

# Faculty

Source: Equal Opportunity Office ([University-Wide Data](#); [By College Data](#))  
All data reflect October 2006.

## Faculty Overview

The UW employs 7420 faculty members. Of that total, 3023 (41%) are women; 68 (1%) are Black women; 502 (7%) are Asian women; 103 (1%) are Hispanic women; and 18 (<1%) are American Indian women.

## Faculty by Job Type

*\*Only faculty categories with >100 women are included in this analysis.*

### **Ladder Faculty**

Out of 3222 [ladder faculty](#) at [UW](#), 1045 (32%) are women; 32 (1%) are Black women; 126 (4%) are Asian women; 24 (1%) are Hispanic women; and 9 (<1%) are American Indian women. According to utilization analysis, the UW is 13 hires (0.4%) shy of what is available in the comparative hiring pool.

Within [ladder faculty](#), women account for the following percentages:

- 23% of professors with tenure
- 42% of associate professors with tenure
- 47% of assistant professors
- 20% of professors without tenure
- 36% of associate professors without tenure
- 41% of assistant professors without tenure

### **Non-Ladder Faculty**

[Non-ladder faculty](#) account for the highest percentage of women in any faculty job grouping. Of the 833 total [non-ladder faculty](#), 467 (56%) are women; 16 (2%) are Black women; 35 (4%) are Asian women; 18 (2%) are Hispanic women; 5 (1%) are American Indian women. According to utilization analysis, the UW employs at least what is available from the comparative hiring pool for total female [non-ladder faculty](#).

### **Temporary Teaching Faculty**

The UW employs 495 temporary teaching faculty: 243 (49%) are women; 2 (<1%) are Black women; 55 (11%) are Asian women; 9 (2%) are Hispanic women; and 1 (<1%) is an American Indian woman. According to utilization analysis, the UW employs at least what is available from the comparative hiring pool for total women temporary teaching faculty.

### ***Research Faculty***

The UW employs 379 research faculty: 157 (41%) are women; 0 are Black women; 26 (7%) are Asian women; 2 (1%) are Hispanic women; and 0 are American Indian women. According to utilization analysis, the UW employs at least what is available from the comparative hiring pool for total women research faculty.

### ***Residents and Fellows***

The UW employs 1618 residents and fellows: 706 (44%) are women; 17 (1%) are Black women; 190 (12%) are Asian women; 32 (2%) are Hispanic women; and 3 (<1%) are American Indian women. According to utilization analysis, the UW is 52 hires (3.2%) shy of what is available for total women residents and fellows.

### ***Post-Doctoral Faculty***

The UW employs 339 post-doctoral faculty: 117 (35%) are women; 0 are Black women; 31 (9%) are Asian women; 8 (2%) are Hispanic women; and 0 are American Indian women. According to utilization analysis, the UW is 2 hires (0.3%) shy of what is available for total women post-doctoral faculty.

## **Faculty by School/College**

*\*For schools/colleges at UW Seattle campus only.*

### ***Highest Percentages***

The School of Nursing employs the highest percentage of women faculty: 123 (90%) of its 137 faculty are women. The School of Social Work employs the highest percentage of Black women faculty: 6 (7%) of its 86 faculty members are Black women. The School of Pharmacy employs the highest percentage of Asian women: 10 (14%) of its 73 faculty members are Asian women. The highest percentage of Hispanic women faculty at any school/college is 2%: The College of Arts and Sciences employs 23 Hispanic women out of 1334 faculty; the College of Education employs 3 Hispanic women out of 120 faculty; the College of Forest Resources employs 1 Hispanic woman out of 57 faculty; and the School of Medicine employs 59 Hispanic women out of 3757 faculty. The School of Social Work employs the highest number of American Indian women faculty: 5 (6%) of its 86 faculty members are American Indian women.

### ***Lowest Percentages***

The College of Engineering employs the lowest percentage of women faculty: 73 (20%) of its 364 faculty are women. The Information School and the School of Public Affairs employ the lowest percentage of Asian women faculty: 0 of the 43 faculty in the Information School are Asian women, and 0 of the 36 faculty in the School of Public Affairs are Asian women. Many schools/colleges employ <1% of Black and Hispanic women faculty. The Business School employs 0 Black women out of 149 faculty; The College of Engineering employs 1 Black woman and 0 Hispanic women out of 364 faculty; the College of Ocean and Fishery Sciences employs 0 Black women and 0 Hispanic women out of 121 faculty; the College of Forest Resources employs 0 Black women out of 57 faculty; the Information School employs 0 Black women and 0

Hispanic women out of 43 faculty; the School of Public Affairs employs 0 Hispanic women out of 36 faculty; and the School of Pharmacy employs 0 Black women and 0 Hispanic women out of 73 faculty. All schools/colleges *except* the School of Education, the Information School, the School of Social Work, and the School of Nursing employ <1% American Indian women. Of those that employ <1% American Indian women, all *except* the School of Medicine and the College of Arts and Sciences employ 0 American Indian women. The School of Medicine employs 6 American Indian women out of 3757 faculty, and the College of Arts and Sciences employs 3 American Indian women out of 1334 faculty.

### ***Observations***

At UW Seattle campus, women tend to account for a higher percentage of [non-ladder faculty](#) and a lower percentage of [ladder faculty](#). In most schools/colleges, the percentage of women who are [ladder faculty](#) is lower than the total percentage of women faculty in that school/college, and the percentage of women who are [non-ladder faculty](#) is higher than the total percentage of women faculty in that school/college. For example, in the Business School, women account for 28% of the 149 member faculty (including all faculty positions), 19% of the [ladder faculty](#), and 40% of the [non-ladder faculty](#). And in the College of Education, women account for 66% of the 120 member faculty, 51% of the [ladder faculty](#), and 75% of the [non-ladder faculty](#).

### **Faculty: Bothell**

At UW Bothell, 44 (44%) of the 101 faculty members are women; 2 (2%) are Black women; 4 (4%) are Asian women; 0 are Hispanic women; and 0 are American Indian women. Women account for 44% of [ladder faculty](#) and 50% of [non-ladder faculty](#).

### **Faculty: Tacoma**

At UW Tacoma, 76 (51%) of the 148 faculty members are women; 6 (4%) are Black women; 7 (5%) are Asian women; 2 (1%) are Hispanic women; and 1 (1%) is an American Indian woman.

## **Academic Personnel**

Among academic personnel, the highest percentage of women in any job grouping is among librarians: 74% of the 150 librarians are women. According to utilization analysis, the UW is 13 hires (8.1%) shy what is available for women librarians.

*All data reported here collected by the Equal Opportunity Office. See [data sources page](#) for specific spreadsheets.*