



UW HUMAN RESOURCES

# 2025 UW STAFF DEMOGRAPHIC BASELINE REPORT



# 2025 UW Staff Demographic Baseline Report

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# > REPORT OVERVIEW

**AT THE UNIVERSITY OF WASHINGTON, DIVERSITY, EQUITY, AND INCLUSION ARE INTEGRAL TO EXCELLENCE. WITH THIS REPORT, UWHR'S INTENTION IS TO PROVIDE A DEMOGRAPHIC PROFILE OF THE STAFF SERVING AT THE UNIVERSITY AS WELL AS THOSE APPLYING TO AND SEPARATING FROM THE UNIVERSITY.**

This report focuses on data points for select staff employment categories and includes information about each unique dataset. The aggregate data presented reflects the staff population as of December 31, 2025, and terminations, hires, applicants, and candidates from January 1, 2025, to December 31, 2025.

This data provides a neutral frame of reference for the UW's existing employee population and also offers a window into the applicant journey for those seeking to join the University of Washington. In addition, this data provides context for efforts related to the University of Washington [Diversity Blueprint](#), which includes goals around attracting and retaining staff from a variety of backgrounds.

## **RELATED RESOURCES:**

- [UWHR Federal Reporting](#)
- [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, some of whom were converted to regular, regular salaried, or regular hourly appointments in 2025 (see data variability below). Some temporary/per diem employees are not included in our datasets.

### **DATASET #1 CURRENT EMPLOYEES (12/31/2025)**

*This dataset represents a snapshot of Workday compensation and payroll data as of 12/31/2025 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 external hires new to the University who joined between 1/1/2025 and 12/31/2025 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 significant 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

*This year a new category for “Rehires” represents employees who had a break in service from the University and then returned in regular positions through competitive recruitments.*

## **DATASET #3** TERMINATIONS

*This dataset represents all staffing event termination activity for the identified population processed in Workday with an effective date between 1/1/2025 and 12/31/2025. Terminations represent full separation from the University and do not represent job changes (transfer, promotion, demotion, or lateral move) activity captured in the new hires and internal moves 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 and Workday Recruiting. Applicants are considered all persons who completed an application to a UWHIRES or Workday Recruiting requisition and candidates are all persons who met minimum qualifications and did not withdraw from the requisition. With the implementation of Workday Recruiting, applicant and candidate data is sourced from UWHIRES until 8/18/2025 and Workday Recruiting from 8/18/2025 until 12/31/2025. Future Baselines will source exclusively from Workday Recruiting.*

## 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.**

**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. Because of the Workday Recruiting implementation, this will be resolved in future Baselines.

**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



## > VETERANS

On the 12/31/25 single-day snapshot, 2.2% of University of Washington staff (N = 29,903) responded they hold a veteran status. Of those who identified as veterans, 76.9% were male and 23.1% were female.

During the reporting period (1/1/25 – 12/31/25), 2.9% of the University's new hire population (N = 1,906) self-identified as veterans in Workday.

During the reporting period (1/1/25 – 12/31/25), 2.8% of the population of individuals who separated from the University (N = 3,550) were veterans, based on data available in Workday at time of separation.

## DATASETS #1, 2, & 3

### Veteran status breakdowns

FIGURE 3. CURRENT STAFF

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 29,903

---

Veteran	2.2%
Non-Veteran	66.4%
Did not provide data	31.4%

FIGURE 4. TERMINATED STAFF

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,550

---

Veteran	2.8%
Non-Veteran	55.6%
Did not provide data	41.6%

FIGURE 5. STAFF NEW HIRES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 1,906

---

Veteran	2.9%
Non-Veteran	33.2%
Did not provide data	63.9%

FIGURE 6. INTERNAL MOVES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,119

---

Veteran	1.7%
Non-Veteran	55.8%
Did not provide data	42.5%

FIGURE 7. REHIRES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 423

---

Veteran	2.1%
Non-Veteran	56.3%
Did not provide data	41.6%

## > DISABILITY

On the 12/31/25 single-day snapshot, 13.7% of University of Washington staff (N = 29,903) responded they have or have had a disability. Of those who identified as having a disability, 29.3% were male and 70.7% were female.

During the reporting period (1/1/25 – 12/31/25), 19.8% of the University's new hire population (N = 1,906) responded they have or have had a disability.

During the reporting period (1/1/25 – 12/31/25), 17.8% of the population of individuals who separated from the University (N = 3,550) identified as having or having had a disability, based on data available in Workday at time of separation.

## Disability status breakdowns

**FIGURE 8. CURRENT STAFF**

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 29,903

Yes, I have or have had a disability	13.7%
No, I do not have a disability	55.9%
Did not provide data	23.4%
Declined to disclose	7.0%

**FIGURE 9. TERMINATED STAFF**

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,550

Yes, I have or have had a disability	17.8%
No, I do not have a disability	60.3%
Did not provide data	14.3%
Declined to disclose	7.6%

**FIGURE 10. STAFF NEW HIRES**

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 1,906

Yes, I have or have had a disability	19.8%
No, I do not have a disability	70.0%
Did not provide data	0.4%
Declined to disclose	9.9%

**FIGURE 11. INTERNAL MOVES**

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,119

Yes, I have or have had a disability	16.6%
No, I do not have a disability	64.0%
Did not provide data	10.6%
Declined to disclose	8.8%

**FIGURE 12. REHIRES**

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 423

Yes, I have or have had a disability	20.8%
No, I do not have a disability	68.6%
Did not provide data	0.2%
Declined to disclose	10.4%

# > RACE & ETHNICITY

## RACE & ETHNICITY ACROSS DATASETS

The race and ethnicity data provide a snapshot of the UW staff workforce as of December 31, 2025, and a one-year period of hiring and terminations between January 1, 2025, and December 31, 2025.

## RACE & ETHNICITY LOGIC WITHIN DATASETS

Applicants to the UW have the opportunity to provide race and ethnicity as part of their candidate profile in Workday Recruiting, 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. Previously, applicants could provide race and ethnicity as a part of their candidate profile in UWHIRES.

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.

# Race & ethnicity breakdowns

FIGURE 13. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 29,903

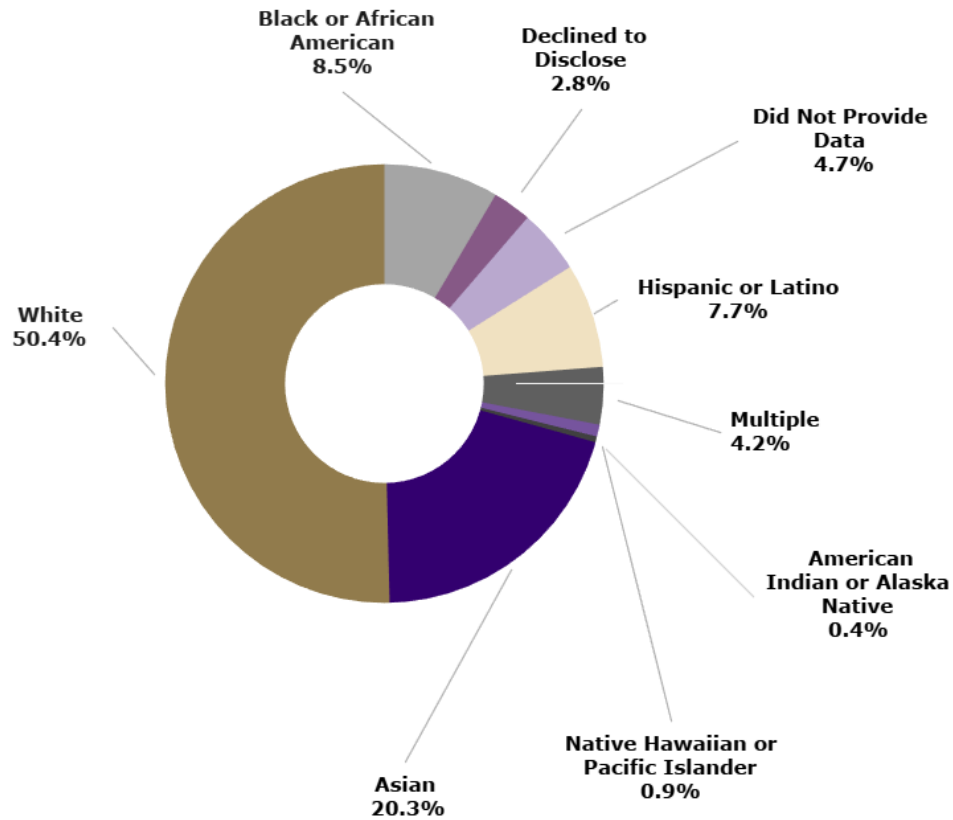
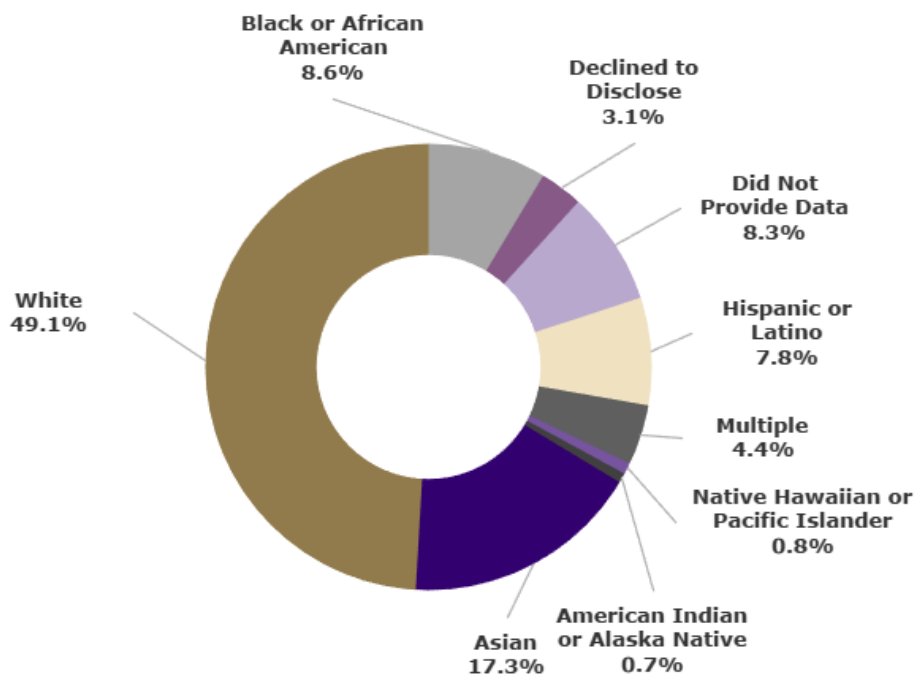


FIGURE 14. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,550



## Race & ethnicity breakdowns

FIGURE 15.  
NEW HIRES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 1,906

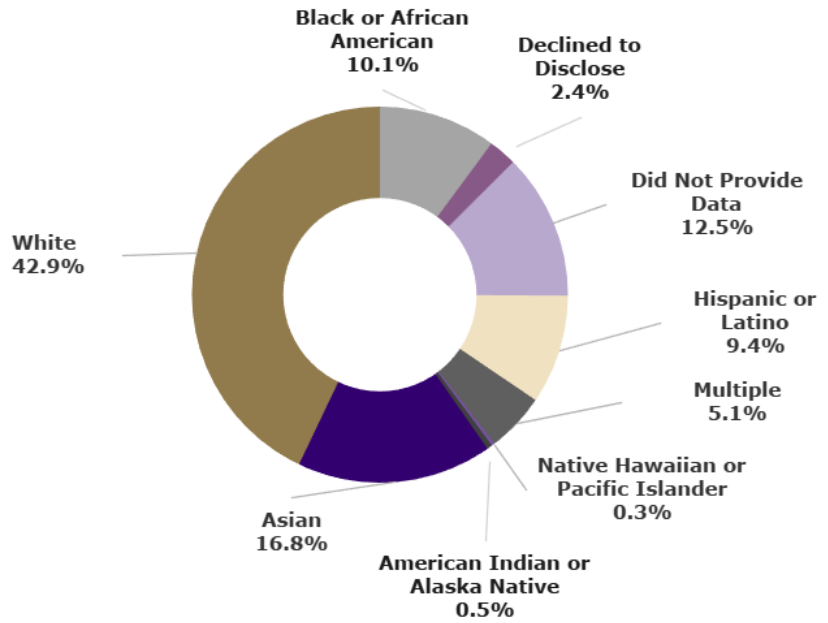


FIGURE 16.  
INTERNAL MOVES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 3,118

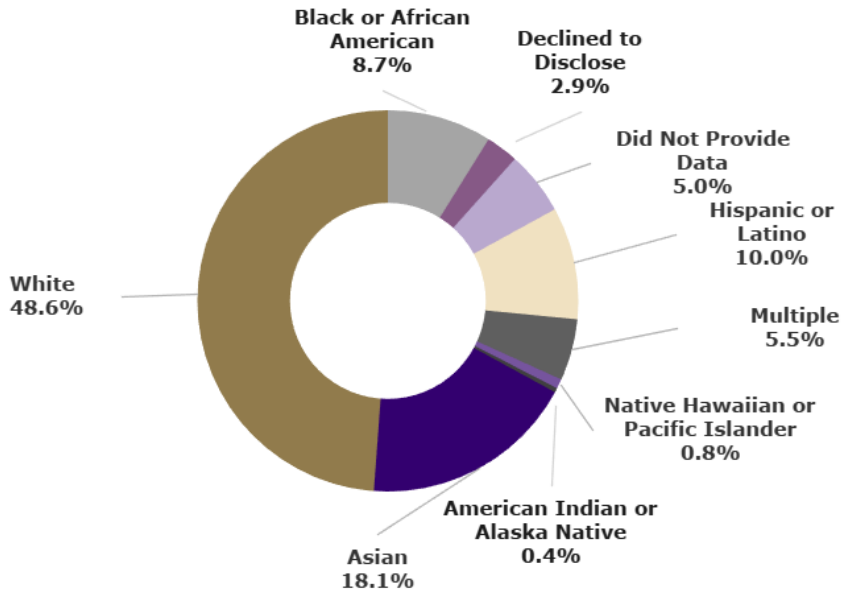
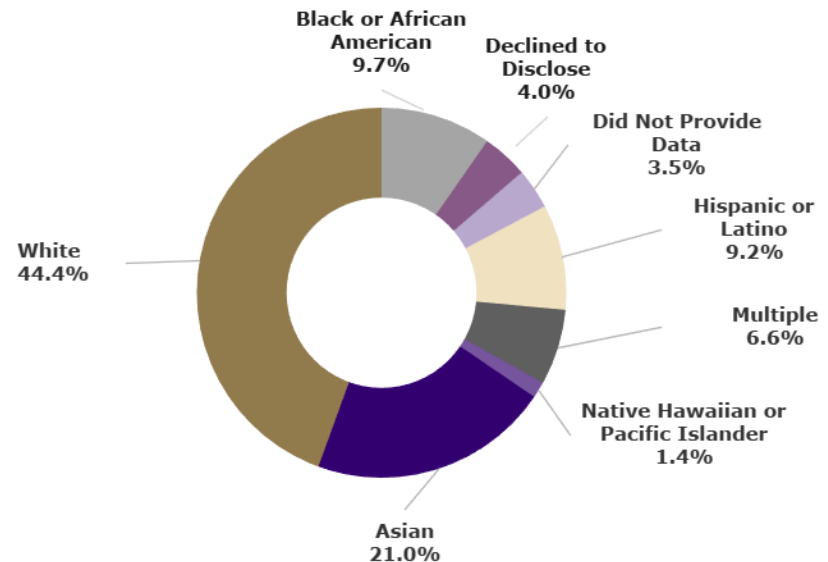


FIGURE 17.  
REHIRES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 423



## DATASET #1

FIGURE 18. STAFF RACE & ETHNICITY BREAKDOWN BY LOCATION

— CURRENT EMPLOYEES

► ALL LOCATIONS (AS OF 12/31/25) ► N = 29,903

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	Total
% Overall represented by location	43.3%	1.4%	54.3%	1.1%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.4%	0.7%	0.4%	0.3%
Asian	16.8%	14.8%	23.4%	11.0%
Black or African American	5.3%	5.2%	11.1%	8.2%
Declined to Disclose	3.2%	4.4%	2.5%	2.4%
Did Not Provide Data	2.7%	3.0%	6.4%	3.0%
Hispanic or Latino	7.6%	13.1%	7.6%	10.4%
Multiple	4.5%	5.4%	3.9%	6.7%
Native Hawaiian or Pacific Islander	0.4%	0.5%	1.3%	0.9%
White	59.0%	52.8%	43.3%	57.0%
% 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 12/31/25) ▶ N = 1,403

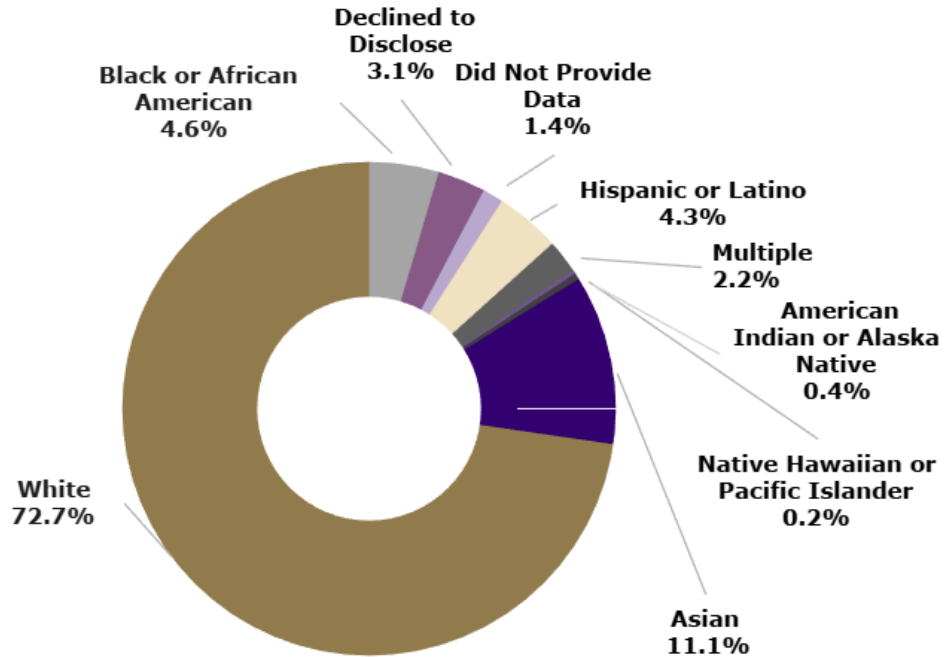


FIGURE 20. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 138

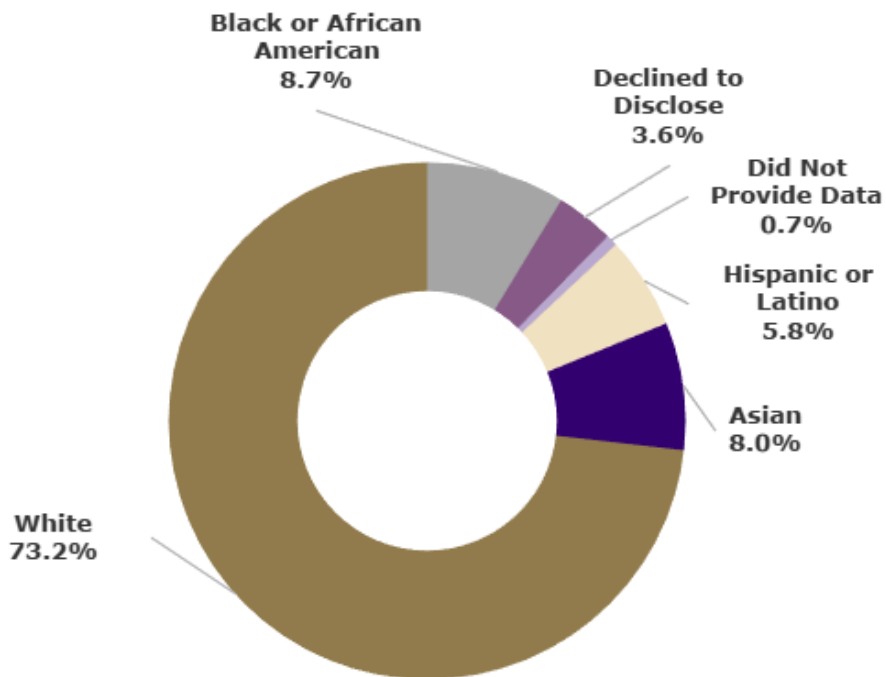


FIGURE 21.  
NEW HIRES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 46

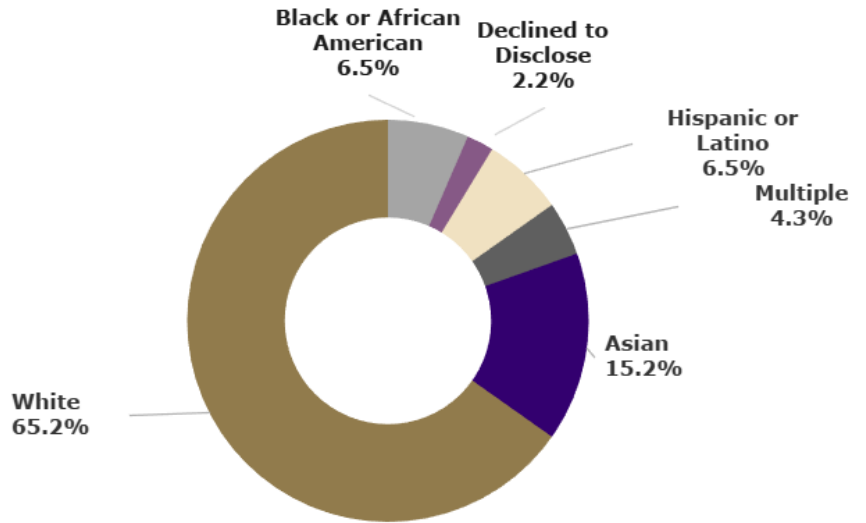


FIGURE 22.  
INTERNAL MOVES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 90

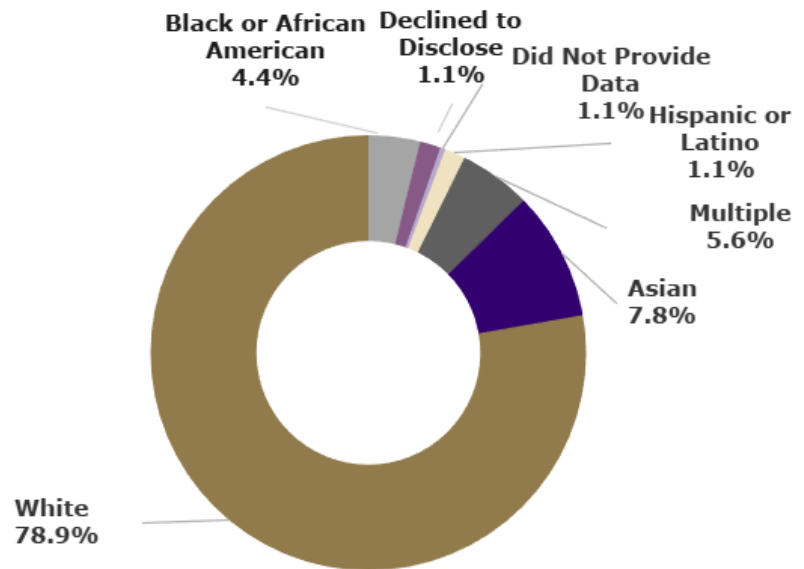
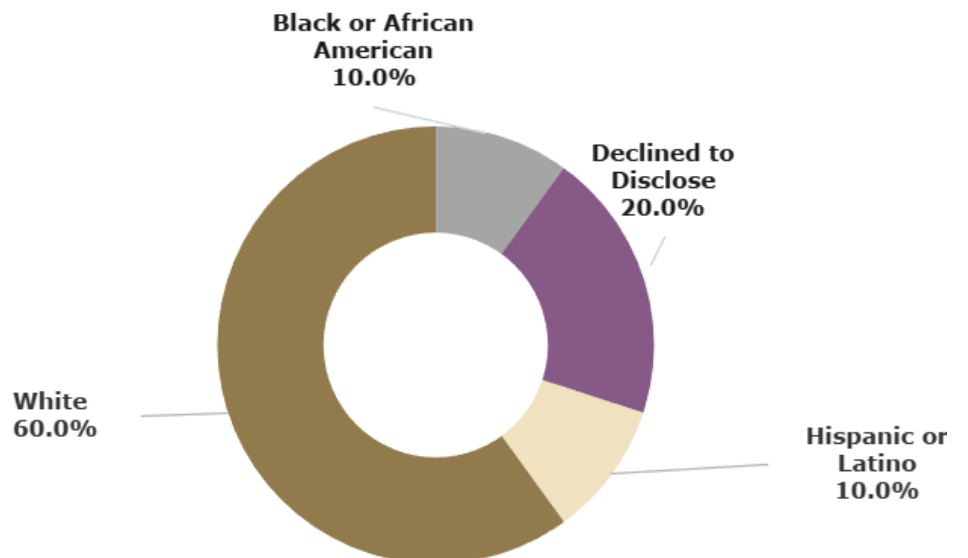


FIGURE 23.  
REHIRES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 10



## DATASET #1

FIGURE 24. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 11–14

► ALL LOCATIONS (AS OF 12/31/25) ► N = 1,403

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	TOTAL
% Overall represented by location	71.6%	1.1%	26.2%	1.2%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.4%	0.0%	0.5%	0.0%
Asian	10.5%	13.3%	13.4%	0.0%
Black or African American	3.8%	6.7%	6.3%	11.8%
Declined to Disclose	3.4%	0.0%	2.7%	0.0%
Did Not Provide Data	1.0%	6.7%	2.2%	0.0%
Hispanic or Latino	4.4%	0.0%	3.8%	11.8%
Multiple	1.8%	6.7%	3.0%	5.9%
Native Hawaiian or Pacific Islander	0.3%	0.0%	0.0%	0.0%
White	74.5%	66.7%	68.1%	70.6%
<b>% of Location Population Shown</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

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

FIGURE 25. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 6,588

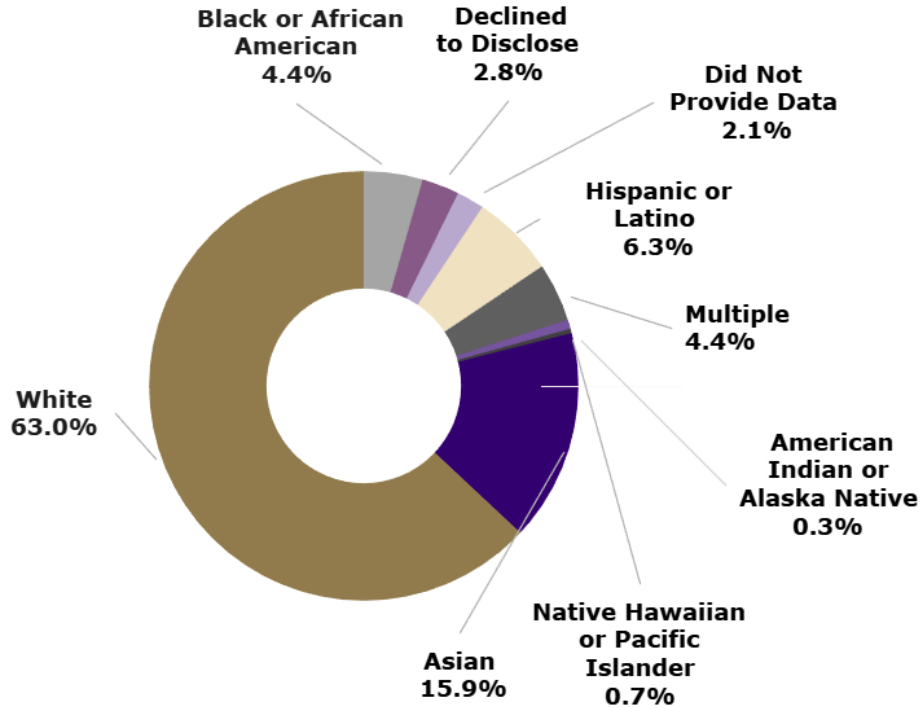


FIGURE 26. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 645

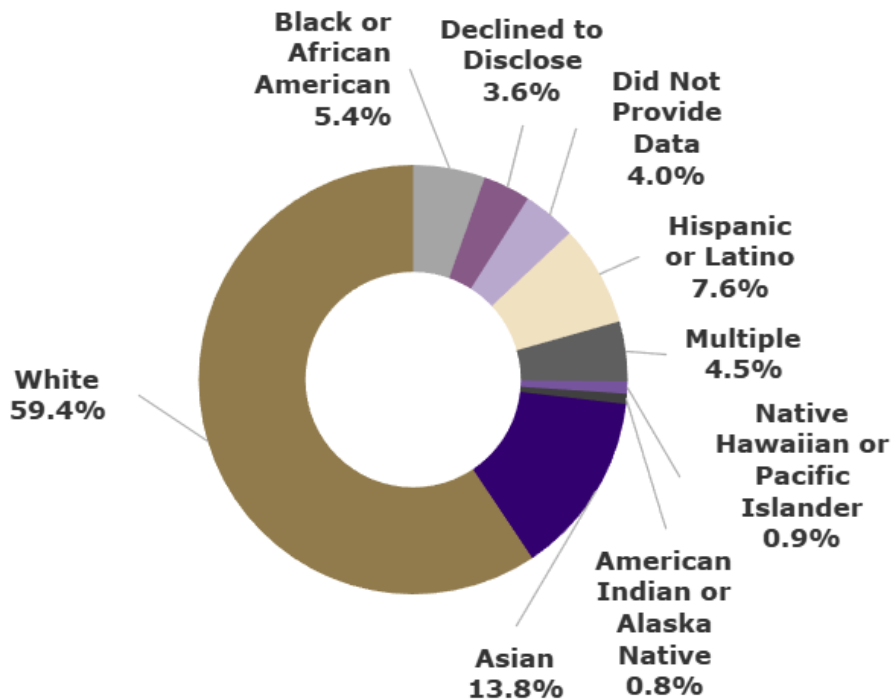


FIGURE 27.  
NEW HIRES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 248

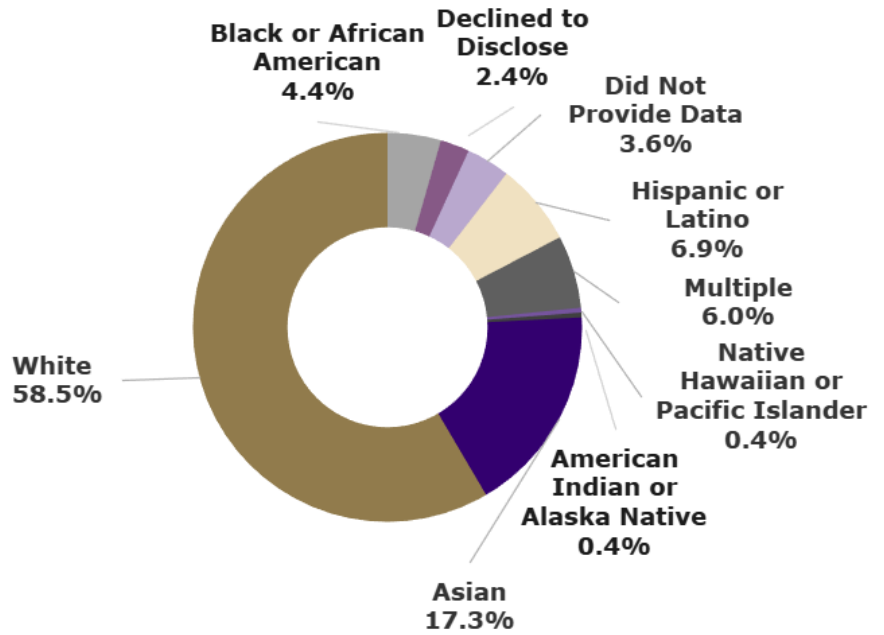


FIGURE 28.  
INTERNAL MOVES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 559

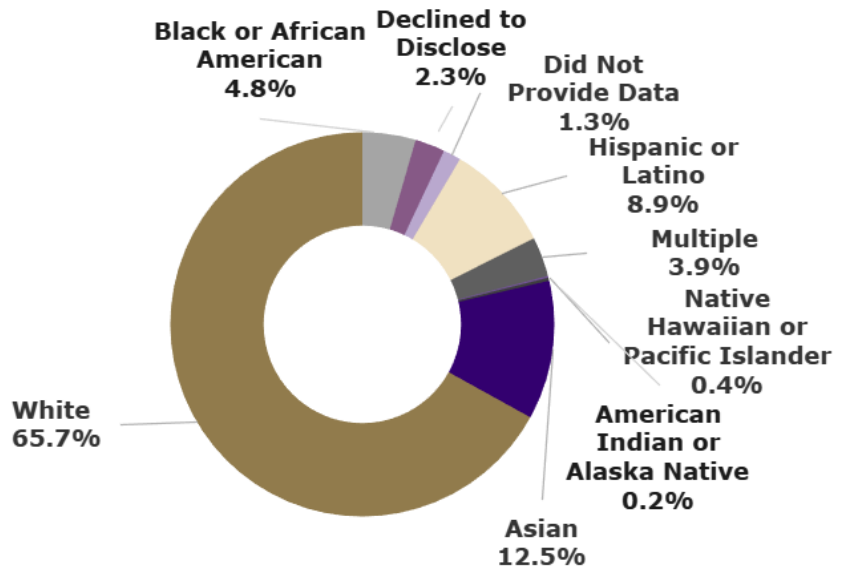
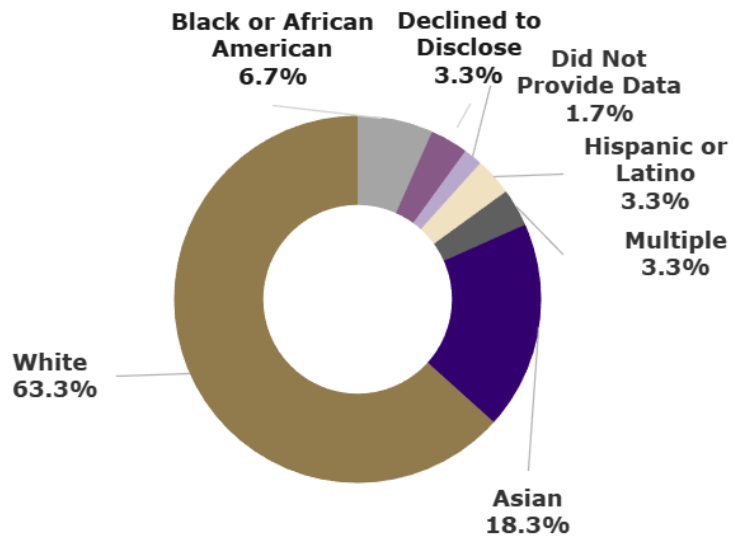


FIGURE 29.  
REHIRES

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 60



## DATASET #1

FIGURE 30. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 8–10

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 6,588

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	TOTAL
% Overall represented by location	70.4%	2.3%	25.7%	1.6%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.3%	1.3%	0.2%	1.0%
Asian	15.3%	10.7%	18.4%	11.4%
Black or African American	3.9%	4.7%	5.4%	9.5%
Declined to Disclose	2.9%	2.7%	2.7%	2.9%
Did Not Provide Data	2.1%	0.7%	2.2%	2.9%
Hispanic or Latino	6.2%	9.3%	6.3%	3.8%
Multiple	4.2%	6.0%	4.6%	6.7%
Native Hawaiian or Pacific Islander	0.6%	0.7%	1.1%	1.0%
White	64.4%	64.0%	59.2%	61.0%
% of Location Population Shown	100.0%	100.0%	100.0%	100.0%

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

FIGURE 31. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 2,001

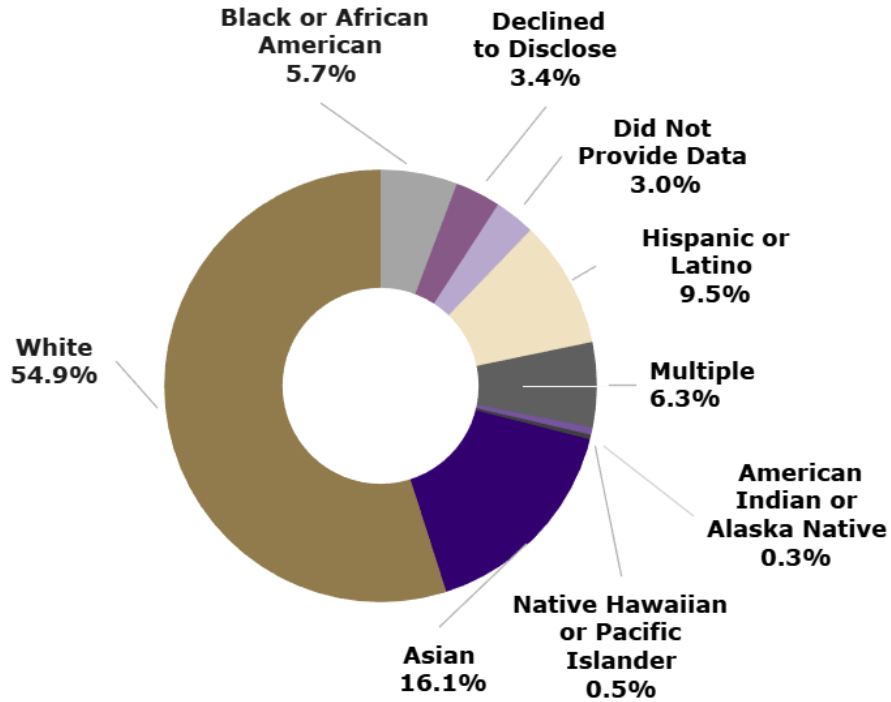
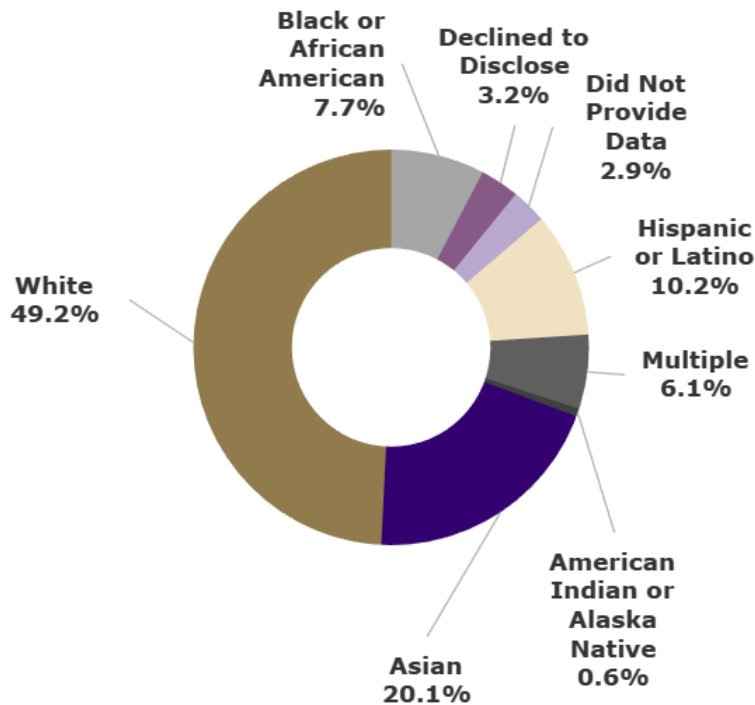


FIGURE 32. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 313



## Race & ethnicity breakdowns for professional staff grades 5–7

FIGURE 33.

### NEW HIRES

▶ ALL LOCATIONS (1/1/25 – 12/31/25)

▶ N = 138

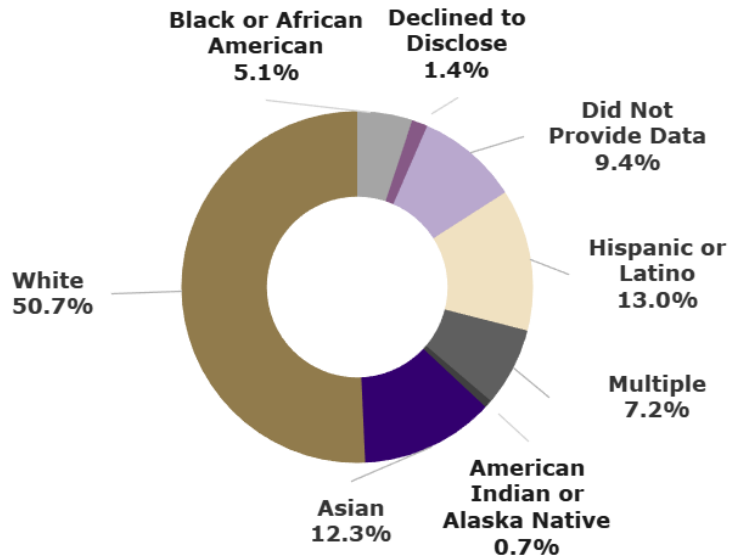


FIGURE 34.

### INTERNAL MOVES

▶ ALL LOCATIONS (1/1/25 – 12/31/25)

▶ N = 289

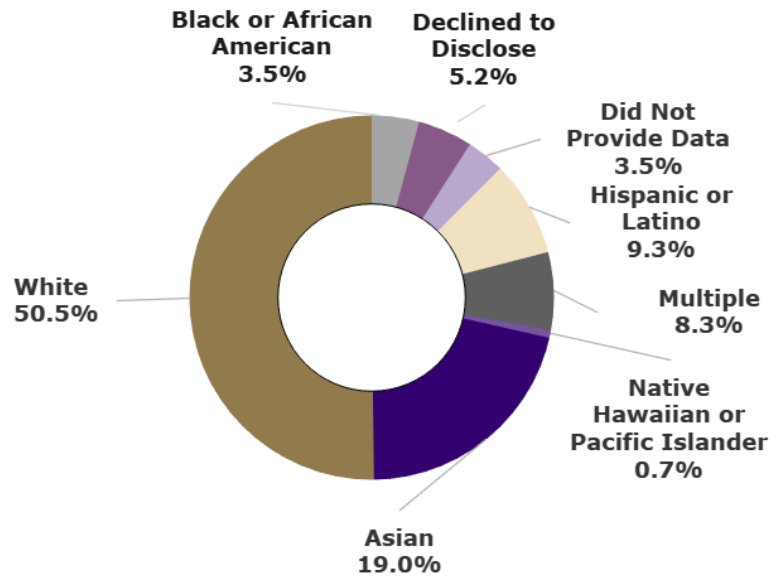
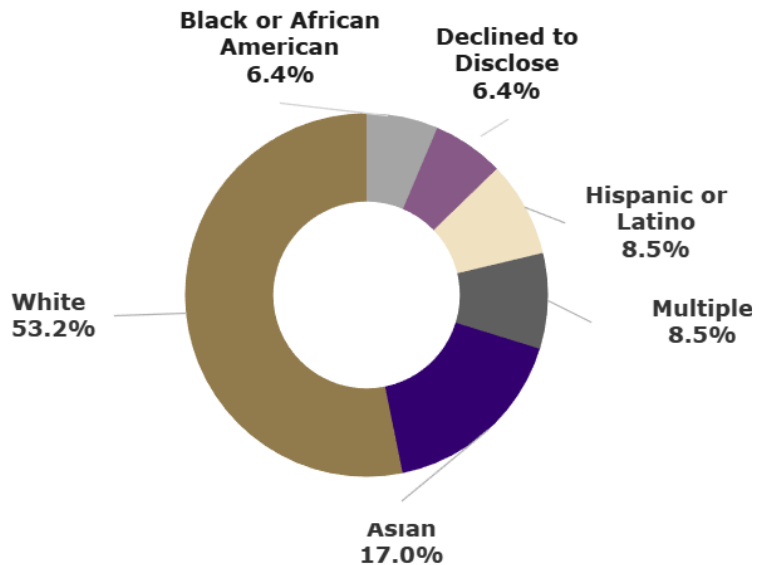


FIGURE 35.

### REHIRES

▶ ALL LOCATIONS (1/1/25 – 12/31/25)

▶ N = 47



## DATASET #1

FIGURE 36. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— PRO STAFF GRADES 5-7

► ALL LOCATIONS (AS OF 12/31/25) ► N = 2,001

Locations	Seattle	Bothell	UW Medicine	Tacoma	TOTAL
% Overall represented by location	83.1%	4.4%	9.0%	3.5%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.3%	0.0%	1.1%	0.0%
Asian	16.2%	15.9%	18.2%	7.1%
Black or African American	5.6%	1.1%	9.4%	5.7%
Declined to Disclose	3.4%	4.5%	2.8%	4.3%
Did Not Provide Data	2.9%	2.3%	2.8%	8.6%
Hispanic or Latino	9.3%	19.3%	5.5%	14.3%
Multiple	6.1%	8.0%	6.1%	11.4%
Native Hawaiian or Pacific Islander	0.4%	0.0%	1.7%	1.4%
White	55.8%	48.9%	52.5%	47.1%
<b>% of Location Population Shown</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

## Race & ethnicity breakdowns for other exempt staff

FIGURE 37. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 2,208

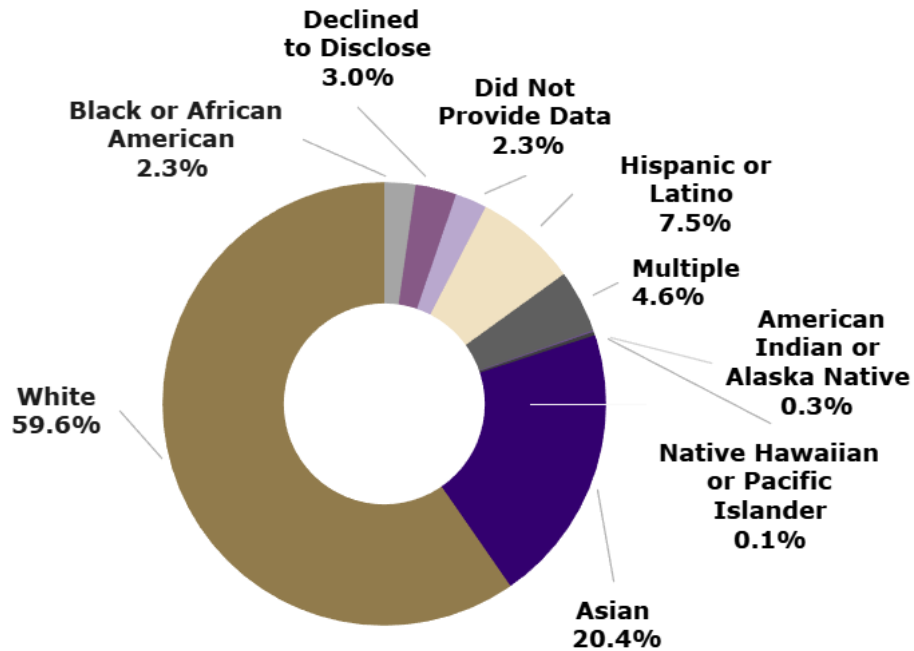
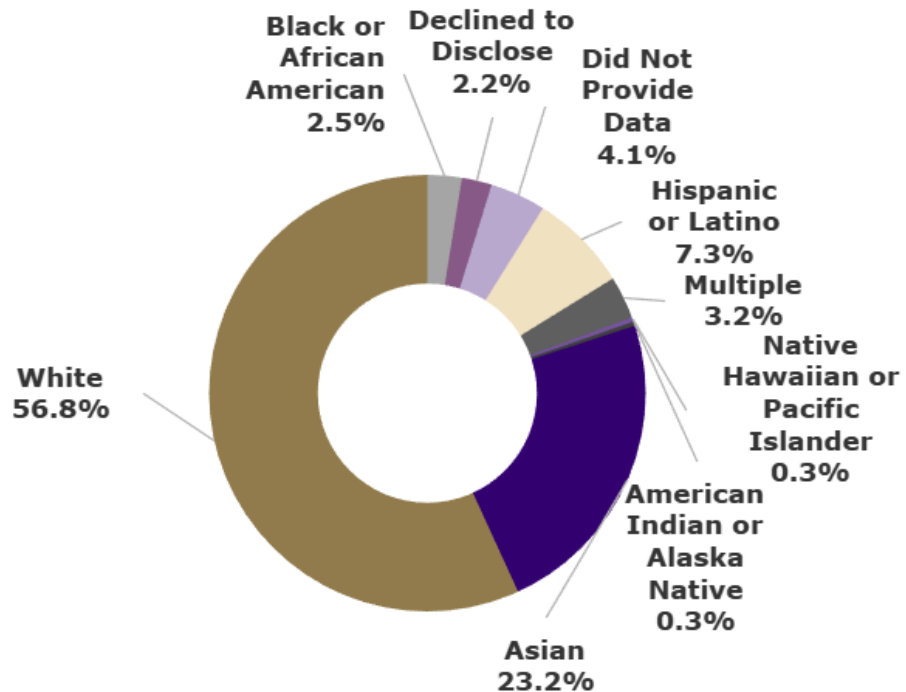


FIGURE 38. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 316



## Race & ethnicity breakdowns for other exempt staff

FIGURE 39.

### NEW HIRES

▶ ALL LOCATIONS (1/1/25 – 12/31/25)

▶ N = 48

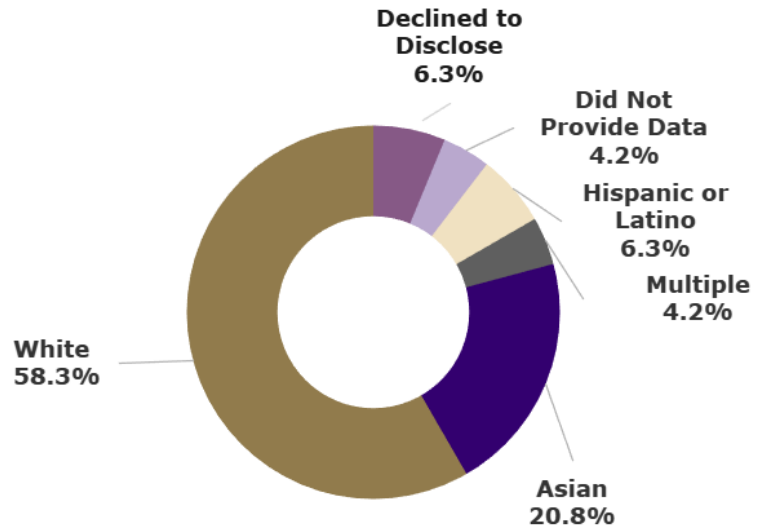


FIGURE 40.

### INTERNAL MOVES

▶ ALL LOCATIONS (1/1/25 – 12/31/25)

▶ N = 106

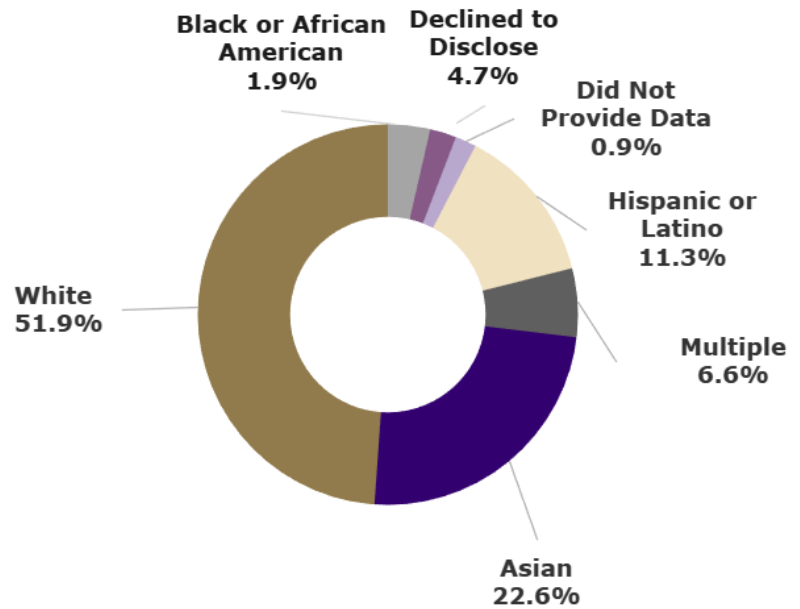
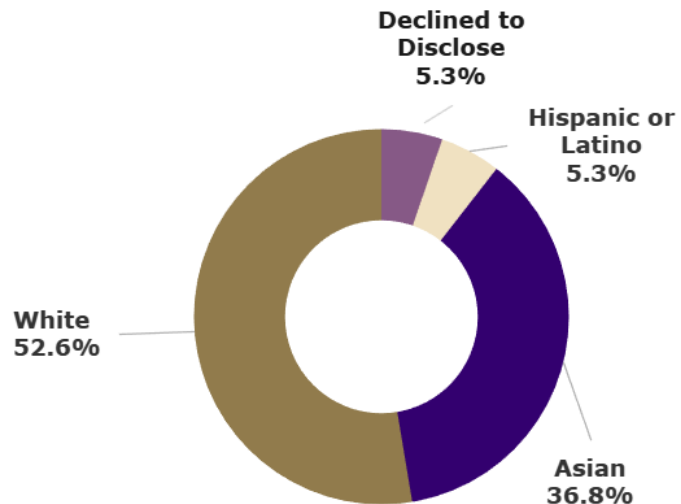


FIGURE 41.

### REHIRES

▶ ALL LOCATIONS (1/1/25 – 12/31/25)

▶ N = 19



## DATASET #1

FIGURE 42. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— OTHER EXEMPT STAFF

► ALL LOCATIONS (AS OF 12/31/25) ► N = 2,208

Locations	Seattle	UW Bothell	UW Medicine	UW Tacoma	TOTAL
% Overall represented by location	99.2%	0.1%	0.0%	0.6%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.2%	33.3%		0.0%
Asian	20.4%	33.3%		14.3%
Black or African American	2.3%	0.0%		0.0%
Declined to Disclose	3.0%	0.0%		0.0%
Did Not Provide Data	2.3%	0.0%		0.0%
Hispanic or Latino	7.5%	0.0%		7.1%
Multiple	4.6%	0.0%		0.0%
Native Hawaiian or Pacific Islander	0.1%	0.0%		0.0%
White	59.6%	33.3%		78.6%
<b>% of Location Population Shown</b>	<b>100.0%</b>	<b>100.0%</b>		<b>100.0%</b>

## Race & ethnicity breakdowns for classified staff

FIGURE 43. CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 17,499

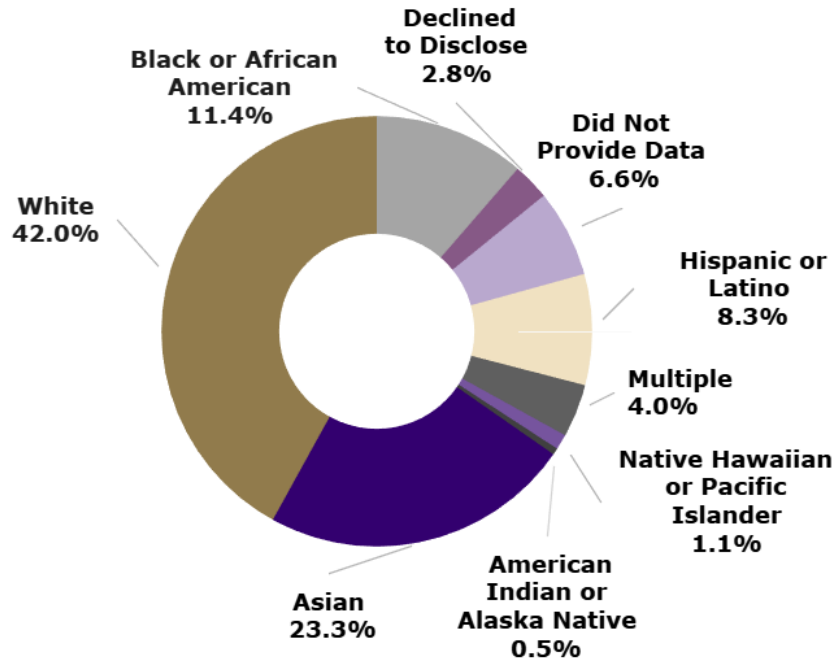
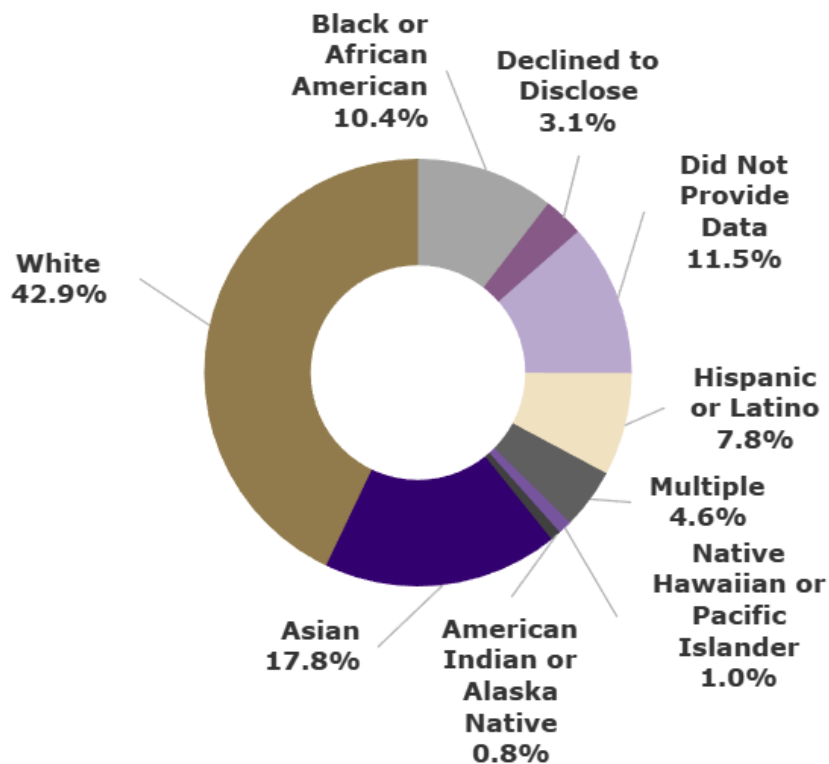


FIGURE 44. TERMINATED EMPLOYEES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 2,097



## Race & ethnicity breakdowns for classified staff

FIGURE 45.  
**NEW HIRES**

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 1,396

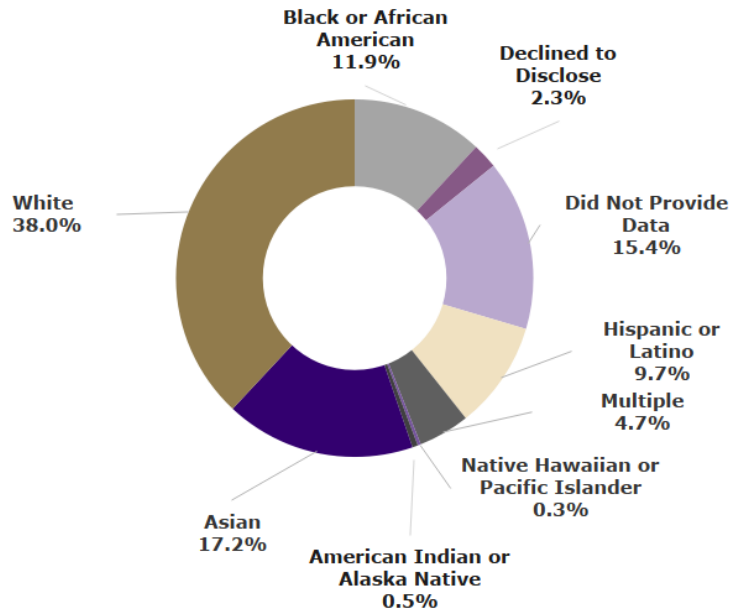


FIGURE 46.  
**INTERNAL MOVES**

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 2,050

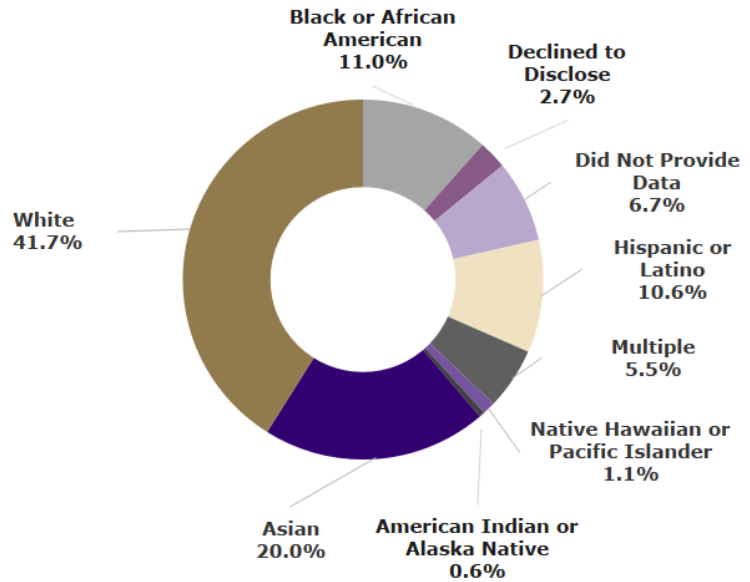
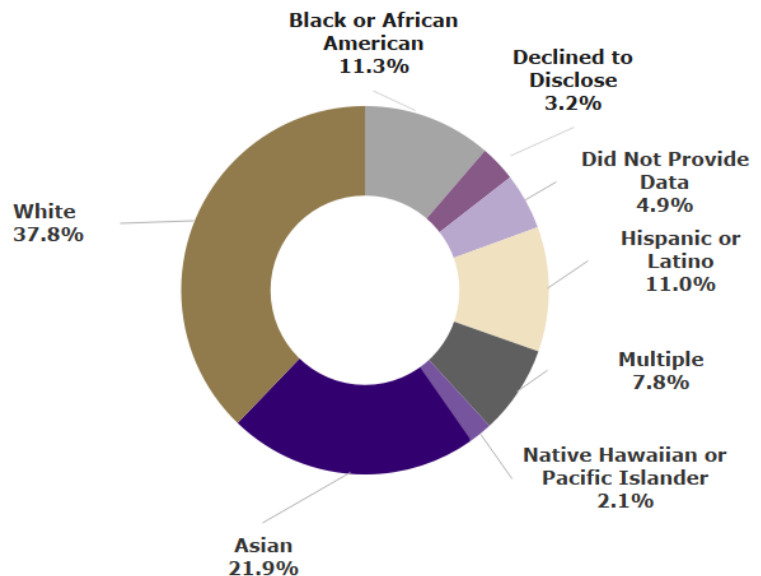


FIGURE 47.  
**REHIRES**

▶ ALL LOCATIONS  
(1/1/25 – 12/31/25)

▶ N = 283



## DATASET #1

FIGURE 48. RACE & ETHNICITY BREAKDOWN FOR CURRENT EMPLOYEES

— CLASSIFIED STAFF

► ALL LOCATIONS (AS OF 12/31/25) ► N = 17,349

Locations	Seattle	Bothell	UW Medicine	Tacoma	TOTAL
% Overall represented by location	18.6%	0.9%	79.9%	0.7%	100.0%

	Seattle	UW Bothell	UW Medicine	UW Tacoma
American Indian or Alaska Native	0.8%	0.0%	0.4%	0.0%
Asian	19.5%	18.1%	24.4%	13.9%
Black or African American	9.1%	8.1%	11.9%	9.0%
Declined to Disclose	3.8%	6.7%	2.5%	1.6%
Did Not Provide Data	4.5%	5.4%	7.1%	0.8%
Hispanic or Latino	9.8%	14.8%	7.9%	13.9%
Multiple	4.6%	3.4%	3.8%	4.9%
Native Hawaiian or Pacific Islander	0.4%	0.7%	1.3%	0.8%
White	47.5%	43.0%	40.6%	54.9%
<b>% of Location Population Shown</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

## > SEX

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, although there is the capability for employees to share gender outside of the binary. Our overall current staff population (N = 29,903) is 66.9% female and 33.1% male. The University's new hires were 66.7% female and 33.3% male, and terminations were 66.1% female and 33.9% male.

# Sex breakdowns

## DATASET #1.

FIGURE 49. STAFF SEX BREAKDOWN BY POSITION

LOCATION AND STAFF TYPE

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 29,903

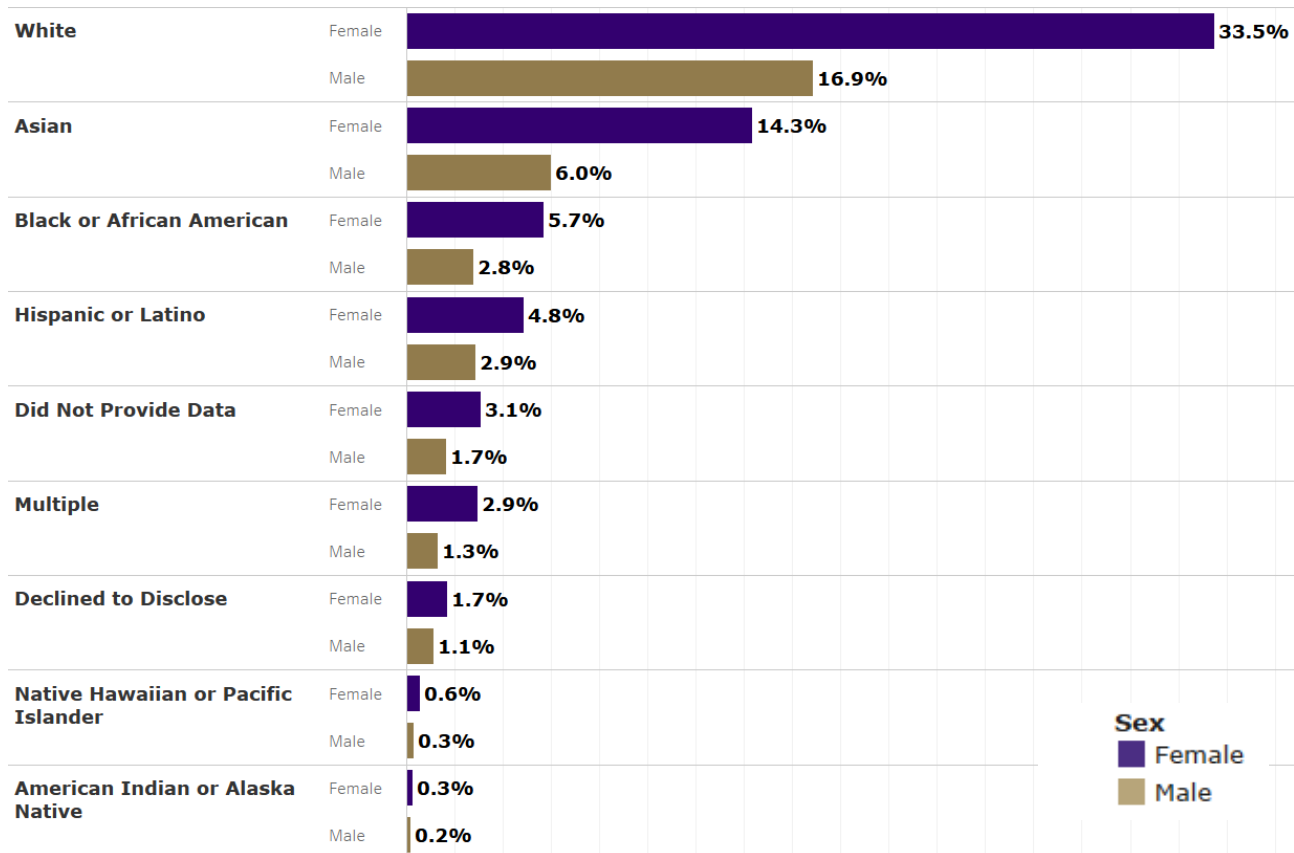
		Female	Male
Seattle	ProStaff Grade 11-14	4.0%	3.7%
	ProStaff Grade 8-10	22.8%	13.0%
	ProStaff Grade 5-7	9.6%	3.2%
	Classified Staff	13.4%	11.7%
	No ProStaff Grade	0.6%	1.0%
	Other Exempt Staff	10.6%	6.3%
	<b>Total</b>	<b>61.1%</b>	<b>38.9%</b>
UW Bothell	ProStaff Grade 11-14	2.2%	1.5%
	ProStaff Grade 8-10	24.9%	12.1%
	ProStaff Grade 5-7	15.3%	6.4%
	Classified Staff	19.0%	17.8%
	No ProStaff Grade		
	Other Exempt Staff	0.5%	0.2%
	<b>Total</b>	<b>62.0%</b>	<b>38.0%</b>
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	63.2%	23.0%
	No ProStaff Grade		0.0%
	Other Exempt Staff		
	<b>Total</b>	<b>71.9%</b>	<b>28.1%</b>
UW Tacoma	ProStaff Grade 11-14	3.0%	2.1%
	ProStaff Grade 8-10	20.1%	11.9%
	ProStaff Grade 5-7	13.4%	7.9%
	Classified Staff	20.1%	17.1%
	No ProStaff Grade		
	Other Exempt Staff	2.7%	1.5%
	<b>Total</b>	<b>59.5%</b>	<b>40.5%</b>

# DATASET #1

FIGURE 50. RACE & ETHNICITY BY SEX BREAKDOWN

— CURRENT EMPLOYEES

▶ ALL LOCATIONS (AS OF 12/31/25) ▶ N = 29,903



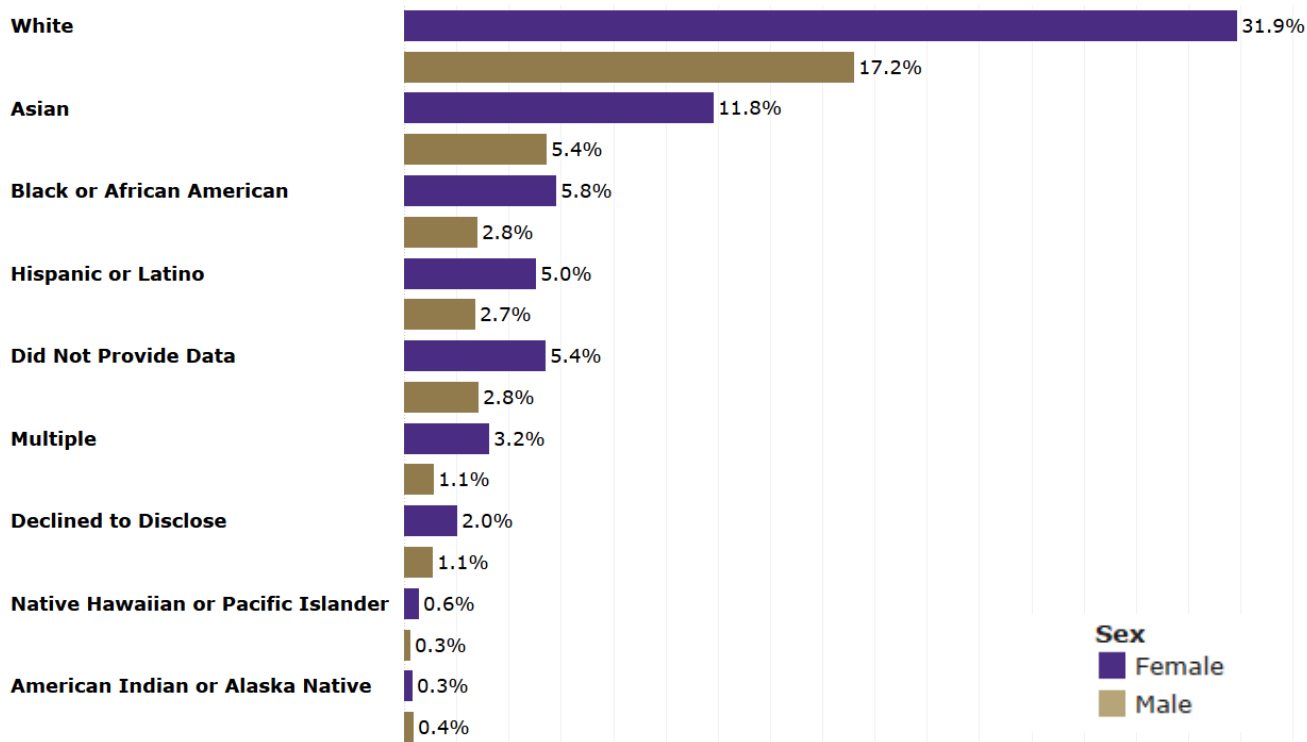
**Sex**  
■ Female  
■ Male

# DATASET #3

FIGURE 51. RACE & ETHNICITY BY SEX BREAKDOWN

— TERMINATIONS

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,550

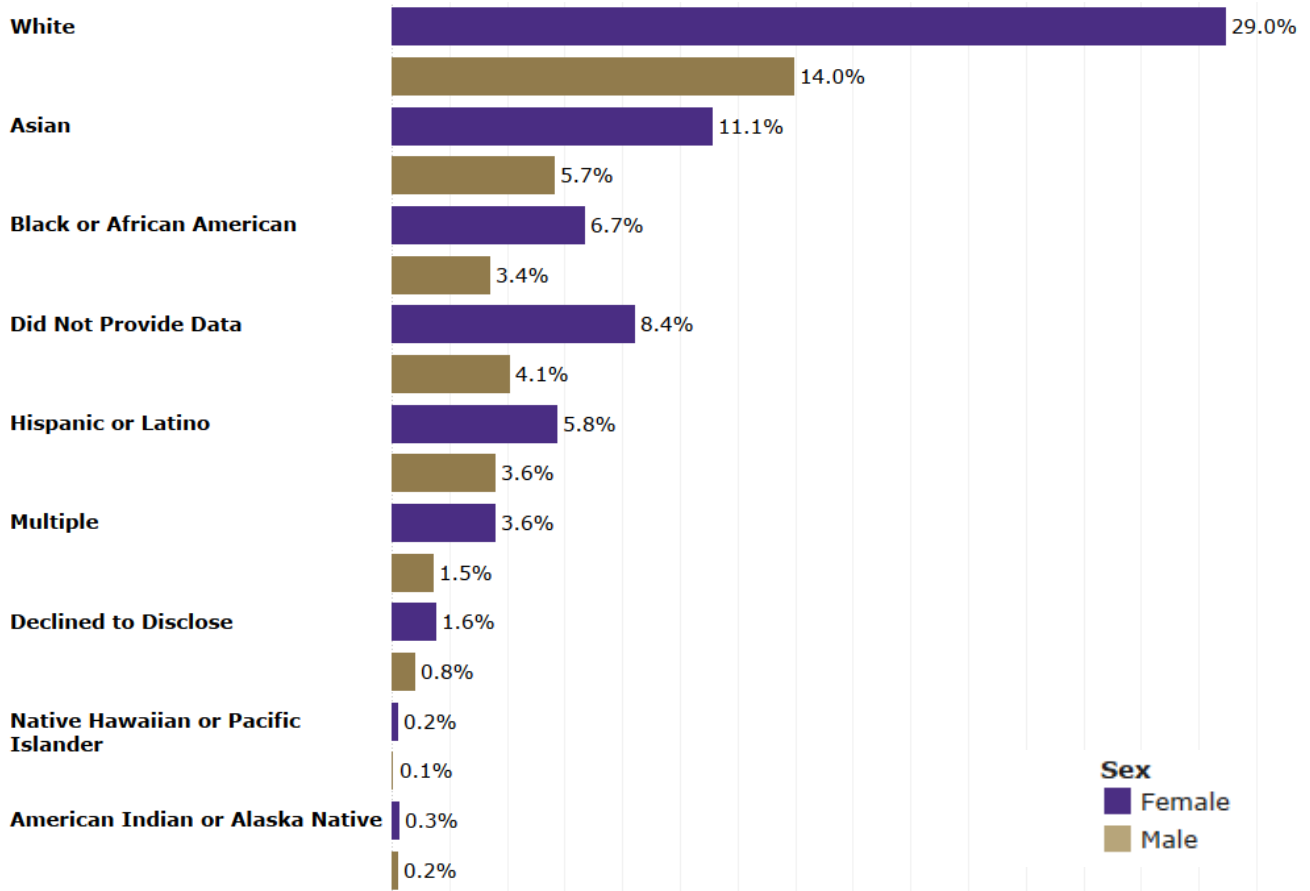


## DATASET #2

FIGURE 52. RACE & ETHNICITY BY SEX BREAKDOWN

— NEW HIRES

► ALL LOCATIONS (1/1/25 – 12/31/25) ► N = 1.906

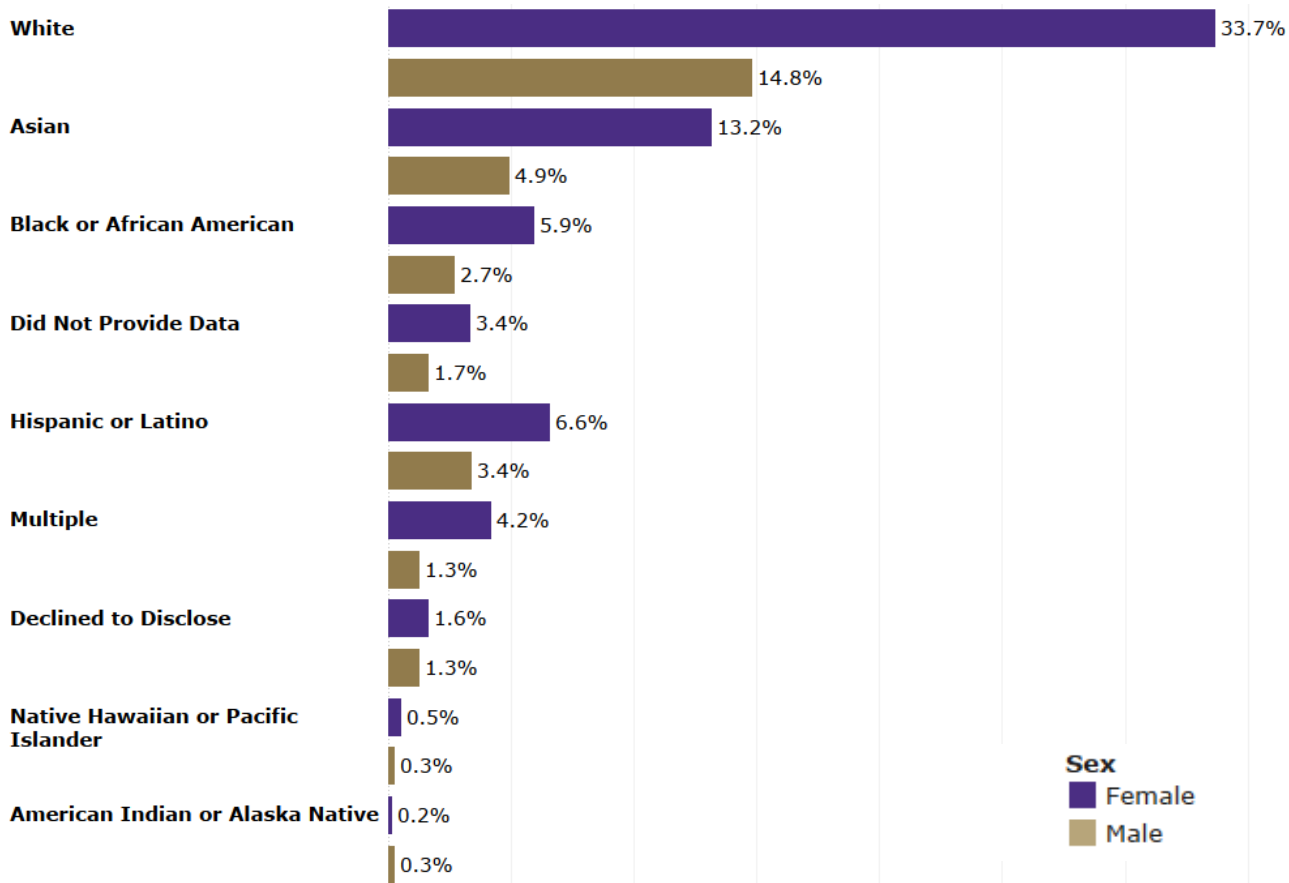


**DATASET #2.B.**

**FIGURE 53. RACE & ETHNICITY BY SEX BREAKDOWN**

— INTERNAL MOVES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,118

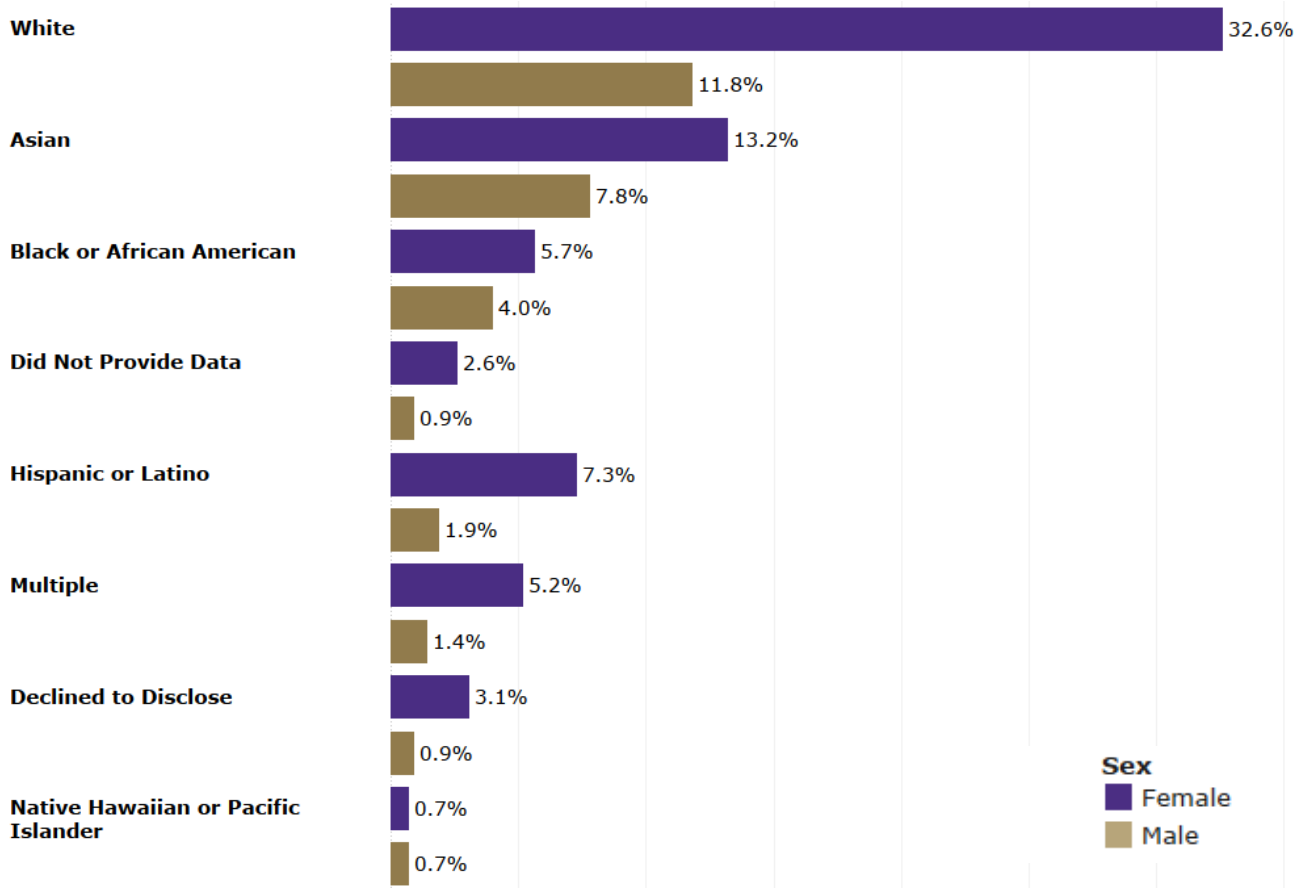


## DATASET #2.C.

FIGURE 54. RACE & ETHNICITY BY SEX BREAKDOWN

— REHIRES

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 423

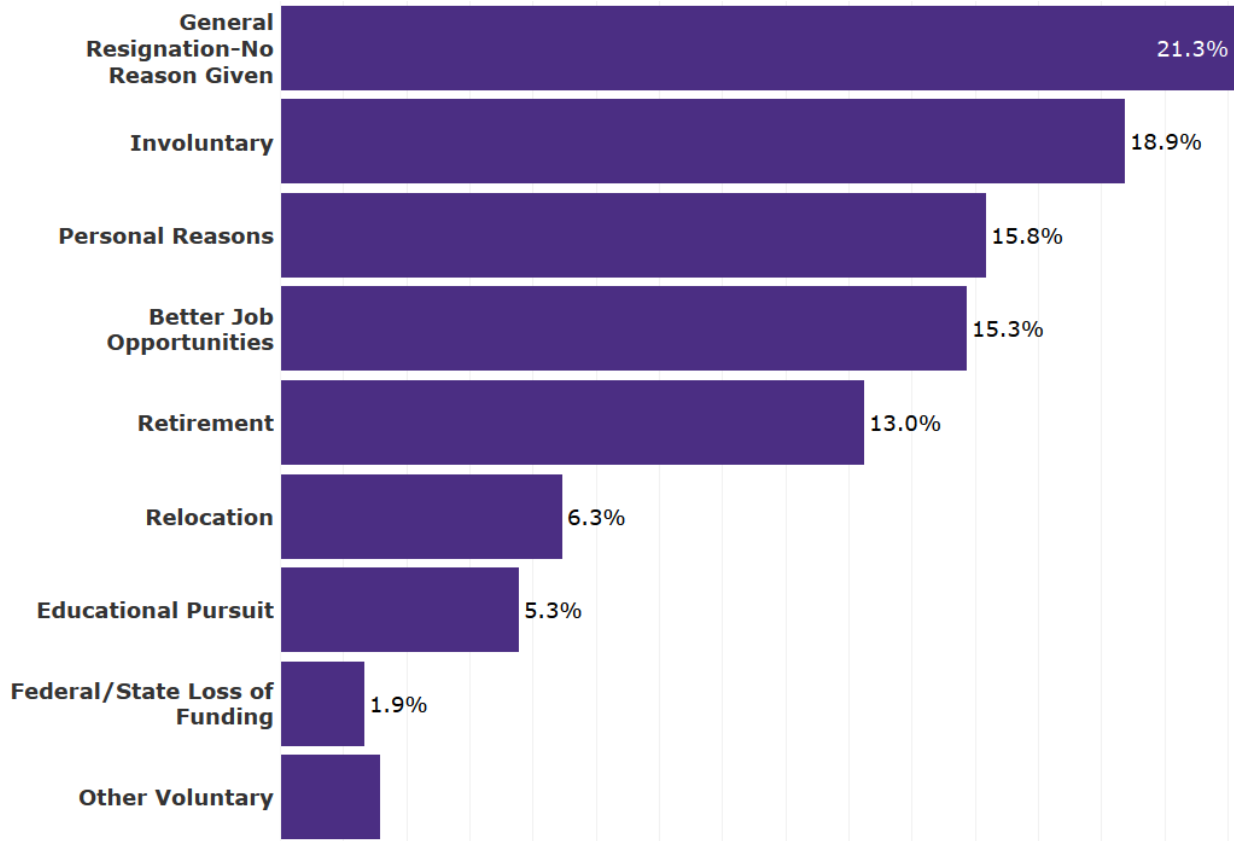


# > TERMINATIONS

## DATASET #3.

FIGURE 55. TERMINATION REASONS

▶ ALL LOCATIONS (1/1/25 – 12/31/25) ▶ N = 3,550



# > APPLICANT JOURNEY

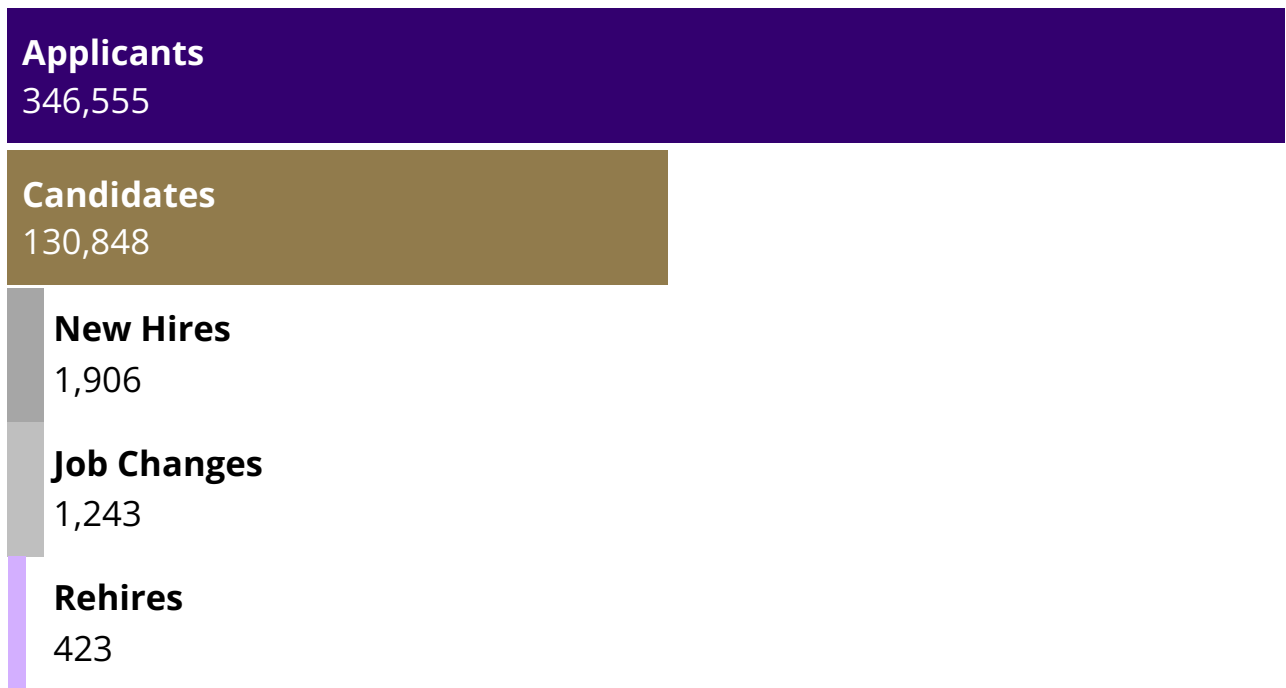
## DATASETS #2 & 4

This report's applicant journey data focuses only on regular (informally referred to as "permanent") positions with active recruitments in 2025. This includes both salaried and hourly positions designated as "regular" in Workday.

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.

FIGURE 56. APPLICANT JOURNEY

▶ ALL LOCATIONS (1/1/25 – 12/31/25)



## OVERVIEW

**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.
- Rehires consist of employees who previously worked at the University, experienced a break in service, and returned to employment.

## Applicant journey breakdowns

FIGURE 57. APPLICANTS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 346,555

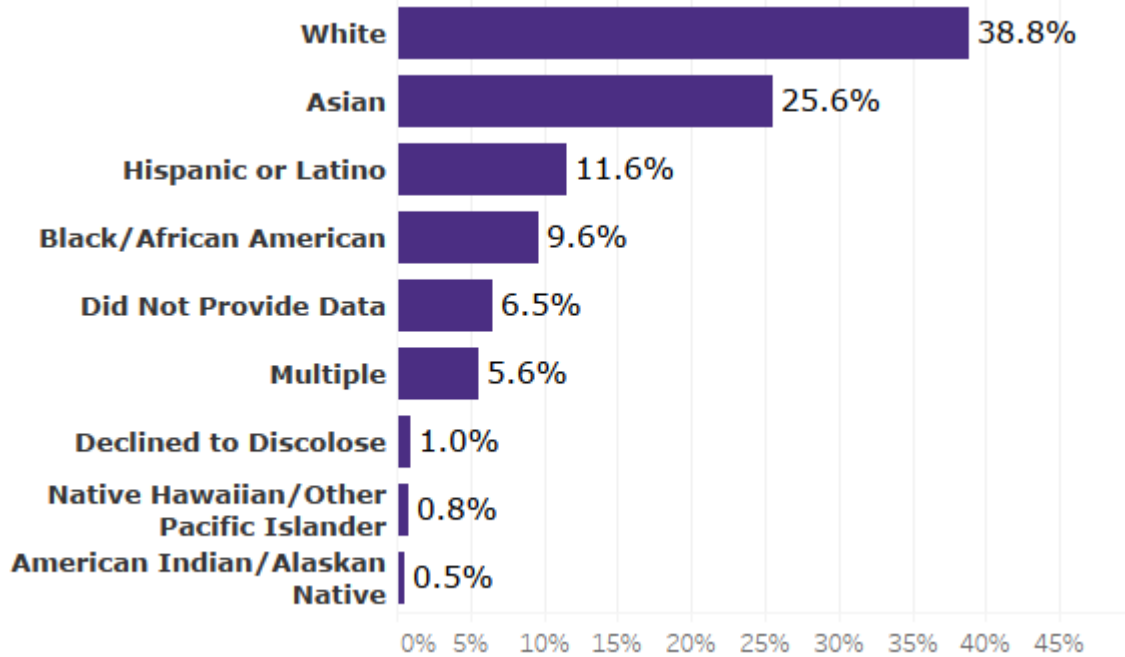


FIGURE 58. CANDIDATES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 130,848

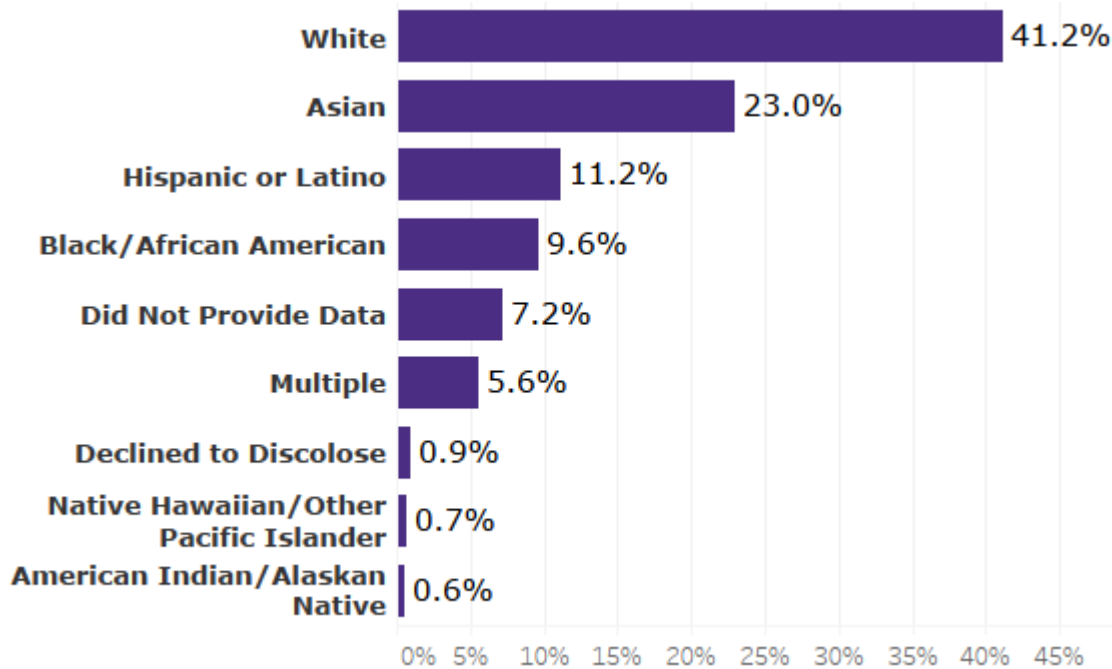


FIGURE 59. NEW HIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 1,906

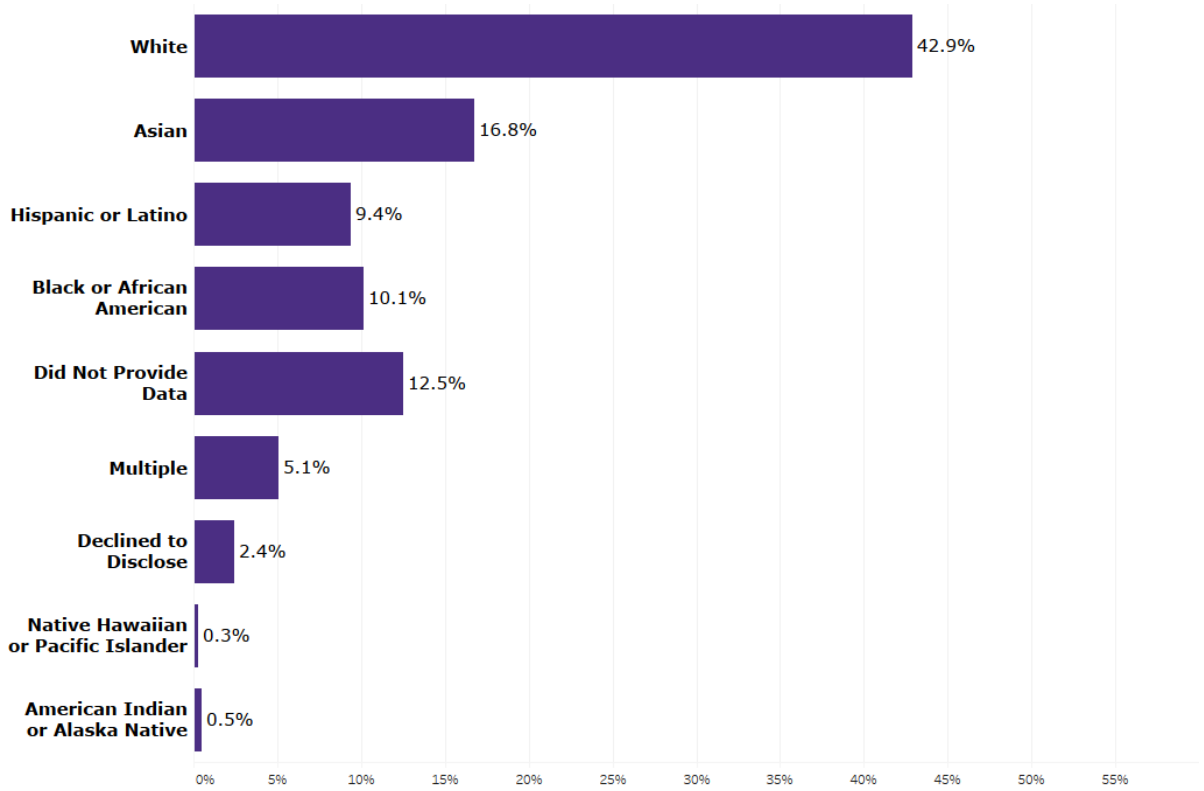


FIGURE 60. CHANGE JOBS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 1,243

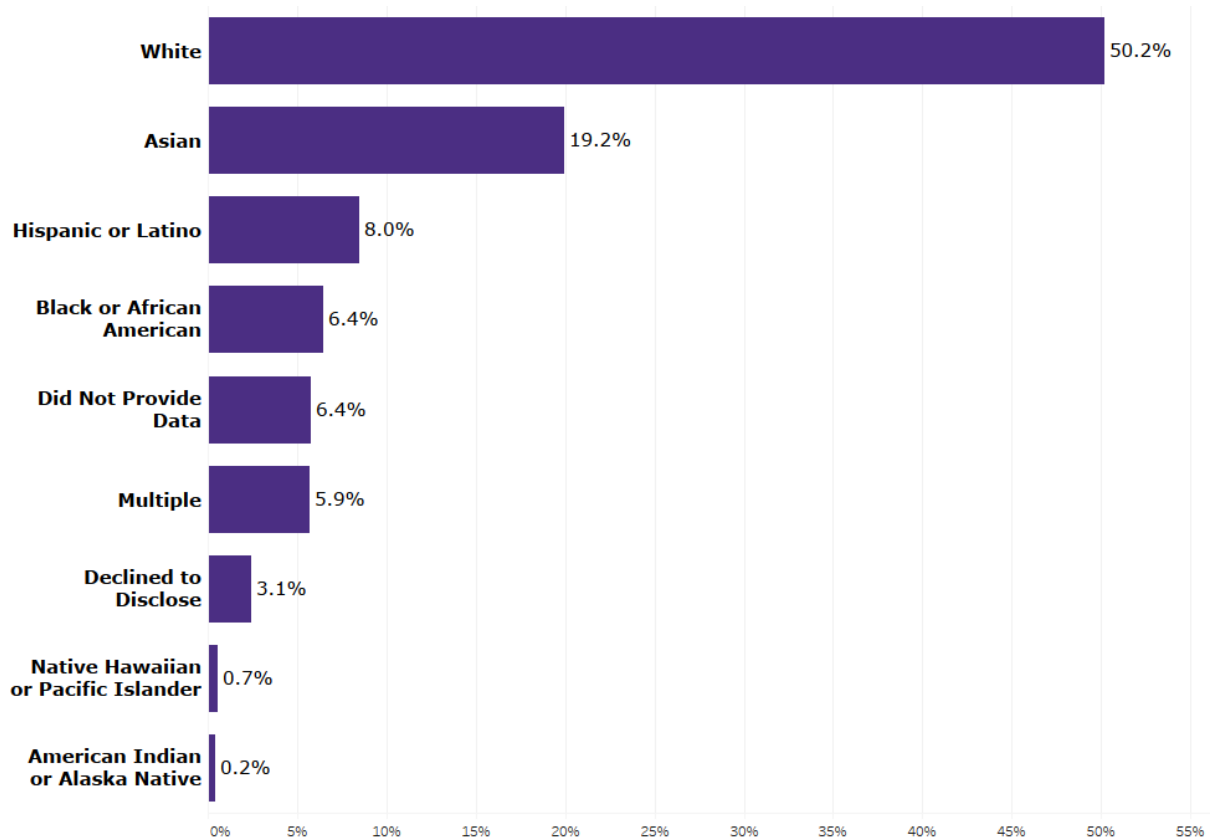
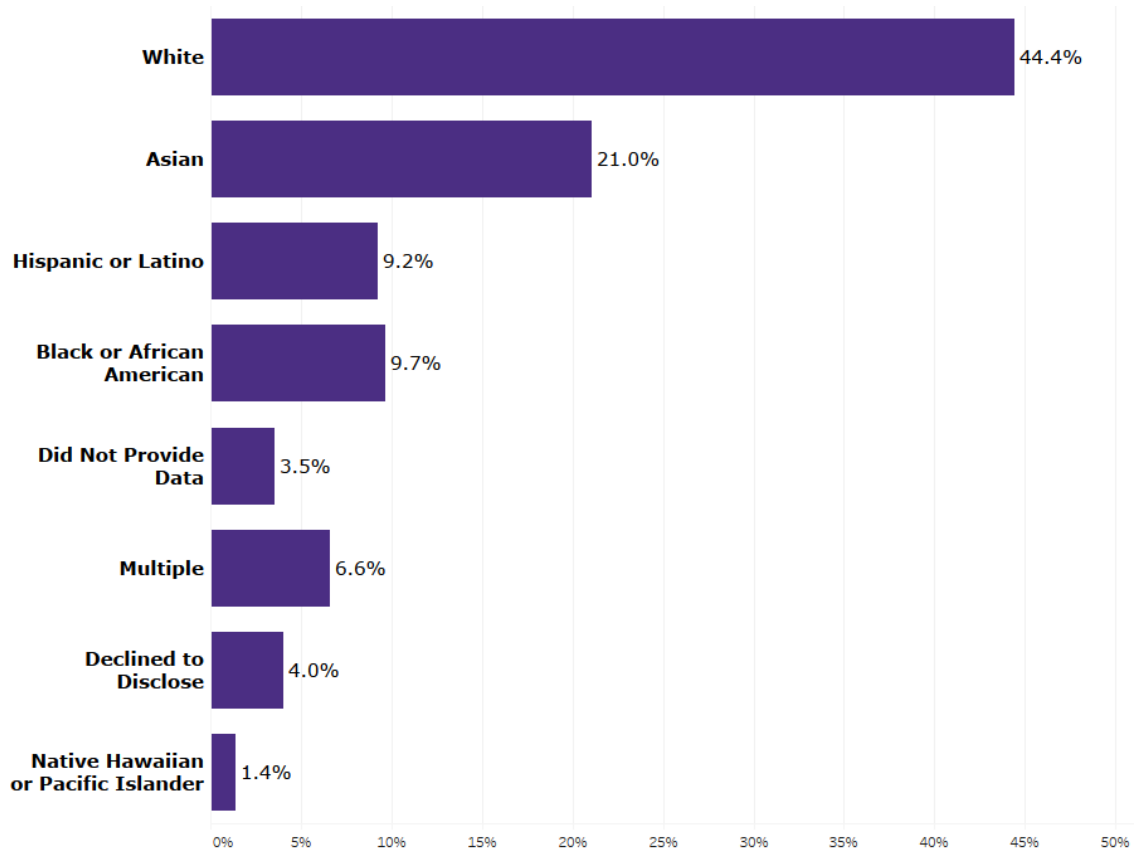


FIGURE 61. REHIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 423



## Applicant journey – Professional Staff grades 11–14

FIGURE 62. APPLICANTS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 9,350

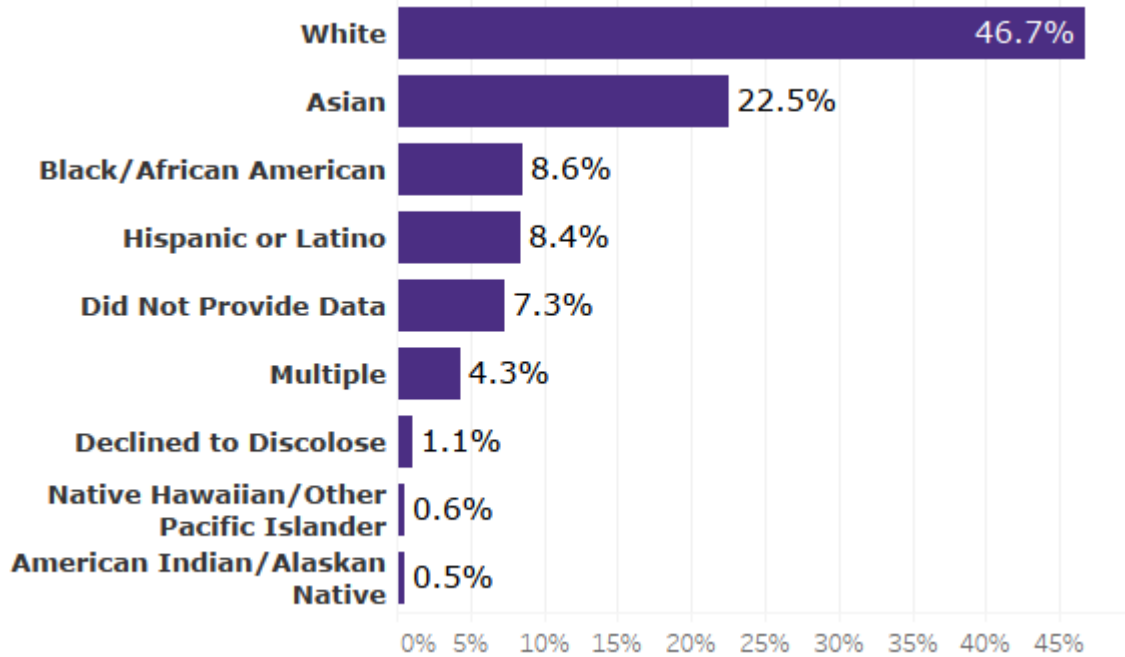


FIGURE 63. CANDIDATES

▶ ALL LOCATIONS (JAN 2023 – DEC 2023) ▶ N = 4,109

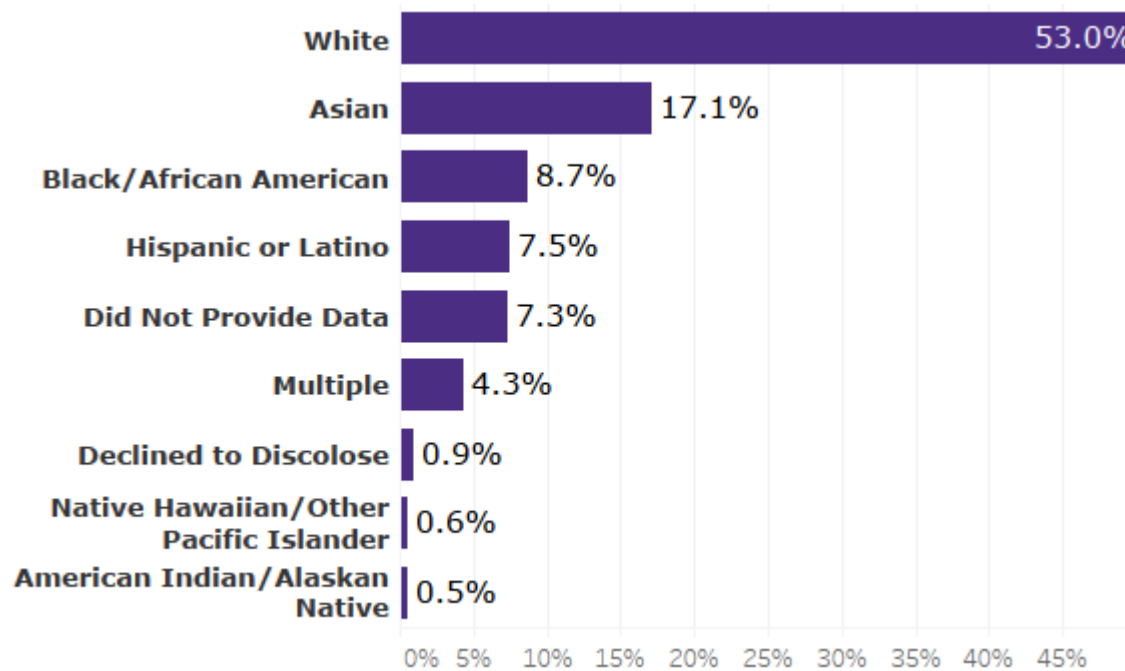


FIGURE 64. NEW HIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 46

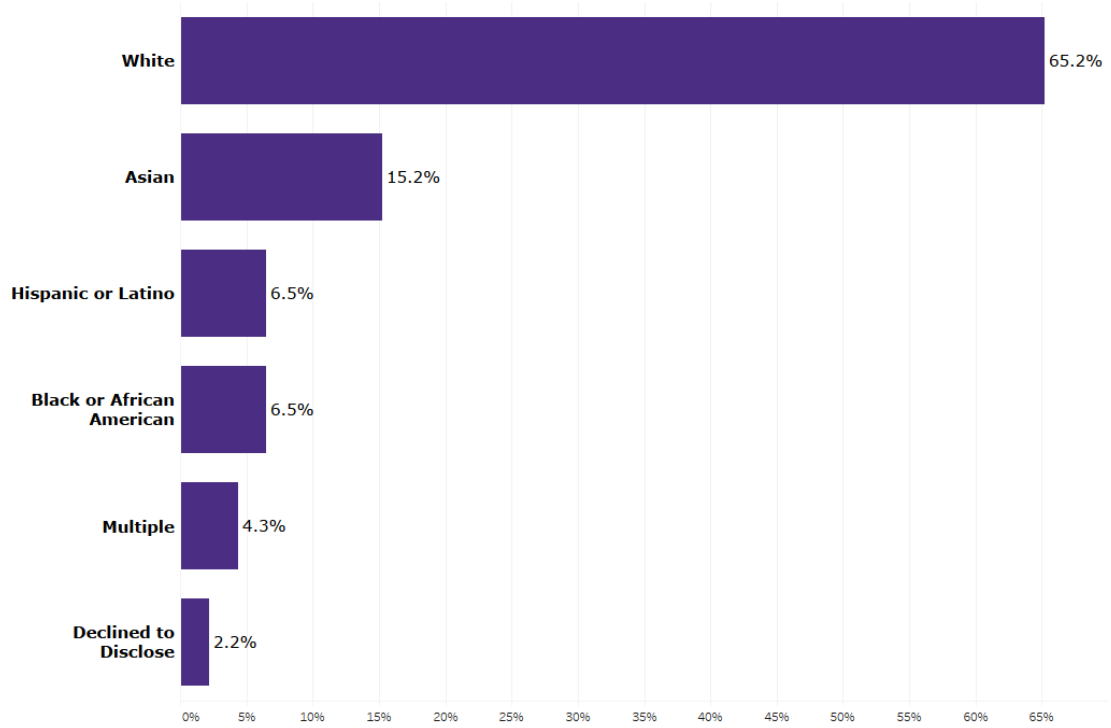


FIGURE 65. CHANGE JOBS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 50

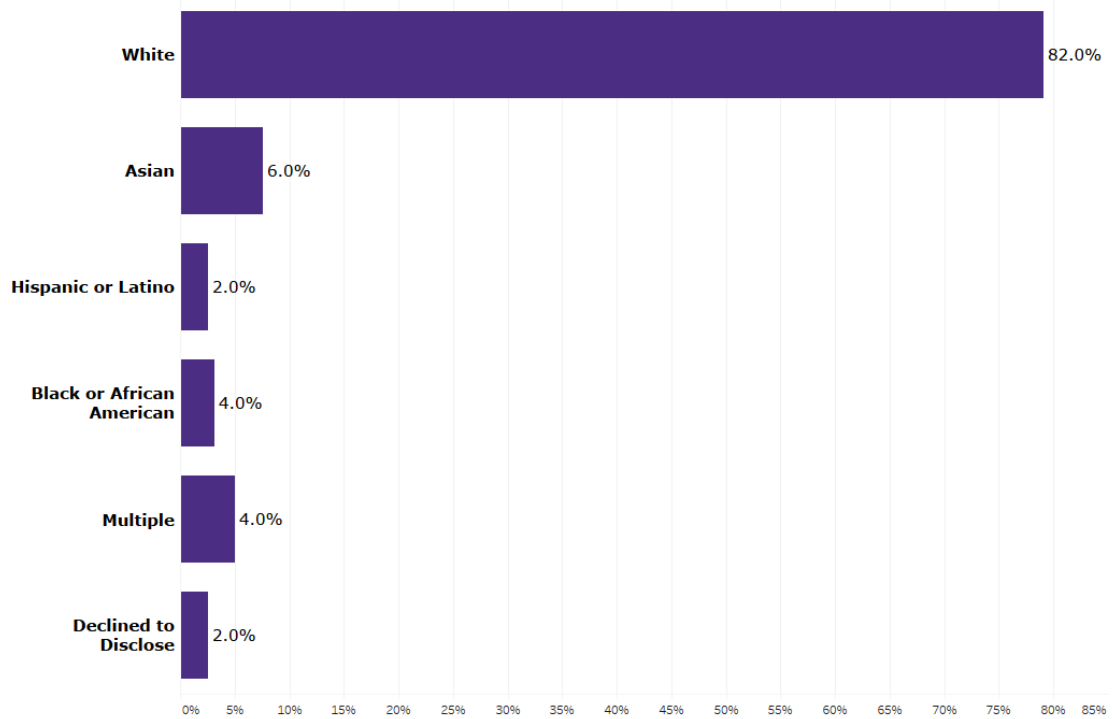
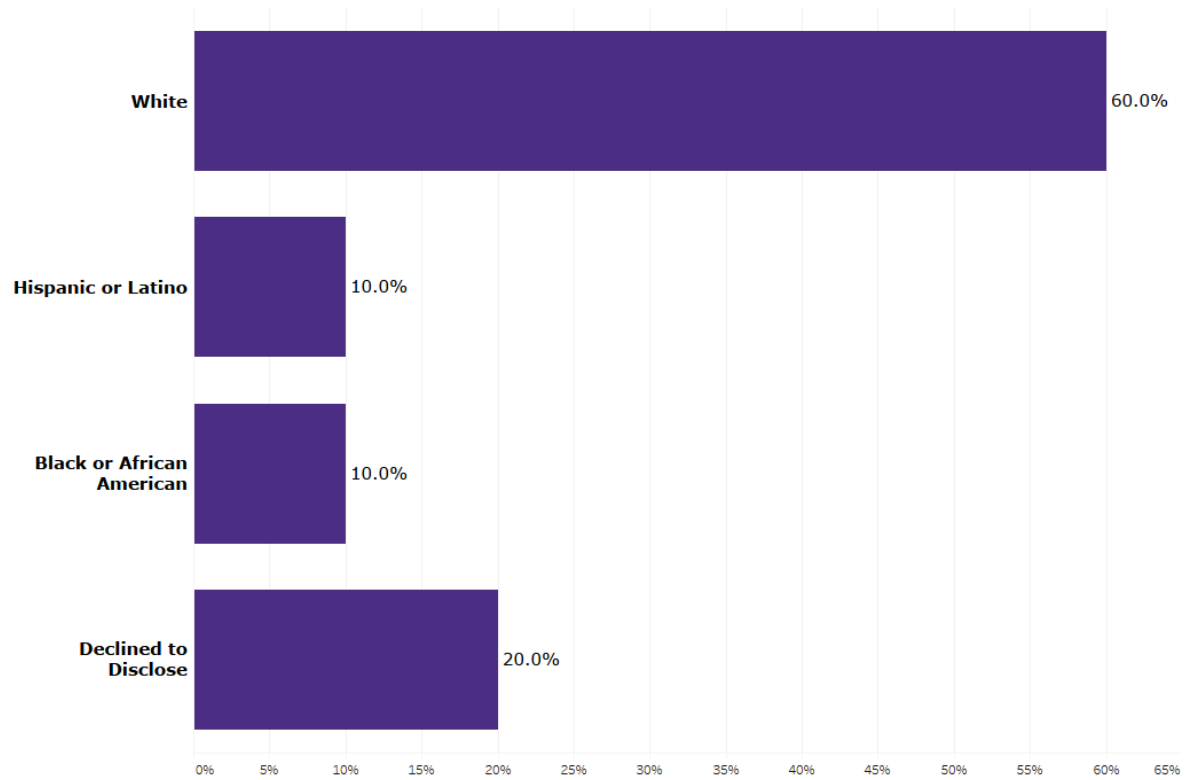


FIGURE 66. REHIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 10



## Applicant journey – Professional Staff grades 8–10

FIGURE 67. APPLICANTS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 91,362

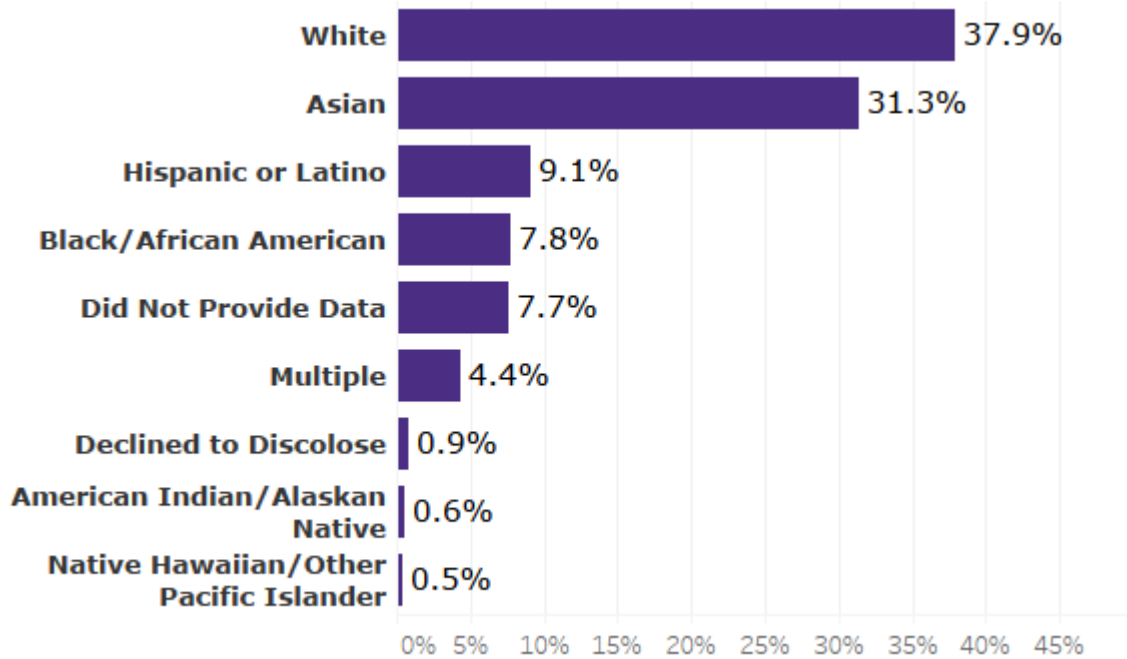


FIGURE 68. CANDIDATES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 28,151

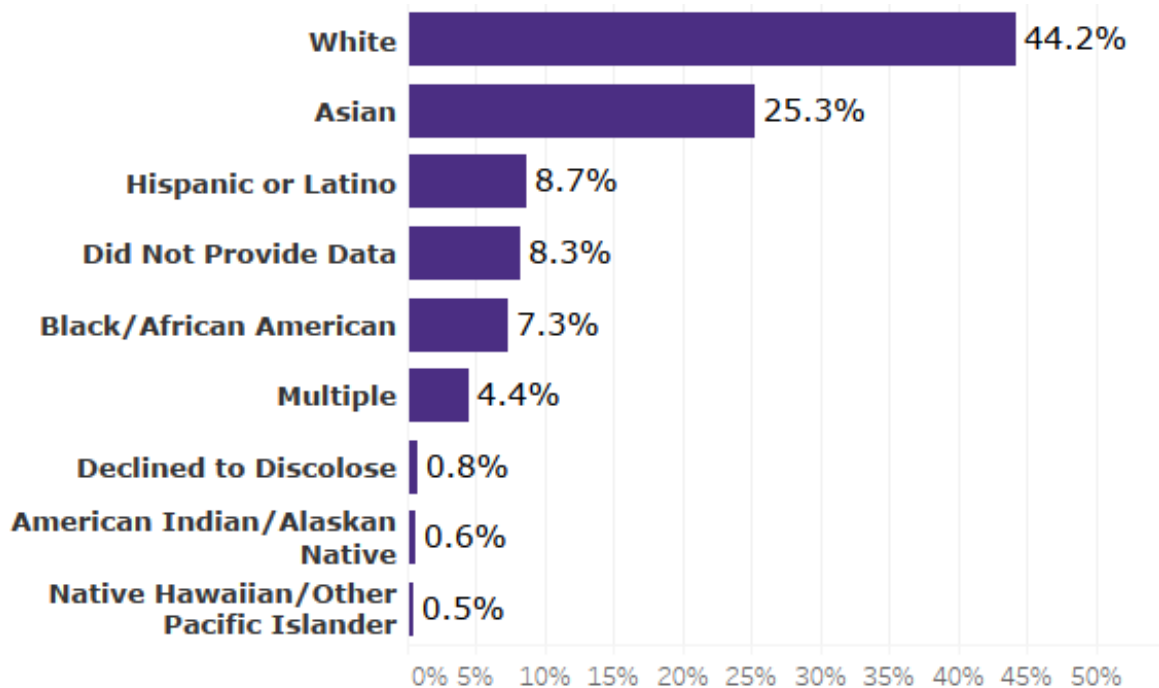


FIGURE 69. NEW HIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 248

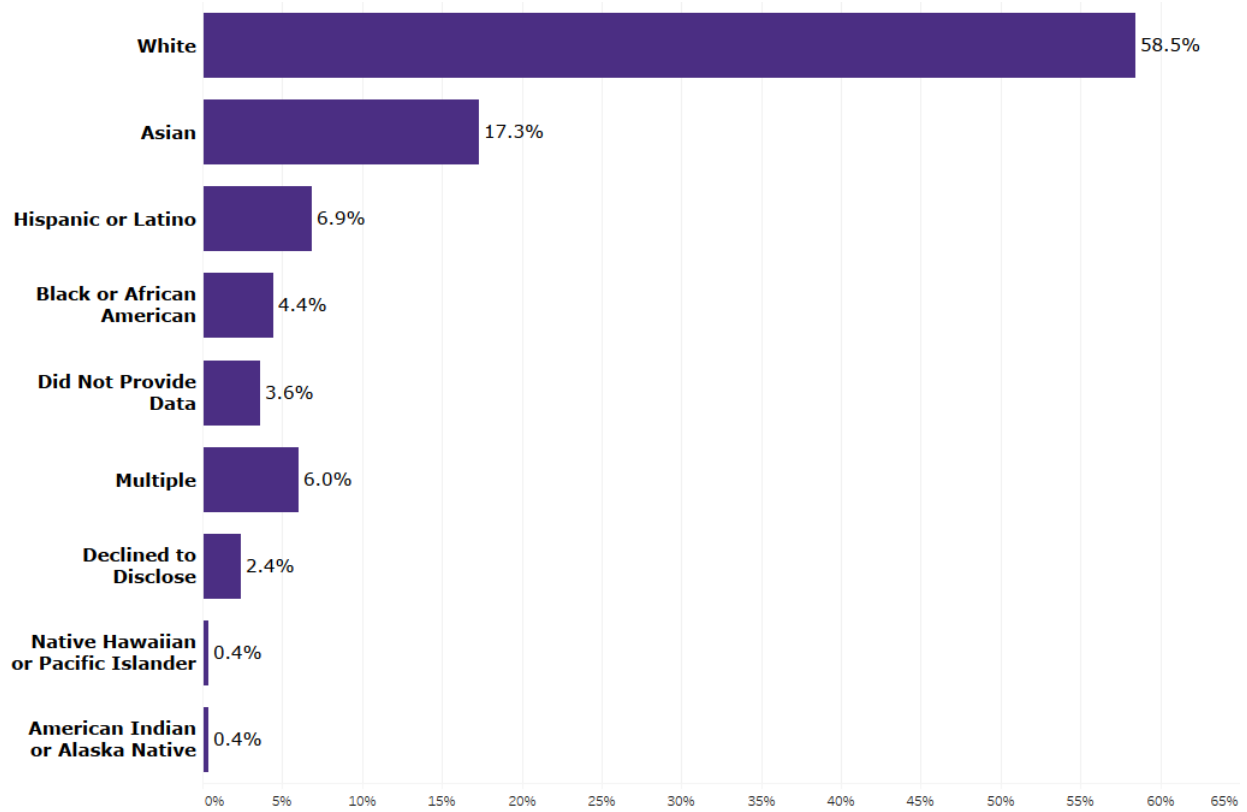


FIGURE 70. CHANGE JOBS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 291

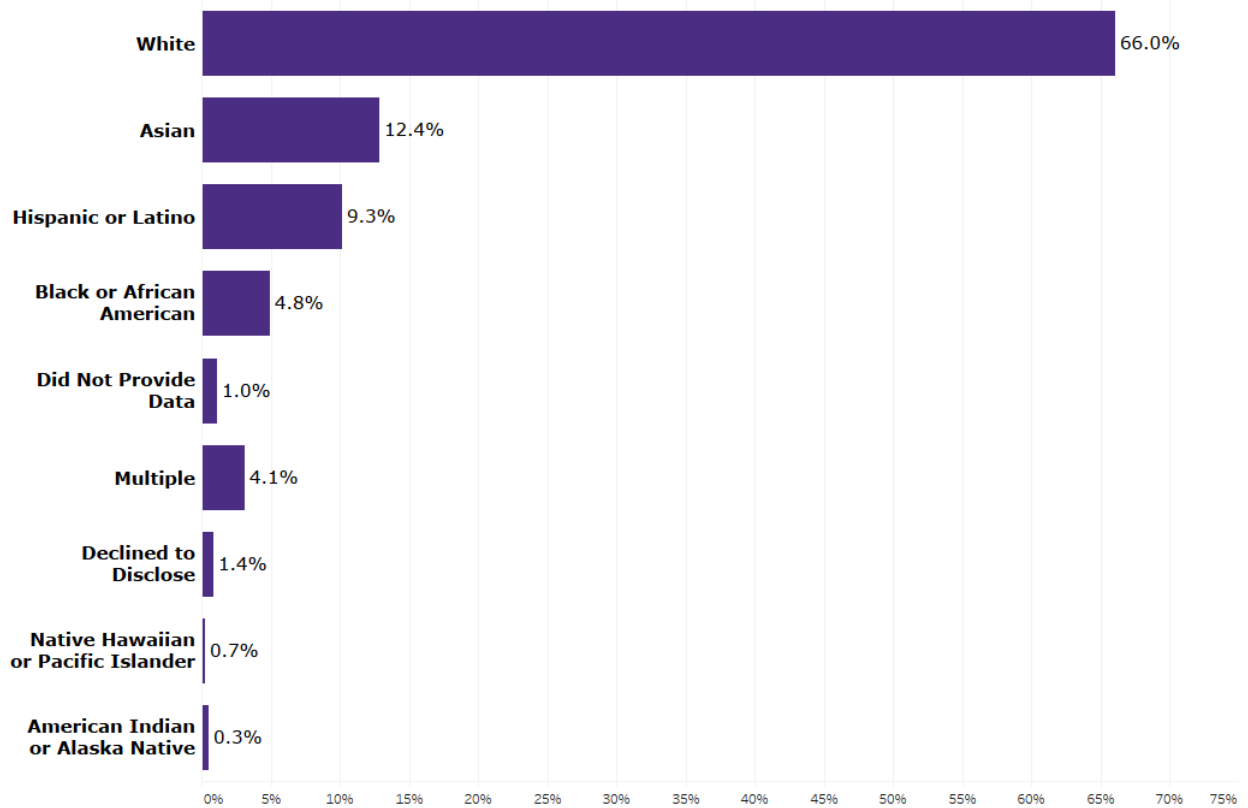
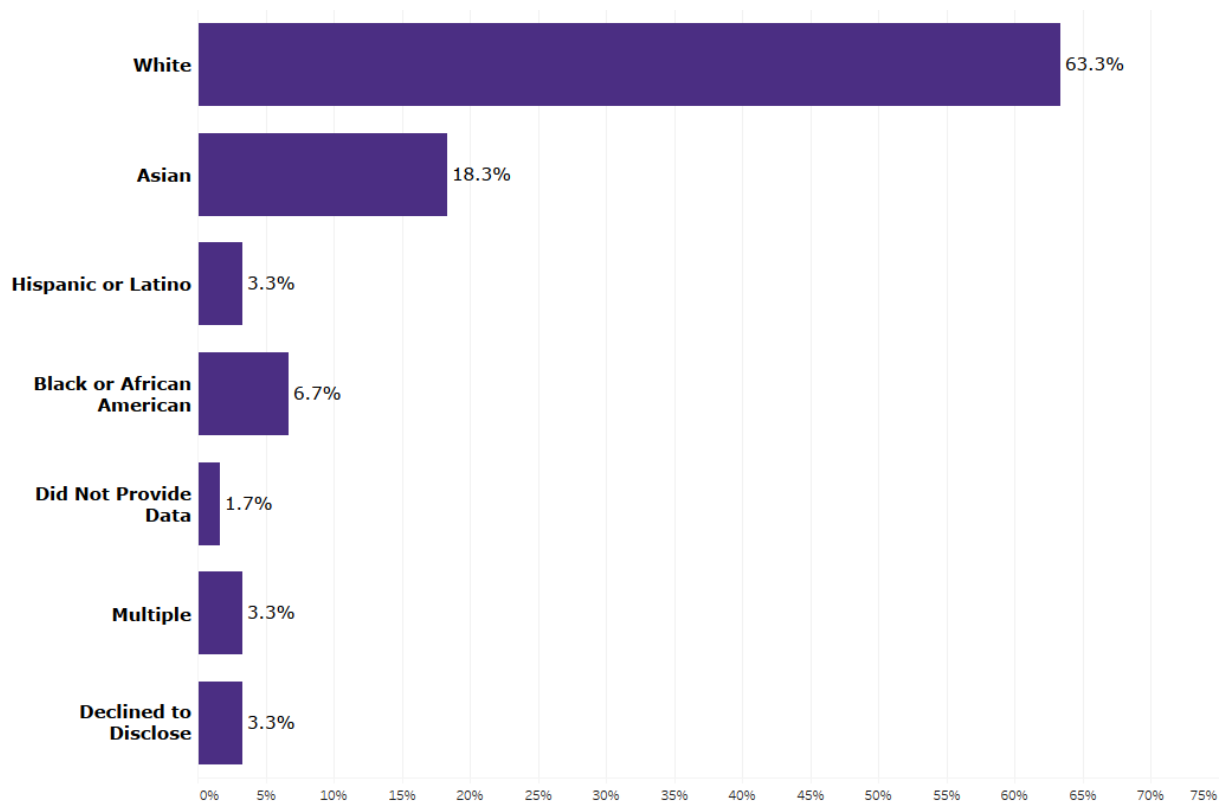


FIGURE 71. REHIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 60



## DATASETS #2 & 4

# Applicant journey – Professional Staff grades 5–7

FIGURE 72. APPLICANTS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 58,491

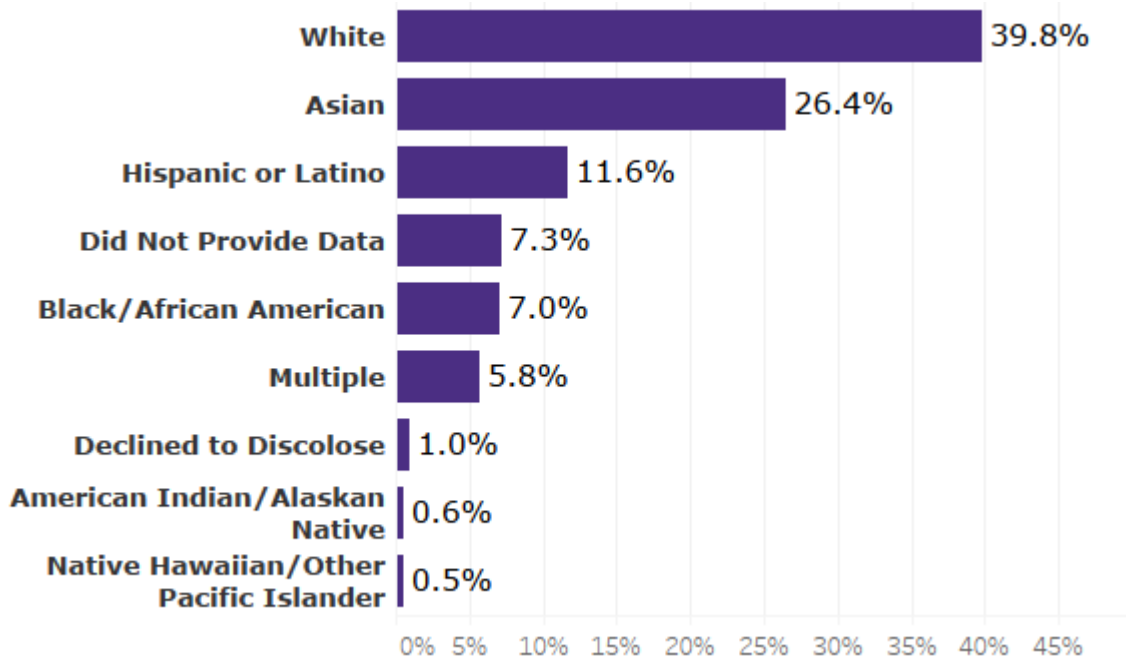


FIGURE 73. CANDIDATES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 22,087

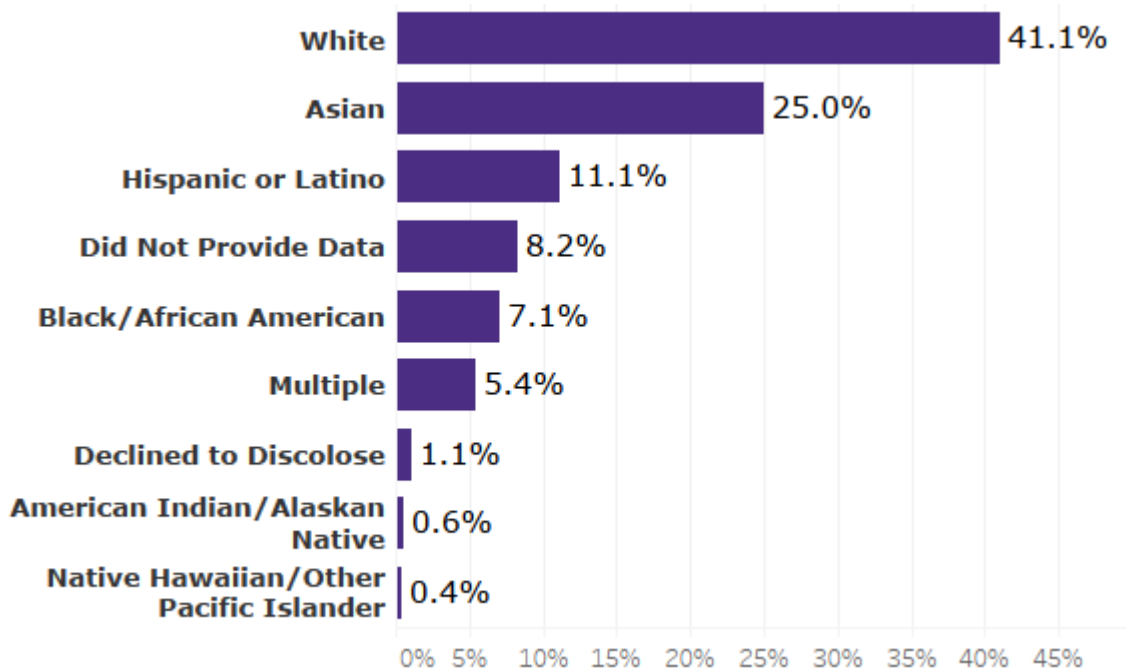


FIGURE 74. NEW HIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 138

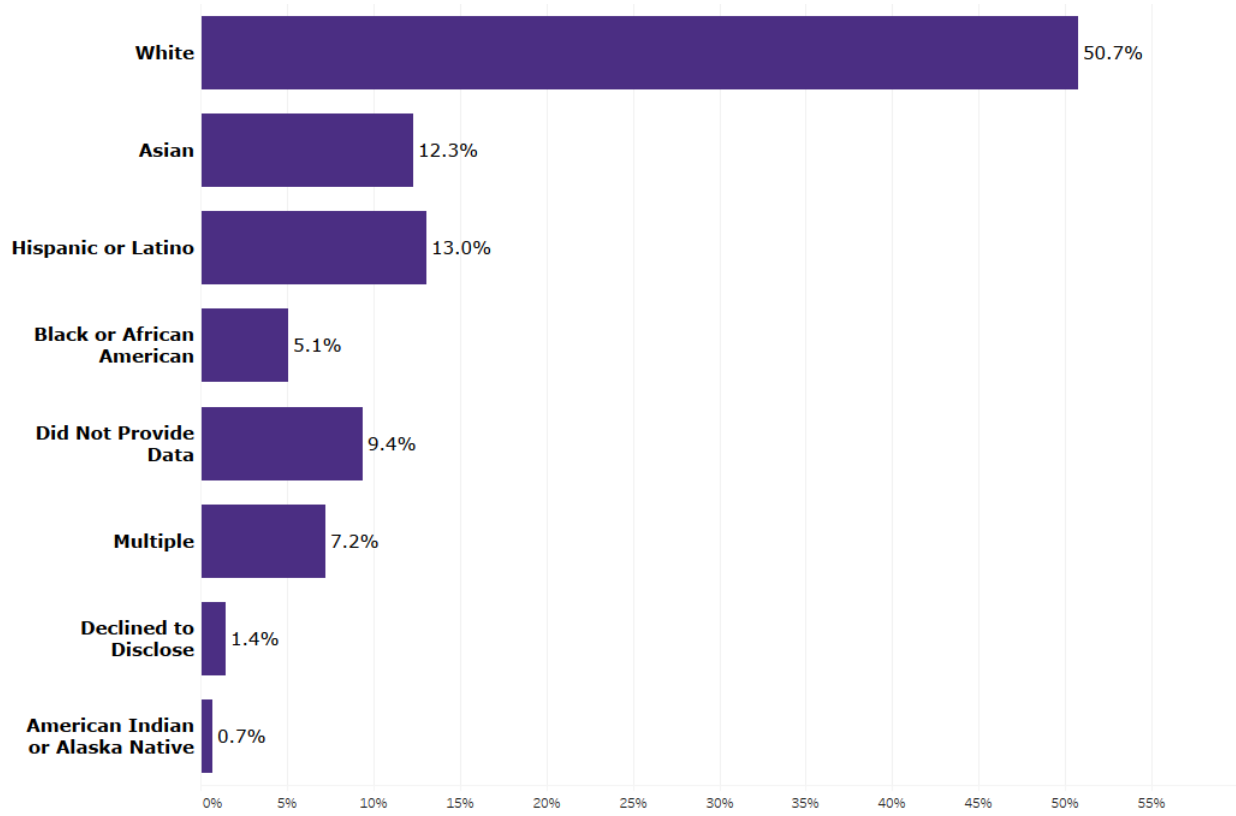


FIGURE 75. CHANGE JOBS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 140

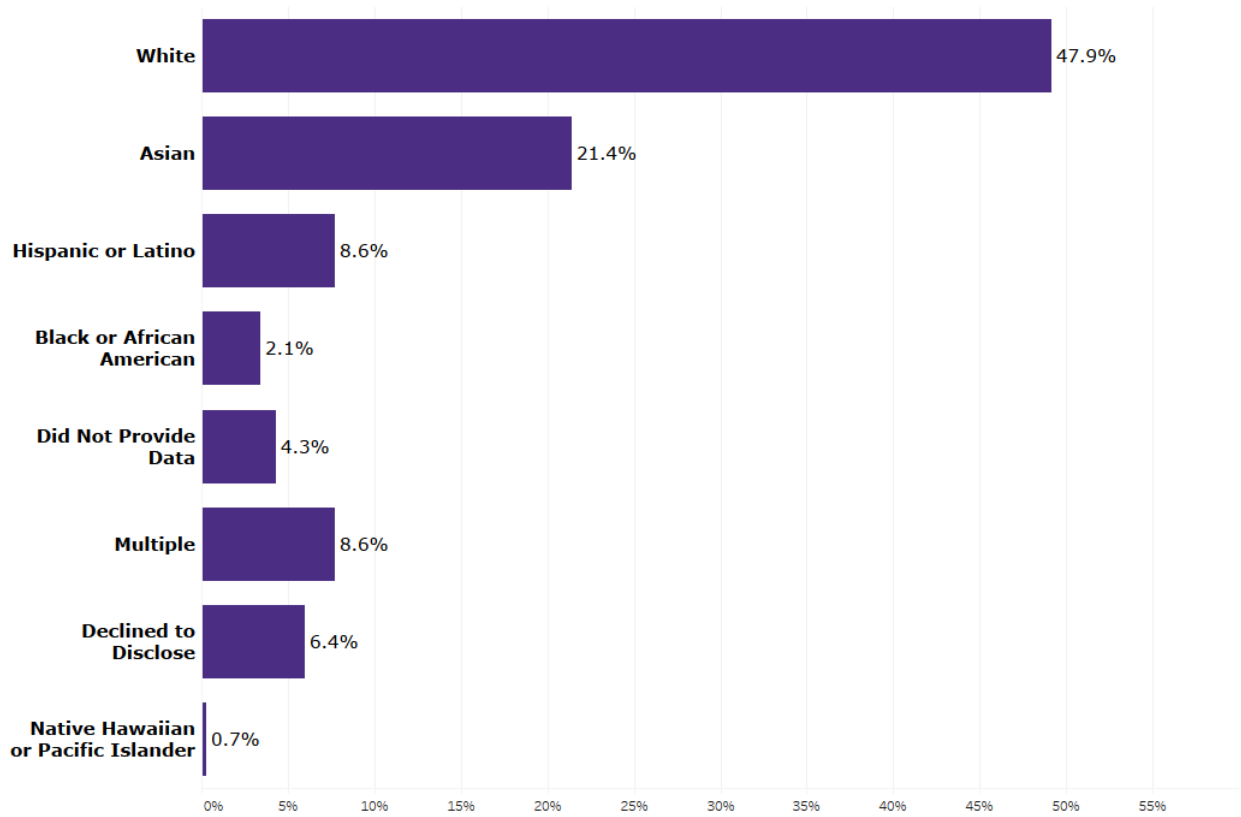
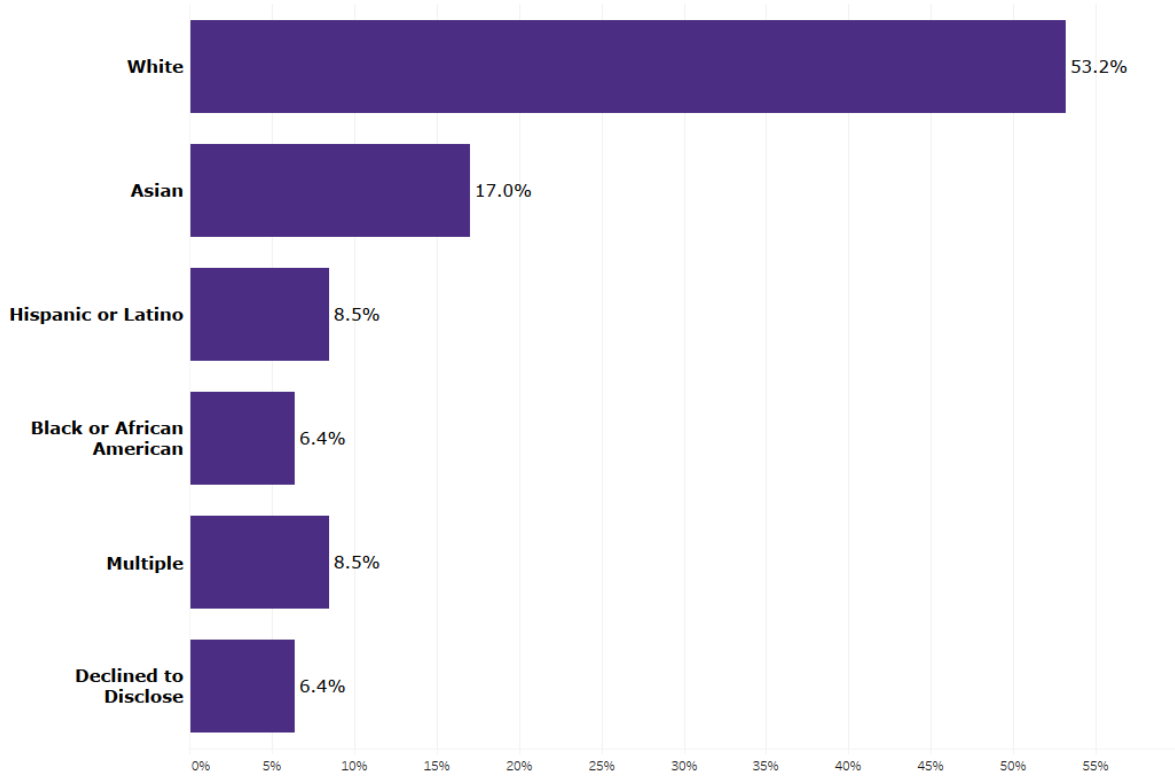


FIGURE 76. REHIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 47



## Applicant journey – Other Exempt Staff

FIGURE 77. APPLICANTS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 15,645

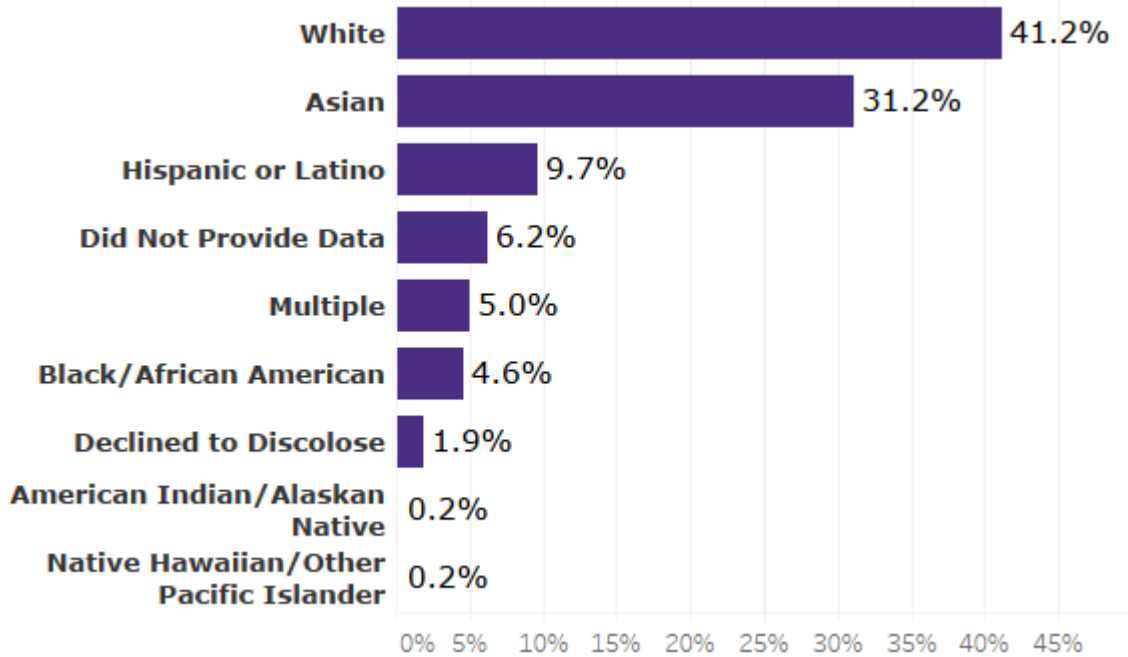


FIGURE 78. CANDIDATES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 6,808

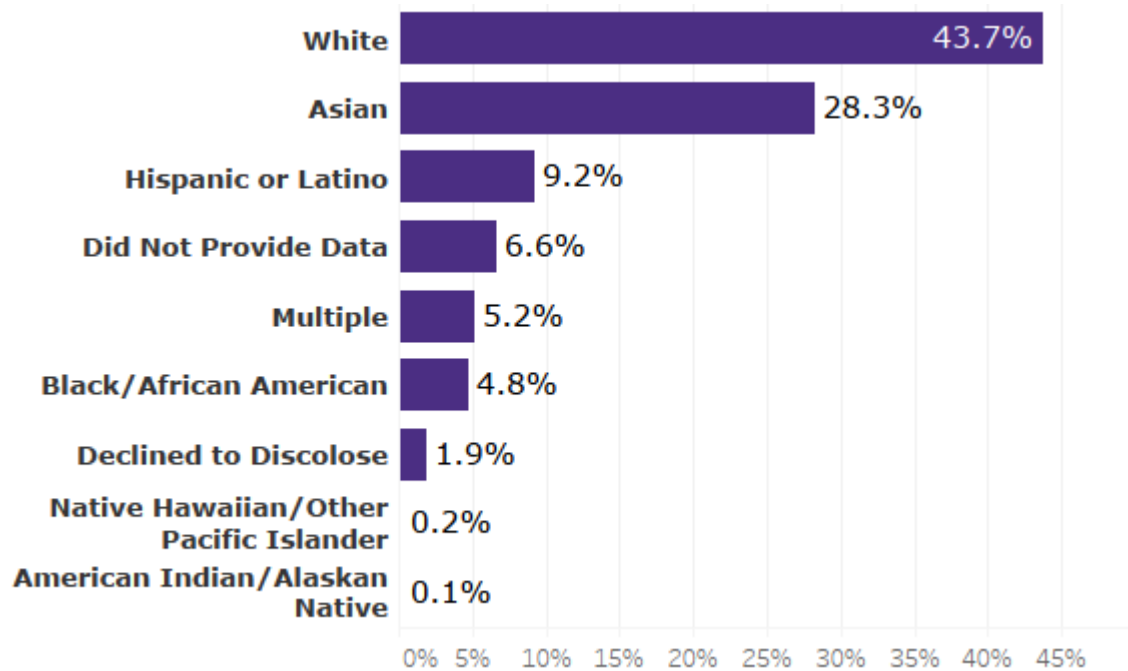


FIGURE 79. NEW HIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 48

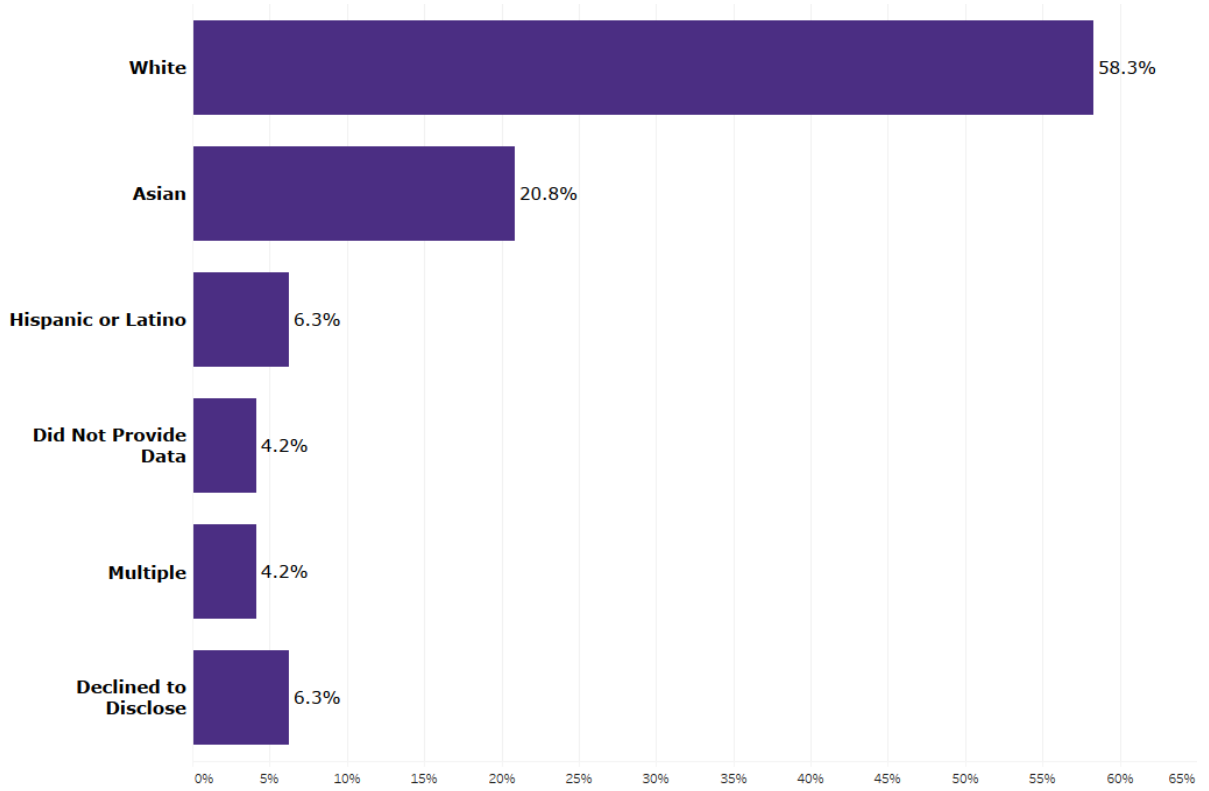


FIGURE 80. CHANGE JOBS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 53

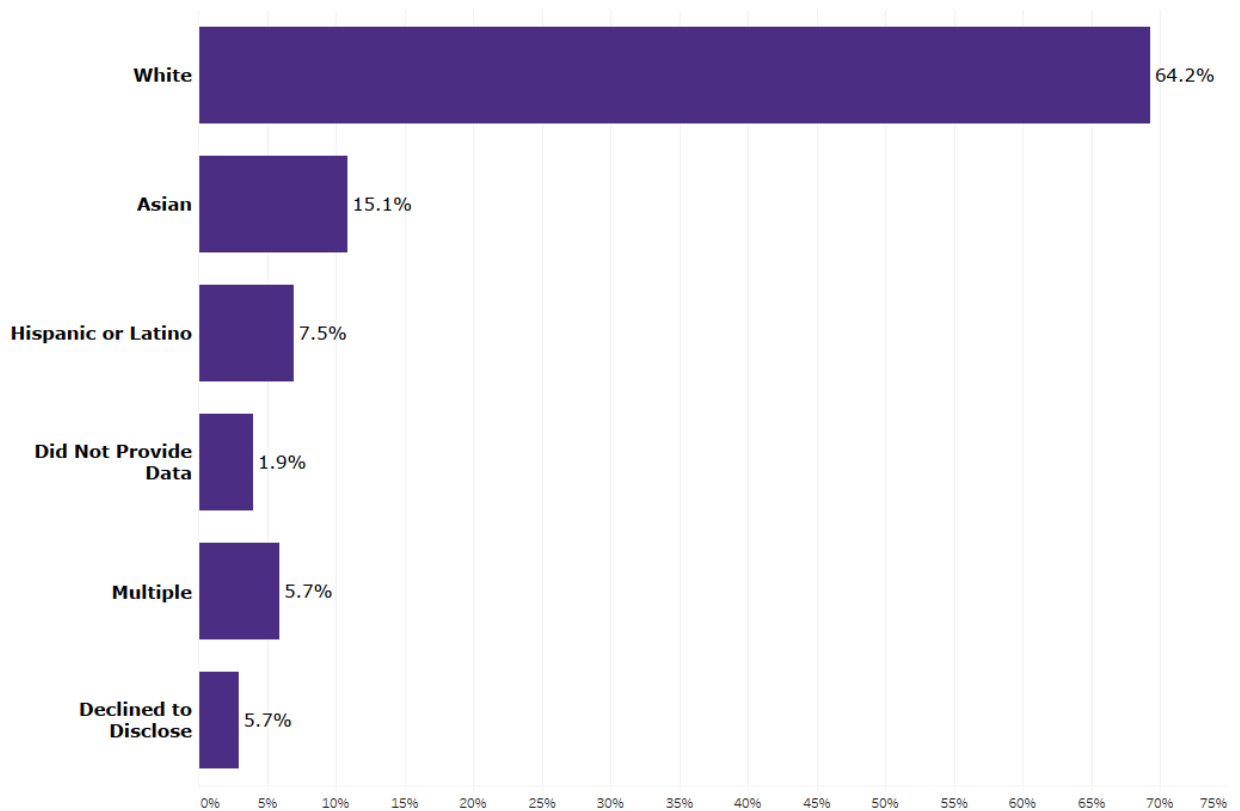
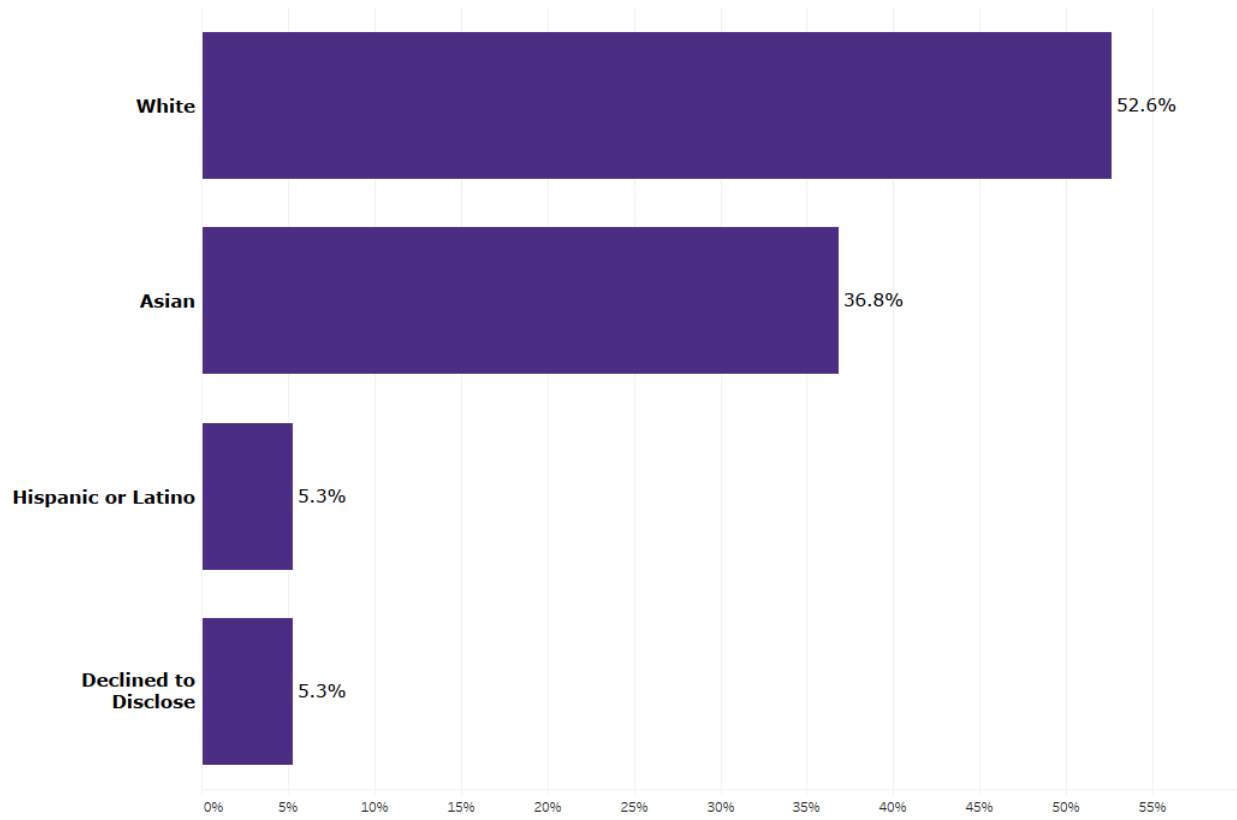


FIGURE 81. REHIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 19



## Applicant journey – Classified Staff

FIGURE 82. APPLICANTS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 169,093

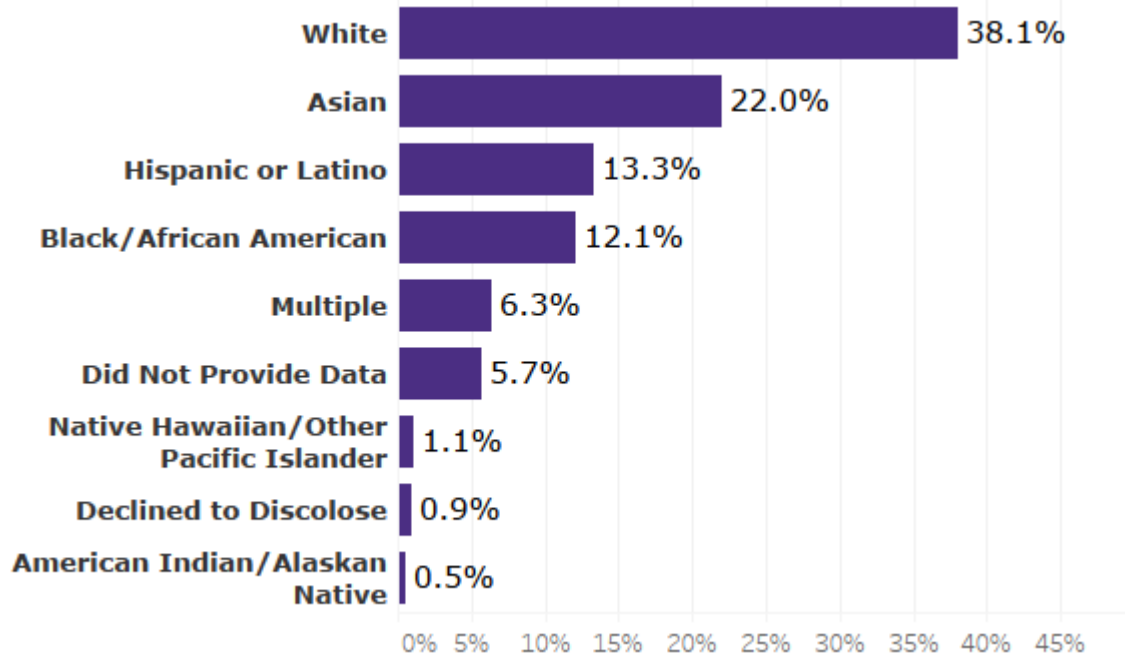


FIGURE 83. CANDIDATES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 68,481

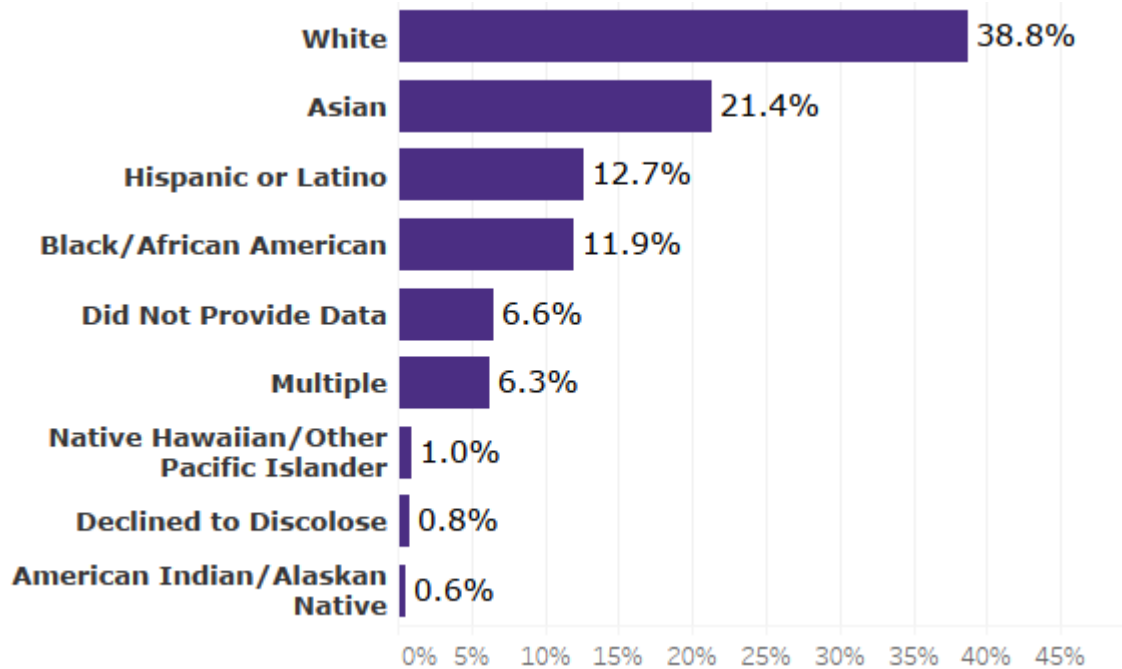


FIGURE 84. NEW HIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 1,396

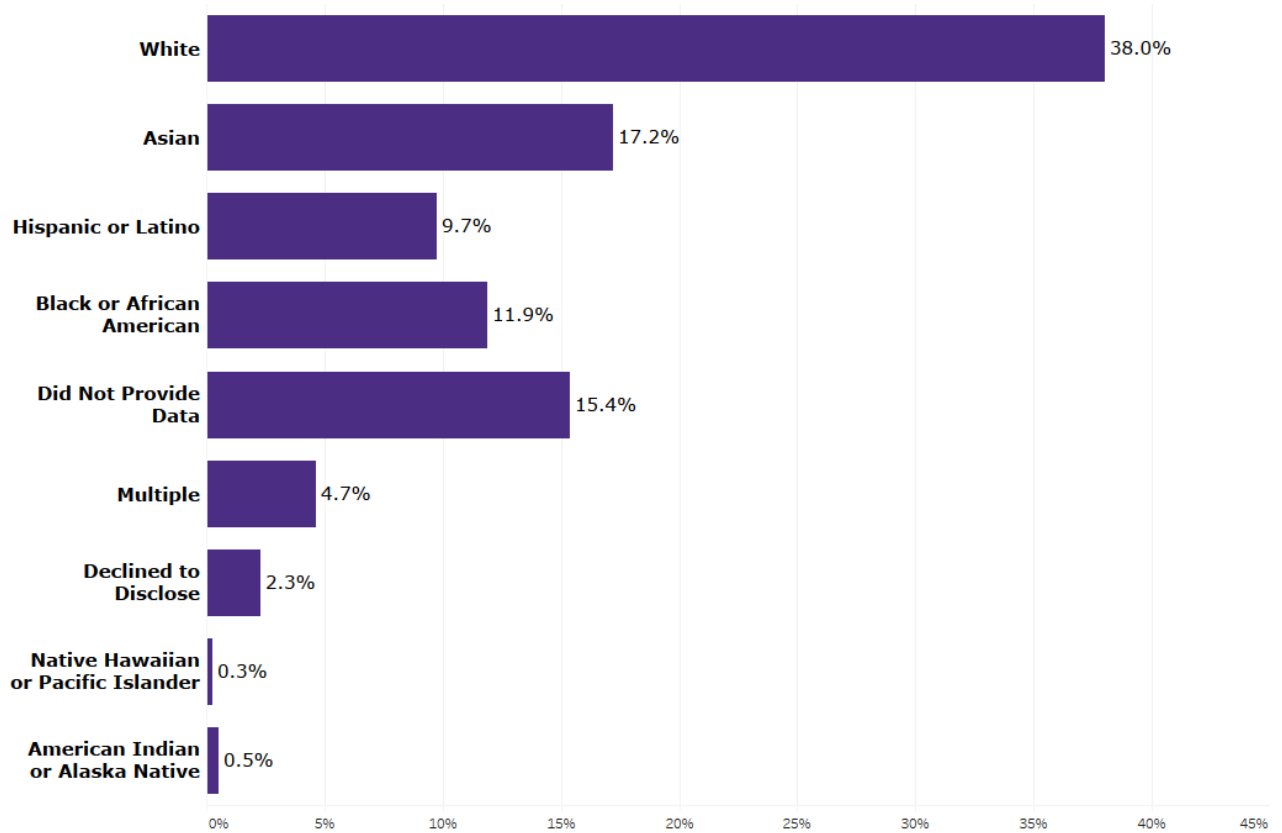


FIGURE 85. CHANGE JOBS

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 702

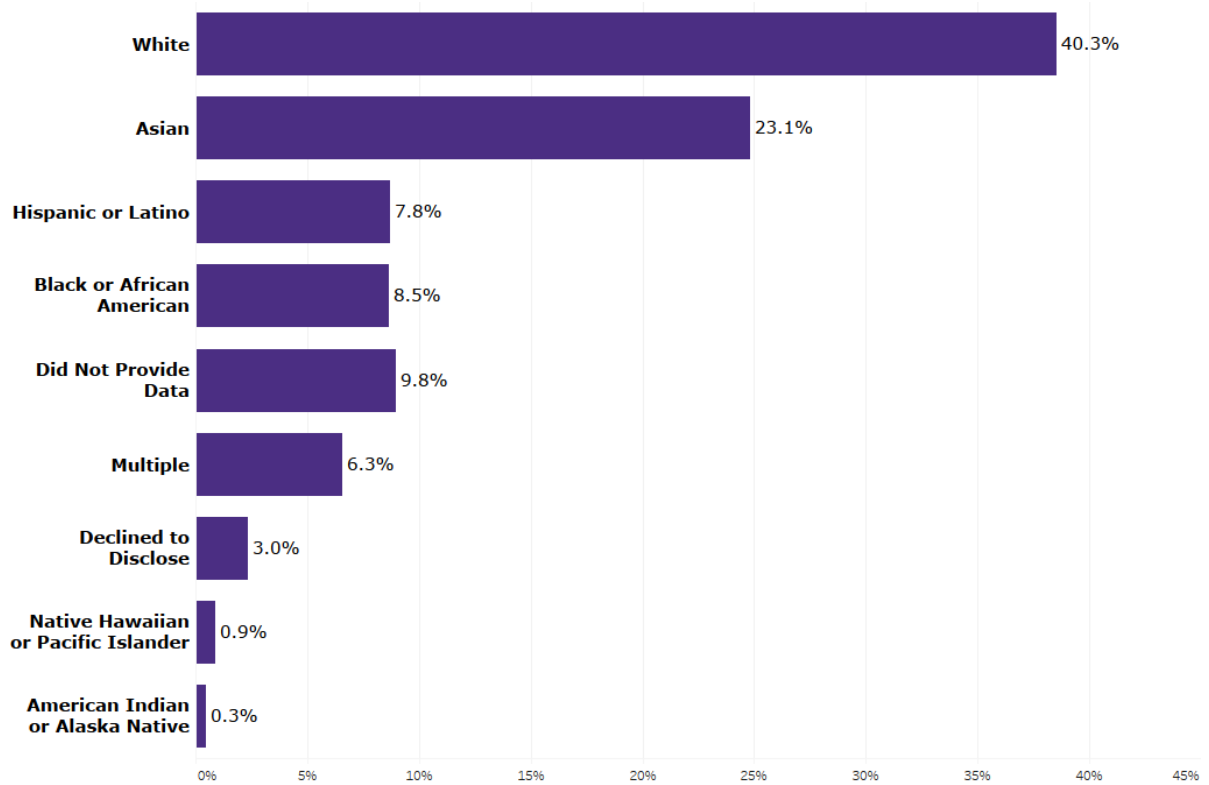


FIGURE 86. REHIRES

▶ ALL LOCATIONS (JAN 2025 – DEC 2025) ▶ N = 283

