

Contact: Rachel Boon

ANNUAL DIVERSITY REPORT

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. (page 2)
- ◆ 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 3)
- ◆ Funding Sources and Itemized Costs – FY 2022. (page 4)

▶ Regents' Minority and Women Educators Enhancement Program.

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 Educational Services for the Blind and Visually Impaired 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.

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 10-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 green in the tables below:

ANNUAL AFFIRMATIVE ACTION REPORT COMPARISONS

UNIVERSITY OF IOWA															
Primary Occupational Activity Group	October 31, 2012					October 31, 2017					October 31, 2022				
	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	353	132	37.4%	18	5.1%	380	179	47.1%	36	9.5%	402	201	50.0%	66	16.4%
Tenured and Tenure Track Faculty	1,474	491	33.3%	292	19.8%	1,370	448	32.7%	299	21.8%	1,285	460	35.8%	311	24.2%
Non-Tenure Track Faculty	895	436	48.7%	180	20.1%	1,257	642	51.1%	271	21.6%	1,452	777	53.5%	315	21.7%
Professional and Scientific Staff	8,257	5,879	71.2%	635	7.7%	10,576	7,621	72.1%	966	9.1%	12,003	8,757	73.0%	1,281	10.7%
Secretarial and Clerical Staff	2,017	1,705	84.5%	98	4.9%	1,468	1,196	81.5%	109	7.4%	942	726	77.1%	128	13.6%
Technical and Paraprofessional Staff	634	471	74.3%	57	9.0%	828	644	77.8%	107	12.9%	910	707	77.7%	186	20.4%
Skilled Crafts Staff	366	23	6.3%	19	5.2%	355	19	5.4%	15	4.2%	229	9	3.9%	10	4.4%
Service and Maintenance Staff	1,798	951	52.9%	320	17.8%	2,125	1,170	55.1%	545	25.6%	2,109	1,204	57.1%	707	33.5%
Total	15,794	10,088	63.9%	1,619	10.3%	18,359	11,919	64.9%	2,348	12.8%	19,332	12,841	66.4%	3,004	15.5%

IOWA STATE UNIVERSITY															
Primary Occupational Activity Group	October 31, 2012					October 31, 2017					October 31, 2022				
	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	376	153	40.7%	27	7.2%	467	209	44.8%	50	10.7%	329	168	51.1%	28	8.5%
Tenured and Tenure Track Faculty	1,225	381	31.1%	283	23.1%	1,257	413	32.9%	353	28.1%	1,129	371	32.9%	348	30.8%
Non-Tenure Track Faculty	565	320	56.6%	87	15.4%	600	341	56.8%	103	17.2%	578	317	54.8%	95	16.4%
Professional and Scientific Staff	2,113	1,069	50.6%	238	11.3%	2,778	1,420	51.1%	540	19.4%	3,230	1,855	57.4%	582	18.0%
Secretarial and Clerical Staff	892	796	89.2%	34	3.8%	790	684	86.6%	44	5.6%	437	377	86.3%	28	6.4%
Technical and Paraprofessional Staff	132	88	66.7%	6	4.5%	131	97	74.0%	7	5.3%	378	175	46.3%	29	7.7%
Skilled Crafts Staff	271	13	4.8%	4	1.5%	259	9	3.5%	8	3.1%	110	6	5.5%	7	6.4%
Service and Maintenance Staff	578	282	48.8%	56	9.7%	564	268	47.5%	63	11.2%	606	262	43.2%	91	15.0%
Total	6,152	3,102	50.4%	735	11.9%	6,846	3,441	50.3%	1,168	17.1%	6,797	3,531	51.9%	1,208	17.8%

UNIVERSITY OF NORTHERN IOWA															
Primary Occupational Activity Group	October 31, 2012					October 31, 2017					October 31, 2022				
	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	95	41	43.2%	8	8.4%	100	49	49.0%	11	11.0%	92	41	44.6%	9	9.8%
Tenured and Tenure Track Faculty	516	225	43.6%	77	14.9%	471	216	45.9%	76	16.1%	388	188	48.5%	69	17.8%
Non-Tenure Track Faculty	36	24	66.7%	2	5.6%	54	34	63.0%	4	7.4%	56	37	66.1%	6	10.7%
Professional and Scientific Staff	592	344	58.1%	56	9.5%	636	366	57.5%	66	10.4%	595	349	58.7%	64	10.8%
Secretarial and Clerical Staff	249	244	98.0%	11	4.4%	222	216	97.3%	13	5.9%	171	166	97.1%	13	7.6%
Technical and Paraprofessional Staff	20	5	25.0%	3	15.0%	19	4	21.1%	2	10.5%	15	3	20.0%	3	20.0%
Skilled Crafts Staff	56	4	7.1%	2	3.6%	60	3	5.0%	3	5.0%	45	2	4.4%	2	4.4%
Service and Maintenance Staff	224	115	51.3%	28	12.5%	205	97	47.3%	25	12.2%	241	105	43.6%	32	13.3%
Total	1,788	1,002	56.0%	187	10.5%	1,767	985	55.7%	200	11.3%	1,603	891	55.6%	198	12.4%

IOWA SCHOOL FOR THE DEAF															
Primary Occupational Activity Group	October 31, 2012					October 31, 2017					October 31, 2022				
	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	3	0	0.0%	0	0.0%	5	1	20.0%	0	0.0%	7	4	57.1%	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	34	33	97.1%	0	0.0%	35	30	85.7%	1	2.9%	26	25	96.2%	0	0.0%
Professional and Scientific Staff	34	23	67.6%	1	2.9%	41	30	73.2%	1	2.4%	39	27	69.2%	3	7.7%
Secretarial and Clerical Staff	4	4	100.0%	1	25.0%	5	5	100.0%	0	0.0%	5	5	100.0%	0	0.0%
Technical and Paraprofessional Staff	24	20	83.3%	1	4.2%	22	16	72.7%	1	4.5%	21	16	76.2%	2	9.5%
Skilled Crafts Staff	6	0	0.0%	0	0.0%	5	0	0.0%	0	0.0%	5	0	0.0%	0	0.0%
Service and Maintenance Staff	16	10	62.5%	2	12.5%	13	7	53.8%	1	7.7%	13	5	38.5%	1	7.7%
Total	121	90	74.4%	5	4.1%	126	89	70.6%	4	3.2%	116	82	70.7%	6	5.2%

IOWA EDUCATIONAL SERVICES FOR THE BLIND & VISUALLY IMPAIRED															
Primary Occupational Activity Group	October 31, 2012					October 31, 2017					October 31, 2022				
	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	5	2	40.0%	0	0.0%	3	2	66.7%	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	50	41	82.0%	0	0.0%	52	43	82.7%	0	0.0%	56	51	91.1%	0	0.0%
Professional and Scientific Staff	3	3	100.0%	0	0.0%	3	2	66.7%	0	0.0%	4	3	75.0%	0	0.0%
Secretarial and Clerical Staff	4	4	100.0%	0	0.0%	4	4	100.0%	0	0.0%	6	6	100.0%	0	0.0%
Technical and Paraprofessional Staff	1	0	0.0%	0	0.0%	1	0	0.0%	0	0.0%	1	1	100.0%	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	10	4	40.0%	1	10.0%	9	4	44.4%	0	0.0%	3	2	66.7%	0	0.0%
Total	73	54	74.0%	1	1.4%	72	55	76.4%	0	0.0%	73	65	89.0%	0	0.0%

TOTAL REGENT INSTITUTIONS															
Primary Occupational Activity Group	October 31, 2012					October 31, 2017					October 31, 2022				
	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	832	328	39.4%	53	6.4%	955	440	46.1%	97	10.2%	792	399	50.4%	99	12.5%
Tenured and Tenure Track Faculty	3,215	1,097	34.1%	652	20.3%	3,098	1,077	34.8%	728	23.5%	2,802	1,019	36.4%	728	26.0%
Non-Tenure Track Faculty	1,580	854	54.1%	269	17.0%	1,998	1,090	54.6%	379	19.0%	2,168	1,207	55.7%	416	19.2%
Professional and Scientific Staff	10,999	7,318	66.5%	930	8.5%	14,034	9,439	67.3%	1,573	11.2%	15,619	10,863	69.5%	1,895	12.1%
Secretarial and Clerical Staff	3,166	2,753	87.0%	144	4.5%	2,489	2,105	84.6%	166	6.7%	1,561	1,280	82.0%	169	10.8%
Technical and Paraprofessional Staff	811	584	72.0%	67	8.3%	1,001	761	76.0%	117	11.7%	1,325	902	68.1%	220	16.6%
Skilled Crafts Staff	699	40	5.7%	25	3.6%	679	31	4.6%	26	3.8%	377	13	3.4%	18	4.8%
Service and Maintenance Staff	2,626	1,362	51.9%	407	15.5%	2,916	1,546	53.0%	634	21.7%	2,897	1,560	53.8%	826	28.5%
Total	23,928	14,336	59.9%	2,547	10.6%	27,170	16,489	60.7%	3,720	13.7%	27,541	17,243	62.6%	4,371	15.9%

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 2021; data provided on page 4 reflects faculty with appointments 50% and greater in Fall 2022. Workforce data as portrayed in the tables on page 4 are not available for peer institutions.

Full-Time Tenured and Tenure Track - Fall 2021		
	Percent Female	Percent Minority
University of Iowa	34.24%	22.15%
Peer Group Average	37.52%	26.80%
Iowa State University	32.75%	26.93%
Peer Group Average	36.13%	26.61%
University of Northern Iowa	48.6%	20.5%
Peer Group Average	45.1%	24.6%

Affirmative Action – Funding Sources and Itemized Costs

AFFIRMATIVE ACTION REVENUES AND EXPENDITURES - FY 2022¹				
	SUI Office of Institutional Equity	ISU Office of Equal Opportunity²	UNI Office of Compliance and Equity Management	Total
REVENUES				
State Appropriations				
General Fund	\$366,384	\$276,076	\$33,930	\$676,390
Other				0
State Appropriations - Subtotal	\$366,384	\$276,076	\$33,930	\$676,390
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	\$366,384	\$276,076	\$33,930	\$676,390
EXPENDITURES				
Salaries				
Faculty and Institutional Officers Salaries				\$0
Professional and Scientific Staff Salaries	\$361,840	\$258,576	\$28,687	649,103
General Service Staff Salaries				0
Hourly Wages			\$1,443	1,443
Labor in Transfers				0
Vacancy Factor				0
Salaries - Subtotal	\$361,840	\$258,576	\$30,130	\$650,546
Other				
Professional and Scientific Staff Supplies	\$4,544	\$17,500	\$3,800	\$25,844
Library Acquisitions				0
Rentals				0
Utilities				0
Building Repairs				0
Auditor of State Reimbursement				0
Aid to Individuals				0
Other - Subtotal	\$4,544	\$17,500	\$3,800	\$25,844
Total Expenditures	\$366,384	\$276,076	\$33,930	\$676,390

¹The report of revenues and expenditures reflects the salaries/benefits of staff related to affirmative action efforts and the affirmative action plan. They do not reflect the entire budget of the Office of Institutional Equity (SUI), Office of Equal Opportunity (ISU) and Office of Compliance and Equity Management (UNI).

²P&S staff salaries include the Director, Interim Director, and Administrative Assistant salaries/benefits.