

**ANNUAL AFFIRMATIVE ACTION REPORT
UNIVERSITY OF IOWA**

POA GROUP	September 30, 1992					September 30, 1997					September 30, 2002				
	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	255	56	22.0%	23	9.0%	271	78	28.8%	23	8.5%	309	104	33.7%	20	6.5%
Faculty: Tenure Track	1,598	335	21.0%	182	11.4%	1,583	380	24.0%	180	11.4%	1,507	406	26.9%	199	13.2%
Faculty: Non-Tenure Track	282	116	41.1%	71	25.2%	421	175	41.6%	99	23.5%	528	239	45.3%	87	16.5%
Professional and Scientific	4,816	3,364	69.9%	218	4.5%	5,219	3,564	68.3%	259	5.0%	6,016	4,117	68.4%	381	6.3%
Secretarial/Clerical	2,594	2,246	86.6%	51	2.0%	2,626	2,233	85.0%	66	2.5%	2,732	2,326	85.1%	99	3.6%
Technical/Paraprofessional	526	344	65.4%	12	2.3%	513	321	62.6%	21	4.1%	488	302	61.9%	16	3.3%
Skilled Crafts	439	34	7.7%	12	2.7%	439	39	8.9%	15	3.4%	408	42	10.3%	21	5.1%
Service/Maintenance	1,811	977	53.9%	114	6.3%	1,783	997	55.9%	160	9.0%	1,718	892	51.9%	240	14.0%
TOTALS	12,321	7,472	60.6%	683	5.5%	12,855	7,787	60.6%	823	6.4%	13,706	8,428	61.5%	1,063	7.8%

**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA STATE UNIVERSITY**

POA GROUP	September 30, 1992					September 30, 1997					September 30, 2002				
	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	253	60	23.7%	11	4.3%	264	62	23.5%	21	8.0%	265	83	31.3%	23	8.7%
Faculty: Tenure Track	1,267	243	19.2%	119	9.4%	1,235	277	22.4%	142	11.5%	1,226	313	25.5%	191	15.6%
Faculty: Non-Tenure Track	256	117	45.7%	26	10.2%	275	138	50.2%	19	6.9%	282	137	48.6%	35	12.4%
Professional and Scientific	1,740	760	43.7%	195	11.2%	2,129	986	46.3%	258	12.1%	2,032	897	44.1%	249	12.3%
Secretarial/Clerical	1,156	1,073	92.8%	28	2.4%	1,138	1,055	92.7%	28	2.5%	1,149	1,044	90.9%	37	3.2%
Technical/Paraprofessional	238	111	46.6%	11	4.6%	212	104	49.1%	7	3.3%	163	84	51.5%	5	3.1%
Skilled Crafts	315	14	4.4%	2	0.6%	291	15	5.2%	4	1.4%	295	14	4.7%	5	1.7%
Service/Maintenance	659	318	48.3%	46	7.0%	612	315	51.5%	50	8.2%	560	324	57.9%	42	7.5%
TOTALS	5,884	2,696	45.8%	438	7.4%	6,156	2,952	48.0%	529	8.6%	5,972	2,896	48.5%	587	9.8%

**ANNUAL AFFIRMATIVE ACTION REPORT
UNIVERSITY OF NORTHERN IOWA**

POA GROUP	September 30, 1992					September 30, 1997					September 30, 2002				
	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	102	26	25.5%	11	10.8%	106	23	21.7%	8	7.5%	97	28	28.9%	6	6.2%
Faculty: Tenure Track	535	180	33.6%	46	8.6%	557	207	37.2%	61	11.0%	551	217	39.4%	64	11.6%
Faculty: Non-Tenure Track	79	43	54.4%	8	10.1%	96	62	64.6%	11	11.5%	166	101	60.8%	16	9.6%
Professional and Scientific	326	156	47.9%	38	11.7%	393	186	47.3%	36	9.2%	504	264	52.4%	42	8.3%
Secretarial/Clerical	280	273	97.5%	18	6.4%	301	295	98.0%	19	6.3%	323	312	96.6%	16	5.0%
Technical/Paraprofessional	18	9	50.0%	4	22.2%	21	11	52.4%	3	14.3%	26	11	42.3%	6	23.1%
Skilled Crafts	86	4	4.7%	9	10.5%	87	5	5.7%	6	6.9%	85	5	5.9%	5	5.9%
Service/Maintenance	238	141	59.2%	50	21.0%	254	146	57.5%	52	20.5%	240	134	55.8%	35	14.6%
TOTALS	1,664	832	50.0%	184	11.1%	1,815	935	51.5%	196	10.8%	1,992	1,072	53.8%	190	9.5%

ANNUAL AFFIRMATIVE ACTION REPORT IOWA SCHOOL FOR THE DEAF

POA GROUP	September 30, 1992					September 30, 1997					September 30, 2002				
	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive/Administrative/Managerial	5		0.0%		0.0%	4		0.0%		0.0%	4		0.0%		0.0%
Faculty: Tenure Track			0.0%		0.0%			0.0%		0.0%			0.0%		0.0%
Faculty: Non-Tenure Track	57	37	64.9%		0.0%	55	42	76.4%		0.0%	53	42	79.2%		0.0%
Professional and Scientific	21	16	76.2%	1	4.8%	24	19	79.2%	1	4.2%	37	30	81.1%	2	5.4%
Secretarial/Clerical	10	9	90.0%		0.0%	9	9	100.0%	1	11.1%	4	4	100.0%	1	25.0%
Technical/Paraprofessional	34	31	91.2%		0.0%	30	26	86.7%	1	3.3%	24	21	87.5%	2	8.3%
Skilled Crafts	6		0.0%		0.0%	8		0.0%		0.0%	6		0.0%		0.0%
Service/Maintenance	19	10	52.6%		0.0%	19	10	52.6%	2	10.5%	19	8	42.1%	4	21.1%
TOTALS	152	103	67.8%	1	0.7%	149	106	71.1%	5	3.4%	147	105	71.4%	9	6.1%

**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA BRAILLE AND SIGHT SAVING SCHOOL**

POA GROUP	September 30, 1992					September 30, 1997					September 30, 2002				
	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	1	20.0%		0.0%	5	2	40.0%		0.0%	5	3	60.0%		0.0%
Faculty: Tenure Track			0.0%		0.0%			0.0%		0.0%			0.0%		0.0%
Faculty: Non-Tenure Track	30	24	80.0%			32	26	81.3%			37	26	70.3%		0.0%
Professional and Scientific	2	2	100.0%		0.0%	5	4	80.0%		0.0%	8	5	62.5%		0.0%
Secretarial/Clerical	8	8	100.0%		0.0%	9	9	100.0%		0.0%	7	7	100.0%		0.0%
Technical/Paraprofessional	44	41	93.2%		0.0%	39	38	97.4%		0.0%	33	31	93.9%		0.0%
Skilled Crafts	2		0.0%		0.0%	2		0.0%		0.0%			0.0%		0.0%
Service/Maintenance	11	7	63.6%		0.0%	10	7	70.0%		0.0%	19	9	47.4%		0.0%
TOTALS	102	83	81.4%	-	0.0%	102	86	84.3%	-	0.0%	109	81	74.3%	-	0.0%

**ANNUAL AFFIRMATIVE ACTION REPORT
TOTAL -- REGENTS INSTITUTIONS**

POA GROUP	September 30, 1992					September 30, 1997					September 30, 2002				
	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	620	143	23.1%	45	7.3%	650	165	25.4%	52	8.0%	680	218	32.1%	49	7.2%
Faculty: Tenure Track	3,400	758	22.3%	347	10.2%	3,375	864	25.6%	383	11.3%	3,284	936	28.5%	454	13.8%
Faculty: Non-Tenure Track	704	337	47.9%	105	14.9%	879	443	50.4%	129	14.7%	1,066	545	51.1%	138	12.9%
Professional and Scientific	6,905	4,298	62.2%	452	6.5%	7,770	4,759	61.2%	554	7.1%	8,597	5,313	61.8%	674	7.8%
Secretarial/Clerical	4,048	3,609	89.2%	97	2.4%	4,083	3,601	88.2%	114	2.8%	4,215	3,693	87.6%	153	3.6%
Technical/Paraprofessional	860	536	62.3%	27	3.1%	815	500	61.3%	32	3.9%	734	449	61.2%	29	4.0%
Skilled Crafts	848	52	6.1%	23	2.7%	827	59	7.1%	25	3.0%	794	61	7.7%	31	3.9%
Service/Maintenance	2,738	1,453	53.1%	210	7.7%	2,678	1,475	55.1%	264	9.9%	2,556	1,367	53.5%	321	12.6%
TOTALS	20,123	11,186	55.6%	1,306	6.5%	21,077	11,866	56.3%	1,553	7.4%	21,926	12,582	57.4%	1,849	8.4%