Iowa College Student Aid Commission

Student and Faculty Ethnic Diversity Report

March 2008

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The annual Student and Faculty Ethnic Diversity Report summarizes the status and trends of enrollment and financial aid for minority students enrolled at Iowa colleges and universities. The report has been published each year since 1992 and is provided to the Governor and General Assembly leadership. This summary is based on a survey of Iowa college and university officials, with additional data from other sources.

Iowa Code §261.25 (Minority Student And Faculty Information, 2007) directs the Iowa College Student Aid Commission to collect data and provide a report on racial and ethnic diversity at Iowa colleges and universities. The Commission research staff works with Iowa colleges and universities to conduct an annual survey of ethnic diversity as part of the Code requirements and as a component of the process of administering Iowa scholarship and grant appropriations, forgivable loans and Federal Family Education Loan Program guarantees. The Commission and staff appreciate the continued work of dedicated college and university employees who contribute to the survey.

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Report Highlights

The results of the Commission's fall 2007 survey of institutions include the following:

- More than 19,000 minority students were enrolled at Iowa colleges and universities.
- Like enrollment overall, enrollment of racial and ethnic minority students in Iowa colleges and universities has expanded steadily since 1992, when the Ethnic Diversity Report was first undertaken. Between fall 1992 and fall 2007, enrollment of racial and ethnic minority students in Iowa colleges and universities grew 95.3%.
- Racial and ethnic minorities represented 8.8% of total enrollment in Iowa colleges and universities.
- Iowa residents represented 66.8% of minority enrollment.
- Minority enrollment represents between 8.0% and 12.2% of total enrollment in all institutional sectors.
- Almost 12% of Iowa resident minority students were awarded an Iowa Grant, Iowa Tuition Grant, or Iowa Vocational-Technical Tuition Grant.
- The total number of minority faculty employed by Iowa colleges and universities has grown every year for the past eleven years.
- Minority faculty represent 9.1% of all faculty at Iowa postsecondary institutions.

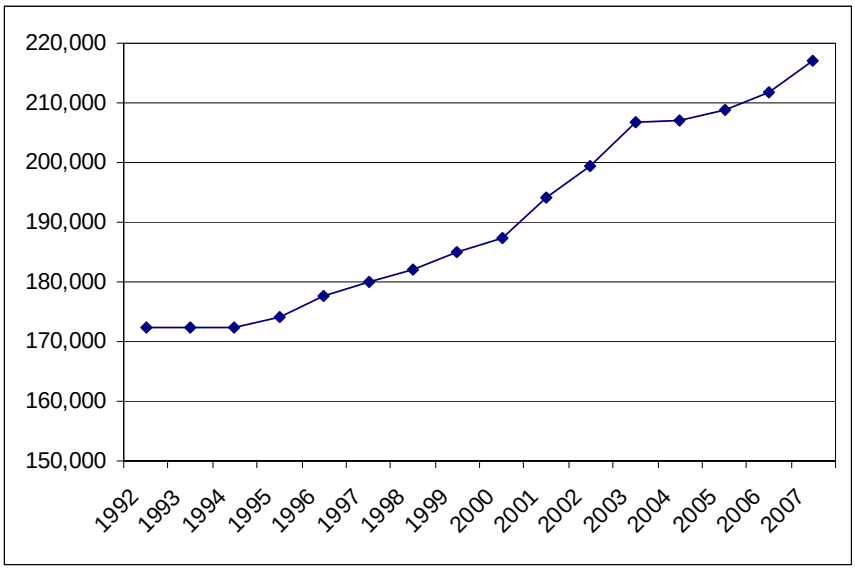
The Appendix provides summary tables.

Enrollment

Total Enrollment

In the fall of 2007, a total of 216,921 full- and part-time graduate and undergraduate students were enrolled in Iowa postsecondary institutions, including Regent universities, independent four-year colleges and universities, community colleges, proprietary colleges, and specialized graduate medical schools. Total enrollment in Iowa colleges and universities has increased steadily almost since the beginning of the period during which the annual Ethnic Diversity Report has been prepared. In the fall of 1992, the first year in which the Ethnic Diversity Report was provided, full- and part-time enrollment in Iowa was 172,435. Between 1992 and 2007, total enrollment expanded 25.8%.

Chart 1
Total Enrollment in Iowa Colleges and Universities: 1992-2007

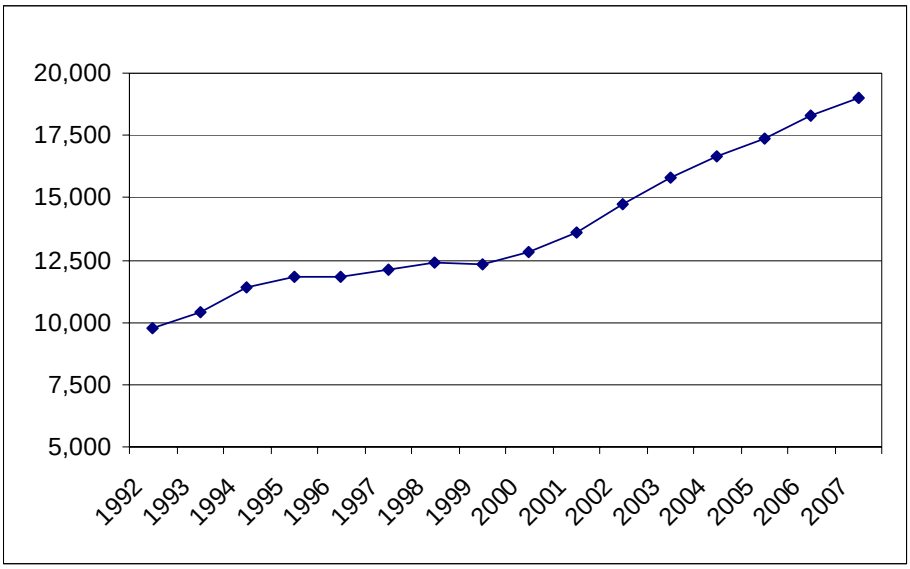


Source: Iowa College Enrollment Report. Total enrollments include full- and part-time undergraduate, graduate, and professional students.

Enrollment by Students from Minority Population Groups

Like enrollment overall, the enrollment of racial and ethnic minority students in Iowa colleges and universities has also increased since 1992, when the Ethnic Diversity Survey was first conducted. In 1992, Iowa colleges and universities enrolled 9,744 students from racial or ethnic minority groups; in 2007, this figure was 19,034, which is an increase of 95.3%.

Chart 2
Enrollment by Racial and Ethnic Minority Students in Iowa Colleges and Universities
1992-2007

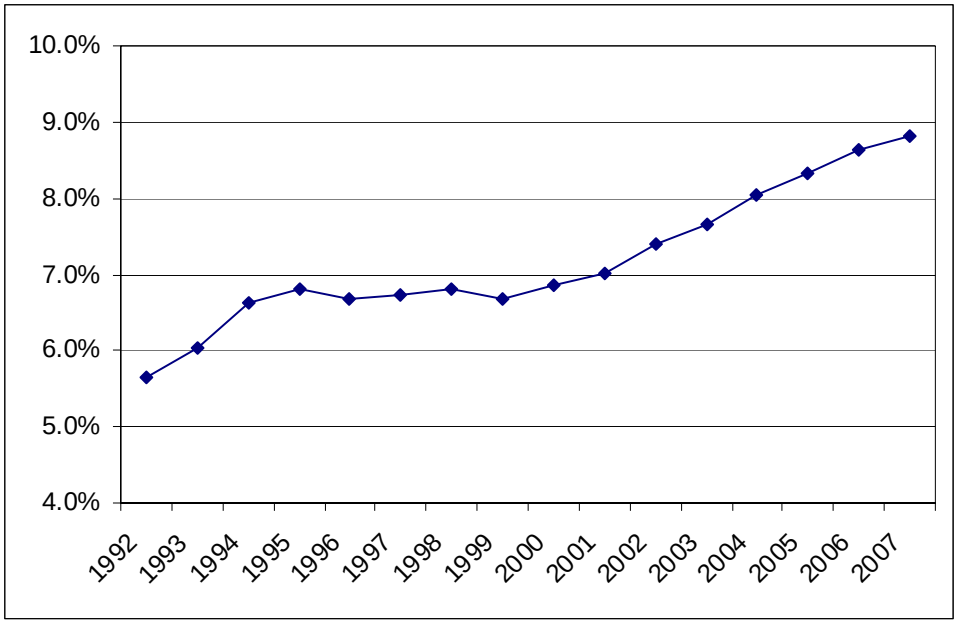


Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

Minority Enrollment as a Percentage of Total Enrollment

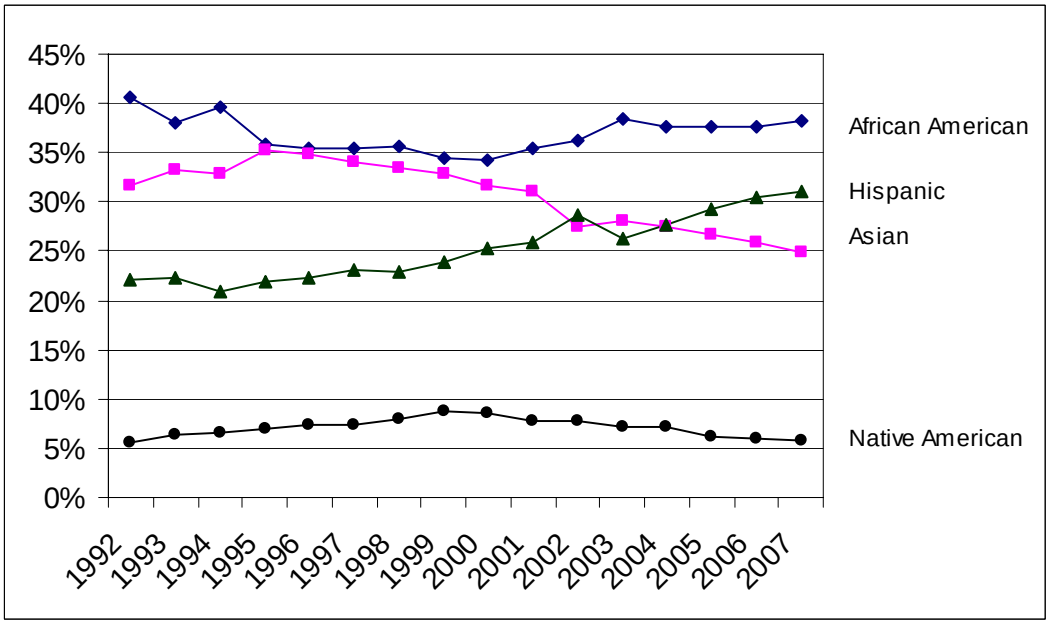
In the fall of 2007, racial and ethnic minorities represented 8.8% of total enrollment in Iowa colleges and universities. Between 1992 and 2007, total enrollment in Iowa colleges and universities increased by 44,486 students, from 172,435 to 216,921 and the percentage of total enrollment represented by racial and ethnic minorities in Iowa colleges and universities expanded from 5.7% to 8.8%. Growth in minority enrollment between 1992 and 2007, then, outpaced overall enrollment growth: between 1992 and 2007, the enrollment grew by 25.0%, and enrollment of racial and ethnic minority students grew 95.3%.

Chart 3
Enrollment by Racial and Ethnic Minority Students in Iowa Colleges and Universities
Percent of Total Enrollment 1992-2007



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

Chart 4
Iowa-Resident Minority Students by Population Group: 1992-2007

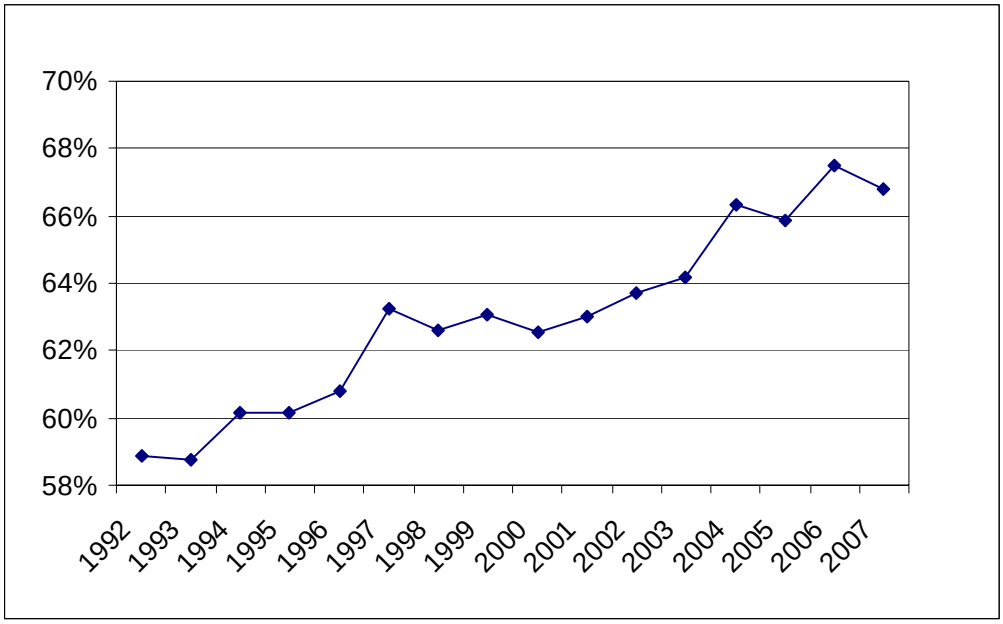


Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

Minority Enrollment by Iowa Residence

In 2007, Iowa residents represented 66.8% of minority enrollment. In 1992, 58.9% of the racial and ethnic minority students at Iowa colleges and universities were residents of Iowa. While enrollment by racial and ethnic minority students in Iowa colleges and universities has increased, residents of Iowa have represented a growing percentage of this enrollment.

Chart 5
Iowa-Resident Minority Students at Iowa Colleges and Universities
Percent of Total Minority Students 1992-2007



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

Minority Enrollment by Sector

Rates of minority student enrollment are generally comparable across institutional sectors in Iowa; i.e., across institutional categories based on level (two-year or four-year) and type of control (public, non-profit independent, or proprietary). Among all sectors of degree-granting institutions, minority enrollment represents roughly 8.0 and 11.2% of total enrollment.

Table 1
Percentage Minority Enrollment by Institutional Sector – Fall 2007

	Minority Enrollment as a Percent of Total Enrollment	Percent of Minority Students who are Resident Iowans
Regent Universities	8.3%	60.9%
4-Year Independent Institutions	8.9%	37.4%
Community Colleges	9.0%	89.4%
Proprietary Institutions	12.2%	89.0%
Specialized Graduate Medical Institutions	8.0%	14.2%

Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

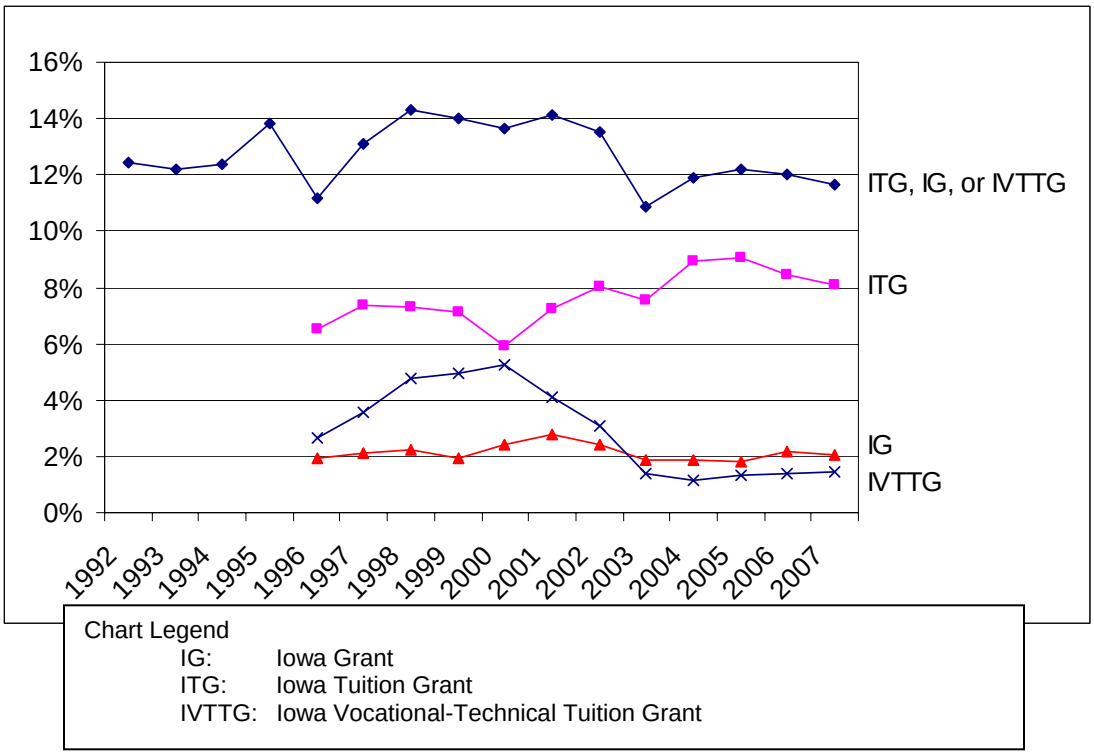
Minority Participation in State-Appropriated Iowa College Student Aid Commission Programs

The Iowa College Student Aid Commission Ethnic Diversity Survey is used to collect institutional reports of the numbers of racial and ethnic minority students who receive state aid through any of three key grant programs: Iowa Grants, Iowa Tuition Grants, and Iowa Vocational-Technical Tuition Grants.

The programs target assistance to students attending institutions in different sectors. Iowa Tuition Grants are awarded to Iowa residents attending Iowa independent four-year institutions; and Iowa Vocational-Technical Tuition Grants assist Iowa residents in vocational, technical, or career programs at Iowa community colleges. The Iowa Grant is available to assist Iowa residents attending eligible public or private college or university in Iowa.

In 2007, 11.6% of Iowa resident minority students were awarded one or more of these grants. The chart below tracks the history, since 1992, of grant program participation by Iowa-resident minority students. Beginning with data from the 1996 survey year, it is possible to track for each program the number of minority students who received aid awards through the Iowa Grant, Iowa Tuition Grant, and Iowa Vocational-Technical Tuition Grant programs.

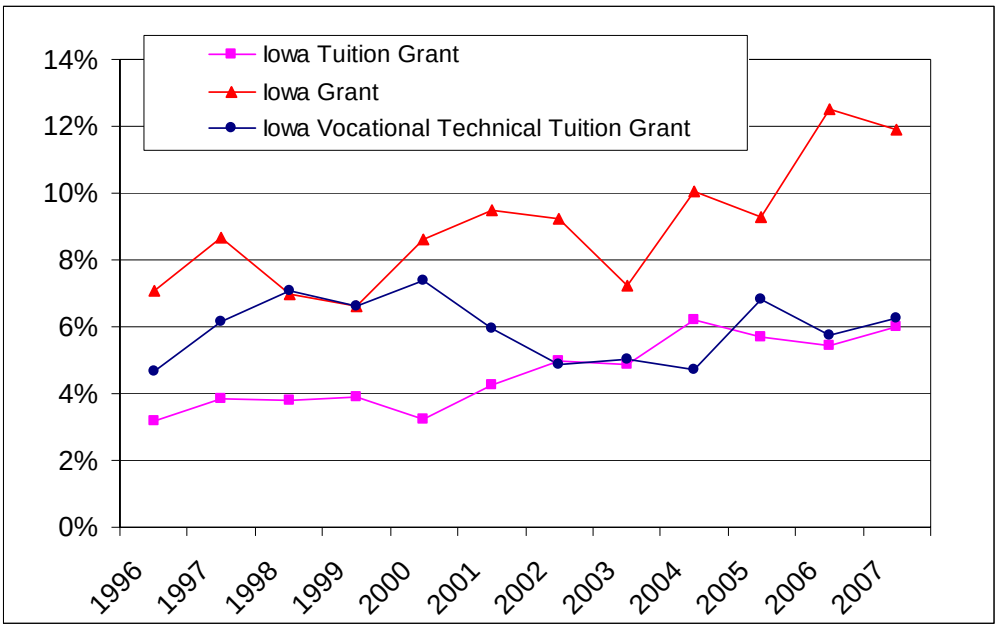
Chart 6
Grant Program Participation Among Iowa-Resident Minority Students
Percent Receiving Grants by Program 1992-2007



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

The chart below illustrates the history of minority participation in three key state grant aid programs as a percentage of total participation. In 2007, 6.0% of Iowa Tuition Grants, 6.3% of Iowa Vocational-Technical Tuition Grants, and 11.9% of Iowa Grants were awarded to minority students.

Chart 7
Minority Representation in Three Iowa College Aid Programs
Percent of Grants Awarded to Minority Students 1996-2007



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

Iowa Demographic Trends

Trends in minority postsecondary education enrollments parallel trends in state demographics. Between 1992 and 2006, the percentage of Iowans whose race and ethnicity was other than white non-Hispanic doubled from 4.4% to 9.0% (U.S. Census Bureau). The total population of Iowa increased by 175,162—from 2.806 million to 2.982 million—between 1992 and 2006 and the ethnic minority population of Iowa grew by 145,272, accounting for 83% of the state's population expansion during those years.

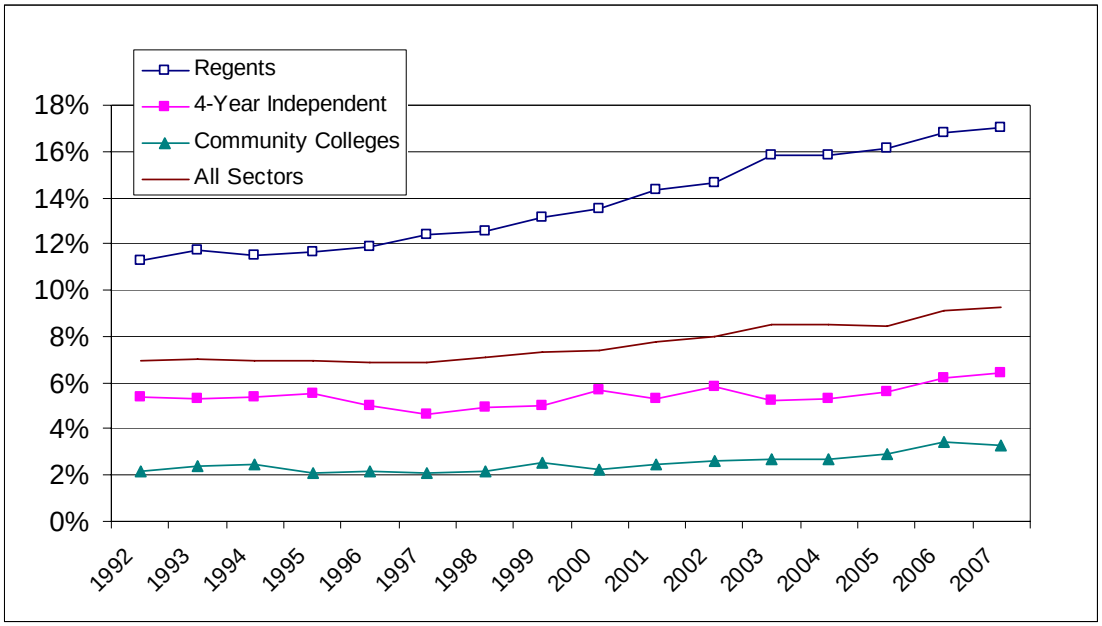
Minority Faculty

The total number of minority faculty employed by Iowa colleges and universities has increased every year for the past eleven years, and in all but one of the fifteen years since the Ethnic Diversity Survey was first conducted. In 1992, Iowa colleges and universities employed 696 racial or ethnic minority faculty; in the fall of 2007, this figure was 1,253, an increase of 80.0%. The percentage of minority faculty at Iowa postsecondary institutions overall has also increased since 1992. Minority representation on the faculties of Iowa postsecondary institutions increased from 6.9% in 1992 to 9.1% in 2007.

The increasing representation of minorities among Iowa higher education faculty since 1992 has been led by the Regent universities. Increases in the number of minority faculty at Regent universities account for 61.4% of the statewide increase of minority representation between 1992 and 2007. With 4,637 total faculty in 2007, the Regent universities have slightly more than one

third, 33.8%, of all postsecondary faculty in the state. At the same time, the Regent universities account for some 63.1% of all minority faculty in Iowa postsecondary education.

Chart 8
Minority Faculty as Percentage of Total Faculty by Institutional Sector 1992-2007



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

Plans for Recruitment and Retention of Racial and Ethnic Minority Population Groups

The Commission Ethnic Diversity survey asks institutions to report plans for the recruitment and retention of racial and ethnic minority population groups. Institutions are asked to briefly summarize the following:

1. major existing or proposed plans for the recruitment and retention of minority students;
2. special retention strategies used for all continuing students, including minority and non-traditional students;
3. major existing or proposed plans for serving non-traditional students;
4. major existing or proposed plans for the recruitment and retention of minority faculty.

Institutional responses to these four questions are on file at the Iowa College Student Aid Commission. A brief summary of survey results follows in this section.

Major Existing Or Proposed Plans For The Recruitment And Retention Of Minority Students
Thirty-two of 54 respondent institutions provided information related to institutional plans for the recruitment and retention of minority students. Of these, some responses did not identify or describe any specific efforts, but stated a general commitment to the recruitment and retention of minority students.

In many instances, responses describe the activities or duties of newly instituted or existing personnel, offices, or committees whose functions and responsibilities include the recruitment and retention of minority students. These campus offices and officials are designated with such titles as the Office of Diversity Services, Coordinator for Multicultural Admission and Retention Services, and Global Diversity Committee. Their reported functions typically involve targeted student recruitment but also, in some instances, coordination with academics, residential life,

financial aid, and other campus offices in support of addressing the unique needs of minority students. Examples of other specific activities include implementing the activities of a Diversity Leadership grant and working with other programs such as Upward Bound to attract low-income, first generation students.

Special Retention Strategies Used For All Continuing Students, Including Minority And Non-Traditional Students

Thirty-two of 54 respondent institutions provided information related to special retention strategies used for all continuing students, including minority and non-traditional students. Institutional responses describe a range of activities and approaches. Examples of specific activities include the following:

- personal instruction provided by tutorial specialists;
- personal counseling addressing areas that interfere with student success;
- academic advice and assistance in course selection;
- scholarship funds designated for part-time students;
- advisors who work with students in certain programs;
- regular review of retention data and appropriate planning;
- implementation of a first-year program that integrates orientation with advising and coursework.

Major Existing Or Proposed Plans For Serving Non-Traditional Students

Twenty-six of 54 respondent institutions provided information related to major existing or proposed plans for serving non-traditional students. A number of institutions' responses describe academic programs or delivery systems (e.g., web-based courses) designed to address the needs of working and other non-traditional students. Programs include internet-based degree-completion programs for working students; evening and weekend classes; ICN courses; and courses delivered in split terms.

In addition, a number of institutions' responses describe the resources and programming available to their students; e.g., library-based information resources, web-based resources, tutoring, and peer mentorship programming designed to assist students of diverse academic abilities and needs.

Major Existing Or Proposed Plans For The Recruitment And Retention Of Minority Faculty

Thirty of 54 respondent institutions provided information about major existing or proposed plans for the recruitment and retention of minority faculty. Most identified national searches, including advertisements for faculty positions in national journals, as a key tool in the recruitment of minority faculty.

Survey Methods

Iowa Code §261.25 directs the Iowa College Student Aid Commission to collect data and provide a report on racial and ethnic diversity at Iowa colleges and universities. The Commission is directed to collect the following information from institutions of higher education in the state which participate in the Iowa Tuition Grant Program:

- institutional reports of the number of their students and faculty who are members of minority groups;
- institutions' plans concerning the recruitment of racial and ethnic minority students and faculty; and
- institutions' plans to serve non-traditional students.

The Ethnic Diversity Survey is one of several principal surveys which the Iowa College Student Aid Commission administers to Iowa postsecondary institutions annually in the fall. The content of the Ethnic Diversity Survey has remained essentially the same since the survey was first

administered in 1992. For this reason, survey data can be meaningfully compared over the course of the last 16 years.

Data are for the fall semester in which the survey is administered. The survey, administered via the web, includes the following data:

- number of students, by Iowa residence and graduate or undergraduate status, who are members of the following population groups:
    - African American
    - Hispanic
    - American Indian/Alaskan Native
    - Asian/Pacific Islander
    - Southeast Asian
- number of faculty, by Iowa residence, who are members of the population groups listed above;
- the percentage of population of the community where the institution is located represented by racial and ethnic minority groups;
- information about institutions' plans to recruit members of racial and ethnic minority groups as students and faculty;
- information about financial aid provided to students who are members of racial and ethnic minority groups.

Throughout this report, the term "minority" is used to refer collectively to members of the following population groups:

- African American
- Hispanic
- American Indian/Alaskan Native
- Asian/Pacific Islander
- Southeast Asian

There exist important limitations to the survey data and the kinds of conclusions which can be drawn from it. The most important of these arise in part from the complexities of racial and ethnic identification.

For example, the survey specifies five racial or ethnic population groups for reporting purposes. However, these categories do not necessarily include all population groups which might be considered racial or ethnic minorities. Thus, students and faculty who, though they might identify themselves as members of one or another racial or ethnic minority group, would not necessarily identify themselves as members of any of the particular population groups delineated in the survey.

Secondly, since neither "White" or "Caucasian" nor "other" have been included as survey response categories, it is not possible for institutions to report the number of students and faculty to whom these categories apply. (This limitation is an artifact of the language of the relevant Iowa Code, §261.25, which specifies only that the Commission collect "information about the numbers of minority students enrolled and minority faculty members employed at" Iowa colleges and universities.) For this reason, conversely, it is also impossible to infer any more information about minority representation relative to representation by majority groups.

In addition, the survey design makes no provision for students and faculty of mixed race or ethnicity. A given student or faculty-member of mixed race or ethnicity, then, might be counted on the survey as a member of only one population group, if at all. As a practical result, it is possible the survey results understate representation of racial and ethnic minorities in Iowa postsecondary education.

References

2007 Iowa Code Supplement 261 § 25.

U. S. Census Bureau. (2008). American community survey. Washington, DC; Author. Retrieved January 15, 2008 from http://factfinder.census.gov/servlet/ACSSAFFFacts?_event=Search&_lang=en&_sse=on&geo_id=04000US19&_state=04000US19.

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Appendix

Exhibit A

IOWA COLLEGE STUDENT AID COMMISSION

Historical Student and Faculty Ethnic Diversity
1992-2007

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Student Profile																
Full- and Part-Time Enrollment	172,435	172,421	172,303	173,987	177,699	180,023	182,149	185,018	187,498	194,081	199,484	206,902	207,027	208,929	211,867	216,921
Minority Enrollment (U. S. Citizen)																
Iowa Residents	5,737	6,122	6,859	7,120	7,201	7,655	7,751	7,788	8,028	8,580	9,396	10,159	11,038	11,448	12,340	12,714
Non-Iowa Residents	4,007	4,292	4,541	4,725	4,649	4,452	4,633	4,560	4,809	5,034	5,355	5,667	5,600	5,929	5,939	6,320
Total	9,744	10,414	11,400	11,845	11,850	12,107	12,384	12,348	12,846	13,614	14,751	15,826	16,638	17,377	18,279	19,034
Percent of Total Enrollment	5.65%	6.04%	6.62%	6.81%	6.67%	6.73%	6.80%	6.67%	6.85%	7.01%	7.39%	7.65%	8.04%	8.32%	8.63%	8.77%
Minority Residents Receiving Iowa Tuition Grants, Voc-Tech Grants and Iowa Grants	714	726	849	983	803	1,001	1,110	1,093	1,095	1,212	1,271	1,101	1,315	1,396	1,482	1,474
Faculty Profile																
Full- and Part-Time Faculty	10,052	10,698	11,406	12,163	11,799	12,462	12,283	12,475	13,096	12,717	13,048	13,277	13,989	14,573	13,622	13,717
Number of Minority Faculty	696	753	796	844	814	855	870	911	971	988	1,047	1,126	1,195	1,229	1,244	1,253
Percent of Minority Faculty	6.92%	7.04%	6.98%	6.94%	6.90%	6.86%	7.08%	7.30%	7.41%	7.77%	8.02%	8.48%	8.54%	8.43%	9.13%	9.13%

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Exhibit B

STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

2007

		MINORITY STUDENTS					FACULTY		
	INSTITUTION ENROLLMENT*	IOWA RESIDENT	NON-IOWA RESIDENT	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT**	TOTAL FACULTY	MINORITY	PERCENT MINORITY
Iowa State University	26,160	1,372	848	2,220	8.5%	33	1,676	308	18.4%
University of Iowa	30,409	1,590	1,240	2,830	9.3%	35	2,388	419	17.6%
University of Northern Iowa	12,921	566	179	745	5.8%	14	573	64	11.2%
REGENTS' UNIVERSITIES	**69,490**	**3,528**	**2,267**	**5,795**	**8.3%**	**82**	**4,637**	**791**	**17.1%**
AIB College of Business	965	66	3	69	7.2%	30	63	0	0.0%
Allen College	462	8	2	10	2.2%	7	32	1	3.1%
Briar Cliff University	1,138	48	82	130	11.4%	19	100	3	3.0%
Buena Vista University	2,548	75	49	124	4.9%	72	110	5	4.6%
Central College	1,384	39	28	67	4.8%	24	132	12	9.1%
Clarke College	1,230	16	33	49	4.0%	8	140	3	2.1%
Coe College	1,323	28	54	82	6.2%	18	191	5	2.6%
Cornell College	1,083	11	74	85	7.9%	5	97	8	8.3%
Divine Word College	49	2	23	25	51.0%	0	22	3	13.6%
Dordt College	1,360	5	19	24	1.8%	3	95	2	2.1%
Drake University	5,618	243	246	489	8.7%	61	259	31	12.0%
Emmaus Bible College	244	2	3	5	2.1%	0	30	3	10.0%
Faith Baptist Bible College	418	6	6	12	2.9%	3	35	3	8.6%
Graceland University	2,466	19	183	202	8.2%	5	103	9	8.7%
Grand View College	3,351	163	18	181	5.4%	113	192	6	3.1%
Grinnell College	1,654	21	225	246	14.9%	5	198	32	16.2%
Iowa Wesleyan College	834	41	141	182	21.8%	33	110	6	5.5%
Loras College	1,591	22	34	56	3.5%	8	166	8	4.8%
Luther College	2,476	33	91	124	5.0%	16	251	19	7.6%
Maharishi University of Management	983	9	28	37	0.0%	0	52	4	7.7%
Mercy College of Health Sciences	680	58	0	58	8.5%	34	41	2	4.9%
Morningside College	1,798	44	39	83	4.6%	32	150	2	1.3%
Mount Mercy College	1,496	54	7	61	4.1%	26	161	5	3.1%
Northwestern College	1,315	24	21	45	3.4%	0	131	1	0.8%
Simpson College	2,039	87	22	109	5.4%	52	205	13	6.3%
Saint Ambrose University	3,870	166	144	310	8.0%	65	335	25	7.5%
St Luke's College	147	7	3	10	6.8%	3	31	0	0.0%
University of Dubuque	1,560	54	209	263	16.9%	9	155	9	5.8%
Upper Iowa University	5,618	144	901	1,045	18.6%	0	413	47	11.4%
Waldorf College	630	9	54	63	10.0%	3	73	0	0.0%
Wartburg College	1,810	64	54	118	6.5%	42	163	10	6.1%
William Penn University	1,833	201	167	368	20.1%	63	198	9	4.6%
4-YEAR INDEPENDENT	**53,973**	**1,769**	**2,963**	**4,732**	**8.9%**	**759**	**4,434**	**286**	**6.6%**

Source: Iowa College Student Aid Commission Survey of Ethnic Diversity

* Enrollment information is from the Iowa College Enrollment Report.

** Iowa Tuition Grant, Iowa Grant, or Iowa Vocational-Technical Tuition Grant

2/13/2008

Exhibit B

STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

2007

		MINORITY STUDENTS					FACULTY		
	INSTITUTION ENROLLMENT*	IOWA RESIDENT	NON-IOWA RESIDENT	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT**	TOTAL FACULTY	MINORITY	PERCENT MINORITY
Des Moines Area Community College	18,320	2,223	41	2,264	12.4%	78	323	14	4.3%
Eastern Iowa Comm. College District	7,329	928	106	1,034	14.1%	31	437	38	8.7%
Hawkeye Community College	5,803	556	12	568	9.8%	43	327	15	4.6%
Indian Hills Community College	4,127	168	39	207	5.0%	12	286	3	1.1%
Iowa Central Community College	5,731	592	69	661	11.5%	8	428	2	0.5%
Iowa Lakes Community College	3,170	67	34	101	3.2%	1	190	1	0.5%
Iowa Valley Community College	5,600	288	74	362	6.5%	11	300	5	1.7%
Iowa Western Community College	5,300	133	127	260	4.9%	4	269	1	0.4%
Kirkwood Community College	15,075	1,117	62	1,179	7.8%	52	803	30	3.7%
North Iowa Area Community College	3,272	158	83	241	7.4%	9	171	2	1.2%
Northeast Iowa Community College	4,804	111	25	136	2.8%	7	177	6	3.4%
Northwest Iowa Community College	1,288	26	5	31	2.4%	4	162	2	1.2%
Southeastern Community College	3,341	202	42	244	7.3%	10	86	8	9.3%
Southwestern Community College	1,464	46	25	71	4.9%	1	117	2	1.7%
Western Iowa Tech Comm. College	5,191	410	85	495	9.5%	17	82	7	8.5%
COMMUNITY COLLEGES	**87,015**	**7,025**	**829**	**7,854**	**9.0%**	**288**	**4,158**	**136**	**3.3%**
Des Moines University	1,719	21	147	168	9.8%	0	133	14	10.5%
Palmer College of Chiropractic	1,457	15	70	85	5.8%	0	108	8	7.4%
SPECIALIZED GRADUATE MEDICAL	**3,176**	**36**	**217**	**253**	**8.0%**	**0**	**241**	**22**	**9.1%**
Ashford University	487	39	0	39	8.0%	12	42	2	4.8%
Kaplan University	2,780	317	44	361	5.7%	333	205	16	6.7%
4-YEAR PROPRIETARY	**3,267**	**356**	**44**	**400**	**12.2%**	**345**	**247**	**18**	**7.3%**
TOTAL	**216,921**	**12,714**	**6,320**	**19,034**	**8.8%**	**1,474**	**13,717**	**1,253**	**9.1%**

Source: Iowa College Student Aid Commission Survey of Ethnic Diversity
* Enrollment information is from the Iowa College Enrollment Report.
** Iowa Tuition Grant, Iowa Grant, or Iowa Vocational-Technical Tuition Grant

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Exhibit C

STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

MINORITY STUDENTS

2007

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
Iowa State University	378	362	382	240	54	27	558	219	1,372	848	2,220
University of Iowa	341	396	400	417	80	65	769	362	1,590	1,240	2,830
University of Northern Iowa	239	118	151	50	33	3	143	8	566	179	745
REGENTS' UNIVERSITIES	**958**	**876**	**933**	**707**	**167**	**95**	**1,470**	**589**	**3,528**	**2,267**	**5,795**
AIB College of Business	20	2	25	0	8	0	13	1	66	3	69
Allen College	4	0	1	1	2	1	1	0	8	2	10
Briar Cliff University	12	27	23	40	2	2	11	13	48	82	130
Buena Vista University	18	30	38	13	7	1	12	5	75	49	124
Central College	10	10	14	14	2	2	13	2	39	28	67
Clarke College	6	12	6	16	1	2	3	3	16	33	49
Coe College	17	19	5	20	3	3	3	12	28	54	82
Cornell College	2	30	3	27	2	4	4	13	11	74	85
Divine Word College	0	3	0	1	0	0	2	19	2	23	25
Dordt College	1	3	1	11	0	0	3	5	5	19	24
Drake University	92	98	56	44	4	1	91	103	243	246	489
Emmaus Bible College	0	0	0	1	0	1	2	1	2	3	5
Faith Baptist Bible College	0	3	5	1	0	1	1	1	6	6	12
Graceland University	5	95	10	37	1	5	3	46	19	183	202
Grand View College	78	10	37	6	4	0	44	2	163	18	181
Grinnell College	0	78	3	78	1	5	17	64	21	225	246
Iowa Wesleyan College	10	91	25	41	0	2	6	7	41	141	182
Loras College	8	7	8	23	0	1	6	3	22	34	56
Luther College	1	22	13	32	2	4	17	33	33	91	124
Maharishi University of Management	2	10	4	9	0	0	3	9	9	28	37
Mercy College of Health Sciences	15	0	20	0	5	0	18	0	58	0	58
Morningside College	6	11	20	13	3	5	15	10	44	39	83
Mount Mercy College	21	2	17	3	6	0	10	2	54	7	61
Northwestern College	3	9	10	8	3	0	8	4	24	21	45
Simpson College	21	18	30	2	8	2	28	0	87	22	109
Saint Ambrose University	76	59	57	60	9	10	24	15	166	144	310
St Luke's College	0	0	6	3	0	0	1	0	7	3	10
University of Dubuque	29	140	9	47	9	6	7	16	54	209	263
Upper Iowa University	98	661	18	126	2	26	26	88	144	901	1,045
Waldorf College	5	36	2	13	0	1	2	4	9	54	63
Wartburg College	27	27	13	14	6	1	18	12	64	54	118
William Penn University	89	126	77	33	12	2	23	6	201	167	368
4-YEAR INDEPENDENT	**676**	**1,639**	**556**	**737**	**102**	**88**	**435**	**499**	**1,769**	**2,963**	**4,732**
Des Moines Area Community College	998	27	627	8	70	0	528	6	2,223	41	2,264
Eastern Iowa Community College	412	46	352	42	71	11	93	7	928	106	1,034
Hawkeye Community College	365	7	93	5	25	0	73	0	556	12	568
Indian Hills Community College	34	19	69	10	36	5	29	5	168	39	207
Iowa Central Community College	170	62	304	5	6	0	112	2	592	69	661
Iowa Lakes Community College	11	13	31	20	8	0	17	1	67	34	101
Iowa Valley Community College	58	54	146	17	52	0	32	3	288	74	362

Source: Iowa College Student Aid Commission Survey of Ethnic Diversity
1. Includes full and part-time students. Excludes international minority students.
2. R = Resident, NR = Non-Resident

2/13/2008

Exhibit C

STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

MINORITY STUDENTS

2007

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
Iowa Western Community College	26	96	68	18	17	1	22	12	133	127	260
Kirkwood Community College	618	41	239	14	105	5	155	2	1,117	62	1,179
North Iowa Area Community College	45	75	69	7	8	1	36	0	158	83	241
Northeast Iowa Community College	51	10	38	11	4	1	18	3	111	25	136
Northwest Iowa Community College	1	2	19	2	2	0	4	1	26	5	31
Southeastern Community College	90	14	69	25	9	2	34	1	202	42	244
Southwestern Community College	10	10	26	12	3	0	7	3	46	25	71
Western Iowa Tech Community College	71	7	230	41	46	18	63	19	410	85	495
COMMUNITY COLLEGES	**2,960**	**483**	**2,380**	**237**	**462**	**44**	**1,223**	**65**	**7,025**	**829**	**7,854**
Des Moines University	4	23	8	11	1	2	8	111	21	147	168
Palmer College of Chiropractic	1	10	7	23	0	8	7	29	15	70	85
SPECIALIZED GRADUATE MEDICAL	**5**	**33**	**15**	**34**	**1**	**10**	**15**	**140**	**36**	**217**	**253**
Ashford University	26	0	5	0	4	0	4	0	39	0	39
Kaplan University	219	28	66	15	10	1	22	0	317	44	361
4-YEAR PROPRIETARY	**245**	**28**	**71**	**15**	**14**	**1**	**26**	**0**	**356**	**44**	**400**
TOTAL	**4,844**	**3,059**	**3,955**	**1,730**	**746**	**238**	**3,169**	**1,293**	**12,714**	**6,320**	**19,034**

Source: Iowa College Student Aid Commission Survey of Ethnic Diversity
1. Includes full and part-time students. Excludes international minority students.
2. R = Resident, NR = Non-Resident

Exhibit D

STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

2/13/2008

MINORITY FACULTY

2007

	Black	Hispanic	American Indian	Asian	Total
Iowa State University	33	38	9	228	308
University of Iowa	47	67	8	297	419
University of Northern Iowa	12	11	3	38	64
REGENTS' UNIVERSITIES	**92**	**116**	**20**	**563**	**791**
AIB College of Business	0	0	0	0	0
Allen College	1	0	0	0	1
Briar Cliff University	0	1	0	2	3
Buena Vista University	0	0	0	5	5
Central College	2	1	0	9	12
Clarke College	0	0	0	3	3
Coe College	1	1	0	3	5
Cornell College	2	2	0	4	8
Divine Word College	0	2	0	1	3
Dordt College	0	1	0	1	2
Drake University	6	6	0	19	31
Emmaus Bible College	0	2	0	1	3
Faith Baptist Bible College	0	3	0	0	3
Graceland University	1	2	0	6	9
Grand View College	3	0	0	3	6
Grinnell College	10	11	0	11	32
Iowa Wesleyan College	4	0	0	2	6
Loras College	2	0	0	6	8
Luther College	7	6	0	6	19
Maharishi University of Management	1	0	0	3	4
Mercy College of Health Sciences	1	0	0	1	2
Morningside College	0	1	0	1	2
Mount Mercy College	0	1	1	3	5
Northwestern College	0	0	0	0	1
Simpson College	4	4	3	2	13
Saint Ambrose University	4	8	0	13	25
St Luke's College	0	0	0	0	0

Exhibit D

STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

2/13/2008

MINORITY FACULTY
2007

	Black	Hispanic	American Indian	Asian	Total
University of Dubuque	2	3	3	1	9
Upper Iowa University	20	9	2	16	47
Waldorf College	0	0	0	0	0
Wartburg College	4	2	0	4	10
William Penn University	8	1	0	0	9
4-YEAR INDEPENDENT	**83**	**67**	**9**	**126**	**286**
Des Moines Area Community College	3	1	0	10	14
Eastern Iowa Community College District	19	13	3	3	38
Hawkeye Community College	7	2	2	4	15
Indian Hills Community College	0	3	0	0	3
Iowa Central Community College	1	1	0	0	2
Iowa Lakes Community College	1	0	0	0	1
Iowa Valley Community College	1	0	2	2	5
Iowa Western Community College	1	0	0	0	1
Kirkwood Community College	5	14	2	9	30
North Iowa Area Community College	1	0	0	1	2
Northeast Iowa Community College	2	4	0	0	6
Northwest Iowa Community College	0	1	0	1	2
Southeastern Community College	2	2	3	1	8
Southwestern Community College	0	1	0	1	2
Western Iowa Tech Community College	1	4	0	2	7
COMMUNITY COLLEGES	**44**	**46**	**12**	**34**	**136**
Des Moines University	5	1	0	8	14
Palmer College of Chiropractic	2	2	0	4	8
SPECIALIZED GRADUATE MEDICAL	**7**	**3**	**0**	**12**	**22**
Ashford University	1	1	0	0	2
Kaplan University	11	2	0	3	16
4-YEAR PROPRIETARY	**12**	**3**	**0**	**3**	**18**
TOTAL	**238**	**235**	**41**	**738**	**1,253**