



IOWA COLLEGE STUDENT AID COMMISSION

Iowa College and University Ethnic Diversity Report

February 28, 2006

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IOWA COLLEGE STUDENT AID COMMISSION

Student and Faculty Ethnic Diversity Report February 2006

The *Student and Faculty Ethnic Diversity Report* has been prepared annually 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 provided by the Iowa Department of Education. The report summarizes the enrollment of minority high school graduates at Iowa colleges and universities, and presents a profile of the ethnic diversity of Iowa colleges and universities. Technical notes describing source data and methodology are included at the end of this report.

High School to College Matriculation

Slightly more than half of Iowa minority students completing high school programs enroll at Iowa colleges and universities. This observation is based on a comparison of the profile of high school graduates published by the Iowa Department of Education and summaries of first-time-first-year-degree-seeking students provided by Iowa colleges and universities. Although the comparison seemingly suggests that the analysis tracks individuals as they move from Iowa high schools to Iowa colleges, such a direct link is not part of this analysis. Source data are drawn from tables that are aggregated by ethnic category, and do not reflect the flow of individual enrollments. Some first-time-first-year-degree-seeking college students delay college attendance, and may be counted two or more years after high school graduation.

Iowa Public High School Graduates as
First Year College Students
By Race/Ethnicity

	High School Graduates <u>2004-05</u> ¹	Attending Iowa Institutions <u>2005</u> ²
Black	1,024	483
Asian	665	390
Hispanic	1,007	506
Native American	164	80
Total	2,860	1,459 ³

Iowa minority students as a percentage of total college and university students closely parallels the Iowa minority population as a percentage of the total Iowa population in two of the four racial/ethnic categories. Iowa colleges and universities reported a slightly larger percentage of total minority students than the percentage of the Iowa minority population in 2000. For Hispanic students, the percentages are less than the Iowa population and substantially less than the U.S. population distribution. For Black students, the percentages are greater than the Iowa population in 2000 and substantially less than the U. S. population. In 2000 the U. S. Department of Education reported that 28% of the total enrollment at degree-granting institutions were minorities⁵.

Iowa and U. S. (2000) Race/Ethnicity Percent

	Iowa Colleges and Universities 2005 ³	Iowa Population ⁴	U.S. Population ⁴
Black	3.4%	2.1%	12.3%
Asian	2.1%	1.3%	3.7%
Hispanic	2.4%	2.8%	12.5%
Native American	0.5%	0.3%	0.9%

College and University Minority Student Trends

The Commission has reported increased ethnic diversity in the annual *Student and Faculty Ethnic Diversity Report since 1992*. During that time, Iowa college and university resident minority population increased 99.6% while minority students receiving grant assistance increased 95.5%, and the number of minority faculty increased 76.6%. In 2005, minority students represented 8.3% of all students and minority faculty represented 8.4% of all faculty.

Last fall 17,377 minority students were studying at Iowa institutions. Sixty-six percent or 11,448 of the students were Iowa residents. The number of Iowa resident minority students was up 410 from the previous year while total minority enrollment was up 739 students from the previous year. The minority student population increased at 35 Iowa colleges and universities reporting data. A summary of the increases by sector indicates that the two-year-other sector had the largest increase (15.1%) followed by community colleges with 8.0%. Some of the proprietary increase is due to a change in classification of students who attended the not-for-profit Franciscan University and are now attending the proprietary successor institution: Ashford University.

Minority Student increase by Sector

	<u>Increase</u>	<u>Percent of Increase</u>
Regents	28	0.5%
4-Year Independent	115	2.8%
Community College	517	8.0%
2-Year Other	15	5.7%
Proprietary*	64	15.1%
Total	812	5.1%

* Includes a change in Franciscan University (a not-for-profit) to Ashford University (a proprietary).

Minority students receiving Iowa Tuition Grants, Iowa Vocational-Technical Tuition Grants, and Iowa Grants increased by 81 students from 1,315 to 1,396 recipients. Since 1992, the number of Iowa minority students receiving grants increased by 682 students or 95.5%.

Recruitment and Retention of Minority Students

Iowa college and university administrators reported a variety of strategies to attract and retain a diverse student body.

Coe College has a Coordinator for Multicultural Admissions who works with Upward Bound programs to encourage minority students to consider the College. In 2005, the college hosted Upward Bound students from Indiana, and in the fall, the College sponsored a bus tour to bring minority students from Chicago to the campus in Cedar Rapids. Representatives attend college fairs specifically directed toward minority students, and have targeted about 30 high schools that have a strong cohort of minority students. Representatives of the college are working with several minority alumni who help recruit a diverse student body. Coe plans to incorporate current minority students into the on-campus recruitment programs. Minority students will participate in the welcoming of prospective students to campus, sit on student information panels, give tours, and host overnight visits.

The University of Iowa recognizes that diversity promotes excellence in education and sets a goal to recruit underrepresented and diverse students. Through the College Bound program and other initiatives, the University targets Iowa and non-Iowa schools for recruitment and development. Initiatives include visiting schools, bringing students to campus, and tutoring and pen pal programs. Pre-college, college and pre-graduate summer programs in a variety of disciplines bring hundreds of minority students to the University each summer. The Pen Pal Program and other programs and publications encourage young students and

their families to explore the possibility of attending college. A cornerstone of the University efforts is to maintain a welcoming and supportive climate. The University supports three cultural centers, and over 50 affinity groups. Each year diversity is celebrated in the Cultural Diversity Day celebration, and student achievement is recognized at the annual Multicultural Graduation and Recognition Banquet.

Students participate in a comprehensive orientation program. Student progress is closely followed by the Undergraduate Academic Advising Center. Intervention strategies are implemented if students are struggling. These efforts are closely coordinated with the various undergraduate departments. Entering students can work with upper-class students who provide the new students with general social, cultural and academic University information.

At Hawkeye Community College, there is a focus on Waterloo Community School, which has the largest minority representation in Iowa. Hawkeye admissions staff attend Waterloo East parent teacher conferences to connect with the parents and students. A Gear Up grant funds promotion of college to middle school students. The community college supports Logan Middle School efforts to meet the academic needs of students by providing an on-site speaker, campus tours, and career classes. Staff from the College participate in a YWCA speakers programs, Los Chicos, Young Parents Organization, Education Talent Search, Martin Luther King Center Summer School and Hispanic College fair. The college reported that they will be developing a First Year Experience for students. The experience will take a look at the many factors involved with keeping students of color on campus.

Minority Faculty Trends

The total number of minority faculty increased for the ninth consecutive year. There was a 2.8% increase from 1,195 in 2004 to 1,229 in 2005. Minority faculty are 8.5% of all full-time and part-time faculty.

Typical recruitment strategies include advertisement of positions in *Black Issues in Higher Education*, and position announcements disseminated at traditional black colleges and universities. Openings are often advertised in national publications like the *Chronicle of Higher Education* and *Affirmative Action Register*.

Briar Cliff University advertises in the *Chronicle*, as well as local and regional newspapers. When possible, the University advertises in trade and professional publications. Job announcements for faculty positions are sent to over 100 graduate schools likely to have minority candidates.

At the University of Iowa, staff of the Office of The Provost, collegiate deans, the Collegiate Diversity Group, and the Office of Equal Opportunity and Diversity report that the development, recruitment, and retention of minority faculty members is among the very highest priorities. The University operates several programs that help to increase the number of minority group members and women who seek faculty positions. The programs include the Alliance for Graduate Education and the Professoriate, Iowa Biosciences Advantage and Women in Science and Engineering. The Faculty Diversity Opportunity Program has supported minority post-doctoral fellows. Collegiate deans understand that hiring faculty members that add to campus diversity is an important part of their responsibilities. Search plans include efforts to identify minority candidates. A pool of approximately \$935,000 is allocated for cases in which an opportunity to hire a minority faculty member arises outside of routine search procedures. Current faculty and staff members from minority communities regularly play a role in recruitment of minority candidates.

The University addresses retention both through efforts to maintain a welcoming climate and through efforts that directly support new faculty members. The University offers workshops and programs that promote a respectful work environment. Each college has a program in place for mentoring and support of new faculty members.

At Hawkeye Community College, minority faculty are encouraged to become active in campus activities through participation in committees and task force projects. Employee Development day includes sessions on diversity topics. The College includes students of color in school advertisements and student events.

Summary Tables

Summary tables describing the 2004 -2005 data supplied by Iowa colleges and universities are shown in the following exhibits:

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|-----------|--|
| Exhibit A | Historical summary of student and faculty ethnic diversity |
| Exhibit B | Summary of student and faculty ethnic diversity by institution |
| Exhibit C | Summary of resident and non-resident minority enrollment |
| Exhibit D | Summary of minority faculty characteristics |

Technical Notes

Following are notes describing data sources other than the annual Commission survey.

1. Iowa Department of Education, Basic Educational Data Survey (BEDS), High School Completers File 2004.
2. The number of first-time first-year students attending Iowa institutions in 2004-05 is from responses to the annual Ethnic Diversity Survey conducted by the Commission. College and university officials are asked to report the “number of first-time first-year students who were in high school the previous year.”
3. The Iowa college and university race/ethnicity for 2005 (reported on page 2) is based on reports from Iowa colleges and university officials.
4. The total Iowa population distribution for 2000 (reported on page 2) is from the U. S. Census and is available at http://factfinder.census.gov/servlet/QTTable?ds_name=DEC_2000_SF1_U&geo_id=04000US19&q_r_name=DEC_2000_SF1_U_DP1, and total U.S. population data is from the U. S. Census and is available at http://factfinder.census.gov/servlet/QTTable?ds_name=DEC_2000_SF1_U&geo_id=01000US&q_r_name=DEC_2000_SF1_U_DP1
5. Minority enrollment at U. S. degree granting institutions is from the U. S. Department of Education, *Digest of Education Statistics*, available on the internet at <http://nces.ed.gov/programs/digest/d02/tables/dt208.asp>.

Availability

Persons interested in additional information may review institutional reports at the Commission offices located at 200 – 10th Street, 4th Floor; Des Moines, Iowa 50309 by contacting Dr. Keith Greiner, Director of Research.

Exhibit A
IOWA COLLEGE STUDENT AID COMMISSION
Historical Student and Faculty Ethnic Diversity
1992-2005

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>Since 1992</u>	<u>Since 2000</u>
<u>Student Profile</u>																
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	21.16%	11.43%
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	99.55%	42.60%
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	47.97%	23.29%
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	78.34%	35.27%
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%		
Minority Residents Receiving Iowa Tuition Grants, Voc-Tec 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	95.52%	27.49%
<u>Faculty Profile</u>																
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	44.98%	11.28%
Number of Minority Faculty	696	753	796	844	814	855	870	911	971	988	1,047	1,126	1,195	1,229	76.58%	26.57%
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%		

Exhibit B
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
2005

2/14/2006

	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	25,741	1,303	820	2,123	8.25%	40	1,734	272	15.69%
University of Iowa	29,642	1,522	1,156	2,678	9.03%	25	2,388	419	17.55%
University of Northern Iowa	12,513	516	240	756	6.04%	12	634	76	11.99%
REGENTS' UNIVERSITIES	67,896	3,341	2,216	5,557	8.18%	77	4,756	767	16.13%
Allen College	404	8	1	9	2.23%	7	30	1	3.33%
Briar Cliff University	1,125	35	66	101	8.98%	16	97	1	1.03%
Buena Vista University	2,661	92	44	136	5.11%	56	119	5	4.20%
Central College	1,635	36	23	59	3.61%	29	139	10	7.19%
Clarke College	1,246	16	49	65	5.22%	5	130	2	1.54%
Coe College	1,354	36	49	85	6.28%	17	188	6	3.19%
Cornell College	1,179	11	86	97	8.23%	6	109	8	7.34%
Divine Word College	70	1	48	49	70.00%	0	26	3	11.54%
Dordt College	1,254	9	7	16	1.28%	7	102	3	2.94%
Drake University	5,277	149	292	441	8.36%	60	246	24	9.76%
Faith Baptist Bible College	490	9	7	16	3.27%	2	33	3	9.09%
Graceland University	2,516	13	181	194	7.71%	3	103	2	1.94%
Grand View College	1,759	134	23	157	8.93%	77	210	8	3.81%
Grinnell College	1,577	17	215	232	14.71%	6	204	23	11.27%
Iowa Wesleyan College	849	55	111	166	19.55%	33	104	5	4.81%
Loras College	1,683	22	30	52	3.09%	9	143	5	3.50%
Luther College	2,545	35	78	113	4.44%	20	243	16	6.58%
Maharishi University of Management	719	7	19	26	3.62%	3	59	2	3.39%
Mercy College of Health Sciences	656	29	0	29	4.42%	14	49	1	2.04%
Morningside College	1,440	41	37	78	5.42%	23	132	3	2.27%
Mount Mercy College	1,490	49	9	58	3.89%	24	146	5	3.42%
Northwestern College	1,273	13	22	35	2.75%	10	125	2	1.60%
Simpson College	2,035	96	12	108	5.31%	50	221	12	5.43%

Source: Iowa College Student Aid Commission survey of ethnic diversity

* Enrollment information is from the Iowa College Enrollment Report.

** Excludes international minority students

*** Not an unduplicated headcount

**** Includes international minority faculty

Exhibit B
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
2005

2/14/2006

	MINORITY STUDENTS						FACULTY****		
	INSTITUTION ENROLLMENT*	IOWA RESIDENT	NON-IOWA RESIDENT**	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT***	TOTAL FACULTY	MINORITY	PERCENT MINORITY
St Ambrose University	3,623	157	109	266	7.34%	90	290	18	6.21%
University of Dubuque	1,441	40	191	231	16.03%	14	129	7	5.43%
Upper Iowa University	5,902	111	673	784	13.28%	42	376	36	9.57%
Waldorf College	649	5	43	48	7.40%	4	58	0	0.00%
Wartburg College	1,811	73	40	113	6.24%	52	179	11	6.15%
William Penn University	1,795	174	166	340	18.94%	31	196	11	5.61%
4-YEAR INDEPENDENT	50,458	1,473	2,631	4,104	8.13%	710	4,186	233	5.57%
Des Moines Area Community College	16,046	1,624	45	1,669	10.40%	66	289	11	3.81%
Eastern Iowa Community College	7,243	780	113	893	12.33%	23	659	35	5.31%
Hawkeye Community College	5,360	541	51	592	11.04%	40	280	12	4.29%
Indian Hills Community College	3,677	124	24	148	4.03%	12	357	4	1.12%
Iowa Central Community College	5,352	476	69	545	10.18%	7	325	2	0.62%
Iowa Lakes Community College	3,153	70	24	94	2.98%	4	161	1	0.62%
Iowa Valley -- Marshalltown Community Co	2,601	216	14	230	8.84%	1	111	4	3.60%
Iowa Western Community College	5,092	128	135	263	5.16%	7	278	5	1.80%
Kirkwood Community College	15,110	1,233	60	1,293	8.56%	40	745	33	4.43%
North Iowa Area Community College	3,136	132	87	219	6.98%	3	205	0	0.00%
Northeast Iowa Community College	4,824	100	10	110	2.28%	10	194	3	1.55%
Northwest Iowa Community College	1,082	17	1	18	1.66%	0	96	1	1.04%
Southeastern Community College	3,238	194	31	225	6.95%	7	76	2	2.63%
Southwestern Community College	1,325	27	23	50	3.77%	2	98	0	0.00%
Western Iowa Tech Community College	5,343	497	104	601	11.25%	12	86	4	4.65%
COMMUNITY COLLEGES	82,582	6,159	791	6,950	8.42%	234	3,960	117	2.95%
AIB College of Business	888	49	5	54	6.08%	35	72	0	0.00%

Source: Iowa College Student Aid Commission survey of ethnic diversity

* Enrollment information is from the Iowa College Enrollment Report.

** Excludes international minority students

*** Not an unduplicated headcount

**** Includes international minority faculty

Exhibit B
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
2005

2/14/2006

	MINORITY STUDENTS						FACULTY****		
	INSTITUTION ENROLLMENT*	IOWA RESIDENT	NON-IOWA RESIDENT**	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT***	TOTAL FACULTY	MINORITY	PERCENT MINORITY
Des Moines University	1,405	4	129	133	9.47%	0	116	15	12.93%
Palmer College of Chiropractic	1,648	11	76	87	5.28%	0	110	11	10.00%
St Lukes College	167	2	2	4	2.40%	2	21	0	0.00%
2-YEAR INDEPENDENT/OTHER	4,108	66	212	278	6.77%	37	319	26	8.15%
Ashford University	416	17	30	47	11.30%	10	42	1	2.38%
Hamilton College-Cedar Falls	661	76	0	76	11.50%	68	43	6	13.95%
Hamilton College-Cedar Rapids	694	115	0	115	16.57%	81	46	5	10.87%
Hamilton College-Des Moines	915	44	0	44	4.81%	25	48	3	6.25%
Hamilton College-Mason City	353	13	0	13	3.68%	12	38	0	0.00%
Kaplan College	846	144	49	193	22.81%	142	1,135	71	6.26%
PROPRIETARY	3,885	409	79	488	12.56%	338	1,352	86	6.36%
TOTAL	208,929	11,448	5,929	17,377	8.32%	1,396	14,573	1,229	8.43%

Source: Iowa College Student Aid Commission survey of ethnic diversity

* Enrollment information is from the Iowa College Enrollment Report.

** Excludes international minority students

*** Not an unduplicated headcount

**** Includes international minority faculty

Exhibit C
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
MINORITY STUDENTS(1)
2005

2/14/2006

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
Iowa State University	353	375	329	217	51	30	570	198	1,303	820	2,123
University of Iowa	323	372	387	387	75	61	737	336	1,522	1,156	2,678
University of Northern Iowa	243	172	122	64	25	1	126	3	516	240	756
REGENTS' UNIVERSITIES	919	919	838	668	151	92	1,433	537	3,341	2,216	5,557
Allen College	2	1	3	0	1	0	2	0	8	1	9
Briar Cliff University	5	22	13	32	3	7	14	5	35	66	101
Buena Vista University	16	29	41	10	10	1	25	4	92	44	136
Central College	7	6	10	13	2	1	17	3	36	23	59
Clarke College	6	19	4	26	1	3	5	1	16	49	65
Coe College	17	19	9	17	2	3	8	10	36	49	85
Cornell College	2	40	6	33	0	5	3	8	11	86	97
Divine Word College	0	9	1	1	0	0	0	38	1	48	49
Dordt College	5	1	0	3	0	1	4	2	9	7	16
Drake University	43	114	30	48	5	7	71	123	149	292	441
Faith Baptist Bible College	0	0	2	3	0	1	7	3	9	7	16
Graceland University	5	91	5	44	1	10	2	36	13	181	194
Grand View College	53	13	30	5	6	2	45	3	134	23	157
Grinnell College	5	62	1	69	0	7	11	77	17	215	232
Iowa Wesleyan College	15	72	34	26	1	2	5	11	55	111	166
Loras College	9	11	4	14	0	0	9	5	22	30	52
Luther College	2	24	12	22	2	7	19	25	35	78	113
Maharishi University of Management	3	5	0	3	1	1	3	10	7	19	26
Mercy College of Health Sciences	5	0	7	0	2	0	15	0	29	0	29
Morningside College	8	15	24	14	0	4	9	4	41	37	78
Mount Mercy College	23	4	11	4	2	0	13	1	49	9	58
Northwestern College	1	9	4	8	1	0	7	5	13	22	35
Simpson College	41	6	24	5	4	0	27	1	96	12	108
St Ambrose University	65	42	62	51	4	4	26	12	157	109	266

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 C
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
MINORITY STUDENTS(1)

2005

2/14/2006

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
University of Dubuque	15	129	9	37	13	14	3	11	40	191	231
Upper Iowa University	68	504	23	111	5	14	15	44	111	673	784
Waldorf College	1	31	2	8	0	1	2	3	5	43	48
Wartburg College	36	19	16	7	3	3	18	11	73	40	113
William Penn University	73	119	64	32	9	5	28	10	174	166	340
4-YEAR INDEPENDENT	531	1,416	451	646	78	103	413	466	1,473	2,631	4,104
Des Moines Area Community College	727	22	398	9	74	2	425	12	1,624	45	1,669
Eastern Iowa Community College	353	61	279	32	47	5	101	15	780	113	893
Hawkeye Community College	397	26	86	5	15	2	43	18	541	51	592
Indian Hills Community College	29	10	42	12	20	0	33	2	124	24	148
Iowa Central Community College	124	62	237	6	14	0	101	1	476	69	545
Iowa Lakes Community College	11	16	29	6	10	0	20	2	70	24	94
Iowa Valley -- Marshalltown Community College	52	7	87	7	46	0	31	0	216	14	230
Iowa Western Community College	24	97	63	26	18	3	23	9	128	135	263
Kirkwood Community College	604	25	306	12	133	6	190	17	1,233	60	1,293
North Iowa Area Community College	21	82	73	3	8	0	30	2	132	87	219
Northeast Iowa Community College	35	2	29	4	14	0	22	4	100	10	110
Northwest Iowa Community College	2	0	8	1	3	0	4	0	17	1	18
Southeastern Community College	92	8	63	13	11	1	28	9	194	31	225
Southwestern Community College	10	15	9	5	2	0	6	3	27	23	50
Western Iowa Tech Community College	94	8	252	49	57	26	94	21	497	104	601
COMMUNITY COLLEGES	2,575	441	1,961	190	472	45	1,151	115	6,159	791	6,950
AIB College of Business	11	2	13	3	2	0	23	0	49	5	54
Des Moines University	0	23	0	25	0	9	4	72	4	129	133
Palmer College of Chiropractic	2	16	4	10	0	9	5	41	11	76	87
St Lukes College	1	0	1	0	0	1	0	1	2	2	4

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 C
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
MINORITY STUDENTS(1)
2005

2/14/2006

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
2-YEAR INDEPENDENT/OTHER	14	41	18	38	2	19	32	114	66	212	278
Ashford University	10	23	2	6	0	0	5	1	17	30	47
Hamilton College-Cedar Falls	66	0	8	0	2	0	0	0	76	0	76
Hamilton College-Cedar Rapids	63	0	29	0	5	0	18	0	115	0	115
Hamilton College-Des Moines	28	0	8	0	2	0	6	0	44	0	44
Hamilton College-Mason City	9	0	2	0	2	0	0	0	13	0	13
Kaplan College	104	31	31	17	2	0	7	1	144	49	193
PROPRIETARY	280	54	80	23	13	0	36	2	409	79	488
TOTAL	4,319	2,871	3,348	1,565	716	259	3,065	1,234	11,448	5,929	17,377

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
MINORITY FACULTY
2005

2/14/2006

	Black	Hispanic	American Indian	Asian	Total
Iowa State University	33	37	7	195	272
University of Iowa	47	67	8	297	419
University of Northern Iowa	17	12	5	42	76
REGENTS' UNIVERSITIES	97	116	20	534	767
Allen College	1	0	0	0	1
Briar Cliff University	0	0	0	1	1
Buena Vista University	0	0	0	5	5
Central College	2	4	0	4	10
Clarke College	0	0	0	2	2
Coe College	2	1	0	3	6
Cornell College	1	3	0	4	8
Divine Word College	0	2	0	1	3
Dordt College	1	1	0	1	3
Drake University	8	4	0	12	24
Faith Baptist Bible College	0	3	0	0	3
Graceland University	1	1	0	0	2
Grand View College	4	3	1	0	8
Grinnell College	7	7	0	9	23
Iowa Wesleyan College	2	1	0	2	5
Loras College	3	0	0	2	5
Luther College	5	5	0	6	16
Maharishi University of Management	1	1	0	0	2
Mercy College of Health Sciences	0	0	0	1	1
Morningside College	0	3	0	0	3
Mount Mercy College	0	1	1	3	5
Northwestern College	1	0	0	1	2
Simpson College	2	5	2	3	12
St Ambrose University	3	6	0	9	18
University of Dubuque	2	1	3	1	7
Upper Iowa University	17	6	2	11	36

Note: Includes international minority faculty

Source: Iowa College Student Aid Commission survey of ethnic diversity

Exhibit D
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
MINORITY FACULTY
2005

2/14/2006

	Black	Hispanic	American Indian	Asian	Total
Waldorf College	0	0	0	0	0
Wartburg College	6	0	0	5	11
William Penn University	7	0	0	4	11
4-YEAR INDEPENDENT	76	58	9	90	233
Des Moines Area Community College	3	2	0	6	11
Eastern Iowa Community College	18	11	3	3	35
Hawkeye Community College	4	3	1	4	12
Indian Hills Community College	0	4	0	0	4
Iowa Central Community College	1	1	0	0	2
Iowa Lakes Community College	0	0	0	1	1
Iowa Valley -- Marshalltown Community College	1	1	1	1	4
Iowa Western Community College	2	1	0	2	5
Kirkwood Community College	4	16	2	11	33
North Iowa Area Community College	0	0	0	0	0
Northeast Iowa Community College	1	2	0	0	3
Northwest Iowa Community College	0	0	0	1	1
Southeastern Community College	0	1	1	0	2
Southwestern Community College	0	0	0	0	0
Western Iowa Tech Community College	1	0	0	3	4
COMMUNITY COLLEGES	35	42	8	32	117
AIB College of Business	0	0	0	0	0
Des Moines University	7	1	0	7	15
Palmer College of Chiropractic	2	2	0	7	11
St Lukes College	0	0	0	0	0
2-YEAR INDEPENDENT/OTHER	9	3	0	14	26
Ashford University	0	0	0	1	1
Hamilton College-Cedar Falls	5	0	0	1	6

Note: Includes international minority faculty

Source: Iowa College Student Aid Commission survey of ethnic diversity

Exhibit D
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT
MINORITY FACULTY
2005

2/14/2006

	Black	Hispanic	American Indian	Asian	Total
Hamilton College-Cedar Rapids	0	0	0	5	5
Hamilton College-Des Moines	2	1	0	0	3
Hamilton College-Mason City	0	0	0	0	0
Kaplan College	39	13	0	19	71
PROPRIETARY	46	14	0	26	86
TOTAL	263	233	37	696	1,229

Note: Includes international minority faculty

Source: Iowa College Student Aid Commission survey of ethnic diversity