

# Staff

## Classified Staff

Source: [Equal Opportunity Office \(EEO\)](#)

Data reflect October 2006.

### Overview

The UW employs 12,627 classified staff. Of that total, 8634 (68%) are women; 763 (6%) are Black women; 1933 (15%) are Asian women; 387 (3%) are Hispanic women; and 99 (1%) are American Indian women.

### By Job Type: >100 Women

*\*Only job types with >100 women are included in this analysis. These job types account for 12 of the 28 classified staff job types.*

### Highest Percentages

The highest percentage of women classified staff is employed under the job type Professional: Nurses. 2294 (85%) of the 2691 Professional: Nurses are women. Other job types employing large percentages of women include Clerical: Medical and Professional: Managers, Analysts. 846 (83%) of the 1015 Clerical: Medical employees are women, and 216 (80%) of the 270 Professional: Managers, Analysts employees are women.

The job type Service: Buildings and Grounds employs the highest percentage of Black women: 135 (17%) of their 798 employees are Black women.

The job type Service: Food Service Workers employs the highest percentage of Asian women: 72 (27%) of their 264 employees are Asian women.

The job types Clerical: Medical, and Service: Food Service Workers employ the highest percentage of Hispanic women: 53 (5%) of the 1015 Clerical: Medical employees are Hispanic women, and 14 (5%) of the 264 Service: Food Service Workers are Hispanic women.

The highest percentage of American Indian women is also employed as Food Service Workers: 4 (2%) of their 264 employees are American Indian women.

### Lowest Percentages

The job type Service: Buildings and Grounds employs the lowest percentage of women classified staff: 348 (44%) of their 798 employees are women.

The job type Professional: Scientists, Engineers employs the lowest percentage of Black women classified staff: 0 of their 253 employees are women.

The job type Clerical: Office employs the lowest percentage of Asian women classified staff: 193 (11%) of their 1736 women are Asian women.

The job types Professional: Medical, Health and Professional: Managers, Analysts employ the lowest percentages of Hispanic women classified staff: 28 (2%) of the 1176 Medical, Health employees are women, and 5 (2%) of the 270 Managers, Analysts employees are women.

Three classified staff job types employ <1% American Indian women classified staff: Professional: Medical, Health employs 4 American Indian women out of 1176 total employees; Professional: Scientists, Engineers employs 1 American Indian woman out of 253 employees; and Clerical: All Other Staff employs 1 American Indian woman out of 329 total employees.

**By Job Type: ≤ 100 Women**

*\*Only job types with ≤ 100 women included in this analysis. These job types account for 16 of the 28 classified staff job types.*

7 of the 16 classified job types employing ≤ 100 women employ less than 20% women. Those job types are Technical: Electronic/Engineering/Media (19/169 or 11% women); Crafts: Crafts/Trades (21/265 or 8% women); Crafts: Apprentices (0 women out of 9 staff); Service: Operatives (12/99 or 12% women); Service: Security (38/197 or 19% women); Service: Mechanics (8/182 or 4% women); and Service: Media/Electronic (1/46 or 2% women).

4 of these classified staff job types employ between 20% and 50% women. Those job types are Professional: Human Resources (2/6 or 40% women); Professional: Computer Specialists (30/105 or 29% women); Technical: All Other Staff (86/180 or 48% women); and Service: All Other Staff (2/10 or 20% women).

5 of these classified staff job types employ more than 50% women. Those job types are Professional: Publication and Information Specialists (25/43 or 58% women); Professional: All Other Staff (82/117 or 70% women); Clerical: Library (73/109 or 67% women); Clerical: Data/Computers (36/50 or 72% women); and Service: Laundry Workers (47/67 or 70% women).

The two classified staff job types employing the highest percentage of Black and Asian women are Service: Laundry Workers (6/67 or 9% Black women and 37/67 or 55% Asian women) and Clerical: Data/Computers (3/50 or 6% Black women and 21/50 or 42% Asian women). The two classified staff job types employing the highest percentage of Hispanic women are Technical: All Other Staff (11/180 or 6% Hispanic women) and Clerical: Library (2/109 or 2% Hispanic women). The two classified staff job types employing the highest percentage of American Indian women are Professional: All Other Staff (3/117 or 3% American Indian women) and Service: Security (2/197 or 1% American Indian women).

# Professional Staff

Source: EOO - [University-wide Data](#); [By College Data](#)  
Data reflect October 2006.

## Overview

The UW employs 6753 professional staff. Of that total, 3941 (58%) are women; 127 (2%) are Black women; 515 (8%) are Asian women; 131 (2%) are Hispanic women; and 30 (<1%) are American Indian women.

## By Job Type: >100 Women

*\*Only job types with >100 women included in this analysis. These job types account for 10 of the 15 professional staff job types.*

## Highest Percentages

The highest percentage of women professional staff is employed as Principal Assistants: 188 (91%) of the 206 Principal Assistants are women. Principal Assistants also account for the highest percentage of Asian and Hispanic women in any professional staff job type: 25 (12%) of the 206 Principal Assistants are Asian women and 13 (6%) of the 206 Principal Assistants are Hispanic women. According to utilization analysis, the UW employs at least what is available in the comparative hiring pool for women principal assistants.

Nurses also represent a high percentage of women professional staff: 110 (87%) of the 127 professional staff nurses are women. The Medical, Health job type also employs a high percentage of women: 108 (79%) of its 136 professional staff are women. According to utilization analysis, the UW employs at least what is available in the comparative hiring pool for women medical, health professional staff.

The highest percentage of Black women professional staff are employed as Counselors and Advisors: 23 (5%) of the 475 Counselors and Advisors are Black women.

There are four professional staff job types that all employ 1% American Indian women. They are Counselors and Advisors (6/475), Principal Assistants (2/206), Medical and Health (2/136), and Publications and Information Specialists (3/263).

## Lowest Percentages

The lowest percentage of women professional staff is employed in the job type Computer Specialists, with women representing 253 (26%) of their 982 professional staff. According to utilization analysis, the UW employs at least what is available in the comparative hiring pool for women computer specialists.

Three job types employ 1% Black women: 5 (1%) of 477 Executives, Administrators, and Managers are Black women; 2 (1%) of 136 Medical and Health professional staff are Black women; and 19 (1%) of 1922 Scientists and Engineers are Black women.

The lowest percentage of Asian women professional staff are employed as Nurses: 2 (2%) of 127 professional staff Nurses are Asian women.

The lowest percentage of Hispanic women professional staff are employed as Executives, Administrators, and Managers: 1 (<1%) of the 477 Executives, Administrators, and Managers are Hispanic women.

There are five professional staff job types that employ <1% American Indian women. They are Executive, Administrators, and Managers (0/477); Scientists and Engineers (7/1922); Computer Specialists (0/982); Managers and Analysts (4/1490); and Nurses (0/127).

### **By Pay Grade**

There are 10 pay grades for professional staff – ranging from 5 at the low end to 14 at the high end – and a pay grade designated X for jobs that fall outside of typical compensation models. Each pay grade corresponds roughly to salary and job responsibilities, but there is significant overlap between the grades.

There are 697 professional staff in pay grades 11-14: 266 (38%) are women; 5 (1%) are Black women; 19 (3%) are Asian women; 1 (<1%) is a Hispanic woman; and 0 are American Indian women.

There are 3795 professional staff in pay grades 8-10: 2076 (55%) are women; 68 (2%) are Black women; 253 (7%) are Asian women; 64 (2%) are Hispanic women; and 12 (<1%) are American Indian women.

There are 2105 professional staff in pay grades 5-7: 1526 (72%) are women; 50 (2%) are Black women; 234 (11%) are Asian women; 63 (3%) are Hispanic women; and 16 (1%) are American Indian women.

There are 156 professional staff in pay grade X: 73 (47%) are women; 4 (3%) are Black women; 9 (6%) are Asian women; 3 (2%) are Hispanic women; and 2 (1%) are American Indian women.

### **Professional Staff: Executives, Administrators, and Managers, Grades: 11-14**

There are 461 professional staff in the Executives, Administrators, Managers job grouping in pay grades 11-14. Women account for 212 (46%) of that total; Black women account for 5 (1%) of that total; Asian women account for 11 (2%) of that total; Hispanic women account for 1 (<1%) of that total; and there are no American Indian women employed in this job grouping and pay grades. According to utilization analysis, the UW is 64 hires (13.6%) shy of what is available in the comparative hiring pool for women executives, administrators, and managers in pay grades 11-14.

You will find women in many of the top pay scale executive, administrative, and managerial positions on campus. For example:

- Grade 14
  - 3 of the 3 Vice Presidents are women; 1 is a Black woman
  - 7 (50%) of the 14 Directors are women
  - 4 (57%) of the 7 Senior Hospital Associate Administrators are women
  - 3 (50%) of the 6 Associate Vice Presidents are women
- Grade 13
  - 4 of the 4 Assistant Vice Presidents/Provosts are women
  - 15 (56%) of the 27 Directors are women
- Grade 12
  - 26 (50%) of the 52 Directors are women; 4 are Asian women and 1 is a Hispanic woman
  - 3 of the 3 Assistant Vice Presidents/Provosts are women; one is a Black woman
- Grade 11
  - 58 (51%) of the 113 Directors are women; 1 is a Black woman and 2 are Asian women
  - 5 (83%) of the 6 Assistant Deans are women; 1 is a Black woman and 1 is an Asian woman
  - 10 (75%) of the 15 Senior Development Directors are women

However, many of the top pay scale positions in this job type employ no women, or a low percentage of women. Looking only at categories with 5 or more people, examples of job categories employing low percentages of women include:

- Grade 14
  - 0 of the 5 Vice Provosts are women
- Grade 12
  - 1 (17%) of the 6 Assistant Deans is a woman
- Grade 11
  - 3 (18%) of the 17 Managers of Program Operations are women
  - 8 (26%) of the 31 Technology Managers are women; 1 is a Black woman and 1 is an Asian woman
  - 1 (17%) of the 6 Directors of Departmental Computing is a women

**Professional Staff by Job Type: ≤100 Women**

*\*Only job types with ≤100 women included in this analysis. These job types account for 5 of the 15 professional staff job types.*

The five professional staff job types that employ ≤100 women are Human Resources, Clerical: All Other Staff, Craft: Crafts and Trades, Service: Operatives, and Service: Security. Of those, Human Resources employs the highest percentage: 87 (78%) of the professional staff human resources employees are women. Crafts and Trades employs a very low percentage: 2 (10%) of the 20 Crafts and Trades professional staff are women. For Operatives and Security professional staff, neither of each job type's 2 employees are women.

