

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, 2011, to September 30, 2012, for ISU, UNI, ISD and IBSSS, using federal guidelines prescribed by the Office of Federal Contract Compliance Programs. SUI captured data for the report for the period November 1, 2011, through October 31, 2012.

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>2002</u>	<u>2012</u>
Females	32.1%	39.4%
Faculty tenure track		
Females	28.5%	34.1%
Minorities	13.8%	20.3%

Professional and Scientific		
Females	61.8%	66.5%
Minorities	7.8%	8.5%
Faculty non-tenure track		
Females	51.1%	54.1%
Technical/Paraprofessional		
Females	61%	72%

Employment in two POAs reflected decreases in females:

	<u>2001</u>	<u>2011</u>
Skilled Crafts	7.7%	5.7%
Service/Maintenance	53.5%	51.9%

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 2011; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2012. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track
Fall 2011

	PERCENT FEMALE	PERCENT MINORITY
University of Iowa	32.3	17.2
Peer Group Average	31.2	19.6
Iowa State University	28.3	20.7
Peer Group Average	30.6	20.6
University of Northern Iowa	40.2	15.4
Peer Group Average	39.9	17.6

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

University of Iowa

From November 1, 2011 to November 1, 2012, the University of Iowa workforce increased by 165 individuals (1.1%), from 15,629 in 2011 to 15,794 in 2012.

- The faculty and staff increased by 77 women (0.8%).
- Racial/ethnic minority representation increased by 110 individuals (7.3%).
- There was an increase of 24 tenured/tenure track faculty (1.7%).
- The number of female faculty members on the tenure track increased by 11 (2.3%),

- increasing representation from 33.1% to 33.3%.
- Minority representation on the tenure track faculty increased by 16 (5.8%) to the highest level to date at 19.8%.
 - Female representation among executive, administrative, and managerial staff decreased by 5 (3.6%), from 38.9% in 2011 to 37.4% in 2012.
 - The number of racial/ethnic minorities among executive, administrative, and managerial staff increased by 1 (5.9%), from 4.8% in 2011 to 5.1% in 2012.
 - Minority representation among professional and scientific staff increased by 40 individuals (6.7%), increasing representation from 7.4% to 7.7%.
 - During the 2011-12 data year, the university hired or promoted 1,338 women and 298 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 377 women (2.4%) and by 170 minorities (1.1%).¹
 - There was a net decrease of 5 individuals (5.1%) who self-reported having disabilities.
 - The number of disabled veterans decreased by 1 (2.9%) and the number of other eligible veterans decreased by 13 (2.4%), while there were increases in the numbers of Armed Forces Service Medal Veterans (5 individuals or 7.6%) and recently separated veterans (6 individuals or 120%).

Iowa State University

Iowa State continues to explore avenues to increase diversity across campus and takes an active role in recruiting a diverse student body, faculty and staff. For example, Iowa State holds professional development sessions to ensure faculty, staff, and graduate students understand the Discrimination and Harassment policy. Participants learn what discrimination and harassment look like, how incidences should be reported, and, how it can be prevented.

The Dean of Students Office continues to conduct outreach sessions on students' rights and responsibilities with regard to sexual misconduct. The program provides information about the policy itself, as well as resources for students in need of support or assistance. Presentations have been done for academic courses, student organizations, Greek chapter houses, residence life students and staff, and athletics.

The Vice President of Student Affairs is an integral part of the planning and development of NCORE, a highly regarded national conference, and the nationally acclaimed Iowa State Conference on Race and Ethnicity (ISCORE). More than 800 students, staff, and faculty attended the 2012 conference.

Representatives of Iowa State serve on national boards of directors and participate as members of other groups committed to advancing women and people of color in higher education.

This full report also showcases the efforts each college and department has made to ensure diversity is part of their academic and professional environment.

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.

Iowa State's efforts can be measured by the proportion of underrepresented faculty and staff as compared to the proportion of the state of Iowa's underrepresented population:

Underrepresented group	Percentage of underrepresented faculty and staff at ISU	Percentage of underrepresented population in the state of Iowa*
Women	50.4	50.5
Minorities	11.9	10.1

*2010 United States Census Bureau

Iowa State University experienced an increase in total workforce from 2011, attributing to actual number increases in most of the groups for female and minority employees.

Several groups within the total workforce at Iowa State University saw an increase in the actual number of female employees and an increase in percentage from 2011. Executive/Administrative/Managerial female employees saw an increase of 4 employees and an increase of 0.8% from 2011. Tenure Track Faculty saw an increase of 19 female employees and an increase of 1.6% from 2011. The Professional and Scientific group saw an increase of 39 female employees and an increase of 0.6% from 2011. The Technical/Paraprofessional group saw an increase of 4 female employees and an increase of 3.1% from 2011. The Skilled Crafts group also saw an increase of 1 female employee and an increase of 0.3% from 2011.

The Service/Maintenance group did see an increase of 5 female employees; however saw a decrease of 1.1% from 2011. In Non-Tenure Track Faculty, there was a decrease of 2 female employees and a decrease of 0.2% from 2011, and in Secretarial/Clerical there was a decrease of 29 female employees and a decrease of 0.9% from 2011.

Several groups within the total workforce at Iowa State University also saw an increase in the actual number of minority employees and an increase in percentage from 2011. Tenured/Tenure Track Faculty saw an increase of 20 minority employees and an increase of 1.6% from 2011. Non-Tenure Track Faculty had an increase of 6 minority employees and a 1.1% increase from 2011. There was an increase of 4 minority employees and a 0.5% increase from 2011 for the Secretarial/Clerical group, and also an increase of 1 minority employee and a 0.4% increase from 2011 for the Skilled Crafts group.

The Service/Maintenance group again saw an increase by 1 minority employee; however saw a decrease of 0.2% from 2011. The actual number of minority employees in the Technical/Paraprofessional group remained unchanged, along with the percentage from 2011. The actual number of minority employees in Executive/Administrative/Managerial decreased by 6 employees, resulting in a decrease of 1.6% from 2011. Professional and Scientific also saw a decrease of 27 minority employees and a decrease of 1.6% from 2011.

Iowa State University experienced a net increase of 41 female employees and a net increase by 0.2% from 2011.

Iowa State University experienced a net decrease of 1 minority employee and a net decrease of 0.2% from 2011.

University of Northern Iowa

As of October 1, 2012, the UNI workforce totals 1788 non-temporary employees. This includes 1002 (56.0%) female employees and 187 (10.5%) minority employees. One year ago, UNI employed 1866, including 1029 (55.1%) female employees and 193 (10.3%) minority employees. The decline in the number of employees is a result of major restructuring including program eliminations at UNI over the last year. The percentages representing female and minority employment remained stable during this time.

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 over 200 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 53.8% ten years ago. Although there are 204 less employees overall, the number of females employed over the last ten years has seen a decrease of only 70 employees. Females are currently employed at a rate of 56% of total employment.

A similar trend is seen with regard to minority employment. The number of non-temporary minority employees has decreased by only three employees out of the 204 total over the ten year period, with the percentage increasing from just under 9.5% to 10.5% this year.

The tenured and tenure track employee group employs a total of 516 employees. This represents an increase of 11 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 35 employees over the past ten years, female and minority representation has increased, to 43.6% and 14.9%, respectively.

Affirmative Action at UNI is a shared responsibility. With the support of the President, the Vice Presidents, and the Office of Compliance and Equity Management, UNI will continue to hire faculty and staff in accordance with affirmative action principles and will consistently enforce federal guidelines established for educational institutions. The University relies heavily on its administrators and search committees to make affirmative action a priority in hiring.

The Office of Compliance and Equity Management provides information, strategy, and support to departments in their recruitment and hiring activities. Each search is reviewed on an individual basis to determine the most appropriate method of recruitment for that particular vacancy. The development of these individualized recruiting strategies and the personal attention allows departments the opportunity to be creative in their outreach while adhering to equal opportunity and affirmative action hiring procedures.

President Allen appointed the first Diversity Council in fall 2008. The Diversity Council provides university-wide leadership and coordination. In addition, a Diversity Advisory Committee was formed to provide input and ideas to the Diversity Council. Diversity town hall meetings are now held each January to report activities to and receive feedback from the campus. 2010 marked the first year of the annual Diversity Matters award program. In this program, individuals from across campus are recognized for their outstanding contributions to enhancing diversity at UNI. Information from the climate surveys guides the work of the Diversity Council and was used to further define the diversity mission and vision for the UNI campus.

UNI has also been actively enhancing their efforts of addressing the needs for persons with disabilities. The Office of Disability Services is now broken out into two separate offices, Student

Disability Services and Faculty and Staff Disability Services. This separation provides for more specific services to each of the groups and has allowed services in both areas to be expanded. In addition, the Coordinating Committee for Disability Accommodations was recommissioned and renamed the Disability Advisory and Advocacy Committee (DAAC). The DAAC provides for campus-wide attention to providing accessibility and resources to persons with disabilities, and makes related recommendations to administration.

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

Introduction

Renewing the Iowa Promise, the University of Iowa's strategic plan for 2010-2016, recognizes the link between educational excellence and diversity, integrating a commitment to diversity as one of its seven interdependent core values of excellence, learning, community, diversity, integrity, respect, and responsibility. To achieve educational excellence, it is important to recruit to the university faculty, staff, and students from underrepresented communities and to foster a climate that enables all to succeed.

To develop the strategic plan, the Office of the Provost formed six strategic initiative task forces composed of faculty and staff who were recommended by shared governance leaders and collegiate deans. Their overarching charge was to offer ideas and recommendations to shape the academic direction of the university, bearing in mind the changing economic, demographic, and technological realities of our globalized world. One task force, the Task Force on Internationalization and Diversity, issued its final report in December 2009 with an emphasis on organizational effectiveness, recruitment and outreach, retention and cultural climate, and teaching and research.

All of these factors play a significant role in the recruitment and retention of diverse faculty. The strategies set forth by the task force will be implemented both by infusion into existing initiatives and the development of additional efforts to recruit and retain a more diverse faculty. The following provides highlights of the university's efforts during the past year.

National Coalition Building Institute (NCBI)

The University of Iowa has become an affiliate of NCBI, an international non-profit leadership development network dedicated to the elimination of racism and other forms of oppression. Through the Chief Diversity Office, 55 faculty, staff, and students have completed a three-day Train-the-Trainer workshop to gain skills for coalition building, prejudice reduction, conflict resolution, and educational outreach. This team offers a one-day workshop, *Leadership for Equity and Inclusion*, which has been attended by over 500 faculty, staff, and students, and an ongoing one-hour dialogue and discussion series on topics of prejudice reduction, coalition building, and conflict resolution.

Faculty Diversity Opportunity Program (FDOP)

The Faculty Diversity Opportunity Program, 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.

For fiscal year 2012, the Office of the Provost budgeted FDOP funds totaling \$1,996,791 for partial salaries and other resources supporting 51 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.

Staff Diversity Opportunity Program (SDOP)

The Staff Diversity Opportunity Program promotes employment of minorities and women in Professional and Scientific classifications exhibiting underrepresentation. Administered through University Human Resources, 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 fiscal year 2012, two P&S staff members were hired under SDOP.

Collegiate Diversity Group

The Executive Vice President and Provost, through the Chief Diversity Officer and Associate Vice President, 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 colleges' diversity efforts, 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 and Women Faculty Development

The Office of the 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 program was initiated by a junior minority faculty member, and the vast majority of participants are comprised of women and/or faculty of color. The Office of the Provost also publishes a comprehensive calendar of faculty development programs offered by other offices (e.g., research support, teaching skills and innovation, instructional technology).

Diverse Visiting Faculty and Speakers

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.

Workshops and Programs on Diversity

The university, through the Chief Diversity Officer and Associate Vice President, regularly supports events that enhance dialogue and sensitivity about diversity issues. Examples include:

Project on Civic Reflection (PCR) workshop -- civic reflection is the practice of reading and discussing short pieces of themed literature reflecting on the central questions of civic life and participation. PCR helps groups build capacity, commitment, and community through reading and discussion.

Statewide Veteran's Conference in November 2011 -- the event brought together approximately 100 attendees, including veterans' service providers, to address issues such as the needs of returning Iowa veterans after service and supporting student veterans transitioning back into the higher education environment.

Fourth annual Disability Awareness Summit in October 2011 – topics of discussion related to climate and physical and technological access at Iowa Regent institutions; the summit was hosted by Iowa State University and was attended by representatives from the Regent institutions.

Celebration of Excellence and Achievement Among Women

The Office of the Provost and the Chief Diversity Office, among other campus units, sponsor the Council on the Status of Women's annual tribute to the accomplishments of all women at the University of Iowa, which began in 1982 when the university community gathered to award the Jane A. Weiss Memorial Scholarship. The event has expanded in scope, recognizing outstanding scholarship, research, service, leadership, and activism among undergraduate and graduate/professional students, staff, and faculty women. The celebration now includes the awarding of the Distinguished Achievement Award, the Jean Y. Jew Women's Rights Award, the Adele Kimm Scholarship, the Adah Johnson/Otilia Maria Fernandez Women's Studies Scholarship, the Margaret P. Benson Memorial Scholarship, and the Wynonna G. Hubbard Scholarship.

Diversity Catalyst Awards

The Chief Diversity Office sponsors several reward and recognition programs supporting diversity and inclusion, including the Diversity Catalyst Award and the Diversity Catalyst Award Seed Grant Program. The Diversity Catalyst Award annually recognizes faculty, staff, students, student organizations, and units for their distinctive and innovative diversity contributions at the university. Award recipients are recognized at a spring reception and receive a cash prize.

Gender Equity

The provost appointed the Gender Equity Task Force is charged 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." The Office of the Provost conducted a campus-wide study of gender salary equity among faculty in 2012. Results indicate that there was no systematic difference between the salaries of women and men faculty controlling for other relevant factors across most campus units. There were significant differences in a few areas, and these are being further investigated before action is recommended.

Dual Career Network

In 1994, the University of Iowa established the Dual Career Network, a program designed to assist the accompanying partners of new university faculty or staff members in locating and securing employment. The Dual Career Network has been successfully involved in helping to recruit and retain diverse faculty hires.

Women in Science and Engineering (WISE)

The mission of the Women in Science and Engineering Program is to expand and improve educational and professional opportunities for women in all fields of science, technology, engineering, and math (STEM) by facilitating individual, institutional, and social change. The WISE Program was established in 1994 with support from the offices of the Vice President for Research and the Provost. The WISE Program cooperates with STEM programs at the University of Iowa in pursuing the following goals for STEM fields: to increase the retention, participation, professional development, and advancement of women students, faculty, and professional staff; to promote and monitor a supportive, inclusive, and safe environment for women to study and work; to support activities that prepare women to enter the international workforce and that encourage the scholarship and professional development of international women studying and working here; to provide specific strategies and access to current academic literature and emerging initiatives to increase retention of women; and to inform the public of educational and career opportunities for women.

Iowa State University

Iowa State University continues to support several key programs to cultivate the hiring, retention, mentoring, satisfaction, advancement, promotion, and leadership of underrepresented minority and women educators. The following list details a representative group of institutional programs; it is not all inclusive. Many academic colleges, departments, and vice-presidential units have developed local programming to support underrepresented minority and women educators. The following information represents key programming that cuts across colleges and units to impact a broad cross-section of faculty and staff:

The Office of the Senior Vice President and Provost continues to support its leadership development program, the Emerging Leaders Academy, in place since January 2009. The 2012 cohort brings total participation in this program to 72 faculty and staff. The program aims to develop depth of leadership skills among faculty and staff, as well as to diversify the potential pool of leadership candidates at ISU. Underrepresented and women faculty and staff are especially encouraged to apply. Planning is underway for the next program which will begin in August 2013.

ISU's ADVANCE Institutional Transformation grant funding from the National Science Foundation has concluded, but the ADVANCE efforts continue. ISU ADVANCE has had the goal of improving recruitment, retention and leadership of women faculty in the science, technology, engineering and mathematics (STEM) fields. Over 40 partner faculty, students, administrators, and staff have directly participated in leading institutional efforts across campus. In 2011-2012, a plan was developed for the institutionalization of ISU ADVANCE in the Office of the Provost. In fall 2012, a faculty fellow was appointed by the Provost to lead this effort over the next two years. In 2011-2012, several workshops for department chairs were held on topics related to ADVANCE including understanding departmental culture, advancement from associate professor to full, and conducting effective faculty searches. Five academic colleges have appointed an Equity Advisor and the provost has mandated that all academic colleges must have an Equity Advisor in place by the end of the current academic year. The **Equity Advisor** plays a central role in implementing the goals of ADVANCE and is the primary leader of efforts at the college level to ensure equity and advancement for women faculty and faculty of color. The Equity Advisor provides consultation at the college and departmental levels on issues including hiring, mentoring, professional development, and climate.

Iowa State University continues to make progress in creating a more flexible work environment for its faculty and staff. The Office of the Senior 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. The Work/Life Advisory Committee is charged with reviewing current university policies, benchmarking best practices, and identifying gaps. This year two workshops for newly hired tenure-track faculty on "Flexible Faculty Policies" were added as a result of feedback received from faculty who participated in our mentoring program.

The COACHE Survey of Tenure-Track Faculty Satisfaction was administered for a second time in 2009-2010. The survey is administered every four years to junior faculty. This second administration of COACHE indicates that Iowa State has made progress in clarifying the tenure process, creating policies to support work/life balance, and creating mentoring opportunities for junior faculty. The COACHE survey has helped the university identify issues on which there are significant differences by gender or minority status.

Women's and Diversity Grant Program -- this funding pool of \$50,000 supports initiatives to enrich the experiences of women faculty, staff and students and people of color at ISU.

Proposals are expected to target education, research, and outreach in order to positively impact and advance faculty, staff, and student women, minorities and underrepresented groups at Iowa State University. For FY 2013, eight projects received funding to enhance gender equity and diversity initiatives. Past projects include the "Women Impacting ISU Calendar", Ag multicultural programs, and a program to engage international spouses sponsored by the YWCA.

Coordination of Institutional Diversity Efforts -- the university-wide diversity committee, University Committee on Diversity (UCD), was restructured to include college diversity committee chairs and to provide leadership of campus-wide diversity goals. The committee continues to work to increase coordination and collaboration across diversity efforts. The University Committee on Diversity is charged with three tasks: (1) to provide an annual report on diversity that is shared with the university president and the university community, (2) to assess progress made on the Implementation Plan for Community, Equity, and Diversity (2006-2011), and (3) to provide leadership on institutional diversity goals. In order to increase communication and collaboration regarding diversity, the committee launched a new Diversity @ ISU website. The UCD annually organizes a session at ISCORE to address a diversity issue of campus-wide interest.

Diversifying the Faculty -- the Office of the Senior 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. The hiring of over 100 faculty couples has been supported through this program in its ten-year history.

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.

The Women's Leadership Consortium continues to bring together leaders of various women's programs on campus, develops strategies for increasing the visibility of issues facing women, and studies the impact of women's initiatives and programs, on campus. Each year, the Women's Leadership Consortium sponsors a Women Impacting ISU Calendar to spotlight women in leadership, who serve as resources within the community.

The Associate Provost for Academic Personnel Officer works with the Iowa Network for Women in Higher Education (WHE) to encourage more women to consider leadership in higher education. With IowaWHE, she organized in April 2012 a highly successful Women's Leadership Conference at ISU that featured outstanding successful women in higher education leadership. Over 107 women attended from public, private and two-year colleges across the state.

The Margaret Sloss Women's Center provides academic programming and serves as a social support system for all women, on campus. Though many programs are directed specifically for students, the emphasis on safety, healthy relationships, and topics related to the role of women in society, uplift and benefit all. The Women's Center provides support and information through active advocacy, educational outreach; appropriate referral services and provides a safe space to discuss women's issues. The MSWC is undergoing a formal program review in 2012, with a team of external experts visiting campus to assess the work on the Women's Center. In spring 2013, the university will begin a national search for a permanent director for the MSWC which has been under interim leadership since July 1, 2011.

Child Care Resources, a unit of Human Resource Services, supports Iowa State University families by linking them with professional programs and services that can help meet their child care needs. The university childcare consultant is available to assist families in accessing on campus and community-based services. 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.

The development of faculty and staff affinity groups has been formalized this year through collaboration between the provost's office and Human Resource Services. These networks are designed to cultivate and connect Iowa State's diverse faculty and staff populations with the greater university community. These groups support recruitment and retention by addressing social and professional components essential to an enhanced quality of life for faculty and staff. The faculty and staff diversity networks align with the university's strategic goals by tackling the ongoing effort to create and support a more diverse campus community. The three active groups (Black Faculty and Staff Association, Latino Faculty and Staff Association, and WorkOut – LGBT Faculty and Staff Association) have begun to host networking opportunities and to work with the provost's office and HRS to identify challenges and opportunities in improved recruitment, retention, and advancement of our underrepresented faculty and staff talent.

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 –

The faculty member teaches two sections of non-western cultures: Africa and an upper level political science class in the area of international relations or comparative politics. In addition, he typically teaches an overload section of the non-western cultures: Africa course, either at UNI-CUE or on-line. His research focuses on the political economy of the African state, and in particular the political economy of military rule in Africa. He also serves as a senior analyst for the State Department and Department of Defense's Trans-Saharan Security Symposium.

- To provide funding for minority scholarships in the Psychology Graduate program.
- To provide funding for a research project for a minority faculty member –

Professor Hem Mpundu joined UNI in Fall 2010 from the University of Oklahoma. He successfully defended his dissertation in May 2011. Dr. Mpundu teaches cost accounting (undergraduates) and managerial accounting (MBA). His research interest is in capital markets. His professional background includes international experience with KPMG, PricewaterhouseCoopers, the Lonrho Group, Zambia Centre for Accountancy Studies, and Hawkins Research, Inc. (US). Hem's summer 2012 project (ongoing) examined a critical area in contemporary accounting research. His preliminary results suggest that strategic analysis of income provides incremental information beyond accruals and cash flows. This finding makes a strong case for additional disclosures in financial statements so users can perform

strategic analysis of income changes when required. Existing disclosures make this a very difficult task. Thus, the study is expected to interest regulators as well as preparers and users of financial statements. The funding support enabled Dr. Mpundu to collect the data required for this important study.

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 2011 and FY 2012 are shown below:

	FY 2011	FY 2012	Percent Change
SUI	\$782,066	\$913,360*	16.8%
ISU	\$243,306	\$171,234**	-29.6%
UNI	\$333,277	\$340,198	2.1%

*The increase reflects the first full year of salary costs for the Chief Diversity Officer and the addition of a diversity resource coordinator.

**The decrease is due to a vacancy and realignment of staff to other budget units.

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.

**ANNUAL AFFIRMATIVE ACTION REPORT
UNIVERSITY OF IOWA**

POAGROUP	September 30, 2002					September 30, 2007					October 31, 2012				
	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	309	104	33.7%	20	6.5%	351	130	37.0%	25	7.1%	353	132	37.4%	18	5.1%
Faculty: Tenure Track	1,507	406	26.9%	199	13.2%	1,485	432	29.1%	254	17.1%	1,474	491	33.3%	292	19.8%
Faculty: Non-Tenure Track	528	239	45.3%	87	16.5%	655	312	47.6%	83	12.7%	895	436	48.7%	180	20.1%
Professional and Scientific	6,016	4,117	68.4%	381	6.3%	7,165	5,064	70.7%	476	6.6%	8,257	5,879	71.2%	635	7.7%
Secretarial/Clerical	2,732	2,326	85.1%	99	3.6%	2,588	2,207	85.3%	104	4.0%	2,017	1,705	84.5%	98	4.9%
Technical/Paraprofessional	488	302	61.9%	16	3.3%	444	284	64.0%	24	5.4%	634	471	74.3%	57	9.0%
Skilled Crafts	408	42	10.3%	21	5.1%	403	33	8.2%	21	5.2%	366	23	6.3%	19	5.2%
Service/Maintenance	1,718	892	51.9%	240	14.0%	1,902	1,046	55.0%	242	12.7%	1,798	951	52.9%	320	17.8%
TOTALS	13,706	8,428	61.5%	1,063	7.8%	14,993	9,508	63.4%	1,229	8.2%	15,794	10,088	63.9%	1,619	10.3%

IOWA STATE UNIVERSITY

POAGROUP	September 30, 2002					September 30, 2007					September 30, 2012				
	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	83	31.3%	23	8.7%	346	124	35.8%	31	9.0%	376	153	40.7%	27	7.2%
Faculty: Tenure Track	1,226	313	25.5%	191	15.6%	1,195	349	29.2%	244	20.4%	1,225	381	31.1%	283	23.1%
Faculty: Non-Tenure Track	282	137	48.6%	35	12.4%	411	212	51.6%	56	13.6%	565	320	56.6%	87	15.4%
Professional and Scientific	2,032	897	44.1%	249	12.3%	2,014	952	47.3%	218	10.8%	2,113	1,069	50.6%	238	11.3%
Secretarial/Clerical	1,149	1,044	90.9%	37	3.2%	1,085	986	90.9%	36	3.3%	892	796	89.2%	34	3.8%
Technical/Paraprofessional	163	84	51.5%	5	3.1%	163	97	59.5%	5	3.1%	132	88	66.7%	6	4.5%
Skilled Crafts	295	14	4.7%	5	1.7%	282	12	4.3%	4	1.4%	271	13	4.8%	4	1.5%
Service/Maintenance	560	324	57.9%	42	7.5%	563	298	52.9%	44	7.8%	578	282	48.8%	56	9.7%
TOTALS	5,972	2,896	48.5%	587	9.8%	6,059	3,030	50.0%	638	10.5%	6,152	3,102	50.4%	735	11.9%

UNIVERSITY OF NORTHERN IOWA

POAGROUP	September 30, 2002					September 30, 2007					September 30, 2012				
	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	97	28	28.9%	6	6.2%	103	37	35.9%	6	5.8%	95	41	43.2%	8	8.4%
Faculty: Tenure Track	551	217	39.4%	64	11.6%	534	222	41.6%	61	11.4%	516	225	43.6%	77	14.9%
Faculty: Non-Tenure Track	166	101	60.8%	16	9.6%	39	25	64.1%	3	7.7%	36	24	66.7%	2	5.6%
Professional and Scientific	504	264	52.4%	42	8.3%	540	284	52.6%	43	8.0%	592	344	58.1%	56	9.5%
Secretarial/Clerical	323	312	96.6%	16	5.0%	275	265	96.4%	13	4.7%	249	244	98.0%	11	4.4%
Technical/Paraprofessional	26	11	42.3%	6	23.1%	31	9	29.0%	5	16.1%	20	5	25.0%	3	15.0%
Skilled Crafts	85	5	5.9%	5	5.9%	60	5	8.3%	2	3.3%	56	4	7.1%	2	3.6%
Service/Maintenance	240	134	55.8%	35	14.6%	242	132	54.5%	31	12.8%	224	115	51.3%	28	12.5%
TOTALS	1,992	1,072	53.8%	190	9.5%	1,824	979	53.7%	164	9.0%	1,788	1,002	56.0%	187	10.5%

IOWA SCHOOL FOR THE DEAF

POAGROUP	September 30, 2002					September 30, 2007					September 30, 2012				
	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%	3		0.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	53	42	79.2%		0.0%	43	37	86.0%		0.0%	34	33	97.1%		0.0%
Professional and Scientific	37	30	81.1%	2	5.4%	36	27	75.0%		0.0%	34	23	67.6%	1	2.9%
Secretarial/Clerical	4	4	100.0%	1	25.0%	5	5	100.0%	1	20.0%	4	4	100.0%	1	25.0%
Technical/Paraprofessional	24	21	87.5%	2	8.3%	23	21	91.3%	3	13.0%	24	20	83.3%	1	4.2%
Skilled Crafts	6		0.0%		0.0%	6		0.0%		0.0%	6		0.0%		0.0%
Service/Maintenance	19	8	42.1%	4	21.1%	20	9	45.0%	4	20.0%	16	10	62.5%	2	12.5%
TOTALS	147	105	71.4%	9	6.1%	137	100	73.0%	8	5.8%	121	90	74.4%	5	4.1%

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POAGROUP	September 30, 2002					September 30, 2007					September 30, 2012				
	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%	6	4	66.7%		0.0%	5	2	40.0%		0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	37	26	70.3%		0.0%	28	19	67.9%		0.0%	50	41	82.0%		0.0%
Professional and Scientific	8	5	62.5%		0.0%	7	6	85.7%		0.0%	3	3	100.0%		0.0%
Secretarial/Clerical	7	7	100.0%		0.0%	3	3	100.0%		0.0%	4	4	100.0%		0.0%
Technical/Paraprofessional	33	31	93.9%		0.0%	20	18	90.0%		0.0%	1		0.0%		0.0%
Skilled Crafts															
Service/Maintenance	19	9	47.4%		0.0%	17	6	35.3%	1	5.9%	10	4	40.0%	1	10.0%
TOTALS	109	81	74.3%	-	0.0%	81	56	69.1%	1	1.2%	73	54	74.0%	1	1.4%

TOTAL -- REGENT INSTITUTIONS

POAGROUP	September 30, 2002					September 30, 2007					September 30/October 31, 2012				
	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	680	218	32.1%	49	7.2%	810	296	36.5%	62	7.7%	832	328	39.4%	53	6.4%
Faculty: Tenure Track	3,284	936	28.5%	454	13.8%	3,214	1,003	31.2%	559	17.4%	3,215	1,097	34.1%	652	20.3%
Faculty: Non-Tenure Track	1,066	545	51.1%	138	12.9%	1,176	605	51.4%	142	12.1%	1,580	854	54.1%	269	17.0%
Professional and Scientific	8,597	5,313	61.8%	674	7.8%	9,762	6,333	64.9%	737	7.5%	10,999	7,318	66.5%	930	8.5%
Secretarial/Clerical	4,215	3,693	87.6%	153	3.6%	3,956	3,466	87.6%	154	3.9%	3,166	2,753	87.0%	144	4.5%
Technical/Paraprofessional	734	449	61.2%	29	4.0%	681	429	63.0%	37	5.4%	811	584	72.0%	67	8.3%
Skilled Crafts	794	61	7.7%	31	3.9%	751	50	6.7%	27	3.6%	699	40	5.7%	25	3.6%
Service/Maintenance	2,556	1,367	53.5%	321	12.6%	2,744	1,491	54.3%	322	11.7%	2,626	1,362	51.9%	407	15.5%
TOTALS	21,926	12,582	57.4%	1,849	8.4%	23,094	13,673	59.2%	2,040	8.8%	23,928	14,336	59.9%	2,547	10.6%

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES
FY 2012**

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	913,360	213,779	340,198	1,467,337
Other				
OTHER REVENUES				
Federal Support				
Interest				
Tuition and Fees				
Reimb. Indirect Costs				
Sales and Services				
Other Income				
TOTAL REVENUES	913,360	213,779	340,198	1,467,337
EXPENDITURES				
Fac. & Inst. Off. Salaries	254,448			254,448
Prof. & Sci. Staff Salaries	555,410	159,260	233,995	233,995
General Service Staff Salaries	50,884		51,287	488,443
Hourly Wages	3,790		3,976	
Labor in Transfers				
Vacancy Factor				
Subtotal - Salaries	864,532	159,260	289,258	1,313,050
Prof. And Scientific Supplies	48,827	11,975	50,940	111,742
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	48,827	11,975	50,940	111,742
Total	913,359	171,235	340,198	1,424,792