IOWA

REPORT TO THE BOARD OF REGENTS
STATE OF IOWA

Annual Equal Employment Opportunity and Affirmative Action Workforce Report November 2023

Submitted by

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University of Iowa

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Annual Equal Employment Opportunity and Affirmative Action Workforce Report
November 2023

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 2023 *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]

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[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, 2022 to November 1, 2023, the University of Iowa workforce increased by 664 employees (+3.4%), from 19,332 to 19,996. Further details about workforce changes in the past year are presented in Section IV of this report.

  o The faculty and staff increased by 418 women (+3.3%).

  o Total racial/ethnic minority representation increased by 241 faculty and staff (+8.0%). Net changes among racial/ethnic groups were:
    - + 125 Blacks/African Americans (+16.3%)
    - + 56 individuals identifying as two or more races (+41.5%)
    - + 47 Hispanics/Latinos (+5.4%)
    - + 11 Asians/Pacific Islanders (+0.9%)
    - + 2 American Indians/Alaska Natives (+4.5%)

  o There was a decrease of 17 tenured/tenure track faculty (-1.3%).

  o The number of women faculty members on the tenure track decreased by 6 (-1.3%), maintaining representation at 35.8%.

  o The number of minority faculty members on the tenure track increased by 9 (+2.9%), increasing representation from 24.2% to 25.2%.

  o Representation of women among executive, administrative, and managerial staff increased by 6 (+3.0%), from 50.0% to 50.1%.

  o The number of racial/ethnic minorities among executive, administrative, and managerial staff decreased by 1 (-1.5%), from 16.4% to 15.7%.

  o Minority representation among professional and scientific staff increased by 111 staff (+8.7%), from 10.7% to 11.2%.

  o 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 409 women (2.0% of the total workforce) and by 268 minorities (1.3% of the total workforce).[2]

  o There was a net increase of 26 employees (+7.2%) who self-reported having disabilities.

  o There were decreases in the numbers of disabled veterans (-2), Active Duty Wartime/Campaign Badge veterans (-13), and Armed Forces Service Medal veterans (-2). The number of recently separated veterans increased by 3.

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[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, 2018 to November 1, 2023, the University of Iowa workforce increased by 1,396 employees (+7.5%), from 18,600 to 19,996. Further details about workforce changes in the past five years are presented in Section VI of this report.

  o The faculty and staff increased by 1,134 women (+9.4%).

  o Total racial/ethnic minority representation increased by 751 faculty and staff (+30.1%). Net changes among racial/ethnic groups were:
    - + 300 Blacks/African Americans (+50.5%)
    - + 258 Hispanics/Latinos (+39.3%)
    - + 134 Asians/Pacific Islanders (+12.6%)
    - + 64 individuals identifying as two or more races (+50.4%)
    - - 5 American Indians/Alaska Natives (-9.8%)

  o There was a net decrease of 75 tenured/tenure track faculty (-5.6%). The number of women tenure track faculty decreased by 1 (-0.2%), and the number of minority faculty increased by 12 (+3.9%).

  o The number of employees who self-reported having disabilities increased by 263 (+209%). This increase may be due in part to a resurvey of the workforce in October 2022.

  o The number of employees who self-identified as disabled veterans increased (+8). There were decreased in the numbers of Active Duty Wartime/Campaign Badge veterans (-119) and Armed Forces Service Medal veterans (-5). There was no change in the number of recently separated veterans.

- **Ten-Year Comparison of Workforce Categories.** From November 1, 2013 to November 1, 2023, the University of Iowa workforce increased by 3,839 employees (+23.8%), from 16,157 to 19,996. Further details about workforce changes in the past ten years are presented in Section VII of this report.

  o The faculty and staff increased by 2,923 women (+28.3%).

  o Racial/ethnic minority representation increased by 1,496 faculty and staff (+85.5%). Net changes among racial/ethnic groups were:
    - + 487 Blacks/African Americans (+120%)
    - + 483 Hispanics/Latinos (+112%)
    - + 398 Asians/Pacific Islanders (+49.6%)
    - + 138 individuals identifying as two or more races (+260%)
    - - 10 American Indians/Alaska Natives (-17.9%)

  o There was a net decrease of 192 tenured/tenure track faculty (-13.2%). The number of women on the tenure track decreased by 25 (-5.2%), and minority representation increased by 19 (+6.3%).

  o There was an increase of 304 employees (+358%) who self-reported having disabilities. This increase may be due in part to a resurvey of the workforce in October 2022.

  o There were increases in the numbers of employees who self-identified as disabled veterans (+14) and Armed Forces Service Medal veterans (+18). There were decreases in the numbers of Active Duty Wartime/Campaign Badge veterans (-246) and recently separated veterans (-4).

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.

The Division of Diversity, Equity, and Inclusion (DDEI) is comprised of three units: Inclusive Excellence and Strategic Initiatives, the Office of Institutional Equity, and the Center for Inclusive Academic Excellence. 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) 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 federal and state equal employment opportunity/affirmative action (EEO/AA) laws/regulations and University of Iowa 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; ensuring appropriate outreach efforts to women and minority applicants, including the use of targeted recruitment resources where underrepresentation of women and/or minorities exists; conducting pre-interview audits to ensure that all qualified candidates, including candidates protected against discrimination based on their sex, race/ethnicity, 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.

Staff in OIE are also tasked with providing primary prevention and awareness programs for incoming students and employees that include information on sexual harassment/sexual misconduct, bystander intervention, and risk reduction, along with information on other forms of protected-class discrimination and harassment. OIE–Equity Compliance and Student Wellness in the Division of Student Life provide centralized oversight and monitoring of compliance with the mandatory harassment prevention education for the campus community on sexual harassment, sexual misconduct, and other forms of protected-class discrimination and harassment.

C. The University of Iowa Strategic Plan

The 2022 – 2027 University of Iowa Strategic Plan establishes five interconnected priorities: 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. 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 the ability to achieve their potential. The four primary focus areas of the welcoming and inclusive environment goal are:
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
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 best practices during the faculty recruitment process and to enhance the ability of faculty search committees to support an inclusive search and hiring process. 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. Fund to Enhance Community and Inclusion

Administered by the Office of the Executive Vice President and Provost and the Division of Diversity, Equity, and Inclusion, 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. The fund also helps to advance the academic mission through the recruitment of faculty who are underrepresented in the discipline and retention of faculty who foster community and inclusion in the discipline.

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 education 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 2023, a total of 9,320 employees completed one of the approved harassment prevention courses; of these, 99% (9,266) completed an online training and 1% (54) completed an in-person training. As of June 30, 2023, 99.1% of current covered employees were compliant with the mandate for periodic education on harassment prevention.

Figure 1
Harassment Prevention Education Completion Rates as of June 30, 2023
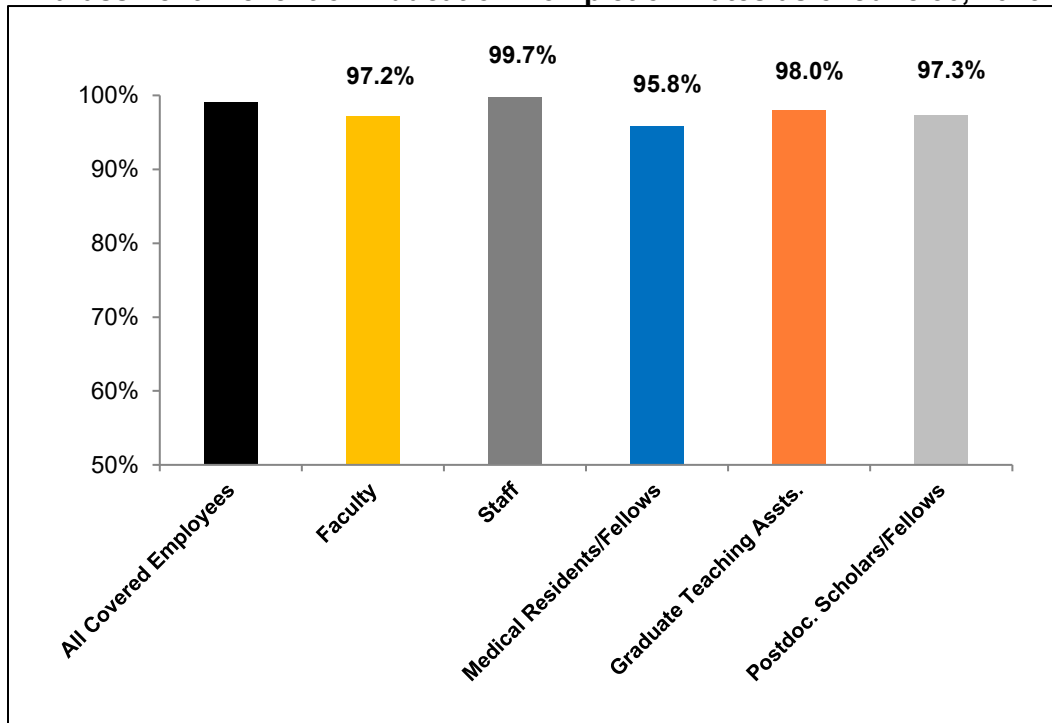
Students, staff, and faculty are notified annually of the following university policies by email:
- Policy on Sexual Harassment and Sexual Misconduct
- Policy on Human Rights
- Anti-Harassment Policy
- Policy on Consensual Relationships Involving Students
- Policy on Violence
- Anti-Retaliation Policy
- Nondiscrimination Statement
- Accessibility Statement

G. National Coalition Building Institute (NCBI)

The National Coalition Building Institute (NCBI) is a nonprofit leadership training organization. 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 over 4,000 faculty, staff, students, and community members through ongoing workshops. Additionally, over 140 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 2022-23, UI's NCBI affiliate held 12 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 189 faculty, staff, students, and community members attended these workshops. Feedback from participants' evaluations continues to be overwhelmingly positive.

IV.   ONE-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES:
2022 - 2023

A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity, 2022 - 2023

Overall Changes. The University of Iowa workforce increased by 664 employees (3.4 percent) during the 2022-23 data year, from 19,332 to 19,996. 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 Service and Maintenance 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 518 employees (4.0 percent). Similar to prior years, the workforce growth is a direct response to the overall growth in services, research, and technology. In June 2022, UI Health Care acquired Siouxland Medical Education Foundation, including 36 staff, primarily to the UI Community Clinics (UICC). UICC has begun hiring additional positions to staff a new Urgent Care clinic opening in Davenport this winter. The Department of Pharmacy has continued to grow in ambulatory and inpatient services to support patient census and demands, requiring additional staff, and new initiatives surrounding prescription capture, quality, and informatics have resulted in several new positions. The Department of Pathology has also experienced growth due to new and expanded services such as digital pathology, mailout testing, and research, as well as achieving greater success recruiting and filling vacant roles. As UI Health Care and the services provided grow, so have technology needs. New positions have been added within Health Care Information Systems to support training, analytics, help desk support, and more robust application development and support. Lastly, both the Department of Nursing and Environmental Services have experienced significant growth attributable to multiple efforts to increase recruitment and retention, such as increasing range minimums for many Merit roles including nursing assistants and custodians, utilizing temporary sign-on incentives in Spring 2022, and implementing a new patient care technician classification. Historically, nursing assistants/patient care technicians and custodians have had the highest turnover across UI Health Care; however, both recruitment and retention efforts having been more successful this past year, resulting in overall growth in staff in these departments.

Sex. The number of women in the workforce increased by 418 (3.3 percent). The largest proportional increases were in Skilled Crafts Staff and Service and Maintenance 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, 2022 – November 1, 2023

Primary Occupational Activity Group	2022		2023		Net Change	
	Total	Women	Total	Women	Total	Women
1 Executive, Administrative, & Managerial Staff	402	201 50.0 %	413	207 50.1 %	+ 11 + 2.7 %	+ 6 + 3.0 %
2 Tenured/Tenure Track Faculty	1,285	460 35.8 %	1,268	454 35.8 %	- 17 - 1.3 %	- 6 - 1.3 %
3 Non-Tenure Track Faculty	1,452	777 53.5 %	1,481	800 54.0 %	+ 29 + 2.0 %	+ 23 + 3.0 %
4 Professional & Scientific Staff	12,003	8,757 73.0 %	12,473	9,058 72.6 %	+ 470 + 3.9 %	+ 301 + 3.4 %
5 Secretarial and Clerical Staff	942	726 77.1 %	903	686 76.0 %	- 39 - 4.1 %	- 40 - 5.5 %
6 Technical and Paraprofessional Staff	910	707 77.7 %	969	737 76.1 %	+ 59 + 6.5 %	+ 30 + 4.2 %
7 Skilled Crafts Staff	229	9 3.9 %	221	10 4.5 %	- 8 - 3.5 %	+ 1 + 11.1 %
8 Service and Maintenance Staff	2,109	1,204 57.1 %	2,268	1,307 57.6 %	+ 159 + 7.5 %	+ 103 + 8.6 %
Total	**19,332**	**12,841 66.4 %**	**19,996**	**13,259 66.3 %**	**+ 664 + 3.4 %**	**+ 418 + 3.3 %**

Figure 2
Women Faculty and Staff by Primary Occupational Activity Group
November 1, 2022 – November 1, 2023
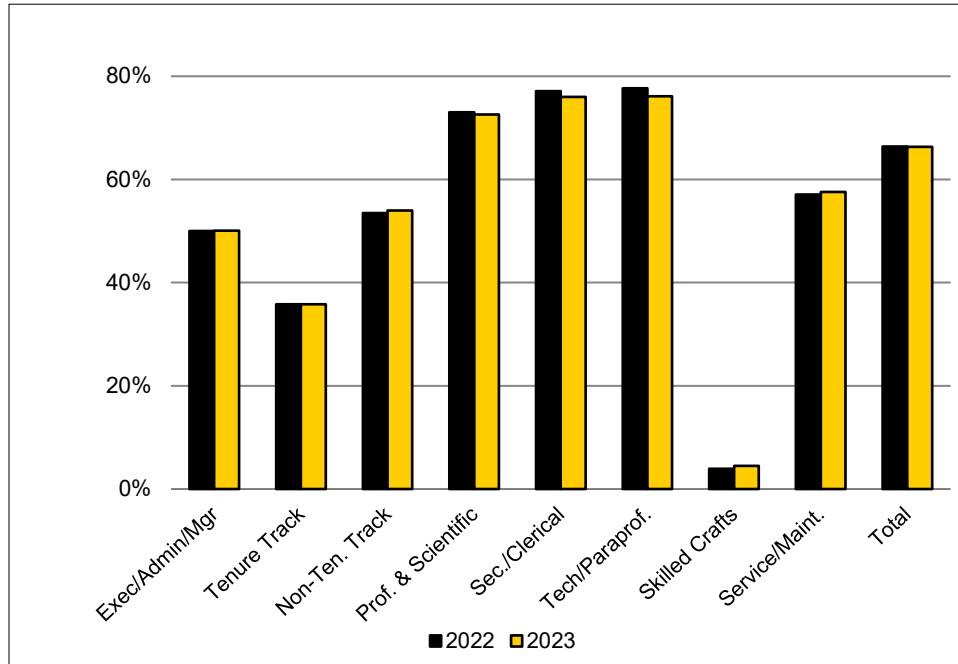
Race/Ethnicity. Employees may self-report race/ethnicity to the university at the time of application or appointment and may update or correct this information at any time.

The total number of racial/ethnic minorities increased by 241 (8.0 percent) from 2022 to 2023. The largest proportional increase was among Technical and Paraprofessional Staff, and the largest net increase was in Professional and Scientific Staff. There were decreases in the numbers of minority Executive, Administrative, and Managerial Staff and Non-Tenure Track Faculty. The total numbers of employees who self-identified as Asian/Pacific Islander, Black/African American, Hispanic/Latino, and American Indian/Alaska Native increased. 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, 2022 – November 1, 2023

Primary Occupational Activity Group	2022 Total	2022 Total Minorities	2022 Asian/Pacific Islander*	2022 Black/African Amer.	2022 Hispanic/Latino	2022 Amer. Indian/Alaska Native	2022 Two or More Races	2023 Total	2023 Total Minorities	2023 Asian/Pacific Islander*	2023 Black/African Amer.	2023 Hispanic/Latino	2023 Amer. Indian/Alaska Native	2023 Two or More Races	Net Change Total	Net Change Total Minorities	Net Change Asian/Pacific Islander*	Net Change Black/African Amer.	Net Change Hispanic/Latino	Net Change Amer. Indian/Alaska Native	Net Change Two or More Races
1 Executive, Admin., & Managerial Staff	402	66 16.4%	26 6.5%	21 5.2%	13 3.2%	3 0.7%	3 0.7%	413	65 15.7%	24 5.8%	22 5.3%	12 2.9%	2 0.5%	5 1.2%	+11 +2.7%	-1 -1.5%	-2 -7.7%	+1 +4.8%	-1 -7.7%	-1 -33.3%	+2 +66.7%
2 Tenured/Tenure Track Faculty	1,285	311 24.2%	209 16.3%	31 2.4%	61 4.7%	0	10 0.8%	1,268	320 25.2%	212 16.7%	31 2.4%	66 5.2%	1 0.1%	10 0.8%	-17 -1.3%	+9 +2.9%	+3 +1.4%	0	+5 +8.2%	+1 n/a	0
3 Non-Tenure Track Faculty	1,452	315 21.7%	211 14.5%	35 2.4%	56 3.9%	3 0.2%	10 0.7%	1,481	314 21.2%	205 13.8%	33 2.2%	65 4.4%	3 0.2%	8 0.5%	+29 +2.0%	-1 -0.3%	-6 -2.8%	-2 -5.7%	+9 +16.1%	0	-2 -20.0%
4 Professional & Scientific Staff	12,003	1,281 10.7%	558 4.6%	219 1.8%	395 3.3%	19 0.2%	90 0.7%	12,473	1,392 11.2%	566 4.5%	263 2.1%	416 3.3%	22 0.2%	125 1.0%	+470 +3.9%	+111 +8.7%	+8 +1.4%	+44 +20.1%	+21 +5.3%	+3 +15.8%	+35 +38.9%
5 Secretarial & Clerical Staff	942	128 13.6%	32 3.4%	49 5.2%	40 4.2%	5 0.5%	2 0.2%	903	143 15.8%	36 4.0%	59 6.5%	36 4.0%	5 0.6%	7 0.8%	-39 -4.1%	+15 +11.7%	+4 +12.5%	+10 +20.4%	-4 -10.0%	0	+5 +250%
6 Technical & Paraprofessional Staff	910	186 20.4%	38 4.2%	56 6.2%	82 9.0%	3 0.3%	7 0.8%	969	213 22.0%	39 4.0%	77 7.9%	83 8.6%	2 0.2%	12 1.2%	+59 +6.5%	+27 +14.5%	+1 +2.6%	+21 +37.5%	+1 +1.2%	-1 -33.3%	+5 +71.4%
7 Skilled Crafts Staff	229	10 4.4%	2 0.9%	0	4 1.7%	0	4 1.7%	221	10 4.5%	2 0.9%	1 0.5%	5 2.3%	0	2 0.9%	-8 -3.5%	0	0	+1 n/a	+1 +25.0%	0	-2 -50.0%
8 Service & Maintenance Staff	2,109	707 33.5%	113 5.4%	358 17.0%	216 10.2%	11 0.5%	9 0.4%	2,268	788 34.7%	116 5.1%	408 18.0%	231 10.2%	11 0.5%	22 1.0%	+159 +7.5%	+81 +11.5%	+3 +2.7%	+50 +14.0%	+15 +6.9%	0	+13 +144%
Total	19,332	3,004 15.5%	1,189 6.2%	769 4.0%	867 4.5%	44 0.2%	135 0.7%	19,996	3,245 16.2%	1,200 6.0%	894 4.5%	914 4.6%	46 0.2%	191 1.0%	+664 +3.4%	+241 +8.0%	+11 +0.9%	+125 +16.3%	+47 +5.4%	+2 +4.5%	+56 +41.5%

* In 2023, 16 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
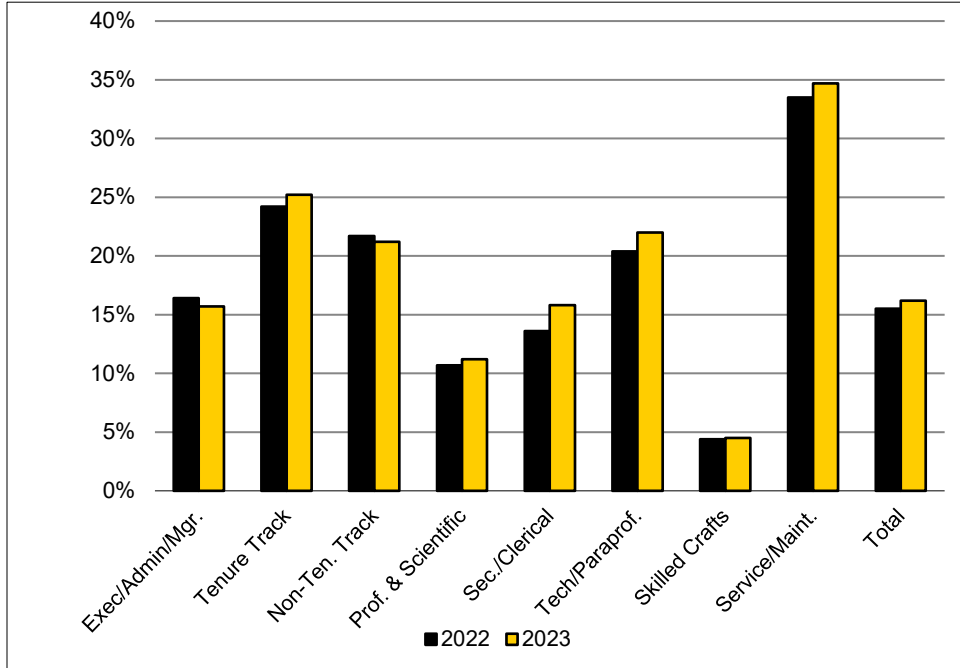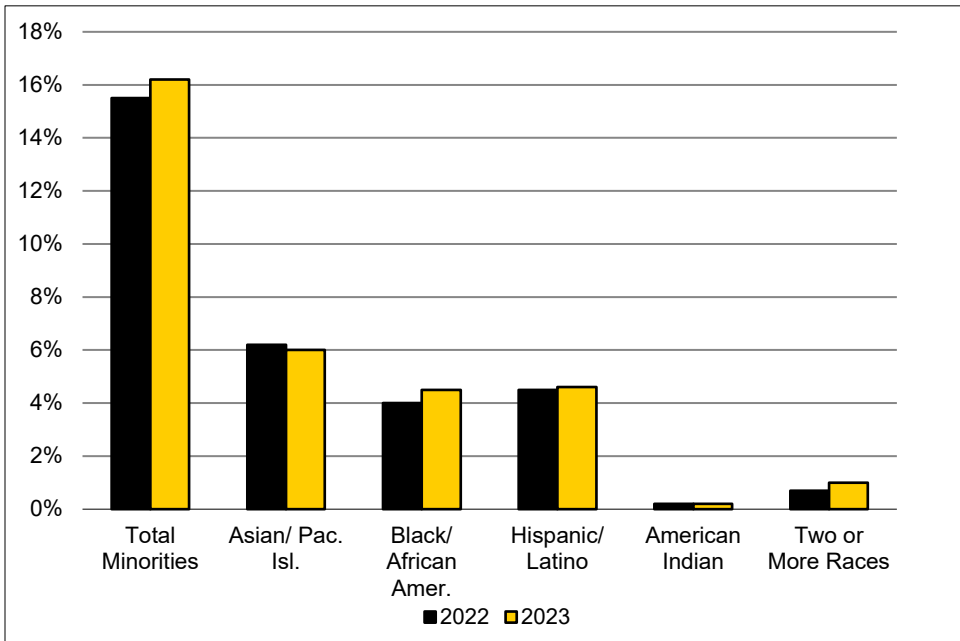**November 1, 2022 – November 1, 2023**

Figure 4
Total Workforce by Race/Ethnicity
November 1, 2022 – November 1, 2023

**B. Faculty and Staff by Disability and Veteran Status, 2022 - 2023**

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.

The number of employees who reported having a disability increased by 26 (7.2 percent) from 2022 to 2023. There were decreases in the numbers of employees who self-identified as disabled veterans, Armed Forces Service Medal veterans, and Active Duty Wartime/Campaign Badge veterans, while there was an increase of 3 in the number of employees 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, 2022 – November 1, 2023

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Disabled Veterans	Wartime/ Campaign Badge Veterans	Armed Forces Service Medal Veterans	Recently Separated Veterans
2022	19,332	363 1.9 %	47 0.2 %	276 1.4 %	93 0.5 %	3 < 0.1 %
2023	19,996	389 1.9 %	45 0.2 %	263 1.3 %	91 0.5 %	6 < 0.1 %
Net Change	+ 664 + 3.4 %	+ 26 + 7.2 %	- 2 - 4.3 %	- 13 - 4.7 %	- 2 - 2.2 %	+ 3 + 100.0 %

Figure 5
Faculty and Staff by Disability and Veteran Status
November 1, 2022 – November 1, 2023

14
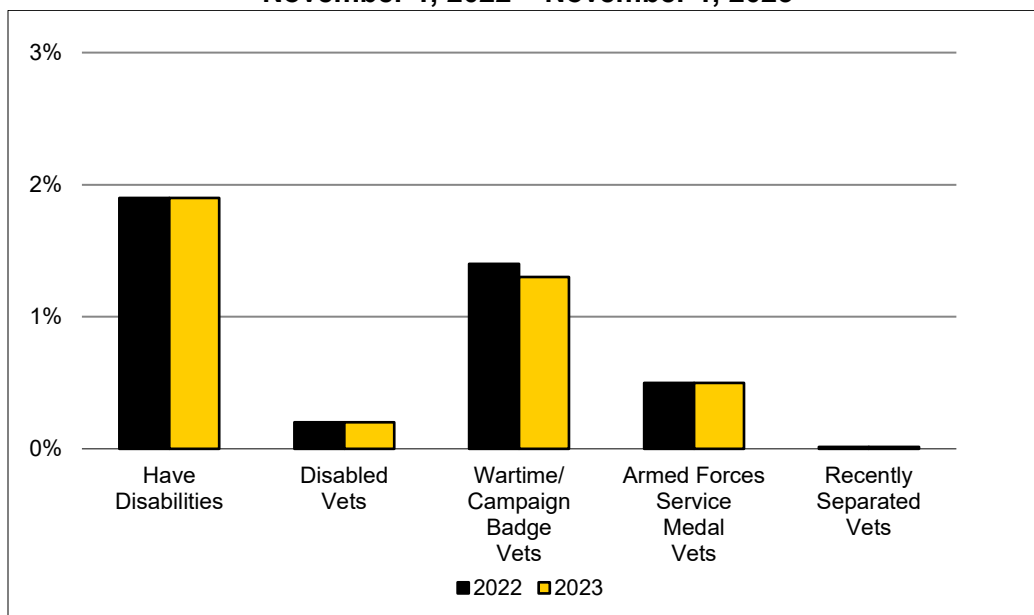
C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity, 2022 - 2023

The number of tenured/tenure track faculty decreased by 17 (1.3 percent) in the last year. The number of women decreased by 6 (1.3 percent), and the number of minority faculty increased by 9 (2.9 percent).

Table 4
Tenured/Tenure Track Faculty by Sex and Race/Ethnicity
November 1, 2022 – November 1, 2023

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2022	1,285	460 35.8 %	311 24.2 %	209 16.3 %	31 2.4 %	61 4.7 %	0	10 0.8 %
2023	1,268	454 35.8 %	320 25.2 %	212 16.7 %	31 2.4 %	66 5.2 %	1 0.1%	10 0.8 %
Net Change	- 17 - 1.3 %	- 6 - 1.3 %	+ 9 + 2.9 %	+ 3 + 1.4 %	0	+ 5 + 8.2 %	+ 1 n/a	0

Figure 6
Tenured/Tenure Track Faculty by Sex
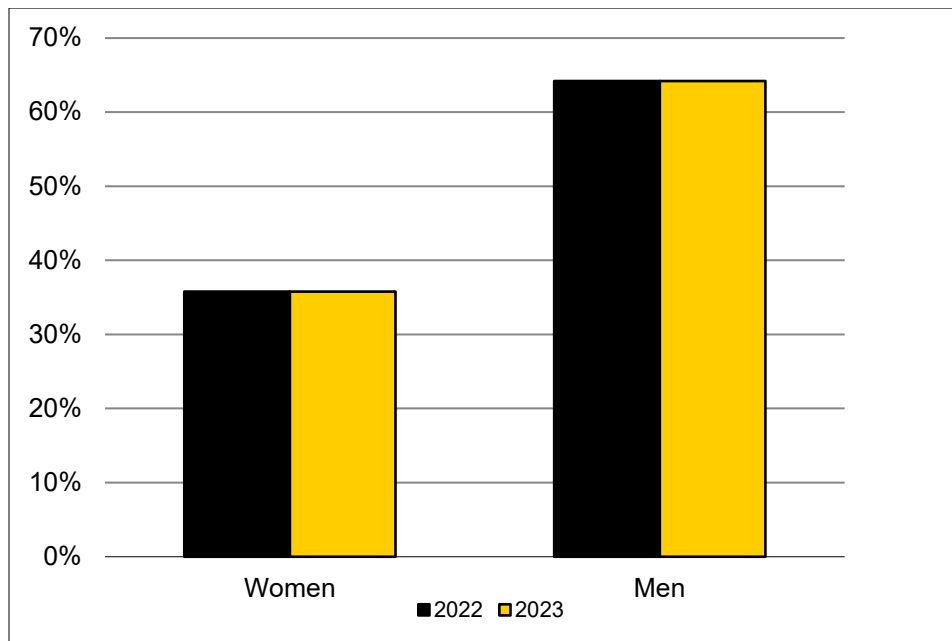**November 1, 2022 – November 1, 2023**

Figure 7
Tenured/Tenure Track Faculty by Race/Ethnicity
November 1, 2022 – November 1, 2023
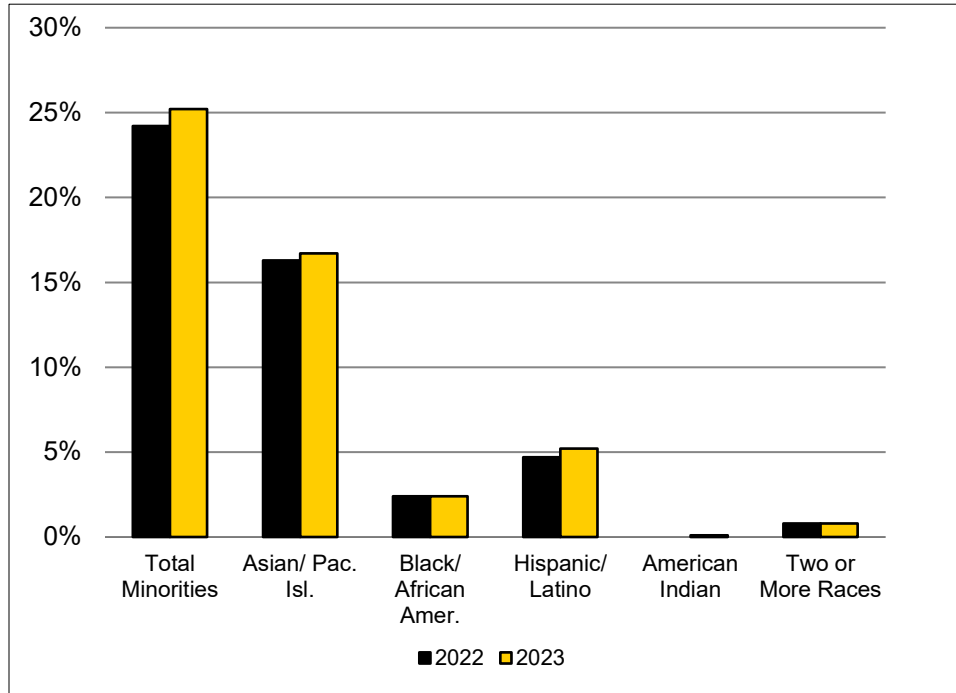
D. Tenured/Tenure Track Faculty Promotion and Tenure Rates by Sex and Minority Status, Academic Year 2023–24

A total of 64 tenure track faculty were granted promotions effective Academic Year 2023-24, of whom 24 are women. This rate of promotion (37.5 percent) exceeds the percentage of women on the tenure track faculty, now at 35.8 percent. Racial/ethnic minorities received 15 of the 64 promotions (23.4 percent); this representation approximates the representation of minorities on the tenure track faculty (25.2 percent).

Twenty-nine tenure track faculty members were granted tenure effective Academic Year 2023-24, of whom 13 (44.8 percent) are women. As of November 2023, women represent 46.6 percent of the untenured faculty on the tenure track. Among the 29 tenure track faculty members who received tenure, 11 (37.9 percent) are members of racial/ethnic minority groups. As of November 2023, minorities represent 32.9 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 2023-24 Academic Year

	Total	Women	Minorities
PROMOTIONS			
Number on Tenure Track	1,268	454	320
Percentage of Total on Tenure Track		35.8%	25.2%
Sought Promotions	64	24	15
Percentage of All Faculty Who Sought Promotions (n = 64)		37.5%	23.4%
Percentage of Subgroup (Total, Women, or Minorities)	5.0%	5.3%	4.7%
Granted Promotions	64	24	15
Percentage of All Faculty Who Were Granted Promotions (n = 64)		37.5%	23.4%
Percentage of Subgroup (Total, Women, or Minorities) Who Sought Promotions	100.0%	100.0%	100.0%
TENURE			
Number of Untenured Faculty on Tenure Track	356	166	117
Percentage of Total Untenured on Tenure Track		46.6%	32.9%
Sought Tenure	29	13	11
Percentage of All Faculty Who Sought Tenure (n = 29)		44.8%	37.9%
Percentage of Subgroup (Total, Women, or Minorities)	8.1%	7.8%	9.4%
Granted Tenure	29	13	11
Percentage of All Faculty Who Were Granted Tenure (n = 29)		44.8%	37.9%
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, 2022 - 2023

Faculty appointed to clinical track positions are included in POA Group 3, Non-Tenure Track Faculty. The university experienced a net increase of 54 clinical track faculty (5.6 percent) over the past year.

The number of women on the clinical track increased by 24 (4.7 percent), and the number of minorities on the clinical track increased by 16 (7.2 percent).

Carver College of Medicine continues to employ the majority of the clinical track faculty (85 percent), followed by the College of Dentistry (5 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, 2022 – November 1, 2023

Year	Clinical Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2022	967	516 53.4 %	221 22.9 %	155 16.0 %	20 2.1 %	38 3.9 %	1 0.1 %	7 0.7 %
2023	1,021	540 52.9 %	237 23.2 %	160 15.7 %	21 2.1 %	48 4.7 %	1 0.1 %	7 0.7 %
Net Change	+ 54 + 5.6 %	+ 24 + 4.7 %	+ 16 + 7.2 %	+ 5 + 3.2 %	+ 1 + 5.0 %	+ 10 + 26.3 %	0	0

Figure 8
Clinical Track Faculty by Sex
November 1, 2022 – November 1, 2023
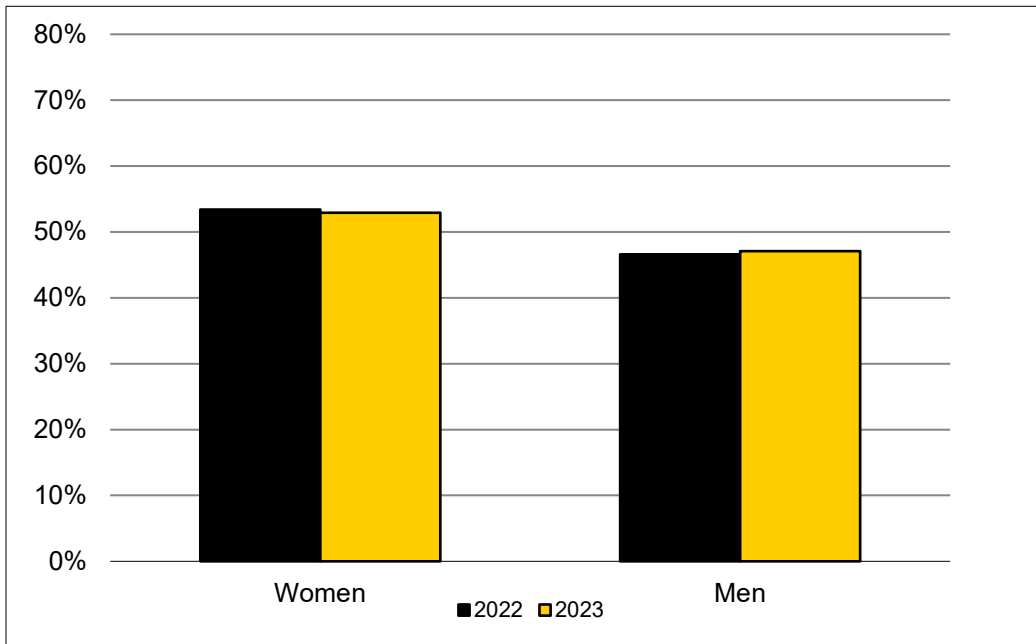
Figure 9
Clinical Track Faculty by Race/Ethnicity
November 1, 2022 – November 1, 2023
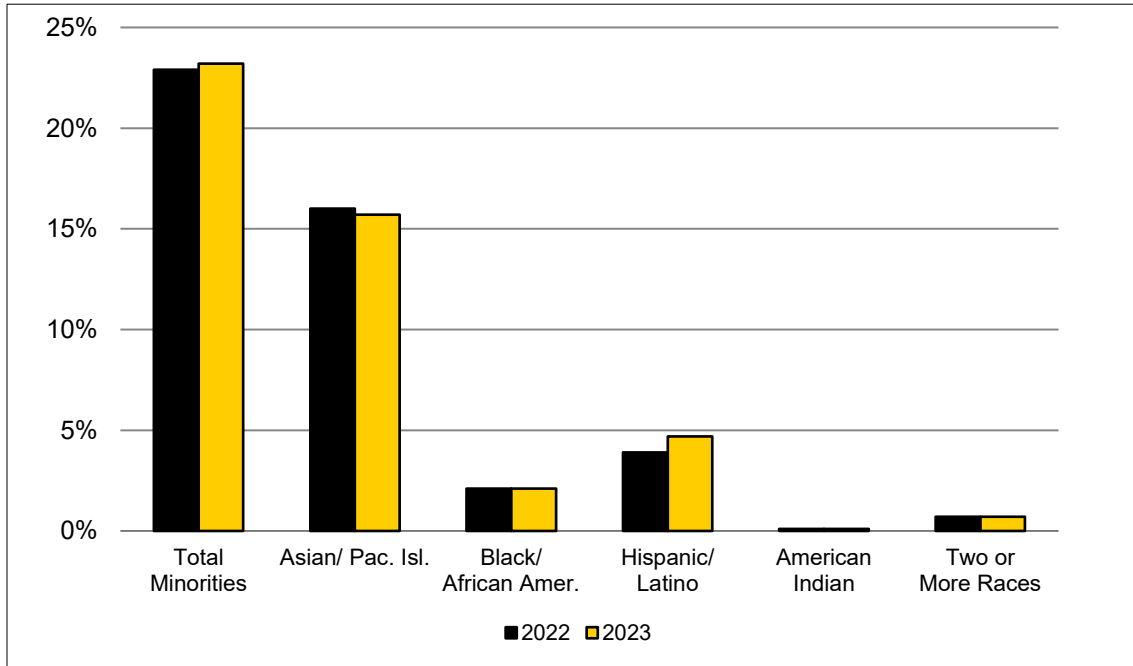
F. Research Track Faculty by Sex and Race/Ethnicity, 2022 - 2023

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 an increase of 4 faculty (8.5 percent) on the research track over the last year. The number of women on the research track decreased by 2 (10.0 percent), and the number of racial/ethnic minorities increased by 3 (15.8 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, 2022 – November 1, 2023

Year	Research Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African-American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2022	47	20 42.6 %	19 40.4 %	17 36.2 %	0	2 4.3 %	0	0
2023	51	18 35.3 %	22 43.1 %	20 39.2 %	0	2 3.9 %	0	0
Net Change	+ 4 + 8.5 %	- 2 - 10.0 %	+ 3 + 15.8 %	+ 3 + 17.6 %	0	0	0	0

Figure 10
Research Track Faculty by Sex
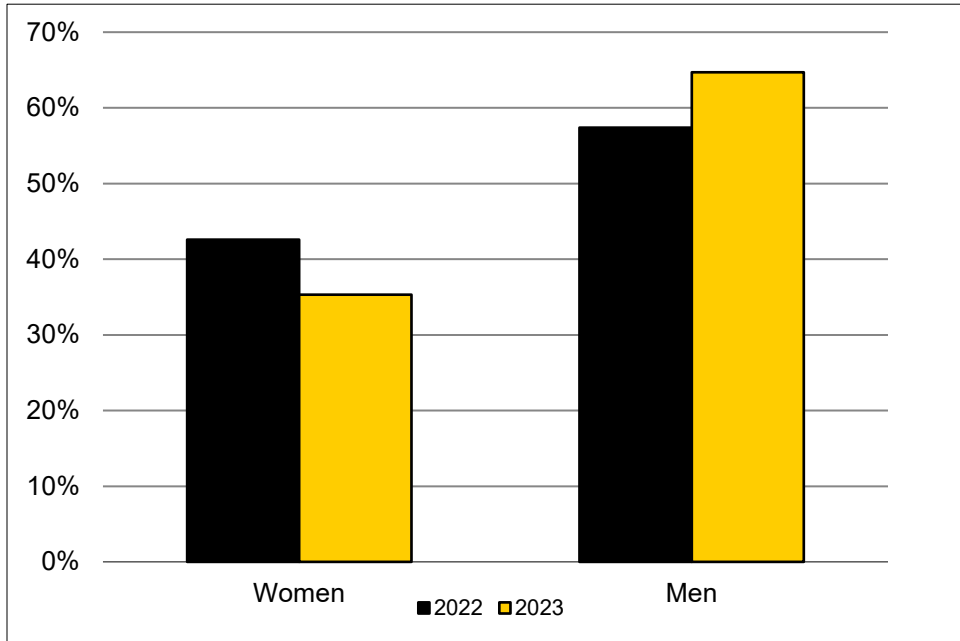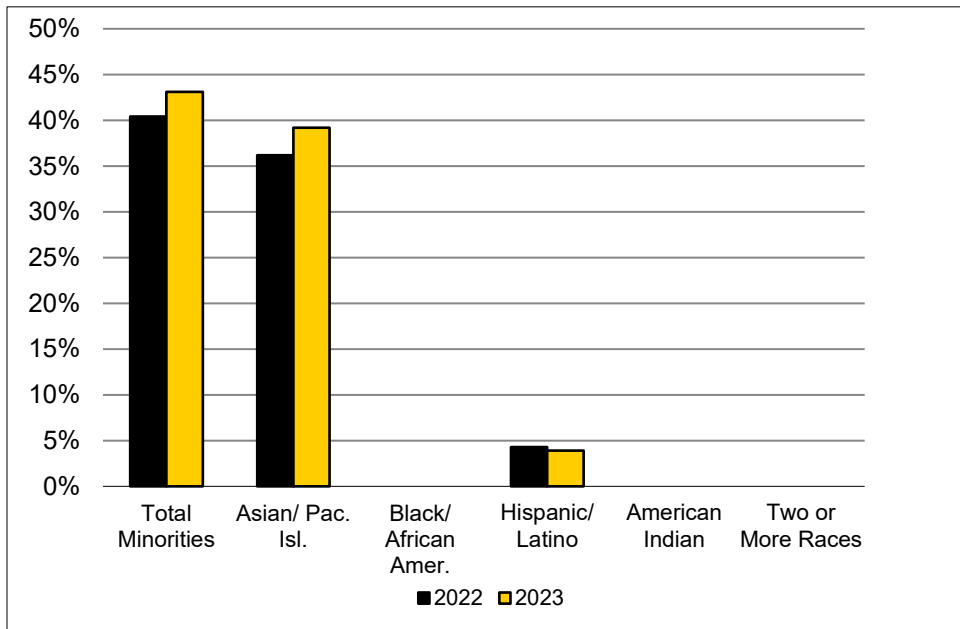**November 1, 2022 – November 1, 2023**

Figure 11
Research Track Faculty by Race/Ethnicity
November 1, 2022 – November 1, 2023

G. Instructional Track Faculty by Sex and Race/Ethnicity, 2022 - 2023

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 an increase of 16 instructional track faculty (5.6 percent) over the last year. The number of women on the instructional track increased by 7 (4.1 percent), and the number of racial/ethnic minorities decreased by 3 (7.7 percent).

The College of Liberal Arts and Sciences employs 58 percent of the instructional track faculty, followed by the Tippie College of Business (20 percent). The remaining instructional faculty are employed in the colleges of Nursing, Engineering, Law, Public Health, and the Graduate College.

Table 8
Instructional Track Faculty by Sex and Race/Ethnicity
November 1, 2022 – November 1, 2023

Year	Instruc-tional Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African-American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2022	284	170 59.9 %	39 13.7 %	16 5.6 %	9 3.2 %	11 3.9 %	2 0.7 %	1 0.4 %
2023	300	177 59.0 %	36 12.0 %	14 4.7 %	8 2.7 %	11 3.7 %	2 0.7 %	1 0.3 %
Net Change	+ 16 + 5.6 %	+ 7 + 4.1 %	- 3 - 7.7 %	- 2 - 12.5%	- 1 - 11.1 %	0	0	0

Figure 12
Instructional Track Faculty by Sex
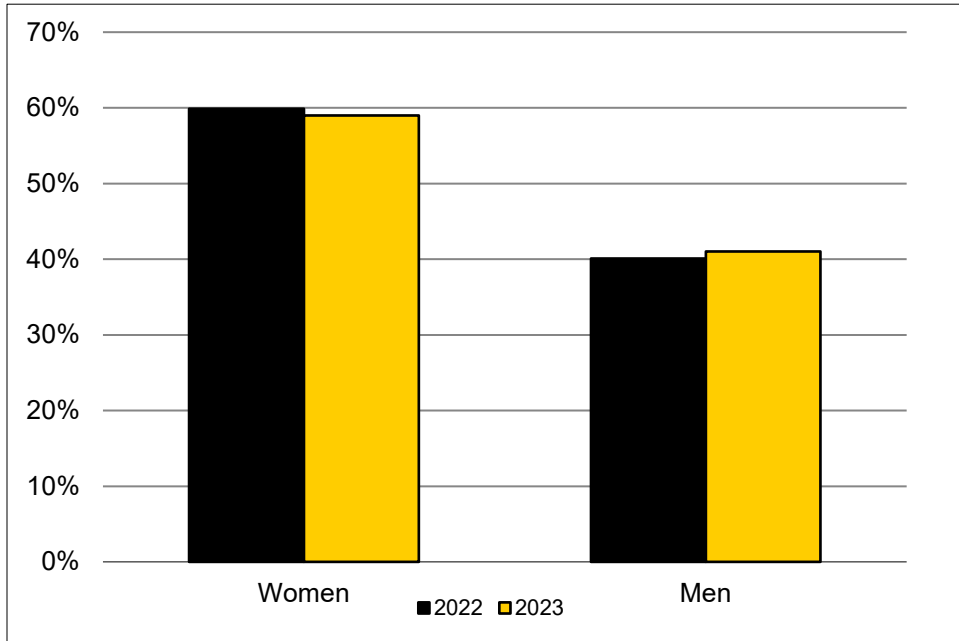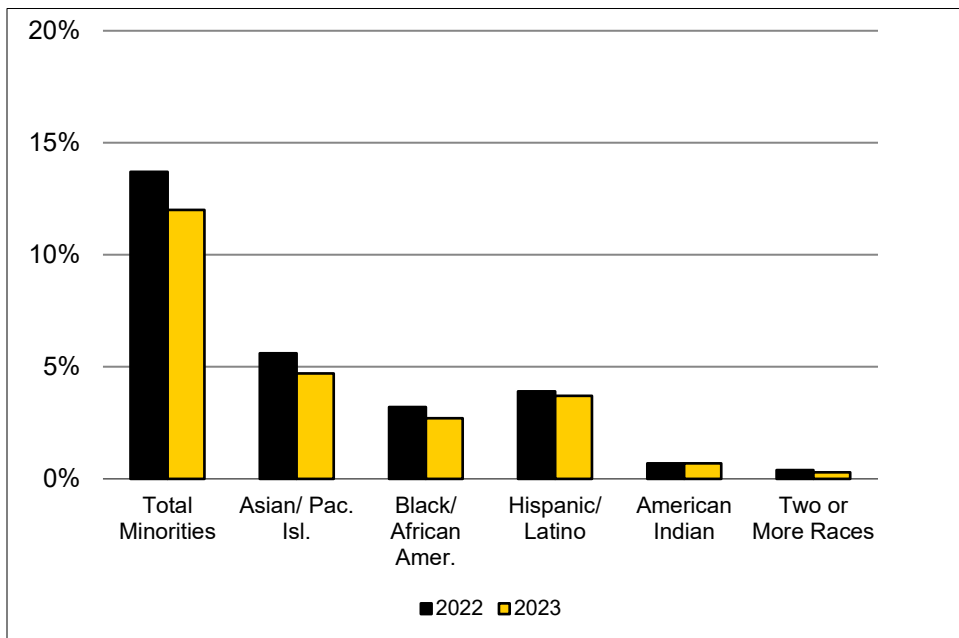**November 1, 2022 – November 1, 2023**

Figure 13
Instructional Track Faculty by Race/Ethnicity
November 1, 2022 – November 1, 2023

V. ANNUAL HIRING GOALS: 2022-23 AND 2023-24

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

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[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 2022-23 Data Year

After adjusting to reflect the actual rate of hiring, annual hiring goals for the 2022-23 data year totaled 177 women and 57 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 409 women (2.0% of the total workforce) and by 268 minorities (1.3% of the total workforce) as of November 1, 2023.

The following tables show departments/job groups in which underrepresentation was identified as of November 1, 2022; the hiring goals in those departments/job groups (as adjusted to reflect the actual rate of hiring) for 2022-23; and whether these goals were met.

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

College	Department	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?
POA 2: Tenured/Tenure Track Faculty								
Education	Counselor Education	1				0	1	Yes
	Teaching & Learning	1	1	0	No			
Liberal Arts & Sciences	Art & Art History	1	1	1	Yes			
	Psychological & Brain Sciences	1	1	0	No			
Carver College of Medicine	Biochemistry	0				0	0	n/a *
	Microbiology & Immunology	0				0	0	n/a *
	Ophthalmology & Visual Sciences	1	0	0	n/a *			
	Pathology	0	0	0	n/a *			
Public Health	Biostatistics	0	0	0	n/a *			
	Epidemiology	2				1	0	No
	Occupational & Environmental Health	0				0	0	n/a *
POA 3: Non-Tenure Track Faculty								
Education	Education Policy & Leadership	4	2	3	Yes			
Liberal Arts & Sciences	World Languages, Literatures, & Cultures	1	1	1	Yes			
Carver College of Medicine	Obstetrics/Gynecology	4				1	1	Yes
	Urology	2				1	1	Yes
Tippie College of	Management & Entrepreneurship	0				0	0	n/a *
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 2022-23

Job Group	Number of New Hires	Hiring Goal for Women	Total Women Hired	Was Goal Met?	Hiring Goal for Minorities	Total Minorities Hired	Was Goal Met?
1A	9				1	0	No
3I	63				9	7	Partially
3J	26	6	5	Partially			
3K	16				1	2	Yes
3L	104				10	9	Partially
3N	8	5	4	Partially	2	3	Yes
3P	37	11	6	Partially	5	15	Yes
3Q	63	29	19	Partially			
3W	19	11	9	Partially			
4B	10				1	0	No
4D	0				0	0	n/a *
4E	6				0	1	Yes
4F	53				8	11	Yes
4K	31	14	5	Partially			
5A	6				1	0	No
5D	7				1	1	Yes
5E	11				2	1	Partially
5G	73	54	44	Partially			
6A	1	0	0	n/a *			
6B	7	1	0	No	1	0	No
6C	15	2	0	No	1	1	Yes
6D	0	0	0	n/a *	0	0	n/a *
6F	3	1	1	Yes	1	0	No
7B	15	7	5	Partially			
7I	1	0	0	n/a *	0	0	n/a *
7J	19				3	0	No
7K	8	6	6	Yes			
7O	35	24	17	Partially			
8A	59				7	5	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 2023–24 Data Year

Anticipated hiring goals for women and minorities for 2023-24, aggregated by Primary Occupational Activity group, are shown in the table below.

Table 11
Annual Hiring Goals for Data Year 2023-24

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	9	3
3	Non-Tenure Track Faculty	24	9
4	Professional & Scientific Staff	65	32
5	Secretarial and Clerical Staff	21	10
6	Technical and Paraprofessional Staff	53	3
7	Skilled Crafts Staff	5	3
8	Service and Maintenance Staff	50	11
	Total	**227**	**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: 2018 – 2023

A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity, 2018 – 2023

Overall Change. The University of Iowa workforce increased by 1,396 employees (7.5 percent) over the last five years, from 18,600 in 2018 to 19,996 in 2023. The Primary Occupational Activity (POA) group with the largest proportional and net increase was Professional and Scientific Staff. The largest proportional decrease was among Skilled Crafts Staff, and largest net decrease was among Secretarial and Clerical Staff.

Sex. The number of women in the workforce increased by 9.4 percent over 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.

Table 12
Faculty and Staff by Primary Occupational Activity Group and Sex
November 1, 2018 – November 1, 2023

Primary Occupational Activity Group	2018		2023		Net Change	
	Total	Women	Total	Women	Total	Women
1 Executive, Administrative, & Managerial Staff	364	166 45.6 %	413	207 50.1 %	+ 49 + 13.5 %	+ 41 + 24.7 %
2 Tenured/Tenure Track Faculty	1,343	455 33.9 %	1,268	454 35.8 %	- 75 - 5.6 %	- 1 - 0.2 %
3 Non-Tenure Track Faculty	1,389	715 51.5 %	1,481	800 54.0 %	+ 92 + 6.6 %	+ 85 + 11.9 %
4 Professional & Scientific Staff	10,827	7,821 72.2 %	12,473	9,058 72.6 %	+ 1,646 + 15.2 %	+ 1,237 + 15.8 %
5 Secretarial and Clerical Staff	1,359	1,094 80.5 %	903	686 76.0 %	- 456 - 33.6 %	- 408 - 37.3 %
6 Technical and Paraprofessional Staff	891	703 78.9 %	969	737 76.1 %	+ 78 + 8.8 %	+ 34 + 4.8 %
7 Skilled Crafts Staff	341	18 5.3 %	221	10 4.5 %	- 120 - 35.2 %	- 8 - 44.4 %
8 Service and Maintenance Staff	2,086	1,153 55.3 %	2,268	1,307 57.6 %	+ 182 + 8.7 %	+ 154 + 13.4 %
Total	**18,600**	**12,125 65.2 %**	**19,996**	**13,259 66.3 %**	**+ 1,396 + 7.5 %**	**+ 1,134 + 9.4 %**

Figure 14
Women Faculty and Staff by Primary Occupational Activity Group
November 1, 2018 – November 1, 2023
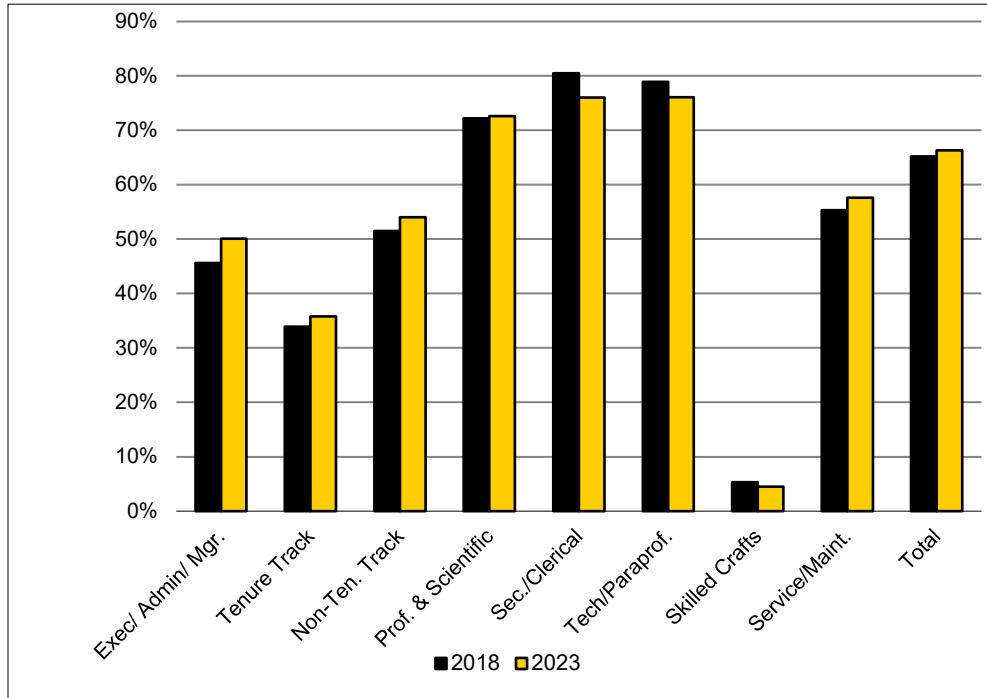
Race/Ethnicity. Employees may self-report race/ethnicity to the university at the time of application or appointment and may update or correct this information at any time.

From 2018 to 2023, the total number of racial/ethnic minority employees increased by 751 (30.1 percent), with the largest proportional increase in Executive, Administrative, and Managerial Staff and the largest net increase in Professional and Scientific Staff. The largest proportional and net 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 five employees identifying as American Indian/Alaska Native.

Table 13
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
November 1, 2018 – November 1, 2023

Primary Occupational Activity Group	2018 Total	2018 Total Minorities	2018 Asian/Pacific Islander*	2018 Black/African Amer.	2018 Hispanic/Latino	2018 Amer. Indian/Alaska Native	2018 Two or More Races	2023 Total	2023 Total Minorities	2023 Asian/Pacific Islander*	2023 Black/African Amer.	2023 Hispanic/Latino	2023 Amer. Indian/Alaska Native	2023 Two or More Races	Net Change Total	Net Change Total Minorities	Net Change Asian/Pacific Islander*	Net Change Black/African Amer.	Net Change Hispanic/Latino	Net Change Amer. Indian/Alaska Native	Net Change Two or More Races
1 Executive, Admin., & Managerial Staff	364	36 9.9%	13 3.6%	9 2.5%	7 1.9%	4 1.1%	3 0.8%	413	65 15.7%	24 5.8%	22 5.3%	12 2.9%	2 0.5%	5 1.2%	+49 +13.5%	+29 +80.6%	+11 +84.6%	+13 +144%	+5 +71.4%	-2 -50.0%	+2 +66.7%
2 Tenured/Tenure Track Faculty	1,343	308 22.9%	204 15.2%	31 2.3%	61 4.5%	2 0.1%	10 0.7%	1,268	320 25.2%	212 16.7%	31 2.4%	66 5.2%	1 0.1%	10 0.8%	-75 -5.6%	+12 +3.9%	+8 +3.9%	0	+5 +8.2%	-1 -50.0%	0
3 Non-Tenure Track Faculty	1,389	319 23.0%	203 14.6%	32 2.3%	70 5.0%	5 0.4%	9 0.6%	1,481	314 21.2%	205 13.8%	33 2.2%	65 4.4%	3 0.2%	8 0.5%	+92 +6.6%	-5 -1.6%	+2 +1.0%	+1 +3.1%	-5 -7.1%	-2 -40.0%	-1 -11.1%
4 Professional & Scientific Staff	10,827	1,005 9.3%	478 4.4%	174 1.6%	264 2.4%	17 0.2%	72 0.7%	12,473	1,392 11.2%	566 4.5%	263 2.1%	416 3.3%	22 0.2%	125 1.0%	+1,646 +15.2%	+387 +38.5%	+88 +18.4%	+89 +51.1%	+152 +57.6%	+5 +29.4%	+53 +73.6%
5 Secretarial & Clerical Staff	1,359	117 8.6%	27 2.0%	47 3.5%	35 2.6%	5 0.4%	3 0.2%	903	143 15.8%	36 4.0%	59 6.5%	36 4.0%	5 0.6%	7 0.8%	-456 -33.6%	+26 +22.2%	+9 +33.3%	+12 +25.5%	+1 +2.9%	0	+4 +133%
6 Technical & Paraprofessional Staff	891	124 13.9%	26 2.9%	33 3.7%	48 5.4%	4 0.4%	13 1.5%	969	213 22.0%	39 4.0%	77 7.9%	83 8.6%	2 0.2%	12 1.2%	+78 +8.8%	+89 +71.8%	+13 +50.0%	+44 +133%	+35 +72.9%	-2 -50.0%	-1 -7.7%
7 Skilled Crafts Staff	341	16 4.7%	2 0.6%	3 0.9%	6 1.8%	4 1.2%	1 0.3%	221	10 4.5%	2 0.9%	1 0.5%	5 2.3%	0	2 0.9%	-120 -35.2%	-6 -37.5%	0	-2 -66.7%	-1 -16.7%	-4 -100%	+1 +100%
8 Service & Maintenance Staff	2,086	569 27.3%	113 5.4%	265 12.7%	165 7.9%	10 0.5%	16 0.8%	2,268	788 34.7%	116 5.1%	408 18.0%	231 10.2%	11 0.5%	22 1.0%	+182 +8.7%	+219 +38.5%	+3 +2.7%	+143 +54.0%	+66 +40.0%	+1 +10.0%	+6 +37.5%
Total	**18,600**	**2,494 13.4%**	**1,066 5.7%**	**594 3.2%**	**656 3.5%**	**51 0.3%**	**127 0.7%**	**19,996**	**3,245 16.2%**	**1,200 6.0%**	**894 4.5%**	**914 4.6%**	**46 0.2%**	**191 1.0%**	**+1,396 +7.5%**	**+751 +30.1%**	**+134 +12.6%**	**+300 +50.5%**	**+258 +39.3%**	**-5 -9.8%**	**+64 +50.4%**

* In 2023, 16 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, 2018 – November 1, 2023
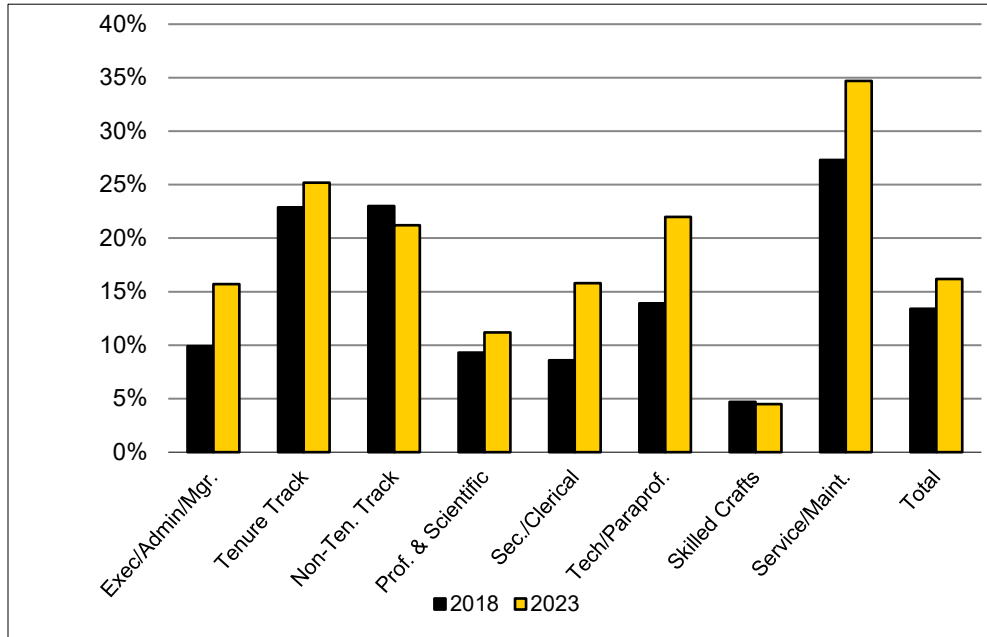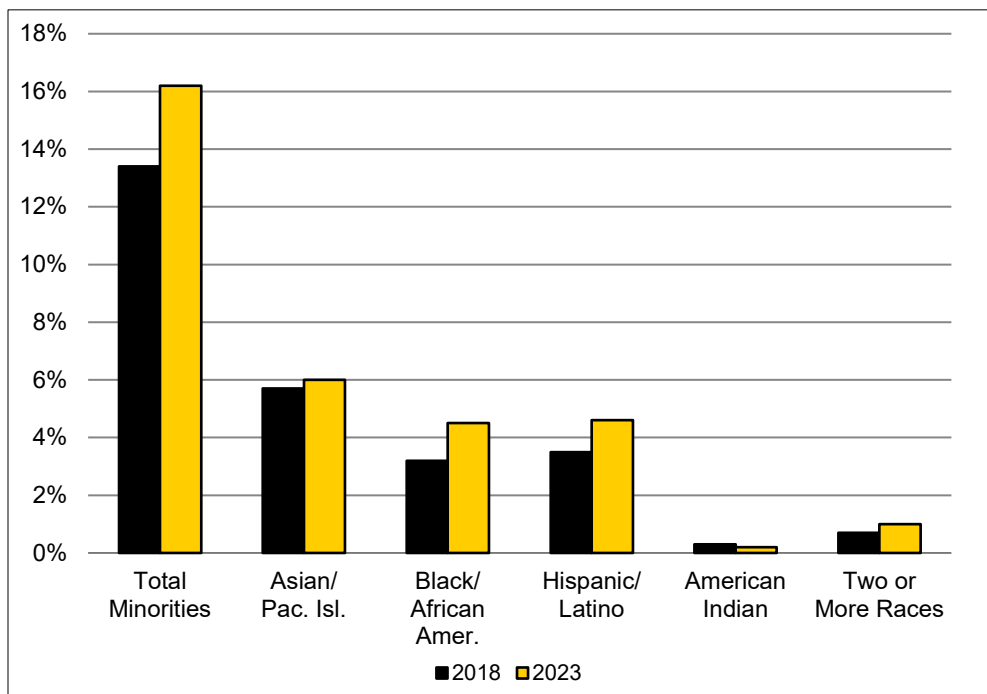

Figure 16
Total Workforce by Race/Ethnicity
November 1, 2018 – November 1, 2023

**B. Faculty and Staff by Disability and Veteran Status, 2018 – 2023**

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 2018 may be due in part to this resurvey. The number of employees who reported having a disability increased by 263 (209 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 and Armed Forces Service Medal veterans. There was no change in the number of 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, 2018 – November 1, 2023

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Disabled Veterans	Wartime/ Campaign Badge Veterans	Armed Forces Service Medal Veterans	Recently Separated Veterans
2018	18,600	126 0.7 %	37 0.2 %	382 2.1 %	96 0.5 %	6 < 0.1 %
2023	19,996	389 1.9 %	45 0.2 %	263 1.3 %	91 0.5 %	6 < 0.1 %
Net Change	+ 1,396 + 7.5 %	+ 263 + 209 %	+ 8 + 21.6 %	- 119 - 31.2 %	- 5 - 5.2 %	0

Figure 17
Faculty and Staff by Disability and Veteran Status
November 1, 2018 – November 1, 2023
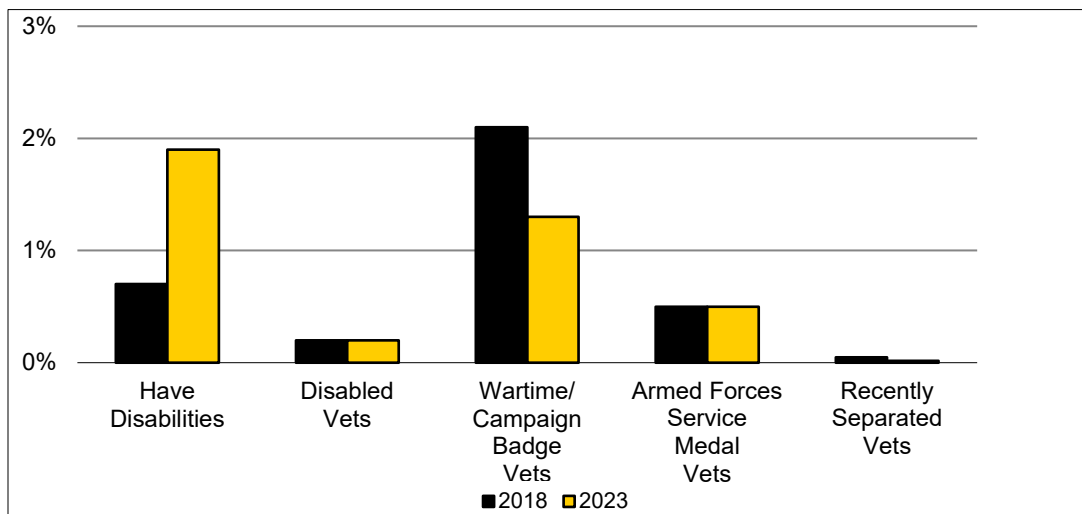
C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity, 2018 – 2023

The university has experienced a net decrease of 75 tenured/tenure track faculty (5.6 percent) since 2018. During this five-year period, the number of women tenured/tenure track faculty decreased by 1 (0.2 percent) and the total number of minorities increased by 12 (3.9 percent).

Table 15
Tenured/Tenure Track Faculty by Sex and Race/Ethnicity
November 1, 2018 – November 1, 2023

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2018	1,343	455 33.9 %	308 22.9 %	204 15.2 %	31 2.3 %	61 4.5 %	2 0.1 %	10 0.7 %
2023	1,268	454 35.8 %	320 25.2 %	212 16.7 %	31 2.4 %	66 5.2 %	1 0.1%	10 0.8 %
Net Change	- 75 - 5.6 %	- 1 - 0.2 %	+ 12 + 3.9 %	+ 8 + 3.9 %	0	+ 5 + 8.2 %	- 1 - 50.0 %	0

Figure 18
Tenured/Tenure Track Faculty by Sex
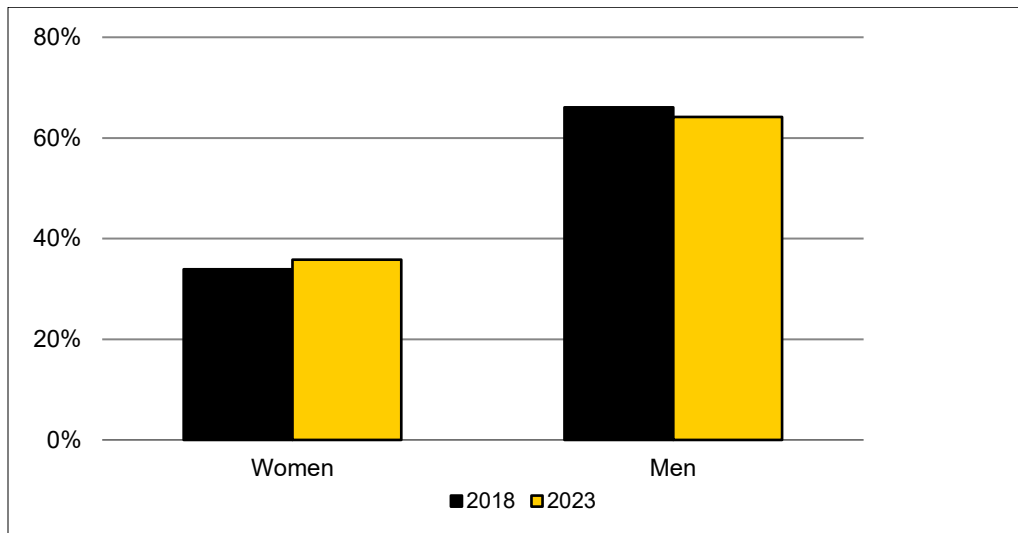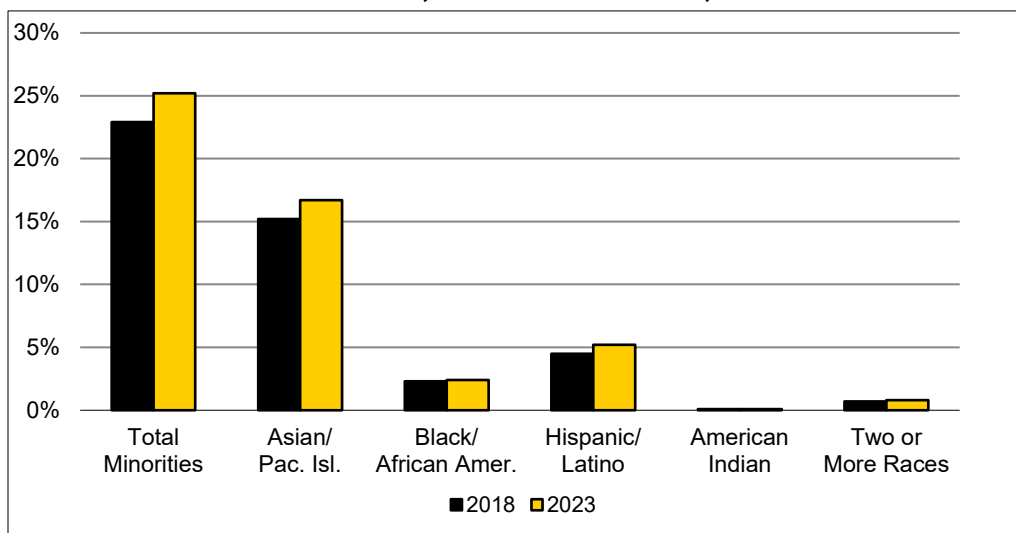**November 1, 2018 – November 1, 2023**

Figure 19
Tenured/Tenure Track Faculty by Race/Ethnicity
November 1, 2018 – November 1, 2023

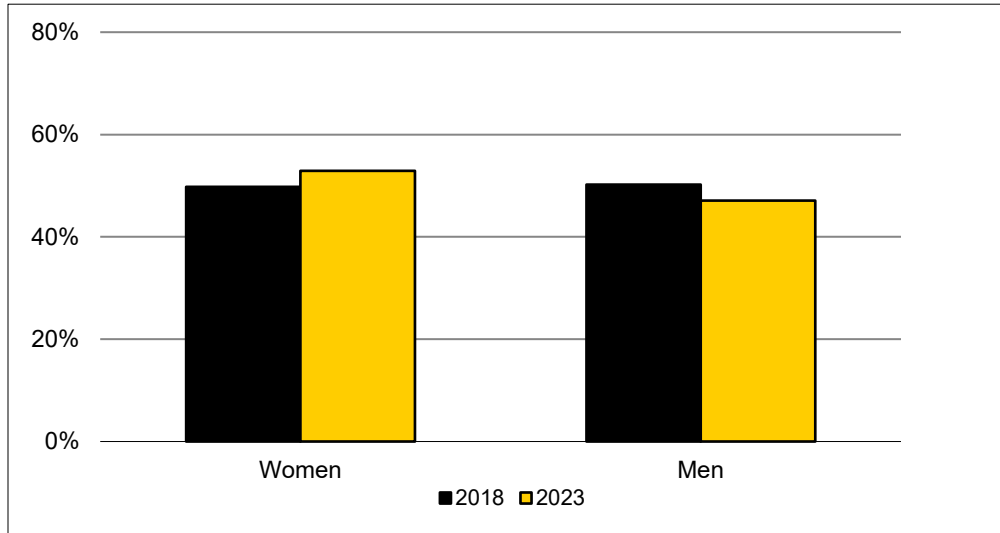**D. Clinical Track Faculty by Sex and Race/Ethnicity, 2018 – 2023**

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 number of clinical track faculty increased by 183 (21.8 percent), from 838 in 2018 to 1,021 in 2023. The number of women on the clinical track increased by 28.9 percent, and the number of minorities increased by 11.8 percent.

Table 16
Clinical Track Faculty by Sex and Race/Ethnicity
November 1, 2018 – November 1, 2023

Year	Clinical Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2018	838	419 50.0 %	212 25.3 %	142 16.9 %	18 2.1 %	46 5.5 %	1 0.1 %	5 0.6 %
2023	1,021	540 52.9 %	237 23.2 %	160 15.7 %	21 2.1 %	48 4.7 %	1 0.1 %	7 0.7 %
Net Change	+ 183 + 21.8 %	+ 121 + 28.9 %	+ 25 + 11.8 %	+ 18 + 12.7 %	+ 3 + 16.7 %	+ 2 + 4.3 %	0	+ 2 + 40.0 %

Figure 20
Clinical Track Faculty by Sex
November 1, 2018 – November 1, 2023

Figure 21
Clinical Track Faculty by Race/Ethnicity
November 1, 2018 – November 1, 2023
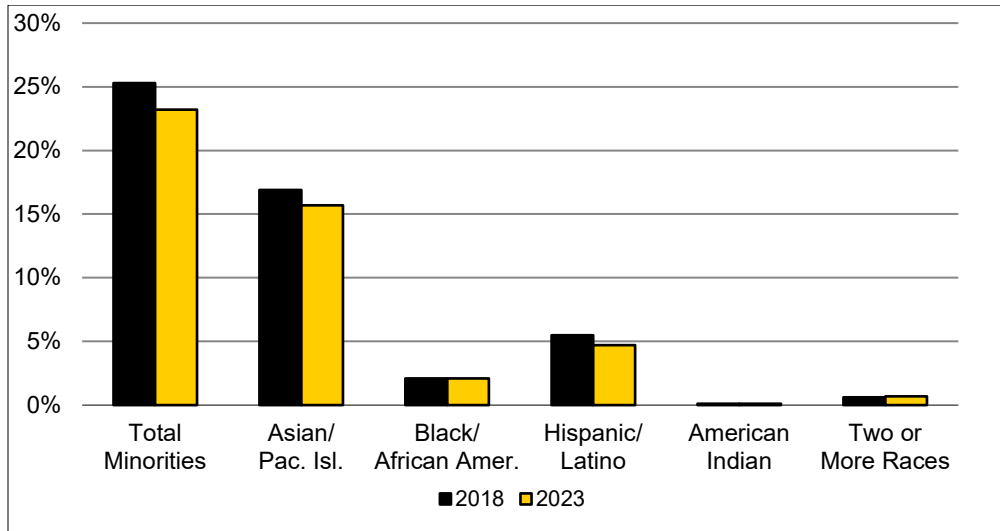
E. Research Track Faculty by Sex and Race/Ethnicity, 2018 – 2023

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 increased by 11 faculty (27.5 percent) over the past five years. There was no change in the number of women on the research track, and the number of racial/ethnic minorities increased by 7 (46.7 percent).

Table 17
Research Track Faculty by Sex and Race/Ethnicity
November 1, 2018 – November 1, 2023

Year	Research Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2018	40	18 45.0 %	15 37.5 %	12 30.0 %	0	3 7.5 %	0	0
2023	51	18 35.3 %	22 43.1 %	20 39.2 %	0	2 3.9 %	0	0
Net Change	+ 11 + 27.5 %	0	+ 7 + 46.7 %	+ 8 + 66.7 %	0	- 1 - 33.3 %	0	0

Figure 22
Research Track Faculty by Sex
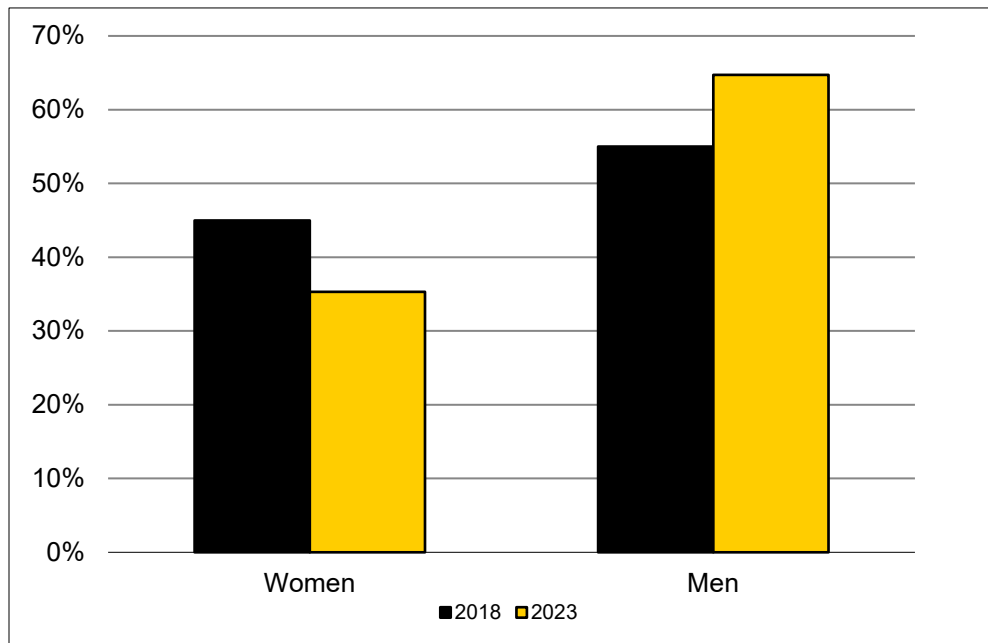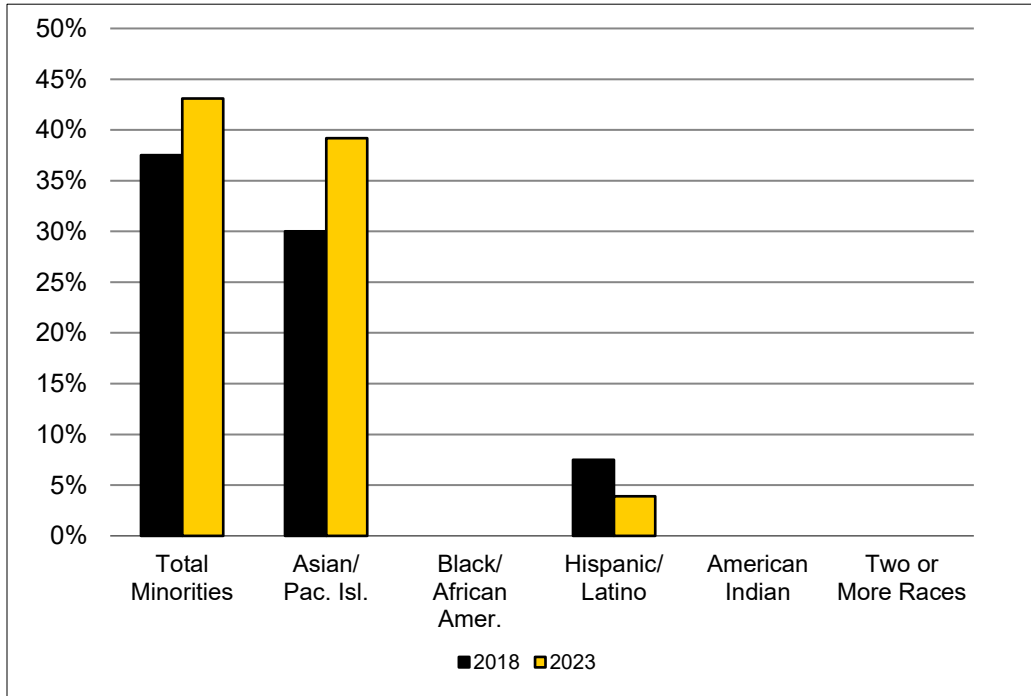**November 1, 2018 – November 1, 2023**

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Figure 23
Research Track Faculty by Race/Ethnicity
November 1, 2018 – November 1, 2023

F. Instructional Track Faculty by Sex and Race/Ethnicity, 2018 – 2023

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.

The number of instructional track faculty decreased by 2 (0.7 percent) over the past five years, from 302 to 300. The number of women on the instructional track decreased by 5 (2.7 percent), and the number of racial/ethnic minorities decreased by 1 (2.7 percent).

Table 18
Instructional Track Faculty by Sex and Race/Ethnicity
November 1, 2018 – November 1, 2023

Year	Instruc-tional Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African-American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2018	302	182 60.3 %	37 12.3 %	14 4.6 %	5 1.7 %	13 4.3 %	4 1.3 %	1 0.3 %
2023	300	177 59.0 %	36 12.0 %	14 4.7 %	8 2.7 %	11 3.7 %	2 0.7 %	1 0.3 %
Net Change	- 2 - 0.7 %	- 5 - 2.7 %	- 1 - 2.7 %	0	+ 3 + 60.0 %	- 2 - 15.4 %	- 2 - 50.0 %	0

Figure 24
Instructional Track Faculty by Sex
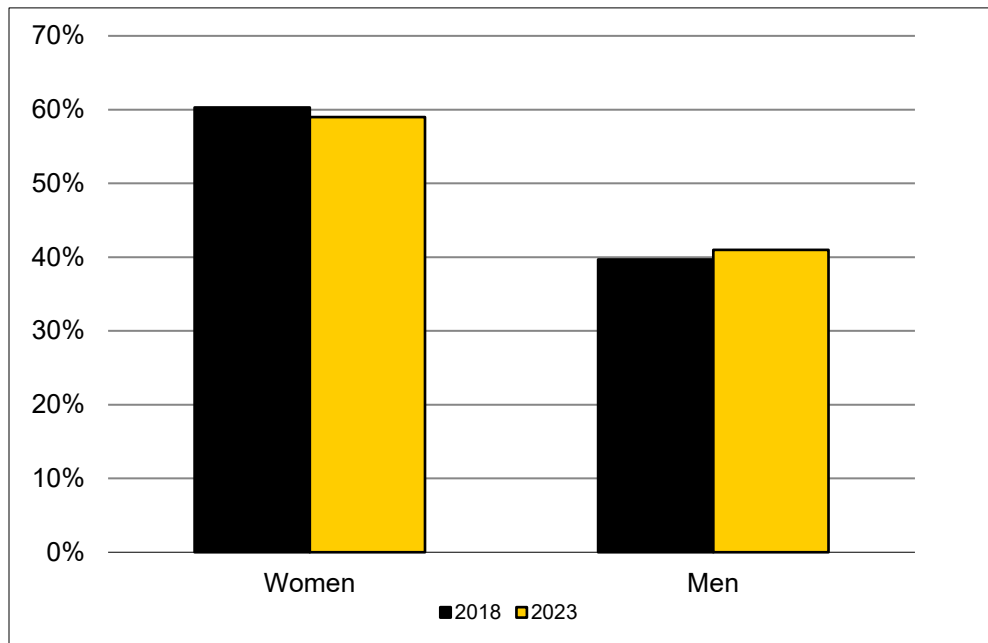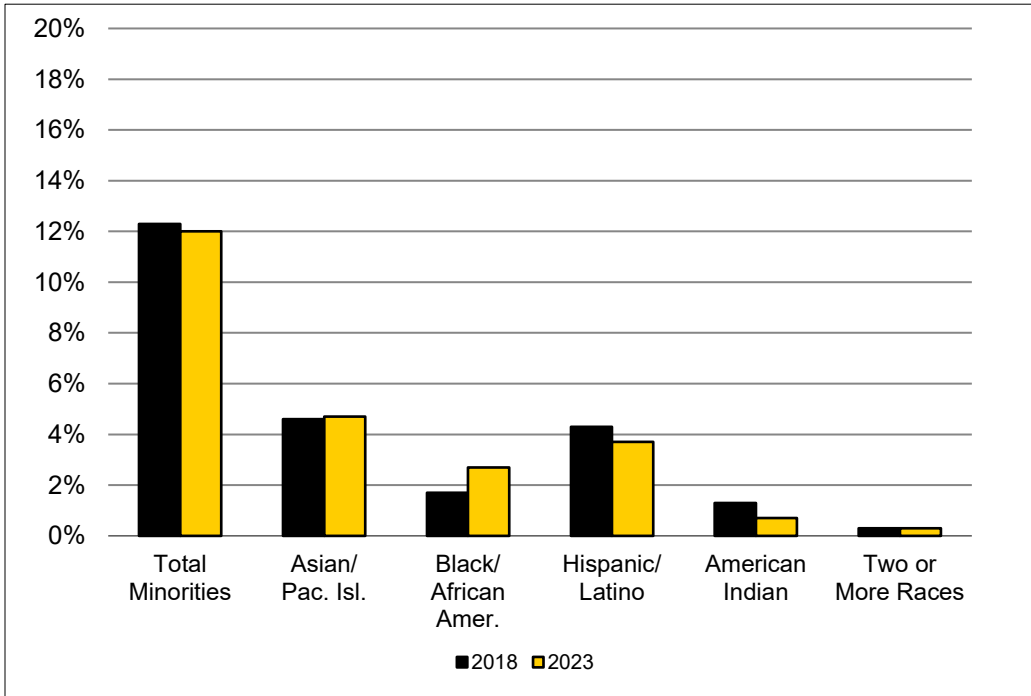**November 1, 2018 – November 1, 2023**

Figure 25
Instructional Track Faculty by Race/Ethnicity
November 1, 2018 – November 1, 2023

VII. TEN-YEAR COMPARISON OF MAJOR WORKFORCE CATEGORIES:
2013 - 2023

A. Faculty and Staff by Primary Occupational Activity Group, Sex, and Race/Ethnicity, 2013 - 2023

Overall Changes. Over the last ten years, the University of Iowa workforce increased by 23.8 percent, from 16,157 in 2013 to 19,996 in 2023. 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 28.3 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 and decrease was in Secretarial and Clerical Staff.

Table 19
Faculty and Staff by Primary Occupational Activity Group and Sex
November 1, 2013 – November 1, 2023

Primary Occupational Activity Group	2013		2023		Net Change	
	Total	Women	Total	Women	Total	Women
1 Executive, Administrative, & Managerial Staff	369	143 38.8 %	413	207 50.1 %	+ 44 + 11.9 %	+ 64 + 44.8 %
2 Tenured/Tenure Track Faculty	1,460	479 32.8 %	1,268	454 35.8 %	- 192 - 13.2 %	- 25 - 5.2 %
3 Non-Tenure Track Faculty	931	454 48.8 %	1,481	800 54.0 %	+ 550 + 59.1 %	+ 346 + 76.2 %
4 Professional & Scientific Staff	8,585	6,133 71.4 %	12,473	9,058 72.6 %	+ 3,888 + 45.3 %	+ 2,925 + 47.7 %
5 Secretarial and Clerical Staff	1,922	1,611 83.8 %	903	686 76.0 %	- 1,019 - 53.0 %	- 925 - 57.4 %
6 Technical and Paraprofessional Staff	667	507 76.0 %	969	737 76.1 %	+ 302 + 45.3 %	+ 230 + 45.4 %
7 Skilled Crafts Staff	358	22 6.1 %	221	10 4.5 %	- 137 - 38.3 %	- 12 - 54.5 %
8 Service and Maintenance Staff	1,865	987 52.9 %	2,268	1,307 57.6 %	+ 403 + 21.6 %	+ 320 + 32.4 %
Total	**16,157**	**10,336 64.0 %**	**19,996**	**13,259 66.3 %**	**+ 3,839 + 23.8 %**	**+ 2,923 + 28.3 %**

Figure 26
Women Faculty and Staff by Primary Occupational Activity Group
November 1, 2013 – November 1, 2023
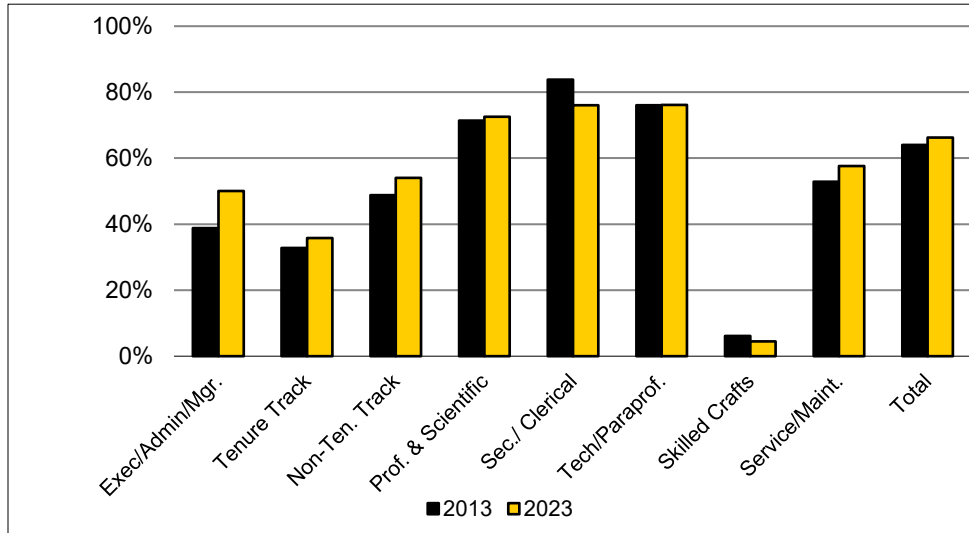
Race/Ethnicity. Employees may self-report race/ethnicity to the university at the time of application or appointment and may update or correct this information at any time.

Since 2013, the number of racial/ethnic minorities in the workforce 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 decreased by 10 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.

The table and charts on the following pages show the racial/ethnic composition of the workforce in 2013 and 2023.

Table 20
Faculty and Staff by Primary Occupational Activity Group and Race/Ethnicity
November 1, 2013 – November 1, 2023

Primary Occupational Activity Group	2013 Total	2013 Total Minorities	2013 Asian/Pacific Islander*	2013 Black/African Amer.	2013 Hispanic/Latino	2013 Amer. Indian/Alaska Native	2013 Two or More Races	2023 Total	2023 Total Minorities	2023 Asian/Pacific Islander*	2023 Black/African Amer.	2023 Hispanic/Latino	2023 Amer. Indian/Alaska Native	2023 Two or More Races	Net Change Total	Net Change Total Minorities	Net Change Asian/Pacific Islander*	Net Change Black/African Amer.	Net Change Hispanic/Latino	Net Change Amer. Indian/Alaska Native	Net Change Two or More Races
1 Executive, Admin., & Managerial Staff	369	20 5.4%	3 0.8%	8 2.2%	6 1.6%	1 0.3%	2 0.5%	413	65 15.7%	24 5.8%	22 5.3%	12 2.9%	2 0.5%	5 1.2%	+44 +11.9%	+45 +225%	+21 +700%	+14 +175%	+6 +100%	+1 +100%	+3 +150%
2 Tenured/ Tenure Track Faculty	1,460	301 20.6%	194 13.3%	34 2.3%	59 4.0%	7 0.5%	7 0.5%	1,268	320 25.2%	212 16.7%	31 2.4%	66 5.2%	1 0.1%	10 0.8%	-192 -13.2%	+19 +6.3%	+18 +9.3%	-3 -8.8%	+7 +11.9%	-6 -85.7%	+3 +42.9%
3 Non-Tenure Track Faculty	931	184 19.8%	120 12.9%	21 2.3%	38 4.1%	3 0.3%	2 0.2%	1,481	314 21.2%	205 13.8%	33 2.2%	65 4.4%	3 0.2%	8 0.5%	+550 +59.1%	+130 +70.7%	+85 +70.8%	+12 +57.1%	+27 71.1%	0	+6 +300%
4 Professional & Scientific Staff	8,585	692 8.1%	371 4.3%	116 1.4%	164 1.9%	14 0.2%	27 0.3%	12,473	1,392 11.2%	566 4.5%	263 2.1%	416 3.3%	22 0.2%	125 1.0%	+3,888 +45.3%	+700 +101%	+195 +52.6%	+147 +127%	+252 +154%	+8 +57.1%	+98 +363%
5 Secretarial & Clerical Staff	1,922	101 5.3%	21 1.1%	39 2.0%	31 1.6%	7 0.4%	3 0.2%	903	143 15.8%	36 4.0%	59 6.5%	36 4.0%	5 0.6%	7 0.8%	-1,019 -53.0%	+42 +41.6%	+15 +71.4%	+20 +51.3%	+5 +16.1%	-2 -28.6%	+4 +133%
6 Technical & Paraprofessional Staff	667	76 11.4%	20 3.0%	19 2.8%	28 4.2%	5 0.7%	4 0.6%	969	213 22.0%	39 4.0%	77 7.9%	83 8.6%	2 0.2%	12 1.2%	+302 +45.3%	+137 +180%	+19 +95.0%	+58 +305%	+55 +196%	-3 -60.0%	+8 +200%
7 Skilled Crafts Staff	358	17 4.7%	1 0.3%	7 2.0%	4 1.1%	5 1.4%	0	221	10 4.5%	2 0.9%	1 0.5%	5 2.3%	0	2 0.9%	-137 -38.3%	-7 -41.2%	+1 +100%	-6 -85.7%	+1 +25.0%	-5 -100%	+2 n/a
8 Service & Maintenance Staff	1,865	358 19.2%	72 3.9%	163 8.7%	101 5.4%	14 0.8%	8 0.4%	2,268	788 34.7%	116 5.1%	408 18.0%	231 10.2%	11 0.5%	22 1.0%	+403 +21.6%	+430 +120%	+44 +61.1%	+245 +150%	+130 +129%	-3 -21.4%	+14 +175%
Total	**16,157**	**1,749 10.8%**	**802 5.0%**	**407 2.7%**	**431 2.7%**	**56 0.3%**	**53 0.3%**	**19,996**	**3,245 16.2%**	**1,200 6.0%**	**894 4.5%**	**914 4.6%**	**46 0.2%**	**191 1.0%**	**+3,839 +23.8%**	**+1,496 +85.5%**	**+398 +49.6%**	**+487 +120%**	**+483 +112%**	**-10 -17.9%**	**+138 +260%**

* In 2023, 16 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 27
Minority Faculty and Staff by Primary Occupational Activity Group
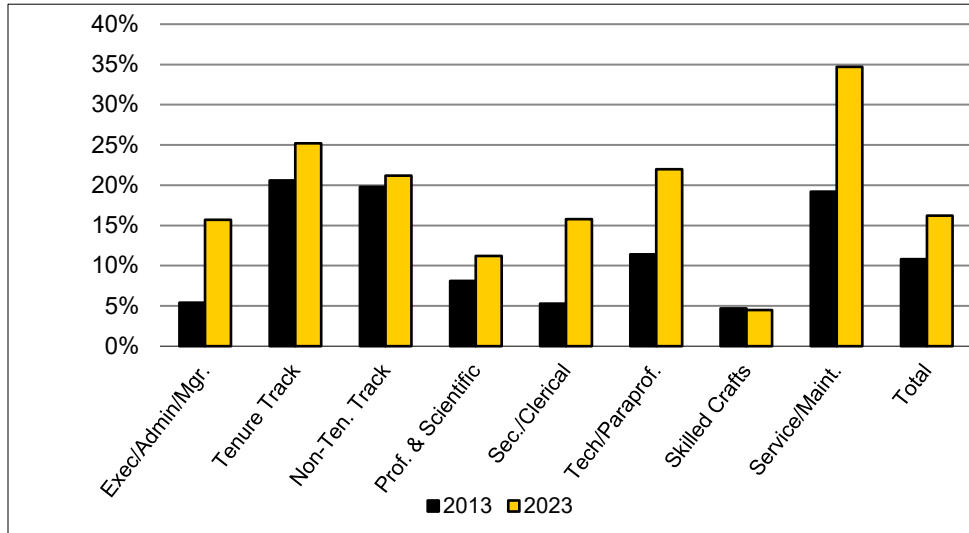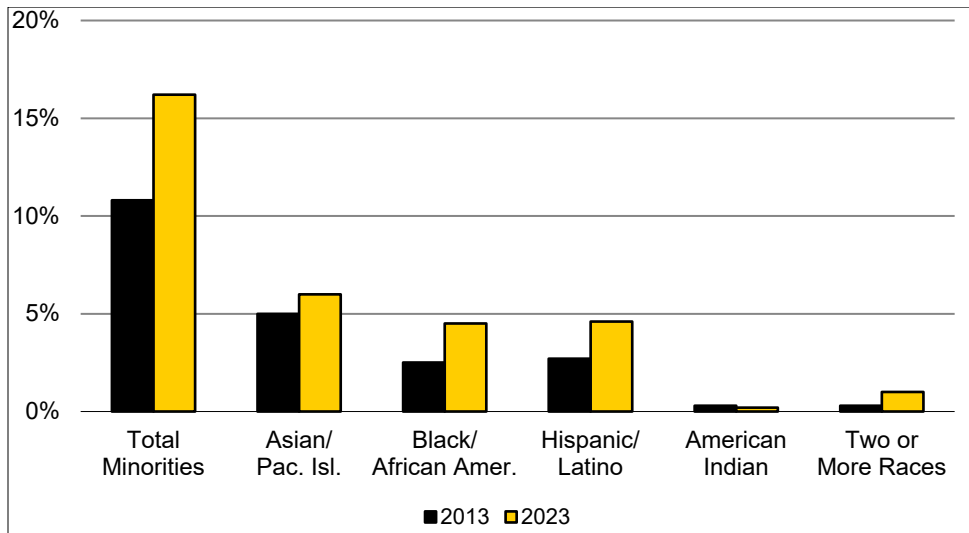**November 1, 2013 – November 1, 2023**

Figure 28
Total Workforce by Race/Ethnicity
November 1, 2013 – November 1, 2023

B. Faculty and Staff by Disability and Veteran Status, 2013 - 2023

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 2013 may be due in part to this resurvey. The number of employees who reported having a disability increased by 304 (358 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, 2013 – November 1, 2023

Year	Total Faculty & Staff	Faculty & Staff with Disabilities	Disabled Veterans	Wartime/ Campaign Badge Veterans	Armed Forces Service Medal Veterans	Recently Separated Veterans
2013	16,157	85 0.5 %	31 0.2 %	509 3.2 %	73 0.5 %	10 0.1 %
2023	19,996	389 1.9 %	45 0.2 %	263 1.3 %	91 0.5 %	6 < 0.1 %
Net Change	+ 3,839 + 23.8 %	+ 304 + 358 %	+ 14 + 45.2 %	- 246 - 48.3 %	+ 18 + 24.7 %	- 4 - 40.0 %

Figure 29
Faculty and Staff by Disability and Veteran Status
November 1, 2013 – November 1, 2023

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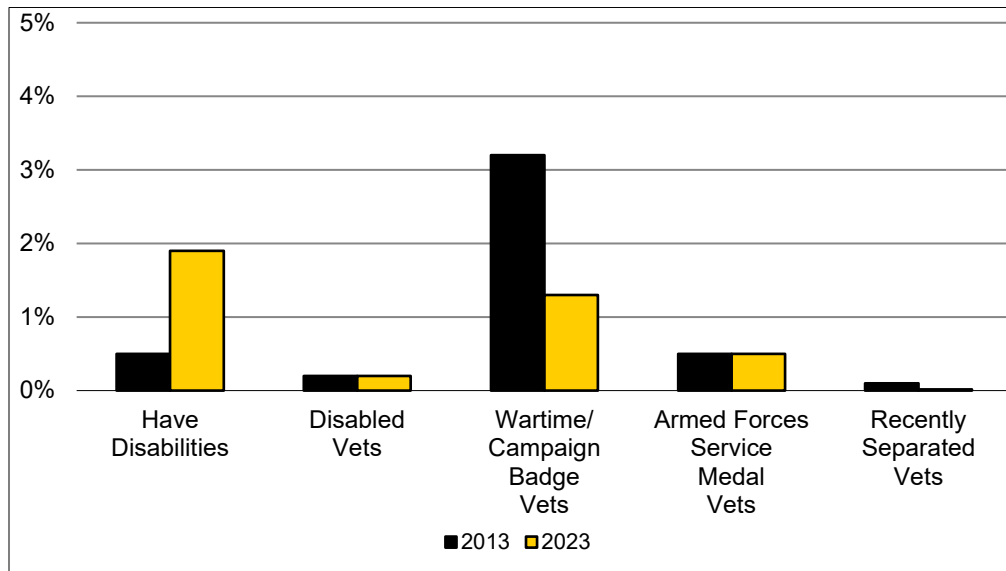
C. Tenured/Tenure Track Faculty by Sex and Race/Ethnicity, 2013 - 2023

The number of tenured/tenure track faculty decreased by 192 (13.2 percent) over the ten-year period, from 1,460 to 1,286. The number of women tenured/tenure track faculty decreased by 25 (5.2 percent), and the number of racial/ethnic minority faculty increased by 19 (6.3 percent).

Table 22
Tenured/Tenure Track Faculty by Sex and Race/Ethnicity
November 1, 2013 – November 1, 2023

Year	Tenured/ Tenure Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2013	1,460	479 32.8 %	301 20.6 %	194 13.3 %	34 2.3 %	59 4.0 %	7 0.5 %	7 0.5 %
2023	1,268	454 35.8 %	320 25.2 %	212 16.7 %	31 2.4 %	66 5.2 %	1 0.1%	10 0.8 %
Net Change	- 192 - 13.2 %	- 25 - 5.2 %	+ 19 + 6.3 %	+ 18 + 9.3 %	- 3 - 8.8 %	+ 7 + 11.9 %	- 6 - 85.7 %	+ 3 + 42.9 %

Figure 30
Tenured/Tenure Track Faculty by Sex
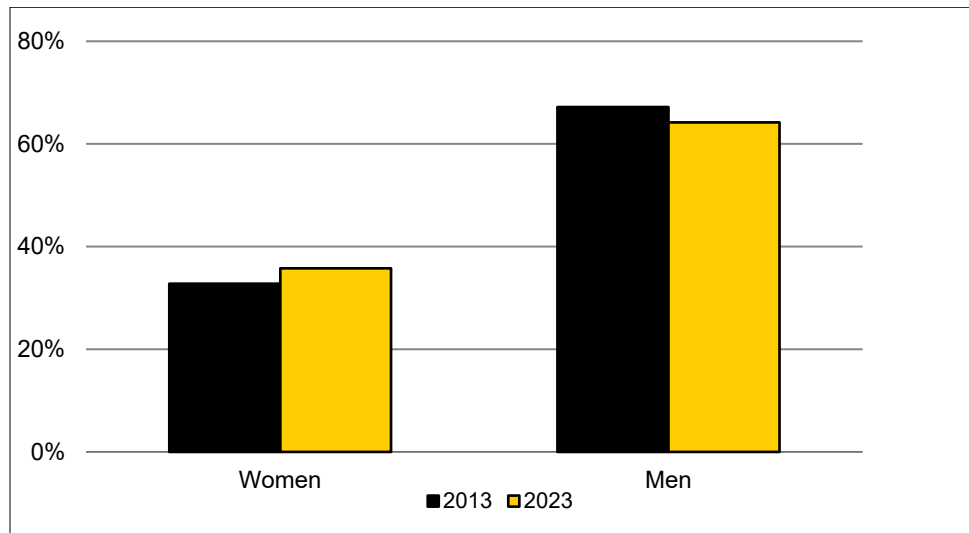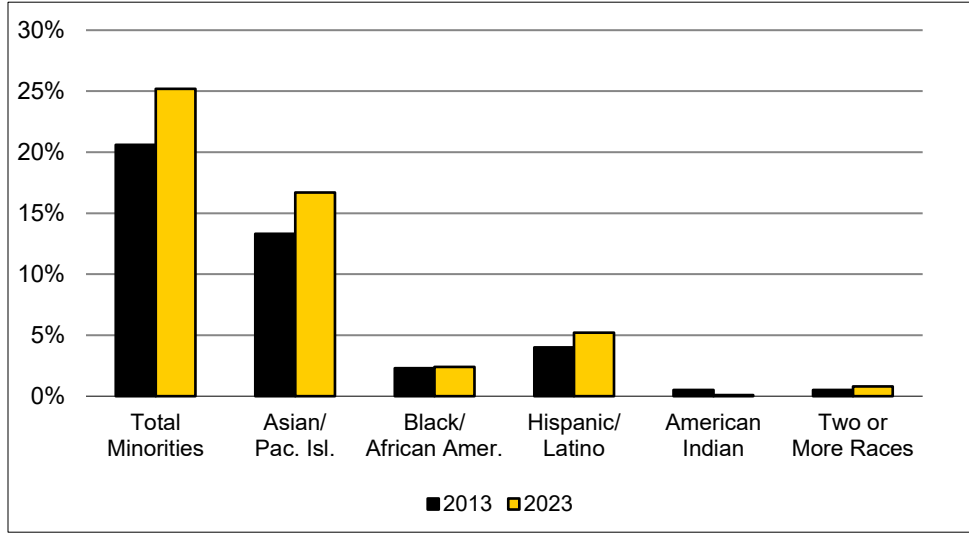**November 1, 2013 – November 1, 2023**

Figure 31
Tenured/Tenure Track Faculty by Race/Ethnicity
November 1, 2013 – November 1, 2023

D. Clinical Track Faculty by Sex and Race/Ethnicity, 2013 - 2023

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 67.7 percent in the last ten years, from 609 to 1,021.

The number of women on the clinical track increased by 88.8 percent, and the number of racial/ethnic minorities increased by 119 percent over the ten-year period.

Table 23
Clinical Track Faculty by Sex and Race/Ethnicity
November 1, 2013 – November 1, 2023

Year	Clinical Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2013	609	286 47.0 %	108 17.7 %	65 10.7 %	16 2.6 %	24 3.9 %	1 0.2 %	2 0.3 %
2023	1,021	540 52.9 %	237 23.2 %	160 15.7 %	21 2.1 %	48 4.7 %	1 0.1 %	7 0.7 %
Net Change	+ 412 + 67.7 %	+ 254 + 88.8 %	+ 129 + 119 %	+ 95 + 146 %	+5 + 31.3 %	+ 24 + 100 %	0	+ 5 + 250 %

Figure 32
Clinical Track Faculty by Sex
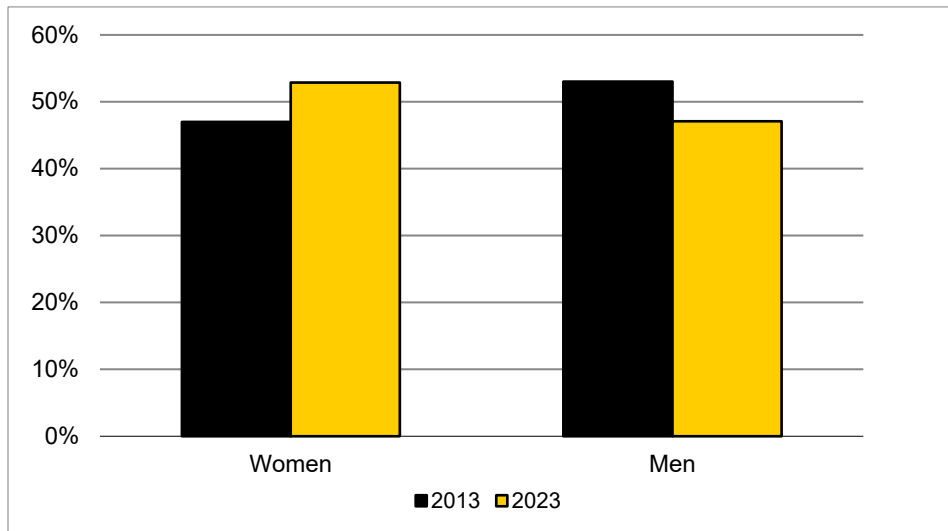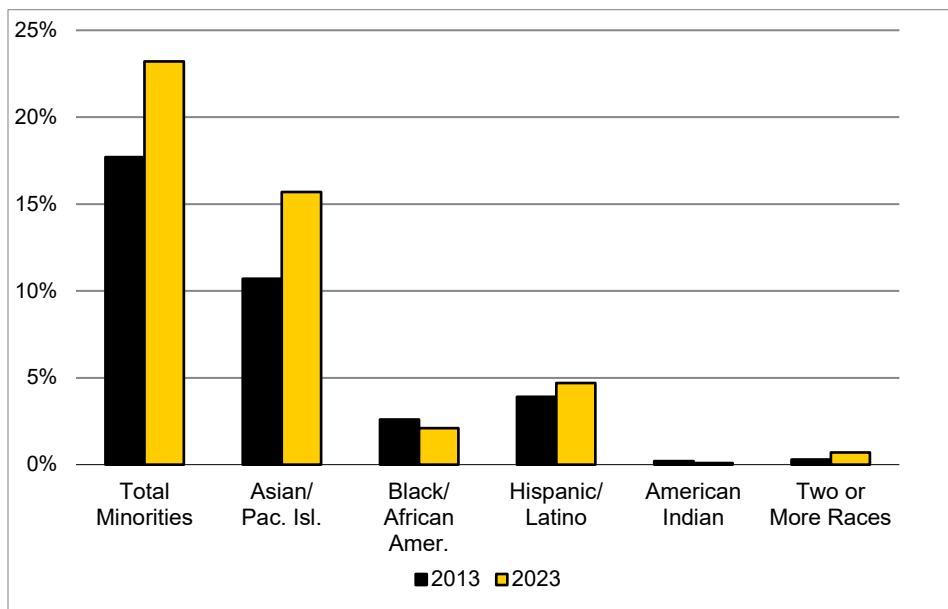**November 1, 2013 – November 1, 2023**

Figure 33
Clinical Track Faculty by Race/Ethnicity
November 1, 2013 – November 1, 2023

E. Research Track Faculty by Sex and Race/Ethnicity, 2013 - 2023

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 (59.4 percent) over the ten-year period. The number of women on the research track increased by 28.6 percent, and the number of racial/ethnic minorities increased by 83.3 percent.

Table 24
Research Track Faculty by Sex and Race/Ethnicity
November 1, 2013 – November 1, 2023

Year	Research Track Faculty	Women	Total Minorities	Asian/ Pacific Islander	Black/ African- American	Hispanic/ Latino	American Indian/ Alaska Native	Two or More Races
2013	32	14 43.8 %	12 37.5 %	10 31.3 %	0	2 6.3 %	0	0
2023	51	18 35.3 %	22 43.1 %	20 39.2 %	0	2 3.9 %	0	0
Net Change	+ 19 + 59.4 %	+ 4 + 28.6 %	+ 10 + 83.3 %	+ 10 + 100 %	0	0	0	0

Figure 34
Research Track Faculty by Sex
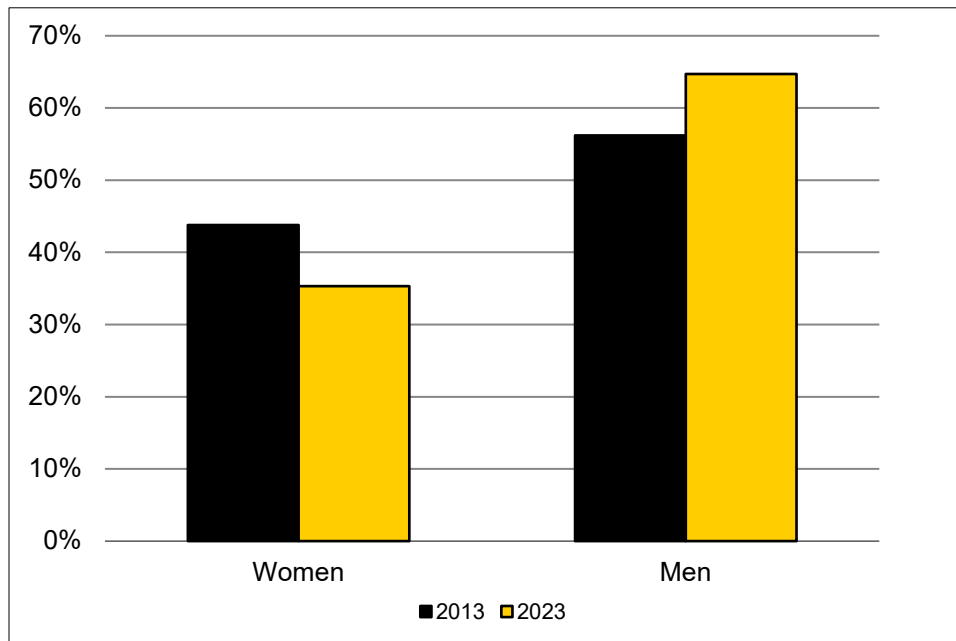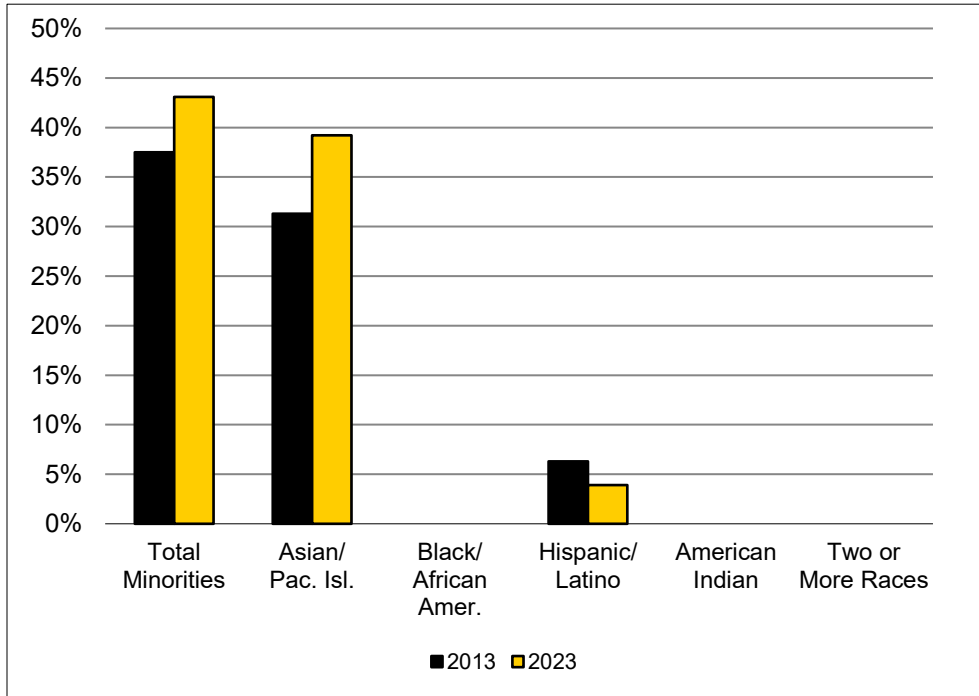**November 1, 2013 – November 1, 2023**

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Figure 35
Research Track Faculty by Race/Ethnicity
November 1, 2013 – November 1, 2023

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 2013, 2018, and 2023

Primary Occupational Activity (POA) Group	October 31, 2013					October 31, 2018					October 31, 2023				
	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	369	143	38.8%	20	5.4%	364	166	45.6%	36	9.9%	413	207	50.1%	65	15.7%
Tenured/Tenure Track Faculty	1,460	479	32.8%	301	20.6%	1,343	455	33.9%	308	22.9%	1,268	454	35.8%	320	25.2%
Non-Tenure Track Faculty	931	454	48.8%	184	19.8%	1,389	715	51.5%	319	23.0%	1,481	800	54.0%	314	21.2%
Professional and Scientific Staff	8,585	6,133	71.4%	692	8.1%	10,827	7,821	72.2%	1,005	9.3%	12,473	9,058	72.6%	1,392	11.2%
Secretarial and Clerical Staff	1,922	1,611	83.8%	101	5.3%	1,359	1,094	80.5%	117	8.6%	903	686	76.0%	143	15.8%
Technical and Paraprofessional Staff	667	507	76.0%	76	11.4%	891	703	78.9%	124	13.9%	969	737	76.1%	213	22.0%
Skilled Crafts Staff	358	22	6.1%	17	4.7%	341	18	5.3%	16	4.7%	221	10	4.5%	10	4.5%
Service and Maintenance Staff	1,865	987	52.9%	358	19.2%	2,086	1,153	55.3%	569	27.3%	2,268	1,307	57.6%	788	34.7%
Total	**16,157**	**10,336**	**64.0%**	**1,749**	**10.8%**	**18,600**	**12,125**	**65.2%**	**2,494**	**13.4%**	**19,996**	**13,259**	**66.3%**	**3,245**	**16.2%**