

8.0 INSTITUTIONAL DIVERSITY

All Regent Institutions

- **Racial/Ethnic Composition of Student, Faculty,
and Staff Populations in Percentages (#41)**

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Diversity is the third Key Result Area of the Board of Regents' strategic plan. The Board has established a goal for Regent institutions to have a student body that is composed of 8.5% racial/ethnic diversity. Recognizing their distinct missions and student populations, Iowa School for the Deaf and Iowa Braille and Sight Saving School add a category on protected classes.

Racial/Ethnic Composition of Student, Faculty, and Staff Populations in Percentages Common Data Set (Indicator #41)

Regent Universities

The Regent universities, with one exception, began compiling data in 1994-95 on percentages of students, faculty, professional & scientific staff, and merit staff who were identified as being from an underrepresented racial or ethnic group. By 1997-98, each university began to report targets for each group. The SUI target for students exceeded the 8.5% set by the Regents and SUI, ISU, and UNI have established targets over 8.5% for faculty. The data indicate that the universities have met some of their targets. Increasing the student percentage has been the most difficult target to meet.

See Data, following page.

MGT No.	Performance Indicator	Related Action Step	University of Iowa	Iowa State University	University of Northern Iowa	Gov. Rpt.
41	<p>Racial/ethnic composition of student, faculty, and staff populations in percentages* (Board goal for students: 8.5%) (Figures provided by Board Office)</p> <p>*The Special Schools add a category on protected classes.</p>	3.1.2.3	<p><u>94-95</u> Students NC Faculty NC P & S NC Merit NC</p> <p><u>95-96</u> Students 9.2% Faculty 11.4% P & S 4.8% Merit 4.5%</p> <p><u>96-97</u> Students 9.5% Faculty 11.3% P & S 4.6% Merit 4.6%</p> <p><u>97-98</u> Targets Students 12.0% Faculty 13.0% P & S 5.5% Merit 5.3%</p> <p><u>98-99</u> Targets Students 12.0% Faculty 13.0% P & S 5.5% Merit 5.3%</p> <p><u>99-00</u> Targets Students 9.2% Faculty 12.2% P & S 5.6% Merit 5.8%</p>	<p><u>94-95</u> Students 6.9% Faculty 9.9% P & S 6.8% Merit 4.0%</p> <p><u>95-96</u> Students 6.6% Faculty 9.6% P & S 7.6% Merit 3.9%</p> <p><u>96-97</u> Students 6.8% Faculty 10.3% P & S 7.9% Merit 3.8%</p> <p><u>97-98</u> Targets Students 6.7% Faculty 11.4% P & S 8.1% Merit 3.9%</p> <p><u>98-99</u> Targets Students 6.6% Faculty 12.0% P & S 7.5% Merit 3.8%</p> <p><u>99-00</u> Targets Students 6.6% Faculty 12.7% P & S 7.9% Merit 3.8%</p>	<p><u>94-95</u> Students 4.5% Faculty 10.0% P & S 10.2% Merit 12.8%</p> <p><u>95-96</u> Students 4.4% Faculty 10.5% P & S 10.5% Merit 11.8%</p> <p><u>96-97</u> Students 4.2% Faculty 11.0% P & S 9.2% Merit 12.0%</p> <p><u>97-98</u> Targets Students 4.0% Faculty 12.4% P & S 8.7% Merit 10.5%</p> <p><u>98-99</u> Targets Students 4.0% Faculty 12.7% P & S 7.5% Merit 10.3%</p> <p><u>99-00</u> Targets Students 4.3% Faculty 12.7% P & S 8.9% Merit 10.1%</p>	<p>FT GR FE DI</p>

**Populations in Percentages
Common Data Set (Indicator #41)**

The Special Schools

The number of students at both the special schools is much smaller than the universities. (See Common Data Set #38 for Fall Enrollment figures.) To reflect their missions, i.e., the special populations they serve, the special schools report data in two categories. The first category is racial and ethnic minorities (number and percentage) of students, faculty, and staff. The second category is the number and percentages of students, faculty, and staff who are in a "protected class," either hearing or visually impaired.

Related Action Step – Diversity	ISD				IBSSS			
	Racial & Ethnic Minorities		All Protected Classes		Racial & Ethnic Minorities		All Protected Classes	
3.1.2.3	<u>FY96</u>	<u>No.</u> <u>Pct.</u>	<u>No.</u> <u>Pct.</u>	<u>Pct.</u>	<u>FY96</u>	<u>No.</u> <u>%</u>	<u>No.</u> <u>Pct.</u>	<u>Pct.</u>
	Students	15 7%	214	100.0%	Students	3	54	100.0%
	Faculty	0 0%	6	10.0%	Faculty	0	31	7.0%
	Staff	9 8%	20	18.0%	Staff	1	68	1.0%
	<u>FY97</u>				<u>FY97</u>			
	Students	20 9%	225	100.0%	Students	3	55	100.0%
	Faculty	0 0%	6	10.0%	Faculty	0	30	6.0%
	Staff	8 7%	18	18.5%	Staff	1	72	1.0%
	<u>FY98</u>				<u>FY98</u>			
	Students	17 8%	189	100.0%	Students	5	45	100.0%
	Faculty	0 0%	6	10.0%	Faculty	0	32	6.0%
	Staff	8 7%	21	19.0%	Staff	0	68	0.0%
	<u>FY99</u>				<u>FY99</u>			
	Students	19 8%	248	100.0%	Students	5	38	100.0%
	Faculty	0 0%	10	15.0%	Faculty	0	33	6.0%
	Staff	11 0%	28	25.0%	Staff	0	67	0.0%
	<u>FY00</u>				<u>FY00</u>			
	Students	16 11%	267	100.0%	Students	4 (10.2%)	39	100.0%
	Faculty	0 0%	17	27.0%	Faculty	0	34	
	Staff	8 7%	28	25.0%	Staff	0	64	