

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 the Regent institutions have made during the past year (October 1, 2006, through September 30, 2007) in providing equal employment opportunities for administrators, faculty, and staff. Due to the timing of the Board meeting and the statutory requirements that these reports be submitted to the Iowa General Assembly by January 31, it was necessary to submit the reports prior to the release of the agenda materials for the February meeting.

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 plan that includes:

- Plans and programs that recruit and advance employing and contracting with minorities and women.
- Reports of affirmative actions taken and progress made to employ and advance in employment qualified persons who are members of racial/ethnic minority groups, women, persons with disabilities, disabled veterans, and veterans of the Vietnam era;
- Statements of policies and procedures that advance affirmative action for underutilized populations and equal opportunity and access for qualified members of protected classes, such as racial/ethnic minority groups, women, persons with disabilities, disabled veterans, and veterans of the Vietnam era;
- Processes for responding to formal and informal complaints and promoting nondiscrimination.

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 as an attachment to this memo and in the Regent Exhibit Book at the Board meeting.

The following are highlights from the reports submitted by the universities:

**University of Iowa**

- The percentage of female tenured/tenure track faculty is at an all-time high of 29.1% but still is under the goal of 32%.
- The percentage of minority tenured/tenure track faculty is at 17.1% -- highest number to date and above the goal of 16%.

- The percentage of women among the executive/administrative/managerial group increased to 37.0% from 34.3% in 2006. Minority representation in this group is at 7.1% -- just slightly below the 8% goal.
- Overall minority employment at the University is 8.2%.
- During the 2006-07 data year, the University hired or promoted 1,226 women and 207 racial/ethnic minorities.

Iowa State University

- Women were hired in the College of Business to fill three of the four vacant faculty positions during the year.
- The College of Agriculture was able to recruit four female, tenure-track faculty members. Through successful retention efforts, the College was also able to retain three tenured female faculty members and one adjunct female faculty member.
- Overall, at the University women make up 35.8% (35.0% in 2005-06) of the executive/administrative/managerial group and 29.2% (29.1% in 2005-06) in the tenured/tenure track group.
- Minority employment in the tenured/tenure track group is 20.4% (19.4% in 2005-06) and in the professional and scientific group 10.8% (10.1% in 2005-06).
- Overall, minority employment at the University is 10.5%.

University of Northern Iowa

- Females represent 41.6% of the tenured/tenure track faculty group. Minority representation in this group is 11.4%.
- Overall, minority employment at the University is 9.0%, a slight drop from 9.3% last year.
- There were 219 searches conducted during the reporting period resulting in 188 hires. The faculty and professional and scientific groups had the largest amount of hiring activity. Of the 57 faculty hires, 51% were female and 9% were minority.

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 7.4% in 1997; to 8.4% in 2002 and now stands at 8.8%.

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 25.6% in 1997 to 31.2% in 2007. Also, the number of women in executive/administrative/managerial positions has increased over the ten-year period – from 25.4% in 1997 to 36.5% in 2007.

More specific information from each institution is shown in Attachment A. The statistics are prepared from workforce data compiled for all regular, full-time and part-time employees working 50% or more for the period October 1, 2006, to September 30, 2007, using federal guidelines prescribed by the Office of Federal Contract Compliance Programs. It is important to note other

reports may use different data sources, time periods, and definitions; thus, prudence should be used when comparing data in this report to data in other workforce-related reports.

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. Highlights of the reports submitted by the universities are shown below:

University of Iowa

- The Office of the Provost supports a program to enhance efforts to recruit and retain minority faculty. This program, the Faculty Diversity Opportunities Program is administered by the Associate Provost for Diversity who works with collegiate deans to identify potential faculty hires who would add to the diversity of the faculty. Allocations (up to \$40,000) to hiring colleges are available to support the hiring of a new faculty member who is a target of opportunity and whose addition would improve the diversity of the requesting college. Support continues as long as the faculty member remains with the University. The FY 2007 commitment to this program was \$1.1 million.
- The Provost appointed a Gender Equity Task Force which was charged to “take a broad look at the status of women faculty at the University and recommend changes and programs to increase the number of women faculty and improve their quality of life”. Action is being taken on several recommendations.

Iowa State University

- The Office of the Provost continues to financially support the recruitment and retention of excellent faculty by funding requests from colleges and departments for dual-career hiring and to diversify the faculty. In FY 2007, \$589,000 was allocated for this purpose.
- A faculty mentoring program was initiated in 1992 with its goal to provide counsel and advice to new junior faculty. In recognition of the mentoring efforts of senior faculty, each receives a \$500 stipend to support their professional development.
- In 2006 ISU was awarded an NSF grant for an initiative that has the goal of improving recruitment, retention and leadership of women faculty in the science, technology, engineering and mathematics (“STEM”) fields. The five-year, \$3.3 million award supports the ISU ADVANCE Program which focuses on institutional transformation in advancing the careers of women in the STEM fields.
- ISU hosted the Regional Summit on Diversity, which attracted 200 participants from the Midwest. Over 200 students from Iowa colleges submitted resumes to central Iowa employers at the Diversity Career Fair.
- The President and the Executive Vice President for Academic Affairs have emphasized their expectations of deans and directors to advance excellence through diversity.

University of Northern Iowa

- Of the \$40,000 original budget, \$28,000 has been used since 1989 to recruit and hire a minority faculty member for the Political Science Department.
- The balance of these funds has been used since 1990 to recruit and hire an academic administrator as Associate Dean of the Graduate College. This individual retired from her position in 2002. These funds (plus an additional \$8,000) have been reallocated to

support teaching from visiting minority faculty and recruiting students from traditionally black schools such as Xavier, Dillard and Southern universities.

Iowa Code §19B.5 requires that the Board and its institutions submit an annual report on affirmative action, 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 2006 and FY 2007 are shown below:

	<b>FY 2006</b>	<b>FY 2007</b>	<b>Percent Change</b>
SUI	\$589,018	\$738,718	25%
ISU	\$313,679	\$355,042	13%
UNI	\$244,600	\$253,120	3%

The increase in the expenditures for the University of Iowa is in part due to reorganization within the Office of Equal Opportunity and Diversity.

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

UNIVERSITY OF IOWA

POA GROUP	September 30, 1997					September 30, 2002					September 30, 2007				
	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	271	78	28.8%	23	8.5%	309	104	33.7%	20	6.5%	351	130	37.0%	25	7.1%
Faculty: Tenure Track	1,583	380	24.0%	180	11.4%	1,507	406	26.9%	199	13.2%	1,485	432	29.1%	254	17.1%
Faculty: Non-Tenure Track	421	175	41.6%	99	23.5%	528	239	45.3%	87	16.5%	655	312	47.6%	83	12.7%
Professional and Scientific	5,219	3,564	68.3%	259	5.0%	6,016	4,117	68.4%	381	6.3%	7,165	5,064	70.7%	476	6.6%
Secretarial/Clerical	2,626	2,233	85.0%	66	2.5%	2,732	2,326	85.1%	99	3.6%	2,588	2,207	85.3%	104	4.0%
Technical/Paraprofessional	513	321	62.6%	21	4.1%	488	302	61.9%	16	3.3%	444	284	64.0%	24	5.4%
Skilled Crafts	439	39	8.9%	15	3.4%	408	42	10.3%	21	5.1%	403	33	8.2%	21	5.2%
Service/Maintenance	1,783	997	55.9%	160	9.0%	1,718	892	51.9%	240	14.0%	1,902	1,046	55.0%	242	12.7%
<b>TOTALS</b>	<b>12,855</b>	<b>7,787</b>	<b>60.6%</b>	<b>823</b>	<b>6.4%</b>	<b>13,706</b>	<b>8,428</b>	<b>61.5%</b>	<b>1,063</b>	<b>7.8%</b>	<b>14,993</b>	<b>9,508</b>	<b>63.4%</b>	<b>1,229</b>	<b>8.2%</b>

IOWA STATE UNIVERSITY

POA GROUP	September 30, 1997					September 30, 2002					September 30, 2007				
	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	264	62	23.5%	21	8.0%	265	83	31.3%	23	8.7%	346	124	35.8%	31	9.0%
Faculty: Tenure Track	1,235	277	22.4%	142	11.5%	1,226	313	25.5%	191	15.6%	1,195	349	29.2%	244	20.4%
Faculty: Non-Tenure Track	275	138	50.2%	19	6.9%	282	137	48.6%	35	12.4%	411	212	51.6%	56	13.6%
Professional and Scientific	2,129	986	46.3%	258	12.1%	2,032	897	44.1%	249	12.3%	2,014	952	47.3%	218	10.8%
Secretarial/Clerical	1,138	1,055	92.7%	28	2.5%	1,149	1,044	90.9%	37	3.2%	1,085	986	90.9%	36	3.3%
Technical/Paraprofessional	212	104	49.1%	7	3.3%	163	84	51.5%	5	3.1%	163	97	59.5%	5	3.1%
Skilled Crafts	291	15	5.2%	4	1.4%	295	14	4.7%	5	1.7%	282	12	4.3%	4	1.4%
Service/Maintenance	612	315	51.5%	50	8.2%	560	324	57.9%	42	7.5%	563	298	52.9%	44	7.8%
<b>TOTALS</b>	<b>6,156</b>	<b>2,952</b>	<b>48.0%</b>	<b>529</b>	<b>8.6%</b>	<b>5,972</b>	<b>2,896</b>	<b>48.5%</b>	<b>587</b>	<b>9.8%</b>	<b>6,059</b>	<b>3,030</b>	<b>50.0%</b>	<b>638</b>	<b>10.5%</b>

**UNIVERSITY OF NORTHERN IOWA**

POA GROUP	September 30, 1997					September 30, 2002					September 30, 2007				
	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	106	23	21.7%	8	7.5%	97	28	28.9%	6	6.2%	103	37	35.9%	6	5.8%
Faculty: Tenure Track	557	207	37.2%	61	11.0%	551	217	39.4%	64	11.6%	534	222	41.6%	61	11.4%
Faculty: Non-Tenure Track	96	62	64.6%	11	11.5%	166	101	60.8%	16	9.6%	39	25	64.1%	3	7.7%
Professional and Scientific	393	186	47.3%	36	9.2%	504	264	52.4%	42	8.3%	540	284	52.6%	43	8.0%
Secretarial/Clerical	301	295	98.0%	19	6.3%	323	312	96.6%	16	5.0%	275	265	96.4%	13	4.7%
Technical/Paraprofessional	21	11	52.4%	3	14.3%	26	11	42.3%	6	23.1%	31	9	29.0%	5	16.1%
Skilled Crafts	87	5	5.7%	6	6.9%	85	5	5.9%	5	5.9%	60	5	8.3%	2	3.3%
Service/Maintenance	254	146	57.5%	52	20.5%	240	134	55.8%	35	14.6%	242	132	54.5%	31	12.8%
<b>TOTALS</b>	<b>1,815</b>	<b>935</b>	<b>51.5%</b>	<b>196</b>	<b>10.8%</b>	<b>1,992</b>	<b>1,072</b>	<b>53.8%</b>	<b>190</b>	<b>9.5%</b>	<b>1,824</b>	<b>979</b>	<b>53.7%</b>	<b>164</b>	<b>9.0%</b>

**IOWA SCHOOL FOR THE DEAF**

POA GROUP	September 30, 1997					September 30, 2002					September 30, 2007				
	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	4		0.0%		0.0%	4		0.0%		0.0%	4	1	25.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	55	42	76.4%		0.0%	53	42	79.2%		0.0%	43	37	86.0%		0.0%
Professional and Scientific	24	19	79.2%	1	4.2%	37	30	1.0%	2	5.4%	36	27	75.0%		0.0%
Secretarial/Clerical	9	9	100.0%	1	11.1%	4	4	2.0%	1	25.0%	5	5	100.0%	1	20.0%
Technical/Paraprofessional	30	26	86.7%	1	3.3%	24	21	87.5%	2	8.3%	23	21	91.3%	3	13.0%
Skilled Crafts	8		0.0%		0.0%	6		0.0%		0.0%	6		0.0%		0.0%
Service/Maintenance	19	10	52.6%	2	10.5%	19	8	42.1%	4	21.1%	20	9	45.0%	4	20.0%
<b>TOTALS</b>	<b>149</b>	<b>106</b>	<b>71.1%</b>	<b>5</b>	<b>3.4%</b>	<b>147</b>	<b>105</b>	<b>71.4%</b>	<b>9</b>	<b>6.1%</b>	<b>137</b>	<b>100</b>	<b>73.0%</b>	<b>8</b>	<b>5.8%</b>

**IOWA BRAILLE AND SIGHT SAVING SCHOOL**

POA GROUP	September 30, 1997					September 30, 2002					September 30, 2007				
	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%	6	4	66.7%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	32	26	81.3%		0.0%	37	26	70.3%		0.0%	28	19	67.9%		0.0%
Professional and Scientific	5	4	80.0%		0.0%	8	5	62.5%		0.0%	7	6	85.7%		0.0%
Secretarial/Clerical	9	9	100.0%		0.0%	7	7	100.0%		0.0%	3	3	100.0%		0.0%
Technical/Paraprofessional	39	38	97.4%		0.0%	33	31	93.9%		0.0%	20	18	90.0%		0.0%
Skilled Crafts	2		0.0%		0.0%										
Service/Maintenance	10	7	70.0%		0.0%	19	9	47.4%		0.0%	17	6	35.3%	1	5.9%
<b>TOTALS</b>	<b>102</b>	<b>86</b>	<b>84.3%</b>	<b>-</b>	<b>0.0%</b>	<b>109</b>	<b>81</b>	<b>74.3%</b>	<b>-</b>	<b>0.0%</b>	<b>81</b>	<b>56</b>	<b>69.1%</b>	<b>1</b>	<b>1.2%</b>

**TOTAL -- REGENT INSTITUTIONS**

POA GROUP	September 30, 1997					September 30, 2002					September 30, 2007				
	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	650	165	25.4%	52	8.0%	680	218	32.1%	49	7.2%	810	296	36.5%	62	7.7%
Faculty: Tenure Track	3,375	864	25.6%	383	11.3%	3,284	936	28.5%	454	13.8%	3,214	1,003	31.2%	559	17.4%
Faculty: Non-Tenure Track	879	443	50.4%	129	14.7%	1,066	545	51.1%	138	12.9%	1,176	605	51.4%	142	12.1%
Professional and Scientific	7,770	4,759	61.2%	554	7.1%	8,597	5,313	61.8%	674	7.8%	9,762	6,333	64.9%	737	7.5%
Secretarial/Clerical	4,083	3,601	88.2%	114	2.8%	4,215	3,693	87.6%	153	3.6%	3,956	3,466	87.6%	154	3.9%
Technical/Paraprofessional	815	500	61.3%	32	3.9%	734	449	61.2%	29	4.0%	681	429	63.0%	37	5.4%
Skilled Crafts	827	59	7.1%	25	3.0%	794	61	7.7%	31	3.9%	751	50	6.7%	27	3.6%
Service/Maintenance	2,678	1,475	55.1%	264	9.9%	2,556	1,367	53.5%	321	12.6%	2,744	1,491	54.3%	322	11.7%
<b>TOTALS</b>	<b>21,077</b>	<b>11,866</b>	<b>56.3%</b>	<b>1,553</b>	<b>7.4%</b>	<b>21,926</b>	<b>12,582</b>	<b>57.4%</b>	<b>1,849</b>	<b>8.4%</b>	<b>23,094</b>	<b>13,673</b>	<b>59.2%</b>	<b>2,040</b>	<b>8.8%</b>