Agenda

- Compliance Update
- Legislative Update
- Enrollment Update
- Budget Update
- Diversity, Equity, and Inclusion Update
- Academic Positioning
- Policy Review
- Good News
2020 Compliance Update
- Affirmative Action
- Title IX
Total Employment as of October 2019

1716 Non-temporary employees

Overall:
54.9% female
13.1% minority

Tenure Track Faculty:
46.0% female
19.0% minority
Tenure Track Faculty

- Fall 2009: 43.2% (Female) - 13.4% (Minorities)
- Fall 2014: 46.4% (Female) - 15.6% (Minorities)
- Fall 2019: 46.0% (Female) - 19.0% (Minorities)

Faculty Ten-Year Overview 2009 - 2019
<table>
<thead>
<tr>
<th>Employment Group (with total number hired)</th>
<th>2018-19 Goals</th>
<th>Achieved?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Minority</td>
<td>Female</td>
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<tr>
<td>Executive/Administrative/Managerial (11)</td>
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<tr>
<td>Faculty (Tenured and Tenure Track) (29)</td>
<td>17</td>
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<tr>
<td>Faculty (Term) (17)</td>
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<tr>
<td>Professional/Scientific (87)</td>
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<tr>
<td>Secretarial/Clerical (25)</td>
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<tr>
<td>Technical/Paraprofessional (2)</td>
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<tr>
<td>Skilled Craft (5)</td>
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<td>-</td>
</tr>
<tr>
<td>Service/Maintenance (123)</td>
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<td>-</td>
</tr>
<tr>
<td>Total (373)</td>
<td>22</td>
<td>5</td>
</tr>
<tr>
<td>Employment Group</td>
<td>Minority</td>
<td>Female</td>
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<tr>
<td>Executive/Administrative/Managerial</td>
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<tr>
<td>Faculty (Tenured and Tenure Track)</td>
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<tr>
<td>Faculty (Term)</td>
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<tr>
<td>Service/Maintenance</td>
<td>-</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>13</strong></td>
<td><strong>16</strong></td>
</tr>
</tbody>
</table>
Incumbency vs. Estimated Availability of Minorities

- Incumbency vs. Availability

- Employment
- Availability

- Exec/Admin/Mgr: 10.9% Employment, 16.4% Availability
- Tenure Track: 19.0% Employment, 22.7% Availability
- Non-Tenure Track: 8.6% Employment, 6.3% Availability
- Prof/Scientific: 12.2% Employment, 11.2% Availability
- Sec/Clerical: 5.7% Employment, 6.7% Availability
- Tech/Paraprofess: 16.7% Employment, 11.5% Availability
- Skilled Crafts: 3.7% Employment, 1.8% Availability
- Serv/Maintenance: 13.9% Employment, 15.4% Availability
Title IX Update

New Regulations Coming

- Enforceable in ways previous guidance was not
- Will require significant changes to procedures
- Process mirrors the criminal justice system by requiring live hearings, cross examinations, and advisor participation
- Heavier burden on resources, training, and operational procedures
- Short turnaround expected for implementation
Watch for continued communication about how OCEM serves our campus community.

THANK YOU FOR YOUR SUPPORT!
Legislative Update

General Education Fund: $103,712,362
- Increase of $4 M from FY 2020

Special Purpose Units: $6,746,933
- Real Estate Education: $125,302 (status quo)
- RRTTC: $175,256 (status quo)
- STEM: $6,446,375 (status quo)

Economic Development: $2.366 M
- Institute for Decision Making, Metal Casting Center, Center for Business Growth and Innovation, and Advance Iowa: $1,066,419 (status quo)
- Regents Innovation Fund: $900,000 (status quo)
- Additive Manufacturing Center: $400,000 (status quo)

Industrial Technology Center Modernization: $39.72 M
- FY2021: $1 M (already appropriated)
- FY2022: $15.9 M
- FY2023: $22.8 M
Budget Update
Diversity, Equity, and Inclusion Update
Academic Positioning
9.01—Grants, Contracts, and Sponsored Agreements

- Ensures appropriate institutional review, approval, and administration of all externally funded project proposals and awards.

- Specifies RSP is authoritative agent, liaison, and signatory authority with external funding agencies, except under exceptions defined in Policy 9.02.

- Designates all applications for external funding must be reviewed and approved by RSP.

- Specifies responsibilities for all institutional parties for evaluating suitability of proposed work, ensuring project compliance, maintaining operational guidelines, and closing projects.

- Sets the federally negotiated rate as the standard for Facilities and Administrative (F&A) indirect costs, with exceptions.

- Requires RSP approval during the preaward process of any cost share (i.e., matching) agreements.
Good News
THANK YOU