

AFFIRMATIVE ACTION BUDGETS
FY 2004

	SUI Office of Equal Opportunity and Diversity	ISU Office of Equal Opportunity and Diversity	UNI Office of Compliance and Equity Management	Regent Total
REVENUES				
STATE APPROPRIATIONS				
General Fund	\$566,349	\$264,373	\$213,878	\$1,044,600
TOTAL REVENUES	\$566,349	\$264,373	\$213,878	\$1,044,600
EXPENDITURES				
Fac. & Inst. Off. Salaries		\$155,771		\$155,771
Prof. & Sci. Staff Salaries	\$412,591	\$29,399	\$150,890	\$592,880
General Service Staff Salaries	\$43,283		\$49,880	\$93,163
Hourly Wages	\$19,210			\$19,210
Subtotal - Salaries	\$475,084	\$185,170	\$200,770	\$861,024
Prof. And Scientific Supplies	\$92,263	\$79,203	\$13,108	\$184,574
Subtotal	\$92,263	\$79,203	\$13,108	\$184,574
TOTAL EXPENDITURES	\$567,347	\$264,373	\$213,878	\$1,045,598

**MINORITY AND WOMEN EDUCATORS
ENHANCEMENT PROGRAM**

The University of Iowa

Annual Report

2003-2004

**BOARD OF REGENTS
STATE of IOWA**

Prepared by
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Office of the Provost
The University of Iowa

**MINORITY AND WOMEN EDUCATORS
ENHANCEMENT PROGRAM**

**University of Iowa
2003-2004**

Faculty Diversity Opportunity Program (FDOP)

At the University of Iowa, the Office of the Provost has established a program to enhance collegiate efforts to recruit and retain minority faculty. This program, called the Faculty Diversity Opportunities Program (FDOP), is administered by the Associate Provost for Diversity, who works with collegiate Deans to identify potential faculty hires that add to the diversity of the UI faculty. FDOP resources are 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. In some years, FDOP resources have been committed towards support the scholarly development of post-doctoral fellows; occasionally FDOP funds are used to support efforts to retain faculty already at the UI. After the period of joint support, the college provides all of the resources for the faculty members' development and tenure. FDOP was established in 1999, expanding on previous similar initiatives. Since 1999, FDOP has been used to support 79 diversity hiring and retention efforts.

For the current fiscal year, 2004-2005, the Office of the Provost is providing FDOP funding totaling **\$874,961** for partial salaries and other resources for a total of **30** faculty and **4** post-doctoral fellows. These positions are in the Colleges of Business, Dentistry, Education, Engineering, Law, Liberal Arts and Sciences, Medicine, Nursing, and Public Health. Sixteen of these appointments are new, and eighteen are continuing.

The amount committed for 2004-2005 represents a 44.5% increase in the funds committed by the Office of the Provost for FDOP in 2003-2004.

The Faculty Diversity Opportunities Program has proven to be an important incentive to colleges and departments to identify and recruit faculty from underrepresented communities and has contributed significantly to the increased representation of faculty from underrepresented communities in the five year period ending 2004.

Collegiate Diversity Group

The Office of the Provost 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. The Associate Provost for Diversity assists the Group in organizing and developing agenda for the meetings, and the Offices of Affirmative Action and the General Counsel serve as resources to the Group. The Chair of the University's Committee on Diversity serves as an *ex officio* member. Meetings of the Collegiate Diversity Group have focused on undergraduate and graduate/professional student outreach and recruitment, admissions, and financial aid issues. Issues of faculty recruitment, mentoring, and retention have been addressed with the participation of the Mentoring Group, supported by the Associate Provost for Faculty Personnel and Development. Consideration of diversity issues in the collegiate academic environment, curricula, and programming are assisted by the Associate Deans for Academic Programs, convened by the Associate Provost for Undergraduate Education.

Minority Faculty Orientation and Mentoring

The Provost, through the Associate Provost for Diversity, is a sponsor of the orientation program for new faculty, which begins the faculty mentoring program. The faculty mentoring program teams new faculty with senior faculty in their respective departments to assist in the new faculty member's career development in teaching, scholarship and research, and committee service. New minority faculty members are also encouraged to become part of the University community through associations with other faculty across the University, with campus social life, and with student activities and organizations. 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, and the UI LGBT Association.

Diversity Scholars, Visitors, and Faculty Exchanges

The Provost, through the Associate Provost for Diversity, 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.

Workshops/Programs on Diversity

The Provost, through the Associate Provost for Diversity, regularly supports events that enhance dialog and sensitivity about diversity issues. The Associate Provost for Diversity continues to work with the Office of Equal Opportunity and Diversity and the UI Diversity Committee 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.

Dual Career Network

In February of 1994, The University of Iowa established the Dual Career Network, a program designed to assist the spouses or partners of UI faculty recruits or, under certain circumstances, the spouses or partners of current UI faculty in locating employment opportunities. The services provided include: professional job search and career guidance for up to one year; resume writing assistance; advice on interviewing techniques; up-to-date resource information about local businesses; assistance with writing cover letters; access to job openings with local employers; letters of support written for University of Iowa employers; career counseling and guidance; guidance to appropriate resources for career exploration and planning; introduction to local groups to assist in networking attempts; current information about local hiring market and demographics, and social gatherings to meet other new people. The services of the Dual Career Network have been successfully used to recruit and retain diverse faculty hires.

Women in Science and Engineering (WISE)

The mission of the Women in Science and Engineering (WISE) 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. The WISE program was established in August, 1994 with joint support from the offices of the Vice President for Research and the Provost. The WISE Program staff includes a faculty director, a program coordinator, a faculty consultant, a mentoring coordinator, and an advisory board. The WISE Program cooperates with science, technology, engineering, and mathematics (STEM) programs at The University of Iowa. The goals of WISE are to increase the participation, professional development, and advancement of women as students, faculty, and professional staff; monitor and promote a supportive environment for women to study and work; integrate the ideas, strengths, and approaches of women into research, teaching, and service; and inform the public of educational and career opportunities for women in scientific and technical fields.

Developing Future Faculty

The University of Iowa Graduate College annually conducts a Committee on Institutional Cooperation Summer Research Opportunities Program to recruit, support and assist minority individuals to pursue graduate studies and collegiate faculty careers, especially in the sciences and engineering fields. More than 25 individuals participate in these programs each year.

Through the College of Liberal Arts, the Graduate College, the Office of the Vice President for Research, and the Provost, the Iowa Biosciences Advantage program was established for undergraduate students in the biological and medical sciences. This program is aimed especially at minority and other underrepresented undergraduate students and provides them with the support and preparation to enter graduate programs and ultimately to pursue careers as faculty at higher education institutions.

**Annual Report on
Regents Minority and Women Educators Enhancement Program**

**Iowa State University
November 2004**

Iowa State University supports several programs to cultivate the hiring, retention, and advancement of minority and women educators. Each of these programs is briefly described below.

1. In an effort to increase the sensitivity of supervisors to the needs of working parents, particularly for women who must balance career and family, Vice President for Academic Affairs and Provost Benjamin Allen distributed a letter to the university community in January 2004, encouraging administrators to use existing policies to support new parent employees. See: www.provost.iastate.edu/documents/
2. In November 2004, the Provost sent a seven-person team (faculty and administrators) to the "Keeping Our Faculties of Color" conference at the University of Minnesota as a "Diversity Leadership Team." This team will lead additional on-campus efforts to improve our efforts at retention and hiring. This is one of several follow-ups to the Taskforce Report on the Recruitment and Retention of Women and Minority Faculty (2003). Currently, the Faculty Senate is also discussing the taskforce report.
3. The Office of the Provost is working with a faculty team on preparation of an NSF ADVANCE Grant on "Institutional Transformation." These multi-year grants support changes in institutional and disciplinary cultures in STEM fields. The team held a retreat of STEM female faculty in Fall 2003 and has a second planned for January 2005.
4. The Provost annually supports a female faculty member in attending a national training workshop on leadership.
5. We are developing a new handbook on best practices in hiring, aimed at diversifying the interview pools and hires of faculty.
6. The Advisory Committee on Diversity, appointed by President Geoffroy in 2002, continues its work. A recent endeavor of the committee was the completion of a campus climate survey. The results of the survey will be used to determine how best to improve the climate and to further our diversity efforts.
7. To increase the number of minority and women educators on the faculty of Iowa State University, a program to provide partial funding to support the hiring of under-represented faculty was initiated in FY89-90 with funding by the President through the Provost Office. The program provided funding for faculty positions in the amount of \$210,800 for FY04. Since inception, the program has provided \$2.2M in order to diversity the faculty at ISU.

8. The Provost Office also initiated a funding program entitled the "Academic Plan Pool" beginning in FY01. Under this program, the Provost evaluates and funds requests and proposals from departments and colleges for the purpose of accommodating a spouse or partner of an ISU employee or potential employee. A priority for the funding is the recruitment and retention of faculty and staff from under-represented groups. A total of \$510,700 was allocated to colleges and departments in FY04 for this program.
9. The Office of the Provost and the Office of Equal Opportunity and Diversity (OEOD) have implemented a process to further encourage diversification in hiring faculty. Departments now have their list of potential interviewees reviewed by the OEOD to ensure that the department is making appropriate use of the diversity of their search pool.
10. To assist new faculty in establishing firm roots within Iowa State University, a faculty mentoring program was initiated in fall 1992. The goal is to provide advice and counsel to junior faculty members as they "learn the ropes". In recognition of their mentoring efforts, each of the senior faculty members receive a \$500 stipend to support their professional development. Each year a questionnaire assessing the success of the program from the perspective of the participants is distributed to the faculty mentors and new faculty who were mentored during that year. They are asked to comment on the choice of the mentor, the kinds of activities that characterized the mentoring relationships, and any recommendations for improvement. In FY03, 57 faculty (12 women and 19 minorities) were mentored. During FY04, an additional 76 faculty members (19 women and 22 minorities) were mentored. The cost of the program for FY04 was \$41,500.
11. The Office of the Provost supported the establishment of a Women's Leadership Consortium in 2002. The consortium continues to bring together leaders of various women's programs on campus and to investigate strategies for increasing their visibility and impact on campus initiatives and programs.
12. The Margaret Sloss Women's Center provides programming and support systems for all women on campus. Though many programs are directed specifically for students, the emphasis on safety, health-related issues, and topics related to the role of women in society support and benefit all. The Center sponsors Women's Week, Women in Touch programs dedicated to workplace topics, and many regularly scheduled seminars/programs. Margaret Sloss House includes a library collection focussed on women's issues, meeting and relaxation areas, and a lactation facility for nursing mothers.
13. Child Care Resources, a unit of Human Resource Services, supports Iowa State University families by linking them with programs and services that can help meet their child care needs. The university child care consultant is available to assist families in accessing services available both on the campus and in the community.

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. The facility at Veterinary Medicine was opened in August 1997 and is fully utilized. These two child care centers provide as many as 180 slots for children birth through school age. Both centers have substantial waiting lists. In addition to these full-time programs, the university supports several other child care initiatives including a resource and referral service, care for mildly ill children, part-time child care for student families, and a family child care infant network.

December 2004

TO: Board of Regents, State of Iowa
FROM: University of Northern Iowa
RE: Minority and Women Educators Enhancement Program

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 (\$12,000) has been used since 1990 to recruit and hire an academic administrator as Associate Dean for the Graduate College. This individual retired from her position in July 2002. These funds (plus an additional \$8,000) will be reallocated to support this ongoing effort.