

**Contact: Jean Friedrich**

**ANNUAL DIVERSITY REPORT**

**Actions Requested:** (1) Receive the annual reports on Affirmative Action, the Minority and Women Educators Enhancement Program and the Affirmative Action Cost Report; 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 consists of three sections – the Annual Affirmative Action Report, the Annual Report on the Regents Minority and Women Educators Enhancement Program, and the Affirmative Action Cost report. All three reports are required by the Iowa Code. Due to the timing of the Board of Regents meeting, reports were transmitted to General Assembly in January in order to meet the January 31 statutory deadline.

**ANNUAL AFFIRMATIVE ACTION REPORT**

This report summarizes the activities of the Regent institutions during the past year in providing equal employment opportunities for administrators, faculty and staff. 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 agenda item.

The tables in Attachment A provide comparison over the past 10 years by Primary Occupational Activity group (POA). 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, 2014, to September 30, 2015, for ISU, UNI, ISD and IBSSS, using federal guidelines prescribed by the Office of Federal Contract Compliance Programs. SUI captured data for the report for the period November 1, 2014, through October 31, 2015.

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. As an example, this report includes deans, directors and departmental executive officers who hold faculty rank in the POA group for Executive, Administrative and Managerial Staff. Other reports may include these individuals in the faculty category.

In the last 10 years, overall progress in the percentage of females and/or minorities to the total employees in each POA has been shown in the following areas:

Total - Regent Institutions

	2005	2015
Executive/Administrative/Managerial		
Females	34.4%	44.3%
Faculty tenure track		
Females	31.0%	35.4%
Minorities	15.9%	22.0%

	2005	2015
Faculty non-tenure track		
Females	51.0%	53.7%
Minorities	11.8%	18.7%
Professional and Scientific		
Females	63.0%	67.3%
Minorities	8.9%	9.2%
Secretarial/Clerical		
Minorities	3.7%	5.7%
Technical/Paraprofessional		
Females	61.9%	72.9%
Minorities	4.7%	10.5%
Skilled Crafts		
Females	6.6%	8.3%
Minorities	3.7%	3.9%
Service/Maintenance		
Minorities	12.2%	18.7%

Peer group comparisons have limited meaning in the affirmative action area in most employment categories. The affirmative action efforts put forth by the Iowa Regent universities are geared toward meeting or exceeding goals set for occupational categories based upon the availability for each job group within specific geographic areas. Availability in recruitment pools is a major factor in affirmative action.

The recruitment for faculty is on a national or even international basis. The Board has asked in the past how institutions in the peer groups compare to the Regent universities. Comparison data on the percentages of women and minorities in the faculty ranks at peer institutions is provided below. This data originates from the Integrated Post Secondary Data System (IPEDS) and reflects only full-time faculty for Fall 2014; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2015. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track  
Fall 2014

	PERCENT FEMALE	PERCENT MINORITY
<b>University of Iowa</b>	32.2	18.5
Peer Group Average	33.4	21.5
<b>Iowa State University</b>	30.9	22.9
Peer Group Average	32.0	23.2
<b>University of Northern Iowa</b>	45.1	15.5
Peer Group Average	40.4	25.3

Highlights from the reports submitted by the universities are included below:

**University of Iowa**

The University of Iowa continues its efforts to promote equal employment opportunity and affirmative action at the institution. The university encourages each department to recruit, appoint and promote persons who meet its high standards of excellence and who contribute to the university's affirmative action mission.

The chief diversity officer and associate vice president (CDO), a position named in 2010, leads and coordinates the university's efforts to recruit and retain a diverse and inclusive academic community of faculty, staff and students by initiating and implementing policies, initiatives, and programs in the areas of institutional diversity, equal opportunity, affirmative action and human and civil rights.

The Office of Equal Opportunity and Diversity (EOD) reports to the chief diversity officer and associate vice president and is charged with the day-to-day implementation of affirmative action policies. The office supports the university by providing all members of the community with expert advice, education, and services which ensure the university's compliance with all applicable federal, state and university equal opportunity, affirmative action, nondiscrimination and civil rights laws, regulations and policies.

During Fiscal Year 2015, a total of 9,136 individuals completed one of the approved sexual harassment prevention courses; of these, 78 percent completed an online training and 22 percent attended in-person training. As of June 30, 2015, 99.6 percent of current covered employees were compliant with the mandate for periodic training on sexual harassment prevention. The chart below shows completion rates by employee category.

- From November 1, 2014 to November 1, 2015, the University of Iowa workforce increased by 557 individuals (3.4%), from 16,424 in 2014 to 16,981 in 2015.
  - The faculty and staff increased by 426 women (4.0%).
  - Racial/ethnic minority representation increased by 154 individuals (8.4%).
  - There was a decrease of 21 tenured/tenure track faculty (1.4%).
  - The number of female faculty members on the tenure track decreased by 7 (1.5%), maintaining representation at 32.8%.
  - The number of minority faculty members on the tenure track decreased by 2 (0.7%); as this is smaller than the overall decrease, minority representation increased slightly to 20.9%.
  - Female representation among executive, administrative and managerial staff increased by 4 (2.6%), from 40.9% in 2014 to 43.7% in 2015.
  - The number of racial/ethnic minorities among executive, administrative and managerial staff decreased by 3 (14.3%), decreasing representation from 5.7% to 5.1%.
  - Minority representation among professional and scientific staff increased by 84 individuals (11.5%), increasing representation from 8.2% to 8.6%.
  - During the 2014-15 data year, the university hired or promoted 2,074 women and 440 racial/ethnic minorities. Despite this level of hiring, varied degrees of underrepresentation of women and minorities remain in individual job groups within the majority of the Primary Occupational Activity (POA) groups. With all job groups

- aggregated, the university is currently underrepresented by 342 women (2.0%) and by 299 minorities (1.8%).<sup>i</sup>
- There was a net decrease of 8 individuals (9.9%) who self-reported having disabilities.
  - There were increases in the numbers of disabled veterans (3 individuals or 10.0%) and Armed Forces Service Medal veterans (8 individuals or 11.6%), while the numbers decreased of Active Duty Wartime or Campaign Badge veterans (19 individuals or 4.0%) and recently separated veterans (6 individuals or 75.0%).

### **Iowa State University**

Iowa State University continues to explore avenues to increase diversity within the community and across campus and continues to recruit for diversity within the community.

Iowa State University continues to hold sessions for faculty, staff and graduate students regarding the Discrimination and Harassment policy and procedures. The participants learn what constitutes as discrimination and harassment, how to identify prohibited conduct, how to prevent and how to report potential violations of University policy. Participants learn where to find Iowa State University policies and the appropriate university contacts. Training and education is an excellent way of supporting a working and learning environment that is welcoming, inclusive and free from discrimination and harassment. Having a solid policy and educating people on that policy encourages a working and learning environment where all people can succeed and thrive.

The Office of the Senior Vice President and Provost (SVPP) is guided by the current University strategic plan that posits diversity as central to the university's mission. The SVPP plays an integral role in developing and supporting diversity initiatives throughout the Academic Division. The Academic Division plays a key role in diversity efforts at the institution especially with regard to the recruiting, supporting, and advancing of a diverse body of faculty. The Provost sets expectations and assesses annually the progress made by each dean and each college towards their diversity goals.

The Division of Student Affairs continues its effective recruitment and retention strategies. In Fall 2015, Iowa State University once again enrolled its most diverse student body ever. A record number of international students (4,041) are now enrolled, an increase of 13 students from last fall's record of 4,028. U.S. multicultural enrollment is 4,325 (12 percent of total enrollment), a new record and an increase over last fall's 4,065 students. Total U.S. multicultural and international enrollment is 8,366, or 23.24 percent of the student body. (The previous record set in Fall 2014 was 8,093, or 23.3 percent of the student body.)

The Senior Vice President for Business and Finance's diversity initiatives relate to Iowa State University's strategic plan priorities as well as various goals within the strategic plan for business and finance. For business and finance, one of the goals is to promote an environment and provide services that enhance and diversify the university's human resources.

The Office of Equal Opportunity, Dean of Students Office and Iowa State University Police Department continue to conduct a number of outreach sessions to discuss the sexual misconduct, gender based violence and student rights and responsibilities in regard to university policy. These presentations include information about university policy and resources for students in need of support or assistance. Presentations have been done for a number of academic courses, graduate students, freshman classes, Greek chapter houses, residence life staff, student athletes and other student organizations and leaders.

In addition, representatives of Iowa State University serve on various state, Big 12 and national boards such as the Iowa Network for Women in Higher Education (a part of the national network coordinated by the Inclusive Excellence Group of the American Council on Education), National Association of Diversity Officers in Higher Education, and the Big 12 Chapter of Chief Diversity Officers, which are committed to advancing women and people of color in higher education.

The efforts made by Iowa State University can be measured by the proportion of underrepresented faculty and staff as compared to the proportion of the state of Iowa's underrepresented population. The table below gives this overall proportion:

Underrepresented Group	Percentage of Underrepresented Faculty and Staff at Iowa State University	Percentage of Underrepresented Population in the State of Iowa <sup>1</sup>
Women	50.2	50.5
Minorities	13.7	12.5

<sup>1</sup>Information provided by the 2013 United States Census Bureau.

Several groups within the total workforce at Iowa State University saw an increase in the number of female employees and an increase as a percentage of total employees in each group from 2014.

Executive/Administrative/Managerial female employees saw an increase of 6 female employees, an increase of 0.3% from 2014. Tenure Track Faculty saw an increase of 19 female employees and an increase of 0.9% from 2014. The Professional and Scientific group saw an increase of 40 female employees and an increase of 0.5% from 2014. The Technical/Paraprofessional group also saw an increase of 18 female employees but a decrease of 11.0% as a percent of total employees from 2014. The number of female employees in the Skilled Crafts group saw an increase of 24 female employees and an increase of 7.1% from 2014.

Several groups within the total workforce at Iowa State University also saw an increase in the number of minority employees and an increase as a percentage of total employees in each group from 2014.

Executive/Administrative/Managerial minority employees saw an increase of 3 employees and an increase of 0.5% from 2014. Tenured/Tenure Track Faculty saw an increase of 23 minority employees and an increase of 1.3% from 2014. There was an increase of 9 minority employee and an increase of 0.1% from 2014 for the Professional and Scientific group. The Secretarial/Clerical group saw an increase of 5 minority employees and an increase of 1.1 percent from 2014. The number of minority employees in the Technical/Paraprofessional group increased by 5 employees and an increase of 0.5% from 2014. The number of minority employees in Skilled Crafts increased by 2 employees and saw a 0.4% increase from 2014.

Iowa State University experienced a net increase of 20 minority employees and a net increase by 0.1% from 2014.

**University of Northern Iowa**

As of October 1, 2015, the UNI workforce totals 1789 non-temporary employees. This includes 991 (55.4%) female employees and 174 (9.7%) minority employees. One year ago, UNI employed 1860 non-temporary employees, including 1042 (56%) female employees and 200 (10.8%) minority employees. Total number of employees decreased by 71 (3.8%) from last year; the number of females decreased by 51 (4.9%); and the number of minorities decreased by 26 (13%).

Five- and 10-year comparisons for the overall workforce show varied progress in female and minority representation. Over the 10-year history, total employment numbers fluctuated but compared to 2005 and 2010, the 2015 progress with female hiring is significant. The total number of non-temporary employees working at UNI is down by 34 (1.9%) compared to ten years ago. The percentage of female employees has made steady gains over the same period. Females were employed at a rate of 53.5% 10 years ago. Females are currently employed at a rate of 55.4% of total employment. The percentage of minority employees has remained relatively constant over the 10-year period, from 9.9% in 2005 to 9.7% in 2015 after making an increase to 10.1% in 2010.

The tenured and tenure track employee group currently employs a total of 503 employees. This represents a decrease of 47 (8.5%) of faculty employees from last year. The five- and 10-year comparisons reflect overall gains in the proportion of both females and minorities in the tenured and tenure track faculty group. While the overall number of tenured and tenure track employees has decreased 8% from 547 to 503 over the past 10 years, female representation has increased from 40.6% to 45.1%. Minority representation in the tenured and tenure track employee group rose from 13.3% to 15.5% over the same 10-year period.

Affirmative Action at UNI is a shared responsibility. With the support of the President, the Vice Presidents and the Office of Compliance and Equity Management, UNI will continue to hire faculty and staff in accordance with affirmative action principles and will consistently enforce federal guidelines established for educational institutions. The University relies heavily on its administrators and search committees to make affirmative action a priority in hiring.

The Office of Compliance and Equity Management provides information, strategy and support to departments in their recruitment and hiring activities. Each search is reviewed on an individual basis to determine the most appropriate method of recruitment for that particular vacancy. The development of these individualized recruiting strategies and the personal attention allows departments the opportunity to be innovative in their outreach while adhering to equal opportunity and affirmative action hiring procedures.

**REGENTS MINORITY AND WOMEN EDUCATORS ENHANCEMENT PROGRAM**

Iowa Code §262.81 requires the Board of Regents to establish a program to recruit women and minority educators to faculty positions at the Regent universities and to file an annual report of these activities. The complete reports may be found on the Board's website as an attachment to this agenda item. Highlights of the reports submitted by the universities are shown below:

**University of Iowa**

The following initiatives reflect the progress of that work during academic year 2014-2015.

**National Coalition Building Institute (NCBI).** The National Coalition Building Institute (NCBI) is a nonprofit leadership training organization based in Washington, D.C. NCBI works through a coalition-building model to provide leadership training for inclusion and equity, with the goal of eliminating all forms of prejudice throughout the world. The University of Iowa has been affiliated with NCBI since 2011, and since that time has reached 1,117 faculty, staff, students and community members through ongoing workshops. Additionally, 88 faculty, staff and students have attended a three-day train-the-trainer workshop, gaining skills for coalition building, prejudice reduction, conflict resolution and educational outreach.

In 2014-15, UI's NCBI affiliate held 13 full-day *Leadership for Equity & Inclusion* workshops and two half-day *Conflict & Controversial Issues* workshops; 265 faculty, staff, students and community members attended these workshops.

**Diversity Opportunity Programs.** In 1999, the Office of the Provost established a program to aid collegiate efforts to recruit and retain faculty from underrepresented communities, with an emphasis on recruiting faculty of color. This program, now called the Faculty Diversity Opportunity Program, has been an important tool for reaching the university's diversity goals and thereby enhancing the excellence of the University of Iowa. The program is administered by the chief diversity officer and associate vice president (CDO), who works with collegiate deans to identify potential faculty hires who would add to the diversity of the UI faculty. Mentoring and retention follow-up plans remain critical components of FDOP funding requests. The CDO, working in close collaboration with the associate provost for faculty, collegiate deans and others, coordinates a central effort to recruit and retain minority faculty.

**Recruitment Ambassadors Program.** The Recruitment Ambassadors Program, jointly sponsored by University Human Resources and the Office of Equal Opportunity and Diversity, supports the university's strategic goals for increasing the diversity of the faculty and staff. Recruitment ambassadors are current or former faculty and staff members who volunteer to help recruit diverse prospective employees by providing first-hand information about the University of Iowa campus and the Iowa City/Coralville community.

**Collegiate Diversity Group.** The executive vice president and provost, through the chief diversity officer and associate vice president, has organized the colleges, through the deans, to address diversity issues, including recruitment and retention of underrepresented minorities and women faculty. The purpose of the Collegiate Diversity Group is to share information, assess the status of and concerns arising from the colleges' diversity efforts, identify and develop resources for collegiate diversity, and bring to the attention of the deans those issues in need of policy development or resolution across colleges. Meetings of the Collegiate Diversity Group have focused on undergraduate and graduate/professional student outreach and recruitment, admissions, and financial aid issues. The chairs of the university's Charter Committee on Diversity serve as *ex officio* members. Consideration of diversity issues in the collegiate academic environment, curricula, and programming are also important foci of the Associate Deans for Academic Programs group convened by the associate provost for undergraduate education.

**Minority and Women Faculty Development.** The Office of the Provost, through the associate provost for faculty, sponsors faculty development programs for early career faculty members. These programs include a new faculty orientation and seminars on promotion and tenure. The Office of the Provost sponsors informal events throughout the year to enhance networking among early career faculty members and to introduce them to UI administration, including the President and Provost New Faculty Welcome Reception, New Faculty Breakfast with the Provost, and New Faculty End of Semester Reception. Additionally, the office publishes and widely distributes a comprehensive calendar of faculty development programs offered by numerous offices across campus to provide easy access to the rich and varied programs available on campus to advance faculty excellence.

Colleges develop initiatives for the retention of minority and women faculty members at the collegiate level. Several departments and colleges have begun offering implicit bias trainings to their faculty, with specific focus on decreasing the impact of implicit bias on search and selection processes and on overall climate.

**Diverse Visiting Faculty and Speakers.** The executive vice president and provost, through the chief diversity officer and associate vice president, provides financial support for efforts to bring underrepresented minority persons as visiting faculty and speakers to campus.

**Workshops and Programs on Diversity.** The university, through the chief diversity officer and associate vice president, regularly supports events that enhance dialogue and sensitivity about diversity issues. The Office of Equal Opportunity and Diversity, University Human Resources, the Council on the Status of Women, and the Charter Committee on Diversity partner with other units to conduct university, collegiate, and departmental faculty and staff workshops and other programming designed to enhance the university's recruitment and retention of underrepresented minority and women faculty.

The university hosted the Annual Disability Celebration in October 2014 to raise disability awareness and to celebrate and recognize the efforts of university staff members who enhance opportunities for individuals with disabilities at the University of Iowa; the celebration was attended by members of the university community.

The university partnered with the Iowa Network for Women in Higher Education (WHE) to launch a Women's Leadership Initiative this year to create a community of support and empowerment for women leaders at all levels in higher education. This series, developed by women leaders for women leaders, will continue into future years and includes ongoing dialogue about topics impacting leadership.

**Celebration of Excellence and Achievement Among Women.** The Office of the Provost and the Chief Diversity Office, along with other central administration units, sponsor the Council on the Status of Women's annual tribute to the accomplishments of all women at the University of Iowa. This event began in 1982 when the university community gathered to award the Jane A. Weiss Memorial Dissertation Scholarship. The event has evolved over the years to recognize outstanding scholarship, research, service, leadership and activism among undergraduate and graduate/professional students, staff and faculty women.

**Diversity Catalyst Award and Diversity Catalyst Seed Grant.** The Chief Diversity Office sponsors several reward and recognition programs supporting diversity and inclusion, including the Diversity Catalyst Award and the Diversity Catalyst Seed Grant Program. The Diversity Catalyst Award annually recognizes faculty, staff, students, student organizations and units for their distinctive and innovative diversity contributions at the university. Award recipients are recognized at a spring reception and receive a cash prize.

**Support for Underrepresented Graduate and Undergraduate Students.** Several University of Iowa programs aim to increase the representation of minorities and women among future faculty through student recruitment and support of students in the academic pipeline to complete their graduate degrees and perhaps enter the professoriate.

Since 1986, the University of Iowa Graduate College has annually held the Summer Research Opportunities Program (SROP) to recruit, support, and assist talented underrepresented undergraduate students interested in pursuing graduate studies and collegiate faculty careers. SROP is an award winning program designed to provide promising underrepresented undergraduate students with in-depth research experiences.

The Graduate College Iowa Recruitment Fellowship program promotes recruitment of outstanding students who are underrepresented in their graduate disciplines (e.g., racial/ethnic, gender, first generation socioeconomically disadvantaged). Applicants must be nominated by their graduate programs. The Graduate College Iowa Recruitment Fellowship Program enhances departmental recruitment packages by offering the University's most accomplished new doctoral students a stipend supplement (\$2,000 per year) for up to five years and fellowship support for up to four summer terms (\$4,000 per summer).

**Salary Equity.** The Office of the Provost conducted a campus-wide study of salary equity between women and men faculty in 2012. Results indicated that there was no systematic difference between the salaries of women and men faculty controlling for other relevant factors across most campus units. However, there were some individual faculty members, both men and women, who did have salary levels significantly lower than expected given other relevant factors. The Office of the Provost worked with the collegiate dean offices to determine whether or not there were satisfactory reasons for these lower than expected salaries.

The Office of Equal Opportunity and Diversity and the Department of Human Resources jointly conduct an annual review of the salaries of non-organized Professional and Scientific (non-organized) staff to ensure that the university's compensation procedures and practices are applied uniformly and consistently to each employee, regardless of sex or racial/ethnic minority status.

**Dual Career Services.** In 1994, the University of Iowa established Dual Career Services (formerly the Dual Career Network), a program designed to assist the accompanying partners of new university faculty or staff members in locating and securing employment. Services include professional job search and career guidance, resume/CV and cover letter writing assistance, interviewing assistance, utilizing social media in the job search, up-to-date information about the local market and demographics, access to job openings with the university and other local employers, and introduction to local groups for networking. Dual Career Services has been successfully involved in helping to recruit and retain diverse faculty hires.

**Women in Science and Engineering (WISE).** The 2014-2015 academic year marked the beginning of the 3<sup>rd</sup> decade of WISE Women at the University of Iowa, the 19th year of both the WISE Peer Mentoring Program (the longest-running peer mentoring program at the University of Iowa), and the Be-WISE Living-Learning Community in Stanley Residence Hall (the oldest academic-based living-learning community at the University of Iowa). The mission of the Women in Science and Engineering Program is to expand and improve educational and professional opportunities for women in all fields of science, technology, engineering and math (STEM) by facilitating individual, institutional and social change. The WISE Program was established in 1994 with support from the offices of the Vice President for Research and the Provost. The WISE Program cooperates with STEM programs at the University of Iowa in pursuing the goals for STEM fields including increasing the retention, participation, professional development and advancement of women students, faculty and professional staff.

**Diversity Focus.** In 2005, the University of Iowa became a charter member of Diversity Focus, a community and business organization with the mission to increase diversity along the Cedar Rapids-Iowa City corridor by integrating and coordinating existing efforts as well as identifying or creating other activities and programs. Other charter members include the Cedar Rapids Chamber of Commerce, Alliant Energy and Rockwell Collins. The university continues to collaborate with Diversity Focus, primarily through membership in the Employee Resource Group Consortium, which meets regularly and hosts conferences, training sessions, and social activities intended to support diversity in the corridor.

### **Iowa State University**

Iowa State University strives to support several key programs to cultivate the hiring, retention, mentoring, satisfaction, advancement, promotion and leadership of underrepresented minority and women educators. A summary of the report follows.

**Emerging Leaders Academy.** The Office of the Senior Vice President and Provost (SVPP) continues to support its leadership development program, the Emerging Leaders Academy, in place since January 2009. The program aims to develop depth of leadership skills among faculty and staff, as well as to diversify the potential pool of leadership candidates at ISU. Underrepresented and women faculty and staff are especially encouraged to apply. Presently, over 130 faculty and senior staff have been trained in leadership, teamwork, communication, fiscal responsibility, diversity, management and public accountability.

**ISU ADVANCE.** This is the university's flagship program dealing with faculty equity and diversity issues. ADVANCE has been able to develop initiatives, programming, and materials to address diversity among the faculty ranks in STEM fields at ISU. Since 2011, ADVANCE has broadened its scope beyond STEM to engage all faculty, with particular emphasis on the advancement of women and underrepresented faculty across all colleges. In 2013, the provost charged each academic college with appointing an Equity Advisor to provide training to faculty search committees and to develop programming in support of the needs of faculty in each college. Programming targeted by Equity Advisors centers around improving departmental climate, faculty promotion and retention and work-life balance. ADVANCE is also leading a Departmental Enhancement Program for departments that: 1) are preparing to undergo program review, 2) have just undergone a program review and are working to implement recommendations, or 3) are undergoing a leadership transition. The Departmental Enhancement Program pilot assists department faculty with identifying and addressing barriers to transparency within department culture. The university depends on the quality of the materials and programming that ADVANCE has produced to define diversity conversations among ISU faculty.

**Work/Life Advisory Committee.** Iowa State University continues to support a more flexible work environment for its faculty and staff. A Work/Life website combines existing policies and resources so that information can be accessed more efficiently and utilized more effectively. The Work/Life Advisory Committee is charged with reviewing current university policies, benchmarking best practices, and identifying gaps. Multiple workshops are offered for faculty on "Flexible Faculty Policies," "Stress Management", and "Work-Life Balance" as a result of feedback we received from past participants in the SVPP mentoring program.

**COACHE Survey of Faculty Satisfaction.** The Collaboration on Academic Careers in Higher Education (COACHE) survey was administered during the AY 2013-14. The goal is to survey all full-time faculty – regardless of appointment type or rank – every three to four years. Iowa State has made great progress in clarifying the tenure process, creating policies to support work/life balance, and creating mentoring opportunities for junior faculty, and the most recent administration

of the COACHE survey has further enabled us to identify issues on which there are significant differences by gender or minority status that may impact faculty success, and also to identify areas of strength.

**Women's and Diversity Grant Program.** This funding pool of \$50,000 supports initiatives that will enrich the experiences of women faculty, staff and students and people of color at ISU. Proposals are expected to target education, research and outreach in order to positively impact and advance faculty, staff and student women, minorities and under-represented groups at Iowa State University. For FY 2015-16, 12 projects received funding to enhance gender equity and diversity initiatives.

**Diversifying the Faculty.** The Office of the Senior Vice President and Provost continues to financially support the recruitment and retention of excellent faculty by specifically funding requests from colleges and departments for dual-career partner support and to support hires that diversify the faculty. The hiring of over 200 faculty couples has been supported through this program in its fifteen-year history. The ADVANCE Equity Advisors, in collaboration with the Office of Equal Opportunity, further contribute to these efforts by providing training on inclusive faculty searches to department and college search committees.

**Mentoring.** The mentoring of faculty continues to be an important way for ISU to ensure that a diverse faculty succeeds at ISU. In addition to a one-on-one mentoring program that involves all first year faculty, the Provost supports college-level peer mentoring programs. A peer-mentoring program ensures that each college has appointed a senior faculty member to serve as a peer mentoring coordinator for the first-year faculty in the college. Programming throughout the semester on issues of mentoring, promotion, scholarship and work-life management further builds a sense of community among the first-year cohort.

**University Committee on Diversity.** Since its creation in 2007, the University Committee on Diversity (UCD) has brought together representatives from the major divisions of the university as well as at-large members to share information and identify issues. The committee maintains the university diversity website and assists in coordination of the Women's and Diversity Grant competition sponsored by the Provost's Office that distributes \$50,000 as seed money for a range of diversity initiatives.

**Women's Leadership Consortium (WLC).** WLC continues to bring together leaders of various women's programs on campus, develops strategies for increasing the visibility of issues facing women, and studies the impact of women's initiatives and programs, on campus. Each year, the Women's Leadership Consortium sponsors a Women Impacting ISU Calendar to spotlight women in leadership, who serve as resources within the community.

**Iowa Network for Women in Higher Education (WHE).** The Associate Provost for Faculty works with the Iowa Network to encourage more women to consider leadership in higher education. The primary goal of the Iowa Network (affiliated with the American Council on Education) is to facilitate the development of women leaders in higher education, through conversations, collaborations and mentoring across the state.

**Child Care Resources.** This unit within University Human Resources supports Iowa State University families by linking them with professional programs and services that can help meet their child care needs. The university childcare consultant is available to assist families in accessing on campus and community-based services. The university supports two child care centers located on campus, University Community Childcare in Pammel Court and the University Child Care Center at Veterinary Medicine.

**Faculty and Staff Affinity Groups.** The SVPP continues to support the development and growth of several faculty and staff affinity groups, specifically the Black Faculty and Staff Association;

*Colegas*, the Latino Faculty and Staff Association; the LGBT Faculty and Staff Association; and the Asian American and Pacific Islanders Faculty and Staff Association. Discussion is currently underway to form an American Indian Faculty and Staff Association. These networks are designed to cultivate and connect Iowa State's diverse faculty and staff populations with the greater university community, and to support recruitment and retention by addressing social and professional components essential to an enhanced quality of life for faculty and staff. The faculty and staff affinity networks align with the university's strategic goals by tackling the ongoing effort to create and support a more diverse campus community.

**University Committee on Women (UCW).** The SVPP continues to support the work of the UCW, an active committee made up of faculty, staff, and students across the institution. Through its subcommittees, it has continued to assess the status of women by issuing a reports every two years on the status of female faculty, staff, and students in one of the academic college. The UCW completed a twelve-year year Status of Women Report in 2014 which was used by the President of the University in the decision to create a Vice President for Diversity and Inclusion at Iowa State. The UCW meets once a year with the President to keep them apprised of key issues facing women on campus.

**Strengthening the Professoriate at ISU (SP@ISU).** *Strengthening the Professoriate at ISU* allows ISU to continue efforts to strengthen and diversify faculty and senior scholars by building on good diversity programs around the campus as well as strong policies and central support. The long-term goal is to develop a diverse faculty who integrate their broader impacts efforts with their research enterprise. The program is a collaboration of the SVPP, the Graduate College, and the Vice President for Research. With the conclusion of the five years of NSF grant support in 2015, SP@ISU will be folded into the structure and workings of the Vice President for Research's Grants Hub initiative, thus institutionalizing its role in broadening impacts.

**Martin Luther King, Jr. Awards.** Each year, the SVPP Office organizes the Advancing One Community Award. The award recognizes individuals and groups who have followed the principles of Dr. Martin Luther King, Jr. Each January as part of the MLK Jr. Birthday Convocation, recipients are recognized for their efforts to create an inclusive university community that embraces justice and equity.

**Faculty Administrative Fellowships.** The Faculty Fellows Program provides leadership and project management experience to faculty who are interested in, or aspire to, leadership positions at Iowa State. The Provost's Office recently announced the appointment of Surya Mallapragada as a new faculty fellow for AY 2015-2017. The appointment of Dr. Mallapragada will allow the academic division to devote greater attention to faculty recognition efforts which are an institutional priority. Dr. Gloria Jones-Johnson continues to serve as a faculty fellow to support an Inclusive Culture in the academic departments and colleges, and Dr. Cinzia Cervato continues to serve as a faculty fellow to focus on Early Career Faculty Development in support of mentoring and programming efforts.

**University of Northern Iowa**

This past year, the allocation for the Minority and Women Educators Enhancement Program has been used in the following ways:

- To supplement a minority faculty line in the Department of Political Science. The faculty member teaches two sections of non-western cultures: Africa and an upper level political science class in the area of international relations or comparative politics. In addition, he typically teaches an overload section of the non-western cultures: Africa course, either at UNI-CUE or on-line. His research focuses on the political economy of the African state, and in particular the political economy of military rule in Africa. He served as a senior analyst for six years for the State Department and the Department of Defense's Trans-Saharan Security Symposium. He has also served as a senior consultant to the Independent Electoral Commission of Nigeria and as a digital photographic consultant to the National Emergency Management Agency of Nigeria.
- To provide permanent partial funding for a minority Assistant Professor in the Department of Educational Psychology & Foundations. The Department of Educational Psychology & Foundations had a need for someone to teach Research Methods and Statistics. This new faculty member was a valuable asset to not only the department but the entire university in these specific areas as well as other university projects. Unfortunately, he was recruited away from UNI to become a faculty member at the University of Iowa. During 2015-16, the University will determine how best to use the funds that are now available from this partial funding that was allotted to the Department of Educational Psychology and Foundations.

The University of Northern Iowa continues to encourage search committees to have a diverse pool of applicants and to seriously consider hiring qualified candidates. The Provost's office is providing extra training and support to search committees in order to assist them in recruiting a more diverse pool of applicants.

**AFFIRMATIVE ACTION COST REPORT**

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 income and expenditures are detailed in Attachment B. The total expenditures for FY 2014 and FY 2015 are shown below:

	<b>FY 2014</b>	<b>FY 2015</b>
SUI	\$823,320	\$844,389
ISU	\$357,233	\$360,288
UNI	\$353,556	\$357,523

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

ANNUAL AFFIRMATIVE ACTION REPORT COMPARISONS

UNIVERSITY OF IOWA															
POA GROUP	September 30, 2005					September 30, 2010					September 30, 2015				
	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, and Managerial Staff	340	119	35.00%	22	6.50%	358	129	36.00%	28	7.80%	355	155	43.70%	18	5.10%
Tenured/Tenure Track Faculty	1,520	436	28.70%	225	14.80%	1,455	465	32.00%	271	18.60%	1,432	469	32.80%	299	20.90%
Non-Tenure Track Faculty	565	250	44.20%	76	13.50%	761	372	48.90%	125	16.40%	1,076	544	50.60%	226	21.00%
Professional and Scientific Staff	6,565	4,576	69.70%	426	6.50%	7,587	5,406	71.30%	537	7.10%	9,458	6,802	71.90%	812	8.60%
Secretarial and Clerical Staff	2,651	2,262	85.30%	99	3.70%	2,176	1,852	85.10%	92	4.20%	1,621	1,347	83.10%	96	5.90%
Technical and Paraprofessional Staff	455	287	63.10%	21	4.60%	576	409	71.00%	47	8.20%	720	563	78.20%	83	11.50%
Skilled Crafts Staff	401	36	9.00%	21	5.20%	359	22	6.10%	20	5.60%	349	19	5.40%	16	4.60%
Service and Maintenance Staff	1,777	951	53.50%	241	13.60%	1,780	926	52.00%	271	15.20%	1,970	1,063	54.00%	427	21.70%
<b>Total</b>	<b>14,274</b>	<b>8,917</b>	<b>62.50%</b>	<b>1,131</b>	<b>7.90%</b>	<b>15,052</b>	<b>9,581</b>	<b>63.70%</b>	<b>1,391</b>	<b>9.20%</b>	<b>16,981</b>	<b>10,962</b>	<b>64.60%</b>	<b>1,977</b>	<b>11.60%</b>

  

IOWA STATE UNIVERSITY															
POA GROUP	September 30, 2005					September 30, 2010					September 30, 2015				
	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	297	100	33.7%	25	8.4%	370	143	38.6%	30	8.1%	430	189	44.0%	37	8.6%
Faculty: Tenure Track	1,243	353	28.4%	233	18.7%	1,200	354	29.5%	250	20.8%	1,285	422	32.8%	341	26.5%
Faculty: Non-Tenure Track	325	180	55.4%	38	11.7%	434	243	56.0%	55	12.7%	584	331	56.7%	95	16.3%
Professional and Scientific	2,166	967	44.6%	358	16.5%	1,921	957	49.8%	242	12.6%	2,308	1,182	51.2%	289	12.5%
Secretarial/Clerical	1,116	1,010	90.5%	35	3.1%	943	855	90.7%	32	3.4%	802	700	87.3%	43	5.4%
Technical/Paraprofessional	150	81	54.0%	5	3.3%	145	89	61.4%	6	4.1%	196	112	57.1%	15	7.7%
Skilled Crafts	287	10	4.00%	4	1.4%	264	12	4.5%	3	1.1%	314	38	12.1%	9	2.9%
Service/Maintenance	571	315	55.2%	40	7.0%	519	257	49.5%	43	8.3%	425	213	50.1%	38	8.9%
<b>TOTALS</b>	<b>6,155</b>	<b>3,016</b>	<b>49.0%</b>	<b>738</b>	<b>12.0%</b>	<b>5,796</b>	<b>2,910</b>	<b>50.2%</b>	<b>661</b>	<b>11.4%</b>	<b>6,344</b>	<b>3,187</b>	<b>50.2%</b>	<b>867</b>	<b>13.7%</b>

  

UNIVERSITY OF NORTHERN IOWA															
POA GROUP	September 30, 2005					September 30, 2010					September 30, 2015				
	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	96	32	33.3%	6	6.3%	98	40	40.8%	7	7.1%	94	46	48.9%	6	6.4%
Faculty: Tenure Track	547	222	40.6%	73	13.3%	547	232	42.4%	76	13.9%	503	227	45.1%	78	15.5%
Faculty: Non-Tenure Track	49	33	67.3%	2	4.1%	30	19	63.3%	1	3.3%	47	30	63.8%	4	8.5%
Professional and Scientific	517	273	52.8%	43	8.3%	578	328	56.7%	51	8.8%	622	352	56.6%	43	6.9%
Secretarial/Clerical	282	272	96.5%	14	5.0%	255	248	97.3%	14	5.5%	227	221	97.4%	12	5.3%
Technical/Paraprofessional	32	10	31.3%	5	15.6%	23	5	21.7%	4	17.4%	16	4	25.0%	2	12.5%
Skilled Crafts	68	4	5.9%	3	4.4%	56	5	8.9%	3	5.4%	57	3	5.3%	3	5.3%
Service/Maintenance	232	129	55.6%	34	14.7%	240	128	53.3%	28	11.7%	223	108	48.4%	26	11.7%
<b>TOTALS</b>	<b>1,823</b>	<b>975</b>	<b>53.5%</b>	<b>180</b>	<b>9.9%</b>	<b>1,827</b>	<b>1,005</b>	<b>55.0%</b>	<b>184</b>	<b>10.1%</b>	<b>1,789</b>	<b>991</b>	<b>55.4%</b>	<b>174</b>	<b>9.7%</b>

IOWA SCHOOL FOR THE DEAF															
POA GROUP	September 30, 2005					September 30, 2010					September 30, 2015				
	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	1	25.0%			4	1	25.0%			5	1	20.0%		
Faculty: Tenure Track															
Faculty: Non-Tenure Track	44	38	86.4%			38	36	94.7%			34	30	88.2%		
Professional and Scientific	34	27	79.4%	1	2.9%	35	26	74.3%	1		41	29	70.7%	1	2.4%
Secretarial/Clerical	5	5	100.0%	1	20.0%	4	4	100.0%	1	25.0%	3	3	100.0%		
Technical/Paraprofessional	26	22	84.6%	2	7.7%	21	20	95.2%	1	4.8%	25	19	76.0%	1	4.0%
Skilled Crafts	6					6					5		0.0%		
Service/Maintenance	19	8	42.1%	4	21.1%	19	9	47.4%	3	15.8%	14	7	50.0%	2	14.3%
<b>TOTALS</b>	<b>138</b>	<b>101</b>	<b>73.2%</b>	<b>8</b>	<b>5.8%</b>	<b>127</b>	<b>96</b>	<b>75.6%</b>	<b>6</b>	<b>4.7%</b>	<b>127</b>	<b>89</b>	<b>70.1%</b>	<b>4</b>	<b>3.1%</b>

  

IOWA BRAILLE AND SIGHT SAVING SCHOOL															
POA GROUP	September 30, 2005					September 30, 2010					September 30, 2015				
	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	3	75.0%	-	0.0%	5	3	60.0%	-	0.0%	3	2	66.7%	-	0.0%
Faculty: Tenure Track	37	25	67.6%	-	0.0%	47	38		-	0.0%	48	38	79.2%	1	2.1%
Faculty: Non-Tenure Track	-	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%	0	-	0.0%	-	0.0%
Professional and Scientific	8	6	75.0%	-	0.0%	6	5	83.3%	-	0.0%	3	3	100.0%	-	0.0%
Secretarial/Clerical	7	7	100.0%	-	0.0%	6	6	100.0%	-	0.0%	5	5	100.0%	-	0.0%
Technical/Paraprofessional	33	31	93.9%	-	0.0%	16	14	87.5%	-	0.0%	1	-	0.0%	-	0.0%
Skilled Crafts	-	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%
Service/Maintenance	19	7	36.8%	-	0.0%	13	7	53.8%	-	0.0%	12	5	41.7%	1	8.3%
<b>TOTALS</b>	<b>108</b>	<b>79</b>	<b>73.1%</b>	<b>-</b>	<b>0.0%</b>	<b>93</b>	<b>73</b>	<b>78.5%</b>	<b>-</b>	<b>0.0%</b>	<b>72</b>	<b>53</b>	<b>73.6%</b>	<b>2</b>	<b>2.8%</b>

  

TOTAL -- REGENT INSTITUTIONS															
POA GROUP	September 30, 2005					September 30, 2010					September 30, 2015				
	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	741	255	34.4%	53	7.2%	835	316	37.8%	65	7.8%	887	393	44.3%	61	6.9%
Faculty: Tenure Track	3,347	1,036	31.0%	531	15.9%	3,249	1,089	33.5%	597	18.4%	3,268	1,156	35.4%	719	22.0%
Faculty: Non-Tenure Track	983	501	51.0%	116	11.8%	1,263	670	53.0%	181	14.3%	1,741	935	53.7%	325	18.7%
Professional and Scientific	9,290	5,849	63.0%	828	8.9%	10,127	6,722	66.4%	831	8.2%	12,432	8,368	67.3%	1,145	9.2%
Secretarial/Clerical	4,061	3,556	87.6%	149	3.7%	3,384	2,965	87.6%	139	4.1%	2,658	2,276	85.6%	151	5.7%
Technical/Paraprofessional	696	431	61.9%	33	4.7%	781	537	68.8%	58	7.4%	958	698	72.9%	101	10.5%
Skilled Crafts	762	50	6.6%	28	3.7%	685	39	5.7%	26	3.8%	725	60	8.3%	28	3.9%
Service/Maintenance	2,618	1,410	53.9%	319	12.2%	2,571	1,327	51.6%	345	13.4%	2,644	1,396	52.8%	494	18.7%
<b>TOTALS</b>	<b>22,498</b>	<b>13,088</b>	<b>58.2%</b>	<b>2,057</b>	<b>9.1%</b>	<b>22,895</b>	<b>13,665</b>	<b>59.7%</b>	<b>2,242</b>	<b>9.8%</b>	<b>25,313</b>	<b>15,282</b>	<b>60.4%</b>	<b>3,024</b>	<b>11.9%</b>

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES  
FY 2015**

**Department Name:** Board of Regents  
**Person Completing Report:** Jean Friedrich  
**E-mail Address:** [jfried@iastate.edu](mailto:jfried@iastate.edu)

	SUI Office of Equal Opportunity and Diversity	ISU Office of Equal Opportunity and Diversity	UNI Office of Compliance and Equity Management	Total
<b>REVENUES</b>				
<b>STATE APPROPRIATIONS</b>				
General Fund	\$ 844,389	359,538	\$ 357,523	\$ 1,561,449
Other		750		750
<b>OTHER REVENUES</b>				
Federal Support				
Interest				
Tuition and Fees				
Reimb. Indirect Costs				
Sales and Services				
Other Income				
<b>TOTAL REVENUES</b>	844,389	360,288	357,523	1,562,199
<b>EXPENDITURES</b>				
Fac. & Inst. Off. Salaries	261,497			261,497
Prof. & Sci. Staff Salaries	476,255	289,836	254,210	1,020,301
General Service Staff Salaries	70,004		36,334	106,338
Hourly Wages	5,534	14,919	14,346	34,799
Labor in Transfers				
Vacancy Factor			6,543	6,543
Subtotal - Salaries	813,290	304,755	311,433	1,429,478
Prof. And Scientific Supplies	31,099	55,533	46,090	132,721
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	31,099	55,533	46,090	132,721
<b>TOTAL EXPENDITURES</b>	\$ 844,389	\$ 360,288	\$ 357,523	\$ 1,562,199

UNI's report of Revenues and Expenditures reflects the entire budget of the Office of Compliance and Equity Management in addition to expenses specifically related to affirmative action efforts. This may differ from the formulas used at the other institutions.