

**Iowa College Student Aid Commission**

Student and Faculty Ethnic Diversity Report

March 2009



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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, 2008) 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 conducts an annual survey of Iowa colleges and universities on 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 2008 report from institutions include the following:

- In the Fall semester of 2008, 20,615 minority students were enrolled at Iowa colleges and universities.
- Like enrollment overall, enrollment of racial and ethnic minority students in Iowa's colleges and universities has expanded steadily since 1992, when the Ethnic Diversity Report was first undertaken. Between fall 1992 and fall 2008, enrollment of racial and ethnic minority students in Iowa's colleges and universities grew 111.6%.
- Racial and ethnic minorities represented 9.4% of total enrollment in Iowa's colleges and universities.
- Iowa residents represented 65.6% of minority enrollment.
- Minority enrollment represents between 8.6% and 12.5% of total enrollment in all institutional sectors.
- Of Iowa resident minority students, 12.4% 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 9.3% of all faculty at Iowa's postsecondary institutions.

The Appendix provides summary tables.

## Changes in Ethnic Diversity Reporting

The 2008 academic year marks a major milestone in the reporting of ethnic diversity in Iowa and in the nation. After many years of study, the United States Department of Education National Center for Education Statistics implemented changes to the definitions of racial ethnic categories. The new categories were intended to address concerns about whether the descriptor, "Hispanic" is a race or an ethnicity, and to reflect the growing complexity of the U.S. population. In recent years, demographers have recognized that a growing number of Americans are of mixed race. In some cases an individual may want to describe his/her heritage as two, three, four or even more races.

The new reporting system is built around a two-question format. The first question is whether an individual is Hispanic or Latino. The second question is whether the person is from one or more races from the following list: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, or White. A comparison of the pre-2008 and beginning-in-2008 categories is shown below.

### National Center for Education Statistics Racial/Ethnic Reporting Categories

#### **Before 2008**

- 1) Non-Resident Alien
- 2) Race and Ethnicity unknown
- 3) Black, non-Hispanic
- 4) American Indian/Alaskan Native
- 5) Asian/Pacific Islander
- 6) Hispanic
- 7) White, non-Hispanic

#### **Beginning in 2008**

- 1) Nonresident Alien
- 2) Race and Ethnicity unknown
- 3) Hispanics of any race
- For non-Hispanics only:
- 4) American Indian or Alaska Native
- 5) Asian
- 6) Black or African American
- 7) Native Hawaiian or Other Pacific Islander
- 8) White
- 9) Two or more races

Source: National Center for Education Statistics,  
[http://nces.ed.gov/IPEDS/news\\_room/ana\\_Changes\\_to\\_10\\_25\\_2007\\_169.asp](http://nces.ed.gov/IPEDS/news_room/ana_Changes_to_10_25_2007_169.asp)

The Iowa Ethnic Diversity Report has typically followed the federal categories except that at one time, Iowa asked that colleges and universities report the number of Southeast Asians enrolled at Iowa colleges and universities. The intent of the Southeast Asian question was to reflect the number of people who immigrated to Iowa after a major state policy sought to welcome people from South Vietnam after the end of the Vietnam War. As Southeast Asians became more of a part of the state population, Commission research staff found that college officials found it increasingly difficult to identify Southeast Asians as a specific population, and in recent years few individuals were reported in this category.

For the Fall, 2008 reporting period, the Commission implemented the new federal categories in a manner that is similar to the federal system. However, the federal reporting requirements allow colleges and universities the option to implement the categories in 2008 or 2009, with full implementation expected in 2009. Therefore, the data provided in this report may be slightly inconsistent with the previous years' data, and may also be different from data reported in 2009 and beyond. Still, Commission staff believe that it provides a general idea of the ethnic diversity of the college and university population and the growing participation rate of the minority population.

## Limitations of These Data

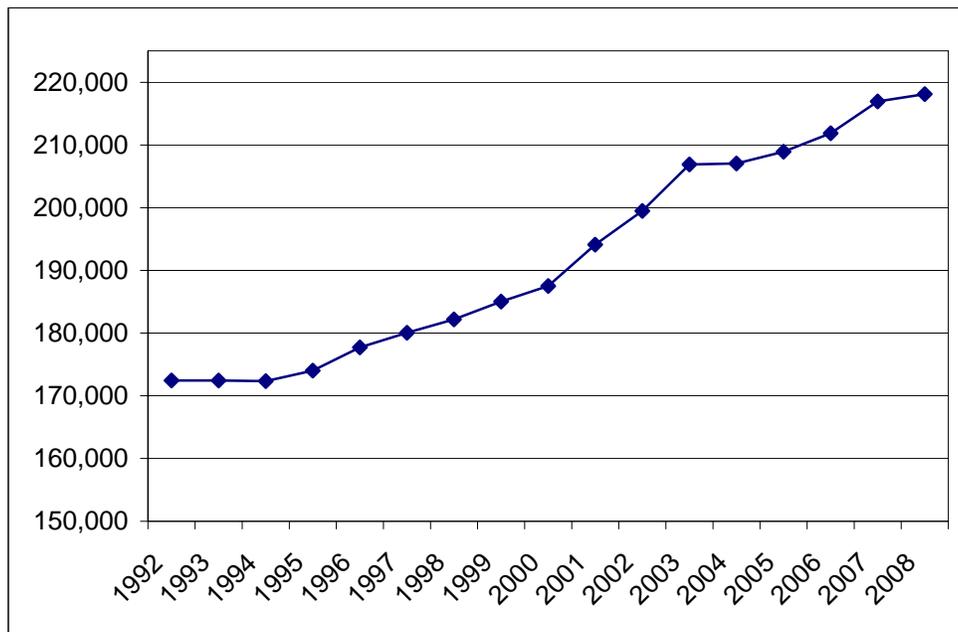
Detailed limitations of these data are provided in the “Report Methods” section. In addition, it is important for readers to note that the data provided are subject to the limitations of institutions’ abilities to report to the Commission in an accurate and timely manner. Wherever possible, Commission employees check data for accuracy and consistency with other data sources available to staff. Still, we find that there are differences between these data and similar data provided via other routes. Enrollment, for example, may be different from data provided on the Iowa College Enrollment Report because institutional employees may have selected the data for this report on a different date, or a different employee prepared each response. Typically, a few institutions are slow to respond to the reporting requirement, and staff have worked with individuals at these institutions to ensure that the data are as accurate and complete as possible.

## Enrollment

### Total Enrollment

The following summary totals of fall enrollment may be different from totals provided in other reports and summaries. The changes may be different due to reporting dates, selection criteria, and the selection of colleges and universities to be included in reports. Based on the tabulations used for this report, a total of 218,119 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 1992. 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 2008, total enrollment expanded 26.5%.

**Figure 1. Total Enrollment at Iowa Colleges and Universities: 1992-2008**

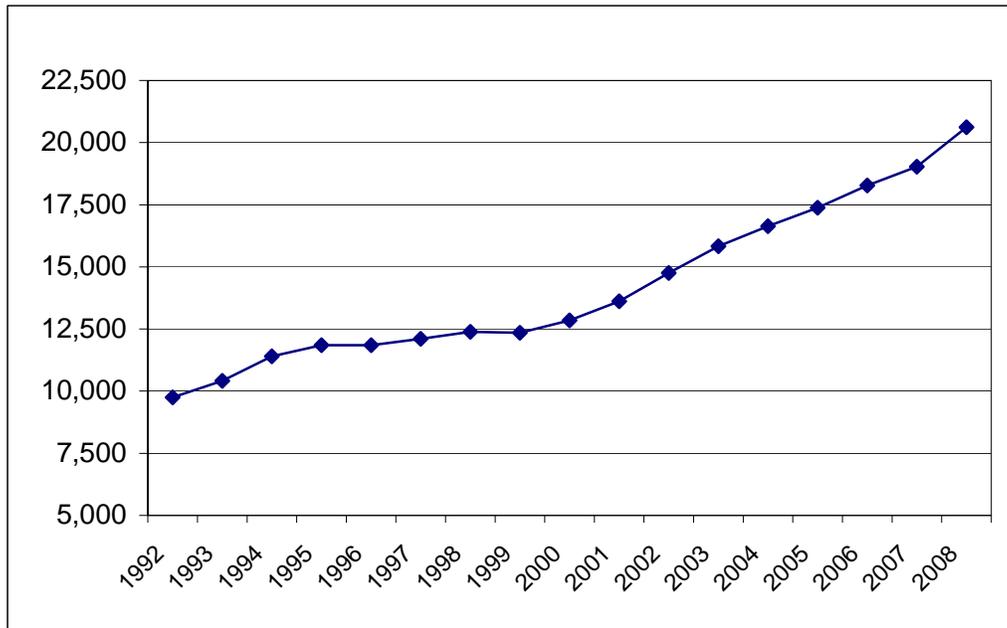


Source: Iowa College Enrollment Report. Total enrollments include full- and part-time undergraduate, graduate, and professional students.

## Enrollment by Students from Minority Population Groups

Like enrollment overall, the enrollment of racial and ethnic minority students in Iowa colleges and universities has increased since 1992, when the Ethnic Diversity Report was first conducted. In 1992, Iowa colleges and universities enrolled 9,744 students from racial or ethnic minority groups; in 2008, this figure was 20,615, which is an increase of 111.6%.

**Figure 2. Enrollment by Racial and Ethnic Minority Students at Iowa Colleges and Universities 1992-2008**

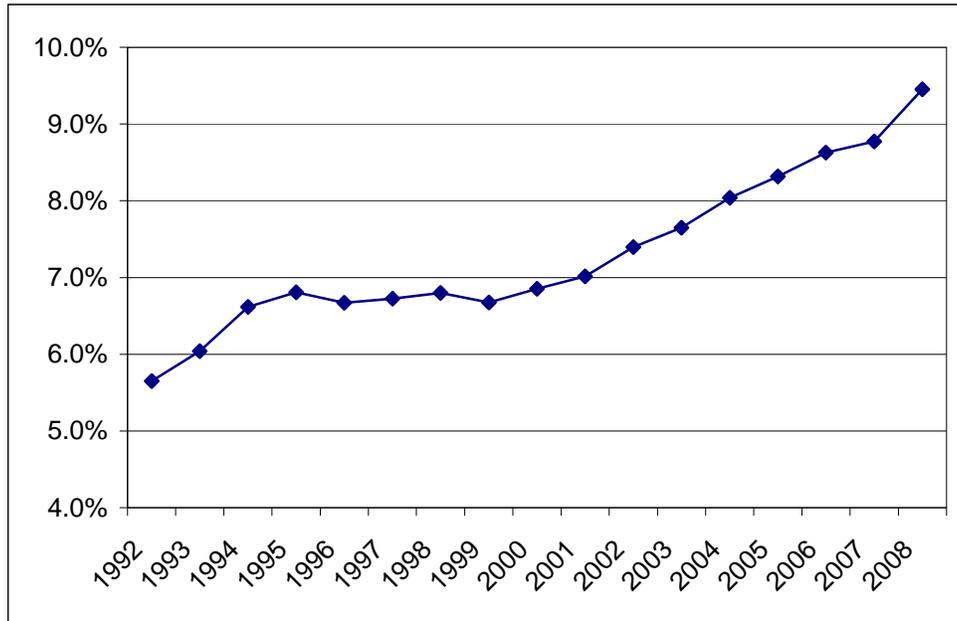


Source: Iowa College Student Aid Commission Report of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

## Minority Enrollment as a Percentage of Total Enrollment

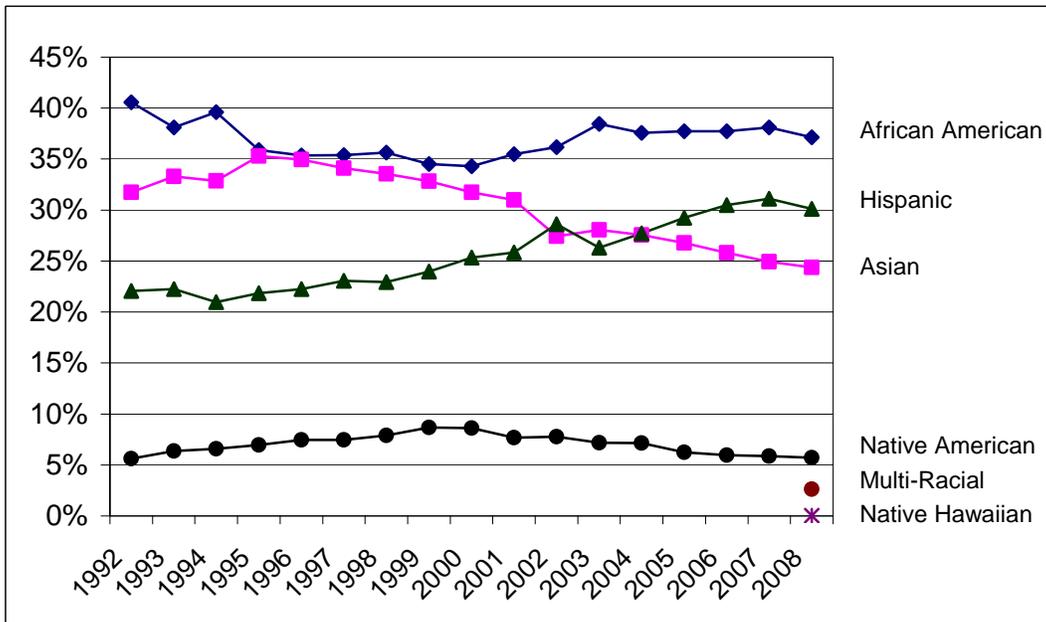
In the fall of 2008, racial and ethnic minorities represented 9.4% of total enrollment in Iowa colleges and universities. Between 1992 and 2008, total enrollment in Iowa colleges and universities increased by 45,684 students, from 172,435 to 218,119 and the percentage of total enrollment represented by racial and ethnic minorities in Iowa's colleges and universities expanded from 5.7% to 9.4%. Growth in minority enrollments between 1992 and 2008, then, outpaced overall enrollment growth: between 1992 and 2008, total enrollment grew by 26.5%, and enrollment of racial and ethnic minority students grew 111.6%.

**Figure 3. Enrollment by Racial and Ethnic Minority Students at Iowa Colleges and Universities: Percent of Total Enrollments 1992-2008**



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

**Figure 4. Iowa-Resident Minority Students by Population Group: 1992-2008**



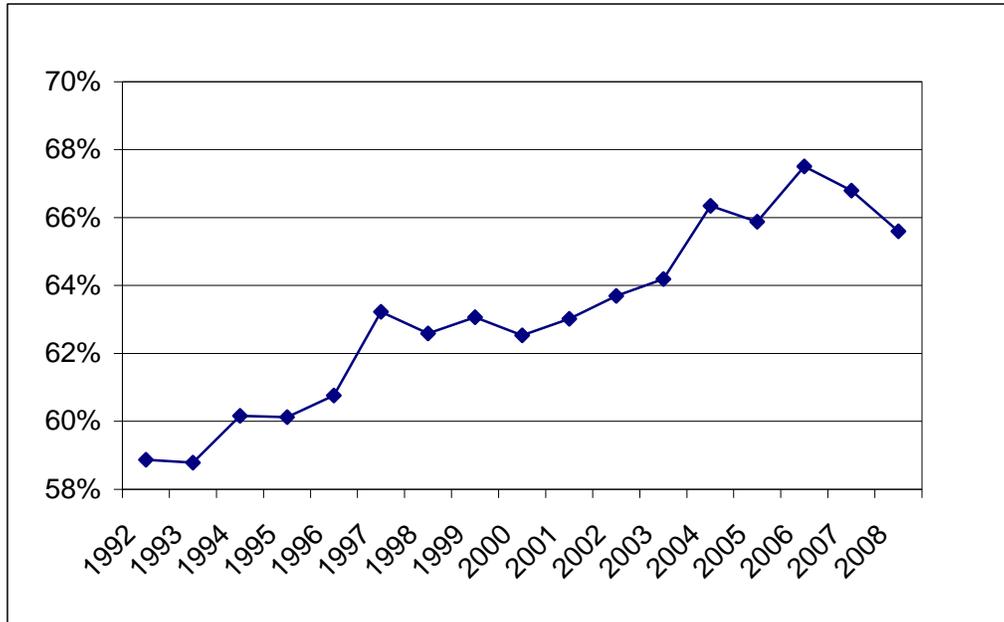
Source: Iowa College Student Aid Commission Survey of Ethnic Diversity. Enrollments include full- and part-time undergraduate, graduate, and professional students.

**Minority Enrollment by Iowa Residence**

In 2008, Iowa residents represented 65.6% of minority enrollment. In 1992, 58.9% of the racial and ethnic minority students at Iowa’s 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 the enrollments.

**Figure 5. Iowa-Resident Minority Students at Iowa Colleges and Universities: Percent of Total Minority Students 1992-2008**



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 8.6% and 12.5% of total enrollment.

**Table 1. Percentage Minority Enrollment by Institutional Sector – Fall 2008**

	Minority Enrollments as a Percent of Total Enrollments	Percent of Minority Students who are Resident Iowans
Regent Universities	8.60%	58.0%
4-Year Independent Institutions	9.60%	37.6%
Community Colleges	9.70%	88.0%
Proprietary Institutions	12.50%	77.1%
Specialized Graduate Medical Institutions	8.60%	18.1%

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

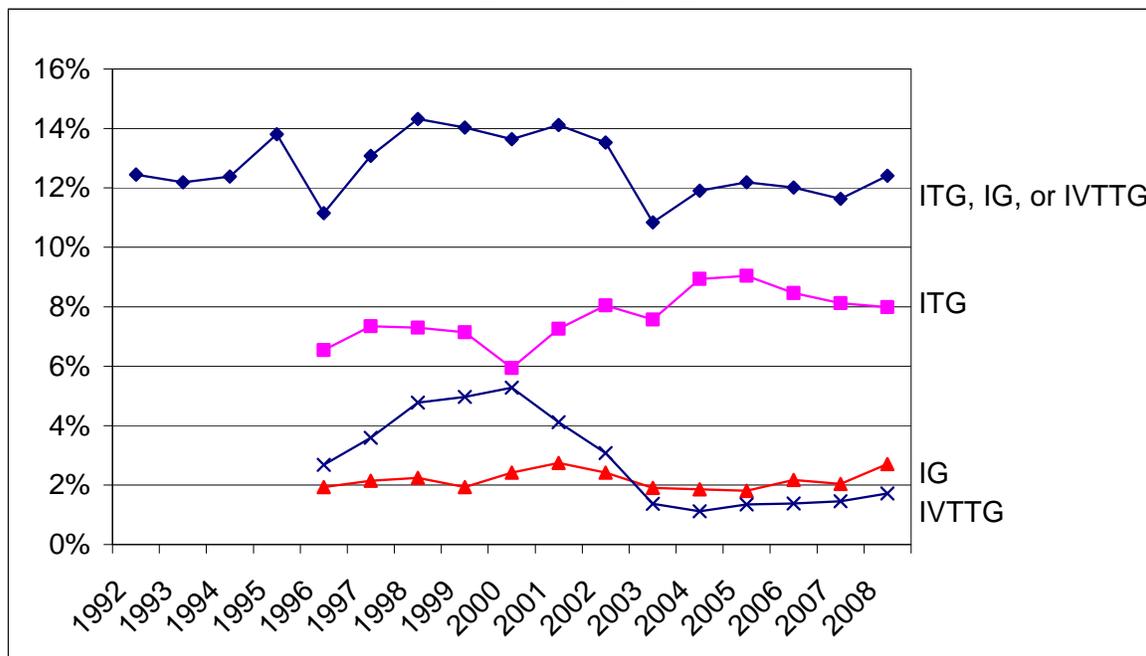
## Minority Participation in State-Appropriated, Iowa College Student Aid Commission Programs

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

These 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 Iowa residents attending any accredited public or private college or university in Iowa.

In 2008, 12.41% of Iowa resident minority students were awarded one or more of these grants. Figure 6 shows 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 Grants, Iowa Tuition Grants, and Iowa Vocational-Technical Tuition Grants programs.

**Figure 6. Grant Program Participation Among Iowa-Resident Minority Students:  
Percent Receiving Grants by Program 1992-2008**



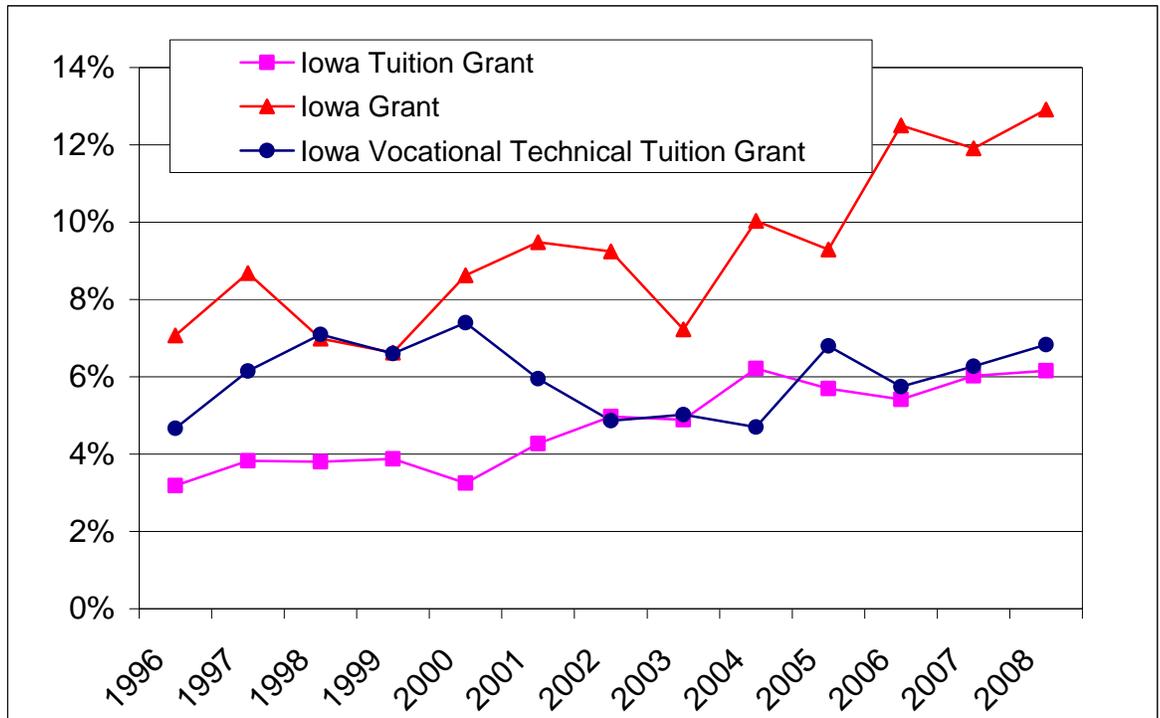
**Chart Legend**  
 IG: Iowa Grant  
 ITG: Iowa Tuition Grant  
 IVTTG: Iowa Vocational-Technical Tuition Grant

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

Figure 7, below, illustrates the history of minority participation in three key state grant aid programs as a percentage of total participation. In 2008, 6.16% of Iowa Tuition Grants, 6.8% of

Iowa Vocational-Technical Tuition Grants, and 12.9% of Iowa Grants were awarded to minority students.

**Figure 7. Minority Representation in Three Iowa College Aid Programs:  
Percent of Grants Awarded to Minority Students 1996-2008**



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

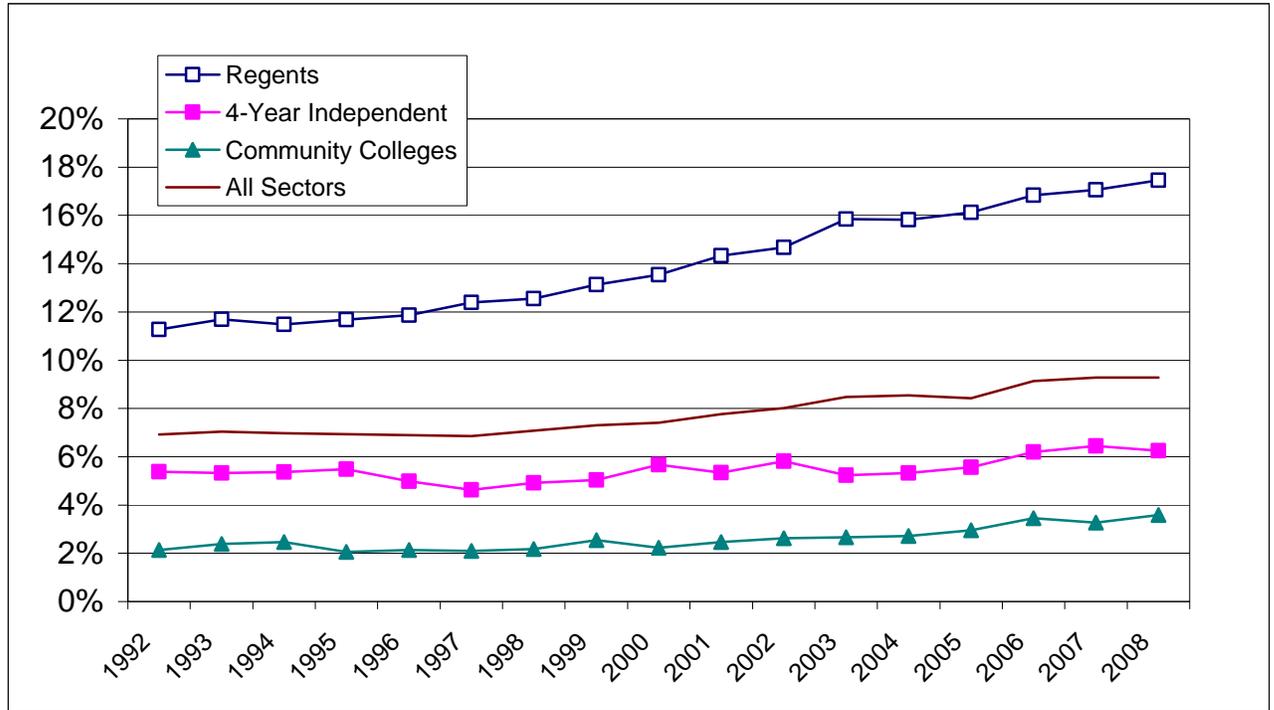
### Iowa Population Trends

Trends in minority postsecondary education enrollments parallel trends in state demographics more generally. Between 1992 and 2007, the percentage of Iowans whose race and ethnicity was other than white non-Hispanic doubled from 4.4% to 9.50% (U.S. Census Bureau). The total population of Iowa increased from 2.81 million to 2.99 million between 1992 and 2007 and the Iowa ethnic minority population grew by 161,151, accounting for 89% of the population growth 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 2008, this number was 1,286, an increase of 84.8%. 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 9.3% in 2008.

**Figure 8. Minority Faculty as Percentage of Total Faculty by Institutional Sector 1992-2008**



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's Ethnic Diversity report asks institutions to provide 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

### **Report Methodology**

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 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 Report is one of several principal reports which the Iowa College Student Aid Commission administers to Iowa postsecondary institutions annually. Until 2008, the content of the Ethnic Diversity Report 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 data shown below.

- number of students, by Iowa residence and graduate or undergraduate status, who are members of the following population groups:
- Prior to Fall 2008
  - African American
  - Hispanic
  - American Indian/Alaskan Native
  - Asian/Pacific Islander
  - Southeast Asian

#### Beginning in 2008

- Hispanics of any race
- American Indian or Alaska Native
- Asian

- Black or African American
  - Native Hawaiian or Other Pacific Islander
  - White [NCES category, not on Commission report as it is not considered a minority]
  - Two or more races.
- 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.

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

For example, racial and ethnic categories are self-reported. Even with the federal changes in categories, racial and ethnic 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, might not necessarily identify themselves as members of any of the particular population groups requested in the report.

Second since neither "White" nor "Caucasian" nor "other" have been included as report response categories, it is not possible for institutions to report the number of students and faculty for 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 the cross-referencing of students and faculty of mixed race or ethnicity. If a person answers that he/she is of mixed race, it is not possible to know which ethnic/racial groups are part of the individual's heritage.

## References

2008 Iowa Code Supplement 261 § 25

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U. S. Department of Education (2009) Changes to race/ethnicity reporting to IPEDS. Retrieved February 18, 2009 from [http://nces.ed.gov/IPEDS/news\\_room/ana\\_Changes\\_to\\_10\\_25\\_2007\\_169.asp](http://nces.ed.gov/IPEDS/news_room/ana_Changes_to_10_25_2007_169.asp).

## Acknowledgments

The following people contributed to this report.

Keith Greiner, Research Director and Legislative Liaison

Tony Girardi, Research Analyst

Julie Leeper, Director of Legislative Services and Personnel

## Appendix

**Exhibit A**  
**IOWA COLLEGE STUDENT AID COMMISSION**  
**Historical Student and Faculty Ethnic Diversity**  
**1992-2008**

	<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>	<u>2007</u>	<u>2008</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	211,867	216,921	218,119
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	13,516
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	7,099
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	20,615
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%	9.45%
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	1,677
<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	13,717	13,865
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	1,286
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%	9.28%

Note: enrollment totals may be different from totals provided elsewhere due to variations in reporting dates, report design parameters and other variables.

January 30, 2009

**Exhibit B**  
**STUDENT AND FACULTY ETHNIC DIVERSITY REPORT**  
 2008

INSTITUTION	MINORITY STUDENTS					FACULTY			
	ENROLLMENT*	IOWA RESIDENT	NON-IOWA RESIDENT	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT**	TOTAL FACULTY	MINORITY	PERCENT MINORITY
Iowa State University	26,856	1,353	954	2,307	8.6%	55	1,727	329	19.1%
University of Iowa	30,561	1,592	1,330	2,922	9.6%	47	2,388	419	17.5%
University of Northern Iowa	12,908	557	253	810	6.3%	24	584	72	12.3%
<b>REGENT UNIVERSITIES</b>	<b>70,325</b>	<b>3,502</b>	<b>2,537</b>	<b>6,039</b>	<b>8.6%</b>	<b>126</b>	<b>4,699</b>	<b>820</b>	<b>17.5%</b>
AIB College of Business	985	61	4	65	6.6%	55	78	0	0.0%
Allen College	416	8	1	9	2.2%	5	34	1	2.9%
Briar Cliff University	1,114	61	79	140	12.6%	30	108	3	2.8%
Buena Vista University	2,478	100	62	162	6.5%	65	111	5	4.5%
Central College	1,558	47	35	82	5.3%	33	135	4	3.0%
Clarke College	1,156	18	20	38	3.3%	0	130	3	2.3%
Coe College	1,326	29	57	86	6.5%	0	183	8	4.4%
Cornell College	1,110	22	124	146	13.2%	11	100	6	6.0%
Divine Word College	55	3	24	27	49.1%	0	20	3	15.0%
Dordt College	1,400	7	19	26	1.9%	6	94	22	23.4%
Drake University	5,668	244	275	519	9.2%	76	270	31	11.5%
Emmaus Bible College	245	6	10	16	6.5%	0	32	3	9.4%
Faith Baptist Bible College	417	3	11	14	3.4%	0	38	0	0.0%
Graceland University	2,444	23	214	237	9.7%	10	95	8	8.4%
Grand View College	1,937	199	40	239	12.3%	145	190	6	3.2%
Grinnell College	1,678	26	295	321	19.1%	9	207	31	15.0%
Iowa Wesleyan College	843	12	151	163	19.3%	56	110	3	2.7%
Loras College	1,588	23	46	69	4.3%	18	132	8	6.1%
Luther College	2,423	32	103	135	5.6%	20	248	20	8.1%
Maharishi University of Management	1,089	9	16	25	2.3%	4	52	6	11.5%
Mercy College of Health Sciences	676	57	0	57	8.4%	46	45	3	6.7%
Morningside College	1,870	51	32	83	4.4%	34	177	3	1.7%
Mount Mercy College	1,527	58	19	77	5.0%	43	161	5	3.1%
Northwestern College	1,225	16	23	39	3.2%	0	132	1	0.8%
Simpson College	2,047	107	22	129	6.3%	59	208	12	5.8%
Saint Ambrose University	3,794	156	135	291	7.7%	78	332	25	7.5%
Saint Luke's College	149	4	6	10	6.7%	4	31	0	0.0%
University of Dubuque	1,583	46	215	261	16.5%	24	161	8	5.0%
Upper Iowa University	5,937	210	827	1,037	17.5%	41	420	32	7.6%
Waldorf College	582	9	63	72	12.4%	8	63	0	0.0%
Wartburg College	1,799	62	78	140	7.8%	49	174	10	5.7%
William Penn University	1,824	201	167	368	20.2%	63	198	9	5.7%
<b>4-YEAR INDEPENDENT</b>	<b>52,943</b>	<b>1,910</b>	<b>3,173</b>	<b>5,083</b>	<b>9.6%</b>	<b>992</b>	<b>4,469</b>	<b>279</b>	<b>6.2%</b>

Source: Iowa College Student Aid Commission Survey of Ethnic Diversity

\* Enrollment data may be different from data provided by other sources.

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

January 30, 2009

Exhibit B  
**STUDENT AND FACULTY ETHNIC DIVERSITY REPORT**  
 2008

INSTITUTION	MINORITY STUDENTS					FACULTY			
	ENROLLMENT*	IOWA RESIDENT	NON-IOWA RESIDENT	TOTAL	PERCENT MINORITY	RECEIVING ITG IG VT**	TOTAL FACULTY	MINORITY	PERCENT MINORITY
Des Moines Area Community College	18,695	2,326	64	2,390	12.8%	131	336	17	5.1%
Eastern Iowa Community College	6,975	947	115	1,062	15.2%	32	533	36	6.8%
Hawkeye Community College	5,765	553	10	563	9.8%	37	286	12	4.2%
Indian Hills Community College	4,227	219	41	260	6.2%	16	260	4	1.5%
Iowa Central Community College	5,733	330	95	425	7.4%	16	442	2	0.5%
Iowa Lakes Community College	3,059	90	61	151	3.6%	4	190	0	0.0%
Iowa Valley Community College	2,986	330	107	437	14.6%	15	292	3	1.0%
Iowa Western Community College	5,642	192	227	419	7.4%	5	129	2	1.6%
Kirkwood Community College	15,220	1,446	62	1,508	9.9%	29	772	32	4.1%
North Iowa Area Community College	3,485	167	66	233	6.7%	0	208	1	0.5%
Northeast Iowa Community College	4,756	172	35	207	4.4%	8	178	2	1.1%
Northwest Iowa Community College	1,256	28	4	32	2.5%	2	141	3	2.1%
Southeastern Community College	3,412	233	35	268	7.9%	17	86	29	33.7%
Southwestern Community College	1,468	70	27	97	6.6%	11	101	2	2.0%
Western Iowa Tech Community College	5,425	542	97	639	11.8%	22	264	6	2.3%
<b>COMMUNITY COLLEGES</b>	<b>88,104</b>	<b>7,645</b>	<b>1,046</b>	<b>8,691</b>	<b>9.7%</b>	<b>345</b>	<b>4,218</b>	<b>151</b>	<b>3.6%</b>
Des Moines University	1,700	37	157	194	11.4%	0	130	14	10.8%
Palmer College of Chiropractic	1,433	12	64	76	5.3%	0	103	9	8.7%
<b>SPECIALIZED GRADUATE MEDICAL</b>	<b>3,133</b>	<b>49</b>	<b>221</b>	<b>270</b>	<b>8.6%</b>	<b>0</b>	<b>233</b>	<b>23</b>	<b>9.9%</b>
Ashford University	566	67	85	152	26.9%	17	45	1	2.2%
Kaplan University	3,048	343	37	380	12.5%	197	201	12	6.0%
<b>4-YEAR PROPRIETARY</b>	<b>3,614</b>	<b>410</b>	<b>122</b>	<b>532</b>	<b>12.5%</b>	<b>214</b>	<b>246</b>	<b>13</b>	<b>5.6%</b>
<b>TOTAL</b>	<b>218,119</b>	<b>13,516</b>	<b>7,099</b>	<b>20,615</b>	<b>9.5%</b>	<b>1,677</b>	<b>13,865</b>	<b>1,286</b>	<b>9.3%</b>

Source: Iowa College Student Aid Commission Survey of Ethnic Diversity

\* Enrollment data may be different from data provided by other sources.

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

Exhibit C  
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT  
MINORITY STUDENTS  
2008

	Black		Hispanic		Native American		Asian		Native Hawaiian or Other Pacific Islander		Multi-Racial		Total (Sum of All Columns, incl. Multi-Racial)		
	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	Total
Iowa State University	365	381	385	298	43	32	560	243	0	0	0	0	1,353	954	2,307
University of Iowa	322	414	414	449	73	72	783	395	0	0	0	0	1,592	1,330	2,922
University of Northern Iowa	252	140	156	81	27	7	122	25	0	0	0	0	557	253	810
<b>REGENTS' UNIVERSITIES</b>	<b>939</b>	<b>935</b>	<b>955</b>	<b>828</b>	<b>143</b>	<b>111</b>	<b>1,465</b>	<b>663</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,502</b>	<b>2,537</b>	<b>6,039</b>
AIB College of Business	12	3	23	0	8	0	18	1	0	0	0	0	61	4	65
Allen College	3	0	1	1	2	0	2	0	0	0	0	0	8	1	9
Briar Cliff University	19	29	26	36	2	4	14	10	0	0	0	0	61	79	140
Buena Vista University	24	35	52	21	6	1	16	2	0	0	2	3	100	62	162
Central College	13	13	16	14	3	1	15	7	0	0	0	0	47	35	82
Clarke College	5	6	8	10	0	0	2	2	0	0	3	2	18	20	38
Coe College	10	22	6	18	2	1	2	10	0	0	9	6	29	57	86
Cornell College	2	31	8	23	1	6	3	22	0	0	8	42	22	124	146
Divine Word College	0	5	0	1	0	0	3	17	0	0	0	1	3	24	27
Dordt College	1	4	4	8	1	1	1	6	0	0	0	0	7	19	26
Drake University	81	96	66	40	2	2	79	99	0	0	16	38	244	275	519
Emmaus Bible College	1	0	2	6	1	1	2	3	0	0	0	0	6	10	16
Faith Baptist Bible College	0	3	1	6	0	0	1	2	0	0	1	0	3	11	14
Graceland University	10	127	8	45	2	8	3	34	0	0	0	0	23	214	237
Grand View College	86	28	42	10	3	0	41	0	2	0	25	2	199	40	239
Grinnell College	2	83	4	98	1	6	19	108	0	0	0	0	26	295	321
Iowa Wesleyan College	3	95	4	48	1	2	4	5	0	1	0	0	12	151	163
Loras College	7	8	7	27	1	2	4	2	0	0	4	7	23	46	69
Luther College	3	23	13	34	0	3	14	36	0	0	2	7	32	103	135
Maharishi University of Management	2	8	1	6	1	0	5	2	0	0	0	0	9	16	25
Mercy College of Health Sciences	18	0	24	0	1	0	11	0	3	0	0	0	57	0	57
Morningside College	9	9	22	13	4	3	16	7	0	0	0	0	51	32	83
Mount Mercy College	24	7	17	8	3	1	14	3	0	0	0	0	58	19	77
Northwestern College	1	7	8	10	1	0	6	5	0	0	0	1	16	23	39
Simpson College	19	18	27	0	8	1	38	0	0	0	15	3	107	22	129
Saint Ambrose University	59	43	58	68	10	9	29	15	0	0	0	0	156	135	291
Saint Luke's College	1	0	1	2	0	1	2	2	0	0	0	1	4	6	10
University of Dubuque	24	145	8	50	7	5	7	15	0	0	0	0	46	215	261
Upper Iowa University	142	617	32	122	3	16	33	72	0	0	0	0	210	827	1,037
Waldorf College	3	35	3	21	2	1	1	4	0	0	0	2	9	63	72
Wartburg College	26	41	7	17	4	2	17	12	0	0	8	6	62	78	140
William Penn University	89	126	77	33	12	2	23	6	0	0	0	0	201	167	368
<b>4-YEAR INDEPENDENT</b>	<b>699</b>	<b>1,667</b>	<b>576</b>	<b>796</b>	<b>92</b>	<b>79</b>	<b>445</b>	<b>509</b>	<b>5</b>	<b>1</b>	<b>93</b>	<b>121</b>	<b>1,910</b>	<b>3,173</b>	<b>5,083</b>

**Exhibit C  
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT  
MINORITY STUDENTS  
2008**

	Black		Hispanic		Native American		Asian		Native Hawaiian or Other Pacific Islander		Multi-Racial		Total (Sum of All Columns, incl. Multi-Racial)		
	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	Total
Des Moines Area Community College	1,029	40	627	13	96	0	574	11	0	0	0	0	2,326	64	2,390
Eastern Iowa Community College	388	57	397	42	65	11	97	5	0	0	0	0	947	115	1,062
Hawkeye Community College	380	1	82	8	28	0	63	1	0	0	0	0	553	10	563
Indian Hills Community College	29	21	99	18	54	1	37	1	0	0	0	0	219	41	260
Iowa Central Community College	125	87	156	5	5	2	41	1	0	0	3	0	330	95	425
Iowa Lakes Community College	25	46	30	14	7	1	18	0	0	0	10	0	90	61	151
Iowa Valley Community College	70	85	179	20	50	0	31	2	0	0	0	0	330	107	437
Iowa Western Community College	31	148	66	30	12	3	24	16	0	0	59	30	192	227	419
Kirkwood Community College	696	35	284	14	103	1	237	10	0	0	126	2	1,446	62	1,508
North Iowa Area Community College	49	57	73	7	7	1	38	1	0	0	0	0	167	66	233
Northeast Iowa Community College	61	9	33	13	9	2	29	3	0	0	40	8	172	35	207
Northwest Iowa Community College	4	1	15	2	1	0	8	1	0	0	0	0	28	4	32
Southeastern Community College	101	15	78	15	15	1	39	4	0	0	0	0	233	35	268
Southwestern Community College	17	14	27	6	3	2	18	3	0	0	5	2	70	27	97
Western Iowa Tech Community College	92	18	317	48	62	17	71	14	0	0	0	0	542	97	639
<b>COMMUNITY COLLEGES</b>	<b>3,097</b>	<b>634</b>	<b>2,463</b>	<b>255</b>	<b>517</b>	<b>42</b>	<b>1,325</b>	<b>73</b>	<b>0</b>	<b>0</b>	<b>243</b>	<b>42</b>	<b>7,645</b>	<b>1,046</b>	<b>8,691</b>
Des Moines University	11	24	5	18	1	2	20	113	0	0	0	0	37	157	194
Palmer College of Chiropractic	3	6	5	22	1	6	3	30	0	0	0	0	12	64	76
<b>SPECIALIZED GRADUATE MEDICAL</b>	<b>14</b>	<b>30</b>	<b>10</b>	<b>40</b>	<b>2</b>	<b>8</b>	<b>23</b>	<b>143</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>49</b>	<b>221</b>	<b>270</b>
Ashford University	35	63	19	20	3	2	10	0	0	0	0	0	67	85	152
Kaplan University	235	19	49	17	14	1	25	0	0	0	20	0	343	37	380
<b>4-YEAR PROPRIETARY</b>	<b>270</b>	<b>82</b>	<b>94</b>	<b>37</b>	<b>25</b>	<b>3</b>	<b>52</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>541</b>	<b>122</b>	<b>663</b>
<b>TOTAL</b>	<b>5,019</b>	<b>3,348</b>	<b>4,098</b>	<b>1,956</b>	<b>779</b>	<b>243</b>	<b>3,310</b>	<b>1,388</b>	<b>7</b>	<b>1</b>	<b>356</b>	<b>163</b>	<b>13,647</b>	<b>7,099</b>	<b>20,746</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  
2008**

2/9/2009

	<b>Black</b>	<b>Hispanic</b>	<b>Native American</b>	<b>Asian</b>	<b>Native Hawaiian or Other Pacific Islander</b>	<b>Multi-Racial</b>	<b>Total (Sum of All Columns including Multi- Racial)</b>
Iowa State University	29	30	31	32	33	34	
University of Iowa	32	35	8	254	0	0	329
University of Northern Iowa	47	67	8	297	0	0	419
REGENTS' UNIVERSITIES	14	13	3	42	0	0	72
	<b>93</b>	<b>115</b>	<b>19</b>	<b>593</b>	<b>0</b>	<b>0</b>	<b>820</b>
AIB College of Business	0	0	0	0	0	0	0
Allen College	1	0	0	0	0	0	1
Briar Cliff University	1	1	0	1	0	0	3
Buena Vista University	0	0	0	5	0	0	5
Central College	0	0	0	4	0	0	4
Clarke College	0	0	0	3	0	0	3
Coe College	2	2	0	3	1	0	8
Cornell College	2	1	0	3	0	0	6
Divine Word College	0	2	0	1	0	0	3
Dordt College	5	7	3	7	0	0	22
Drake University	7	5	0	19	0	0	31
Emmaus Bible College	0	2	0	1	0	0	3
Faith Baptist Bible College	0	0	0	0	0	0	0
Graceland University	1	3	0	4	0	0	8
Grand View College	1	2	1	2	0	0	6
Grinnell College	12	11	0	8	0	0	31
Iowa Wesleyan College	1	0	0	2	0	0	3
Loras College	2	0	0	6	0	0	8
Luther College	7	6	0	6	1	0	20
Maharishi University of Management	2	1	0	3	0	0	6
Mercy College of Health Sciences	1	0	0	2	0	0	3
Morningside College	1	1	0	1	0	0	3
Mount Mercy College	0	1	1	3	0	0	5
Northwestern College	0	0	0	1	0	0	1
Simpson College	4	4	3	1	0	0	12
Saint Ambrose University	1	11	0	12	0	1	25
Saint Luke's College	0	0	0	0	0	0	0

**Exhibit D  
STUDENT AND FACULTY ETHNIC DIVERSITY REPORT  
MINORITY FACULTY  
2008**

2/9/2009

	<b>Black</b>	<b>Hispanic</b>	<b>Native American</b>	<b>Asian</b>	<b>Native Hawaiian or Other Pacific Islander</b>	<b>Multi-Racial</b>	<b>Total (Sum of All Columns including Multi- Racial)</b>
University of Dubuque	29	30	31	32	33	34	8
Upper Iowa University	2	4	1	5	0	0	32
Waldorf College	17	10	0	0	0	0	0
Wartburg College	0	0	0	0	0	0	0
Wartburg College	5	1	0	3	0	1	10
William Penn University	8	1	0	0	0	0	9
<b>4-YEAR INDEPENDENT</b>	<b>83</b>	<b>76</b>	<b>9</b>	<b>107</b>	<b>2</b>	<b>2</b>	<b>279</b>
Des Moines Area Community College	4	2	1	10	0	0	17
Eastern Iowa Community College	14	14	3	5	0	0	36
Hawkeye Community College	6	1	1	4	0	0	12
Indian Hills Community College	1	3	0	0	0	0	4
Iowa Central Community College	0	1	0	0	0	1	2
Iowa Lakes Community College	0	0	0	0	0	0	0
Iowa Valley Community College	1	0	1	1	0	0	3
Iowa Western Community College	1	1	0	0	0	0	2
Kirkwood Community College	6	14	2	9	0	1	32
North Iowa Area Community College	0	0	0	1	0	0	1
Northeast Iowa Community College	1	1	0	0	0	0	2
Northwest Iowa Community College	0	1	0	2	0	0	3
Southeastern Community College	15	8	0	6	0	0	29
Southwestern Community College	0	1	1	0	0	0	2
Western Iowa Tech Community College	0	4	0	2	0	0	6
<b>COMMUNITY COLLEGES</b>	<b>49</b>	<b>51</b>	<b>9</b>	<b>40</b>	<b>0</b>	<b>2</b>	<b>151</b>
Des Moines University	4	1	0	6	0	3	14
Palmer College of Chiropractic	2	2	0	4	0	1	9
<b>SPECIALIZED GRADUATE MEDICAL</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>4</b>	<b>23</b>
Ashford University	1	0	0	0	0	0	1
Kaplan University	9	1	0	2	0	0	12
<b>4-YEAR PROPRIETARY</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>13</b>
<b>TOTAL</b>	<b>241</b>	<b>246</b>	<b>37</b>	<b>752</b>	<b>2</b>	<b>8</b>	<b>1,286</b>