

**Iowa College Student Aid Commission**

Student and Faculty Ethnic Diversity Report

March 2007



Iowa College Student Aid Commission  
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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 Chapters 261.9, 261.25, and 261.92 require Iowa colleges and universities to provide a variety of key ethnic diversity indicators to the Commission. The Commission research staff works with the institutions 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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## Survey Highlights

The following statements present highlights of trends in minority enrollment at Iowa colleges and universities.

- Iowa colleges and universities enrolled 18,279 minority students in the Fall of 2006.
- Between 1992 and 2006, enrollment of minority students in Iowa colleges and universities grew by 87.6%.
- Minority students represented 8.5% of total enrollment at Iowa colleges and universities.
- Iowa residents were 67.5% of minority enrollments.
- Minority student enrollment is comparable across all higher education sectors in Iowa, with minority enrollment ranging from 7.8% to 8.7%.
- Twelve percent of Iowa resident minority students were awarded an Iowa Grant, Iowa Tuition Grant, or Iowa Vocational-Technical Tuition Grant.
- Minority faculty employed by Iowa colleges and universities has grown every year for the past ten years.
- Minority faculty represent 9.1% of all faculty at Iowa's postsecondary institutions.

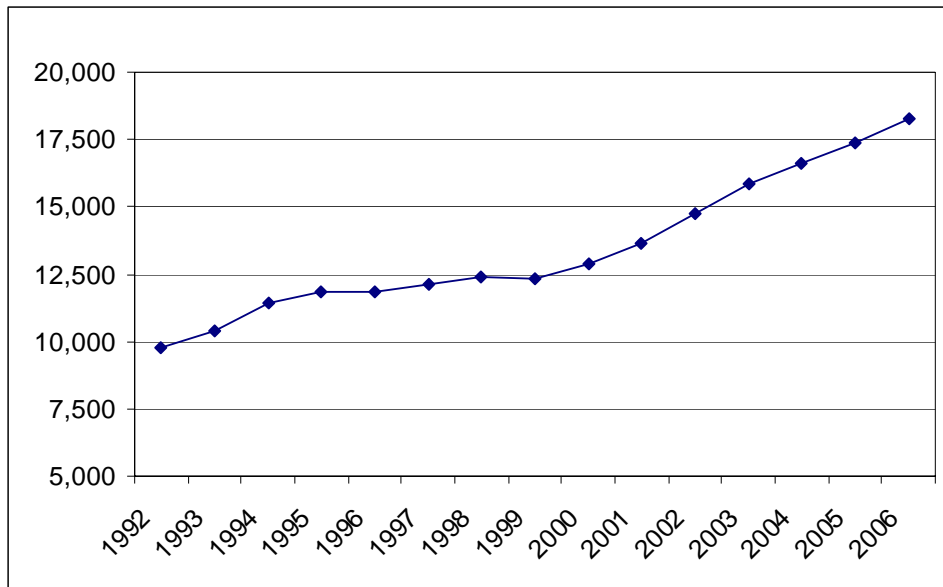
The Appendix shows a collection of summary tables from the survey. The tables provide an historically consistent presentation of the data that are summarized below.

## Enrollment

This section describes the enrollment trends for minority students at Iowa colleges and universities, compared to the total enrollment.

The enrollment of minority students at Iowa colleges and universities increased steadily since the annual survey started. In 1992, Iowa colleges and universities reported an enrollment of 9,744 students from racial or ethnic minority groups; in 2006, minority enrollment was 18,279. This is an increase of 87.6% between fall 1992 and fall 2006. The following graph summarizes the long-term trend of minority enrollment.

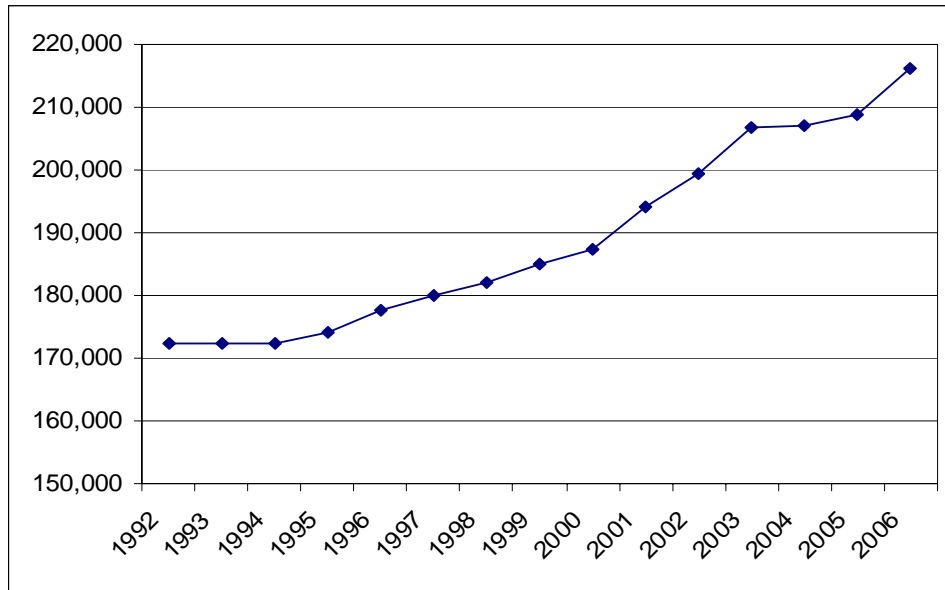
**Graph 1**  
**Enrollment of Minority Students**  
**Iowa Colleges and Universities**  
**1992-2006**



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

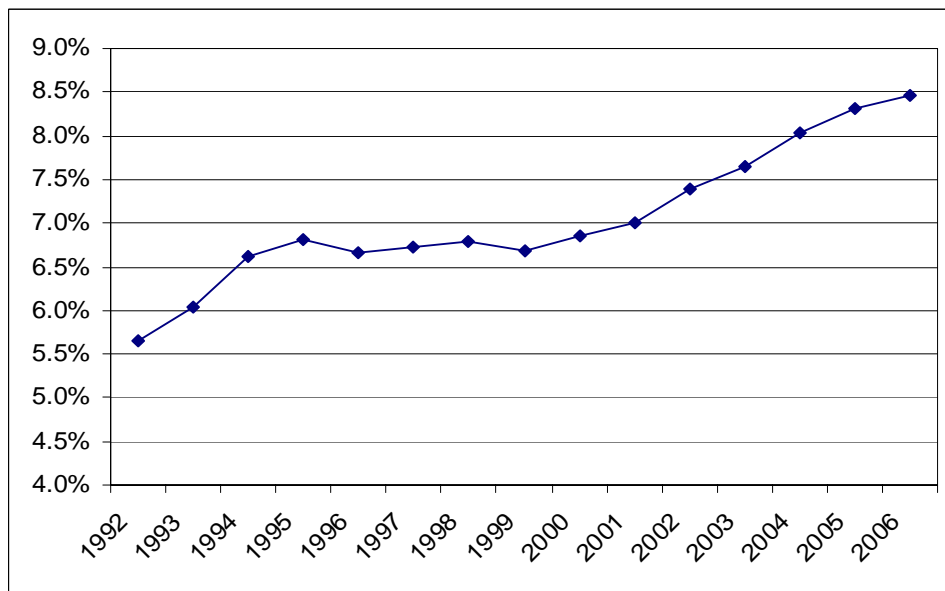
The increase in minority enrollment parallels the total enrollment at Iowa institutions. Total enrollment at Iowa colleges and universities increased steadily since the third year of the survey. Between 1992 and 2006, total enrollment increased by 25.3%. In the fall of 1992, full- and part-time enrollment in Iowa was 172,435. In the fall of 2006, enrollment was 216,114. Graphs 2 and 3 summarize the total enrollment and minority enrollment as a percent of the total.

**Graph 2  
Total Enrollment 1992-2006**



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

**Graph 3  
Enrollment by Minority Students  
Percent of Total Enrollment 1992-2006**

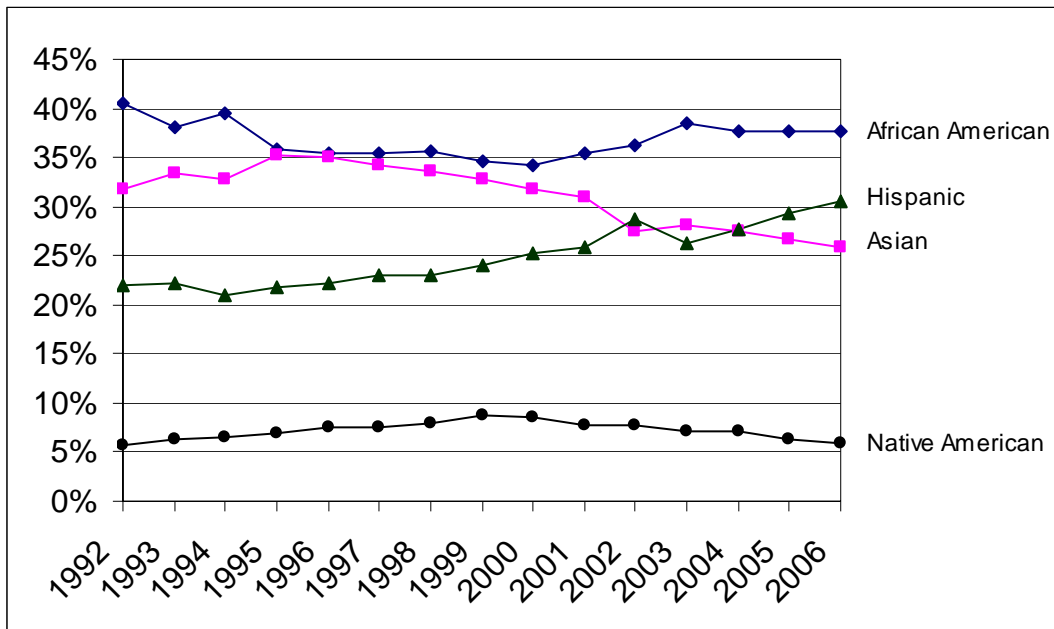


Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time students, as well as undergraduate, graduate, and professional students.

### **Minority Enrollment as a Percentage of Total Enrollment**

In the fall of 2006, minorities represented 8.5% of total enrollment at Iowa colleges and universities. Between 1992 and 2006, total enrollment at Iowa colleges and universities increased by 43,679 students, from 172,435 to 216,114 and the percentage of total enrollment represented by minorities in Iowa colleges and universities expanded from 5.7% to 8.5%. The increases in minority enrollments between 1992 and 2006 outpaced overall enrollment growth. Between 1992 and 2006, the total enrollment grew 25.3%, and the enrollment of minority students grew by 87.6%. Between 1994 and 2001, minority enrollment remained between 6.5% and 7.0% of the total.

**Graph 4  
Iowa Resident Minority Students  
1992-2006**



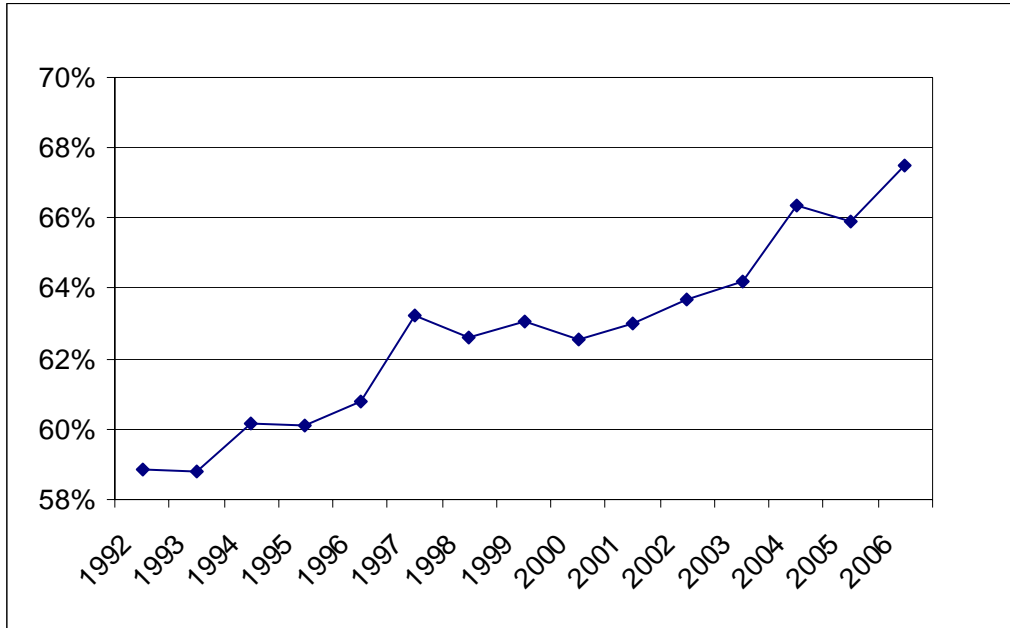
Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

### **Minority Enrollment of Iowa Residents**

As enrollment by racial and ethnic minority students in Iowa colleges and universities increased, residents of Iowa also represented a growing percentage of minority enrollments. This trend is illustrated in Graph 5. In 1992, 58.9% of the racial and ethnic minority students at Iowa colleges and universities were

residents of Iowa. In 2006, Iowa residents represented 67.5% of the minority enrollments.

**Graph 5**  
**Iowa Resident Minority Students**  
**Percent of Total Minority Students 1992-2006**



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

### ***Iowa Demographic Trends***

Increasing minority representation among Iowa students parallels increasing minority representation in the broader population of the state. For 1992, the United States Census reported that 95.6% of Iowa residents were White and not of Hispanic origin. The Census Bureau's most recent estimate reports that 91.3% of Iowa residents are White and not of Hispanic origin (U. S. Census, 2005).

Between 1992 and 2005, the year of the most recent estimate, the Census Bureau estimate of the number of Iowans who do not belong to the White, non-Hispanic population category grew more than 132%, from 122,399 in 1992 to 284,869 in 2005. Put another way, between 1992 and 2005, the total population of Iowa grew by about 469,000: from 2.8 million to 3.3 million, and the Iowa minority population grew by 162,470 accounting for 35% of the overall population increase during the period.

### **Minority Enrollment by Sector**

Colleges and universities are divided into sectors, based upon the level and type of control. Iowa has two- and four-year institutions, as well as public, private not-for-profit and private accredited for-profit (proprietary) institutions. As a percentage of total enrollment, minority student enrollment is comparable across all institutional sectors. In all five sectors, minority enrollment represents between 7.8% and 8.7% of total enrollment. A higher percentage of minority students at Iowa (two- and four-year) institutions are Iowa residents than at Iowa non-public institutions.

**Table 1**  
**Percentage Minority Enrollment by Sector**  
**Fall 2006**

	Total	Resident Iowans
Regent Universities	8.4%	5.0%
4-Year Independent Institutions	8.4%	3.2%
Community Colleges	8.7%	7.8%
2-Year Independent Institutions	7.8%	1.4%
Proprietary Institutions	7.8%	6.9%

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

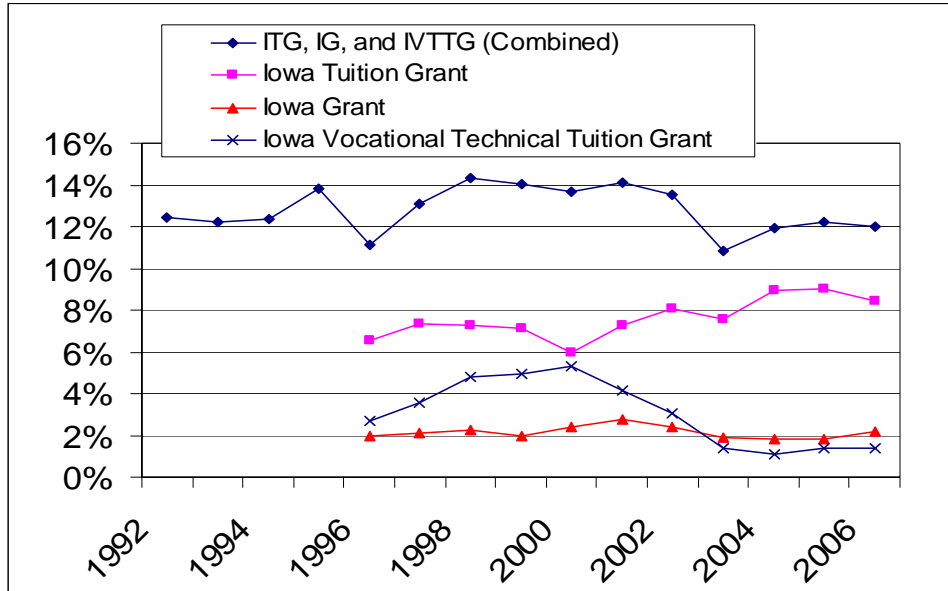
### **State-Appropriated, Iowa College Student Aid Commission Programs**

The Iowa College Student Aid Commission Ethnic Diversity Survey asks college and university officials to report the number of racial and ethnic minority students who receive assistance from any of four state-appropriated grant programs: Iowa Grants that assist students in all sectors, Iowa Tuition Grants for non-profit colleges and universities, Iowa Tuition Grants to students at for-profit colleges and universities, and Iowa Vocational-Technical Tuition Grants for students at Community Colleges.

In 2006, 12.0% of Iowa resident minority students were awarded at least one of the four types of grants. Graph 6 summarizes the history of grant program participation by Iowa-resident minority students. Beginning with data from the 1996 survey year, it is possible to track the history of the number of minority students who received Iowa Grants, Iowa Tuition Grants, and Iowa Vocational-Technical Tuition Grants. In this historical presentation, Iowa Tuition Grants include students at both the non-profit and for-profit colleges and universities.



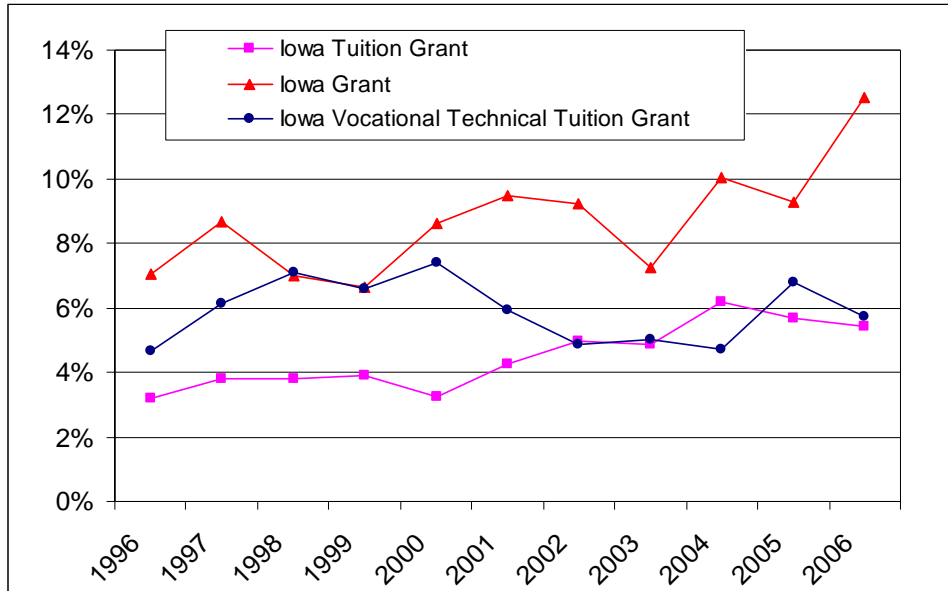
**Graph 6**  
**Scholarship and Grant Program Participation**  
**Iowa-Resident Minority Students**  
**Percent Receiving Grants by Program 1992-2006**



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity.

Graph 7 illustrates the history of minority participation in the three grant programs since 1996. In 2006, 5.4% of Iowa Tuition Grants (including non-profit and for-profit) and 5.7% of Iowa Vocational-Technical Tuition Grants were awarded to minority students, and 12.5% of Iowa Grants were awarded to minority students.

**Graph 7**  
**Minority Representation in Three Iowa College Aid Programs**  
**Percent of Grants Awarded to Minority Students**  
**1996-2006**



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity.

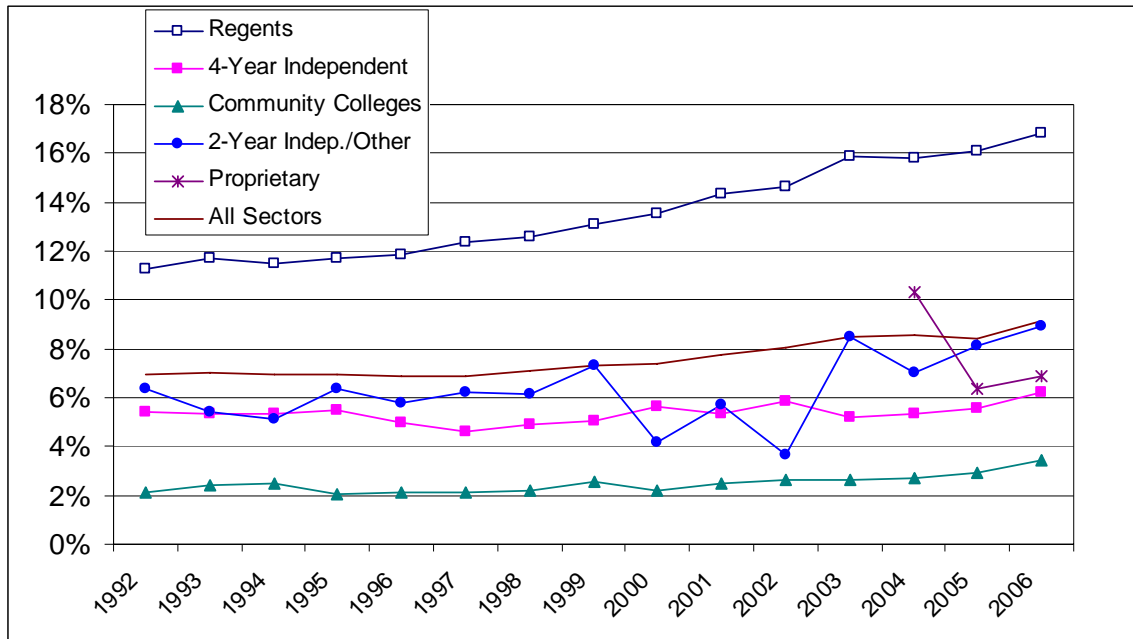
### Faculty

The total number of minority faculty employed by Iowa colleges and universities has increased each of the past ten years, and in all but one of fourteen years since the Ethnic Diversity Survey was first conducted. Between 1992 and 2006, the number of minority faculty at Iowa colleges and universities increased 79%. In 1992, Iowa colleges and universities employed 696 racial or ethnic minority faculty and by the fall of 2006 the number increased to 1,234.

Increases in the number of minority faculty at Regent universities account for 62.0% of the statewide increase of minority representation between 1992 and 2006. With 4,685 total faculty in 2006, the Regent universities employ slightly more than one third (34.3%) of all postsecondary faculty in the state and 63.4% of all minority faculty at Iowa colleges and universities.

For all Iowa colleges and universities, the percentage of minority faculty increased from 6.9% to 9.1% after 1992. For Iowa higher education overall, the increase of minority participation has been less steady year-to-year than annual increases in the *number* of minority faculty, and the rate of increases in minority representation among faculty has been less uniform across sectors.

**Graph 8**  
**Minority Faculty as Percentage of Total Faculty**  
**1992 - 2006**



Source: Iowa College Student Aid Commission Survey of Ethnic Diversity.

### Recruitment and Retention Plans

Iowa colleges and universities are required to report plans for the recruitment and retention of racial and ethnic minority students and faculty. Institution officials are asked to summarize the following:

- Major existing or proposed plans for the recruitment and retention of minority students;
- Special retention strategies used for all continuing students, including minority and non-traditional students;
- Major existing or proposed plans for serving non-traditional students;
- Major existing or proposed plans for the recruitment and retention of minority faculty.

#### ***Existing or Proposed Plans***

Thirty-seven of 60 institutions provided information about 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 most instances, responses describe the activities or duties of new or existing personnel, offices, or committees whose responsibilities include the recruitment

and retention of minority students. The campus offices and officials are designated with such titles as the Office of Multicultural Services, Office of Intercultural Life, Coordinator of Multicultural Admission and Retention Services, Director of Multicultural and Community Outreach, Executive Director for International and Special Programs, and Diversity Committee. The reported functions typically involve targeted student recruitment and, in some instances, coordination with academics, residential life, financial aid, and other campus offices that support the unique needs of minority students.

Examples of other specific activities include the following:

- The activities of a Careers Club which is coordinated in partnership with Iowa high schools whose student bodies include large percentages of minority students;
- Establishment of a Minority Scholarship program;
- A multicultural event targeting students statewide which entails a tour of campus and discussions with faculty;
- Programs directed to minority students including visiting schools and pen pal programs.

### ***Special Retention Strategies for All Continuing Students***

Institutional responses describe a range of activities and approaches to the retention of all students. Some responses describe overall institutional philosophies or approaches, such as a “personalized approach” to interaction with students, or “creating an atmosphere where students feel supported while attaining their goals.”

Examples of more specific activities include the following:

- Emphasis on student advising;
- Creation of a retention task force;
- Referral of at-risk students to a campus learning center;
- Peer mentoring and academic consultant programs.

### ***Existing or Proposed Plans for Non-Traditional Students***

A number of institutional 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.

Some responses describe the resources and programming that include library-based information resources, web-based resources, tutoring, and peer mentorship programming designed to assist students of diverse academic abilities and needs.

Other examples of reported activities include those listed below.

- The college offers a selection of night courses and individual assistance from faculty advisors;
- Schools within the college provide services specifically oriented to the time and staffing needs of non-traditional students;
- Special representation by non-traditional students on the college's student senate;
- Colleges provide major services to non-traditional students through offices with such titles as Office of Extended Learning, Career Resource Center, and Office of Adult Re-Entry and Non-Traditional students;
- A college offers an adult degree-completion program with majors in organizational management and administration of justice.

### ***Existing or Proposed Plans for Minority Faculty***

Of the institutions that provided information in response to this question, most identified national searches, including advertisements for faculty positions in national journals, as a key tool in the recruitment of minority faculty. In some instances, institutions particularly identified publications targeting minority readerships.

### **National Comparisons**

The Iowa College Student Aid Commission Ethnic Diversity Survey focuses on minority participation at Iowa colleges and universities that provide scholarship, grant, and student loan assistance administered by the Iowa College Student Aid Commission. Other studies and data sources address comparable and related questions from a national perspective.

In October, 2006 the American Council on Education (ACE) reported minority participation rates by racial and ethnic groups. According to the ACE report, between 1993 and 2003, minority enrollments nationwide increased 50.7%. Based on data from the Iowa College Student Aid Commission Ethnic Diversity survey, minority enrollment at Iowa colleges and universities increased by approximately the same proportion: 51.2% over the ten-year period.

The ACE study employed data from the United States Census Bureau and addresses a number of topics about minority participation in postsecondary

education which the Iowa Ethnic Diversity Study is not designed to address. The ACE study indicated that, nationally, while enrollments by minority students have dramatically increased, the proportion of 18-24 year-olds who attend college remained substantially lower than the proportion of White high school graduates.

During the 2002-2004 academic years, among 18-24 year-olds who had graduated high school, 47.3% of Whites attended college, while 41.1% of African Americans and 35.2% of Hispanics did so.

Table 2 shows minority the participation rates of 18-24 year-old high school graduates for Iowa for 2005 by race or ethnicity based on data from the United States Census Bureau's 2005 American Community Survey.

**Table 2**  
**Iowa High School Graduates**  
**Attending College or Graduate Schools**  
**2005**

African American	41.7%
American Indian or Alaskan Native	56.5%
Asian	52.9%
Native Hawaiian or Pacific Islander	0.0%
Hispanic	44.1%
White	42.3%

Source: American Community Survey, Iowa Public Use  
Microdata Sample, 2005.

### **High School to College Matriculation**

The likelihood of college enrollment depends, in part, on attitudes and opportunities that begin while students are in the K-12 educational system. The following analysis gives us an indication of student behavior as they transition from the K-12 system to college. By comparing the number of minority students who graduate from college with the number who enroll as first-time, first-year freshman students, we can see one perspective on the influence that K-12 experience.

Data that are available from the Iowa Department of Education (2006, and 2007) and the Commission annual Ethnic Diversity Survey suggest that approximately half of the Iowa minority students completing high school programs enroll at Iowa colleges and universities. The data do not account for those students who attend college out of state, or who delay their college attendance because of military service or other post-high school activities. Table 3 shows a comparison of the number of high school graduates by racial and ethnic groups, and the number of Iowa resident first-time first-year college students. 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. It is possible that developments in the tracking and reporting of elementary and secondary students will make this comparison more meaningful in the future.

**Table 3**  
**Matriculation from High School**  
**to Iowa Postsecondary Education**

	Number of Graduates from Iowa Public High Schools, by Race/Ethnicity		Iowa Resident First-Time First-Year Students From High School	
	Class of 2005	Class of 2006	Fall 2005	Fall 2006
American Indian	164	156	80	98
Asian	665	701	390	459
Black	1,024	1,097	483	607
Hispanic	1,007	1,119	506	535

### Future Directions for this Report

The Commission staff continue to seek opportunities to improve the quality of data included in the annual survey of ethnic diversity, and this annual report. Staff continue to explore ways to make the information more meaningful and helpful for college and university officials and state policy-makers. It has been suggested that future reports might include analyses of the metrics used by colleges and universities to measure the effect of their minority recruitment efforts, and the differences between minority participation in various higher education sectors. It has also been suggested that this research explore the relationship between minority enrollment in athletic programs compared to the graduation rate for minority students. Suggestions are welcome, and may be directed to Commission research staff.

### Methodology

The Ethnic Diversity Survey is one of five surveys which the Iowa College Student Aid Commission administers to Iowa postsecondary institutions each fall. The most recent cycle was completed by institutions in November, 2006. The format has remained constant since the survey was first administered in 1992. The stable design allows longitudinal comparisons that extend over the last 15

years. Federal changes in racial/ethnic definitions are expected to result in changes to the survey in future years.

The survey is administered via the internet, and includes enrollment data for the fall semester in which the survey is administered. Financial aid data are provided for the previous academic year.

The survey includes the following data:

- Number of students, by Iowa residency and graduate/undergraduate status, who are members of the following groups:
  - African American
  - Hispanic
  - American Indian/Alaskan Native
  - Asian/Pacific Islander
  - Southeast Asian
  
- Number of faculty, by Iowa residency, who are members of the groups listed above;
- Percentage of the community where the institution is located for racial and ethnic minority groups;
- College and university plans to recruit members of racial and ethnic minority groups as students and faculty;
- Student financial aid provided to students who are members of racial and ethnic minority groups.

As with all research, this survey has limitations that should be considered when interpreting findings. The most important of these arise in part from the complexities of racial and ethnic identification.

After a long period of study, the U. S. Department of Education developed recommendations for the collection and reporting of race and ethnicity. Colleges and universities will be expected to respond to the new set of questions in 2009, and it is likely that Iowa will need to use a similar methodology.

The existing Iowa survey uses five racial and ethnic minority population categories. In this structure, it is possible for students and faculty to identify themselves as members of only one or another racial or ethnic group. The Iowa College Student Aid Commission's Ethnic Diversity Survey is consistent with the Census Bureau approach to the collection and reporting of race and ethnicity data.



## References

2005 Iowa Code Supplement 261 § 9.

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Iowa Department of Education, Bureau of Planning, Research, and Evaluation (2007). Basic Educational Data Survey, Address and High School Completer Files. *2005-2006 Iowa Public High School Graduates*. Retrieved February 27, 2007 from [http://www.iowa.gov/educate/component/option,com\\_docman/task,cat\\_view/id,530/Itemid,55/](http://www.iowa.gov/educate/component/option,com_docman/task,cat_view/id,530/Itemid,55/)

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U. S. Census Bureau. (2005a). Population estimates program. Washington, DC: Author.

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## Appendix

**Exhibit A**  
**IOWA COLLEGE STUDENT AID COMMISSION**  
**Historical Student and Faculty Ethnic Diversity**  
**1992-2006**

	<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>2006</u>
<b><u>Student Profile</u></b>															
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	216,114
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
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
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
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%	8.46%
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
<b><u>Faculty Profile</u></b>															
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
Number of Minority Faculty	696	753	796	844	814	855	870	911	971	988	1,047	1,126	1,195	1,229	1,244
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%

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**Exhibit B**  
**STUDENT AND FACULTY ETHNIC DIVERSITY REPORT**  
**2006**

2/28/2007

	INSTITUTION ENROLLMENT*	MINORITY STUDENTS					FACULTY****		
		IOWA RESIDENT	NON-IOWA RESIDENT**	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT***	TOTAL FACULTY	MINORITY	PERCENT MINORITY
Iowa State University	25,462	1,325	829	2,154	8.46%	51	1,709	298	17.44%
University of Iowa	29,979	1,525	1,216	2,741	9.14%	36	2,388	419	17.55%
University of Northern Iowa	12,260	558	202	760	6.20%	18	588	72	12.24%
<b>REGENTS' UNIVERSITIES</b>	<b>67,701</b>	<b>3,408</b>	<b>2,247</b>	<b>5,655</b>	<b>8.35%</b>	<b>105</b>	<b>4,685</b>	<b>789</b>	<b>16.84%</b>
AIB College of Business	901	63	0	63	6.99%	42	63	0	0.00%
Allen College	426	7	3	10	2.35%	7	33	1	3.03%
Briar Cliff University	1,146	45	79	124	10.82%	31	95	1	1.05%
Buena Vista University	2,607	88	45	133	5.10%	81	118	5	4.24%
Central College	1,606	35	26	61	3.80%	26	138	10	7.25%
Clarke College	1,201	18	52	70	5.83%	2	136	4	2.94%
Coe College	1,300	27	43	70	5.38%	19	186	8	4.30%
Cornell College	1,121	8	75	83	7.40%	8	76	8	10.53%
Divine Word College	69	2	43	45	65.22%	0	26	6	23.08%
Dordt College	1,266	6	13	19	1.50%	3	100	3	3.00%
Drake University	5,366	220	230	450	8.39%	66	246	28	11.38%
Emmaus Bible College	466	6	8	14	3.00%	0	62	2	3.23%
Faith Baptist Bible College	454	4	8	12	2.64%	1	35	3	8.57%
Graceland University	2,563	14	151	165	6.44%	5	103	0	0.00%
Grand View College	1,707	147	21	168	9.84%	109	175	8	4.57%
Grinnell College	1,589	13	248	261	16.43%	6	201	29	14.43%
Iowa Wesleyan College	849	47	120	167	19.67%	39	101	5	4.95%
Loras College	1,673	23	31	54	3.23%	13	162	7	4.32%
Luther College	2,504	31	85	116	4.63%	21	246	21	8.54%
Maharishi University of Management	863	6	21	27	3.13%	3	56	3	5.36%
Mercy College of Health Sciences	655	32	0	32	4.89%	18	49	0	0.00%
Morningside College	1,722	50	38	88	5.11%	30	152	4	2.63%
Mount Mercy College	1,482	50	7	57	3.85%	26	149	5	3.36%

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**  
**2006**

2/28/2007

	MINORITY STUDENTS					FACULTY****			
	INSTITUTION ENROLLMENT*	IOWA RESIDENT	NON-IOWA RESIDENT**	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT***	TOTAL FACULTY	MINORITY	PERCENT MINORITY
Northwestern College	1,342	21	23	44	3.28%	12	131	0	0.00%
Simpson College	2,060	89	17	106	5.15%	51	222	11	4.95%
St Ambrose University	3,780	178	140	318	8.41%	67	318	24	7.55%
University of Dubuque	1,498	47	210	257	17.16%	7	126	9	7.14%
Upper Iowa University	5,671	97	680	777	13.70%	28	401	40	9.98%
Waldorf College	670	9	52	61	9.10%	5	63	0	0.00%
Wartburg College	1,769	79	49	128	7.24%	39	164	10	6.10%
William Penn University	1,861	204	179	383	20.58%	70	198	13	6.57%
<b>4-YEAR INDEPENDENT</b>	<b>52,187</b>	<b>1,666</b>	<b>2,697</b>	<b>4,363</b>	<b>8.36%</b>	<b>835</b>	<b>4,331</b>	<b>268</b>	<b>6.19%</b>
Des Moines Area Community College	16,854	1,845	48	1,893	11.23%	77	291	12	4.12%
Eastern Iowa Community College	7,192	898	117	1,015	14.11%	30	591	46	7.78%
Hawkeye Community College	5,803	621	3	624	10.75%	36	341	18	5.28%
Indian Hills Community College	3,953	133	31	164	4.15%	10	291	3	1.03%
Iowa Central Community College	5,491	568	83	651	11.86%	10	327	2	0.61%
Iowa Lakes Community College	3,213	65	23	88	2.74%	6	181	0	0.00%
Iowa Valley -- Marshalltown Community Co	2,829	201	10	211	7.46%	4	169	1	0.59%
Iowa Western Community College	5,375	139	123	262	4.87%	2	272	5	1.84%
Kirkwood Community College	15,055	1,226	27	1,253	8.32%	29	739	33	4.47%
North Iowa Area Community College	3,222	145	79	224	6.95%	7	171	1	0.58%
Northeast Iowa Community College	4,763	97	20	117	2.46%	5	181	6	3.31%
Northwest Iowa Community College	1,224	22	1	23	1.88%	4	122	2	1.64%
Southeastern Community College	3,320	218	37	255	7.68%	9	86	2	2.33%
Southwestern Community College	1,383	19	20	39	2.82%	1	111	1	0.90%
Western Iowa Tech Community College	5,284	467	97	564	10.67%	23	82	5	6.10%

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**  
**2006**

2/28/2007

	INSTITUTION ENROLLMENT*	MINORITY STUDENTS				FACULTY****			
		IOWA RESIDENT	NON-IOWA RESIDENT**	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT***	TOTAL FACULTY	MINORITY	PERCENT MINORITY
<b>COMMUNITY COLLEGES</b>	<b>84,961</b>	<b>6,664</b>	<b>719</b>	<b>7,383</b>	<b>8.69%</b>	<b>253</b>	<b>3,955</b>	<b>137</b>	<b>3.46%</b>
Des Moines University	1,500	21	117	138	9.20%	0	121	15	12.40%
Palmer College of Chiropractic	1,542	17	85	102	6.61%	0	106	8	7.55%
St Lukes College	181	8	2	10	5.52%	3	31	0	0.00%
<b>2-YEAR INDEPENDENT/OTHER</b>	<b>3,223</b>	<b>46</b>	<b>204</b>	<b>250</b>	<b>7.76%</b>	<b>3</b>	<b>258</b>	<b>23</b>	<b>8.91%</b>
Ashford University	3,835	12	37	49	1.28%	10	42	1	2.38%
Hamilton College-Cedar Falls	599	77	0	77	12.85%	48	41	5	12.20%
Hamilton College-Cedar Rapids	1,266	140	0	140	11.06%	76	88	10	11.36%
Hamilton College-Des Moines	1,348	204	0	204	15.13%	202	106	10	9.43%
Hamilton College-Mason City	346	11	2	13	3.76%	17	49	1	2.04%
Kaplan College	648	112	33	145	22.38%	64	67	0	0.00%
<b>PROPRIETARY</b>	<b>8,042</b>	<b>556</b>	<b>72</b>	<b>628</b>	<b>7.81%</b>	<b>417</b>	<b>393</b>	<b>27</b>	<b>6.87%</b>
<b>TOTAL</b>	<b>216,114</b>	<b>12,340</b>	<b>5,939</b>	<b>18,279</b>	<b>8.46%</b>	<b>1,613</b>	<b>13,622</b>	<b>1,244</b>	<b>9.13%</b>

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)**

**2006**

2/28/2007

	<b>Black</b>		<b>Hispanic</b>		<b>American Indian</b>		<b>Asian</b>		<b>Total</b>		
	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>Total</b>
Iowa State University	350	346	344	229	51	25	580	229	1,325	829	2,154
University of Iowa	329	368	387	417	83	60	726	371	1,525	1,216	2,741
University of Northern Iowa	247	130	141	62	29	2	141	8	558	202	760
<b>REGENTS' UNIVERSITIES</b>	<b>926</b>	<b>844</b>	<b>872</b>	<b>708</b>	<b>163</b>	<b>87</b>	<b>1,447</b>	<b>608</b>	<b>3,408</b>	<b>2,247</b>	<b>5,655</b>
AIB College of Business	20	0	17	0	3	0	23	0	63	0	63
Allen College	3	0	2	0	1	1	1	2	7	3	10
Briar Cliff University	10	30	17	35	4	5	14	9	45	79	124
Buena Vista University	18	30	42	8	13	1	15	6	88	45	133
Central College	10	9	8	14	3	0	14	3	35	26	61
Clarke College	6	16	5	31	1	3	6	2	18	52	70
Coe College	16	14	5	16	3	3	3	10	27	43	70
Cornell College	2	33	4	30	0	4	2	8	8	75	83
Divine Word College	0	10	0	0	0	0	2	33	2	43	45
Dordt College	2	1	1	6	0	2	3	4	6	13	19
Drake University	70	87	49	32	5	5	96	106	220	230	450
Emmaus Bible College	1	1	0	1	0	1	2	1	3	4	7
Faith Baptist Bible College	0	0	0	4	0	1	4	3	4	8	12
Graceland University	6	81	6	37	1	5	1	28	14	151	165
Grand View College	62	14	31	5	6	1	48	1	147	21	168
Grinnell College	2	74	1	75	0	8	10	91	13	248	261
Iowa Wesleyan College	16	87	23	26	1	1	7	6	47	120	167
Loras College	9	12	6	14	0	0	8	5	23	31	54
Luther College	1	23	9	23	4	5	17	34	31	85	116
Maharishi University of Management	4	6	0	7	1	0	1	8	6	21	27
Mercy College of Health Sciences	12	0	6	0	2	0	12	0	32	0	32
Morningside College	6	9	29	13	1	5	14	11	50	38	88
Mount Mercy College	20	3	16	3	6	0	8	1	50	7	57
Northwestern College	2	10	7	10	2	0	10	3	21	23	44

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)**

**2006**

2/28/2007

	<b>Black</b>		<b>Hispanic</b>		<b>American Indian</b>		<b>Asian</b>		<b>Total</b>		
	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>Total</b>
Simpson College	30	12	27	3	4	1	28	1	89	17	106
St Ambrose University	76	50	72	73	6	8	24	9	178	140	318
University of Dubuque	16	139	9	43	11	10	11	18	47	210	257
Upper Iowa University	66	520	22	108	2	10	7	42	97	680	777
Waldorf College	2	36	5	12	0	1	2	3	9	52	61
Wartburg College	33	28	14	7	4	2	28	12	79	49	128
William Penn University	81	119	69	38	9	3	45	19	204	179	383
<b>4-YEAR INDEPENDENT</b>	<b>603</b>	<b>1,455</b>	<b>502</b>	<b>675</b>	<b>93</b>	<b>87</b>	<b>468</b>	<b>480</b>	<b>1,666</b>	<b>2,697</b>	<b>4,363</b>
Des Moines Area Community College	806	32	503	10	70	2	466	4	1,845	48	1,893
Eastern Iowa Community College	373	49	357	39	63	10	105	19	898	117	1,015
Hawkeye Community College	437	1	96	2	21	0	67	0	621	3	624
Indian Hills Community College	29	16	61	11	22	2	21	2	133	31	164
Iowa Central Community College	150	74	293	3	17	2	108	4	568	83	651
Iowa Lakes Community College	15	10	24	11	6	0	20	2	65	23	88
Iowa Valley -- Marshalltown Community College	41	7	92	1	44	1	24	1	201	10	211
Iowa Western Community College	23	95	73	16	17	3	26	9	139	123	262
Kirkwood Community College	614	14	285	6	126	2	201	5	1,226	27	1,253
North Iowa Area Community College	45	73	61	6	6	0	33	0	145	79	224
Northeast Iowa Community College	37	10	31	8	8	0	21	2	97	20	117
Northwest Iowa Community College	4	0	15	0	1	0	2	1	22	1	23
Southeastern Community College	103	14	77	19	9	1	29	3	218	37	255
Southwestern Community College	7	10	9	8	3	0	0	2	19	20	39
Western Iowa Tech Community College	90	12	251	51	52	14	74	20	467	97	564
<b>COMMUNITY COLLEGES</b>	<b>2,774</b>	<b>417</b>	<b>2,228</b>	<b>191</b>	<b>465</b>	<b>37</b>	<b>1,197</b>	<b>74</b>	<b>6,664</b>	<b>719</b>	<b>7,383</b>
Des Moines University	5	18	6	19	1	6	9	74	21	117	138
Palmer College of Chiropractic	2	15	5	28	1	10	9	32	17	85	102
St Lukes College	0	0	7	0	0	0	1	2	8	2	10

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)**  
**2006**

2/28/2007

	<b>Black</b>		<b>Hispanic</b>		<b>American Indian</b>		<b>Asian</b>		<b>Total</b>		
	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>R</b>	<b>NR</b>	<b>Total</b>
<b>2-YEAR INDEPENDENT/OTHER</b>	<b>7</b>	<b>33</b>	<b>18</b>	<b>47</b>	<b>2</b>	<b>16</b>	<b>19</b>	<b>108</b>	<b>46</b>	<b>204</b>	<b>250</b>
Ashford University	5	23	3	14	0	0	4	0	12	37	49
Hamilton College-Cedar Falls	63	0	9	0	3	0	2	0	77	0	77
Hamilton College-Cedar Rapids	47	0	14	0	3	0	6	0	70	0	70
Hamilton College-Des Moines	47	0	39	0	1	0	15	0	102	0	102
Hamilton College-Mason City	6	0	4	2	1	0	0	0	11	2	13
Kaplan College	84	24	20	8	2	0	6	1	112	33	145
<b>PROPRIETARY</b>	<b>346</b>	<b>47</b>	<b>142</b>	<b>24</b>	<b>14</b>	<b>0</b>	<b>54</b>	<b>1</b>	<b>556</b>	<b>72</b>	<b>628</b>
<b>TOTAL</b>	<b>4,656</b>	<b>2,796</b>	<b>3,762</b>	<b>1,645</b>	<b>737</b>	<b>227</b>	<b>3,185</b>	<b>1,271</b>	<b>12,340</b>	<b>5,939</b>	<b>18,279</b>

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**  
**2006**

2/28/2007

	<b>Black</b>	<b>Hispanic</b>	<b>American Indian</b>	<b>Asian</b>	<b>Total</b>
Iowa State University	32	40	10	216	298
University of Iowa	47	67	8	297	419
University of Northern Iowa	15	12	3	42	72
<b>REGENTS' UNIVERSITIES</b>	<b>94</b>	<b>119</b>	<b>21</b>	<b>555</b>	<b>789</b>
AIB College of Business	0	0	0	0	0
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	1	0	3	4
Coe College	1	2	0	5	8
Cornell College	1	4	0	3	8
Divine Word College	0	2	0	4	6
Dordt College	1	1	0	1	3
Drake University	8	3	0	17	28
Emmaus Bible College	0	0	0	1	1
Faith Baptist Bible College	0	3	0	0	3
Graceland University	0	0	0	0	0
Grand View College	3	2	1	2	8
Grinnell College	9	10	0	10	29
Iowa Wesleyan College	2	1	0	2	5
Loras College	3	0	0	4	7
Luther College	8	6	0	7	21
Maharishi University of Management	1	1	0	1	3
Mercy College of Health Sciences	0	0	0	0	0
Morningside College	2	1	0	1	4
Mount Mercy College	0	1	1	3	5
Northwestern College	0	0	0	0	0
Simpson College	2	5	2	2	11
St Ambrose University	3	8	0	13	24

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**  
**2006**

2/28/2007

	<b>Black</b>	<b>Hispanic</b>	<b>American Indian</b>	<b>Asian</b>	<b>Total</b>
University of Dubuque	3	1	4	1	9
Upper Iowa University	18	9	1	12	40
Waldorf College	0	0	0	0	0
Wartburg College	3	2	0	5	10
William Penn University	8	1	0	4	13
<b>4-YEAR INDEPENDENT</b>	<b>79</b>	<b>68</b>	<b>9</b>	<b>112</b>	<b>268</b>
Des Moines Area Community College	3	2	0	7	12
Eastern Iowa Community College	20	16	4	6	46
Hawkeye Community College	7	2	2	7	18
Indian Hills Community College	1	2	0	0	3
Iowa Central Community College	1	1	0	0	2
Iowa Lakes Community College	0	0	0	0	0
Iowa Valley -- Marshalltown Community College	1	0	0	0	1
Iowa Western Community College	2	1	0	2	5
Kirkwood Community College	5	15	2	11	33
North Iowa Area Community College	0	0	0	1	1
Northeast Iowa Community College	2	4	0	0	6
Northwest Iowa Community College	1	0	0	1	2
Southeastern Community College	0	1	1	0	2
Southwestern Community College	1	0	0	0	1
Western Iowa Tech Community College	2	0	0	3	5
<b>COMMUNITY COLLEGES</b>	<b>46</b>	<b>44</b>	<b>9</b>	<b>38</b>	<b>137</b>
Des Moines University	6	1	0	8	15
Palmer College of Chiropractic	1	2	0	5	8
St Lukes College	0	0	0	0	0
<b>2-YEAR INDEPENDENT/OTHER</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>13</b>	<b>23</b>
Ashford University	0	0	0	1	1

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**  
**2006**

2/28/2007

	Black	Hispanic	American Indian	Asian	Total
Hamilton College-Cedar Falls	5	0	0	0	5
Hamilton College-Cedar Rapids	3	2	0	0	5
Hamilton College-Des Moines	3	0	0	2	5
Hamilton College-Mason City	1	0	0	0	1
Kaplan College	0	0	0	0	0
<b>PROPRIETARY</b>	<b>18</b>	<b>4</b>	<b>0</b>	<b>5</b>	<b>27</b>
<b>TOTAL</b>	<b>244</b>	<b>238</b>	<b>39</b>	<b>723</b>	<b>1,244</b>

Note: Includes international minority faculty

Source: Iowa College Student Aid Commission survey of ethnic diversity