



REPORT TO THE BOARD OF REGENTS STATE OF IOWA

Annual Equal Employment Opportunity and Affirmative Action Workforce Report October 2008

Submitted by

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Annual Equal Employment Opportunity and Affirmative Action Workforce Report October 2008

I. INTRODUCTION

The purpose of The University of Iowa's Affirmative Action Program is to reaffirm and ensure that the principle of equality of opportunity for all persons is applied to the recruitment, appointment, and promotion of persons in all employment classifications.

The 2008 Annual *Equal Employment Opportunity and Affirmative Action Workforce Report* presents highlights of employment activity at the University. The statistical information in this report is prepared from workforce data compiled according to Board of Regents guidelines, i.e., it includes all regular full-time and part-time employees working 50 percent time or more on October 1 of the data year. Changes and activities are reported for Primary Occupational Activity groups (a grouping of several job classifications similar in content, salary, and opportunity), tenured/tenure track faculty, clinical track faculty, women, racial/ethnic minorities, individuals who have disabilities, and veterans.

This report also uses federal guidelines prescribed by the Office of Federal Contracts Compliance Programs. It is important to note that other University reports may use different data sources and definitions; thus, prudence should be used when comparing the data in this report to data in other workforce-related reports, such as the Integrated Postsecondary Educational Data System (IPEDS) Fall Staff Survey and reports produced by other University offices.¹

¹ 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, whereas in some workforce-related reports produced by the Office of the Provost these individuals may be included among the faculty.

II. OVERVIEW: HIGHLIGHTS OF EMPLOYMENT ACTIVITY

- **One-Year Comparison of Workforce Categories.** Between October 1, 2007 and October 1, 2008, The University of Iowa workforce increased by 582 individuals (3.9%), from 14,993 in 2007 to 15,575 in 2008.
 - The faculty and staff increased by 444 women (4.7%).
 - Racial/ethnic minority representation increased by 117 individuals (9.5%).
 - There was a slight increase in the number of tenured/tenure track faculty (net gain of 3 faculty or 0.2%).
 - The number of female faculty members on the tenure track increased by 5 (1.2%), increasing representation from 29.1% to 29.4%, the highest percentage of female tenured/tenure track faculty to date. Attainment of the strategic planning indicator in this category (32%) may prove challenging by 2010.
 - The University continues to have relatively strong gains for minority representation on the tenure track, increasing by 10 (3.9%). The percentage of minority tenured/tenure track faculty is the highest to date at 17.7%. The momentum which led to the early achievement of the strategic planning indicator in this category (16%) continues.
 - Female representation among executive, administrative, and managerial staff increased by 13 women (10%), from 37.0% in 2007 to 37.6% in 2008. Trends suggest that this strategic planning indicator (37%) will continue to be met through 2010.
 - The number of racial/ethnic minorities among executive, administrative, and managerial staff increased by 3 (12.0%), increasing representation from 7.1% in 2007 to 7.4% in 2008. Attainment of the strategic planning indicator in this category (8.0%) may still be attainable by 2010.
 - Minority representation among professional and scientific staff increased by 45 individuals (9.5%), increasing representation slightly from 6.6% to 6.9%. Attainment of the strategic planning indicator (7.5%) for this area remains a challenge.
 - The campus organizational unit with the largest net increase in staff was The University of Iowa Hospitals and Clinics, with a net gain of 437 staff (7.1%).
 - There was an increase of 2 individuals (2.5%) who self-reported having disabilities.
 - The number of self-identified Vietnam-era veterans decreased by 10 (3.0%). The number of disabled veterans increased by 3 (14.3%), while the number of other eligible veterans decreased by 8 (2.4%).
 - During the 2007-08 data year, the University hired or promoted 1,478 women and 272 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 359 women (2.3%) and by 54 minorities (0.3%).²

² Underrepresentation is defined as having fewer women or minorities in a particular job group or department than would reasonably be expected by their availability. For more information on the determination of underrepresentation, see Chapter VI of this report.

- **Five-Year Comparison of Workforce Categories.** Between October 1, 2003 and October 1, 2008, The University of Iowa workforce increased by 1,561 individuals (11.1%), from 14,014 in 2003 to 15,575 in 2008.
 - The faculty and staff increased by 1,286 women (14.8%).
 - Racial/ethnic minority representation increased by 262 individuals (24.2%).
 - There was a net decrease of 73 tenured/tenure track faculty (4.7%). The number of female tenure track faculty increased by 4 (0.9%), and the number of minority faculty increased by 52 (24.5%).
 - The number of employees who self-reported having disabilities decreased by 19 (18.8%).
 - There was a decrease of 41 individuals (11.3%) who self-identified as Vietnam-era veterans. The number of disabled veterans decreased by 8 (25.0%), while the number of other eligible veterans increased by 6 (1.9%).

- **Ten-Year Comparison of Workforce Categories.** Between October 1, 1998 and October 1, 2008, The University of Iowa workforce increased by 2,608 individuals (20.1%), from 12,967 in 1998 to 15,575 in 2008.
 - The faculty and staff increased by 2,097 women (26.7%).
 - Racial/ethnic minority representation increased by 464 individuals (52.6%).
 - There was a net decrease of 85 tenured/tenure track faculty (5.4%). The number of female tenure track faculty increased by 39 (9.8%), and minority representation increased by 77 (41.2%).
 - There was a decrease of 42 individuals (33.9%) who self-reported having disabilities.
 - The number of self-identified Vietnam-era veterans increased by 135 individuals (72.2%). The number of disabled veterans increased by 9 (60.0%).

III. EQUAL OPPORTUNITY AND DIVERSITY AT THE UNIVERSITY OF IOWA

A. The Office of Equal Opportunity and Diversity

The University of Iowa continues its efforts to promote equal employment opportunity and affirmative action at the institution. The University encourages each department to recruit, appoint, and promote persons who meet its high standards of excellence and who contribute to the University's affirmative action mission.

The Office of Equal Opportunity and Diversity reports to the Special Assistant to the President for Equal Opportunity and Diversity and Associate Provost for Diversity and is charged with the day-to-day implementation of affirmative action policies. The office supports the University's aspiration to become one of the ten most distinguished public universities in the country by providing all members of the community with (1) expert advice, education, and services which ensure the University's compliance with all applicable federal, state, and University equal opportunity, affirmative action, nondiscrimination, and civil rights laws, regulations, and policies; and (2) leadership and resources that support the University's goal to increase the diversity of University faculty, staff and students.

In connection with its compliance responsibilities, the Office of Equal Opportunity and Diversity is actively involved in reviewing the recruitment and hiring process for all faculty positions and for all Professional and Scientific staff positions (50% time or greater for a duration of one year or more). Throughout the review process, the staff evaluates all recruitment plans; conducts pre-interview audits to ensure that qualified women and minority candidates, as well as candidates protected against discrimination based on their age, disability, or veteran status, are fairly considered; and reviews the process used to select final candidates. Where underrepresentation of women and/or minorities exists, the office works with search committees to ensure steps are taken to increase the number of women and minorities in the applicant pool, thereby increasing the likelihood of hires of qualified women and minorities.

B. Staff Diversity Opportunity Program (SDOP)

The Staff Diversity Opportunity Program (SDOP) was implemented in FY '08. Reflecting best practices identified from the Faculty Diversity Opportunity Program (FDOP), SDOP promotes employment of minorities and women in Professional and Scientific (P&S) classifications exhibiting underrepresentation,³ thereby increasing diversity within the P&S staff and on The University of Iowa campus overall. Priority is given to areas highly dependent on General Education Funds. Up to \$40,000 per year is available to support the hire (salary and/or fringe) of a diverse candidate into a P&S position for a period of up to two years.

³ Underrepresentation is defined as having fewer women or minorities in a particular job group or department than would reasonably be expected by their availability. For more information on the determination of underrepresentation, see Chapter VI of this report.

SDOP allows opportunity for the development of talent through apprenticeships, internships, pipeline positions, and other hires that enable the University to bring on board high potential, diverse candidates who do not fill a specific, immediate need, as well as for development opportunities to increase the new employee's skills, knowledge, abilities, and likelihood of a successful candidacy for future P&S vacancies.

During the 2008 data year, two Professional and Scientific staff members were hired under SDOP.

C. Diversity Executive in Residence Program

In October 2007, the Office of Equal Opportunity and Diversity launched The Diversity Executive in Residence Program, which recognizes successful University of Iowa alumni who are distinguished and influential leaders in their professions and who understand the importance of diversity and global competency, the domestic and global challenges of the 21st century, and the strategic role of higher education in preparing the future workforce. The program offers students, faculty, and staff the opportunity to interact with the Executives in Residence through seminars, public lectures, informal conversations, and targeted discussions hosted by a variety of campus units. Other units on campus have adopted the Diversity Executive in Residence model to nominate and invite distinguished alumni to campus.

The Office of Equal Opportunity and Diversity's next Diversity Executive in Residence Program will be held in Spring 2009.

D. Sexual Harassment Education

Two recent University reports, the *Campus Climate Committee Report* (2003) and the *Sexual Harassment and Unwelcome Behavior at The University of Iowa* report (2006), indicated a continuing need to improve the campus climate at The University of Iowa. In response to these findings, then President David Skorton mandated in 2006 that all academic and administrative officers and teaching assistants receive training on the Policy on Sexual Harassment, and that all teaching assistants additionally receive training on the Policy on Consensual Relationships Involving Students.

To this end, the Office of Equal Opportunity and Diversity designed the Sexual Harassment Train-the-Trainer Program in Spring 2007 and trained 24 representatives of various campus units to provide sexual harassment training to academic and administrative officers and teaching assistants in their respective units. The Train-the-Trainer Program consists of three sessions covering basic information, the law, and the University's Policy on Sexual Harassment, as well as presentation skills. At the end of the program, each participant presents an abbreviated version of the training material that they will use in providing sexual harassment training in their units.

Staff members who completed the Sexual Harassment Train-the-Trainer Program began providing sexual harassment training in Spring 2007. During FY '07, a total of 22 educational sessions on sexual harassment were provided on campus (80 attendees). With the assistance of the new trainers and the mandate from President Skorton, 112 educational programs were provided on campus in FY '08 with a total attendance of 6,647 faculty, staff and teaching assistants.

Concurrently, the Office of Equal Opportunity and Diversity began exploring options for making a sexual harassment training module available online. With the assistance of an advisory committee, several options were explored, with a final recommendation for the use of an online product focusing on anti-harassment education, broadly defined. After receiving approval from President Mason, Interim Provost Lopes and the Department of Purchasing, the Office of Equal Opportunity and Diversity signed a two-year agreement with an external vendor, Brightline Compliance, to provide online anti-harassment modules to faculty and staff. The online modules are expected to become available to campus later this semester.

On Aug. 12, 2008, President Mason announced a new mandate for sexual harassment education to all faculty and staff. The Office of the Provost has been coordinating this effort and is expected to announce further details in November 2008 about available options to receive this important education.

E. The Catalyst Award

The Office of Equal Opportunity and Diversity has been awarding distinctive and innovative contributions to diversity for the campus community since 1999. The annual Catalyst Award honors creative initiatives by faculty, staff, programs, departments, students, or student organizations to promote the development of an inclusive, diverse campus community. The criteria for the award are that 1) the nominee has developed an innovative program, policy, or activity to enhance diversity within the University; 2) the nominee's contributions have had a positive effect on building respect for diversity within the University community; or 3) the contribution is distinctive, above and beyond routine efforts. A monetary award is made to the selected recipients through the generous support of colleges and departments throughout the campus.

The event is generously supported by the following colleges and departments: Admissions; African American Council; Belin-Blank Center for Gifted Education; College of Dentistry; College of Law; College of Liberal Arts and Sciences; College of Nursing; College of Public Health; Division of Continuing Education; Graduate College; Human Resources; Intercollegiate Athletics; International Programs; Native American Council; Office of Equal Opportunity and Diversity; Office of the Executive Vice President and Provost; Office of the President; Office of Student Financial Aid; Office of Student Life; Special Assistant to the President for Equal Opportunity and Diversity and Associate Provost for Diversity; Staff Council; Tippie College of Business; University Museums; University of Iowa Health Care; University of Iowa Foundation; University Libraries; and Women in Science and Engineering.

University of Iowa Provost Loh will deliver the keynote address at the tenth annual Catalyst Award ceremony on Thursday, November 13, where award winners will be announced. Susan Mask, founder of the Catalyst Award and former University of Iowa Director of Affirmative Action, has been invited to provide remarks at the ceremony.

The Catalyst Award Diversity Seed Grant program was designed to support the Catalyst Award. Targeted toward creative projects with potential to impact the diversity goals of *The Iowa Promise*, the program provides seed grants of \$500 to \$1,000 for start-up projects, programs with potential sustainability, or short-term projects that demonstrate significance and impact. The grants support projects that advance cross-cultural understanding; strengthen positive inter-group relations; and promote more welcoming learning, living, and working environments. Activities are encouraged that

cross curricular, co-curricular and/or extra-curricular domains. Recipients of 2008 seed grants were the REACH Portfolio Project (serving persons with disabilities), MY IOWA (leadership for multicultural & international students), Stepping Stones (culturally relevant programming for African American faculty, staff and students); Internal Medicine Cultural Competency Project (faculty and students provide culturally relevant services to immigrant Mexican communities at an off-site University facility) , and Men in Nursing (supporting male nursing students and connecting with external community for coaching and mentoring).

F. Recruitment Ambassadors Program

The Recruitment Ambassadors Program, jointly sponsored by the Department of 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. The program is designed to be a valuable part of the search process that ensures that talented and diverse candidates who visit our campus and community acquire a broad knowledge of all the area has to offer.

Over 15 University employees are trained and ready to aid departments in providing a more personal touch to the recruitment process. Specifically, Recruitment Ambassadors are equipped to showcase the community and answer candidates' questions on topics ranging from the area's arts and culture, housing, school systems, dining and shopping, sports and recreation, and healthcare, to name just a few. Additionally, Recruitment Ambassadors provide candidates with informative and valuable resource materials regarding our local communities.

To date this calendar year, 14 candidates have met with Recruitment Ambassadors.

G. Iowa's IDEA (formerly Higher Education and Diversity Regional Summit)

In 2006, The University of Iowa hosted the inaugural Higher Education and Diversity Regional Summit, renamed Iowa's IDEA (Impacting Diversity through Educational Alliances) this year. The summit is a collaboration among public and private colleges and universities seeking to promote diversity recruitment and retention across the educational experience of faculty, staff, students and institutions; to support an inclusive environment for local and regional community impact; and to advocate environmental change and the creation and maintenance of diverse communities by providing cutting-edge education and leadership. An ultimate goal of the collaboration is to create a higher education consortium which, at its center, enhances institutional diversity and inclusive excellence.

Collaborating institutions are Central College, Clark College, Iowa State University, Kirkwood Community College, Loras College, University of Dubuque, The University of Iowa, and the University of Northern Iowa.

Dr. Bill Withers of Wartburg College presented “The 2010 Gap: The View at 10,000 Feet” about Iowa’s changing demographics and the effect on higher education and the workforce. Ms. Pamela Patton, Diversity Officer at Principle Finance Services, gave a corporate view of the importance of diversity: profit, securing talent that is able to work with diverse groups of people, and global citizenship skills. Dr. Hazel Symonette of the University of Wisconsin led an interactive session about the lenses we use to look at our communities and what makes a difference in access, process and success. Using the Association of American Colleges and Universities’ LEAP (Liberal Education and America’s Promise) principles, she encouraged reflection about resolving campus and/or community climate tensions from the perspective of the participant’s professional lenses. Bruce King, Assistant to the President for Institutional Diversity at St. Olaf College, offered recommendations based upon his experience as a chief diversity officer.

Participants were invited to join breakout sessions based on affinity with student affairs, academics, EEO/administration, industry/career services, or admissions and to identify best practices within their specific disciplines.

IV. ONE-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES:

2007 - 2008

A. Faculty and Staff by Primary Occupational Activity Group, Gender, and Race/ Ethnicity, 2007 – 2008

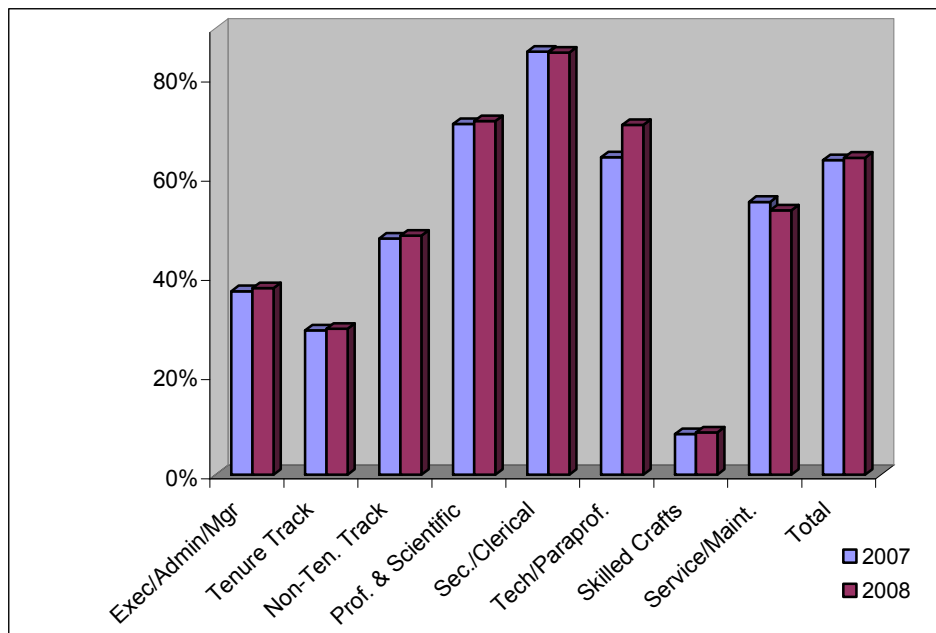
Overall Changes. The University of Iowa workforce increased by 582 employees (3.9 percent) during the 2007-08 data year, from 14,993 in 2007 to 15,575 in 2008. For analytical purposes, job titles have been categorized into Primary Occupational Activity (POA) groups based on job content, salary, and opportunities. The POA group with the greatest proportional increase was Technical and Paraprofessional Staff, while the largest net increase in number of employees occurred among Professional and Scientific Staff. The largest proportional decrease occurred among Skilled Crafts Staff, and the largest net decrease was in Secretarial and Clerical Staff.

Gender. The number of women in the workforce increased by 444 (4.7 percent), with the largest proportional increase in Technical and Paraprofessional Staff and the largest net increase in Professional and Scientific Staff. The largest proportional and net decrease occurred among Service and Maintenance Staff. The following table and chart compare the composition of the University's workforce on October 1, 2007 to that on October 1, 2008 by Primary Occupational Activity group and gender.

Table I
Faculty and Staff by Primary Occupational Activity Group and Gender
October 1, 2007 – October 1, 2008

Primary Occupational Activity Group	2007		2008		Net Change	
	Total	Women	Total	Women	Total	Women
1 Executive, Administrative, & Managerial Staff	351	130 37.0 %	380	143 37.6 %	+ 29 + 8.3 %	+ 13 + 10.0 %
2 Tenured/Tenure Track Faculty	1,485	432 29.1 %	1,488	437 29.4 %	+ 3 + 0.2 %	+ 5 + 1.2 %
3 Non-Tenure Track Faculty	655	312 47.6 %	703	339 48.2 %	+ 48 + 7.3 %	+ 27 + 8.7 %
4 Professional & Scientific Staff	7,165	5,064 70.7 %	7,596	5,416 71.3 %	+ 431 + 6.0 %	+ 352 + 7.0 %
5 Secretarial and Clerical Staff	2,588	2,207 85.3 %	2,565	2,184 85.1 %	- 23 - 0.9 %	- 23 - 1.0 %
6 Technical and Paraprofessional Staff	444	284 64.0 %	562	396 70.5 %	+ 118 + 26.6 %	+ 112 + 39.4 %
7 Skilled Crafts Staff	403	33 8.2 %	398	34 8.5 %	- 5 - 1.2 %	+ 1 + 3.0 %
8 Service and Maintenance Staff	1,902	1,046 55.0 %	1,883	1,003 53.3 %	- 19 - 1.0 %	- 43 - 4.1 %
Total	14,993	9,508 63.4 %	15,575	9,952 63.9 %	+ 582 + 3.9 %	+ 444 + 4.7 %

Figure 1
Female Faculty and Staff by Primary Occupational Activity Group
October 1, 2007 – October 1, 2008



Race/Ethnicity. Race/ethnicity is self-reported by employees to the University at the time of appointment; this personal data may be updated and/or corrected by the employee at any time.

The total number of racial/ethnic minorities increased by 117 (9.5 percent) from 2007 to 2008; representation increased or remained constant in all of the Primary Occupational Activity groups. The largest proportional increase was in Technical and Paraprofessional Staff, and the largest net increase was in Professional and Scientific Staff. There were increases in the total numbers of Asians/Pacific Islanders (9.1 percent), African Americans/Blacks (10.8 percent), Hispanics/Latinos (7.9 percent), and Native Americans (15.1 percent).

Changes in the racial/ethnic composition of The University of Iowa’s workforce from October 1, 2007 to October 1, 2008 are detailed in the table and charts on the following pages.

Table II
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
October 1, 2007 – October 1, 2008

Primary Occupational Activity Group	2007						2008						Net Change					
	Total	Total Minorities	Asian/ Pacific Islander	African Amer./ Black	Hispanic/ Latino	Native American	Total	Total Minorities	Asian/ Pacific Islander	African Amer./ Black	Hispanic/ Latino	Native American	Total	Total Minorities	Asian/ Pacific Islander	African Amer./ Black	Hispanic/ Latino	Native American
1 Executive, Administrative, & Managerial Staff	351	25 7.1%	5 1.4%	14 4.0%	4 1.1%	2 0.6%	380	28 7.4%	9 2.4%	14 3.7%	4 1.1%	1 0.3%	+29 +8.3%	+3 +12.0%	+4 +80.0%	0	0	-1 -50.0%
2 Tenured/Tenure Track Faculty	1,485	254 17.1%	163 11.0%	37 2.5%	47 3.2%	7 0.5%	1,488	264 17.7%	172 11.6%	38 2.6%	46 3.1%	8 0.5%	+3 +0.2%	+10 +3.9%	+9 +5.5%	+1 +2.7%	-1 -2.1%	+1 +14.3%
3 Non-Tenure Track Faculty	655	83 12.7%	47 7.2%	14 2.1%	20 3.1%	2 0.3%	703	102 14.5%	61 8.7%	15 2.1%	24 3.4%	2 0.3%	+48 +7.3%	+19 +22.9%	+14 +29.8%	+1 +7.1%	+4 +20.0%	0
4 Professional & Scientific Staff	7,165	476 6.6%	296 4.1%	78 1.1%	92 1.3%	10 0.1%	7,596	521 6.9%	316 4.2%	88 1.2%	102 1.3%	15 0.2%	+431 +6.0%	+45 +9.5%	+20 +6.8%	+10 +12.8%	+10 +10.9%	+5 +50.0%
5 Secretarial & Clerical Staff	2,588	104 4.0%	32 1.2%	37 1.4%	27 1.0%	8 0.3%	2,565	115 4.5%	37 1.4%	42 1.6%	28 1.1%	8 0.3%	-23 -0.9%	+11 +10.6%	+5 +15.6%	+5 +13.5%	+1 +3.7%	0
6 Technical & Paraprofessional Staff	444	24 5.4%	9 2.0%	6 1.4%	8 1.8%	1 0.2%	562	38 6.8%	9 1.6%	14 2.5%	13 2.3%	2 0.4%	+118 +26.6%	+14 +58.3%	0	+8 +133.3%	+5 +62.5%	+1 +100%
7 Skilled Crafts Staff	403	21 5.2%	0	7 1.7%	7 1.7%	7 1.7%	398	21 5.3%	0	7 1.8%	7 1.8%	7 1.8%	-5 -1.2%	0	0	0	0	0
8 Service & Maintenance Staff	1,902	242 12.7%	63 3.3%	103 5.4%	60 3.2%	16 0.8%	1,883	257 13.6%	67 3.6%	110 5.8%	62 3.3%	18 1.0%	-19 -1.0%	+15 +6.2%	+4 +6.3%	+7 +6.8%	+2 +3.3%	+2 +12.5%
Total	14,993	1,229 8.2%	615 4.1%	296 2.0%	265 1.8%	53 0.4%	15,575	1,346 8.6%	671 4.3%	328 2.1%	286 1.8%	61 0.4%	+582 +3.9%	+117 +9.5%	+56 +9.1%	+32 +10.8%	+21 +7.9%	+8 +15.1%

Figure 2
Minority Faculty and Staff by Primary Occupational Activity Group
October 1, 2007 – October 1, 2008

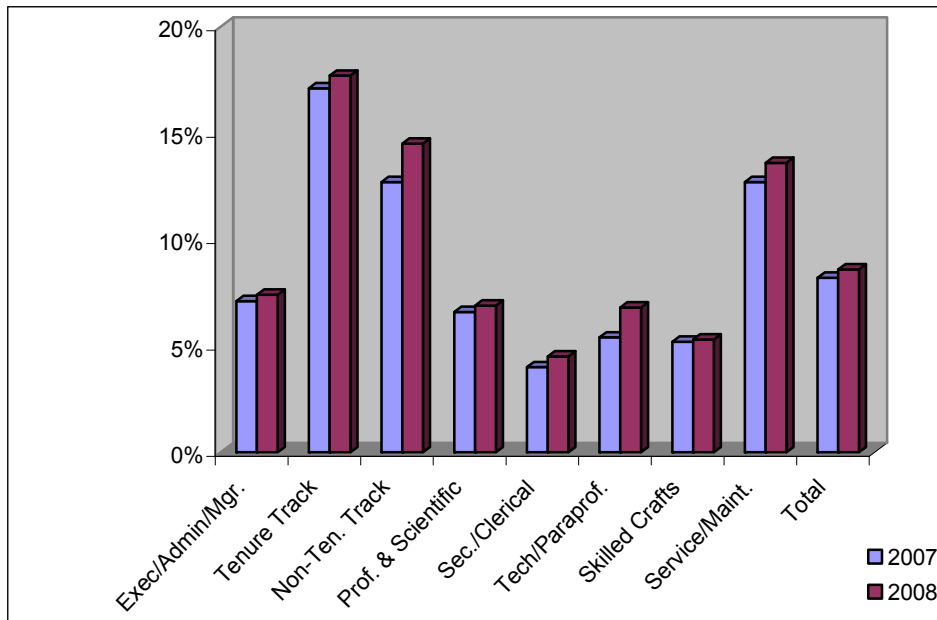
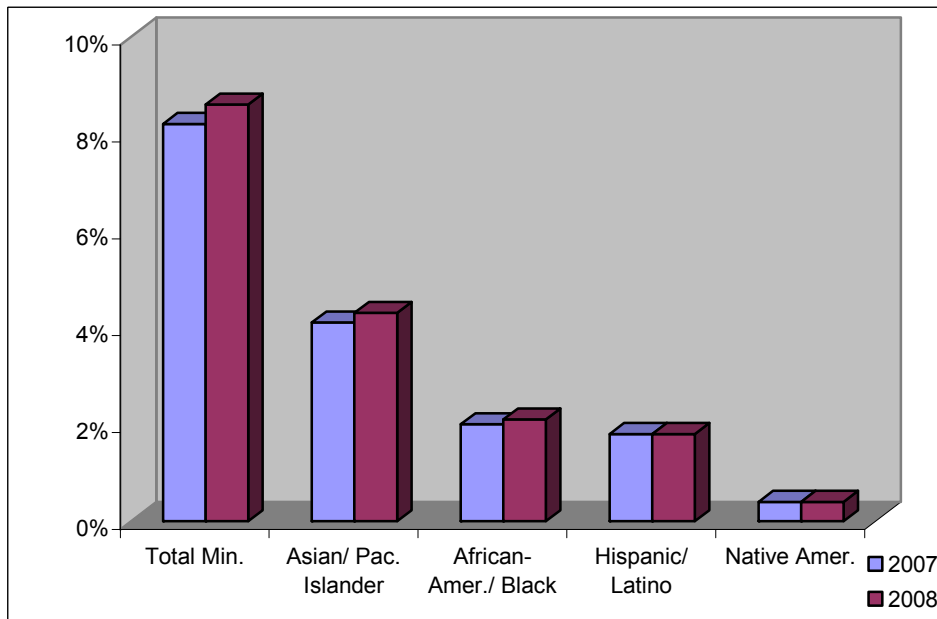


Figure 3
Total Workforce by Race/Ethnicity
October 1, 2007 – October 1, 2008



Actual Workforce Gains and Losses. The following table details for each major Primary Occupational Activity group: 1) gains (the number of hires, promotions, transfers in); 2) losses (the number of resignations, terminations, transfers out); and 3) the net increase or decrease in the workforce. These figures are presented for the overall workforce and for women and minorities.

Some gains and losses are a result of promotions, transfers, reclassifications, or demotions across POA groups, so that a gain in one POA group has a corresponding loss in another POA group. Only a portion of these actions result in net losses of faculty and staff to the University as a whole.

Table III
Workforce Gains and Losses by Primary Occupational Activity Group,
Gender, and Minority Status, October 1, 2007 – October 1, 2008

Primary Occupational Activity Group	Gains			Losses			Net Change		
	Total	Women	Minorities	Total	Women	Minorities	Total	Women	Minorities
1 Executive, Administrative, & Managerial Staff	71	30	7	42	17	4	+ 29	+ 13	+ 3
2 Tenured/Tenure Track Faculty	120	46	28	117	41	18	+ 3	+ 5	+ 10
3 Non-Tenure Track Faculty	144	74	33	96	47	14	+ 48	+ 27	+ 19
4 Professional & Scientific Staff	1,033	768	100	602	416	55	+ 431	+ 352	+ 45
5 Secretarial and Clerical Staff	236	203	28	259	226	17	- 23	- 23	+ 11
6 Technical and Paraprofessional Staff	173	151	19	55	39	5	+ 118	+ 112	+ 14
7 Skilled Crafts Staff	10	3	0	15	2	0	- 5	+ 1	0
8 Service and Maintenance Staff	328	203	57	347	246	42	- 19	- 43	+ 15
Total	2,115	1,478	272	1,533	1,034	155	+ 582	+ 444	+ 117

The organizational unit on campus with the largest net workforce increase over the past year was the University of Iowa Hospitals and Clinics with a net gain of 437 staff (7.1 percent), from 6,186 in 2007 to 6,623 in 2008. This increase is attributable to several factors, including continued increases in patient volume, new services such as Ambulatory Surgery, projects such as EPIC (online patient record/documentation system, physician order entry), new initiatives like patient access and improved patient experience in the ambulatory care clinics, increasing efficiency, and length-of-stay initiatives to improve the discharge process.

The campus unit with the largest net workforce decrease was Student Services, with a net loss of 15 staff since October 1, 2007.

B. Faculty and Staff by Disability and Veteran Status, 2007 – 2008

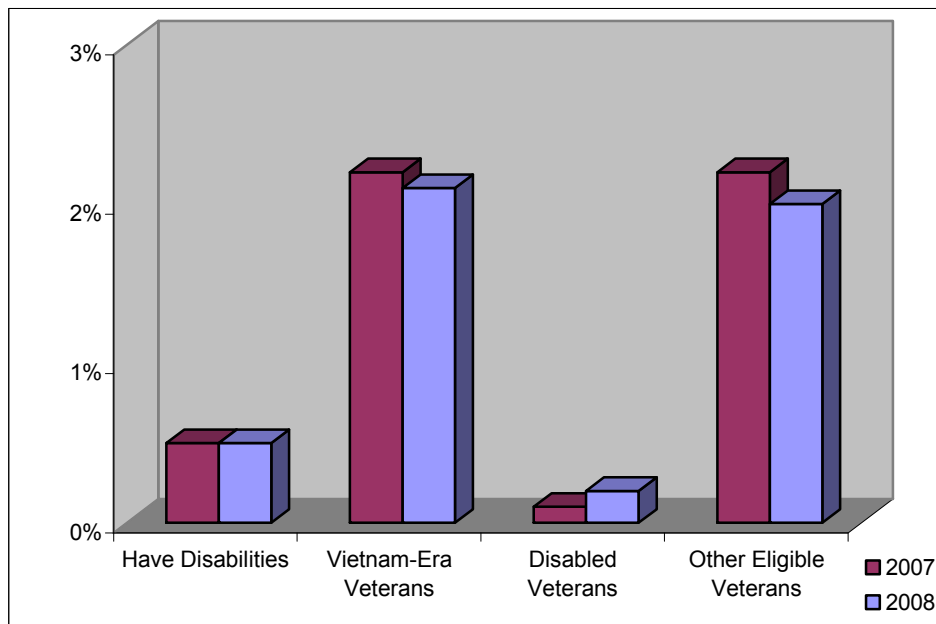
Employees self-report disability and veteran status to the University at the time of appointment, and may update or correct this information at any time. The number of faculty and staff who reported having a disability increased by 2 individuals (2.5 percent) over the past year. The number of faculty and staff who self-identified as Vietnam-era or other eligible veterans decreased (by 10 and 8 individuals, respectively), while the number of disabled veterans increased by 3 individuals.

The following table and chart indicate the number of faculty and staff who self-reported disabilities and veteran status in 2007 and 2008.

Table IV
Faculty and Staff by Disability and Veteran Status
October 1, 2007 – October 1, 2008

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Vietnam-Era Veterans	Disabled Veterans	Other Eligible Veterans
2007	14,993	80 0.5 %	332 2.2 %	21 0.1 %	327 2.2 %
2008	15,575	82 0.5 %	322 2.1 %	24 0.2 %	319 2.0 %
Net Change	+ 582 + 3.9 %	+ 2 + 2.5 %	- 10 - 3.0 %	+ 3 + 14.3 %	- 8 - 2.4 %

Figure 4
Faculty and Staff by Disability and Veteran Status
October 1, 2007 – October 1, 2008



C. Tenured/Tenure Track Faculty by Gender and Race/Ethnicity, 2007 – 2008

The number of tenured/tenure track faculty increased by 3 individuals (0.2 percent) in the last year. The number of female tenured/tenure track faculty increased by 5 (1.2 percent), and overall minority representation increased by 10 (3.9 percent).

The following table and charts present the gender and race/ethnicity of tenured/tenure track faculty in 2007 and 2008.

Table V
Tenured/Tenure Track Faculty by Gender and Race/Ethnicity
October 1, 2007 – October 1, 2008

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	African- American/ Black	Hispanic/ Latino	Native American
2007	1,485	432 29.1 %	254 17.1 %	163 11.0 %	37 2.5 %	47 3.2 %	7 0.5 %
2008	1,488	437 29.4 %	264 17.7 %	172 11.6 %	38 2.6 %	46 3.1 %	8 0.5 %
Net Change	+ 3 + 0.2%	+ 5 + 1.2 %	+ 10 + 3.9 %	+ 9 + 5.5 %	+ 1 + 2.7 %	- 1 - 2.1 %	+ 1 + 14.3 %

Figure 5
Tenured/Tenure Track Faculty by Gender
October 1, 2007 – October 1, 2008

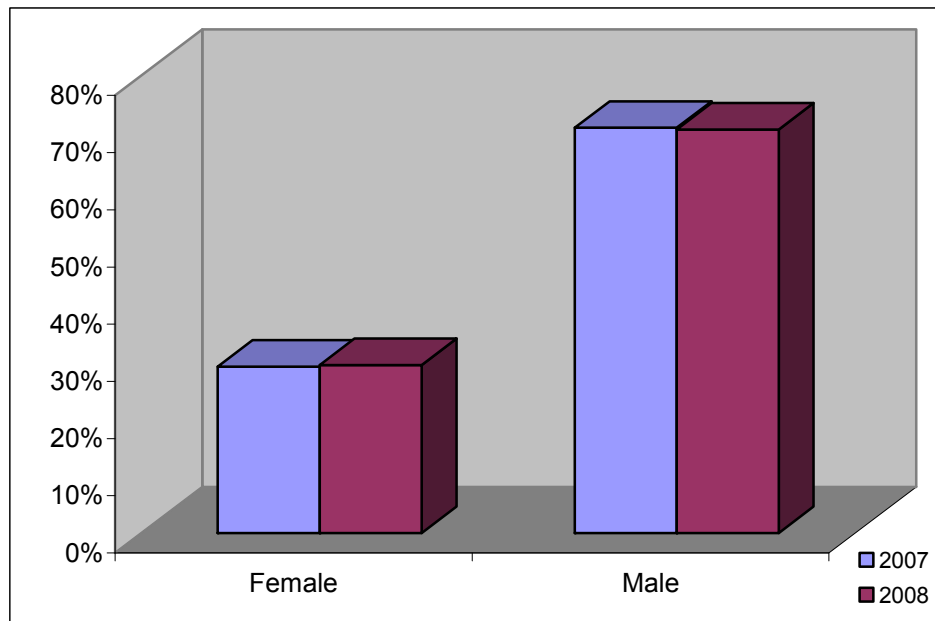
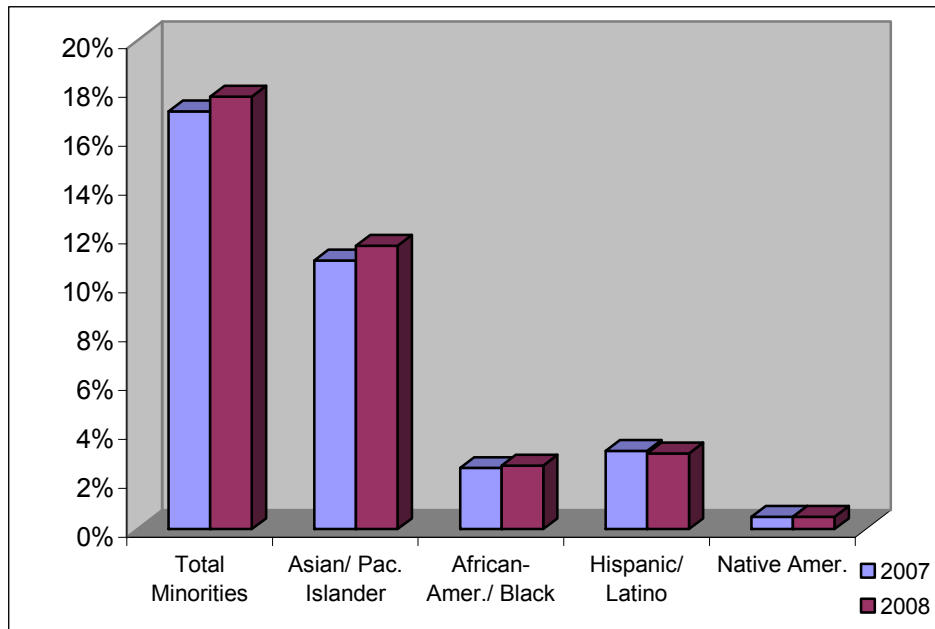


Figure 6
Tenured/Tenure Track Faculty by Race/Ethnicity
October 1, 2007 – October 1, 2008



D. Tenured/Tenure Track Faculty Promotion and Tenure Rates by Gender and Minority Status, Academic Year 2007 – 2008

A total of 64 tenure track faculty were granted promotions effective Academic Year 2008-09, of whom 20 were women. This rate of promotion (31.3 percent) exceeds the percentage of women on the tenure track faculty, now at 29.4 percent. Minorities received 12 of the 64 promotions (18.8 percent); this rate of promotion exceeds the representation of minorities on the tenure track faculty (17.7 percent).

Thirty-nine tenure track faculty members were granted tenure effective Academic Year 2008-09, of whom 10 (25.6 percent) were women. As of October 2008, women represented 38.6 percent of the untenured faculty on the tenure track. Among the 39 tenure track faculty members who received tenure, nine (23.1 percent) were members of minority groups. As of October 2008, minorities represented 28.5 percent of the untenured faculty on the tenure track.

The rate of promotion and tenure for women and minority faculty in recent years continues to be relatively comparable to their representation on the tenure track. It should be noted, however, that the percentage of women and minorities who are eligible for tenure and/or promotion review varies from year to year, and, in some years, may be lower or higher than their representation among the untenured faculty on the tenure track as a whole.

The following table illustrates the rates of tenure and promotion for tenure track faculty.

Table VI
Tenured/Tenure Track Faculty Promotions & Tenure Rates by Gender and Minority Status
Effective 2008-09 Academic Year

	Total	Women	Minorities
PROMOTIONS			
Number on Tenure Track	1,488	437	264
Percentage of Total on Tenure Track		29.4 %	17.7 %
Sought Promotions	66	21	12
Percentage of All Faculty Who Sought Promotions (n = 66)		31.8 %	18.2 %
Percentage of Subgroup (Total, Women, or Minorities)	4.4 %	4.8 %	4.5 %
Granted Promotions	64	20	12
Percentage of All Faculty Who Were Granted Promotions (n = 64)		31.3 %	18.8 %
Percentage of Subgroup (Total, Women, or Minorities) Who Sought Promotions	97.0 %	95.2 %	100.0 %
TENURE			
Number of Untenured Faculty on Tenure Track	386	149	110
Percentage of Total Untenured on Tenure Track		38.6 %	28.5 %
Sought Tenure	41	11	9
Percentage of All Faculty Who Sought Tenure (n = 41)		26.8 %	22.0 %
Percentage of Subgroup (Total, Women, or Minorities)	10.6 %	7.4 %	8.2 %
Granted Tenure	39	10	9
Percentage of All Faculty Who Were Granted Tenure (n = 39)		25.6 %	23.1 %
Percentage of Subgroup (Total, Women, or Minorities) Who Sought Tenure	95.1 %	90.9 %	100.0 %

E. Clinical Track Faculty by Gender and Race/Ethnicity, 2007 – 2008

The University experienced a net increase of 22 clinical track faculty (5.2 percent) over the past year. Faculty appointed to clinical track positions are included in POA Group 3, Non-Tenure Track Faculty.

The number of women on the clinical track increased by 18 (9.5 percent), and the number of minorities on the clinical track increased by 18 (36.0 percent).

Carver College of Medicine continues to employ the majority of the clinical track faculty (76 percent), followed by the College of Dentistry (8 percent), the College of Nursing (4 percent), and the College of Liberal Arts and Sciences (4 percent). The remaining clinical track faculty are employed in the Colleges of Pharmacy, Education, Law, Public Health, or the Tippie College of Business.

The following table and charts illustrate the growth of the clinical track over the last year and the representation of women and minorities on the clinical track.

**Table VII
Clinical Track Faculty by Gender and Race/Ethnicity
October 1, 2007 – October 1, 2008**

Year	Clinical Track Faculty	Women	Total Minorities	Asian/Pacific Islander	African-American/Black	Hispanic/Latino	Native American
2007	427	189 44.3 %	50 11.7 %	30 7.0 %	8 1.9 %	10 2.3 %	2 0.5 %
2008	449	207 46.1 %	68 15.1 %	41 9.1 %	12 2.7 %	13 2.9 %	2 0.4 %
Net Change	+ 22 + 5.2 %	+ 18 + 9.5 %	+ 18 + 36.0 %	+ 11 + 36.7 %	+ 4 +50.0 %	+ 3 + 30.0 %	0

Figure 7
Clinical Track Faculty by Gender
October 1, 2007 – October 1, 2008

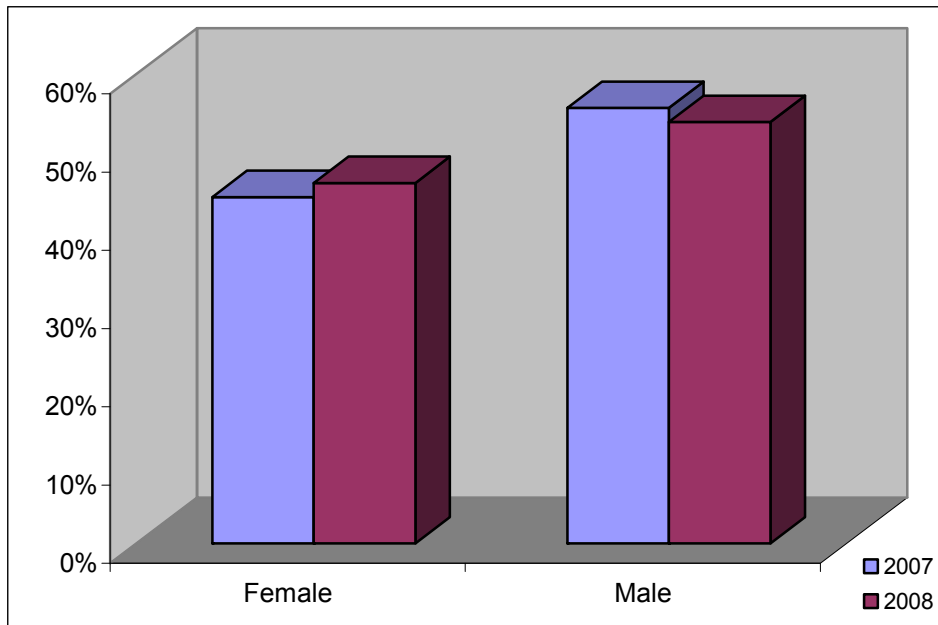
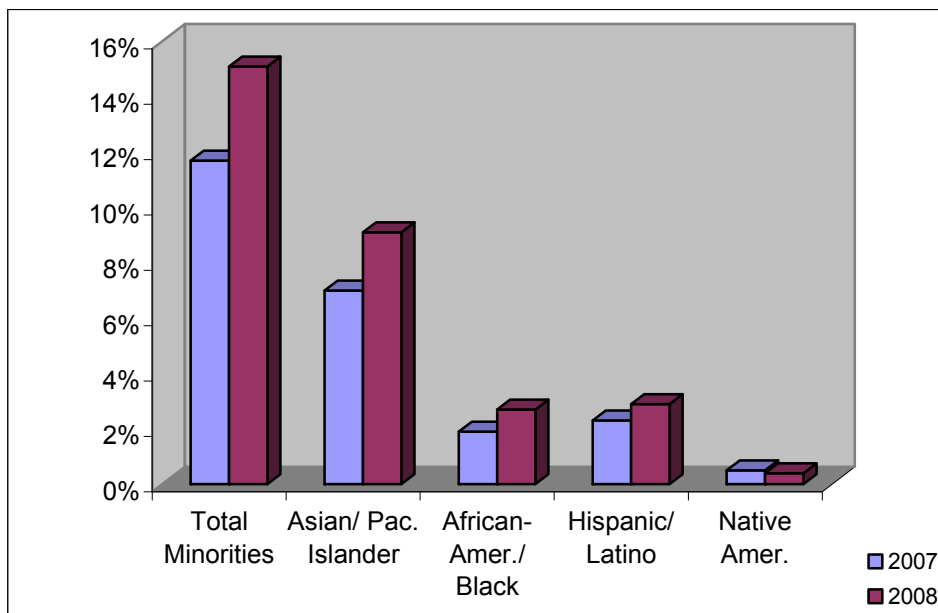


Figure 8
Clinical Track Faculty by Race/Ethnicity
October 1, 2007 – October 1, 2008



V. STRATEGIC PLANNING INDICATORS: TARGET EMPLOYMENT CATEGORIES

In *The Iowa Promise: A Strategic Plan for The University of Iowa 2005 - 2010*, the University has established indicators of progress towards achieving a diverse faculty and staff. These indicators are specific targets for representation of women and racial/ethnic minorities in specific workforce categories over the five-year period. The targeted employment categories include two workforce areas for women and three for racial/ethnic minorities. In Fiscal Year 2009, the University achieved two of the five goals and made gains towards achieving the other three strategic indicators.

The following table and charts detail progress toward achieving the representation targets.

Table VIII
Progress Towards Strategic Planning Indicators of
Gender and Racial/Ethnic Diversity Among Faculty and Staff

Category	Fiscal Year '08 (as of 10-1-07)	Fiscal Year '09 (as of 10-1-08)	Target	Target Met
WOMEN				
Executive, Administrative, and Managerial Staff	37.0 %	Increased to 37.6 %	37.0 %	Yes
Tenured/Tenure Track Faculty	29.1 %	Increased to 29.4 %	32.0 %	No
RACIAL/ETHNIC MINORITIES				
Executive, Administrative, and Managerial Staff	7.1 %	Increased to 7.4 %	8.0 %	No
Tenured/Tenure Track Faculty	17.1 %	Increased to 17.7 %	16.0 %	Yes
Professional & Scientific Staff	6.6 %	Increased to 6.9 %	7.5 %	No

Figure 9
Female Executive, Administrative, and Managerial Staff
Strategic Indicators, 2005 – 2010

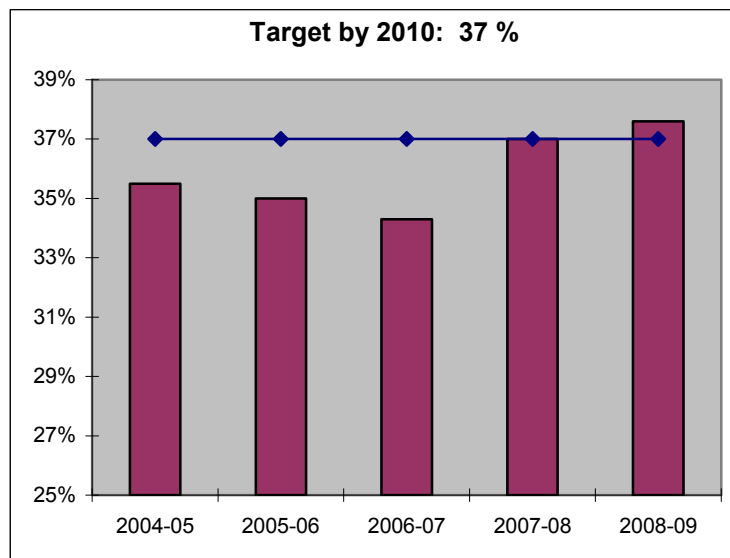


Figure 10
Female Tenured/Tenure Track Faculty
Strategic Indicators, 2005 – 2010

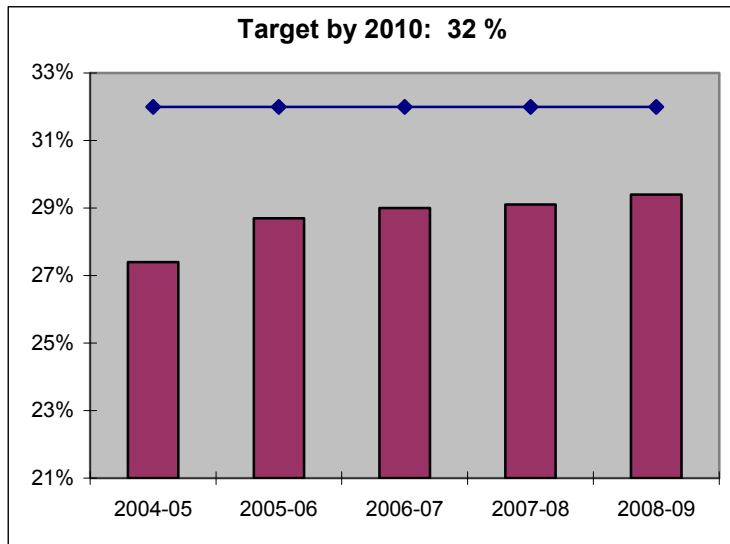


Figure 11
Racial/Ethnic Minority Executive, Administrative, and Managerial Staff
Strategic Indicators, 2005 – 2010

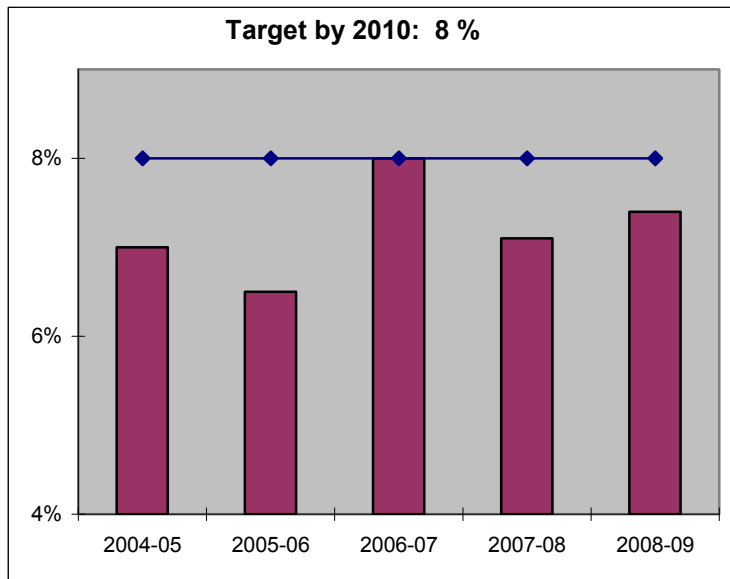


Figure 12
Racial/Ethnic Minority Tenured/Tenure Track Faculty
Strategic Indicators, 2005 – 2010

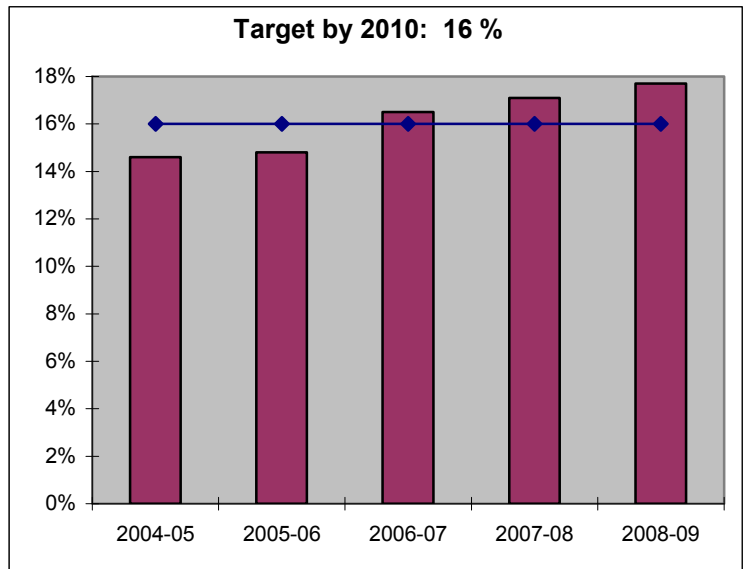
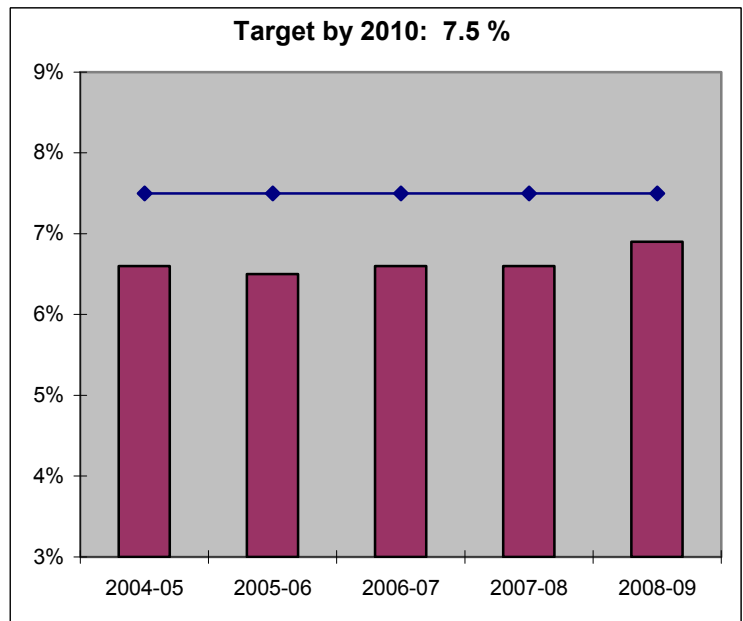


Figure 13
Racial/Ethnic Minority Professional and Scientific Staff
Strategic Indicators, 2005 – 2010



VI. ANNUAL HIRING GOALS: 2007-08 AND 2008-09

A. How Hiring Goals are Determined

In accordance with requirements of the Office of Federal Contract Compliance Programs, the Office of Equal Opportunity and Diversity annually conducts formal availability analyses, identifies areas where underrepresentation of women and/or racial/ethnic minorities exists, and establishes hiring goals for the coming year for those underrepresented areas. The availability analyses result in estimates of the percentage and number of qualified women and racial/ethnic minorities available for employment in each academic field and job group (staff job titles similar in content, pay rates, and opportunities) at The University of Iowa. These availability estimates are compared to the actual rates of employment by the University to identify faculty departments and staff job groups where underrepresentation exists.¹ In other words, a faculty department or staff job group is said to be underrepresented for women or minorities when fewer women or minorities are employed than would reasonably be expected based on estimated availability. Underrepresentation may be affected by several factors including new hires, promotions and transfers; loss of personnel; a change in the availability of women and minorities in the relevant job market; and/or a combination of factors.

The University of Iowa sets annual hiring goals when underrepresentation of women or minorities is identified within a department or job group. Hiring goals are calculated as the total number of hires by the estimated availability percentage of the underrepresented group, rounded to the nearest whole number as goals are established in terms of individuals. Therefore, some underrepresented areas may not have goals established if the level of hiring activity by the estimated availability is insufficient to yield a rounded hiring goal of at least one individual. Goals are initially set at the beginning of the data year based on anticipated hiring activity and are adjusted at the close of the data year to reflect the actual rate of hiring activity.

B. Hiring Goals for the 2007-08 Data Year

After adjusting to reflect the actual rate of hiring, annual hiring goals for the 2007-08 data year totaled 151 women and 27 minorities. The goals were compared to the number of actual hires in each underrepresented department or job group to determine whether the goals were met. While hiring goals were achieved in some departments/job groups, underrepresentation of women and minorities remains in other areas. With all underrepresented departments and job groups aggregated, the University was underrepresented by 359 women (2.3%) and by 54 minorities (0.3%) as of October 1, 2008.

The following tables show departments/job groups in which underrepresentation was identified as of October 1, 2007; the hiring goals in those departments/job groups (as adjusted to reflect the actual rate of hiring) for 2007-08; and whether these goals were met.

¹ Statistical analyses are conducted for each faculty department and staff job group; if the difference between the estimated availability and the actual workforce percentage meets or exceeds two standard deviations, the department or job group is identified as underrepresented.

**Table IX
Progress Toward Annual Hiring Goals for Faculty, Data Year 2007-08**

College	Department	Women				Minorities			
		Number of New Hires	Hiring Goal for Women	Total Females Hired	Was Goal Met?	Number of New Hires	Hiring Goal for Minorities	Total Minorities Hired	Was Goal Met?
POA Group 2: Tenured/Tenure Track Faculty									
Education	Psychological & Quantitative Foundations	1	1	1	Yes				
	Teaching & Learning	2	1	1	Yes				
Liberal Arts & Sciences	Psychology	2	1	2	Yes				
Carver College of Medicine	Microbiology	0	0	0	n/a *				
	Pathology	1	0	0	n/a *				
	Pediatrics	0	0	0	n/a *				
	Radiology	4	1	1	Yes				
Public Health	Occupational & Environmental Health					1	0	1	Yes
POA Group 3: Non-Tenure Track Faculty									
Public Health	Occupational & Environmental Health	0	0	0	n/a *				

* n/a: Although underrepresentation was identified within the department, the actual rate of new hires by the estimated availability was not sufficient to yield a hiring goal of at least one individual.

**Table X
Progress Toward Annual Hiring Goals for Staff, Data Year 2007-08**

Job Group	Women				Minorities			
	Number of New Hires	Hiring Goal for Women	Total Females Hired	Was Goal Met?	Number of New Hires	Hiring Goal for Minorities	Total Minorities Hired	Was Goal Met?
POA Group 1: Executive, Administrative, and Managerial Staff								
1D					4	1	0	No
POA Group 4: Professional and Scientific Staff								
3A	65	47	43	Partially				
3D					161	10	17	Yes
3E	57	21	8	Partially				
3H					101	7	6	Partially
3J					38	1	2	Yes
3N					36	3	2	Partially
3O					12	1	4	Yes
3U	39	18	10	Partially				
3Z	14	6	4	Partially				
POA Group 5: Secretarial and Clerical Staff								
4K	9	3	0	No				
POA Group 6: Technical and Paraprofessional Staff								
5A	6	3	4	Yes				
5E	3	2	1	Partially				
5G	30	21	16	Partially	30	3	3	Yes
POA Group 8: Service and Maintenance Staff								
7E	7	3	0	No				
7F					2	1	0	No
7I	10	2	1	Partially				
7J	9	4	3	Partially				
7O	18	13	11	Partially				

* n/a: Although underrepresentation was identified within the job group, the actual rate of new hires by the estimated availability was not sufficient to yield a hiring goal of at least one individual.

C. Hiring Goals for the 2008–09 Data Year

Anticipated hiring goals for women and minorities for 2008-09, aggregated by Primary Occupational Activity group, are shown in the table below.

Table XI
Annual Hiring Goals for Data Year 2008-09

Primary Occupational Activity Group	Women Total Hiring Goals	Minorities Total Hiring Goals
1 Executive, Administrative, and Managerial Staff	9	
2 Tenured/Tenure Track Faculty	13	
4 Professional & Scientific Staff	78	12
5 Secretarial and Clerical Staff	3	
6 Technical and Paraprofessional Staff	25	
8 Service and Maintenance Staff	22	
Total	150	12

Note: Blank cells indicate that goals were not established, either because no underrepresentation was identified or because the estimated availability by the anticipated rate of hiring was insufficient to yield a rounded hiring goal of at least one individual.

**VII. FIVE-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES:
2003 - 2008**

**A. Faculty and Staff by Primary Occupational Activity Group, Gender, and Race/Ethnicity,
2003 – 2008**

Overall Changes. The University of Iowa workforce has increased by 1,561 individuals (11.1 percent) over the last five years, from 14,014 in 2003 to 15,575 in 2008. The Primary Occupational Activity (POA) group with the largest proportional increase was Non-Tenure Track Faculty, and the largest net increase was in Professional and Scientific Staff. The largest proportional and net decrease was among Secretarial and Clerical Staff.

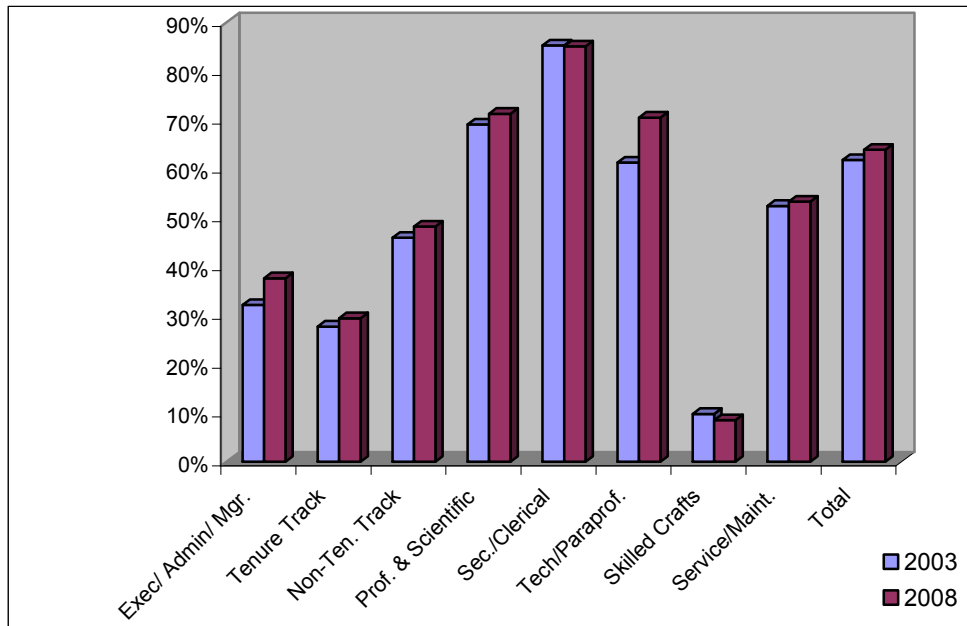
Gender. The number of women in the workforce increased by 14.8 percent in the five-year period, with the largest proportional increase in Executive, Administrative, and Managerial Staff and the largest net increase in Professional and Scientific Staff. The largest proportional decrease was among Skilled Crafts Staff, and the largest net decrease was among Secretarial and Clerical Staff.

The following table and chart provide more details of the University's workforce on October 1, 2003 and on October 1, 2008 by POA group and gender.

**Table XII
Faculty and Staff by Primary Occupational Activity Group and Gender
October 1, 2003 – October 1, 2008**

Primary Occupational Activity Group	2003		2008		Net Change	
	Total	Women	Total	Women	Total	Women
1 Executive, Administrative, & Managerial Staff	315	101 32.1 %	380	143 37.6 %	+ 65 + 20.6 %	+ 42 + 41.6 %
2 Tenured/Tenure Track Faculty	1,561	433 27.7 %	1,488	437 29.4 %	- 73 - 4.7 %	+ 4 + 0.9 %
3 Non-Tenure Track Faculty	534	245 45.9 %	703	339 48.2 %	+ 169 + 31.6 %	+ 94 + 38.4 %
4 Professional & Scientific Staff	6,273	4,334 69.1 %	7,596	5,416 71.3 %	+ 1,323 + 21.1 %	+ 1,082 + 25.0 %
5 Secretarial and Clerical Staff	2,713	2,313 85.3 %	2,565	2,184 85.1 %	- 148 - 5.5 %	- 129 - 5.6 %
6 Technical and Paraprofessional Staff	480	294 61.3 %	562	396 70.5 %	+ 82 + 17.1 %	+ 102 + 34.7 %
7 Skilled Crafts Staff	409	40 9.8 %	398	34 8.5 %	- 11 - 2.7 %	- 6 - 15.0 %
8 Service and Maintenance Staff	1,729	906 52.4 %	1,883	1,003 53.3 %	+ 154 + 8.9 %	+ 97 + 10.7 %
Total	14,014	8,666 61.8%	15,575	9,952 63.9 %	+ 1,561 + 11.1 %	+ 1,286 + 14.8 %

Figure 14
Female Faculty and Staff by Primary Occupational Activity Group
October 1, 2003 – October 1, 2008



Race/Ethnicity. Between October 1, 2003 and October 1, 2008, overall racial/ethnic minority representation increased by 24.2 percent, with notable gains in Executive, Administrative and Managerial Staff, Tenured/Tenure Track Faculty, Non-Tenure Track Faculty, Professional and Scientific Staff, and Secretarial and Clerical Staff. The only POA group with a decrease in minority representation was Skilled Crafts Staff (one individual or 4.5 percent). The total numbers of Asians/Pacific Islanders, African-Americans/Blacks, and Hispanics/Latinos on the University's faculty and staff increased, while the number of Native Americans decreased.

Changes in the racial/ethnic composition of The University of Iowa's workforce from October 1, 2003 to October 1, 2008 are detailed in the table and charts on the following pages.

Table XIII
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
October 1, 2003 – October 1, 2008

Primary Occupational Activity Group	2003						2008						Net Change					
	Total	Total Minorities	Asian/Pacific Islander	African Amer./ Black	Hispanic/Latino	Native American	Total	Total Minorities	Asian/Pacific Islander	African Amer./ Black	Hispanic/Latino	Native American	Total	Total Minorities	Asian/Pacific Islander	African Amer./ Black	Hispanic/Latino	Native American
1 Executive, Administrative, & Managerial Staff	315	21 6.7%	10 3.2%	7 2.2%	3 1.0%	1 0.3%	380	28 7.4%	9 2.4%	14 3.7%	4 1.1%	1 0.3%	+65 +20.6%	+7 +33.3%	-1 -10.0%	+7 +100.0%	+1 +33.3%	0
2 Tenured/Tenure Track Faculty	1,561	212 13.6%	134 8.6%	32 2.0%	42 2.7%	4 0.3%	1,488	264 17.7%	172 11.6%	38 2.6%	46 3.1%	8 0.5%	-73 -4.7%	+52 +24.5%	+38 +28.4%	+6 +18.8%	+4 +9.5%	+4 +100.0%
3 Non-Tenure Track Faculty	534	76 14.2%	46 8.6%	13 2.4%	13 2.4%	4 0.7%	703	102 14.5%	61 8.7%	15 2.1%	24 3.4%	2 0.3%	+169 +31.6%	+26 +34.2%	+15 +32.6%	+2 +15.4%	+11 +84.6%	-2 -50.0%
4 Professional & Scientific Staff	6,273	408 6.5%	236 3.8%	78 1.2%	77 1.2%	17 0.3%	7,596	521 6.9%	316 4.2%	88 1.2%	102 1.3%	15 0.2%	+1,323 +21.1%	+113 +27.7%	+80 +33.9%	+10 +12.8%	+25 +32.5%	-2 -11.8%
5 Secretarial & Clerical Staff	2,713	93 3.4%	33 1.2%	31 1.1%	16 0.6%	13 0.5%	2,565	115 4.5%	37 1.4%	42 1.6%	28 1.1%	8 0.3%	-148 -5.5%	+22 +23.7%	+4 +12.1%	+11 +35.5%	+12 +75.0%	-5 -38.5%
6 Technical & Paraprofessional Staff	480	15 3.1%	5 1.0%	4 0.8%	6 1.3%	0	562	38 6.8%	9 1.6%	14 2.5%	13 2.3%	2 0.4%	+82 +17.1%	+23 +153.3%	+4 +80.0%	+10 +250.0%	+7 +116.7%	+2 n/a
7 Skilled Crafts Staff	409	22 5.4%	0	8 2.0%	7 1.7%	7 1.7%	398	21 5.3%	0	7 1.8%	7 1.8%	7 1.8%	-11 -2.7%	-1 -4.5%	0	-1 -12.5%	0	0
8 Service & Maintenance Staff	1,729	237 13.7%	64 3.7%	100 5.8%	50 2.9%	23 1.3%	1,883	257 13.6%	67 3.6%	110 5.8%	62 3.3%	18 1.0%	+154 +8.9%	+20 +8.4%	+3 +4.7%	+10 +10.0%	+12 +24.0%	-5 -21.7%
Total	14,014	1,084 7.7%	528 3.8%	273 1.9%	214 1.5%	69 0.5%	15,575	1,346 8.6%	671 4.3%	328 2.1%	286 1.8%	61 0.4%	+1,561 +11.1%	+262 +24.2%	+143 +27.1%	+55 +20.1%	+72 +33.6%	-8 -11.6%

Figure 15
Minority Faculty and Staff by Primary Occupational Activity Group
October 1, 2003 – October 1, 2008

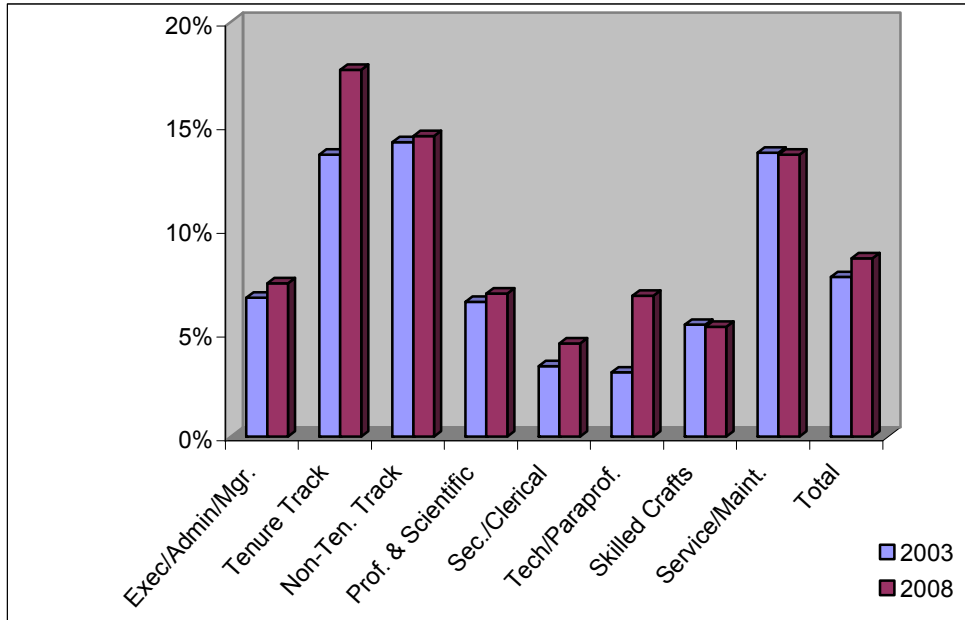
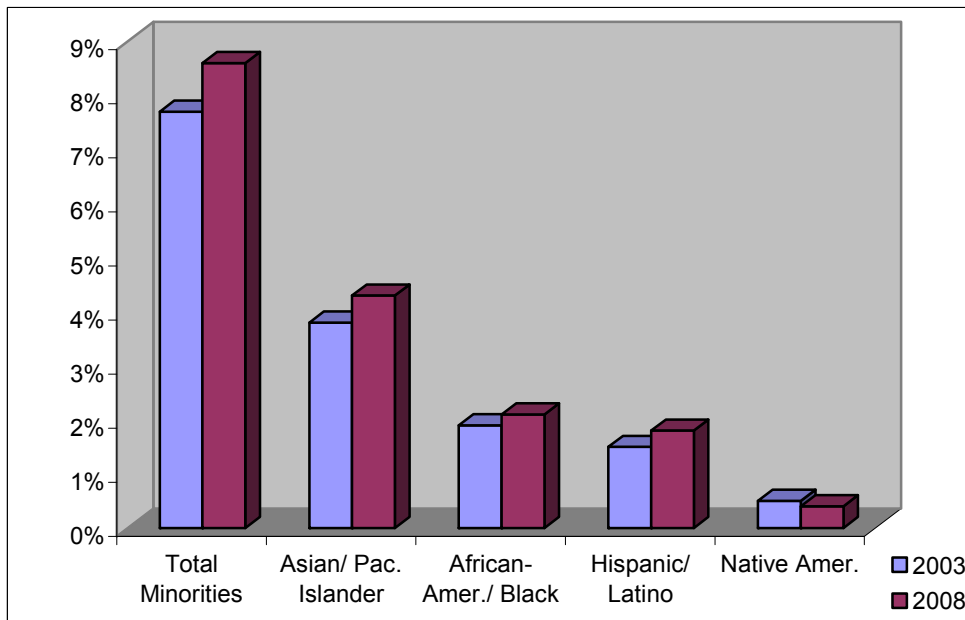


Figure 16
Total Workforce by Race/Ethnicity
October 1, 2003 – October 1, 2008



B. Faculty and Staff by Disability and Veteran Status, 2003 – 2008

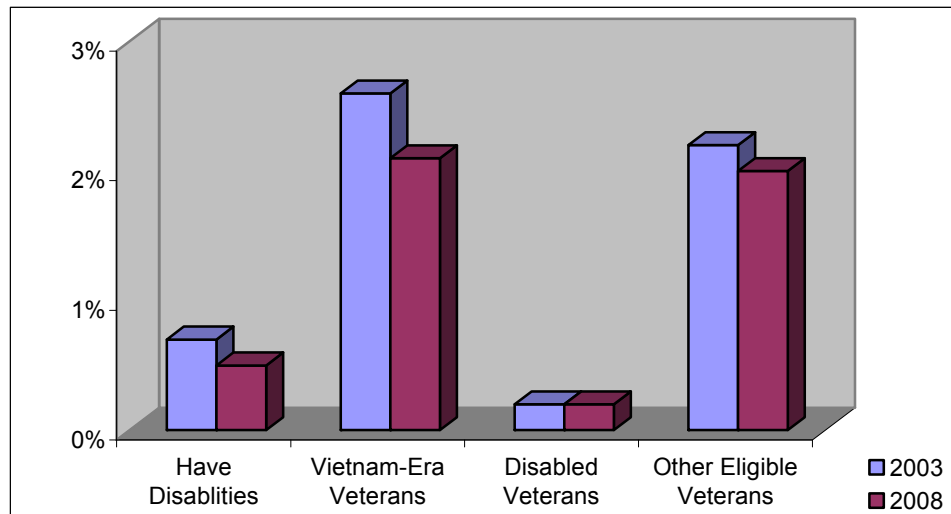
Employees self-report disability and veteran status to the University at the time of appointment, and may update or correct this information at any time. During the five-year period, the number of faculty and staff who reported having disabilities decreased from 101 to 82, a change of 18.8 percent. The number of faculty and staff who self-identified as Vietnam-era veterans decreased by 41 (11.3 percent), the number of disabled veterans decreased by 8 (25.0 percent), and the number of other eligible veterans increased by 6 (1.9 percent).

The following table and chart provide more details about the number of faculty and staff who reported having disabilities and the number of Vietnam-era veterans, disabled veterans, and other eligible veterans in 2003 and in 2008.

Table XIV
Faculty and Staff by Disability and Veteran Status
October 1, 2003 – October 1, 2008

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Vietnam-Era Veterans	Disabled Veterans	Other Eligible Veterans
2003	14,014	101 0.7 %	363 2.6 %	32 0.2 %	313 2.2 %
2008	15,575	82 0.5 %	322 2.1 %	24 0.2 %	319 2.0 %
Net Change	+ 1,561 + 11.1 %	- 19 - 18.8 %	- 41 - 11.3 %	- 8 - 25.0 %	+ 6 + 1.9 %

Figure 17
Faculty and Staff by Disability and Veteran Status
October 1, 2003 – October 1, 2008



C. Tenured/Tenure Track Faculty by Gender and Race/Ethnicity, 2003 – 2008

The University has experienced a net decrease of 73 tenured/tenure track faculty (4.7 percent) since October 1, 2003. During this five-year period, the number of female tenured/tenure track faculty increased by 4 (0.9 percent) and the number of minorities increased by 52 (24.5 percent). The largest net gain in the minority tenure track faculty was among Asian/Pacific Islanders (38 faculty members) and the largest proportional gain was among Native Americans (4 faculty or 100 percent).

The following table and charts indicate the gender and racial/ethnic representation among the tenured/tenure track faculty in October 2003 and in October 2008.

Table XV
Tenured/Tenure Track Faculty by Gender and Race/Ethnicity
October 1, 2003 – October 1, 2008

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	African- American/ Black	Hispanic/ Latino	Native American
2003	1,561	433 27.7 %	212 13.6 %	134 8.6 %	32 2.0 %	42 2.7 %	4 0.3 %
2008	1,488	437 29.4 %	264 17.7 %	172 11.6 %	38 2.6 %	46 3.1 %	8 0.5 %
Net Change	- 73 - 4.7 %	+ 4 + 0.9 %	+ 52 + 24.5 %	+ 38 + 28.4 %	+ 6 + 18.8 %	+ 4 + 9.5 %	+ 4 + 100.0 %

Figure 18
Tenured/Tenure Track Faculty by Gender
October 1, 2003 – October 1, 2008

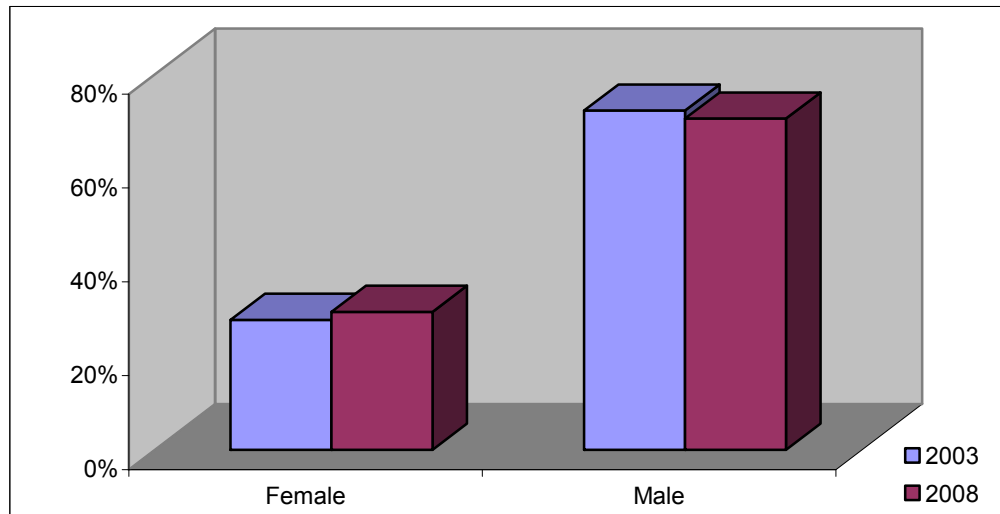
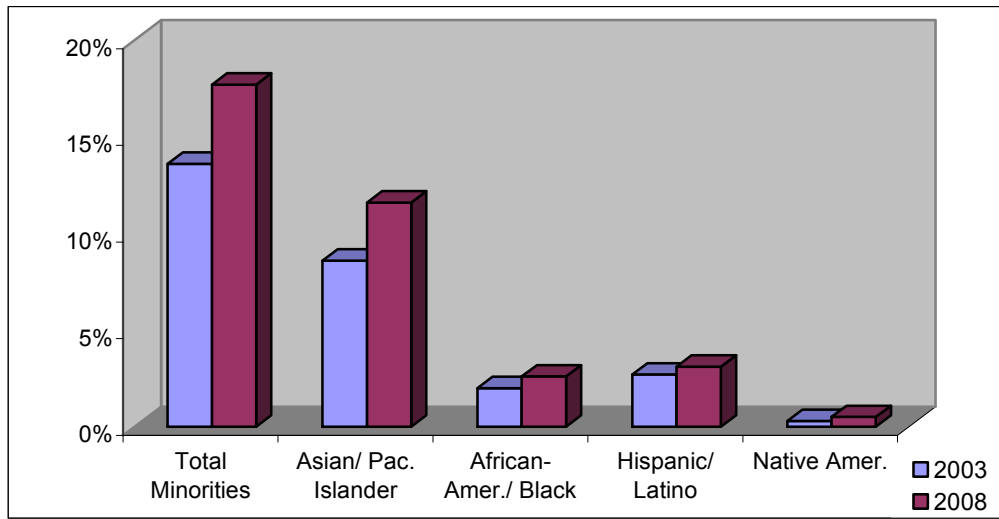


Figure 19
Tenured/Tenure Track Faculty by Race/Ethnicity
October 1, 2003 – October 1, 2008



D. Clinical Track Faculty by Gender and Race/Ethnicity, 2003 - 2008

There has been significant growth over the last five years in the number of clinical track faculty. Faculty appointed to clinical track positions are included in POA Group 3, Non-Tenure Track Faculty.

The clinical track faculty increased from 350 in 2003 to 449 in 2008, an increase of 28.3 percent over the five-year period. The number of women on the clinical track has increased by 38.0 percent, and the number of minorities has increased by 83.8 percent.

The table and charts on the following pages illustrate the growth of the clinical track over the last five years and the representation of women and minorities on the clinical track.

Table XVI
Clinical Track Faculty by Gender and Race/Ethnicity
October 1, 2003 – October 1, 2008

Year	Clinical Track Faculty	Women	Total Minorities	Asian/Pacific Islander	African-American/ Black	Hispanic/Latino	Native American
2003	350	150 42.9 %	37 10.6 %	22 6.3 %	6 1.7 %	6 1.7 %	3 0.9 %
2008	449	207 46.1 %	68 15.1 %	41 9.1 %	12 2.7 %	13 2.9 %	2 0.4 %
Net Change	+ 99 + 28.3 %	+ 57 + 38.0 %	+ 31 + 83.8 %	+ 19 + 86.4 %	+ 6 + 100.0 %	+ 7 + 116.7 %	- 1 -33.3 %

Figure 20
Clinical Track Faculty by Gender
October 1, 2003 – October 1, 2008

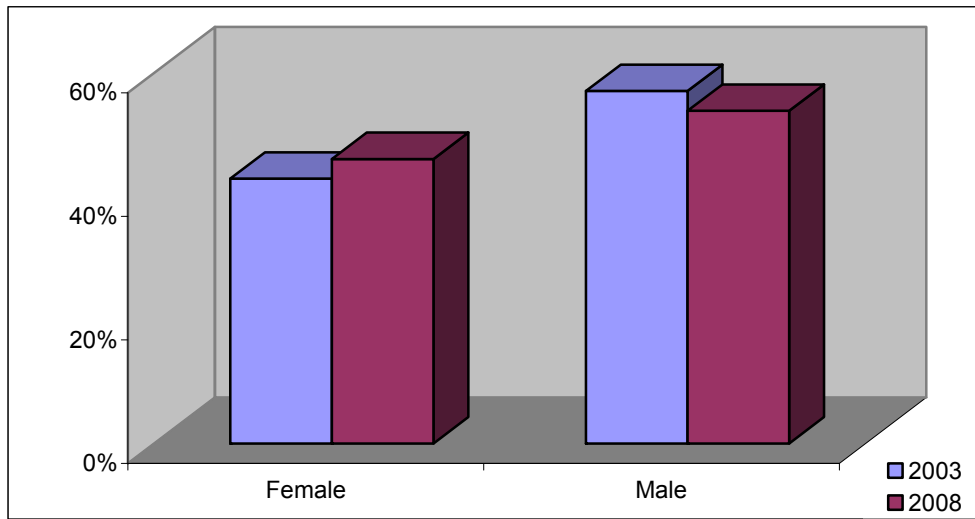
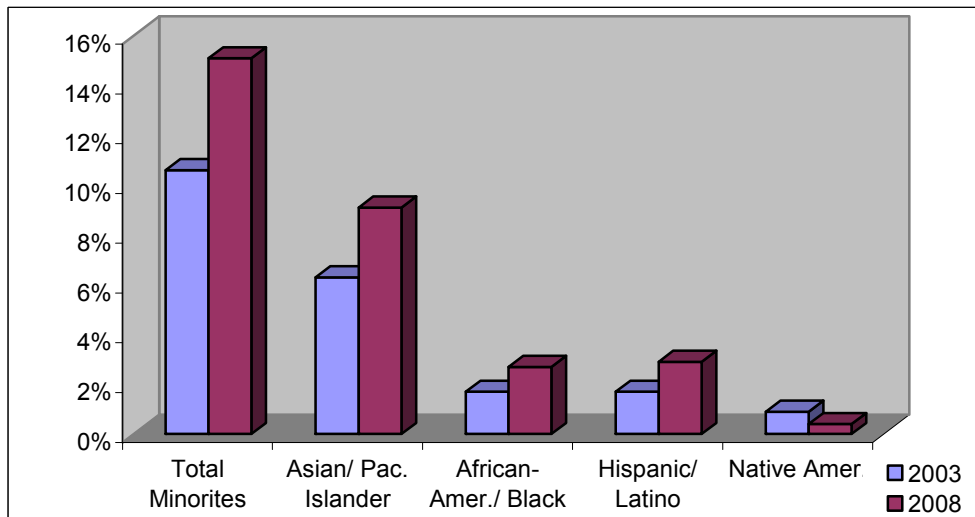


Figure 21
Clinical Track Faculty by Race/Ethnicity
October 1, 2003 – October 1, 2008



**VIII. TEN-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES:
1998 - 2008**

**A. Faculty and Staff by Primary Occupational Activity Group, Gender, and Race/Ethnicity,
1998 - 2008**

Overall Changes. Over the last ten years, The University of Iowa workforce has increased by 20.1 percent, from 12,967 in 1998 to 15,575 in 2008. The Primary Occupational Activity (POA) group with the largest proportional increase was Non-Tenure Track Faculty, and the largest net increase was among Professional and Scientific Staff. The greatest proportional decrease was in Skilled Crafts Staff, and the greatest net decrease was in Tenured/Tenure Track Faculty.

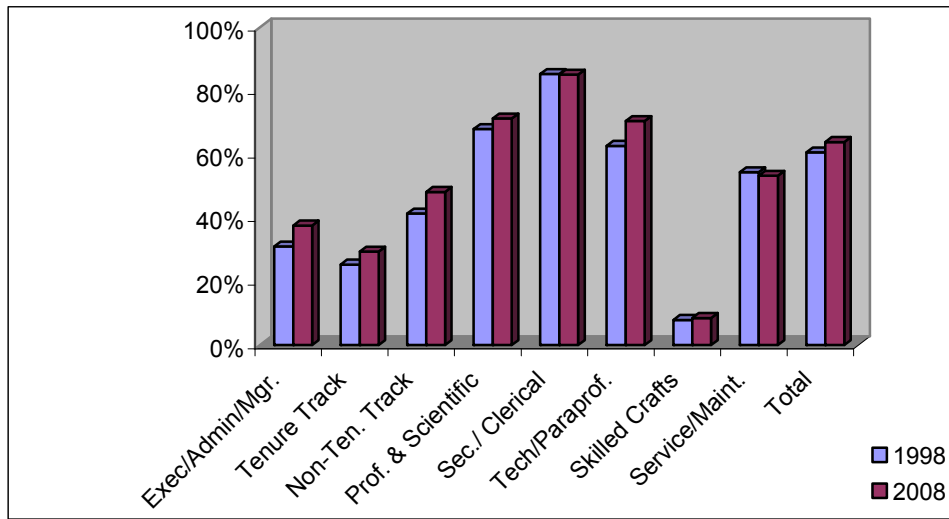
Gender. The number of women in the workforce has increased by 26.7 percent overall, with the largest proportional increase in Non-Tenure Track Faculty and the largest net increase in Professional and Scientific Staff. The POA group with the largest proportional decrease was Skilled Crafts Staff and the largest net decrease was among Secretarial and Clerical Staff.

The following table and chart compare the University's workforce on October 1, 1998 to that on October 1, 2008 by POA group and gender.

**Table XVII
Faculty and Staff by POA Group and Gender
October 1, 1998 – October 1, 2008**

Primary Occupational Activity Group	1998		2008		Net Change	
	Total	Women	Total	Women	Total	Women
1 Executive, Administrative, & Managerial Staff	271	84 31.0 %	380	143 37.6 %	+ 109 + 40.2 %	+ 59 + 70.2 %
2 Tenured/Tenure Track Faculty	1,573	398 25.3 %	1,488	437 29.4 %	- 85 - 5.4 %	+ 39 + 9.8 %
3 Non-Tenure Track Faculty	428	177 41.4 %	703	339 48.2 %	+ 275 + 64.3 %	+ 162 + 91.5 %
4 Professional & Scientific Staff	5,354	3,642 68.0 %	7,596	5,416 71.3 %	+ 2,242 + 41.9 %	+ 1,774 + 48.7 %
5 Secretarial and Clerical Staff	2,630	2,243 85.3 %	2,565	2,184 85.1 %	- 65 - 2.5 %	- 59 - 2.6 %
6 Technical and Paraprofessional Staff	504	316 62.7 %	562	396 70.5 %	+ 58 + 11.5 %	+ 80 + 25.3 %
7 Skilled Crafts Staff	442	35 7.9 %	398	34 8.5 %	- 44 - 10.0 %	- 1 - 2.9 %
8 Service and Maintenance Staff	1,765	960 54.4 %	1,883	1,003 53.3 %	+ 118 + 6.7 %	+ 43 + 4.5 %
Total	12,967	7,855 60.6 %	15,575	9,952 63.9 %	+ 2,608 + 20.1 %	+ 2,097 + 26.7 %

Figure 22
Female Faculty and Staff by POA Group
October 1, 1998 – October 1, 2008



Race/Ethnicity. Since 1998, racial/ethnic minority representation in the workforce has increased by 52.6 percent overall, with increases in the numbers of Asians/Pacific Islanders, Hispanics/Latinos, and African Americans/Blacks. The number of Native Americans decreased by eight individuals or 11.6 percent. The number of minorities increased in all of the POA groups, with the largest proportional increase among Technical and Paraprofessional Staff and the largest net increase in Professional and Scientific Staff.

The following table and charts provide more detail about the number of minority faculty and staff by race/ethnicity and POA group on October 1, 1998 and October 1, 2008.

Table XVIII
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
October 1, 1998 – October 1, 2008

Primary Occupational Activity Group	1998						2008						Net Change					
	Total	Total Minorities	Asian/ Pacific Islander	African Amer./ Black	Hispanic/ Latino	Native American	Total	Total Minorities	Asian/ Pacific Islander	African Amer./ Black	Hispanic/ Latino	Native American	Total	Total Minorities	Asian/ Pacific Islander	African Amer./ Black	Hispanic/ Latino	Native American
1 Executive, Administrative, & Managerial Staff	271	21 7.7%	5 1.8%	11 4.1%	4 1.5%	1 0.4%	380	28 7.4%	9 2.4%	14 3.7%	4 1.1%	1 0.3%	+109 +40.2%	+7 +33.3%	+4 +80.0%	+3 +27.3%	0	0
2 Tenured/Tenure Track Faculty	1,573	187 11.9%	118 7.5%	25 1.6%	39 2.5%	5 0.3%	1,488	264 17.7%	172 11.6%	38 2.6%	46 3.1%	8 0.5%	-85 -5.4%	+77 +41.2%	+54 +45.8%	+13 +52.0%	+7 +17.9%	+3 +60.0%
3 Non-Tenure Track Faculty	428	91 21.3%	65 15.2%	9 2.1%	15 3.5%	2 0.5%	703	102 14.5%	61 8.7%	15 2.1%	24 3.4%	2 0.3%	+275 +64.3%	+11 +12.1%	-4 -6.2%	+6 +66.7%	+9 +60.0%	0
4 Professional & Scientific Staff	5,354	302 5.6%	162 3.0%	65 1.2%	56 1.0%	19 0.4%	7,596	521 6.9%	316 4.2%	88 1.2%	102 1.3%	15 0.2%	+2,242 +41.9%	+219 +72.5%	+154 +95.1%	+23 +35.4%	+46 +82.1%	-4 -21.1%
5 Secretarial & Clerical Staff	2,630	69 2.6%	21 0.8%	28 1.1%	9 0.3%	11 0.4%	2,565	115 4.5%	37 1.4%	42 1.6%	28 1.1%	8 0.3%	-65 -2.5%	+46 +66.7%	+16 +76.2%	+14 +50.0%	+19 +211.1%	-3 -27.3%
6 Technical & Paraprofessional Staff	504	21 4.2%	11 2.2%	4 0.8%	2 0.4%	4 0.8%	562	38 6.8%	9 1.6%	14 2.5%	13 2.3%	2 0.4%	+58 +11.5%	+17 +81.0%	-2 -18.2%	+10 +250.0%	+11 +550.0%	-2 -50.0%
7 Skilled Crafts Staff	442	12 2.7%	0	5 1.1%	5 1.1%	2 0.5%	398	21 5.3%	0	7 1.8%	7 1.8%	7 1.8%	-44 -10.0%	+9 +75.0%	0	+2 +40.0%	+2 +40.0%	+5 +250.0%
8 Service & Maintenance Staff	1,765	179 10.1%	57 3.2%	64 3.6%	33 1.9%	25 1.4%	1,883	257 13.6%	67 3.6%	110 5.8%	62 3.3%	18 1.0%	+118 +6.7%	+78 +43.6%	+10 +17.5%	+46 +71.9%	+29 +87.9%	-7 -28.0%
Total	12,967	882 6.8%	439 3.4%	211 1.6%	163 1.3%	69 0.5%	15,575	1,346 8.6%	671 4.3%	328 2.1%	286 1.8%	61 0.4%	+2,608 +20.1%	+464 +52.6%	+232 +52.8%	+117 +55.5%	+123 +75.5%	-8 -11.6%

Figure 23
Minority Faculty and Staff by POA Group
October 1, 1998 – October 1, 2008

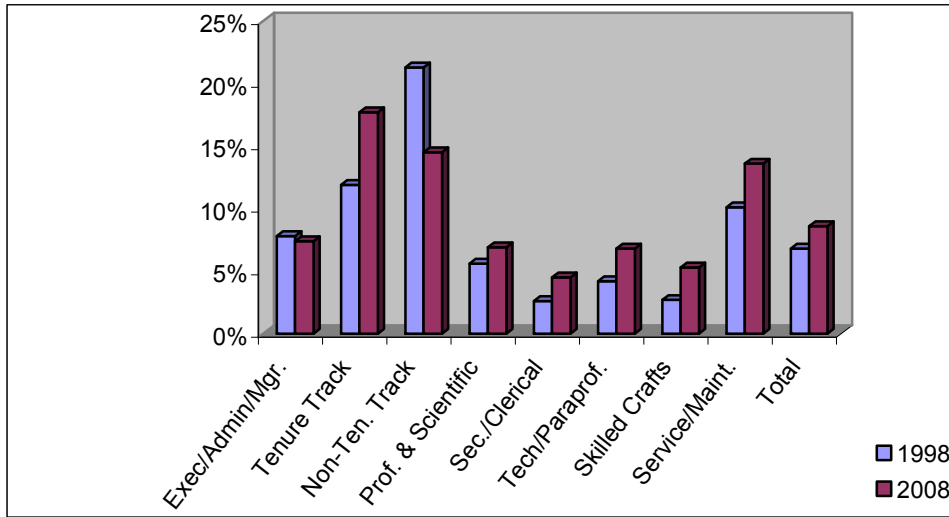
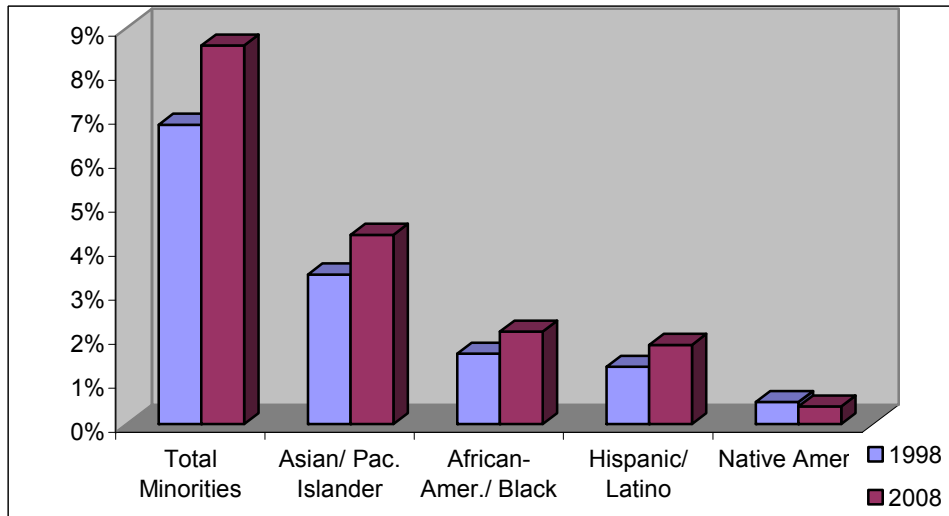


Figure 24
Total Workforce by Race/Ethnicity
October 1, 1998 – October 1, 2008



B. Faculty and Staff by Disability and Veteran Status, 1998 – 2008

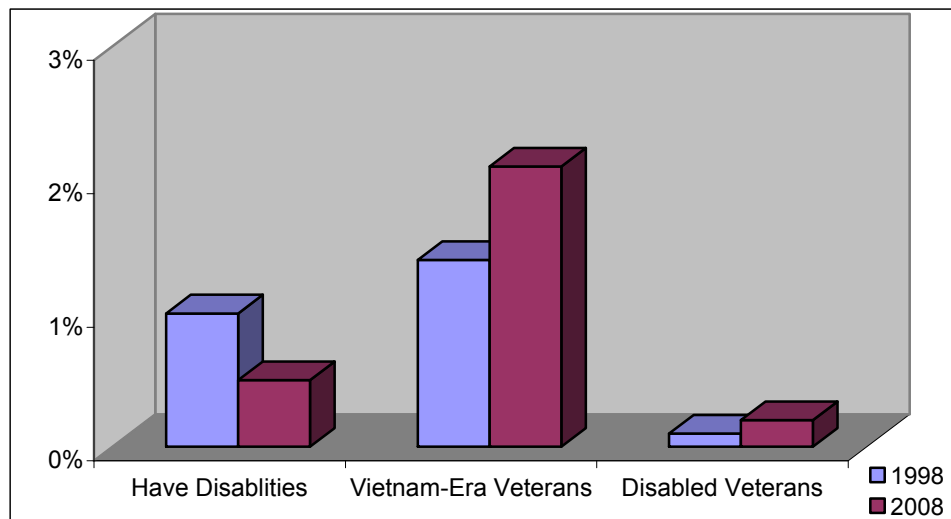
Employees self-report disability and veteran status to the University at the time of appointment, and may update or correct this information at any time. Since 1998, the number of faculty and staff who reported having a disability has decreased by 33.9 percent (42 individuals). The number of faculty and staff who self-identified as Vietnam-era veterans increased by 72.2 percent (135 individuals), and the number of disabled veterans increased by 60.0 percent (9 individuals).

The following table and chart indicate the number of faculty and staff who reported having disabilities and the number of Vietnam-era veterans and disabled veterans in October 1998 and in October 2008.

Table XIX
Faculty and Staff by Disability and Veteran Status
October 1, 1998 – October 1, 2008

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Vietnam-Era Veterans	Disabled Veterans	Other Eligible Veterans
1998	12,967	124 1.0 %	187 1.4 %	15 0.1 %	(not collected)
2008	15,575	82 0.5 %	322 2.1 %	24 0.2 %	319 2.0 %
Net Change	+ 2,608 + 20.1 %	- 42 - 33.9 %	+ 135 + 72.2 %	+ 9 + 60.0 %	n/a

Figure 25
Faculty and Staff by Disability and Veteran Status
October 1, 1998 – October 1, 2008



C. Tenured/Tenure Track Faculty by Gender and Race/Ethnicity, 1998 – 2008

The number of tenured/tenure track faculty decreased by 85 individuals (5.4 percent) over the ten-year period, from 1,573 in 1998 to 1,488 in 2008. However, the numbers of female and racial/ethnic minority tenured/tenure track faculty increased over this time period, women by 9.8 percent and minorities by 41.2 percent. The largest increases in minority tenured/tenure track faculty occurred among Asians/Pacific Islanders (54 individuals or 45.8 percent) and African Americans/Blacks (13 individuals or 52.0 percent). There were also increases in the numbers of Hispanics/Latinos (7 individuals or 17.9 percent) and Native Americans (3 individuals or 60.0 percent) on the tenure track faculty.

The following table and charts indicate the gender and racial/ethnic representation among the tenured/tenure track faculty in October 1998 and in October 2008.

Table XX
Tenured/Tenure Track Faculty by Gender and Race/Ethnicity
October 1, 1998 – October 1, 2008

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	African- American/ Black	Hispanic/ Latino	Native American
1998	1,573	398 25.3 %	187 11.9 %	118 7.5 %	25 1.6 %	39 2.5 %	5 0.3 %
2008	1,488	437 29.4 %	264 17.7 %	172 11.6 %	38 2.6 %	46 3.1 %	8 0.5 %
Net Change	- 85 - 5.4 %	+ 39 + 9.8 %	+ 77 + 41.2 %	+ 54 + 45.8 %	+ 13 + 52.0 %	+ 7 + 17.9 %	+ 3 + 60.0 %

Figure 26
Tenured/Tenure Track Faculty by Gender
October 1, 1998 – October 1, 2008

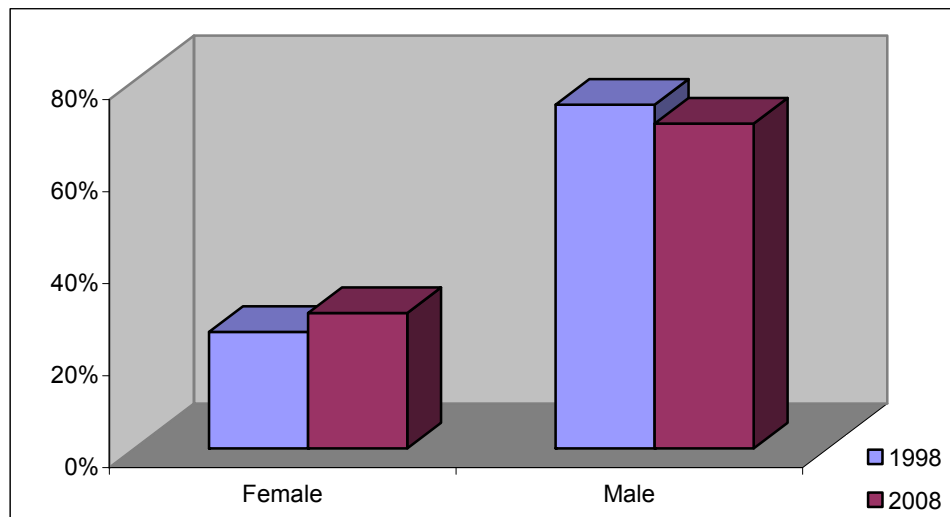
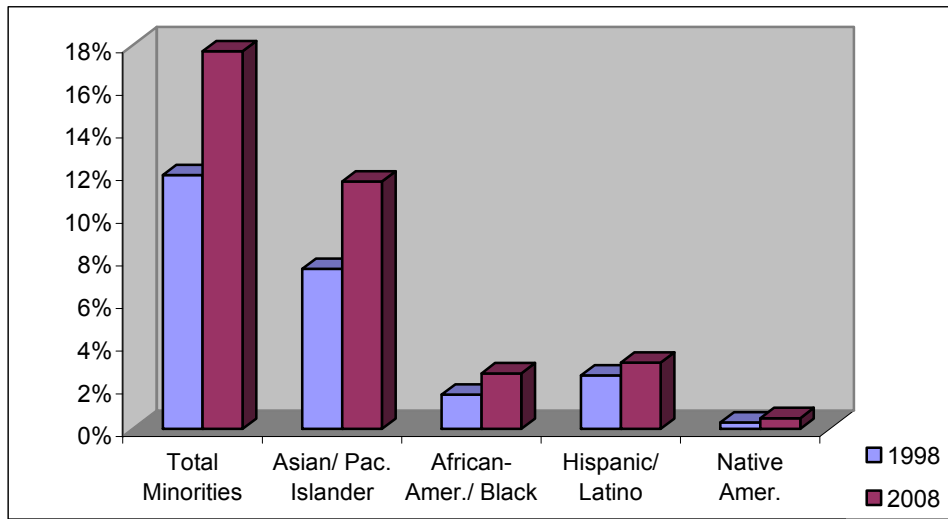


Figure 27
Tenured/Tenure Track Faculty by Race/Ethnicity
October 1, 1998 – October 1, 2008



D. Clinical Track Faculty by Gender and Race/Ethnicity, 1998 – 2008

The clinical track faculty has more than doubled in size in the last ten years, from 177 faculty in 1998 to 449 in 2008. Faculty appointed to clinical track positions are counted among the Non-Tenure Track Faculty POA group. The growth in the number of non-tenure track faculty is directly related to the increased number of clinical track appointments.

The number of women on the clinical track increased from 63 (35.6 percent) in 1998 to 207 (46.1 percent) in 2008. Over the ten-year period, the number of minorities on the clinical track increased from 24 individuals (13.6 percent) to 68 individuals (15.1 percent).

The table and charts on the following pages illustrate the growth of the clinical track over the last ten years and the representation of women and minorities on the clinical track.

Table XXI
Clinical Track Faculty by Gender and Race/Ethnicity
October 1, 1998 – October 1, 2008

Year	Clinical Track Faculty	Women	Total Minorities	Asian/Pacific Islander	African-American/ Black	Hispanic/Latino	Native American
1998	177	63 35.6 %	24 13.6 %	11 6.2 %	3 1.7 %	8 4.5 %	2 1.1 %
2008	449	207 46.1 %	68 15.1 %	41 9.1 %	12 2.7 %	13 2.9 %	2 0.4 %
Net Change	+ 272 + 153.7 %	+ 144 + 228.6 %	+ 44 + 183.3 %	+ 30 + 272.7 %	+ 9 + 300.0 %	+ 5 + 62.5 %	0

Figure 28
Clinical Track Faculty by Gender
October 1, 1998 – October 1, 2008

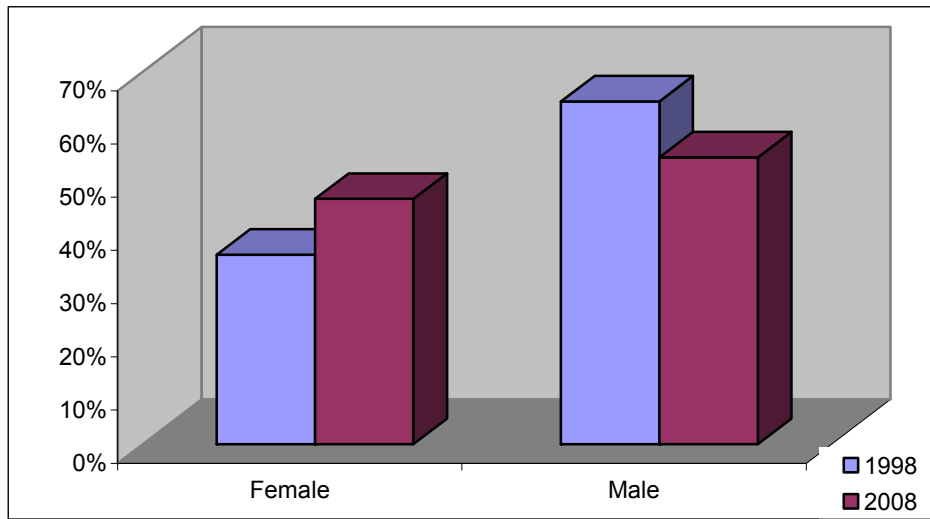
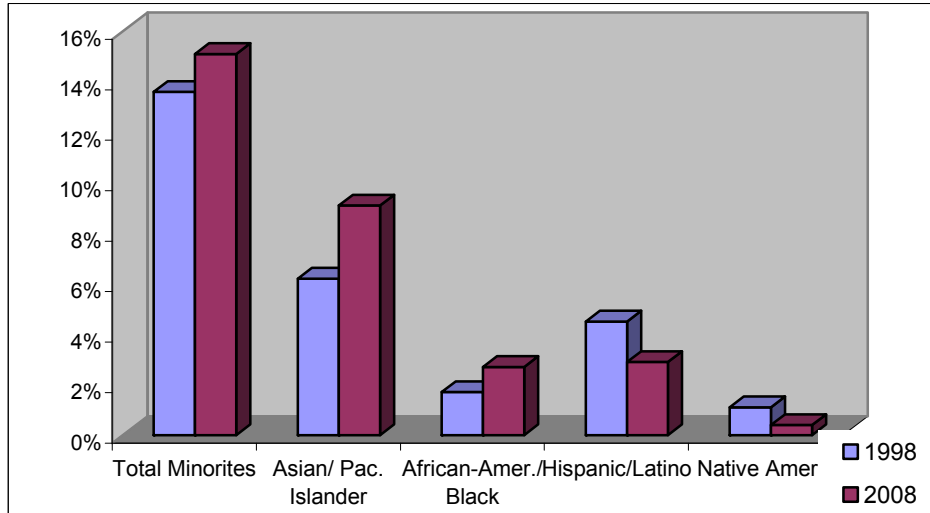


Figure 29
Clinical Track Faculty by Race/Ethnicity
October 1, 1998 – October 1, 2008



IX. FIVE-YEAR AND TEN-YEAR COMPARISON SUMMARY

Table XXII

The University of Iowa Workforce by Primary Occupational Activity Group, Gender, and Minority Status in 1998, 2003, and 2008

Primary Occupational Activity (POA) Group	September 30, 1998				September 30, 2003				September 30, 2008						
	Total Work-force	Women	% of Total	Minorities	% of Total	Total Work-force	Women	% of Total	Minorities	% of Total	Total Work-force	Women	% of Total	Minorities	% of Total
Executive, Administrative, and Managerial Staff	271	84	31.0%	21	7.7%	315	101	32.1%	21	6.7%	380	143	37.6%	28	7.4%
Tenured/Tenure Track Faculty	1,573	398	25.3%	187	11.9%	1,561	433	27.7%	212	13.6%	1,488	437	29.4%	264	17.7%
Non-Tenure Track Faculty	428	177	41.4%	91	21.3%	534	245	45.9%	76	14.2%	703	339	48.2%	102	14.5%
Professional and Scientific Staff	5,354	3,642	68.0%	302	5.6%	6,273	4,334	69.1%	408	6.5%	7,596	5,416	71.3%	521	6.9%
Secretarial and Clerical Staff	2,630	2,243	85.3%	69	2.6%	2,713	2,313	85.3%	93	3.4%	2,565	2,184	85.1%	115	4.5%
Technical and Paraprofessional Staff	504	316	62.7%	21	4.2%	480	294	61.3%	15	3.1%	562	396	70.5%	38	6.8%
Skilled Crafts Staff	442	35	7.9%	12	2.7%	409	40	9.8%	22	5.4%	398	34	8.5%	21	5.3%
Service and Maintenance Staff	1,765	960	54.4%	179	10.1%	1,729	906	52.4%	237	13.7%	1,883	1,003	53.3%	257	13.6%
Total	12,967	7,855	60.6%	882	6.8%	14,014	8,666	61.8%	1,084	7.7%	15,575	9,952	63.9%	1,346	8.6%