

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Governance Report on Diversity Programs
Date: January 7, 2001

**Recommended
Actions:**

Receive the following annual reports:

- Affirmative Action
- Minority and Women Educators Enhancement Program

**Executive
Summary:**

Report required by
Iowa Code.

Diversity has been identified as a Key Result Area in the Board's strategic plan. Consistent with this emphasis, the Annual Affirmative Action Report tracks progress of the Regent institutions in providing equal employment opportunity to all. Following presentation to the Board, the Annual Affirmative Action Report will be transmitted to the Iowa Department of Management for submission to the Governor, along with reports from other agencies, in compliance with the Iowa Code.

For federal reporting purposes, the work force of the Regent institutions is divided into eight categories: (1) Executive/Administrative/Managerial (2) Faculty—tenure track (3) Faculty—non-tenure track (4) Professional and Scientific (5) Secretarial/Clerical (6) Technical/Paraprofessional (7) Skilled Crafts, and (8) Service Maintenance. While increases or decreases in a given employment category may be slight from year to year, progress is evident when viewed over a five or ten year period.

Minority employment
now stands at 8.2%.

Total minority employment has risen from 6.0% in 1991, to 7.0% in 1996, and now stands at 8.2%, slightly off from 8.3% last year.

Percentage of women
in the Regent
workforce has
increased.

Progress is also apparent in the percentage of women in the workforce, particularly in tenure track positions. The percentage of women tenure track faculty has increased from 21.6% in 1991 to 28.7% in 2001. Minority tenure track faculty has increased from 9.8% in 1991 to 13.3% in 2001—up from 13% last year. Detailed tables comparing the current workforce with that of five and ten years ago are attached to this memorandum as Attachments A-F.

The universities are considered to be federal contractors for federal reporting purposes and must comply with Executive Order 11246 by

State and Federal
reporting
requirements

developing an annual affirmative action compliance program. Federal and state law requires the universities to:

- Take affirmative action to employ and advance in employment qualified persons who are members of minority groups, women, persons with disabilities, disabled veterans and veterans of the Vietnam era.
- Develop an affirmative action plan and report activity for these individuals.
- Prepare the IPEDS Fall Staff Survey, the Vets 100 Report (on covered veterans), and the EEO/AA Annual Institutional Assurances Certification (to the Iowa College Student Aid Commission).

Interinstitutional
Committee

The Board established the Committee on Affirmative Action and Equal Opportunity in 1990. The interinstitutional committee meets to develop common guidelines for administration of Regent policies and to exchange important information on equal employment issues. Chair Carla Espinoza, of Iowa State University, has convened the group several times this past year to share valuable information on campus affirmative action activities, including discussions on "the business case for diversity" in Iowa.

Minority Women and
Faculty Enhancement
Program

Annual Report on Minority Women and Faculty Enhancement Program

Iowa Code Section 262.82 provides that the Board of Regents establish a program to recruit minority and women educators to faculty positions in the universities under the Board's control. The program shall include, but is not limited to, the creation of faculty positions in all areas of academic pursuit. For fiscal year 2001, the Regent institutions committed a total of \$974,500 to support this program.

The **University of Iowa** devoted \$600,000 to the Faculty Diversity Opportunities Program, compared with \$551,308 last year, and is using these funds to:

- Support 24 minority and women faculty or post doctoral fellowship appointments, four more than last year.

Iowa State University has provided funding for 76 women or minority faculty since the initiation of the program in 1990, at a cost of approximately \$2 million.

- For FY 2001 ISU committed \$334,500 (compared with \$284,000 last year) to the Academic Plan Pool and faculty mentoring program, focusing on recruiting and retaining faculty and staff from underrepresented groups.

The **University of Northern Iowa** expended \$40,000 to support a minority woman as an associate dean and faculty member.

Strategic Plan:

Diversity is integral to the Regent institutions.

The Board of Regents continues to emphasize its commitment to diversity as integral to the educational mission of the Regent institutions. Key Result Area 3.0.0.0 in the Board's strategic plan is diversity, providing that the Board will "establish policies to encourage continuous improvement of the climate for diversity and ensure equal educational and employment opportunities."

The Regent institutions echo this commitment to achieving a diverse work force in their strategic plans.

Background:

Minority employment holds steady at 8.2%.

Overall minority employment at the Regent institutions for fiscal year 2001 is 8.2% for all employment categories, compared with 8.3% for fiscal year 2000.

The statistics provided in the annual reports on affirmative action are prepared from work force data compiled for all permanent, full-time and part-time employees working 50% or more for the period October 1, 2000 to September 30, 2001.

- This is the same information provided to the federal Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP).
- Different methodologies are used to tabulate the number of tenures faculty in the affirmative action report and the annual report on faculty tenure (G.D.8).

The **University of Iowa** employed 13,616 half-time or greater permanent employees at the end of the program year, September 30, 2001. This compares to 13,354 in 2000. Within this cohort, the following details emerge:

Number of female and minority employees increase at SU.

- The total number of female employees increased by 184, from 8136 in 2000 to 8320 in 2001.
- The total number of minority employees increased by 17, from 1015 in 2000, to 1032 in 2001.
- There was a slight increase in the percentage of female tenure track faculty, which rose to 27.3% from 26.6% last year.
- The university experienced a net loss of three minority tenure track faculty, off .3% from last year.
- Female faculty received 29% of the promotions among tenure track faculty, even with last year. This rate of promotion still exceeds the percentage of women in the tenure track faculty, now at 27.3%.

Rates of promotion and tenure for minorities and women

- Minority faculty received 15% of the promotions among tenure track faculty, up from 8% in 2000. The rate of promotion and tenure for minority faculty is higher than the representation of minorities among the tenure track faculty (now at 12.6%—down from 12.9% in 2000). It is important to note that the number of faculty eligible for promotion or tenure review varies from year to year.
- Minority representation among tenure track faculty has risen over the past ten years, from 11.2% in 1991 to 12.6% in 2001. Female representation in this group has risen from 20.5% in 1991 to 27.3% in 2001.
- While the percentage of minority tenure track faculty has increased, the pace has been much slower than that of female faculty. The number of Black/African American tenure track faculty peaked in 1995 at 34, decreased steadily through 1998 and is now at 27, down from 31 in 2000—but the same as in 1999. While this represents a decline it is within the range of typical fluctuations from year to year.
- The largest gain among minority tenure track faculty in the last five years occurred among Hispanic/Latino faculty—rising from 1.7% in 1996 to 2.6% in 2001.
- Over a five year period, the percentage of women in Executive/Administrative/Managerial staff has increased from 29.6% in 1996 to 31.8% in 2001. Over a ten year period the greatest progress for women occurred in this category, which experienced a gain of 8.2%.
- The largest gains for minority staff occurred in the Service/Maintenance group, which rose from 5.2% in 1991 to 13.1% in 2001.

Percentage of Black/African American tenure track faculty

Largest gain among Hispanic/Latino faculty

University of Iowa Goals and Action-Oriented Programs

Individual departments have made good faith efforts to recruit women and minorities but the university needs to remain vigilant and increase strategies to retain those who are recruited.

The university has identified as a fundamental principle the need to “maintain and enhance a culturally diverse and humane university community” and encourages each department to recruit, appoint, and promote persons who meet its high standards of excellence and who contribute to the university’s affirmative action mission. Consistent with this principle:

- The university met or exceeded its hiring goals in all major employment categories; however, in some job categories within the major categories, underutilization of women and minorities remains.
- The Office of Affirmative Action is responsible for ensuring compliance with federal and state equal opportunity requirements and for educating the university community about diversity.

Office of Affirmative Action programs promote diversity.

- The Diversity Dialogue Program continues to engage dialogue “across difference and about difference” through small-group facilitated discussions among the university community.
- The 2001 Catalyst Award-- designed in 1999 to honor creative initiatives by faculty or staff to promote an inclusive community—was presented to Professor Eugene Madison and Akwasi Boateng.
- The ADA Compliance Committee presented a self-evaluation to President Coleman in May 2001, addressing existing barriers to physical and technological accessibility on campus.
- A committee is reviewing the Sexual Harassment and Consensual Relationship Policy in light of recent legal developments.
- The Department of Labor, Office of Federal Contract Compliance Programs, concluded an audit of the university in July 2001 and found “no apparent deficiencies or violations”.

Iowa State University employed 6,103 half-time or greater permanent employees at the end of the program year, September 30, 2001, as compared to 6,172 in 2000. Details of this employment picture include the following:

ISU female employees up significantly in Executive/Administrative/Managerial positions

Number of Minority employees increase 2.8% in ten years.

ISU minority workforce has grown in past 10 years.

- Female employees comprise 49.2% of the total workforce, the same as last year.
- Women represent 25.6% (25.4% in 2000) of the tenure/tenure track faculty.
- Women in Executive/Administrative/Managerial positions increased to 31.5%, up from 28.5% in 2000.
- Minority employees make up 9.2% of the total ISU workforce, down slightly from 9.4% last year.
- The university has experienced a 2.8% increase in the total number of minority employees in the last ten years-- from 6.4% in 1991, to 9.2% in 2001.
- Minorities in tenure/tenure track faculty positions remained constant at 183. Minority representation in this category now stands at 14.6%, compared with 8.4% in 1991.
- Minority employees comprise 8.2% of the Executive/Administrative/ Managerial group, up from 8.0% last year.
- ISU's hiring goals for the 2000-2001 hiring year were to maintain the previous year's levels of women and minorities. For women, hiring goals were met and exceeded in the following categories: Executive/Administrative/Managerial, Professional and Scientific and Service/Maintenance. For minorities, goals were met in the following categories: Executive/Administrative/Managerial, Faculty Tenure/Tenure Track, Professional and Scientific, and Skilled Crafts.
- The minority workforce at ISU has experienced growth in nearly all categories since 1991, representing an overall increase of 235 minority employees in ten years.

Iowa State University Core Values and Programs

Iowa State University has made a key commitment, discussed in the Strategic Plan for 2000-2005, to "value, embrace, and reflect human and intellectual diversity, inclusivity, and dignity in the environments we create, nurture, or influence to fulfill our mission and realize our aspiration." Consistent with the core values of Mutual Respect and Inclusiveness, the university has made the following efforts:

- Sexual, Racial and Ethnic Harassment Policy Training has been developed and is available for all faculty, staff and students—including on-line training. As of November 2001, 1,342 ISU employees had participated.
- ISU is an active participant in the National Conference on Race and Ethnicity/Iowa Conference on Race and Ethnicity (NCORE/ICORE) project, sending over 30 faculty, staff and students to this year's annual meeting in Seattle and attracting over 300 participants to the ICORE meeting in Ames.
- ISU Diversity Training is offered through the Human Resource Services Office, providing customized workshops and seminars to departments and groups on such topics as Cross-Cultural Communication and Gender Issues in the Workplace.
- A Diversity Employment Outreach website is available to guide hiring departments in locating additional recruitment resources which would have a significant audience of minority and female applicants.
- ISU participates in the Breaking Down Barriers Committee in an effort to make Ames a more welcoming place for females and minorities.
- In September 2001, the Provost's Office enhanced the involvement of the Office of Equal Opportunity and Diversity (EOD, previously the ISU Affirmative Action Office) in tenure-track hiring and searches. EOD reviews candidates selected for on-campus interviews in an effort to support departments to take important measures to include underrepresented classes in their hiring pools.
- ISU participates actively in the American Association of Affirmative Action (AAAA) at both the regional and national level.

The **University of Northern Iowa** has a half-time or greater permanent workforce of 2,031, as compared with 1,980 in 2000. A closer look at UNI's workforce includes the following:

- The university's total workforce includes 9.6% minority employees, a decrease from 10.3% in 2000, and down from 10.9% five years ago.
- Minority persons comprise 12.4% of the tenure/tenure track faculty, down from 12.7% last year, but up from 10.5% in 1996 and significantly increased from 8.4% in 1991.

Minority and women
tenure/tenure track
faculty increase since
1991.

- Women comprise 39.3% of the UNI tenure/tenure track faculty, this is an increase from 36.9% in 1996, and from 31.6% in 1991.
- Hiring goals were met, or had already been met, for women and minorities in several employment categories— Executive/Administrative, Technical/Paraprofessional, and Service/Maintenance. Notably, goals were not met for women and minorities in the faculty tenure/tenure track category, possibly due to 36 closed/canceled faculty searches throughout the year.

UNI Affirmative Action Programs

Most individual UNI departments are maintaining the diversity that has been previously established, but need increased resources to continue to make necessary progress in recruiting members of the protected classes.

Affirmative action hiring efforts continue despite budget limitations.

UNI administrators have been successful in taking affirmative action but will have to be creative to make progress despite budget limitations. The UNI Office of Compliance and Equity Management has also made the following efforts:

- Providing information, strategy and support to assist departments in diversity hiring efforts-- Faculty Recruitment Plans.
- Internet recruiting service subscription to the "National Minority Faculty Identification Program", as well as to the "Minority and Women Doctoral Directory".

The **Iowa School for the Deaf** employed 149 full-time and part-time employees at the end of the reporting year, compared with 166 in 2000.

Minority employees increase at ISD

- Women comprise 71.1% of the workforce, compared with 69.9% in 2000.
- Minorities make up 6.0% of the workforce, up from 5.4% last year, and significantly up from 0.6% in 1991.
- ISD established two affirmative action goals for the reporting year, to add a male minority to the Faculty and to hire a female minority in the Technical/Paraprofessional group. No faculty were hired but a female minority was promoted to the Technical group.
- 18.8% of ISD's employees are deaf, slightly down from last year.
- Recruiting efforts are made in both regionally and nationally to seek a diverse pool of applicants.

The **Iowa Braille and Sight Saving School** has a workforce of 95 employees, down from 102 in 2000.

Members of Iowa Braille Faculty are visually impaired.

- Women make up 77.9% of the workforce, down from 80.4% last year.
- While there are no minorities, six faculty members are blind or visually impaired.
- The school continues to be a strong proponent of diversity and to continue seeking minority employees, particularly through Kirkwood Community College and the University of Northern Iowa.

Minority and Women Faculty Enhancement Programs

Annual Report on Minority and Women Faculty Enhancement Program

Iowa Code Section 262.82 provides that the Board of Regents shall establish a program to recruit minority educators to faculty positions in the universities under the Board's control. The program shall include, but is not limited to, the creation of faculty positions in all areas of academic pursuit. The table below compares this fiscal year's expenditures with those of fiscal year 2000.

	FY2001	FY2000
University of Iowa	\$600,000	\$551,308
Iowa State University	\$334,500	\$284,000
University of Northern Iowa	\$40,000	\$40,000
Total	\$974,500	\$875,308

The **University of Iowa's** Faculty Diversity Opportunities Program (FDOP) is administered by the Associate Provost for Diversity, who works with collegiate Deans to identify potential minority faculty hires from pools developed as part of regular faculty searches. Program funds are used to support the first several years of employment of newly recruited faculty members.

- FDOP funds totaling \$600,000 are assisting with support of 24 minority and women faculty or post-doctoral appointments, compared with 20 positions last year.
- The Faculty Diversity Opportunities Program assists colleges and departments in the identification and recruitment of minority and women faculty.

In addition to providing partial funding to support the hiring of underrepresented faculty, **Iowa State University** initiated a faculty mentoring program in 1992 and a university-level internship program in

1993 to assist in the hiring, retention and advancement of minority faculty. Since inception, the program has provided funding for 76 women or minority faculty members.

- While the mentoring program is not exclusive to women and minorities, 35 women and 17 minorities (out of 84 faculty members) participated in the 2001 mentoring program.

The Academic Fund Pool was initiated by the Provost's Office in FY 2001 for the purpose of accommodating a spouse or partner of an ISU employee—thereby enhancing the recruitment and retention of underrepresented groups.

Programs to enhance the hiring, retention and advancement of women educators at ISU include the following:

- The Office of the Provost and individual colleges provide partial financial support to departments who need to provide classroom continuity when faculty women take maternity leave.
- Child Care Resources supports university families by linking them with programs and services to help meet their child care needs.
- The Margaret Sloss Women's Center provides programming and support systems for all women on campus. The Center sponsors Women's Week and Women in Touch programs, dedicated to workplace topics, as well as an annual welcome reception, hosted by the Provost, for women newly employed by the university. This event draws attention to the place of women in virtually all aspects of university life and work.
- The Office of the Provost and the University Committee on Women provide leadership support for a Faculty Women's Network. The group, which includes faculty women from all colleges, has discussed issues of common concern, including tenure and sexual harassment.

As reported to the Board in past years, the **University of Northern Iowa** began its program in 1989 by supporting a minority faculty member for the Political Science Department and, in 1990, added support for an administrative/academic position. A minority female has been recruited and hired as Associate Dean for the Graduate College and as a faculty member in the Department of Educational Administration and Counseling. Program funds continue to be used to support this position.

Statutory requirement added, affirmative action cost reporting.

Affirmative Action Cost Reporting, House File 587

In addition to these reports, House File 587, amending Iowa Code

§19B.5, requires the inclusion of information identifying funding sources and itemized costs for these programs. The institutions report the following expenditures to support the offices of affirmative action:

- The University of Iowa Affirmative Action Office expended a total of \$563,583.
- Iowa State University's Office of Equal Opportunity and Diversity expended \$237,253.
- The University of Northern Iowa's Office of Compliance and Equity Management expended \$195,199.
- The Iowa School for the Deaf and Iowa Braille and Sight Saving School do not have affirmative action offices, thus no funds were expended.

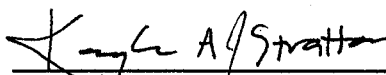
Analysis:

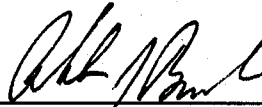
Steady incremental progress is evident again this year in achieving the goal of a diverse workforce and in ensuring equal employment opportunity, when viewed over the last decade. However, continued vigilance and renewed commitment to diversity is required by the Board and the Regent institutions to ensure that progress continues, especially as resources become limited.

With respect to the Minority and Women Faculty Enhancement Program, the universities appear to be utilizing funds in ways that suit the unique needs of each institution. A variety of programs have been developed to improve the campus climate for diversity for minority and women faculty.

In compliance with Chapter 262.93 of the Iowa Code, the Minority and Women Faculty Enhancement report will be submitted to the Iowa General Assembly.

Acceptance of the reports is recommended.


Kayla A.J. Stratton

Approved: 
Robert J. Barak

**ANNUAL AFFIRMATIVE ACTION REPORT
UNIVERSITY OF IOWA**

POA GROUP	September 30, 1991					September 30, 1996					September 30, 2001				
	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	254	60	23.6%	21	8.3%	274	81	29.6%	23	8.4%	286	91	31.8%	17	5.9%
Faculty: Tenure Track	1,621	332	20.5%	183	11.3%	1,615	362	22.4%	182	11.3%	1,543	421	27.3%	195	12.6%
Faculty: Non-Tenure Track	290	113	39.0%	75	25.9%	374	155	41.4%	75	20.1%	512	226	44.1%	99	19.3%
Professional and Scientific	4,788	3,332	69.6%	207	4.3%	5,104	3,506	68.7%	232	4.5%	5,856	3,979	67.9%	351	6.0%
Secretarial/Clerical	2,573	2,237	86.9%	48	1.9%	2,617	2,227	85.1%	62	2.4%	2,776	2,357	84.9%	102	3.7%
Technical/Paraprofessional	535	359	67.1%	13	2.4%	520	324	62.3%	20	3.8%	509	311	61.1%	22	4.3%
Skilled Crafts	443	33	7.4%	12	2.7%	451	41	9.1%	14	3.1%	421	41	9.7%	21	5.0%
Service/Maintenance	1,792	971	54.2%	93	5.2%	1,779	977	54.9%	152	8.5%	1,713	894	52.2%	225	13.1%
TOTALS	12,296	7,437	60.5%	652	5.3%	12,734	7,673	60.3%	760	6.0%	13,616	8,320	61.1%	1,032	7.6%

**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA STATE UNIVERSITY**

POA GROUP	September 30, 1991				September 30, 1996				September 30, 2001						
	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	250	49	19.6%	13	5.2%	260	66	25.4%	18	6.9%	267	84	31.5%	22	8.2%
Faculty: Tenure Track	1,285	243	18.9%	108	8.4%	1,268	285	22.5%	138	10.9%	1,252	321	25.6%	183	14.6%
Faculty: Non-Tenure Track	352	169	48.0%	41	11.6%	314	170	54.1%	34	10.8%	265	130	49.1%	27	10.2%
Professional and Scientific	1,614	694	43.0%	135	8.4%	2,085	947	45.4%	241	11.6%	2,022	897	44.4%	238	11.8%
Secretarial/Clerical	1,229	1,142	92.9%	28	2.3%	1,180	1,091	92.5%	30	2.5%	1,253	1,134	90.5%	40	3.2%
Technical/Paraprofessional	272	124	45.6%	14	5.1%	226	105	46.5%	8	3.5%	164	86	52.4%	4	2.4%
Skilled Crafts	316	17	5.4%	2	0.6%	315	18	5.7%	5	1.6%	310	16	5.2%	7	2.3%
Service/Maintenance	712	350	49.2%	43	6.0%	675	352	52.1%	49	7.3%	570	332	58.2%	43	7.5%
TOTALS	6,030	2,788	46.2%	384	6.4%	6,323	3,034	48.0%	523	8.3%	6,103	3,000	49.2%	564	9.2%

**ANNUAL AFFIRMATIVE ACTION REPORT
UNIVERSITY OF NORTHERN IOWA**

POA GROUP	September 30, 1991				September 30, 1996				September 30, 2001					
	Total Workforce	Female	% of Total	Minority	% of Total	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive/Administrative/Managerial	97	25	25.8%	9	9.3%	24	22.2%	11	10.2%	101	29	28.7%	7	6.9%
Faculty: Tenure Track	522	165	31.6%	44	8.4%	208	36.9%	59	10.5%	555	218	39.3%	69	12.4%
Faculty: Non-Tenure Track	92	52	56.5%	8	8.7%	53	70.7%	6	8.0%	172	110	64.0%	15	8.7%
Professional and Scientific	310	142	45.8%	35	11.3%	186	47.7%	41	10.5%	511	260	50.9%	39	7.6%
Secretarial/Clerical	280	275	98.2%	15	5.4%	289	98.3%	19	6.5%	328	318	97.0%	15	4.6%
Technical/Paraprofessional	16	9	56.3%	3	18.8%	13	56.5%	3	13.0%	28	13	46.4%	6	21.4%
Skilled Crafts	82	4	4.9%	7	8.5%	5	5.4%	8	8.7%	85	5	5.9%	5	5.9%
Service/Maintenance	245	143	58.4%	51	20.8%	145	57.8%	48	19.1%	251	142	56.6%	39	15.5%
TOTALS	1,644	815	49.6%	172	10.5%	923	51.4%	195	10.9%	2,031	1,095	53.9%	195	9.6%

**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA SCHOOL FOR THE DEAF**

POA GROUP	September 30, 1991				September 30, 1996				September 30, 2001					
	Total Workforce	Female	% of Total	Minority	% of Total	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive/Administrative/Managerial	7	1	14.3%	1	14.3%	5	0.0%		0.0%	5	1	20.0%		0.0%
Faculty: Tenure Track	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%
Faculty: Non-Tenure Track	59	40	0.0%	-	0.0%	54	0.0%		0.0%	55	43	0.0%	-	0.0%
Professional and Scientific	22	16	72.7%	-	0.0%	22	77.3%	1	4.5%	34	28	82.4%	2	5.9%
Secretarial/Clerical	9	8	88.9%	-	0.0%	9	100.0%	1	11.1%	4	4	100.0%	1	25.0%
Technical/Paraprofessional	43	35	81.4%	-	0.0%	32	84.4%	1	3.1%	26	23	88.5%	2	7.7%
Skilled Crafts	7	-	0.0%	-	0.0%	8	0.0%	-	0.0%	6	-	0.0%	-	0.0%
Service/Maintenance	20	10	50.0%	-	0.0%	19	47.4%	2	10.5%	19	7	36.8%	4	21.1%
TOTALS	167	110	65.9%	1	0.6%	149	69.1%	5	3.4%	149	106	71.1%	9	6.0%

**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA BRAILLE AND SIGHT SAVING SCHOOL**

POA GROUP	September 30, 1991				September 30, 1996				September 30, 2001					
	Total Workforce	Female	% of Total	Minority	% of Total	Female	% of Total	Minority	% of Total	Female	% of Total	Minority	% of Total	
Executive/Administrative/Managerial	5	-	0.0%		5	2	40.0%	-	0.0%	5	3	60.0%	-	0.0%
Faculty: Tenure Track	-		0.0%		-	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%
Faculty: Non-Tenure Track	28				30	23		-		32	22	0.0%	-	0.0%
Professional and Scientific	2	-	0.0%		3	3		-	0.0%	8	6	75.0%	-	0.0%
Secretarial/Clerical	8	-	0.0%		8	8		-	0.0%	7	7	100.0%	-	0.0%
Technical/Paraprofessional	64		0.0%		40	39	97.5%	-	0.0%	30	29	96.7%	-	0.0%
Skilled Crafts	3	-	0.0%		2	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%
Service/Maintenance	10		0.0%		11	7	63.6%	-	0.0%	13	7	53.8%	-	0.0%
TOTALS	120	N/A	#####	N/A	99	82	82.8%	-	0.0%	95	74	77.9%	-	0.0%

Note: 1991 information on percentage of female and minority employees, not available.

**ANNUAL AFFIRMATIVE ACTION REPORT
TOTAL -- REGENTS INSTITUTIONS**

POA GROUP	September 30, 1991				September 30, 1996				September 30, 2001					
	Total Workforce	Female	% of Total	Minority	% of Total	Female	% of Total	Minority	% of Total	Total Workforce	Female	% of Total	Minority	% of Total
Executive/Administrative/Managerial	613	135	22.0%	44	7.2%	173	26.5%	52	8.0%	664	208	31.3%	46	6.9%
Faculty: Tenure Track	3,428	740	21.6%	335	9.8%	855	24.8%	379	11.0%	3,350	960	28.7%	447	13.3%
Faculty: Non-Tenure Track	821	374	45.6%	124	15.1%	442	52.2%	115	13.6%	1,036	531	51.3%	141	13.6%
Professional and Scientific	6,736	4,184	62.1%	377	5.6%	4,659	61.3%	515	6.8%	8,431	5,170	61.3%	630	7.5%
Secretarial/Clerical	4,099	3,662	89.3%	91	2.2%	3,624	88.2%	112	2.7%	4,368	3,820	87.5%	158	3.6%
Technical/Paraprofessional	930	527	56.7%	30	3.2%	508	60.4%	32	3.8%	757	462	61.0%	34	4.5%
Skilled Crafts	851	54	6.3%	21	2.5%	64	7.4%	27	3.1%	822	62	7.5%	33	4.0%
Service/Maintenance	2,779	1,474	53.0%	187	6.7%	1,490	54.5%	251	9.2%	2,566	1,382	53.9%	311	12.1%
TOTALS	20,257	11,150	55.0%	1,209	6.0%	11,815	56.0%	1,483	7.0%	21,994	12,595	57.3%	1,800	8.2%