Meeting Synopsis:

1. Call to order
2. Review of the minutes from April 6th, 2018
3. Title IX Strategic Planning efforts update – Valery Richardson (Deputy Title IX Coordinator, CRS: CRS Compliance Services)
4. Faculty Demographic data – Brenda Williams (chair, Faculty Council on Multicultural Affairs)
5. Discussion: topics for consideration in 2018-2019 academic year
6. Good of the order
7. Adjourn

1) Call to order

The meeting was called to order at 11:00 a.m.

2) Review of the minutes from April 6th, 2018

The minutes from April 6th, 2018 were approved as written.

3) Title IX Strategic Planning efforts update – Valery Richardson (Deputy Title IX Coordinator, CRS: CRS Compliance Services)

Valery Richardson (Interim Title IX Coordinator, CRS: CRS Compliance Services) was present to update the council on Title IX Strategic Planning efforts ongoing at the university. She used a PDF as part of her presentation (Exhibit 1). Richardson explained “Title IX” refers to Title IX of the Education Amendments Act of 1972 and is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Title IX applies to everyone at the UW, she explained. Richardson noted her job is to provide leadership and communicate with service provider offices regularly relating to preventing and responding to sex-based discrimination (Exhibit 1).

Governance structure

The President, Provost, and Title IX Steering Committee guide all related efforts at the UW. The Steering Committee is a tri-campus committee of senior leaders appointed by the President to provide ongoing strategic oversight to the University’s work on Title IX. Alternatively, the Title IX Working Committee has membership from each of the service provider offices and meets monthly to monitor climate, elevate
issues, and create and implement strategies to foster cultural change and positive compliance with Title IX.

**Title IX workgroups for strategic priorities**

Beginning in September 2017, an initiative was started to focus on three strategic priorities: “campus climate, education and outreach, and employee responsibilities.” The priorities were described (Exhibit 1). Several workgroups have been charged to address the focus areas, composed of tri-campus faculty, staff, and students. Each is currently chaired, and all have been asked to present recommendations to the Steering Committee in December, 2018, with implementation to follow.

**Employee responsibilities**

There was some discussion of employee responsibilities. It was noted the Department of Education states if an employee receives a disclosure of Title IX violence, the university has been informed, and related action should follow. The UW does not have a responsible employee policy, there is instead a “protocol” in place, which is currently under evaluation. The SafeCampus Response System, associated contacts, and information on investigations of sexual misconduct complaints was exhibited (Exhibit 1).

A member asked about the protocol. The recommended protocol (which has been in place for two years) dictates that if an employee receives a report of Title IX incident they contact Safe Campus, and Safe Campus provides the individual with the “Know Your Rights Booklet,” while a UW Confidential Advocate reaches out to offer support options, safety planning, interim measures, and reporting options. It was noted over the last ten months, 202 Title IX contacts were received by SafeCampus. From year one to year two (July 2017 – July 2018), total contacts rose by 54%, which is likely due to more students knowing about and feeling comfortable accessing the service. UCIRO (University Complaint Investigation and Resolution Office) reports also rose by 20% during this period.

**Campus climate priority**

There was some discussion of the Campus Climate Priority. An anonymous survey was broadcasted in order to garner information on Title IX-related beliefs/experiences on the part of UW community members. Some related results were shown (Exhibit 1). It was noted results are only for undergraduate UW Seattle students. Some key findings were highlighted:

- 23% of UW students are sexually assaulted or harassed after they become UW students
- Over 90% of assaults committed were committed by repeat offenders
- A main reason victims don’t report is because they wanted simply to forget that trauma
- Similar to other institutions in the nation, roughly 25% of students affected

Some information on confidential advocacy was shown. It was noted additional Confidential Advocates have been added on the UW Bothell and Tacoma campuses this academic year. Numbers of students served was exhibited (Exhibit 1).

**Education and outreach**
Information was given on education and outreach and additional exhibit shown (Exhibit 2). UW Human Resources is taking the lead on responding to requests around campus to go and speak with specific UW communities about Title IX related topics, which is a new initiative. It was noted new UW staff are mandatorily trained (in relation to Title IX) via a lecture/training when they start in their position. Bystander Intervention Training is available upon request, and can be registered for online. Solely online resources were shown (Exhibit 2). The goal of this focus is bolstering a holistic model for prevention of Title IX incidents at the UW.

Questions and feedback

A member noted it is striking that university staff are required to take harassment training but not faculty.

A member noted one online module was not helpful because the behavior was egregious, not subtle, and there was no mention of “subtle”-type issues, which are likely more prevalent. At least one member did not recommend a module be used to train faculty, preferring instead in-person training.

A member noted employee reporting responsibility is important information and should be mandatory training. She explained knowledge of how to report and to whom is important, as not all/many faculty are aware of SafeCampus.

A member felt the mandatory reporting mechanism on the part of an employee to SafeCampus after a victim comes forward is a potential barrier to student reporting. She noted it is not good that an employee has to tell students in advance that they must tell SafeCampus of any incident the student reports.

Members felt that faculty need to understand their reporting responsibilities via a training of some kind. It was noted FCWA could work on a statement of support for faculty trainings for responsible reporting as one outcome.

Richardson was thanked for presenting the information and answering questions. She noted she would return to update in the next academic year.

4) Faculty Demographic data – Brenda Williams (chair, Faculty Council on Multicultural Affairs)

Brenda Williams (Chair, Faculty Council on Multicultural Affairs) explained the Faculty Council on Multicultural Affairs began the 2017-18 year believing that the UW is making strides in the hiring of minority and women faculty, which led to the council digging into the raw data. She noted if you aggregate the information, one might notice some rate of change that is positive. However, when broken down by college, type of appointment, campus, and into other subcategories, one can view more nuanced information. She explained FCMA compiled some 50-60 PDFs with baseline UW faculty demographic data (Exhibit 3). She noted she is here to present overview data and draft observations (Exhibit 4). She noted the graphs are preliminary, and should be treated as such.
Trends were detailed in the exhibit and discussion followed (Exhibit 4).

Williams noted any feedback is appreciated for effective comparison of data, as every school can improve. Every school has its own interior barriers custom to them.

Williams was thanked for presenting and left the meeting.

5) Discussion: topics for consideration in 2018-2019 academic year

Payne recommended FCWA work with the Faculty Council on Academic Standards collaboratively next year to discuss revising student evaluations at the UW. Research shows women have historically been rated worse than their male counterparts in student evaluations, and students are generally more critical of women than men in these evaluations. Paladin agreed this would be a good topic for the FCWA to weigh in on next year given the council’s purview for addressing topics relevant to women faculty. She recommended FCWA also remain up-to-date on ongoing Title IX work.

Paladin noted she will not be able to be chair FCWA in the next year, so a search is on for a new chair.

6) Good of the order

Paladin was thanked for serving as chair of the council in 2017-18.

7) Adjourn

The meeting was adjourned at 12:30 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: Faculty: Whasun Chung, Angelisa Paladin (chair), Margo Bergman, Robin Angotti
Ex-officio reps: Lynly Beard, Annie McGlynn-Wright, Jennifer Payne
President’s designee: Susan Camber
Guests: Valery Richardson, Brenda Williams

Absent: Faculty: Sarah Prager, Mariam Moshiri, Michael Fialkow, Geethapriya Thamilarasu, Bonnie Duran, Elizabeth Umphress, Tyler McCormick
Ex-officio reps: Kendra Canton

Exhibits
Exhibit 1 – Faculty Council on Women in Academia.pdf
Exhibit 2 – Title IX Education and Outreach
Exhibit 3 – 20180601 Academic Personnel Demographics Trends by School
Exhibit 4 – 20180601 Draft Observations - UW Demographic Trends
Title IX: Strategic Priorities

Valery Richardson
Interim Title IX Coordinator

Faculty Council on Women in Academia
June 2018
Discussion Outline

I. How is Title IX implemented at UW?

II. What are the Title IX strategic priorities?

III. Discussion and questions
Title IX, Education Amendments of 1972

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

- All UW sites, locations, campuses, programs
- Students, faculty, staff, and visitors
Tacoma Campus

Bothell Campus
5,995 students

Seattle Campus
46,686 students

UW Medical Center/School of Medicine

Harborview Medical Center

Valley Medical Center
5,185 students

Frday Harbor Laboratories

R/V Tommy Thompson

UW School of Medicine Spokane

Educating 57,866 students

Employing over 53,000

Exhibit 1
Title IX
Coordinated System of Initiatives, Programs and Services

Title IX Steering Committee
Tri-campus committee of senior leaders appointed by President Cauce to provide ongoing strategic oversight to the University's work on Title IX

Title IX Working Committee
Tri-campus committee of campus partners who meet regularly to monitor climate, elevate issues, and create and implement strategies to foster cultural change and positive compliance with Title IX

Title IX Coordinators
Provide leadership and consultation for a broad network of campus partners who collectively provide resources, support, services, outreach and education

Service provider offices
Have operational and subject matter expertise in a variety of prevention and response areas
Title IX
Strategic Priorities

Campus Climate
Facilitate a regularized assessment of all students, faculty, and staff on all three campuses regarding sexual violence, harassment, and other sexual misconduct.

Education and Outreach
Develop increased, coordinated, and evidence-based institution-wide strategy to build upon current education and outreach aimed at the prevention of and response to sexual violence, harassment, and other forms of sexual misconduct.

Employee Responsibilities
Clarify employee responsibilities and protocol for providing support, resources, and reporting options to students and employees who disclose that they have been impacted by sexual assault, sexual harassment, or other forms of sexual misconduct.
Campus Climate Priority
Why survey Campus Climate?

Baseline Data

Frequency of Title IX incidents

Perceptions

Behaviors, beliefs, perceptions

Impact

Inform prevention, education, prioritize resources

“You can’t fix what you don’t measure”
Seattle Campus Key Findings: Undergraduate Students (2016)

PERVASIVE
23% of UW students are sexually assaulted or harassed during college

LOW REPORTING RATES
Less than 10% of those students file a complaint with UW

REPEATED
Over 90% of assaults are committed by repeat offenders

EXHIBIT 1
Seattle Campus Key Findings:

For those who opted not to tell anyone, they did so, in part, because...

73.4% Wanted to move on and *forget about it*

61.5% *Not sure* what happened to them was an assault

46.8% Did not want to be *forced to make an official report*

46.6% Did not want to get another person *in trouble*

35.9% Did not want *friends to find out*

33.1% Did not want *family to find out*
# 2016 Conclusions

<table>
<thead>
<tr>
<th>Positive Beliefs</th>
<th>Prevalence</th>
<th>Reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The majority of UW students endorse positive beliefs about campus climate, and know where to get help</td>
<td>• The incidence of sexual assault and harassment at UW is similar to other universities and colleges</td>
<td>• There is some concern about how reporting will be handled, what the outcome will be, and if students will be protected from retaliation</td>
</tr>
</tbody>
</table>
Confidential Advocacy

Types of student cases received
Tri-Campus/Four Advocates

- Sexual Assault: 40%
- Intimate Partner Violence/Domestic Violence: 29%
- Stalking: 16%
- Sexual Harassment: 15%

Students served by Advocates

- 105 UW Seattle Since Sep. 1
- 154 UWPD Since Jul. 5
- 23 UW Bothell Since Sep. 1
- 3 UW Tacoma Since Dec. 11
Education & Outreach Priority
Education and Outreach

• Human Resources – monthly
• Academic HR – upon request
• Bystander/Green Dot – upon request/as scheduled
• Title IX – upon request
• On line resources
  o Faculty Prevention of Sexual Harassment (in the classroom)
  o All Employee Prevention of Sexual Harassment
  o It’s On Us Videos
A Coordinated Approach

Strategic Priority
Recommendations from the Title IX Education and Outreach Work Group in Fall 2018

Preventing sexual violence and harassment

Leadership Commitment
Messages and engagement from President Cauce and other senior leaders across all campuses

Assessment and Review
Data from various sources; regular monitoring

Education and Outreach
Employee online and in-person training; Student online and in-person awareness and training
Employee Responsibilities
SafeCampus Response System

Receive disclosure then Contact SafeCampus

SafeCampus provides individual with "Know Your Rights" Booklet

UW advocate reaches out to offer: support options, safety planning, interim measures, reporting options and more...

202 Total number of Title IX contacts received by SafeCampus in the last 10 months

72% of those contacts involved students being impacted

77% of contacts came from a third party, not the person(s) impacted
SafeCampus Contacts

Comparing 12 months (7/1/16 to 6/30/17) to 10 months (7/1/17 to 5/9/18)

- Domestic Violence and Intimate Partner Violence: Up 2%
- Sexual Assault: Up 136%
- Sexual Harassment: Up 228%
- Stalking: Up 12%

Total SafeCampus Title IX Contacts: Up 54%
Investigations of Sexual Misconduct Complaints

- Increasing volume
- Specialized expertise
- Revised student conduct code
Questions?

Valery Richardson  
Interim Title IX Coordinator  
206-616-9713  
TitleIX@uw.edu or valeryr@uw.edu

Resources:  
Title IX: Washington.edu/compliance/titleix  
Sexual Assault Resources: uw.edu/sexualassault
Title IX Strategic Planning
Education and Outreach Work Group
March 30, 2018

Summary Statement

The University of Washington is a large and complex institution that is committed to providing a learning and working environment that is free from sexual violence, sexual harassment, and other forms of sexual misconduct. The University recognizes the need for increased, strategic, and coordinated education and outreach on these topics to all members of the UW community.

Charge Statement

The Education and Outreach Work Group is charged with developing recommendations to the Title IX Steering Committee that will lead to increased, strategic, and coordinated education and outreach specifically aimed at the prevention of and response to sexual violence, sexual harassment, and other forms of sexual misconduct at all campuses and locations of the University. The work group’s report should be informed, when possible, by evidence-based practices, and address:

1. Background and current state. A summary of current education and outreach efforts
2. Content. Propose consistent content areas that could be tailored for different populations (i.e. policies & definitions, bystander intervention, support resources, reporting options, etc.) Proposed content areas should be responsive to Title IX, VAWA, and other relevant guidance and contemplate:
   - Frequency and layering of content
   - Population categories (staff, managers, faculty, graduate, undergraduate, etc.)
   - Socio-cultural relevancy and impact
   - Best practices for addressing barriers reporting and increasing support for victims
   - The implications of requiring training
3. Delivery methods. Propose a framework for delivering content within the various UW communities and audiences. Recommendations should address (but not be limited to):
   - On-line and in person delivery models and the role of a learning management system
   - Community engagement models such as train-the-trainer
   - Print and web-based materials
   - Organizational mechanisms (i.e. academic requirements, employment and academic orientation)
4. Considerations for implementation. Outline considerations and factors relevant to implementation:
   - What costs can the University anticipate and how can UW best leverage its current resources to keep overhead expenses reasonable?
   - Who within UW has experience and expertise to contribute to this initiative? Should separate teams be established to focus on different audiences (e.g. students, staff, faculty, and other academic personnel)?
   - What time frame does the work group recommend for implementation?
   - What other issues should the Steering Committee take into consideration?
Process and Timeline

Meeting times and frequency will be determined by the work group. Assistance with scheduling is available from Compliance Services if requested.

The work group is asked to identify and consult with key stakeholder groups—including students—and consider a range of perspectives and approaches as identified in best-practice literature and peer institutions. The work group will be asked to share updates with the Title IX Working Committee at one or more of the Working Committee's monthly meetings.

A written report to the Title IX Steering Committee is requested by November 15, 2018 with an update (verbal report) provided at the August 2018 Steering Committee meeting.

The Title IX Steering Committee will review the work group report, consider the proposals, approve or make recommendations for approval, and identify appropriate next steps, including the charging of implementation teams if/as appropriate.

Work Group Membership

Chairs:
Lisa Hanna, Director of Employee Relations, Human Resources (Tri-Campus)
LeAnne Jones Wiles, Director of First Year Programs, Undergraduate Academic Affairs (Seattle)

Members:
Shannon Bailie, Director of Health & Wellness (Seattle)
Beth Beam, Assistant Vice Chancellor for Organizational Excellence and HR (Bothell)
Tanya Eadie, Professor (Seattle) & Associate Vice Provost, Academic Personnel (Tri-Campus)
Rachel Gerstenfeld, graduate student and UW Green Dot Program Coordinator (Seattle)
Maria Sol Hill, Administrator for Conduct and Compliance, Residential Life (Seattle)
Katie Horowitz, Director of Residential Life & Student Conduct (Bothell)
Kyra Laughlin, graduate student and President of Sexual Assault and Violence Education (Bothell)
Ed Mirecki, Dean of Student Engagement (Tacoma)
Kiana Swearingen, Training & Communication Specialist (Tri Campus)
Chloe Thompson, undergraduate student and SARVA intern (Seattle)
Melissa Tumas, Training & Education Coordinator for Health & Wellness (Seattle)

Staff Support – Kara Blake, Compliance Services
Steering Committee Liaison – Valery Richardson, Interim Title IX Coordinator

Consultation:
Erin Casey, Associate Professor, Social Work and Criminal Justice (Tacoma)
Lauren Lichty, Assistant Professor of Interdisciplinary Arts & Sciences (Bothell)
White Professorial Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Select Unit
Campus
Seattle

College
SE College of Arts and Sciences

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
White

Faculty Category
G1 Professional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Select Breakdown
Gender

Select Measure
Number of Academic Personnel

Legend
Female
Male
White Instructional Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Exhibit 3
Hispanic Professorial Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Select Unit
Campus
Seattle
College
254 College of Arts and Sciences
Department
All
Restrict Academic Personnel
Gender
All
Race/Ethnicity
Hispanic
Faculty Category
O1 Professional Faculty
Job Class Code
All
Full-Time Faculty Status
All
Legend
Female
Male
Hispanic Instructional Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Legend
- Female
- Male
- Unknown

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Hispanic
- Faculty Category: 02 Instructional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Overall Trend
Number of Academic Personnel by Gender

Female Male Unknown

Trend by Category
Number of Academic Personnel by Gender

Exhibit 3
Multi-Race Professorial Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
Female
Male

Select Unit
Campus
Seattle

College
254 College of Arts and Sciences

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
Multiple Race

Faculty Category
O1 Professional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Exhibit 3
Multi-Race Instructional Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
Campus
Seattle

College
254 College of Arts and Sciences

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
Multiple Race

Faculty Category
02 Instructional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Legend
Female
Male

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Select Breakdown
Gender

Select Measure
Number of Academic Personnel

Exhibit 3
Declined to Respond Professorial Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
Campus
Seattle
College
254 College of Arts and Sciences
Department
All

Restrict Academic Personnel
Gender
All
Race/Ethnicity
Declined To Respond
Faculty Category
01 Professorial Faculty
Job Class Code
All
Full-Time Faculty Status
All

Legend
Female
Male

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender
Declined to Respond Instructional Faculty by Gender – Seattle, College of Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
Campus
Seattle

College
254 College of Arts and Sciences

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
Declined To Respond

Faculty Category
02 Instructional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Legend
- Female
- Male
White Professorial Faculty by Gender – Seattle, College of Engineering

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

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Legend
- Female
- Male

Select Unit
- Campus
  - Seattle

College
- College of Engineering

Department
- All

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- White

Faculty Category
- O1 Professional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All
Black Professorial Faculty by Gender – Seattle, College of Engineering

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Seattle

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Legend
- Female
- Male

Exhibit 3
| Select Unit | Campus  
|            | Seattle |
| College    | 250 College of Engineering |
| Department | All |

| Restrict Academic Personnel | Gender  
|                            | All |
|                            | Race/Ethnicity  
|                            | Black |
| Faculty Category           | 02 Instructional Faculty |
| Job Class Code             | All |
| Full-Time Faculty Status   | All |

**Black Instructional Faculty by Gender – Seattle, College of Engineering**

**Academic Personnel Demographic Trends**

*Fall 2007-Fall 2016*

**Overall Trend**

Number of Academic Personnel by Gender

**Trend by Category**

Number of Academic Personnel by Gender

Legend

- Male
## Hispanic Professorial Faculty by Gender – Seattle, College of Engineering

### Academic Personnel Demographic Trends

**Fall 2007-Fall 2016**

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</tr>
<tr>
<td>2016</td>
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</tr>
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</table>

**Legend**

- Female
- Male
Hispanic Instructional Faculty by Gender – Seattle, College of Engineering

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
- Female

Select Unit
- Campus: Seattle
- College: 250 College of Engineering
- Department: All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Hispanic
- Faculty Category: 02 Instructional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All
Multi-Race Professorial Faculty by Gender – Seattle, College of Engineering

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Seattle
- College: College of Engineering
- Department: All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Multiple Race
- Faculty Category: Full-Time Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Legend
- Female
- Male

Exhibit 3
Multi-Race Instructional Faculty by Gender – Seattle, College of Engineering

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
  - Seattle

College
- 250 College of Engineering

Department
- All

Restrict Academic Personnel
- Gender
  - All

- Race/Ethnicity
  - Multiple Race

- Faculty Category
  - 02 Instructional Faculty

- Job Class Code
  - All

- Full-Time Faculty Status
  - All

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Legend
- Female
Declined to Respond Professorial Faculty by Gender – Seattle, College of Engineering

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Seattle
- College: College of Engineering
- Department: All

Restrict Academic Personnel
- Gender: All

Race/Ethnicity
- Declined To Respond

Faculty Category
- 01 Professorial Faculty

Job Class Code
- All

Full-Time Faculty Status
- All

Legend
- Female
- Male

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Exhibit 3
White Professorial Faculty by Gender – Seattle, School of Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
Female
Male

Select Unit
Campus
Seattle

College
SSS Foster Business School

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
White

Faculty Category
G1 Professorial Faculty

Job Class Code
All

Full-Time Faculty Status
All

Exhibit 3
Black Professorial Faculty by Gender – Seattle, School of Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
- Male

Select Unit
- Campus
  - Seattle

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- Black

Faculty Category
- O1 Professional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All
Hispanic Professorial Faculty by Gender – Seattle, School of Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Exhibit 3
Multi-Race Professorial Faculty by Gender – Seattle, School of Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
  - Seattle

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Legend
- Male

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Declined to Respond Professorial Faculty by Gender – Seattle, School of Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

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Trend by Category
Number of Academic Personnel by Gender

Legend
- Male

Select Unit
- Campus: Seattle

College
- 256 Foster Business School

Department
- All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Declined To Respond
- Faculty Category: 01 Professorial Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel
White Professorial Faculty by Gender – Bothell, Interdisciplinary Arts and Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016
Black Professorial Faculty by Gender – Seattle, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
  - Bothell

College
- 560 Interdisciplinary Arts and Sci...

Department
- All

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- Black

Faculty Category
- 01 Professional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All

Legend
- Female

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Year
Female
1 2 2 2 3 3 3 3 3 3
Black Instructional Faculty by Gender – Seattle, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
  - Bothell
- College
  - 50 Interdisciplinary Arts and Sci...
- Department
  - All

Restrict Academic Personnel
- Gender
  - All
- Race/Ethnicity
  - Black
- Faculty Category
  - O2 Instructional Faculty
- Job Class Code
  - All
- Full-Time Faculty Status
  - All

Overall Trend
Number of Academic Personnel by Gender

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Legend
- Female
- Male

Trend by Category
Number of Academic Personnel by Gender

Exhibit 3
Hispanic Instructional Faculty by Gender – Seattle, Interdisciplinary Arts & Sciences

Exhibit 3

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
- Bothell

College
- ECO Interdisciplinary Arts and Sciences

Department
- All

Restrict Academic Personnel
- Gender
- All

Race/Ethnicity
- Hispanic

Faculty Category
- 02 Instructional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All

Legend
- Female
- Male
Multi-Race Professorial Faculty by Gender – Seattle, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
  - Bothell

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- Multiple Race

Faculty Category
- G1 Professional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All

Legend
- Female
- Male

Exhibit 3
Multi-Race Instructional Faculty by Gender – Seattle, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
Female
Declined to Respond Professorial Faculty by Gender – Seattle, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends

Fall 2007-Fall 2016

Select Unit
- Campus: Bothell
- College: 560 Interdisciplinary Arts and Sci...
- Department: All

Select Academic Personnel
- Gender: All
- Race/Ethnicity: Declined To Respond
- Faculty Category: O1 Professorial Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Legend: Male

Overall Trend
Number of Academic Personnel by Gender

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Trend by Category
Number of Academic Personnel by Gender

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Declined to Respond Instructional Faculty by Gender – Seattle, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Bothell
- College: 650 Interdisciplinary Arts and Sciences
- Department: All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Declined To Respond
- Faculty Category: 02 Instructional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Legend
- Female
- Male

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender
Black Professorial Faculty by Gender – Bothell, STEM

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Select Breakdown
Gender

Select Measure
Number of Academic Personnel

Legend
Female
Male

Exhibit 3
Exhibit 3

Black Instructional Faculty by Gender – Bothell, STEM

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
  - Bothell

College
- 550 Science Technology Engineerin...

Department
- All

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- Black

Faculty Category
- 02 Instructional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
- Male
Hispanic Professorial Faculty by Gender – Bothell, STEM

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit:
- Campus: Bothell

Select Breakdown:
- Gender

Select Measure:
- Number of Academic Personnel

Restrict Academic Personnel:
- Gender: All
- Race/Ethnicity: Hispanic
- Faculty Category: OJ Professional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Legend:
- Female
- Male

Overall Trend:
Number of Academic Personnel by Gender
- 2014:
  - Female: 1
  - Male: 1
- 2015:
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  - Male: 1
- 2016:
  - Female: 1
  - Male: 1

Trend by Category:
Number of Academic Personnel by Gender
- 2014:
  - Female: 2
  - Male: 2
- 2015:
  - Female: 2
  - Male: 2
- 2016:
  - Female: 2
  - Male: 2

Exhibit 3
Hispanic Instructional Faculty by Gender – Bothell, STEM

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
- Female
- Male
## Multi-Race Professorial Faculty by Gender – Bothell, STEM

### Academic Personnel Demographic Trends

**Fall 2007-Fall 2016**

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**Legend**

- Pink: Female
- Blue: Male

### Trend by Category

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  - 2015: 1

### Select Unit
- Campus: Bothell

### Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Multiple Race
- Faculty Category: All Professional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

### Select Breakdown
- Gender

### Select Measure
- Number of Academic Personnel
Multi-Race Instructional Faculty by Gender – Bothell, STEM

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
- Female
- Male

Select Unit
- Campus
  - Bothell

College
- S50 Science Technology Engineering...

Department
- All

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- Multiple Race

Faculty Category
- 02 Instructional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Exhibit 3
Exhibit 3

Declined to Respond Instructional Faculty by Gender – Bothell, STEM

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
Campus
Bothell

College
$50 Science Technology Engineering...

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
Declined To Respond

Faculty Category
02 Instructional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Legend
Female
Male
Exhibit 3

White Professorial Faculty by Gender – Bothell, Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

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Trend by Category
Number of Academic Personnel by Gender

Legend
- Female
- Male
White Instructional Faculty by Gender – Bothell, Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Bothell
- College: S&O Business
- Department: All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: White
- Faculty Category: All Instructional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Overall Trend
Number of Academic Personnel by Gender

Select Breakdown
Gender

Select Measure
Number of Academic Personnel

Legend
- Female
- Male
- Unknown

Trend by Category
Number of Academic Personnel by Gender
Hispanic Professorial Faculty by Gender – Bothell, Business

Exhibit 3

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Select Unit
Campus
Bothell

College
SEU Business

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
Hispanic

Faculty Category
01 Professional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Legend
Male
Multi-Race Instructional Faculty by Gender – Bothell, Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
Female

Select Breakdown
Gender

Select Measure
Number of Academic Personnel

Restrict Academic Personnel
Gender
All

Race/Ethnicity
Multiple Race

Faculty Category
02 Instructional Faculty

Job Class Code
All

Full-Time Faculty Status
All
Declined to Respond Professorial Faculty by Gender – Bothell, Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender
Declined to Respond Instructional Professorial Faculty by Gender – Bothell, Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
Campus
Bothell

College
S50 Business

Department
All

Restrict Academic Personnel
Gender
All
Race/Ethnicity
Declined To Respond

Faculty Category
G2 Instructional Faculty

Job Class Code
All
Full-Time Faculty Status
All

Select Breakdown
Gender

Select Measure
Number of Academic Personnel

Legend
Male
White Professorial Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Tacoma
- College: Interdisciplinary Arts and Sciences
- Department: All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: All
- Faculty Category: All Professional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Legend
- Female
- Male

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender
White Instructional Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
Campus
Tacoma

College
650 Interdisciplinary Arts and Sci.,

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
White

Faculty Category
Q2 Instructional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Legend
- Female
- Male
- Unknown

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender
Black Professorial Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Exhibit 3
Black Instructional Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Tacoma
- College: 550 Interdisciplinary Arts and Sciences
- Department: All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Black
- Faculty Category: 02 Instructional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Legend
- Female

Exhibit 3
Hispanic Instructional Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
Campus
Tacoma

College
SSS Interdisciplinary Arts and Sci...

Department
All

Restrict Academic Personnel
Gender
All

Race/Ethnicity
Hispanic

Faculty Category
02 Instructional Faculty

Job Class Code
All

Full-Time Faculty Status
All

Legend
Female

Overall Trend
Number of Academic Personnel by Gender

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Trend by Category
Number of Academic Personnel by Gender

Legend
Female

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Multi-Race Professorial Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus: Tacoma

College
- 650 Interdisciplinary Arts and Sciences

Department
- All

Restrict Academic Personnel
- Gender: All
- Race/Ethnicity: Multiple Race
- Faculty Category: O1 Professional Faculty
- Job Class Code: All
- Full-Time Faculty Status: All

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
- Female
Multi-Race Instructional Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

2009: 2
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2016: 1

Trend by Category
Number of Academic Personnel by Gender

Legend
- Female

Select Unit
- Campus
  - Tacoma

College
- 650 Interdisciplinary Arts and Sciences

Department
- All

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- Multiple Race

Faculty Category
- 02 Instructional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All
Exhibit 3

Declined to Respond Professorial Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Select Unit
- Campus
  - Tacoma

Select Breakdown
- Gender

Select Measure
- Number of Academic Personnel

Legend
- Male

Restrict Academic Personnel
- Gender
  - All

Race/Ethnicity
- Declined To Respond

Faculty Category
- 01 Professional Faculty

Job Class Code
- All

Full-Time Faculty Status
- All

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender


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### Declined to Respond Instructional Faculty by Gender – Tacoma, Interdisciplinary Arts & Sciences

#### Academic Personnel Demographic Trends

**Fall 2007-Fall 2016**

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#### Legend
- Female
- Male
White Professorial Faculty by Gender – Tacoma, School of Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Exhibit 3
### White Instructional Faculty by Gender – Tacoma, School of Business

#### Academic Personnel Demographic Trends

**Fall 2007-Fall 2016**

#### Overall Trend

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#### Trend by Category

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#### Legend

- **Female**
- **Male**
- **Unknown**
Hispanic Professorial Faculty by Gender – Tacoma, School of Business

Academic Personnel Demographic Trends
Fall 2007-Fall 2016

Overall Trend
Number of Academic Personnel by Gender

Trend by Category
Number of Academic Personnel by Gender

Legend
- Female
- Male
This initial draft is prepared for circulation to the FCMA for the purpose of discussion during their 02/08/2018 meeting. Council members are asked to review the information contained herein (and accompanying PDFs) so that the council members are positioned to discuss refinements of the graphs adopted following the last meeting. Data is drawn from the Faculty Demographic Trends Tool, sorted by campus with select colleges. In order to review all data that is available on this particular UW Human Resources tool, council members may select the preceding link, then use the word “demographic” in the search box to pull up the tool for perusal. Each graph attached to this report was generated with this tool.

**Academic Personnel Demographic Trends – Seattle, Bothell, and Tacoma (Fall 2007-2016)**

Overview of Seattle Campus trends by School (Fall 2016)

<table>
<thead>
<tr>
<th>College of Engineering (Fall 2016)</th>
<th>White</th>
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<th>Hispanic</th>
<th>Multi-racial</th>
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<td><strong>Professorial Faculty</strong></td>
<td></td>
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<tr>
<td>White</td>
<td>38 female (35.7% increase from Fall 2007) 121 male (0.0% change from Fall 2007)</td>
<td>0 female (100% decrease from Fall 2007) 2 male (0.0% change from Fall 2007)</td>
<td>2 female (100% increase from Fall 2010) 8 male (60.0% increase from Fall 2007)</td>
<td>1 female (50.0% increase from Fall 2007) 2 male (100% increase from Fall 2007)</td>
<td>1 female (0.0% change from Fall 2013) 7 male (133% increase from Fall 2007)</td>
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<td>Declined to Respond</td>
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<tr>
<td><strong>Instructional Faculty</strong></td>
<td>15 female (150% increase from Fall 2007) 16 male (23.0% increase from Fall 2007)</td>
<td>0 female (0.0% change from Fall 2007) 0 male (100% decrease from Fall 2014)</td>
<td>2 female (100% increase from Fall 2008) 0 male (0.0% change from Fall 2007)</td>
<td>1 female (Fall 2016; only data recorded) 0 male (0.0% change from Fall 2007)</td>
<td>2 female (100% increase from Fall 2013) 1 male (0.0% change from Fall 2007)</td>
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<th>School of Business (Fall 2016)</th>
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<td><strong>Professorial Faculty</strong></td>
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</tr>
<tr>
<td>White</td>
<td>13 female (85.7% increase from Fall 2007) 36 male (18.2% decrease from Fall 2007)</td>
<td>0 female (0.0% change from Fall 2007) 1 male (0.0% change from Fall 2007)</td>
<td>1 female (50.0% decrease 2007-2013) 1 male (50.0% decrease from Fall 2007)</td>
<td>0 female (0.0% change from Fall 2007) 1 male (0.0% change from Fall 2007)</td>
<td>0 female (0.0% change from Fall 2007) 5 male (150% increase from Fall 2007)</td>
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<tr>
<td><strong>Instructional Faculty</strong></td>
<td>18 female (28.0% decrease from Fall 2007) 20 male (28.6% decrease from Fall 2007)</td>
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<td>0 female (0.0% change from Fall 2007) 1 male (0.0% change from Fall 2007)</td>
<td>No data</td>
<td>0 female (0.0% change from Fall 2007) 1 male (0.0% change 2013-2016)</td>
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Overview of Bothell Campus trends by School (Fall 2016)

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<th>Multi-racial</th>
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<tbody>
<tr>
<td>Professorial Faculty</td>
<td>3 female (50.0% increase from Fall 2007)</td>
<td>No data</td>
<td>0 female (0.0% change from Fall 2007)</td>
<td>0 female (0.0% change from Fall 2007)</td>
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</tr>
<tr>
<td>Instructional Faculty</td>
<td>8 female (60.0% increase from Fall 2007)</td>
<td>No data</td>
<td>1 female (0.0% change from Fall 2012)</td>
<td>0 female (0.0% change from Fall 2007)</td>
<td>No data</td>
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<table>
<thead>
<tr>
<th>Arts &amp; Sciences (Fall 2016)</th>
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<th>Black</th>
<th>Hispanic</th>
<th>Multi-racial</th>
<th>Declined to Respond</th>
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<tbody>
<tr>
<td>Professorial Faculty</td>
<td>14 female (27.3% increase from Fall 2007)</td>
<td>3 female (200% increase from Fall 2007)</td>
<td>3 female (200% increase from Fall 2012)</td>
<td>1 female (0.0% change from Fall 2007)</td>
<td>0 female (0.0% change from Fall 2007)</td>
</tr>
<tr>
<td>Instructional Faculty</td>
<td>27 female (440% increase from Fall 2007)</td>
<td>1 female (0.0% change 2010-2012)</td>
<td>4 female (300% increase from Fall 2011)</td>
<td>1 female (50.0% decrease from Fall 2014)</td>
<td>No data</td>
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<table>
<thead>
<tr>
<th>Science, Technology, Engineering, &amp; Mathematics (Fall 2016)</th>
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<th>Black</th>
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<tbody>
<tr>
<td>Professorial Faculty</td>
<td>9 female (350% increase from Fall 2010)</td>
<td>1 female (100% increase from Fall 2011)</td>
<td>2 female (0.0% change from Fall 2014)</td>
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## Overview of Tacoma Campus trends by School (Fall 2016)

### Arts & Sciences (Fall 2016)

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<td><strong>Professorial Faculty</strong></td>
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<td>(44.4% increase from Fall 2007)</td>
<td>(33.3% decrease from Fall 2007)</td>
<td>(50% increase from Fall 2007)</td>
<td>(100% increase from Fall 2007)</td>
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</tr>
<tr>
<td></td>
<td>26 male</td>
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<td>2 male</td>
<td>0 male</td>
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<td>(73.3% increase from Fall 2007)</td>
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<td><strong>Instructional Faculty</strong></td>
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<td>(277% increase from Fall 2007)</td>
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<td>(0.0% change from Fall 2011)</td>
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### School of Business (Fall 2016)

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<td>(200% increase from Fall 2007)</td>
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