

Contact: Marcia Brunson

ANNUAL DIVERSITY REPORT

Actions Requested: (1) Receive the annual reports on Affirmative Action, the Minority and Women Educators Enhancement Program and the Affirmative Action Cost Report; and (2) Ratify the submission of these reports in accordance with Iowa Code §19B.5 and §262.93 to the Iowa General Assembly.

Executive Summary:

This report consists of three sections – the Annual Affirmative Action Report, the Annual Report on the Regents Minority and Women Educators Enhancement Program, and the Affirmative Action Cost report. All three reports are required by the Iowa Code. Due to the timing of the Board of Regents meeting, reports were transmitted to General Assembly in January in order to meet the January 31 statutory deadline.

ANNUAL AFFIRMATIVE ACTION REPORT

This report summarizes the activities of the Regent institutions during the past year in providing equal employment opportunities for administrators, faculty, and staff. The institutional reports provide 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. Due to the breadth of the institutional reports, they are not included with this memorandum but are available on the Board of Regents website as an attachment to this agenda item.

The tables in Attachment A provide comparison over the past ten years by Primary Occupational Activity group (POA). The statistics are prepared from workforce data compiled for all regular, full-time and part-time employees working 50% or more for the period October 1, 2010, to September 30, 2011, for ISU, UNI, ISD and IBSSS, using federal guidelines prescribed by the Office of Federal Contract Compliance Programs. SUI captured data for the report for the period November 1, 2010, through October 31, 2011.

It is important to note other reports may use different data sources, time periods, and definitions; thus, prudence should be used when comparing data in this report to data in other workforce-related reports. As an example, this report includes deans, directors, and departmental executive officers who hold faculty rank in the POA group for Executive, Administrative, and Managerial Staff. Other reports may include these individuals in the faculty category.

In the last ten years, overall progress has been shown in the following areas:

Executive/Administrative/Managerial		
	<u>2001</u>	<u>2011</u>
Females	31.3%	39.4%
Minorities	6.9%	7.0%
Faculty tenure track		
Females	28.7%	32.9%
Minorities	13.3%	19.4%

Professional and Scientific		
Females	61.3%	66.6%
Minorities	7.5%	8.5%

Employment of females in the Faculty non-tenure track POA increased from 51.3% in 2001 to 54.4% in 2011. Employment of females in the Technical/Paraprofessional POA increased from 61% in 2001 to 70.6% in 2011.

Employment in two POAs reflected decreases in females:

	<u>2001</u>	<u>2011</u>
Skilled Crafts	7.5%	5.6%
Service/Maintenance	53.9%	51.9%

Peer group comparisons have limited meaning in the affirmative action area in most employment categories. The affirmative action efforts put forth by the Iowa Regent universities are geared toward meeting or exceeding goals set for occupational categories based upon the availability for each job group within specific geographic areas. Availability in recruitment pools is a major factor in affirmative action. Most of the job applicants for positions at the universities come from Iowa where there is a limited pool of minorities.

The recruitment for faculty is on a national or even international basis. The Board has asked in the past how institutions in the peer groups compare to the Regent universities. Comparison data on the percentages of women and minorities in the faculty ranks at peer institutions is provided below. This data originates from the Integrated Post Secondary Data System (IPEDS) and reflects only full-time faculty for Fall 2010; whereas, the data provided in Attachment A reflects faculty with 50% and greater appointments in Fall 2011. Workforce data as portrayed in Attachment A is not available for peer institutions.

Full-Time Tenured and Tenure Track
Fall 2010

	PERCENT FEMALE	PERCENT MINORITY
University of Iowa	30.8	17.2
Peer Group Average	31.2	18.7
Iowa State University	28.3	19.5
Peer Group Average	29.9	19.2
University of Northern Iowa	41.2	14.2
Peer Group Average	42.9	18.1

The following are highlights from the reports submitted by the universities:

University of Iowa

From November 1, 2010, to November 1, 2011, The University of Iowa workforce increased by 577 individuals (3.8%), from 15,052 in 2010 to 15,629 in 2011.

- The faculty and staff increased by 430 women (4.5%).
- Racial/ethnic minority representation increased by 118 individuals (8.5%).
- There was a decrease of 5 tenured/tenure track faculty (0.3%).
- The number of female faculty members on the tenure track increased by 15 (3.2%), increasing representation from 32.0% to 33.1%.

- Minority representation on the tenure track faculty increased by 5 (1.8%) to the highest level to date at 19.0%.
- During the data year, the classification system for non-organized Professional and Scientific Staff positions was redesigned; existing positions were re-evaluated based on more current criteria of the way work is performed today and on market conditions, and new classifications were developed based on descriptions of key areas of responsibility. The new classifications were placed in new job groups. As a consequence, since 2010, some individuals who were in the Executive, Administrative, and Managerial Staff POA are now placed in different job groups within that POA, and some individuals have moved from the Executive, Administrative, and Managerial Staff POA to the Professional and Scientific Staff POA or vice versa.
- Female representation among executive, administrative, and managerial staff increased by 8 (6.2%), from 36.0% in 2010 to 38.9% in 2011.
- The number of racial/ethnic minorities among executive, administrative, and managerial staff decreased by 11 (39.3%), decreasing representation from 7.8% in 2010 to 4.8% in 2011.
- Minority representation among professional and scientific staff increased by 58 individuals (10.8%), increasing representation from 7.1% to 7.4%.
- During the 2010-11 data year, the University hired or promoted 1,553 women and 310 racial/ethnic minorities. Despite this level of hiring, varied degrees of underrepresentation of women and minorities remain in individual job groups within the majority of the Primary Occupational Activity (POA) groups. With all job groups aggregated, the University is currently underrepresented by 281 women (1.8%) and by 152 minorities (1.0%).¹
- There was a net increase of 4 individuals (4.3%) who self-reported having disabilities.
- The number of disabled veterans did not change.

Iowa State University

Iowa State University continues to explore avenues to increase diversity within the community and across campus and continues to take an active role in recruiting for diversity within the community.

Iowa State University has continued holding sessions for faculty, staff, and graduate students regarding the Discrimination and Harassment policy. The participants learn what discrimination and harassment may look like, how to prevent, and what the reporting procedures are. Having a solid policy and educating people on that policy will help in the event discrimination does occur.

Representatives of ISU serve on the national board of directors for the Office of Women in Higher Education, and a division of the American Council on Education; participate as members of the National Association of Diversity Officers, and a variety of other groups committed to advancing women and people of color in higher education.

¹ Underrepresentation is defined as having fewer women or minorities in a particular job group or department than would reasonably be expected by their availability

The efforts made by Iowa State University can be measured by the proportion of underrepresented faculty and staff as compared to the proportion of the state of Iowa's underrepresented population. The following table provides this overall proportion:

Underrepresented Group	Percentage of underrepresented faculty and staff at ISU	Percentage of underrepresented population in the State of Iowa*
Women	50.2	50.5
Minorities	12.1	10.1

(information provided by the 2010 United States Census Bureau)

Iowa State University experienced an increase in total workforce from 2010, attributing to actual number increases in most of the groups for female and minority employees.

Several groups within the total workforce at Iowa State University saw an increase in the actual number of female employees and an increase in percentage from 2010. Executive/Administrative/Managerial female employees saw an increase of 6 employees and an increase of 1.3% from 2010. Non-Tenure Track Faculty saw an increase of 79 female employees and an increase of 0.8% from 2010. The Professional and Scientific group saw an increase of 73 female employees and an increase of 0.2% from 2010. The Service/Maintenance group also saw an increase of 20 female employees and an increase of 0.4% from 2010.

There was an increase of 8 female employees and an unchanged percentage from 2010 in the Faculty Tenured/Tenure Track group. The actual number of female employees in the Skilled Crafts group remained unchanged with a less than 0.1% decrease from 2010. In Technical/Paraprofessional there was a decrease of 5 female employees and a 2.2% increase from 2010, and in Secretarial/Clerical there was a decrease in 30 female employees and a 0.6% decrease from 2010.

Several groups within the total workforce also saw an increase in the actual number of minority employees and an increase in percentage from 2010. Executive/Administrative/Managerial minority employees saw an increase of 3 employees and an increase of 0.7% from 2010. Tenured/Tenure Track Faculty saw an increase of 13 minority employees and an increase of 0.7% from 2010; Non-Tenure Track Faculty had an increase of 26 minority employees and a 1.6% increase from 2010. There was an increase of 22 minority employees and a 0.3% increase from 2010 for the Professional and Scientific group, and also an increase of 12 minority employees and a 1.6% increase from 2010 in the Service/Maintenance group.

The actual number of minority employees in the Technical/Paraprofessional group remained unchanged and there was an increase of 0.4% from 2010. The actual number of minority employees in Skilled Crafts also remained unchanged and saw a decrease of less than 0.1% from 2010. The Secretarial/Clerical group decreased by 2 minority employees and saw a decrease of 0.1% from 2010. ISU experienced a net increase of 20 female employees and an unchanged net percentage from 2010 and saw a net increase of 75 minority employees and a net increase by 0.7% from 2010.

University of Northern Iowa

As of October 1, 2011, the UNI workforce totals 1866 non-temporary employees. This includes 1029 (55.1%) female employees and 193 (10.3%) minority employees. The percentages represent steady employment of female and minority persons from 2010. One year ago, UNI employed 1827, including 1005 (55%) female employees and 184 (10.1%) minority employees.

Five- and ten-year comparisons for the overall workforce show progress in female and minority representation. Over the ten-year history, total employment numbers varied dramatically in

response to budget fluctuations. The total number of non-temporary employees working at UNI is down 165 from 10 years ago, yet the percentage of female and minority employees has made slow but steady gains over the same period.

Females were employed at a rate of 53.9% ten years ago. Although there are 165 less employees overall, the number of females employed over the last ten years has seen a decrease of only 66 employees. Females are currently employed at a rate of 55.1% of total employment.

A similar trend is seen with regard to minority employment. The number of non-temporary minority employees has decreased by only two employees over the ten year period, with the percentage increasing from just under 10% to just over 10% this year.

The tenured and tenure track employee group employs a total of 505 employees. This represents an decrease of 42 employees from last year. The five- and ten-year comparisons reflect overall gains in the proportion of both females and minorities in the tenured and tenure track faculty group. While the overall number of employees in that job group has actually decreased by 50 employees over the past ten years, female and minority representation has increased.

REGENTS MINORITY AND WOMEN EDUCATORS ENHANCEMENT PROGRAM

Iowa Code §262.81 requires the Board of Regents to establish a program to recruit women and minority educators to faculty positions at the Regent universities and to file an annual report of these activities. The complete reports may be found on the Board's website as an attachment to this agenda item. Highlights of the reports submitted by the universities are shown below:

University of Iowa

Renewing The Iowa Promise, the University of Iowa's strategic plan for 2010-2016, recognizes the link between educational excellence and diversity, integrating a commitment to diversity as one of its seven interdependent core values of excellence, learning, community, diversity, integrity, respect, and responsibility. To achieve educational excellence, it is important to recruit to the University faculty, staff, and students from underrepresented communities and to foster a climate that enables all to succeed.

Some of the initiatives employed by the university are summarized below.

Faculty Diversity Opportunity Program (FDOP) -- The Faculty Diversity Opportunity Program (FDOP) is an important tool for reaching the University's diversity goals and thereby enhancing its the excellence. The program is administered by the Chief Diversity Officer and Associate Vice President (CDO), who works with collegiate deans to identify potential faculty hires who would add to the diversity of the UI faculty. Mentoring and retention follow-up plans remain critical components of FDOP funding requests. The CDO, working in close collaboration with the Associate Provost for Faculty, collegiate deans and others, coordinates a central effort to recruit and retain minority faculty.

For FY 2011, the Office of the Provost budgeted FDOP funds totaling \$1,734,177 for partial salaries and other resources supporting 53 faculty members. These positions are in the University Library, the Graduate College, and the Colleges of Education, Engineering, Law, Liberal Arts and Sciences, Medicine, Nursing, Pharmacy, and Public Health.

Since 1999, FDOP has been used to support 142 diversity hires to the UI campus. When appropriate, FDOP funding has been successfully used to support the research of post-doctoral fellows as a means of increasing the pipeline to the professorate.

Recruitment Ambassadors Program -- The Recruitment Ambassadors Program, jointly sponsored by the Office of Central Human Resources and the Office of Equal Opportunity and Diversity, supports the University's strategic goals for increasing the diversity of the faculty and staff. Recruitment Ambassadors are current or former faculty and staff members who volunteer to help recruit diverse prospective employees by providing "insider" information about the University of Iowa campus and Iowa City/Coralville community.

Collegiate Diversity Group -- The Executive Vice President and Provost, through the Chief Diversity Officer and Associate Vice President, has organized the colleges, through the deans, to address diversity issues, including recruitment and retention of underrepresented minorities and women faculty. The purpose of the Collegiate Diversity Group is to share information, assess the status of and concerns arising from the colleges' diversity efforts, identify and develop resources for collegiate diversity, and bring to the attention of the deans those issues in need of policy development or resolution across colleges.

Women and Minority Faculty Development -- The Office of the Provost, through the Associate Provost for Faculty, sponsors faculty development programs for junior faculty members. These programs include a two-day new faculty orientation, a seminar on promotion and tenure, workshops and resources on effective writing habits and time management, and a faculty-led weekly writing group called UI Write-on-Site. The Write-on-Site group was initiated by a junior minority faculty member and approximately 90% of participants are women and/or faculty of color. Additionally, in response to requests by junior faculty members, the Office of the Provost piloted a summer online writing program in summer 2010; evaluations for this program show that the faculty members found the program worthwhile as a boost for their summer writing productivity.

Individual colleges also develop initiatives for the retention of women and minority faculty members at the collegiate level. For example, the Carver College of Medicine administers the Women in Medicine and Science Program, which offers academic and social programming to its faculty. The college also hosts the annual Women in the Health Sciences conference each spring semester.

Additional informal events are offered to enhance networking among new faculty members and to introduce them to UI administration, including the President and Provost New Faculty Welcome Reception and Dinner, New Faculty of Color Reception, Breakfast with the Provost, and New Faculty End of Semester Reception.

New minority faculty members are also encouraged to become part of the University community through associations with other faculty across the University, with campus social life, and with student activities and organizations. The Chief Diversity Office provides support for several faculty and staff affinity groups, including the African American Council, the Council on Disability Awareness, the Council on the Status of Women, the Latino Council, the Native American Council, and the Lesbian, Gay, Bisexual, Transgender Staff and Faculty Association.

Diversity Scholars, Visitors, and Faculty Exchanges -- The Executive Vice President and Provost, through the Chief Diversity Officer and Associate Vice President, provides financial support for efforts to bring underrepresented minority persons as visiting faculty and speakers to campus. Visiting faculty present seminars and lectures and participate in collaborative scholarly work and research with University faculty. The Provost also provides assistance to UI minority faculty members to enable them to pursue their scholarship and faculty responsibilities through collaborations with other institutions and individuals.

Workshops/Programs on Diversity -- The University, through the Chief Diversity Officer and Associate Vice President, regularly supports events that enhance dialog and sensitivity about diversity issues. The Office of Equal Opportunity and Diversity, University Human Resources, the

Council on the Status of Women, and the UI Diversity Charter Committee partner with other units to conduct university, collegiate and departmental faculty and staff workshops and other programming designed to enhance the University's recruitment and retention of underrepresented minority and women faculty.

Celebration of Excellence and Achievement Among Women -- The Office of the Provost and the Chief Diversity Office, among other campus units, sponsor the Council on the Status of Women's annual tribute to the accomplishments of all women at The University of Iowa, which began in 1982 when the university community gathered to award the Jane A. Weiss Memorial Scholarship. The event has expanded in scope, recognizing outstanding scholarship, research, service, leadership, and activism among undergraduate and graduate/professional students, staff, and faculty women at The University of Iowa. The celebration now also includes the awarding of the Distinguished Achievement Award, the Jean Y. Jew Women's Rights Award, the Adele Kimm Scholarship, the Ada Johnson/Otilia Maria Fernandez Women's Studies Scholarship, the Margaret P. Benson Memorial Scholarship, and the Wynonna G. Hubbard Scholarship.

Diversity Catalyst Awards -- The Diversity Catalyst Award annually recognizes faculty, staff, students, and units for distinctive and innovative diversity contributions at the University. Supported by campus-wide contributions and participation, the Diversity Catalyst Award Seed Grants are targeted towards creative projects that will have an immediate impact on reaching the diversity goals of the University's strategic plan. Projects that advance cross-cultural understanding, strengthen positive inter-group relations, and promote a welcoming learning, living and working environment are given preference by the selection committee.

Gender Equity -- In 2005, the Provost appointed a Gender Equity Task Force, which had as its charge to "take a broad look at the status of women faculty at The University of Iowa and recommend changes and programs to increase the number of women faculty and improve their quality of life." In response to the task force report, several of its recommendations related to faculty gender diversity have been implemented, including an enhanced parental leave policy and the development of the Dual Academic Career initiative, which helps fund spouse and partner appointments at the University. In addition, the Office of the Provost is in the final phases of conducting a gender equity salary study, which will be completed in 2011 and conducted every two years moving forward.

Dual Career Network -- In February of 1994, The University of Iowa established the Dual Career Network, a program designed to assist the spouses or partners of University faculty recruits or, under certain circumstances, the spouses or partners of current UI faculty, in locating employment opportunities. The services provided include: professional job search and career guidance for up to one year, resume writing assistance, advice on interviewing techniques, up-to-date resource information about local businesses, assistance with writing cover letters, access to job openings with local employers, letters of support written for University of Iowa employers, career counseling and guidance, guidance to appropriate resources for career exploration and planning, introduction to local groups to assist in networking attempts, current information about local hiring market and demographics, and social gatherings to meet other new people. The services of the Dual Career Network have been successfully used to recruit and retain diverse faculty hires.

Women in Science and Engineering (WISE) -- The mission of the Women in Science and Engineering (WISE) Program is to expand and improve the educational and professional opportunities for women in all fields of science and technology by facilitating institutional and social change. The goals of WISE are to increase the participation, professional development, and advancement of women as students, faculty, and professional staff; monitor and promote a supportive environment for women to study and work; integrate the ideas, strengths, and approaches of women into research, teaching, and service; and inform the public of educational and career opportunities for women in scientific and technical fields.

Diversity Focus -- In 2005, The University of Iowa became a charter member of Diversity Focus, a community and business organization with the mission to increase diversity along the Cedar Rapids-Iowa City corridor by integrating and coordinating existing efforts as well as identifying or creating other activities and programs.

Iowa State University

Iowa State University supports several key programs to cultivate the hiring, retention, mentoring, satisfaction, advancement, promotion and leadership of minority and women educators. Each of these programs is briefly described below.

The Office of the Executive Vice President and Provost launched a new leadership development program, the Emerging Leaders Academy, in January 2009. Two cohorts of faculty and professional and scientific employees have participated thus far. The next cohort will begin in January 2012. The goal of the program is to develop depth of leadership skills among faculty and staff, as well as to diversify the potential pool of leadership candidates at ISU. To date, applications have been received from twenty women and twenty-two men. Women and minorities are especially encouraged to apply.

ISU is presently in a final no-cost extension year of an "institutional transformation" grant, ADVANCE, from the National Science Foundation. The \$3.3 million program has the goal of improving recruitment, retention and leadership of women faculty in the science, technology, engineering and mathematics (STEM) fields; there have been over 30 partner faculty, students, administrators, and staff participating in institutional efforts across campus. During academic year 2010-2011, the "collaborative transformation" efforts involved a total of nine science and engineering departments assessing their department climate in order to improve the work environment. The program also provided a series of programming events, including a lecture series (with experts from around the country); an external mentoring program for female faculty of color in STEM; and training for faculty search committees to enable them to broaden and diversify their applicant pools. Furthermore, five ISU academic colleges have appointed an Equity Advisor. The Equity Advisor plays a central role in implementing the goals of ADVANCE and is the primary leader of efforts at the college level to transform STEM fields for women faculty and faculty of color. The Equity Advisor provides consultation at the college and departmental levels on issues including hiring, mentoring, professional development, and climate.

Iowa State University continues to make progress in creating a more flexible work environment for its faculty and staff. The Office of the Executive Vice President and Provost sponsors a Work/Life website which combines existing policies and resources so that the information can be accessed more efficiently and utilized more effectively. A Work/Life Advisory Council was also created and has been meeting for two years. This council is charged with reviewing current university policies, benchmarking best practices and identifying gaps.

The COACHE Survey of Tenure-Track Faculty Satisfaction was administered for a second time in 2009-2010. The survey is administered every four years to junior faculty. This second administration of COACHE will allow ISU to track institutional progress on junior faculty satisfaction since the last COACHE Survey (2005-2006). Analysis of the survey results received in summer 2010 indicates that Iowa State has made progress in clarifying the tenure process, creating policies to support work/life balance, and creating mentoring opportunities for junior faculty. The COACHE survey has helped the university identify issues on which there are significant differences by gender or minority status.

Grants from the Women's Enrichment Fund support initiatives to enrich the experiences of women faculty, staff and students at ISU. In 2011-2012, \$20,363 in funding will be awarded to enhance gender equity and to support women's initiatives. Past projects include the "Women Impacting ISU Calendar" which has been a powerful and visible reminder of women's leadership roles on campus. Funding was also given for female recruitment and retention in STEM disciplines.

The Diversity Grants program was developed to support diversity in the mission areas of education, research, and outreach in order to positively impact and advance faculty, staff, and student minorities and under-represented groups at Iowa State University. The overarching goals are to accelerate institutional change and contribute to scholarly activity in education and research related to diversity. For 2011-2012, \$30,000 in diversity grants was awarded. Past funding supported collaborations with minority students in Ag multicultural programs, a leadership program for women of color, and development of web resources for international faculty, staff, and students.

The university-wide diversity committee was restructured to include college diversity committee chairs and to provide leadership of campus-wide diversity goals. The committee continues to work to increase coordination and collaboration across diversity efforts. The University Committee on Diversity is charged with three tasks: (1) to provide an annual report on diversity that is shared with the university president and the university community, (2) to assess progress made on the Implementation Plan for Community, Equity, and Diversity (2006-2011), and (3) to provide leadership on institutional diversity goals. In order to increase communication and collaboration regarding diversity, the committee launched a new Diversity @ ISU website.

The Office of the Executive Vice President and Provost continues to financially support the recruitment and retention of excellent faculty by specifically funding requests from colleges and departments for dual-career partner support and to support hires that diversify the faculty. In 2011, \$731,915 in funding was provided to support dual career hires and \$177,616 was provided for new faculty diversity hires. (These amounts do not include those funds provided for base salary increases for the retention of faculty due to market pressure or competitive job offers.)

Mentoring of faculty continues to be an important way for ISU to ensure that a diverse faculty succeeds at ISU. In addition to a one-on-one mentoring program that involves all first year faculty, the Provost supports college-level peer mentoring programs. A peer-mentoring program ensures that each college has appointed a senior faculty member to serve as a peer mentoring coordinator for the first-year faculty in the college.

The Women's Leadership Consortium continues to bring together leaders of various women's programs on campus, develops strategies for increasing the visibility of issues facing women, and studies the impact of women's initiatives and programs, on campus. Each year, the Women's Leadership Consortium publishes a Women Impacting ISU Calendar, to spotlight women in leadership, who serve as resources within the community.

The Associate Provost for Academic Personnel and Chief Diversity Officer works with the Iowa Network for Women in Higher Education (WHE) to encourage more women to consider leadership in higher education. With Iowa WHE, she organized in April 2011 a successful Leadership Summit on the UNI campus that brought together women leaders from across the state's universities and colleges.

The Margaret Sloss Women's Center provides academic programming and serves as a social support system for all women, on campus. Though many programs are directed specifically for students, the emphasis on safety, healthy relationships, and topics related to the role of women in society, uplift and benefit all. The Women's Center provides support and information through active advocacy, educational outreach, appropriate referral services and provides a safe space to discuss women's issues

University of Northern Iowa

This past year, the allocation for the Minority and Women Educators Enhancement Program has been used in the following ways:

To supplement a minority faculty line in the Department of Political Science. The faculty member teaches two sections of non-western cultures: Africa and an upper level political science class in the area of international relations or comparative politics. In addition, he typically teaches an overload section of the non-western cultures: Africa course, either at UNICUE or on-line. His research focuses on the political economy of the African state, and in particular the political economy of military rule in Africa. He also serves as a senior analyst for the State Department and Department of Defense's Trans-Saharan Security Symposium.

To provide funding for an African-American ABD doctoral candidate from the University of Iowa in Counselor Education and Supervision for the FY 2011 academic year. The faculty member taught 2 graduate courses in the CAPREP accredited Counseling program and also supervised graduate students in their clinical experience. Due to personal circumstances, she was not able to complete her one year assignment. Therefore, the balance of funds will be used for minority scholarships in the Psychology program during the FY 2012 year.

The University of Northern Iowa continues to encourage search committees to have a diverse pool of applicants and to seriously consider hiring qualified candidates.

AFFIRMATIVE ACTION COST REPORT

Iowa Code §19B.5 requires that the Board and its institutions 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, for these programs. The income and expenditures are detailed in Attachment B. The total expenditures for FY 2010 and FY 2011 are shown below:

	FY 2010	FY 2011	Percent Change
SUI	\$828,978	\$782,066	-5.7%
ISU	\$334,544	\$243,306	-27.3%*
UNI	\$310,199	\$333,277	7.4%

*The large decrease is due to an unfilled vacancy in the department

The Iowa School for the Deaf and Iowa Braille and Sight Saving School do not have offices dedicated solely to affirmative action activities; therefore, cost reports are not required.

UNIVERSITY OF IOWA

POAGROUP	September 30, 2001					September 30, 2006					September 30, 2011				
	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	286	91	31.8%	17	5.9%	350	120	34.3%	28	8.0%	352	137	38.9%	17	4.8%
Faculty: Tenure Track	1,543	421	27.3%	195	12.6%	1,495	434	29.0%	247	16.5%	1,450	480	33.1%	276	19.0%
Faculty: Non-Tenure Track	512	226	44.1%	99	19.3%	591	267	45.2%	72	12.2%	852	411	48.2%	154	18.1%
Professional and Scientific	5,856	3,979	67.9%	351	6.0%	6,820	4,775	70.0%	449	6.6%	8,057	5,763	71.5%	595	7.4%
Secretarial/Clerical	2,776	2,357	84.9%	102	3.7%	2,606	2,222	85.3%	100	3.8%	2,108	1,785	84.7%	95	4.5%
Technical/Paraprofessional	509	311	61.1%	22	4.3%	451	288	63.9%	27	6.0%	617	452	73.3%	46	7.5%
Skilled Crafts	421	41	9.7%	21	5.0%	404	35	8.7%	22	5.4%	364	23	6.3%	20	5.5%
Service/Maintenance	1,713	894	52.2%	225	13.1%	1,819	992	54.5%	244	13.4%	1,829	960	52.5%	306	16.7%
TOTALS	13,616	8,320	61.1%	1,032	7.6%	14,536	9,133	62.8%	1,189	8.2%	15,629	10,011	64.1%	1,509	9.7%

IOWA STATE UNIVERSITY

POAGROUP	September 30, 2001					September 30, 2006					September 30, 2011				
	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	267	84	31.5%	22	8.2%	309	108	35.0%	26	8.4%	373	149	39.9%	33	8.8%
Faculty: Tenure Track	1,252	321	25.6%	183	14.6%	1,205	351	29.1%	234	19.4%	1,226	362	29.5%	263	21.5%
Faculty: Non-Tenure Track	265	130	49.1%	27	10.2%	341	177	51.9%	46	13.5%	567	322	56.8%	81	14.3%
Professional and Scientific	2,022	897	44.4%	238	11.8%	1,953	923	47.3%	198	10.1%	2,061	1,030	50.0%	265	12.9%
Secretarial/Clerical	1,253	1,134	90.5%	40	3.2%	1,112	1,006	90.5%	36	3.2%	916	825	90.1%	30	3.3%
Technical/Paraprofessional	164	86	52.4%	4	2.4%	157	92	58.6%	5	3.2%	132	84	63.6%	6	4.5%
Skilled Crafts	310	16	5.2%	7	2.3%	285	11	3.9%	4	1.4%	267	12	4.5%	3	1.1%
Service/Maintenance	570	332	58.2%	43	7.5%	554	293	52.9%	40	7.2%	555	277	49.9%	55	9.9%
TOTALS	6,103	3,000	49.2%	564	9.2%	5,916	2,961	50.1%	589	10.0%	6,097	3,061	50.2%	736	12.1%

UNIVERSITY OF NORTHERN IOWA

POAGROUP	September 30, 2001					September 30, 2006					September 30, 2011				
	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	101	29	28.7%	7	6.9%	94	33	35.1%	5	5.3%	95	38	40.0%	8	8.4%
Faculty: Tenure Track	555	218	39.3%	69	12.4%	550	223	40.5%	69	12.5%	505	203	40.2%	78	15.4%
Faculty: Non-Tenure Track	172	110	64.0%	15	8.7%	38	29	76.3%	2	5.3%	103	68	66.0%	2	1.9%
Professional and Scientific	511	260	50.9%	39	7.6%	528	281	53.2%	40	7.6%	584	332	56.8%	54	9.2%
Secretarial/Clerical	328	318	97.0%	15	4.6%	281	270	96.1%	13	4.6%	262	255	97.3%	14	5.3%
Technical/Paraprofessional	28	13	46.4%	6	21.4%	31	9	29.0%	5	16.1%	22	5	22.7%	4	18.2%
Skilled Crafts	85	5	5.9%	5	5.9%	67	5	7.5%	2	3.0%	56	4	7.1%	2	3.6%
Service/Maintenance	251	142	56.6%	39	15.5%	239	134	56.1%	34	14.2%	239	124	51.9%	31	13.0%
TOTALS	2,031	1,095	53.9%	195	9.6%	1,828	984	53.8%	170	9.3%	1,866	1,029	55.1%	193	10.3%

IOWA SCHOOL FOR THE DEAF

POAGROUP	September 30, 2001					September 30, 2006					September 30, 2011				
	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%	4	1	25.0%	-	0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	55	43	78.2%	-	0.0%	44	38	86.4%	-	0.0%	37	35	94.6%	-	0.0%
Professional and Scientific	34	28	82.4%	2	5.9%	35	27	77.1%	-	0.0%	32	23	71.9%	1	3.1%
Secretarial/Clerical	4	4	100.0%	1	25.0%	5	5	100.0%	1	20.0%	4	4	100.0%	1	25.0%
Technical/Paraprofessional	26	23	88.5%	2	7.7%	24	21	87.5%	2	8.3%	23	20	87.0%	1	4.3%
Skilled Crafts	6	-	0.0%	-	0.0%	6			-	0.0%	6	-	0.0%	-	0.0%
Service/Maintenance	19	7	36.8%	4	21.1%	20	9	45.0%	4	20.0%	19	9	47.4%	3	15.8%
TOTALS	149	106	71.1%	9	6.0%	138	101	73.2%	7	5.1%	125	92	73.6%	6	4.8%

IOWA BRAILLE AND SIGHT SAVING SCHOOL

POAGROUP	September 30, 2001					September 30, 2006					September 30, 2011				
	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	3	60.0%	-	0.0%	5	4	80.0%	-	0.0%	5	2	40.0%	-	0.0%
Faculty: Tenure Track															
Faculty: Non-Tenure Track	32	22	68.8%	-	0.0%	34	22	64.7%	-	0.0%	48	38	79.2%	-	0.0%
Professional and Scientific	8	6	75.0%	-	0.0%	7	6	85.7%	-	0.0%	3	3	100.0%	-	0.0%
Secretarial/Clerical	7	7	100.0%	-	0.0%	6	6	100.0%	-	0.0%	5	5	100.0%	-	0.0%
Technical/Paraprofessional	30	29	96.7%	-	0.0%	25	23	92.0%	-	0.0%	1	-	0.0%	-	0.0%
Skilled Crafts	-	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%	-	-	0.0%	-	0.0%
Service/Maintenance	13	7	53.8%	-	0.0%	18	8	44.4%	1	5.6%	9	5	55.6%	-	0.0%
TOTALS	95	74	77.9%	-	0.0%	95	69	72.6%	1	1.1%	71	53	74.6%	-	0.0%

TOTAL -- REGENT INSTITUTIONS

POAGROUP	September 30, 2001					September 30, 2006					September 30, 2011				
	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	664	208	31.3%	46	6.9%	762	266	34.9%	59	7.7%	829	327	39.4%	58	7.0%
Faculty: Tenure Track	3,350	960	28.7%	447	13.3%	3,250	1,008	31.0%	550	16.9%	3,181	1,045	32.9%	617	19.4%
Faculty: Non-Tenure Track	1,036	531	51.3%	141	13.6%	1,048	533	50.9%	120	11.5%	1,607	874	54.4%	237	14.7%
Professional and Scientific	8,431	5,170	61.3%	630	7.5%	9,343	6,012	64.3%	687	7.4%	10,737	7,151	66.6%	915	8.5%
Secretarial/Clerical	4,368	3,820	87.5%	158	3.6%	4,010	3,509	87.5%	150	3.7%	3,295	2,874	87.2%	140	4.2%
Technical/Paraprofessional	757	462	61.0%	34	4.5%	688	433	62.9%	39	5.7%	795	561	70.6%	57	7.2%
Skilled Crafts	822	62	7.5%	33	4.0%	762	51	6.7%	28	3.7%	693	39	5.6%	25	3.6%
Service/Maintenance	2,566	1,382	53.9%	311	12.1%	2,650	1,436	54.2%	323	12.2%	2,651	1,375	51.9%	395	14.9%
TOTALS	21,994	12,595	57.3%	1,800	8.2%	22,513	13,248	58.8%	1,956	8.7%	23,788	14,246	59.9%	2,444	10.3%

**AFFIRMATIVE ACTION REVENUES AND EXPENDITURES
FY 2011**

Department Name: Board of Regents
 Person Completing Report: Marcia Brunson
 E-mail Address: mbruns@iastate.edu

	SUI Office of Equal Opportunity and Diversity	ISU Office of Equal Opportunity and Diversity	UNI Office of Compliance and Equity Management	Total
REVENUES				
STATE APPROPRIATIONS				
General Fund	782,066	243,306	333,277	1,358,649
Other				
OTHER REVENUES				
Federal Support				-
Interest				-
Tuition and Fees				-
Reimb. Indirect Costs				-
Sales and Services				-
Other Income				-
TOTAL REVENUES	782,066	243,306	333,277	1,358,649
EXPENDITURES				
Fac. & Inst. Off. Salaries	222,738	217,288	219,835	659,861
Prof. & Sci. Staff Salaries	443,659		49,786	49,786
General Service Staff Salaries	45,930		9,479	709,647
Hourly Wages	3,574			
Labor in Transfers				
Vacancy Factor				
Subtotal - Salaries	715,901	217,288	279,100	1,212,289
Prof. And Scientific Supplies	66,165	26,018	54,177	146,360
Library Acquisitions				
Rentals				
Utilities				
Building Repairs				
Auditor of State Reimb.				
Aid to Individuals				
Subtotal	66,165	26,018	54,177	146,360
Total	782,066	243,306	333,277	1,358,649