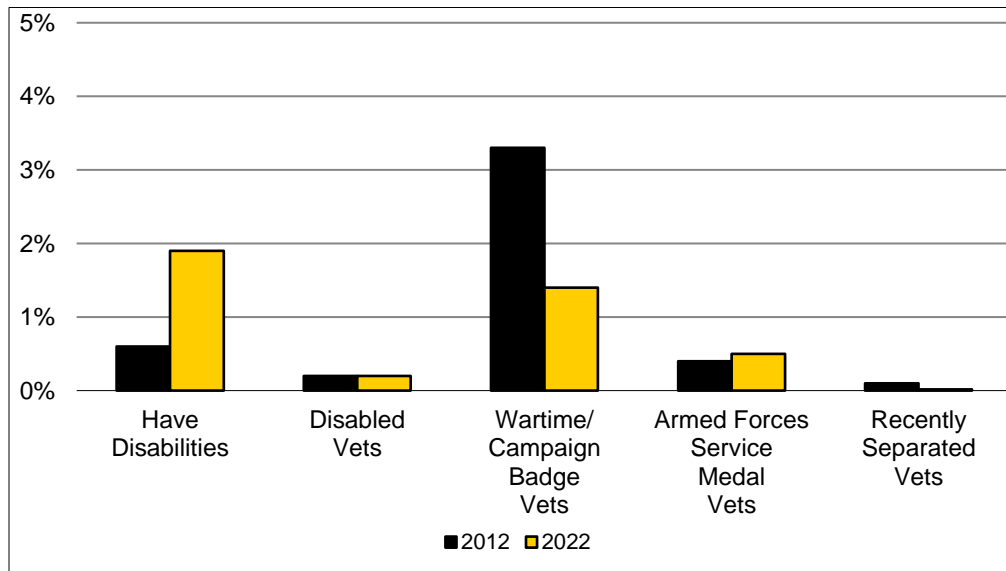


In October 2022, the university invited employees to update their self-identification as a person with a disability or as a veteran; changes since 2012 may be due in part to this resurvey. The number of employees who reported having a disability increased by 270 (290 percent). There were increases in the numbers of employees who self-identified as disabled veterans and Armed Forces Service Medal veterans, while there were decreases in the numbers of employees who self-identified as Active Duty Wartime/Campaign Badge veterans and whose discharge date from military service was within the three years prior to the data snapshot date.

Table 21
Faculty and Staff by Disability and Veteran Status
November 1, 2012 – November 1, 2022

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Disabled Veterans	Wartime/Campaign Badge Veterans	Armed Forces Service Medal Veterans	Recently Separated Veterans
2012	15,794	93 0.6 %	33 0.2 %	519 3.3 %	71 0.4 %	11 0.1 %
2022	19,332	363 1.9 %	47 0.2 %	276 1.4 %	93 0.5 %	3 < 0.1 %
Net Change	+ 3,538 + 22.4%	+ 270 + 290 %	+ 14 + 42.4 %	- 243 - 46.8 %	+ 22 + 31.0 %	- 8 - 72.7 %

Figure 29
Faculty and Staff by Disability and Veteran Status
November 1, 2012 – November 1, 2022



C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity, 2012 - 2022

The number of tenured/tenure track faculty decreased by 189 (12.8 percent) over the ten-year period, from 1,474 to 1,285. The number of women tenured/tenure track faculty decreased by 31 (6.3 percent), and the number of racial/ethnic minority faculty increased by 19 (6.5 percent).

Table 22
Tenured/Tenure Track Faculty by Sex and Race/Ethnicity
November 1, 2012 – November 1, 2022

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2012	1,474	491 33.3 %	292 19.8 %	184 12.5 %	38 2.6 %	56 3.8 %	7 0.5 %	7 0.5 %
2022	1,285	460 35.8 %	311 24.2 %	209 16.3 %	31 2.4 %	61 4.7 %	0	10 0.8 %
Net Change	- 189 - 12.8 %	- 31 - 6.3 %	+ 19 + 6.5 %	+ 25 + 13.6 %	- 7 - 18.4 %	+ 5 + 8.9 %	- 7 - 100 %	+ 3 + 42.9 %

Figure 30
Tenured/Tenure Track Faculty by Sex
November 1, 2012 – November 1, 2022

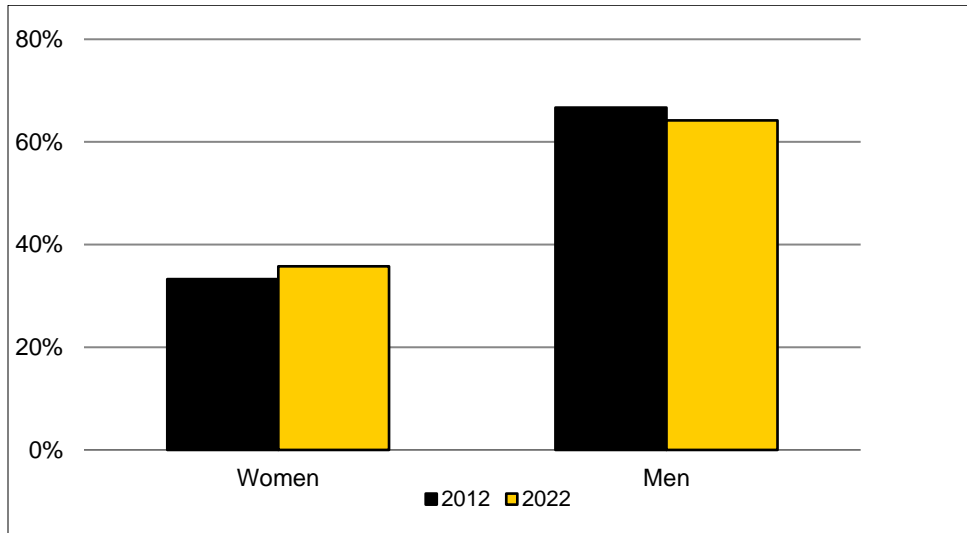
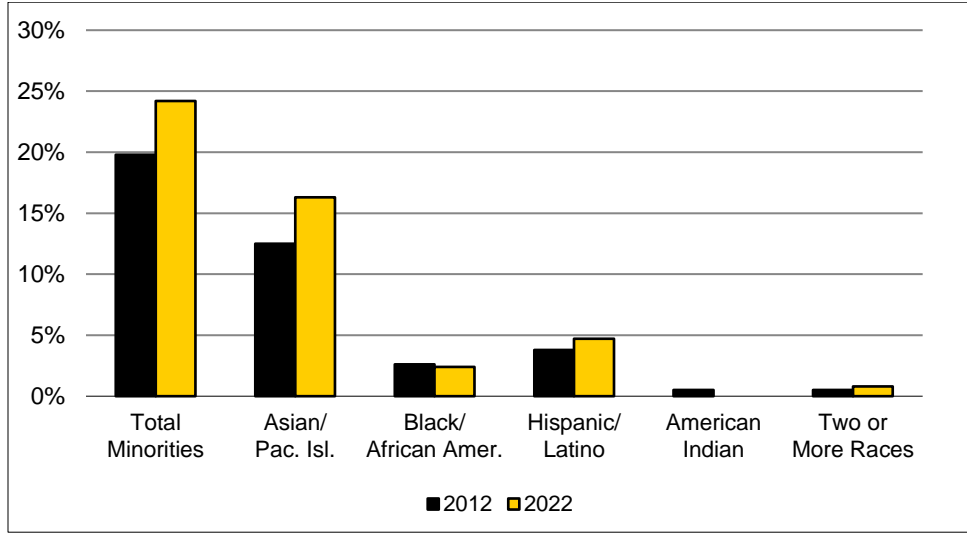


Figure 31
Tenured/Tenure Track Faculty by Race/Ethnicity
November 1, 2012 – November 1, 2022



D. Clinical Track Faculty by Sex and Race/Ethnicity, 2012 - 2022

Clinical track positions are included in the Non-Tenure Track Faculty POA group. The growth of this POA group is directly related to the increase in clinical track appointments. The clinical track faculty has grown by 69.6 percent in the last ten years, from 570 to 967.

The number of women on the clinical track increased by 91.1 percent, and the number of racial/ethnic minorities increased by 130 percent over the ten-year period.

Table 23
Clinical Track Faculty by Sex and Race/Ethnicity
November 1, 2012 – November 1, 2022

Year	Clinical Track Faculty	Women	Total Minorities	Asian/Pacific Islander	Black/African-American	Hispanic/Latino	American Indian/Alaska Native	Two or More Races
2012	570	270 47.4 %	96 16.8 %	59 10.4 %	15 2.6 %	19 3.3%	1 0.2 %	2 0.4 %
2022	967	516 53.4 %	221 22.9 %	155 16.0 %	20 2.1 %	38 3.9 %	1 0.1 %	7 0.7 %
Net Change	+ 397 + 69.6 %	+ 246 + 91.1 %	+ 125 + 130 %	+ 96 + 163 %	+5 + 33.3 %	+ 19 + 100 %	0	+ 5 + 250 %

Figure 32
Clinical Track Faculty by Sex
November 1, 2012 – November 1, 2022

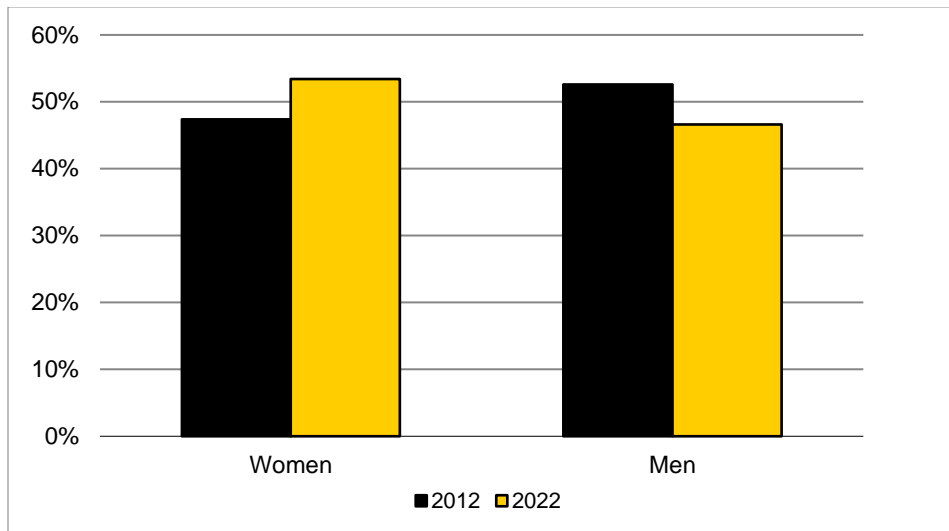
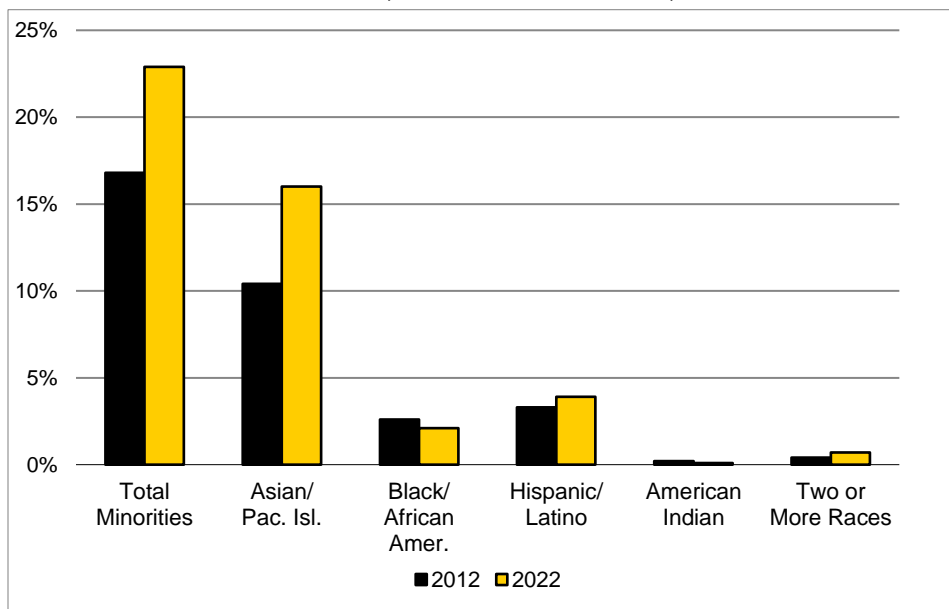


Figure 33
Clinical Track Faculty by Race/Ethnicity
November 1, 2012 – November 1, 2022



E. Research Track Faculty by Sex and Race/Ethnicity, 2012 - 2022

The research track is a subset of POA Group 3, Non-Tenure Track Faculty, implemented in 2008 for faculty who devote most of their time to performing externally-supported research and who submit or assist in the submission of research grants. The research track was developed to allow the university more flexibility in adjusting programs to meet changing needs and remain competitive.

The research track increased by 19 faculty (67.9 percent) over the ten-year period. The number of women on the research track increased by 81.8 percent, and the number of racial/ethnic minorities increased by 90.0 percent.

**Table 24
Research Track Faculty by Sex and Race/Ethnicity
November 1, 2012 – November 1, 2022**

Year	Research Track Faculty	Women	Total Minorities	Asian/Pacific Islander	Black/African-American	Hispanic/Latino	American Indian/Alaska Native	Two or More Races
2012	28	11 39.3 %	10 35.7 %	8 28.6 %	0	2 7.1 %	0	0
2022	47	20 42.6 %	19 40.4 %	17 36.2 %	0	2 4.3 %	0	0
Net Change	+ 19 + 67.9 %	+ 9 + 81.8 %	+ 9 + 90.0 %	+ 9 + 113 %	0	0	0	0

**Figure 34
Research Track Faculty by Sex
November 1, 2012 – November 1, 2022**

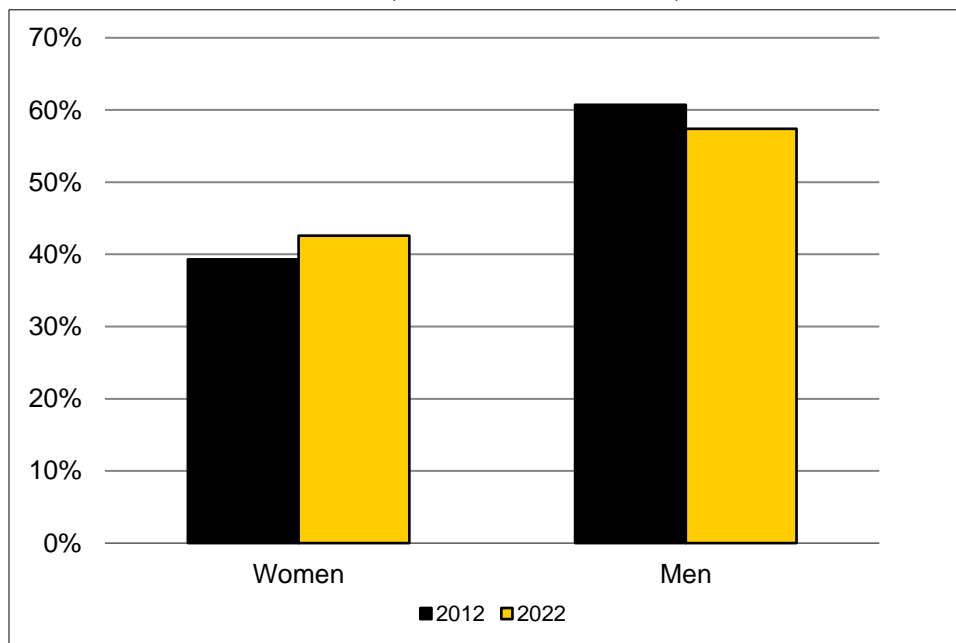
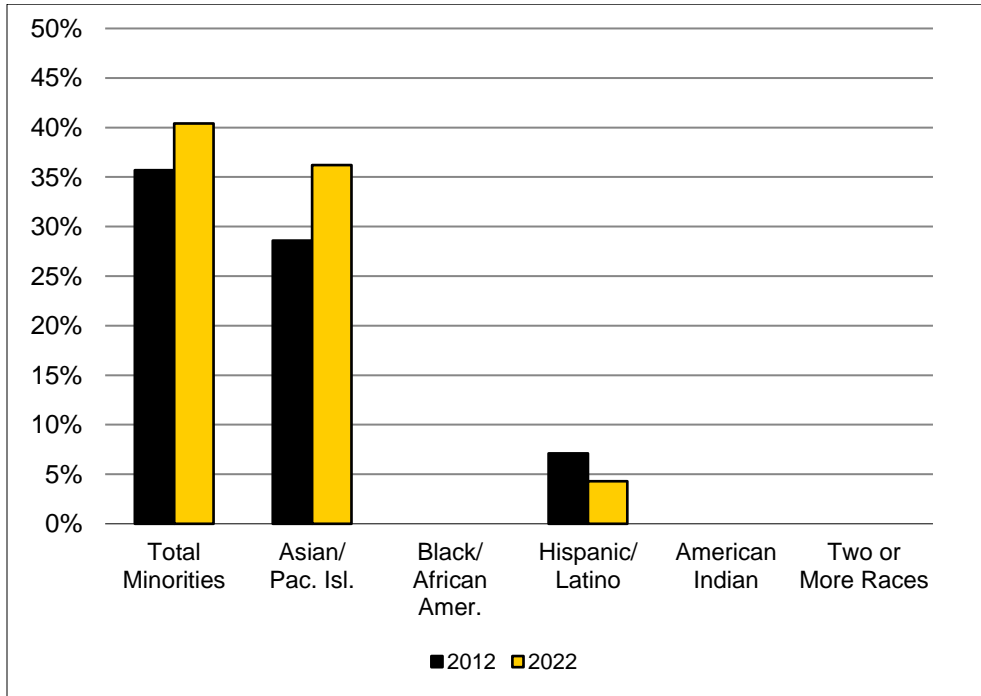


Figure 35
Research Track Faculty by Race/Ethnicity
November 1, 2012 – November 1, 2022



VIII. FIVE-YEAR AND TEN-YEAR COMPARISON SUMMARY

Table 25

The University of Iowa Workforce by Primary Occupational Activity Group, Sex, and Minority Status in 2012, 2017, and 2022

Primary Occupational Activity (POA) Group	October 31, 2012					October 31, 2017					October 31, 2022				
	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	353	132	37.4%	18	5.1%	380	179	47.1%	36	9.5%	402	201	50.0%	66	16.4%
Tenured/Tenure Track Faculty	1,474	491	33.3%	292	19.8%	1,370	448	32.7%	299	21.8%	1,285	460	35.8%	311	24.2%
Non-Tenure Track Faculty	895	436	48.7%	180	20.1%	1,257	642	51.1%	271	21.6%	1,452	777	53.5%	315	21.7%
Professional and Scientific Staff	8,257	5,879	71.2%	635	7.7%	10,576	7,621	72.1%	966	9.1%	12,003	8,757	73.0%	1,281	10.7%
Secretarial and Clerical Staff	2,017	1,705	84.5%	98	4.9%	1,468	1,196	81.5%	109	7.4%	942	726	77.1%	128	13.6%
Technical and Paraprofessional Staff	634	471	74.3%	57	9.0%	828	644	77.8%	107	12.9%	910	707	77.7%	186	20.4%
Skilled Crafts Staff	366	23	6.3%	19	5.2%	355	19	5.4%	15	4.2%	229	9	3.9%	10	4.4%
Service and Maintenance Staff	1,798	951	52.9%	320	17.8%	2,125	1,170	55.1%	545	25.6%	2,109	1,204	57.1%	707	33.5%
Total	15,794	10,088	63.9%	1,619	10.3%	18,359	11,919	64.9%	2,348	12.8%	19,332	12,841	66.4%	3,004	15.5%