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ANNUAL AFFIRMATIVE ACTION 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 2024. (page 3)

▶ 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 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 change 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:

UNIVERSITY OF IOWA															
Primary Occupational Activity Group	October 31, 2014					October 31, 2019					October 31, 2024				
	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	369	151	40.9%	21	5.7%	369	178	48.2%	43	11.7%	421	212	50.4%	65	15.4%
Tenured and Tenure Track Faculty	1,453	476	32.8%	301	20.7%	1,335	455	34.1%	306	22.9%	1,275	466	36.5%	336	26.4%
Non-Tenure Track Faculty	967	483	49.9%	191	19.8%	1,458	767	52.6%	346	23.7%	1,567	830	53.0%	346	22.1%
Professional and Scientific Staff	8,898	6,363	71.5%	728	8.2%	11,162	8,106	72.6%	1060	9.5%	13,255	9,703	73.2%	1,502	11.3%
Secretarial and Clerical Staff	1,773	1,488	83.9%	97	5.5%	1,255	999	79.6%	124	9.9%	924	704	76.2%	146	15.8%
Technical and Paraprofessional Staff	685	532	77.7%	78	11.4%	936	740	79.1%	150	16.0%	1,047	810	77.4%	240	22.9%
Skilled Crafts Staff	354	19	5.4%	17	4.8%	319	18	5.6%	16	5.0%	236	10	4.2%	15	6.4%
Service and Maintenance Staff	1,925	1,024	53.2%	390	20.3%	2,143	1,222	57.0%	607	28.3%	2,463	1,424	57.8%	897	36.4%
Total	16,424	10,536	64.2%	1,823	11.1%	18,977	12,485	65.8%	2,652	14.0%	21,188	14,159	66.8%	3,547	16.7%

IOWA STATE UNIVERSITY															
Primary Occupational Activity Group	October 31, 2014					October 31, 2019					October 31, 2024				
	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	419	183	43.7%	34	8.1%	478	229	47.9%	46	9.6%	321	173	53.9%	31	9.7%
Tenured and Tenure Track Faculty	1,262	403	31.9%	318	25.2%	1,203	398	33.1%	337	28.0%	1,070	357	33.4%	350	32.7%
Non-Tenure Track Faculty	681	383	56.2%	104	15.3%	642	359	55.9%	102	15.9%	623	333	53.5%	114	18.3%
Professional and Scientific Staff	2,254	1,142	50.7%	280	12.4%	2,791	1,469	52.6%	478	17.1%	3,446	1,938	56.2%	633	18.4%
Secretarial and Clerical Staff	889	786	88.4%	38	4.3%	712	616	86.5%	45	6.3%	422	364	86.3%	29	6.9%
Technical and Paraprofessional Staff	138	94	68.1%	10	7.2%	106	68	64.2%	5	4.7%	380	173	45.5%	31	8.2%
Skilled Crafts Staff	279	14	5.0%	7	2.5%	264	12	4.5%	8	3.0%	113	7	6.2%	6	5.3%
Service and Maintenance Staff	302	299	99.0%	56	18.5%	623	331	53.1%	76	12.2%	632	270	42.7%	102	16.1%
Total	6,224	3,304	53.1%	847	13.6%	6,819	3,482	51.1%	1,097	16.1%	7,007	3,615	51.6%	1,296	18.5%

UNIVERSITY OF NORTHERN IOWA															
Primary Occupational Activity Group	October 31, 2014					October 31, 2019					October 31, 2024				
	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	99	43	43.4%	9	9.1%	101	51	50.5%	11	10.9%	81	40	49.4%	6	7.4%
Tenured and Tenure Track Faculty	550	255	46.4%	86	15.6%	441	203	46.0%	84	19.0%	301	142	47.2%	69	22.9%
Non-Tenure Track Faculty	26	14	53.8%	2	7.7%	58	35	60.3%	5	8.6%	79	55	69.6%	7	8.9%
Professional and Scientific Staff	622	360	57.9%	55	8.8%	632	360	57.0%	77	12.2%	653	364	55.7%	72	11.0%
Secretarial and Clerical Staff	249	243	97.6%	12	4.8%	201	191	95.0%	12	6.0%	177	166	93.8%	15	8.5%
Technical and Paraprofessional Staff	21	5	23.8%	3	14.3%	18	3	16.7%	3	16.7%	18	4	22.2%	4	22.2%
Skilled Crafts Staff	59	3	5.1%	3	5.1%	54	3	5.6%	2	3.7%	41	1	2.4%	1	2.4%
Service and Maintenance Staff	234	119	50.9%	30	12.8%	211	96	45.5%	30	14.2%	219	103	47.0%	46	21.0%
Total	1,860	1,042	56.0%	200	10.8%	1,716	942	54.9%	224	13.1%	1,569	875	55.8%	220	14.0%

TOTAL REGENT INSTITUTIONS															
Primary Occupational Activity Group	October 31, 2014					October 31, 2019					October 31, 2024				
	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	887	377	42.5%	64	7.2%	948	458	48.3%	100	10.5%	823	425	51.6%	102	12.4%
Tenured and Tenure Track Faculty	3,265	1,134	34.7%	705	21.6%	2,979	1,056	35.4%	727	24.4%	2,646	965	36.5%	755	28.5%
Non-Tenure Track Faculty	1,674	880	52.6%	297	17.7%	2,158	1,161	53.8%	453	21.0%	2,269	1,218	53.7%	467	20.6%
Professional and Scientific Staff	11,774	7,865	66.8%	1,063	9.0%	14,585	9,935	68.1%	1,615	11.1%	17,354	12,005	69.2%	2,207	12.7%
Secretarial and Clerical Staff	2,911	2,517	86.5%	147	5.0%	2,168	1,806	83.3%	181	8.3%	1,523	1,234	81.0%	190	12.5%
Technical and Paraprofessional Staff	844	631	74.8%	91	10.8%	1,060	811	76.5%	158	14.9%	1,445	987	68.3%	275	19.0%
Skilled Crafts Staff	692	36	5.2%	27	3.9%	637	33	5.2%	26	4.1%	390	18	4.6%	22	5.6%
Service and Maintenance Staff	2,461	1,442	58.6%	476	19.3%	2,977	1,649	55.4%	713	24.0%	3,314	1,797	54.2%	1,045	31.5%
Total	24,508	14,882	60.7%	2,870	11.7%	27,512	16,909	61.5%	3,973	14.4%	29,764	18,649	62.7%	5,063	17.0%

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 2023; data provided on page 3 reflects faculty with appointments 50% and greater in Fall 2024. Workforce data as portrayed in the tables on page 3 are not available for peer institutions.

Full-Time Tenured and Tenure Track - Fall 2023		
	Percent Female	Percent Minority
University of Iowa	35.95%	24.07%
Peer Group Average	39.31%	27.53%
Iowa State University	33.77%	29.47%
Peer Group Average	35.91%	27.23%
University of Northern Iowa	48.8%	21.3%
Peer Group Average	47.5%	29.8%

Affirmative Action – Funding Sources and Itemized Costs

AFFIRMATIVE ACTION REVENUES AND EXPENDITURES - FY 2024 ¹				
	SUI Office of Civil Rights Compliance	ISU Office of Equal Opportunity	UNI Office of Civil Rights Compliance	Total
REVENUES				
State Appropriations				
General Fund	\$386,914	\$86,863	\$45,837	\$519,614
Other				0
State Appropriations - Subtotal	\$386,914	\$86,863	\$45,837	\$519,614
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	\$386,914	\$86,863	\$45,837	\$519,614
EXPENDITURES				
Salaries				
Faculty and Institutional Officers Salaries				\$0
Professional and Scientific Staff Salaries	\$381,496	\$74,363	\$38,762	494,621
General Service Staff Salaries				0
Hourly Wages			\$3,200	3,200
Labor in Transfers				0
Vacancy Factor				0
Salaries - Subtotal	\$381,496	\$74,363	\$41,962	\$497,821
Other				
Professional and Scientific Staff Supplies	\$5,418	\$12,500	\$3,875	\$21,793
Library Acquisitions				0
Rentals				0
Utilities				0
Building Repairs				0
Auditor of State Reimbursement				0
Aid to Individuals				0
Other - Subtotal	\$5,418	\$12,500	\$3,875	\$21,793
Total Expenditures	\$386,914	\$86,863	\$45,837	\$519,614

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 Civil Rights and Compliance (SUI), Office of Equal Opportunity (ISU) or the Office of Civil Rights and Compliance (UNI).