

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, 2013, to September 30, 2014, 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, 2013, through October 31, 2014.

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>2004</u>	<u>2014</u>
Females	33.1%	42.4%
Faculty tenure track		
Females	30.0%	34.7%
Minorities	15.4%	21.6%

Professional and Scientific		
Females	63.0%	66.8%
Minorities	8.8%	9.0%
Faculty non-tenure track		
Females	50.2%	54.2%
Technical/Paraprofessional		
Females	61.6%	74.9%

Employment in one POA reflected a decrease in females:

	<u>2004</u>	<u>2014</u>
Skilled Crafts	6.5%	5.2%

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.

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 2013; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2014. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track
Fall 2013

	PERCENT FEMALE	PERCENT MINORITY
University of Iowa	32.0	18.7
Peer Group Average	32.7	21.2
Iowa State University	30.7	21.6
Peer Group Average	31.3	21.5
University of Northern Iowa	45.0	16.0
Peer Group Average	40.4	19.3

Highlights from the reports submitted by the universities are included below:

University of Iowa

The University of Iowa continues its efforts to promote equal employment opportunity and affirmative action at the institution. The university encourages each department to recruit, appoint, and promote persons who meet its high standards of excellence and who contribute to the university's affirmative action mission.

The chief diversity officer and associate vice president (CDO), a position named in 2010, leads and coordinates the university's efforts to recruit and retain a diverse and inclusive academic community of faculty, staff, and students by initiating and implementing policies, initiatives, and programs in the areas of institutional diversity, equal opportunity, affirmative action, and human and civil rights.

The Office of Equal Opportunity and Diversity (EOD) reports to the chief diversity officer and associate vice president and is charged with the day-to-day implementation of affirmative action policies. The office supports the university by providing all members of the community with expert advice, education, and services which ensure the university's compliance with all applicable federal, state, and university equal opportunity, affirmative action, nondiscrimination, and civil rights laws, regulations, and policies.

During FY 2014, a total of 5,637 individuals completed one of the approved sexual harassment prevention courses; of these, 69 percent completed an online training and 31 percent attended in-person training. As of June 30, 2014, 99.9 percent of current covered employees were compliant with the mandate for periodic training on sexual harassment prevention.

From November 1, 2013, to November 1, 2014, the University of Iowa workforce increased by 267 individuals (1.7%), from 16,157 in 2013 to 16,424 in 2014.

- The faculty and staff increased by 200 women (1.9%).
- Racial/ethnic minority representation increased by 74 individuals (4.2%).
- There was a decrease of seven tenured/tenure track faculty (0.5%).
- The number of female faculty members on the tenure track decreased by 3 (0.6%), maintaining representation at 32.8%.
- The number of minority faculty members remained the same at 301, slightly increasing representation to 20.7%.
- Female representation among executive, administrative, and managerial staff increased by 8 (5.6%), from 38.8% in 2013 to 40.9% in 2014.
- The number of racial/ethnic minorities among executive, administrative, and managerial staff increased by one (5.0%), increasing representation from 5.4% in 2013 to 5.7% in 2014.
- Minority representation among professional and scientific staff increased by 36 individuals (5.2%), increasing representation from 8.1% to 8.2%.
- During the 2013-14 data year, the university hired or promoted 1,680 women and 352 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 404 women (2.5%) and by 297 minorities (1.8%).
- There was a net decrease of four individuals (4.7%) who self-reported having disabilities.
- There were decreases in the numbers of disabled veterans (one individual or 3.2%), Active Duty Wartime or Campaign Badge veterans (34 individuals or 6.7%), Armed Forces Service Medal veterans (four individuals or 5.5%), and recently separated veterans (two individuals or 20.0%).

Iowa State University

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

The Office of the Senior Vice President and Provost (SVPP) is guided by the current University strategic plan that posits diversity as central to the university's mission. The SVPP plays an integral role in developing and supporting diversity initiatives throughout the Academic Division. The Academic Division plays a key role in diversity efforts at the institution especially with regard to the recruiting, supporting, and advancing of a diverse body of faculty. The Provost sets expectations and assesses annually the progress made by each dean and each college towards their diversity goals.

The Senior Vice President for Business and Finance's diversity initiatives relate to Iowa State University's strategic plan priorities as well as various goals within the strategic plan for business and finance. For business and finance, one of the goals is to promote an environment and provide services that enhance and diversify the university's human resources.

The Office of Equal Opportunity, Dean of Students Office, and Iowa State University Police Department continues to conduct a number of outreach sessions to discuss the sexual misconduct, gender based violence, and student rights and responsibilities in regard to university policy. These presentations include information about university policy, and resources for students in need of support or assistance. Presentations have been done for a number of academic courses, graduate students, freshman classes, Greek chapter houses, residence life staff, student athletes, and other student organizations and leaders.

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.

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

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	50.7	50.5
Minorities	13.0	10.1

*2010 United States Census Bureau

Iowa State University experienced an increase in total workforce from 2013 attributing to the actual number increases in most of the employment 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 2013.

Executive/Administrative/Managerial female employees saw an increase of one female employee but saw a decrease of 1% from 2013. Tenure Track Faculty saw an increase of 15 female employees and an increase of .8% from 2013. Non-Tenure Track Faculty saw an increase of 23 female employees and an increase of .8% from 2013. The Professional and Scientific group saw an increase of 44 female employees and an increase of .7% from 2013. In the Secretarial/Clerical group there was an increase of four female employees and a .4% decrease from 2013. The Technical/Paraprofessional group also saw an increase of four female employees and an increase of .4% from 2013. The number of female employees in the Skilled Crafts group saw an increase of three female employees and an increase of 1.1% from 2013. The Service/Maintenance group saw an increase of 12 female employees and there was an increase of .6% increase from 2013.

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 2013.

Executive/Administrative/Managerial minority employees saw an increase of four employees and an increase of .7% from 2013. Tenured/Tenure Track Faculty saw an increase of 25 minority employees and an increase of 1.7% from 2013. Non-Tenure Track Faculty had an increase of five minority employees and an increase of .1% from 2013. There was an increase of one minority employee and an increase of .3% from 2013 for the Professional and Scientific group. The Secretarial/Clerical group saw an increase of four minority employees and an increase of .5 percent from 2013. The number of minority employees in the Technical/Paraprofessional group increased by four minority employee and an increase of 2.7% from 2013. The number of minority employees in Skilled Crafts increase three employees and saw a 1.1% increase from 2013. The Service/Maintenance group saw an increase of four minority employees and a .4% increase from 2013.

Iowa State University experienced a net increase of 98 female employees and a net increase of .4% from 2013.

Iowa State University experienced a net increase of 50 minority employees and a net increase by .5% from 2013.

University of Northern Iowa

As of October 1, 2014, the UNI workforce totals 1,860 non-temporary employees. This includes 1,042 (56%) female employees and 200 (10.8%) minority employees. One year ago, UNI employed 1,807 non-temporary employees, including 1,013 (56.1%) female employees and 189 (10.5%) minority employees. Total number of employees increased by 53 from last year (2.9%); the percentage of females remained constant, and the percentage of minorities increased slightly to 10.8%.

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 but compared to 2004 and 2009, the 2014 progress with female and minority hiring is significant. The total number of non-temporary employees working at UNI is down by 48 (2.5%) compared to ten 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 54.2% ten years ago. Females

are currently employed at a rate of 56% of total employment. The percentage of minority employees has increased over the ten-year period, from 9.7% in 2004 to 10.8% in 2014.

The tenured and tenure track employee group currently employs a total of 550 employees. This represents an increase of 29 (5.6%) 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. The overall number of employees in that job group has increased 3.2% from 533 to 550 over the past ten years. Female representation has increased from 40.2% to 46.4%. Minority representation in the tenured and tenure track employee group rose from 12.6% to 15.6% over the ten-year period.

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 innovative in their outreach while adhering to equal opportunity and affirmative action hiring procedures.

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. The following initiatives reflect the progress of that work during academic year 2013-2014.

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, 87 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 1,000 faculty, staff, and students, and an ongoing one-hour dialogue and discussion series on topics of prejudice reduction, coalition building, and conflict resolution.

Diversity Opportunity Programs

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.

For FY 2014, the Office of the Provost budgeted FDOP funds totaling \$2,067,698 for partial salaries and other resources supporting 44 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.

The Staff Diversity Opportunity Program (SDOP) promotes employment of minorities and women in Professional and Scientific (P&S) classifications exhibiting underrepresentation. During FY 2014, 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 first-hand information about the University of Iowa campus and the Iowa City/Coralville community.

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).

New women and minority faculty members are encouraged to participate in the university community through associations with other faculty members 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.

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 university hosted the annual Iowa Regents Institutions Disability Awareness Summit in October 2013 to discuss issues related to accessibility on Iowa Regents Institutions campuses and other Iowa college and university campuses; the summit was attended by representatives from the Regents institutions and other Iowa colleges and universities.

Staff from the Chief Diversity Office and Equal Opportunity and Diversity Office offer courses on diversity as part of two ongoing leadership series offered for staff through Learning and Development: a two-hour session entitled *Developing and Leading a Diverse Team* through the Supervising @ Iowa series and a three-hour session entitled *Emotional Intelligence and Diversity* through the Advanced Management Series. Both series are offered one to two times per academic year.

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.

Dual Career Services

The university's Dual Career Services assists the accompanying partners of new university faculty or staff members in locating and securing employment. Services include professional job search and career guidance; resume/CV and cover letter writing assistance; interviewing assistance, utilizing social media in the job search; up-to-date information about the local market and demographics; access to job openings with the university and other local employers, and introduction to local groups for networking. Dual Career Services has been successfully involved in helping to recruit and retain diverse faculty hires.

Women in Science and Engineering (WISE)

The 2014-2015 academic year marks the beginning of the 3rd decade of WISE Women at the University of Iowa, the 19th year of both the WISE Peer Mentoring Program (the longest-running peer mentoring program at the University of Iowa), and the Be-WISE Living-Learning Community in Stanley Residence Hall (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. A summary of the report follows.

Emerging Leaders Academy. The Office of the Senior Vice President and Provost (SVPP) continues to support its leadership development program, the Emerging Leaders Academy, in place since January 2009. 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. Presently, over 100 faculty and senior staff have been trained in leadership, teamwork, communication, fiscal responsibility, diversity, management and public accountability.

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. In 2013, the provost charged each academic college with appointing an Equity Advisor to provide training to faculty search committees and to develop programming in support of the needs of faculty in each college. Programming targeted by Equity Advisors centers around improving departmental climate, faculty promotion and retention and work-life balance. ADVANCE is also piloting a Departmental Enhancement Program for departments that: 1) are preparing to undergo program review, 2) have just undergone a program review and are working to implement recommendations, or 3) are undergoing a leadership transition. The university depends on the quality of the materials and programming that ADVANCE has produced to define diversity conversations among ISU faculty.

Work/Life Advisory Committee. Iowa State University continues to support a more flexible work environment for its faculty and staff. A Work/Life website combines existing policies and resources so that 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. Multiple workshops are offered for faculty on "Flexible Faculty Policies", "Stress Management", and "Work-Life Balance" as a result of feedback received from past participants in the SVPP mentoring program.

COACHE Survey of Faculty Satisfaction. The COACHE survey was 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 engaged 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 to enrich the experiences of women faculty, staff and students and people of color at ISU. Proposals 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 FY2014-15, 15 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 190 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 involves all first year faculty, the Provost supports college-level peer mentoring programs. 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 provides support for the New Faculty Scholars Program (in collaboration with the Center for Excellence in Learning and Teaching (CELT) and is piloting a virtual-mentoring program.

University Committee on Diversity. The University Committee on Diversity brings 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 which distributes \$50,000 as seed money for a range of diversity initiatives.

Women's Leadership Consortium (WLC). WLC brings 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 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. In the past year, the SVPP has supported the development and growth of several faculty and staff affinity groups, specifically the Black Faculty and Staff Association, the Latino Faculty and Staff Association, the LGBT Faculty and Staff Association, and the Asian American and Pacific Islanders Faculty and Staff Association. Discussion is currently underway to add a Veterans Faculty and Staff Association. These networks are designed to cultivate and connect Iowa State's diverse faculty and staff populations with the greater university community, and to 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.

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. NSF funding will be \$1.25 million over five years; ISU has also made significant commitments to support the program during the five years and beyond.

Martin Luther King, Jr. Awards. Each year, the SVPP Office organizes the Advancing One Community Award. The award recognizes individuals and groups who have followed the principles of Dr. Martin Luther King, Jr. Recipients are recognized for their efforts to create an inclusive university community that embraces justice and equity.

Faculty Fellowships. The Faculty Fellowship Program provides leadership and project management experience to faculty who are interested in, or aspire to, leadership positions at Iowa State. The Provost’s Office recently announced the appointment of Gloria Jones-Johnson as a new faculty fellow for AY2014-2016. Dr. Jones-Johnson will focus on supporting an Inclusive Culture in the academic departments and colleges. A second faculty fellow, Dr. Cinzia Cervato, is in the second year of a two-year term focusing on Early Career Faculty Development to further support mentoring and programming efforts.

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 served as a senior analyst for six years for the State Department and the Department of Defense’s Trans-Saharan Security Symposium. He has also served as a senior consultant to the Independent Electoral Commission of Nigeria and as a digital photographic consultant to the National Emergency Management Agency of Nigeria.
- To provide permanent partial funding for a minority Assistant Professor in the Department of Educational Psychology & Foundations. The Department of Educational Psychology & Foundations’ had a need for someone to teach Research Methods & Statistics. This new faculty member is a valuable asset to not only the department but the entire university in these specific areas as well as other university projects.

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 2013 and FY 2014 are shown below:

	FY 2013	FY 2014
SUI	\$850,095	\$823,320
ISU	\$184,451	\$357,233*
UNI	\$336,245	\$353,556

*The increase due to filling two positions that had been vacant in the prior year.

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, 2004					September 30, 2009					September 30, 2014				
	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	327	116	35.5%	23	35.5%	375	140	37.3%	31	8.3%	369	151	40.9%	21	5.7%
Faculty: Tenure Track	1,557	427	27.4%	227	14.6%	1,493	455	30.5%	269	18.0%	1,453	476	32.8%	301	20.7%
Faculty: Non-Tenure Track	537	238	44.3%	76	14.2%	719	343	47.7%	114	15.9%	967	483	49.9%	191	19.8%
Professional and Scientific	6,467	4,495	69.5%	427	6.6%	7,610	5,379	70.7%	525	6.9%	8,898	6,363	71.5%	728	8.2%
Secretarial/Clerical	2,676	2,276	85.1%	91	3.4%	2,402	2,041	85.0%	97	4.0%	1,773	1,488	83.9%	97	5.5%
Technical/Paraprofessional	472	292	61.9%	22	4.7%	562	395	70.3%	43	7.7%	685	532	77.7%	78	11.4%
Skilled Crafts	394	36	9.1%	22	5.6%	380	24	6.3%	22	5.8%	354	19	5.4%	17	4.8%
Service/Maintenance	1,769	950	53.7%	244	13.8%	1,735	908	52.3%	239	13.8%	1,925	1,024	53.2%	390	20.3%
TOTALS	14,199	8,830	62.2%	1,132	8.0%	15,276	9,685	63.4%	1,340	8.8%	16,424	10,536	64.2%	1,823	11.1%

IOWA STATE UNIVERSITY

POAGROUP	September 30, 2004					September 30, 2009					September 30, 2014				
	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	279	88	31.5%	25	9.0%	386	150	38.9%	36	9.3%	419	183	43.7%	34	8.1%
Faculty: Tenure Track	1,230	329	26.7%	218	17.7%	1,243	363	29.2%	260	20.9%	1,262	403	31.9%	318	25.2%
Faculty: Non-Tenure Track	314	170	54.1%	42	13.4%	387	215	55.6%	46	11.9%	681	383	56.2%	104	15.3%
Professional and Scientific	2,166	986	45.5%	333	15.4%	2,036	1,013	49.8%	232	11.4%	2,254	1,142	50.7%	280	12.4%
Secretarial/Clerical	1,139	1,029	90.3%	40	3.5%	1,043	943	90.4%	37	3.5%	889	786	88.4%	38	4.3%
Technical/Paraprofessional	147	77	52.4%	5	3.4%	157	96	61.1%	5	3.2%	138	94	68.1%	10	7.2%
Skilled Crafts	291	10	3.4%	5	1.7%	274	12	4.4%	4	1.5%	279	14	5.0%	7	2.5%
Service/Maintenance	604	335	55.5%	42	7.0%	555	291	52.4%	44	7.9%	302	299	99.0%	56	18.5%
TOTALS	6,170	3,024	49.0%	710	11.5%	6,081	3,083	50.7%	664	10.9%	6,224	3,304	53.1%	847	13.6%

UNIVERSITY OF NORTHERN IOWA

POAGROUP	September 30, 2004					September 30, 2009					September 30, 2014				
	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	98	28	28.6%	5	5.1%	112	47	42.0%	5	4.5%	99	43	43.4%	9	9.1%
Faculty: Tenure Track	533	214	40.2%	67	12.6%	544	235	43.2%	73	13.4%	550	255	46.4%	86	15.6%
Faculty: Non-Tenure Track	142	94	66.2%	9	6.3%	34	21	61.8%	4	11.8%	26	14	53.8%	2	7.7%
Professional and Scientific	509	272	53.4%	46	9.0%	577	316	54.8%	47	8.1%	622	360	57.9%	55	8.8%
Secretarial/Clerical	294	284	96.6%	14	4.8%	269	262	97.4%	12	4.5%	249	243	97.6%	12	4.8%
Technical/Paraprofessional	24	10	41.7%	5	20.8%	27	6	22.2%	4	14.8%	21	5	23.8%	3	14.3%
Skilled Crafts	76	4	5.3%	3	3.9%	61	6	9.8%	2	3.3%	59	3	5.1%	3	5.1%
Service/Maintenance	232	128	55.2%	36	15.5%	246	136	55.3%	33	13.4%	234	119	50.9%	30	12.8%
TOTALS	1,908	1,034	54.2%	185	9.7%	1,870	1,029	55.0%	180	9.6%	1,860	1,042	56.0%	200	10.8%

IOWA SCHOOL FOR THE DEAF

POAGROUP	September 30, 2004					September 30, 2009					September 30, 2014				
	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%			2				
Faculty: Tenure Track															
Faculty: Non-Tenure Track	44	37	84.1%			40	37	92.5%			34	31	91.2%		
Professional and Scientific	36	29	80.6%	1	2.8%	39	30	76.9%	1		37	25	67.6%	1	2.7%
Secretarial/Clerical	4	4	100.0%	1	25.0%	4	4	100.0%	1	25.0%	3	3	100.0%		
Technical/Paraprofessional	26	22	84.6%	2	7.7%	24	21	87.5%	2	8.3%	24	20	83.3%	1	4.2%
Skilled Crafts	6		0.0%			6		0.0%			4		0.0%		
Service/Maintenance	19	8	42.1%	4	21.1%	20	9	45.0%	3	15.0%	15	8	53.3%	2	13.3%
TOTALS	139	101	72.7%	8	5.8%	137	102	74.5%	7	5.1%	119	87	73.1%	4	3.4%

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POAGROUP	September 30, 2004					September 30, 2009					September 30, 2014				
	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%			5	3	60.0%			4	2	50.0%		
Faculty: Tenure Track		26													
Faculty: Non-Tenure Track	37		0.0%			46	36	78.3%			48	40	83.3%		
Professional and Scientific	8	5	62.5%			7	6	85.7%			3	3	100.0%		
Secretarial/Clerical	7	7	100.0%			4	4	100.0%			5	5	100.0%		
Technical/Paraprofessional	32	31	96.9%			19	16	84.2%			1		0.0%		
Skilled Crafts															
Service/Maintenance	20	9	45.0%			19	17	89.5%	1	5.3%	11	5	45.5%	1	9.1%
TOTALS	109	81	74.3%	-		100	82	82.0%	1	1.0%	72	55	76.4%	1	1.4%

TOTAL -- REGENT INSTITUTIONS

POAGROUP	September 30, 2004					September 30, 2009					September 30, 2014				
	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	713	236	33.1%	53	7.4%	882	341	38.7%	72	8.2%	893	379	42.4%	64	7.2%
Faculty: Tenure Track	3,320	996	30.0%	512	15.4%	3,280	1,053	32.1%	602	18.4%	3,265	1,134	34.7%	705	21.6%
Faculty: Non-Tenure Track	1,074	539	50.2%	127	11.8%	1,226	652	53.2%	164	13.4%	1,756	951	54.2%	297	16.9%
Professional and Scientific	9,186	5,787	63.0%	807	8.8%	10,269	6,744	65.7%	805	7.8%	11,814	7,893	66.8%	1,064	9.0%
Secretarial/Clerical	4,120	3,600	87.4%	146	3.5%	3,722	3,254	87.4%	147	3.9%	2,919	2,525	86.5%	147	5.0%
Technical/Paraprofessional	701	432	61.6%	34	4.9%	789	534	67.7%	54	6.8%	869	651	74.9%	92	10.6%
Skilled Crafts	767	50	6.5%	30	3.9%	721	42	5.8%	28	3.9%	696	36	5.2%	27	3.9%
Service/Maintenance	2,644	1,430	54.1%	326	12.3%	2,575	1,361	52.9%	320	12.4%	2,487	1,455	58.5%	479	19.3%
TOTALS	22,525	13,070	58.0%	2,035	9.0%	23,464	13,981	59.6%	2,192	9.3%	24,699	15,024	60.8%	2,875	11.6%

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES
FY 2014**

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	823,320	331,573	353,556	1,508,449
Other		25,660		
OTHER REVENUES				
Federal Support				
Interest				
Tuition and Fees				
Reimb. Indirect Costs				
Sales and Services				
Other Income				
TOTAL REVENUES	823,320	357,233	353,556	1,534,109
EXPENDITURES				
Fac. & Inst. Off. Salaries	253,279		248,795	502,074
Prof. & Sci. Staff Salaries	456,841	292,632	53,181	802,654
General Service Staff Salaries	74,534	13,021	6,651	94,206
Hourly Wages	6,108			6,108
Labor in Transfers				
Vacancy Factor				
Subtotal - Salaries	790,762	305,653	308,627	1,405,042
Prof. And Scientific Supplies	32,558	51,580	44,929	
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	32,558	51,580	44,929	129,067
TOTAL EXPENDITURES	823,320	357,233	353,556	1,534,109