

Contact: Aimee Claeys

**ANNUAL AFFIRMATIVE ACTION REPORT**

**Committee Action Requested:** Recommend to the Board approval of the Annual Affirmative Action Report and the Regents' Minority and Women Educators Enhancement Program Report.

**Executive Summary:** Iowa Code § 19B.4 requires that the Board and its institutions prepare annually an affirmative action plan, which contains a clear and unambiguous written program containing goals and time specifications related to personnel administration. Iowa Code § 19B.5 requires the Board 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. The affirmative action report summarizes activities of the Regent institutions during the past year to provide equal employment opportunities for administrators, faculty and staff.

Iowa Code § 262.82 requires the Board to establish a program to recruit women and minority educators to faculty positions at the Regent institutions and to file an annual report of these activities.

**Affirmative Action – Funding Sources and Itemized Costs**

<b>AFFIRMATIVE ACTION REVENUES AND EXPENDITURES - FY 2025<sup>1</sup></b>				
	<b>SUI Office of Civil Rights Compliance</b>	<b>ISU Office of Equal Opportunity</b>	<b>UNI Office of Civil Rights Compliance</b>	<b>Total</b>
<b>REVENUES</b>				
<b>State Appropriations</b>				
General Fund	\$300,674	\$117,994	\$16,463	\$435,131
Other				0
<b>State Appropriations - Subtotal</b>	<b>\$300,674</b>	<b>\$117,994</b>	<b>\$16,463</b>	<b>\$435,131</b>
<b>Other Revenues</b>				
Federal Support				0
Interest				0
Tuition and Fees				0
Reimbursed Indirect Costs				0
Sales and Services				0
Other Income				0
<b>Other Revenues - Subtotal</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Total Revenues</b>	<b>\$300,674</b>	<b>\$117,994</b>	<b>\$16,463</b>	<b>\$435,131</b>
<b>EXPENDITURES</b>				
<b>Salaries</b>				
Faculty and Institutional Officers Salaries				\$0
Professional and Scientific Staff Salaries	\$288,501	\$109,014	\$11,384	408,899
General Service Staff Salaries				0
Hourly Wages				0
Labor in Transfers				0
Vacancy Factor				0
<b>Salaries - Subtotal</b>	<b>\$288,501</b>	<b>\$109,014</b>	<b>\$11,384</b>	<b>\$408,899</b>
<b>Other</b>				
Professional and Scientific Staff Supplies	\$12,173	\$8,980	\$5,079	\$26,232
Library Acquisitions				0
Rentals				0
Utilities				0
Building Repairs				0
Auditor of State Reimbursement				0
Aid to Individuals				0
<b>Other - Subtotal</b>	<b>\$12,173</b>	<b>\$8,980</b>	<b>\$5,079</b>	<b>\$26,232</b>
<b>Total Expenditures</b>	<b>\$300,674</b>	<b>\$117,994</b>	<b>\$16,463</b>	<b>\$435,131</b>

\*The 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), the Office of Equal Opportunity (ISU) and the Office of Civil Rights and Compliance (UNI).