UWSOM Diversity Update
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Changing Demographics of the United States

Between 2016 and 2060: URM population groups will increase from 100.7 million to 169.7 million.

- URM Population Segments
  - 47% under 18 years of age
  - 36% of undergraduate students
  - 21% of college graduates
  - 12% of medical students
  - 13% of residents in training

WA State (2018)
- 18.7% URM
- 13.0% Hispanic
- 3.7% Black/African American
- 1.3% AIAN
- 0.7% Pacific Islander

URM refers to Hispanic, Black/African American, American Indian/Alaska Native, and Pacific Islanders.
Early Boomers in 1968 (Age 54 to 72)

Gen Xers in 1986 (Age 38 to 53)

Millennials in 2002 (Age 22-37)

Post-Millennials in 2018 (Age 6-21)

White | Latino | Black | Asian | Other
--- | --- | --- | --- | ---
82% | 25% | 14% | 6% | 4%
70% | 18% | 15% | 13% | 4%
61% | 15% | 18% | 4% | 6%
52% | 25% | 14% | 6% | 4%

Source: Pew Research Center
School of Medicine: Percent URM by Department, 2018

SOM Average 4.8%
UWSOM Rank by Race/Ethnicity (2018 EOAA Data)

- **White**
  - Assistant Professor: 23%
  - Associate Professor: 36%
  - Professor: 45%

- **URM**
  - Assistant Professor: 35%
  - Associate Professor: 28%
  - Professor: 32%

- **Asian**
  - Assistant Professor: 37%
  - Associate Professor: 39%
  - Professor: 24%

- **2+ Races**
  - Assistant Professor: 37%
  - Associate Professor: 40%
  - Professor: 23%

- **Missing Data**
  - Assistant Professor: 31%
  - Associate Professor: 19%
  - Professor: 38%

- **All**
  - Assistant Professor: 50%
  - Associate Professor: 33%
  - Professor: 29%
Gender

- Female Population Segments
  - 51% of US population
  - 49% of population < 18 years
  - 46% of medical students are women (AAMC, 2016)
  - 44% of residents are women (AGCME, 2018)

UWSOM Faculty % Women

- AAMC (2016) 39%
- UWSOM (2018) 40%
School of Medicine: Percent Female by Department, 2018

Anesthesiology and Pain Medicine
Biochemistry
Bioengineering (Medicine)
Biological Structure
Comparative Medicine
Emergency Medicine
Family Medicine
Genome Sciences
Global Health - Med
Health Metrics
Immunoology
Laboratory Medicine
Microbiology
Neurological Surgery
Neurology
Obstetrics and Gynecology
Ophthalmology
Orthopaedics and Sports Medicine
Otolaryngology / Head and Neck Surgery
Pathology
Pediatrics
Pharmacology
Physiology and Biochemical Sciences
Radiation Oncology
Radiology
Rehabilitation Medicine
Surgery
Urology

SOM Average: 40%
UWSOM Rank by Gender
(2018 EOAA Data)

Female
- Assistant Professor: 28%
- Associate Professor: 35%
- Professor: 38%

Male
- Assistant Professor: 32%
- Associate Professor: 45%
- Professor: 33%

All
- Assistant Professor: 29%
- Associate Professor: 33%
- Professor: 38%
UWSOM Faculty Hires

• External (Regular) Hires
  • National pool search.
  • Both internal and external candidates are considered.

• Internal (Temporary) Hires
  • Faculty on year-to-year contracts
  • Frequently selected from pool of graduating residents and fellows.

• Leadership (Chairs, Deans, Others)
  • Both internal and external candidates are considered
Number of physicians needed to reflect WA population proportions:
Hispanic/Latino: 1,714 (608) [number needed (current number)]
Black/African American: 220 (442)
AI/AN: 63 (147)
NH/PI: 37 (80)
URM: 2,035 (1,277)