

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 in providing equal employment opportunities for administrators, faculty, and staff. 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 agenda item.

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, 2009, to September 30, 2010, for UNI, ISD and IBSSS, using federal guidelines prescribed by the Office of Federal Contract Compliance Programs. SUI and ISU captured data for the report for the period November 1, 2009, through October 31, 2010.

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>2000</u>	<u>2010</u>
Females	27.7%	38.7%
Minorities	7.2%	8.2%
Faculty tenure track		
Females	27.8%	32.1%
Minorities	12.7%	18.4%

Professional and Scientific		
Females	61.3%	66.4%
Minorities	7.6%	8.2%
Technical/Paraprofessional		
Females	62.3%	68.8%
Minorities	4.2%	7.4%

Employment of females in the Faculty non-tenure track POA increased from 49.4% in 2000 to 54.0% in 2010.

Employment in three POAs reflected decreases in females:

	<u>2000</u>	<u>2010</u>
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 2009; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2010. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track  
Fall 2009

	PERCENT FEMALE	PERCENT MINORITY
<b>University of Iowa</b>	<b>30.1</b>	<b>16.6</b>
Peer Group Average	30.7	18.3
<b>Iowa State University</b>	<b>28.7</b>	<b>18.4</b>
Peer Group Average	29.6	18.7
<b>University of Northern Iowa</b>	<b>42.7</b>	<b>15.9</b>
Peer Group Average	39.0	18.2

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

	Regents				State				2000 Census Iowa Labor Force
	2009		2010		2009		2010		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Male	9,483	40.4%	9,230	40.3%	10,099	48.4%	9,025	49.2%	52.6%
Female	13,981	59.6%	13,665	59.7%	10,783	51.6%	9,311	50.8%	47.4%
Total	23,464		22,895		20,882		18,336		
Minority	2,192	9.3%	2,242	9.8%	1,197	5.7%	1,125	6.1%	6.0%

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

**University of Iowa**

From October 1, 2009 to October 31, 2010, the University of Iowa workforce decreased by 224 individuals (1.5%), from 15,276 in 2009 to 15,052 in 2010.

- The faculty and staff decreased by 104 women (1.1%).
- Racial/ethnic minority representation increased by 51 individuals (3.8%).
- There was a decrease of 38 tenured/tenure track faculty (2.5%).
- The number of female faculty members on the tenure track increased by 10 (2.2%), increasing representation from 30.5% to 32.0%, achieving the strategic planning indicator in this category (32.0%).
- Minority representation on the tenure track faculty increased by 2 (0.7%) to the highest level to date at 18.6%.
- Female representation among executive, administrative, and managerial staff decreased by 11 (7.9%), from 37.3% in 2009 to 36.0% in 2010. The strategic planning indicator of 37% had been met in 2009, but was not met in 2010.
- The number of racial/ethnic minorities among executive, administrative, and managerial staff decreased by 3 (9.7%), decreasing representation from 8.3% in 2009 to 7.8% in 2010, lower than the strategic planning indicator in this category (8.0%).
- Minority representation among professional and scientific staff increased by 12 individuals (2.3%), increasing representation from 6.9% to 7.1%. Attainment of the strategic planning indicator (7.5%) for this area remains a challenge.
- During the 2009-10 data year, the University hired or promoted 1,308 women and 229 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 369 women (2.4%) and by 140 minorities (0.7%).
- There was a net increase of 1 individual (1.1%) who self-reported having disabilities.
- The number of disabled veterans increased by 2 (6.3%).

**University of Iowa  
Progress Toward Strategic Planning Indicators of  
Gender and Racial/Ethnic Diversity Among Faculty and Staff**

<b>Category</b>	<b>FY 2010 (as of 10-1-09)</b>	<b>FY 2011 (as of 11-1-10)</b>	<b>Target</b>	<b>Target Met</b>
<b>WOMEN</b>				
Executive, Administrative, and Managerial Staff	37.3 %	Decreased to 36.0 %	37.0 %	No
Tenured/Tenure Track Faculty	30.5 %	Increased to 32.0 %	32.0 %	Yes
<b>RACIAL/ETHNIC MINORITIES</b>				
Executive, Administrative, and Managerial Staff	8.3 %	Decreased to 7.8 %	8.0 %	No
Tenured/Tenure Track Faculty	18.0 %	Increased to 18.6 %	16.0 %	Yes
Professional & Scientific Staff	6.9 %	Increased to 7.1 %	7.5 %	No

**Iowa State University**

Iowa State University continues to explore avenues to increase diversity within the community and across campus.

Iowa State University continues to hold sessions for faculty, staff, and graduate students regarding the Discrimination and Harassment policy. The participants learn what discrimination and harassment may look like, how to prevent, and the reporting procedures.

Representatives of Iowa State University serve on the national board of directors for the Office of Women in Higher Education, and a division of the American Council on Education; participate as members of the National Association of Diversity Officers, and a variety of other groups committed to advancing women and people of color in higher education.

The efforts made by Iowa State University can be measured by the proportion of underrepresented faculty and staff as compared to the proportion of the state of Iowa's underrepresented population. The table below gives this overall proportion:

Underrepresented Group	Percentage of underrepresented faculty and staff at ISU	Percentage of underrepresented population in the state of Iowa*
Women	50.2	50.9
Minorities	11.4	6.1

\*Information provided by the US Census Bureau for 2000

Iowa State University experienced a decrease in total workforce from 2009, attributing to actual number decreases in most of the groups for female and minority employees.

Iowa State University saw a decrease in Executive/Administrative/Managerial female employees of 7 employees (0.3% decrease) from 2009. The same pattern is true for Service/Maintenance POA which saw a decrease of 34 female employees (2.9% decrease) from 2009.

Because the total workforce of some POA groups decreased, the percentages of females actually increased or stayed the same, even though the actual number of females decreased. This is true for POA Groups Faculty Tenured/Tenure Track, Non-Tenure Track Faculty, Secretarial/Clerical, Technical/Paraprofessional, Skilled Crafts, and Professional and Scientific.

There was a decrease of 9 female employees (0.3% increase) in Faculty Tenured/Tenure Track; a decrease of 88 female employees (0.3% increase) in Secretarial/Clerical; a decrease of 7 female employees (0.3% increase) in Technical/Paraprofessional; and a decrease of 54 female employees but a percentage that was unchanged in Professional and Scientific.

There was an increase of 28 female employees (0.4% increase) in Non-Tenure Track Faculty; there was no change for female employee numbers but an increase by 0.1% in Skilled Crafts.

Because the total workforce of some POA groups decreased, the percentages of minorities actually increased, even though the actual number of minorities decreased. This is true for POA Groups Non-Tenure Track Faculty, Technical/Paraprofessional, Service/Maintenance, and Professional and Scientific.

There was a decrease of 6 minority employees (1.2% decrease) in Executive/Administrative/Managerial; a decrease of 10 minority employees (0.1% decrease) in Faculty Tenured/Tenure Track; a decrease of 5 minority employees (0.1% decrease) in Secretarial/Clerical; and a decrease of 1 minority employee (0.4% decrease) in Skilled Crafts. There was a decrease of 1 minority employee but an increase of 0.4% in Service/Maintenance.

There was an increase of 9 minority employees (0.8% increase) in Non-Tenure Track Faculty; an increase of 10 minority employees (1.2% increase) in Professional and Scientific; and an increase of 1 minority employee (0.9% increase) in Technical/Paraprofessional.

Iowa State University experienced a net decrease of 173 female employees (0.5% decrease) from 2009 and experienced a net decrease of 3 minority employees (0.5% increase) from 2009. The total workforce decreased by 285 employees. The large decrease in workforce is largely attributed to the staff reductions over the last year due to the budget crisis.

### **University of Northern Iowa**

As of October 1, 2010, the UNI workforce totals 1,827 non-temporary employees. This includes 1,005 (55%) female employees and 184 (10%) minority employees. The percentages represent steady employment of females and a slight gain in the employment of minority persons from 2009. One year ago, UNI employed 1,870, including 1,029 (55%) female employees and 180 (9.6%) minority employees.

Five- and ten-year comparisons for the overall workforce show progress in female and minority representation. Over the ten-year history, total employment numbers varied dramatically in response to budget fluctuations. The total number of non-temporary employees working at UNI is down 153 from 10 years ago, yet the percentage of female and minority employees has made steady gains over the same period.

Females were employed at a rate of 53.3% ten years ago. Although there are 153 less employees overall, the number of females employed over the last ten years has seen a decrease of only 51 with the percentage of female employees increasing from 53.3% ten years ago to 55% today.

A similar trend is seen with regard to minority employment. The number of non-temporary minority employees has decreased by 22 over the ten year period, but the percentage remains relatively the same, at just over 10%.

The tenured and tenure track employee group employs a total of 547 employees. This represents an increase of three employees from last year. 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 14 employees over the past ten years, female and minority representation has increased.

The following table shows 2009-10 hiring goals for women and minorities by job groups. Actual numbers hired are shown in parentheses. Numbers do not reflect any losses experienced during the same time period, which were higher than normal due to the Early Retirement Incentive Program.

<b>Employment Group (with total number hired)</b>	2009-10 Goal		Achieved?	
	Minority	Female	Minority	Female
Executive/Administrative/Managerial (1)	1	1	No (0)	Yes (1)
Faculty (Tenured and Tenure Track) (23)	-	4		Yes (6)
Professional/Scientific (62)	-	-		
Secretarial/Clerical (12)	1	-	Yes (11)	
Technical/Paraprofessional (1)	-	1		No (0)
Skilled Craft (8)	1	1	No (0)	No (0)
Service/Maintenance (28)	-	-		
<b>Total (135)</b>	<b>3</b>	<b>7</b>		

**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 may be found on the Board's website as an attachment to this agenda item. Highlights of the reports submitted by the universities are shown below:

University of Iowa

The University of Iowa exceeded its strategic planning benchmark for racial and ethnic diversity of tenured/tenure-track faculty and also made progress on its gender diversity goal. A new strategic plan for 2010-2016, *Renewing The Iowa Promise*, has recently been approved. This plan builds upon the previous document and integrates a commitment to diversity as one of its seven interdependent values of excellence, learning, community, diversity, integrity, and respect.

Some of the initiatives employed by the university are summarized below.

**Faculty Diversity Opportunity Program (FDOP)** -- In 1999, a program to aid collegiate efforts to recruit and retain faculty from underrepresented communities, with an emphasis on recruiting faculty of color was established. This program, now called the Faculty Diversity Opportunity Program (FDOP), has been an important tool for reaching the University's diversity goals and thereby enhancing the excellence of The University of Iowa. The program is administered by the Chief Diversity Officer and Associate Vice President (CDO), who works with collegiate deans to identify potential faculty hires who would add to the diversity of the UI faculty. Mentoring and retention follow-up plans remain critical components of FDOP funding requests. The CDO, working in close collaboration with the Associate Provost for Faculty, collegiate deans and others, coordinates a central effort to recruit and retain minority faculty.

In *The Iowa Promise*, the UI 2005-2010 strategic plan, the University committed to increasing the budget allocated to the FDOP program to \$1.3M. For the current fiscal year, FY 2010, the Office of the Provost budgeted FDOP funds totaling \$1,830,953 for partial salaries and other resources supporting 53 faculty members. 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.

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.

**Staff Diversity Opportunity Program (SDOP)** -- The Staff Diversity Opportunity Program (SDOP) promotes employment of minorities and women in Professional and Scientific (P&S) classifications exhibiting underrepresentation. SDOP allows opportunity for the development of talent through apprenticeships, internships, pipeline positions, and other hires that enable the University to bring on board high potential, diverse candidates who do not fill a specific, immediate need as well as for development opportunities to increase the new employee's skill, knowledge, abilities, and likelihood of a successful candidacy for future P&S vacancies. During 2009, three P&S staff members were hired under SDOP.

**Women and Minority Faculty Development** -- The Office of the Executive Vice President and Provost, through the Associate Provost for Faculty, sponsors faculty development programs for junior faculty members. These programs include a two-day new faculty orientation, a seminar on promotion and tenure, workshops and resources on effective writing habits and time management, and a faculty-led weekly writing group called UI Write-on-Site. The Write-on-Site group was initiated by a junior minority faculty member and approximately 90% of participants are women and/or faculty of color. Additionally, in response to junior faculty members' requests, the Office of the Provost piloted a summer online writing program in summer 2010; evaluations for this program show that the faculty members found the program worthwhile as a boost for their summer writing productivity. The Office of the Provost also publishes a comprehensive calendar of faculty development programs offered by other offices (e.g., focused on teaching, instructional technology, and research).

**Diversity Scholars, Visitors, and Faculty Exchanges** -- The Executive Vice President and Provost, through the Chief Diversity Officer and Associate Vice President, provides financial support for efforts to bring underrepresented minority persons as visiting faculty and speakers to campus. Visiting faculty present seminars and lectures and participate in collaborative scholarly work and research with University faculty. The Provost also provides assistance to UI minority faculty members to enable them to pursue their scholarship and faculty responsibilities through collaborations with other institutions and individuals.

**Catalyst Awards** -- The Catalyst Award annually recognizes faculty, staff, students, and units for distinctive and innovative diversity contributions at the University. Supported by campus wide contributions and participation, the Catalyst Award Seed Grants are targeted towards creative projects that will 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 are given preference by the selection committee. Additional information about Catalyst Award recipients and seed grant winners can be found in the Annual Equal Employment Opportunity and Affirmative Action Workforce Report to the Board of Regents.

**Diversity Executive in Residence Program** -- The Diversity Executive in Residence Program recognizes successful University of Iowa alumni who are distinguished and influential leaders in their professions and who understand the importance of diversity and global competency, the domestic and global challenges of the twenty-first century, and the strategic role of higher education in preparing the future workforce. Residents visit campus and provide workshops for faculty and students and contribute to faculty research.

**Gender Equity** -- In 2005, 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." In response to the task force report, several of its recommendations related to faculty gender diversity have been implemented, including an enhanced parental leave policy and the development of the Dual Academic Career initiative, which helps fund spouse and partner appointments at the University. In addition, the Office of the Provost is in the final phases of conducting a gender equity salary study, which will be completed in 2011 and conducted every two years moving forward.

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

**Women in Science and Engineering (WISE)** -- The mission of the Women in Science and Engineering (WISE) Program is to expand and improve the educational and professional opportunities for women in all fields of science and technology by facilitating institutional and social change. The WISE program was established in August 1994 with joint support from the offices of the Vice President for Research and the Provost. The WISE Program staff includes a faculty director, a program coordinator, a faculty consultant, a mentoring coordinator, and an advisory

board. The WISE Program cooperates with science, technology, engineering, and mathematics (STEM) programs at The University of Iowa. The goals of WISE are to increase the participation, professional development, and advancement of women as students, faculty, and professional staff; monitor and promote a supportive environment for women to study and work; integrate the ideas, strengths, and approaches of women into research, teaching, and service; and inform the public of educational and career opportunities for women in scientific and technical fields.

**Diversity Focus** -- In 2005, The University of Iowa became a charter member of Diversity Focus, a community and business organization with the mission to increase diversity along the Cedar Rapids-Iowa City corridor by integrating and coordinating existing efforts as well as identifying or creating other activities and programs. Other charter members include the Cedar Rapids Chamber of Commerce, Alliant Energy and Rockwell Collins. The Chief Diversity Officer and Associate Vice President serves as a member of the Diversity Focus Board. Diversity Focus plans events, such as conferences, training sessions and social activities intended to support diversity in the corridor.

### **Iowa State University**

The Office of the Executive Vice President and Provost launched a new leadership development program, the Emerging Leaders Academy, in January 2009. Two cohorts of faculty and professional and scientific employees have participated thus far. The goal of the academy 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 fifth and final year of an "institutional transformation" grant from the National Science Foundation. The goal of the \$3.3 million program is 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 2009-2010, the "collaborative transformation" efforts involved a total of nine science and engineering departments assessing their department climate in order to improve the work environment. A workshop for department chairs on advancement from associate professor to full professor rank was held in the spring. Of particular importance is the role that gender may play in faculty familiarity with the promotion 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; training for faculty search committees to enable them to recruit diverse faculty; and resources on work-life integration.

Iowa State University continues to make progress in creating a more flexible work environment for its faculty and staff. The Office of the Executive Vice President and Provost sponsors a Work/Life website which combines existing policies and resources so that the information can be accessed more efficiently and utilized more effectively. A Work/Life Advisory Council was also created and has been meeting for two years. This council is charged to review current university policies and practices and identify gaps.

In fall 2009, the COACHE Survey of Tenure-Track Faculty Satisfaction was administered again. The survey is administered only to junior faculty. This second administration of COACHE will allow tracking institutional progress on faculty satisfaction since the last COACHE Survey in 2005-2006. Analysis of the survey received in summer 2010 indicates that Iowa State has made progress on many fronts, including clarity of the tenure process, creating policies in support of work/life balance, and mentoring. This survey has helped the university identify issues on which there are significant differences by gender or minority status.

Women's Enrichment Fund Mini Grants -- This funding supports initiatives that will enrich the experiences of women faculty, staff and students at ISU. Awards are made during spring semester

and the faculty Project Facilitator has two fiscal years to complete the activity. For 2010-2011, \$23,392 in funding was awarded for eight initiatives. Projects included 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's leadership in global food production, female recruitment and retention in mechanical engineering, and connecting aspiring female farmers to the land.

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 2010, \$27,440 was awarded to faculty for seven initiatives. The funding supported collaborations with minority students in Ag multicultural programs, a program that allows partnering with the YWCA to engage international spouses, and training workshops to facilitate a difficult dialogues program within the College of Human Sciences.

The university-wide diversity committee was restructured to provide better representation and coordination of diversity 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. The committee made changes to the timeline for unit submission of diversity reports so that reports are submitted every two years. This will reduce the review work of the committee in order to allow it to be more proactive in its development work. ACD met twice with the chairs of the college/unit diversity committees last year in order to facilitate coordination and communication between these two groups. This year, a sub-committee has developed a new institutional diversity web page which should go live by the end of 2010.

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 partner support and to support hires that diversify the faculty. In FY 2010, \$824,990 in funding was provided to support dual career hires and \$213,680 was provided for new faculty diversity hires. (These amounts do 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. In addition, faculty of color have the option to take part in the ADVANCE mentoring program. In 2009-2010, the ISU ADVANCE Program sponsored an administrative fellow who gathered data regarding barriers to promotion for associate professors. National data suggests that women take longer than men to be promoted to full professor.

Child Care Resources, a unit of Human Resource Services, supports Iowa State University families by linking them with programs and services that can help meet their child care needs. The university childcare consultant is available to assist families in accessing services available both on the campus and in the community. The university supports two child care centers located on campus, University Community Childcare in Pammel Court and the University Child Care Center at Veterinary Medicine. In addition to these full-time programs, the university supports several other childcare initiatives including a resource and referral service, care for mildly ill children, part-time childcare for student families, and a family child care infant network.

University of Northern Iowa

This past year the allocation for the Minority and Women Educators Enhancement Program has been used in the following ways:

To supplement a minority faculty line in the Department of Political Science.

To enhance the salaries of two South African Fulbright scholars hired to work on a grant for the Regents' Center for Early Developmental Education. Established in 1988, the Regents' Center for Early Developmental Education focuses efforts on improving early childhood education (birth through 8 years) in Iowa and beyond.

To initiate a Summer Research Program for Minority Students in Chemistry and Psychology which was coordinated by UNI's Graduate College. Six students of underrepresented minority status from across the country came to UNI for six weeks in the summer of 2010, and conducted research while closely mentored by UNI faculty. UNI has been a partner with UI and ISU in two successful student diversity initiatives: 1) Iowa Alliance for Graduate Education and the Professoriate (AGEP), which is a National Science Foundation (NSF)-funded grant to support master's students from underrepresented minority groups in Mathematics at UNI who graduate and matriculate into PhD Mathematics and other STEM programs at ISU and UI; and 2) the Alliance summer research program in Mathematics for undergraduate students from underrepresented minorities studying in STEM fields (part of the AGEP grant). Building upon existing AGEP recruitment linkages with HBCU's, these collaborative programs have increased the number and quality of applications from minority students to UNI's graduate program in Mathematics, resulting in African American students completing doctoral degrees at various universities, including UI. The UNI Graduate College and Provost's Office have supported this program in Mathematics. This project expanded the current summer program into two additional STEM Departments at UNI - Psychology, and Chemistry and Biochemistry.

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 2009 and FY 2010 are shown below:

	<b>FY 2009</b>	<b>FY 2010</b>	<b>Percent Change</b>
SUI	\$831,941	\$828,978	-0.4%
ISU	\$366,597	\$334,544	-8.7%
UNI	\$302,324	\$310,199	2.6%

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**

POAGROUP	September 30, 2000					September 30, 2005					October 31, 2010				
	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	287	84	29.3%	17	5.9%	340	119	35.0%	22	6.5%	358	129	36.0%	28	7.8%
Faculty: Tenure Track	1,539	410	26.6%	198	12.9%	1,520	436	28.7%	225	14.8%	1,455	465	32.0%	271	18.6%
Faculty: Non-Tenure Track	529	223	42.2%	127	24.0%	565	250	44.2%	76	13.5%	761	372	48.9%	125	16.4%
Professional and Scientific	5,653	3,857	68.2%	345	6.1%	6,565	4,576	69.7%	426	6.5%	7,587	5,406	71.3%	537	7.1%
Secretarial/Clerical	2,731	2,311	84.6%	87	3.2%	2,651	2,262	85.3%	99	3.7%	2,176	1,852	85.1%	92	4.2%
Technical/Paraprofessional	500	315	63.0%	24	4.8%	455	287	63.1%	21	4.6%	576	409	71.0%	47	8.2%
Skilled Crafts	423	34	8.0%	14	3.3%	401	36	9.0%	21	5.2%	359	22	6.1%	20	5.6%
Service/Maintenance	1,692	902	53.3%	203	12.0%	1,777	951	53.5%	241	13.6%	1,780	926	52.0%	271	15.2%
<b>TOTALS</b>	<b>13,354</b>	<b>8,136</b>	<b>60.9%</b>	<b>1,015</b>	<b>7.6%</b>	<b>14,274</b>	<b>8,917</b>	<b>62.5%</b>	<b>1,131</b>	<b>7.9%</b>	<b>15,052</b>	<b>9,581</b>	<b>63.7%</b>	<b>1,391</b>	<b>9.2%</b>

**IOWA STATE UNIVERSITY**

POAGROUP	September 30, 2000					September 30, 2005					October 31, 2010				
	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	263	75	28.5%	21	8.0%	297	100	33.7%	25	8.4%	370	143	38.6%	30	8.1%
Faculty: Tenure Track	1,278	325	25.4%	183	14.3%	1,243	353	28.4%	233	18.7%	1,200	354	29.5%	250	20.8%
Faculty: Non-Tenure Track	278	137	49.3%	35	12.6%	325	180	55.4%	38	11.7%	434	243	56.0%	55	12.7%
Professional and Scientific	1,999	884	44.2%	235	11.8%	2,166	967	44.6%	358	16.5%	1,921	957	49.8%	242	12.6%
Secretarial/Clerical	1,300	1,186	91.2%	45	3.5%	1,116	1,010	90.5%	35	3.1%	943	855	90.7%	32	3.4%
Technical/Paraprofessional	172	89	51.7%	5	2.9%	150	81	54.0%	5	3.3%	145	89	61.4%	6	4.1%
Skilled Crafts	318	17	5.3%	7	2.2%	287	10	3.5%	4	1.4%	264	12	4.5%	3	1.1%
Service/Maintenance	564	321	56.9%	47	8.3%	571	315	55.2%	40	7.0%	519	257	49.5%	43	8.3%
<b>TOTALS</b>	<b>6,172</b>	<b>3,034</b>	<b>49.2%</b>	<b>578</b>	<b>9.4%</b>	<b>6,155</b>	<b>3,016</b>	<b>49.0%</b>	<b>738</b>	<b>12.0%</b>	<b>5,796</b>	<b>2,910</b>	<b>50.2%</b>	<b>661</b>	<b>11.4%</b>

**UNIVERSITY OF NORTHERN IOWA**

POAGROUP	September 30, 2000					September 30, 2005					September 30, 2010				
	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	104	28	26.9%	6	5.8%	96	32	33.3%	6	6.3%	98	40	40.8%	7	7.1%
Faculty: Tenure Track	561	223	39.8%	71	12.7%	547	222	40.6%	73	13.3%	547	232	42.4%	76	13.9%
Faculty: Non-Tenure Track	112	66	58.9%	12	10.7%	49	33	67.3%	2	4.1%	30	19	63.3%	1	3.3%
Professional and Scientific	508	256	50.4%	45	8.9%	517	273	52.8%	43	8.3%	578	328	56.7%	51	8.8%
Secretarial/Clerical	335	326	97.3%	16	4.8%	282	272	96.5%	14	5.0%	255	248	97.3%	14	5.5%
Technical/Paraprofessional	22	9	40.9%	2	9.1%	32	10	31.3%	5	15.6%	23	5	21.7%	4	17.4%
Skilled Crafts	86	6	7.0%	6	7.0%	68	4	5.9%	3	4.4%	56	5	8.9%	3	5.4%
Service/Maintenance	252	142	56.3%	48	19.0%	232	129	55.6%	34	14.7%	240	128	53.3%	28	11.7%
<b>TOTALS</b>	<b>1,980</b>	<b>1,056</b>	<b>53.3%</b>	<b>206</b>	<b>10.4%</b>	<b>1,823</b>	<b>975</b>	<b>53.5%</b>	<b>180</b>	<b>9.9%</b>	<b>1,827</b>	<b>1,005</b>	<b>55.0%</b>	<b>184</b>	<b>10.1%</b>

**IOWA SCHOOL FOR THE DEAF**

POAGROUP	September 30, 2000					September 30, 2005					September 30, 2010				
	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	1	20.0%		0.0%	4	1	25.0%		0.0%	4	1	25.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	63	50	79.4%		0.0%	44	38	86.4%		0.0%	38	36	94.7%		0.0%
Professional and Scientific	35	24	68.6%	2	5.7%	34	27	79.4%	1	2.9%	35	26	74.3%	1	2.9%
Secretarial/Clerical	8	8	100.0%	1	12.5%	5	5	100.0%	1	20.0%	4	4	100.0%	1	25.0%
Technical/Paraprofessional	29	25	86.2%	1	3.4%	26	22	84.6%	2	7.7%	21	20	95.2%	1	4.8%
Skilled Crafts	6		0.0%		0.0%	6		0.0%		0.0%	6		0.0%		0.0%
Service/Maintenance	20	8	40.0%	5	25.0%	19	8	42.1%	4	21.1%	19	9	47.4%	3	15.8%
<b>TOTALS</b>	<b>166</b>	<b>116</b>	<b>69.9%</b>	<b>9</b>	<b>5.4%</b>	<b>138</b>	<b>101</b>	<b>73.2%</b>	<b>8</b>	<b>5.8%</b>	<b>127</b>	<b>96</b>	<b>75.6%</b>	<b>6</b>	<b>4.7%</b>

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POAGROUP	September 30, 2000					September 30, 2005					September 30, 2010				
	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	3	60.0%		0.0%	4	3	75.0%		0.0%	5	3	60.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	34	26	76.5%		0.0%	37	25	67.6%		0.0%	47	38	80.9%		0.0%
Professional and Scientific	8	5	62.5%		0.0%	8	6	75.0%		0.0%	6	5	83.3%		0.0%
Secretarial/Clerical	8	8	100.0%		0.0%	7	7	100.0%		0.0%	6	6	100.0%		0.0%
Technical/Paraprofessional	35	34	97.1%		0.0%	33	31	93.9%		0.0%	16	14	87.5%		0.0%
Skilled Crafts															
Service/Maintenance	12	6	50.0%		0.0%	19	7	36.8%		0.0%	13	7	53.8%		0.0%
<b>TOTALS</b>	<b>102</b>	<b>82</b>	<b>80.4%</b>	<b>-</b>	<b>0.0%</b>	<b>108</b>	<b>79</b>	<b>73.1%</b>	<b>-</b>	<b>0.0%</b>	<b>93</b>	<b>73</b>	<b>78.5%</b>	<b>-</b>	<b>0.0%</b>

TOTAL -- REGENT INSTITUTIONS

POAGROUP	September 30, 2000					September 30, 2005					September 30/October 31, 2010				
	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	664	191	28.8%	44	6.6%	741	255	34.4%	53	7.2%	835	316	37.8%	65	7.8%
Faculty: Tenure Track	3,378	958	28.4%	452	13.4%	3,310	1,011	30.5%	531	16.0%	3,202	1,051	32.8%	597	18.6%
Faculty: Non-Tenure Track	1,016	502	49.4%	174	17.1%	1,020	526	51.6%	116	11.4%	1,310	708	54.0%	181	13.8%
Professional and Scientific	8,203	5,026	61.3%	627	7.6%	9,290	5,849	63.0%	828	8.9%	10,127	6,722	66.4%	831	8.2%
Secretarial/Clerical	4,382	3,839	87.6%	149	3.4%	4,061	3,556	87.6%	149	3.7%	3,384	2,965	87.6%	139	4.1%
Technical/Paraprofessional	758	472	62.3%	32	4.2%	696	431	61.9%	33	4.7%	781	537	68.8%	58	7.4%
Skilled Crafts	833	57	6.8%	27	3.2%	762	50	6.6%	28	3.7%	685	39	5.7%	26	3.8%
Service/Maintenance	2,540	1,379	54.3%	303	11.9%	2,618	1,410	53.9%	319	12.2%	2,571	1,327	51.6%	345	13.4%
<b>TOTALS</b>	<b>21,774</b>	<b>12,424</b>	<b>57.1%</b>	<b>1,808</b>	<b>8.3%</b>	<b>22,498</b>	<b>13,088</b>	<b>58.2%</b>	<b>2,057</b>	<b>9.1%</b>	<b>22,895</b>	<b>13,665</b>	<b>59.7%</b>	<b>2,242</b>	<b>9.8%</b>

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES  
FY 2010**

Department Name: Board of Regents  
 Person Completing Report: Marcia Brunson  
 E-mail Address: [mbruns@iastate.edu](mailto: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
<b>REVENUES</b>				
<b>STATE APPROPRIATIONS</b>				
General Fund	828,979	314,544	310,199	
Other				
<b>OTHER REVENUES</b>				
Federal Support		20,000		20,000
Interest				-
Tuition and Fees				-
Reimb. Indirect Costs				-
Sales and Services				-
Other Income				-
<b>TOTAL REVENUES</b>	828,979	334,544	310,199	1,473,722
<b>EXPENDITURES</b>				
Fac. & Inst. Off. Salaries	173,028		216,034	
Prof. & Sci. Staff Salaries	497,523	310,133	48,091	
General Service Staff Salaries	43,807	4,184	5,869	
Hourly Wages	33,953			
Labor in Transfers				
Vacancy Factor				
Subtotal - Salaries	748,311	314,317	269,994	1,332,622
Prof. And Scientific Supplies	80,667	20,227	40,205	
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	80,667	20,227	40,205	141,099
<b>Total</b>	828,978	334,544	310,199	1,473,721