



STUDENT & FACULTY DIVERSITY REPORT

MARCH 2022



EXECUTIVE SUMMARY

The Iowa College Student Aid Commission (Iowa College Aid) annual Student and Faculty Diversity Report summarizes trends in representation by minority population groups among students, faculty, and state financial aid recipients at Iowa colleges and universities. The report has been published each year since 1992 and is provided to the Governor and Iowa General Assembly as directed by Iowa Code §261.2 (Duties of commission). The report is based on an annual survey of Iowa colleges and university officials. Iowa College Aid is grateful for the assistance of college and university staff who contributed the information compiled for this report.

Findings of the 2022 report include the following:

- In the fall of 2021, 39,120 minority students were enrolled at Iowa colleges and universities.
- Enrollment of racial and ethnic minority students in Iowa's colleges and universities has increased steadily since 1992 when the Ethnic Diversity Survey was first conducted. Between fall 1992 and fall 2021, enrollment of racial and ethnic minority students in Iowa's colleges and universities has tripled.
- In the fall of 2021, racial and ethnic minorities represented 19% of enrollment in Iowa colleges and universities. Of those, 12% were Iowa residents.
- Of Iowa-resident minority students attending college in Iowa during the previous academic year (2020-21), 8% were awarded an Iowa Tuition Grant, 2% were awarded an Iowa Vocational-Technical Tuition Grant, and 2% were awarded an All Iowa Opportunity Scholarship.

Some apparent trends in this report partly reflect changes in agency methods of counting students and faculty by race/ethnicity implemented in the fall of 2010. Methods for collecting the data in this report are described under Report Background. The numbers reported only reflect race and ethnicity self-reported to the institutions; therefore, data represented in this report will not match total enrollment data on various other reports.

For this report, minority students and faculty include those from the following population groups: Hispanic or Latino; American Indian or Alaska Native; Asian; Black or African American; Native Hawaiian or other Pacific Islander; two or more races/ethnicities.

POSTSECONDARY ENROLLMENT

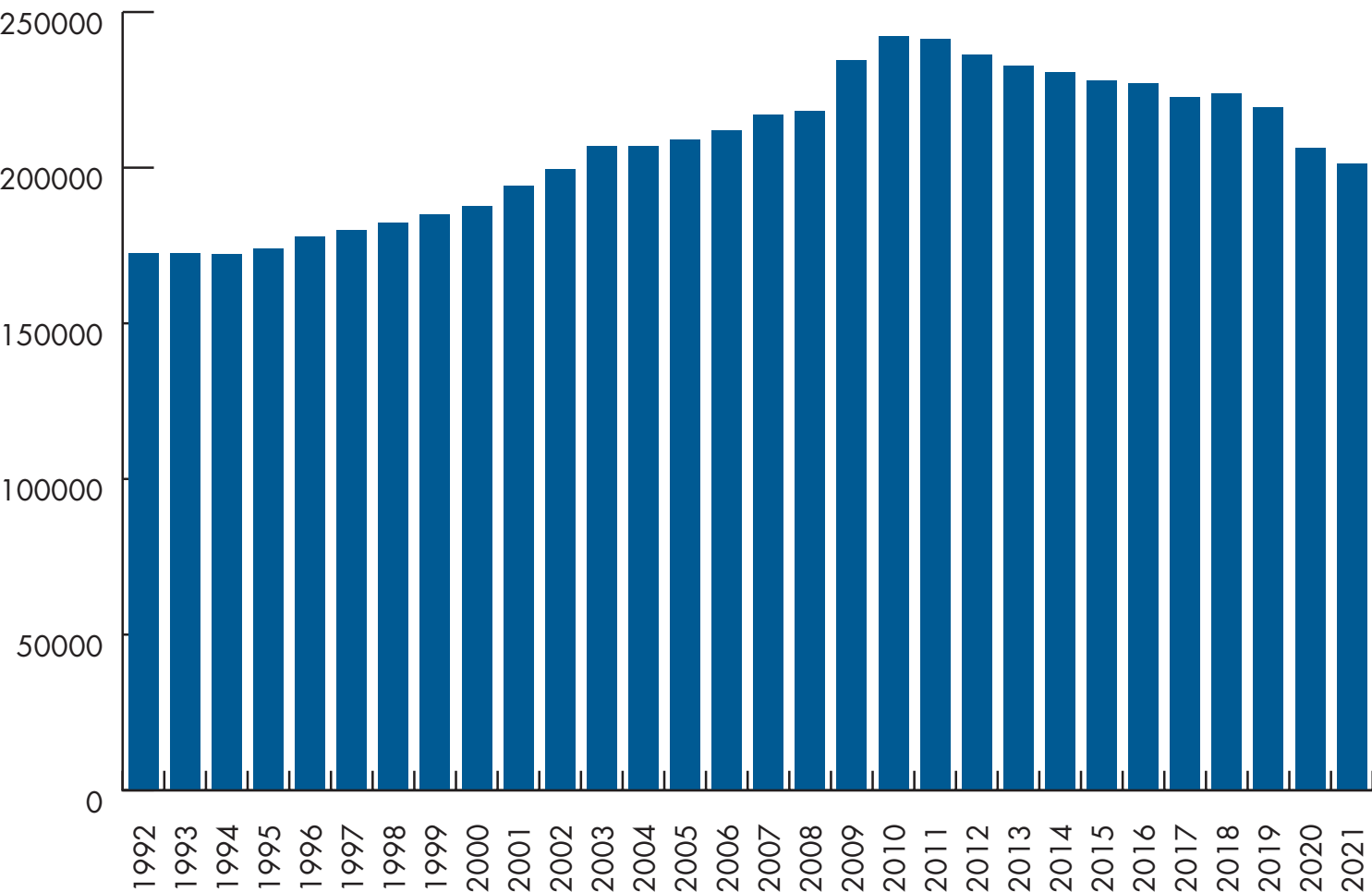
POSTSECONDARY ENROLLMENT 1992–2021

In the fall of 2021, a total of 201,242 full- and part-time graduate and undergraduate students were enrolled in Iowa postsecondary institutions, including Regent Universities, independent four-year colleges and universities, community colleges, proprietary colleges and specialized graduate medical schools. This figure represents enrollment at Iowa degree-granting institutions, which annually report student ethnic diversity data to Iowa College Aid.

(Note: Enrollments could vary slightly due to the number of schools reporting from year to year.)

In the fall of 1992, the first year of the Diversity Report, full-time and part-time enrollment in Iowa was 172,435. Between 1992 and 2021, total enrollment expanded by about 17%.

Figure 1. Total Enrollment in Iowa Colleges and Universities

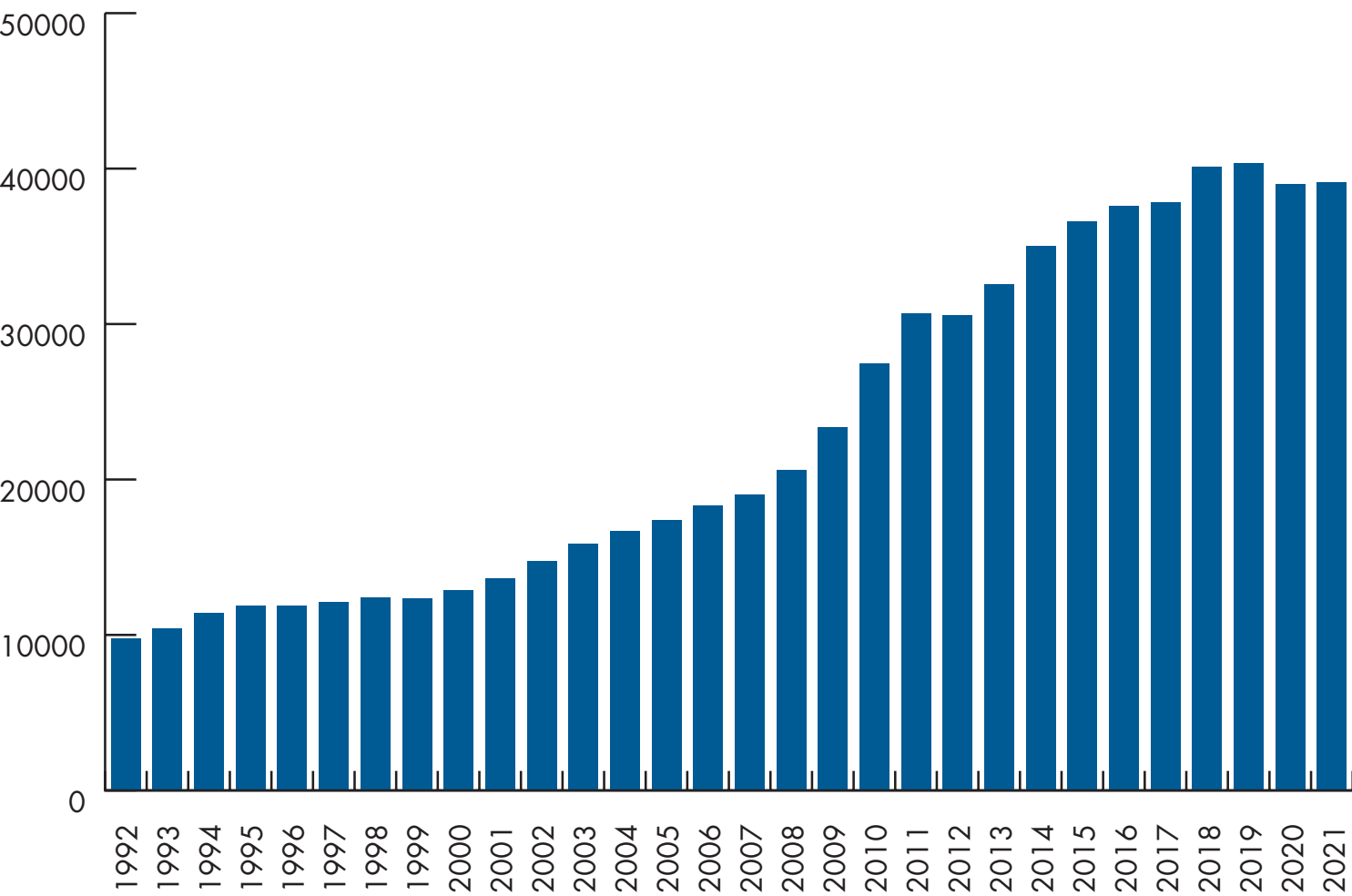


Enrollments include full- and part-time undergraduate, graduate, and professional students

POSTSECONDARY ENROLLMENT

Within a one-year period, minority student enrollment has increased by 2%, from 38,998 in fall 2020 to 39,120 in fall 2021. As Figure 2 demonstrates, there has been significant growth in the number of minority students enrolled in Iowa colleges and universities over the past two decades. In fall 1992, there were 9,744 enrolled minority students; by fall 2021, this number increased more than 250%. To put the magnitude of this growth into perspective, the growth of minority students in Iowa colleges and universities has outpaced Iowa’s total population growth over the same time period; Iowa’s total population increased roughly 14%, from 2.81 million to 3.19 million (U.S. Census Bureau, 2020).

Figure 2. Total Minority Enrollment in Iowa Colleges and Universities

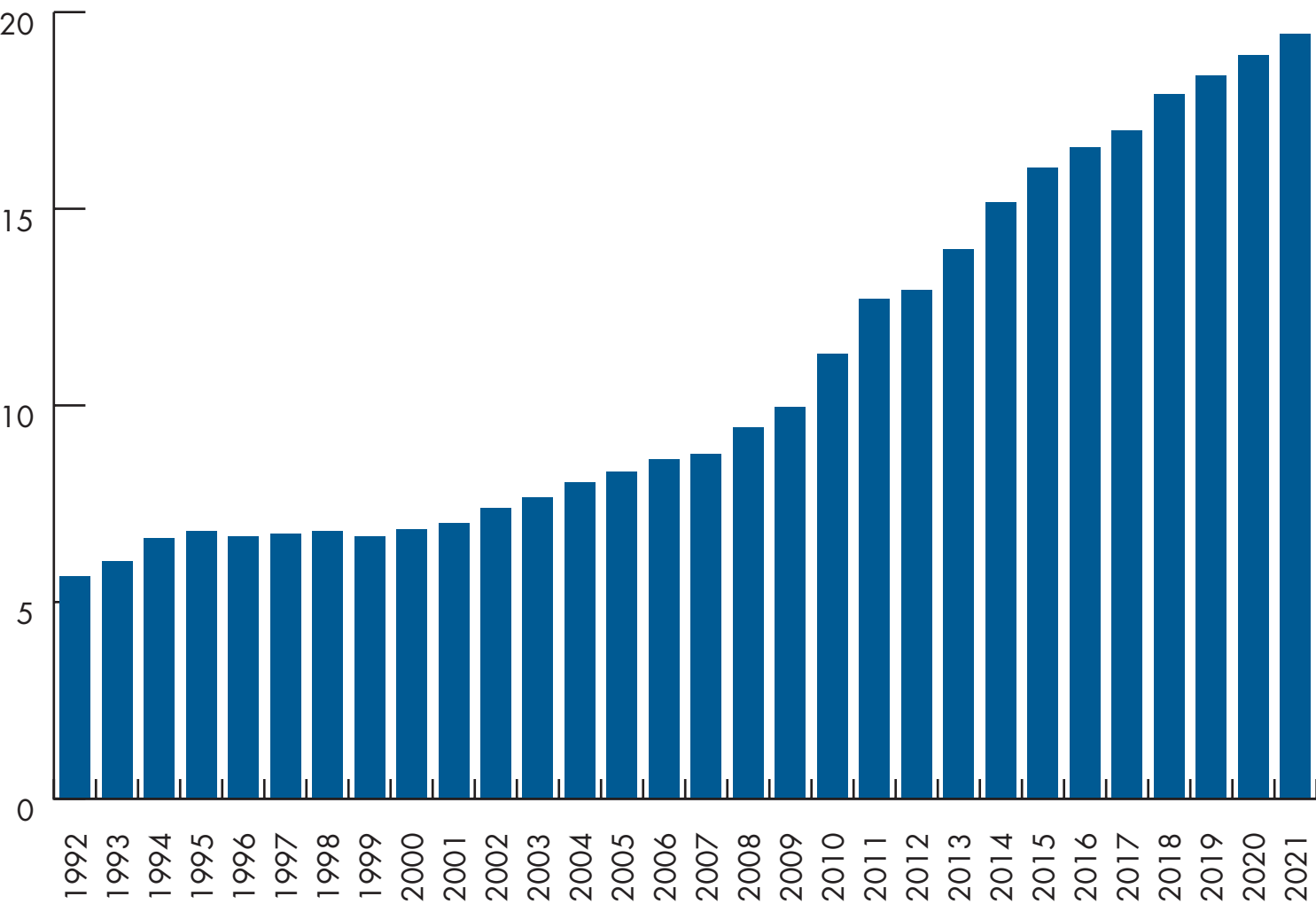


Enrollment includes full- and part-time undergraduate, graduate, and professional racial/ethnic minority students.

POSTSECONDARY ENROLLMENT

Between fall 1992 and fall 2021, total enrollment in Iowa colleges and universities increased by more than 25,000 students, from 172,435 to 201,242, and the percentage of total enrollment represented by racial and ethnic minorities in Iowa’s colleges and universities expanded from 6% to 19%. During these two decades, growth in minority enrollment between fall 1992 and fall 2021 significantly outpaced overall enrollment growth. Between fall 1992 and fall 2021, total enrollment grew by 17%, while enrollment of racial and ethnic minority students increased over 250%. As a percentage of total enrollments, minority enrollment began steady expansion in the early 2000s. In fall 2021, 61% of all minority students are Iowa residents.

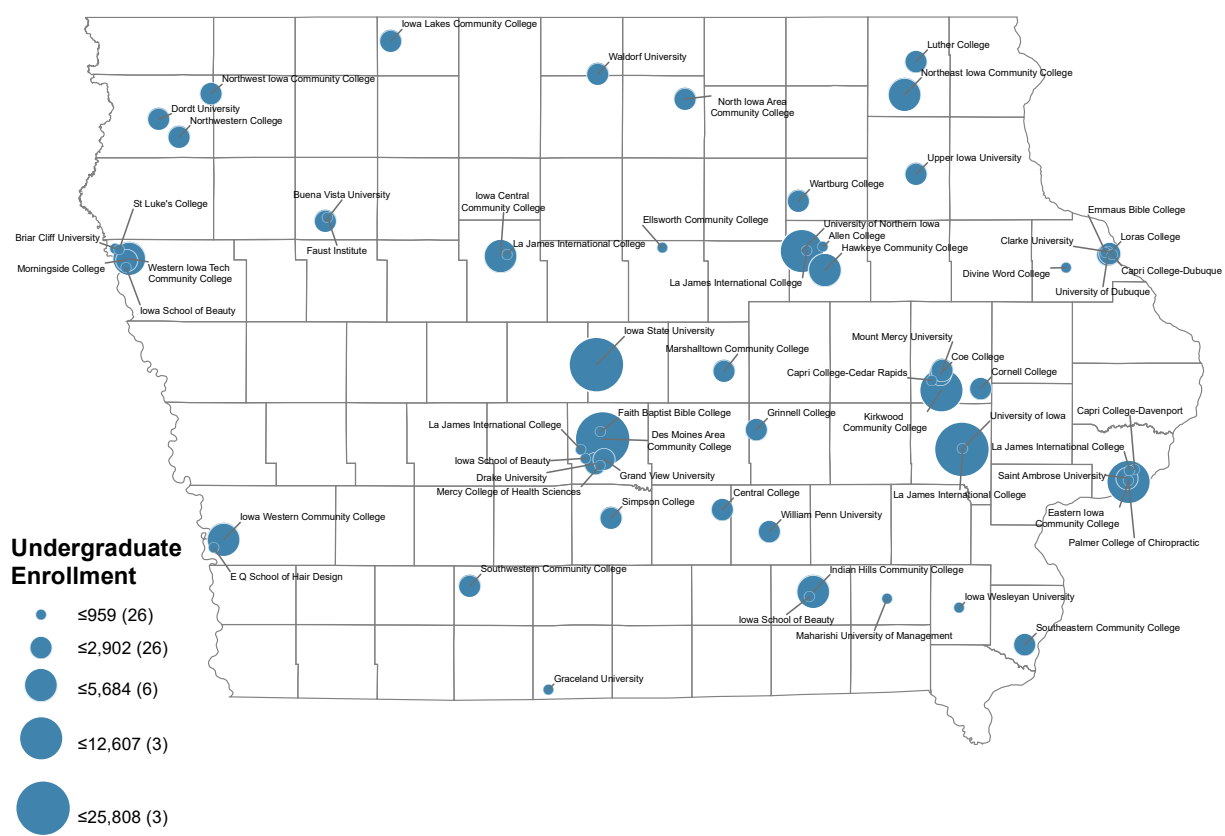
Figure 3. Percent of Total Enrollment by Race/Ethnicity



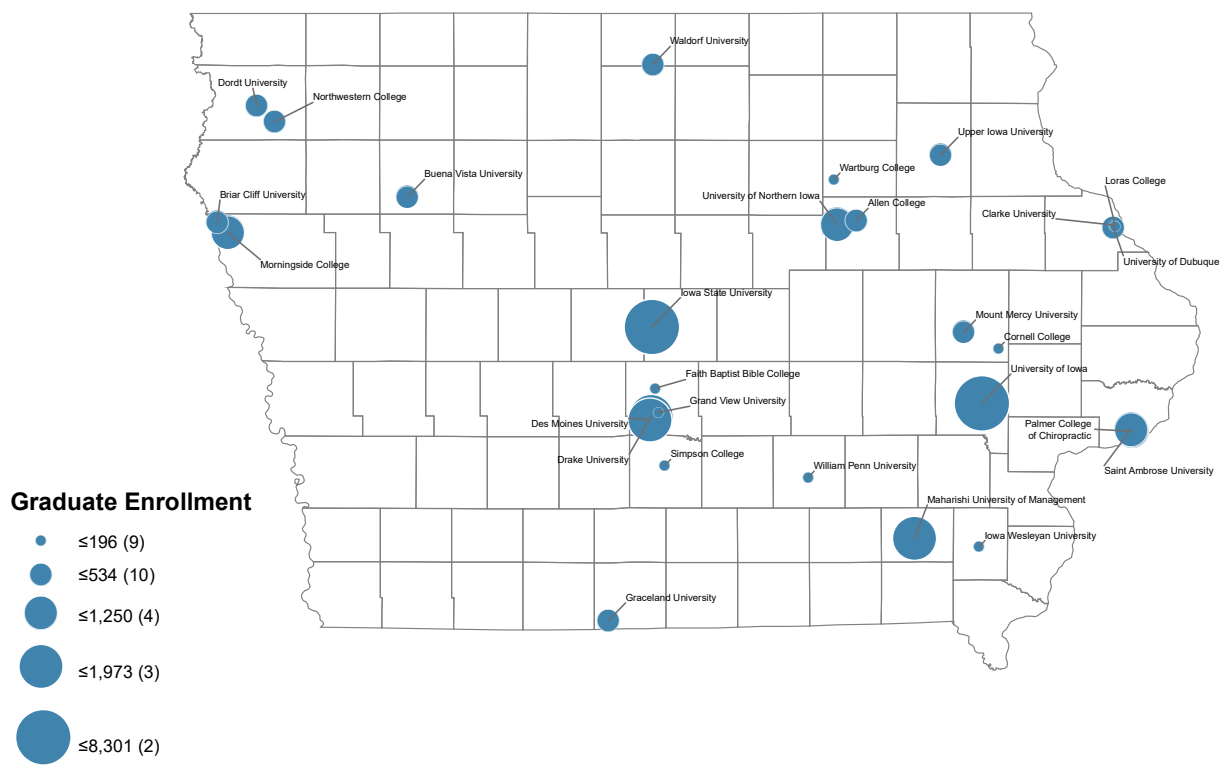
Enrollment includes full- and part-time undergraduate, graduate, and professional racial/ethnic minority students.

POSTSECONDARY ENROLLMENT

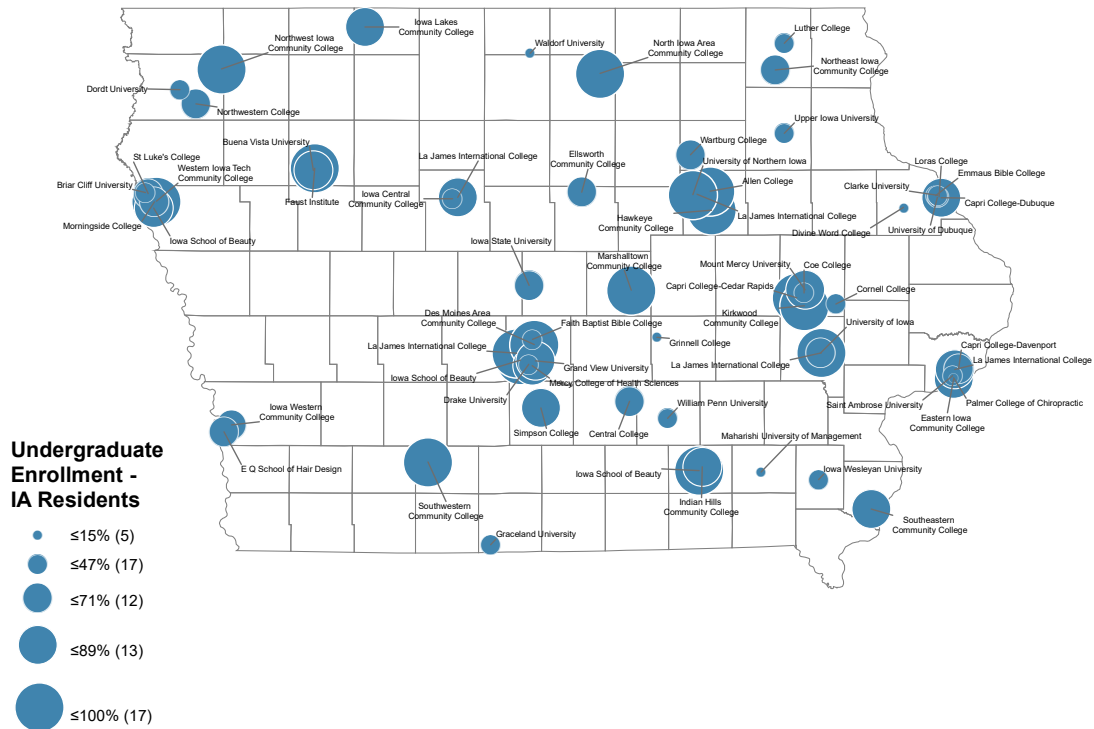
Map 1. Total Undergraduate Student Enrollment: Fall 2021



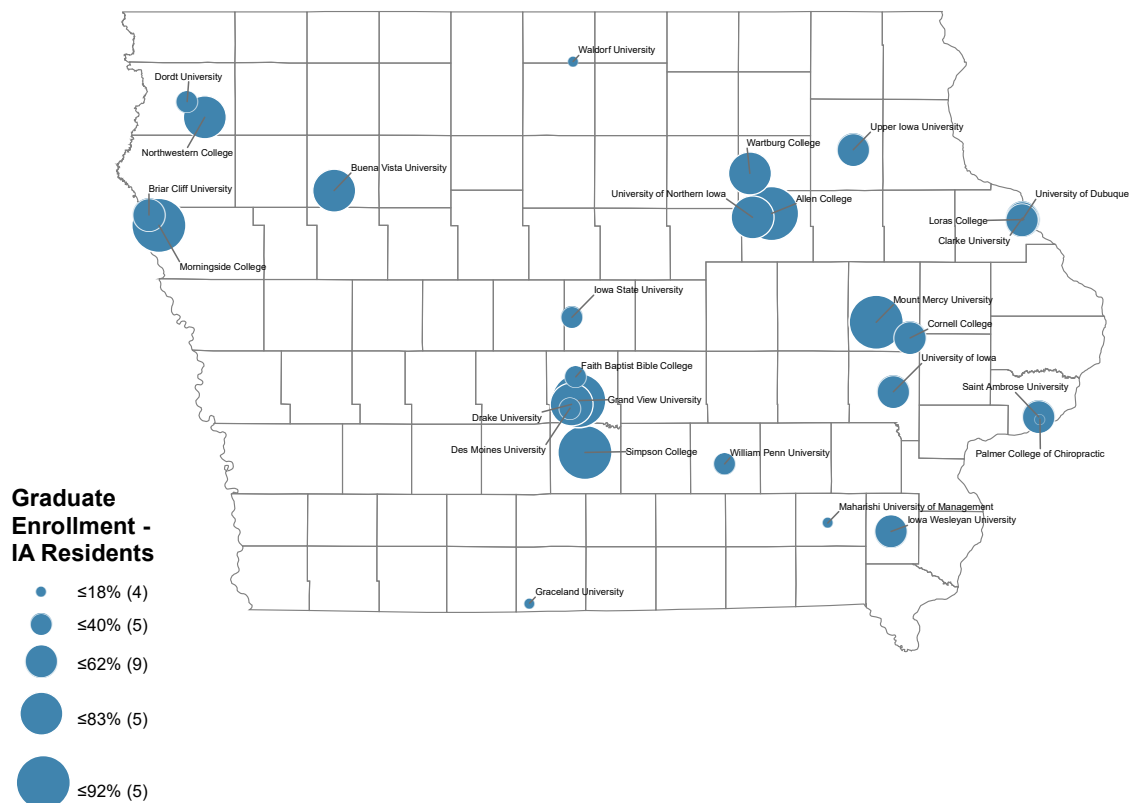
Map 2. Total Graduate Student Enrollment: Fall 2021



Map 3. Iowa Resident Undergraduate Student Enrollment: Fall 2021

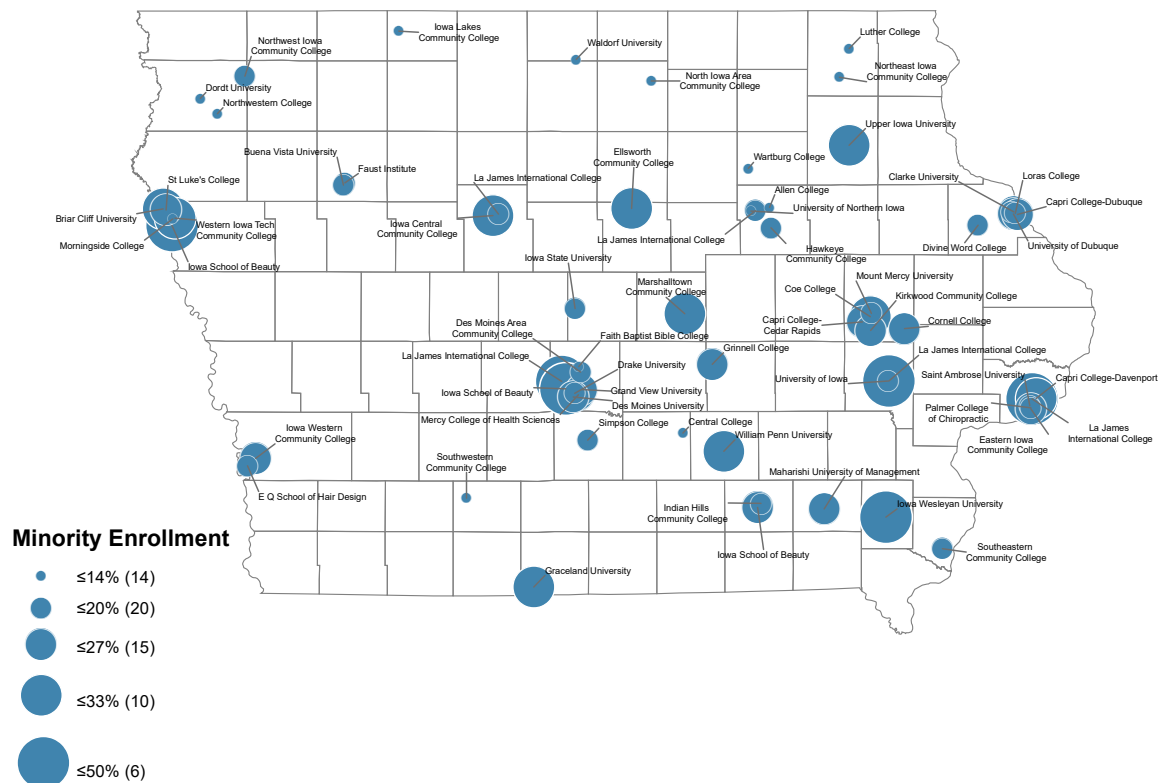


Map 4. Iowa Resident Graduate Student Enrollment: Fall 2021

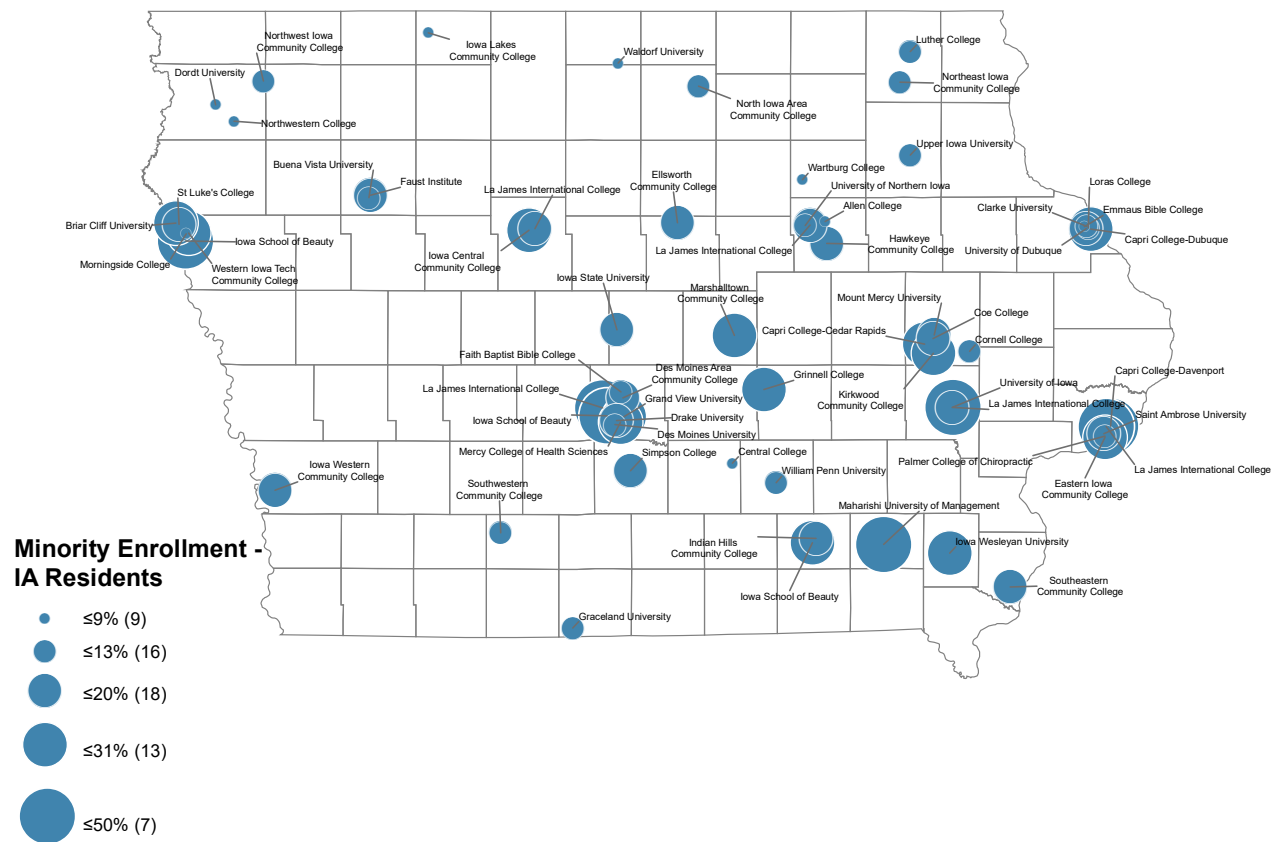


POSTSECONDARY ENROLLMENT

Map 5. Total Minority Enrollment: Fall 2021

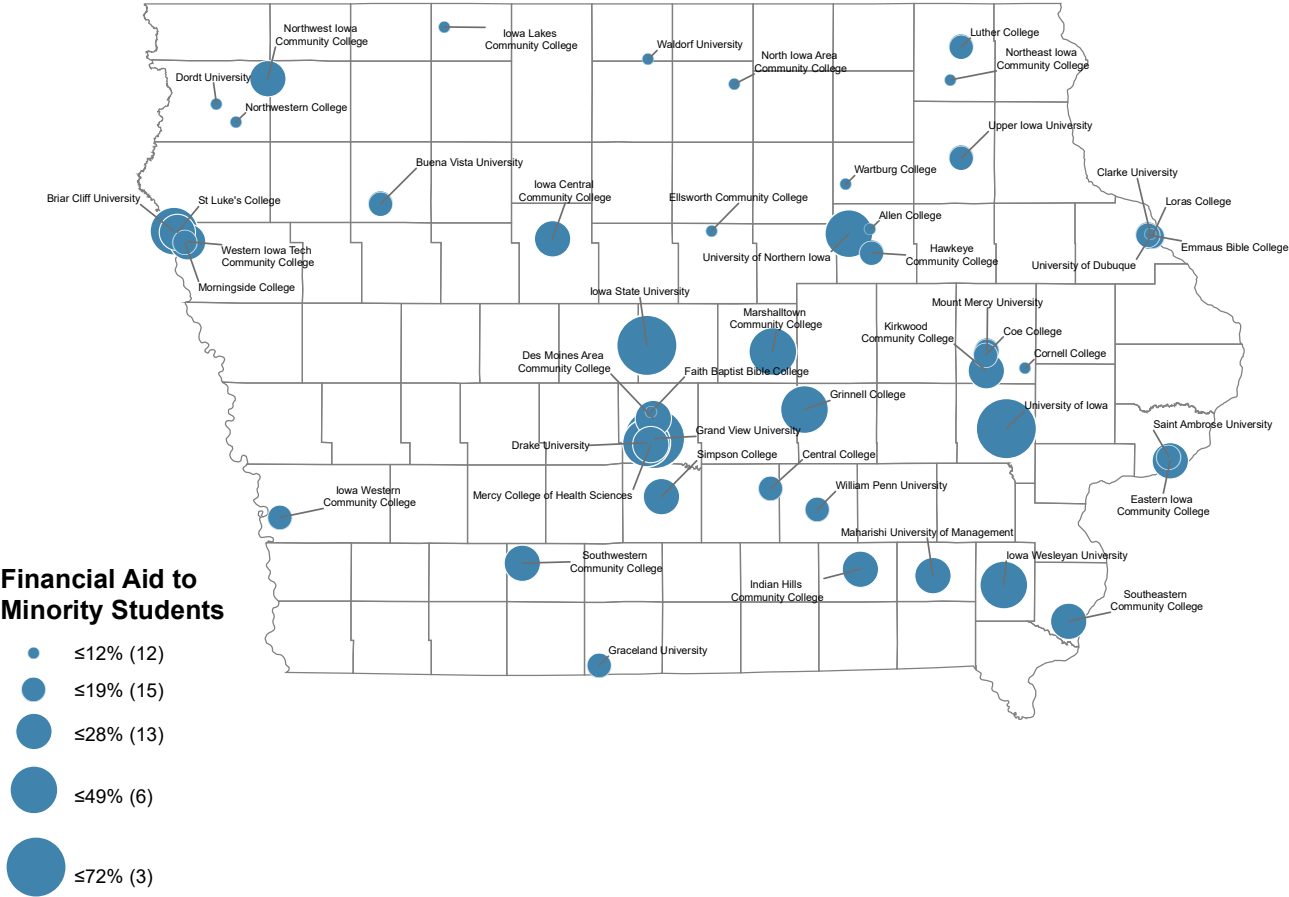


Map 6. Iowa Resident Minority Enrollment: Fall 2021



POSTSECONDARY ENROLLMENT

Map 7. State Financial Aid to Minority Students: 2020-21

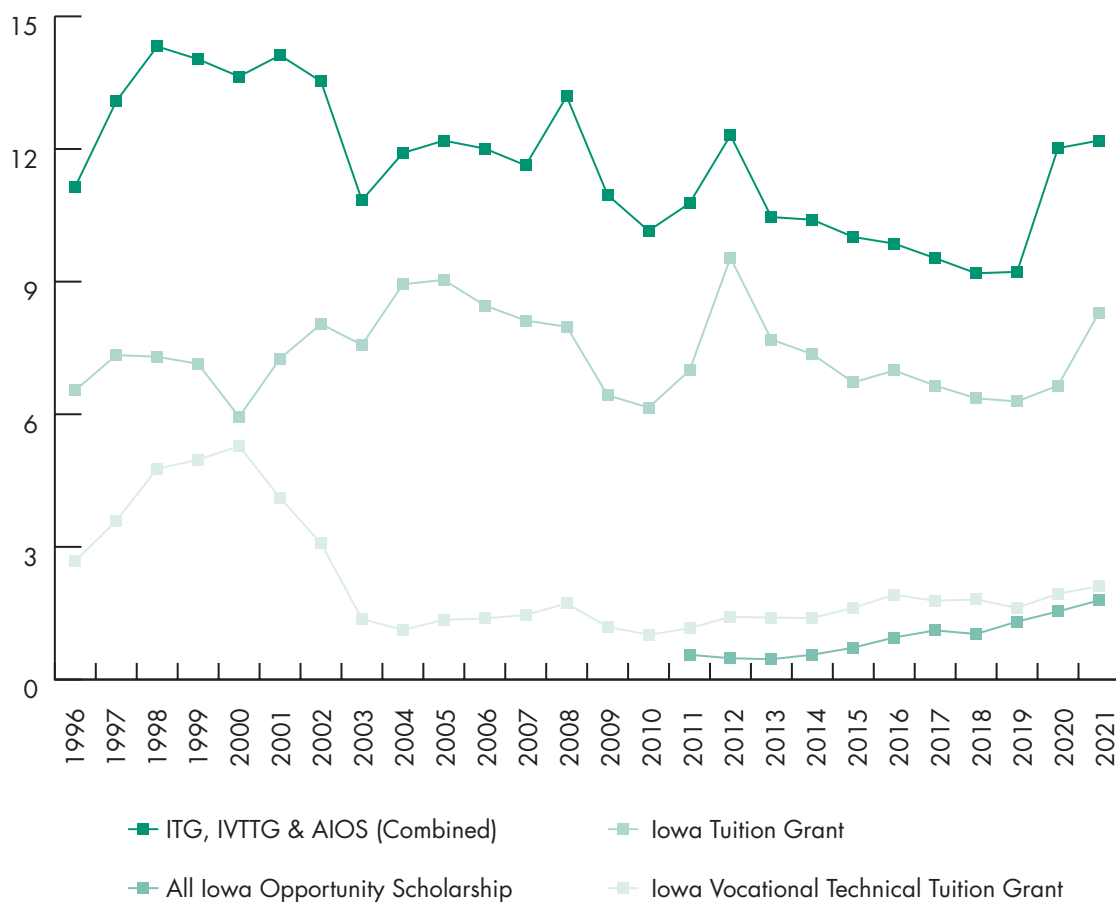


MINORITY RECIPIENTS

MINORITY RECIPIENTS IN STATE-APPROPRIATED STUDENT FINANCIAL AID PROGRAMS

For the Student and Faculty Diversity Report, Iowa institutions report the race/ethnicity of state financial aid recipients for three major state aid programs: Iowa Tuition Grants, Iowa Vocational-Technical Tuition Grants, and All Iowa Opportunity Scholarships during the prior academic year. The chart below tracks the history, since 1996, of grant program recipients who were Iowa-resident minority students. The All Iowa Opportunity Grant program recipients were reported by race/ethnicity for the first time in 2010-11. In the 2020-21 academic year, 12% of Iowa resident minority students attending college in Iowa were awarded one or more of these grants.

Figure 4. Percent of Iowa Minority Students Receiving Grants and Scholarships



MINORITY RECIPIENTS

While the previous figure examined the share of minority recipients among all in-state minority undergraduates, Figure 5 displays minority recipients as a percentage of recipients within each state aid program. In the 2020–21 academic year, 20% of all Iowa Tuition Grant recipients, 20% for Iowa Vocational-Technical Tuition Grant recipients, and 53% for All Iowa Opportunity Scholarship recipients were minority students.

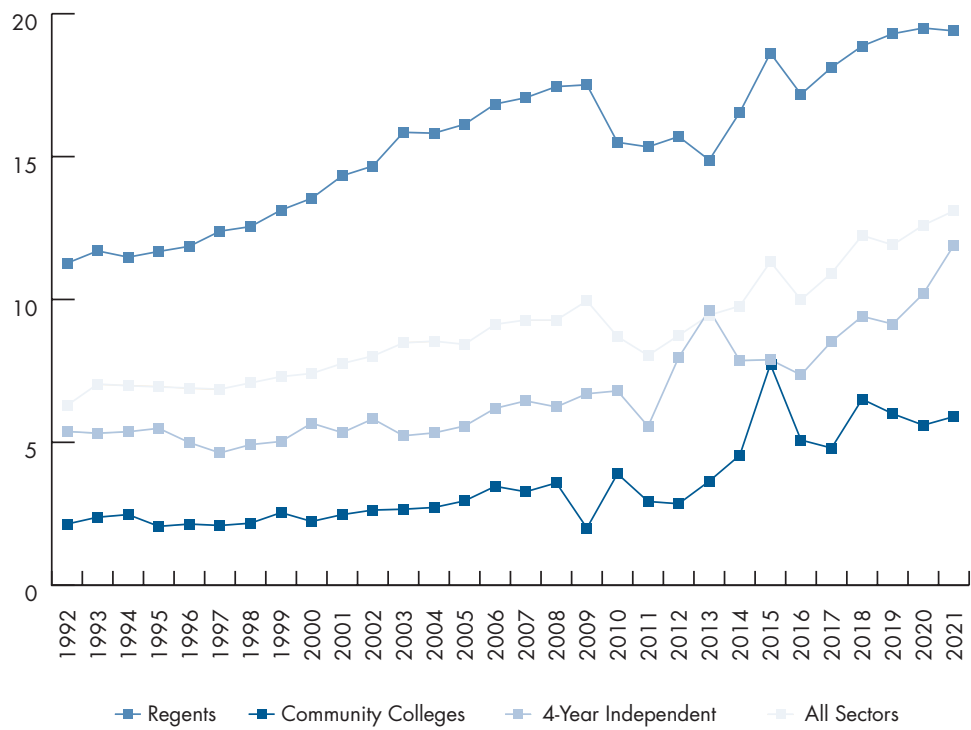
Figure 5. Percent of Grants Awarded to Minority Students



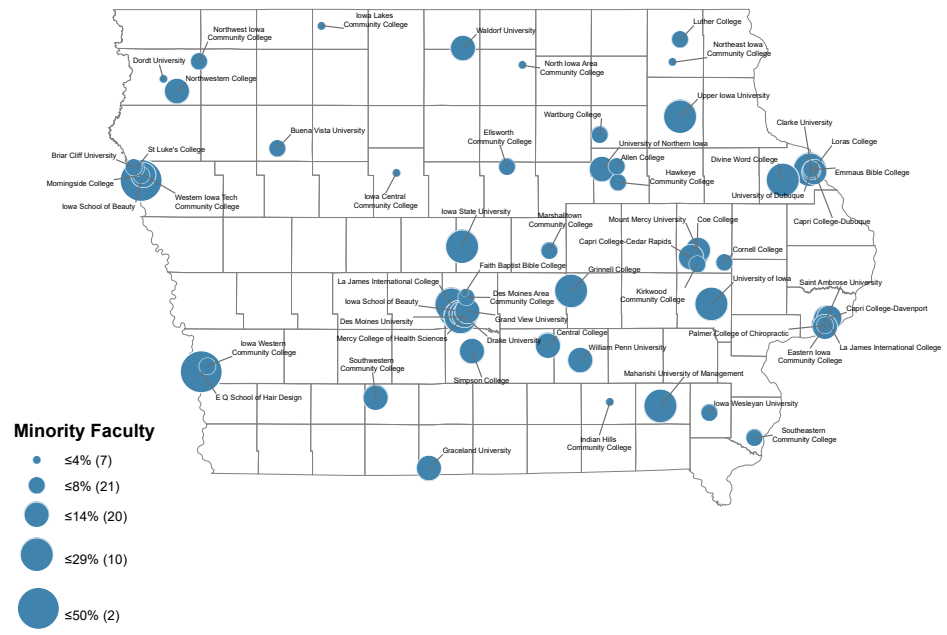
MINORITY FACULTY

Figure 6 represents minority faculty as a percentage of total faculty by sector. In the fall of 2021, a total of 14,803 full- and part-time faculty members were part of teaching, research, or public service in Iowa colleges and universities. A total of 1,924, or 13%, were faculty from minority population groups.

Figure 6. Minority Faculty as a Percentage of Total Faculty by Institutional Sector



Map 8. Percent of Minority Faculty: Fall 2021



EXHIBITS

Exhibit 1—Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity

Exhibit 2—Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity

Exhibit 3—Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity—Iowa Residents

Exhibit 4—Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity—Iowa Residents

Exhibit 5—Total Enrollment and Enrollment of Minority Population Groups

Exhibit 6—Total Enrollment and Enrollment of Minority Population Groups—Iowa Residents Only

Exhibit 7—State Financial Aid to Minority Students at Iowa Colleges and Universities—Awards in Three Major Programs* in the 2020–21 Academic Year

Exhibit 8—Faculty at Iowa Colleges and Universities

*Total program awards based on State Scholarship and Grant Reporting System, as of September 15, 2021.

EXHIBIT 1

Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Undergraduate (Full-time and Part-time) Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
1 Regent University	Iowa State University	925	715	1,798	41	1,037	683	12	19,836	761	25,808
	University of Iowa	576	584	1,826	33	1,068	656	16	16,043	806	21,608
	University of Northern Iowa	132	202	403	***	109	207	***	6,694	221	7,981
2. Private, Not-for-Profit, 4-Year	Allen College	***	30	***	***	***	***	***	265	***	313
	Briar Cliff University	***	12	160	***	12	58	***	473	33	765
	Buena Vista University	***	52	167	13	12	39	***	1,168	43	1,506
	Central College	***	26	62	***	15	26	***	975	29	1,139
	Clarke College	40	42	72	***	***	93	***	428	35	717
	Coe College	47	57	163	***	36	139	***	892	32	1,371
	Cornell College	31	19	86	***	35	75	***	769	17	1,046
	Des Moines University	***	***	***	***	***	***	***	***	***	***
	Divine Word College	65	***	***	***	13	***	***	***	***	80
	Dordt College	131	73	40	***	23	***	***	1,228	23	1,534
	Drake University	115	17	210	***	138	174	***	2,113	134	2,902
	Emmaus Bible College	***	***	***	***	***	11	***	144	***	198
	Faith Baptist Bible College	12	***	14	***	***	***	***	323	16	384
	Graceland University	78	46	105	***	11	138	18	512	47	959
	Grand View University	57	115	159	***	53	152	***	954	60	1,561
	Grinnell College	340	83	134	***	133	73	***	899	87	1,749
	Iowa Wesleyan University	87	16	50	***	***	147	***	308	101	716
	Loras College	27	79	133	***	17	54	***	967	31	1,310
	Luther College	178	16	114	***	35	49	***	1,312	27	1,742
	Maharishi University of Management	13	45	71	11	15	47	***	269	***	482
	Mercy College of Health Sciences	***	34	72	***	58	98	***	641	***	921
	Morningside College	86	113	88	***	14	41	***	842	45	1,240
	Mount Mercy University	73	39	17	***	31	106	***	961	58	1,290
	Northwestern College	30	71	80	***	13	20	***	853	17	1,086
	Palmer College of Chiropractic	***	***	***	***	***	***	***	28	***	43
	Simpson College	17	27	97	***	16	41	***	921	51	1,172
	St Ambrose University	50	73	217	***	61	119	***	1,620	82	2,229
	St Luke's College	***	***	30	***	***	***	***	145	***	199
	University of Dubuque	76	47	133	***	15	222	***	1,032	42	1,582
	Upper Iowa University	91	284	182	***	44	433	11	1,396	56	2,507
	Wartburg College	94	23	65	***	***	62	***	1,217	42	1,517
	William Penn University	65	82	137	***	***	224	***	721	49	1,304

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EXHIBIT 1 CONTINUED

Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Undergraduate (Full-time and Part-time)
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
3. Private, For-Profit, 4-Year	Waldorf University	***	1,034	24	16	36	190	15	929	***	2,244
4. Community College	Des Moines Area Community College	65	3,287	1,565	44	795	1,072	***	13,234	466	20,536
	Eastern Iowa Community College	***	563	821	17	181	533	11	5,018	310	7,460
	Hawkeye Community College	50	***	281	11	89	395	15	4,043	201	5,085
	Indian Hills Community College	18	132	293	***	40	165	11	2,555	161	3,385
	Iowa Central Community College	112	158	350	23	45	485	11	2,197	304	3,685
	Iowa Lakes Community College	***	164	129	***	18	84	***	1,416	12	1,833
	Iowa Valley – Ellsworth Community College	18	14	68	***	***	107	***	485	28	728
	Iowa Valley – Marshalltown Community College	69	163	366	33	60	43	***	994	28	1,758
	Iowa Western Community College	108	102	575	75	87	577	16	4,130	14	5,684
	Kirkwood Community College	181	810	749	42	241	1,284	22	8,857	421	12,607
	North Iowa Area Community College	30	13	164	***	28	85	***	2,105	48	2,482
	Northeast Iowa Community College	***	90	146	11	33	124	16	3,684	59	4,163
	Northwest Iowa Community College	***	37	143	13	24	54	***	1,422	20	1,716
	Southeastern Community College	82	1,371	117	60	31	150	***	480	27	2,321
	Southwestern Community College	28	14	99	***	12	40	***	1,316	26	1,542
	Western Iowa Tech Community College	219	149	1,130	70	128	240	12	3,374	129	5,451

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EXHIBIT 1 CONTINUED

Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Undergraduate (Full-time and Part-time)
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
6. Private, For-Profit, 2-Year	Capri College	***	***	***	***	***	18	***	109	***	139
	Capri College	***	***	***	***	***	15	***	96	***	126
	Capri College	***	***	17	***	***	13	***	79	***	119
	EQ School of Hair Design	***	***	***	***	***	***	***	***	***	***
	Faust Institution of Cosmetology	***	***	***	***	***	***	***	***	***	12
	Iowa School of Beauty	***	***	***	***	***	12	***	42	***	69
	Iowa School of Beauty	***	***	***	***	***	***	***	19	***	24
	Iowa School of Beauty	***	***	16	***	***	***	***	29	***	52
	La' James International College	***	***	***	***	***	***	***	18	***	22
	La' James International College	***	***	***	***	***	***	***	31	***	52
	La' James International College	***	***	***	***	***	***	***	16	***	21
	La' James International College	***	***	***	***	***	16	***	35	***	62
	La' James International College	***	***	***	***	***	***	***	***	***	***
	Totals	4,450	11,146	13,987	672	4,931	9,942	279	123,682	5,264	174,353

Source: Iowa College Student Aid Commission Annual Student and Faculty Ethnic Diversity Survey

EXHIBIT 2

Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Graduate (Full-time and Part-time) Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
1. Regent University	Iowa State University	1,607	290	195	13	128	138	***	2,446	77	4,900
	University of Iowa	1,038	247	544	12	480	293	***	5,461	223	8,301
	University of Northern Iowa	104	23	46	***	12	38	***	1,008	16	1,250
2. Private, Not-for-Profit, 4-Year	Allen College	***	***	***	***	***	***	***	209	***	238
	Briar Cliff University	***	***	18	***	***	15	***	181	***	234
	Buena Vista University	***	18	16	***	***	***	***	397	***	453
	Central College	***	***	***	***	***	***	***	***	***	***
	Clarke College	***	40	***	***	***	***	***	117	***	171
	Coe College	***	***	***	***	***	***	***	***	***	***
	Cornell College	***	***	***	***	***	***	***	***	***	***
	Des Moines University	***	31	65	***	216	41	***	1,157	46	1,562
	Divine Word College	***	***	***	***	***	***	***	***	***	***
	Dordt College	30	20	***	***	***	***	***	173	***	238
	Drake University	28	***	86	***	59	70	***	1,681	37	1,973
	Emmaus Bible College	***	***	***	***	***	***	***	***	***	***
	Faith Baptist Bible College	***	***	***	***	***	***	***	48	***	63
	Graceland University	18	51	15	***	13	21	***	337	12	472
	Grand View University	***	***	***	***	***	11	***	156	***	196
	Grinnell College	***	***	***	***	***	***	***	***	***	***
	Iowa Wesleyan University	***	***	***	***	***	***	***	39	***	66
	Loras College	***	***	***	***	***	***	***	67	***	90
	Luther College	***	***	***	***	***	***	***	***	***	***
	Maharishi University of Management	980	84	57	***	83	161	***	320	***	1,700
	Mercy College of Health Sciences	***	***	***	***	***	***	***	***	***	***
	Morningside College	***	19	***	***	***	***	***	1,004	***	1,054
	Mount Mercy University	***	***	***	***	***	13	***	241	15	290
	Northwestern College	***	164	***	***	***	***	***	346	***	534
	Palmer College of Chiropractic	***	***	48	***	33	20	***	759	17	888
	Simpson College	***	***	***	***	***	***	***	35	***	46
	St Ambrose University	***	23	33	***	12	25	***	559	20	685
	St Luke's College	***	***	***	***	***	***	***	***	***	***
	University of Dubuque	***	100	18	***	***	32	***	241	***	408
	Upper Iowa University	14	66	19	***	***	91	***	313	***	520
	Wartburg College	***	***	***	***	***	***	***	24	***	26
	William Penn University	***	***	***	***	***	***	***	43	***	68

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EXHIBIT 2 CONTINUED

Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Graduate (Full-time and Part-time) Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
3. Private, For-Profit, 4-Year	Waldorf University	***	167	***	***	***	58	***	200	***	453
4. Community College	Des Moines Area Community College	***	***	***	***	***	***	***	***	***	***
	Eastern Iowa Community College	***	***	***	***	***	***	***	***	***	***
	Hawkeye Community College	***	***	***	***	***	***	***	***	***	***
	Indian Hills Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Central Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Lakes Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Valley – Ellsworth Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Valley – Marshalltown Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Western Community College	***	***	***	***	***	***	***	***	***	***
	Kirkwood Community College	***	***	***	***	***	***	***	***	***	***
	North Iowa Area Community College	***	***	***	***	***	***	***	***	***	***
	Northeast Iowa Community College	***	***	***	***	***	***	***	***	***	***
	Northwest Iowa Community College	***	***	***	***	***	***	***	***	***	***
	Southeastern Community College	***	***	***	***	***	***	***	***	***	***
	Southwestern Community College	***	***	***	***	***	***	***	***	***	***
	Western Iowa Tech Community College	***	***	***	***	***	***	***	***	***	***

EXHIBIT 2 CONTINUED

Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Graduate (Full-time and Part-time)
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
6. Private, For-Profit, 2-Year	Capri College	***	***	***	***	***	***	***	***	***	***
	Capri College	***	***	***	***	***	***	***	***	***	***
	Capri College	***	***	***	***	***	***	***	***	***	***
	EQ School of Hair Design	***	***	***	***	***	***	***	***	***	***
	Faust Institution of Cosmetology	***	***	***	***	***	***	***	***	***	***
	Iowa School of Beauty	***	***	***	***	***	***	***	***	***	***
	Iowa School of Beauty	***	***	***	***	***	***	***	***	***	***
	Iowa School of Beauty	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	Totals	3,879	1,399	1,233	64	1,094	1,083	32	17,566	539	26,889

Source: Iowa College Student Aid Commission Annual Student and Faculty Ethnic Diversity Survey

EXHIBIT 3

Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Undergraduate (Full-time and Part-time) Iowa Residents Only | Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
1 Regent University	Iowa State University	***	400	1,048	18	612	375	***	12,811	436	15,706
	University of Iowa	***	352	919	15	779	419	***	10,520	490	13,504
	University of Northern Iowa	***	188	369	***	104	165	***	6,281	198	7,318
2. Private, Not-for-Profit, 4-Year	Allen College	***	26	***	***	***	***	***	251	***	292
	Briar Cliff University	***	***	65	***	***	11	***	259	11	363
	Buena Vista University	***	40	120	***	***	16	***	984	28	1,210
	Central College	***	16	25	***	11	15	***	719	14	803
	Clarke College	***	16	***	***	***	***	***	196	***	246
	Coe College	***	32	22	***	15	29	***	462	13	582
	Cornell College	***	***	11	***	***	***	***	265	***	304
	Des Moines University	***	***	***	***	***	***	***	***	***	***
	Divine Word College	***	***	***	***	***	***	***	***	***	***
	Dordt College	***	36	***	***	***	***	***	517	***	587
	Drake University	29	12	81	***	65	53	***	791	47	1,079
	Emmaus Bible College	***	***	***	***	***	***	***	68	***	82
	Faith Baptist Bible College	***	***	***	***	***	***	***	116	***	127
	Graceland University	***	26	***	***	***	***	***	179	***	231
	Grand View University	***	93	114	***	48	106	***	833	43	1,244
	Grinnell College	***	***	***	***	***	***	***	91	***	129
	Iowa Wesleyan University	***	***	***	***	***	17	***	174	27	235
	Loras College	***	40	31	***	***	***	***	414	***	513
	Luther College	***	***	24	***	11	***	***	420	***	471
	Maharishi University of Management	***	***	***	***	***	***	***	17	***	31
	Mercy College of Health Sciences	***	31	61	***	46	59	***	579	***	793
	Morningside College	***	78	44	***	***	16	***	489	18	655
	Mount Mercy University	***	34	***	***	19	81	***	851	43	1,038
	Northwestern College	***	44	41	***	***	***	***	513	***	615
	Palmer College of Chiropractic	***	***	***	***	***	***	***	***	***	***
	Simpson College	***	18	60	***	13	29	***	782	36	945
	St Ambrose University	***	39	61	***	30	37	***	615	27	812
	St Luke's College	***	***	13	***	***	***	***	87	***	110
	University of Dubuque	***	19	24	***	***	55	***	497	16	622
	Upper Iowa University	***	84	20	***	***	32	***	694	15	861
	Wartburg College	***	21	31	***	***	24	***	910	28	1,024
	William Penn University	***	52	33	***	***	23	***	479	14	604

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EXHIBIT 3 CONTINUED

Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Undergraduate (Full-time and Part-time) Iowa Residents Only | Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
3. Private, For-Profit, 4-Year	Waldorf University	***	151	***	***	***	***	***	174	***	339
4. Community College	Des Moines Area Community College	***	3,235	1,411	40	759	949	***	12,885	446	19,731
	Eastern Iowa Community College	***	544	698	14	149	421	11	4,551	273	6,661
	Hawkeye Community College	***	***	279	11	88	393	15	4,017	200	5,008
	Indian Hills Community College	***	119	227	***	38	91	***	2,434	96	3,024
	Iowa Central Community College	109	45	175	***	34	76	***	1,136	81	1,666
	Iowa Lakes Community College	***	146	76	***	16	25	***	1,268	***	1,544
	Iowa Valley – Ellsworth Community College	***	14	32	***	***	18	***	418	15	501
	Iowa Valley – Marshalltown Community College	***	162	359	33	60	31	***	965	27	1,644
	Iowa Western Community College	19	77	363	46	56	148	***	3,272	13	4,004
	Kirkwood Community College	77	779	671	37	224	1,117	20	8,503	389	11,817
	North Iowa Area Community College	***	***	147	***	26	62	***	2,000	36	2,289
	Northeast Iowa Community College	***	48	97	***	17	91	***	2,299	41	2,610
	Northwest Iowa Community College	***	36	129	11	18	30	***	1,326	18	1,571
	Southeastern Community College	***	1,180	100	49	30	111	***	421	26	1,920
	Southwestern Community College	***	13	87	***	11	20	***	1,264	24	1,426
	Western Iowa Tech Community College	164	140	1,017	53	109	212	12	3,109	113	4,929

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EXHIBIT 3 CONTINUED

Undergraduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Undergraduate (Full-time and Part-time) Iowa Residents Only | Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
6. Private, For-Profit, 2-Year	Capri College	***	***	***	***	***	18	***	93	***	121
	Capri College	***	***	***	***	***	15	***	95	***	125
	Capri College	***	***	***	***	***	11	***	40	***	68
	EQ School of Hair Design	***	***	***	***	***	***	***	***	***	***
	Faust Institution of Cosmetology	***	***	***	***	***	***	***	***	***	12
	Iowa School of Beauty	***	***	***	***	***	12	***	42	***	69
	Iowa School of Beauty	***	***	***	***	***	***	***	19	***	24
	Iowa School of Beauty	***	***	12	***	***	***	***	23	***	41
	La' James International College	***	***	***	***	***	***	***	18	***	22
	La' James International College	***	***	***	***	***	***	***	31	***	51
	La' James International College	***	***	***	***	***	***	***	14	***	18
	La' James International College	***	***	***	***	***	14	***	28	***	48
	La' James International College	***	***	***	***	***	***	***	***	***	***
	Totals	455	8,446	9,193	439	3,506	5,511	148	93,332	3,407	124,437

Source: Iowa College Student Aid Commission Annual Student and Faculty Ethnic Diversity Survey

EXHIBIT 4

Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Graduate (Full-time and Part-time) Iowa Residents Only
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
1 Regent University	Iowa State University	***	64	62	***	48	64	***	1,254	30	1,526
	University of Iowa	***	106	195	***	271	141	***	3,333	101	4,153
	University of Northern Iowa	***	22	38	***	***	28	***	855	11	963
2. Private, Not-for-Profit, 4-Year	Allen College	***	***	***	***	***	***	***	187	***	212
	Briar Cliff University	***	***	***	***	***	***	***	91	***	106
	Buena Vista University	***	16	12	***	***	***	***	340	***	378
	Central College	***	***	***	***	***	***	***	***	***	***
	Clarke College	***	17	***	***	***	***	***	71	***	97
	Coe College	***	***	***	***	***	***	***	***	***	***
	Cornell College	***	***	***	***	***	***	***	***	***	***
	Des Moines University	***	***	15	***	16	***	***	409	12	462
	Divine Word College	***	***	***	***	***	***	***	***	***	***
	Dordt College	***	***	***	***	***	***	***	83	***	95
	Drake University	20	***	66	***	32	51	***	1,398	23	1,601
	Emmaus Bible College	***	***	***	***	***	***	***	***	***	***
	Faith Baptist Bible College	***	***	***	***	***	***	***	15	***	18
	Graceland University	***	***	***	***	***	***	***	33	***	43
	Grand View University	***	***	***	***	***	***	***	148	***	178
	Grinnell College	***	***	***	***	***	***	***	***	***	***
	Iowa Wesleyan University	***	***	***	***	***	***	***	27	***	31
	Loras College	***	***	***	***	***	***	***	43	***	56
	Luther College	***	***	***	***	***	***	***	***	***	***
	Maharishi University of Management	***	18	***	***	***	35	***	66	***	138
	Mercy College of Health Sciences	***	***	***	***	***	***	***	***	***	***
	Morningside College	***	16	16	***	***	***	***	906	***	954
	Mount Mercy University	***	***	***	***	***	11	***	231	15	267
	Northwestern College	***	132	***	***	***	***	***	265	***	407
	Palmer College of Chiropractic	***	***	***	***	***	***	***	140	***	157
	Simpson College	***	***	***	***	***	***	***	33	***	42
	St Ambrose University	***	11	15	***	***	18	***	296	12	362
	St Luke's College	***	***	***	***	***	***	***	***	***	***
	University of Dubuque	***	38	***	***	***	12	***	117	***	181
	Upper Iowa University	***	44	***	***	***	13	***	211	***	287
	Wartburg College	***	***	***	***	***	***	***	19	***	19
	William Penn University	***	***	***	***	***	***	***	17	***	20

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EXHIBIT 4 CONTINUED

Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Graduate (Full-time and Part-time) Iowa Residents Only
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
3. Private, For-Profit, 4-Year	Waldorf University	***	***	***	***	***	***	***	17	***	25
4. Community College	Des Moines Area Community College	***	***	***	***	***	***	***	***	***	***
	Eastern Iowa Community College	***	***	***	***	***	***	***	***	***	***
	Hawkeye Community College	***	***	***	***	***	***	***	***	***	***
	Indian Hills Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Central Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Lakes Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Valley – Ellsworth Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Valley – Marshalltown Community College	***	***	***	***	***	***	***	***	***	***
	Iowa Western Community College	***	***	***	***	***	***	***	***	***	***
	Kirkwood Community College	***	***	***	***	***	***	***	***	***	***
	North Iowa Area Community College	***	***	***	***	***	***	***	***	***	***
	Northeast Iowa Community College	***	***	***	***	***	***	***	***	***	***
	Northwest Iowa Community College	***	***	***	***	***	***	***	***	***	***
	Southeastern Community College	***	***	***	***	***	***	***	***	***	***
	Southwestern Community College	***	***	***	***	***	***	***	***	***	***
	Western Iowa Tech Community College	***	***	***	***	***	***	***	***	***	***

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EXHIBIT 4

Graduate Enrollment in Iowa Colleges and Universities by Race/Ethnicity | Graduate (Full-time and Part-time) Iowa Residents Only
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Non-Resident Alien	Race/Ethnicity Unknown	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African-American	Native Hawaiian or Pacific Islander	White	Two or More Race/Ethnicities	Total
6. Private, For-Profit, 2-Year	Capri College	***	***	***	***	***	***	***	***	***	***
	Capri College	***	***	***	***	***	***	***	***	***	***
	Capri College	***	***	***	***	***	***	***	***	***	***
	EQ School of Hair Design	***	***	***	***	***	***	***	***	***	***
	Faust Institution of Cosmetology	***	***	***	***	***	***	***	***	***	***
	Iowa School of Beauty	***	***	***	***	***	***	***	***	***	***
	Iowa School of Beauty	***	***	***	***	***	***	***	***	***	***
	Iowa School of Beauty	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	La' James International College	***	***	***	***	***	***	***	***	***	***
	Totals	28	546	496	22	414	416	***	10,608	244	12,783

Source: Iowa College Student Aid Commission Annual Student and Faculty Ethnic Diversity Survey

EXHIBIT 5

Total Enrollment and Enrollment of Minority Population Groups | Includes Full- and Part-Time Enrollments
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Enrollment	Total Undergrad Enrollment	Enrollment Grad Students	Total Students Racial/Ethnic Minority Groups	Undergraduate Students Racial/Ethnic Minority Groups	Graduate Students Racial/Ethnic Minority Groups
1. Regent University	Iowa State University	30,708	25,808	4,900	4,332	557	4,889
	University of Iowa	29,909	21,608	8,301	4,405	1,555	5,960
	University of Northern Iowa	9,231	7,981	1,250	953	115	1,068
2. Private, Not-for-Profit, 4-Year	Allen College	551	313	238	18	19	37
	Briar Cliff University	999	765	234	272	51	323
	Buena Vista University	1,959	1,506	453	276	38	314
	Central College	1,139	1,139	***	137	***	137
	Clarke College	888	717	171	207	14	221
	Coe College	1,371	1,371	***	375	***	375
	Cornell College	1,056	1,046	***	227	***	228
	Des Moines University	1,562	***	1,562	***	370	370
	Divine Word College	80	80	***	14	***	14
	Dordt College	1,772	1,534	238	102	15	117
	Drake University	4,875	2,902	1,973	657	255	912
	Emmaus Bible College	198	198	***	36	***	36
	Faith Baptist Bible College	447	384	63	45	11	56
	Graceland University	1,431	959	472	323	66	389
	Grand View University	1,757	1,561	196	435	30	465
	Grinnell College	1,749	1,749	***	427	***	427
	Iowa Wesleyan University	782	716	66	305	14	319
	Loras College	1,400	1,310	90	237	17	254
	Luther College	1,742	1,742	***	236	***	236
	Maharishi University of Management	2,182	482	1,700	155	316	471
	Mercy College of Health Sciences	921	921	***	245	***	245
	Morningside College	2,294	1,240	1,054	199	31	230
	Mount Mercy University	1,580	1,290	290	217	34	251
	Northwestern College	1,620	1,086	534	132	18	150
	Palmer College of Chiropractic	931	43	888	15	127	142
	Simpson College	1,218	1,172	46	207	***	215
	St Ambrose University	2,914	2,229	685	486	95	581
	St Luke's College	199	199	***	51	***	51
	University of Dubuque	1,990	1,582	408	427	58	485
	Upper Iowa University	3,027	2,507	520	736	127	863
	Wartburg College	1,543	1,517	26	183	***	185
	William Penn University	1,372	1,304	68	436	15	451

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EXHIBIT 5 CONTINUED

Total Enrollment and Enrollment of Minority Population Groups | Includes Full- and Part-Time Enrollments
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Enrollment	Total Undergrad Enrollment	Enrollment Grad Students	Total Students Racial/Ethnic Minority Groups	Undergraduate Students Racial/Ethnic Minority Groups	Graduate Students Racial/Ethnic Minority Groups
3. Private, For-Profit, 4-Year	Waldorf University	2,697	2,244	453	281	86	367
4. Community College	Des Moines Area Community College	20,536	20,536	***	3,950	***	3,950
	Eastern Iowa Community College	7,460	7,460	***	1,873	***	1,873
	Hawkeye Community College	5,085	5,085	***	992	***	992
	Indian Hills Community College	3,385	3,385	***	680	***	680
	Iowa Central Community College	3,685	3,685	***	1,218	***	1,218
	Iowa Lakes Community College	1,833	1,833	***	253	***	253
	Iowa Valley – Ellsworth Community College	728	728	***	211	***	211
	Iowa Valley – Marshalltown Community College	1,758	1,758	***	532	***	532
	Iowa Western Community College	5,684	5,684	***	1,344	***	1,344
	Kirkwood Community College	12,607	12,607	***	2,759	***	2,759
	North Iowa Area Community College	2,482	2,482	***	334	***	334
	Northeast Iowa Community College	4,163	4,163	***	389	***	389
	Northwest Iowa Community College	1,716	1,716	***	257	***	257
	Southeastern Community College	2,321	2,321	***	388	***	388
	Southwestern Community College	1,542	1,542	***	184	***	184
	Western Iowa Tech Community College	5,451	5,451	***	1,709	***	1,709

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EXHIBIT 5 CONTINUED

Total Enrollment and Enrollment of Minority Population Groups | Includes Full- and Part-Time Enrollments
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Enrollment	Total Undergrad Enrollment	Enrollment Grad Students	Total Students Racial/ Ethnic Minority Groups	Undergraduate Students Racial/Ethnic Minority Groups	Graduate Students Racial/Ethnic Minority Groups
6. Private, For-Profit, 2-Year	Capri College	139	139	***	30	***	30
	Capri College	126	126	***	28	***	28
	Capri College	119	119	***	38	***	38
	EQ School of Hair Design	***	***	***	***	***	***
	Faust Institution of Cosmetology	12	12	***	***	***	***
	Iowa School of Beauty	69	69	***	27	***	27
	Iowa School of Beauty	24	24	***	***	***	***
	Iowa School of Beauty	52	52	***	23	***	23
	La' James International College	22	22	***	***	***	***
	La' James International College	52	52	***	21	***	21
	La' James International College	21	21	***	***	***	***
	La' James International College	62	62	***	26	***	26
	La' James International College	***	***	***	***	***	***
	Totals	201,242	174,353	26,889	35,075	4,045	39,120

Source: Iowa College Student Aid Commission Annual Student and Faculty Ethnic Diversity Survey

EXHIBIT 6

Total Enrollment and Enrollment of Minority Population Groups | Includes Full- and Part-Time Enrollments Iowa Residents Only
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Enrollment	Enrollment Undergrad Students	Enrollment Grad Students	Undergraduate Students Racial/Ethnic Minority Groups	Graduate Students Racial/Ethnic Minority Groups	Total Students Racial/Ethnic Minority Groups
1. Regent University	Iowa State University	17,232	15,706	1,526	2,495	208	2,703
	University of Iowa	17,657	13,504	4,153	2,632	714	3,346
	University of Northern Iowa	8,281	7,318	963	849	86	935
2. Private, Not-for-Profit, 4-Year	Allen College	504	292	212	15	16	31
	Briar Cliff University	469	363	106	94	14	108
	Buena Vista University	1,588	1,210	378	185	22	207
	Central College	803	803	***	68	***	68
	Clarke College	343	246	97	29	***	38
	Coe College	582	582	***	81	***	81
	Cornell College	309	304	***	30	***	30
	Des Moines University	462	***	462	***	47	47
	Divine Word College	***	***	***	***	***	***
	Dordt College	682	587	95	28	***	32
	Drake University	2,680	1,079	1,601	247	175	422
	Emmaus Bible College	82	82	***	***	***	***
	Faith Baptist Bible College	145	127	18	11	***	14
	Graceland University	274	231	43	24	***	28
	Grand View University	1,422	1,244	178	318	24	342
	Grinnell College	129	129	***	28	***	28
	Iowa Wesleyan University	266	235	31	51	***	54
	Loras College	569	513	56	59	***	68
	Luther College	471	471	***	47	***	47
	Maharishi University of Management	169	31	138	12	54	66
	Mercy College of Health Sciences	793	793	***	182	***	182
	Morningside College	1,609	655	954	88	32	120
	Mount Mercy University	1,305	1,038	267	153	30	183
	Northwestern College	1,022	615	407	57	***	66
	Palmer College of Chiropractic	163	***	157	***	17	18
	Simpson College	987	945	42	139	***	145
	St Ambrose University	1,174	812	362	158	55	213
	St Luke's College	110	110	***	21	***	21
	University of Dubuque	803	622	181	106	26	132
	Upper Iowa University	1,148	861	287	77	28	105
	Wartburg College	1,043	1,024	19	92	***	92
	William Penn University	624	604	20	73	***	76

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EXHIBIT 6 CONTINUED

Total Enrollment and Enrollment of Minority Population Groups | Includes Full- and Part-Time Enrollments Iowa Residents Only
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Enrollment	Enrollment Undergrad Students	Enrollment Grad Students	Undergraduate Students Racial/Ethnic Minority Groups	Graduate Students Racial/Ethnic Minority Groups	Total Students Racial/Ethnic Minority Groups
3. Private, For-Profit, 4-Year	Waldorf University	364	339	25	14	***	17
4. Community College	Des Moines Area Community College	19,731	19,731	***	3,611	***	3,611
	Eastern Iowa Community College	6,661	6,661	***	1,566	***	1,566
	Hawkeye Community College	5,008	5,008	***	986	***	986
	Indian Hills Community College	3,024	3,024	***	471	***	471
	Iowa Central Community College	1,666	1,666	***	376	***	376
	Iowa Lakes Community College	1,544	1,544	***	130	***	130
	Iowa Valley – Ellsworth Community College	501	501	***	69	***	69
	Iowa Valley – Marshalltown Community College	1,644	1,644	***	512	***	512
	Iowa Western Community College	4,004	4,004	***	636	***	636
	Kirkwood Community College	11,817	11,817	***	2,458	***	2,458
	North Iowa Area Community College	2,289	2,289	***	279	***	279
	Northeast Iowa Community College	2,610	2,610	***	263	***	263
	Northwest Iowa Community College	1,571	1,571	***	209	***	209
	Southeastern Community College	1,920	1,920	***	319	***	319
	Southwestern Community College	1,426	1,426	***	147	***	147
	Western Iowa Tech Community College	4,929	4,929	***	1,516	***	1,516

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EXHIBIT 6 CONTINUED

Total Enrollment and Enrollment of Minority Population Groups | Includes Full- and Part-Time Enrollments Iowa Residents Only
Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Enrollment	Enrollment Undergrad Students	Enrollment Grad Students	Undergraduate Students Racial/Ethnic Minority Groups	Graduate Students Racial/Ethnic Minority Groups	Total Students Racial/Ethnic Minority Groups
6. Private, For-Profit, 2-Year	Capri College	121	121	***	28	***	28
	Capri College	125	125	***	28	***	28
	Capri College	68	68	***	27	***	27
	EQ School of Hair Design	***	***	***	***	***	***
	Faust Institution of Cosmetology	12	12	***	***	***	***
	Iowa School of Beauty	69	69	***	27	***	27
	Iowa School of Beauty	24	24	***	***	***	***
	Iowa School of Beauty	41	41	***	18	***	18
	La' James International College	22	22	***	***	***	***
	La' James International College	51	51	***	20	***	20
	La' James International College	18	18	***	***	***	***
	La' James International College	48	48	***	19	***	19
	La' James International College	***	***	***	***	***	***
	Totals	137,220	124,437	12,783	22,204	1,601	23,805

Source: Iowa College Student Aid Commission Annual Student and Faculty Ethnic Diversity Survey

EXHIBIT 7

State Financial Aid to Minority Students at Iowa Colleges and Universities | Awards in three major programs* in the 2020–21 Academic Year | Iowa College Aid | Student and Faculty Diversity Report

		Iowa Tuition Grant Awards—Total	Iowa Tuition Grant Awards to Minority Students	Vocational-Technical Tuition Grants Total	Vocational-Technical Tuition Grants to Minority Students	All Iowa Opportunity Scholarships Total	All Iowa Opportunity Scholarships to Minority Students	Sate Aid Awards Total for These Three Programs	Sate Aid Awards Total for These Three Programs to Minority Students
1 Regent University	Iowa State University	***	***	***	***	152	89	152	89
	University of Iowa	***	***	***	***	81	58	81	58
	University of Northern Iowa	***	***	***	***	101	49	101	49
2. Private, Not-for-Profit, 4-Year	Allen College	154	13	***	***	***	***	155	13
	Briar Cliff University	196	56	***	***	18	13	214	69
	Buena Vista University	910	154	***	***	15	***	925	161
	Central College	386	51	***	***	***	***	396	56
	Clarke College	111	12	***	***	***	***	112	13
	Coe College	325	43	***	***	***	***	330	44
	Cornell College	128	***	***	***	***	***	130	***
	Des Moines University	***	***	***	***	***	***	***	***
	Dordt College	248	11	***	***	***	***	249	13
	Drake University	464	167	***	***	13	***	477	176
	Emmaus Bible College	34	***	***	***	***	***	34	***
	Faith Baptist Bible College	75	***	***	***	***	***	76	***
	Graceland University	145	20	***	***	***	***	150	20
	Grand View University	802	482	***	***	16	18	818	500
	Grinnell College	46	16	***	***	***	***	48	18
	Iowa Wesleyan College	131	52	***	***	***	***	135	56
	Loras College	252	36	***	***	***	***	257	38
	Luther College	201	27	***	***	***	***	201	28
	Maharishi University of Management	20	***	***	***	***	***	22	***
	Mercy College of Health Sciences	453	112	***	***	***	***	455	113
	Morningside College	380	67	***	***	***	***	389	72
	Mount Mercy College	609	105	***	***	***	***	615	107
	Northwestern College	282	29	***	***	***	***	285	30
	Simpson College	615	117	***	***	29	14	644	131
	St Ambrose University	388	68	***	***	***	***	388	68
	St Luke's College	81	17	***	***	***	***	83	18
	University of Dubuque	414	80	***	***	***	***	416	81
	Upper Iowa University	635	88	***	***	***	***	637	88
	Wartburg College	449	14	***	***	***	***	459	20
	William Penn University	375	52	***	***	***	***	385	53

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EXHIBIT 7 CONTINUED

State Financial Aid to Minority Students at Iowa Colleges and Universities | Awards in three major programs* in the 2020–21 Academic Year | Iowa College Aid | Student and Faculty Diversity Report

		Iowa Tuition Grant Awards—Total	Iowa Tuition Grant Awards to Minority Students	Vocational-Technical Tuition Grants Total	Vocational-Technical Tuition Grants to Minority Students	All Iowa Opportunity Scholarships Total	All Iowa Opportunity Scholarships to Minority Students	Sate Aid Awards Total for These Three Programs	Sate Aid Awards Total for These Three Programs to Minority Students
3. Private, For-Profit, 4-Year	Waldorf College	150	14	***	***	***	***	150	14
4. Community College	Des Moines Area Community College	***	***	587	139	48	36	635	175
	Eastern Iowa Community College	***	***	151	40	***	***	154	43
	Hawkeye Community College	***	***	190	16	42	24	232	40
	Indian Hills Community College	***	***	126	25	36	15	162	40
	Iowa Central Community College	***	***	217	43	25	***	242	53
	Iowa Lakes Community College	***	***	69	***	***	***	77	***
	Iowa Valley – Ellsworth Community College	***	***	37	***	***	***	40	***
	Iowa Valley – Marshalltown Community College	***	***	37	13	***	***	45	20
	Iowa Western Community College	***	***	109	14	***	***	116	19
	Kirkwood Community College	***	***	484	114	23	11	507	125
	North Iowa Area Community College	***	***	102	12	***	***	108	12
	Northeast Iowa Community College	***	***	164	***	***	***	164	***
	Northwest Iowa Community College	***	***	94	24	***	***	95	24
	Southeastern Community College	***	***	58	***	20	***	78	16
	Southwestern Community College	***	***	42	11	21	***	63	15
	Western Iowa Tech Community College	***	***	85	23	46	***	131	33
6. Private, For-Profit, 4-Year	Iowa Barber or Cosmetology School	213	44	***	***	***	***	213	44
	Totals	9,672	1,976	2,552	502	807	425	13,031	2,903

Source: Ethnic group totals based on institutional reporting to Iowa College Student Aid Commission “Ethnic Diversity Survey.” Total program awards based on State Scholarship and Grant Reporting System, as of September 15, 2021.

EXHIBIT 8

Faculty at Iowa Colleges and Universities

Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Faculty	Faculty Excluding Non-Resident Alien and Race/Ethnicity Unknown	Minority Faculty
1 Regent University	Iowa State University	1,819	1,745	406
	University of Iowa	3,207	2,819	624
	University of Northern Iowa	626	564	65
2. Private, Not-for-Profit, 4-Year	Allen College	58	58	***
	Briar Cliff University	99	93	***
	Buena Vista University	276	248	20
	Central College	94	90	***
	Clarke College	130	116	***
	Coe College	182	164	24
	Cornell College	119	92	***
	Des Moines University	106	100	16
	Divine Word College	32	24	***
	Dordt College	137	137	***
	Drake University	479	466	65
	Emmaus Bible College	33	33	***
	Faith Baptist Bible College	46	46	***
	Graceland University	136	110	17
	Grand View University	205	205	19
	Grinnell College	226	216	56
	Iowa Wesleyan University	37	37	***
	Loras College	125	125	***
	Luther College	195	163	15
	Maharishi University of Management	228	209	66
	Mercy College of Health Sciences	132	120	14
	Morningside College	229	216	16
	Mount Mercy University	169	169	15
	Northwestern College	73	73	***
	Palmer College of Chiropractic	62	55	***
	Simpson College	158	150	14
	St Ambrose University	342	328	39
	St Luke's College	48	48	***
	University of Dubuque	331	245	22
	Upper Iowa University	418	304	64
	Wartburg College	146	137	***
	William Penn University	119	119	***

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EXHIBIT 8 CONTINUED

Faculty at Iowa Colleges and Universities

Iowa College Aid | Student and Faculty Diversity Report | Fall 2021

		Total Faculty	Faculty Excluding Non-Resident Alien and Race/Ethnicity Unknown	Minority Faculty
3. Private, For-Profit, 4-Year	Waldorf University	145	144	16
4. Community College	Des Moines Area Community College	327	326	23
	Eastern Iowa Community College	397	392	38
	Hawkeye Community College	327	327	21
	Indian Hills Community College	250	250	***
	Iowa Central Community College	406	370	16
	Iowa Lakes Community College	132	130	***
	Iowa Valley – Ellsworth Community College	56	54	***
	Iowa Valley – Marshalltown Community College	84	83	***
	Iowa Western Community College	353	256	19
	Kirkwood Community College	257	257	16
	North Iowa Area Community College	67	67	***
	Northeast Iowa Community College	223	213	***
	Northwest Iowa Community College	138	137	***
	Southeastern Community College	191	190	***
	Southwestern Community College	112	112	***
	Western Iowa Tech Community College	357	357	31
6. Private, For-Profit, 2-Year	Capri College	41	41	***
	Capri College	23	23	***
	Capri College	30	30	***
	EQ School of Hair Design	***	***	***
	Faust Institution of Cosmetology	***	***	***
	Iowa School of Beauty	12	12	***
	Iowa School of Beauty	***	***	***
	Iowa School of Beauty	***	***	***
	La' James International College	***	***	***
	La' James International College	***	***	***
	La' James International College	***	***	***
	La' James International College	***	***	***
	La' James International College	***	***	***
	Total	14,803	13,648	1,924

Source: Iowa College Student Aid Commission Annual Student and Faculty Ethnic Diversity Survey

REPORT BACKGROUND

Iowa Code §261.2 directs Iowa College Aid to collect data on racial and ethnic diversity at Iowa colleges and universities and to provide a report to the Governor and Iowa General Assembly. Iowa College Aid collects this information through its annual Ethnic Diversity Survey, one of four principal surveys Iowa College Aid administers annually to Iowa postsecondary institutions.

Since it was first administered in 1992 until the fall of 2009, the content of Iowa College Aid's ethnic diversity survey remained essentially unchanged. During this period, the survey collected information about the representation of students and faculty from various minority population groups for both U.S. citizens and non-resident aliens. In fall 2010, the survey form implemented new race and ethnicity categories consistent with U.S. Department of Education guidelines for reporting race and ethnicity. In 2010, for the first time, the survey allowed institutions to report the (unduplicated headcount) number of students and faculty in the following race/ethnicity categories:

1. Non-Resident Alien
2. Race and Ethnicity Unknown
3. White

In previous years the ethnic diversity survey collected the race/ethnicity of non-resident aliens rather than treating "non-resident alien" as a separate and unique race/ethnicity category for reporting purposes. For this reason, apparent trends in minority representation are partly conflated with shifts attributable to this one-time change in methods of counting students and faculty by race/ethnicity.

The system used for reporting race and ethnicity data in Iowa College Aid's annual ethnic diversity survey is consistent with the U.S. Department of Education's guidance on reporting such data as it pertains to the Integrated Postsecondary Education Data System (IPEDS) (Federal Register, 2007). According to this guidance, when reporting race and ethnicity data, educational institutions report aggregated racial and ethnic data in the following categories:

1. Non-Resident Alien.
2. Race and Ethnicity Unknown.
3. Hispanic or Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race. (The term "Spanish origin" can be used in addition to "Hispanic/Latino or Latino.")
4. American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment.
5. Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
6. Black or African-American. A person having origins in any of the Black racial groups of Africa.
7. Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands.
8. White. A person having origins in any of the original peoples of Europe, the Middle East or North Africa.
9. Two or more races.

REFERENCES

Duties of commission, Iowa Code §261.25 (2011).

Federal Register 72:202 (Friday, October 19, 2007) <http://edocket.access.gpo.gov/2007/pdf/E7-20613.pdf>.

U. S. Census Bureau. (2020). American Community Survey. Table B01003



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