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**ANNUAL AFFIRMATIVE ACTION REPORT****Executive Summary:** This memorandum consists of two annual reports.

## ▶ Affirmative Action:

- ◆ Primary Occupational Activity Group Comparisons – Illustrates overall progress in the percentage of females and minority groups over the last 10 years. (page 2)
- ◆ Peer Group Comparisons – Shows data on the percentages of women and minorities in faculty ranks at the Regent universities and the average percentages of women and minorities in faculty ranks in their respective peer institution group. (page 3)
- ◆ Funding Sources and Itemized Costs – FY 2023. (page 3)

## ▶ Regents' Minority and Women Educators Enhancement Program.

**Background:**

**AFFIRMATIVE ACTION** – 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 affirmative action report summarizes activities of the Regent institutions during the past year to provide equal employment opportunities for administrators, faculty and staff.

**MINORITY AND WOMEN EDUCATORS ENHANCEMENT PROGRAM** – Iowa Code § 262.82 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.

**Affirmative Action – Primary Occupational Activity Group Comparisons**

The tables below provide five- and 10-year comparisons by Primary Occupational Activity (POA) group. The statistics are prepared from workforce data compiled for all regular, full-time and part-time employees working 50% or more 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. 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 change in the percentage of females and/or minorities to total employees in each POA group has been shown in the areas highlighted green in the tables below:

UNIVERSITY OF IOWA															
Primary Occupational Activity Group	October 31, 2013					October 31, 2018					October 31, 2023				
	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total
	Workforce					Workforce					Workforce				
Executive / Administrative / Managerial Staff	369	143	38.8%	20	5.4%	364	166	45.6%	36	9.9%	413	207	50.1%	65	15.7%
Tenured and Tenure Track Faculty	1,460	479	32.8%	301	20.6%	1,343	455	33.9%	308	22.9%	1,268	454	35.8%	320	25.2%
Non-Tenure Track Faculty	931	454	48.8%	184	19.8%	1,389	715	51.5%	319	23.0%	1,481	800	54.0%	314	21.2%
Professional and Scientific Staff	8,585	6,133	71.4%	692	8.1%	10,827	7,821	72.2%	1005	9.3%	12,473	9,058	72.6%	1392	11.2%
Secretarial and Clerical Staff	1,922	1,611	83.8%	101	5.3%	1,359	1,094	80.5%	117	8.6%	903	686	76.0%	143	15.8%
Technical and Paraprofessional Staff	667	507	76.0%	76	11.4%	891	703	78.9%	124	13.9%	969	737	76.1%	213	22.0%
Skilled Crafts Staff	358	22	6.1%	17	4.7%	341	18	5.3%	16	4.7%	221	10	4.5%	10	4.5%
Service and Maintenance Staff	1,865	987	52.9%	358	19.2%	2,086	1,153	55.3%	569	27.3%	2,268	1,307	57.6%	788	34.7%
<b>Total</b>	<b>16,157</b>	<b>10,336</b>	<b>64.0%</b>	<b>1,749</b>	<b>10.8%</b>	<b>18,600</b>	<b>12,125</b>	<b>65.2%</b>	<b>2,494</b>	<b>13.4%</b>	<b>19,996</b>	<b>13,259</b>	<b>66.3%</b>	<b>3,245</b>	<b>16.2%</b>

IOWA STATE UNIVERSITY															
Primary Occupational Activity Group	October 31, 2013					October 31, 2018					October 31, 2023				
	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total
	Workforce					Workforce					Workforce				
Executive / Administrative / Managerial Staff	407	182	44.7%	30	7.4%	463	214	46.2%	47	10.2%	331	169	51.1%	28	8.5%
Tenured and Tenure Track Faculty	1,248	388	31.1%	293	23.5%	1,247	406	32.6%	352	28.2%	1,092	368	33.7%	353	32.3%
Non-Tenure Track Faculty	650	360	55.4%	99	15.2%	581	327	56.3%	99	17.0%	608	325	53.5%	104	17.1%
Professional and Scientific Staff	2,196	1,098	50.0%	279	12.7%	2,811	1,464	52.1%	550	19.6%	3,372	1,938	57.5%	627	18.6%
Secretarial and Clerical Staff	890	790	88.8%	34	3.8%	757	651	86.0%	47	6.2%	444	384	86.5%	30	6.8%
Technical and Paraprofessional Staff	133	90	67.7%	6	4.5%	131	98	74.8%	8	6.1%	384	174	45.3%	27	7.0%
Skilled Crafts Staff	283	11	3.9%	4	1.4%	261	11	4.2%	7	2.7%	111	7	6.3%	5	4.5%
Service and Maintenance Staff	585	287	49.1%	52	8.9%	568	270	47.5%	72	12.7%	643	279	43.4%	104	16.2%
<b>Total</b>	<b>6,392</b>	<b>3,206</b>	<b>50.2%</b>	<b>797</b>	<b>12.5%</b>	<b>6,819</b>	<b>3,441</b>	<b>50.5%</b>	<b>1,182</b>	<b>17.3%</b>	<b>6,985</b>	<b>3,644</b>	<b>52.2%</b>	<b>1,278</b>	<b>18.3%</b>

UNIVERSITY OF NORTHERN IOWA															
Primary Occupational Activity Group	October 31, 2013					October 31, 2018					October 31, 2023				
	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total
	Workforce					Workforce					Workforce				
Executive / Administrative / Managerial Staff	93	41	44.1%	9	9.7%	103	51	49.5%	12	11.7%	97	43	44.3%	11	11.3%
Tenured and Tenure Track Faculty	521	229	44.0%	77	14.8%	450	204	45.3%	80	17.8%	320	154	48.1%	66	20.6%
Non-Tenure Track Faculty	36	21	58.3%	2	5.6%	56	36	64.3%	4	7.1%	73	43	58.9%	10	13.7%
Professional and Scientific Staff	609	361	59.3%	57	9.4%	642	369	57.5%	80	12.5%	632	362	57.3%	71	11.2%
Secretarial and Clerical Staff	244	239	98.0%	10	4.1%	217	210	96.8%	14	6.5%	174	162	93.1%	15	8.6%
Technical and Paraprofessional Staff	20	5	25.0%	3	15.0%	18	3	16.7%	2	11.1%	16	4	25.0%	5	31.3%
Skilled Crafts Staff	59	3	5.1%	2	3.4%	54	3	5.6%	1	1.9%	44	2	4.5%	1	2.3%
Service and Maintenance Staff	225	114	50.7%	29	12.9%	210	95	45.2%	31	14.8%	203	95	46.8%	34	16.7%
<b>Total</b>	<b>1,807</b>	<b>1,013</b>	<b>56.1%</b>	<b>189</b>	<b>10.5%</b>	<b>1,750</b>	<b>971</b>	<b>55.5%</b>	<b>224</b>	<b>12.8%</b>	<b>1,559</b>	<b>865</b>	<b>55.5%</b>	<b>213</b>	<b>13.7%</b>

TOTAL REGENT INSTITUTIONS															
Primary Occupational Activity Group	October 31, 2013					October 31, 2018					October 31, 2023				
	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total	Total	Female	% of Total	Minority	% of Total
	Workforce					Workforce					Workforce				
Executive / Administrative / Managerial Staff	869	366	42.1%	59	6.8%	930	431	46.3%	95	10.2%	841	419	49.8%	104	12.4%
Tenured and Tenure Track Faculty	3,229	1,096	33.9%	671	20.8%	3,040	1,065	35.0%	740	24.3%	2,680	976	36.4%	739	27.6%
Non-Tenure Track Faculty	1,617	835	51.6%	285	17.6%	2,026	1,078	53.2%	422	20.8%	2,162	1,168	54.0%	428	19.8%
Professional and Scientific Staff	11,390	7,592	66.7%	1,028	9.0%	14,280	9,654	67.6%	1,635	11.4%	16,477	11,358	68.9%	2,090	12.7%
Secretarial and Clerical Staff	3,056	2,640	86.4%	145	4.7%	2,333	1,955	83.8%	178	7.6%	1,521	1,232	81.0%	188	12.4%
Technical and Paraprofessional Staff	820	602	73.4%	85	10.4%	1,040	804	77.3%	134	12.9%	1,369	915	66.8%	245	17.9%
Skilled Crafts Staff	700	36	5.1%	23	3.3%	656	32	4.9%	24	3.7%	376	19	5.1%	16	4.3%
Service and Maintenance Staff	2,675	1,388	51.9%	439	16.4%	2,864	1,516	53.0%	672	23.5%	3,114	1,681	54.0%	926	29.7%
<b>Total</b>	<b>24,356</b>	<b>14,555</b>	<b>59.8%</b>	<b>2,735</b>	<b>11.2%</b>	<b>27,169</b>	<b>16,537</b>	<b>60.9%</b>	<b>3,900</b>	<b>14.4%</b>	<b>28,540</b>	<b>17,768</b>	<b>62.3%</b>	<b>4,736</b>	<b>16.6%</b>

**Affirmative Action – Peer Group Comparisons**

Affirmative action efforts put forth by the 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.

Recruitment for faculty is on a national or even international basis. In the past, the Board has asked how peer group institutions 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 2022; data provided on page 3 reflects faculty with appointments 50% and greater in Fall 2023. Workforce data as portrayed in the tables on page 3 are not available for peer institutions.

Full-Time Tenured and Tenure Track - Fall 2022		
	Percent Female	Percent Minority
<b>University of Iowa</b>	35.74%	23.14%
Peer Group Average	38.20%	26.45%
<b>Iowa State University</b>	33.09%	28.64%
Peer Group Average	35.30%	26.48%
<b>University of Northern Iowa</b>	47.8%	21.2%
Peer Group Average	46.9%	29.3%

**Affirmative Action – Funding Sources and Itemized Costs**

AFFIRMATIVE ACTION REVENUES AND EXPENDITURES - FY 2023 <sup>1</sup>				
	SUI Office of Institutional Equity	ISU Office of Equal Opportunity <sup>2</sup>	UNI Office of Compliance and Equity Management	Total
<b>REVENUES</b>				
<b>State Appropriations</b>				
General Fund	\$377,318	\$168,551	\$42,863	\$588,732
Other				0
<b>State Appropriations - Subtotal</b>	<b>\$377,318</b>	<b>\$168,551</b>	<b>\$42,863</b>	<b>\$588,732</b>
<b>Other Revenues</b>				
Federal Support				0
Interest				0
Tuition and Fees				0
Reimbursed Indirect Costs				0
Sales and Services				0
Other Income				0
<b>Other Revenues - Subtotal</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Total Revenues</b>	<b>\$377,318</b>	<b>\$168,551</b>	<b>\$42,863</b>	<b>\$588,732</b>
<b>EXPENDITURES</b>				
<b>Salaries</b>				
Faculty and Institutional Officers Salaries				\$0
Professional and Scientific Staff Salaries	\$363,423	\$150,051	\$36,707	550,181
General Service Staff Salaries				0
Hourly Wages			\$2,356	2,356
Labor in Transfers				0
Vacancy Factor				0
<b>Salaries - Subtotal</b>	<b>\$363,423</b>	<b>\$150,051</b>	<b>\$39,063</b>	<b>\$552,537</b>
<b>Other</b>				
Professional and Scientific Staff Supplies	\$13,895	\$18,500	\$3,800	\$36,195
Library Acquisitions				0
Rentals				0
Utilities				0
Building Repairs				0
Auditor of State Reimbursement				0
Aid to Individuals				0
<b>Other - Subtotal</b>	<b>\$13,895</b>	<b>\$18,500</b>	<b>\$3,800</b>	<b>\$36,195</b>
<b>Total Expenditures</b>	<b>\$377,318</b>	<b>\$168,551</b>	<b>\$42,863</b>	<b>\$588,732</b>

<sup>1</sup>The report of revenues and expenditures reflects the salaries/benefits of staff related to affirmative action efforts and the affirmative action plan. They do not reflect the entire budget of the Office of Institutional Equity (SUI), Office of Equal Opportunity (ISU) and Office of Compliance and Equity Management (UNI).

<sup>2</sup>P&S staff salaries include the Director, Associate Director, and Administrative Assistant salaries/benefits.