

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Governance Report on Diversity Programs
Date: January 6, 2003

Recommended Actions:

1. Receive the annual reports on Affirmative Action and on the Minority and Women Educators Enhancement Program; and
2. Authorize the Executive Director to transmit to the Iowa General Assembly the required (Iowa Code §262.93) report on Minority and Women Faculty enhancement.

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 8.4%.

Total minority employment increased from 6.5% in 1992, to 7.4% in 1997, and now stands at 8.4%, up slightly from 8.2% last year.

Percentage of women in the Regent workforce has increased in last 10 years.

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 22.3% in 1992 to 28.5% in 2002. Minority tenure track faculty has increased from 10.2% in 1992 to 13.8% in 2002—up from 13.3% 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).

Minority and Women and Faculty Enhancement Program

Annual Report on Minority and Women and Faculty Enhancement Program

Iowa Code §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 2002, the Regent institutions committed a total of \$1,004,050 to support this program.

The **University of Iowa** devoted \$551,750 to the Faculty Diversity Opportunities Program, compared with \$600,000 in FY'01, 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 committed \$412,300 (compared with \$334,500 in FY'01) to the Academic Plan Pool and the faculty mentoring program, focusing on recruiting and retaining faculty and staff from underrepresented groups, providing funding for 76 women or minority faculty since the initiation of the program in 1990, at a cost of approximately \$2 million.

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
up slightly to 8.4%.

Overall minority employment at the Regent institutions for fiscal year 2002 is 8.4% for all employment categories, compared with 8.2% for fiscal year 2001.

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, 2001 to September 30, 2002.

- 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 tenured faculty in the affirmative action report and the annual report on faculty tenure (G.D.10).

Number of female
and minority
employees increase
at SUI.

The **University of Iowa** employed 13,706 half-time or greater permanent employees at the end of the program year, September 30, 2002. This compares to 13,616 in 2001. Within this cohort, the following details emerge:

- The total number of female employees increased by 108, from 8,320 in 2001 to 8,428 in 2002.
- The total number of minority employees increased by 31, from 1,032 in 2001, to 1,063 in 2002.
- There was a slight decrease in the percentage of female tenure track faculty, which fell to 26.9% from 27.3% last year.
- The university experienced a net gain of four minority tenure track faculty.
- Female faculty received 38% of the promotions among tenure track faculty, up from 29% last year. This rate of promotion exceeds the percentage of women in the tenure track faculty, now at 26.9%.
- The university experienced a marked decrease in the number of tenure track faculty in the last year, incurring a net loss of 36 since 10/1/01.
- Minority faculty received 15% of the promotions among tenure track faculty, even with last year. The rate of promotion and tenure for minority faculty is higher than the representation of minorities among the tenure track faculty (now at 13.2%). 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 11.4% in 1992 to 13.2% in 2002. Female representation in this group has risen from 21% in 1992 to 26.9% in 2002.
- 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, the same as last year.

Rates of promotion
and tenure for
minorities and women
up or steady—despite
decrease in total
number of faculty.

Percentage of
Black/African
American tenure track
faculty steady

Largest gain this year among Asian/Pacific Islander faculty

- The largest gain among minority tenure track faculty this year occurred among Asian/Pacific Islander faculty—rising 0.5% since last year.
- Over a five-year period, the percentage of women in Executive/Administrative/Managerial staff has increased from 28.8% in 1997 to 33.7% in 2002. Over a ten-year period the greatest progress for women occurred in this category.
- The largest gains for minority staff occurred in the Service/Maintenance group, which rose from 6.3% in 1992 to 14% in 2002.
- The largest decrease in number of minorities occurred within non-tenure track faculty, with a net loss of 7% in the last five years.

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:

Office of Affirmative Action programs promote diversity.

- 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.
- The Diversity Dialogue Program continues to engage dialogue “across difference and about difference” through small-group facilitated discussions among the university community.
- The 2002 Catalyst Award-- designed in 1999 to honor creative initiatives by faculty or staff to promote an inclusive community—was presented to Dr. Barbara Muller and Dr. Virginia Spiegel Woodard.
- During FY '02, the Office of Affirmative Action conducted a total of 181 educational programs with attendance of about 5,300 people.
- In response to the events of September 11, 2001, the Office has developed new programs addressing topics such as national origin discrimination and cultural competence.
- The Policy on Sexual Harassment and Consensual Relationships was revised.
- The university welcomed Charlotte Westerhaus as the new Director of Affirmative Action.

Iowa State University employed 5,972 half-time or greater permanent employees at the end of the program year, September 30, 2002, as compared to 6,103 in 2001. Details of this employment picture include the following:

- Female employees comprise 48.5% of the total workforce, slightly down from last year's 49.2%.
 - Women represent 25.5% of the tenure/tenure track faculty, virtually even with last year.
 - Women in Executive/Administrative/Managerial positions held steady at 31.3%.
 - Minority employees make up 9.8% of the total ISU workforce, up from 9.2% last year.
 - The university has experienced a 2.6% increase in the total number of minority employees in the last ten years-- from 7.4% in 1992, to 9.8% in FY'02.
 - Minorities in tenure/tenure track faculty positions increased to 191, from 183 last year. Minority representation in this category now stands at 15.6%, compared with 9.4% in 1992.
 - Minority employees comprise 8.7% of the Executive/ Administrative/ Managerial group, up from 8.2% last year.
 - ISU's hiring goals for the 2001-2002 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 Technical/ Paraprofessional.
 - The minority workforce at ISU has experienced growth in nearly all categories since 1992, representing an overall increase of 149 minority employees in ten years.
- Number of Minority employees increase 2.6% in ten years
- Minority employees in management positions increased
- Minority workforce increased past 10 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 efforts as follows:

- Sexual, Racial and Ethnic Harassment Policy Training has been developed and is available for all faculty, staff and students—including on-line training. In the last year, 772 people have completed training.
 - ISU is an active participant in the National Conference on Race and Ethnicity/Iowa Conference on Race and Ethnicity (NCORE/ICORE) project, sending over 37 faculty, staff and students to this year's annual meeting in New Orleans 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.
- Numerous programs promote diversity at ISU

- 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.
 - President Geoffroy has appointed a 23 member "President's Committee on Diversity Matters" to advise him on action the university can take to increase diversity on campus.
 - Shared Leadership for Institutional Change (SLIC), funded through the W.K. Kellogg Foundation and the Provost's Office, provides leadership opportunities for women and people of color. SLIC 2001 included 30 participants.
-

The **University of Northern Iowa** has a half-time or greater permanent workforce of 1,992, as compared with 2,031 in FY'01. A closer look at UNI's workforce includes the following:

- The university's total workforce includes 9.5% minority employees, down from 10.8% five years ago.
- Minority persons comprise 11.6% of the tenure/tenure track faculty, down from 12.4% last year, but up from 11% in 1997 and significantly increased from 8.6% in 1992.
- Women comprise 39.4% of the UNI tenure/tenure track faculty. This is an increase from 37.2% in 1997, and from 33.6% in 1992.
- Hiring goals were met, or had already been met, for women and minorities in several employment categories—Secretarial/Clerical and Service/Maintenance.
- Notably, while goals were not met for women and minorities in the faculty tenure/tenure track category, 30 new faculty hires included nine women and five minorities. The declining financial situation at UNI has forced hiring departments to close searches and, in some cases, hire temporary workers.

Total minority workforce is down but minority and women tenure/tenure track faculty increase since 1997.

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 made efforts as follows:

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

Minority employees increase at ISD

The **Iowa School for the Deaf** employed 147 full-time and part-time employees at the end of the reporting year, compared with 149 in 2001.

- Women comprise 71.4% of the workforce, up slightly from last year.
- Minorities make up 6.1% of the workforce, up slightly from last year, and significantly up from 0.7% in 1992.
- ISD established one affirmative action goal for the reporting year, to add a female minority to the Faculty. No faculty member was hired.
- 17.7% of ISD’s employees are deaf, slightly down from last year’s 18.8%.
- Recruiting efforts are made both regionally and nationally to seek a diverse pool of applicants.

Members of Iowa Braille Faculty are visually impaired.

The **Iowa Braille and Sight Saving School** has a workforce of 109 employees, up from 95 in FY’01—although budget constraints mean that some employees are working fewer hours.

- Women make up 74.3% of the workforce, down from 77.9% in FY’01.
- While there are no minorities, three 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 §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 2001.

| | FY2001 | FY2002 |
|-----------------------------|------------------|--------------------|
| University of Iowa | \$600,000 | \$551,750 |
| Iowa State University | \$334,500 | \$412,300 |
| University of Northern Iowa | \$40,000 | \$40,000 |
| Total | \$974,500 | \$1,004,050 |

The **University of Iowa's** Faculty Diversity Opportunities Program (FDOP) is administered by the Associate Provost for Diversity. It assists colleges and departments in the identification and recruitment of minority and women faculty. The Associate Provost works with collegiate Deans to identify potential minority faculty hires from pools developed as part of regular faculty searches. FDOP funds are used to support the first several years of employment of newly recruited faculty members. Funds totaling \$551,750 are assisting with support of 24 minority and women faculty or post-doctoral appointments, the same number of positions as in FY'01.

Iowa State University provides partial funding to support the hiring of underrepresented faculty and 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.

- The mentoring program, which is not exclusive to women and minorities, had 27 women and 17 minority participants in the FY'02. (A total of 62 faculty participated in FY'02.)

The Academic Fund Pool was initiated by the Provost's Office in FY'01 for the purpose of accommodating a spouse or partner of an ISU employee—thereby enhancing the recruitment and retention of underrepresented groups.

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

- Providing partial financial support, through the Office of the Provost and individual colleges, to departments which need to provide classroom continuity when faculty women take maternity leave.
- Linking families, through Child Care Resources, with programs and services to help meet their child care needs.
- Providing programming and support systems, through The Margaret Sloss Women's Center (Center), 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.
- Investigating ways to retain and recruit women and minority faculty through the formation of a task force announced by President Geoffroy.
- Establishing, through the Office of the Provost, a Women's Leadership Consortium to bring together leaders of various women's programs on campus.

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 \$467,777.
- Iowa State University's Office of Equal Opportunity and Diversity expended \$264,354.
- The University of Northern Iowa's Office of Compliance and Equity Management expended \$259,888.
- The Iowa School for the Deaf and Iowa Braille and Sight Saving School do not have affirmative action offices, thus no funds were expended.

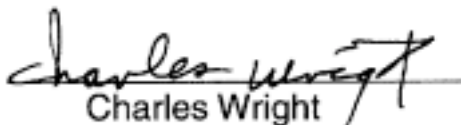
Analysis:


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 Iowa Code §262.93, the Minority and Women Faculty Enhancement report will be submitted to the Iowa General Assembly.

Acceptance of the reports is recommended.


Charles Wright

Approved: 
Gregory S. Nichols