



REPORT TO THE BOARD OF REGENTS STATE OF IOWA

**Annual Equal Employment Opportunity and
Affirmative Action Workforce Report
November 2022**

Submitted by

Liz Tovar, PhD

Executive Officer for Diversity, Equity, and Inclusion and Associate Vice President

Office of the Executive Vice President and Provost
University of Iowa

TABLE OF CONTENTS

I. Introduction	1
II. Overview: Highlights of Employment Activity	2
III. Equal Employment Opportunity and Selected Diversity Initiatives at the University of Iowa	4
A. The Division of Diversity, Equity, and Inclusion.....	4
B. The Office of Institutional Equity	4
C. The University of Iowa Strategic Plan	5
D. Path to Distinction Program	6
E. Distinction through Diversity Fund	6
F. Harassment Prevention Education	6
G. National Coalition Building Institute (NCBI).....	7
H. The Diversity Catalyst Award and Diversity Catalyst Seed Grant.....	8
IV. One-Year Comparison of Major Workforce Categories: 2021 - 2022	10
A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity	10
B. Faculty and Staff by Disability and Veteran Status	15
C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity	16
D. Tenured/Tenure Track Promotion and Tenure Rates by Sex and Minority Status.....	17
E. Clinical Track Faculty by Sex and Race/Ethnicity	18
F. Research Track Faculty by Sex and Race/Ethnicity.....	20
G. Instructional Track Faculty by Sex and Race/Ethnicity.....	22
V. Annual Hiring Goals: 2021-22 and 2022-23.....	24
A. How Hiring Goals are Determined	24
B. Hiring Goals for the 2021-22 Data Year	25
C. Hiring Goals for the 2022-23 Data Year	28
VI. Five-Year Comparison of Major Workforce Categories: 2017 - 2022.....	29
A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity	29
B. Faculty and Staff by Disability and Veteran Status	33
C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity	34
D. Clinical Track Faculty by Sex and Race/Ethnicity	35
E. Research Track Faculty by Sex and Race/Ethnicity.....	36
F. Instructional Track Faculty by Sex and Race/Ethnicity.....	38
VII. Ten-Year Comparison of Major Workforce Categories: 2012 - 2022.....	41
A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity	41
B. Faculty and Staff by Disability and Veteran Status	44
C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity	46
D. Clinical Track Faculty by Sex and Race/Ethnicity	47
E. Research Track Faculty by Sex and Race/Ethnicity.....	49
VIII. Five-Year and Ten-Year Comparison Summary	51

Annual Equal Employment Opportunity and Affirmative Action Workforce Report November 2022

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 *2022 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 the annual snapshot date of November 1. 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, research track faculty, instructional track faculty, women, racial/ethnic minorities, individuals who have disabilities, and veterans.

This report also uses federal guidelines prescribed by the Office of Federal Contract 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) Human Resources Survey and reports produced by other university offices.¹

¹ For example, this report includes deans, directors and departmental executive officers who hold faculty rank among 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.** From November 1, 2021 to November 1, 2022, the University of Iowa workforce increased by 237 employees (1.2%), from 19,095 to 19,332. Further details about workforce changes in the past year are presented in Section IV of this report.
 - The faculty and staff increased by 199 women (1.6%).
 - Total racial/ethnic minority representation increased by 172 faculty and staff (6.1%). Net changes among racial/ethnic groups were:
 - + 77 Blacks/African Americans (+11.1%)
 - + 66 Hispanics/Latinos (+8.2%)
 - + 29 Asians/Pacific Islanders (+2.5%)
 - + 3 individuals identifying as two or more races (+2.3%)
 - - 3 American Indians/Alaska Natives (-6.4%)
 - There was a decrease of 15 tenured/tenure track faculty (1.2%).
 - The number of women faculty members on the tenure track increased by 10 (2.2%), increasing representation from 34.6% to 35.8%.
 - The number of minority faculty members on the tenure track increased by 9, increasing representation from 23.2% to 24.2%.
 - Representation of women among executive, administrative, and managerial staff increased by 16 (8.6%), from 48.2% to 50.0%.
 - The number of racial/ethnic minorities among executive, administrative, and managerial staff increased by 6 (10.0%), from 15.6% to 16.4%.
 - Minority representation among professional and scientific staff increased by 119 (10.2%), from 10.0% to 10.7%.
 - 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 is currently underrepresented by 323 women (1.7%) and by 210 minorities (1.1%).²
 - There was a net increase of 213 employees (142%) who self-reported having disabilities. This increase may be due in part to a resurvey of the workforce in October 2022.
 - There were increases in the numbers of disabled veterans (16 employees) and Armed Forces Service Medal veterans (12 employees). There were decreases in the numbers of Active Duty Wartime/Campaign Badge veterans (2 employees) and recently separated veterans (4 employees).

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 Section V of this report.

- **Five-Year Comparison of Workforce Categories.** From November 1, 2017 to November 1, 2022, the University of Iowa workforce increased by 973 employees (5.3%), from 18,359 to 19,332. Further details about workforce changes in the past five years are presented in Section VI of this report.
 - The faculty and staff increased by 922 women (7.7%).
 - Total racial/ethnic minority representation increased by 656 faculty and staff (27.9%). Net changes among racial/ethnic groups were:
 - + 239 Hispanics/Latinos (+38.1%)
 - + 208 Blacks/African Americans (+37.1%)
 - + 180 Asians/Pacific Islanders (+17.8%)
 - + 37 individuals identifying as two or more races (+37.8%)
 - - 8 American Indians/Alaska Natives (-15.4%)
 - There was a net decrease of 85 tenured/tenure track faculty (6.2%). The number of women tenure track faculty increased by 12 (2.7%), and the number of minority faculty increased by 12 (4.0%).
 - The number of employees who self-reported having disabilities increased by 240 (195%). This increase may be due in part to a resurvey of the workforce in October 2022.
 - The number of employees who self-identified as disabled veterans increased (11 employees). There were decreases in the numbers of Active Duty Wartime/Campaign Badge veterans (135 employees), Armed Forces Service Medal veterans (3 employees), and recently separated veterans (2 employees).

- **Ten-Year Comparison of Workforce Categories.** From November 1, 2012 to November 1, 2022, the University of Iowa workforce increased by 3,538 employees (22.4%), from 15,794 to 19,332. Further details about workforce changes in the past ten years are presented in Section VII of this report.
 - The faculty and staff increased by 2,753 women (27.3%).
 - Racial/ethnic minority representation increased by 1,385 faculty and staff (85.5%). Net changes among racial/ethnic groups were:
 - + 489 Hispanics/Latinos (+129%)
 - + 423 Asians/Pacific Islanders (+55.2%)
 - + 391 Blacks/African Americans (+103%)
 - + 97 individuals identifying as two or more races (+255%)
 - - 15 American Indians/Alaska Natives (-25.4%)
 - There was a net decrease of 189 tenured/tenure track faculty (12.8%). The number of women on the tenure track decreased by 31 (6.3%), and minority representation increased by 19 (6.5%).
 - There was an increase of 270 employees (290%) who self-reported having disabilities. This increase may be due in part to a resurvey of the workforce in October 2022.
 - There were increases in the numbers of employees who self-identified as disabled veterans (14 employees) and Armed Forces Service Medal veterans (22 employees). There were decreases in the numbers of Active Duty Wartime/Campaign Badge veterans (243 employees) and recently separated veterans (8 employees).

III. EQUAL EMPLOYMENT OPPORTUNITY AND SELECTED DIVERSITY INITIATIVES AT THE UNIVERSITY OF IOWA

A. The Division of Diversity, Equity, and Inclusion

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 Division of Diversity, Equity, and Inclusion (DDEI) is comprised of three units: Inclusive Excellence and Strategic Initiatives (formerly Diversity Resources), the Office of Institutional Equity, and the Center for Inclusive Academic Excellence (formerly the Center for Diversity and Enrichment). DDEI is led by Dr. Liz Tovar, Executive Officer for Diversity, Equity, and Inclusion (EO-DEI) and Associate Vice President.

The EO-DEI leads and coordinates the university's efforts to recruit and retain a diverse and inclusive academic community of faculty, staff, and students by initiating and implementing policies, initiatives, and programs around institutional diversity, equal opportunity, affirmative action, and human and civil rights. Additional duties include representing the Office of the Provost on DEI matters within the university and the broader Iowa community, providing campus-wide leadership regarding the importance of DEI to the educational mission of a public research university, and advising the executive vice president and provost on academic DEI issues.

The EO-DEI works with other campus leaders, faculty, staff, and students to identify and pursue opportunities to create and enhance diversity, equity, and inclusion within each division and foster a campus climate in which all community members are respected, valued, and supported. Some specific areas of effort include:

- Recruitment and retention of faculty, staff, and students from underrepresented U.S. racial/ethnic minority groups
- Using data to assess and improve campus culture
- Advocating for students of diverse backgrounds, identities, and experiences
- Facilitating a coordinated campus effort regarding diversity, equity, and inclusion

B. The Office of Institutional Equity

In July 2021, the DDEI reorganized, creating the Office of Institutional Equity (OIE) by merging the former offices of Equal Opportunity and Diversity and the Sexual Misconduct Response Coordinator (formerly in the Division of Student Life), and adding two Title IX investigators from the Office of Student Accountability, to provide a streamlined process of reporting concerns, a centralized complaint investigative team, a coordinated intake and record-keeping process, and improved response times to investigations. The office is comprised of three subunits: Title IX and Gender Equity, Equity Investigations and ADA Compliance, and Equity Compliance.

OIE–Title IX and Gender Equity coordinates the university's response to reports of sexual harassment and sexual misconduct, including dating/domestic violence and stalking, when those reports involve members of or visitors to the university community. Informed by federal regulations and best practices, the unit aims to ensure the university's response is fair, equitable, and effectively stops problem behavior, prevents its recurrence, and remedies its effects.

OIE–Equity Investigations and ADA Compliance implements diversity policies at the University of Iowa and supports the university’s compliance with federal/state laws and regulations and university policies prohibiting discrimination, harassment, or retaliation by or towards any UI community member. Investigators respond to reports of alleged discrimination or harassment, provide resources and complaint options, investigate reported complaints, and provide education to UI faculty, staff, and students on the university’s policies prohibiting discrimination, harassment, and related retaliation. The unit is also responsible for ADA compliance.

OIE–Equity Compliance is charged with the day-to-day implementation of equal employment opportunity/affirmative action (EEO/AA) policies. The office supports the university by providing all members of the community with 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. In addition, the office provides leadership and resources to support the university in advancing the core values and priorities of inclusion.

OIE–Equity Compliance is responsible for monitoring the recruitment and hiring process for faculty positions; evaluating recruitment plans; conducting 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 reviewing the process used to select final candidates.

University Human Resources (UHR) reviews staff requisitions to ensure appropriate outreach efforts to women and minority applicants, including the use of targeted recruitment resources where underrepresentation of women and/or minorities exists. HR representatives and senior HR leaders are tasked with ensuring compliance with EEO/AA principles and policies at the offer stage. OIE worked closely with UHR and the Office of the General Counsel to ensure that the talent acquisition system for staff recruiting (OTAC), implemented in 2018, meets all applicable EEO/AA federal and state laws and UI policies. OIE monitors the recruitment process for staff positions by conducting post-transaction reviews and audits, providing feedback to UHR and UI Health Care HR as appropriate.

C. The University of Iowa Strategic Plan

The 2022 – 2027 University of Iowa Strategic Plan replaces the Excellence through Diversity, Equity, and Inclusion (DEI) Action Plan. The plan’s five interconnected priorities are student, faculty, and staff success; transformational research and discovery; welcoming and inclusive environment; holistic well-being; and public engagement and impact embedded throughout these areas. From summer 2021 through early spring 2022, members of the UI community participated in more than 60 listening sessions, key informant meetings, and focus groups to provide input; feedback was also collected online. The university has set specific five-year, data-driven targets to measure progress.

The welcoming and inclusive environment goal is intended to facilitate proactive campus cultural change to cultivate a more respectful, inclusive environment that embeds diversity and equity into the Iowa experience. The university is dedicated to transparency, communication, collaboration, and accountability in its diversity, equity, and inclusion growth and seeks to provide an inclusive environment in which individuals have a sense of belonging and have the ability to achieve their potential. The four primary focus areas of the *Welcoming and Inclusive Environment* goal include:

1. Evaluate and improve programs and policies to enhance diversity, equity, and inclusion throughout the university community;
2. Promote expansion and campuswide awareness of physical spaces and resources that provide dedicated support for diverse students, faculty, and staff;
3. Use best practices and data-driven, evidence-based policies and procedures to retain talented and diverse students, faculty, and staff; and
4. Develop a process for communicating and elevating the institution's values related to diversity, equity, and inclusion through unified campuswide strategy, narratives, content, and promotion.

D. Path to Distinction Program

The Office of the Executive Vice President and Provost sponsors the Path to Distinction program to support research-informed diversity, equity, and inclusion best practices during the faculty recruitment process and to enhance the ability of faculty search committees to advance diversity and equity in their search and hiring processes. Best practices, resources, and tools are available on a Path to Distinction website for campus-wide use. Faculty and staff trainers are delivering faculty search committee training within their colleges to support committee discussion regarding broadening their applicant and interview pools and enhancing the interview experience, using the Path to Distinction tools and best practices.

E. Distinction through Diversity Fund

Launched in FY19, the Office of the Executive Vice President and Provost and the Division of Diversity, Equity, and Inclusion administer the Distinction through Diversity Fund. This fund supports efforts of undergraduate-serving departments and colleges to recruit and retain outstanding tenure track faculty. The fund provides financial support for activities including summer salary support; support for research supplies, equipment, or travel; programmatic support for the faculty member's research agenda; or other activities to enhance the faculty member's career development. Individuals identified also help to advance the academic mission through the recruitment and retention of underrepresented U.S. racial/ethnic minority faculty and students.

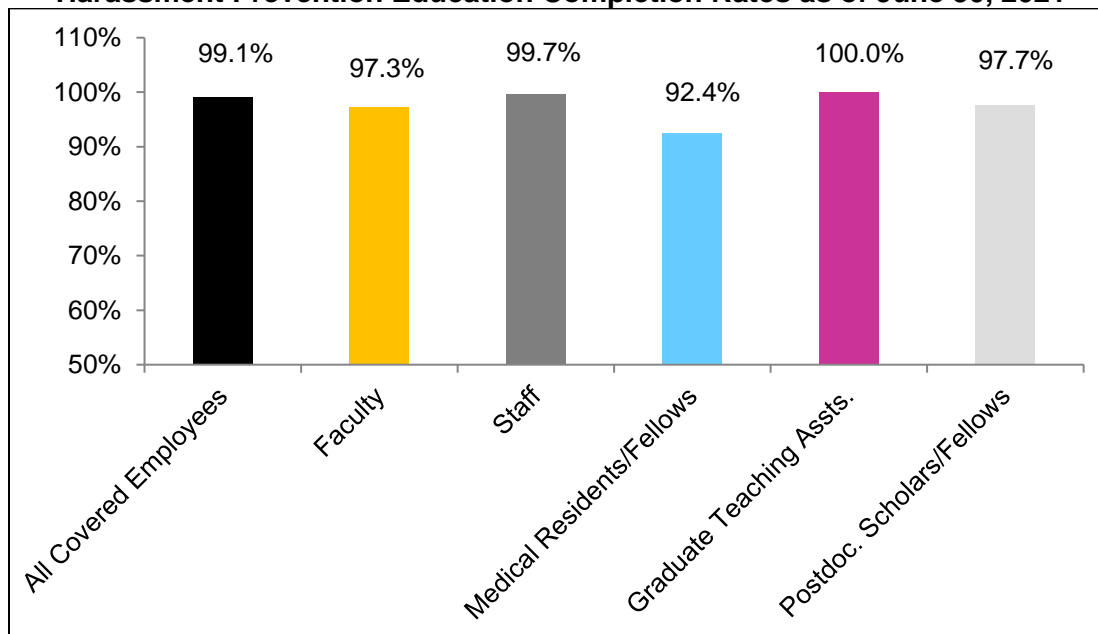
F. Harassment Prevention Education

Per university policy, all regular faculty and staff appointed at 50% time or greater, as well as graduate and undergraduate teaching assistants and undergraduate resident assistants employed by University Housing, are required to receive training on harassment prevention within six months of hire and to complete a refresher course every three years thereafter. Additionally, all faculty and staff hired or promoted into positions defined by the UI Policy on *Sexual Harassment and Sexual Misconduct* as academic or administrative officers (AAOs) are required to complete harassment prevention education within the first two months of appointment.

Online anti-harassment courses are available to faculty and staff through Employee Self Service or the Compliance and Qualifications system. Deans, directors, departmental executive officers, and human resources representatives across campus are instrumental in ensuring that covered employees complete the mandated education. During Fiscal Year 2022, a total of 12,467 employees completed one of the approved harassment prevention courses; of these, 99 percent (12,323) completed an online training and 1 percent (144) completed an in-person training. As of

June 30, 2022, 99.1 percent of current covered employees were compliant with the mandate for periodic training on harassment prevention.

Figure 1
Harassment Prevention Education Completion Rates as of June 30, 2021



Students, staff, and faculty are notified annually of the following university policies by email:

- Policy on Sexual Harassment and Sexual Misconduct
- Policy on Human Rights
- Anti-Harassment Policy
- Policy on Consensual Relationships Involving Students
- Policy on Violence
- Anti-Retaliation Policy
- Nondiscrimination Statement
- Accessibility Statement

G. National Coalition Building Institute (NCBI)

The National Coalition Building Institute (NCBI) is a nonprofit leadership training organization based outside of Washington, D.C. NCBI works through a coalition-building model to provide leadership training for inclusion and equity with the goal of eliminating all forms of prejudice throughout the world. The University of Iowa has been affiliated with NCBI since 2011, and since that time has reached nearly 3,800 faculty, staff, students, and community members through ongoing workshops. Additionally, over 125 faculty, staff, and students have attended train-the-trainer workshops; 40 trainers are currently active. Trainers are taught effective leadership skills in the areas of prejudice reduction, violence prevention, conflict resolution, and coalition building so that they can serve as a resource for diversity and inclusion on campus.

In 2021-22, UI's NCBI affiliate held 9 total workshops and educational opportunities, including Leadership for Equity & Inclusion (full day), Conflict and Controversial Issues (half day), and Building Effective Relationships Across Group Lines (half day). A total of 195 faculty, staff, students, and community members attended these workshops. Feedback from participants' evaluations continues to be overwhelmingly positive.

H. The Diversity Catalyst Award and Diversity Catalyst Seed Grant

The Office of Institutional Equity has recognized distinctive and innovative contributions to diversity within the campus community since 1999. The annual Diversity 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 university.

The 2022 recipients were celebrated in an online ceremony. Dr. Liz Tovar, Executive Officer for Diversity, Equity, and Inclusion and Associate Vice President, offered opening remarks. Valerie Garr, Director of Diversity, Equity, and Inclusion and Coordinator of Supplemental Instruction/N.E.S.T. Tutoring Program in the College of Nursing, provided the keynote address. Award recipients were:

- The Anti-Racism Collaborative in the College of Education
- Lia Plakans, professor of Multilingual Education and the departmental executive officer of the Department of Teaching and Learning, College of Education
- Joyce Goins-Fernandez, clinical assistant professor and vice chair for diversity, equity, and inclusion, University of Iowa Stead Family Children's Hospital
- Milagros Michels-Cordao, graduate student, College of Pharmacy
- Shana Harris, Ph.D. candidate in clinical science and Lulu Merle Johnson Fellow, Graduate College
- Ariel Kershner, Ph.D. candidate in cognitive psychology and NSF graduate research fellow
- Lan Samantha Chang, Elizabeth M. Stanley Professor of the Arts and Director of the Iowa Writer's Workshop – Diane L. Finnerty Diversity, Equity, and Inclusion Legacy Award

The Diversity Catalyst Seed Grant program was designed to support the Diversity Catalyst Award. Targeted toward creative projects with potential to impact the DEI goals of the university's strategic plan, the program provides seed grants of up 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.

The recipients of the 2022 Diversity Catalyst Seed Grants were:

- Mental Health Resources and Professional Development Workshops for AAPI/Asian International Graduate Students and Postdocs, Graduate College
- Department of Biology Little Free DEI Library, College of Liberal Arts and Sciences
- Improving Service to Neurodivergent Library Patrons, Main Library
- Recruitment and Retention of BIPOC Teacher Education Students, College of Education
- Wild Bill's Media Creation Studio, School of Social Work

IV. ONE-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES: 2021 - 2022

A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity, 2021 - 2022

Overall Changes. The University of Iowa workforce increased by 237 employees (1.2 percent) during the 2021-22 data year, from 19,095 to 19,332. 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 Executive, Administrative, and Managerial Staff, and the largest net increase was in Professional and Scientific Staff. The largest proportional and net decrease occurred among Secretarial and Clerical Staff.

The unit on campus with the largest workforce increase over the past year was UI Health Care, with a net increase of 164 employees (1.3%). The workforce growth is a direct response to the overall growth in services, research, and technology. Over the past year, the UI Community Clinics (UICC) have continued to grow due to increased patient volumes at existing locations, as well as the opening of new locations. Additional staffing was needed to support the opening of UI Urgent Care – Cedar Rapids, and more recently, UI Health Care acquired Pediatrics Associates in Coralville, resulting in the transition of 36 staff. The Department of Pharmacy experienced growth within both ambulatory and inpatient services. Prescription and patient volumes continue to increase, resulting in additional workforce growth to keep up with demands. Much of the Cancer Center's workforce growth is attributed to clinical research services, specifically the growing demands in early phase clinical trials. The Cancer Center has delivered record accruals over the past few years and currently has more active treatment trials than ever before. As UI Health Care and the services provided grow, so do technology needs. HCIS has seen growth in multiple divisions, including Application Services, Communication & Collaboration, Technical Operations, and Technical Support and Implementation, to support the growing number of applications within EPIC, an upcoming change to the enterprise-wide telephony system, and continued growth in server needs, devices, and locations.

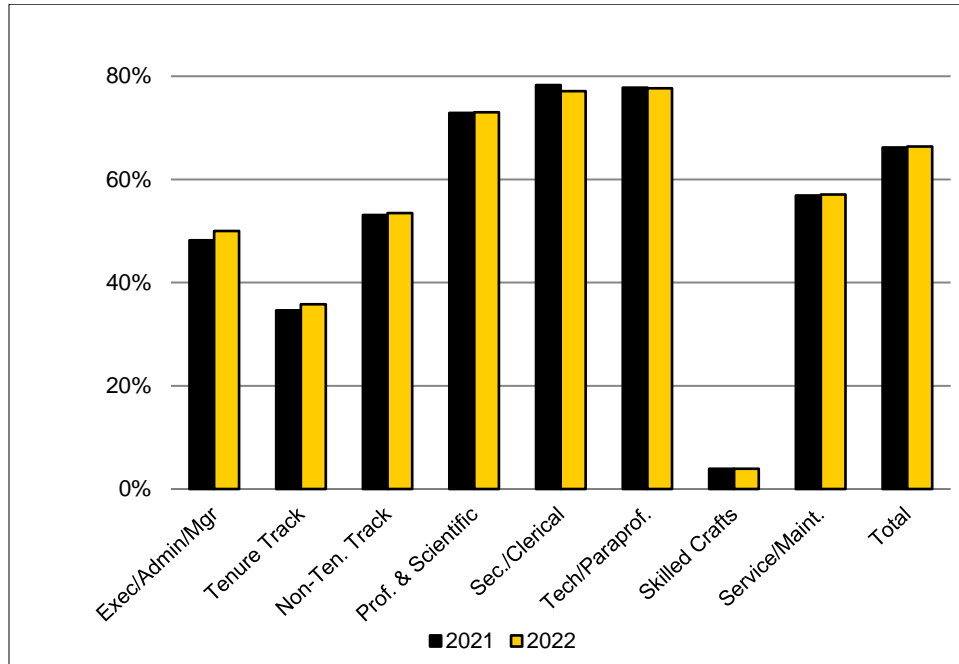
Sex. The number of women in the workforce increased by 199 (1.6 percent). The largest proportional increase was in Executive, Administrative, and Managerial Staff, and the largest net increase was among Professional and Scientific Staff. The largest proportional and net decrease occurred among Secretarial and Clerical Staff.

The table and chart on the following pages provide details about changes in the workforce composition by sex in the past year.

Table 1
Faculty and Staff by Primary Occupational Activity Group and Sex
November 1, 2021 – November 1, 2022

Primary Occupational Activity Group	2021		2022		Net Change	
	Total	Women	Total	Women	Total	Women
Executive, 1 Administrative, & Managerial Staff	384	185 48.2 %	402	201 50.0 %	+ 18 +4.7 %	+ 16 + 8.6 %
2 Tenured/Tenure Track Faculty	1,300	450 34.6 %	1,285	460 35.8 %	- 15 - 1.2 %	+ 10 + 2.2 %
3 Non-Tenure Track Faculty	1,472	782 53.1 %	1,452	777 53.5 %	- 20 - 1.4 %	- 5 - 0.6 %
4 Professional & Scientific Staff	11,578	8,439 72.9 %	12,003	8,757 73.0 %	+ 425 + 3.7 %	+ 318 + 3.8 %
5 Secretarial and Clerical Staff	1,081	846 78.3 %	942	726 77.1 %	- 139 - 12.9 %	- 120 - 14.2 %
6 Technical and Paraprofessional Staff	941	732 77.8 %	910	707 77.7 %	- 31 - 3.3 %	- 25 - 3.4 %
7 Skilled Crafts Staff	230	9 3.9 %	229	9 3.9 %	- 1 - 0.4 %	0
8 Service and Maintenance Staff	2,109	1,199 56.9 %	2,109	1,204 57.1 %	0	+ 5 + 0.4 %
Total	19,095	12,642 66.2 %	19,332	12,841 66.4 %	+ 237 + 1.2 %	+ 199 + 1.6 %

Figure 2
Women Faculty and Staff by Primary Occupational Activity Group
November 1, 2021 – November 1, 2022



Race/Ethnicity. Employees may self-report race/ethnicity to the university at the time of application or appointment and may update or correct this information at any time.

The total number of racial/ethnic minorities increased by 172 (6.1 percent) from 2021 to 2022. The largest proportional increases were among Professional and Scientific Staff, Technical and Paraprofessional Staff, and Executive, Administrative, and Managerial Staff; the largest net increase was in Professional and Scientific Staff. The largest proportional and net decrease was among Non-Tenure Track Faculty. The total numbers of employees who self-identified as Asian/Pacific Islander, Black/African American, Hispanic/Latino, or two or more races increased, while there was a decrease of three employees who identified as American Indian/Alaska Native. Changes in the racial/ethnic composition of the University of Iowa's workforce over the past year are detailed in the table and charts on the following pages.

Table 2
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
November 1, 2021 – November 1, 2022

Primary Occupational Activity Group	2021							2022							Net Change						
	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races
1 Executive, Admin., & Managerial Staff	384	60 15.6%	20 5.2%	19 4.9%	15 3.9%	3 0.8%	3 0.8%	402	66 16.4%	26 6.5%	21 5.2%	13 3.2%	3 0.7%	3 0.7%	+18 +4.7%	+6 +10.0%	+6 +30.0%	+2 +10.5%	-2 -13.3%	0	0
2 Tenured/ Tenure Track Faculty	1,300	302 23.2%	206 15.8%	31 2.4%	55 4.2%	0	10 0.8%	1,285	311 24.2%	209 16.3%	31 2.4%	61 4.7%	0	10 0.8%	-15 -1.2%	+9 +3.0%	+3 +1.5%	0	+6 +10.9%	0	0
3 Non-Tenure Track Faculty	1,472	353 24.0%	232 15.8%	39 2.6%	69 4.7%	4 0.3%	9 0.6%	1,452	315 21.7%	211 14.5%	35 2.4%	56 3.9%	3 0.2%	10 0.7%	-20 -1.4%	-38 -10.8%	-21 -9.1%	-4 -10.3%	-13 -18.8%	-1 -25.0%	+1 +11.1%
4 Professional & Scientific Staff	11,578	1,162 10.0%	521 4.5%	198 1.7%	342 3.0%	17 0.1%	84 0.7%	12,003	1,281 10.7%	558 4.6%	219 1.8%	395 3.3%	19 0.2%	90 0.7%	+425 +3.7%	+119 +10.2%	+37 +7.1%	+21 +10.6%	+53 +15.5%	+2 +11.8%	+6 +7.1%
5 Secretarial & Clerical Staff	1,081	120 11.1%	30 2.8%	45 4.2%	35 3.2%	6 0.6%	4 0.4%	942	128 13.6%	32 3.4%	49 5.2%	40 4.2%	5 0.5%	2 0.2%	-139 -12.9%	+8 +6.7%	+2 +6.7%	+4 +8.9%	+5 +14.3%	-1 -16.7%	-2 -50.0%
6 Technical & Paraprofessional Staff	941	169 18.0%	31 3.3%	46 4.9%	79 8.4%	4 0.4%	9 1.0%	910	186 20.4%	38 4.2%	56 6.2%	82 9.0%	3 0.3%	7 0.8%	-31 -3.3%	+17 +10.1%	+7 +22.6%	+10 +21.7%	+3 +3.8%	-1 -25.0%	-2 -22.2%
7 Skilled Crafts Staff	230	11 4.8%	2 0.9%	1 0.4%	4 1.7%	1 0.4%	3 1.3%	229	10 4.4%	2 0.9%	0	4 1.7%	0	4 1.7%	-1 -0.4%	-1 -9.1%	0	-1 -100%	0	-1 -100%	+1 +33.3%
8 Service & Maintenance Staff	2,109	655 31.1%	118 5.6%	313 14.8%	202 9.6%	12 0.6%	10 0.5%	2,109	707 33.5%	113 5.4%	358 17.0%	216 10.2%	11 0.5%	9 0.4%	0	+52 +7.9%	-5 -4.2%	+45 +14.4%	+14 +6.9%	-1 -8.3%	-1 -10.0%
Total	19,095	2,832 14.8%	1,160 6.1%	692 3.6%	801 4.2%	47 0.2%	132 0.7%	19,332	3,004 15.5%	1,189 6.2%	769 4.0%	867 4.5%	44 0.2%	135 0.7%	+237 +1.2%	+172 +6.1%	+29 +2.5%	+77 +11.1%	+66 +8.2%	-3 -6.4%	+3 +2.3%

* In 2022, ten employees self-identified as Native Hawaiian or Other Pacific Islander; due to the small number, this racial/ethnic category is combined with the Asian category in this report.

Figure 3
Minority Faculty and Staff by Primary Occupational Activity Group
November 1, 2021 – November 1, 2022

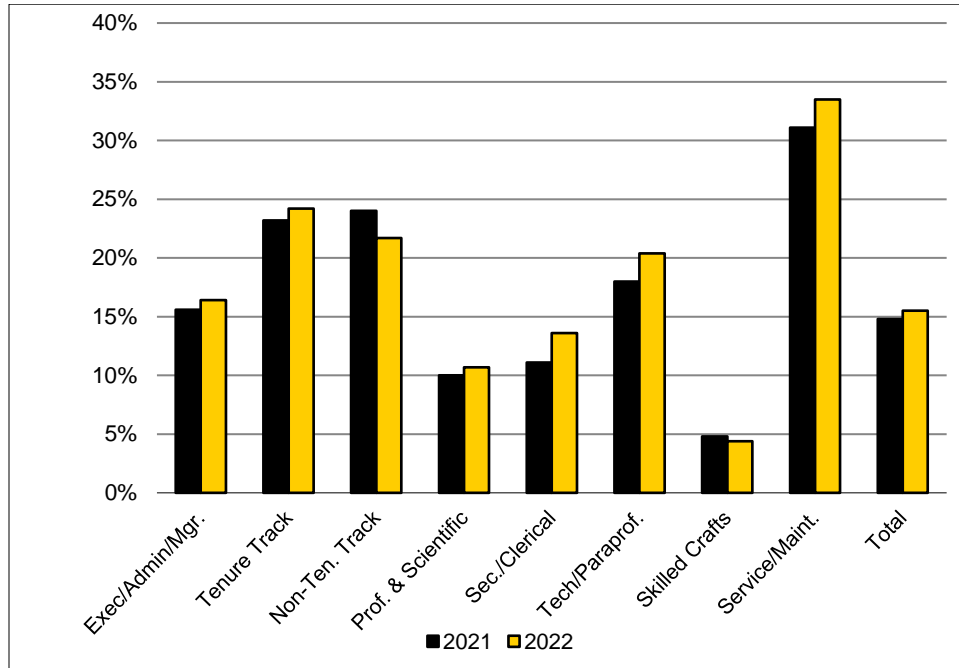
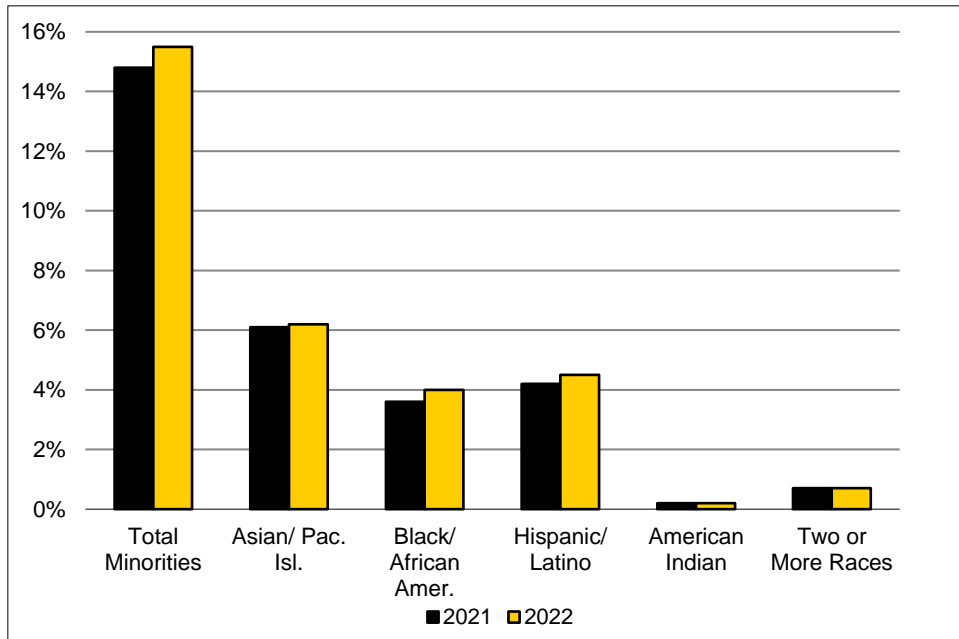


Figure 4
Total Workforce by Race/Ethnicity
November 1, 2021 – November 1, 2022



B. Faculty and Staff by Disability and Veteran Status, 2021 - 2022

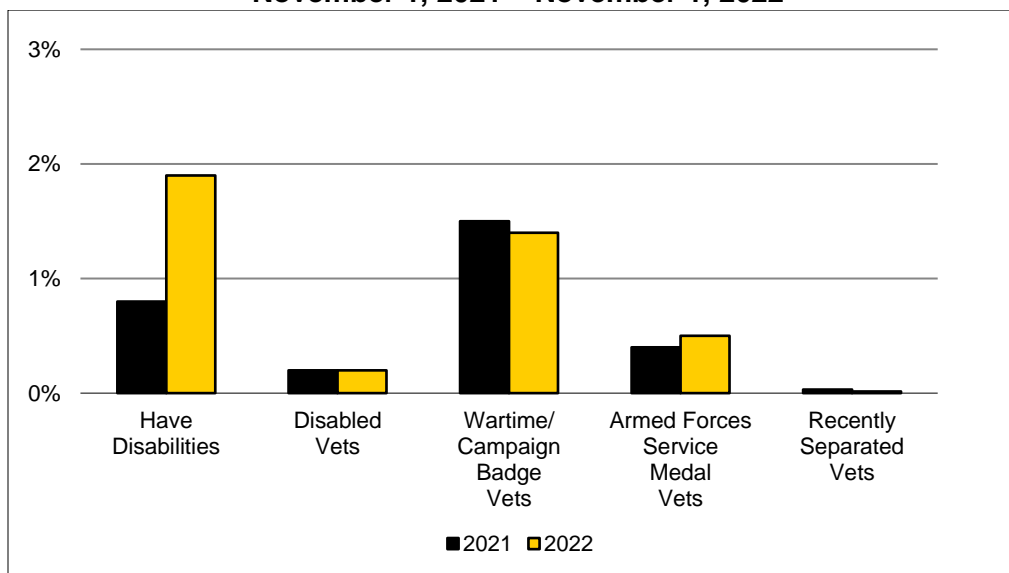
Employees may self-report disability and veteran status to the university at the time of appointment and may update or correct this information at any time. Per the federal OMB Voluntary Self-Identification of Disability form, a person is considered to have a disability if they have a physical or mental impairment or medical condition that substantially limits a major life activity, or if they have a history or record of such an impairment or medical condition.

In October 2022, the university invited employees to update their self-identification as a person with a disability or as a veteran; changes since 2021 may be due in part to this resurvey. The number of employees who reported having a disability increased by 213 (142 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 3
Faculty and Staff by Disability and Veteran Status
November 1, 2021 – 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
2021	19,095	150 0.8 %	31 0.2 %	278 1.5 %	81 0.4 %	7 < 0.1 %
2022	19,332	363 1.9 %	47 0.2 %	276 1.4 %	93 0.5 %	3 < 0.1 %
Net Change	+ 237 +1.2 %	+ 213 + 142.0 %	+ 16 + 51.6 %	- 2 - 0.7 %	+ 12 + 14.8 %	- 4 - 57.1 %

Figure 5
Faculty and Staff by Disability and Veteran Status
November 1, 2021 – November 1, 2022



C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity, 2021 - 2022

The number of tenured/tenure track faculty decreased by 15 (1.2 percent) in the last year. The number of women faculty increased by 10 (2.2 percent), and the number of minority faculty increased by 9 (3.0 percent).

Table 4
Tenured/Tenure Track Faculty by Sex and Race/Ethnicity
November 1, 2021 – 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
2021	1,300	450 34.6 %	302 23.2 %	206 15.8 %	31 2.4 %	55 4.2 %	0	10 0.8 %
2022	1,285	460 35.8 %	311 24.2 %	209 16.3 %	31 2.4 %	61 4.7 %	0	10 0.8 %
Net Change	- 15 - 1.2 %	+ 10 + 2.2%	+ 9 + 3.0%	+ 3 + 1.5 %	0	+ 6 + 10.9 %	0	0

Figure 6
Tenured/Tenure Track Faculty by Sex
November 1, 2021 – November 1, 2022

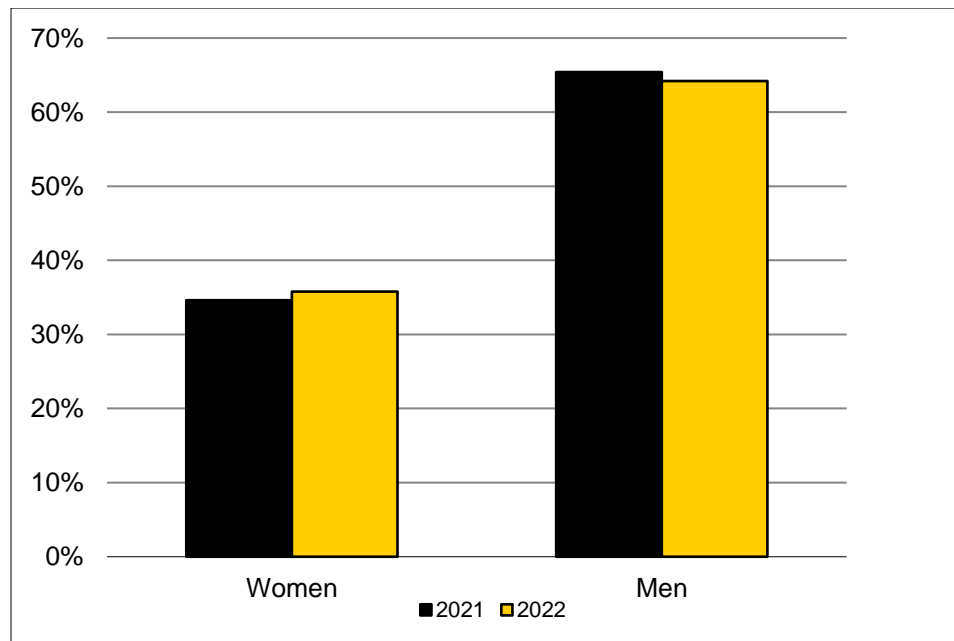
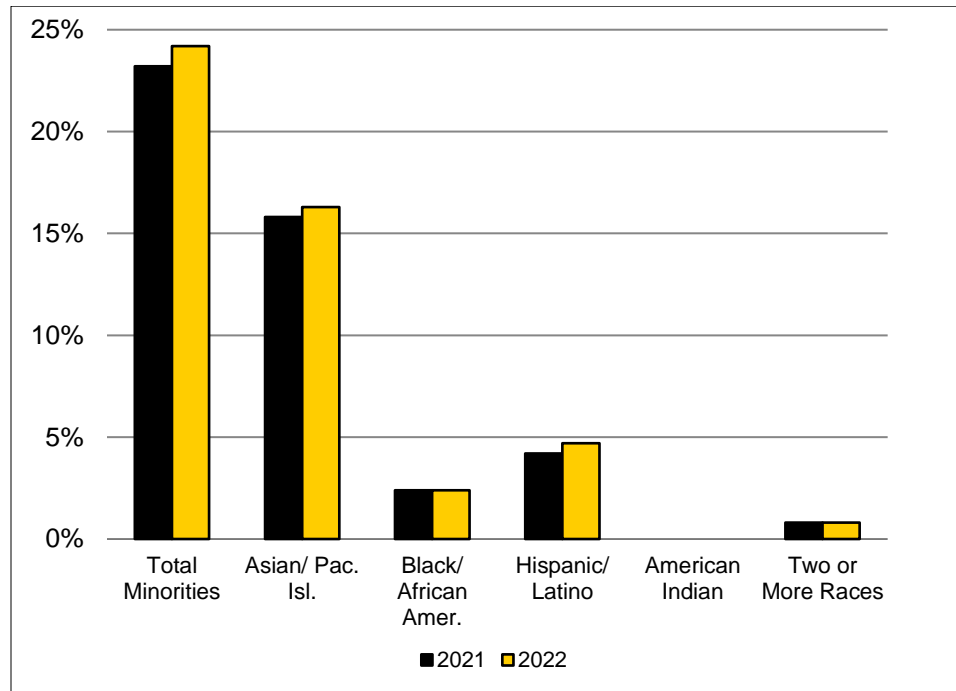


Figure 7
Tenured/Tenure Track Faculty by Race/Ethnicity
November 1, 2021 – November 1, 2022



D. Tenured/Tenure Track Faculty Promotion and Tenure Rates by Sex and Minority Status, Academic Year 2022–23

A total of 87 tenure track faculty were granted promotions effective Academic Year 2022-23, of whom 39 are women. This rate of promotion (44.8 percent) exceeds the percentage of women on the tenure track faculty, now at 35.8 percent. Racial/ethnic minorities received 22 of the 87 promotions (25.3 percent); this representation exceeds the representation of minorities on the tenure track faculty (24.2 percent).

Fifty-four tenure track faculty members were granted tenure effective Academic Year 2022-23, of whom 22 (40.7 percent) are women. As of November 2022, women represent 48.1 percent of the untenured faculty on the tenure track. Among the 54 tenure track faculty members who received tenure, 15 (27.8 percent) are members of racial/ethnic minority groups. As of November 2022, minorities represent 31.8 percent of the untenured faculty on the tenure track.

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.

Table 5
Tenured/Tenure Track Faculty Promotions & Tenure Rates by Sex and Minority Status
Effective 2022-23 Academic Year

	Total	Women	Minorities
PROMOTIONS			
Number on Tenure Track	1,285	460	311
Percentage of Total on Tenure Track		35.8%	24.2%
Sought Promotions	87	39	22
Percentage of All Faculty Who Sought Promotions (n = 87)		44.8%	25.3%
Percentage of Subgroup (Total, Women, or Minorities)	6.8%	8.5%	7.1%
Granted Promotions	87	39	22
Percentage of All Faculty Who Were Granted Promotions (n = 65)		44.8%	25.3%
Percentage of Subgroup (Total, Women, or Minorities) Who Sought Promotions	100.0%	100.0%	100.0%
TENURE			
Number of Untenured Faculty on Tenure Track	343	165	109
Percentage of Total Untenured on Tenure Track		48.1%	31.8%
Sought Tenure	54	22	15
Percentage of All Faculty Who Sought Tenure (n = 47)		40.7%	27.8%
Percentage of Subgroup (Total, Women, or Minorities)	15.7%	13.3%	13.8%
Granted Tenure	54	22	15
Percentage of All Faculty Who Were Granted Tenure (n = 45)		40.7%	27.8%
Percentage of Subgroup (Total, Women, or Minorities) Who Sought Tenure	100.0%	100.0%	100.0%

E. Clinical Track Faculty by Sex and Race/Ethnicity, 2021 - 2022

Faculty appointed to clinical track positions are included in POA Group 3, Non-Tenure Track Faculty. The university experienced a net increase of 28 clinical track faculty (3.0 percent) over the past year.

The number of women on the clinical track increased by 21 (4.2 percent), and the number of minorities on the clinical track decreased by 15 (6.4 percent).

Carver College of Medicine continues to employ the majority of the clinical track faculty (85 percent), followed by the College of Dentistry (4 percent). The remaining clinical track faculty are employed in the colleges of Nursing, Education, Pharmacy, Liberal Arts and Sciences, Public Health, Law, and the Tippie College of Business.

Table 6
Clinical Track Faculty by Sex and Race/Ethnicity
November 1, 2021 – 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
2021	939	495 52.7 %	236 25.1 %	158 16.8 %	24 2.6 %	45 4.8 %	1 0.1 %	8 0.9 %
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	+ 28 + 3.0 %	+ 21 + 4.2 %	- 15 - 6.4 %	- 3 - 1.9 %	- 4 - 16.7 %	- 7 - 15.6 %	0	- 1 - 12.5 %

Figure 8
Clinical Track Faculty by Sex
November 1, 2021 – November 1, 2022

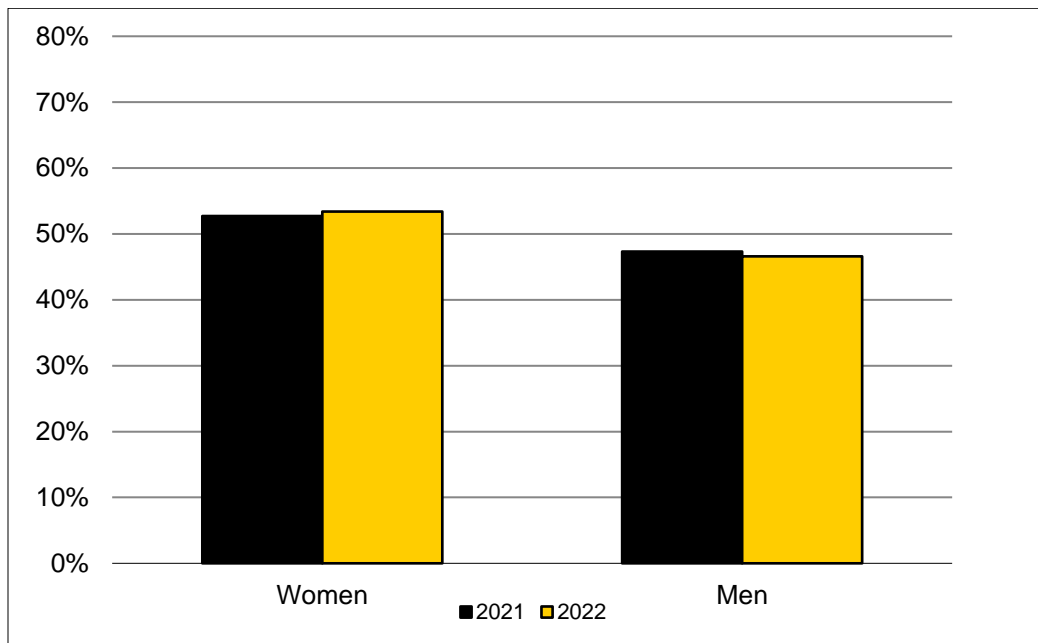
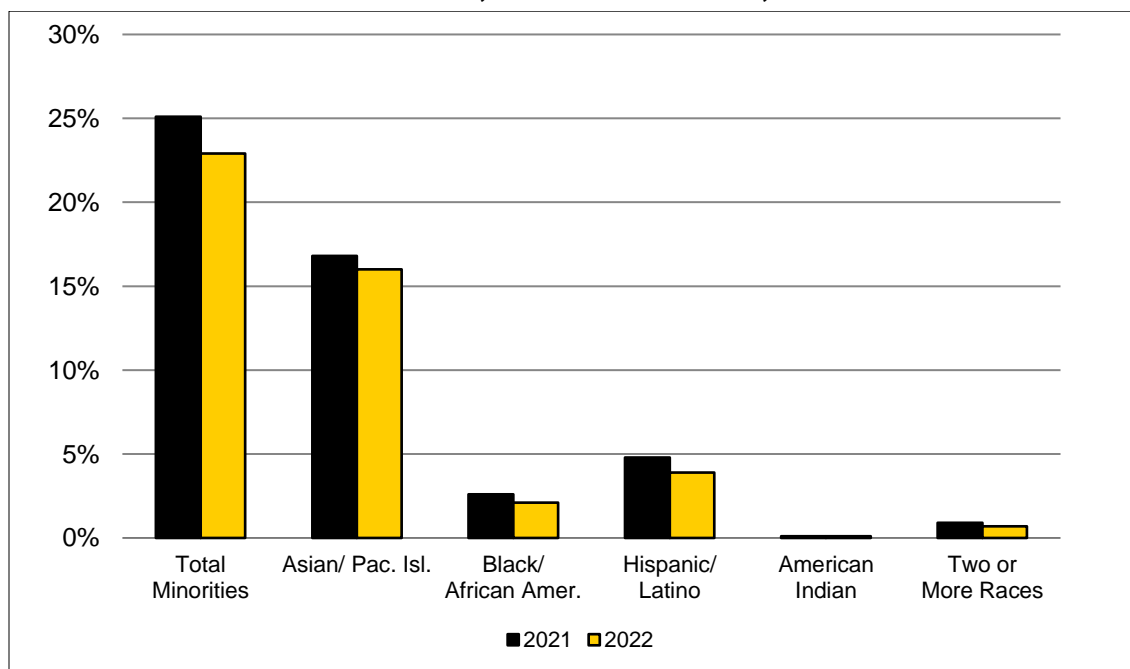


Figure 9
Clinical Track Faculty by Race/Ethnicity
November 1, 2021 – November 1, 2022



F. Research Track Faculty by Sex and Race/Ethnicity, 2021 - 2022

The research track is a subset of POA Group 3, Non-Tenure Track Faculty, developed for faculty who devote most of their time to performing externally-supported research and who submit or assist in the submission of research grants.

There was a decrease of 8 faculty (14.5 percent) on the research track over the last year. The number of women on the research track decreased by 6 (23.1 percent), and the number of racial/ethnic minorities decreased by 6 (24.0 percent).

Carver College of Medicine employs the majority (96 percent) of the research track faculty; the remaining faculty on this track are employed in the College of Public Health.

Table 7
Research Track Faculty by Sex and Race/Ethnicity
November 1, 2021 – 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
2021	55	26 47.3 %	25 45.5 %	20 36.4 %	1 1.8 %	3 5.5 %	1 1.8 %	0
2022	47	20 42.6 %	19 40.4 %	17 36.2 %	0	2 4.3 %	0	0
Net Change	- 8 - 14.5 %	- 6 - 23.1 %	- 6 - 24.0 %	- 3 - 15.0 %	- 1 - 100 %	- 1 - 33.3 %	- 1 - 100 %	0

Figure 10
Research Track Faculty by Sex
November 1, 2021 – November 1, 2022

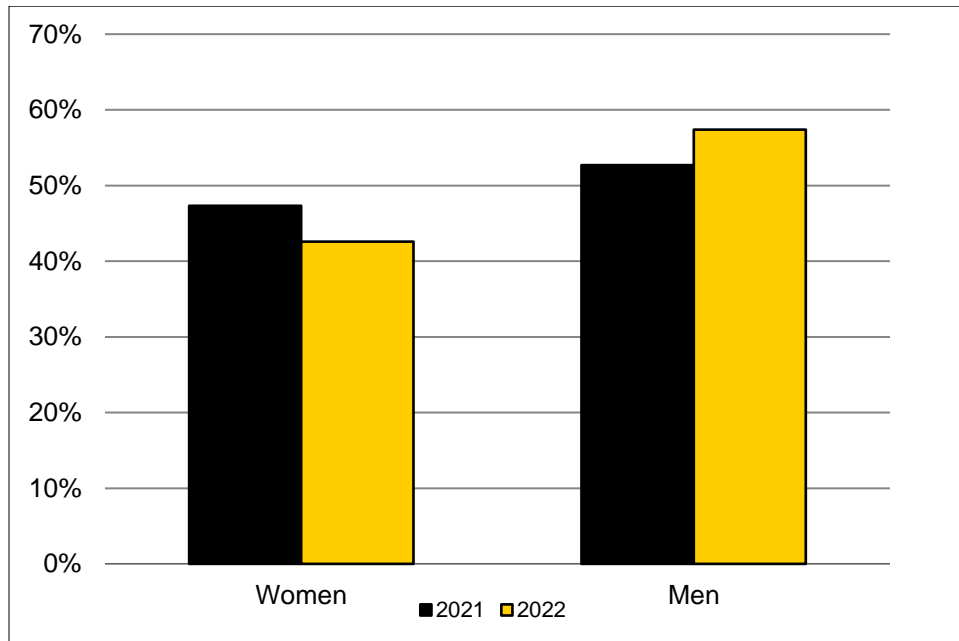
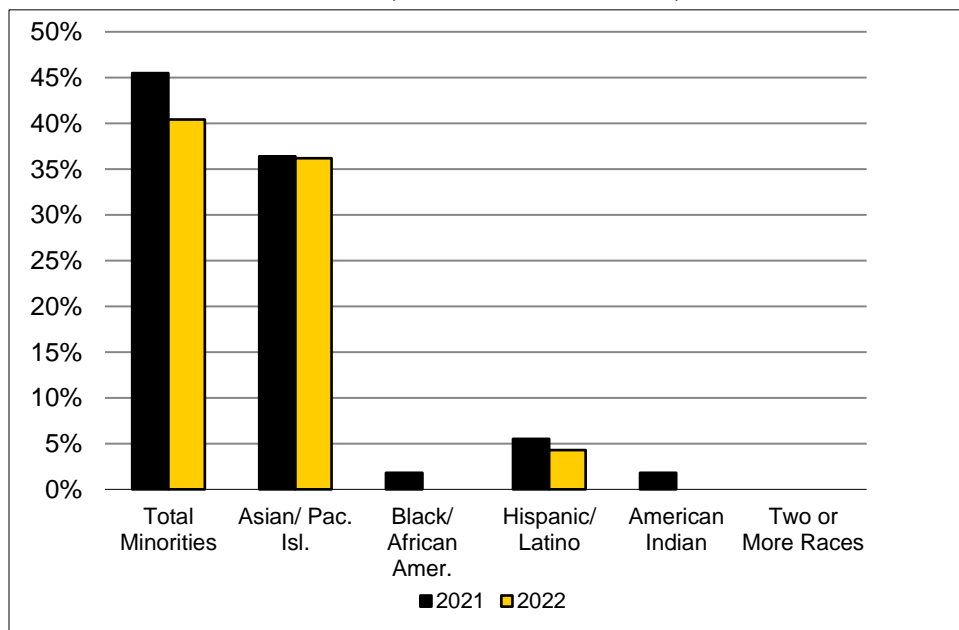


Figure 11
Research Track Faculty by Race/Ethnicity
November 1, 2021 – November 1, 2022



G. Instructional Track Faculty by Sex and Race/Ethnicity, 2021 - 2022

The instructional track is a subset of POA Group 3, Non-Tenure Track Faculty, for faculty who devote most of their time to engaging in the university's teaching mission. The UI Instructional Faculty Policy was developed through an extensive shared governance process and approved in Fall 2016, providing more substantial contracts, representation on the UI Faculty Senate, access to dispute procedures, and opportunities for promotion. The majority of faculty with instructional track appointments following the implementation of the new policy had held other non-tenure track appointments at the University of Iowa prior to the new policy.

There was a decrease of 32 instructional track faculty (10.1 percent) over the last year. The number of women on the instructional track decreased by 16 (8.6 percent), and the number of racial/ethnic minorities decreased by 6 (13.3 percent).

The College of Liberal Arts and Sciences employs 59 percent of the instructional track faculty, followed by the Tippie College of Business (21 percent). The remaining instructional faculty are employed in the colleges of Nursing, Engineering, Law, and the Graduate College.

Table 8
Instructional Track Faculty by Sex and Race/Ethnicity
November 1, 2021 – November 1, 2022

Year	Instructional Track Faculty	Women	Total Minorities	Asian/Pacific Islander	Black/African-American	Hispanic/Latino	American Indian/Alaska Native	Two or More Races
2021	316	186 58.9 %	45 14.2 %	21 6.6 %	8 2.5 %	13 4.1 %	2 0.6 %	1 0.3 %
2022	284	170 59.9 %	39 13.72 %	16 5.6 %	9 3.2 %	11 3.9 %	2 0.7 %	1 0.4 %
Net Change	- 32 - 10.1 %	- 16 - 8.6 %	- 6 - 13.3 %	- 5 - 23.8%	+ 1 + 12.5 %	- 2 - 15.4 %	0	0

Figure 12
Instructional Track Faculty by Sex
November 1, 2021 – November 1, 2022

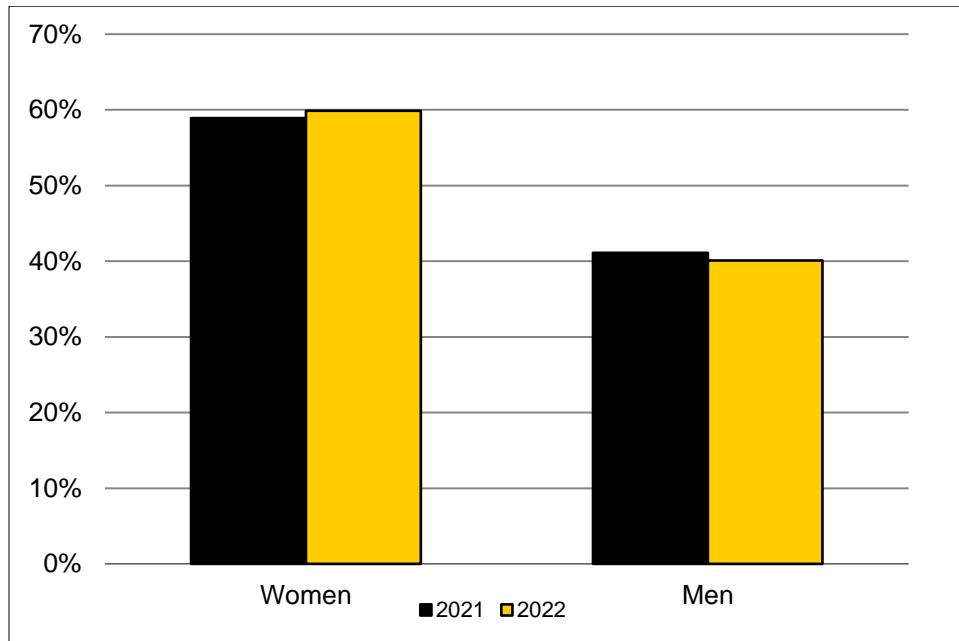
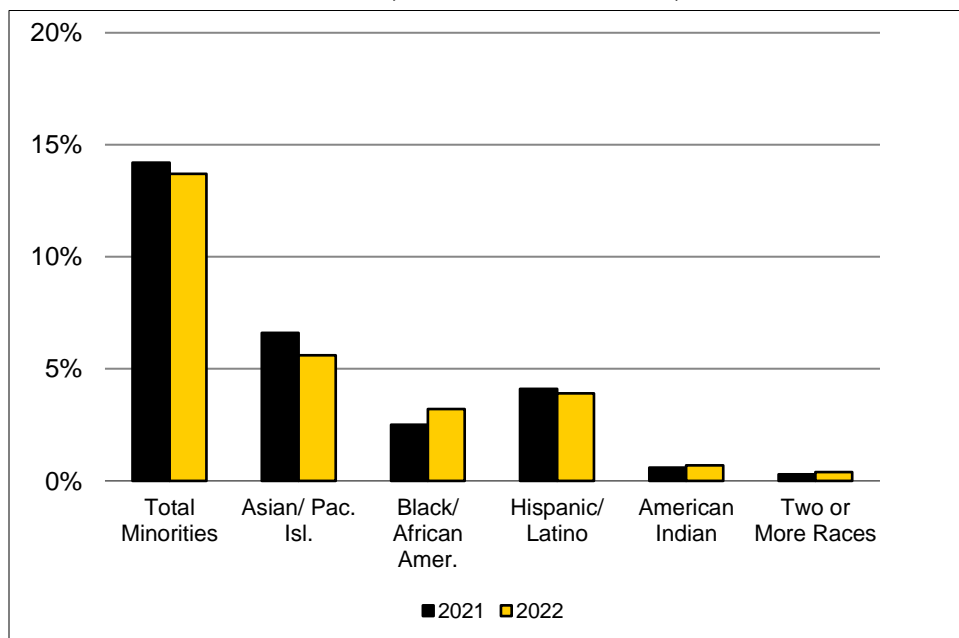


Figure 13
Instructional Track Faculty by Race/Ethnicity
November 1, 2021 – November 1, 2022



V. ANNUAL HIRING GOALS: 2021-22 AND 2022-23

A. How Hiring Goals are Determined

In accordance with requirements of the Office of Federal Contract Compliance Programs, the Office of Institutional Equity – Equity Compliance unit 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 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.³ 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; or a combination of factors.

Underrepresentation reports are posted annually on the Office of Institutional Equity's website. The entire university human resources community, including faculty HR representatives and staff recruiters, is notified when underrepresentation reports have been updated. The talent acquisition system for faculty recruitment alerts hiring departments when a position is underrepresented for women and/or minorities.

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 expected 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.

In accordance with 41 CFR § 60-2.16(e), the following principles apply to annual placement goals:

- Annual placement goals are not rigid or inflexible quotas which must be met
- Annual placement goals do not set a ceiling or a floor for the employment of particular groups
- Annual placement goals do not justify and will not be used to extend a preference to any person, select a person or adversely affect any person's employment status on the basis of a person's race, color, religion, sex, or national origin

³ 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. For small job groups, an alternate test is used: if incumbency is less than 80% of the estimated availability and the difference is equal to at least one whole person, the job group is determined to be underrepresented.

- Annual placement goals do not create set-asides for specific groups and are not intended to achieve proportional representation or equal results
- Annual placement goals will not be used to supersede merit selection principles and do not require or justify the hiring or promotion of a less-qualified person in preference to a more-qualified one

B. Hiring Goals for the 2021-22 Data Year

After adjusting to reflect the actual rate of hiring, annual hiring goals for the 2021-22 data year totaled 170 women and 78 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 323 women (1.7%) and by 210 minorities (1.1%) as of November 1, 2022.

The following tables show departments/job groups in which underrepresentation was identified as of November 1, 2021; the hiring goals in those departments/job groups (as adjusted to reflect the actual rate of hiring) for 2021-22; and whether these goals were met.

Table 9
Progress toward Annual Hiring Goals for Faculty, Data Year 2021-22

			Women			Minorities		
College	Department	Number of New Hires	Hiring Goal for Women	Total Women Hired	Was Goal Met?	Hiring Goal for Minorities	Total Minorities Hired	Was Goal Met?
POA 2: Tenured/Tenure Track Faculty								
Education	Counselor Education	2				1	0	No
	Psychological & Quantitative Foundations	2	1	2	Yes			
Liberal Arts & Sciences	Art & Art History	0	0	0	n/a *			
	Psychological & Brain Sciences	1	1		Yes			
Carver College of Medicine	Microbiology & Immunology	2				1	1	Yes
	Molecular Physiology & Biophysics	0	0	0	n/a *			
	Ophthalmology & Visual Sciences	0	0	0	n/a *			
	Pathology	6	2	2	Yes			
Public Health	Biostatistics	1	1		Yes			
	Epidemiology	0	0	0	n/a *	0	0	n/a *
	Occupational & Environmental Health	1				0	1	Yes
POA 3: Non-Tenure Track Faculty								
Education	Teaching & Learning	3	2	1	Partially			
Liberal Arts & Sciences	Communication Studies	0	0	0	n/a *			
	English as a Second Language	0				0	0	n/a *
Carver College of	Obstetrics/Gynecology	9				2	0	No
Tippie College of Business	Accounting	1				0	0	n/a *
	Management & Entrepreneurship	3				1	1	Yes
Pharmacy	Pharmacy Practice & Science	1				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 10
Progress toward Annual Hiring Goals for Staff, Data Year 2021-22

Job Group	Number of New Hires	Women			Minorities		
		Hiring Goal for Women	Total Women Hired	Was Goal Met?	Hiring Goal for Minorities	Total Minorities Hired	Was Goal Met?
1A	6				1	0	No
3G	29				5	3	Partially
3I	115				14	25	Yes
3J	37	9	6	Partially			
3K	16	5	4	Partially	2	2	Yes
3L	123				10	18	Yes
3N	7	4	5	Yes	2	0	No
3P	59	18	16	Partially	6	7	Yes
3Q	83	37	25	Partially			
3R	10	9	8	Yes			
3S	56				7	6	Partially
4B	2				0	0	n/a *
4C	5				1	0	No
4D	0				0	0	n/a *
4K	12	5	3	Partially			
5A	0	0	0	n/a *	0	0	n/a *
5E	5				1	1	Yes
5G	48	38	31	Partially			
6A	0	0		n/a *			
6B	9	2	0	No	1	0	No
6C	13	1	1	Yes	1	1	Yes
6F	0	0	0	n/a *	0	0	n/a *
7B	5	2	2	Yes	2	4	Yes
7I	15	4	2	Partially	3	2	Partially
7J	15	11	10	Partially	4	2	Partially
7O	33	19	14	Partially			
8D	85				10	16	Yes

* 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 2022–23 Data Year

Anticipated hiring goals for women and minorities for 2022-23, aggregated by Primary Occupational Activity group, are shown in the table below.

Table 11
Annual Hiring Goals for Data Year 2022-23

Primary Occupational Activity Group	Women Total Hiring Goals	Minorities Total Hiring Goals
1 Executive, Administrative, and Managerial Staff	0	1
2 Tenured/Tenure Track Faculty	4	3
3 Non-Tenure Track Faculty	1	4
4 Professional & Scientific Staff	83	44
5 Secretarial and Clerical Staff	5	8
6 Technical and Paraprofessional Staff	35	2
7 Skilled Crafts Staff	2	3
8 Service and Maintenance Staff	34	7
Total	164	72

Note: Zeroes 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.

VI. FIVE-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES: 2017 – 2022

A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity, 2017 – 2022

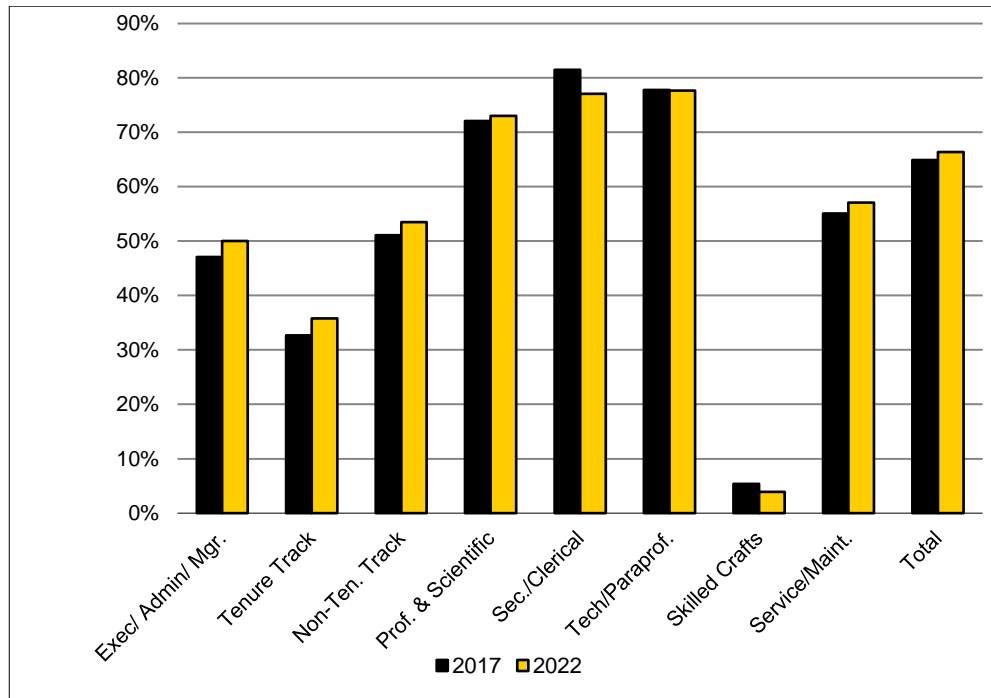
Overall Change. The University of Iowa workforce increased by 973 employees (5.3 percent) over the last five years, from 18,359 in 2017 to 19,332 in 2022. The Primary Occupational Activity (POA) group with the largest proportional increase was Non-Tenure Track Faculty, and the largest net increase was in Professional and Scientific Staff. The largest proportional and net decrease was among Secretarial and Clerical Staff.

Sex. The number of women in the workforce increased by 7.7 percent over the five-year period, with the largest proportional increase in Non-Tenure Track Faculty 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.

Table 12
Faculty and Staff by Primary Occupational Activity Group and Sex
November 1, 2017 – November 1, 2022

Primary Occupational Activity Group	2017		2022		Net Change	
	Total	Women	Total	Women	Total	Women
Executive, Administrative, & Managerial Staff	380	179 47.1 %	402	201 50.0 %	+ 22 + 5.8%	+ 22 + 12.3 %
2 Tenured/Tenure Track Faculty	1,370	448 32.7 %	1,285	460 35.8 %	- 85 - 6.2 %	+ 12 + 2.7 %
3 Non-Tenure Track Faculty	1,257	642 51.1 %	1,452	777 53.5 %	+ 195 + 15.5 %	+ 135 + 21.0 %
4 Professional & Scientific Staff	10,576	7,621 72.1 %	12,003	8,757 73.0 %	+ 1,427 + 13.5 %	+ 1,136 + 14.9 %
5 Secretarial and Clerical Staff	1,468	1,196 81.5 %	942	726 77.1 %	- 526 - 35.8 %	- 470 - 39.3 %
6 Technical and Paraprofessional Staff	828	644 77.8 %	910	707 77.7 %	+ 82 + 9.9 %	+ 63 + 9.8 %
7 Skilled Crafts Staff	355	19 5.4 %	229	9 3.9 %	- 126 - 35.5 %	- 10 - 52.6 %
8 Service and Maintenance Staff	2,125	1,170 55.1 %	2,109	1,204 57.1 %	- 16 - 0.8 %	+ 34 + 2.9 %
Total	18,359	11,919 64.9 %	19,332	12,841 66.4 %	+ 973 + 5.3 %	+ 922 + 7.7 %

Figure 14
Women Faculty and Staff by Primary Occupational Activity Group
November 1, 2017 – November 1, 2022



Race/Ethnicity. Employees may self-report race/ethnicity to the university at the time of application or appointment and may update or correct this information at any time.

From 2017 to 2022, overall racial/ethnic minority representation increased by 656 employees (27.9 percent), with the largest proportional increase in Executive, Administrative, and Managerial Staff and the largest net increase in Professional and Scientific Staff. The only decrease was among Skilled Crafts Staff. The total numbers of employees identifying as Asian/Pacific Islander, Black/African American, Hispanic/Latino, and two or more races increased during this time period, while there was a net decrease of eight employees identifying as American Indian/Alaska Native.

Table 13
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
November 1, 2017 – November 1, 2022

Primary Occupational Activity Group	2017								2022								Net Change							
	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races			
1 Executive, Admin., & Managerial Staff	380	36 9.5%	13 3.4%	12 3.2%	6 1.6%	3 0.8%	2 0.5%	402	66 16.4%	26 6.5%	21 5.2%	13 3.2%	3 0.7%	3 0.7%	+22 +5.8%	+30 +83.3%	+13 +100%	+9 +75.0%	+7 +117%	0	+1 +50.0%			
2 Tenured/ Tenure Track Faculty	1,370	299 21.8%	198 14.5%	29 2.1%	62 4.5%	2 0.1%	8 0.6%	1,285	311 24.2%	209 16.3%	31 2.4%	61 4.7%	0	10 0.8%	-85 -6.2%	+12 +4.0%	+11 +5.6%	+2 +6.9%	-1 -1.6%	-2 -100%	+2 +25.0%			
3 Non-Tenure Track Faculty	1,257	271 21.6%	181 14.4%	21 1.7%	60 4.8%	4 0.3%	5 0.4%	1,452	315 21.7%	211 14.5%	35 2.4%	56 3.9%	3 0.2%	10 0.7%	+195 +15.5%	+44 +16.2%	+30 +16.6%	+14 +66.7%	-4 -6.7%	-1 -25.0%	+5 +100%			
4 Professional & Scientific Staff	10,576	966 9.1%	460 4.3%	173 1.6%	256 2.4%	18 0.2%	59 0.6%	12,003	1,281 10.7%	558 4.6%	219 1.8%	395 3.3%	19 0.2%	90 0.7%	+1,427 +13.5%	+315 +32.6%	+98 +21.3%	+46 +26.6%	+139 +54.3%	+1 +5.6%	+31 +52.5%			
5 Secretarial & Clerical Staff	1,468	109 7.4%	25 1.7%	41 2.8%	35 2.4%	5 0.3%	3 0.2%	942	128 13.6%	32 3.4%	49 5.2%	40 4.2%	5 0.5%	2 0.2%	-526 -35.8%	+19 +17.4%	+7 +28.0%	+8 +19.5%	+5 +14.3%	0	-1 -33.3%			
6 Technical & Paraprofessional Staff	828	107 12.9%	27 3.3%	25 3.0%	44 5.3%	5 0.6%	6 0.7%	910	186 20.4%	38 4.2%	56 6.2%	82 9.0%	3 0.3%	7 0.8%	+82 +9.9%	+79 +73.8%	+11 +40.7%	+31 +124%	+38 +86.4%	-2 -40.0%	+1 +16.7%			
7 Skilled Crafts Staff	355	15 4.2%	2 0.6%	3 0.8%	5 1.4%	5 1.4%	0	229	10 4.4%	2 0.9%	0	4 1.7%	0	4 1.7%	-126 -35.5%	-5 -33.3%	0	-3 -100%	-1 -20.0%	-5 -100%	+4 n/a			
8 Service & Maintenance Staff	2,125	545 25.6%	103 4.8%	257 12.1%	160 7.5%	10 0.5%	15 0.7%	2,109	707 33.5%	113 5.4%	358 17.0%	216 10.2%	11 0.5%	9 0.4%	-16 -0.8%	+162 +29.7%	+10 +9.7%	+101 +39.3%	+56 +35.0%	+1 +10.0%	-6 -40.0%			
Total	18,359	2,348 12.8%	1,009 5.5%	561 3.1%	628 3.4%	52 0.3%	98 0.5%	19,332	3,004 15.5%	1,189 6.2%	769 4.0%	867 4.5%	44 0.2%	135 0.7%	+973 +5.3%	+656 +27.9%	+180 +17.8%	+208 +37.1%	+239 +38.1%	-8 -15.4%	+37 +37.8%			

* In 2021, ten employees self-identified as Native Hawaiian or Other Pacific Islander; due to the small number, this racial/ethnic category is combined with the Asian category in this report.

Figure 15
Minority Faculty and Staff by Primary Occupational Activity Group
November 1, 2017 – November 1, 2022

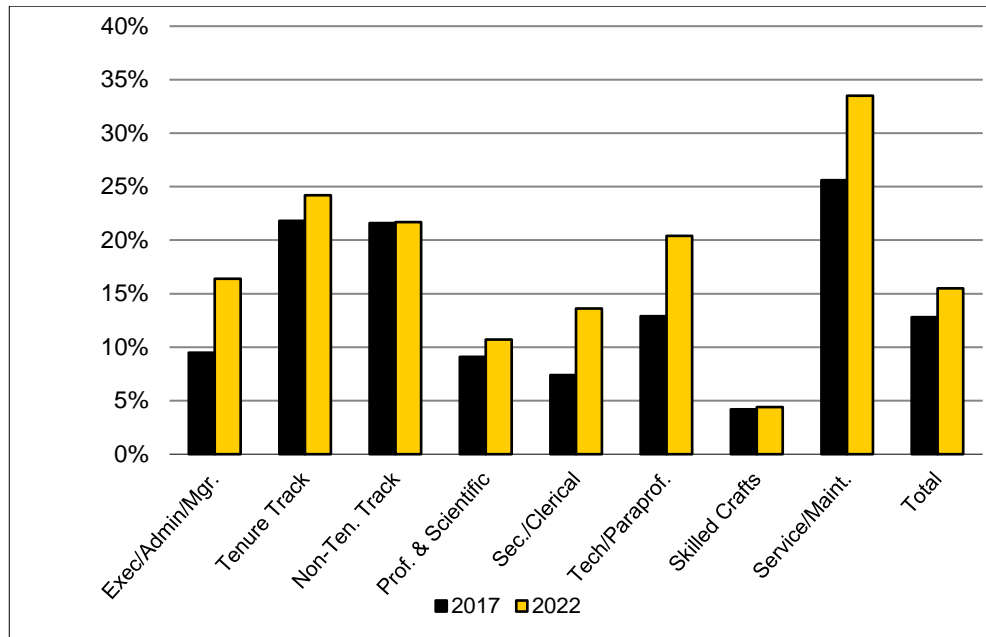
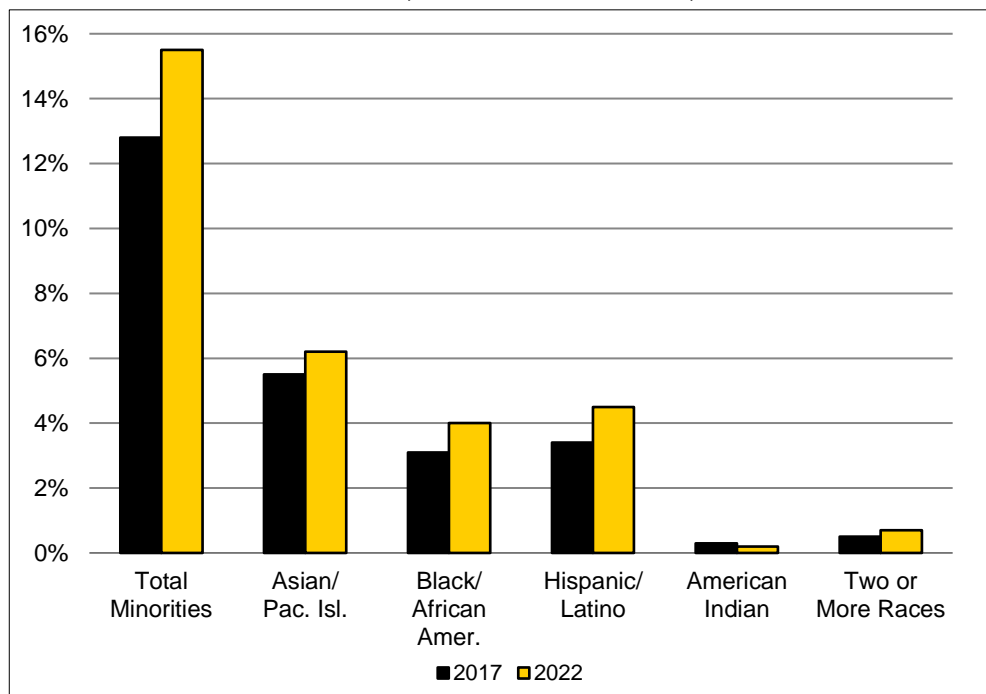


Figure 16
Total Workforce by Race/Ethnicity
November 1, 2017 – November 1, 2022



B. Faculty and Staff by Disability and Veteran Status, 2017 – 2022

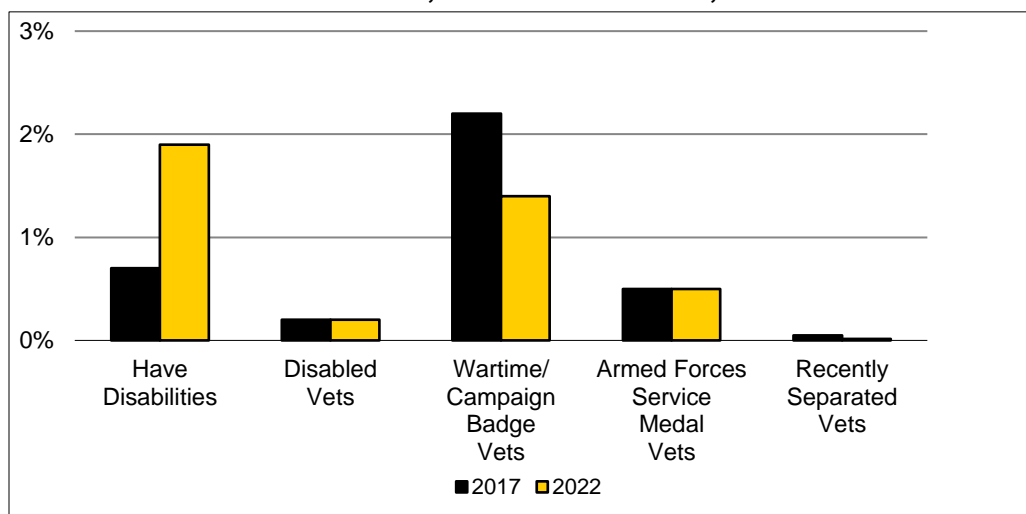
Employees may self-report disability and veteran status to the university at the time of appointment and may update or correct this information at any time. Per the federal OMB Voluntary Self-Identification of Disability form, a person is considered to have a disability if they have a physical or mental impairment or medical condition that substantially limits a major life activity, or if they have a history or record of such an impairment or medical condition.

In October 2022, the university invited employees to update their self-identification as a person with a disability or as a veteran; changes since 2017 may be due in part to this resurvey. The number of employees who reported having a disability increased by 240 (195 percent). The number of employees who self-identified as disabled veterans increased, while there were decreases in the number of employees who self-identified as Active Duty Wartime/Campaign Badge veterans, Armed Forces Service Medal veterans, and veterans whose discharge date from military service was within the three years prior to the data snapshot date.

Table 14
Faculty and Staff by Disability and Veteran Status
November 1, 2017 – 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
2017	18,359	123 0.7 %	36 0.2 %	411 2.2 %	96 0.5 %	5 < 0.1 %
2022	19,332	363 1.9 %	47 0.2 %	276 1.4 %	93 0.5 %	3 < 0.1 %
Net Change	+ 973 + 5.3 %	+ 240 + 195 %	+ 11 + 30.6 %	- 135 - 32.8 %	- 3 - 3.1 %	- 2 - 40.0 %

Figure 17
Faculty and Staff by Disability and Veteran Status
November 1, 2017 – November 1, 2022



C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity, 2017 – 2022

The university has experienced a net decrease of 85 tenured/tenure track faculty (6.2 percent) since 2017. During this five-year period, the number of women tenured/tenure track faculty increased by 12 (2.7 percent) and the total number of minorities increased by 12 (4.0 percent).

Table 15
Tenured/Tenure Track Faculty by Sex and Race/Ethnicity
November 1, 2017 – 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
2017	1,370	448 32.7 %	299 21.8 %	198 14.5 %	29 2.1 %	62 4.5 %	2 0.1 %	8 0.6 %
2022	1,285	460 35.8 %	311 24.2 %	209 16.3 %	31 2.4 %	61 4.7 %	0	10 0.8 %
Net Change	- 85 -6.2 %	+ 12 + 2.7 %	+ 12 + 4.0 %	+ 11 + 5.6 %	+ 2 + 6.9 %	- 1 - 1.6 %	- 2 - 100 %	+ 2 + 25.0 %

Figure 18
Tenured/Tenure Track Faculty by Sex
November 1, 2017 – November 1, 2022

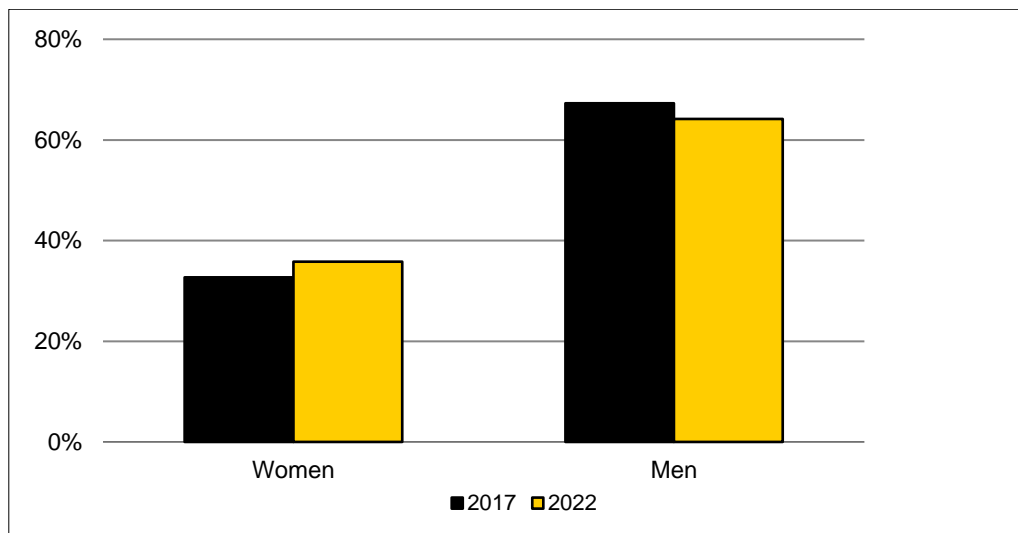
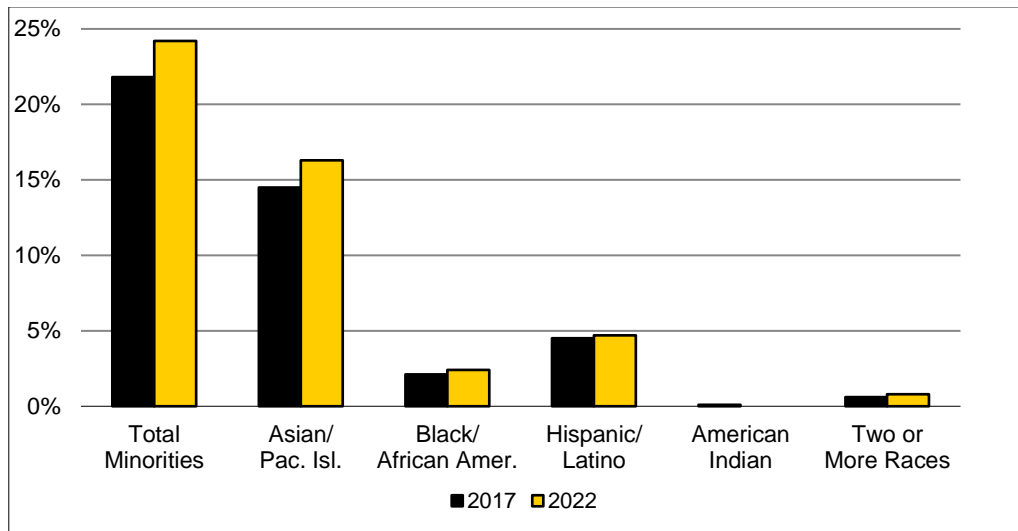


Figure 19
Tenured/Tenure Track Faculty by Race/Ethnicity
November 1, 2017 – November 1, 2022



D. Clinical Track Faculty by Sex and Race/Ethnicity, 2017 – 2022

Faculty appointed to clinical track positions are included in POA Group 3, Non-Tenure Track Faculty. The growth of the Non-Tenure Track Faculty is directly related to the increased number of clinical track appointments.

The clinical track faculty increased from 807 in 2017 to 967 in 2022, an increase of 19.8 percent. The number of women on the clinical track increased by 32.3 percent, and the number of minorities increased by 12.2 percent.

Table 16
Clinical Track Faculty by Sex and Race/Ethnicity
November 1, 2017 – 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
2017	807	390 48.3 %	197 24.4 %	130 16.1 %	18 2.2 %	44 5.5 %	1 0.1 %	4 0.5 %
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	+ 160 + 19.8 %	+ 126 + 32.3 %	+ 24 + 12.2 %	+ 25 + 19.2 %	+ 2 + 11.1 %	- 6 - 13.6 %	0	+ 3 + 75.0 %

Figure 20
Clinical Track Faculty by Sex
November 1, 2017 – November 1, 2022

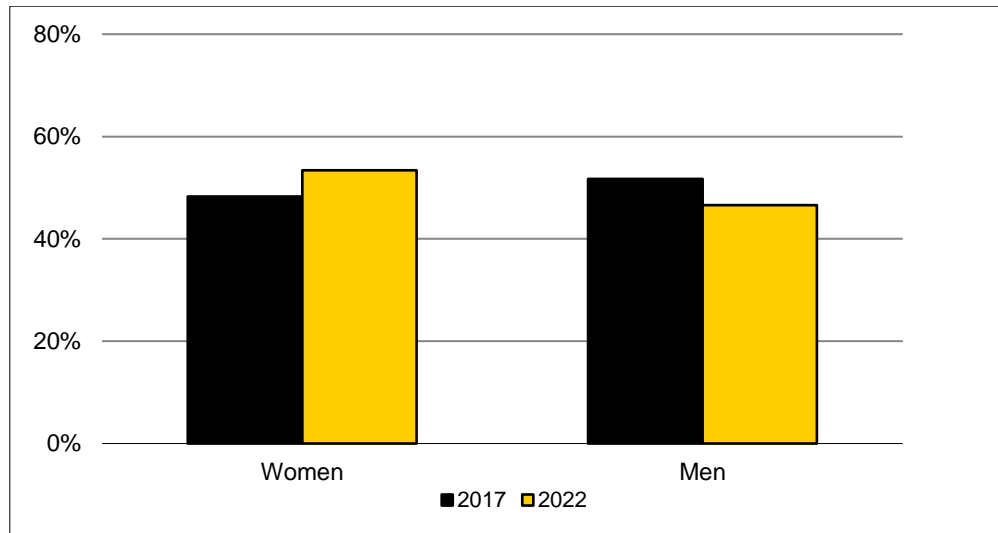
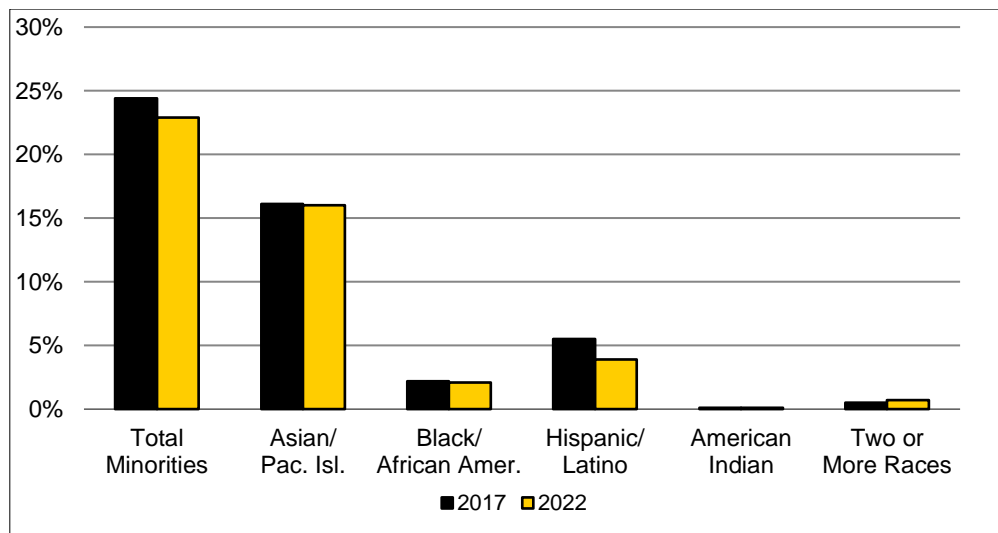


Figure 21
Clinical Track Faculty by Race/Ethnicity
November 1, 2017 – November 1, 2022



E. Research Track Faculty by Sex and Race/Ethnicity, 2017 – 2022

The research track is a subset of POA Group 3, Non-Tenure Track Faculty, implemented in 2009 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 has increased by 9 faculty (23.7 percent) over the past five years. The number of women on the research track increased by 6 (42.9 percent), and the number of racial/ethnic minorities has increased by 7 (58.3 percent).

Table 17
Research Track Faculty by Sex and Race/Ethnicity
November 1, 2017 – 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
2017	38	14 36.8 %	12 31.6 %	12 31.6 %	0	0	0	0
2022	47	20 42.6 %	19 40.4 %	17 36.2 %	0	2 4.3 %	0	0
Net Change	+ 9 + 23.7 %	+ 6 + 42.9 %	+ 7 + 58.3 %	+ 5 + 41.7 %	0	+ 2 n/a	0	0

Figure 22
Research Track Faculty by Sex
November 1, 2017 – November 1, 2022

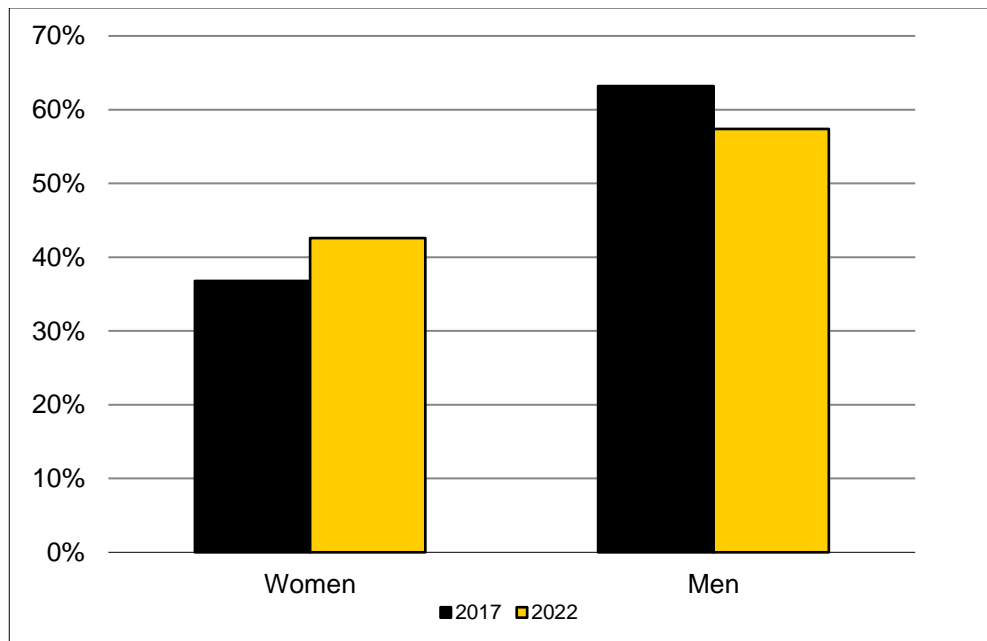
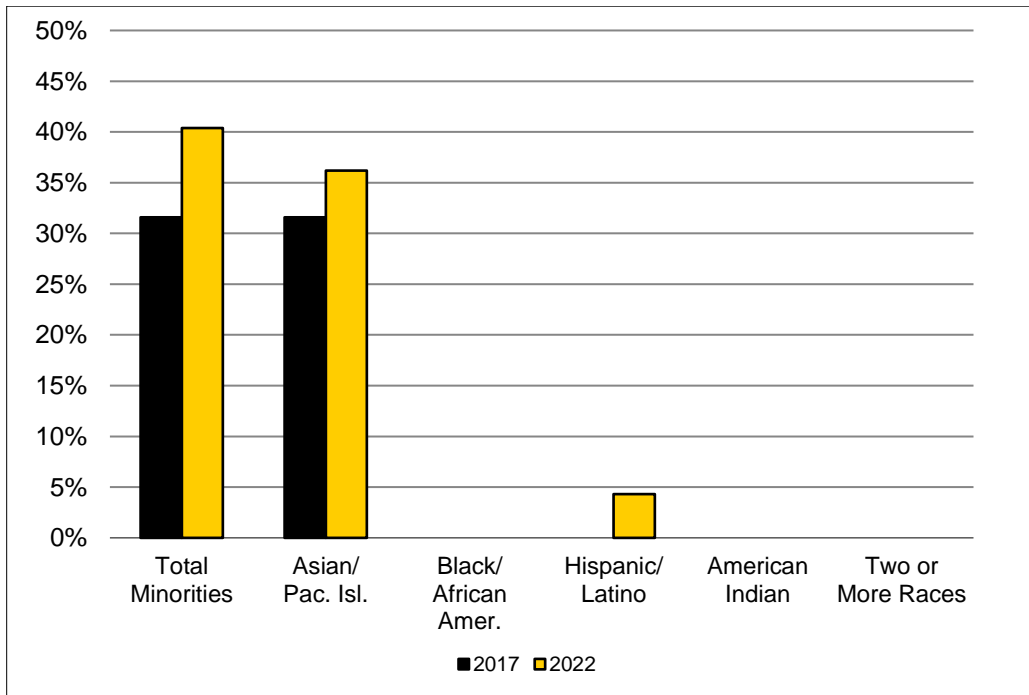


Figure 23
Research Track Faculty by Race/Ethnicity
November 1, 2017 – November 1, 2022



F. Instructional Track Faculty by Sex and Race/Ethnicity, 2017 - 2022

The instructional track is a subset of POA Group 3, Non-Tenure Track Faculty, for faculty who devote most of their time to engaging in the university's teaching mission. The UI Instructional Faculty Policy was developed through an extensive shared governance process and approved in Fall 2016, providing more substantial contracts, representation on the UI Faculty Senate, access to dispute procedures, and opportunities for promotion. The majority of faculty with instructional track appointments following the implementation of the new policy had held other non-tenure track appointments at the University of Iowa prior to the new policy.

There has been an increase of 97 instructional track faculty (59.1 percent) over the past five years. The number of women on the instructional track increased by 45 (36.0 percent), and the number of racial/ethnic minorities increased by 21 (117 percent).

Table 18
Instructional Track Faculty by Sex and Race/Ethnicity
November 1, 2017 – November 1, 2022

Year	Instructional Track Faculty	Women	Total Minorities	Asian/Pacific Islander	Black/African-American	Hispanic/Latino	American Indian/Alaska Native	Two or More Races
2017	187	125 66.8 %	18 9.6 %	9 4.8 %	2 1.1 %	4 2.1 %	3 1.6 %	0
2022	284	170 59.9 %	39 13.7 %	16 5.6 %	9 3.2 %	11 3.9 %	2 0.7 %	1 0.4 %
Net Change	+ 97 + 51.9 %	+ 45 + 36.0 %	+ 21 + 117 %	+ 7 + 77.8 %	+ 7 + 350 %	+ 7 + 175 %	- 1 - 33.3 %	+ 1 n/a

Figure 24
Instructional Track Faculty by Sex
November 1, 2017 – November 1, 2022

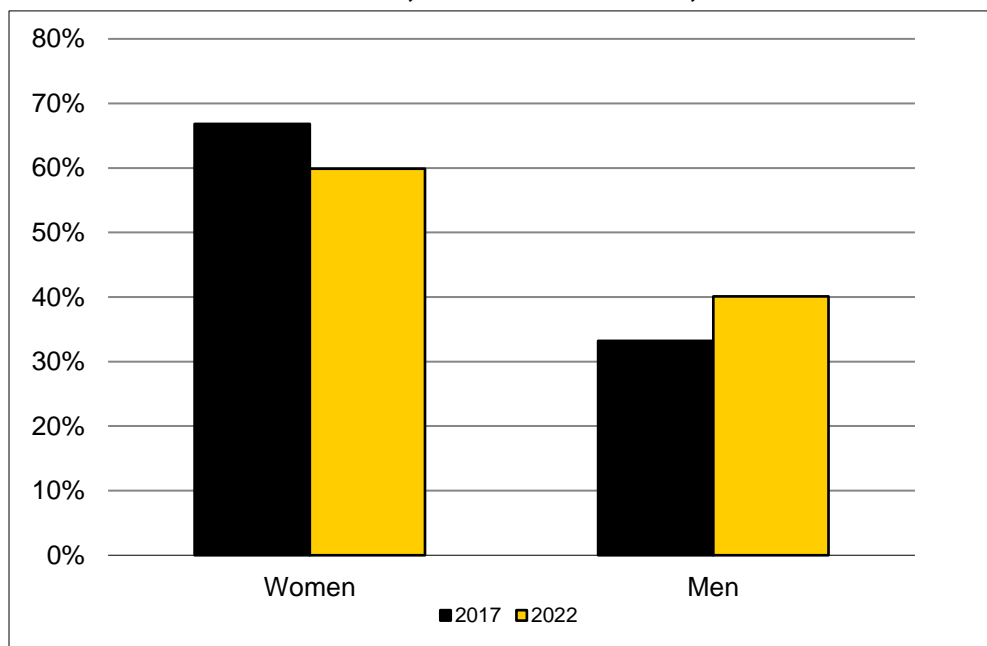
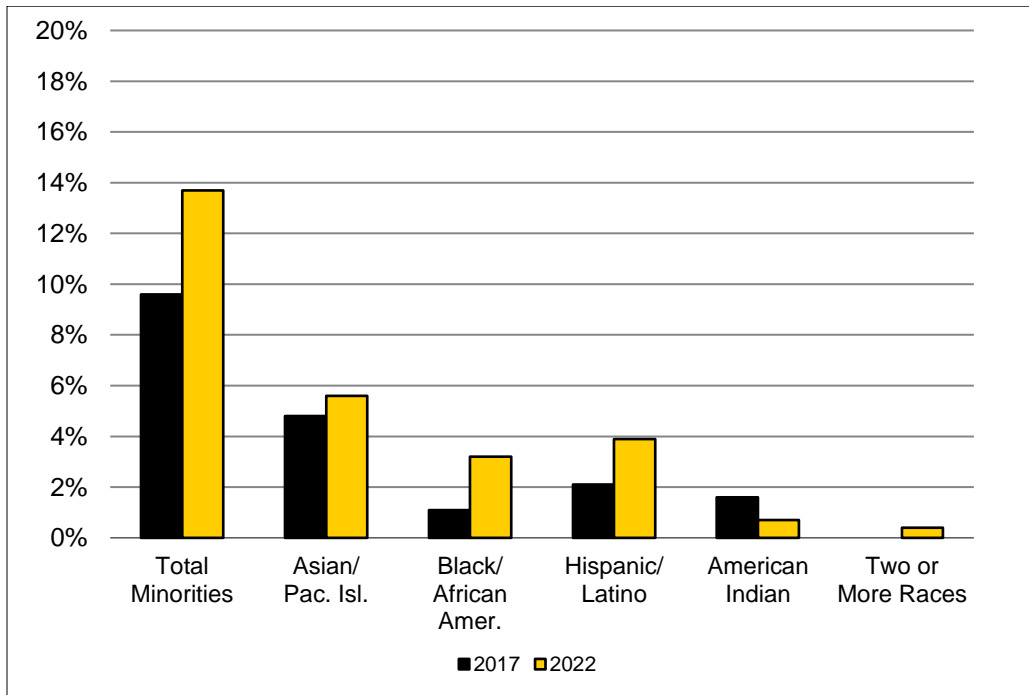


Figure 25
Research Track Faculty by Race/Ethnicity
November 1, 2017 – November 1, 2022



VII. TEN-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES: 2012 - 2022

A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity, 2012 - 2022

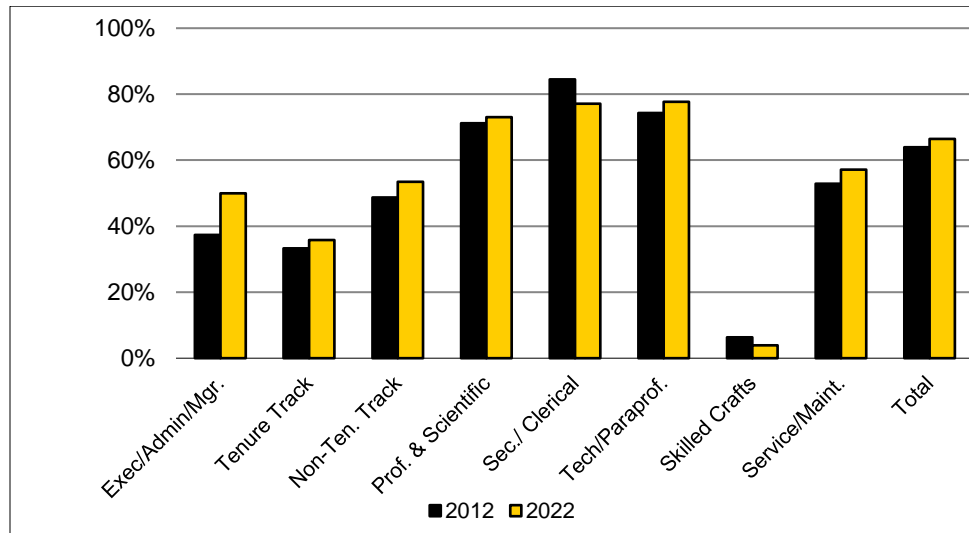
Overall Changes. Over the last ten years, the University of Iowa workforce has increased by 22.4 percent, from 15,794 in 2012 to 19,332 in 2022. The Primary Occupational Activity (POA) group with the largest proportional increase was Non-Tenure Track Faculty, and the largest net increase was among Professional and Scientific Staff. The greatest proportional and net decrease was in Secretarial and Clerical Staff.

Sex. The number of women in the workforce increased by 27.3 percent overall, with the largest proportional increase in Non-Tenure Track Faculty and the largest net increase in Professional and Scientific Staff. The greatest proportional decrease was among Skilled Crafts Staff, and the largest net decrease was among Secretarial and Clerical Staff.

Table 19
Faculty and Staff by Primary Occupational Activity Group and Sex
November 1, 2012 – November 1, 2022

Primary Occupational Activity Group	2012		2022		Net Change	
	Total	Women	Total	Women	Total	Women
Executive, Administrative, & Managerial Staff	353	132 37.4 %	402	201 50.0 %	+ 49 + 13.9 %	+ 69 + 52.3 %
2 Tenured/Tenure Track Faculty	1,474	491 33.3 %	1,285	460 35.8 %	- 189 - 12.8 %	- 31 - 6.3 %
3 Non-Tenure Track Faculty	895	436 48.7 %	1,452	777 53.5 %	+ 557 + 62.2 %	+ 341 + 78.2 %
4 Professional & Scientific Staff	8,257	5,879 71.2 %	12,003	8,757 73.0 %	+ 3,746 + 45.4 %	+ 2,878 + 49.0 %
5 Secretarial and Clerical Staff	2,017	1,705 84.5 %	942	726 77.1 %	- 1,075 - 53.3 %	- 979 - 57.4 %
6 Technical and Paraprofessional Staff	634	471 74.3 %	910	707 77.7 %	+ 276 + 43.5 %	+ 236 + 50.1 %
7 Skilled Crafts Staff	366	23 6.3 %	229	9 3.9 %	- 137 - 37.4 %	- 14 - 60.9 %
8 Service and Maintenance Staff	1,798	951 52.9 %	2,109	1,204 57.1 %	+ 311 + 17.3 %	+ 253 + 26.6 %
Total	15,794	10,088 63.9 %	19,332	12,841 66.4 %	+ 3,538 + 22.4 %	+ 2,753 + 27.3 %

Figure 26
Women Faculty and Staff by Primary Occupational Activity Group
November 1, 2012 – November 1, 2022



Race/Ethnicity. Employees may self-report race/ethnicity to the university at the time of application or appointment and may update or correct this information at any time.

Since 2012, racial/ethnic minority representation in the workforce has increased by 85.5 percent overall, with net increases in the numbers of employees identifying as Asian/Pacific Islander, Hispanic/Latino, Black/African American, or two or more races. The number of American Indians has decreased by 15 employees. The largest proportional increase in racial/minority representation overall was among Executive, Administrative, and Managerial Staff, and the largest net increase was in Professional and Scientific Staff. Minority representation decreased among Skilled Crafts Staff by 9 employees.

The table and charts on the following pages show the racial/ethnic composition of the workforce in 2012 and 2022.

Table 20
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
November 1, 2012 – November 1, 2022

Primary Occupational Activity Group	2012							2022							Net Change						
	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races	Total	Total Minorities	Asian/Pacific Islander*	Black/ African Amer.	Hispanic/ Latino	Amer. Indian/ Alaska Native	Two or More Races
1 Executive, Admin., & Managerial Staff	353	18 5.1%	2 0.6%	8 2.3%	5 1.4%	1 0.3%	2 0.6%	402	66 16.4%	26 6.5%	21 5.2%	13 3.2%	3 0.7%	3 0.7%	+49 +13.9%	+48 +267%	+24 +1200%	+13 +163%	+8 +160%	+2 +200%	+1 +50.0%
2 Tenured/ Tenure Track Faculty	1,474	292 19.8%	184 12.5%	38 2.6%	56 3.8%	7 0.5%	7 0.5%	1,285	311 24.2%	209 16.3%	31 2.4%	61 4.7%	0	10 0.8%	-189 -12.8%	+19 +6.5%	+25 +13.6%	-7 -18.4%	+5 +8.9%	-7 -100%	+3 +42.9%
3 Non-Tenure Track Faculty	895	180 20.1%	118 13.2%	23 2.6%	33 3.7%	3 0.3%	3 0.3%	1,452	315 21.7%	211 14.5%	35 2.4%	56 3.9%	3 0.2%	10 0.7%	+557 +62.2%	+135 +75.0%	+93 +78.8%	+12 +52.2%	+23 69.7%	0	+7 +233%
4 Professional & Scientific Staff	8,257	635 7.7%	360 4.4%	97 1.2%	145 1.8%	16 0.2%	17 0.2%	12,003	1,281 10.7%	558 4.6%	219 1.8%	395 3.3%	19 0.2%	90 0.7%	+3,746 +45.4%	+646 +102%	+198 +55.0%	+122 +126%	+250 +172%	+3 +18.8%	+73 +429%
5 Secretarial & Clerical Staff	2,017	98 4.9%	20 1.0%	39 1.9%	31 1.5%	7 0.3%	1 <0.1%	942	128 13.6%	32 3.4%	49 5.2%	40 4.2%	5 0.5%	2 0.2%	-1,075 -53.3%	+30 +30.6%	+12 +60.0%	+10 +25.6%	+9 +29.0%	-2 -28.6%	+1 +100%
6 Technical & Paraprofessional Staff	634	57 9.0%	11 1.7%	19 3.0%	23 3.6%	3 0.5%	1 0.2%	910	186 20.4%	38 4.2%	56 6.2%	82 9.0%	3 0.3%	7 0.8%	+276 +43.5%	+129 +226%	+27 +245%	+37 +195%	+59 +257%	0	+6 +600%
7 Skilled Crafts Staff	366	19 5.2%	1 0.3%	7 1.9%	5 1.4%	6 1.6%	0	229	10 4.4%	2 0.9%	0	4 1.7%	0	4 1.7%	-137 -37.4%	-9 -47.4%	+1 +100%	-7 -100%	-1 -20.0%	-6 -100%	+4 n/a
8 Service & Maintenance Staff	1,798	320 17.8%	70 3.9%	147 8.2%	80 4.4%	16 0.9%	7 0.4%	2,109	707 33.5%	113 5.4%	358 17.0%	216 10.2%	11 0.5%	9 0.4%	+311 +17.3%	+387 +121%	+43 +61.4%	+211 +144%	+136 +170%	-5 -31.3%	+2 +28.6%
Total	15,794	1,619 10.3%	766 4.8%	378 2.4%	378 2.4%	59 0.4%	38 0.2%	19,332	3,004 15.5%	1,189 6.2%	769 4.0%	867 4.5%	44 0.2%	135 0.7%	+3,538 +22.4%	+1,385 +85.5%	+423 +55.2%	+391 +103%	+489 +129%	-15 -25.4%	+97 +255%

* In 2021, ten employees self-identified as Native Hawaiian or Other Pacific Islander; due to the small number, this racial/ethnic category is combined with the Asian category in this report. Two or More Races was a new category beginning in 2010.

Figure 27
Minority Faculty and Staff by Primary Occupational Activity Group
November 1, 2012 – November 1, 2022

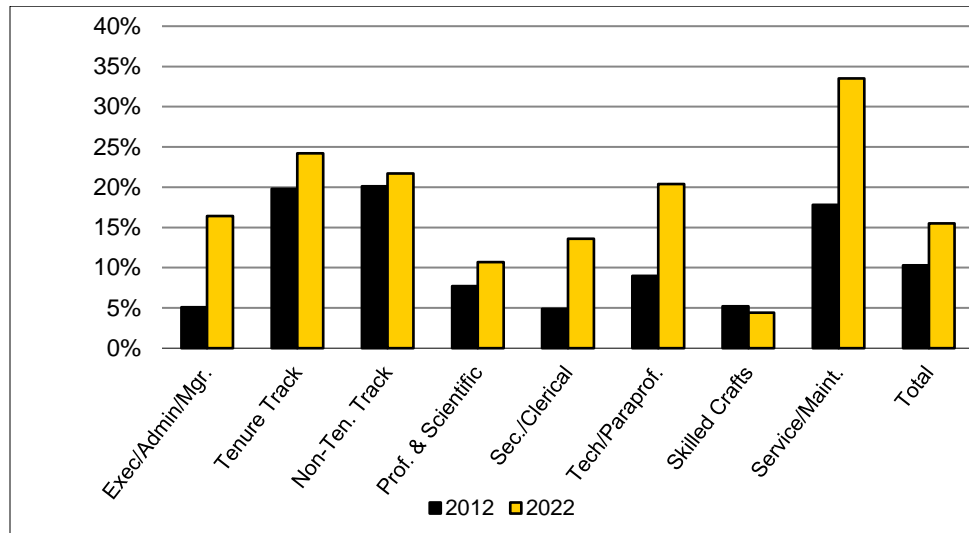
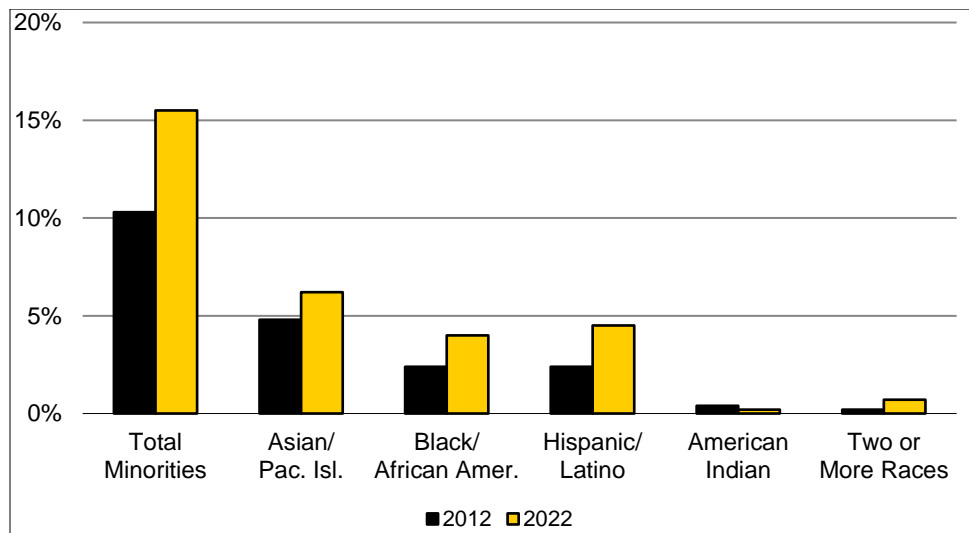


Figure 28
Total Workforce by Race/Ethnicity
November 1, 2012 – November 1, 2022



B. Faculty and Staff by Disability and Veteran Status, 2012 - 2022

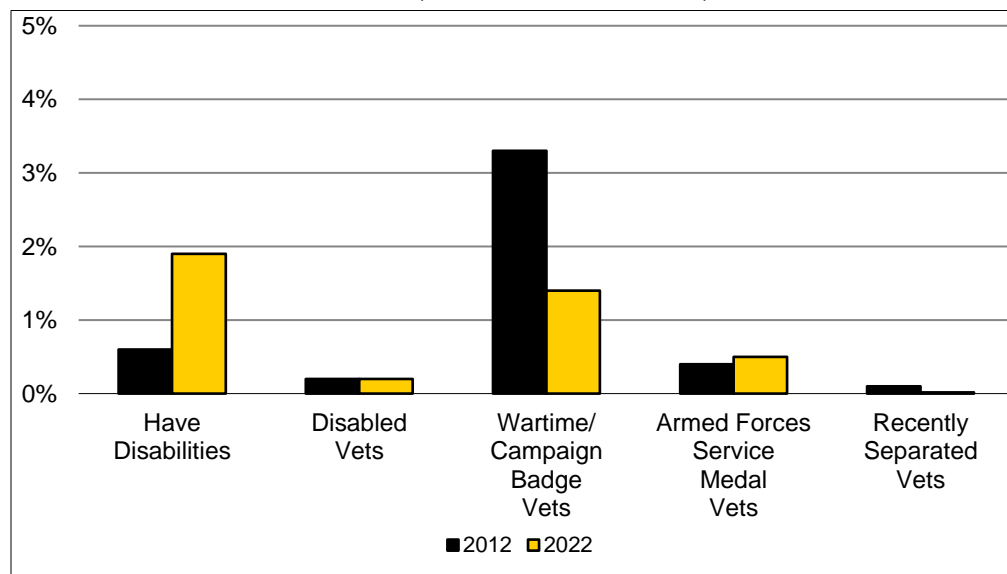
Employees may self-report disability and veteran status to the university at the time of appointment and may update or correct this information at any time. Per the federal OMB Voluntary Self-Identification of Disability form, a person is considered to have a disability if they have a physical or mental impairment or medical condition that substantially limits a major life activity, or if they have a history or record of such an impairment or medical condition.

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

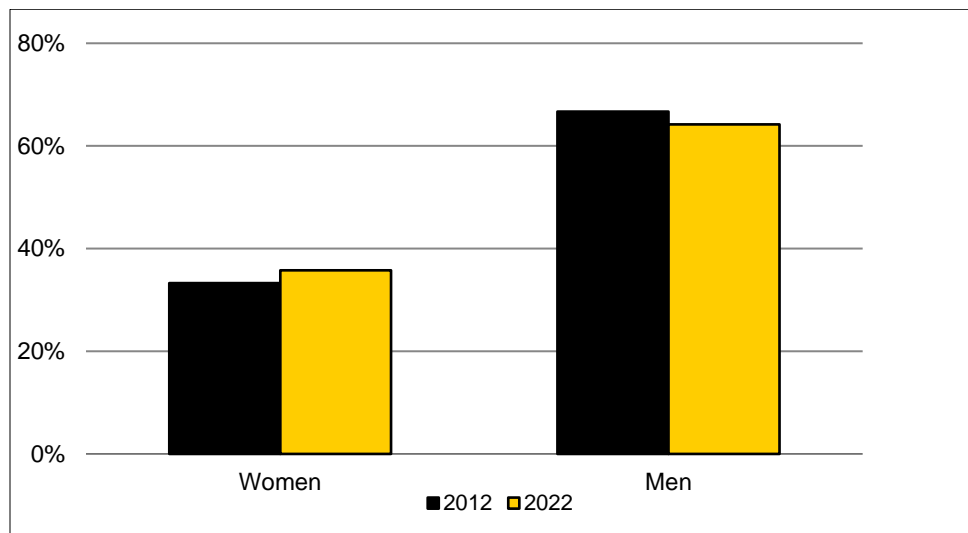
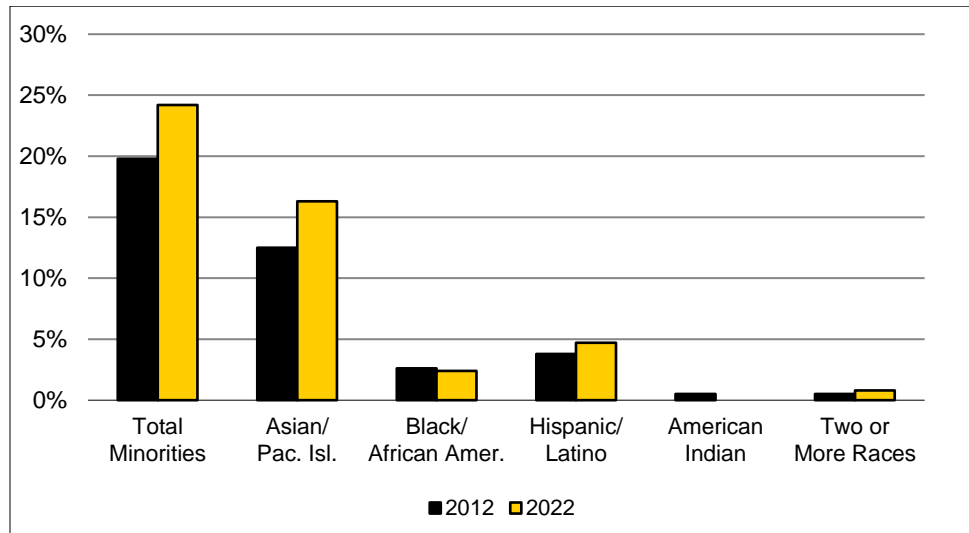


Figure 31
Tenured/Tenure Track Faculty by Race/Ethnicity
November 1, 2012 – November 1, 2022



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

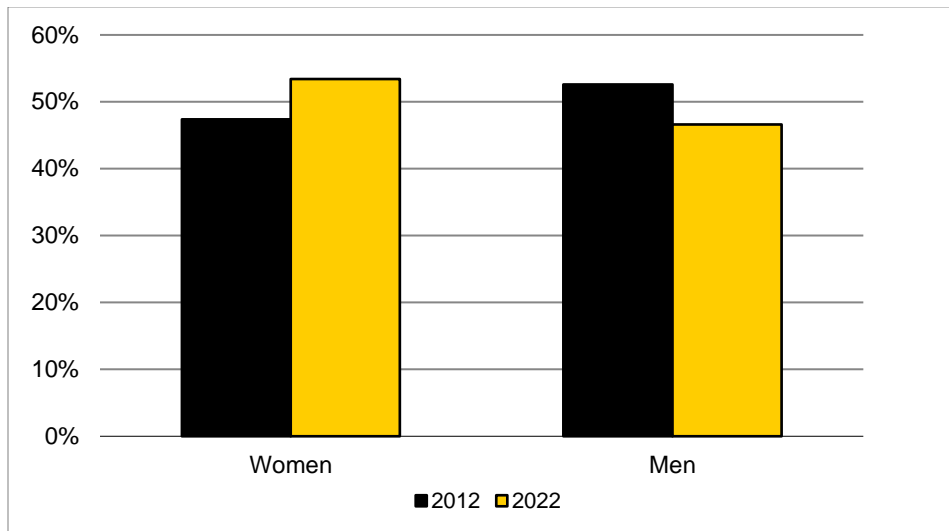
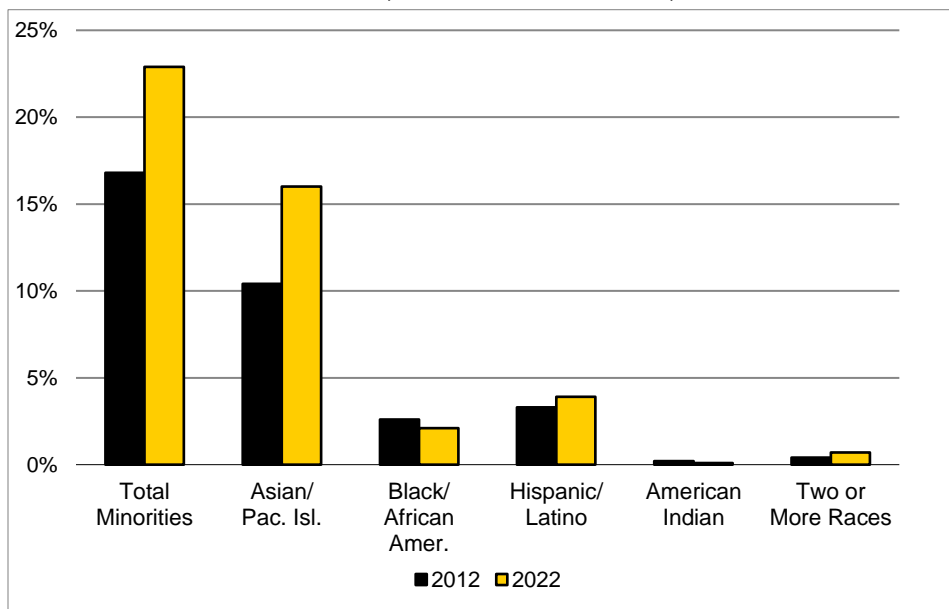


Figure 33
Clinical Track Faculty by Race/Ethnicity
November 1, 2012 – November 1, 2022



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

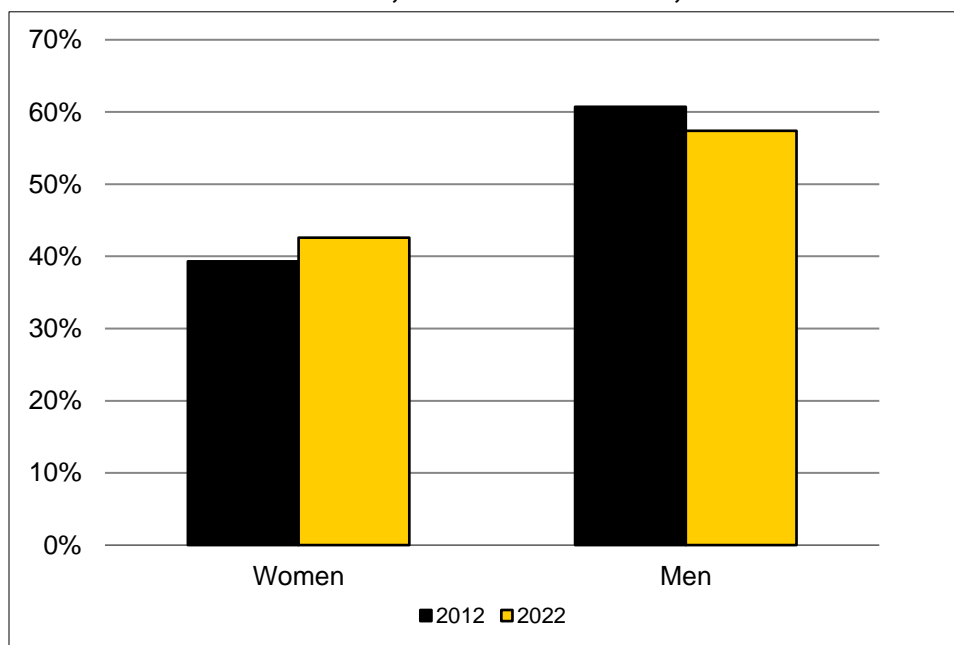
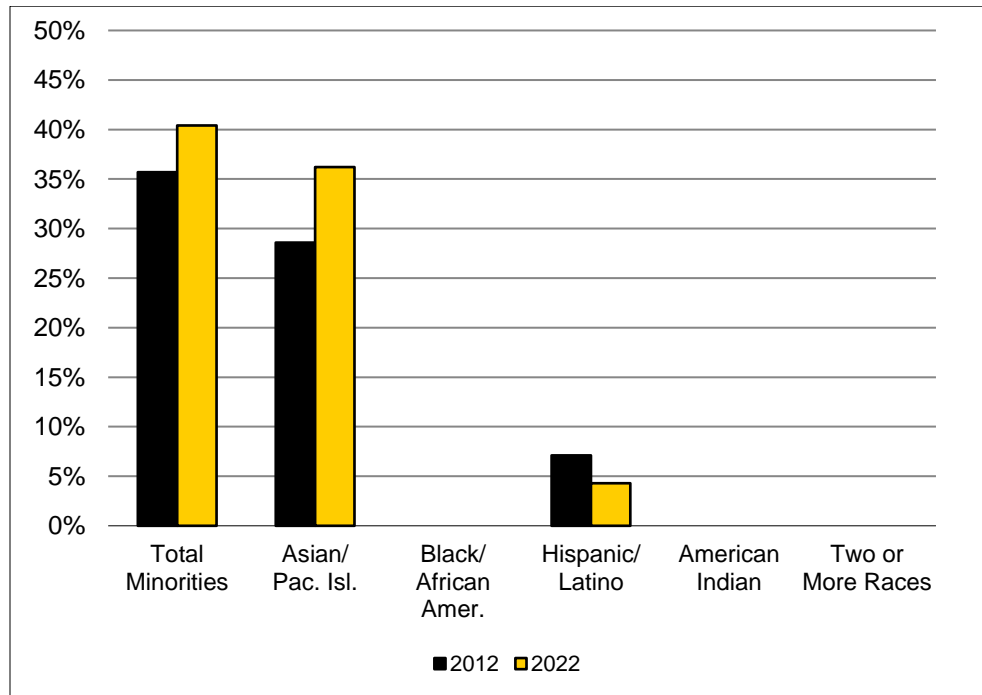


Figure 35
Research Track Faculty by Race/Ethnicity
November 1, 2012 – November 1, 2022



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%