

Contact: Andrea Anania

ANNUAL DIVERSITY REPORT

Actions Requested:

- ▶ Receive the annual reports on Affirmative Action and the Regents' Minority and Women Educators Enhancement Program; and
- ▶ Ratify the submission of these reports in accordance with Iowa Code §19B.5 and §262.93. Both reports were filed with the Iowa General Assembly by the statutory deadline of January 31.

Executive Summary: This memorandum consists of two annual reports.

- ▶ Affirmative Action:
 - ◆ Primary Occupational Activity Group Comparisons – Illustrates overall progress in the percentage of females and minority groups over the last 10 years. (pages 2-3)
 - ◆ Peer Group Comparisons – Shows data on the percentages of women and minorities in faculty ranks at the Regent universities and the average percentages of women and minorities in faculty ranks in their respective peer institution group. (page 4)
 - ◆ Funding Sources and Itemized Costs – FY 2017. (page 5)
 - ◆ Individual reports for each of the five institutions may be found on the Board's website as a link to this agenda item.
- ▶ Regents' Minority and Women Educators Enhancement Program:
 - ◆ Individual reports for each of the three universities may be found on the Board's website as a link to this agenda item.

Both annual reports are required by the Iowa Code. Due to the timing of the Board meeting, the reports were submitted to the General Assembly to meet the January 31st statutory deadline.

Background:

AFFIRMATIVE ACTION – 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 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.

The Affirmative Action report summarizes activities of the Regent institutions during the past year to provide equal employment opportunities for administrators, faculty and staff. Individual institutional reports provide extensive detail about the types of programming and support available on each campus, and the progress made over the past year to enhance diversity.

MINORITY AND WOMEN EDUCATORS ENHANCEMENT PROGRAM – Iowa Code §262.82 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.

Affirmative Action – Primary Occupational Activity Group Comparisons

The tables below provide five- and ten-year comparisons by Primary Occupational Activity (POA) group. The statistics are prepared from workforce data compiled for all regular, full-time and part-time employees working 50% or more using federal guidelines prescribed by the Office of Federal Contract Compliance Programs.

It is important to note other reports may use different data sources, time periods, and definitions; thus, prudence should be used when comparing data in this report to data in other workforce-related reports. As an example, this report includes deans, directors, and departmental executive officers who hold faculty rank in the POA group for Executive, Administrative and Managerial Staff. Other reports may include these individuals in the faculty category.

In the last 10 years, overall progress in the percentage of females and/or minorities to total employees in each POA group has been shown in the areas highlighted blue in the tables below:

ANNUAL AFFIRMATIVE ACTION REPORT COMPARISONS															
UNIVERSITY OF IOWA															
Primary Occupational Activity Group	September 30, 2007*					October 31, 2012					October 31, 2017				
	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 Staff	351	130	37.0%	25	7.1%	353	132	37.4%	18	5.1%	380	179	47.1%	36	9.5%
Tenured and Tenure Track Faculty	1,485	432	29.1%	254	17.1%	1,474	491	33.3%	292	19.8%	1,370	448	32.7%	299	21.8%
Non-Tenure Track Faculty	655	312	47.6%	83	12.7%	895	436	48.7%	180	20.1%	1,257	642	51.1%	271	21.6%
Professional and Scientific Staff	7,165	5,064	70.7%	476	6.6%	8,257	5,879	71.2%	635	7.7%	10,576	7,621	72.1%	966	9.1%
Secretarial and Clerical Staff	2,588	2,207	85.3%	104	4.0%	2,017	1,705	84.5%	98	4.9%	1,468	1,196	81.5%	109	7.4%
Technical and Paraprofessional Staff	444	284	64.0%	24	5.4%	634	471	74.3%	57	9.0%	828	644	77.8%	107	12.9%
Skilled Crafts Staff	403	33	8.2%	21	5.2%	366	23	6.3%	19	5.2%	355	19	5.4%	15	4.2%
Service and Maintenance Staff	1,902	1,046	55.0%	242	12.7%	1,798	951	52.9%	320	17.8%	2,125	1,170	55.1%	545	25.6%
Total	14,993	9,508	63.4%	1,229	8.2%	15,794	10,088	63.9%	1,619	10.3%	18,359	11,919	64.9%	2,348	12.8%

IOWA STATE UNIVERSITY															
Primary Occupational Activity Group	September 30, 2007*					October 31, 2012					October 31, 2017				
	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 Staff	346	124	35.8%	31	9.0%	376	153	40.7%	27	7.2%	467	209	44.8%	50	10.7%
Tenured and Tenure Track Faculty	1,195	349	29.2%	244	20.4%	1,225	381	31.1%	283	23.1%	1,257	413	32.9%	353	28.1%
Non-Tenure Track Faculty	411	212	51.6%	56	13.6%	565	320	56.6%	87	15.4%	600	341	56.8%	103	17.2%
Professional and Scientific Staff	2,014	952	47.3%	218	10.8%	2,113	1,069	50.6%	238	11.3%	2,778	1,420	51.1%	540	19.4%
Secretarial and Clerical Staff	1,085	986	90.9%	36	3.3%	892	796	89.2%	34	3.8%	790	684	86.6%	44	5.6%
Technical and Paraprofessional Staff	163	97	59.5%	5	3.1%	132	88	66.7%	6	4.5%	131	97	74.0%	7	5.3%
Skilled Crafts Staff	282	12	4.3%	4	1.4%	271	13	4.8%	4	1.5%	259	9	3.5%	8	3.1%
Service and Maintenance Staff	563	298	52.9%	44	7.8%	578	282	48.8%	56	9.7%	564	268	47.5%	63	11.2%
Total	6,059	3,030	50.0%	638	10.5%	6,152	3,102	50.4%	735	11.9%	6,846	3,441	50.3%	1,168	17.1%

UNIVERSITY OF NORTHERN IOWA															
Primary Occupational Activity Group	September 30, 2007*					October 31, 2012					October 31, 2017				
	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 Staff	103	37	35.9%	6	5.8%	95	41	43.2%	8	8.4%	100	49	49.0%	11	11.0%
Tenured and Tenure Track Faculty	534	222	41.6%	61	11.4%	516	225	43.6%	77	14.9%	471	216	45.9%	76	16.1%
Non-Tenure Track Faculty	39	25	64.1%	3	7.7%	36	24	66.7%	2	5.6%	54	34	63.0%	4	7.4%
Professional and Scientific Staff	540	284	52.6%	43	8.0%	592	344	58.1%	56	9.5%	636	366	57.5%	66	10.4%
Secretarial and Clerical Staff	275	265	96.4%	13	4.7%	249	244	98.0%	11	4.4%	222	216	97.3%	13	5.9%
Technical and Paraprofessional Staff	31	9	29.0%	5	16.1%	20	5	25.0%	3	15.0%	19	4	21.1%	2	10.5%
Skilled Crafts Staff	60	5	8.3%	2	3.3%	56	4	7.1%	2	3.6%	60	3	5.0%	3	5.0%
Service and Maintenance Staff	242	132	54.5%	31	12.8%	224	115	51.3%	28	12.5%	205	97	47.3%	25	12.2%
Total	1,824	979	53.7%	164	9.0%	1,788	1,002	56.0%	187	10.5%	1,767	985	55.7%	200	11.3%

* Note: The annual snapshot date changed from September 30 to October 31 in 2010.

Continued on the following page.

IOWA SCHOOL FOR THE DEAF															
Primary Occupational Activity Group	September 30, 2007*					October 31, 2012					October 31, 2017				
	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 Staff	4	1	25.0%	0	0.0%	3	0	0.0%	0	0.0%	5	1	20.0%	0	0.0%
Tenured and Tenure Track Faculty	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Non-Tenure Track Faculty	43	37	86.0%	0	0.0%	34	33	97.1%	0	0.0%	35	30	85.7%	1	2.9%
Professional and Scientific Staff	36	27	75.0%	0	0.0%	34	23	67.6%	1	2.9%	41	30	73.2%	1	2.4%
Secretarial and Clerical Staff	5	5	100.0%	1	20.0%	4	4	100.0%	1	25.0%	5	5	100.0%	0	0.0%
Technical and Paraprofessional Staff	23	21	91.3%	3	13.0%	24	20	83.3%	1	4.2%	22	16	72.7%	1	4.5%
Skilled Crafts Staff	6	0	0.0%	0	0.0%	6	0	0.0%	0	0.0%	5	0	0.0%	0	0.0%
Service and Maintenance Staff	20	9	45.0%	4	20.0%	16	10	62.5%	2	12.5%	13	7	53.8%	1	7.7%
Total	137	100	73.0%	8	5.8%	121	90	74.4%	5	4.1%	126	89	70.6%	4	3.2%

IOWA BRAILLE AND SIGHT SAVING SCHOOL															
Primary Occupational Activity Group	September 30, 2007*					October 31, 2012					October 31, 2017				
	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 Staff	6	4	66.7%	0	0.0%	5	2	40.0%	0	0.0%	3	2	66.7%	0	0.0%
Tenured and Tenure Track Faculty	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Non-Tenure Track Faculty	28	19	67.9%	0	0.0%	50	41	82.0%	0	0.0%	52	43	82.7%	0	0.0%
Professional and Scientific Staff	7	6	85.7%	0	0.0%	3	3	100.0%	0	0.0%	3	2	66.7%	0	0.0%
Secretarial and Clerical Staff	3	3	100.0%	0	0.0%	4	4	100.0%	0	0.0%	4	4	100.0%	0	0.0%
Technical and Paraprofessional Staff	20	18	90.0%	0	0.0%	1	0	0.0%	0	0.0%	1	0	0.0%	0	0.0%
Skilled Crafts Staff	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Service and Maintenance Staff	17	6	35.3%	1	5.9%	10	4	40.0%	1	10.0%	9	4	44.4%	0	0.0%
Total	81	56	69.1%	1	1.2%	73	54	74.0%	1	1.4%	72	55	76.4%	0	0.0%

TOTAL REGENT INSTITUTIONS															
Primary Occupational Activity Group	September 30, 2007*					October 31, 2012					October 31, 2017				
	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 Staff	810	296	36.5%	62	7.7%	832	328	39.4%	53	6.4%	955	440	46.1%	97	10.2%
Tenured and Tenure Track Faculty	3,214	1,003	31.2%	559	17.4%	3,215	1,097	34.1%	652	20.3%	3,098	1,077	34.8%	728	23.5%
Non-Tenure Track Faculty	1,176	605	51.4%	142	12.1%	1,580	854	54.1%	269	17.0%	1,998	1,090	54.6%	379	19.0%
Professional and Scientific Staff	9,762	6,333	64.9%	737	7.5%	10,999	7,318	66.5%	930	8.5%	14,034	9,439	67.3%	1,573	11.2%
Secretarial and Clerical Staff	3,956	3,466	87.6%	154	3.9%	3,166	2,753	87.0%	144	4.5%	2,489	2,105	84.6%	166	6.7%
Technical and Paraprofessional Staff	681	429	63.0%	37	5.4%	811	584	72.0%	67	8.3%	1,001	761	76.0%	117	11.7%
Skilled Crafts Staff	751	50	6.7%	27	3.6%	699	40	5.7%	25	3.6%	679	31	4.6%	26	3.8%
Service and Maintenance Staff	2,744	1,491	54.3%	322	11.7%	2,626	1,362	51.9%	407	15.5%	2,916	1,546	53.0%	634	21.7%
Total	23,094	13,673	59.2%	2,040	8.8%	23,928	14,336	59.9%	2,547	10.6%	27,170	16,489	60.7%	3,720	13.7%

* Note: The annual snapshot date changed from September 30 to October 31 in 2010.

Affirmative Action – Peer Group Comparisons

Affirmative action efforts put forth by the 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.

Recruitment for faculty is on a national or even international basis. In the past, the Board has asked how peer group institutions 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 2016; data provided on pages 2-3 reflects faculty with appointments 50% and greater in Fall 2017. Workforce data as portrayed in the tables on pages 2-3 are not available for peer institutions.

Full-Time Tenured and Tenure Track - Fall 2016		
	Percent Female	Percent Minority
University of Iowa	32.1%	19.3%
Peer Group Average	34.3%	22.5%
Iowa State University	32.0%	23.6%
Peer Group Average	32.9%	23.0%
University of Northern Iowa	45.7%	17.1%
Peer Group Average	41.8%	20.3%

Affirmative Action – Funding Sources and Itemized Costs

AFFIRMATIVE ACTION REVENUES AND EXPENDITURES - FY 2017				
	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	\$519,869	\$225,118	\$58,584	\$803,571
Other	0	0	0	0
State Appropriations - Subtotal	\$519,869	\$225,118	\$58,584	\$803,571
Other Revenues				
Federal Support	0	0	0	0
Interest	0	0	0	0
Tuition and Fees	0	0	0	0
Reimbursed Indirect Costs	0	0	0	0
Sales and Services	0	0	0	0
Other Income	0	0	0	0
Other Revenues - Subtotal	\$0	\$0	\$0	\$0
Total Revenues	\$519,869	\$225,118	\$58,584	\$803,571
EXPENDITURES				
Salaries				
Faculty and Institutional Officers Salaries	\$0	\$0	\$0	\$0
Professional and Scientific Staff Salaries	493,275	219,133	34,027	746,435
General Service Staff Salaries	6,331	0	0	6,331
Hourly Wages	2,277	0	7,463	9,740
Labor in Transfers	0	0	0	0
Vacancy Factor	0	0	6,921	6,921
Salaries - Subtotal	\$501,883	\$219,133	\$48,411	\$769,427
Other				
Professional and Scientific Staff Supplies	\$17,986	\$5,985	\$10,173	\$34,144
Library Acquisitions	0	0	0	0
Rentals	0	0	0	0
Utilities	0	0	0	0
Building Repairs	0	0	0	0
Auditor of State Reimbursement	0	0	0	0
Aid to Individuals	0	0	0	0
Other - Subtotal	\$17,986	\$5,985	\$10,173	\$34,144
Total Expenditures	\$519,869	\$225,118	\$58,584	\$803,571

* Please note that for the FY18 report, the three institutions began using a common approach. UNIs report in previous years reflected the entire budget of the Office of Compliance and Equity Management which included costs not associated with affirmative action and equal opportunity employment.