

University of Washington

President's Advisory Committee on Women

PACW

**2007
REPORT ON WOMEN AT UW**



Contact Us: pacw@u.washington.edu
<http://depts.washington.edu/pacw/reports/women2007>

Introduction

From President Emmert:

One of the charges given to the President's Advisory Committee on Women (PACW) is to disseminate collected information on the status of women at the University. During the past year, PACW took this charge and made it a reality. The Report on Women is the first attempt to bring together data that are currently being collected about women and present them in a coherent and easily understandable format. As a baseline and a foundation for future study about UW women, this report is invaluable and I plan to ensure that we continue and improve this effort on an institutional basis. The impacts and contributions of women at the University of Washington -- on its three campuses and in its medical system -- are inestimable. The Report on Women can help us to identify where we need to improve and where we should be celebrating our successes. Well done!

Mark A. Emmert
President, University of Washington

From Elaine Jennerich, 2006-2007 PACW Chair:

Thousands of women work and study at the University of Washington on its three campuses and within its medical centers and hospitals. What do we know about these women? In what jobs do they work? In what fields do they study? Who collects data about them? These and other questions became the focus of the President's Advisory Committee on Women (PACW) during its tenth academic year of existence, 2006-2007. As far as we knew, no one had previously attempted to bring data about UW women together into one overview collection.

President Emmert and Provost Wise were excited about the project which could inform all of us at the UW. Such a report could serve as a baseline for future comparisons and enhancements. In addition, they believed, we might be able to identify gaps and problems in the data collected at the UW. We've worked diligently to keep the report easy to understand and to provide links to more extensive data.

As with most projects at a complex academic institution, the process of creating the report was more complicated and time-consuming than imagined. The tasks of finding the data, defining terms and extracting relevant data about women became the Committee's focus for the academic year.

Our next steps will include working with the offices of the President and Provost to ensure that this report is issued biennially. We plan to examine gaps in the data and to identify data we may have missed or that should be collected. It is important that the report be widely disseminated and we will work on ways and means to accomplish that.

Many people throughout the University contributed time, energy, knowledge and data to this report. We are extremely grateful to each and every one of them. A special “Acknowledgements” section in the report highlights their contributions

As we tried to think of ways to give the report a human face, the idea of “Featured Women” was born. “Featured Women” will be short articles with pictures about women at the UW. The articles will reside on PACW’s home page. We will add new women on a regular basis and would love to hear your suggestions for women to interview and highlight.

I was honored to be Chair of PACW during its tenth year and while this 2007 Report on Women at the UW was in the making. I believe that the report is a valuable living legacy that will serve UW women and the University well into the future.

Elaine Zaremba Jennerich, Ph.D.
Chair, PACW 2006-2007
Director, Organization Development & Training
University of Washington Libraries

Executive Summary

This report aimed to describe the women who study and work at the University of Washington (UW). While the statistics we present are available in multiple separate locations within the UW, this report gathers these various statistics into one focused summary. We did not collect any new data for this report to provide the intended overview of women at the UW. While the report describes job and student categories, many other differences in age, race, ethnicity, income, education, and perspectives are not fully represented here. The report offers a baseline set of data about UW women from which future reports can be developed.

What the Data Say

Data are organized into six sections: Students, Faculty, Staff, Administration, Athletics, and Crime. The report is based on data from 2005-07. The following are the key findings from each section.

- **Students.** Women are widely represented among the students of the UW. Over half of the undergraduate and graduate students enrolled at the UW in Fall 2006 were women, representing 56% of the undergraduate students at UW Bothell, 52% of the undergraduate students at UW Seattle, and 60% of the undergraduate students at UW Tacoma, and 55% of the students enrolled in the Graduate School (representing all UW campuses).

Women earned the majority of Bachelor's degrees, though the proportion of women earning degrees in various disciplines varied widely. For example, at UW Seattle, 90% of bachelor's degrees in nursing and 76% of bachelor's degrees in public health and community medicine were awarded to women, while 18% of bachelor's degrees in both the Information School and Engineering were awarded to women. Women also earned the majority of Master's degrees, 65% of those awarded at UW Bothell, 55% of those awarded at UW Seattle, and 71% of those awarded at UW Tacoma. Women were awarded 47% of the PhDs, 58% of JDs (Law), 60% of MDs (Medicine), and 42% of DDs (Dentistry). We found similar variation in degrees awarded to women in various fields.

- **Staff.** Women represented 68% of the Classified staff and 58% of the Professional staff.

Among Classified staff, all job categories that employed at least 100 women included at least 40% women; the highest percentage of women was employed as professional nurses (85% of 2294 employees) and as medical clerical workers (83% of 1015 employees), and the lowest percentage was employed as service workers in building and grounds (44% of 798).

The category employing the highest percentage of women professional staff is Principal Assistants (91%), while the category employing the lowest percentage is

Computer Specialists (25%). Professional staff women are overrepresented (72%) among the lower pay grades (grades 5-7) and underrepresented (38%) among the higher pay grades (grades 11-14).

- **Faculty and Academic Personnel.** Women comprise 44% of all faculty at UW Bothell, 41% at UW Seattle, and 51% at UW Tacoma. At UW Seattle, women tend to account for a higher percentage of [non-ladder faculty](#) and a lower percentage of [ladder faculty](#); also a higher percentage of women are represented among the assistant professor (47%) than the professor (23%) ranks. Women represent 56% of the non-ladder faculty, 49% of the temporary teaching faculty, and 41% of the research faculty. Among academic personnel, the highest percentage of women in any job grouping is among librarians: 74% of the 150 librarians are women. Within the schools and colleges of UW Seattle, the highest percentage of women faculty are found in the School of Nursing and the lowest percentage (20%) are in the College of Engineering.
- **University Administration.** Women are strongly represented among the UW central administration. Among the Vice President and Vice Provost positions, 5 of 9 Vice Presidents and 6 of 12 Vice Provosts are women; the Provost and the Executive Vice Provost are women. Of the four Chancellors and Vice-Chancellors of UW Bothell and UW Tacoma, three are women. Women are less well represented among the UW Seattle Deans and Department chairs; 8 of 18 deans and 11 of 106 department chairs are women.
- **Athletics.** 2.3% of women undergraduates participate in intercollegiate athletics, and they represent 49% of all student athletes at UW. There are 10 women's teams; the majority of women (43%) participate in crew. Women receive 45% of athletically-related student aid. Women are less well represented among the coaching staff, comprising 31% of the head coaches (all for women's teams) and 25% of the assistant coaches.
- **Crime.** The UW Police Department currently has 45 police officers, 9 (20%) of whom are women; this is substantially higher than the national average of 12% women police officers. The current Chief of UW Police is also a woman. From January 1, 2006 through December 31, 2006, there were 858 victims of major (Level I) crimes; 37% were women, with larceny (43%) and assault (41%) as crimes with the highest percentage of women victims. Women were rarely perpetrators of major crimes with only 5 females arrested.

Observations

A review of these data suggests that women are a fundamental part of this University, representing sizeable proportions of students, staff, and faculty. Their presence varies by discipline, faculty rank, and staff pay grade. This variation suggests that there remains work to be done to assure that the pipeline of women who enter the university as undergraduate students have equal access to education in all disciplines and opportunity for career advancement in all disciplines and job types. Across the many types of

classified staff positions, the percentages of women are relatively uniform. However, gender disparity exists in several academic fields, with women overrepresented in some and underrepresented in others. Women can be found in the highest levels of University administration, but remain notably absent as chairs of departments where they could have direct influence on the faculty and students in various fields.

Recommendations

- While this report is limited to broad descriptive categories, it represents a beginning examination of women at the University of Washington. It has value as a baseline for future reports and action. ***We recommend that this report be widely distributed through multiple venues (print and electronic) to key audiences for information, reflection, and goal setting. We further recommend that PACW facilitate a meeting of UW committees and groups concerned with women's issues to develop an agenda for women at the UW based on their respective responsibilities and the data from this report.***
- The value of this report will be in how well it is used to set and evaluate the accomplishment of goals related to the representation and status of women students, staff, faculty, and administration. ***We recommend that a report on women at the University of Washington be repeated at periodic (e.g., bi-annual) intervals to track progress towards goals. We further recommend that regular collection of data for this report be permanently funded and incorporated into the responsibilities of the President's Office or to another University office so designated by the President.***
- Gathering data for this report was limited by resources available to PACW to obtain the data and by inconsistencies and gaps in data available through various offices of the UW. PACW remains committed to assisting in the preparation of this report in the future through analysis of data and making recommendations to the President. ***We recommend that data collection and recording systems of the UW continue to be improved to streamline reporting and to present consistent categories for reporting data on women. We recommend that the University officials charged with responsibilities for coordinating data collection systems consult with user groups, including PACW, to identify data needs, problems, and gaps.***

Marcia Killien, PhD, RN, FAAN
PACW Chair, 2007-08
Professor, School of Nursing

Term Definitions

1. **UW** – Includes Seattle, Tacoma, and Bothell campuses and UW and Harborview Medical Centers.
2. **Minority** – Reflects self-identified racial and ethnic categories from a list determined by the Federal government for Students and by Washington state government for staff and faculty.
**In reporting the data, we kept consistent with the category name used in the primary data, so designations for the same racial group may differ between students, staff, and faculty. For instance, African American is used as the minority designation for staff and faculty, while Black is used as the designation for students.*
 - **Student**—Asian American, African American, American Indian, Hawaiian/Pacific Islander, and Latino
 - **Staff and Faculty** – Black, Asian, Hispanic, and American Indian
3. **Ladder Faculty** – Comprises 3 main categories: tenured, untenured, and without tenure. Tenured faculty include associate professors and professors; untenured faculty include assistant professors and acting assistant professors who are eligible for tenure; and without tenure faculty include assistant professors, associate professors, and professors who, due to funding, are not eligible for tenure.
4. **Non-ladder Faculty** – Includes the following positions: full-time lecturer, senior full-time lecturer, teaching associate, part-time senior lecturer, principal lecturer, artist in residence, and part-time lecturer.
5. **Temporary Teaching Faculty** – Includes the following positions: Acting professor, acting associate professor, acting instructor, acting assistant professor, visiting professor, visiting associate professor, visiting assistant professor, and visiting lecturer.
6. **Research Faculty** – Includes research assistant professors, associate professors, and professors.
7. **Clinical Faculty - Salaried** – Includes clinical instructors, assistant professors, associate professors, and professors.
8. **Professional staff** – Includes 16 general job categories. Housed within each of these categories is at least one, and upwards of 20 job titles and job class codes.
9. **Pay grades** – Include 4 categories: 5-7, 8-10, and 11-14 (from lowest to highest) and X. Grades roughly correspond to job duties and responsibilities, and compensation. However, there is overlap between the grades. Grade X cannot be equated to the other grades as people in this pay grade have different compensation structures (e.g., coaches).
10. **Utilization analysis** – These data are calculated based on the comparative hiring pool. Numbers come from U.S. census data. For faculty and professional staff in pay grades 11-14, the comparative hiring pool is based on nationwide data. For other professional staff pay grades and classified staff, the comparative data hiring pool is based on data from King, Snohomish, and Pierce counties.

Students

Undergraduate Students

Source: Registrar's Offices of Seattle, Bothell, and Tacoma campuses.

Overview of Enrollment by Campus

Data are from Autumn 2006 and reflect full time and part time students.

Of the 27,836 undergraduate students at UW Seattle campus, 14,424 (52%) are women; 468 (2%) are African-American women; 3830 (14%) are Asian women; 90 (<1%) are Hawaiian/Pacific Islander women; 703 (3%) are Hispanic women; and 179 (1%) are Native American women.

Of the 1443 undergraduate students at UW Bothell campus, 815 (56%) are women; 19 (1%) are African-American women; 101 (7%) are Asian women; 5 (<1%) are Hawaiian/Pacific Islander women; 29 (2%) are Hispanic women; and 10 (1%) are Native American women.

Of the 1856 undergraduate students at UW Tacoma campus, 1114 (60%) are women; 71 (4%) are African-American women; 121 (7%) are Asian women; 14 (1%) are Hawaiian/Pacific Islander women; 60 (3%) are Hispanic women; and 22 (1%) are Native American women.

Degrees Conferred: Overview

Source: Registrar's Office abridged [spreadsheet](#).

Data reflect Summer 2005 to Spring 2006.

Between Summer 2005 and Spring 2006, 8306 Bachelor's Degrees were conferred by [UW](#): 4437 (53%) to women; 147 (2%) to African-American women; 157 (2%) to Hispanic women; 1007 (12%) to Asian women; 50 (1%) to Native American women; and 22 (<1%) to Hawaiian/Pacific Islander women.

Degrees Conferred: Seattle Campus

There are 14 schools/colleges at UW Seattle campus that confer Bachelor's Degrees. Of those, the College of Arts and Sciences conferred 5094 degrees, or 61% of the total degrees conferred by UW, by far the most of any school/college. The other two schools conferring a large number of degrees were the Business School and the College of Engineering. The Business School conferred 715 degrees, or 9% of the total, and the College of Engineering conferred 620 degrees, or 7% of the total.

The following overview of degrees conferred on women by all 14 schools/colleges is presented from the least absolute number of degrees conferred on women to the greatest.

- **School of Dentistry**
 - Women earned all 3 degrees conferred by the School of Dentistry; Black women earned 1 (33%).
- **The Information School**
 - Women earned 9 (18%) of the 50 degrees conferred by the Information School; Asian women earned 4 (8%).
- **Interschool or Intercollege Programs**
 - Women earned 13 (41%) of the 32 degrees conferred by Interschool or Intercollege Programs; Asian women earned 3 (9%), and Hispanic women earned 1 (3%).
- **School of Public Health and Community Medicine**
 - Women earned 22 (76%) of the 29 degrees conferred by the School of Public Health and Community Medicine; Asian women earned 9 (31%).
- **College of Ocean and Fisheries Sciences**
 - Women earned 23 (56%) of the 41 degrees conferred by the College of Ocean and Fisheries Sciences; Asian women earned 1 (2%).
- **College of Forest Resources**
 - Women earned 24 (46%) of the 52 degrees conferred by the College of Forest Resources; Black women earned 2 (4%), and American Indian women earned 1 (2%).
- **Interdisciplinary Undergraduate Studies**
 - Women earned 31 (62%) of the 50 degrees conferred by Interdisciplinary Undergraduate Studies; Asian women earned 3 (6%), Hispanic women earned 2 (4%), and American Indian women earned 1 (2%).
- **School of Social Work**
 - Women earned 40 (44%) of the 91 degrees conferred by the School of Social Work; Asian women earned 13 (27%), Black women earned 1 (2%), Hispanic women earned 5 (10%), and American Indian women earned 1 (2%).
- **The College of Architecture and Urban Planning**
 - Women earned 45 (32%) of the 141 degrees conferred by the College of Architecture and Urban Planning; Asian women earned 10 (7%), and Hispanic women earned 1 (1%).
- **The School of Medicine**
 - Women earned 49 (57%) of the 86 degrees conferred by the School of Medicine; Asian women earned 10 (12%), Black women earned 4 (5%), Hispanic women earned 3 (3%), and American Indian women earned 2 (2%).
- **School of Nursing**
 - Women earned 82 (90%) of the 91 degrees conferred by the School of Nursing; Asian women earned 16 (18%), Black women earned 8 (9%), Hispanic women earned 1 (1%), and Pacific Islander women earned 1 (1%).
- **College of Engineering**
 - Women earned 112 (18%) of the 620 degrees conferred by the College of Engineering; Asian women earned 41 (7%); Black women earned 3

(<1%); Hispanic women earned 3 (<1%); and Pacific Islander women earned 1 (<1%).

- **The Business School**
 - Women earned 341 (48%) of the 715 degrees conferred by the Business School; Asian women earned 114 (16%); Black women earned 6 (1%); Hispanic women earned 10 (1%); American Indian women earned 3 (<1%); and Pacific Islander women earned 1 (<1%).
- **College of Arts and Sciences**
 - Women earned 2876 (56%) of the 5094 degrees conferred by the College of Arts and Sciences; Asian women earned 678 (13%); Black women earned 79 (2%); Hispanic women earned 110 (2%); American Indian women earned 35 (1%); and Pacific Islander women earned 14 (<1%).

**If a minority class is not noted in the above analysis, no woman from that class earned a Bachelor's Degree from that school/college.*

Degrees Conferred: Bothell Campus

Women earned 342 (60%) of the 573 Bachelor's Degrees conferred by UW Bothell; Asian women earned 63 (11%); Black women earned 12 (2%); Hispanic women earned 9 (2%); Pacific Islander women earned 3 (1%); American Indian women earned 0.

Degrees Conferred: Tacoma Campus

Women earned 425 (63%) of the 680 Bachelor's Degrees conferred by UW Tacoma; Asian women earned 42 (6%); Black women earned 31 (5%); Hispanic women earned 12 (2%); American Indian women earned 8 (1%); and Pacific Islander women earned 2 (<1%).

Graduate Students

Source: [The Graduate School](#)

Enrollment

Analyses reflect Autumn 2006 and include full time and part time students in schools/colleges enrolling > 100 women. The minority designation "Hawaiian/Pacific Islander" is not represented in the analyses of Seattle campus schools/colleges as all schools enrolled <1% of this minority.

Students pursuing professional law (JD), medicine (MD), or dentistry (DDS) degrees are not included in these analyses but are included in the next section.

Overview

For all 3 campuses, a total of 5757 (55%) of the 10,539 students enrolled in the Graduate School are women; 171 (2%) are African American women; 530 (5%) are Asian American women; 222 (2%) are Hispanic American women; 65 (1%) are Native American women; and 10 (<1%) are Hawaiian/Pacific Islander women.

Seattle Campus

Highest Percentages

The School of Nursing enrolled the highest percentage of female graduate students: 366 (90%) of their 406 enrollees were women. The school with the next highest enrollment of women graduate students is the School of Social Work: 349 (81%) of its 432 enrollees were women. Other schools with high percentages of women enrollees include the Information School with women representing 355 (72%) of its 490 enrollees; the College of Education with women representing 512 (72%) of its 712 enrollees; and the Evans School of Public Affairs with women representing 203 (70%) of its 290 enrollees.

The School of Social Work enrolled the highest percentage of African American and Native American women. Of its 432 enrollees, 33 (8%) were African American women and 12 (3%) were Native American women. The School of Social Work also enrolled the highest percentage of Asian American women along with the Evans School of Public Affairs, and the highest percentage of Hispanic American women along with the College of Education and the Evans School of Public Affairs. In the School of Social Work, 40 (9%) of its enrollees were Asian American and 19 (4%) of its enrollees were Hispanic American. Of the 290 enrollees in the Evans School of Public Affairs, 26 (9%) were Asian American, and 11 (4%) were Hispanic American. Of the 712 enrollees in the College of Education, 29 (4%) were Hispanic American.

Lowest Percentages

The College of Engineering enrolled the lowest percentage of women graduate students: 295 (24%) of its 1243 enrollees were women. The Business School enrolled the next lowest percentage of women graduate students: 265 (34%) of its 782 enrollees were women.

Interdisciplinary Graduate Programs and the College of Ocean and Fishery Sciences both enrolled <1% African American women: 3 of the 636 enrollees in the Interdisciplinary Graduate Programs were African American women and 1 of the 225 College of Ocean and Fishery Sciences enrollees was an African American woman. Of the 222 enrollees in the College of Ocean and Fishery Sciences, 4 (2%) were Asian American women. The College of Ocean and Fishery Sciences and The College of Engineering enrolled <1% Hispanic American women: 1 of the 225 enrollees in the College of Ocean and Fishery Sciences was a Hispanic woman and 4 of the 1243 enrollees in the College of Engineering were Hispanic American women. Several schools/colleges enrolled <1% Native American women, including The College of Architecture and Urban Planning (1/340); the College of Arts and Sciences – Humanities (0/453); the College of Arts and Sciences – Sciences (1/1084); the Business School (0/782); the College of Engineering (2/1243); the School of Nursing (2/406); the College of Ocean and Fishery Sciences (0/225); and the Evans School of Public Affairs (1/290).

Tacoma Campus

Among graduate students enrolled at Tacoma campus, 299 (68%) of the 437 are women, 17 (4%) are African American women, 18 (4%) are Asian American women, 19 (4%) are Hispanic American women, 6 (1%) are Native American women, and 1 (<1%) is a Hawaiian/Pacific Islander woman.

Bothell Campus

Among graduate students enrolled at Bothell campus, 148 (64%) of the 232 are women, 0 (<1%) are African American women, 8 (3%) are Asian American women, 5 (2%) are Hispanic American women, 1 (<1%) is a Native American woman, and none are Hawaiian/Pacific Islander women.

Degrees Conferred

Data reflect Summer 2005 through Spring 2006.

Overview of Graduate Degrees Conferred

The UW granted a total of 2885 Master's degrees and 614 Doctoral degrees. Of those, women earned 1584 (55%) of the Master's degrees and 289 (47%) of the Doctoral Degrees; African American women earned 32 (1%) of the Master's degrees and 2 (<1%) of the Doctoral degrees; Asian American women earned 165 (6%) of the Master's degrees and 21 (3%) of the Doctoral degrees; Hispanic American women earned 59 (2%) of the Master's degrees and 10 (2%) of the Doctoral degrees; Native American women earned 16 (1%) of the Master's degrees and 1 (<1%) of the Doctoral degrees; and Hawaiian/Pacific Islander women earned 4 (<1%) of the Master's degrees and 0 Doctoral degrees.

Graduate Degrees Conferred by School/College: UW Seattle Campus

**Analysis only includes schools/colleges which granted >25 Master's degrees and >10 Doctoral degrees.*

Highest Percentages

The School of Medicine (*not including MDs*) granted the highest percentage of Master's degrees to women: 36 (92%) of its 39 Master's degrees were earned by women. The School of Nursing granted the next highest percentage of Master's to women: 71 (91%) of its 78 Master's degrees were earned by women. The School of Nursing also granted the highest percentage of Doctoral degrees to women: 13 (93%) of its 14 Doctoral degrees were earned by women. The School of Public Health and Community Medicine granted the next highest percentage of Doctoral degrees earned by women: 17 (68%) of its 25 Doctoral degrees were earned by women.

Lowest Percentages

**Analysis only includes schools/colleges which granted >25 Master's degrees and >10 Doctoral degrees.*

The College of Engineering granted the lowest percentage of Master's and Doctoral degrees to women: 77 (27%) of its 288 Master's degrees were earned by women, and 19 (21%) of its 89 Doctoral degrees were earned by women. The Business School granted the next lowest percentage of Master's degrees to women: 129 (28%) of its 459 Master's degrees were earned by women.

Graduate Degrees Conferred: Bothell and Tacoma Campuses

Tacoma campus granted 95 (71%) of its 134 Master's degrees to women, and Bothell campus granted 66 (65%) of its 102 Master's degrees to women. Neither campus granted any Doctoral degrees.

Professional Degrees

School of Law

Source: Director of Academic Services in the School of Law.

Enrollment data reflect Autumn 2006 and degrees granted data reflect Summer 2005 to Spring 2006.

The School of Law enrolls 638 students pursuing JD degrees: 350 (55%) are women; 9 (1%) are Black women; 10 (2%) are American Indian women; 14 (2%) are Asian women; 12 (2%) are Hispanic women.

The School of Law granted 178 JD degrees: 104 (58%) to women; 1 (1%) to a Black woman; 2 (1%) to American Indian women; 9 (5%) to Asian women; and 2 (1%) to Hispanic women.

School of Medicine

Source: Registrar in the School of Medicine.

Enrollment data reflect Autumn 2006 and degrees granted data reflect June 2006.

The School of Medicine enrolls 806 students pursuing MD degrees: 415 (51%) are women; 8 (1%) are Black women; 10 (1%) are Native American women; 73 (9%) are Asian women; 17 (2%) are Hispanic women; and 2 (<1%) are Pacific Islander women.

The School of Medicine granted 180 MD degrees, 108 (60%) to women.

School of Dentistry

Source: Registrar in the School of Dentistry.

Enrollment data reflect Autumn 2006 and degrees granted data reflect June 2006.

There are 220 students enrolled in the School of Dentistry, 79 (36%) of whom are women. Of the total number of students, 25 (11%) are Asian women, 2 (1%) are Black women, 4 (2%) are Hispanic women, and 1 (<1%) is an American Indian woman.

In 2006, 53 students graduated from the School of Dentistry with a DDS degree, 23 (42%) of whom were women. Of those graduates, 6 (11%) were Asian women, and 1 (2%) was a Black woman.

Staff

Classified Staff

Source: [Office of Equal Opportunity and Affirmative Action \(OEOAA\)](#)

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: OEOAA - [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.

Faculty

Source: Office of Equal Opportunity and Affirmative Action ([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.

Administration

University Administration

**All information is from the University's Administration [website](#) and is current as of August, 2007.*

There are 9 Vice Presidents and one Executive Vice President within President Mark Emmert's office; 5 of the Vice Presidents are women. There are 12 Vice Provosts and one Executive Vice Provost within Provost Phyllis Wise's office; 6 of the Vice Provosts and the Executive Vice Provost are women (these numbers include Phyllis Wise's appointment as Vice President of Academic Affairs and Sheila Edwards Lange's dual appointment as Vice President for Minority Affairs and Vice Provost for Diversity).

Deans and Department Chairs

**All information is from the Office of the Provost.*

There are 18 deans at the UW, 8 of whom are women; and there are 106 department chairs at the UW, 11 of whom are women. Out of these 18 women deans and department chairs, one is Asian American.

Athletics

Sources: Equity in Athletics Disclosure, University of Washington 2005-2006 Report and the Office of Postsecondary Education website: <http://ope.ed.gov/athletics/main.asp>.

Students

324 (49%) of the 656 student athletes at UW are women. They participate in 10 sports: Basketball (15), crew (140), golf (8), gymnastics (16), soccer (26), softball (16), swimming (22), tennis (7), track (57), and volleyball (17). Women athletes make up 2.3% of the undergraduate women students at UW. At the University of Washington the proportionality gap between women student-athletes and the proportion of women undergraduate students is approximately -2.17%.

Coaches

There are 9 head coaches of men's athletic teams at the UW. None of those head coaches are women. Out of the 10 head coaches of women's athletic teams, 6 (60%) are women. Out of the 29 assistant coaches for men's athletic teams, 2 (7%) are women. Out of the 23 assistant coaches for women's athletic teams, 11 (48%) are women.

Funding

In 2005-2006, a total of \$6,853,369 was spent on athletically-related student aid with women receiving 45%, or \$3,107,308.

Crime and Police Statistics

**All information provided by the UW Police Department.*

The UW Police Department currently has 45 police officers, 9 (20%) of whom are women. The national average is about 12% women police officers.

From January 1, 2006 through December 31, 2006, there were 858 victims of Part I crimes at UW Seattle campus. Part I crimes include major crimes such as arson, assault, burglary (breaking and entering with intent to steal), larceny (stealing property), rape, strong arm robbery (stealing from a person, using violence), and auto theft. Of those 858 victims, 314 (37%) were women: 17 (41%) of the 41 assault victims were women; 29 (27%) of the 109 burglary victims were women; 281 (43%) of the 656 larceny victims were women; one woman was raped; 2 women were victims of strong arm robbery; and 11 (35%) of the 31 vehicle theft victims were women.

There were 5 females arrested in 2006 for Part I crimes. One female was arrested for Larceny, one for Motor Vehicle theft, and three for Assault.