



**REPORT TO THE BOARD OF REGENTS
STATE OF IOWA**

**Annual Equal Employment Opportunity and
Affirmative Action Workforce Report
November 2004**

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I. INTRODUCTION

The purpose of The University of Iowa's Affirmative Action Program is to reaffirm and ensure that the principle of equality of opportunity for all persons is applied to the recruitment, appointment, and promotion of persons in all employment classifications.

The 2004 Annual Equal Employment Opportunity and Affirmative Action Workforce Report presents highlights of employment activity at the University. The statistical information in this report is prepared from workforce data compiled according to Board of Regents guidelines, i.e., it includes all permanent, full-time, and part-time employees working 50 percent time or more on October 1 of the data year. Changes and activities are reported for Primary Occupational Activity groups (a grouping of several job classifications similar in content, salary, and opportunity), tenured/tenure track faculty, clinical track faculty, women, racial/ethnic minorities, individuals who have disabilities, and veterans.

This report also uses federal guidelines prescribed by the Office of Federal Contracts Compliance Programs. It is important to note that other University reports may use different data sources and definitions; thus, prudence should be used when comparing the data in this report to data in other workforce-related reports, such as the Integrated Postsecondary Educational Data System (IPEDS) Fall Staff Survey and reports produced by other University offices.¹

Finally, please note that this report presents changes in the workforce composition differently than did previous annual reports.² Therefore, caution should be exercised in comparing this annual report to previous reports.

¹ 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, whereas in some workforce-related reports produced by the Office of the Provost these individuals may be included among the faculty.

² In previous reports, changes over time were reported as the difference between the percentages observed in the two years; for example, if women represented 61.8 percent of the workforce one year and 62.2 percent the following year, the difference was reported as a change of 0.4 *percentage points* (i.e., 62.2 – 61.8). In this year's report, changes over time are reported as the percentage increase or decrease from the number of individuals observed in the first year; for example, if there were 8,666 women in the workforce one year and 8,830 the following year, the difference of 164 individuals is calculated as a percentage of the observation in the first year (i.e., $164 \div 8,666$), a change of 1.9 *percent*.

II. OVERVIEW: HIGHLIGHTS OF EMPLOYMENT ACTIVITY

- **One-Year Comparison of Workforce Categories.** Between October 1, 2003 and October 1, 2004, the University of Iowa workforce increased by 185 employees (1.3 percent), from 14,014 in 2003 to 14,199 in 2004.
 - The faculty and staff increased by 164 women (1.9 percent).
 - Minority representation increased by 48 individuals (4.4 percent).
 - There was a decrease of 5 individuals (5.0 percent) who self-reported having disabilities.
 - The number of self-identified Vietnam-era veterans decreased by 8 (2.2 percent).
 - The number of disabled veterans decreased by 2 (6.3 percent), and the number of other eligible veterans decreased by 6 (1.9 percent).
 - There was a slight decrease in the number of tenured/tenure track faculty (net loss of 4 faculty or 0.3 percent). The number of female tenure track faculty decreased by 6 (1.4 percent), while overall minority representation on the tenure track increased by 15 (7.1 percent).
 - The campus unit with the largest net increase in staff was the University of Iowa Hospitals and Clinics, with a net gain of 252 staff (4.7 percent).
 - During the 2003-2004 data year, the University hired/promoted 1,054 female and 188 minority employees overall. Despite the increased hiring, with all employment groups aggregated, the University is currently under-represented by 264 women (1.9 percent) and by 105 minorities (0.7 percent).³

- **Five-Year Comparison of Workforce Categories.** Between October 1, 1999 and October 1, 2004, the University of Iowa workforce increased by 1,017 employees (7.7 percent), from 13,182 in 1999 to 14,199 in 2004.
 - The faculty and staff increased by 770 women (9.6 percent).
 - Minority representation increased by 219 individuals (24 percent).
 - The number of employees who self-reported having disabilities decreased by 27 (22 percent).
 - There was an increase of 161 individuals (83.0 percent) who self-identified as Vietnam-era veterans.
 - The number of disabled veterans increased by 12 (66.7 percent).
 - There was a net increase of 13 tenured/tenure track faculty (0.8 percent). The number of female tenure track faculty increased by 16 (3.9 percent), and the number of minority faculty increased by 38 (20.1 percent).

³ The term “underrepresentation” is defined as “having fewer minorities or women in a particular job group or department than would reasonably be expected by their availability.” For more information on the determination of underrepresentation, see Chapter IV of this report.

- **Ten-Year Comparison of Workforce Categories.** Between October 1, 1994 and October 1, 2004, the University of Iowa workforce increased by 1,176 employees (9.0 percent), from 13,023 to 14,199.
 - The faculty and staff increased by 904 women (11.4 percent).
 - Minority representation increased by 382 individuals (50.9percent).
 - There was a decrease of 21 individuals (17.9 percent) who self-reported having disabilities.
 - The number of self-identified Vietnam-era veterans more than doubled, with an increase of 179 individuals (101.7 percent). The number of disabled veterans increased by 13 (76.5 percent).
 - There was a net decrease of 103 tenured/tenure track faculty (6.2 percent). The number of female tenure track faculty increased by 59 (16.0 percent), and minority representation increased by 38 (20.1 percent).

III. ONE-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES: 2003 - 2004

A. Faculty and Staff by Primary Occupational Activity Group, Gender, and Minority Status, 2003 – 2004

The University of Iowa workforce increased by 185 employees (1 percent) during the 2003-04 data year, from 14,014 in 2003 to 14,199 in 2004. For analytical purposes, job titles have been categorized into Primary Occupational Activity (POA) groups based on job content, salary, and opportunities. The POA group with the greatest proportional increase was Executive, Administrative, and Managerial Staff, while the largest net increase in number of employees occurred among Professional and Scientific Staff. The largest proportional decrease was among Skilled Crafts Staff, and the largest net decrease was among Secretarial and Clerical Staff.

The number of women in the workforce increased by 164 (2 percent), with the largest proportional increase in Executive, Administrative, and Managerial Staff and the largest net increase in Professional and Scientific Staff. The number of minorities increased by 4 percent overall, with the largest proportional increase in Technical and Paraprofessional Staff and the largest net increase in Professional and Scientific Staff.

The following table and charts compare the composition of the University's workforce on October 1, 2003 to that on October 1, 2004 by POA group, gender, and minority status. Note that actual workforce gains and losses are detailed in Table II.

Table I
Faculty and Staff by Primary Occupational Activity Group, Gender, and Minority Status
October 1, 2003 – October 1, 2004

POA Group	2003			2004			Net Change		
	Total	Women	Minorities	Total	Women	Minorities	Total	Women	Minorities
1 Executive, Administrative, & Managerial Staff	315	101 32.1%	21 6.7%	327	116 35.5%	23 7.0%	+ 12 + 3.8%	+ 15 + 14.9%	+ 2 + 9.5%
2 Tenured/Tenure Track Faculty	1,561	433 27.7%	212 13.6%	1,557	427 27.4%	227 14.6%	- 4 - 0.3%	- 6 - 1.4%	+ 15 + 7.1%
3 Non-Tenure Track Faculty	534	245 45.9%	76 14.2%	537	238 44.3%	76 14.2%	+ 3 + 0.6%	- 7 - 2.9%	0
4 Professional & Scientific Staff	6,273	4,334 69.1%	408 6.5%	6,467	4,495 69.5%	427 6.6%	+ 194 + 3.1%	+ 161 + 3.7%	+ 19 + 4.7%
5 Secretarial and Clerical Staff	2,713	2,313 85.3%	93 3.4%	2,676	2,276 85.1%	91 3.4%	- 37 - 1.4%	- 37 - 1.6%	- 2 - 2.2%
6 Technical and Paraprofessional Staff	480	294 61.3%	15 3.1%	472	292 61.9%	22 4.7%	- 8 - 1.7%	- 2 - 0.7%	+ 7 + 46.7%
7 Skilled Crafts Staff	409	40 9.8%	22 5.4%	394	36 9.1%	22 5.6%	- 15 - 3.7%	- 4 - 10.0%	0
8 Service and Maintenance Staff	1,729	906 52.4%	237 13.7%	1,769	950 53.7%	244 13.8%	+ 40 + 2.3%	+ 44 + 4.9%	+ 7 + 3.0%

Total	14,014	8,666 61.8%	1,084 7.7%	14,199	8,830 62.2%	1,132 8.0%	+ 185 + 1.3%	+ 164 + 1.9%	+ 48 + 4.4%
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Figure 1
Female Faculty and Staff by Primary Occupational Activity Group
October 1, 2003 – October 1, 2004

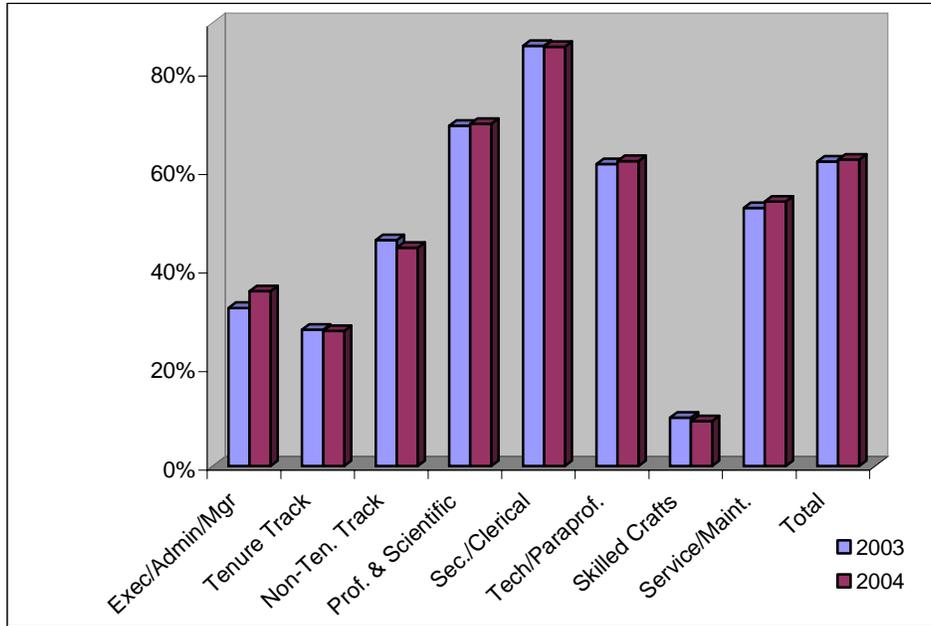
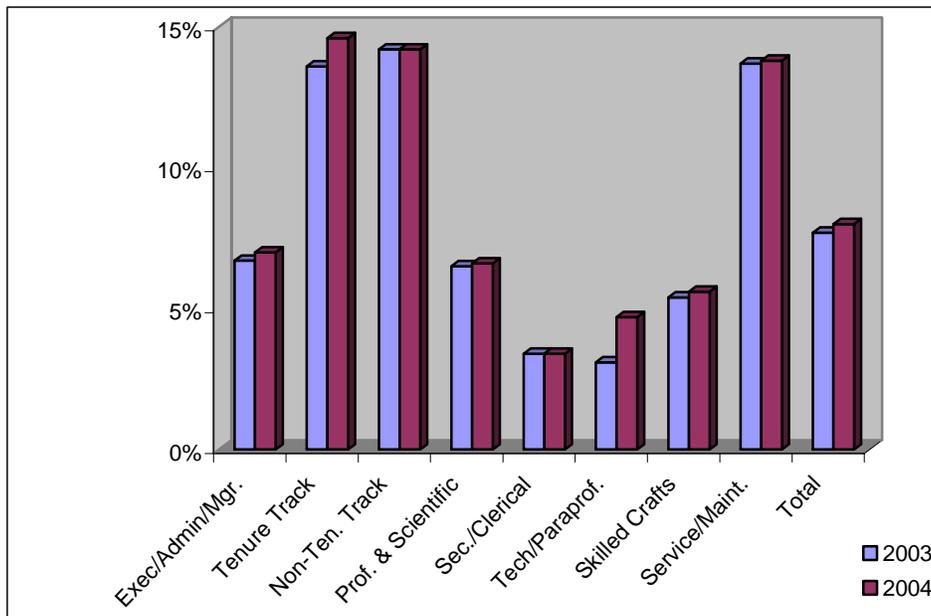


Figure 2
Minority Faculty and Staff by Primary Occupational Activity Group
October 1, 2003 – October 1, 2004



The following table details for each Primary Occupational Activity group: 1) gains (the number of hires/promotions); 2) losses (the number of resignations/terminations); and 3) the net increase or decrease in the workforce. These changes are presented for the overall workforce and for women and minorities specifically.

Some of the gains and losses of faculty and staff within the major POA groups are a result of promotions, transfers, reclassifications, or demotions across POA groups, which result in gains in one major POA group with a corresponding loss in another major POA group. Only a portion of these actions result in net losses of faculty and staff to the University as a whole.

Table II
Workforce Gains and Losses by Primary Occupational Activity Group,
Gender, and Minority Status, October 1, 2003 – October 1, 2004

POA Group	Gains			Losses			Net Change		
	Total	Women	Minorities	Total	Women	Minorities	Total	Women	Minorities
1 Executive, Administrative, & Managerial Staff	68	33	5	56	18	3	+ 12	+ 15	+ 2
2 Tenured/Tenure Track Faculty	112	34	26	116	40	10	- 4	- 6	+ 15
3 Non-Tenure Track Faculty	96	37	23	93	44	24	+ 3	- 7	0
4 Professional & Scientific Staff	790	570	80	596	409	61	+ 194	+ 161	+ 19
5 Secretarial and Clerical Staff	195	156	8	232	193	7	- 37	- 37	- 2
6 Technical and Paraprofessional Staff	40	24	8	48	26	1	- 8	- 2	+ 7
7 Skilled Crafts Staff	16	1	0	31	5	0	- 15	- 4	0
8 Service and Maintenance Staff	307	199	38	267	155	32	+ 40	+ 44	+ 7
Total	1,624	1,054	188	1,439	890	138	+185	+164	+48

The unit on campus with the largest net increase in staff over the past year was the University of Iowa Hospitals and Clinics with a net gain of 252 staff (5 percent), from 5,343 in 2003 to 5,595 in 2004. This increase is attributable to several factors, including:

- Greater recruitment success in filling long-standing vacancies in Nursing
- Volume growth in ambulatory care clinics
- Expansion of the number of beds in critical care areas with a corresponding increase in staffing, including nurses, nursing assistants, respiratory care therapists, and custodians
- The addition of a job classification to perform phlebotomy work as part of a process improvement
- The addition of patient account representatives to address new business office processes

The campus unit with the largest net decrease in staff was the Office of the Vice President for Finance and Operations, with a net loss of 36 staff since October 1, 2003.

B. Strategic Planning Indicators: Target Employment Categories

The University has identified employment categories where further work is needed to achieve a diverse faculty and staff and has established specific targets for representation of women and minorities in these workforce categories by Fiscal Year 2005. The targeted employment categories include two workforce areas for women and four for minorities.

In the past year, the University has made gains towards its targets in five of these six categories. In three of the categories, the current representation of women and/or minorities meets or exceeds the target.

The following table and charts identify these targeted categories and the progress made toward achieving the representation targets.

Table III
Progress Towards Strategic Planning Indicators of
Gender and Racial/Ethnic Diversity Among Faculty and Staff

Category	FY 2004 *	FY 2005 *	Target	Target Met
WOMEN				
Executive, Administrative, and Managerial Staff	32.1 %	Increased to 35.5 %	32.0 %	Yes
Tenured/Tenure Track Faculty	27.7 %	Decreased to 27.4 %	30.0 %	No
MINORITIES				
Executive, Administrative, and Managerial Staff	6.7 %	Increased to 7.0 %	8.0 %	No
Tenured/Tenure Track Faculty	13.6 %	Increased to 14.6 %	14.5 %	Yes
Professional & Scientific Staff	6.5 %	Increased to 6.6 %	7.5 %	No
Merit Staff	6.9 %	Increased to 7.1 %	7.0 %	Yes

* The data snapshot for these indicators is taken each year on October 1, using data prepared by the Office of Equal Opportunity and Diversity.

Figure 3
Female Executive, Administrative, and Managerial Staff
Strategic Indicators, 2000 – 2004

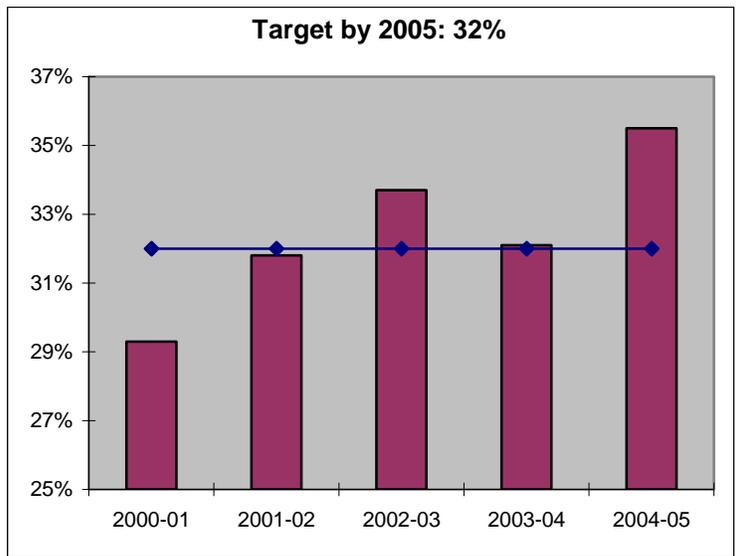


Figure 4
Female Tenured/Tenure Track Faculty
Strategic Indicators, 2000 – 2004

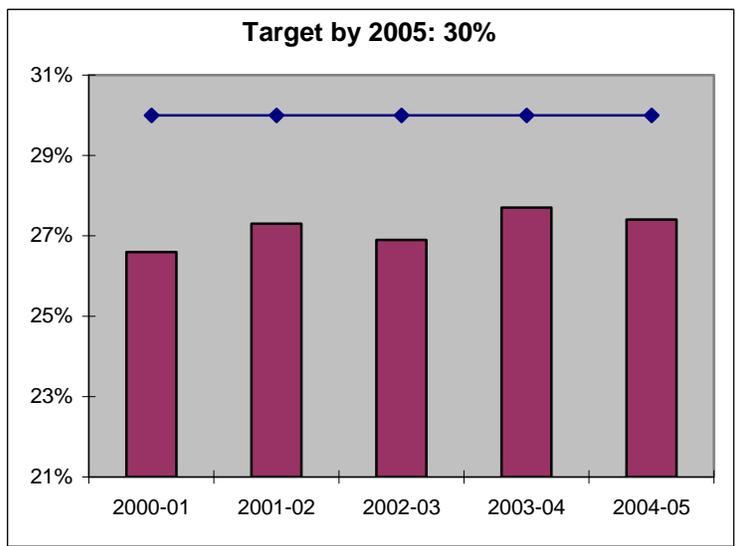


Figure 5
Minority Executive, Administrative, and Managerial Staff
Strategic Indicators, 2000 – 2004

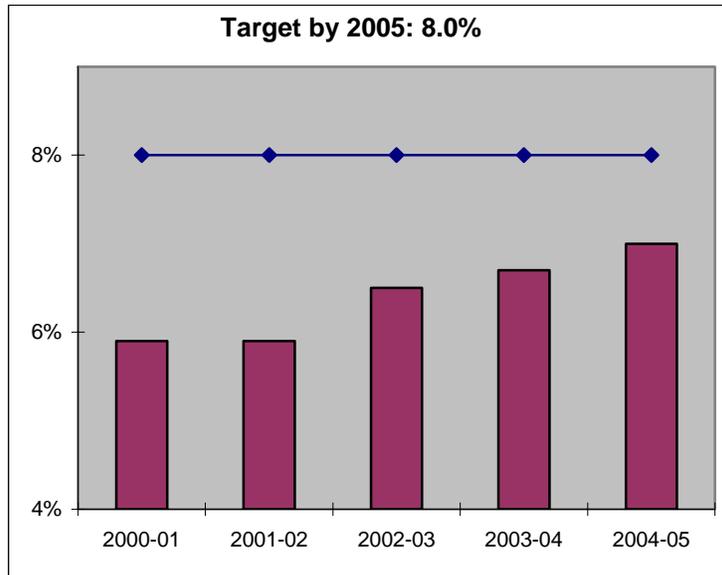


Figure 6
Minority Tenured/Tenure Track Faculty
Strategic Indicators, 2000 – 2004

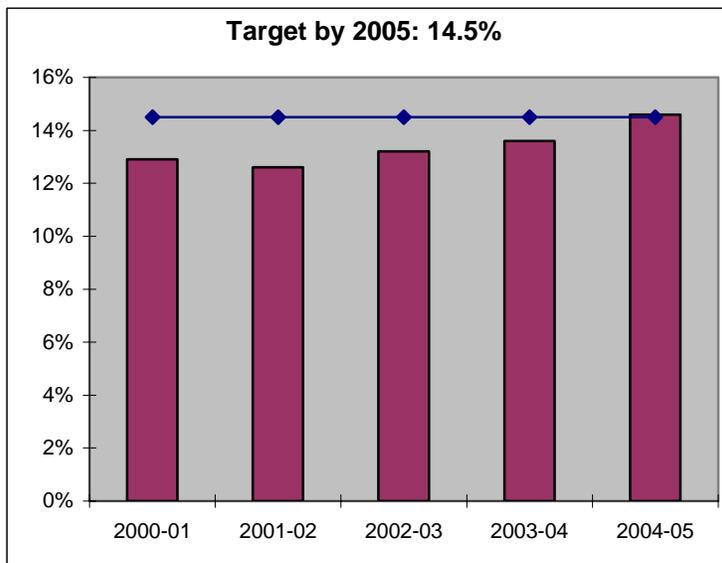


Figure 7
Minority Professional and Scientific Staff
Strategic Indicators, 2000 – 2004

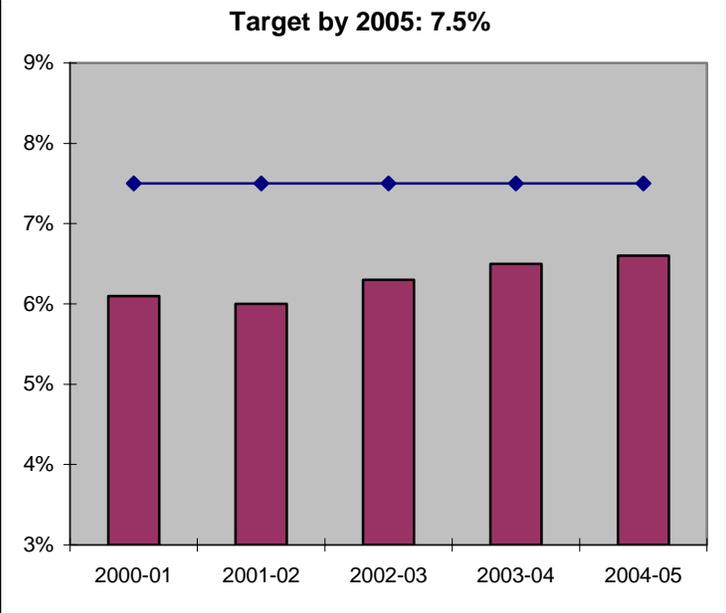
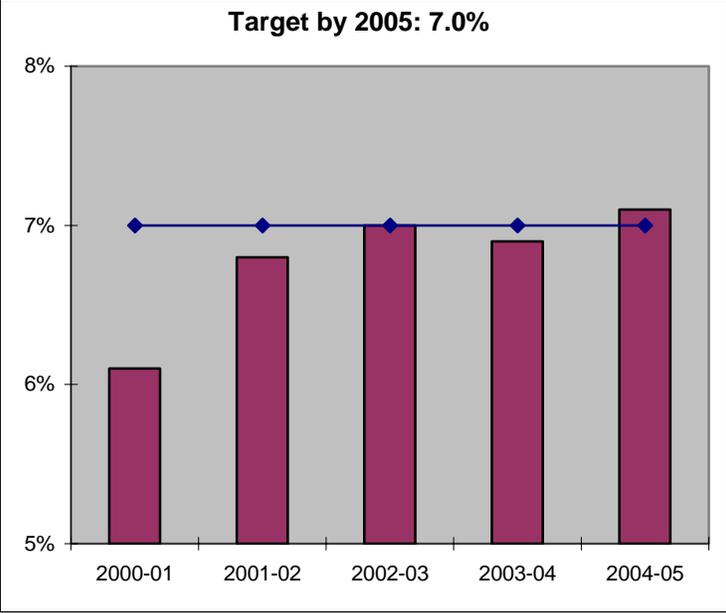


Figure 8
Minority Merit Staff
Strategic Indicators, 2000 – 2004



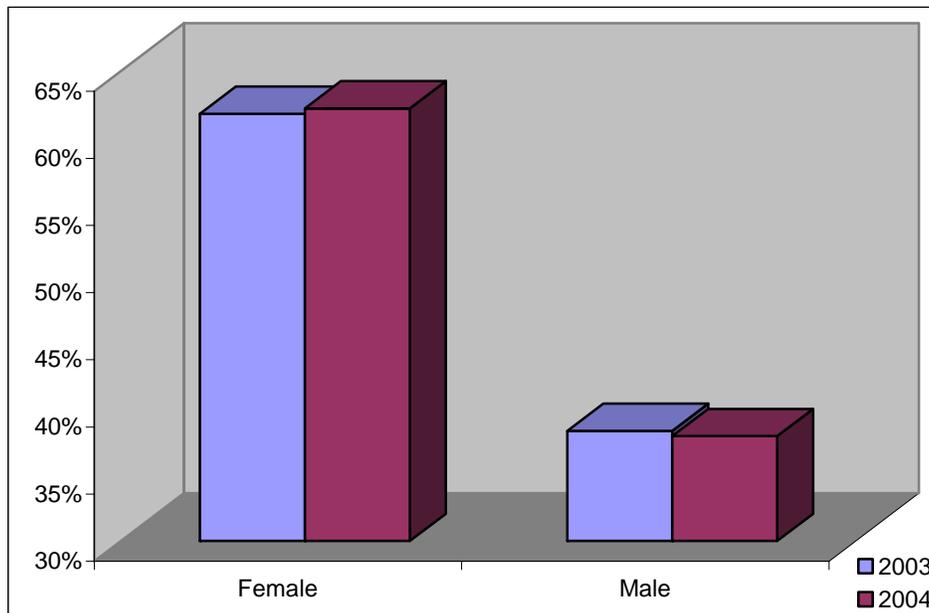
C. Faculty and Staff by Gender, Race/Ethnicity, Disability, and Veteran Status, 2003 – 2004

The following table and charts indicate the number of female and minority faculty and staff by gender and racial/ethnic group on October 1, 2003 and October 1, 2004. Race/ethnicity is self-reported by the employee to the University at the time of appointment; this personal data may be updated and/or corrected by the employee at any time.

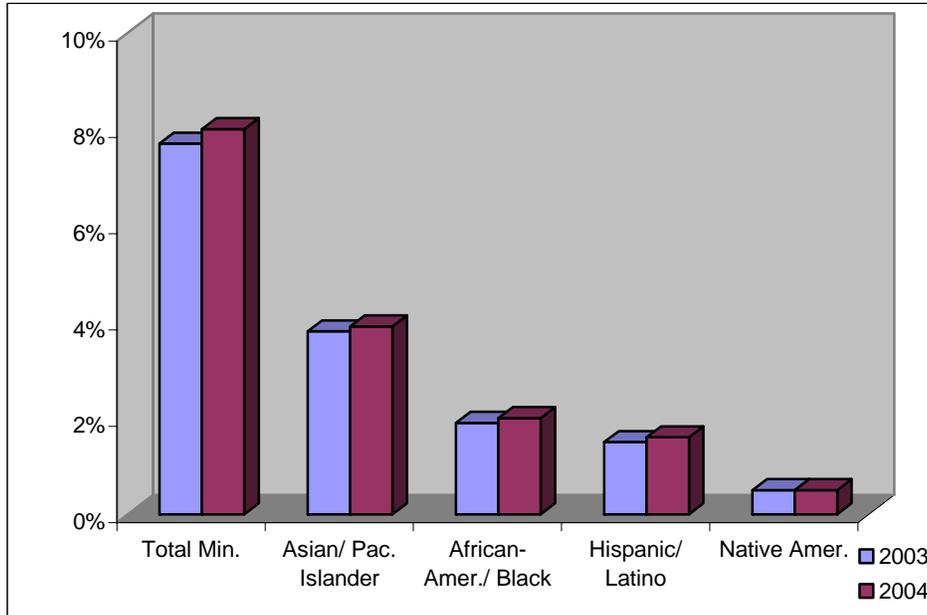
**Table IV
Faculty and Staff by Gender and Race/Ethnicity
October 1, 2003 – October 1, 2004**

Year	Total Faculty & Staff	Women	Total Minorities	Asian/Pacific Islander	African-American/Black	Hispanic/Latino	Native American
2003	14,014	8,666 61.8 %	1,084 7.7 %	528 3.8 %	273 1.9 %	214 1.5 %	69 0.5 %
2004	14,199	8,830 62.2 %	1,132 8.0 %	559 3.9 %	283 2.0 %	222 1.6 %	68 0.5 %
Net Change	+ 185 + 1.3 %	+ 164 + 1.9 %	+ 48 + 4.4 %	+ 31 + 5.9 %	+ 10 + 3.7 %	+ 8 + 3.7 %	- 1 - 1.4 %

**Figure 9
Faculty and Staff by Gender
October 1, 2003 – October 1, 2004**



**Figure 10
Faculty and Staff by Race/Ethnicity
October 1, 2003 – October 1, 2004**



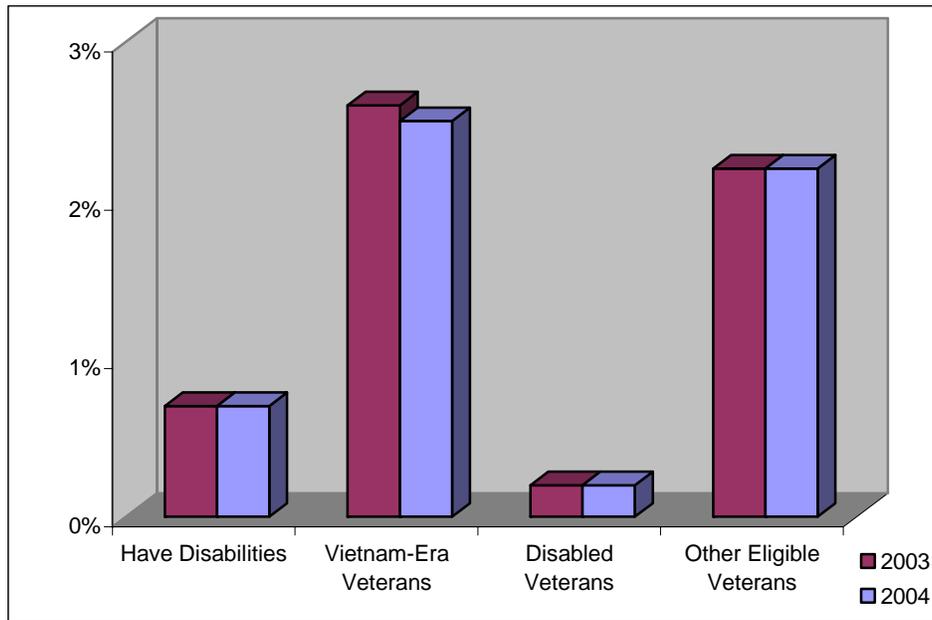
Employees self-report disability and veteran status to the University at the time of appointment, and may update or correct this information at any time. The number of faculty and staff who reported having a disability decreased by 5 individuals (5 percent) over the past year. The number of faculty and staff who self-identified as veterans decreased slightly (by 1.9 percent to 6.3 percent) in each category of veterans.

The following table and charts indicate the number of faculty and staff who self-reported disabilities and the number of Vietnam-era veterans, disabled veterans, and other eligible veterans in 2003 and 2004.

**Table V
Faculty and Staff by Disability and Veteran Status
October 1, 2003 – October 1, 2004**

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Vietnam-Era Veterans	Disabled Veterans	Other Eligible Veterans
2003	14,014	101 0.7 %	363 2.6 %	32 0.2 %	313 2.2 %
2004	14,199	96 0.7 %	355 2.5 %	30 0.2 %	307 2.2 %
Net Change	+ 185 + 1.3 %	- 5 - 5.0 %	- 8 - 2.2 %	- 2 - 6.3 %	- 6 - 1.9 %

Figure 11
Faculty and Staff by Disability and Veteran Status
October 1, 2003 – October 1, 2004



D. Tenured/Tenure Track Faculty by Gender and Race/Ethnicity, 2003 – 2004

The number of tenured/tenure track faculty has decreased slightly (by 4 individuals) in the last year. The number of female tenured/tenure track faculty decreased by 6, while overall minority representation increased by 15 (7 percent). Gains in minority tenured/tenure track faculty occurred among Asian/Pacific Islanders and Native Americans. The number of African-American/Black and Hispanic/Latino tenured/tenure track faculty remained the same.

The following table and charts present the gender and race/ethnicity of tenured/tenure track faculty in 2003 and 2004.

Table VI
Tenured/Tenure Track Faculty by Gender and Race/Ethnicity
October 1, 2003 – October 1, 2004

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	African- American/ Black	Hispanic/ Latino	Native American
2003	1,561	433 27.7 %	212 13.6 %	134 8.6 %	32 2.0 %	42 2.7 %	4 0.3 %
2004	1,557	427 27.4 %	227 14.6 %	148 9.5 %	32 2.1 %	42 2.7 %	5 0.3 %
Net Change	- 4 - 0.3 %	- 6 - 1.4 %	+ 15 + 7.1 %	+ 14 + 10.4 %	0	0	+ 1 + 25.0 %

Figure 12
Tenured/Tenure Track Faculty by Gender
October 1, 2003 – October 1, 2004

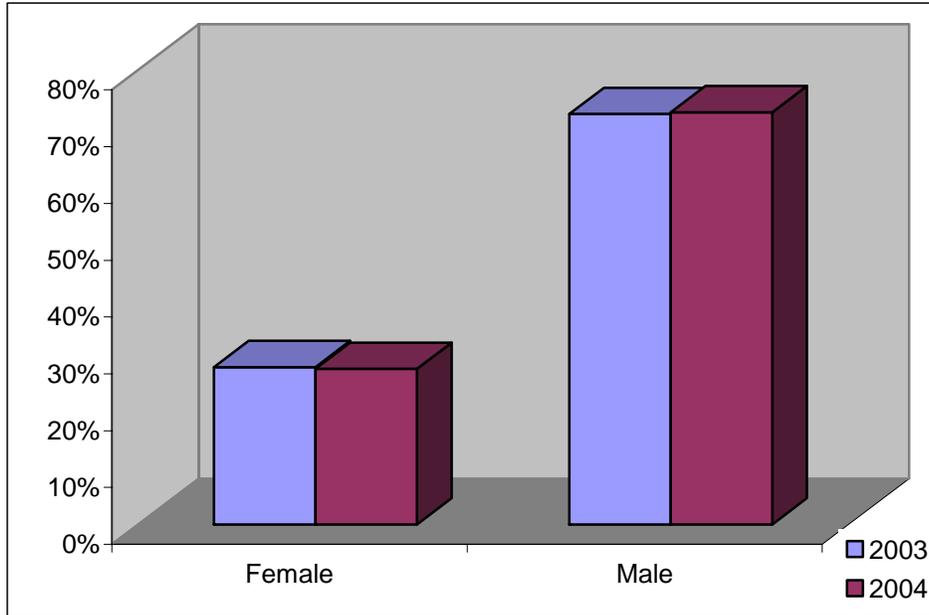
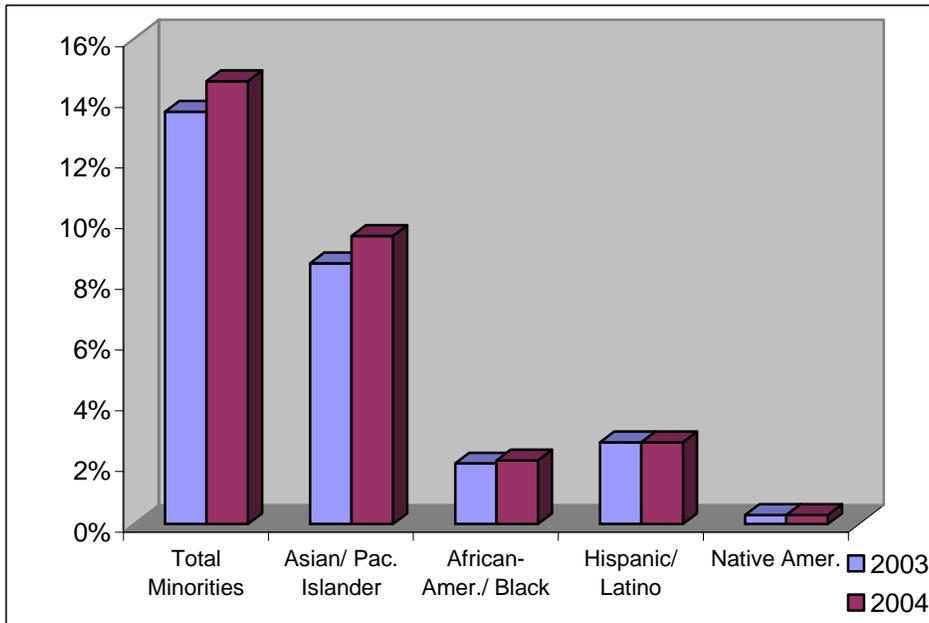


Figure 13
Tenured/Tenure Track Faculty by Race/Ethnicity
October 1, 2003 – October 1, 2004



E. Tenured/Tenure Track Faculty Promotion and Tenure Rates by Gender and Minority Status, 2003 - 2004

A total of 79 tenure track faculty were granted promotions effective Academic Year 2004-05, of whom 24 were women. This rate of promotion (30 percent) exceeds the percentage of women on the tenure track faculty, now at 27 percent. Minorities received 9 of the 79 promotions (11 percent); this representation is slightly lower than the representation of minorities on the tenure track faculty (15 percent).

Forty-seven tenure track faculty members were granted tenure effective Academic Year 2004-05, of whom 14 (30 percent) were women. As of October 2004, women represented 36 percent of the untenured faculty on the tenure track. Among the 47 tenure track faculty members who received tenure, six (13 percent) were members of minority groups. As of October 2004, minorities represented 21 percent of the untenured faculty on the tenure track.

The rate of promotion and tenure for women and minority faculty in recent years continues to be relatively comparable to their representation on the tenure track. It should be noted, however, that the percentage of women and minorities who are eligible for tenure and/or promotion review varies from year to year, and, in some years, may be lower or higher than their representation among the untenured faculty on the tenure track as a whole.

The following table and charts illustrate the rates of tenure and promotion for tenure track faculty.

**Table VII
Tenured/Tenure Track Faculty Promotions & Tenure Rates by Gender and Minority Status
Effective 2004–05 Academic Year**

	Total	Women	Minorities
PROMOTIONS			
Number on Tenure Track	1,557	427	227
Percentage of Total on Tenure Track		27.4 %	14.6 %
Sought Promotions	80	24	9
Percentage of All Faculty Who Sought Promotions (n = 80)		30.0 %	11.3 %
Percentage of Subgroup (Total, Women, or Minorities)	5.1 %	5.6 %	4.0 %
Granted Promotions	79	24	9
Percentage of All Faculty Who Were Granted Promotions (n = 79)		30.4 %	11.4 %
Percentage of Subgroup (Total, Women, or Minorities) Who Sought Promotions	98.8 %	100 %	100 %
TENURE			
Number of Untenured Faculty on Tenure Track	419	152	87
Percentage of Total Untenured on Tenure Track		36.3 %	20.8 %
Sought Tenure	47	14	6
Percentage of All Faculty Who Sought Tenure (n = 47)		29.8 %	12.8 %
Percentage of Subgroup (Total, Women, or Minorities)	11.2 %	9.2 %	6.9 %
Granted Tenure	47	14	6
Percentage of All Faculty Who Were Granted Tenure (n = 47)		29.8 %	12.8 %
Percentage of Subgroup (Total, Women, or Minorities) Who Sought Tenure	100 %	100 %	100 %

Figure 14
Tenure Track Faculty Promotions by Gender
Effective Academic Year 2004-05

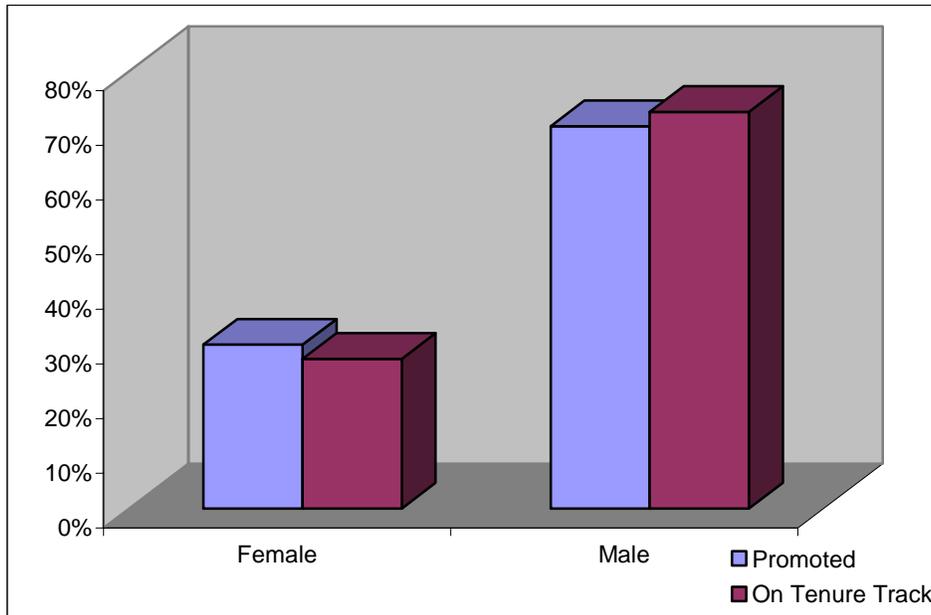


Figure 15
Tenure Track Faculty Promotions by Minority Status
Effective Academic Year 2004-05

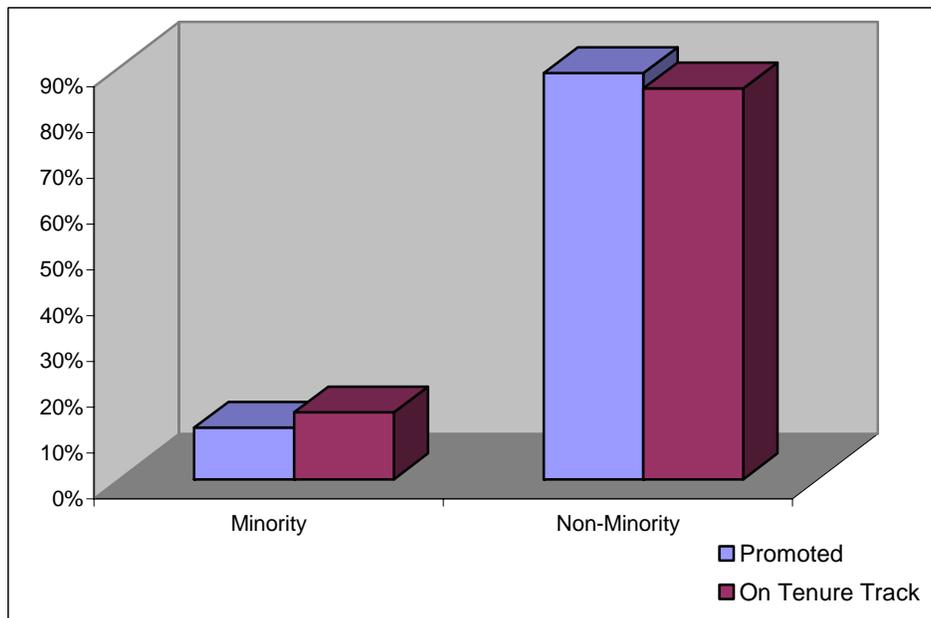


Figure 16
Tenure Decisions by Gender
Effective Academic Year 2004-05

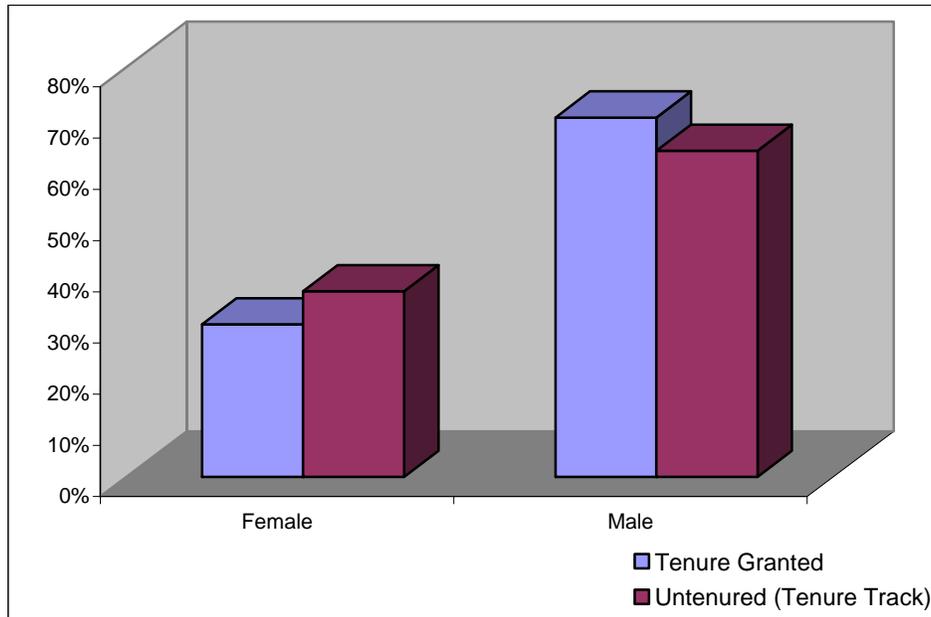
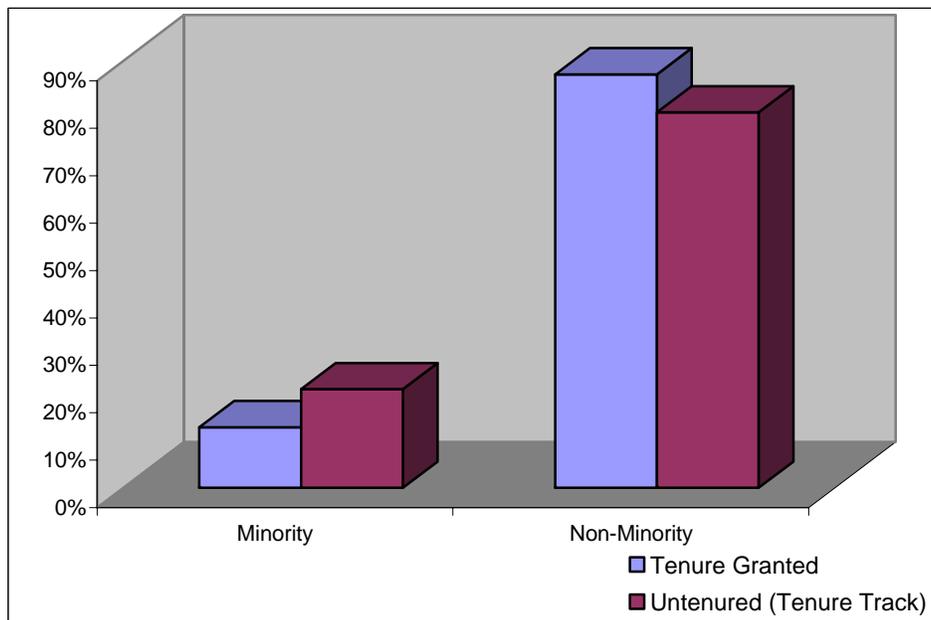


Figure 17
Tenure Decisions by Minority Status
Effective Academic Year 2004-05



F. Clinical Track Faculty by Gender and Race/Ethnicity, 2003 – 2004

The University experienced slight growth of the clinical track faculty during the data year, with a net increase of 8 faculty (2 percent). Faculty appointed to clinical track positions are included in POA Group 3, Non-Tenure Track Faculty.

The number of women on the clinical track decreased slightly by 3 individuals (2 percent), while the number of minorities track increased by 8 (22 percent).

The College of Medicine continues to employ the majority of the clinical track faculty (74 percent), followed by the College of Dentistry (7 percent), the College of Nursing (6 percent), and the College of Liberal Arts and Sciences (5 percent). The remaining 8 percent of clinical track faculty are employed in the Colleges of Public Health, Pharmacy, Education, or Business.

The following table and figures illustrate the growth of the clinical track over the last year and the representation of women and minorities on the clinical track.

**Table VIII
Clinical Track Faculty by Gender and Race/Ethnicity
October 1, 2003 – October 1, 2004**

Year	Clinical Track Faculty	Women	Total Minorities	Asian/Pacific Islander	African-American/Black	Hispanic/Latino	Native American
2003	350	150 42.9 %	37 10.6 %	22 6.3 %	6 1.7 %	6 1.7 %	3 0.9 %
2004	358	147 41.1 %	45 12.6 %	25 7.0 %	9 2.5 %	8 2.2 %	3 0.9 %
Net Change	+ 8 + 2.3 %	- 3 - 2.0 %	+ 8 + 21.6 %	+ 3 + 13.6 %	+ 3 + 50.0 %	+ 2 + 3.3 %	0

Figure 18
Clinical Track Faculty by Gender
October 1, 2003 – October 1, 2004

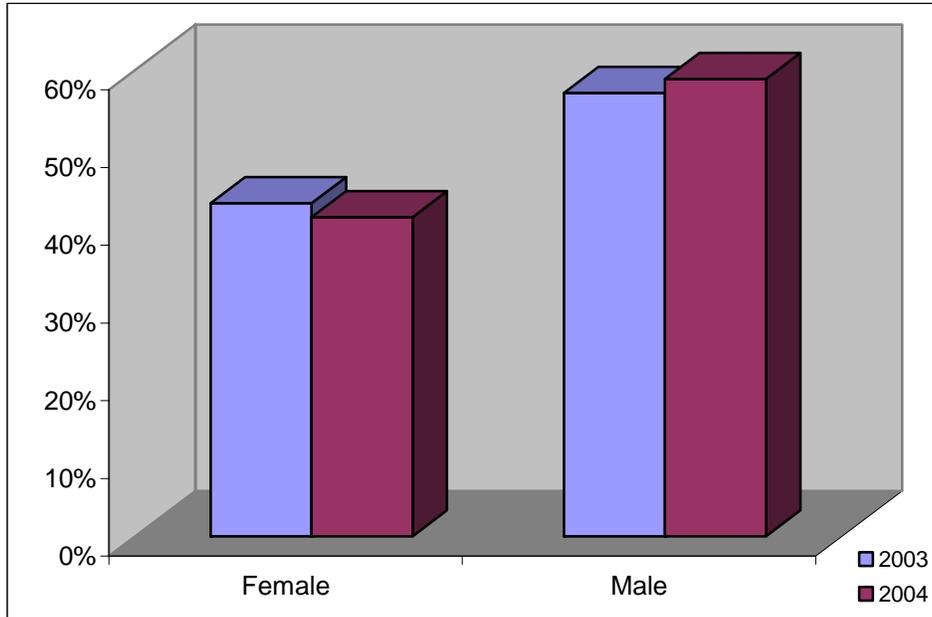
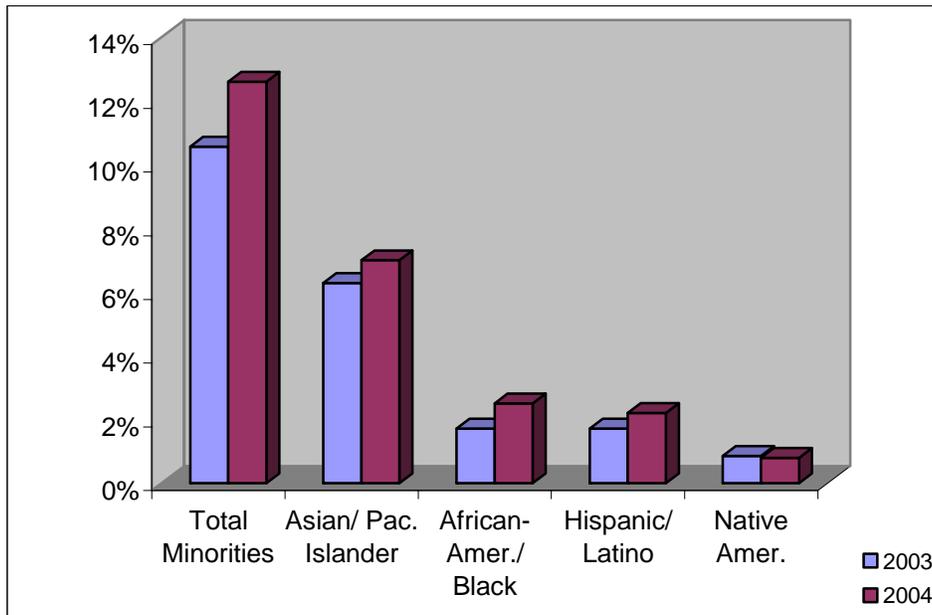


Figure 19
Clinical Track Faculty by Race/Ethnicity
October 1, 2003 – October 1, 2004



IV. ANNUAL HIRING GOALS: 2003-04 AND 2004-05

A. How Hiring Goals are Determined

The term “underrepresentation” is defined as “having fewer minorities or women in a particular job group or department than would reasonably be expected by their availability.” The Office of Equal Opportunity and Diversity conducts formal analyses of availability in order to estimate the number of qualified women and minorities available for employment in a given field or job group. The availability estimates are then compared to the actual rates of employment using a two standard deviations test of statistical significance to determine whether underrepresentation exists (i.e., the difference between the estimated availability and the actual workforce percentage meets or exceeds two standard deviations). Underrepresentation may be affected by several factors including new hires, promotions and transfers; loss of personnel; a change in the availability of women and minorities in the relevant job market; and/or a combination of factors.

The University of Iowa sets annual hiring goals when underrepresentation of women or minorities is detected within a department (for faculty) or job group (for staff). Goals are initially set at the beginning of the data year based on the level of underrepresentation, the estimated availability of women and minorities, and the anticipated upcoming hiring activity. At the close of the data year, the goals are adjusted to reflect the actual rate of hiring that occurred during the data year.

For the purposes of this report, the annual hiring goals are aggregated by major Primary Occupational Activity (POA) group. Underrepresentation may remain in individual job groups despite the fact that the aggregate goals for the major POA group were met or exceeded. For example, a department with numerous job groups may remain underrepresented for women in one particular job group, despite the fact that the overall hiring of women exceeded the cumulative hiring goal for women.

B. Hiring Goals for the 2003-04 Data Year

As adjusted at the close of the 2003-04 data year, the annual hiring goals across all POA groups totaled 153 women and 13 minorities. The goals were compared to the number of women and minorities hired to determine whether the goals were met. During the 2003-04 data year, the University hired or promoted 1,054 women and 188 minority employees overall. Despite this increased hiring, varied degrees of underrepresentation of women and minorities remain in individual job groups within the majority of the POA groups. With all POA groups aggregated, the University is currently under-represented by 264 women (1.9%) and by 105 minorities (0.7%).

The following table indicates the hiring goals aggregated by POA group for 2003-04 and whether these goals were met.

**Table IX
Progress Toward Annual Hiring Goals
Data Year 2003-04**

POA Group	Women			Minorities		
	'03-'04 Goal	'03-'04 Gains	Goal Met	'03-'04 Goal	'03-'04 Gains	Goal Met
1 Executive, Administrative, and Managerial Staff	0	33	n/a	0	5	n/a
2 Tenured/Tenure Track Faculty	8	34	Yes	1	26	Yes
3 Non-Tenure Track Faculty	0	37	n/a	0	23	Yes
4 Professional & Scientific Staff	116	570	Yes	12	80	Yes
5 Secretarial and Clerical Staff	2	156	Yes	0	8	n/a
6 Technical and Paraprofessional Staff	1	24	Yes	0	8	n/a
7 Skilled Crafts Staff	1	1	Yes	0	0	n/a
8 Service and Maintenance Staff	25	199	Yes	0	38	n/a
Total	153	1,054	Yes	13	188	Yes

C. Hiring Goals for the 2004–05 Data Year

The following table indicates the anticipated hiring goals for women and minorities for 2004-05.

**Table X
Annual Hiring Goals for the Current Year
Data Year 2004-05**

POA Group	Women	Minorities
	'04-'05 Goal	'04-'05 Goal
1 Executive, Administrative, and Managerial Staff	0	0
2 Tenured/Tenure Track Faculty	10	0
3 Non-Tenure Track Faculty	0	0
4 Professional & Scientific Staff	70	21
5 Secretarial and Clerical Staff	49	0
6 Technical and Paraprofessional Staff	1	1
7 Skilled Crafts Staff	0	0
8 Service and Maintenance Staff	39	0
Total	169	22

**V. FIVE-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES:
1999 - 2004**

A. Faculty and Staff by Primary Occupational Activity Group, Gender, and Minority Status, 1999 – 2004

The University of Iowa workforce has increased by 1,017 employees (8 percent) over the last 5 years, from 13,182 in 1999 to 14,199 in 2004. The Primary Occupational Activity (POA) group with the largest proportional increase was Non-Tenure Track Faculty. There were also notable increases in Professional and Scientific Staff and Executive, Administrative, and Managerial Staff. The largest proportional and net decrease was among Skilled Crafts Staff.

The percentage of women in the workforce increased by 10 percent in the five-year period, with the largest proportional increases in Executive, Administrative, and Managerial Staff and Non-Tenure Track Faculty. Overall minority representation increased by 24 percent, with notable proportional and net gains in Skilled Crafts Staff, Professional and Scientific Staff, Service and Maintenance Staff, and Tenured/Tenure Track Faculty.

The following table and charts provide more details of the University's workforce on October 1, 1999 and on October 1, 2004.

**Table XI
Faculty and Staff by Primary Occupational Activity Group, Gender, and Minority Status
October 1, 1999 – October 1, 2004**

POA Group	1999			2004			Net Change		
	Total	Women	Minorities	Total	Women	Minorities	Total	Women	Minorities
1 Executive, Administrative, & Managerial Staff	283	84 29.7%	21 7.4%	327	116 35.5%	23 7.0%	+ 44 + 16%	+ 32 + 38.1%	+ 2 + 9.5%
2 Tenured/Tenure Track Faculty	1,544	411 26.6%	189 12.2%	1,557	427 27.4%	227 14.6%	+ 13 + 1%	+ 16 + 3.9%	+ 38 + 20.1%
3 Non-Tenure Track Faculty	451	193 42.8%	84 18.6%	537	238 44.3%	76 14.2%	+ 86 + 19%	+ 45 + 23.3%	- 8 - 9.5%
4 Professional & Scientific Staff	5,586	3,823 68.4%	313 5.6%	6,467	4,495 69.5%	427 6.6%	+ 881 + 16%	+ 672 + 17.6%	+ 114 + 36.4%
5 Secretarial and Clerical Staff	2,680	2,288 85.4%	76 2.8%	2,676	2,276 85.1%	91 3.4%	- 4 0%	- 12 - 0.5%	+ 15 + 19.7 %
6 Technical and Paraprofessional Staff	503	314 62.4%	21 4.2%	472	292 61.9%	22 4.7%	- 31 - 6%	- 22 - 7.0%	+ 1 + 4.8 %
7 Skilled Crafts Staff	429	33 7.7%	11 2.6%	394	36 9.1%	22 5.6%	- 35 - 8%	+ 3 + 9.1%	+ 11 + 100.0 %
8 Service and Maintenance Staff	1,706	914 53.6%	198 11.6%	1,769	950 53.7%	244 13.8%	+ 63 + 4%	+ 36 + 3.9%	+ 46 + 32.2 %
Total	13,182	8,060 61.1%	913 6.9%	14,199	8,830 62.2%	1,132 8.0%	+ 1,017 + 7.7%	+ 770 + 9.6%	+ 219 + 24.0%

Figure 20
Female Faculty and Staff by Primary Occupational Activity Group
October 1, 1999 – October 1, 2004

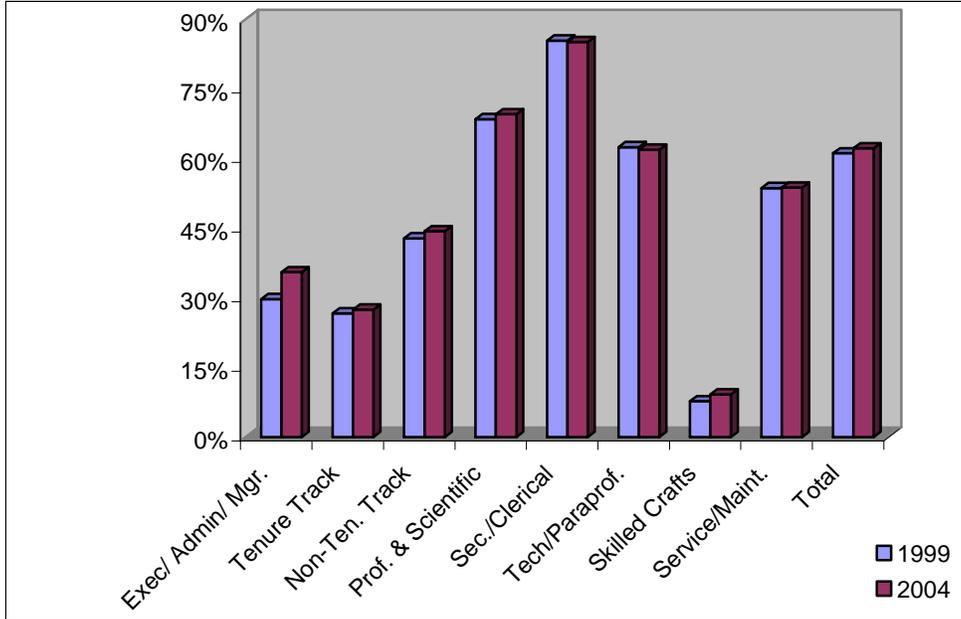
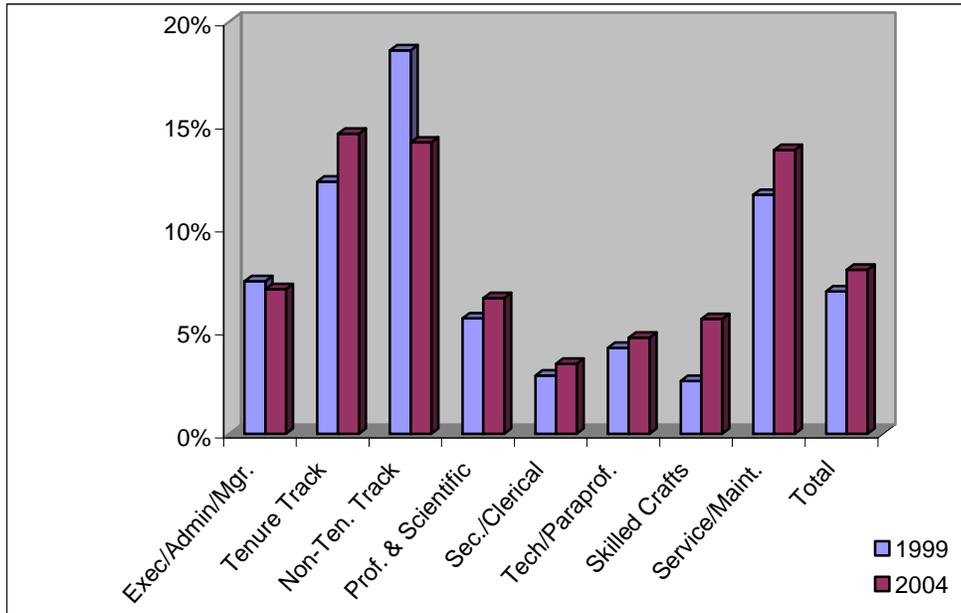


Figure 21
Minority Faculty and Staff by Primary Occupational Activity Group
October 1, 1999 – October 1, 2004



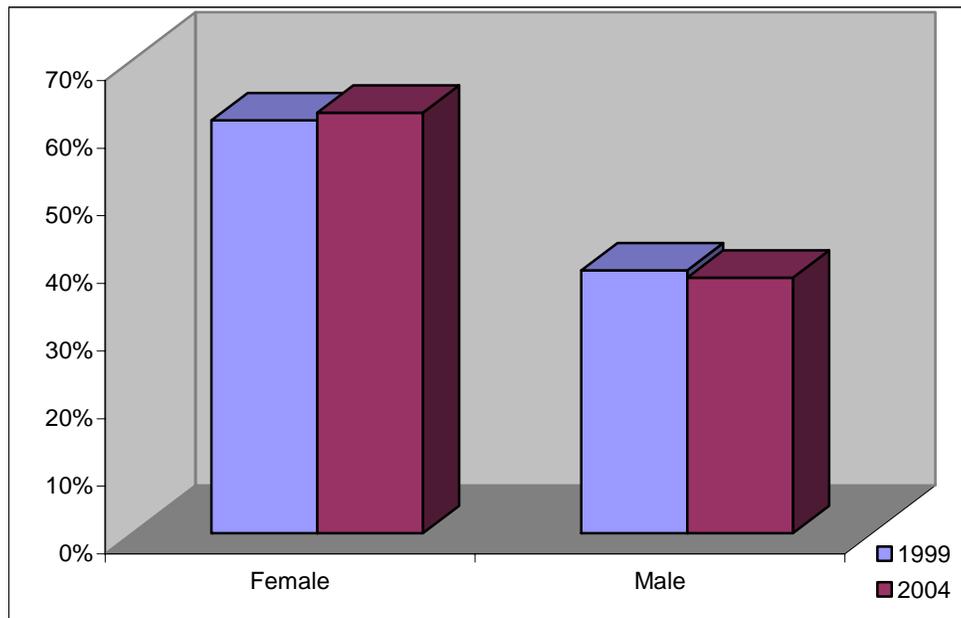
B. Faculty and Staff by Gender, Race/Ethnicity, Disability, and Veteran Status, 1999 – 2004

Between October 1, 1999 and October 1, 2004, the number of Asians/Pacific Islanders , African-Americans/Blacks, and Hispanics/Latinos on the University's faculty and staff increased by 22 to 38 percent, while the number of Native Americans decreased by 6 percent. The following table and charts present changes in the faculty and staff by gender and race/ethnicity from 1999 to 2004.

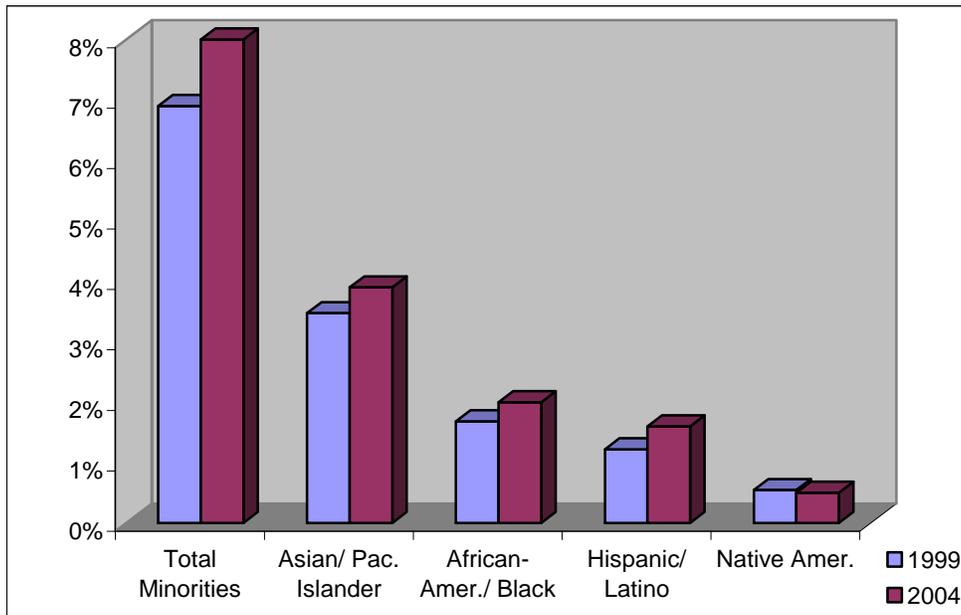
**Table XII
Faculty and Staff by Gender and Race/Ethnicity
October 1, 1999 – October 1, 2004**

Year	Total Faculty & Staff	Women	Total Minorities	Asian/Pacific Islander	African-American/Black	Hispanic/Latino	Native American
1999	13,182	8,060 61.1 %	913 6.9 %	458 3.5 %	222 1.7 %	161 1.2 %	72 0.5 %
2004	14,199	8,830 62.2 %	1,132 8.0 %	559 3.9 %	283 2.0 %	222 1.6 %	68 0.5 %
Net Change	+ 1,017 + 7.7 %	+ 770 + 9.6 %	+ 219 + 24.0 %	+ 101 + 22.1 %	+ 61 + 27.5 %	+ 61 + 37.9 %	- 4 - 5.6 %

**Figure 22
Faculty and Staff by Gender
October 1, 1999 – October 1, 2004**



**Figure 23
Faculty and Staff by Race/Ethnicity
October 1, 1999 – October 1, 2004**



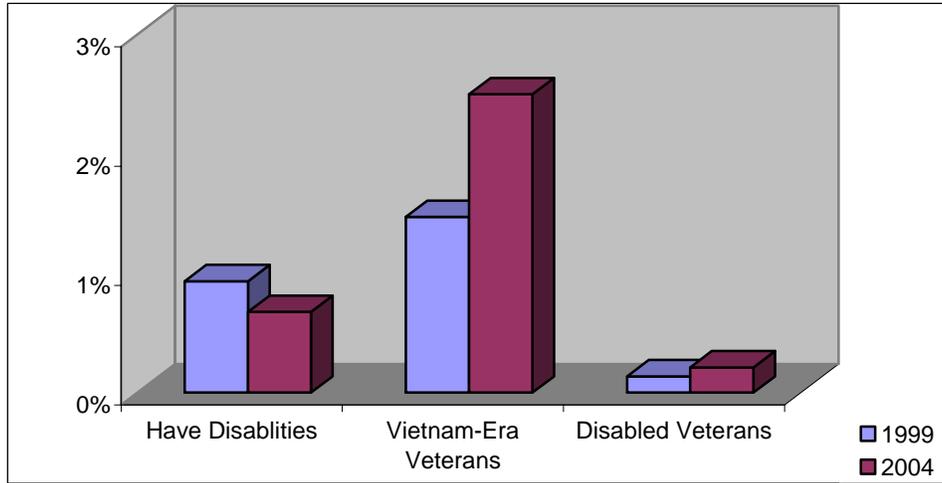
Employees self-report disability and veteran status to the University at the time of appointment, and may update or correct this information at any time. During the 5-year period, the number of faculty and staff who reported having a disability decreased from 123 to 96, a change of 22 percent. The number of faculty and staff who self-identified as Vietnam-era veterans increased markedly (161 individuals or 83 percent), and the number of disabled veterans also increased.

The following table and chart provide more details about the number of faculty and staff who reported having disabilities and the number of Vietnam-era veterans and disabled veterans in 1999 and in 2004.

**Table XIII
Faculty and Staff by Disability and Veteran Status
October 1, 1999 – October 1, 2004**

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Vietnam-Era Veterans	Disabled Veterans	Other Eligible Veterans
1999	13,138	123 0.1 %	194 1.5 %	18 0.1 %	n/a
2004	14,199	96 0.7 %	355 2.5 %	30 0.2 %	307 2.2 %
Net Change	+1,017 + 7.7 %	- 27 - 22.0 %	+ 161 + 83.0 %	+ 12 + 66.7 %	n/a

Figure 24
Faculty and Staff by Disability and Veteran Status
October 1, 1999 – October 1, 2004



C. Tenured/Tenure Track Faculty by Gender and Race/Ethnicity, 1999 - 2004

The University has experienced a net increase of 13 tenured/tenure track faculty (1 percent) since October 1, 1999. During this five-year period, the number of female tenured/tenure track faculty increased by 16 (4 percent) and the number of minorities increased by 38 (20 percent). The largest gain in the minority tenure track faculty was among Asian/Pacific Islanders, with a net gain of 29 faculty (24 percent).

The following table and charts indicate the gender and racial/ethnic representation among the tenured/tenure track faculty in October 1999 and in October 2004.

Table XIV
Tenured/Tenure Track Faculty by Gender and Race/Ethnicity
October 1, 1999 – October 1, 2004

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	African- American/ Black	Hispanic/ Latino	Native American
1999	1,544	411 26.6 %	189 12.2 %	119 7.7 %	27 1.7 %	38 2.5 %	5 0.3 %
2004	1,557	427 27.4 %	227 14.6 %	148 9.5 %	32 2.1 %	42 2.7 %	5 0.3 %
Net Change	+ 13 + 0.8 %	+ 16 + 3.9 %	+ 38 + 20.1 %	+ 29 + 24.4 %	+ 5 + 18.5 %	+ 4 + 10.5 %	0

Figure 25
Tenured/Tenure Track Faculty by Gender
October 1, 1999 – October 1, 2004

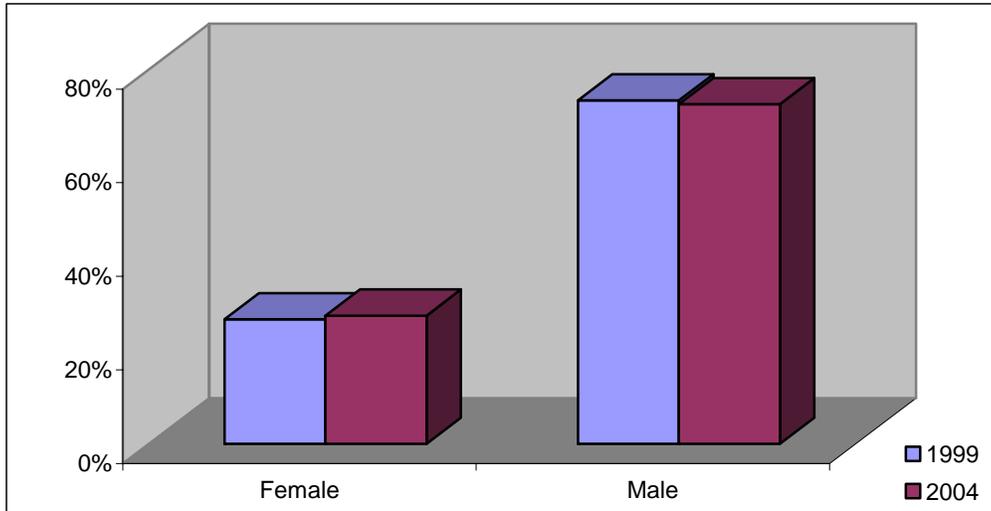
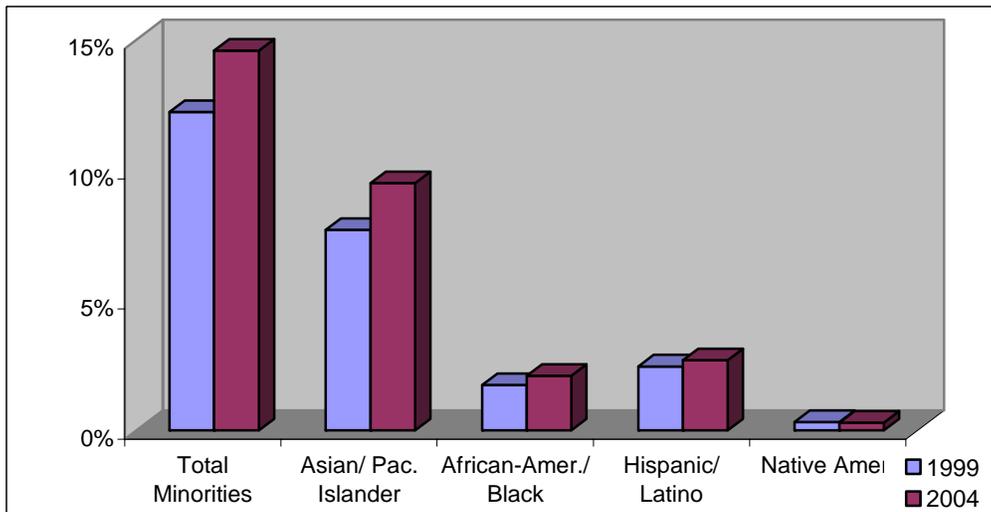


Figure 26
Tenured/Tenure Track Faculty by Race/Ethnicity
October 1, 1999 – October 1, 2004



D. Clinical Track Faculty by Gender and Race/Ethnicity, 1999 - 2004

There has been significant growth over the last five years in the number of clinical track faculty. Faculty appointed to clinical track positions are included in POA Group 3, Non-Tenure Track Faculty. The growth in the number of non-tenure track faculty is directly related to the growth in the number of clinical track appointments.

The clinical track faculty increased from 202 in 1999 to 358 in 2004, an increase of 77 percent over the five-year period. The number of women on the clinical track has increased by 93 percent, and the number of minorities has more than doubled.

The table and charts on the following pages illustrate the growth of the clinical track over the last five years and the representation of women and minorities on the clinical track.

Table XV
Clinical Track Faculty by Gender and Race/Ethnicity
October 1, 1999 – October 1, 2004

Year	Clinical Track Faculty	Women	Total Minorities	Asian/Pacific Islander	African-American/Black	Hispanic/Latino	Native American
1999	202	76 37.6 %	22 10.9 %	13 6.4 %	4 2.0 %	5 2.5 %	0
2004	358	147 41.1 %	45 12.6 %	25 7.0 %	9 2.5 %	8 2.2 %	3 0.9 %
Net Change	+ 156 + 77.2 %	+ 71 + 93.4 %	+ 23 + 104.5 %	+ 12 + 92.3 %	+ 5 + 125.0 %	+ 3 + 60.0 %	+ 3 n/a

Figure 27
Clinical Track Faculty by Gender
October 1, 1999 – October 1, 2004

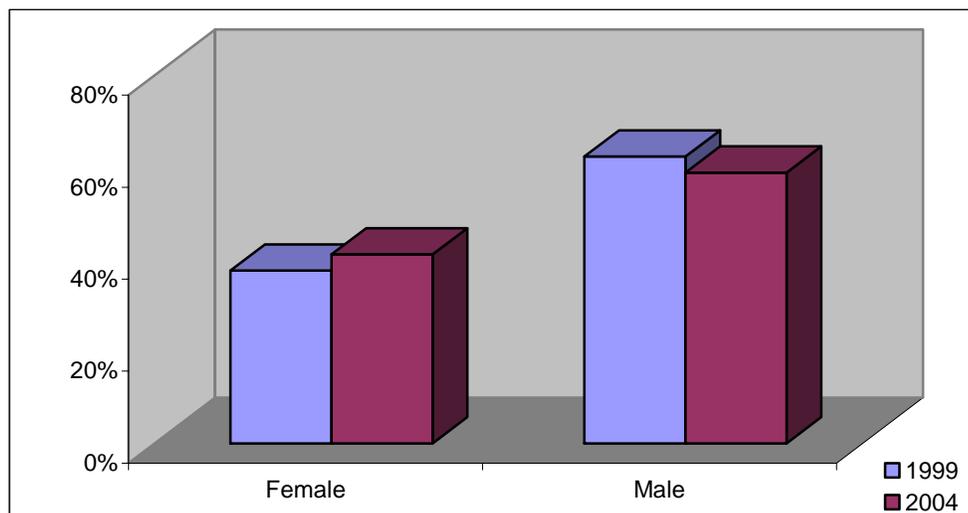
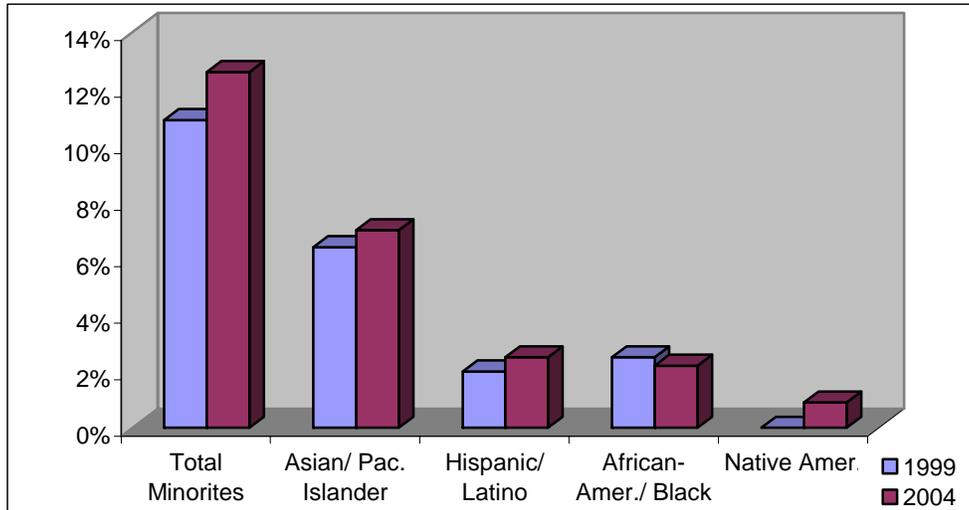


Figure 28
Clinical Track Faculty by Race/Ethnicity
October 1, 1999 – October 1, 2004



**VI. TEN-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES:
1994 - 2004**

**A. Faculty and Staff by Primary Occupational Activity Group, Gender, and Minority Status,
1994 - 2004**

Over the last ten years, the University of Iowa workforce has increased in size by 9 percent, from 13,023 in 1994 to 14,199 in 2004. The Primary Occupational Activity (POA) group with the largest proportional increase was Non-Tenure Track Faculty (67 percent), while the group with the greatest decrease was Technical and Paraprofessional Staff (71 percent).

The number of women in the workforce has increased by 11 percent overall, with the largest proportional increases in Non-Tenure Track Faculty (71 percent) and Executive, Administrative, and Managerial Staff (61 percent). Minority representation in the workforce has increased by 51 percent overall. The largest increases among minorities were in Service and Maintenance Staff (88 percent), Skilled Crafts Staff (83 percent), and Professional and Scientific Staff (79 percent).

The following table and charts compare the University's workforce on October 1, 1994 to that on October 1, 2004 by POA group.

**Table XVI
Faculty and Staff by POA Group, Gender, and Minority Status
October 1, 1994 – October 1, 2004**

POA Group	1994			2004			Net Change		
	Total	Women	Minorities	Total	Women	Minorities	Total	Women	Minorities
1 Executive, Administrative, & Managerial Staff	271	72 26.6%	20 7.4%	327	116 35.5%	23 7.0%	+ 56 + 20.7%	+ 44 + 61.1 %	+ 3 + 15.0%
2 Tenured/Tenure Track Faculty	1,660	368 22.2%	189 11.4%	1,557	427 27.4%	227 14.6%	- 103 - 6.2%	+ 59 + 16.0%	+ 38 + 20.1%
3 Non-Tenure Track Faculty	322	139 43.2%	76 23.6%	537	238 44.3%	76 14.2%	+ 215 + 66.8%	+ 99 + 71.2%	0
4 Professional & Scientific Staff	5,177	3,620 69.9%	238 4.6%	6,467	4,495 69.5%	427 6.6%	+ 1,290 + 24.9%	+ 875 + 24.2%	+ 189 + 79.4%
5 Secretarial and Clerical Staff	2,715	2,332 85.9%	66 2.4%	2,676	2,276 85.1%	91 3.4%	- 39 - 1.4%	- 56 - 2.4%	+ 25 + 37.9 %
6 Technical and Paraprofessional Staff	571	363 63.6%	19 3.3%	472	292 61.9%	22 4.7%	- 99 - 71.3%	- 71 - 19.6%	+ 3 + 15.8%
7 Skilled Crafts Staff	456	39 8.6%	12 2.6%	394	36 9.1%	22 5.6%	- 62 - 13.6%	- 3 - 7.7%	+ 10 + 83.3%
8 Service and Maintenance Staff	1,851	993 53.6%	130 7.0%	1,769	950 53.7%	244 13.8%	- 82 - 4.4%	- 43 - 4.3%	+ 114 + 87.7%
Total	13,023	7,926 60.9%	750 5.8%	14,199	8,830 62.2%	1,132 8.0%	+ 1,176 + 9.0%	+ 904 + 11.4%	+ 382 + 50.9%

Figure 29
Female Faculty and Staff by POA Group
October 1, 1994 – October 1, 2004

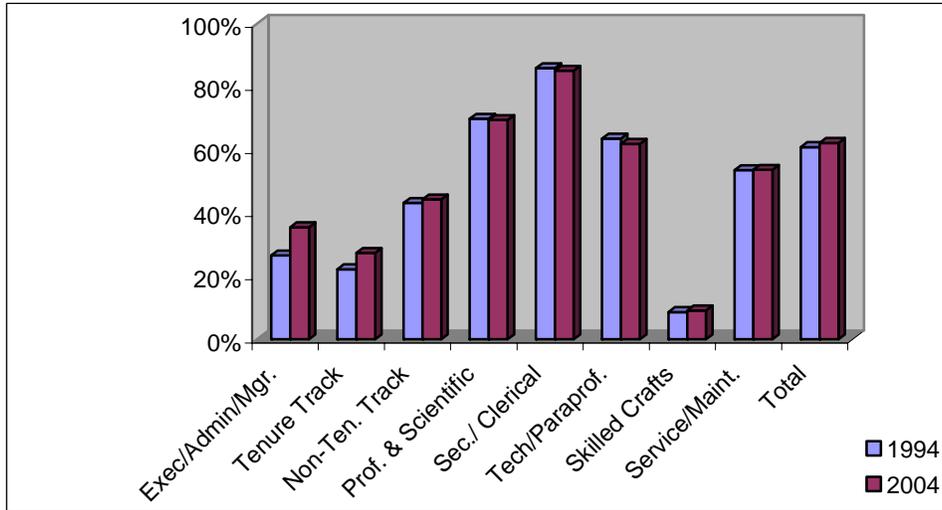
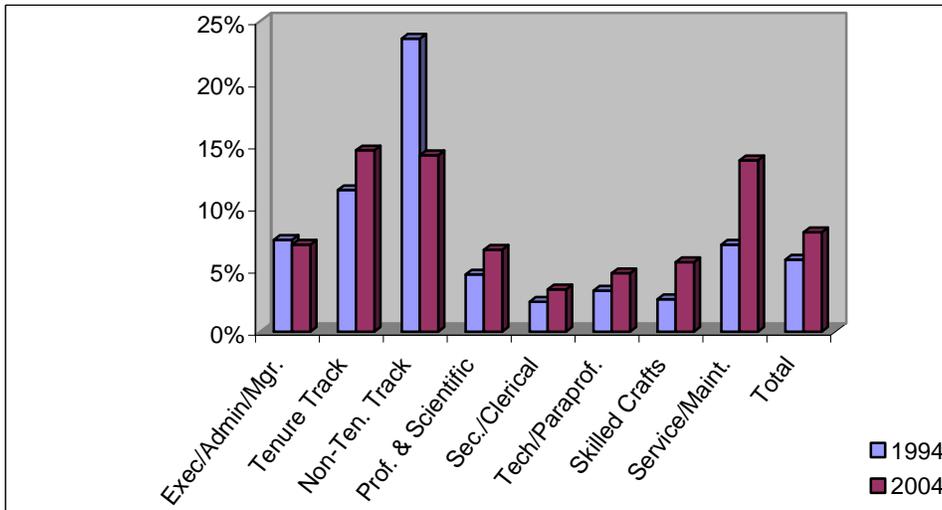


Figure 30
Minority Faculty and Staff by POA Group
October 1, 1994 – October 1, 2004



B. Faculty and Staff by Gender, Race/Ethnicity, Disability, and Veteran Status, 1994 – 2004

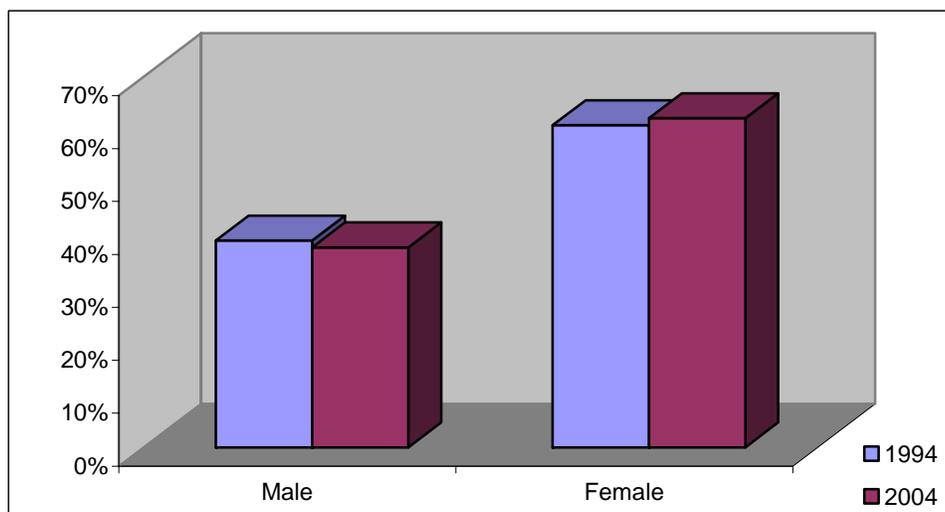
Since 1994, the representation of women and minorities in the University of Iowa workforce has increased. There has been an 11 percent increase in the number of women and a 51 percent increase in the number of minorities. The representation in each of the four minority racial/ethnic categories used has increased as well, with the largest increases among Hispanics/Latinos (68 percent) and African-Americans/Blacks (63 percent).

The following table and charts provide the number of female and minority faculty and staff by gender and race/ethnicity on October 1, 1994 and October 1, 2004.

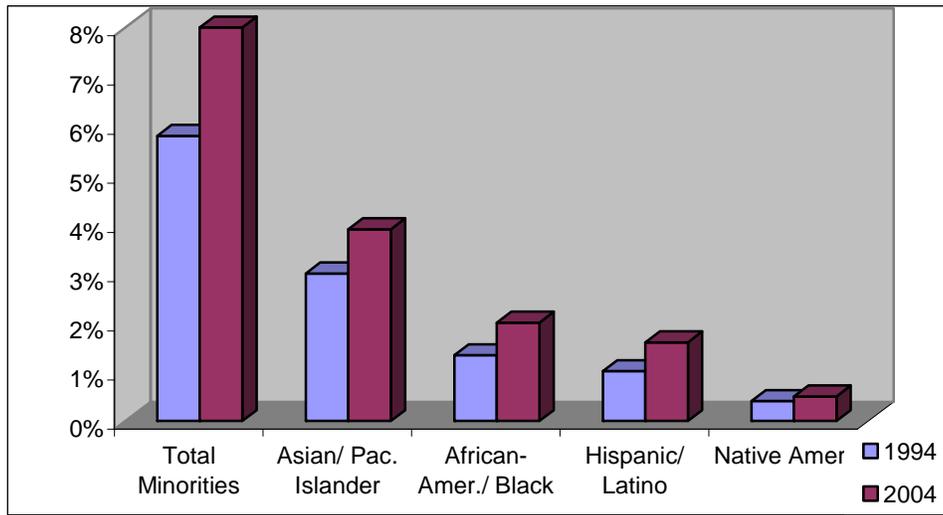
**Table XVII
Faculty and Staff by Gender and Race/Ethnicity
October 1, 1994 – October 1, 2004**

Year	Total Faculty & Staff	Women	Total Minorities	Asian/Pacific Islander	African-American/Black	Hispanic/Latino	Native American
1994	13,023	7,926 60.9 %	750 5.8 %	391 3.0 %	174 1.3 %	132 1.0 %	53 0.4 %
2004	14,199	8,830 62.2 %	1,132 8.0 %	559 3.9 %	283 2.0 %	222 1.6 %	68 0.5 %
Net Change	+ 1,176 + 9.0 %	+ 904 + 11.4 %	+ 382 + 50.9 %	+ 168 + 43.0 %	+ 109 + 62.6 %	+ 90 + 68.2 %	+ 15 + 28.3 %

**Figure 31
Faculty and Staff by Gender
October 1, 1994 – October 1, 2004**



**Figure 32
Faculty and Staff by Race/Ethnicity
October 1, 1994 – October 1, 2004**



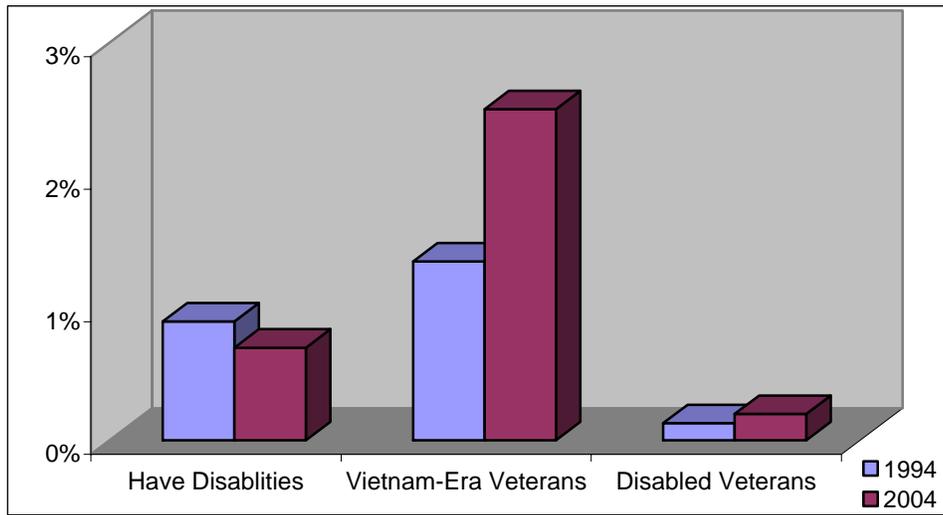
Employees self-report disability and veteran status to the University at the time of appointment, and may update or correct this information at any time. Since 1994, the number of faculty and staff who reported having a disability has decreased by 18 percent (21 individuals). The number of faculty and staff who self-identified as Vietnam-era veterans more than doubled to 355 individuals, and the number of disabled veterans increased by 77 percent (13 individuals).

The following table and chart indicate the number of faculty and staff who reported having disabilities and the number of Vietnam-era veterans, disabled veterans, and other eligible veterans in October 1994 and in October 2004.

**Table XVIII
Faculty and Staff by Disability and Veteran Status
October 1, 1994 – October 1, 2004**

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Vietnam-Era Veterans	Disabled Veterans	Other Eligible Veterans
1994	13,023	117 0.9 %	176 1.35 %	17 0.1 %	n/a
2004	14,199	96 0.7 %	355 2.5 %	30 0.2 %	307 2.2 %
Net Change	+ 1,176 + 9.0 %	- 21 - 17.9 %	+ 179 + 101.7 %	+ 13 + 76.5 %	n/a

Figure 33
Faculty and Staff by Disability and Veteran Status
October 1, 1994 – October 1, 2004



C. Tenured/Tenure Track Faculty by Gender and Race/Ethnicity, 1994 – 2004

The number of tenured/tenure track faculty decreased by 103 individuals (6 percent) over the ten-year period, from 1,660 in 1994 to 1,557 in 2004. However, the numbers of female and minority tenured/tenure track faculty increased over this time period, women by 16 percent and minorities by 20 percent. The largest increase in minority tenured/tenure track faculty occurred among Asians/Pacific Islanders, with an increase of 30 individuals (25 percent).

The following table and charts indicate the gender and racial/ethnic representation among the tenured/tenure track faculty in October 1994 and in October 2004.

Table XIX
Tenured/Tenure Track Faculty by Gender and Race/Ethnicity
October 1, 1994 – October 1, 2004

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	African- American/ Black	Hispanic/ Latino	Native American
1994	1,660	368 22.2 %	189 11.4 %	118 7.1 %	33 2.0 %	34 2.0 %	4 0.2 %
2004	1,557	427 27.4 %	227 14.6 %	148 9.5 %	32 2.1 %	42 2.7 %	5 0.3 %
Net Change	- 103 - 6.2 %	+ 59 + 16.0 %	+ 38 + 20.1 %	+ 30 + 25.4 %	- 1 - 3.0 %	+ 8 + 23.5 %	+ 1 + 25.0 %

Figure 34
Tenured/Tenure Track Faculty by Gender
October 1, 1994 – October 1, 2004

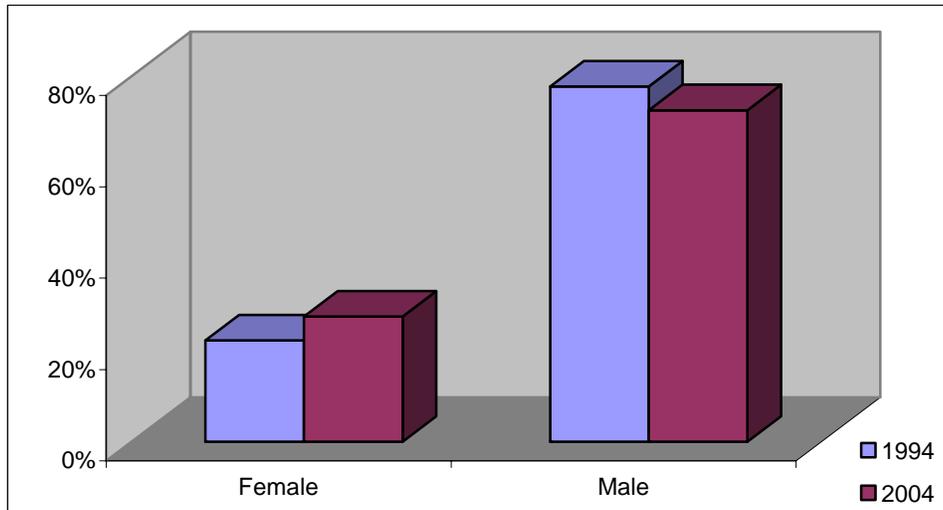
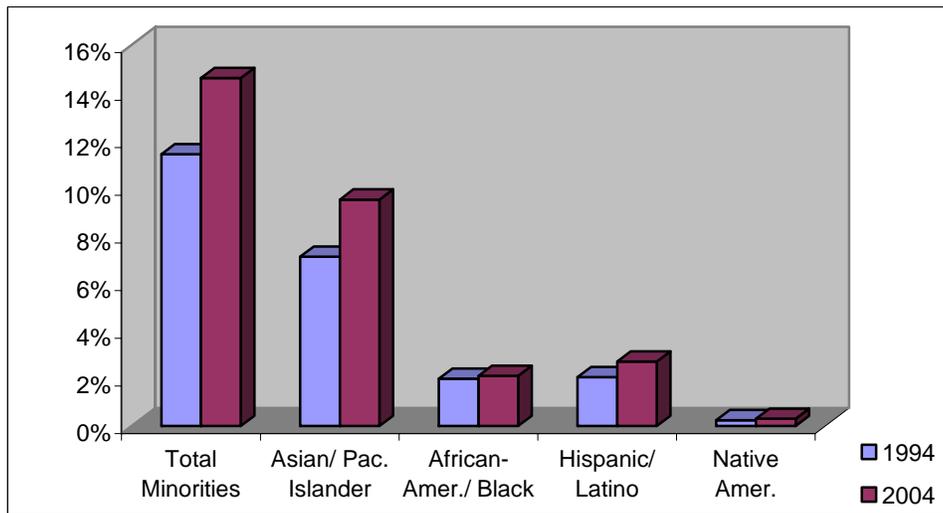


Figure 35
Tenured/Tenure Track Faculty by Race/Ethnicity
October 1, 1994 – October 1, 2004



D. Clinical Track Faculty by Gender and Race/Ethnicity, 1994 – 2004

The clinical track faculty has increased nearly 18-fold in the last ten years, from 20 faculty in 1994 to 358 faculty in 2004. Faculty appointed to clinical track positions are counted among the Non-Tenure Track Faculty POA group. The growth in the number of non-tenure track faculty is directly related to the increased number of clinical track appointments.

Although the representation of women on the clinical track decreased from 50 percent to 41 percent during this time period, there was a significant net increase in the number of women (10 in 1994 to 147 in 2004). Minority representation increased from 1 individual (5 percent) in 1999 to 45 individuals (13 percent) in 2004.

The table and charts on the following pages illustrate the growth of the clinical track over the last ten years and the representation of women and minorities on the clinical track.

Table XX
Clinical Track Faculty by Gender and Race/Ethnicity
October 1, 1994 – October 1, 2004

Year	Clinical Track Faculty	Women	Total Minorities	Asian/Pacific Islander	African-American/Black	Hispanic/Latino	Native American
1994	20	10 50.0 %	1 5.0 %	0	1 5.0 %	0	0
2004	358	147 41.1 %	45 12.6 %	25 7.0 %	9 2.5 %	8 2.2 %	3 0.9 %
Net Change	+ 338 + 1,690.0%	+ 137 + 1,370.0%	+ 44 + 4,400.0%	+ 25 n/a	+ 8 + 800.0%	+ 8 n/a	+ 3 n/a

Figure 36
Clinical Track Faculty by Gender
October 1, 1994 – October 1, 2004

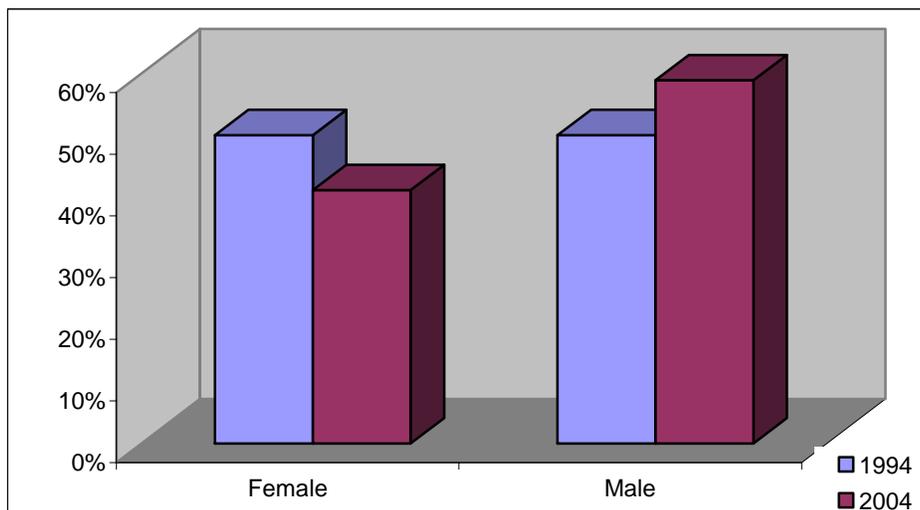
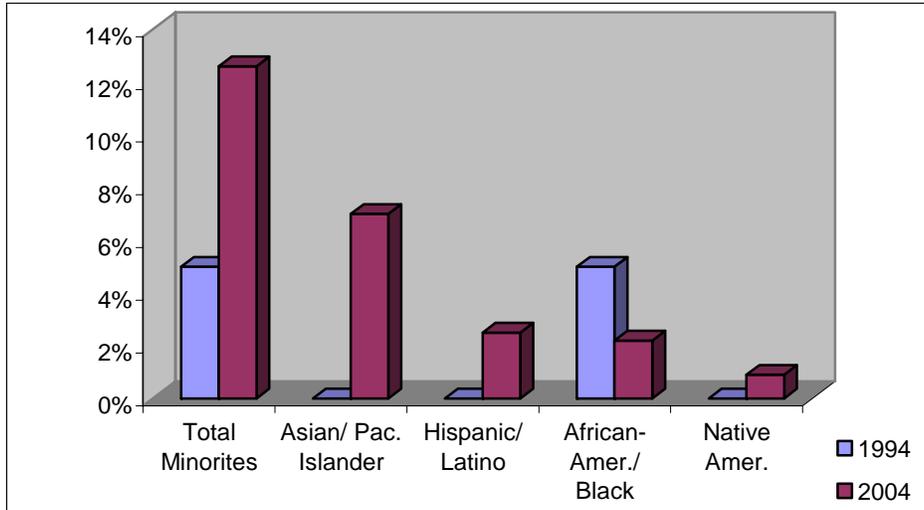


Figure 37
Clinical Track Faculty by Race/Ethnicity
October 1, 1994 – October 1, 2004



VII. EQUAL OPPORTUNITY AND DIVERSITY AT THE UNIVERSITY OF IOWA

A. The Office of Equal Opportunity and Diversity

The University of Iowa continues its efforts to promote equal employment opportunity and affirmative action at the institution. On a basic level, 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 Office of Equal Opportunity and Diversity reports directly to the President of the University and is charged with the day-to-day implementation of affirmative action policies. The main responsibilities of the Office of Equal Opportunity and Diversity are to ensure compliance with federal and state equal employment opportunity/affirmative action requirements and to educate the University community about equal employment opportunity/affirmative action recruitment and hiring practices, as well as about diversity.

In connection with its compliance responsibilities, the Office of Equal Opportunity and Diversity is actively involved in reviewing the recruitment and hiring process for all faculty positions and for all Professional and Scientific staff positions (50% time or greater for a duration of one year or more). Throughout the review process, the staff evaluates all recruitment plans; conducts pre-interview audits to ensure that qualified women and minority candidates, as well as candidates protected against discrimination based on their age, disability, or veteran status, are fairly considered; and reviews the process used to select final candidates. Where underrepresentation of women and/or minorities occurs, the office works with search committees to ensure steps are taken to increase the number of women and minorities in the applicant pool, thereby increasing the likelihood of hires of qualified women and minorities.

B. The Catalyst Award

The Office of Equal Opportunity and Diversity has been awarding distinctive and innovative contributions to diversity for the campus community since 1999. The annual Catalyst Award honors creative initiatives by faculty, staff, programs, departments, students, or student organizations to promote the development of an inclusive, diverse campus community. The criteria for the award are that 1) the nominee has developed an innovative program, policy, or activity to enhance diversity within the University; 2) the nominee's contributions have had a positive effect on building respect for diversity within the University community; or 3) the contribution is distinctive, above and beyond routine efforts. A monetary award is made to the selected recipients through the generous support of colleges and departments throughout the campus.

The recipients of the 2004 Catalyst Awards were:

- Program/Departmental Award – Men in Nursing Taskforce, College of Nursing
- Individual Award – Professor Victor Rodgers, College of Engineering
- Student Award – Amber Keller, College of Medicine
- Student Organization Award – Indian Cultural Association

President David J. Skorton and former Congresswoman Sabrina Sojourner offered remarks at the reception. Sojourner, the first open lesbian to be elected to the United States Congress, is a nationally recognized educator on diversity, multiculturalism, and building bridges of understanding across differences.