

Contact: Marcia Brunson

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) Approve 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.

ANNUAL AFFIRMATIVE ACTION REPORT

This report summarizes the activities of the Regent institutions during the past year (October 1, 2007, through September 30, 2008) in providing equal employment opportunities for administrators, faculty, and staff. Directors of Equal Opportunity and Diversity at the universities will be present at the 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 tables in Attachment A provide comparison over the past ten 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, 2007, to September 30, 2008, 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 fold faculty rank in the POA group for Executive, Administrative, and Managerial Staff. Other reports may include these individuals in the faculty category.

Overall in the last ten years, progress has been shown in the following areas:

Executive/Administrative/Managerial

	<u>1998</u>	<u>2008</u>
Females	27.7%	37.4%
Minorities	7.5%	7.9%

Faculty tenure track

Females	27.4%	31.8%
Minorities	12.1%	17.9%

Employment in three POAs reflected decreases in females:

	<u>1998</u>	<u>2008</u>
Secretarial/Clerical	88.4%	87.4%
Skilled Crafts	7.5%	7.1%
Service/Maintenance	54.7%	52.3%

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. Most of the job applicants for positions at the universities come from Iowa where there is a limited pool of minorities.

Since the recruitment for faculty is on a national or even international basis, 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 2007; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2008. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track
Fall 2007

	PERCENT FEMALE	PERCENT MINORITY
University of Iowa	29.1	15.4
Big 10	29.4	16.9
Peer Group	29.4	16.6
Iowa State University	27.9	17.5
Big 12	27.9	14.3
Peer Group	28.3	16.8
University of Northern Iowa	41.8	10.0
Peer Group	38.1	15.4

The following table provides a comparison of overall employment at the five Regent institutions with the remainder of state government:

	Regents				State				2000 Census Iowa Labor Force
	2007		2008		2007		2008		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Male	9,421	40.8%	9,603	40.3%	9,846	49.3%	10,043	48.9%	52.6%
Female	13,673	59.2%	14,206	59.7%	10,127	50.7%	10,517	51.2%	47.4%
Total	23,094		23,809		19,973		20,560		
Minority	2,040	8.8%	2,171	9.1%	1,085	5.4%	1,181	5.7%	6.0%

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

Between October 1, 2007 and October 1, 2008, The University of Iowa workforce increased by 582 individuals (3.9%), from 14,993 in 2007 to 15,575 in 2008.

- The faculty and staff increased by 444 women (4.7%).
- Racial/ethnic minority representation increased by 117 individuals (9.5%).
- The percentage of minority tenured/tenure track faculty is the highest to date at 17.7%. The momentum which led to the early achievement of the strategic planning indicator in this category (16%) continues.
- Female representation among executive, administrative, and managerial staff increased by 13 women (10%), from 37.0% in 2007 to 37.6% in 2008. Trends suggest that this strategic planning indicator (37%) will continue to be met through 2010.
- Minority representation among professional and scientific staff increased by 45 individuals (9.5%), increasing representation slightly from 6.6% to 6.9%. Attainment of the strategic planning indicator (7.5%) for this area remains a challenge.
- The campus organizational unit with the largest net increase in staff was The University of Iowa Hospitals and Clinics, with a net gain of 437 staff (7.1%).
- During the 2007-08 data year, the University hired or promoted 1,478 women and 272 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 359 women (2.3%) and by 54 minorities (0.3%).¹

¹Underrepresentation is defined as having fewer women or minorities in a particular job group or department than would reasonably be expected by their availability.

Iowa State University

Iowa State University experienced increases in female employees from 2007 as follows:

- Executive/Administrative/Managerial by 1.4%,
- Faculty Tenured/Tenure Track by 0.8%,
- Non Tenure Track Faculty by 1.6%,
- Professional and Scientific by 2%,
- Technical/Paraprofessional by 2.2%
- Skilled Crafts by 0.4%.

There was a decrease in female employees from 2007 in the Secretarial/Clerical group by 0.4% and the Service and Maintenance group by 4.0%.

There was a decrease in minority employees in Faculty Non-Tenure Track by 2.1% and Service/Maintenance by 2.0%.

The percentage of minority employees in the P&S category remained constant at 10.8%. ISU did see an increase in the number of minority employees by 7; however, due to the increase in the total number of employees in this group the percentage of minority employees remained the same. Skilled Crafts also remained constant at 1.4%.

There was an increase in minority employees in Executive/Administrative Managerial by 0.6%, Faculty Tenured/Tenure Track by 0.6%, Secretarial/Clerical by 0.1%, and Technical/Paraprofessional by 0.5%.

Iowa State University increased its total workforce by 69 employees.

University of Northern Iowa

As of October 1, 2008, the UNI workforce totals 1,881 employees. This includes 1,018 (54.1%) female employees and 176 (9.4%) minority employees. One year ago, UNI employed 979 (53.7%) female employees and 164 (9.0%) minority employees. This represents a slight gain in employment of females as well as a slight gain in the total employment of minority persons from 2007.

Five- and ten- year comparisons for the overall workforce show progress in female representation, but a consistent decline in the minority representation until the most recent gain noted above. Over the ten-year history, total employment numbers varied dramatically in response to budget fluctuations. The overall effect is a gain of 70 female employees at a rate of 7.4% overall growth over ten years. However, ground was lost in minority employment with a total loss of 17 employees, moving from 10.6% of total employment in 1998 down to 9.4% in 2008.

The tenured and tenure track employee group employs a total of 545 employees. This represents a net decrease of 11 employees from one year ago. However, this group saw a gain of 13 female employees and a gain of six (6) minority employees. This equates to 235 (43.1%) female representation and 67 (12.3%) minority representation in the tenured and tenure track group. This compares to 534 tenured and tenure track faculty in 2007, with 222 (41.6%) female faculty and 61 (11.4%) minority faculty.

The five- and ten-year comparisons reflect a consistent and steady gain in females in the tenured and tenure track faculty group although minority numbers have remained relatively static. While the

overall number of employees in that job group has actually decreased by 16 employees (2.9%) over the past five years, female representation has increased by 3.2% and minority representation has remained relatively steady.

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 are in the Regent Exhibit Book and as an attachment to this memo on the Board's website. Highlights of the reports submitted by the universities are shown below:

University of Iowa

The Iowa Promise, the strategic plan for 2005-2010, recognizes the link between educational excellence and diversity, and the importance of recruiting to the university faculty, staff and students from underrepresented communities and fostering a climate that enables all to succeed. *The Iowa Promise* set forth goals for faculty diversity, including gender diversity, and established the principle that all parts of the university are to be accountable for achieving those goals. In FY 2006 The University of Iowa recruited its largest class of faculty from underrepresented communities, and in one year exceeded its strategic planning benchmark for racial and ethnic diversity of tenured/tenure track faculty, and also made progress on its gender diversity goal.

Some of the Initiatives in place at the University of Iowa include:

- Establishment of the Diversity Action Committee -- a task force composed of faculty, staff, students and administrators, to assess the current status of the University's diversity programs and activities and recommend steps to advance the diversity goals of *The Iowa Promise*. In addition, in September 2008, the Provost announced that diversity and internationalization would be a focus of the strategic initiative process to be launched by the campus in Fall 2008.
- Faculty Diversity Opportunity Program (FDOP) -- a program to enhance collegiate efforts to recruit and retain minority faculty. FDOP was established in 1999, expanding on previous similar initiatives. From FY 2000 to FY 2005, FDOP resources were used to support part of the first several years, typically one to three years, of the newly recruited faculty member's tenure at the University. FDOP allocations are typically up to \$40,000, available to support the hiring of a new faculty member who is a target of opportunity and whose addition will improve the diversity of the requesting college which continues as long as the faculty member remains with the University.

For the current fiscal year, FY 09, the Office of the Provost is providing FDOP funding totaling \$1,813,282 for partial salaries and other resources for a total of 56 faculty. This financial commitment represents a continued increase over the FY 08 commitment of \$1,474,164.

- Minority Faculty Orientation and Mentoring Program - teams new faculty with senior faculty in their departments to assist in the new faculty members' career development in teaching, scholarship and research, and committee service. The Associate Provost for Diversity provides support for several faculty and staff affinity groups, including the African-American Council, the Council on the Status of Latinos, the Council on the Status of Women, the Council on Disability Awareness, the Native American Council and the UI Lesbian, Gay, Bisexual, Transgender Staff and Faculty Association.

- Diversity Scholars, Visitors, and Faculty Exchanges – the University provides financial support for efforts to bring underrepresented minority persons as visiting faculty and speakers to campus to present seminars and lectures, and to participate in collaborative scholarly work and research with University faculty. The Provost also provides assistance to UI minority faculty members to enable them to pursue their scholarship and faculty responsibilities through collaborations with other institutions and individuals.
- Gender Equity Task Force -- appointed to “take a broad look at the status of women faculty at The University of Iowa and recommend changes and programs to increase the number of women faculty and improve their quality of life.” Several recommendations related to faculty gender diversity are in the implementation phase at this time.
- Women in Science and Engineering (WISE) – mission of the program is to expand and improve the educational and professional opportunities for women in all fields of science and technology by facilitating institutional and social change.

Iowa State University

Some of the initiatives in place at ISU are highlighted below.

- “Emerging Leaders Academy” – a newly implemented initiative to develop depth of leadership skills among faculty and staff as well as to diversify the potential pool of leadership candidates at ISU.
- National Science Foundation “institutional transformation” grant -- ISU is in the third year of the \$3.3 million, 5-year program to improve recruitment, retention and leadership of women faculty in the science, technology, engineering and mathematics (“STEM”) fields.
- Women’s Enrichment Fund Mini Grants -- designed to support initiatives to enrich the experiences of women faculty, staff and students at ISU. Since 2004, over 40 projects have been funded through this program. For FY 2007-08, funding was again awarded for the “Women Impacting ISU Calendar” which has been a powerful and visible reminder of women’s leadership roles on campus. Funding was also given for new projects such as a website detailing the history of women at Iowa State University and for two seminar series showcasing women in STEM fields.
- Diversity Grants – program implemented in FY 2006 to support diversity in the mission areas of education, research, and outreach in order to positively impact and advance faculty, staff, and student minorities and under-represented groups. The overarching goals are to accelerate institutional change and contribute to scholarly activity in education and research related to diversity. For FY 2008 funding increased from \$25,000 to \$60,000.
- Advisory Committee for Diversity Program Planning and Coordination (ACD) – has responsibility for an annual report on diversity (directed both to the university president and to the university community) and for assessing progress on the Implementation Plan for Community, Equity, and Diversity and recommending changes in its details. A major activity of the committee is to assess the effectiveness of diversity efforts on campus. A new initiative of the committee this year was an invitation to campus leaders from areas such as dining services and university relations to discuss ways diversity could be integrated into their work.

- Recruitment and retention of excellent faculty -- financially supported by the Office of the Executive Vice President and Provost by specifically funding requests for dual-career hiring and to diversify the faculty. In FY 2008, \$650,597 was allocated for this purpose. (This amount does not include those funds provided for base salary increases for the retention of faculty due to market pressure or competitive job offers.)
- Mentoring of faculty -- an important way for ISU to ensure a diverse faculty succeeds. In addition to a one-on-one mentoring program involving all first year faculty, the Provost supports college-level peer mentoring programs. In addition, faculty of color have the option to take part in the ADVANCE mentoring program.
- Women's Leadership Consortium -- brings together leaders of various women's programs on campus and to develop strategies for increasing the visibility and impact of women's initiatives and programs. The group has sponsored the Iowa Women's Leadership Summit, to bring together those interested in women's leadership in higher education, K-12 education, business and industry, and non-profits. The April 2008 event had national and Iowa speakers and drew over 200 participants.

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.

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 2007 and FY 2008 are shown below:

	FY 2007	FY 2008	Percent Change
SUI	\$738,718	\$797,188	8%
ISU	\$355,042	\$357,962	1%
UNI	\$253,120	\$273,873	8%

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, 1998					September 30, 2003					September 30, 2008				
	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	84	31.0%	21	7.7%	315	101	32.1%	21	6.7%	380	143	37.6%	28	7.4%
Faculty: Tenure Track	1,573	398	25.3%	187	11.9%	1,561	433	27.7%	212	13.6%	1,488	437	29.4%	264	17.7%
Faculty: Non-Tenure Track	428	177	41.4%	91	21.3%	534	245	45.9%	76	14.2%	703	339	48.2%	102	14.5%
Professional and Scientific	5,354	3,642	68.0%	302	5.6%	6,273	4,334	69.1%	408	6.5%	7,596	5,416	71.3%	521	6.9%
Secretarial/Clerical	2,630	2,243	85.3%	69	2.6%	2,713	2,313	85.3%	93	3.4%	2,565	2,184	85.1%	115	4.5%
Technical/Paraprofessional	504	316	62.7%	21	4.2%	480	294	61.3%	15	3.1%	562	396	70.5%	38	6.8%
Skilled Crafts	442	35	7.9%	12	2.7%	409	40	9.8%	22	5.4%	398	34	8.5%	21	5.3%
Service/Maintenance	1,765	960	54.4%	179	10.1%	1,729	906	52.4%	237	13.7%	1,883	1,003	53.3%	257	13.6%
TOTALS	12,967	7,855	60.6%	882	6.8%	14,014	8,666	61.8%	1,084	7.7%	15,575	9,952	63.9%	1,346	8.6%

IOWA STATE UNIVERSITY

POA GROUP	September 30, 1998					September 30, 2003					September 30, 2008				
	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	67	25.4%	20	7.6%	304	94	30.9%	29	9.5%	363	135	37.2%	35	9.6%
Faculty: Tenure Track	1,301	307	23.6%	163	12.5%	1,252	327	26.1%	214	17.1%	1,213	345	28.4%	255	21.0%
Faculty: Non-Tenure Track	288	149	51.7%	25	8.7%	400	50	12.5%	207	51.8%	418	224	53.6%	48	11.5%
Professional and Scientific	1,923	832	43.3%	229	11.9%	2,113	958	45.3%	296	14.0%	2,087	1,028	49.3%	225	10.8%
Secretarial/Clerical	1,295	1,195	92.3%	34	2.6%	1,179	1,066	90.4%	42	3.6%	1,071	969	90.5%	36	3.4%
Technical/Paraprofessional	177	67	37.9%	3	1.7%	154	81	52.6%	5	3.2%	167	103	61.7%	6	3.6%
Skilled Crafts	306	24	7.8%	6	2.0%	303	13	4.3%	5	1.7%	279	13	4.7%	4	1.4%
Service/Maintenance	619	341	55.1%	49	7.9%	641	355	55.4%	51	8.0%	530	259	48.9%	31	5.8%
TOTALS	6,173	2,982	48.3%	529	8.6%	6,346	2,944	46.4%	849	13.4%	6,128	3,076	50.2%	640	10.4%

UNIVERSITY OF NORTHERN IOWA

POA GROUP	September 30, 1998					September 30, 2003					September 30, 2008				
	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	100	26	26.0%	7	7.0%	99	28	28.3%	6	6.1%	110	41	37.3%	5	4.5%
Faculty: Tenure Track	547	214	39.1%	68	12.4%	561	224	39.9%	68	12.1%	545	235	43.1%	67	12.3%
Faculty: Non-Tenure Track	92	54	58.7%	11	12.0%	126	82	65.1%	8	6.3%	39	22	56.4%	5	12.8%
Professional and Scientific	423	204	48.2%	37	8.7%	513	275	53.6%	47	9.2%	570	307	53.9%	45	7.9%
Secretarial/Clerical	298	291	97.7%	16	5.4%	307	296	96.4%	14	4.6%	271	261	96.3%	13	4.8%
Technical/Paraprofessional	24	11	45.8%	2	8.3%	25	10	40.0%	5	20.0%	30	8	26.7%	4	13.3%
Skilled Crafts	94	5	5.3%	7	7.4%	77	5	6.5%	4	5.2%	64	6	9.4%	2	3.1%
Service/Maintenance	250	143	57.2%	45	18.0%	239	134	56.1%	35	14.6%	252	138	54.8%	35	13.9%
TOTALS	1,828	948	51.9%	193	10.6%	1,947	1,054	54.1%	187	9.6%	1,881	1,018	54.1%	176	9.4%

IOWA SCHOOL FOR THE DEAF

POA GROUP	September 30, 1998					September 30, 2003					September 30, 2008				
	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	1	25.0%		0.0%	4	1	25.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	63	49	77.8%		0.0%	52	43	82.7%		0.0%	44	37	84.1%		0.0%
Professional and Scientific	35	26	74.3%	4	11.4%	40	30	75.0%	2	5.0%	35	27	77.1%		0.0%
Secretarial/Clerical	9	9	100.0%	1	11.1%	4	4	100.0%	1	25.0%	4	4	100.0%	1	25.0%
Technical/Paraprofessional	26	23	88.5%	1	3.8%	22	18	81.8%	2	9.1%	24	20	83.3%	3	12.5%
Skilled Crafts	7		0.0%		0.0%	6		0.0%		0.0%	6		0.0%		0.0%
Service/Maintenance	19	8	42.1%	4	21.1%	20	8	40.0%	5	25.0%	20	9	45.0%	4	20.0%
TOTALS	163	115	70.6%	10	6.1%	148	104	70.3%	10	6.8%	137	98	71.5%	8	5.8%

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POA GROUP	September 30, 1998					September 30, 2003					September 30, 2008				
	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%		0.0%	5	3	60.0%		0.0%	4	2	50.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	32	26	81.3%			40	30	75.0%		0.0%	34	26	76.5%		
Professional and Scientific	7	4	57.1%		0.0%	8	5	62.5%		0.0%	8	7	87.5%		0.0%
Secretarial/Clerical	9	9	100.0%		0.0%	7	7	100.0%		0.0%	4	4	100.0%		0.0%
Technical/Paraprofessional	36	35	97.2%		0.0%	29	27	93.1%		0.0%	19	17	89.5%		0.0%
Skilled Crafts															
Service/Maintenance	12	6	50.0%		0.0%	18	9	50.0%		0.0%	19	6	31.6%	1	5.3%
TOTALS	100	81	81.0%	-	0.0%	107	81	75.7%	-	0.0%	88	62	70.5%	1	1.1%

TOTAL -- REGENT INSTITUTIONS

POA GROUP	September 30, 1998					September 30, 2003					September 30, 2008				
	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	643	178	27.7%	48	7.5%	727	227	31.2%	56	7.7%	861	322	37.4%	68	7.9%
Faculty: Tenure Track	3,453	945	27.4%	418	12.1%	3,414	1,014	29.7%	494	14.5%	3,280	1,043	31.8%	586	17.9%
Faculty: Non-Tenure Track	871	429	49.3%	127	14.6%	1,112	420	37.8%	291	26.2%	1,204	622	51.7%	155	12.9%
Professional and Scientific	7,742	4,708	60.8%	572	7.4%	8,947	5,602	62.6%	753	8.4%	10,296	6,785	65.9%	791	7.7%
Secretarial/Clerical	4,241	3,747	88.4%	120	2.8%	4,210	3,686	87.6%	150	3.6%	3,915	3,422	87.4%	165	4.2%
Technical/Paraprofessional	767	452	58.9%	27	3.5%	710	430	60.6%	27	3.8%	802	544	67.8%	51	6.4%
Skilled Crafts	849	64	7.5%	25	2.9%	795	58	7.3%	31	3.9%	747	53	7.1%	27	3.6%
Service/Maintenance	2,665	1,458	54.7%	277	10.4%	2,647	1,412	53.3%	328	12.4%	2,704	1,415	52.3%	328	12.1%
TOTALS	21,231	11,981	56.4%	1,614	7.6%	22,562	12,849	56.9%	2,130	9.4%	23,809	14,206	59.7%	2,171	9.1%

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES
FY 2008**

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

	SUI Office of Equal Opportunity and Diversity	ISU Office of Equal Opportunity and Diversity	UNI Office of Compliance and Equity Management	Total
REVENUES				
STATE APPROPRIATIONS				
General Fund	797,188	357,962	273,875	1,429,025
Other				-
OTHER REVENUES				
Federal Support				-
Interest				-
Tuition and Fees				-
Reimb. Indirect Costs				-
Sales and Services				-
Other Income				-
TOTAL REVENUES	797,188	357,962	273,875	1,429,025
EXPENDITURES				
Fac. & Inst. Off. Salaries	208,986			208,986
Prof. & Sci. Staff Salaries	428,446	268,040	175,411	871,897
General Service Staff Salaries	62,926		52,597	115,523
Hourly Wages	17,990	5,428	7,183	30,601
Labor in Transfers				-
Vacancy Factor				-
Subtotal - Salaries	718,348	273,468	235,191	1,227,007
Prof. And Scientific Supplies	78,841	84,494	38,684	
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	78,841	84,494	38,684	202,019
Total	797,189	357,962	273,875	1,429,026