

Contact: Rachel Boon

ANNUAL DIVERSITY REPORT

Actions Requested: Ratify the submission of the Affirmative Action and the Regents' Minority and Women Educators Enhancement Program reports in accordance with Iowa Code §19B.5 and §262.93.

Executive Summary: Iowa Code §19B.5 requires the Board of Regents and its institutions to 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.

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.

Section 1 of this memorandum summarizes activities of the Regent institutions during the past year to provide equal employment opportunities for administrators, faculty and staff. Individual 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. The individual reports on Affirmative Action and the Regents' Minority and Women Educators Enhancement Program for each of the three universities may be found on the Board's website as a link to this agenda item.

Due to the timing of the Board meeting, the reports were submitted to the General Assembly to meet the January 31st statutory deadline.

In addition to the reports required by Iowa Code, this report includes data on enrollment and student success outcomes, as well as diversity, equity and inclusion organizational structure at each institution (section 2 of this memorandum).

SECTION 1

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; this, 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 green in the tables below:

ANNUAL AFFIRMATIVE ACTION REPORT COMPARISONS

UNIVERSITY OF IOWA															
Primary Occupational Activity Group	October 31, 2010					September 30, 2015					October 31, 2020				
	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total
Executive / Administrative / Managerial Staff	358	129	36.0%	28	7.8%	371	157	42.3%	20	5.4%	377	188	49.9%	53	14.1%
Tenured and Tenure Track Faculty	1,455	465	32.0%	271	18.6%	1,417	467	33.0%	297	21.0%	1,318	447	33.9%	306	23.2%
Non-Tenure Track Faculty	761	372	48.9%	125	16.4%	1,075	544	50.6%	226	21.0%	1,445	749	51.8%	350	24.2%
Professional and Scientific Staff	7,587	5,406	71.3%	537	7.1%	9,458	6,802	71.9%	812	8.6%	11,403	8,281	72.6%	1,112	9.8%
Secretarial and Clerical Staff	2,176	1,852	85.1%	92	4.2%	1,621	1,347	83.1%	96	5.9%	1,143	904	79.1%	114	10.0%
Technical and Paraprofessional Staff	576	409	71.0%	47	8.2%	720	563	78.2%	83	11.5%	933	741	79.4%	150	16.1%
Skilled Crafts Staff	359	22	6.1%	20	5.6%	349	19	5.4%	16	4.6%	251	14	5.6%	11	4.4%
Service and Maintenance Staff	1,780	926	52.0%	271	15.2%	1,970	1,063	54.0%	427	21.7%	2,140	1,206	56.4%	647	30.2%
Total	15,052	9,581	63.7%	1,391	9.2%	16,981	10,962	64.6%	1,977	11.6%	19,010	12,530	65.9%	2,743	14.4%

IOWA STATE UNIVERSITY															
Primary Occupational Activity Group	October 31, 2010					September 30, 2015					October 31, 2020				
	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total
Executive / Administrative / Managerial Staff	370	143	38.6%	30	8.1%	430	189	44.0%	37	8.6%	591	305	51.6%	45	7.6%
Tenured and Tenure Track Faculty	1,200	354	29.5%	250	20.8%	1,285	422	32.8%	341	26.5%	1,279	423	33.1%	359	28.1%
Non-Tenure Track Faculty	434	243	56.0%	55	12.7%	584	331	56.7%	95	16.3%	597	335	56.1%	98	16.4%
Professional and Scientific Staff	1,921	957	49.8%	242	12.6%	2,308	1,182	51.2%	289	12.5%	3,062	1,742	56.9%	521	17.0%
Secretarial and Clerical Staff	943	855	90.7%	32	3.4%	802	700	87.3%	43	5.4%	397	336	84.6%	18	4.5%
Technical and Paraprofessional Staff	145	89	61.4%	6	4.1%	196	112	57.1%	15	7.7%	185	123	66.5%	11	5.9%
Skilled Crafts Staff	264	12	4.5%	3	1.1%	314	38	12.1%	9	2.9%	138	2	1.4%	2	1.4%
Service and Maintenance Staff	519	257	49.5%	43	8.3%	425	213	50.1%	38	8.9%	616	273	44.3%	72	11.7%
Total	5,796	2,910	50.2%	661	11.4%	6,344	3,187	50.2%	867	13.7%	6,865	3,539	51.6%	1,126	16.4%

UNIVERSITY OF NORTHERN IOWA															
Primary Occupational Activity Group	September 30, 2010					September 30, 2015					October 31, 2020				
	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total
Executive / Administrative / Managerial Staff	98	40	40.8%	7	7.1%	94	46	48.9%	6	6.4%	107	54	50.5%	12	11.2%
Tenured and Tenure Track Faculty	547	232	42.4%	76	13.9%	503	227	45.1%	78	15.5%	417	199	47.7%	82	19.7%
Non-Tenure Track Faculty	30	19	63.3%	1	3.3%	47	30	63.8%	4	8.5%	60	33	55.0%	6	10.0%
Professional and Scientific Staff	578	328	56.7%	51	8.8%	622	352	56.6%	43	6.9%	618	344	55.7%	67	10.8%
Secretarial and Clerical Staff	255	248	97.3%	14	5.5%	227	221	97.4%	12	5.3%	190	181	95.3%	12	6.3%
Technical and Paraprofessional Staff	23	5	21.7%	4	17.4%	16	4	25.0%	2	12.5%	20	3	15.0%	3	15.0%
Skilled Crafts Staff	56	5	8.9%	3	5.4%	57	3	5.3%	3	5.3%	48	2	4.2%	2	4.2%
Service and Maintenance Staff	240	128	53.3%	28	11.7%	223	108	48.4%	26	11.7%	209	92	44.0%	32	15.3%
Total	1,827	1,005	55.0%	184	10.1%	1,789	991	55.4%	174	9.7%	1,669	908	54.4%	216	12.9%

IOWA SCHOOL FOR THE DEAF															
Primary Occupational Activity Group	September 30, 2010					September 30, 2015					October 31, 2020				
	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total
Executive / Administrative / Managerial Staff	4	1	25.0%		0.0%	5	1	20.0%		0.0%	5	2	40.0%		0.0%
Tenured and Tenure Track Faculty			0.0%		0.0%			0.0%		0.0%			0.0%		0.0%
Non-Tenure Track Faculty	38	36	94.7%		0.0%	34	30	88.2%		0.0%	30	26	86.7%		0.0%
Professional and Scientific Staff	35	26	74.3%	1	2.9%	41	29	70.7%	1	2.4%	39	28	71.8%	2	5.1%
Secretarial and Clerical Staff	4	4	100.0%	1	25.0%	3	3	100.0%		0.0%	5	5	100.0%		0.0%
Technical and Paraprofessional Staff	21	20	95.2%	1	4.8%	25	19	76.0%	1	4.0%	21	17	81.0%	1	4.8%
Skilled Crafts Staff	6		0.0%		0.0%	5		0.0%		0.0%	5	0	0.0%	0	0.0%
Service and Maintenance Staff	19	9	47.4%	3	15.8%	14	7	50.0%	2	14.3%	12	6	50.0%	1	8.3%
Total	127	96	75.6%	6	4.7%	127	89	70.1%	4	3.1%	117	84	71.8%	4	3.4%

IOWA BRAILLE AND SIGHT SAVING SCHOOL															
Primary Occupational Activity Group	September 30, 2010					September 30, 2015					October 31, 2020				
	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total
Executive / Administrative / Managerial Staff	5	3	60.0%		0.0%	3	2	66.7%		0.0%	3	2	66.7%		0.0%
Tenured and Tenure Track Faculty			0.0%		0.0%	48	38	0.0%	1	0.0%			0.0%		0.0%
Non-Tenure Track Faculty	47	38	80.9%		0.0%			0.0%		#DIV/0!	56	47	83.9%	1	1.8%
Professional and Scientific Staff	6	5	83.3%		0.0%	3	3	100.0%		0.0%	3	2	66.7%		0.0%
Secretarial and Clerical Staff	6	6	100.0%		0.0%	5	5	100.0%		0.0%	4	4	100.0%		0.0%
Technical and Paraprofessional Staff	16	14	87.5%		0.0%	1		0.0%		0.0%	2	2	100.0%		0.0%
Skilled Crafts Staff			0.0%		0.0%			0.0%		0.0%			0.0%		0.0%
Service and Maintenance Staff	13	7	53.8%		0.0%	12	5	41.7%	1	8.3%	5	3	60.0%		0.0%
Total	93	73	78.5%	0	0.0%	72	53	73.6%	2	2.8%	73	60	82.2%	1	1.4%

TOTAL REGENT INSTITUTIONS															
Primary Occupational Activity Group	September 30/October 31, 2010					September 30, 2015					October 31, 2020				
	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total	Workforce	Female	Total	Minority	Total
Executive / Administrative / Managerial Staff	835	316	37.8%	65	7.8%	903	395	43.7%	63	7.0%	1,083	551	50.9%	110	10.2%
Tenured and Tenure Track Faculty	3,202	1,051	32.8%	597	18.6%	3,253	1,154	35.5%	717	22.0%	3,014	1,069	35.5%	747	24.8%
Non-Tenure Track Faculty	1,310	708	54.0%	181	13.8%	1,740	935	53.7%	325	18.7%	2,188	1,190	54.4%	455	20.8%
Professional and Scientific Staff	10,127	6,722	66.4%	831	8.2%	12,432	8,368	67.3%	1,145	9.2%	15,125	10,397	68.7%	1,702	11.3%
Secretarial and Clerical Staff	3,384	2,965	87.6%	139	4.1%	2,658	2,276	85.6%	151	5.7%	1,739	1,430	82.2%	144	8.3%
Technical and Paraprofessional Staff	781	537	68.8%	58	7.4%	958	698	72.9%	101	10.5%	1,161	886	76.3%	165	14.2%
Skilled Crafts Staff	685	39	5.7%	26	3.8%	725	60	8.3%	28	3.9%	442	18	4.1%	15	3.4%
Service and Maintenance Staff	2,571	1,327	51.6%	345	13.4%	2,644	1,396	52.8%	494	18.7%	2,982	1,580	53.0%	752	25.2%
Total	22,895	13,665	59.7%	2,242	9.8%	25,313	15,282	60.4%	3,024	11.9%	27,734	17,121	61.7%	4,090	14.7%

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 2019; data provided on page 4 reflects faculty with appointments 50% and greater in Fall 2020. Workforce data as portrayed in the tables on page 4 are not available for peer institutions.

Full-Time Tenured and Tenure Track - Fall 2019		
	Percent Female	Percent Minority
University of Iowa	33.94%	20.89%
Peer Group Average	36.15%	25.01%
Iowa State University	32.76%	25.41%
Peer Group Average*	34.40%	24.40%
University of Northern Iowa	46.40%	19.30%
Peer Group Average**	43.70%	21.40%

**Due to COVID-19, IPEDS has a delay in data. Percentage used for Peer Group Average is from fall 2018 data. Once available, peer group average data for fall 2019 will be provided.*

***Due to COVID-19, IPEDS has a delay in data. Institutional Research & Effectiveness individually reached out to their peers for this information and received a response rate of 4/10. Once available, peer group average data for fall 2019 will be provided.*

Affirmative Action – Funding Sources and Itemized Costs

AFFIRMATIVE ACTION REVENUES AND EXPENDITURES - FY 2020				
	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	\$490,171	\$481,411	\$39,636	\$1,011,218
Other				0
State Appropriations - Subtotal	\$490,171	\$481,411	\$39,636	\$1,011,218
Other Revenues				
Federal Support				0
Interest				0
Tuition and Fees				0
Reimbursed Indirect Costs				0
Sales and Services				0
Other Income				0
Other Revenues - Subtotal	\$0	\$0	\$0	\$0
Total Revenues	\$490,171	\$481,411	\$39,636	\$1,011,218
EXPENDITURES				
Salaries				
Faculty and Institutional Officers Salaries			\$0	\$0
Professional and Scientific Staff Salaries	\$452,889	\$463,911	\$32,581	949,381
General Service Staff Salaries			\$0	0
Hourly Wages	\$4,612		\$3,320	7,932
Labor in Transfers			\$0	0
Vacancy Factor			\$0	0
Salaries - Subtotal	\$457,501	\$463,911	\$35,901	\$957,313
Other				
Professional and Scientific Staff Supplies	\$32,670	\$17,500	\$3,735	\$53,905
Library Acquisitions				0
Rentals				0
Utilities				0
Building Repairs				0
Auditor of State Reimbursement				0
Aid to Individuals				0
Other - Subtotal	\$32,670	\$17,500	\$3,735	\$53,905
Total Expenditures	\$490,171	\$481,411	\$39,636	\$1,011,218

**ISU's report of revenues and expenditures reflects the salaries/benefits of staff related to affirmative action efforts and the affirmative action plan. It does not reflect the entire budget of the Office of Equal Opportunity.*

SECTION 2

National context for diversity, equity and inclusion work: Efforts of the past several years to advance diversity, equity and inclusion work at colleges and universities around the country were continuing in earnest when the world was struck by a pandemic that has disproportionately impacted people of color and people with low-income. Campuses worked to provide resources so students would both be safe and not lose progress towards degree completion. This included financial support, mental health resources, broadband and housing support, and healthcare resources that are critical when striving for equitable educational outcomes.

Protests for racial justice across the nation and world lent additional significance to the work of diversity, equity and inclusion professionals on campuses in the past year. The imperative of providing equitable opportunities, closing achievement gaps, supporting faculty and staff, and ensuring institutions reflect the values they espouse has never been greater. Organizations such as the Association of Public Land-Grant Universities and the Association of State Colleges and Universities support members through national initiatives¹ that build institutional capacity and

¹ <https://www.aplu.org/projects-and-initiatives/center-for-public-university-transformation/powered-by-publics/index.html>
<https://www.aascu.org/AcademicAffairs/StudentSuccess/FrontierSet/>

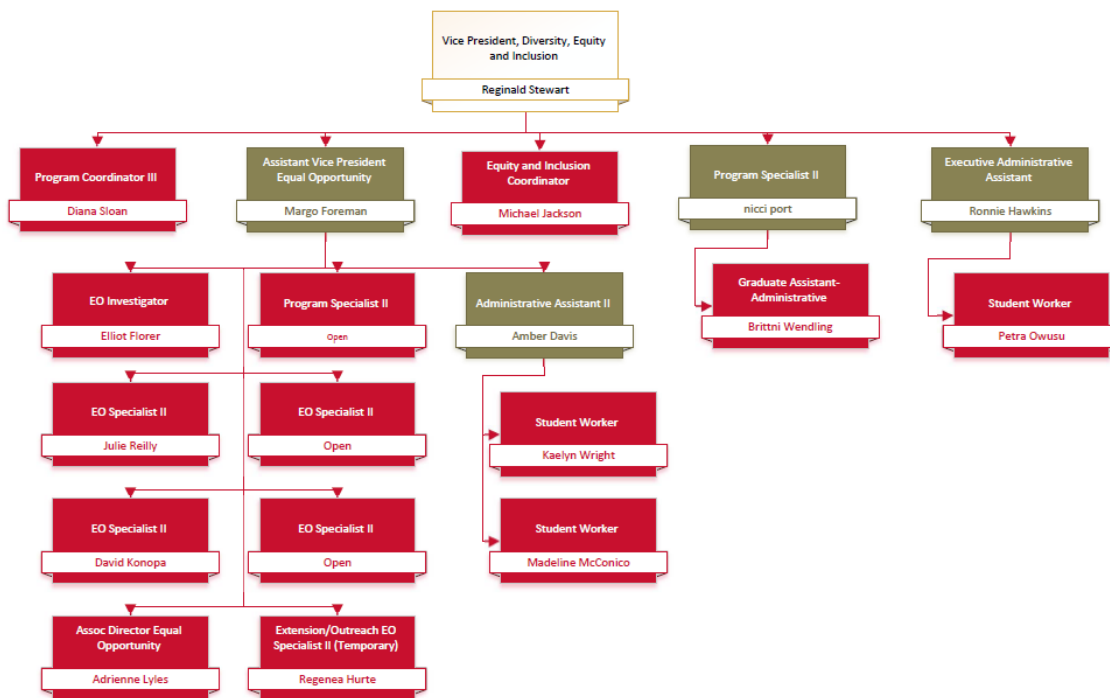
provide networks of support for each of Iowa’s public universities. In addition, the Chief Diversity Officers from each Regent university serve as resources for each other throughout the year.

University organization and framework: Each university has organized the work of diversity, equity and inclusion in a somewhat different way that reflects the varied structures and strategies in place and permits them to have effective campus engagement and action. Below is a brief description of each, as well as an organizational chart of key staff.

Iowa State University

In alignment with the institutional imperative to make Iowa State a national leader in creating a welcoming and inclusive campus environment, the aim is to promote critical thinking; responsible management of people; professional skills development; innovation in research, teaching and learning; and the constructive expression of divergent viewpoints.

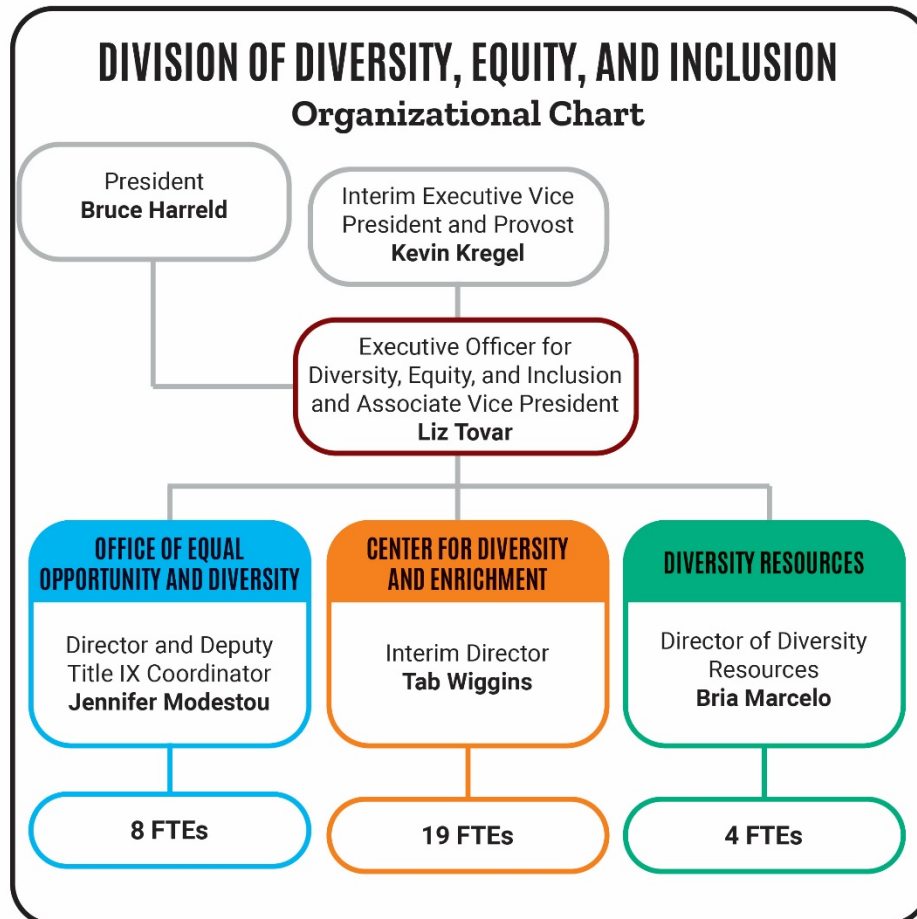
The efforts to establish positive internal and external relationships with individuals, businesses, community based organizations and governmental agencies are in support of the university’s mission. As a land-grant institution, Iowa State wholeheartedly supports the mission of sharing knowledge beyond the campus borders; efforts are aimed at enhancing the living, working and learning experiences from central campus throughout central Iowa and beyond.



University of Iowa

The Division of Diversity, Equity, and Inclusion (DDEI) is led by the executive officer for diversity, equity, and inclusion and associate vice president (EO-DEI), who reports to the president and the provost. DDEI provides leadership and resources to support the university’s diversity, equity, and inclusion goals, as articulated in its Strategic Plan 2016-2021, and helps to coordinate central diversity, equity, and inclusion efforts and inform the UI community about campus opportunities. DDEI units also assist efforts to recruit and retain students, faculty, and staff. The units’ primary goal is to enhance a welcoming, respectful, and inclusive campus environment for all.

Three units comprise DDEI: Equal Opportunity and Diversity (EOD), the Center for Diversity and Enrichment (CDE), and Diversity Resources (DR). With the expertise of these units, DDEI provides skill-building opportunities; maintains compliance with laws, regulations, and policies; supports academic success for college students who are underrepresented minorities; and encourages K-12 students to attend college. DDEI collaborates closely with many campus partners to advance diversity, equity, and inclusion.



University of Northern Iowa

The University hired its inaugural Chief Diversity Officer (CDO) in spring 2016. Prior to employing a CDO, the University had in place a Director for Multicultural Education who oversaw the day-to-day operations and programming out of the Center for Multicultural Education. The primary focus for the position and the center had been on students. In spring 2017, that position, which had been vacant for at least 18 months, was filled. Soon after, the University hired an Assistant Director of the CME. Within the same division but not directly affiliated with the CME were Student Accessibility Services (SAS), the LGBT* Center, and the Center for Military Veteran Student Services (MVSS). In 2018, the Vice President for Student Affairs brought together the CME, the LGBT* Center (now known as the Center for Gender and Sexuality Services (GSS)), and the Center for MVSS, under the title of Center for Diversity, Inclusion and Social Justice (DIS). The Director for Multicultural Education is now the Director for DIS.

The CDO reports to the President, while the centers listed in the above paragraph are housed in the Division of Student Affairs. The Director for DIS reports to the VP for Student Affairs. SAS is

led by the Associate Dean of Students/Accessibility Services and reports to the Dean of Students who reports to the VP for Student Affairs.

There is no official relationship or reporting structure between the CDO and any of the centers listed in this section. The positions and centers do, however, work together regularly.

Several offices at UNI have employees who are charged with diversity efforts. In the Office of Admissions there is an Assistant Director for Diversity Recruitment who supervises a single Admissions Counselor. In the Office of Financial Aid, there is a Financial Aid Counselor for Diversity and Retention. Both of these offices are housed in the Division of Academic Affairs and work with the CDO but have no official relationship to the position.

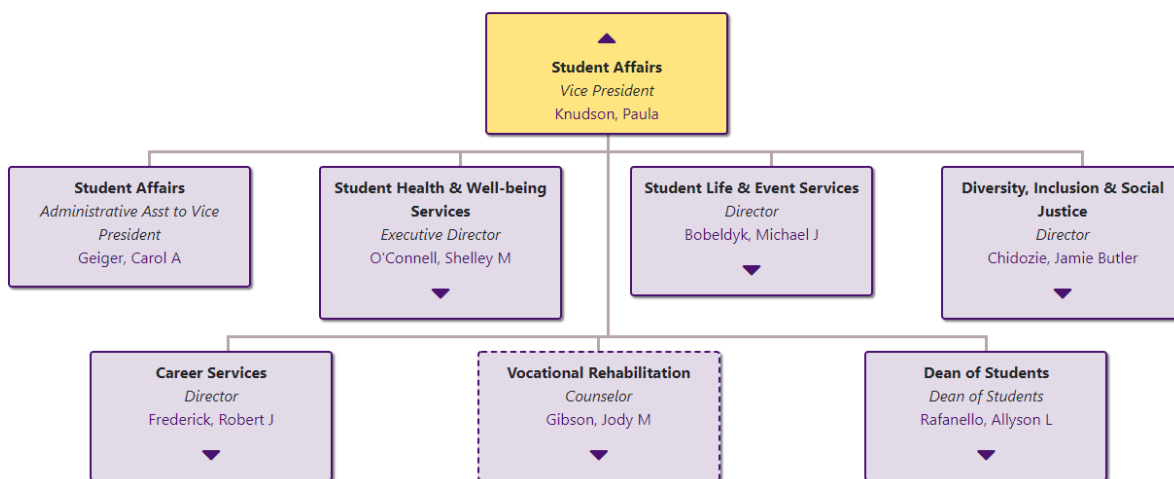
In DIS there is a recently established Retention and Mentoring Coordinator, and new programming for first-year students of color, designed to increase the chances that the students will have successful experiences at UNI.

The Office of Compliance and Equity Management takes in and resolves reports issues of discrimination and bias based on protected class. The office also is responsible for the annual Affirmative Action Plan.

In the Donald O. Rod Library, a Library Assistant spends 30 percent of her time on diversity-related efforts and programming for the Library. This individual reports to the Dean of the Library. There is no official relationship between the CDO and this position.

Significant work that ultimately affects diversity is completed by staff in the UNI Center for Urban Education (UNICUE), situated in nearby Waterloo, an Iowa city with one of the highest percentages of residents of color. UNICUE houses most of UNI’s TRIO programs. The center’s work, while not directly aimed at diversity, does have significant impact in that area.

The Center for Violence Prevention conducts diversity work focused on preventing violence against women. It is housed in the Division of Academic Affairs, and led by a Director who supervises a graduate assistant and an undergraduate.

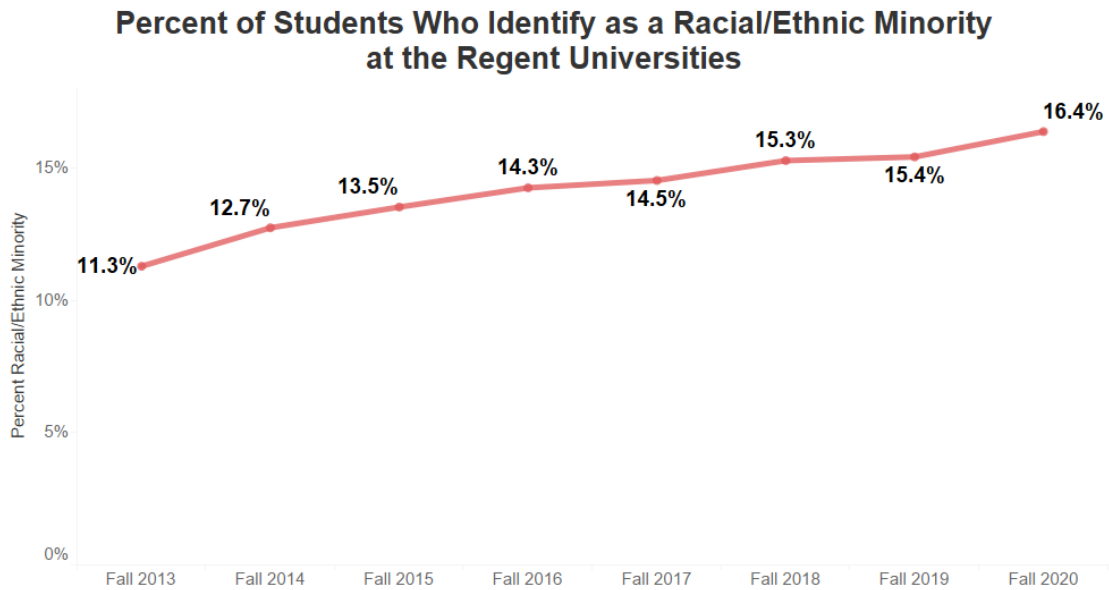


Student data: In Fall 2020, the Regent universities continued the trend of increasing the percent of enrolled students who identify as a racial/ethnic minority to 16.4% (figure 1). Fall-to-fall retention remained flat (figure 2), while four-year graduation rates of underrepresented minorities increased

by one percentage point to 41% (figure 3), the six-year graduation rate for this group dropped by three percentage points to 61% (figure 4). While the enrollment and retention numbers are positive signals in the midst of the pandemic, the graduation rates largely preceded that time period and the six-year rate lost ground in the effort to close the achievement gap. So while the Regent institutions outperform the national graduation rates in every single racial/ethnic category (figure 5), the persistent gaps continue to require attention.

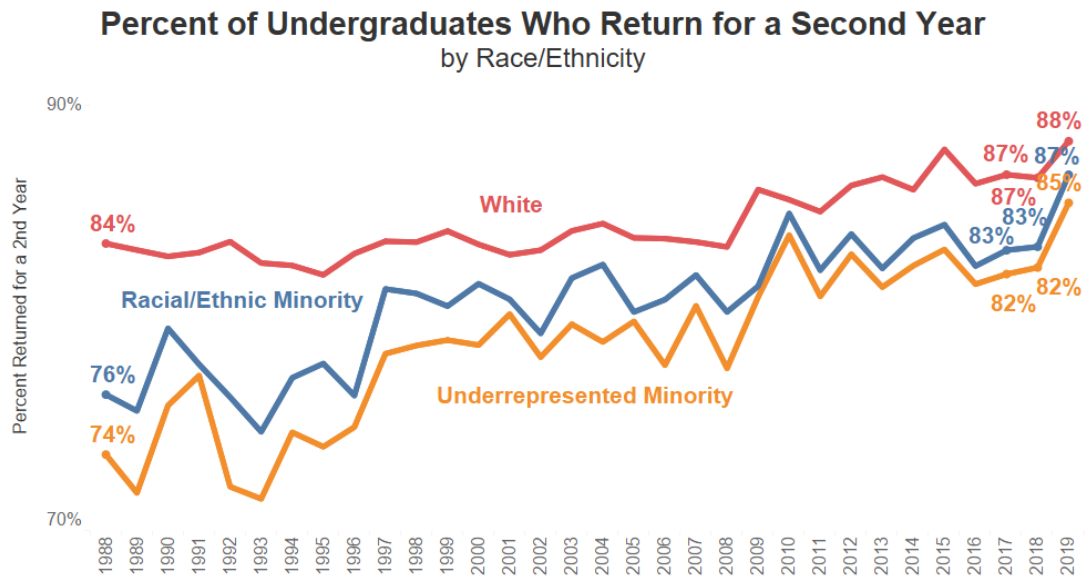
Each campus continues to focus efforts on eliminating student success gaps, and the Chief Diversity officers will discuss this and many other campus-based efforts to support students, faculty and staff in a presentation to the Board.

Figure 1



Source: Iowa Board of Regents. Percentages are of all enrolled undergraduate, graduate, and professional students. Racial/ethnic minority includes students who identify as Asian. International students are excluded from both the numerator and denominator.

Figure 2



Source: Iowa Board of Regents. Racial/Ethnic Minority includes Asian American students while Underrepresented Minority does not. International students are not included in reports by race/ethnicity.

Figure 3

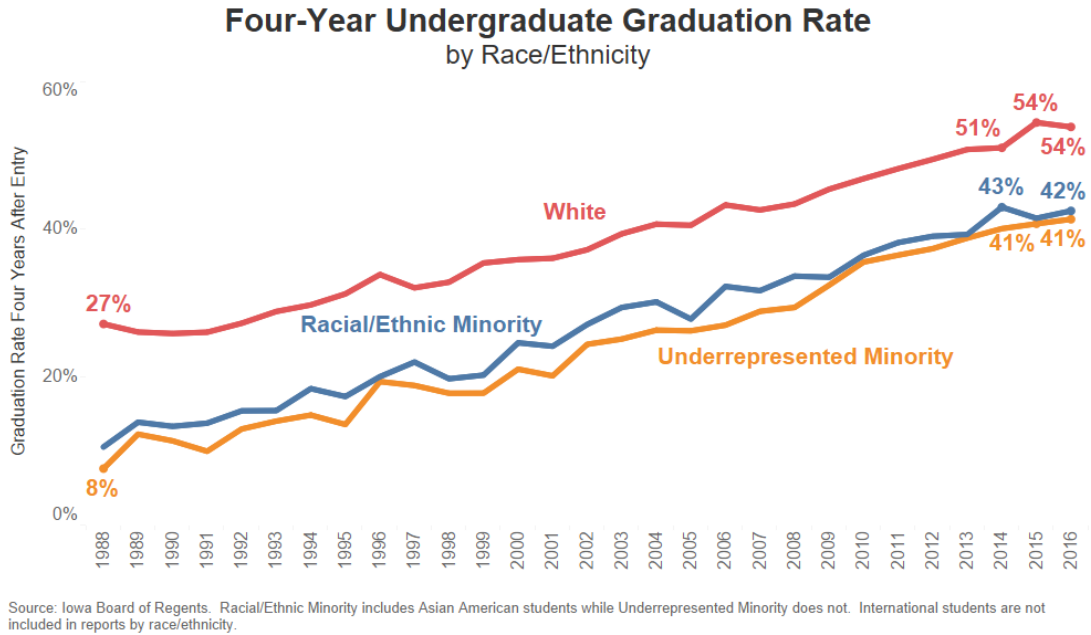


Figure 4

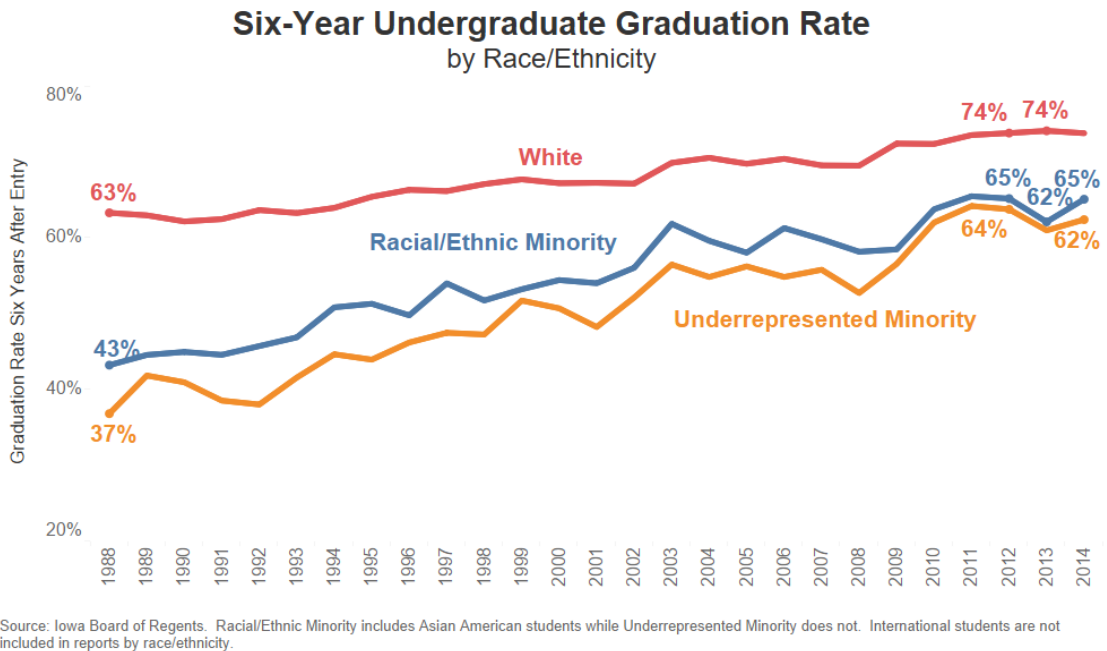
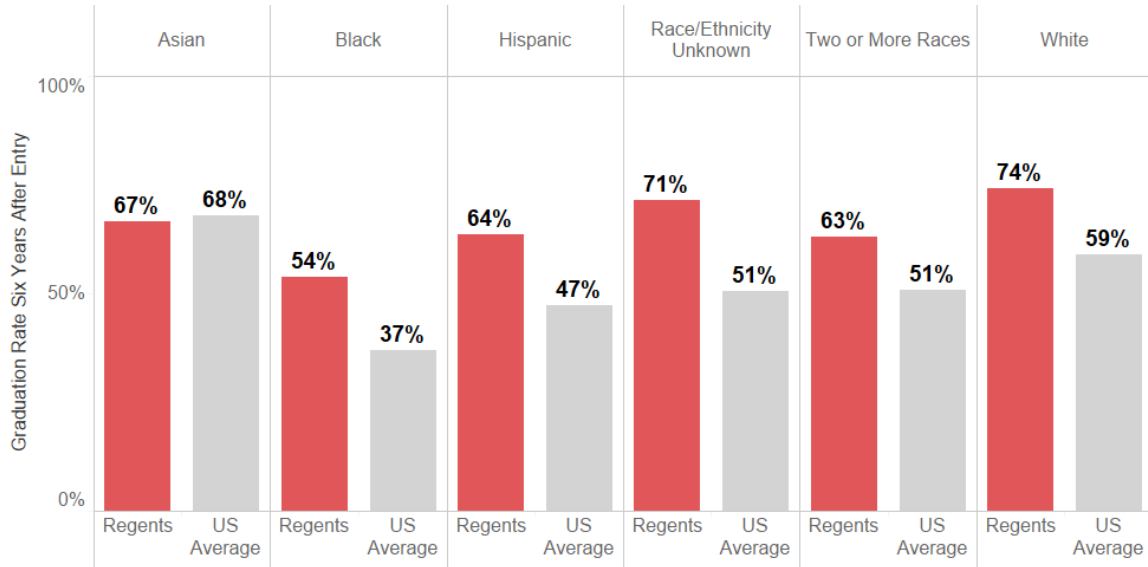


Figure 5

**Graduation Rates from Starting 4-Year Public University
by Race/Ethnicity for 2013 Entry Cohort**



Source: Iowa Board of Regents, National Student Clearinghouse Signature 16 Report. Six-year graduation rates shown.

** This graph is a comparison of graduate rate by race ethnicity to other 4-year public colleges and universities.*