

Contact: Marcia Brunson

ANNUAL DIVERSITY REPORT

Actions Requested: (1) Receive the annual reports on Affirmative Action and the Minority and Women Educators Enhancement Program; and (2) Ratify the submission of these reports in accordance with Iowa Code §19B.5 and §262.93, to the Iowa General Assembly.

Executive Summary:

This report summarizes the progress that Regent institutions have made during the past year (October 1, 2004, through September 30, 2005) in providing equal employment opportunities for administrators, faculty, and staff. Due to the timing of the Board meeting and the statutory requirement that these reports be submitted to the Iowa General Assembly by January 31, it was necessary to ask the Board to review the report and comment on the report prior to the release of the agenda materials for the February meeting. In order to meet the statutory deadline, the reports were forwarded as required by the statute.

Institutional affirmative action officers will be present at the February meeting to provide brief comments and to respond to questions.

The Regent universities are “federal contractors” under Executive Order 11246 because they have fifty or more employees and have federal contracts exceeding \$50,000. Therefore, each university must develop an annual affirmative action program that includes:

- Taking affirmative action to employ and advance in employment qualified persons who are members of minority groups, women, persons with disabilities, disabled veterans, and veterans of the Vietnam era; and
- Development an affirmative action plan and reporting employment activities for these specific groups of individuals.

The institutional reports provide extensive detail about the types of programming and support available on the campus, and the progress made over the past year in enhancing the diversity of the institution. Due to the breadth of the institutional reports, they are not included with this memorandum but are available on the Board of Regents website and in the Board’s exhibit book at the meeting.

To put the diversity activities of the institution into perspective, it is useful to consider some of the Iowa demographic data from the U.S. Census Bureau 2004 American Community Survey. The total population of Iowa is approximately 2.9 million; women comprise 50.8% of the population. The minority population is approximately 6.2%.

While increases or decreases in a given employment category may be slight from year to year, progress is evident when viewed over a five- or ten-year period. A decadal view reveals steady incremental progress toward ensuring equal employment opportunities at the Regent institutions. Total minority employment has risen from 7.0% in 1995; to 8.3% in 2000 and now stands at 9.1%.

Progress is also apparent in the percentage of women in the workforce, particularly in tenure track positions. The percentage of women tenure track faculty has increased from 24.1% in 1995 to 30.5% in 2005. Also the numbers of women in Executive/Administrative/Managerial positions have increased over the ten-year period – from 26.4% in 1995 to 34.4% in 2005.

More specific information from each institution is shown in Attachment A. The statistics are prepared from workforce data compiled for all permanent, full-time and part-time employees working 50% or more for the period October 1, 2004, to September 30, 2005 (federal fiscal year).

In accordance with Iowa Code §262.81, the Board of Regents shall establish a program to recruit women and minority educators to faculty positions at the Regent universities. For FY 2005, the Regent universities committed a total of approximately \$1 million to these efforts.

Iowa Code §19B.5 requires that the Board and its institutions submit an annual report on affirmative, diversity and multicultural accomplishments to the Iowa General Assembly by January 31. The report is to include information identifying funding sources and itemized costs, including administrative costs, for these programs. The expenditures are detailed in Attachment B. The total expenditures for FY 2004 and FY 2005 are shown below:

	FY 2004	FY 2005	Percent Change
SUI	\$567,347	\$663,524	17%
ISU	\$264,373	\$253,139	-4%
UNI	\$213,878	\$224,319	5%

The University of Iowa noted that the increase in expenditures over the last year was due to adding new staff and filling a vacant position plus the set-up costs attributed to the addition of staff.

The Iowa School for the Deaf and Iowa Braille and Sight Saving School do not have offices that are dedicated to affirmative action activities; therefore, cost reports are not required.

**FIVE AND TEN YEAR COMPARISONS
(2004 State of Iowa Female Population 50.8%; Minority Population 6.2%)**

UNIVERSITY OF IOWA

POA GROUP	September 30, 1995					September 30, 2000					September 30, 2005				
	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial	265	74	27.9%	20	7.5%	287	84	29.3%	17	5.9%	340	119	35.0%	22	6.5%
Faculty: Tenure Track	1,645	367	22.3%	187	11.4%	1,539	410	26.6%	198	12.9%	1,520	436	28.7%	225	14.8%
Faculty: Non- Tenure Track	341	132	38.7%	76	22.3%	529	223	42.2%	127	24.0%	565	250	44.2%	76	13.5%
Professional and Scientific	5,194	3,601	69.3%	251	4.8%	5,653	3,857	68.2%	345	6.1%	6,565	4,576	69.7%	426	6.5%
Secretarial/ Clerical	2,707	2,304	85.1%	69	2.5%	2,731	2,311	84.6%	87	3.2%	2,651	2,262	85.3%	99	3.7%
Technical/ Paraprofessional	547	341	62.3%	21	3.8%	500	315	63.0%	24	4.8%	455	287	63.1%	21	4.6%
Skilled Crafts Service/ Maintenance	455	37	8.1%	15	3.3%	423	34	8.0%	14	3.3%	401	36	9.0%	21	5.2%
	1,859	1,022	55.0%	148	8.0%	1,692	902	53.3%	203	12.0%	1,777	951	53.5%	241	13.6%
TOTALS	13,013	7,878	60.5%	787	6.0%	13,354	8,136	60.9%	1,015	7.6%	14,274	8,917	62.5%	1,131	7.9%

IOWA STATE UNIVERSITY

POA GROUP	September 30, 1995					September 30, 2000					September 30, 2005				
	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial	261	68	26.1%	15	5.7%	263	75	28.5%	21	8.0%	297	100	33.7%	25	8.4%
Faculty: Tenure Track	1,275	273	21.4%	132	10.4%	1,278	325	25.4%	183	14.3%	1,243	353	28.4%	233	18.7%
Faculty: Non- Tenure Track	301	155	51.5%	32	10.6%	278	137	49.3%	35	12.6%	325	180	55.4%	38	11.7%
Professional and Scientific	2,086	948	45.4%	238	11.4%	1,999	884	44.2%	235	11.8%	2,166	967	44.6%	358	16.5%
Secretarial/ Clerical	1,169	1,078	92.2%	33	2.8%	1,300	1,186	91.2%	45	3.5%	1,116	1,010	90.5%	35	3.1%
Technical/ Paraprofessional	224	99	44.2%	7	3.1%	172	89	51.7%	5	2.9%	150	81	54.0%	5	3.3%
Skilled Crafts Service/ Maintenance	320	18	5.6%	6	1.9%	318	17	5.3%	7	2.2%	287	10	3.5%	4	1.4%
	682	343	50.3%	46	6.7%	564	321	56.9%	47	8.3%	571	315	55.2%	40	7.0%
TOTALS	6,318	2,982	47.2%	509	8.1%	6,172	3,034	49.2%	578	9.4%	6,155	3,016	49.0%	738	12.0%

UNIVERSITY OF NORTHERN IOWA

POA GROUP	September 30, 1995					September 30, 2000					September 30, 2005				
	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial	112	27	24.1%	12	10.7%	104	28	26.9%	6	5.8%	96	32	33.3%	6	6.3%
Faculty: Tenure Track	558	198	35.5%	56	10.0%	561	223	39.8%	71	12.7%	547	222	40.6%	73	13.3%
Faculty: Non-Tenure Track	74	54	73.0%	6	8.1%	112	66	58.9%	12	10.7%	49	33	67.3%	2	4.1%
Professional and Scientific	378	176	46.6%	37	9.8%	508	256	50.4%	45	8.9%	517	273	52.8%	43	8.3%
Secretarial/ Clerical	285	280	98.2%	18	6.3%	335	326	97.3%	16	4.8%	282	272	96.5%	14	5.0%
Technical/ Paraprofessional	24	13	54.2%	3	12.5%	22	9	40.9%	2	9.1%	32	10	31.3%	5	15.6%
Skilled Crafts Service/ Maintenance	85	3	3.5%	8	9.4%	86	6	7.0%	6	7.0%	68	4	5.9%	3	4.4%
	250	146	58.4%	51	20.4%	252	142	56.3%	48	19.0%	232	129	55.6%	34	14.7%
TOTALS	1,766	897	50.8%	191	10.8%	1,980	1,056	53.3%	206	10.4%	1,823	975	53.5%	180	9.9%

IOWA SCHOOL FOR THE DEAF

POA GROUP	September 30, 1995					September 30, 2000					September 30, 2005				
	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial	5	-	0.0%	-	0.0%	5	1	20.0%	-	0.0%	4	1	25.0%	-	0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	54	40	74.1%	-	0.0%	63	50	79.4%	-	0.0%	44	38	86.4%	-	0.0%
Professional and Scientific	24	20	83.3%	-	0.0%	35	24	68.6%	2	5.7%	34	27	79.4%	1	2.9%
Secretarial/ Clerical	11	11	100.0%	2	18.2%	8	8	100.0%	1	12.5%	5	5	100.0%	1	20.0%
Technical/ Paraprofessional	29	25	86.2%	-	0.0%	29	25	86.2%	1	3.4%	26	22	84.6%	2	7.7%
Skilled Crafts Service/ Maintenance	6	-	0.0%	-	0.0%	6	-	0.0%	-	0.0%	6	-	0.0%	-	0.0%
	19	7	36.8%	2	10.5%	20	8	40.0%	5	25.0%	19	8	42.1%	4	21.1%
TOTALS	148	103	69.6%	4	2.7%	166	116	69.9%	9	5.4%	138	101	73.2%	8	5.8%

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POA GROUP	September 30, 1995					September 30, 2000					September 30, 2005				
	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial	5	2	40.0%	-	0.0%	5	3	60.0%	-	0.0%	4	3	75.0%	-	0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	29	25	86.2%	-	0.0%	34	26	76.5%	-	0.0%	37	25	67.6%	-	0.0%
Professional and Scientific	2	2	100.0%	-	0.0%	8	5	62.5%	-	0.0%	8	6	75.0%	-	0.0%
Secretarial/ Clerical	8	8	100.0%	-	0.0%	8	8	100.0%	-	0.0%	7	7	100.0%	-	0.0%
Technical/ Paraprofessional	43	40	93.0%	-	0.0%	35	34	97.1%	-	0.0%	33	31	93.9%	-	0.0%
Skilled Crafts	2	-		-		-	-		-		-	-		-	
Service/ Maintenance	11	7	63.6%	-	0.0%	12	6	50.0%	-	0.0%	19	7	36.8%	1	5.3%
TOTALS	100	84	84.0%	-	0.0%	102	82	80.4%	-	0.0%	108	79	73.1%	1	0.9%

TOTAL -- REGENT INSTITUTIONS

POA GROUP	September 30, 1995					September 30, 2000					September 30, 2005				
	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive / Administrative / Managerial	648	171	26.4%	47	7.3%	664	191	28.8%	44	6.6%	741	255	34.4%	53	7.2%
Faculty: Tenure Track	3,478	838	24.1%	375	10.8%	3,378	958	28.4%	452	13.4%	3,310	1,011	30.5%	531	16.0%
Faculty: Non-Tenure Track	799	406	50.8%	114	14.3%	1,016	502	49.4%	174	17.1%	1,020	526	51.6%	116	11.4%
Professional and Scientific	7,684	4,747	61.8%	526	6.8%	8,203	5,026	61.3%	627	7.6%	9,290	5,849	63.0%	828	8.9%
Secretarial/ Clerical	4,180	3,681	88.1%	122	2.9%	4,382	3,839	87.6%	149	3.4%	4,061	3,556	87.6%	149	3.7%
Technical/ Paraprofessional	867	518	59.7%	31	3.6%	758	472	62.3%	32	4.2%	696	431	61.9%	33	4.7%
Skilled Crafts	868	58	6.7%	29	3.3%	833	57	6.8%	27	3.2%	762	50	6.6%	28	3.7%
Service/ Maintenance	2,821	1,525	54.1%	247	8.8%	2,540	1,379	54.3%	303	11.9%	2,618	1,410	53.9%	320	12.2%
TOTALS	21,345	11,944	56.0%	1,491	7.0%	21,774	12,424	57.1%	1,808	8.3%	22,498	13,088	58.2%	2,058	9.1%

**Affirmative Action, Diversity, Multi-Cultural Costs
FY 2005**

Department Name: Board of Regents
Person Completing Report: Marcia Brunson
E-mail Address: mbruns@iastate.edu

	SUI Affirmative Action Office	ISU Office of Equal Opportunity and Diversity	UNI Office of Compliance and Equity Management	Total
REVENUES				
STATE APPROPRIATIONS				
General Fund	663,524	253,139	224,319	1,140,982
Other	-	-	-	-
OTHER REVENUES				
Federal Support	-	-	-	-
Interest	-	-	-	-
Tuition and Fees	-	-	-	-
Reimb. Indirect Costs	-	-	-	-
Sales and Services	-	-	-	-
Other Income	-	-	-	-
TOTAL REVENUES	663,524	253,139	224,319	1,140,982
EXPENDITURES				
Fac. & Inst. Off. Salaries	-	-	110,433	110,433
Prof. & Sci. Staff Salaries	537,513	164,101	60,625	762,239
General Service Staff Salaries	50,324	26,165	1,125	77,614
Hourly Wages	12,433	10,328	-	22,761
Labor in Transfers	-	-	-	-
Vacancy Factor	-	-	-	-
Subtotal - Salaries	600,270	200,594	172,183	973,047
Prof. And Scientific Supplies	63,254	52,545	52,136	167,935
Library Acquisitions	-	-	-	-
Rentals	-	-	-	-
Utilities	-	-	-	-
Building Repairs	-	-	-	-
Auditor of State Reimb.	-	-	-	-
Aid to Individuals	-	-	-	-
Subtotal	63,254	52,545	52,136	167,935
TOTAL EXPENDITURES	663,524	253,139	224,319	1,140,982