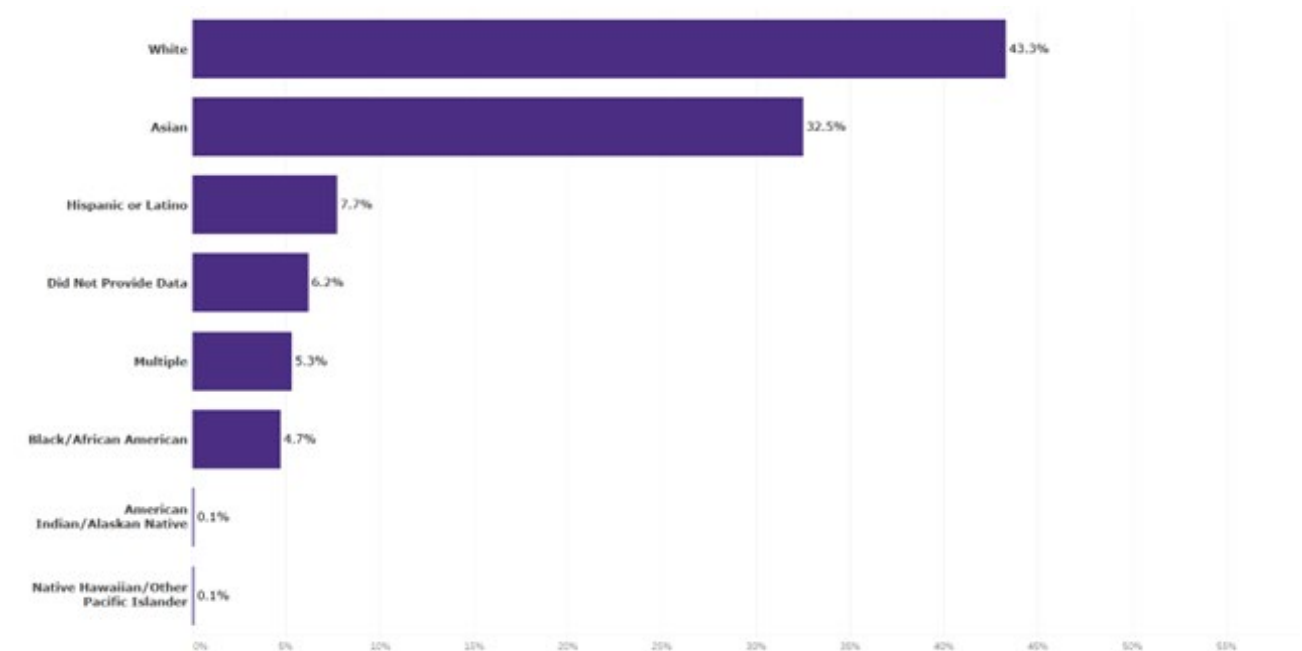


FIGURE 79. NEW HIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 114

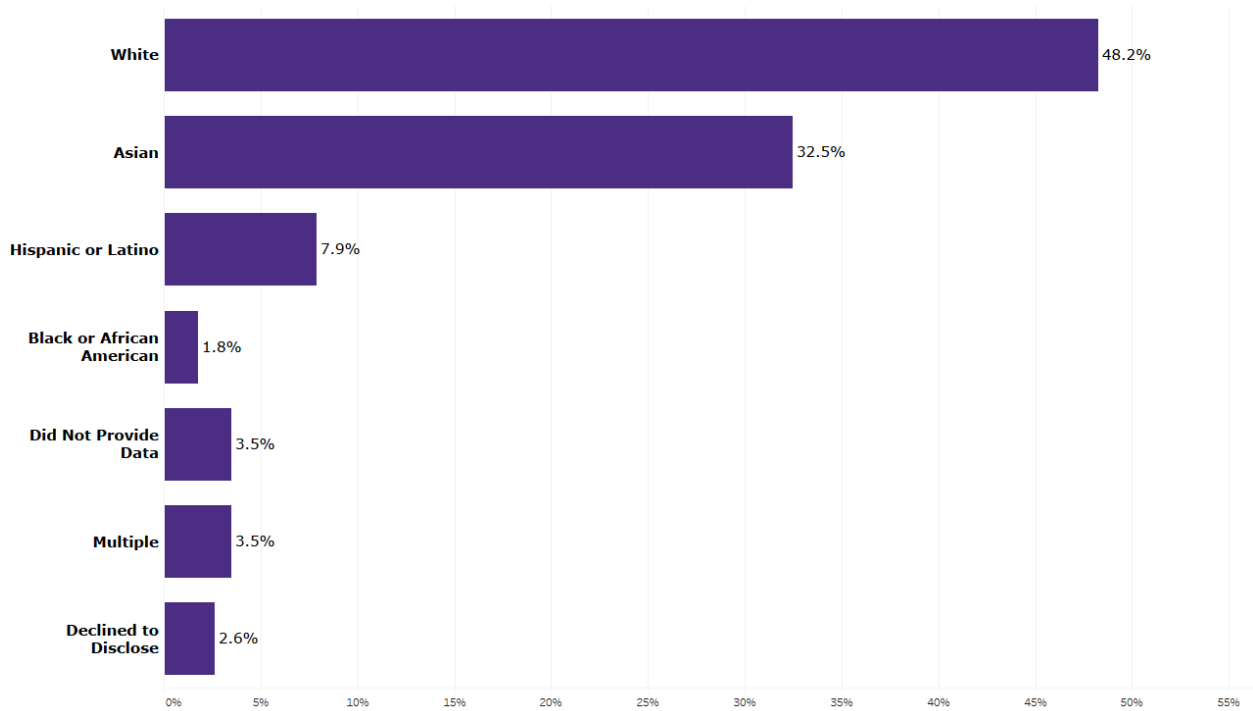


FIGURE 80. CHANGE JOBS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 94

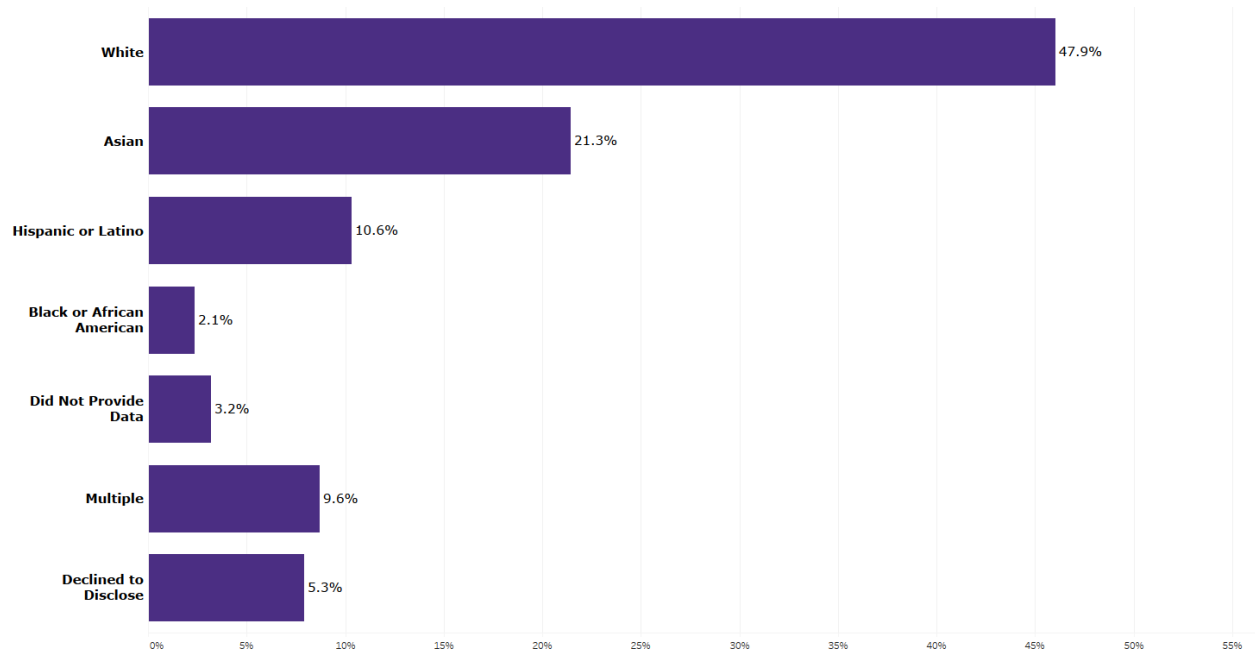
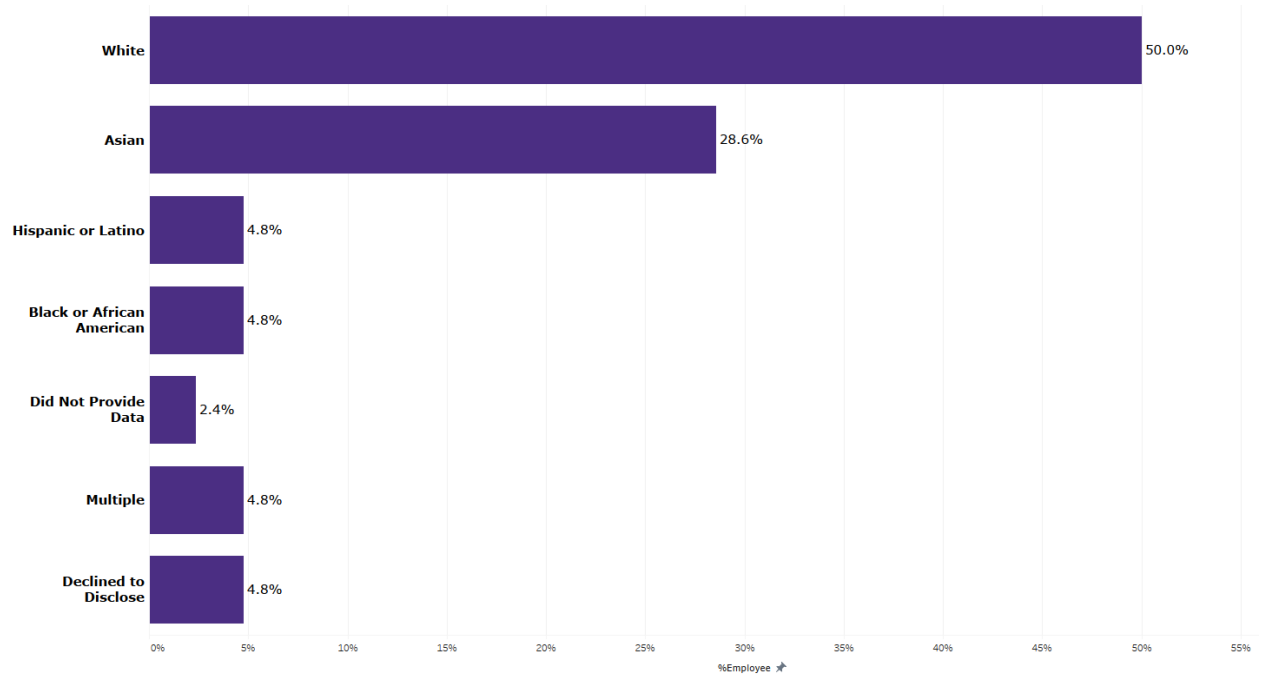


FIGURE 81. REHIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 42



Applicant journey – Classified Staff

FIGURE 82. APPLICANTS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 155,448

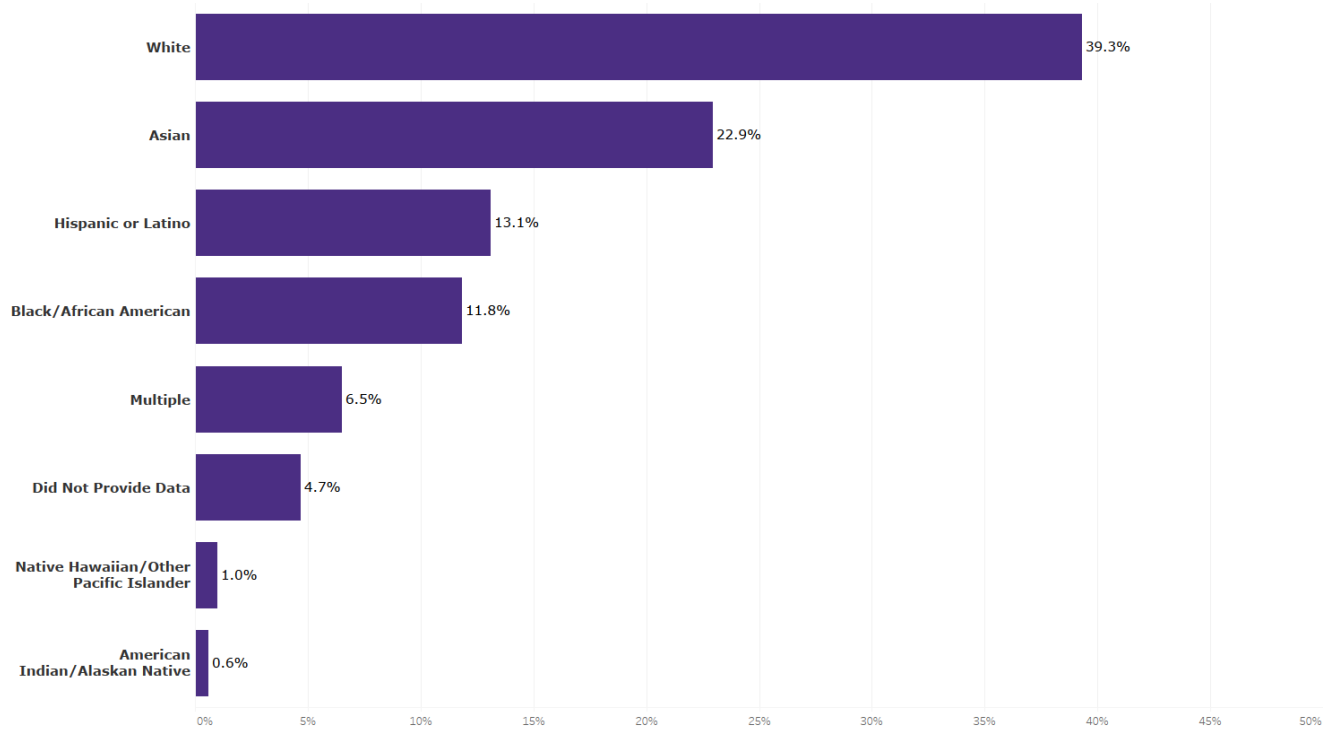


FIGURE 83. CANDIDATES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 78,364

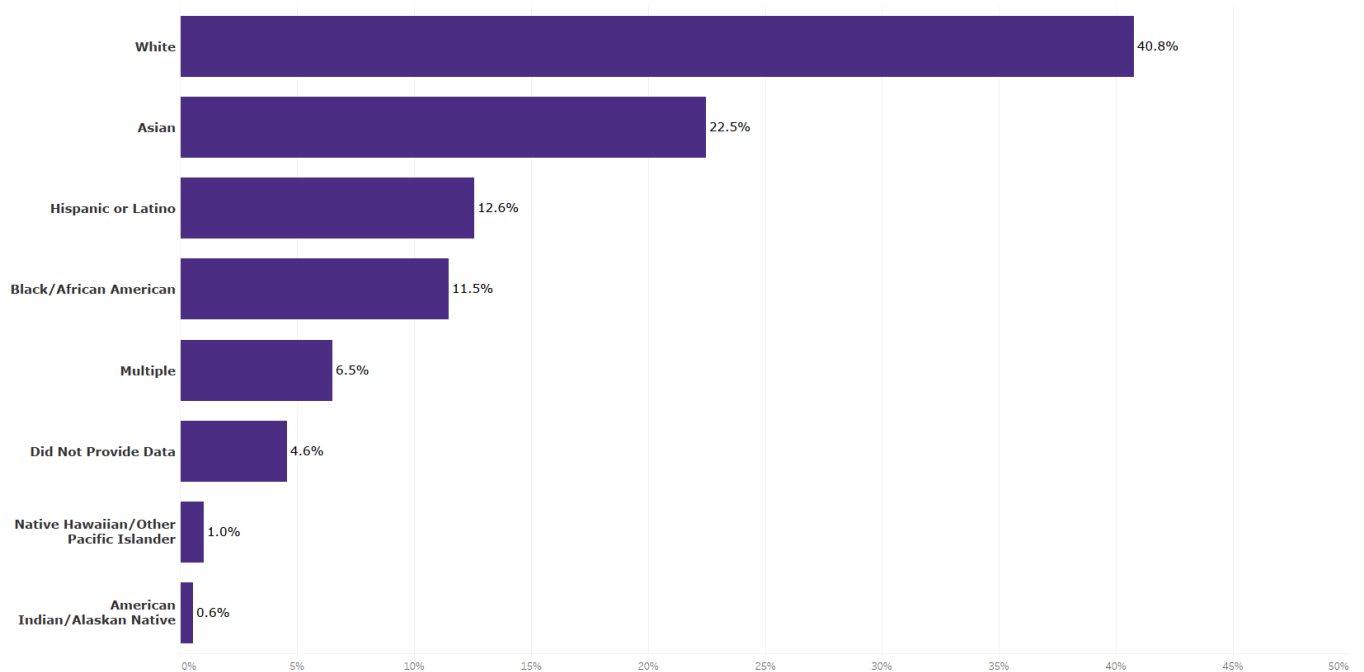


FIGURE 84. NEW HIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 2,371

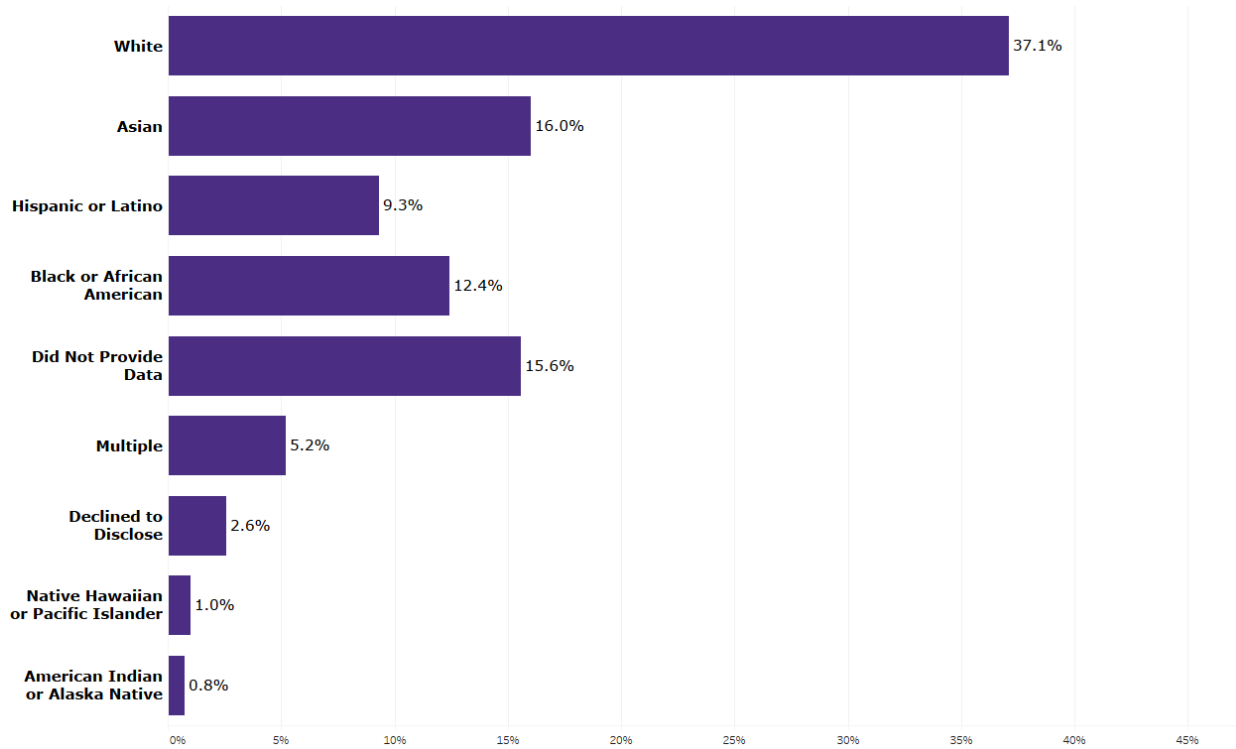


FIGURE 85. CHANGE JOBS

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 1,117

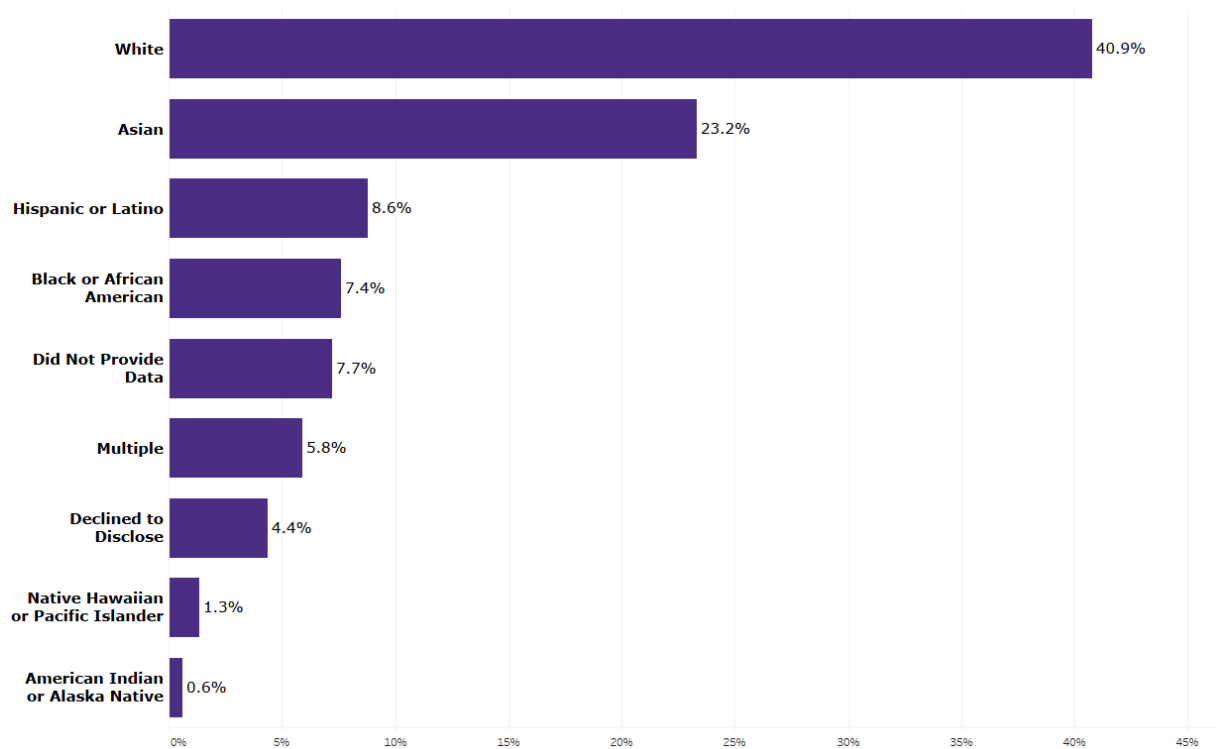


FIGURE 86. REHIRES

► ALL LOCATIONS (JAN 2024 – DEC 2024) ► N = 467

