

**Iowa School for the Deaf
Annual Affirmative Action Report
October 1, 2003 – September 30, 2004**

The Iowa School for the Deaf employed 139 full-time and part-time employees on September 30, 2004. This is a decrease of nine employee since September 30, 2003.

The September 30, 2004 breakdown of ISD employees compared to September 30, 2003, is as follows:

CATEGORY	#EMPLOYEES		%OF POPULATION		2004 % CHANGE
	2004	2003	2004	2003	
Male-Majority	33	37	23.7%	25.0%	-1.3%
Female-Majority	98	101	70.5%	68.2%	+2.3%
Male-Minority	5	7	3.6%	4.7%	-1.1%
Female-Minority	3	3	2.2%	2.0%	+0.2%

The following are the goals ISD established for the October 1, 2003, to September 30, 2004, period:

**Iowa School for the Deaf
Iowa School for the Deaf
Affirmative Action Hiring Goals
October 1, 2003 – September 30, 2004**

Category	Projected Vacancies	Female Majority	Female Minority	Male Minority
Exec/Adm/Mgmt				
Faculty-Tenured				
Faculty-Non-Tenured	1			
Professional/Scientific	1			
Secretarial/Clerical				
Tech/Paraprofessional	2		1	
Skilled Crafts	1			
Service/Maintenance				

Executive/Administrative/Managerial:

This group remained unchanged from last year.

Faculty Tenure Track:

There are no employees in the Faculty-Tenured Track. This is unchanged from the previous year.

Faculty Non-Tenure Track:

This area lost 6 majority females and two majority males during this year.

Professional and Scientific:

Two female majority employees and two male majority employees vacated P&S positions.

One majority female was added to this category.

Secretarial/Clerical:

This group lost one majority female and hired one majority female.

Technical/Paraprofessional:

We had a goal to hire one female minority employee. This goal was successfully met, however one female minority resigned from this group. Additionally, this area lost two female majority employees. We hired six female majority employees.

Skilled Crafts:

This group had one male majority resign and one male majority was hired.

Service Maintenance:

This group lost one male minority employee.

Summary:

The Iowa School for the Deaf established one affirmative action goal for the October 1, 2003 – September 30, 2004 time period. One goal was to add a female minority to the Technical/paraprofessional category. This goal was successfully met.

Iowa School for the Deaf believes it is important to have a diverse group of employees on our campus. As an education facility for deaf and hard of hearing children, deaf and hard of hearing staff members are also very important. Traditionally, it has been difficult to recruit deaf professionals to this area of the country. 18.0 percent of our employees are deaf. This is very similar to last year.

Recruiting efforts for ISD positions center around the Omaha/Council Bluffs area for the non-exempt positions. For vacancies in our executive, teaching, and professional positions we do nation-wide searches. Routinely, we list positions with the Iowa Workforce, Nebraska Job Service, local and regional newspapers. Additionally, we have contacted local Area Educational Associations, deaf schools, several deaf related internet sites, colleges that offer programs which match our needs, journals, and employee referrals. The ISD web-site has been successful in announcing vacancies to a wider population.

**Iowa School for the Deaf
Affirmative Action Hiring Goals
October 1, 2004 – September 30, 2005**

Category	Projected Vacancies	Female Majority	Female Minority	Male Minority
Exec/Adm/Mgmt				
Faculty-Tenured				
Faculty-Non-Tenured	1			
Professional/Scientific	1			
Secretarial/Clerical				
Tech/Paraprofessional	2		1	
Skilled Crafts				
Service/Maintenance				

ISD will continue to utilize and enhance all the recruiting efforts currently established. We are also hopeful that the ISD website will continue to be an important recruiting tool. We are also doing some campus visits to build contacts with universities which train professionals to work in deaf education.