

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, 2012, to September 30, 2013, 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, 2012, through October 31, 2013.

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>2003</u>	<u>2013</u>
Females	30.8%	42.1%
Faculty tenure track		
Females	29.2%	33.9%
Minorities	14.6%	20.8%

Professional and Scientific		
Females	62.5%	66.7%
Minorities	8.6%	9.0%
Faculty non-tenure track		
Females	52.9%	53.3%
Technical/Paraprofessional		
Females	60.5%	73.6%

Employment in two POAs reflected decreases in females:

	<u>2003</u>	<u>2013</u>
Skilled Crafts	7.3%	5.1%
Service/Maintenance	53.3%	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 2012; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2013. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track
Fall 2012

	PERCENT FEMALE	PERCENT MINORITY
University of Iowa	32.7	17.6
Peer Group Average	32.4	19.9
Iowa State University	30.2	21.1
Peer Group Average	31.2	20.9
University of Northern Iowa	43.6	14.9
Peer Group Average	40.7	20.7

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

University of Iowa

From November 1, 2012 to November 1, 2013, the University of Iowa workforce increased by 363 individuals (2.3%), from 15,794 in 2012 to 16,157 in 2013.

- The faculty and staff increased by 248 women (2.5%).
- Racial/ethnic minority representation increased by 130 individuals (8.0%).
- There was a decrease of 14 tenured/tenure track faculty (0.9%).

- The number of female faculty members on the tenure track decreased by 12 (2.4%), decreasing representation from 33.3% to 32.8%.
- Minority representation on the tenure track faculty increased by 9 (3.1%) to the highest level to date at 20.6%.
- Female representation among executive, administrative, and managerial staff increased by 11 (8.3%), from 37.4% in 2012 to 38.8% in 2013.
- The number of racial/ethnic minorities among executive, administrative, and managerial staff increased by 2 (11.1%), from 5.1% in 2012 to 5.4% in 2013.
- Minority representation among professional and scientific staff increased by 57 individuals (9.0%), increasing representation from 7.7% to 8.1%.
- During the 2012-13 data year, the university hired or promoted 1,534 women and 381 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 381 women (2.4%) and by 156 minorities (1.0%).¹
- There was a net decrease of 8 individuals (8.6%) who self-reported having disabilities.
- There were decreases in the numbers of disabled veterans (2 individuals or 6.1%), other eligible veterans (10 individuals or 1.9%), and recently separated veterans (1 individual or 9.1%), while the number of Armed Forces Service Medal Veterans increased by 2 (2.8%).

Iowa State University

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

Iowa State University continues to take an active role in recruiting for diversity within the community.

Iowa State University continues to hold sessions for faculty, staff, and graduate students regarding the Discrimination and Harassment policy and procedures. The participants learn what constitutes as discrimination and harassment, how to identify prohibited conduct, how to prevent, and how to report potential violations of University policy. Participants learn where to find Iowa State University policies and the appropriate university contacts.

The Vice President of Student Affairs is an integral part of the planning and development of NCORE, a highly regarded national conference. Stemming from NCORE is the nationally acclaimed Iowa State Conference on Race and Ethnicity (ISCORE) held annually at Iowa State University, and organized by a committee with representatives from Student Affairs and other University departments. The Iowa State Conference on Race and Ethnicity has been in existence for more than a decade. Overall, more than 620 students, staff, and faculty participated in the conference. ISCORE highlights how important discussions of race and ethnicity continue to be.

The Dean of Students Office continues to conduct a number of outreach sessions to discuss the policy on sexual misconduct and student rights and responsibilities in regard to this policy. In

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.

addition to providing information about the policy itself, resources for students in need of support or assistance are also identified. Presentations have been done for a number of academic courses, Greek chapter houses, residence life staff and students, athletics, and other student organizations and leaders.

The Student Counseling Service continues to improve its accessibility to multicultural students through extensive networking and outreach presentations to improve visibility and overcome the stigma of utilizing counseling services. The clinical service of SCS serves a variety of diverse populations and works to maintain an atmosphere of welcome to all. In clinical practice, 17.7% of SCS students identify as African American, Asian American, Latino/Latina, Native American or multi-racial, while 6.8 % identify as international students. SCS has a strong partnership with LGBTSS and works actively to support students who need counseling services as they address their gender identity. Additionally, 9.6% of SCS students identify as lesbian, gay, bisexual or questioning.

In addition, representatives of Iowa State University serve on various state, Big 12, and national boards such as the Iowa Network for Women in Higher Education (a part of the national network coordinated by the Inclusive Excellence Group of the American Council on Education), National Association of Diversity Officers in Higher Education, and the Big 12 Chapter of Chief Diversity Officers, which are 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	50.4	50.5
Minorities	11.9	10.1

*2010 United States Census Bureau

Iowa State University experienced an increase in total workforce from 2012 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 number of female employees and an increase in percentage from 2012.

Executive/Administrative/Managerial female employees saw an increase of 29 female employees and an increase of 4.7% from 2012. Tenure Track Faculty saw an increase of 7 female employees but a decrease of .1% from 2012. Non-Tenure Track Faculty saw an increase of 40 female employees but a decrease of 1.3% from 2012. The Professional and Scientific group saw an increase of 29 female employees and a decrease of .6% from 2012. The Technical/Paraprofessional group also saw an increase of 2 female employees and an increase of .9% from 2012. In the Secretarial/Clerical group there was a decrease of 6 female employees and a .5% decrease from 2012. The number of female employees in the Skilled Crafts group saw a decrease of 2 female employees and a decrease of 1% from 2012, and the Service/Maintenance group saw an increase of 5 female employees and there was a .2% increase from 2012.

Several groups within the total workforce at Iowa State University also saw an increase in the number of minority employees and an increase in percentage from 2012.

Executive/Administrative/Managerial minority employees saw an increase of 3 employees and an increase of .2% from 2012. Tenured/Tenure Track Faculty saw an increase of 10 minority

employees and an increase of .4% from 2012. Non-Tenure Track Faculty had an increase of 12 minority employees but a decrease of .2% from 2012. There was an increase of 41 minority employees and an increase of 1.4% from 2012 for the Professional and Scientific group. The number of minority employees in the Technical/Paraprofessional group remained unchanged and the percentage remained unchanged from 2012. The number of minority employees in Skilled Crafts remained unchanged for minority employees but there was a decrease of .1% from 2012. The Secretarial/Clerical group remained unchanged for minority employees and the percentage remained unchanged from 2012. The Service/Maintenance group saw a decrease of 4 minority employees and a decrease of .8% from 2012.

Iowa State University experienced a net increase of 104 female employees and a net decrease of .2% from 2012.

Iowa State University experienced a net increase of 62 minority employees and a net increase by .6% from 2012.

University of Northern Iowa

As of October 1, 2013, the UNI workforce totaled 1,807 non-temporary employees. This includes 1013 (56.1%) female employees and 189 (10.5%) minority employees. One year ago, UNI employed 1,788 non-temporary employees, including 1,002 (56.0%) female employees and 187 (10.5%) minority employees. After seeing a 4% decline in the number of employees reported between 2011 and in 2012, UNI saw a slight (1%) increase this year, with the percentages representing female and minority employment remaining stable.

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 in response to budget fluctuations. The total number of non-temporary employees working at UNI is down by 140 (7%) compared to 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 54.1% ten years ago. Females are currently employed at a rate of 56.1% of total employment. The percentage of minority employees has increased over the ten-year period, from 9.6% in 2003 to 10.5% in 2013.

The tenured and tenure track employee group currently employs a total of 521 employees. This represents an increase of five faculty 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 40 employees over the past ten years, female and minority representation has increased from 39.9% and 12.9%, to 44.0% and 14.8%, respectively.

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

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.

National Coalition Building Institute (NCBI)

The University of Iowa (UI) is 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 800 faculty, staff, and students, and an ongoing one-hour dialogue and discussion series on topics of prejudice reduction, coalition building, and conflict resolution. This year the NCBI team piloted a new half-day workshop, *Conflict and Controversial Issues*, which gives participants a chance to practice navigating difficult conversations and coming together across differences. The UI was also chosen to host the 20th Annual NCBI Campus Conference, which brought 50 leaders from NCBI teams on campuses across the country and in Canada together for three days of advanced skill-building sessions.

Faculty Diversity Opportunity Program (FDOP)

In 1999, the Office of the Provost established a program to aid collegiate efforts to recruit and retain faculty from underrepresented communities, with an emphasis on recruiting faculty of color. This program, now called 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.

For fiscal year 2013, the Office of the Provost budgeted FDOP funds totaling \$2,025,568 for partial salaries and other resources supporting 48 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 143 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 promotes employment of minorities and women in Professional and Scientific (P&S) 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 2013, three P&S staff members were hired under SDOP.

Recruitment Ambassadors Program

The Recruitment Ambassadors Program, jointly sponsored by University Human Resources and the Office of Equal Opportunity and Diversity, supports the university's strategic goals for increasing the diversity of the faculty and staff. Recruitment ambassadors are current or former faculty and

staff members who volunteer to help recruit diverse prospective employees by providing “insider” information about the University of Iowa campus and the Iowa City/Coralville community.

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 new faculty orientation, a seminar on promotion and tenure, workshops and resources on effective writing habits and time management, and a faculty-led monthly networking group. The Office of the Provost also publishes a comprehensive calendar of faculty development programs offered across campus (e.g., research support, teaching skills and innovation, instructional technology, student success).

In academic year 2012-13, the Office of the Provost and the Chief Diversity Office established an institutional membership in the National Center for Faculty Development and Diversity (NCFDD), an independent faculty development organization dedicated to supporting faculty throughout the pipeline from graduate student to full professor. Institutional membership offers numerous benefits to UI faculty members, including a monthly e-newsletter; access to monthly tele-workshops, special guest expert workshops, a private online networking forum, and moderated monthly writing challenges, and the option to be matched with accountability faculty partner to establish and meet individual writing goals.

Additionally, the offices sponsor informal events throughout the year to enhance networking among early career faculty members and to introduce them to UI administration, including the President and Provost New Faculty Welcome Reception, New Faculty of Color Reception, New Faculty Breakfast with the Provost, and New Faculty End of Semester Reception. The Office of the Provost also supports a faculty-led social group that meets monthly to provide an opportunity for networking and cohort building among early career faculty members.

New minority faculty members are also encouraged to participate in the university community through associations with other faculty across the university, with campus social life, and with student activities and organizations. The Chief Diversity Office provides support for several faculty and staff affinity groups, including the African American Council, the Council on Disability Awareness, the Council on the Status of Women, the Latino Council, the Native American Council, and the LGBTQ Staff and Faculty Association.

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. The Office of Equal Opportunity and Diversity, University Human Resources, the Council on the Status of Women, and the Charter

Committee on Diversity partner with other units to conduct university, collegiate and departmental faculty and staff workshops and other programming designed to enhance the university's recruitment and retention of underrepresented minority and women faculty.

The Chief Diversity Office and the Office of the Provost further developed an ongoing collaboration to develop a workshop that presents research on unconscious bias, how it can impact search and hiring processes, and strategies for minimizing the impact of bias. This workshop has been offered for several campus groups, including staff in the Division of Student Life.

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 Award and Diversity Catalyst Seed Grant

The Chief Diversity Office sponsors several reward and recognition programs supporting diversity and inclusion, including the Diversity Catalyst Award and the Diversity Catalyst 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.

The Diversity Catalyst Seed Grants are targeted toward 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.

Women in Science and Engineering (WISE)

The 2013-2014 academic year marks the 20th year of WISE at the University of Iowa, the 19th year of the WISE Peer Mentoring Program (the longest-running peer mentoring program at the University of Iowa), and the 18th year of the WISE Living-Learning Community (the oldest academic-based living-learning community at the University of Iowa). 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.

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.

- **Emerging Leaders Academy.** 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 2013-2014 cohort brings total participation in this program to 100 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.

- **ISU ADVANCE.** This is the university's flagship program dealing with faculty equity and diversity issues. ADVANCE has been able to develop initiatives, programming, and materials to address diversity among the faculty ranks in STEM fields at ISU. Since 2011, ADVANCE has broadened its scope beyond STEM to engage all faculty, with particular emphasis on the advancement of women and underrepresented faculty across all colleges.
- **Work/Life Advisory Committee.** Iowa State University continues to support 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 we have added multiple workshops for all faculty on "Flexible Faculty Policies," "Stress Management", and "Work-Life Balance" as a result of feedback we received from faculty who participated in our mentoring program as well as non-tenure-eligible faculty.
- **COACHE Survey of Faculty Satisfaction.** The COACHE survey is being administered during the AY2013-14. The goal is to survey all full-time faculty – regardless of appointment type or rank – every three to four years. This third administration of COACHE will engage the campus in identifying areas of strength and areas for improvement in support of faculty success.
- **Women's and Diversity Grant Program.** This funding pool of \$50,000 supports initiatives that will 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 under-represented groups at Iowa State University. For FY2013-14, ten projects received funding to enhance gender equity and diversity initiatives.
- **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 160 faculty couples has been supported through this program in its ten-year history. The ADVANCE Equity Advisors, in collaboration with the Office of Equal Opportunity, further contribute to these efforts by providing training on inclusive faculty searches to department and college search committees.
- **Mentoring.** The 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. Programming throughout the semester on issues of mentoring, promotion, scholarship, and work-life management further builds a sense of community among the first-year cohort. The Provost's Office has appointed a Faculty Fellow for Early Career Faculty Development to further support mentoring and programming efforts, including support for the New Faculty Scholars Program (in collaboration with the Center for Excellence in Learning and Teaching, CELT). This year the Provost is piloting a virtual-mentoring program as an enhancement of its efforts. Institutional membership in the National Center for Faculty Development and Diversity allows all faculty, post-docs, and graduate students to participate in the virtual mentoring events and opportunities at no cost.

- **University Committee on Diversity.** Since its creation in 2007 the University Committee on Diversity (UCD) has brought together representatives from the major divisions of the university as well as at-large members to share information and identify issues. The committee maintains the university diversity website and assists in coordination of the Women's and Diversity Grant competition sponsored by the Provost's Office that distributes \$50,000 as seed money for a range of diversity initiatives.
- **Women's Leadership Consortium (WLC).** WLC 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.
- **Iowa Network for Women in Higher Education (WHE).** The Associate Provost for Faculty works with the Iowa Network to encourage more women to consider leadership in higher education. The primary goal of the Iowa Network (affiliated with the American Council on Education) is to facilitate the development of women leaders in higher education, through conversations, collaborations, and mentoring across the state. IOWAWHE is committed to fostering diversity in higher education leadership with regard to race, gender, ethnicity, sexual orientation, and physical ability. ISU continues to play an important role in the leadership of the Iowa Network.
- **Child Care Resources.** This unit within University Human Resources (UHR) 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 care for mildly ill children, part-time childcare for student families, and a family child care infant network.
- **Faculty and Staff Affinity Groups.** Faculty and staff affinity groups are now formalized through collaboration between the Provost's Office and UHR. 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 LGBT Faculty and Staff Association) have begun to host networking opportunities, to engage with graduate and undergraduate student affinity groups, and to work with the Provost's Office and UHR to identify challenges and opportunities in improved recruitment, retention, and advancement of our underrepresented faculty and staff talent.
- **University Committee on Women (UCW).** The SVPP continues to support the work of the UCW, an active committee made up of faculty, staff, and students across the institution. Through its subcommittees, it has continued to assess the status of women by issuing a report every two years on the status of female faculty, staff, and students in one of the academic college. The UCW is finalizing work on a ten-year Status of Women

report. The UCW meets each semester with the Provost, and once a year with the President to keep them apprised of key issues facing women on campus.

- **Strengthening the Professoriate at ISU (SP@ISU).** “Strengthening the Professoriate at ISU” allows ISU to continue efforts to strengthen and diversify faculty and senior scholars, by building on good diversity programs around the campus as well as strong policies and central support. The long-term goal is to develop a diverse faculty who integrate their broader impacts efforts with their research enterprise. The program is a collaboration of the SVPP, the Graduate College, and the Vice President for Research and Economic Development. NSF funding will be \$1.25 million over 5 years; ISU has also made significant commitments to support the program during the 5 years and beyond.

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 a minority student to attend a business conference to enhance his doctorate aspirations.
- To provide partial funding for a minority recruitment and retention coordinator in the College of Education. This individual recruits students to all majors in the College of Education with an emphasis on students of color throughout Iowa and surrounding areas. Provides direct service to teacher education students of color through participation in retention activities and promotes scholarship opportunities.

The University of Northern Iowa continues to encourage search committees to have a diverse pool of applicants and to seriously consider hiring qualified candidates.

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 2012 and FY 2013 are shown below:

	FY 2012	FY 2013	Percent Change
SUI	\$913,360*	\$850,095***	-7%
ISU	\$171,234**	\$184,451	+7.7%
UNI	\$340,198	\$336,245	-1.2%

*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 decrease is due 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, 2003					September 30, 2008					September 30, 2013				
	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	315	101	32.1%	21	32.1%	380	143	37.6%	28	7.4%	369	143	38.8%	20	5.4%
Faculty: Tenure Track	1,561	433	27.7%	212	13.6%	1,488	437	29.4%	264	17.7%	1,460	479	32.8%	301	20.6%
Faculty: Non-Tenure Track	534	245	45.9%	76	14.2%	703	339	48.2%	102	14.5%	931	454	48.8%	184	19.8%
Professional and Scientific	6,273	4,334	69.1%	408	6.5%	7,596	5,416	71.3%	521	6.9%	8,585	6,133	71.4%	692	8.1%
Secretarial/Clerical	2,713	2,313	85.3%	93	3.4%	2,565	2,184	85.1%	115	4.5%	1,922	1,611	83.8%	101	5.3%
Technical/Paraprofessional	480	294	61.3%	15	3.1%	562	396	70.5%	38	6.8%	667	507	76.0%	76	11.4%
Skilled Crafts	409	40	9.8%	22	5.4%	398	34	8.5%	21	5.3%	358	22	6.1%	17	4.7%
Service/Maintenance	1,729	906	52.4%	237	13.7%	1,883	1,003	53.3%	257	13.6%	1,865	987	52.9%	358	19.2%
TOTALS	14,014	8,666	61.8%	1,084	7.7%	15,575	9,952	63.9%	1,346	8.6%	16,157	10,336	64.0%	1,749	10.8%

IOWA STATE UNIVERSITY

POAGROUP	September 30, 2003					September 30, 2008					September 30, 2013				
	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	276	82	29.7%	26	9.4%	363	135	37.2%	35	9.6%	407	182	44.7%	30	7.4%
Faculty: Tenure Track	1,247	327	26.2%	212	17.0%	1,213	345	28.4%	255	21.0%	1,248	388	31.1%	293	23.5%
Faculty: Non-Tenure Track	322	168	52.2%	43	13.4%	418	224	53.6%	48	11.5%	650	360	55.4%	99	15.2%
Professional and Scientific	2,159	978	45.3%	316	14.6%	2,087	1,028	49.3%	225	10.8%	2,196	1,098	50.0%	279	12.7%
Secretarial/Clerical	1,176	1,063	90.4%	42	3.6%	1,071	969	90.5%	36	3.4%	890	790	88.8%	34	3.8%
Technical/Paraprofessional	153	80	52.3%	4	2.6%	167	103	61.7%	6	3.6%	133	90	67.7%	6	4.5%
Skilled Crafts	303	13	4.3%	5	1.7%	279	13	4.7%	4	1.4%	283	11	3.9%	4	1.4%
Service/Maintenance	639	353	55.2%	51	8.0%	530	259	48.9%	31	5.8%	585	287	49.1%	52	8.9%
TOTALS	6,275	3,064	48.8%	699	11.1%	6,128	3,076	50.2%	640	10.4%	6,392	3,206	50.2%	797	12.5%

UNIVERSITY OF NORTHERN IOWA

POAGROUP	September 30, 2003					September 30, 2008					September 30, 2013				
	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	99	28	28.3%	6	6.1%	110	41	37.3%	5	4.5%	93	41	44.1%	9	9.7%
Faculty: Tenure Track	561	224	39.9%	68	12.1%	545	235	43.1%	67	12.3%	521	229	44.0%	77	14.8%
Faculty: Non-Tenure Track	126	82	65.1%	8	6.3%	39	22	56.4%	5	12.8%	36	21	58.3%	2	5.6%
Professional and Scientific	513	275	53.6%	47	9.2%	570	307	53.9%	45	7.9%	609	361	59.3%	57	9.4%
Secretarial/Clerical	307	296	96.4%	14	4.6%	271	261	96.3%	13	4.8%	244	239	98.0%	10	4.1%
Technical/Paraprofessional	25	10	40.0%	5	20.0%	30	8	26.7%	4	13.3%	20	5	25.0%	3	15.0%
Skilled Crafts	77	5	6.5%	4	5.2%	64	6	9.4%	2	3.1%	59	3	5.1%	2	3.4%
Service/Maintenance	239	134	56.1%	35	14.6%	252	138	54.8%	35	13.9%	225	114	50.7%	29	12.9%
TOTALS	1,947	1,054	54.1%	187	9.6%	1,881	1,018	54.1%	176	9.4%	1,807	1,013	56.1%	189	10.5%

IOWA SCHOOL FOR THE DEAF

POAGROUP	September 30, 2003					September 30, 2008					September 30, 2013				
	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	1	25.0%			4	1	25.0%			1				
Faculty: Tenure Track															
Faculty: Non-Tenure Track	52	43	82.7%			44	37	84.1%			35	32	91.4%		
Professional and Scientific	40	30	75.0%	2	5.0%	35	27	77.1%			35	25	71.4%	1	2.9%
Secretarial/Clerical	4	4	100.0%	1	25.0%	4	4	100.0%	1	25.0%	4	4	100.0%		
Technical/Paraprofessional	22	18	81.8%	2	9.1%	24	20	83.3%	3	12.5%	24	20	83.3%	1	4.2%
Skilled Crafts	6					6					4				
Service/Maintenance	20	8	40.0%	5	25.0%	20	9	45.0%	4	20.0%	16	9	56.3%	2	12.5%
TOTALS	148	104	70.3%	10	6.8%	137	98	71.5%	8	5.8%	119	90	75.6%	4	3.4%

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POAGROUP	September 30, 2003					September 30, 2008					September 30, 2013				
	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%			4	2	50.0%			5	2	40.0%		
Faculty: Tenure Track															
Faculty: Non-Tenure Track	40	30	75.0%			34	26	76.5%			50	41	82.0%		
Professional and Scientific	8	5	62.5%			8	7	87.5%			3	3	100.0%		
Secretarial/Clerical	7	7	100.0%			4	4	100.0%			5	5	100.0%		
Technical/Paraprofessional	29	27	93.1%			19	17	89.5%			1				
Skilled Crafts															
Service/Maintenance	18	9	50.0%			19	6	31.6%	1	5.3%	11	5	45.5%	1	9.1%
TOTALS	107	81	75.7%	-		88	62	70.5%	1	1.1%	75	56	74.7%	1	1.3%

TOTAL -- REGENT INSTITUTIONS

POAGROUP	September 30, 2003					September 30, 2008					September 30, 2013				
	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	699	215	30.8%	53	7.6%	861	322	37.4%	68	7.9%	875	368	42.1%	59	6.7%
Faculty: Tenure Track	3,369	984	29.2%	492	14.6%	3,246	1,017	31.3%	586	18.1%	3,229	1,096	33.9%	671	20.8%
Faculty: Non-Tenure Track	1,074	568	52.9%	127	11.8%	1,238	648	52.3%	155	12.5%	1,702	908	53.3%	285	16.7%
Professional and Scientific	8,993	5,622	62.5%	773	8.6%	10,296	6,785	65.9%	791	7.7%	11,428	7,620	66.7%	1,029	9.0%
Secretarial/Clerical	4,207	3,683	87.5%	150	3.6%	3,915	3,422	87.4%	165	4.2%	3,065	2,649	86.4%	145	4.7%
Technical/Paraprofessional	709	429	60.5%	26	3.7%	802	544	67.8%	51	6.4%	845	622	73.6%	86	10.2%
Skilled Crafts	795	58	7.3%	31	3.9%	747	53	7.1%	27	3.6%	704	36	5.1%	23	3.3%
Service/Maintenance	2,645	1,410	53.3%	328	12.4%	2,704	1,415	52.3%	328	12.1%	2,702	1,402	51.9%	442	16.4%
TOTALS	22,491	12,969	57.7%	1,980	8.8%	23,809	14,206	59.7%	2,171	9.1%	24,550	14,701	59.9%	2,740	11.2%

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES
FY 2013**

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	850,095	311,578	336,245	1,497,918
Other				
OTHER REVENUES				
Federal Support				
Interest				
Tuition and Fees				
Reimb. Indirect Costs				
Sales and Services				
Other Income				
TOTAL REVENUES	850,095	311,578	336,245	1,497,918
EXPENDITURES				
Fac. & Inst. Off. Salaries	249,721			249,721
Prof. & Sci. Staff Salaries	490,047	149,770	242,254	882,071
General Service Staff Salaries	64,515		52,920	117,435
Hourly Wages	5,476	19,466	2,627	27,569
Labor in Transfers				
Vacancy Factor				
Subtotal - Salaries	809,759	169,236	297,801	1,276,796
Prof. And Scientific Supplies	40,336	15,216	38,444	93,996
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	40,336	15,216	38,444	93,996
TOTAL EXPENDITURES	850,095	184,452	336,245	1,370,792