

**Contact: Marcia Brunson**

**ANNUAL DIVERSITY REPORT**

**Actions Requested:** (1) Receive the annual reports on Affirmative Action and the Minority and Women Educators Enhancement Program; and (2) Ratify the submission of these reports in accordance with Iowa Code §19B.5 and §262.93, to the Iowa General Assembly.

**Executive Summary:**

This report summarizes the progress that Regent institutions have made during the past year (October 1, 2005, through September 30, 2006) in providing equal employment opportunities for administrators, faculty, and staff. Due to the timing of the Board meeting and the statutory requirement that these reports be submitted to the Iowa General Assembly by January 31, it was necessary to submit the report prior to the release of the agenda materials for the February meeting.

Institutional affirmative action officers will be present at the February 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 that includes:

- Taking affirmative action to employ and advance in employment qualified persons who are members of minority groups, women, persons with disabilities, disabled veterans, and veterans of the Vietnam era; and
- Developing an affirmative action plan and reporting employment activities for these specific groups of individuals.

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 Regents Exhibit Book at the Board meeting.

According to the U.S. Census Bureau American Community Survey, Iowa has a population of 2.9 million (49% male; 51% female – same as the U.S.). Minority population in Iowa is approximately 6.5% (25.3% in the U.S.).

While increases or decreases in a given employment category may be slight from year to year, progress is evident when viewed over a five- or ten-year period. A decadal view reveals steady incremental progress toward ensuring equal employment opportunities at the Regent institutions. Total minority employment has risen from 7.0% in 1996; to 8.2% in 2001 and now stands at 8.7%.

Progress is also apparent in the percentage of women in the workforce, particularly in tenure-track positions. The percentage of women tenure-track faculty has increased from 24.8% in 1996 to 31.0% in 2006. Also, the numbers of women in Executive/Administrative/Managerial positions have increased over the ten-year period – from 26.5% in 1996 to 34.9% in 2006.

More specific information from each institution is shown in Attachment A. The statistics are prepared from workforce data compiled for all permanent, full-time and part-time employees working 50% or more for the period October 1, 2005, to September 30, 2006 (federal fiscal year).

In accordance with Iowa Code §262.81, the Board of Regents shall establish a program to recruit women and minority educators to faculty positions at the Regent universities. For FY 2006, the Regent universities committed approximately \$1.9 million to these efforts.

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 expenditures are detailed in Attachment B. The total expenditures for FY 2005 and FY 2006 are shown below:

	<b>FY 2005</b>	<b>FY 2006</b>	<b>Percent Change</b>
SUI	\$663,524	\$589,018	-11%
ISU	\$308,044	\$313,679	2%
UNI	\$224,319	\$244,600	9%

Last year, the University of Iowa had a sizable increase in expenditures due to the adding of new staff in FY 2005 which accounts for the decrease reported for FY 2006.

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, 1996					September 30, 2001					September 30, 2006				
	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	274	81	29.6%	23	8.4%	286	91	31.8%	17	5.9%	350	120	34.3%	28	8.0%
Faculty: Tenure Track	1,615	362	22.4%	182	11.3%	1,543	421	27.3%	195	12.6%	1,495	434	29.0%	247	16.5%
Faculty: Non-Tenure Track	374	155	41.4%	75	20.1%	512	226	44.1%	99	19.3%	591	267	45.2%	72	12.2%
Professional and Scientific	5,104	3,506	68.7%	232	4.5%	5,856	3,979	67.9%	351	6.0%	6,820	4,775	70.0%	449	6.6%
Secretarial/Clerical	2,617	2,227	85.1%	62	2.4%	2,776	2,357	84.9%	102	3.7%	2,606	2,222	85.3%	100	3.8%
Technical/Paraprofessional	520	324	62.3%	20	3.8%	509	311	61.1%	22	4.3%	451	288	63.9%	27	6.0%
Skilled Crafts	451	41	9.1%	14	3.1%	421	41	9.7%	21	5.0%	404	35	8.7%	22	5.4%
Service/Maintenance	1,779	977	54.9%	152	8.5%	1,713	894	52.2%	225	13.1%	1,819	992	54.5%	244	13.4%
<b>TOTALS</b>	<b>12,734</b>	<b>7,673</b>	<b>60.3%</b>	<b>760</b>	<b>6.0%</b>	<b>13,616</b>	<b>8,320</b>	<b>61.1%</b>	<b>1,032</b>	<b>7.6%</b>	<b>14,536</b>	<b>9,133</b>	<b>62.8%</b>	<b>1,189</b>	<b>8.2%</b>

**IOWA STATE UNIVERSITY**

POA GROUP	September 30, 1996					September 30, 2001					September 30, 2006				
	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	260	66	25.4%	18	6.9%	267	84	31.5%	22	8.2%	309	108	35.0%	26	8.4%
Faculty: Tenure Track	1,268	285	22.5%	138	10.9%	1,252	321	25.6%	183	14.6%	1,205	351	29.1%	234	19.4%
Faculty: Non-Tenure Track	314	170	54.1%	34	10.8%	265	130	49.1%	27	10.2%	341	177	51.9%	46	13.5%
Professional and Scientific	2,085	947	45.4%	241	11.6%	2,022	897	44.4%	238	11.8%	1,953	923	47.3%	198	10.1%
Secretarial/Clerical	1,180	1,091	92.5%	30	2.5%	1,253	1,134	90.5%	40	3.2%	1,112	1,006	90.5%	36	3.2%
Technical/Paraprofessional	226	105	46.5%	8	3.5%	164	86	52.4%	4	2.4%	157	92	58.6%	5	3.2%
Skilled Crafts	315	18	5.7%	5	1.6%	310	16	5.2%	7	2.3%	285	11	3.9%	4	1.4%
Service/Maintenance	675	352	52.1%	49	7.3%	570	332	58.2%	43	7.5%	554	293	52.9%	40	7.2%
<b>TOTALS</b>	<b>6,323</b>	<b>3,034</b>	<b>48.0%</b>	<b>523</b>	<b>8.3%</b>	<b>6,103</b>	<b>3,000</b>	<b>49.2%</b>	<b>564</b>	<b>9.2%</b>	<b>5,916</b>	<b>2,961</b>	<b>50.1%</b>	<b>589</b>	<b>10.0%</b>

**UNIVERSITY OF NORTHERN IOWA**

POA GROUP	September 30, 1996					September 30, 2001					September 30, 2006				
	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	108	24	22.2%	11	10.2%	101	29	28.7%	7	6.9%	94	33	35.1%	5	5.3%
Faculty: Tenure Track	563	208	36.9%	59	10.5%	555	218	39.3%	69	12.4%	550	223	40.5%	69	12.5%
Faculty: Non-Tenure Track	75	53	70.7%	6	8.0%	172	110	64.0%	15	8.7%	38	29	76.3%	2	5.3%
Professional and Scientific	390	186	47.7%	41	10.5%	511	260	50.9%	39	7.6%	528	281	53.2%	40	7.6%
Secretarial/Clerical	294	289	98.3%	19	6.5%	328	318	97.0%	15	4.6%	281	270	96.1%	13	4.6%
Technical/Paraprofessional	23	13	56.5%	3	13.0%	28	13	46.4%	6	21.4%	31	9	29.0%	5	16.1%
Skilled Crafts	92	5	5.4%	8	8.7%	85	5	5.9%	5	5.9%	67	5	7.5%	2	3.0%
Service/Maintenance	251	145	57.8%	48	19.1%	251	142	56.6%	39	15.5%	239	134	56.1%	34	14.2%
<b>TOTALS</b>	<b>1,796</b>	<b>923</b>	<b>51.4%</b>	<b>195</b>	<b>10.9%</b>	<b>2,031</b>	<b>1,095</b>	<b>53.9%</b>	<b>195</b>	<b>9.6%</b>	<b>1,828</b>	<b>984</b>	<b>53.8%</b>	<b>170</b>	<b>9.3%</b>

**IOWA SCHOOL FOR THE DEAF**

POA GROUP	September 30, 1996					September 30, 2001					September 30, 2006				
	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%	5	1	20.0%		0.0%	4	1	25.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	54	41	75.9%		0.0%	55	43	78.2%		0.0%	44	38	86.4%		0.0%
Professional and Scientific	22	17	77.3%	1	4.5%	34	28	82.4%	2	5.9%	35	27	77.1%		0.0%
Secretarial/Clerical	9	9	100.0%	1	11.1%	4	4	100.0%	1	25.0%	5	5	100.0%	1	20.0%
Technical/Paraprofessional	32	27	84.4%	1	3.1%	26	23	88.5%	2	7.7%	24	21	87.5%	2	8.3%
Skilled Crafts	8		0.0%		0.0%	6		0.0%		0.0%	6		0.0%		0.0%
Service/Maintenance	19	9	47.4%	2	10.5%	19	7	36.8%	4	21.1%	20	9	45.0%	4	20.0%
<b>TOTALS</b>	<b>149</b>	<b>103</b>	<b>69.1%</b>	<b>5</b>	<b>3.4%</b>	<b>149</b>	<b>106</b>	<b>71.1%</b>	<b>9</b>	<b>6.0%</b>	<b>138</b>	<b>101</b>	<b>73.2%</b>	<b>7</b>	<b>5.1%</b>

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POA GROUP	September 30, 1996					September 30, 2001					September 30, 2006				
	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	2	40.0%		0.0%	5	3	60.0%		0.0%	5	4	80.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	30	23	76.7%		0.0%	32	22	68.8%		0.0%	34	22	64.7%		0.0%
Professional and Scientific	3	3	100.0%		0.0%	8	6	75.0%		0.0%	7	6	85.7%		0.0%
Secretarial/Clerical	8	8	100.0%		0.0%	7	7	100.0%		0.0%	6	6	100.0%		0.0%
Technical/Paraprofessional	40	39	97.5%		0.0%	30	29	96.7%		0.0%	25	23	92.0%		0.0%
Skilled Crafts	2		0.0%		0.0%										
Service/Maintenance	11	7	63.6%		0.0%	13	7	53.8%		0.0%	18	8	44.4%	1	5.6%
<b>TOTALS</b>	<b>99</b>	<b>82</b>	<b>82.8%</b>	<b>-</b>	<b>0.0%</b>	<b>95</b>	<b>74</b>	<b>77.9%</b>	<b>-</b>	<b>0.0%</b>	<b>95</b>	<b>69</b>	<b>72.6%</b>	<b>1</b>	<b>1.1%</b>

TOTAL -- REGENT INSTITUTIONS

POA GROUP	September 30, 1996					September 30, 2001					September 30, 2006				
	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	652	173	26.5%	52	8.0%	664	208	31.3%	46	6.9%	762	266	34.9%	59	7.7%
Faculty: Tenure Track	3,446	855	24.8%	379	11.0%	3,350	960	28.7%	447	13.3%	3,250	1,008	31.0%	550	16.9%
Faculty: Non-Tenure Track	847	442	52.2%	115	13.6%	1,036	531	51.3%	141	13.6%	1,048	533	50.9%	120	11.5%
Professional and Scientific	7,604	4,659	61.3%	515	6.8%	8,431	5,170	61.3%	630	7.5%	9,343	6,012	64.3%	687	7.4%
Secretarial/Clerical	4,108	3,624	88.2%	112	2.7%	4,368	3,820	87.5%	158	3.6%	4,010	3,509	87.5%	150	3.7%
Technical/Paraprofessional	841	508	60.4%	32	3.8%	757	462	61.0%	34	4.5%	688	433	62.9%	39	5.7%
Skilled Crafts	868	64	7.4%	27	3.1%	822	62	7.5%	33	4.0%	762	51	6.7%	28	3.7%
Service/Maintenance	2,735	1,490	54.5%	251	9.2%	2,566	1,382	53.9%	311	12.1%	2,650	1,436	54.2%	323	12.2%
<b>TOTALS</b>	<b>21,101</b>	<b>11,815</b>	<b>56.0%</b>	<b>1,483</b>	<b>7.0%</b>	<b>21,994</b>	<b>12,595</b>	<b>57.3%</b>	<b>1,800</b>	<b>8.2%</b>	<b>22,513</b>	<b>13,248</b>	<b>58.8%</b>	<b>1,956</b>	<b>8.7%</b>

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES  
FY 2006**

**Department Name:** Board of Regents  
**Person Completing Report:** Marcia Brunson  
**E-mail Address:** [mbruns@iastate.edu](mailto:mbruns@iastate.edu)

	<b>SUI Affirmative Action Office</b>	<b>ISU Office of Equal Opportunity and Diversity</b>	<b>UNI Office of Compliance and Equity Management</b>	<b>Total</b>
<b>REVENUES</b>				
<b>STATE APPROPRIATIONS</b>				
General Fund	589,018	313,679	246,338	1,149,035
Other				-
<b>OTHER REVENUES</b>				
Federal Support				-
Interest				-
Tuition and Fees				-
Reimb. Indirect Costs				-
Sales and Services				-
Other Income				-
<b>TOTAL REVENUES</b>	<b>589,018</b>	<b>313,679</b>	<b>246,338</b>	<b>1,149,035</b>
<b>EXPENDITURES</b>				
Fac. & Inst. Off. Salaries				-
Prof. & Sci. Staff Salaries	373,226	228,144	146,891	748,261
General Service Staff Salaries	67,815	37,655	64,797	170,267
Hourly Wages	3,504	7,168	2,459	13,131
Labor in Transfers				-
Vacancy Factor				-
Subtotal - Salaries	444,545	272,967	214,147	931,659
Prof. And Scientific Supplies	88,981	40,712	30,453	160,146
Library Acquisitions				-
Rentals				-
Utilities				-
Building Repairs	55,492			55,492
Auditor of State Reimb.				-
Aid to Individuals				-
Subtotal	144,473	40,712	30,453	215,638
<b>Total</b>	<b>589,018</b>	<b>313,679</b>	<b>244,600</b>	<b>1,147,297</b>