

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Report on Diversity
Date: December 4, 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 this report, as required by Iowa Code §19B.5, as well as the report required by Iowa Code §262.93, on Minority and Women Faculty Enhancement.
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Executive Summary:

This report summarizes the progress that Regent institutions have made during the past year in providing equal employment opportunities for administrators, faculty, and staff. More detailed reports, which have been prepared and provided by each institution, are included in the Regent Exhibit Book to highlight their activities and achievements in this area.

Background:

Diversity has been identified as a Key Result Area in the Board of Regents current strategic plan. This is consistent with the position of the Iowa legislature that "educational programs designed to enhance the interrelation and cooperation among cultural, racial, and ethnic groups in society requires the contribution and active participation of all ethnic and racial groups." Iowa Code §262.81.

Federal Contractors
under Executive
Order 11246

Each of the Regent universities is a "federal contractor" under Executive Order 11246 because it has fifty or more employees and has federal contracts that exceed \$50,000. Therefore, each university must develop an annual affirmative action program that includes:

- Taking 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; and
- Developing an affirmative action plan and reporting employment activities for these specific groups of individuals.

Detailed institutional reports are included as exhibits

A copy of each institution's affirmative action report is included as an exhibit in the Regents Exhibit Book. Each institutional report provides extensive detail about the types of programming and support available on the campus, and the progress made over the past year in enhancing the diversity of the institution. As illustrated by these detailed reports, each institution offers a broad spectrum of services related to its efforts to ensure equal employment opportunity and to obtain the educational benefits that flow from having a diverse campus community. While each institution's office has a slightly different range of responsibilities, in general the offices perform the following:

- Monitor the recruitment and selection process for faculty and professional and scientific staff.
- Investigate internal and external complaints of discrimination.
- Provide educational programs on affirmative action, equal opportunity, and diversity.
- Prepare statistical reports for state and federal agencies, the university, and the Board of Regents.
- Facilitate the provision of reasonable accommodations for employees with disabilities.
- Develop auditing systems to measure the effectiveness of the institution's affirmative action goals and programs.

The challenge of achieving diversity in Iowa

To put the diversity activities of the institutions into perspective, it may be useful to consider some of the Iowa demographic data from Census 2000. The total population of Iowa is approximately 2.9 million people, and women comprise 50.9 % of that population. The minority population of Iowa comprises approximately 6.5% of the total, which breaks down as follows:

- African American: 2.1%
- Asian: 1.3%
- American Indian/Alaska Native: .3%
- Latino: 2.8%

Given these demographics, students entering Regent institutions who have spent their entire youth in Iowa often lack the benefit of personal interaction with people from different races and cultures (when compared to students from states with a more diverse population). The Supreme Court has recognized that educational benefits flow to students on a campus having a diverse student population. Likewise, increasing the overall diversity of Iowa's Regent institution workforce will benefit students also as they prepare to enter the workforce of our global economy.

The Data

Attached to this report are tables that summarize the workforce data for each institution as well as the total workforce for all Regent institutions. In addition to showing the total number of employees for the institution, each table shows, in parentheses, the total number of employees in

each "Primary Occupational Activity" (e.g., "Skilled Crafts" or "Faculty: Tenure Track"). The percentage of female and minority employees in each of these workgroups is also indicated. A red number indicates that figure has declined since last year's report.

Two other items of note regarding the reported data:

- The count for each workgroup includes permanent employees, both full-time and part-time, who work at least 50% time.
- Faculty at the special schools is listed as "non-tenure" because, although they are on a continuing contract, this arrangement is not "tenure" as that term traditionally is used in higher education.

Analysis of the data

The following text notes some points of interest from the annual data provided by each institution. However, whether one is reviewing the detailed institutional reports or the summary tables, it is important to keep in mind that changes in workforce statistics over the course of the past year may appear to be insignificant because they are so small - - rarely more than one or two percent. However, the significance of any one change must be assessed against the size of the group in which the change occurs. For example, when there are only a handful of minority employees in a particular workgroup, the loss of even a single one can be significant.

Total Regents Workforce:

In terms of its overall workforce, the Regents institutions experienced slight increases (less than half of one percent) in the number of minorities and women in its workforce. Slightly larger increases (.6% to 1.2%) in both the tenure-track and professional and scientific groups are also indicated by the data. However the number women employees in the Executive group declined by 1.3%.

The University of Iowa:

The number of minority and female tenure track faculty at the University of Iowa increased by .4% and .8%, respectively. In its institutional report, the University noted that during the past year it hired 1,072 female and 205 minority employees. It did, however, experience a slight decline in women and minorities employed in the technical/paraprofessional work group.

Iowa State University

Iowa State increased the number of minorities in its workforce by 1.3%, and increased the number of minority tenure track faculty by 1.4%. The number of minorities in the professional and scientific group also increased by 2.3%. There was a dip in the number of women in the executive group, from 31.3% to 29.7%.

University of Northern Iowa

Despite a decline in its total workforce, UNI. still managed to show an increase in the percentages of minority and women employees employed on that campus. But the decline in overall workforce most

likely contributed to the decline in women and/or minorities in the executive, technical/professional, skilled crafts, technical/professional, and secretary/clerical workgroups.

The Special Schools Due to the highly specialized nature of the skills required of many of the employees at the special schools (e.g., sign language, or special education certification), it is extremely challenging for those institutions to recruit a diverse workforce. Yet the value of learning about different people and cultures is no less important to secondary school students who have disabilities, since they, too, will grow and transition into adult life in their communities. Continued efforts in this area will help provide these students with the educational benefits that arise from being part of a diverse environment.

Iowa School for the Deaf

As a school for deaf and hard of hearing children, ISD considers it important to have deaf and hard of hearing employees on its workforce. Over the past year, it increased the number of deaf and hard of hearing employees to 18.2%, despite the difficulty it faces in recruiting deaf professionals to this area of the country. It also met its goal of hiring a minority in the professional/scientific workgroup.

Iowa Braille and Sight Saving School

Despite being a strong proponent of the educational benefits of diversity, IBSSS continues to experience difficulty in attracting minority candidates to its openings. It reports that there are few minority candidates graduating in higher education programs in vision and orientation and mobility, thus it is difficult to obtain a diverse pool of qualified candidates for its positions. On a more positive note, over 70% of its workforce are women, and it employ three teachers who are disabled by visual impairments.

Trend Data Additional attachments to this report reveal five and ten year trends in the workforce data for each institution and the Regents overall workforce. It is interesting to note that over the past ten years, women have made great progress in virtually every workgroup. While minorities have made good progress in joining the ranks of tenure track faculty, that progress has been slower in the executive and professional/scientific workgroups. This progress merits a closer look, given that the overall size of those workgroups has increased over the years. Likewise, even though the size of the service/maintenance workgroup has steadily declined over the past decade, the number of minority employees in that group has steadily increased. Charts reflecting this trend data are included as attachments to this memo. Continued vigilance and assessment of the reasons for these trends will ensure equal opportunity is available for all Regent employees.

**Report on Minority
and Women Faculty
Enhancement
Program**

Iowa Code §262.82 requires that the Board of Regents establish a program to recruit minority and women educators to faculty positions in universities under the Board's control. This supports the legislative determination that "failure to include minority representation at the

faculty level at state universities contributes to cultural, racial, and ethnic isolation of minority students and does not reflect the realities of a multicultural and diverse society." Iowa Code §262.81. The Board's enhancement program shall include, but is not limited to, the creation of faculty positions in all areas of academic pursuit. During fiscal year 2003, the three Regent universities addressed this obligation in variety of ways. Their individual reports are provided in the Regent Exhibit Book.

A few of the program highlights are as follows:

The University of Iowa: The Associate Provost for Diversity reported that during FY 2002-2003, the University providing funding totaling \$551,750 through its Faculty Diversity Opportunities Program to support 24 minority and women faculty or post-doctoral fellowship appointments. Since the individuals in these appointments tend to remain at their positions, this program has led to measurable increases in faculty diversity at the University.

Iowa State University: A University task force, appointed by the President to review ways to retain and recruit women and minority faculty, recently issued a report recommending long-term and short-term strategies for increasing faculty diversity. In addition, supplemental funding is available through the Provost's Office to support the hiring of underrepresented faculty.

University of Northern Iowa: In the past, funding has been allocated to recruit and hire a minority faculty member in the Political Science Department and an associate dean. More recently, \$20,000 has been allocated to a Minority Recruitment and Retention Fund for use during 2003-2004.

Affirmative Action
Cost Reporting

Iowa Code 19B.5, requires the Board of Regents "submit an annual report of the affirmative action, diversity, and multicultural accomplishments of the board and its institutions by January 31 of each year to the general assembly. The report shall include information identifying funding sources and itemized costs, including administrative costs, for these programs." That information is provided as an attachment to this report. In general, the universities reported their expenditures as follows:

- The University of Iowa: \$ 500,497
- Iowa State University: \$ 271,623
- The University of Northern Iowa: \$ 204,486

Since the Iowa School for the Deaf and the Iowa Braille and Sight Saving School do not have offices that are dedicated to affirmative action activities, there are no funds to report for those institutions.

Conclusion:

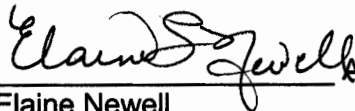
Steady incremental progress is evident again this year in achieving the goal of a diverse workforce and in ensuring equal employment

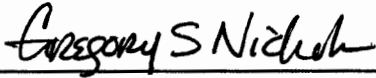
opportunity, when viewed over the last decade. Vigilance and commitment to diversity is required by the Board and the Regent institutions to ensure that progress continues, especially as resources become limited.

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.


Elaine Newell

Approved: 
Gregory S. Nichols

Total Workforce for Regent Institutions as of September 30, 2003

Population:	Percentage	Total Regent Workforce	Executive/Admin Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof & Scientific	Secretary/ Clerical	Technical/ Paraprof	Skilled Crafts	Service/ Mainten.
2.9 million	100%	(22, 491)	(699)	(3,409)	(1,034)	(8,993)	(4,207)	(709)	(795)	(2,645)
Minority	6.5%	8.8%	7.6%	14.4%	<u>12.3%</u>	8.6%	3.6%	<u>3.7%</u>	3.9%	<u>12.4%</u>
Female	50.9%	57.7%	<u>30.8%</u>	29.7%	52%	62.5%	<u>87.5%</u>	<u>60.5%</u>	7.3%	<u>53.3%</u>

Workforce data from September 30, 2002

	Total Regent Workforce	Executive/Admin Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof & Scientific	Secretary/ Clerical	Technical/ Paraprof	Skilled Crafts	Service/ Mainten.
	(21,926)	(680)	(3,284)	(1,066)	(8,597)	(4,215)	(734)	(794)	(2,556)
Minority	8.4%	7.2%	13.8%	12.9%	7.8%	3.6%	4.0%	3.9%	12.6%
Female	57.4%	32.1%	28.5%	51.1%	61.8%	87.6%	61.2%	7.7%	53.5%

(Red underlined data indicates a decline from 2002.)

University of Iowa Workforce as of September 30, 2003

Iowa Population	Percentage	S.U.I Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
2.9 million	100%	(14,014)	(315)	(1561)	(534)	(6273)	(2713)	(480)	(409)	(1729)
Minority	6.5%	<u>7.7%</u>	6.7%	13.6%	<u>14.2%</u>	6.5%	<u>3.4%</u>	<u>3.1%</u>	5.4%	<u>13.7%</u>
Female	50.9%	61.8%	<u>32.1%</u>	27.7%	45.9%	69.1%	85.3%	<u>61.3%</u>	<u>9.8%</u>	52.4%

Workforce Data from September 30, 2002

	S.U.I Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
	(13,706)	(309)	(1,507)	(528)	(6,273)	(2713)	(480)	(409)	(1,729)
Minority	7.8%	6.5%	13.2%	16.5%	6.3%	3.6%	3.3%	5.1%	14.0%
Female	61.5%	33.7%	26.9%	45.3%	68.4%	85.1%	61.9%	10.3%	51.9%

(Red underlined data indicates a decline from 2002.)

Iowa State University Workforce as of September 30, 2003

Iowa Population	Percentage	I.S.U Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
2.9 million	100%	(6,275)	(276)	(1,247)	(322)	(2,159)	(1,176)	(153)	(303)	(639)
Minority	6.5%	11.1%	9.4%	17%	13.4%	14.6%	3.6%	<u>2.6%</u>	1.7%	8%
Female	50.9%	48.8%	<u>29.7%</u>	26.2%	52.2%	45.3%	<u>90.4%</u>	52.3%	<u>4.3%</u>	<u>55.2%</u>

Workforce data from September 30, 2002

	I.S.U. Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
	(5,972)	(265)	(1,226)	(282)	(2032)	(1149)	(163)	(295)	(560)
Minority	9.8%	8.7%	15.6%	12.4%	12.3%	3.2%	3.1%	1.7%	7.5%
Female	48.5%	31.3%	25.5%	48.6%	44.1%	90.9%	51.5%	4.7%	57.9%

(Red underlined data indicates a decline from 2002.)

University of Northern Iowa Workforce as of September 30, 2003

Iowa Population	Percentage	U.N.I Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
2.9 million	100%	(<u>1,947</u>)	(99)	(561)	(<u>126</u>)	(513)	(<u>307</u>)	(<u>25</u>)	(<u>77</u>)	(<u>239</u>)
Minority	6.5%	9.6%	<u>6.1%</u>	12.1%	<u>6.3%</u>	9.2%	<u>4.6%</u>	<u>20%</u>	<u>5.2%</u>	14.6%
Female	50.9%	54.1%	<u>28.3%</u>	39.9%	65.1%	53.6%	<u>96.4%</u>	<u>40%</u>	6.5%	56.1%

Workforce data from September 30, 2002

	U.N.I. Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
	(1992)	(97)	(551)	(166)	(504)	(323)	(26)	(85)	(240)
Minority	9.5%	6.2%	11.6%	9.6%	8.3%	5%	23.1%	5.9%	14.6%
Female	53.8%	28.9%	39.4%	60.8%	52.4%	96.6%	42.3%	5.9%	55.8%

(Red underlined data indicates a decline from 2002.)

Iowa School for the Deaf Workforce as of September 30, 2003

Iowa Population	Percentage	I.S.D Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprofi.	Skilled Crafts	Service/ Mainten.
2.9 million	100%	(148)	(4)	(N/A)	(52)	(40)	(4)	(22)	(6)	(20)
Minority	6.5%	6.8%	0%	N/A	0%	<u>5%</u>	25%	9.1%	0%	25%
Female	50.9%	<u>70.3%</u>	25%	N/A	82.7%	<u>75%</u>	100%	<u>81.8%</u>	0%	<u>40%</u>

Workforce data from September 30, 2002

		I.S.D. Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof & Scientific	Secretary/ Clerical	Technical/ Paraprofi.	Skilled Crafts	Service/ Mainten.
		(147)	(4)	(N/A)	(53)	(37)	(4)	(24)	(6)	(19)
Minority		6.1%	0%	N/A	0%	5.4%	25%	8.3%	0%	21.1%
Female		<u>71.4%</u>	0%	N/A	79.2%	<u>81.1%</u>	100%	<u>87.5%</u>	0%	<u>42.1%</u>

(Red underlined data indicates a decline from 2002.)

Iowa Braille and Sight Saving School Workforce as of September 30, 2003

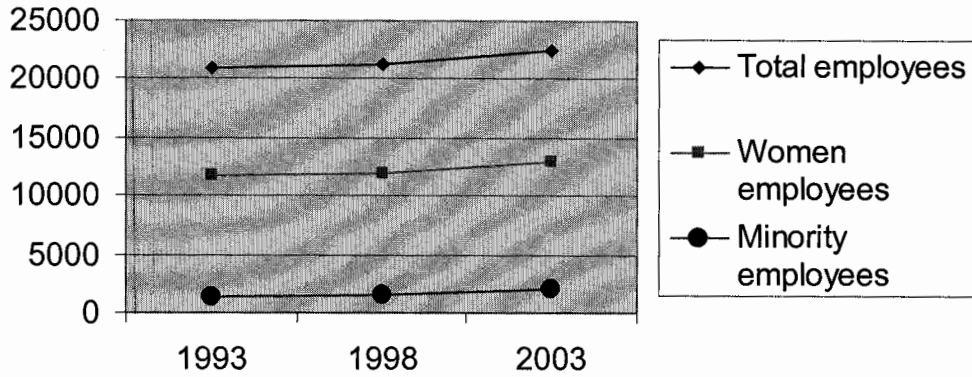
Iowa Population	Percentage	I.B.S.S.S. Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
2.9 million	100%	<u>(107)</u>	(5)	(N/A)	(40)	(8)	(7)	(29)	(0)	(18)
Minority	6.5%	.9%	0%	N/A	0%	0%	0%	0%	0%	5.6%
Female	50.9%	75.7%	60%	N/A	75%	62.5%	100%	<u>93.1%</u>	0%	50%

Workforce data from September 30, 2002

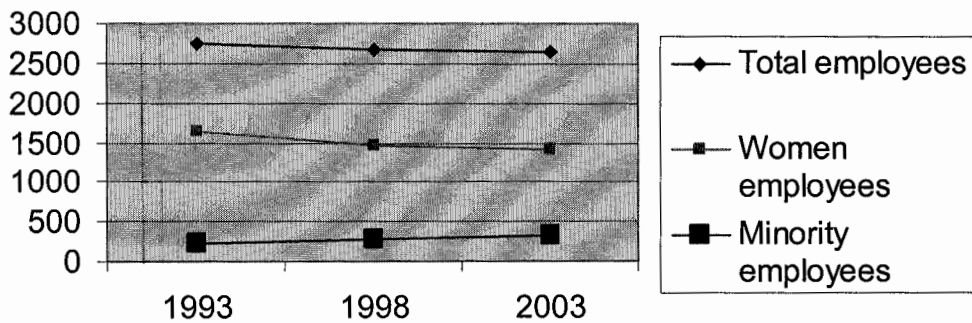
	I.B.S.S.S. Total Workforce	Executive/Admin. Management	Faculty: Tenure Track	Faculty: Non-tenure	Prof. & Scientific	Secretary/ Clerical	Technical/ Paraprof.	Skilled Crafts	Service/ Mainten.
	(109)	(5)	(N/A)	(37)	(8)	(7)	(33)	(0)	(19)
Minority	0%	0%	N/A	0%	0%	0%	0%	0%	0%
Female	74.3%	60%	N/A	70.3%	62.5%	100%	93.9%	0%	47.4%

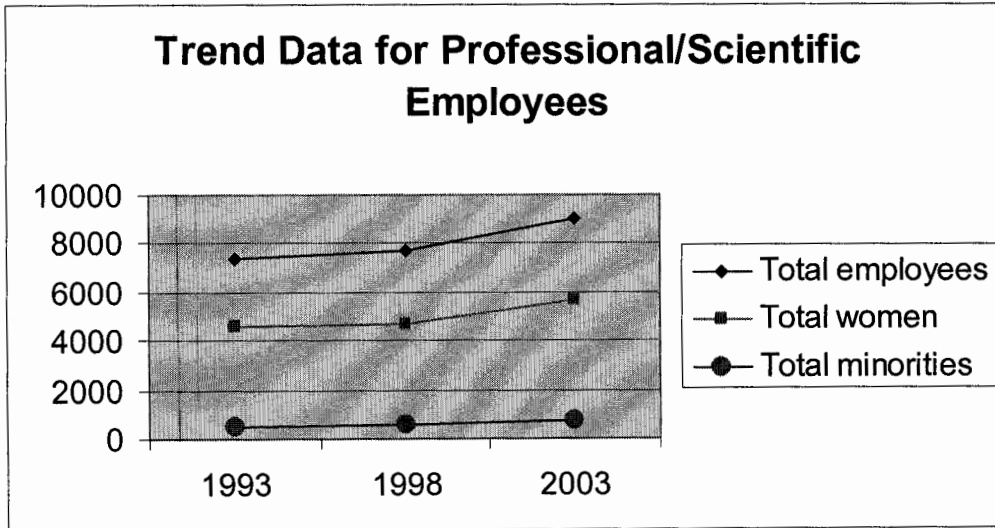
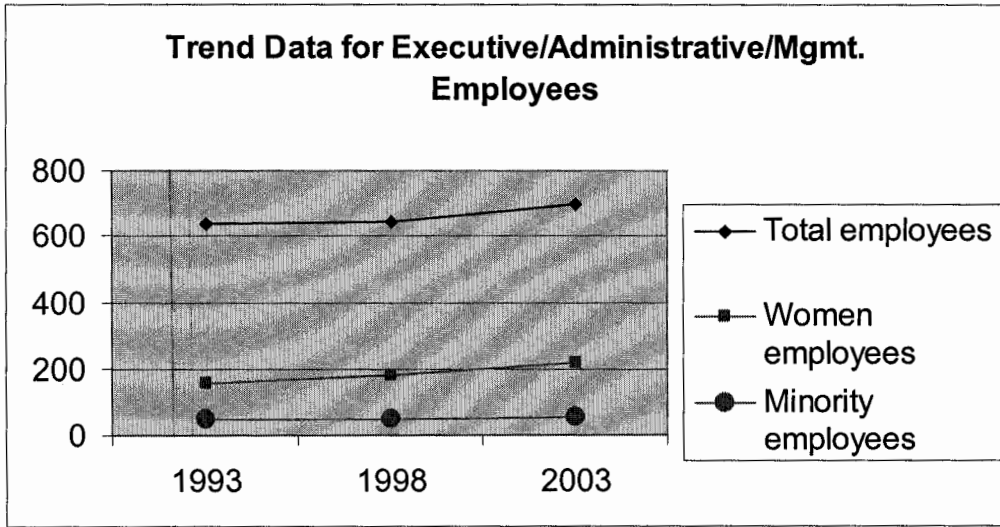
(Red underlined data indicates a decline from 2002.)

Trend Data for Total Regent Workforce



Trend Data for Service/Maintenance Employees





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

POA GROUP	September 30, 1993				September 30, 1998				September 30, 2003					
	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	635	157	24.7%	47	7.4%	178	27.7%	48	7.5%	699	215	30.8%	53	7.6%
Faculty: Tenure Track	3,496	821	23.5%	374	10.7%	945	27.4%	418	12.1%	3,409	1,014	29.7%	492	14.4%
Faculty: Non-Tenure Track	695	353	50.8%	104	15.0%	429	49.3%	127	14.6%	1,034	538	52.0%	127	12.3%
Professional and Scientific	7,391	4,603	62.3%	514	7.0%	4,708	60.8%	572	7.4%	8,993	5,622	62.5%	773	8.6%
Secretarial/Clerical	4,175	3,696	88.5%	113	2.7%	3,747	88.4%	120	2.8%	4,207	3,683	87.5%	150	3.6%
Technical/Paraprofessional	905	550	60.8%	29	3.2%	452	58.9%	27	3.5%	709	429	60.5%	26	3.7%
Skilled Crafts	850	54	6.4%	25	2.9%	64	7.5%	25	2.9%	795	58	7.3%	31	3.9%
Service/Maintenance	2,758	1,460	52.9%	217	7.9%	1,458	54.7%	277	10.4%	2,645	1,410	53.3%	329	12.4%
TOTALS	20,905	11,694	55.9%	1,423	6.8%	11,981	56.4%	1,614	7.6%	22,491	12,969	57.7%	1,981	8.8%

**ANNUAL AFFIRMATIVE ACTION REPORT
UNIVERSITY OF IOWA**

POA GROUP	September 30, 1993				September 30, 1998				September 30, 2003						
	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	260	63	24.2%	22	8.5%	271	84	31.0%	21	7.7%	315	101	32.1%	21	6.7%
Faculty: Tenure Track	1,644	354	21.5%	186	11.3%	1,573	398	25.3%	187	11.9%	1,561	433	27.7%	212	13.6%
Faculty: Non-Tenure Track	306	129	42.2%	71	23.2%	428	177	41.4%	91	21.3%	534	245	45.9%	76	14.2%
Professional and Scientific	5,110	3,563	69.7%	241	4.7%	5,354	3,642	68.0%	302	5.6%	6,273	4,334	69.1%	408	6.5%
Secretarial/Clerical	2,710	2,326	85.8%	59	2.2%	2,630	2,243	85.3%	69	2.6%	2,713	2,313	85.3%	93	3.4%
Technical/Paraprofessional	574	369	64.3%	18	3.1%	504	316	62.7%	21	4.2%	480	294	61.3%	15	3.1%
Skilled Crafts	446	34	7.6%	13	2.9%	442	35	7.9%	12	2.7%	409	40	9.8%	22	5.4%
Service/Maintenance	1,835	979	53.4%	118	6.4%	1,765	960	54.4%	179	10.1%	1,729	906	52.4%	237	13.7%
TOTALS	12,885	7,817	60.7%	728	5.6%	12,967	7,855	60.6%	882	6.8%	14,014	8,666	61.8%	1,084	7.7%

**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA STATE UNIVERSITY**

POA GROUP	September 30, 1993				September 30, 1998				September 30, 2003						
	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	261	67	25.7%	13	5.0%	264	67	25.4%	20	7.6%	276	82	29.7%	26	9.4%
Faculty: Tenure Track	1,277	255	20.0%	132	10.3%	1,301	307	23.6%	163	12.5%	1,247	327	26.2%	212	17.0%
Faculty: Non-Tenure Track	254	133	52.4%	20	7.9%	288	149	51.7%	25	8.7%	322	168	52.2%	43	13.4%
Professional and Scientific	1,906	845	44.3%	235	12.3%	1,923	832	43.3%	229	11.9%	2,159	978	45.3%	316	14.6%
Secretarial/Clerical	1,167	1,079	92.5%	32	2.7%	1,295	1,195	92.3%	34	2.6%	1,176	1,063	90.4%	42	3.6%
Technical/Paraprofessional	236	104	44.1%	8	3.4%	177	67	37.9%	3	1.7%	153	80	52.3%	4	2.6%
Skilled Crafts	310	15	4.8%	2	0.6%	306	24	7.8%	6	2.0%	303	13	4.3%	5	1.7%
Service/Maintenance	651	322	49.5%	49	7.5%	619	341	55.1%	49	7.9%	639	353	55.2%	51	8.0%
TOTALS	6,062	2,820	46.5%	491	8.1%	6,173	2,982	48.3%	529	8.6%	6,275	3,064	48.8%	699	11.1%

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

POA GROUP	September 30, 1993				September 30, 1998				September 30, 2003					
	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	105	26	24.8%	12	11.4%	26	26.0%	7	7.0%	99	28	28.3%	6	6.1%
Faculty: Tenure Track	543	186	34.3%	56	10.3%	214	39.1%	68	12.4%	561	224	39.9%	68	12.1%
Faculty: Non-Tenure Track	77	52	67.5%	13	16.9%	54	58.7%	11	12.0%	126	82	65.1%	8	6.3%
Professional and Scientific	354	177	50.0%	38	10.7%	204	48.2%	37	8.7%	513	275	53.6%	47	9.2%
Secretarial/Clerical	280	273	97.5%	21	7.5%	291	97.7%	16	5.4%	307	296	96.4%	14	4.6%
Technical/Paraprofessional	19	9	47.4%	3	15.8%	11	45.8%	2	8.3%	25	10	40.0%	5	20.0%
Skilled Crafts	86	4	4.7%	10	11.6%	5	5.3%	7	7.4%	77	5	6.5%	4	5.2%
Service/Maintenance	243	143	58.8%	50	20.6%	143	57.2%	45	18.0%	239	134	56.1%	35	14.6%
TOTALS	1,707	870	51.0%	203	11.9%	948	51.9%	193	10.6%	1,947	1,054	54.1%	187	9.6%

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

POA GROUP	September 30, 1993				September 30, 1998				September 30, 2003						
	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	4		0.0%		0.0%	4	0.0%		0.0%	4	1	25.0%		0.0%	
Faculty: Tenure Track			#DIV/0!		#DIV/0!				#DIV/0!					#DIV/0!	
Faculty: Non-Tenure Track	58	39	67.2%		0.0%	63	49	77.8%	0.0%	52	43	82.7%		0.0%	
Professional and Scientific	19	16	84.2%		0.0%	35	26	74.3%	11.4%	40	30	75.0%	2	5.0%	
Secretarial/Clerical	10	10	100.0%	1	10.0%	9	9	100.0%	11.1%	4	4	100.0%	1	25.0%	
Technical/Paraprofessional	33	28	84.8%		0.0%	26	23	88.5%	3.8%	22	18	81.8%	2	9.1%	
Skilled Crafts	6	1	16.7%		0.0%	7		0.0%	0.0%	6		0.0%		0.0%	
Service/Maintenance	18	9	50.0%		0.0%	19	8	42.1%	21.1%	20	8	40.0%	5	25.0%	
TOTALS	148	103	69.6%	1	0.7%	163	115	70.6%	10	6.1%	148	104	70.3%	10	6.8%

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

POA GROUP	September 30, 1993					September 30, 1998					September 30, 2003				
	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	5	1	20.0%		0.0%	4	1	25.0%		0.0%	5	3	60.0%		0.0%
Faculty: Tenure Track	32	26	81.3%		0.0%	32	26	81.3%		0.0%	40	30	75.0%		0.0%
Faculty: Non-Tenure Track			#DIV/0!		#DIV/0!			#DIV/0!		#DIV/0!			#DIV/0!		#DIV/0!
Professional and Scientific	2	2	100.0%		0.0%	7	4	57.1%		0.0%	8	5	62.5%		0.0%
Secretarial/Clerical	8	8	100.0%		0.0%	9	9	100.0%		0.0%	7	7	100.0%		0.0%
Technical/Paraprofessional	43	40	93.0%		0.0%	36	35	97.2%		0.0%	29	27	93.1%		0.0%
Skilled Crafts	2		0.0%		0.0%			#DIV/0!		#DIV/0!			#DIV/0!		#DIV/0!
Service/Maintenance	11	7	63.6%		0.0%	12	6	50.0%		0.0%	18	9	50.0%	1	5.6%
TOTALS	103	84	81.6%	-	0.0%	100	81	81.0%	-	0.0%	107	81	75.7%	1	0.9%

Affirmative Action Cost Report 2003

Fiscal Year 7/1/02 -- 6/30/03

Department Name:
Person Completing Report:
E-mail Address

Board of Regents
Elaine Newell
esnewell@iastate.edu

	SUI Affirmative Action Office	ISU Office of Equal Opportunity and Diversity	UNI Office of Compliance and Equity Management	Iowa School for the Deaf	Iowa Braille and Sight Saving School	Total
REVENUES						
STATE APPROPRIATIONS						
General Fund	521,474	271,623	204,486	-	-	997,583
Other						
OTHER REVENUES						
Federal Support						
Interest						
Tuition and Fees						
Reimb. Indirect Costs						
Sales and Services						
Other Income						
TOTAL REVENUES	521,474	271,623	204,486	-	-	997,583
EXPENDITURES						
Fac. & Inst. Off. Salaries						
Prof. & Sci. Staff Salaries	330,700	185,404	143,448	-	-	659,552
General Service Staff Salaries	90,791		46,618	-	-	137,409
Hourly Wages	14,372			-	-	14,372
Labor in Transfers						
Vacancy Factor						
Subtotal - Salaries	435,863	185,404	190,066	-	-	811,333
Prof. And Scientific Supplies	64,634	86,219	14,420	-	-	165,273
Library Acquisitions						
Rentals						
Utilities						
Building Repairs						
Auditor of State Reimb.						
Aid to Individuals						
Subtotal	64,634	86,219	14,420	-	-	165,273
Total	500,497	271,623	204,486	-	-	976,606