

Contact: Marcia Brunson

ANNUAL DIVERSITY REPORT

Actions Requested: (1) Receive the annual reports on Affirmative Action, the Minority and Women Educators Enhancement Program and the Affirmative Action Cost Report; 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 consists of three sections – the Annual Affirmative Action Report, the Annual Report on the Regents Minority and Women Educators Enhancement Program, and the Affirmative Action Cost report. All three reports are required by the Iowa Code. Due to the timing of the Board of Regents meeting, reports were transmitted to General Assembly in January in order to meet the January 31 statutory deadline.

ANNUAL AFFIRMATIVE ACTION REPORT

This report summarizes the activities of the Regent institutions during the past year (October 1, 2008, through September 30, 2009) in providing equal employment opportunities for administrators, faculty, and staff. Directors of Equal Opportunity and Diversity at the universities will be present at the 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 plan that includes:

- Plans and programs that recruit and advance employing and contracting with minorities and women.
- Reports of affirmative actions taken and progress made to employ and advance in employment qualified persons who are members of racial/ethnic minority groups, women, persons with disabilities, disabled veterans, and veterans of the Vietnam era;
- Statements of policies and procedures that advance affirmative action for underutilized populations and equal opportunity and access for qualified members of protected classes, such as racial/ethnic minority groups, women, persons with disabilities, disabled veterans, and veterans of the Vietnam era;
- Processes for responding to formal and informal complaints and promoting nondiscrimination.

The tables in Attachment A provide comparison over the past ten years by Primary Occupational Activity group (POA). The statistics are prepared from workforce data compiled for all regular, full-time and part-time employees working 50% or more for the period October 1, 2008, to September 30, 2009, using federal guidelines prescribed by the Office of Federal Contract Compliance Programs.

It is important to note other reports may use different data sources, time periods, and definitions; thus, prudence should be used when comparing data in this report to data in other workforce-related reports. 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. Other reports may include these individuals in the faculty category.

In the last ten years, overall progress has been shown in the following areas:

Executive/Administrative/Managerial

	<u>1999</u>	<u>2009</u>
Females	27.7%	38.7%
Minorities	7.2%	8.2%

Faculty tenure track

Females	27.8%	32.1%
Minorities	12.7%	18.4%

Employment in three POAs reflected decreases in females:

	<u>1999</u>	<u>2009</u>
Secretarial/Clerical	88.0%	87.4%
Skilled Crafts	6.6%	5.8%
Service/Maintenance	54.5%	52.9%

Peer group comparisons have limited meaning in the affirmative action area in most employment categories. The affirmative action efforts put forth by the Iowa Regent universities are geared toward meeting or exceeding goals set for occupational categories based upon the availability for each job group within specific geographic areas. Availability in recruitment pools is a major factor in affirmative action. Most of the job applicants for positions at the universities come from Iowa where there is a limited pool of minorities.

The recruitment for faculty is on a national or even international basis. The Board has asked in the past how institutions in the peer groups compare to the Regent universities. Comparison data on the percentages of women and minorities in the faculty ranks at peer institutions is provided below. This data originates from the Integrated Post Secondary Data System (IPEDS) and reflects only full-time faculty for Fall 2008; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2009. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track
Fall 2008

	PERCENT FEMALE	PERCENT MINORITY
University of Iowa	29.1	15.4
Peer Group Average	29.4	16.6
Iowa State University	27.9	18.6
Peer Group Average	33.0	14.7
University of Northern Iowa	43.0	14.5
Peer Group Average	29.3	15.9

The following table provides a comparison of overall employment at the five Regent institutions with the remainder of state government:

	Regents				State				2000 Census
	2008		2009		2008		2009		Iowa Labor
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Force
Male	9,603	40.3%	9,483	40.4%	10,043	48.9%	10,099	48.9%	52.6%
Female	14,206	59.7%	13,981	59.6%	10,517	51.2%	10,783	51.6%	47.4%
Total	23,809		23,464		20,560		20,882		
Minority	2,171	9.1%	2,192	9.3%	1,181	5.7%	1,197	5.7%	6.0%

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.

The following are highlights from the reports submitted by the universities:

University of Iowa

From October 1, 2008 to September 30, 2009, The University of Iowa workforce decreased by 299 individuals (1.9%), from 15,575 in 2008 to 15,276 in 2009. Other changes include:

- o The faculty and staff decreased by 267 women (2.7%).
- o Racial/ethnic minority representation decreased by 6 individuals (0.4%).
- o There was a slight increase in the number of tenured/tenure track faculty (net gain of 5 faculty or 0.3%).
- o The number of female faculty members on the tenure track increased by 18 (4.1%), increasing representation from 29.4% to 30.5%, the highest percentage of female tenured/tenure track faculty to date. Attainment of the strategic planning indicator in this category (32.0%) may prove challenging by 2010.
- o The University continues to experience increased minority representation on the tenure track faculty, increasing by 5 (1.9%). The percentage of minority tenured/tenure track faculty is the highest to date at 18.0%. The momentum which led to the early achievement of the strategic planning indicator in this category (16.0%) continues.
- o Female representation among executive, administrative, and managerial staff decreased by 3 (2.1%), from 37.6% in 2008 to 37.3% in 2009. Trends suggest that this strategic planning indicator (37%) will continue to be met through 2010.
- o The number of racial/ethnic minorities among executive, administrative, and managerial staff increased by 3 (10.7%), increasing representation from 7.4% in 2008 to 8.3% in 2009, exceeding the strategic planning indicator in this category (8.0%).
- o Minority representation among professional and scientific staff increased by 4 individuals (0.8%), maintaining representation at 6.9%. Attainment of the strategic planning indicator (7.5%) for this area remains a challenge.
- o The organizational unit on campus with the largest workforce decrease over the past year was UI Health Care, with a net decrease of 332 staff or 3.5 percent (from 9,432

- in 2008 to 9,100 in 2009).
- There was an increase of 11 individuals (13.4%) who self-reported having disabilities.
 - The number of disabled veterans increased by 8 (33.3%).
 - During the 2008-09 data year, the University hired or promoted 608 women and 158 racial/ethnic minorities. Despite this level of hiring, varied degrees of underrepresentation of women and minorities remain in individual job groups within the majority of the Primary Occupational Activity (POA) groups. With all job groups aggregated, the University is currently underrepresented by 366 women (2.4%) and by 107 minorities (0.7%).¹

Iowa State University

Iowa State University experienced an increase in female employees from 2008 in Executive/Administrative/Managerial by 1.7%, Faculty Tenured/Tenure Track by 0.8%, Non Tenure Track Faculty by 2.0%, Professional and Scientific by 0.5%, Service/Maintenance by 3.5%. Iowa State University decreased its total workforce by 47 employees.

There were slight (less than 1%) decreases in female employees from 2008 in the Secretarial/Clerical, Technical/Paraprofessional and Skilled Crafts groups.

There was an increase in minority employees in Faculty Non-Tenure Track by 0.4%, Professional and Scientific by 0.6%, Secretarial/Clerical by 0.1%, Skilled Crafts by 0.1%, and Service and Maintenance by 2.1%.

There were slight decreases (less than 1%) in minority employees in Executive/Administrative Managerial, Faculty Tenured/Tenure Track and Technical/Paraprofessional groups.

Iowa State University experienced net increases of female employees by 0.5% and of minority employees by 0.5% from 2008.

University of Northern Iowa

As of October 1, 2009, the UNI workforce totaled 1,870 employees. This includes 1,029 (55%) female employees and 180 (9.6%) minority employees. This represents a slight gain in the employment of both female and minority persons from 2008. One year ago, UNI employed 1018 (54.1%) female employees and 176 (9.4%) minority employees.

Five- and ten-year comparisons for the overall workforce show progress in female representation, but a slight decline in minority representation despite the most recent gain noted above. Over the ten-year history, total employment numbers varied dramatically in response to budget fluctuations. The overall effect is a gain of 37 female employees at a rate of 3.7% overall growth over ten years. However, substantial ground was lost in minority employment with a total loss of 15 employees, moving from 10.3% of total employment in 1999 down to 9.6% in 2009. A review of the more recent history, however, does show gains over each of the last two years.

The tenured and tenure track employee group employs a total of 544 employees. This represents a net decrease of one employee from one year ago. However, this group saw a gain of six (6)

¹ Underrepresentation is defined as having fewer women or minorities 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 VI of this report.

minority employees*. This employment group now has 235 (43.2%) female employees and 73 (13.4%) minority employees compared to 235 (43.1%) female faculty and 67 (12.3%) minority faculty in 2008. (*It should be noted that race and ethnicity reporting categories were changed during this reporting period in order to comply with new IPEDS regulations. This resulted in a larger number of UNI employees self-reporting as minority as defined by the revised IPEDS race and ethnicity categories.)

The five- and ten-year comparisons reflect overall gains in the proportion of both females and minorities in the tenured and tenure track faculty group. While the overall number of employees in that job group has actually decreased by 13 employees (2.3%) over the past ten years, female representation has increased by an overall 3.7% and minority representation has improved by 0.7%.

REGENTS MINORITY AND WOMEN EDUCATORS ENHANCEMENT PROGRAM

Iowa Code §262.81 requires the Board of Regents to establish a program to recruit women and minority educators to faculty positions at the Regent universities and to file an annual report of these activities. The complete reports are in the Regent Exhibit Book and as an attachment to this memo on the Board's website. Highlights of the reports submitted by the universities are shown below:

University of Iowa

The Iowa Promise, the strategic plan for 2005-2010, set forth goals for faculty diversity, including gender diversity, and established the principle that all parts of the university are to be accountable for achieving those goals.

Some of the initiatives in place at the University of Iowa include:

Faculty Diversity Opportunity Program (FDOP)

The Faculty Diversity Opportunities Program (FDOP), is administered by the Associate Provost for Diversity, who works with collegiate deans to identify potential faculty hires who would add to the diversity of the UI faculty. FDOP was established in 1999. From FY 2000 to FY 2005, FDOP resources were used to support part of the first several years, typically one to three years, of the newly recruited faculty members at the University. After this initial period, the college provided all of the resources for the faculty members' development and tenure. Beginning in FY 2006, significant changes were made to the program in order to help colleges and departments cover the cost of recruiting faculty in a very competitive market. Pursuant to these changes, new FDOP allocations are typically up to \$40,000, available to support the hiring of a new faculty member who is a target of opportunity and whose addition will improve the diversity of the requesting college. This support will continue as long as the faculty member remains with the University.

For the current fiscal year, FY 2010, the Office of the Provost is providing FDOP funding totaling \$1,829,756 for partial salaries and other resources for a total of 57 faculty. These positions are in the University Library, the Graduate College, and the Colleges of Education, Engineering, Law, Liberal Arts and Sciences, Medicine, Nursing, Pharmacy, and Public Health. Five of these appointments are new, and 52 are continuing. This financial commitment represents a continued increase over the FY 2009 commitment of \$1,813,282.

Since 1999, FDOP has been used to support 142 diversity hires to the UI campus. When appropriate, FDOP funding has been successfully used to support the research of post-doctoral fellows as a means of increasing the pipeline to the professorate.

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 diversity efforts of the colleges, 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.

Minority Faculty Orientation and Mentoring

The Provost, through the Associate Provost for Faculty, 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 departments to assist in the new faculty members' career development in teaching, scholarship and research, and committee service.

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.

Catalyst Awards

The Catalyst Award annually recognizes faculty, staff, students, and units for distinctive and innovative diversity contributions at the UI.

Supported campus wide, the Catalyst Award Seed Grants are targeted toward creative projects that would have an immediate impact on reaching the diversity goals of the university's strategic plan. Projects that advance cross-cultural understanding, strengthen positive inter-group relations and promote a welcoming learning, living and working environment were given preference by the selection committee.

Gender Equity Task Force

The Provost appointed a Gender Equity Task Force, which had as its charge to "take a broad look at the status of women faculty at the University of Iowa and recommend changes and programs to increase the number of women faculty and improve their quality of life." Several recommendations related to faculty gender diversity are in the implementation phase at this time.

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.

Iowa State University

Some of the initiatives in place at ISU are highlighted below.

The Office of the Executive Vice President and Provost launched a new leadership development program, the "Emerging Leaders Academy" in January 2009. The first cohort of 20 faculty and

professional and scientific employees attended weekly training workshops and lectures in spring 2009 and is working with mentors in fall 2009. Our goal is to develop depth of leadership skills among faculty and staff, as well as to diversify the potential pool of leadership candidates at ISU.

ISU is in the fourth year of an “institutional transformation” grant from the National Science Foundation. The \$3.3 million, 5-year program has the goal of improving recruitment, retention and leadership of women faculty in the science, technology, engineering and mathematics (“STEM”) fields; there are 30 partner faculty, students, administrators, and staff participating in the effort across campus. During academic year 2008-2009, the “collaborative transformation” efforts involved six science and engineering departments assessing their department climate in order to improve the work environment. Faculty and administrators from the departments conducted a workshop on their strategies in January 2009. A workshop for department chairs was held in April 2009 to encourage understanding of how issues of gender play out in the promotion and tenure process. The program also provided a series of programming events, including a lectures series (with experts from around the country); an external mentoring program for female faculty of color in STEM; a set of resources for faculty search committees to enable them to recruit diverse faculty; and resources on work-life integration.

Women’s Enrichment Fund Mini Grants. This fund is designed to support initiatives that will enrich the experiences of women faculty, staff and students at ISU. Since 2004, over 50 projects have been funded through this program. For FY 2010, funding has been allocated for the “Women Impacting ISU Calendar” which has been a powerful and visible reminder of women’s leadership roles on campus. Funding was also given for new projects such as women in technology, and women leading in design.

Diversity Grants. This program was conceived in FY 2006 to support diversity in the mission areas of education, research, and outreach in order to positively impact and advance faculty, staff, and student minorities and under-represented groups at Iowa State University. The overarching goals are to accelerate institutional change and contribute to scholarly activity in education and research related to diversity. For FY 2009 funding of \$25,000 was available. Funding supported collaborations with minority students in central Iowa high schools and with the University of Puerto Rico Rio Piedras.

The university-wide diversity committee has been restructured to provide better representation and coordination of efforts across campus. The *Advisory Committee for Diversity Program Planning and Coordination (ACD)* is responsible for an annual report on diversity (directed both to the university president and to the university community), and for assessing progress on the Implementation Plan for Community, Equity, and Diversity (2006-2011) and recommending changes in its details. A major activity of the committee is to assess the effectiveness of diversity efforts on campus. This is mainly done by reviewing the diversity reports that each college and unit is required to submit each year. The committee worked to streamline this reporting process so that the information could be better utilized to identify gaps in university diversity policies and efforts and to highlight best practices.

The Office of the Executive Vice President and Provost continues to financially support the recruitment and retention of excellent faculty by specifically funding requests from colleges and departments for dual-career hiring and to diversify the faculty. In FY 2009, \$172,900 was allocated for this purpose. (This amount does not include those funds provided for base salary increases for the retention of faculty due to market pressure or competitive job offers.)

Mentoring of faculty continues to be an important way for ISU to ensure that a diverse faculty succeeds at ISU. In addition to a one-on-one mentoring program that involves all first year faculty, the Provost supports college-level peer mentoring programs. A peer-mentoring program ensures

that each college has appointed a senior faculty member to serve as a peer mentoring coordinator for the first-year faculty in the college.

University of Northern Iowa

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 has been used since 1990 to recruit and hire an academic administrator as Associate Dean of the Graduate College. This individual retired from her position in 2002. Since that time, these funds (plus an additional \$8,000) have been reallocated to support teaching from visiting minority faculty.

AFFIRMATIVE ACTION COST REPORT

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 income and expenditures are detailed in Attachment B. The total expenditures for FY 2008 and FY 2009 are shown below:

	FY 2008	FY 2009	Percent Change
SUI	\$797,188	\$831,941	4.4%
ISU	\$357,962	\$366,597	2.4%
UNI	\$273,873	\$302,324	10.4%

The Iowa School for the Deaf and Iowa Braille and Sight Saving School do not have offices dedicated solely to affirmative action activities; therefore, cost reports are not required.

UNIVERSITY OF IOWA

POA GROUP	September 30, 1999					September 30, 2004					September 30, 2009				
	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	283	84	29.7%	21	7.4%	327	116	35.5%	23	7.0%	375	140	37.3%	31	8.3%
Faculty: Tenure Track	1,544	411	26.6%	189	12.2%	1,557	427	27.4%	227	14.6%	1,493	455	30.5%	269	18.0%
Faculty: Non-Tenure Track	451	193	42.8%	84	18.6%	537	238	44.3%	76	14.2%	719	343	47.7%	114	15.9%
Professional and Scientific	5,586	3,823	68.4%	313	5.6%	6,467	4,495	69.5%	427	6.6%	7,610	5,379	70.7%	525	6.9%
Secretarial/Clerical	2,680	2,288	85.4%	76	2.8%	2,676	2,276	85.1%	91	3.4%	2,402	2,041	85.0%	97	4.0%
Technical/Paraprofessional	503	314	62.4%	21	4.2%	472	292	61.9%	22	4.7%	562	395	70.3%	43	7.7%
Skilled Crafts	429	33	7.7%	11	2.6%	394	36	9.1%	22	5.6%	380	24	6.3%	22	5.8%
Service/Maintenance	1,706	914	53.6%	198	11.6%	1,769	950	53.7%	244	13.8%	1,735	908	52.3%	239	13.8%
TOTALS	13,182	8,060	61.1%	913	6.9%	14,199	8,830	62.2%	1,132	8.0%	15,276	9,685	63.4%	1,340	8.8%

IOWA STATE UNIVERSITY

POA GROUP	September 30, 1999					September 30, 2004					September 30, 2009				
	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	265	72	27.2%	20	7.5%	279	88	31.5%	25	9.0%	386	150	38.9%	36	9.3%
Faculty: Tenure Track	1,287	312	24.2%	171	13.3%	1,230	329	26.7%	218	17.7%	1,243	363	29.2%	260	20.9%
Faculty: Non-Tenure Track	288	148	51.4%	35	12.2%	314	170	54.1%	42	13.4%	387	215	55.6%	46	11.9%
Professional and Scientific	1,973	861	43.6%	245	12.4%	2,166	986	45.5%	333	15.4%	2,036	1,013	49.8%	232	11.4%
Secretarial/Clerical	1,327	1,205	90.8%	45	3.4%	1,139	1,029	90.3%	40	3.5%	1,043	943	90.4%	37	3.5%
Technical/Paraprofessional	169	88	52.1%	6	3.6%	147	77	52.4%	5	3.4%	157	96	61.1%	5	3.2%
Skilled Crafts	314	16	5.1%	7	2.2%	291	10	3.4%	5	1.7%	274	12	4.4%	4	1.5%
Service/Maintenance	566	324	57.2%	41	7.2%	604	335	55.5%	42	7.0%	555	291	52.4%	44	7.9%
TOTALS	6,189	3,026	48.9%	570	9.2%	6,170	3,024	49.0%	710	11.5%	6,081	3,083	50.7%	664	10.9%

UNIVERSITY OF NORTHERN IOWA

POAGROUP	September 30, 1999					September 30, 2004					September 30, 2009				
	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	101	24	23.8%	6	5.9%	98	28	28.6%	5	5.1%	112	47	42.0%	5	4.5%
Faculty: Tenure Track	557	220	39.5%	71	12.7%	533	214	40.2%	67	12.6%	544	235	43.2%	73	13.4%
Faculty: Non-Tenure Track	105	63	60.0%	8	7.6%	142	94	66.2%	9	6.3%	34	21	61.8%	4	11.8%
Professional and Scientific	451	227	50.3%	41	9.1%	509	272	53.4%	46	9.0%	577	316	54.8%	47	8.1%
Secretarial/Clerical	310	302	97.4%	16	5.2%	294	284	96.6%	14	4.8%	269	262	97.4%	12	4.5%
Technical/Paraprofessional	24	12	50.0%	2	8.3%	24	10	41.7%	5	20.8%	27	6	22.2%	4	14.8%
Skilled Crafts	89	6	6.7%	6	6.7%	76	4	5.3%	3	3.9%	61	6	9.8%	2	3.3%
Service/Maintenance	248	138	55.6%	45	18.1%	232	128	55.2%	36	15.5%	246	136	55.3%	33	13.4%
TOTALS	1,885	992	52.6%	195	10.3%	1,908	1,034	54.2%	185	9.7%	1,870	1,029	55.0%	180	9.6%

IOWA SCHOOL FOR THE DEAF

POAGROUP	September 30, 1999					September 30, 2004					September 30, 2009				
	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	4	-	0.0%	-	0.0%	4	1	25.0%	-	0.0%	4	1	25.0%	-	0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	64	50	78.1%		0.0%	44	37	84.1%	-	0.0%	40	37	92.5%	-	0.0%
Professional and Scientific	34	24	70.6%	2	5.9%	36	29	80.6%	1	2.8%	39	30	76.9%	1	2.6%
Secretarial/Clerical	8	8	100.0%	1	12.5%	4	4	100.0%	1	25.0%	4	4	100.0%	1	25.0%
Technical/Paraprofessional	29	24	82.8%	1	3.4%	26	22	84.6%	2	7.7%	24	21	87.5%	2	8.3%
Skilled Crafts	7	-	0.0%	-	0.0%	6	-	0.0%	-	0.0%	6	-	0.0%	-	0.0%
Service/Maintenance	19	8	42.1%	5	26.3%	19	8	42.1%	4	21.1%	20	9	45.0%	3	15.0%
TOTALS	165	114	69.1%	9	5.5%	139	101	72.7%	8	5.8%	137	102	74.5%	7	5.1%

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POA GROUP	September 30, 1999					September 30, 2004					September 30, 2009				
	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	4	2	50.0%	-	0.0%	5	3	60.0%	-	0.0%	5	3	60.0%	-	0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	33	26	78.8%	-	0.0%	37	26	70.3%	-	0.0%	46	36	78.3%	-	0.0%
Professional and Scientific	8	5	62.5%	-	0.0%	8	5	62.5%	-	0.0%	7	6	85.7%	-	0.0%
Secretarial/Clerical	9	9	100.0%	-	0.0%	7	7	100.0%	-	0.0%	4	4	100.0%	-	0.0%
Technical/Paraprofessional	35	34	97.1%	-	0.0%	32	31	96.9%	-	0.0%	19	16	84.2%	-	0.0%
Skilled Crafts															
Service/Maintenance	11	7	63.6%	-	0.0%	20	9	45.0%	-	0.0%	19	17	89.5%	1	5.3%
TOTALS	100	83	83.0%	-	0.0%	109	81	74.3%	-	0.0%	100	82	82.0%	1	1.0%

TOTAL -- REGENT INSTITUTIONS

POA GROUP	September 30, 1999					September 30, 2004					September 30, 2009				
	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	657	182	27.7%	47	7.2%	713	236	33.1%	53	7.4%	882	341	38.7%	72	8.2%
Faculty: Tenure Track	3,388	943	27.8%	431	12.7%	3,320	970	29.2%	512	15.4%	3,280	1,053	32.1%	602	18.4%
Faculty: Non-Tenure Track	941	480	51.0%	127	13.5%	1,074	565	52.6%	127	11.8%	1,226	652	53.2%	164	13.4%
Professional and Scientific	8,052	4,940	61.4%	601	7.5%	9,186	5,787	63.0%	807	8.8%	10,269	6,744	65.7%	805	7.8%
Secretarial/Clerical	4,334	3,812	88.0%	138	3.2%	4,120	3,600	87.4%	146	3.5%	3,722	3,254	87.4%	147	3.9%
Technical/Paraprofessional	760	472	62.1%	30	3.9%	701	432	61.6%	34	4.9%	789	534	67.7%	54	6.8%
Skilled Crafts	839	55	6.6%	24	2.9%	767	50	6.5%	30	3.9%	721	42	5.8%	28	3.9%
Service/Maintenance	2,550	1,391	54.5%	289	11.3%	2,644	1,430	54.1%	326	12.3%	2,575	1,361	52.9%	320	12.4%
TOTALS	21,521	12,275	57.0%	1,687	7.8%	22,525	13,070	58.0%	2,035	9.0%	23,464	13,981	59.6%	2,192	9.3%

AFFIRMATIVE ACTION REVENUES AND EXPENDITURES				
FY 2009				
Department Name:	Board of Regents			
Person Completing Report:	Marcia Brunson			
E-mail Address	mbruns@iastate.edu			
	SUI Office of Equal Opportunity and Diversity	ISU Office of Equal Opportunity and Diversity	UNI Office of Compliance and Equity Management	Total
REVENUES				
STATE APPROPRIATIONS				
General Fund	831,941	366,597	302,324	1,500,862
Other				-
OTHER REVENUES				
Federal Support				-
Interest				-
Tuition and Fees				-
Reimb. Indirect Costs				-
Sales and Services				-
Other Income				-
TOTAL REVENUES	831,941	366,597	302,324	1,500,862
EXPENDITURES				
Fac. & Inst. Off. Salaries	210,764		220,640	431,404
Prof. & Sci. Staff Salaries	496,726	312,157	48,650	857,533
General Service Staff Salaries	39,615		12,248	51,863
Hourly Wages	4,969	16,008		20,977
Labor in Transfers				-
Vacancy Factor				-
Subtotal - Salaries	752,074	328,165	281,538	1,361,777
Prof. And Scientific Supplies	79,867	38,432	20,786	
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	79,867	38,432	20,786	139,085
Total	831,941	366,597	302,324	1,500,862