

Department of State
Bureau of Human Resources

Fiscal Year 2018

Foreign Service Promotion Statistics
by
Ethnicity, Race and Gender

Foreign Service Promotion Statistics for 2018

Category: FE-MC to FE-CM

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	99	7	7.1
Female	54	1	1.9
TOTALS	153	8	5.2

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	8	0	0.0
Not Hispanic	145	8	5.5
TOTALS	153	8	5.2

Race	Number Competed	Number Promoted	Promotion Rate %
White	137	7	5.1
African American	7	1	14.3
American Indian	0	0	0.0
Asian	3	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	1	0	0.0
Unspecified	5	0	0.0
TOTALS	153	8	5.2

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Generalist FE-OC to FE-MC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	194	39	20.1
Female	96	22	22.9
TOTALS	290	61	21.0

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	9	1	11.1
Not Hispanic	281	60	21.4
TOTALS	290	61	21.0

Race	Number Competed	Number Promoted	Promotion Rate %
White	260	56	21.5
African American	6	1	16.7
American Indian	1	1	100.0
Asian	12	2	16.7
Native Hawaiian	0	0	0.0
Multi-race	6	0	0.0
Unspecified	5	1	20.0
TOTALS	290	61	21.0

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Generalist FS-01 to FE-OC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	214	58	27.1
Female	108	31	28.7
TOTALS	322	89	27.6

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	18	4	22.2
Not Hispanic	304	85	28.0
TOTALS	322	89	27.6

Race	Number Competed	Number Promoted	Promotion Rate %
White	282	81	28.7
African American	11	2	18.2
American Indian	0	0	0.0
Asian	12	4	33.3
Native Hawaiian	0	0	0.0
Multi-race	7	1	14.3
Unspecified	10	1	10.0
TOTALS	322	89	27.6

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Generalist FS-02 to FS-01

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	845	83	9.8
Female	556	52	9.4
TOTALS	1,401	135	9.6

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	64	10	15.6
Not Hispanic	1,336	125	9.4
Unspecified	1	0	0.0
TOTALS	1,401	135	9.6

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,154	115	10.0
African American	59	4	6.8
American Indian	5	0	0.0
Asian	106	7	6.6
Native Hawaiian	1	0	0.0
Multi-race	42	1	2.4
Unspecified	34	8	23.5
TOTALS	1,401	135	9.6

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Generalist FS-03 to FS-02

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	670	109	16.3
Female	502	104	20.7
TOTALS	1,172	213	18.2

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	56	10	17.9
Not Hispanic	1,116	203	18.2
TOTALS	1,172	213	18.2

Race	Number Competed	Number Promoted	Promotion Rate %
White	934	176	18.8
African American	76	11	14.5
American Indian	3	0	0.0
Asian	93	11	11.8
Native Hawaiian	1	0	0.0
Multi-race	43	7	16.3
Unspecified	22	8	36.4
TOTALS	1,172	213	18.2

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Generalist FS-04 to FS-03

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	496	158	31.9
Female	377	164	43.5
TOTALS	873	322	36.9

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	69	23	33.3
Not Hispanic	804	299	37.2
TOTALS	873	322	36.9

Race	Number Competed	Number Promoted	Promotion Rate %
White	682	249	36.5
African American	53	22	41.5
American Indian	3	0	0.0
Asian	71	27	38.0
Native Hawaiian	0	0	0.0
Multi-race	58	22	37.9
Unspecified	6	2	33.3
TOTALS	873	322	36.9

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Specialist FE-OC to FE-MC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	67	6	9.0
Female	12	2	16.7
TOTALS	79	8	10.1

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	3	1	33.3
Not Hispanic	76	7	9.2
TOTALS	79	8	10.1

Race	Number Competed	Number Promoted	Promotion Rate %
White	67	6	9.0
African American	5	1	20.0
American Indian	1	0	0.0
Asian	3	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	1	0	0.0
Unspecified	2	1	50.0
TOTALS	79	8	10.1

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Specialist FS-01 to FE-OC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	125	20	16.0
Female	23	6	26.1
TOTALS	148	26	17.6

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	10	1	10.0
Not Hispanic	138	25	18.1
TOTALS	148	26	17.6

Race	Number Competed	Number Promoted	Promotion Rate %
White	125	21	16.8
African American	8	1	12.5
American Indian	2	0	0.0
Asian	4	1	25.0
Native Hawaiian	0	0	0.0
Multi-race	6	2	33.3
Unspecified	3	1	33.3
TOTALS	148	26	17.6

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Specialist FS-02 to FS-01

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	642	49	7.6
Female	144	23	16.0
TOTALS	786	72	9.2

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	82	6	7.3
Not Hispanic	704	66	9.4
TOTALS	786	72	9.2

Race	Number Competed	Number Promoted	Promotion Rate %
White	581	51	8.8
African American	76	9	11.8
American Indian	3	0	0.0
Asian	41	4	9.8
Native Hawaiian	1	0	0.0
Multi-race	40	4	10.0
Unspecified	44	4	9.1
TOTALS	786	72	9.2

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Specialist FS-03 to FS-02

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	1,143	103	9.0
Female	187	35	18.7
TOTALS	1,330	138	10.4

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	139	9	6.5
Not Hispanic	1,191	129	10.8
TOTALS	1,330	138	10.4

Race	Number Competed	Number Promoted	Promotion Rate %
White	969	108	11.1
African American	120	10	8.3
American Indian	8	2	25.0
Asian	83	8	9.6
Native Hawaiian	0	0	0.0
Multi-race	72	7	9.7
Unspecified	78	3	3.8
TOTALS	1,330	138	10.4

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Specialist FS-04 to FS-03

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	654	170	26.0
Female	223	25	11.2
TOTALS	877	195	22.2

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	84	24	28.6
Not Hispanic	793	171	21.6
TOTALS	877	195	22.2

Race	Number Competed	Number Promoted	Promotion Rate %
White	646	140	21.7
African American	83	18	21.7
American Indian	3	1	33.3
Asian	48	11	22.9
Native Hawaiian	4	0	0.0
Multi-race	75	17	22.7
Unspecified	18	8	44.4
TOTALS	877	195	22.2

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Specialist FS-05 to FS-04

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	17	1	5.9
Female	224	18	8.0
TOTALS	241	19	7.9

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	26	1	3.8
Not Hispanic	215	18	8.4
TOTALS	241	19	7.9

Race	Number Competed	Number Promoted	Promotion Rate %
White	167	12	7.2
African American	30	6	20.0
American Indian	1	0	0.0
Asian	21	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	10	1	10.0
Unspecified	12	0	0.0
TOTALS	241	19	7.9

Produced by HR/RMA

Foreign Service Promotion Statistics for 2018
Category: Specialist FS-06 to FS-05

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	25	1	4.0
Female	183	35	19.1
TOTALS	208	36	17.3

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	19	5	26.3
Not Hispanic	189	31	16.4
TOTALS	208	36	17.3

Race	Number Competed	Number Promoted	Promotion Rate %
White	154	21	13.6
African American	24	5	20.8
American Indian	0	0	0.0
Asian	11	4	36.4
Native Hawaiian	1	1	100.0
Multi-race	14	4	28.6
Unspecified	4	1	25.0
TOTALS	208	36	17.3

Produced by HR/RMA