No. 19-1696

United States Court of Appeals for the Eighth Circuit

BUSINESS LEADERS IN CHRIST,

Plaintiff-Appellant,

v.

THE UNIVERSITY OF IOWA, ET AL.

Defendants-Appellees.

On Appeal from the U.S District Court for the Southern District of Iowa,
No. 3:17-cv-00080

JOINT APPENDIX VOL. VIII

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Counsel for Plaintiff-Appellant

JOINT APPENDIX INDEX

Volume VIII

Tab 23 – Dkt. 71-7 BLinC Appendix 3B in Support of Motion for PSJ 1915

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
EASTERN DIVISION

BUSINESS LEADERS IN CHRIST, an unincorporated association, *Plaintiff*, v. THE UNIVERSITY OF IOWA; LYN REDINGTON, in her official capacity as Dean of Students and in her individual capacity; THOMAS R. BAKER, in his official capacity as Assistant Dean of Students and in his individual capacity; and WILLIAM R. NELSON, in his official capacity as Executive Director, Iowa Memorial Union, and in his individual capacity, *Defendants*.	Civil Action No. 17-cv-00080-SMR-SBJ **APPENDIX VOLUME III-B** **OF PLAINTIFF'S STATEMENT OF MATERIAL FACTS IN SUPPORT OF MOTION FOR SUMMARY JUDGMENT**

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**Admitted pro hac vice*

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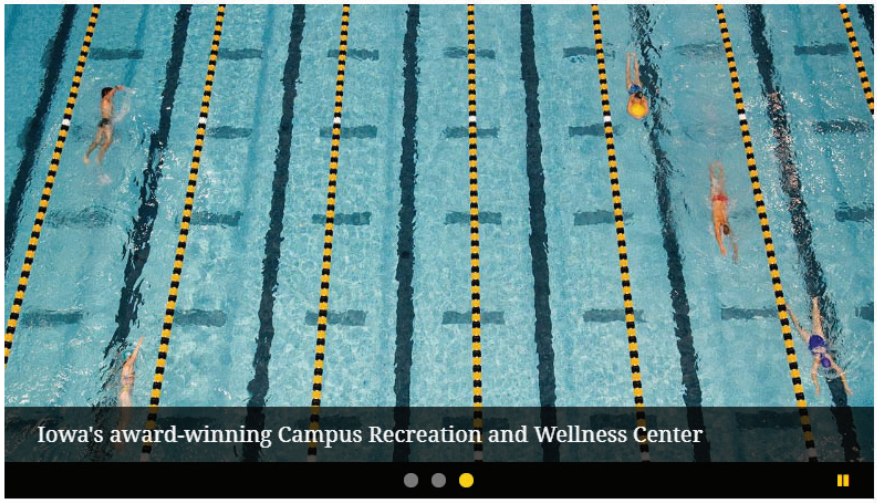
Tab 86 - Exhibit O 1652
Tab 87 - Exhibit P 1659
Tab 88 - Exhibit Q 1854
Tab 89 - Exhibit R 1856
Tab 90 - Exhibit S 1859
Tab 91 - Exhibit T 1884
Tab 92 - Exhibit U 1887
Tab 93 - Exhibit V 1891
Tab 94 - Exhibit W 1901
Tab 95 - Exhibit X 1903
Tab 96 - Exhibit Y (InterVarsity Graduate Christian Fellowship Constitution) 1931
Tab 97 - Exhibit Z 1936

EXHIBIT L

ATHLETICS



NEWS

RAGBRAI 2018: Former Herky from Jefferson maintains strong connection to Iowa
Iowa Now July 24, 2018

2018 Kid Captains announced
Iowa Now July 20, 2018

Advantage, sport and recreation management students
Iowa Now July 18, 2018

UI extends contract for next step of employment practices review
Iowa Now May 17, 2018

101st Finkbine Dinner honors students, faculty, staff, and alumni
Iowa Now April 25, 2018

24
NCAA Division I teams at the UI

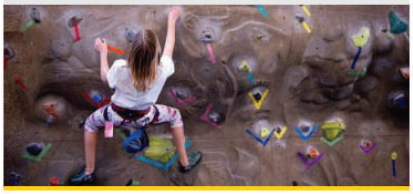
70,585
capacity at historic Kinnick Stadium, home of Iowa football

215,000
square-foot Campus Recreation and Wellness Center, named the third-best university rec facility in the country

Hawkeyesports.com

The official website of Iowa athletics—find news, schedules, ticket info, etc.

Recreational Services



Explore top facilities, intramural and club sports, wellness programs, and more.

Hawks Nest

Join the official student section for Hawkeye athletics.

HAWKEYE ATHLETICS

- hawkeyesports.com
- Schedules
- Tickets
- Sports Camps
- Hawks Nest
- National I-Club
- UI Athletics Social Media

RECREATION AND WELLNESS

- Recreational Services
- Intramural Sports
- Sports Clubs
- Macbride Nature Recreation Area
- Student Health & Wellness
- liveWELL (Faculty and Staff)

THE UNIVERSITY OF IOWA

Calendars
Maps
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Directory
A-Z Search
Privacy Information

ICON
MyUI
Bongo
Email: Office 365 (formerly Hawkmail)
Email: UI Health Care

Campus Data
Employee Self Service
MAUI
Jobs@UIOWA

President's Welcome
About the University
Safety and Support
Diversity Resources
Disability Resources
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Computing
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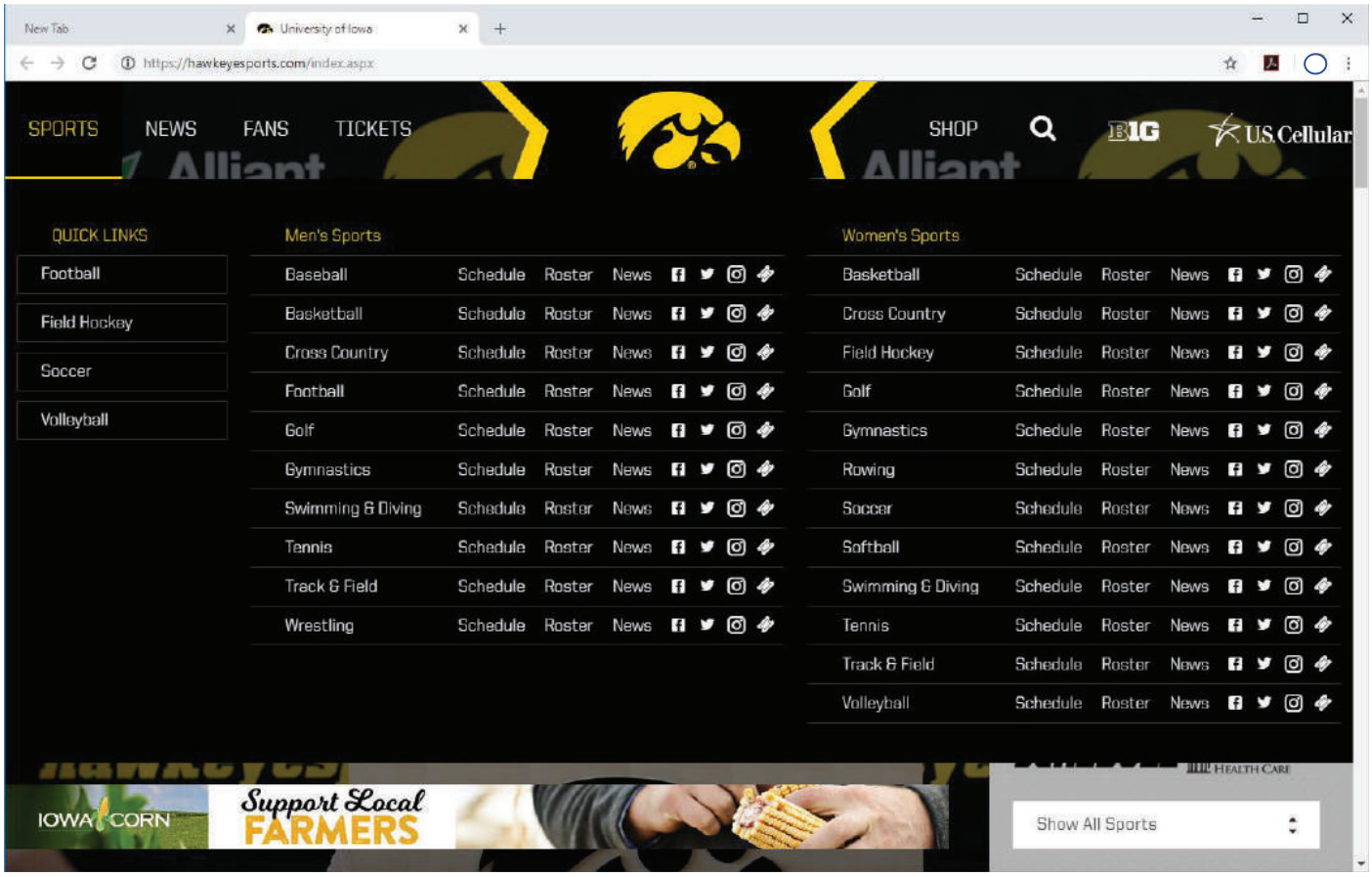
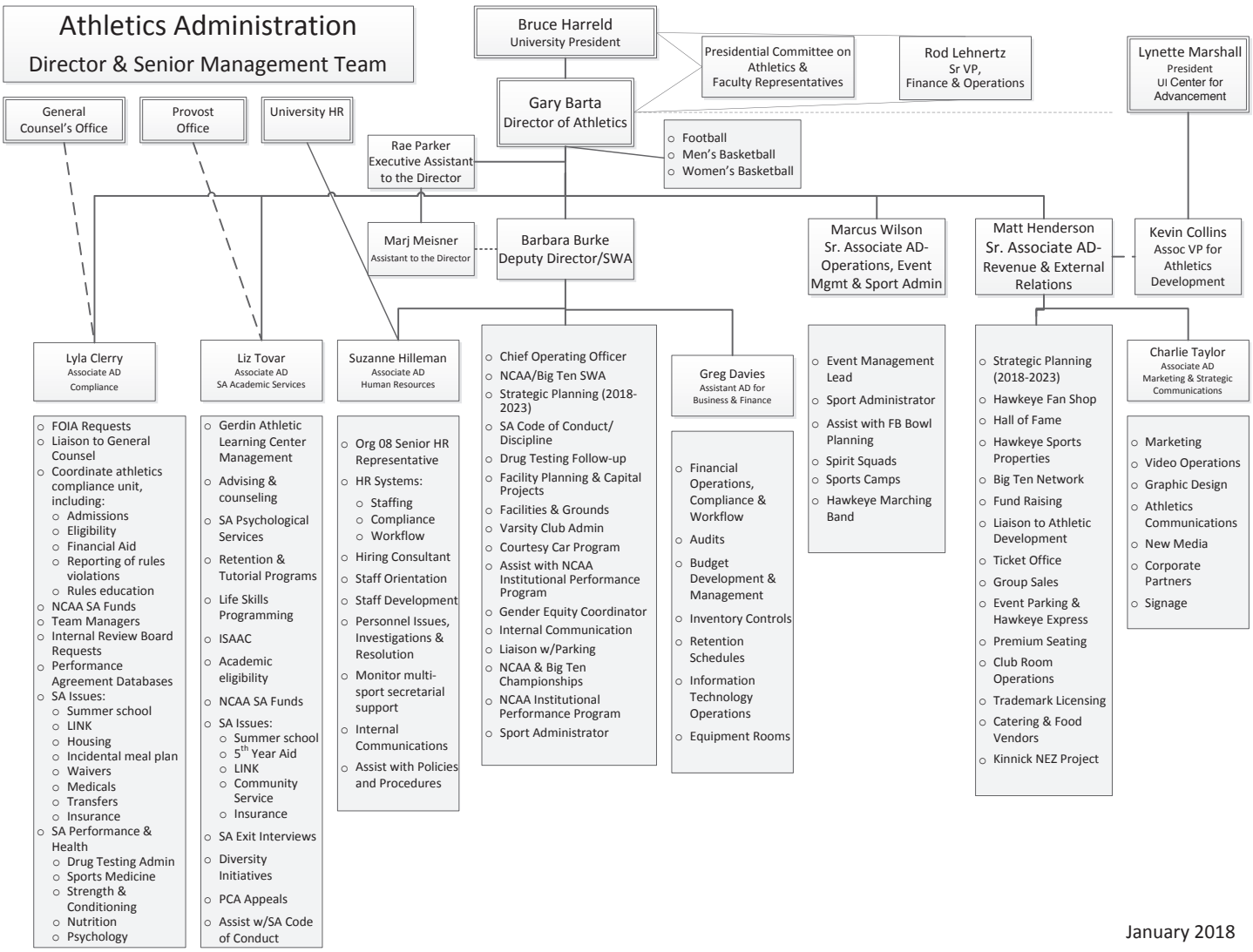

New Tab
University of Iowa
https://hawkeyesports.com/index.aspx
SPORTS
NEWS
FANS
TICKETS
SHOP
BIG
U.S. Cellular
QUICK LINKS
Football
Field Hockey
Soccer
Volleyball
Men's Sports
Baseball Schedule Roster News
Basketball Schedule Roster News
Cross Country Schedule Roster News
Football Schedule Roster News
Golf Schedule Roster News
Gymnastics Schedule Roster News
Swimming & Diving Schedule Roster News
Tennis Schedule Roster News
Track & Field Schedule Roster News
Wrestling Schedule Roster News
Women's Sports
Basketball Schedule Roster News
Cross Country Schedule Roster News
Field Hockey Schedule Roster News
Golf Schedule Roster News
Gymnastics Schedule Roster News
Rowing Schedule Roster News
Soccer Schedule Roster News
Softball Schedule Roster News
Swimming & Diving Schedule Roster News
Tennis Schedule Roster News
Track & Field Schedule Roster News
Volleyball Schedule Roster News
IOWA CORN
Support Local FARMERS
Show All Sports



January 2018

The University of Iowa
Athletics Department Strategic Plan
2013-2018

Introduction

The University of Iowa's Department of Intercollegiate Athletics employs more than 200 full-time staff who, collectively, works to provide more than 650 talented male and female student-athletes a superior academic and athletics experience. In 2008, the Department introduced its first five-year strategic plan. That document detailed the goals and action items that would guide the planning across all units of the Department. Much has been accomplished during the past five years, a period of time that has also been marked by significant changes locally, regionally, and nationally in intercollegiate athletics.

The five-year plan embodied in this new strategic plan will, again, serve as the road map for the Department as it moves further into the 21st century. The plan provides the framework to support the stated mission of the Department as well as the Department's stated values and commitments, continues to embrace the Department's commitment to being "student-athlete centered," and maintains the Department's long-standing culture of striving to compete for championships (Win), academic success (Graduate), and for its participants to be active contributors to the greater University and Iowa City communities (Doing it right) as the path to ensure that "Today's Hawkeyes are Tomorrow's Leaders."

The athletic department strategic plan process invited input from all staff, student-athletes (through their representatives), the Presidential Committee on Athletics, and other members of the UI community. The strategic plan of the UI Department of Intercollegiate Athletics is not a static document. As goals are accomplished, they will likely be replaced by greater aspirations. As new, unforeseen initiatives are undertaken, they will be added where appropriate.

September 3, 2013

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Mission Statement

The mission of the Department of Intercollegiate Athletics is to provide the administrative and coaching support, facilities, resources, and equipment necessary for student-athletes to graduate from The University of Iowa while competing successfully in broad-based championship caliber intercollegiate athletics. The overall well-being of the participant and integrity of the program are paramount in all that we do.

Values and Commitments

Education and enrichment of the student-athlete
The Department values competitive athletic and academic experiences that foster self-esteem, a sense of responsibility, effective communication skills, and an appreciation for life-long learning.

Integrity in all aspects of behavior
The highest level of excellence and integrity shall characterize every aspect of policy, competitive performance and programs in the Department. All participants in the Department shall be expected to exemplify impeccable integrity, be they student-athletes, coaching staff, administrative professionals, or support staff.

Fiscal responsibility
It is a fundamental tenet that the Department shall at all times maintain a fiscally responsible and economically sound structure that provides the optimal environment for student-athlete success within budgetary parameters.

Innovation in approach and spirit
In order to meet its goals and develop a problem-solving orientation, the Department is dedicated to encouraging innovation and creativity as core values.

Respect for the individual and diversity
The Department values diversity in its people, whether that diversity is expressed by heritage, race, belief, age, sexual orientation, gender, disability, or veteran status and recognizes the need to work as a team while valuing each individual's self-worth.

Valuing our heritage
The Department is committed to principled championship caliber athletic achievement and the on-going enhancement of the traditions of Iowa Hawkeye Athletics, including leadership, individual and team achievement, and intense pride and loyalty.

Outreach
The Department must strive to enhance the overall mission of the University through competitive excellence, academic achievement, and an on-going commitment to service.

Leadership
The University of Iowa will continue its long history of conference and national leadership through a commitment to leading edge involvement in athletics issues.

Executive Summary

This document serves as a road map toward achieving high levels of athletic and academic success during the next five years and beyond. The opportunity to reach these milestones is achievable with the total buy-in and commitment of all Hawkeye coaches, student-athletes, administrators, alumni, and fans. The history and tradition of Hawkeye Athletics run deep and are strong. Together, and with total commitment, the future looks even brighter.

The following executive summary provides a brief overview and a sampling of the goals and aspirations contained within the Strategic Plan.

I. Competitive Success – (WIN)

- ❖ Consistently finish in the top half of the Big Ten Conference in all sports.
- ❖ Compete for Big Ten and National Championships in every sport.
- ❖ Reach and maintain a position no lower than the top 35 of the Learfield Sports Directors' Cup, which historically would place the Hawkeyes in the top half of the Big Ten Conference competitively.
- ❖ Create a sport-by-sport map to achieve championship goals and aspirations.

II. Undergraduate Education – (GRADUATE)

Academics

- ❖ Consistently meet or exceed the University-wide goal of a six-year Federal Graduation Rate of 70% and maintain an Athletic Graduation Success Rate of 80% or higher. Meet or exceed the Federal Graduation Rate of all University of Iowa students.
- ❖ Each sport exceeds the NCAA mandated Academic Progress Rate cumulative score of 930; exceed the national average for each sport; rank in the top half of the Big Ten Conference for each sport.
- ❖ Increase the number of student-athletes with a 3.0 or above GPA. Annually meet or exceed the College of Liberal Arts and Sciences in GPA.
- ❖ Continue to maintain a culture of student-athlete participation in the following: University and Athletics Department committees and working groups, Athletics Department civic activities, campus cultural activities, and in student government.

III. Compliance/Student-Athlete Welfare/Diversity – (DO IT RIGHT)

Compliance

- ❖ Provide a comprehensive compliance program that promotes the knowledge of and adheres to NCAA, Big Ten, and institutional rules and regulations.
- ❖ Complete the process of separating the Offices of Compliance and Student Services. Successfully hire and integrate new Directors of Compliance and Student-Athlete Academic Services.
- ❖ Maintain and continue to refine a compliance unit that promotes integrity, academic success, and winning through excellent customer service.

Student-Athlete Welfare

- ❖ Provide student-athletes with the necessary support they need to train and compete (i.e. scholarships, equipment, facilities, health care).
- ❖ Create and maintain a safe environment for student-athletes free from hazing, harassment, sexual misconduct, and any other forms of harmful and inappropriate behavior. Continue to provide a welcoming and inclusive environment for all student-athletes.
- ❖ Provide high quality physical and mental health care support for student-athletes.

Gender Equity/Diversity

- ❖ Ensure the Department continues to meet Title IX compliance according to the federal mandate and in complete spirit of the law, ensuring all student-athletes are treated fairly.
- ❖ Maintain a supportive environment throughout the Athletics Department and campus for ethnic minority student-athletes and staff with the specific goal of increasing ethnic minority student-athlete participation and retention on Department teams.
- ❖ Regularly review and modify the Athletics Department diversity plan, which includes soliciting feedback from ethnic minority student-athletes and Department staff.
- ❖ Maintain a supportive environment for student-athletes and staff of all sexual orientations.

IV. Finance, Facility, and Operations

Budget

- ❖ Ensure annual operating resources exceed annual operating expenses. Continue to operate under the premise of maintaining a self-sustaining annual budget.
- ❖ Work to move the Department and each sport to a financial level that is competitive and comparable to Big Ten and other peer institution programs.

Development

- ❖ Develop and initiate a plan to increase the number of annual contributors and amount raised by 5-10%.
- ❖ Successfully complete fundraising goals in The University of Iowa Foundation Comprehensive Campaign and continue to increase private contributor support (years) of campaign.
  - ➢ Football Facilities Campaign – Goal $35M
  - ➢ Annual giving – $128M
  - ➢ Hawkeye Visions Endowment – Additional $20M
- ❖ Develop five-year/ten-year plan on athletic facility reseating and annual giving level changes.

Facilities

- ❖ Provide all intercollegiate athletics teams with facilities that are competitive with Big Ten Conference peer institutions and maximize training, recruiting and competition.
- ❖ Complete five – ten year Master Facility Plan and begin construction of facilities as funding becomes available.

Personnel

- ❖ Recognizing that the Senior Management Team will be undergoing change over the next few years due to retirements, create and activate a reorganization plan to continue the successful and efficient management of the Department.
- ❖ Reaffirm the priority of increasing diversity with particular attention to increasing ethnic minority and gender representation.
- ❖ Strive to hire athletics professional staff at a competitive market rate and, when possible, at or above the midpoint of their respective athletics' peers and provide a competitive benefits package.
- ❖ Continue to provide the full complement of coaches allowed by the NCAA for each sport.

Atmosphere

- ❖ Create and maintain a positive workplace environment through the adherence to ethical standards that are consistent with the core values of the University and Athletics Department.
- ❖ Foster a mindset that the Athletics Department's realization of its potential depends on valuing the people who work in it and the student-athletes it serves.
- ❖ Enhance productivity by elevating employee engagement with their work.
- ❖ Maximize communication within the Department so that all personnel have the opportunity to be informed and contributing members of the organization.

Engagement

External Relations

- Develop an over-arching external relations plan that supports and promotes "Win. Graduate. Do it right."
- Develop external relations plans for all 24 sports programs annually that are agreed to by the respective head coach.
- Continue to maximize the impact of the Big Ten Network.
- Introduce a coordinated, comprehensive, and Department-wide branding program.
- Continue to be a leader in the application of new technologies, social media, new media, etc.

Customer Service, Satisfaction, and Safety

- Continue to improve upon customer service while promoting a professional, family-friendly, and positive environment at all athletics events for fans, student-athletes and coaches.
- Continue to seek and implement new ideas and technologies that provide enhanced fan experiences.
- Develop targeted plans to secure NCAA championships and external events that have a positive impact on the Athletics Department, University, and local communities.

Tickets

- Develop and activate a ticketless entry for student football ticketholders using their student IDs.
- Incorporate the scanning capability of the ticketing operation to include such things as parking placards, marketing coupons, and other items that currently are not being successfully transmitted or tracked electronically.
- Implement the plan for ticketholders to choose a particular parking lot based on their priority points and giving levels.

Premium Seating & Club Space

- Continue to operate Premium Seating at or near 100% capacity.
- Strive to offer/add/update value-added amenities to all premium seating areas. Continue to find ways to implement an innovative parking system at football games for our most loyal and generous donors.
- Implement a premium seating plan for men's basketball to be applied in the 2016-2017 season.

Measures of Success – Charts and Graphs

Teams in Post Season Play

Men's Sports Big Ten Standings

Women's Sports Big Ten Standings

Directors' Cup Standings

Graduation Rates

Academic Progress Rate – Men's Teams

Academic Progress Rate – Women's Teams

Student-Athlete Grade Point Average

Annual Operation Budget

Big Ten Budget

Total Private Support

Endowment Funds

Total Contributors

Attendance Numbers

Teams in Post-Season Play

2008-09

Women's Basketball	NCAA 1st Round
Men's Cross Country	NCAA Regionals
Women's Cross Country	NCAA 24th Place
Field Hockey	NCAA Final Four
Football	Outback Bowl
Men's Golf	NCAA 17th Place
Men's Gymnastics	NCAA Qualifier (1 All-American)
Women's Gymnastics	NCAA Regionals
Softball	NCAA Regionals
Men's Indoor Track & Field	NCAA Championships (6 individual qualifiers)
Men's Outdoor Track & Field	NCAA Championships (3 individual qualifiers)
Women's Indoor Track & Field	NCAA Championships (6 individual qualifiers)
Women's Outdoor Track & Field	NCAA Championships (3 individual qualifiers)
Wrestling	NCAA 1st Place (5 All-Americans)

2009-10

Women's Basketball	NCAA 2nd Round
Men's Cross Country	NCAA Regionals
Women's Cross Country	NCAA Regionals
Football	Orange Bowl
Men's Golf	NCAA Regionals
Men's Gymnastics	NCAA Qualifier (1 All-American)
Women's Tennis	NCAA 1st Round
Men's Indoor Track & Field	NCAA Championships (7 individual qualifiers)
Men's Outdoor Track & Field	NCAA Championships (7 individual qualifiers) (4 All-Americans)
Women's Indoor Track & Field	NCAA Championships (7 individual qualifiers)
Women's Outdoor Track & Field	NCAA Championships (2 individual qualifiers)
Wrestling	NCAA 1st Place (8 All-Americans)

2010-11

Women's Basketball	NCAA 2nd Round
Men's Cross Country	NCAA Regional (1 All-American)
Women's Cross Country	NCAA Regional
Football	Insight Bowl
Men's Golf	NCAA 10th Place

2010-11 Continued

Men's Gymnastics	NCAA Qualifier
Women's Gymnastics	NCAA Regionals (1 All-American)
Men's Swimming & Diving	NCAA 35th Place
Women's Swimming & Diving	NCAA 30th Place
Men's Indoor Track & Field	NCAA Championships (8 individual qualifiers) (8 All-Americans)
Men's Outdoor Track & Field	NCAA Championships (8 individual qualifiers) (2 All-Americans)
Women's Indoor Track & Field	NCAA Championships (2 individual qualifiers) (1 All-American)
Women's Outdoor Track & Field	NCAA 20th Place
Wrestling	NCAA 3rd Place (6 All-Americans)

2011-12

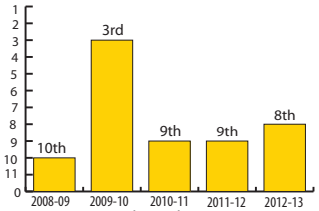
Men's Basketball	NIT 2nd Round
Women's Basketball	NCAA 1st Round
Men's Cross Country	NCAA Championships (1 Athlete)
Women's Cross Country	NCAA Regionals
Field Hockey	NCAA 1st Round
Football	Insight Bowl
Men's Golf	NCAA Championships-22nd Place
Men's Gymnastics	NCAA Qualifier
Women's Gymnastics	NCAA Regionals
Men's Swimming & Diving	NCAA Championships-26th Place
Women's Swimming & Diving	NCAA Championships-37th Place
Men's Indoor Track	NCAA Qualifier; 2 All-Americans
Men's Outdoor Track	NCAA Qualifier; 2 All-Americans
Women's Outdoor Track & Field	NCAA Championships (2 individual qualifiers)
Wrestling	NCAA 3rd Place; 6 All-Americans

2012-13

Men's Basketball	NIT Championship- Runner-up
Women's Basketball	NCAA 2nd Round
Men's Cross Country	NCAA Regionals
Women's Cross Country	NCAA Regionals
Field Hockey	NCAA 1st Round
Men's Golf	NCAA Regionals
Men's Gymnastics	NCAA Championships -5th Place (2 All-Americans)
Women's Gymnastics	NCAA Regionals
Men's Swimming & Diving	NCAA Championships-32nd Place
Men's Indoor Track & Field	NCAA Qualifier
Men's Outdoor Track & Field	NCAA Qualifier; 8 All-Americans
Women's Outdoor Track & Field	NCAA Qualifier; 1 All-American
Wrestling	NCAA 4th Place (4 All-Americans)

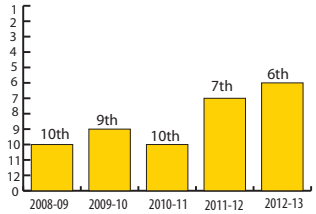
Men's Sports Big Ten Standings

BASEBALL



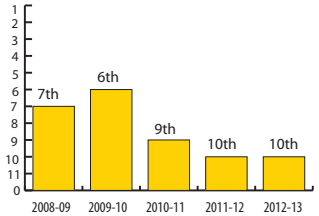
BigTen Teams through 2010-11 Season - 10
BigTen Teams after 2010-11 Season - 11

BASKETBALL



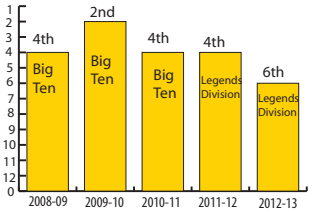
BigTen Teams through 2010-11 Season - 11
BigTen Teams after 2010-11 Season - 12

X-COUNTRY



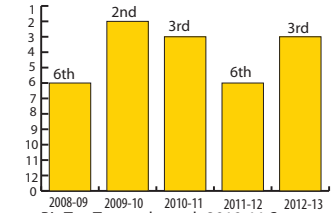
BigTen Teams through 2010-11 Season - 10
BigTen Teams after 2010-11 Season - 11

FOOTBALL



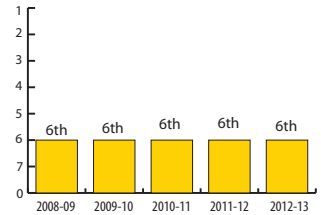
BigTen Teams through 2010-11 Season - 11
Teams in Legends Division (2011-2013) - 6

GOLF



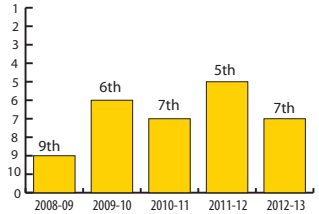
BigTen Teams through 2010-11 Season - 11
BigTen Teams after 2010-11 Season - 12

GYMNASTICS



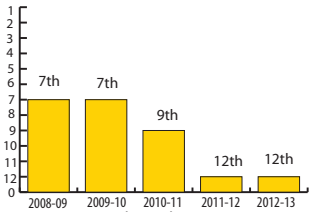
BigTen Teams through 2010-11 Season - 6
BigTen Teams after 2010-11 Season - 7

SWIMMING



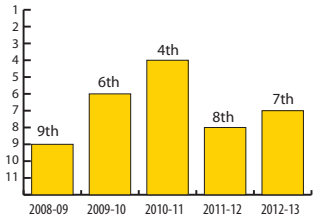
BigTen Teams - 10

TENNIS



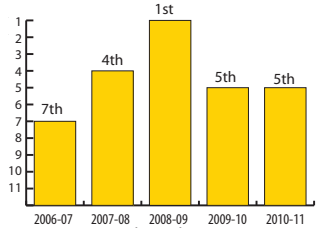
BigTen Teams through 2010-11 Season - 11
BigTen Teams after 2010-11 Season - 12

INDOOR TRACK



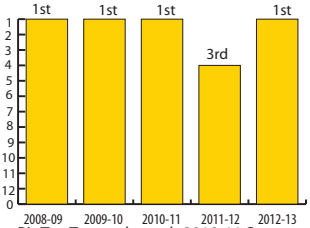
BigTen Teams through 2010-11 Season - 10
BigTen Teams after 2010-11 Season - 11

OUTDOOR TRACK



BigTen Teams through 2010-11 Season - 10
BigTen Teams after 2010-11 Season - 11

WRESTLING

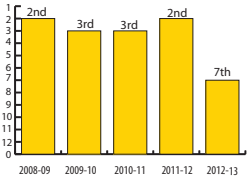


BigTen Teams through 2010-11 Season - 11
BigTen Teams after 2010-11 Season - 12

7/8/2013

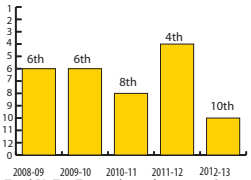
Women's Sports Big Ten Standings

BASKETBALL



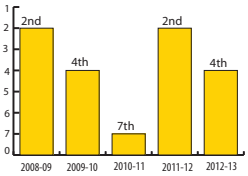
Total BigTen Teams through 2010-11 Season - 11
Total BigTen Teams after 2010-11 Season - 12

X-COUNTRY



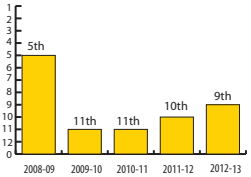
Total BigTen Teams through 2010-11 Season - 11
Total BigTen Teams after 2010-11 Season - 12

FIELD HOCKEY



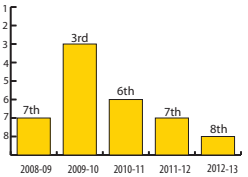
Total BigTen Teams - 7

GOLF



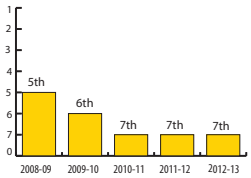
Total BigTen Teams through 2010-11 Season - 11
Total BigTen Teams after 2010-11 Season - 12

GYMNASTICS



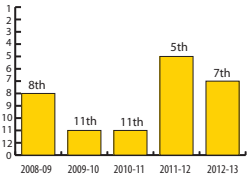
Total BigTen Teams through 2010-11 Season - 7
Total BigTen Teams after 2010-11 Season - 8

ROWING



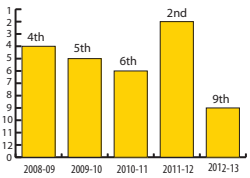
Total BigTen Teams - 7

SOCCER



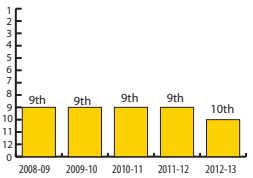
Total BigTen Teams through 2010-11 Season - 11
Total BigTen Teams after 2010-11 Season - 12

SOFTBALL



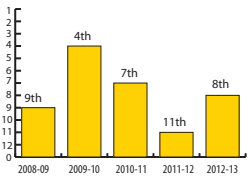
Total BigTen Teams through 2010-11 Season - 11
Total BigTen Teams after 2010-11 Season - 12

SWIMMING



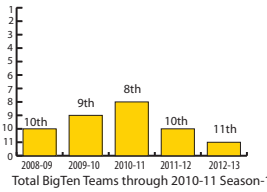
Total BigTen Teams through 2010-11 Season - 11
Total BigTen Teams after 2010-11 Season - 12

TENNIS



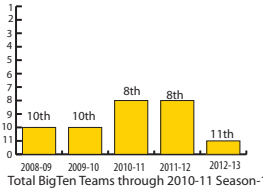
Total BigTen Teams through 2010-11 Season - 11
Total BigTen Teams after 2010-11 Season - 12

INDOOR TRACK



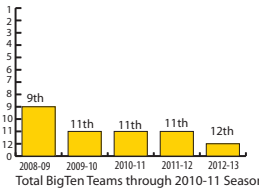
Total BigTen Teams through 2010-11 Season-10
Total BigTen Teams after 2010-11 Season-11

OUTDOOR TRACK



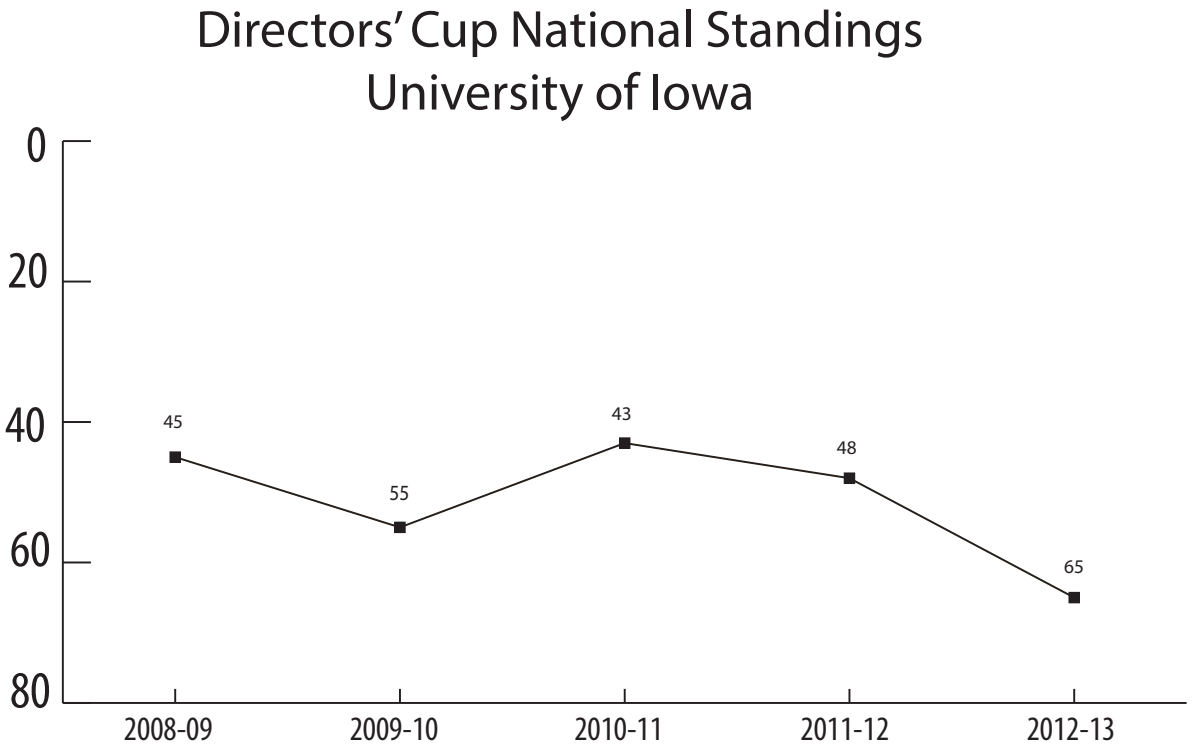
Total BigTen Teams through 2010-11 Season-10
Total BigTen Teams after 2010-11 Season-11

VOLLEYBALL



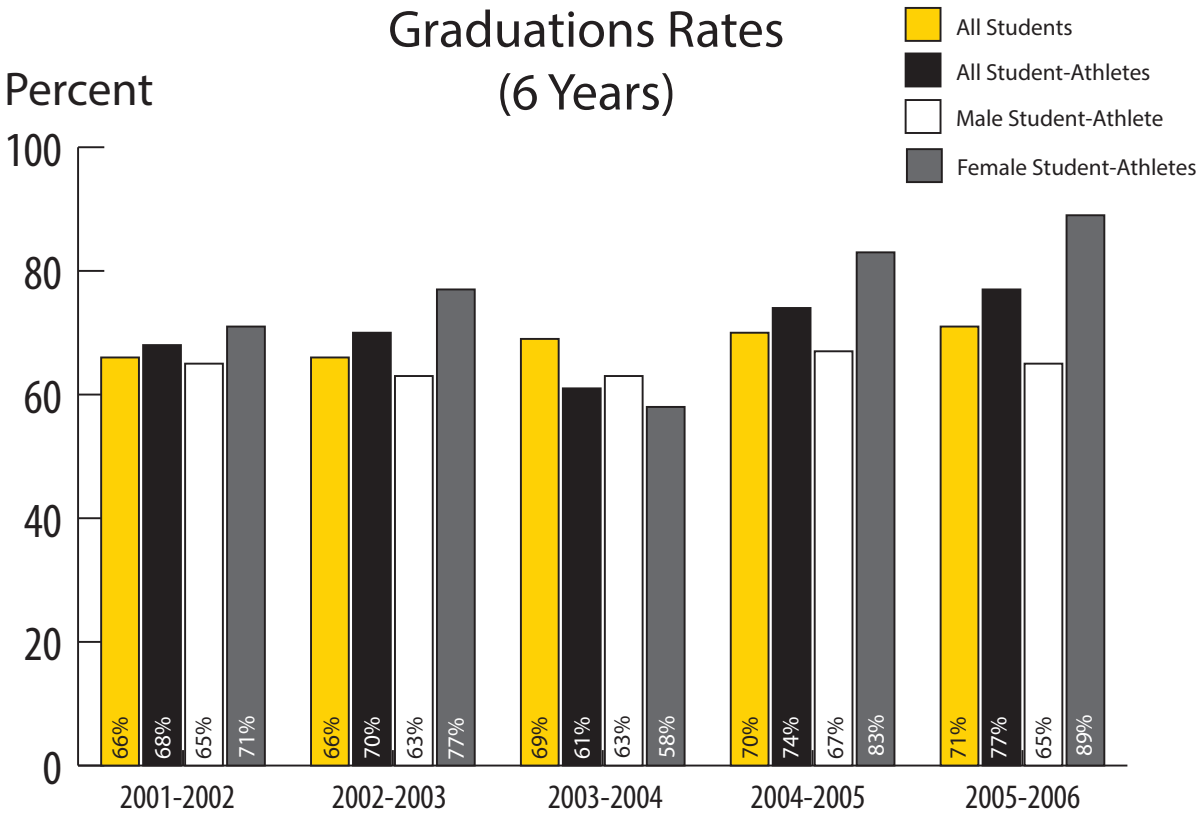
Total BigTen Teams through 2010-11 Season-11
Total BigTen Teams after 2010-11 Season-12

7/1/2013

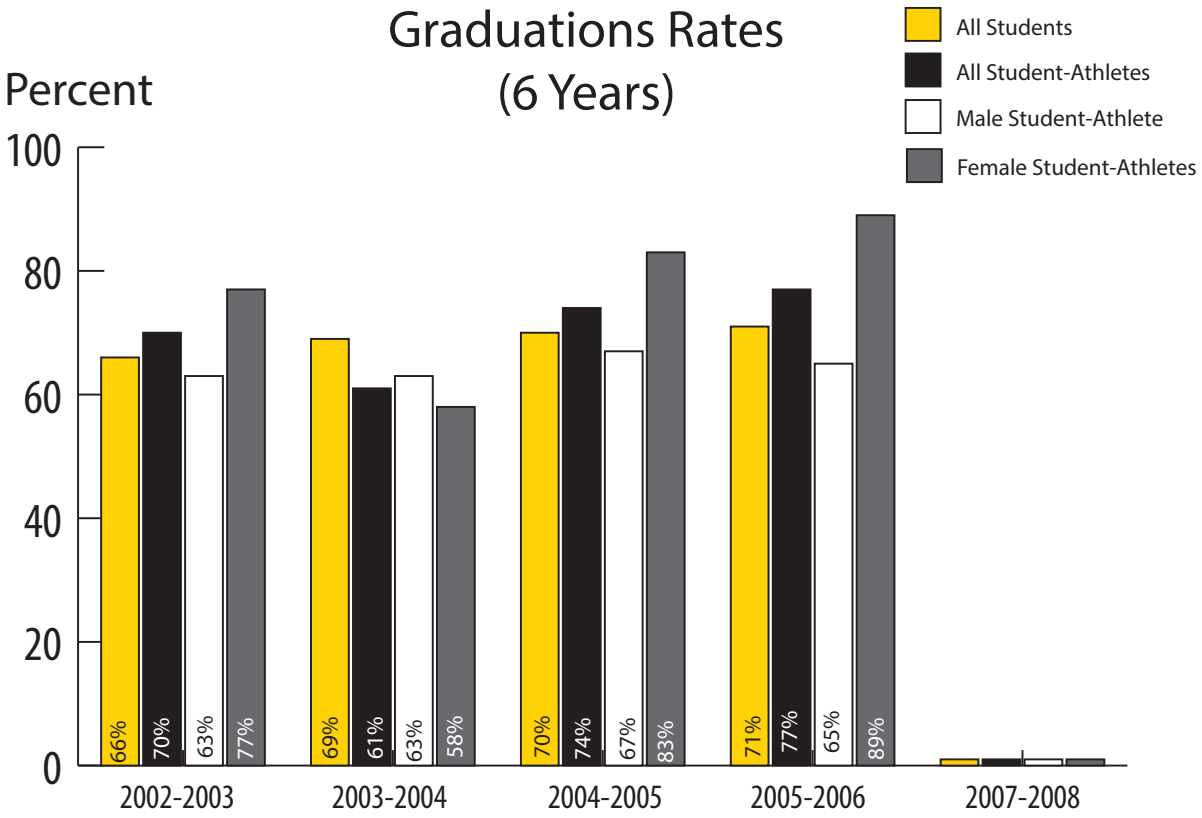


Each year the average number of Division I Universities was 288 schools.
This graph relects Iowa's standings

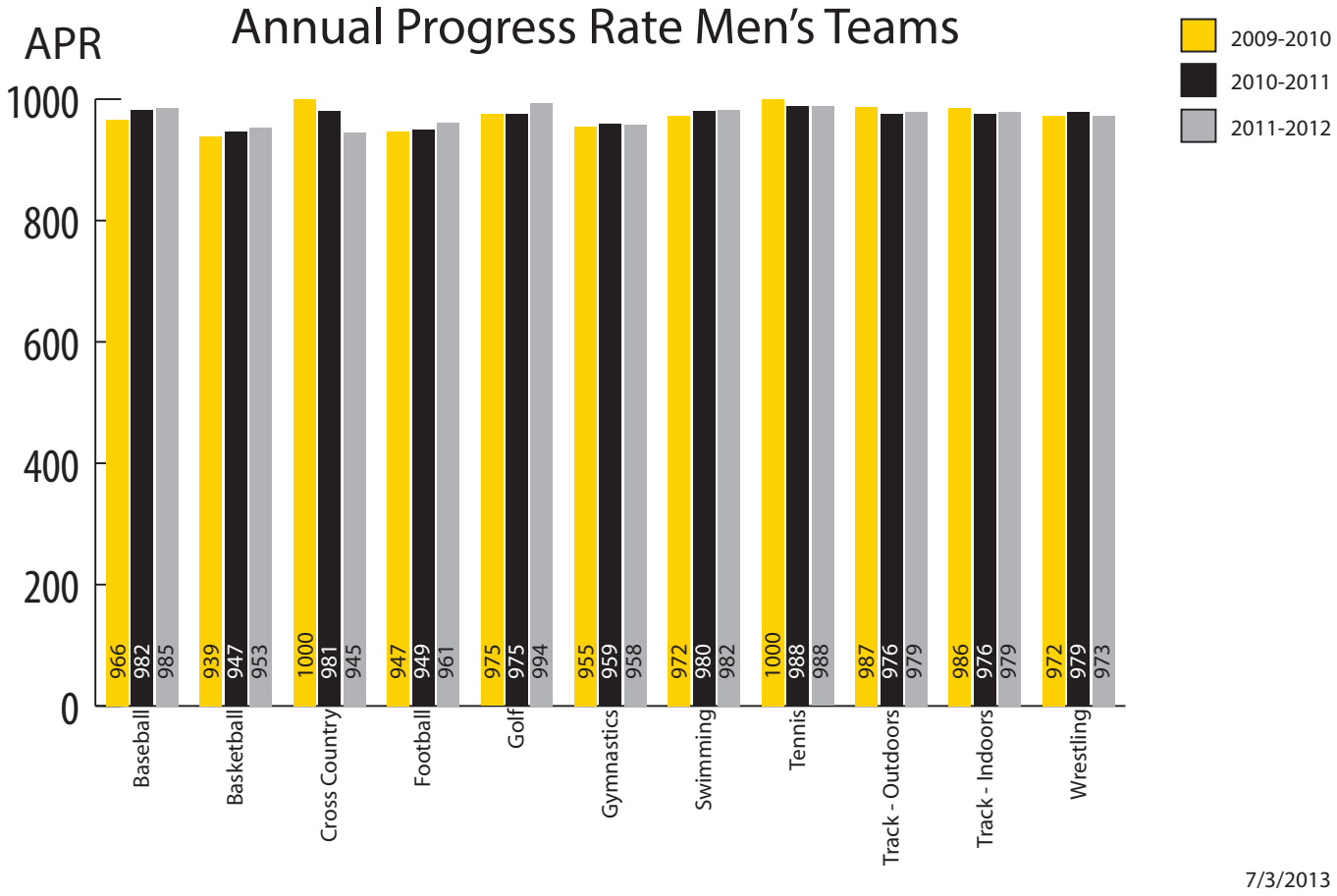
8/14/2013

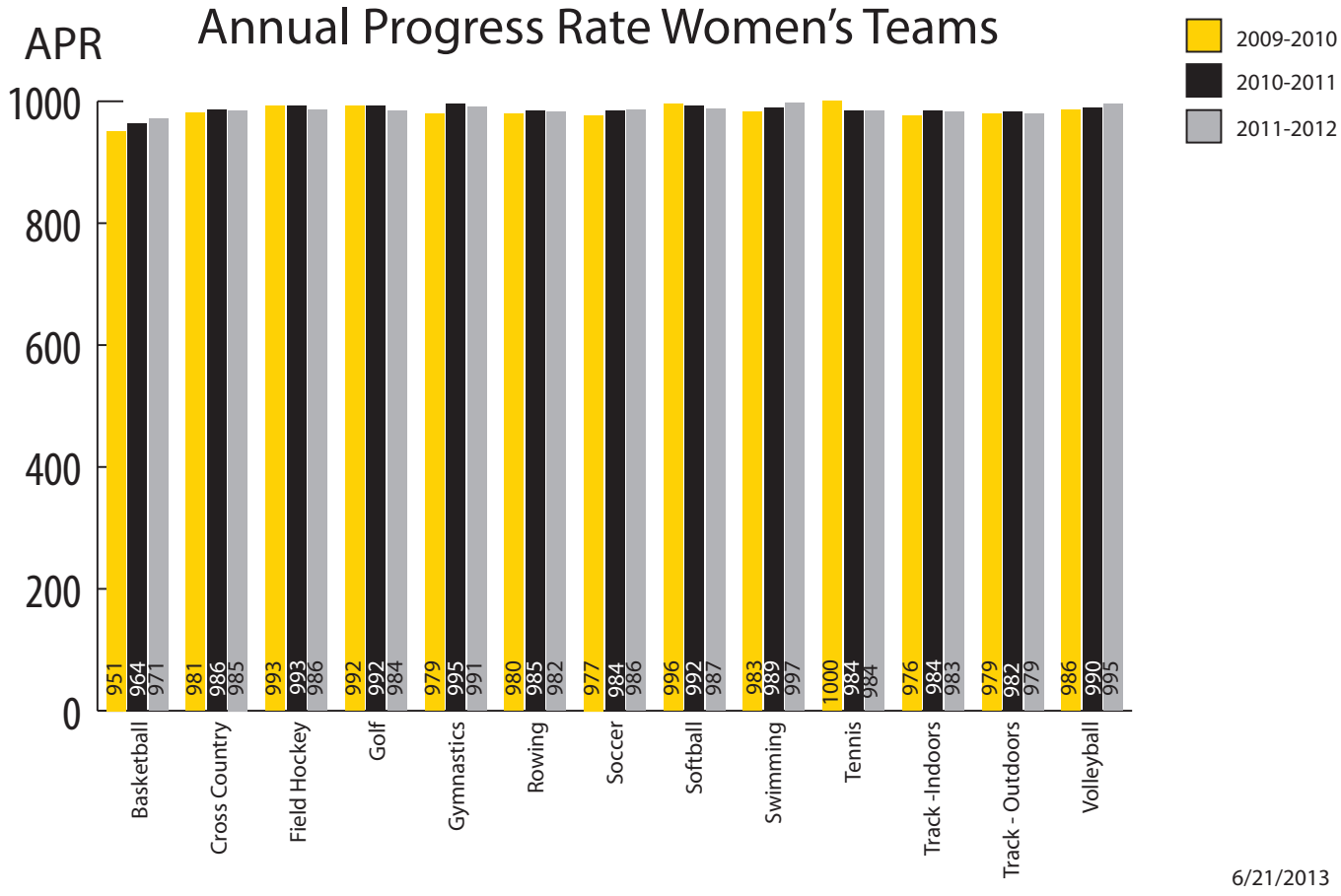

Graduations Rates
(6 Years)
Percent
All Students
All Student-Athletes
Male Student-Athlete
Female Student-Athletes
100
80
60
40
20
0
66%
68%
65%
71%
66%
70%
63%
77%
69%
61%
63%
58%
70%
74%
67%
83%
71%
77%
65%
89%
2001-2002
2002-2003
2003-2004
2004-2005
2005-2006

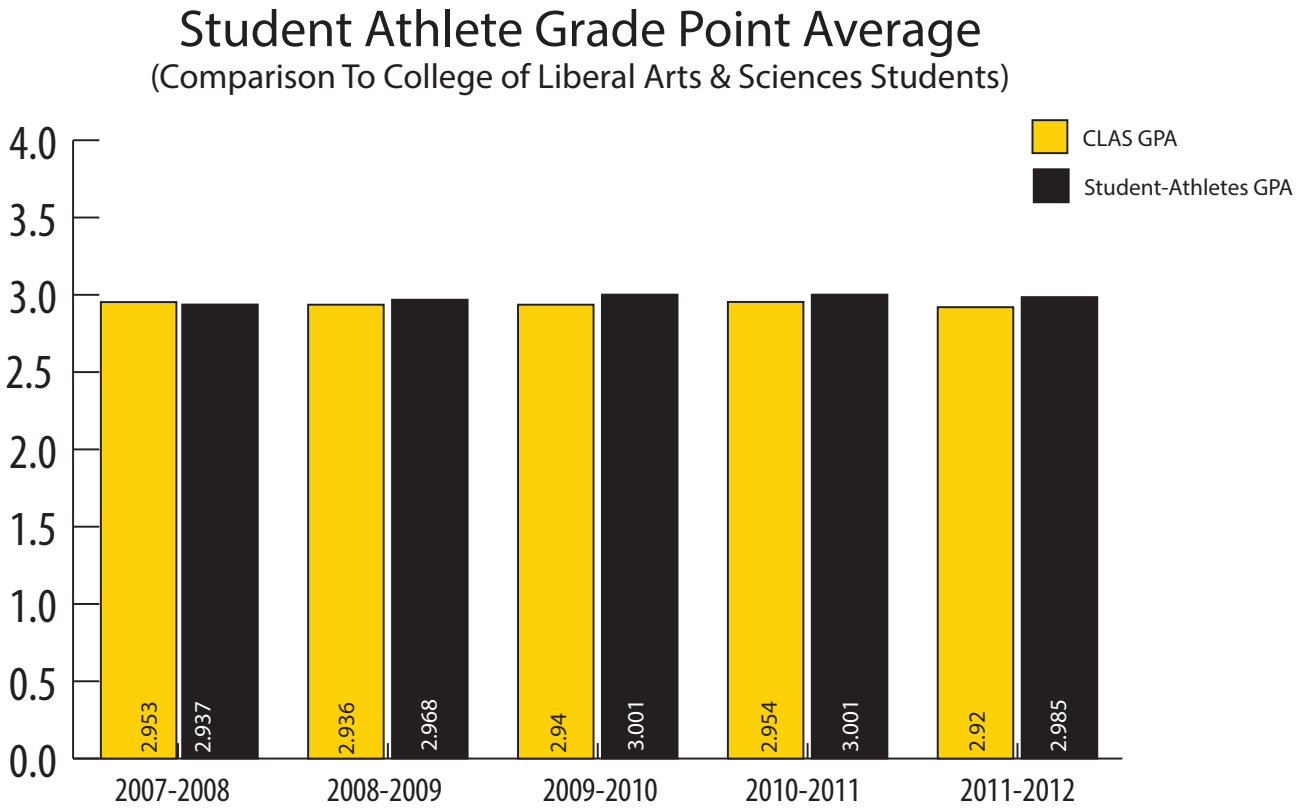
7/3/2013


Graduations Rates
(6 Years)
Percent
All Students
All Student-Athletes
Male Student-Athlete
Female Student-Athletes
100
80
60
40
20
0
66%
70%
63%
77%
69%
61%
63%
58%
70%
74%
67%
83%
71%
77%
65%
89%
2002-2003
2003-2004
2004-2005
2005-2006
2007-2008

7/3/2013


Annual Progress Rate Men's Teams
APR
1000
800
600
400
200
0
2009-2010
2010-2011
2011-2012
966 982 985
939 947 953
1000 981 945
947 949 961
975 975 994
955 959 958
972 980 982
1000 988 988
987 976 979
986 976 979
972 979 973
Baseball
Basketball
Cross Country
Football
Golf
Gymnastics
Swimming
Tennis
Track - Outdoors
Track - Indoors
Wrestling
7/3/2013


Annual Progress Rate Women's Teams
APR
1000
800
600
400
200
0
2009-2010
2010-2011
2011-2012
951 964 971
981 986 985
993 993 986
992 992 984
979 995 991
980 985 982
977 984 986
996 992 987
983 989 997
1000 984 984
976 984 983
979 982 979
986 990 995
Basketball
Cross Country
Field Hockey
Golf
Gymnastics
Rowing
Soccer
Softball
Swimming
Tennis
Track -Indoors
Track - Outdoors
Volleyball
6/21/2013


Student Athlete Grade Point Average
(Comparison To College of Liberal Arts & Sciences Students)
CLAS GPA
Student-Athletes GPA
4.0
3.5
3.0
2.5
2.0
1.5
1.0
0.5
0.0
2.953
2.937
2.936
2.968
2.94
3.001
2.954
3.001
2.92
2.985
2007-2008
2008-2009
2009-2010
2010-2011
2011-2012

7/3/2013

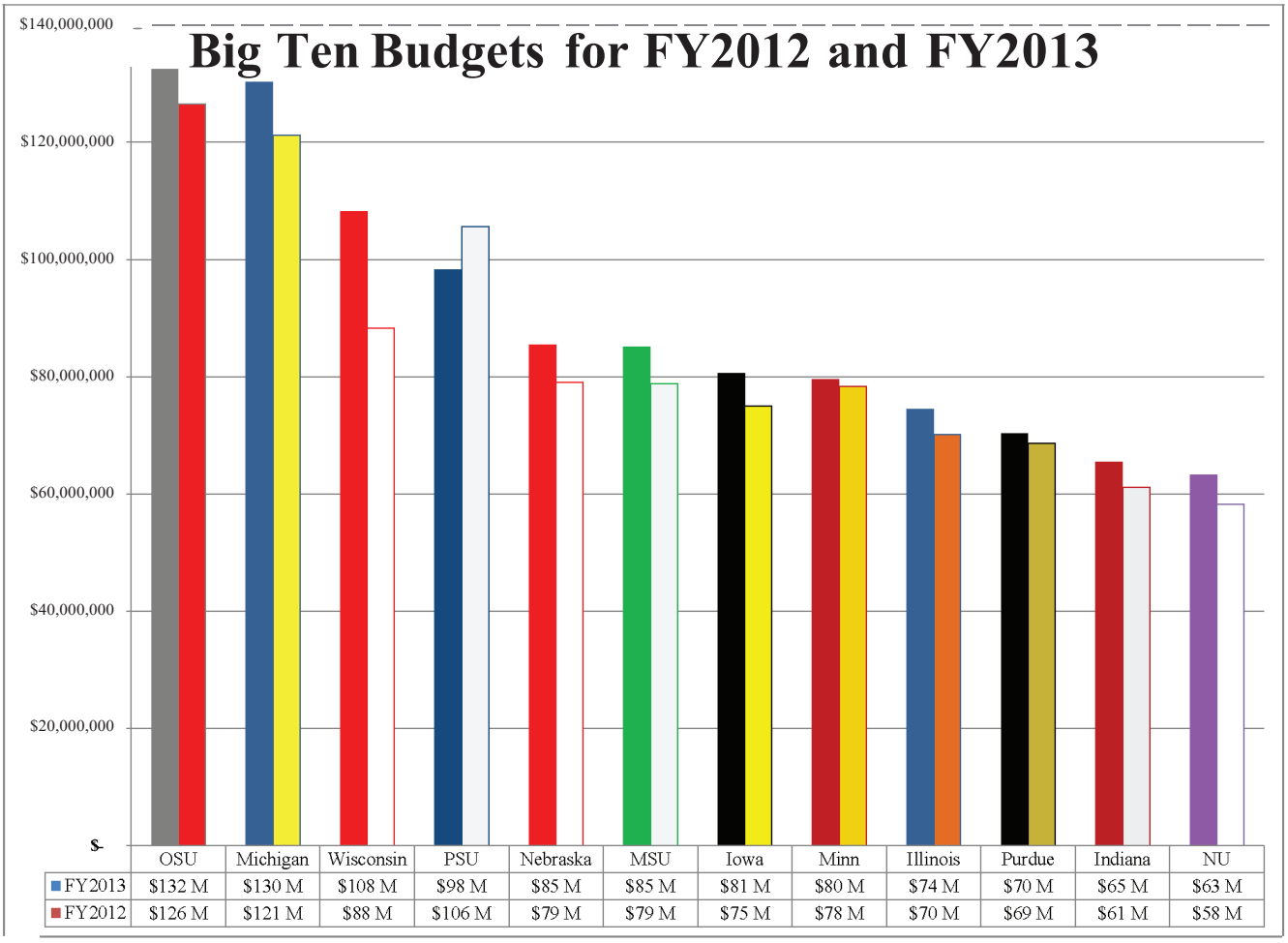
Annual Operating Budget of Big Ten Athletics Departments

	2008-09 Budget	2009-10 Budget	2010-11 Budget	2011-12 Budget	2012-13 Budget
Ohio State	115,400,000	117,949,000	128,425,030	126,478,270	**132,430,537**
Michigan	90,400,000	85,625,000	100,307,000	121,218,000	**130,300,000**
Wisconsin	83,693,505	83,326,200	83,088,800	88,291,900	**108,189,113**
Penn State	**Not Available**	86,760,616	90,294,365	105,600,000	**98,332,309**
Nebraska	**Not Available**	74,000,000	79,000,000	79,097,400	**85,478,252**
Michigan State	73,500,000	74,040,000	76,120,000	78,805,000	**85,135,000**
Iowa	66,162,327	65,609,010	70,689,725	74,942,716	**80,620,770**
Minnesota	69,205,091	74,095,000	76,715,704	78,322,813	**79,589,566**
Illinois	62,800,000	66,400,000	66,037,000	70,200,000	**74,463,000**
Purdue	54,917,238	55,600,000	57,580,957	68,693,639	**70,369,704**
Indiana	51,124,504	55,619,677	59,615,620	61,163,304	**65,455,500**
Northwestern	41,500,000	52,000,000	54,736,946	58,248,671	**63,250,000**

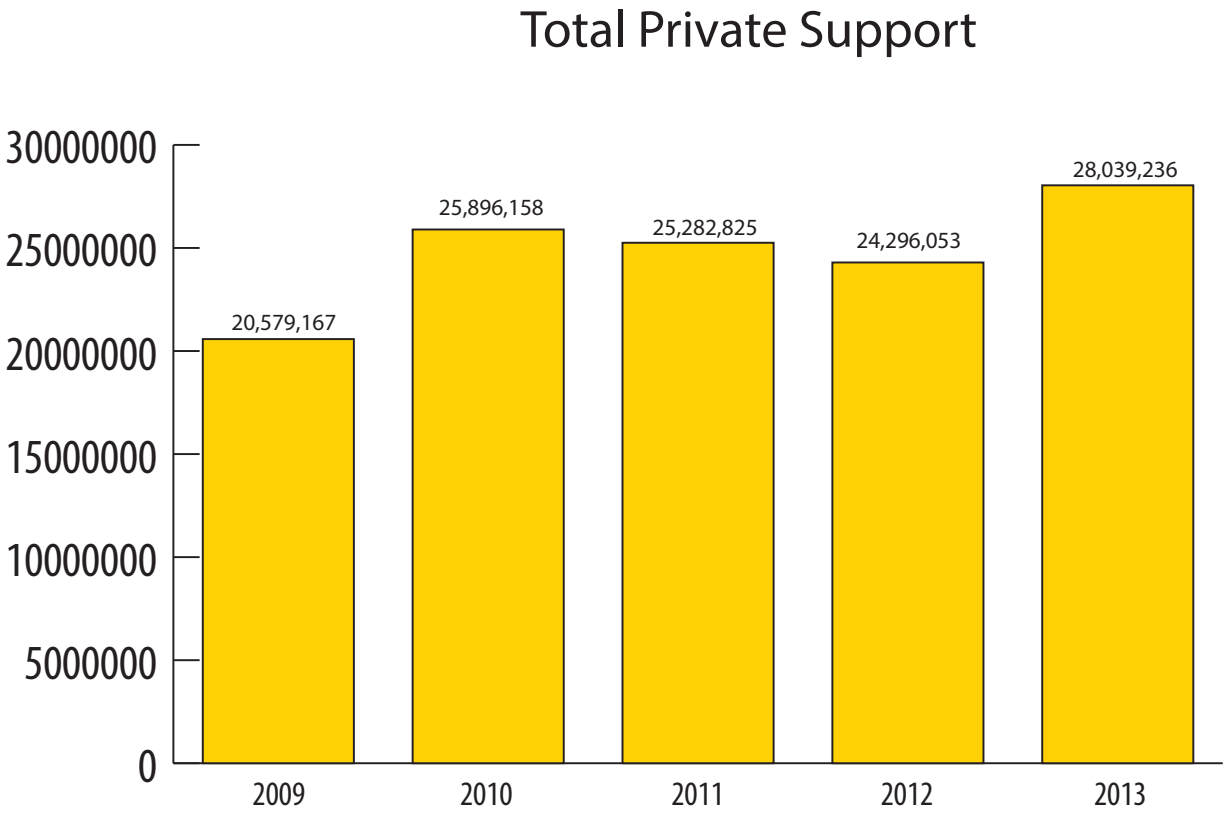
Listed in rank order by 2012-2013 Budget

8/29/13

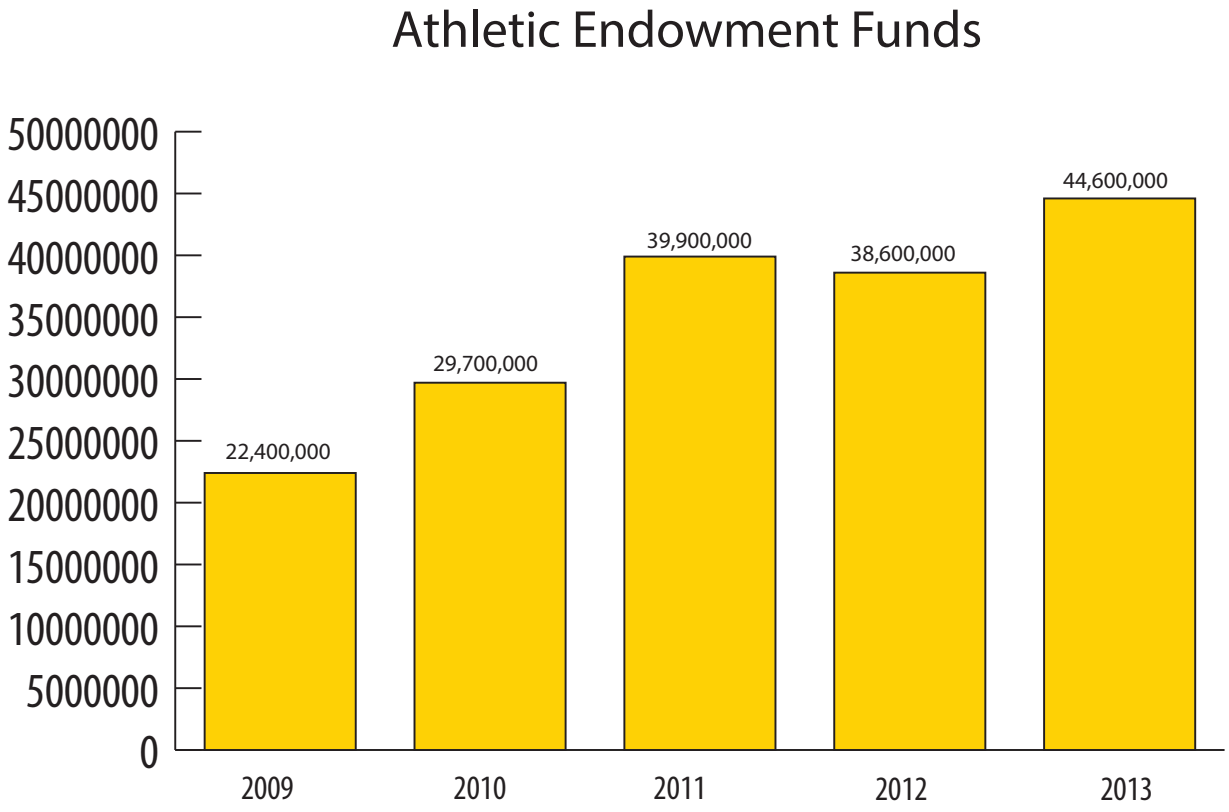
Budgets as provided to Athletics Oversight Committees



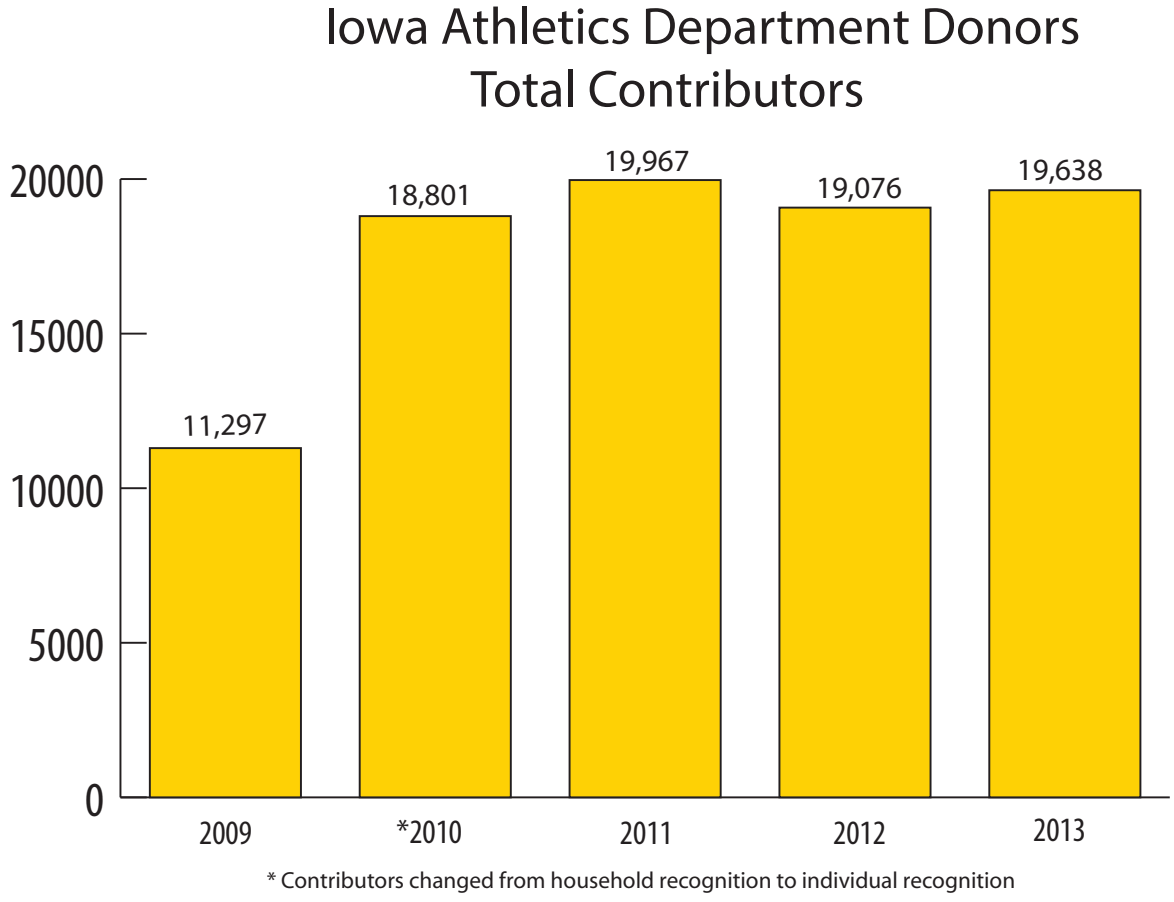
	OSU	Michigan	Wisconsin	PSU	Nebraska	MSU	Iowa	Minn	Illinois	Purdue	Indiana	NU
FY2013	$132 M	$130 M	$108 M	$98 M	$85 M	$85 M	$81 M	$80 M	$74 M	$70 M	$65 M	$63 M
FY2012	$126 M	$121 M	$88 M	$106 M	$79 M	$79 M	$75 M	$78 M	$70 M	$69 M	$61 M	$58 M


Total Private Support
30000000
25000000
20000000
15000000
10000000
5000000
0
20,579,167
25,896,158
25,282,825
24,296,053
28,039,236
2009
2010
2011
2012
2013

7/10/2013


Athletic Endowment Funds
50000000
45000000
40000000
35000000
30000000
25000000
20000000
15000000
10000000
5000000
0
22,400,000
29,700,000
39,900,000
38,600,000
44,600,000
2009
2010
2011
2012
2013

7/10/2013


Iowa Athletics Department Donors
Total Contributors
20000
15000
10000
5000
0
11,297
18,801
19,967
19,076
19,638
2009
*2010
2011
2012
2013
* Contributors changed from household recognition to individual recognition
7/10/2013

Home Attendance Numbers

	2008-09	2009-10	2010-11	2011-12	2012-13
Baseball	20-7,317 (366)	19-11,457 (603)	21-11,407 (543)	18-11,462 (637)	19-9,427 (487)
Women's Basketball	14-47,530 (3,395)	16-55,813 (3,488)	14-83,968 (5,998)	15-65,714 (4,381)	16-70,422 (4,401)
Men's Basketball	17-184,643 (10,861)	18-171,902 (9,550)	16-186,226 (11,639)	19-224,421 (11,812)	18-241,696 (13,428)
Field Hockey	8-1,901 (238)	10-1,307 (131)	6-1,089 (182)	8-1,977 (247)	7-1,350 (193)
Football	7-491,186 (70,169)	6-423,499 (70,214)	7-494,095 (70,585)	7-494,095 (70,585)	7-493,315 (70,474)
Gymnastics – Men	**NA**	**NA**	3-1,1716 (572)	3-2,176 (725)	4-1432 (358)
Gymnastics – Women	**NA**	**NA**	5-4,404 (880)	6-5,644 (940)	4-5,552 (1,388)
Soccer	12-5,307 (442)	12-3,244 (270)	9-2,784 (309)	10-5,341 (534)	10-5,069 (507)
Softball	8-5,462 (683)	12-8,120 (677)	10-4,816 (482)	10-7,093 (709)	12-7,075 (590)
Swimming	**NA**	**NA**	**NA**	8-2,129 (266)	10-3,033 (303)
Volleyball	13-13,497 1,038	13-12,322 (1,332)	14-18,040 (1,288)	16-22,346 (1,397)	14-13,913 (994)
Wrestling	6-56,057 (8,008)	6-54,218 (7,745)	7-54,829 (7832)	7-62,609 (8944)	8- 67,004 (8376)

Number of Home Games-Total Attendance
(per event average in parentheses)

7/12/13

2013–2018 Strategic Plan

I. Competitive Success

Winning is an essential element of the Hawkeye tradition. Every person associated with the Athletics Department must be committed to the expectation of competing for championships. It is a given that every coach and student-athlete prepare and train to be the best. Beyond that, each staff member plays a critical role in providing support to create an environment in which that success can be achieved. All members of our Department must remember that the first rule of competitive success is to do everything by the rules as set forth by the NCAA, Big Ten, and The University of Iowa. We strive to win at the highest levels with integrity and through maximum effort.

Goals and Commitments

1. Consistently finish in the top half of the Big Ten Conference in all sports, while giving us an opportunity to compete for championships.
2. Compete for Big Ten Championships in every sport.
3. Reach and maintain a position in the top 35 of the Learfield Sports Directors' Cup, which historically would place us in the top half of the Big Ten as relates to the Learfield Sports Directors' Cup.

Action Items and Initiatives

- Review/analyze each sport annually.
  - Facilities
  - Budget
  - Coaching/staffing
  - Win/loss…in conference, out of conference
  - Other factors impacting competitive success
- Meet annually with each coach to discuss "challenges and opportunities" within his/her sport.
- Conduct a peer/Big Ten comparison each year for sports that do not reach above goal number 1. Review and analyze pertinent areas to see if needs or issues can be identified.
  - Financial support (travel, guarantees, recruiting, other)
  - Facilities (competition and practice)
  - Coaching/staff
  - Recruiting (philosophy, strategy, budget, other)
  - Scheduling
  - Academic support
  - Other
- Strive to host regular season, Big Ten Conference, and NCAA championships as often as possible to increase chances of winning.

- Review Directors' Cup sport scoring system to better learn where Iowa is scoring points and where we are not. As much as possible, make coaches aware of the points their teams contributed and/or how far they were from scoring additional points.
- Work with coaches to identify areas for improvement throughout the Department. Prioritize the list and identify an action plan to address them.
- Add full-time coaches in all sports up to the NCAA maximum (swimming, men's golf, women's golf, men's tennis, and women's tennis).
- Monitor the integration of Rutgers and Maryland into the Big Ten Conference. Evaluate on a sport-by-sport basis what changes in travel policy and team budgeting may or may not be necessary due to these additions to the Big Ten.

II. Undergraduate Success

The University of Iowa Athletics Department aspires for its signature accomplishment to be graduating student-athletes. Historically, our student-athletes graduate at a rate that is equal to or greater than the rate of all undergraduates at the University. We support the recent initiatives in academic reform in intercollegiate athletics; our goal is not just to meet these standards, but to exceed them. In doing this, our students will be role models for academic excellence not only on our campus but on the national scene within intercollegiate athletics. In addition, the Athletics Department supports the development of student leadership roles in the belief that students have a fundamental right to participate in University, Big Ten Conference, and NCAA governance. Additionally, these opportunities are significant contributors to social development and civic engagement; they are key steps to solidifying Today's Hawkeyes as Tomorrow's Leaders.

A. Academics
B. Student Representation

A. ACADEMICS

Goals and Commitments

1. Consistently meet or exceed the University-wide goal of a six-year Federal Graduation Rate of 70% and maintain an Athletics Graduation Success Rate of 80% or higher.
2. Achieve a Department-wide student-athlete GPA that annually meets or exceeds the College of Liberal Arts and Sciences (CLAS) cumulative GPA, which is the largest undergraduate population and most broadly represents the student body.
3. Each sport exceeds the NCAA mandated Academic Progress Rate cumulative score of 930; exceed the national average for each sport; rank in the top half of the Big Ten Conference for each sport.
4. Each sport exceeds the NCAA Division I average for the 6-Year Federal Graduation Rate for its sport; rank in the top half of the Big Ten Conference for its sport.
5. Reduce the number of student-athletes on probation and/or dismissed for academics.
6. Increase the number of student-athletes with a 3.0 or above GPA.
7. Increase the number of student-athletes who earn national and conference academic recognition.
8. Increase the number of tendered (at any time) student-athletes who graduate in 4.5 years or less.

Action Items and Initiatives

- Annually review Departmental graduation rates giving increased attention to teams that fall below established goals (Fed 70%; GSR 80%).
- Compile and compare federal graduation rate data for Division I and Big Ten Conference by sport.
- Define principles for the recruitment of potential student-athletes who are academically prepared to succeed at Iowa.
    - Review with Senior Staff
    - Review with and secure buy-in from coaches
- Encourage the development of initiatives by head coaches to promote overall team academic success.
    - Develop a team recruiting plan that identifies at-risk prospective student-athletes
    - Develop a team academic support plan that supports a culture of academic success
    - Maintain and continue to evaluate a required structured study program that includes retention and tutoring services
- Foster the expectation that teams accept responsibility to encourage attendance and participation in educational programs, academic services, and other University and Departmental services.
    - Solicit feedback from student-athletes and coaches to assist in assessing programming and other services
- Continue to enhance Athletics Student Services and the Gerdin Athletic Learning Center.
    - Complete 3rd floor
    - Create additional tutorial and retention space
    - Create canteen-area in center
    - Conduct periodic evaluations of staffing for Athletics Student Services to ensure an effective professional-to-student-athlete ratio that meets student-athlete needs
    - Continue to enhance Retention and Supervised Structured Study programs
    - Provide student-athletes enhanced technology resources (computer lab upgrade, student-athlete portal)
    - Continue communicating student-athletes' academic achievements to all constituent groups

B. STUDENT REPRESENTATION

Goals and Commitments

1. Increase student-athlete participation on University and Athletics Department committees and working groups.
2. Increase student-athlete participation in Athletics Department civic activities.
3. Increase student-athlete participation in the planning and execution of campus cultural activities.
4. Continue to encourage and support student-athlete participation in student government.

Action Items and Initiatives

- Request that head coaches encourage and support student-athletes' involvement with University and Athletics Department committees.
- With input from coaches and student-athletes, develop and implement a mechanism to recognize team captains for their leadership roles.
- Through Iowa Student-Athlete Advisory Committee, continue to support and encourage team-specific community service hours and opportunities.
- Athletics Director will meet biannually with Iowa Student-Athlete Advisory Committee to discuss student-athlete issues and opportunities, as well as goals and commitments.

III. Compliance/Student-Athlete Welfare/Diversity

The University of Iowa is committed and obligated to the principle of institutional control in operating its athletics program in a manner that is consistent with the letter and spirit of federal, NCAA, Big Ten Conference, and institutional rules and regulations. In addition, the Athletics Department is dedicated to fostering a healthy, safe, equitable, and culturally diverse environment for student-athletes. We strive to be a national leader in increasing the ethnic minority presence on campus and in achieving gender equity, providing a first-class athletic and academic experience for all of our student-athletes.

A. Compliance
B. Student-Athlete Welfare
C. Gender Equity
D. Minority Issues

A, COMPLIANCE

Goals and Commitments

1. Maintain and continue to refine Departmental culture to ensure that students, staff, and athletic supporters feel an obligation to follow all rules and regulations that govern athletics.
2. Provide a comprehensive compliance program that promotes the knowledge of and adheres to NCAA, Big Ten, and institutional rules and regulations.
3. Refine and execute a comprehensive internal educational plan for Athletics Department personnel, student-athletes, coaches, and select University personnel.
4. Refine and implement an effective educational plan for external groups with athletics interests.
5. Evaluate, utilize, and/or integrate audit recommendations to strengthen the overall compliance program and institutional control.
6. Complete the process of separating the Offices of Compliance and Student Services.
7. Maintain and continue to refine a compliance unit that promotes integrity, academic success, and winning through excellent customer service.

Action Items and Initiatives

- Develop an effective budget and staffing plan for the Compliance Office that supports its goals and commitments.
- Maintain a strong working relationship with other University offices that have responsibilities in critical and sensitive areas for the Athletics Department (Financial Aid, Admissions, Registrar, other).

- Effectively utilize The University of Iowa Compliance Group to evaluate both the external regulatory environment and the University infrastructure in order to employ safeguards and best practices to maintain institutional control of the Athletics program.
- Review, adjust, or create, as necessary, compliance processes, educational tools, publications, and forms that promote accountability and are user-friendly.
- Maintain an online compliance policy and procedure resource site (i.e., manual) for coaches and Athletics Department staff.
- Maintain a rules education calendar that delivers information in a timely and effective manner.
    - Conduct annual compliance educational programming for all student-athletes
    - Conduct educational sessions (scheduled and ad hoc) with the coaching staff, support units/personnel, groups that assist in the recruitment process, campus units that conduct business on behalf of Athletics and the leadership of our booster clubs
    - Utilize a variety of educational tools to deliver time-sensitive information to coaches and other affected parties
    - Develop a variety of mechanisms to deliver rules education to boosters and local businesses
    - Ensure that all student-athletes and Departmental personnel receive a written expectation about their obligation to report possible rule infractions
- Utilize informal, small-group settings to elevate the level of engagement in and understanding of national issues that impact our athletics environment.
- As needed or required, work with The University of Iowa Office of Internal Audit, the Big Ten Conference, or outside audit agencies to conduct external compliance reviews that supplement existing internal audits.

B. STUDENT-ATHLETE WELFARE

Goals and Commitments

1. Provide student-athletes with the necessary support they need to train and compete (i.e. scholarships, equipment, facilities, health care).
2. Create and maintain a safe environment for student-athletes free from hazing, harassment, sexual misconduct, and any other forms of harmful and inappropriate behavior. Continue to provide a welcoming and inclusive environment for all student-athletes.
3. Create and maintain an environment in which student-athletes are informed and aware of their responsibilities, in which discipline is fair and consistent, and where obtaining a quality education is encouraged.

4. Provide high quality physical and mental health care support for student-athletes.
5. Provide a welcoming and inclusive environment for all student-athletes.
6. Affirm and support student-athletes' athletics and scholastic balance.
7. Provide quality programming to address addictive behaviors (e.g. drugs, alcohol, gambling).

Action Items and Initiatives

- Conduct an annual review of sports equipment to ensure all sports have adequate resources to train and compete.
- Review summer school funding.
- Review facilities on an ongoing basis to ensure safety and security.
- Review and update referral policy for student-athlete physical and mental health services.
- Meet with coaches and Athletics Department administrators yearly to target specific student-athlete programming initiatives.
- Implement a plan to educate coaches and staff about student development issues.
- Conduct an annual review of the athletic training policy for each sport and determine the need for additional full-time staff positions (e.g. athletic trainers, nutritionist).
- Monitor individual team travel policies to ensure all student-athletes are treated equitably.
- Annually review the per diem provided to student-athletes.
- Annually inform student-athletes of travel policies through certification and orientation meetings, the student-athlete portal, and postings in Athletics Department facilities.
- Annually review University and Departmental travel policies with coaches and sport administrators.
- Review and monitor teams' modes of transportation to ensure all University risk management policies are followed.
- Annually review and monitor the student-athlete pregnancy policy.
- Review and monitor the Student-Athlete Code of Conduct.
- Review and monitor the guidelines and principles related to student-athletes' use of social networks.
- Affirm the NCAA's principles related to the 20-hour rule; clarify to and communicate with coaches.
- Ensure that student-athletes have opportunities to integrate into campus and community activities.
- Communicate to student-athletes the emergency medical protocols for games and in-and out-of-season workouts.
- Review the overall year-end process of surveying student-athletes and incorporate appropriate elements of the NCAA's Institutional Performance Program (IPP).

- Continue to review and consider data from student-athletes' year-end surveys to identify student-athlete welfare issues.
- Utilize the Health Services Advisory Committee to evaluate existing health-related policies and streamline student-athlete referrals.
- Maintain student-athlete representation on the Student-Athlete Welfare Subcommittee of the Presidential Committee on Athletics.
- Review each team's published practice schedule to ensure student-athletes can reasonably schedule classes.
- Review the principles and guidelines applied in developing team competition schedules to ensure reasonable opportunities to enroll in classes.
- Maintain a supportive environment for student-athletes and staff of all sexual orientations.

C. GENDER EQUITY

Goals and Commitments

1. Ensure the Department continues to meet Title IX compliance according to the federal mandate and in complete spirit of the law, ensuring all student-athletes are treated fairly.

Action Items and Initiatives

- Continue to evaluate and address the goals established in the five-year equity plan as outlined in the NCAA Certification self-study, even though the self-study is no longer applicable.
- Evaluate current sport offerings to determine if this is the best number and kind of sports to be offered by the Department of Athletics to ensure athletics excellence.
- Ensure all Athletics Department facilities are designed, constructed, and/or renovated in an equitable manner.
- Evaluate roster management numbers for all sports to ensure compliance and if numbers need to be adjusted.
- Evaluate all 13 areas for compliance and determine if adjustments or changes need to be made to ensure compliance.
- Work with the PCA Equity Subcommittee to assist with evaluation of various areas.

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D. MINORITY ISSUES

Goals and Commitments

1. Maintain a supportive environment throughout the Athletics Department and campus for ethnic minority student-athletes and staff.
2. Regularly review and modify as necessary the Athletics Department diversity plan, which includes soliciting feedback from ethnic minority student-athletes and Athletics Department staff.
3. Increase ethnic minority student-athlete participation and retention on Athletics Department teams.
4. Publicize the comprehensive, written recruitment plan for ethnic minority coaches, administrators, and staff.
5. Annually inform student-athletes of the policies and procedures for seeking help if they believe they have experienced or witnessed harassment or discrimination.
6. Ensure that ethnic minority student-athletes are involved in Department governance.
7. Increase educational programming activities focused on multicultural awareness, racism, and diversity for student-athletes and staff.
8. Support ethnic minority student participation opportunities in campus and community life outside their sport teams.
9. Meet or exceed the percentage of ethnic minorities that are in the University community (staff and students) within the Athletics Department.

Action Items and Initiatives

- Biennially develop and administer an Athletics Department climate survey.
- Foster relationships with other campus offices to assist in the retention and recruitment of ethnic minority student-athletes, coaches, and staff.
- In each coach evaluation review the coach's efforts to recruit ethnic minority student-athletes and staff.
- Publish the Athletics Department diversity goals and objectives.
- Continue to work with faculty and alumni groups to develop mentoring relationships for ethnic minority student-athletes.
- Annually review the marketing strategies in the recruitment of ethnic minority coaches and staff.
- Annually review and monitor the recruitment of ethnic minority staff by all sports and Athletics Department units. Ensure all interview pools have at minimum one minority candidate.
- Encourage Department units to expand intern opportunities to include minority interns.

- Continue to involve ethnic minority student-athletes' participation on the Iowa Student-Athlete Advisory Committee (ISAAC) and Presidential Committee on Athletics (PCA) subcommittee.
- Review and monitor the sports teams' efforts to recruit a diverse student-athlete population that includes international, ethnic minorities, and students from other diverse backgrounds.
- Develop new opportunities that enhance the cultural competencies of student-athletes, coaches, and Athletics Department staff.
- Annually review the graduation rates of ethnic minority student-athletes as compared to Division I, Big Ten Conference, and University of Iowa.
- Annually review the retention and hiring of ethnic minority coaches and staff.
- Increase the ethnic diversity of individuals in managerial positions in the Athletics Department.
- Hold all Athletics Department units accountable for improving the climate that contributes to the Department's efforts to recruit and retain a diverse student-athlete and Athletics Department staff population.

IV. Finance/Facilities/Operations

The Athletics Department's most important endeavors are hiring and retaining people of high integrity with the skill level to provide the leadership necessary to positively impact our student-athletes and provide facilities that allow them to achieve their maximum athletic and academic prowess, all within the context of a balanced annual budget. Thoughtful budgetary planning utilizing resources garnered from various sources, including generous gifts from our constituents through Athletics Development, will be used to continue the mission of the Athletics Department. With over 200 employees, it is incumbent upon the Athletics Department to foster an environment where staff is encouraged to utilize their skills to their optimum potential in order to ensure the athletic and academic success of our student-athletes.

A. Budget
B. Development
C. Facilities
D. Personnel
E. Atmosphere

A. BUDGET

Goals and Commitments

1. Ensure annual operating resources exceed annual operating expenses.
2. Operate under the premise of maintaining a self-sustaining annual budget.
3. Meet all debt payment obligations. Any new debt will be part of the strategic 10-year budget plan and approved by the University Administration.
4. Create a $20 million debt reserve fund to cover revenue shortfalls in any given year. As of FY14, have committed $10.2 million.
5. Work to move the Department and each sport to a financial level that is competitive and comparable to Big Ten and other peer institution programs.
6. Continue to fully fund scholarships for each sport per NCAA guidelines.

Action Items and Initiatives

- Continue to develop and grow the University of Iowa content on the Big Ten Network.
- Enlarge the Athletics Department's donor base and continue to increase private support.
- Conduct an itemized review of all annual expenses to ensure efficiency and eliminate waste.
- Annually review sport recruiting, travel, equipment/supplies, budgets, and other areas to ensure opportunity for success, favorable peer comparisons, and Department equity.

B. DEVELOPMENT

Goals and Commitments

1. Develop and initiate a plan to increase the number of annual contributors and amount raised by 5-10%.
2. Successfully complete fundraising goals in The University of Iowa Foundation Comprehensive Campaign.
   a) Football Facilities Campaign – Goal $35M
   b) Annual giving – $128M
   c) Hawkeye Visions Endowment – Additional $20M
3. Coordinate efforts to maximize efficiency and effectiveness of the interfaces between BGI and Paciolan databases.
4. Develop five-year/ten-year plan on athletic facility reseating and annual giving level changes.
5. Maximize the number of face-to-face contacts and asks. In addition, develop proper donor stewardship program and refine all I-Club events.
6. Review Development staffing to provide maximum impact and efficiency.

Action Items and Initiatives

- Conduct a complete study of our current annual giving program. Examine all aspects of annual giving, target audience, and segments of the annual giving process.
- Coordinate e-mails to patrons from all the different areas of Athletics.
- Football Campaign:
  - Mass solicitation to all logical parties
  - Coordinate solicitation from former football letter winners
  - Major gift solicitation
  - Cultivate new givers
- Hawkeye Visions Endowment:
  - New brochure to be completed
  - "13 in '13" campaign – 13 new endowed scholarships in 2013
- Critical success of the Ticket Office and fundraising (giving, ticket location, parking) all depends on BGI communicating/interfacing with Paciolan.
- Reseating plan of Kinnick Stadium is in process. The reseat will culminate with the 2014 football season.
- Reassess the amenities associated with Carver club seats.
- Conduct a complete study and possible overhaul of the I-Club banquets.
- Hire an Annual Giving Coordinator.

C. FACILITIES

Goals and Commitments

1. Provide all intercollegiate athletics teams with facilities that are competitive with Big Ten Conference peer institutions and maximize training, recruiting, and competition.
2. Consolidate support areas and teams as much as possible to develop an "Athletics Department campus."
3. Fund all intercollegiate athletics facilities and maximize fundraising support for each project. If fundraising is not an option, then determine how best to fund projects in an effort to provide the best facilities possible.
4. Properly maintain all facilities. Facilities have an aggregate value of more than $700 million.

Action Items and Initiatives

- Finalize the long-range Master Facility Plan.
- Work with campus master planner to finalize plans for the Hawkeye Campus.
- Involve all constituent groups from the Department of Athletics in on-going discussions and renderings of the master plan.
- Ensure buy-in with the final version of the master plan.
- Develop fundraising materials; paper and electronic to sell the Department's vision.
- Develop the funding model for each planned facility.
- Develop and complete fundraising campaigns to maximize private support for facilities.
- Maintain all facilities in a first-class manner.
- Develop a maintenance and utility plan for existing and newly constructed or renovated facilities.
- Develop and regularly update the comprehensive maintenance plan that is electronically managed and controlled. This plan will assist in determining when maintenance and upkeep need to occur for budget and planning purposes, including all related costs.
- Maintain and continuously update the comprehensive list of facility projects that cost over $5000 for historical purposes (project name, project cost, and date of project completion).
- Complete the following projects in the next five years:
    - Replace the sound system at Kinnick Stadium
    - Complete football phase II/football operations on-time and on-budget
    - Determine a plan to provide gymnastics teams with appropriate practice facilities

  - Determine a plan to provide the volleyball team with an appropriate practice and competition facility
  - Determine a plan to re-purpose the Jacobson building once football moves into the new football operations facility in early fall 2014
- Continue to review facility staffing needs.
- Implement improvements.
- Evaluate how Facilities staff is organized as retirements occur and/or facilities come on-line.
- Ensure Finkbine Golf Course is a financially self-sustaining unit within the Department of Athletics.
- Determine how best to renovate or build a new clubhouse to meet the needs of the user groups and the golf teams.
- Determine how best to staff the facility, both the clubhouse and maintenance areas.
- Continue to evaluate the irrigation system at Finkbine Golf Course and upgrade as necessary.

D. PERSONNEL

Goals and Commitments

1. Reaffirm the priority of increasing diversity with particular attention to increasing ethnic minority and gender representation.
2. Strive to hire Athletics professional staff at a competitive market rate and, when possible, at or above the midpoint of their respective athletics peers.
3. Provide competitive benefit packages as allowed by The University of Iowa and consistent with Big Ten and national peers.
4. Maximize efficiency within units and across the Department through regular review of structure, processes, outcome, and resources. Embrace the concept of workplace consultations and quality improvement processes. Consider reorganization and changes to the workforce to improve the organization.
5. Make certain that all employees fully understand the expectations of their positions and that job descriptions and classifications reflect the needs of the unit/department and the actual duties being performed.
6. Promote and support professional development of employees and student-athletes to enhance success.
7. Continue to provide the full complement of coaches allowed by the NCAA for each sport.

Action Items and Initiatives

- Participate in the Division I-A Athletics Directors' Association Annual Compensation Survey and conduct additional targeted surveys as necessary to stay abreast of the current market.
- At point of hire, place Professional and Scientific employees appropriately within the market based on their skill set and ability to perform the full scope of duties.
- Annually review Department Professional and Scientific salaries and strive to ensure that Athletics Department professional salaries are competitive and, if appropriate, rank in the top half of the Big Ten.
- Periodically review performance incentives available to coaches and staff. As needed, conduct market comparisons with Big Ten and/or national peers. As needed, adjust Iowa's general or contract-specific incentives where necessary to be competitive and equitable while also rewarding continued success.
- Maintain current practice of providing full complement of coaches and staff per NCAA rules and make future adjustments as the NCAA and resources allow.
- Ask all staff to regularly look for and identify talented potential employees; charge all supervisors who are hiring with the responsibility to actively recruit diversity, regardless of whether it is a temporary or regular position.
- Charge Chairs of open searches with the responsibility to actively recruit a diverse pool of highly qualified candidates, including ethnic minority applicants; interview pools that do not include minority representation will require justification and final Athletics Director approval.
- Actively seek minority search committee members from outside the hiring unit for coaching and administrative management vacancies.
- Maintain membership in professional organizations that have potential job applicants from underrepresented groups; adjust and improve recruitment strategies as needed to gain access to highly qualified professionals (e.g., new vendors, social media, other).
- Continue to conduct individual new staff orientation meetings with all new regular staff hires.
- Conduct performance reviews for regular staff on an annual basis with the goal of 100% of evaluations completed.
- Develop and implement a program that educates all staff regarding the importance of having active and measurable goals designed to improve individual work performance; fully integrate goals into the annual performance review process. Promote professional development opportunities as an important option in the process.
- Engage supervisors and employees in updating job descriptions annually and in a manner appropriate for the current Professional and Scientific classification system.
- Optimize the use of annual Flexible Pay Awards.

- Evaluate the cost-benefit ratio of proposed new positions. Special scrutiny should be given to the division of duties among sport-specific positions (e.g., secretaries, graduate assistants, interns, directors of operations, administrative assistants, video operations). Units should be operating at maximum capacity and efficiency prior to proposing new positions. When appropriate, engage workplace consultants to assist.
- Annually review a unit's function with the strategic intent to maximize efficiency and success of both the unit and the Athletics Department. Process is to be guided by the following questions:
  - Is this unit operating at full capacity or are there inefficiencies?
  - Is this unit accomplishing all goals and contributing to the success of the Athletics Department?
  - Is this unit delivering excellent customer service?
  - Can this unit (and/or the Department) benefit from participation in quality improvement processes?

E. ATHLETIC TRAINING

Goals and Commitments

1. Work with staff from athletic training, strength and conditioning, nutrition, and mental health to form a student-athlete performance area to ensure all student-athletes have everything to perform to the highest level.
2. Ensure staffing is appropriate for all Athletics teams.
3. Educate coaches on how these areas will benefit their programs.
4. Develop educational programs to assist coaches and student-athletes regarding performance.
5. Collaborate with UIHC Sports Medicine to ensure comprehensive care for all student-athletes.
6. Continue to engage Health Services Advisory Committee as needed to guide decisions and evaluate effectiveness and participating individuals.

F. DRUG TESTING

Goals and Commitments

1. Achieve a drug-free environment in which competitive intercollegiate athletics programs are conducted at The University of Iowa.
2. To test all student-athletes through the substance abuse program on a year-round basis; to protect student-athletes' health and safety, provide assistance for any student-athlete found to abuse substances, and to prevent an unfair competitive edge by those who abuse certain substances.
3. Verify that all processes and procedures are being followed.

4. Assess how current staff is being used and determine if additional skills can be used throughout the Department, e.g. educational programming, mental health assessments, and other.
5. Evaluate the use of the RFP-selected vendor (Aegis) on how well they are providing the collection and testing of the specimens.

G. ATMOSPHERE

Goals and Commitments

1. Create and maintain a positive workplace environment through the adherence to ethical standards that are consistent with the core values of the University and Athletics Department.
2. Foster a mindset that the Athletics Department's realization of its potential depends on valuing the people who work in it and the student-athletes it serves.
3. Reinforce a strong customer service focus in order to enhance the experience of the employee, student-athlete, fan, and booster.
4. Enhance productivity by elevating employee engagement with their work.
5. Maximize communication within the Department so that all personnel have the opportunity to be informed and contributing members of the organization.
6. Improve Department scores in targeted "Working at Iowa" categories.

Action Items and Initiatives

- Every new regular employee will receive University on-boarding guidance and departmental/unit orientation that clearly conveys the values and commitments of the organization.
- Supervisors shall clearly define responsibilities and accountability standards to each and every employee.
- Maintain a system for annual individual performance reviews; provide the education and tools necessary to conduct effective performance reviews.
- Improve supervisor relationships, especially in areas of feedback and acknowledgement of a job well done.
    - Supervisors and employees shall collaborate in establishing measurable goals that positively impact productivity and the achievement of increased customer service, collaboration, and diversity.
    - Supervisors and employees shall collaborate to identify professional development opportunities that will enable the employee to either maintain or improve his/her contributions to the organization.
    - Supervisors shall encourage and reward employees for distinguished work that advances the organization.
- Continue to use and expand the Intranet to improve Department communication.

- Achieve greater transparency by continuing to update and expand written policies and procedures that promote "best practices" and maintain integrity while striving for success.
- Continue to conduct monthly meetings with the entire staff and also with specific groups, including head coaches and directors.
- Provide a minimum of one in-house annual workshop to advance the skills of supervisors.
- Grow supervisors' skills in managing work-related conflicts and holding members accountable for the ethical standards of the organization.
- Explore additional means for creating a rewards and recognition program that encourages and rewards innovation, increased efficiencies, and positive results.
- Explore additional means for creating an atmosphere where people want to come to work each day and feel they are in a place where they can reach their fullest potential.
- Explore additional means of enhancing the quality of customer service internally and externally.
- Promote the concept of cross-training to achieve better life-work balance throughout the workforce.
- Further develop a positive sport behavior initiative and incorporate it into policies and procedures of related areas (e.g., event management, external relations, student-athlete life skills, and sport administration/coaches).
- Develop and maintain an effective emergency communication plan.

V. Engagement

The University of Iowa Athletics Department takes great pride in representing the Hawkeye State and is very pleased to be supported by numerous Hawkeye patrons who are among the best fans in the country. The Athletics Department has a close relationship with alumni and supporters across the state of Iowa, throughout the nation, and around the world. It is that partnership with the public that sustains the Athletics program and the student-athletes who have the opportunity to compete at this high level. The University of Iowa Athletics Department does not receive any resources from the University's General Fund. The Athletics enterprise is completely reliant upon its ability to raise the funds necessary to support its annual operations and capital improvements in concert with University regulations. The partnership forged with the patrons of the program is essential for the continued success and very existence of Iowa Athletics. A high level of first-class customer service is always the overall factor in all areas of ticketing and development. These areas strive to be current with the latest technology in order to serve our customers, fans, and donors in an efficient and satisfactory fashion.

A. External Relations
B. Customer service, satisfaction and safety
C. Tickets
D. Premium Seating & Club Space

A. EXTERNAL RELATIONS

Goals and Commitments

1. Develop an over-arching external relations plan that supports and promotes "Win. Graduate. Do it right."
2. Develop external relations plans annually that are agreed to by the respective head coach for all 24 sports programs.
3. Continue to maximize the impact of the Big Ten Network.
4. Introduce a coordinated, comprehensive, and Department-wide branding program.
5. Increase support for non-sport units within and/or affiliated with the Department, e.g., Academic Student Services, National I-Club.
6. Continue to be a leader in the application of new technologies, social media, new media, other.
7. Provide appropriate support and direction for the Hawkeye Network.
8. Continue to provide, if not build upon, the support for the UI Athletics Ticket Office, the National I-Club, and the Event Management unit of the Department.
9. Implement document retention/storage plan.
10. Implement video retention/storage plan.

Action Items and Initiatives

- Pre-season plan from marketing, Athletic Communications, new media, video units.
- Monitor and proactively address issues of "equality" and "access" vis-à-vis Big Ten Conference expansion.
- Continue to provide appropriate support and direction for Learfield Sports/Hawkeye Sports Properties.
- Aggressively seek to create new opportunities that maintain appropriate "balance."
- Successfully assist with the opportunities created by the installation of new scoreboard/message board equipment at Kinnick Stadium, Carver-Hawkeye Arena, other.
- Successfully transition administrative units of the Department from current to new.
- Successfully transition sports teams units of the Department from current to new.
- Begin discussions on all other applications, e.g. uniforms, practice gear, etc.
- Work with the staffs of non-sport units to create a calendar of annual events and/or special events and determine the appropriate level of support provided.
- Introduce version 7.0 of hawkeyesports.com inclusive of a section dedicated to recruiting.
- Assist football staff with update of the gohawks.com website and accompanying apps for phones and tabs.
- Assist men's basketball and women's basketball staffs with evaluation of current dedicated web presence and planning for the future.
- Investigate solutions for sports beyond football, men's basketball, women's basketball.
- Stay current with trends applicable to Facebook and Twitter and other social media pages.
- Continue to define/refine responsibilities between External Relations staffs and Sports Programs staffs vis-à-vis social media presence.
- Bolster effort to build awareness of online video library inside Hawkeye All-Access and the UI Athletics Department's office YouTube presence.
- Successfully address the issue of photography of current student-athletes being available in the marketplace.
- Manage our presence vis-à-vis Big Ten Conference/Big Ten Network guidelines and rules, and the relationship with our multi-media partner and the UI's distribution partner (Mediacom).
- Successfully create new content for the Hawkeye Network.

- Aggressively promote the Hawkeye Network and, specifically, the content available there that is about the intercollegiate athletics program at the UI.
- Fully explore with the UI Athletics Ticket Office staff third-party group sales options emerging in the marketplace.
- Work with Development staff to provide comprehensive support of all activities including, most notably, capital projects and, specifically, the master plan for facilities/"Hawkeye Campus."
- Work with Event Management staff to continue to improve game-day experience at home events.
- Collaborate where necessary on fan research, customer service "secret shopper," and economic impact surveys.

B. CUSTOMER SERVICE, SATISFACTION, AND SAFETY

Goals and Commitments

1. Commit to establishing a positive customer service mentality in all internal and external areas.
2. Focus on enhancing the quality of service and athletic experience for all student-athletes, coaches, staff, and fans.
3. Promote and foster a "family friendly" and positive environment at all Athletics events.
4. Provide professional administration and management of all Athletics events.
5. Provide a consistent, fair, and safe athletic environment for student-athletes, coaches, staff, customers, and fans.
6. Foster lines of communication between customers, fans, staff, and administration.
7. Support and uphold all NCAA, Big Ten Conference, University of Iowa, and Departmental policies.
8. Develop targeted plans to secure NCAA championships and external events that have a positive impact on the Athletics Department, University, and local communities.
9. Establish a leadership role in the areas of customer service, satisfaction, and safety.

Action Items and Initiatives

- Initiate customer service training for internal and external staff by utilizing resources provided by experts i.e., Disney in the field.
- Continue to work and fine-tune relationships with Whelan, University of Iowa Police Department, and University Parking.
- Provide education and training to internal and external staff and volunteers to assist in the appropriate response to gameday situations. For example, create an emergency response training video and a Customer Service Tac Team program and expand training for current Kinnick Ambassador Program.

- Obtain feedback through the use of surveys, focus groups, and daily interactions. Develop program and timeline for information collection for football, men's and women's basketball, and wrestling one time per year and establish a three-year rotation for all other sports.
- Increase information available electronically by providing sport-specific event information and answers to frequently asked questions.
- Establish "Secret Shopper" program for football, men's and women's basketball, and wrestling and develop limited program for other sports. Audit schedule will be developed with assistance from UIPD, Whelan, Aramark, Herky's Locker Room and internal Department units.
- Provide adequate and accurate venue signage and information.
- Investigate use of social media for information and communication purposes.
- Continue to conduct regularly scheduled Event Management meetings focused on information sharing, feedback, improved communication and evaluation.
- Continue to study and implement realistic ways to decrease abuse and illegal use of alcohol at Athletics events.
- Continue formal end-of-season assessments and reports to enhance the performance of departmental units.
- Initiate "Best Practice" procedures that can be utilized across the conference.
- Study the possibility of using third parties for food and beverage services.

C. TICKETS

Goals and Commitments

1. Successfully convert from current software operating platform to a web-based platform.
2. Continue to grow the website utilization in terms of online renewals, single game orders, and print-at-home tickets.
3. Go to ticketless entry for student football tickets using their student IDs.
4. Incorporate the scanning capability of our operation to include such things as parking placards, marketing coupons, and other items that we are not currently able to successfully transmit and track electronically.
5. Implement the ability for customers to choose a particular parking lot based on their priority points and giving levels.

Action Items and Initiatives

- Work with Paciolan on the BETA site, which is currently a test base. Patrons can see the seating maps clearly on the BETA site.
- Continue to communicate with our fans on how to use the ticketing website.
- Use the Student ID to gain access to football games by the 2014 football season.
- Suggest that Aramark purchase scanners.
- Parking: Would like to be able to use scanners for parking passes:

  - Track who is duplicating parking placards
  - Track number of cars in each lot
  - Print passes at home
- Will reseat Kinnick Stadium for the 2014 season.
- Put a timetable together for future reseating of Kinnick and Carver.

D. PREMIUM SEATING & CLUB SPACE

Goals and Commitments

1. Operate Premium Seating at or near 100% capacity.
2. Successfully and efficiently address the facility updating at Kinnick (carpet, paint, walls, etc.)
3. Strive to offer/add/update value-added amenities to all premium seating areas.
4. Implement an innovative parking system for football for our most loyal and generous donors.
5. Revamp our rental rates for all club spaces to reflect current market conditions.
6. Implement a premium seating plan for men's basketball to be applied in the 2016-2017 season.
7. Create a durable and reliable reporting tool for tracking Athletics' income from catering services.
8. Address the Human Resources needs related to event setups.
9. Design and implement a Boca stock premium seat ticket.
10. Streamline the contract process between University Purchasing and patrons.
11. Create a website for all rental spaces on the Athletics' campus.

Action Items and Initiatives

- Strive to create a level of customer service so wins/losses do not affect seating demand.
- Develop a rotation plan of what equipment and furnishings need to be replaced, repainted, purchased new, etc.
- Improve the quality of the catered food.
- Improve the parking experience/situation for the football premium seating patrons.
- Consider reserved parking for Indoor Club patrons.
- Conduct a market analysis of what other places in the Iowa City area are charging for their event space.
- Within the next 18 months, make a decision as to what the rate will be for club seats for men's basketball after the 2016 season.
- Decide on how people will gain access to the Feller Club Room in the future.
- Event set up: Coordinate with facilities and work out some type of relationship where we share one staff member to do this.
- Create a new design for premium single tickets.
- Be 100% electronic by fall 2013 for premium seating agreements and club space rental.
- Market every space on one website, i.e., Hall of Fame, Boathouse, Carver, Kinnick, etc.

ATHLETICS

Mission Statement | Values and Commitments
Nondiscrimination Statement | Unit Descriptions | Student-Athlete Code of Conduct

Unit Descriptions

Administration

The Director of Athletics directs the Department of Intercollegiate Athletics on behalf of the President of the University of Iowa. Senior Athletics Administrators oversee primary component areas of the program and are responsible for the development of policies and procedures by which the Department operates. Oversight by this team includes business operations, capital improvements, compliance, development and patron services, event management, external affairs, human resources, sport administration, student services, and Iowa's involvement in the Big Ten Conference and NCAA. This team also promotes the values and commitments of the Department, with special attention to issues of culture, diversity, equity, integrity, and student-athlete welfare.

Business Operations

The Director of Business Operations ensures that the Department has and follows standard business and financial policies and procedures. This unit assists in the establishment and monitoring of fiscal year budgets, oversees the preparation of financial audits, oversees the processes for orders, purchases, cash collection, gifts-in-kind and account reconciliation, prepares required reports related to Big Ten, NCAA and federal government guidelines, communicates changes in University protocol or Departmental policy to staff performing business-related tasks, and provides training to staff as necessary.

Compliance

The Directors of Compliance facilitate the development of policies and procedures that promote wide-spread compliance responsibilities and insure institutional control of Athletics. Staff implements systems for documenting, monitoring, rules interpretation, rules education, investigating and reporting secondary or major violations, and developing and evaluation legislation. This unit assists in monitoring a variety of Big Ten and NCAA compliance areas, including amateurism, extra benefits, initial and continuing eligibility, evaluation of financial aid, employment, outside income, playing and practice seasons, promotional activities, recruiting, and staffing. This unit, in collaboration with Student Services personnel, coordinates the annual certification of student-athletes.

Development

The UI Foundation Athletics Staff is responsible for raising funds to supplement numerous departmental projects and programs. These include The I-Club, the Hawk Fund, capital improvement projects, endowed scholarship funding and various sport-specific funds. This unit also develops and manages outreach opportunities for the Department, including annual events such as the Lunch with the Coach series, spring I-Club events, Named Scholarship dinner and the Kinnick Society dinner. The Director of Athletics works with the Senior Director to prioritize annual initiatives.

GREAT HAWKEYE GIVEAWAY SPONSORED BY MEDICA Medica Health Plans for Individuals & Families

Services who also oversees Ticket Operations and the merger of gift information and ticketing policies.

acquired. The Equipment Directors are responsible for insuring that University and Departmental policy and protocol are followed in the acquisition of team-related equipment and apparel. This unit is responsible for storage, maintenance, security and inventory of all uniforms and apparel utilized by teams. Personnel work closely with compliance staff, sport administrators and coaches to manage seasonal issue and retrieval of apparel as well as manage proper disposal of equipment and apparel.

Event Management

The Associate Director of Athletics for Event Management facilitates the development of procedural and communication systems necessary to provide an event environment that enriches the competitive experiences for both the participant and the observer. This unit brings relevant parties together for the design and implementation of effective event procedures. This unit directly manages all sport events for 24 sports with a focus on customer service while emphasizing sportslike conduct and a positive program image. Besides regular institutional sporting events, this unit bids for and manages special events such as Big Ten and NCAA Championship events.

External Affairs

The Associate Director of Athletics for External Affairs oversees the process of promoting the Department of Athletics and maximizing revenue-generating opportunities by building greater awareness and/or participation in the activities of the Department. The Director also negotiates corporate sponsorships, the Department's radio contract, and the weekly television and radio shows of select coaches. External Affairs consists of sports marketing, sports information, graphic arts and video productions. These areas also manage production of the Department's official newsletter, Hawk Talk, and the Department's official website, *www.hawkeyesports.com*.

Sports Marketing and Promotions

The Sports Marketing unit works collaboratively with the Athletic Ticket Office and group sales personnel to maximize ticket sales. This unit manages corporate sponsorships and all related events, develops and implements annual sport marketing plans, manages on-site promotional activities at sporting events, and develops and manages special events showcasing select sports and/or coaching staff.

Sports Information

Sports Information oversees the development and management of relationships with local, regional and national media and produces official sport-specific publications, including media guides and recruiting brochures. This unit also provides game day support in the form of media hospitality and statistical crews.

Video Operations

Video Operations oversees the acquisition of video inventory for the exclusive use of the Department and provides video technical support as needed. This unit manages the daily film needs of football, acquires video inventory as needed, produces approved highlight tapes, and produces video projects as needed for special events and the Hall of Fame.

Facilities and Vehicles

The Director of Facilities insures that policies and procedures governing the use of sports facilities are followed. The Director works collaboratively with the Director of Athletics, Recreational Services and relevant academic departments to identify and enforce user priorities. This unit oversees the renting of facilities to internal and external constituencies, the repair and maintenance of the facilities, event set-ups and tear-downs, building security, snow removal, capital equipment inventory and athletics department vehicle use and inventory.

Grounds and Sports Turf

Director of Facilities, and Head Coaches to insure the needs of the Department are met. This unit manages the everyday maintenance of Finkbine Golf Course, including related construction and planting, prepares all sports turf areas for practices and competitions, oversees the planning and installation of any new turf facilities, plans and maintains plant materials in and around athletics facilities, maintains all related equipment and vehicles, manages the Departments periodic landscaping needs, and during the non-growing season, assists Facilities with snow removal and event management.

Human Resources

The Director of Human Resources facilitates the development of departmental systems and/or protocols and interprets and promotes the equitable application of University policies and procedures within the Department. This unit assists in new staff orientation, search and hires, performance management, transfers and terminations, evaluates and responds to presenting issues, provides staffing and salary survey reports as needed, identifies and arranges staff development opportunities, and provides assistance on issues related to organizational culture. This unit also maintains the Intranet as one of the Department's primary internal communications tools, providing immediate access to essential procedures and policies.

Information Technology

The Director of Information Technology insures that the Department's technological needs are met and its interests are protected through established IT policies and procedures. This unit maintains all servers and online databases, provides daily desktop support to all staff, provides technological solutions for event management, oversees hardware and software acquisition and installation, implements strategic security plans, arranges educational sessions as necessary, and provides support for all of the Department's web-related communication sites.

Licensing and Hall of Fame

The Licensing Program protects the University's legal ownership interest in its logos and registered trademarks. These logos generate royalty fees to support the Department's endeavors. This unit licenses any product bearing the marks of the university, approves all products and designs, and ensures proper labeling. Approval is contingent on safety, imaging, and proper use. Licensing also puts entities on notice that use our logos without permission. Licensing also regularly scrutinizes vendors and their wares for compliancy in licensing and NCAA regulations.

The Director of Licensing also serves as Director of the Hall of Fame. The UI Athletics Hall of Fame captures the institutions sport history through a series of photos, biographies, videos, and interactive or static displays. This unit manages the inventory, creates the displays and oversees production of items and/or video to be housed within the Hall of Fame. This unit also manages internal and outside requests for use or rental of the facility.

Spirit Squads

This unit consists of the Iowa Cheerleaders, Iowa Dance Team and Herky Mascots. This unit works on maintaining the school spirit, primarily by performing at football, basketball, volleyball and wrestling events, as well as at other athletic events. Collectively and individually they are excellent public relations representatives for the University of Iowa Athletic Department throughout the year by attending numerous outside events on behalf of the University. The Spirit Squads also put on clinics at the high school and junior high level to promote their respective activities and develop skills, as well as host the Iowa Cheerleading / Dance Team Championships each year in the spring. The squads compete at the National and regional level at UCA/UDA sponsored competitions.

Sports Camps and Clinics

The Director of Sports Camps insures that the Department's camp and clinic enterprises are compliant with University and NCAA regulations. This unit works collaboratively with Athletics, Recreational Services and Residential Services to create annual offerings that meet the needs of the public while showcasing the University and its facilities. This unit assists with reserving facilities, receiving compliance clearance, developing and distributing brochures, hiring and training counselors,

Sports Medicine - Athletic Training Services

The Director of Athletic Training Services, in collaboration with the Director of Athletics and the University of Iowa Director of Sports Medicine, insures that the Department has and follows standard medical and departmental compliance policies and procedures. This unit assists in the prevention, evaluation, immediate care, referral, treatment, and reconditioning of student-athletes. A wide scope of services are offered, including preseason medical evaluations, day-to-day team coverage, home and special event coverage, and provision of select corrective or protective equipment items. Daily care to teams and student athletes is provided by members of the athletic training staff and/or athletic training students. Guidance in performing routine procedures also comes from a team of surgeons and physicians associated with Student Health Services and University of Iowa Sports Medicine Center.

Strength and Conditioning

Strength and conditioning personnel provide support to sport programs by designing and supervising specific sports' training programs, in- and out-of-season. Team and individual training programs on flexibility, speed, and strength are developed in collaboration with coaching staff and sports medicine staff. This unit is also responsible for supervising and maintaining all weight training rooms, purchasing and maintaining equipment, and assist with on-campus recruitment when requested.

Student-Athlete Alumni Relations and Honors

The Executive Director of the Iowa National Varsity Club oversees the development of policies and procedures specific to alumni programming and events, including The National Iowa Varsity Club, the Athletics Hall of Fame, alumni games/events, and the jersey/uniform retirement policy. The National Iowa Varsity Club, represented by a Board of Directors, serves to promote, preserve and protect the accomplishments and memory of the men and women who have competed in varsity athletic venues for the University of Iowa. They also facilitate a Varsity Club Weekend with reunions and a Special Awards Banquet each fall. The Board also oversees The National Iowa Varsity Club Athletic Hall of Fame which is designed to recognize players, coaches and administrators for exceptional contributions to the prestige of the UI through participation and association with the Department. This unit oversees the day-to-day management of these activities and facilitates communication between the Department and the Board.

Student Services

The Athletics Student Services Office offers academic and personal support services to student-athletes in order to assist them with making timely and satisfactory progress toward their degrees. The Director of Student Services facilitates the development and implementation of departmental systems and protocol compliant with University expectations and Big Ten and NCAA regulations. This unit assists with the recruitment of prospects and integration of these individuals into University life while also meeting their athletics commitments. Staff provides academic and personal counseling, a structured study environment, tutor and retention support, eligibility monitoring, life skills programming, and facilitate communicating excused absences to faculty. This unit also develops and implements extensive new student orientation programming.

Ticket Operations

The Director of Ticket Operations oversees the management of the Ticket Office and the implementation of ticketing policy, as designed and approved by senior management and the Presidential Committee on Athletics (PCA). This unit manages the promotion of season ticket sales, the production and monitoring of ticket inventory, the assignment and distribution of season tickets, walk-up sales, event staffing for ticket sales, handling of Iowa's Big Ten and NCAA Tournament ticket sales, and maintains appropriate compliance and financial records.

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Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in a program sponsored by the University of Iowa Department of Intercollegiate Athletics , please contact the University of Iowa Department of Intercollegiate Athletics in advance at (319) 335-9247.

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The university also affirms its commitment to providing equal opportunities and equal access to university facilities. For additional information on nondiscrimination policies, contact the Director, Office of Equal Opportunity and Diversity, the University of Iowa, 202 Jessup Hall, Iowa City, IA, 52242-1316, 319-335-0705 (voice), 319-335-0697 (TDD), diversity@uiowa.edu.

EXHIBIT M

Intramural Sports

The University of Iowa Intramural Sports Program offers an extensive range of sport leagues, tournaments, and events for University of Iowa students, faculty and staff. Intramural Sports are designed for the competitive and experienced athlete, as well as those looking to participate in a fun activity or want to try a new sport. To participate in Intramural Sports, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership.

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

FALL 2018 SPORTS/EVENTS

Pre-Season Flag Football Tournament (https://recserv.uiowa.edu/programs/intramural-sports/pre-season-flag-football-tournament)
Spikeball (https://recserv.uiowa.edu/programs/intramural-sports/spikeball)
Flag Football (Men's and Co-Rec) (https://recserv.uiowa.edu/programs/intramural-sports/mens-and-co-rec-flag-football)
6-on-6 Co-Rec Sand Volleyball (https://recserv.uiowa.edu/programs/intramural-sports/6-6-co-rec-sand-volleyball)
Softball (https://recserv.uiowa.edu/programs/intramural-sports/softball)

Flag Football (Women's) (https://recserv.uiowa.edu/programs/intramural-sports/womens-flag-football)
Flag Football (Unified) (https://recserv.uiowa.edu/programs/intramural-sports/unified-flag-football)
Cornhole (https://recserv.uiowa.edu/programs/intramural-sports/cornhole)
Kickball - *Friday Night Series* (https://recserv.uiowa.edu/programs/intramural-sports/kickball-friday-night-series)
Tennis (https://recserv.uiowa.edu/programs/intramural-sports/tennis)
Co-Rec Indoor Soccer (https://recserv.uiowa.edu/programs/intramural-sports/co-rec-indoor-soccer)
Dodgeball (https://recserv.uiowa.edu/programs/intramural-sports/dodgeball)
Mini-Golf - *Friday Night Series* (https://recserv.uiowa.edu/programs/intramural-sports/mini-golf-friday-night-series)
Bowling - *Friday Night Series* (https://recserv.uiowa.edu/programs/intramural-sports/bowling-friday-night-series)
Volleyball (https://recserv.uiowa.edu/programs/intramural-sports/volleyball)
Volleyball (Unified)
Table Tennis (https://recserv.uiowa.edu/programs/intramural-sports/table-tennis)
3-on-3 Basketball (https://recserv.uiowa.edu/programs/intramural-sports/3-3-basketball)
Spikebuoy - *Friday Night Series* (https://recserv.uiowa.edu/programs/intramural-sports/spikebuoy-friday-night-series)
3-Point Shootout (https://recserv.uiowa.edu/programs/intramural-sports/3-point-shootout)
Canoe Battleship - *Friday Night Series* (https://recserv.uiowa.edu/programs/intramural-sports/canoe-battleship-friday-night-series)
College Football Bowl Pick'Em

SPRING 2019 SPORTS/EVENTS ✖

Preseason Basketball Tournament
Basketball
Badminton
Wallyball
Men's and Women's Indoor Soccer
Dodgeball - *Friday Night Series*
Darts
Hot Shot Contest
Billiards
Inner Tube Water Polo - *Friday Night Series*
NCAA Men's Basketball Tournament Challenge
NCAA Women's Basketball Tournament Challenge
Volleyball
Pickleball

Racquetball
Wiffleball - *Friday Night Series*
4-on-4 Flag Football
Ultimate
KanJam
4-on-4 Co-Rec Sand Volleyball
Disc Golf
Golf
Co-Rec Softball (Weekend Tournament)

MORE INFORMATION +

Contact Us

Name	Email
Intramural Sports (/about/staff/intramural-sports)	intramural-sports@uiowa.edu (mailto:intramural-sports@uiowa.edu)

Related Links:

Golf League (https://recserv.uiowa.edu/golf)

(/http%3A//recserv.uiowa.edu)

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Men's and Co-Rec Flag Football

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, September 4 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague).

Play Begins: Sunday, September 9 at the Hawkeye Recreation Fields (https://recserv.uiowa.edu/facilities/hawkeye-recreation-fields)

League Format: Teams will play three regular season games, followed by a single-elimination playoff tournament for all teams!

Leagues Available: Men's A, Men's B, Co-Rec.

Intramural Membership: To participate in Flag Football, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership).

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Men's and Co-Rec Flag Football Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/mens-and-co-rec-flag-football/mens-and-co-rec-flag-football-participant)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/mens-and-co-rec-flag-football/mens-and-co-rec-flag-football-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/imleagues-registration-instructions)

Questions?

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Women's Flag Football

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, September 11 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Play Begins: Tuesday, September 18 at the Hawkeye Recreation Fields (https://recserv.uiowa.edu/facilities/hawkeye-recreation-fields)

League Format: Teams will play three regular season games, followed by a single-elimination playoff tournament

Leagues Available: Women's, Co-Rec (See the Men's/Co-Rec page (https://recserv.uiowa.edu/programs/intramural-sports/mens-and-co-rec-flag-football) for Co-Rec Flag Football information)

Intramural Membership: To participate in Intramural Sports, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership)

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Women's Flag Football Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/womens-flag-football/womens-flag-football-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/womens-flag-football/womens-flag-football-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/imleagues-registration-instructions)

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Volleyball

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, October 23 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Play Begins: Sunday, October 28 at the Field House (https://recserv.uiowa.edu/facilities/field-house) South Gym

League Format: Teams will play three regular season games, followed by a single-elimination playoff tournament

Leagues Available: Men's, Women's, Co-Rec A, Co-Rec B

Intramural Membership: To participate in Intramural Volleyball, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership)

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Volleyball Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/volleyball/volleyball-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/volleyball/volleyball-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/imleagues-registration-instructions)

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Tennis

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, September 18 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Play Begins: Monday, September 24 at the Hawkeye Tennis & Recreation Complex (https://recserv.uiowa.edu/facilities/hawkeye-tennis-recreation-complex)

League Format: "Play-By" tournament. First round losers will be put into a consolation bracket. Participants are required to schedule their matches by the deadline and report the scores to the Intramural Sports office via email

Leagues Available: Men's Singles, Women's Singles, Men's Doubles, Women's Doubles, Co-Rec Doubles

Intramural Membership: To participate in Intramural Tennis, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership).

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Tennis Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/tennis/tennis-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/tennis/tennis-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/imleagues-registration-instructions)

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Join Our Newsletter (http://uiowa.us5.list-manage.com/subscribe?u=1e912dbb889364cfc4eb081b9&id=ba9edeaa18)

3-on-3 Basketball

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, October 23 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Play Begins: Sunday, October 28 at the Field House (https://recserv.uiowa.edu/facilities/field-house) South Gym

League Format: The format will be a double-elimination tournament, with games scheduled at varying times between 6:30 and 10:30 PM

Leagues Available: Men's, Women's

Intramural Membership: To participate in 3-on-3 Basketball, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership)

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

3-on-3 Basketball Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/3-3-basketball/3-3-basketball-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/3-3-basketball/3-3-basketball-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/imleagues-registration-instructions)

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Dodgeball

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, October 9 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Play Begins: Monday, October 15 on the Field House (https://recserv.uiowa.edu/facilities/field-house) Main Deck

League Format: Teams will play three pool play matches, followed by a single elimination playoff tournament for the top two teams in each division

Leagues Available: Men's, Women's, Co-Rec

Intramural Membership: To participate in Intramural Dodgeball, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership)

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Dodgeball Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/dodgeball/dodgeball-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/dodgeball/dodgeball-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/imleagues-registration-instructions)

Questions?

Name	Email
Intramural Sports (/about/staff/intramural-sports)	intramural-sports@uiowa.edu (mailto:intramural-sports@uiowa.edu)

(/http%3A//recserv.uiowa.edu)

309 S. Madison Street
Iowa City, IA 52242
319-335-9293 (tel:319-335-9293)
rec-services@uiowa.edu (mailto:rec-services@uiowa.edu)

Quick Links

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Spikeball

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, August 28 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Event Date: Monday, September 3 at 1:00 PM at Hubbard Park (http://imu.uiowa.edu/event-services/outdoor-spaces/hubbard-park/).

Event Format: Each team will play two matches of pool play, followed by a single elimination tournament. The entire tournament will take place in one day.

Leagues Available: "Open" is the only league available for Spikeball. An "Open" league means there are no gender requirements for teams.

Intramural Membership: To participate in Intramural Spikeball, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Semester Membership, an Intramural Sports Year-Long membership (good through Spring 2019), or a One-Day Tournament Pass. More information on these can be found on our Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership) page.

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Spikeball Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/spikeball/spikeball-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/spikeball/fall-spikeball-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/one-day-tournament-imleagues-registration-instructions)

Questions?

Name	Email
Intramural Sports (/about/staff/intramural-sports)	intramural-sports@uiowa.edu (mailto:intramural-sports@uiowa.edu)

(/http%3A//recserv.uiowa.edu)

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Softball

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, September 11 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Play Begins: Sunday, September 16 at the Hawkeye Softball Complex (https://recserv.uiowa.edu/facilities/hawkeye-softball-complex)

League Format: Teams will play three regular season games, followed by a single-elimination playoff tournament for the top two teams in each division of four

Leagues Available: Men's A, Men's B, Co-Rec, Women's

Intramural Membership: To participate in Intramural Softball, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership)

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Login to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Softball Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/softball/softball-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/softball/softball-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/imleagues-registration-instructions)

Questions?

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Cornhole

Basic Information

Registration Period: Monday, August 13 at 8:00 AM through Tuesday, September 18 at 11:59 PM on IMLeagues.com (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Event Date: Wednesday, September 19 at 7:00 PM at the Hawkeye Recreation Fields (https://recserv.uiowa.edu/facilities/hawkeye-recreation-fields)

League Format: Single or Double-Elimination Tournament depending on number of teams registered; Each match is best 2-out-of-3 games

Leagues Available: "Open" is the only league available for Cornhole. An "Open" league means there are no gender requirements for teams

Intramural Membership: To participate in Intramural Cornhole, a UI Student, Faculty, Staff or Affiliate must purchase an Intramural Sports semester membership, an Intramural Sports year-long membership (good through Spring 2019), or a One-Day Tournament Pass. More information on these can be found on our Intramural Sports Membership (https://recserv.uiowa.edu/intramurals-membership) page

Purchase an IM Membership (https://recserv.uiowa.edu/intramurals-membership)

Log In to IMLeagues (https://connect.recserv.uiowa.edu/Account/Login?ReturnUrl=%2FIMLeague)

Cornhole Links

Participant Guide (https://recserv.uiowa.edu/programs/intramural-sports/cornhole/cornhole-participant-guide)
Rules (https://recserv.uiowa.edu/programs/intramural-sports/cornhole/cornhole-rules)
IMLeagues Registration Instructions (https://recserv.uiowa.edu/programs/intramural-sports/one-day-tournament-imleagues-registration-instructions)

Questions?

Name	Email
Intramural Sports (/about/staff/intramural-sports)	intramural-sports@uiowa.edu (mailto:intramural-sports@uiowa.edu)

(/http%3A//recserv.uiowa.edu)

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EXHIBIT N

2018 Father & Son Camp

June 15 - June 16, 2018

Grades: Open to any and all entrants grades K - 6th (as of fall 2016)

Check-In Location: UI Field House

Check-In Time: 4:30 PM - 6:30 PM

Cost: $270 for Father & One Son Together
$185 additional son (space limited for additional son's)

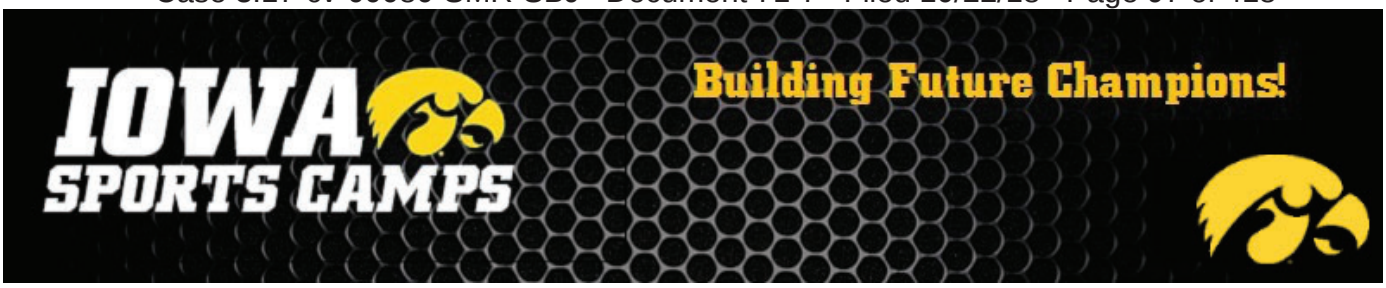
Register (https://www.campworksonline.com/index.cfm/register?eventID=2486)

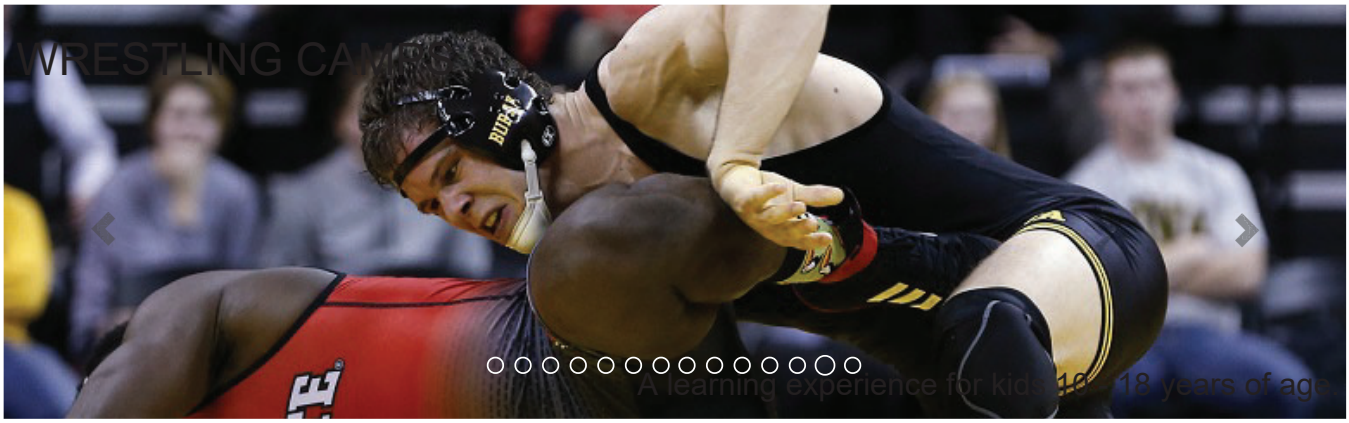
This camp is an opportunity for fathers and sons to come together and learn basketball at a very introductory level. Attention will be focused on development of young basketball players as their fathers work alongside them. Along with the fundamentals of basketball this camp will emphasize the importance of building meaningful relationships. Age limit is kindergarten to those who have completed 6th grade and camp is developed with younger, less experienced basketball players in mind.

Camp includes fundamentals, games, contests and individual instruction from coach Fran McCaffery and Iowa coaches and players. Father and son will both receive an official Iowa Basketball NIKE camp t-shirt and sons will receive an official NIKE camp basketball. Registration/Check-In and camp will be at Carver Hawkeye Arena - Main Court and Practice Facility.

What to Bring

Participants must furnish their own towels and toiletry items. You may wish to bring an alarm clock and a small fan. Pillows and bed sheets will be provided.





All Sports Speed & Strength (/sports/all-spor | Baseball (/sports/baseball/)

Diving (/sports/diving/) | Field Hockey (/sports/fie

Football (/sports/football/) | Golf (/sports/gc

Men's Basketball (/sports/men-s-basketball/) | Men's Gymnastics (/sp cs/)

Rowing (/sports/rowing/) | Soccer (/sports/socce

Softball (/sports/softball/) | Spirits (/sports/spi

Strength & Conditioning (/sports/strength-co | Swimming (/sports/ mming/)

Tennis (/sports/tennis/) | Track & Field (/sp ack-field/)

Volleyball (/sports/volleyball/) | Women's Basketball (/sports/women-s-basketball/)

Women's Gymnastics (/sports/women-s-gym | Wrestling (/sports/wrestling/)

Iowa Sports Camps

N411 Carver-Hawkeye Arena
Iowa City, IA 52242

All Iowa Sports Camps/Clinics are open to any and all entrants

DESIRE DEDICATION SKILL

2018 IOWA WOMEN'S BASKETBALL CAMP

June 6–8, 2018

Challenge yourself to improve in the off-season. The Iowa Women's Basketball Camp can help you develop the desire, dedication, and skills it takes to be a winner.

- Individual skill instruction
- Nike camp basketball
- Iowa Nike camp T-shirt
- Outstanding lectures by Coach Bluder and the Iowa staff
- Individual and team awards
- Instruction from current and former Iowa players
- An intense, fun, learning experience at one of the nation's finest academic and athletic institutions

Basketball Camp, June 6–8

Cost: Resident $385 Commuter $295

This camp focuses on all aspects of the game by emphasizing fundamental work on both offense and defense. Open to any and all entrants grades 5th–12th. Campers will be divided according to age and compete within age groups.

Wednesday, June 6
- Check-In, Residents 10:00 am–12:00 pm
- Check-In, Commuters 11:00 am–12:00 pm
- Afternoon Session 1:00–4:30 pm
- Night Session 6:15–8:00 pm

Thursday, June 7
- Morning Session 9:00–11:30 am
- Afternoon Session 1:30–4:30 pm
- Night Session 6:15–8:00 pm

Friday, June 8
- Morning Session 9:00–11:30 am
- Afternoon Session 1:30–4:00 pm
- Awards Ceremony 4:00–5:00 pm, Field House, South Gym

For more information, please call 1-866-469-2922.
Register online at http://wbasketball.iowasportscamps.com

Elite Camp, June 11–12

Call the University of Iowa Women's Basketball office at 1-866-IOWAWBB (469-2922) for more information.

Winner, Leader, Mentor, Teacher, Parent, Coach

The University of Iowa Women's Basketball program is proud to be led by the dean of Big Ten coaches, Lisa Bluder. Coach Bluder is already the all-time winningest coach in program history, and is in her 18th year as head women's basketball coach at the University of Iowa and the 34th year of her overall coaching career.

COACH BLUDER

- 359–208 (.633) record at Iowa (as of Feb. 1, 2018)
- 715–350 (.671) career record (as of Feb. 1, 2018)
- One of only 10 active Division I coaches with 700 or more wins
- Three-time Big Ten Coach of the Year (2001, 2008, 2010)
- Two-time Women's Basketball Coaches Association (WBCA) Regional Coach of the Year (2001, 2008)
- Winning record 16 of 17 years at Iowa
- Led Iowa to 10, 20-win seasons (so far), including eight of the last 10 seasons

THE TEAM

- 16 postseason appearances in 17 seasons, including 10 straight
- NCAA Tournament berths in eight of the last 10 seasons, including NCAA Sweet 16 appearance in 2015
- Student-athletes have been named Academic All-Big Ten 86 times
- Five players during Bluder's tenure earned seven WBCA all-region team accolades, six players earned 11 honorable-mention All-America honors.

THE PLAYERS

- 20 players have received 49 All-Big Ten honors
- Two Big Ten Freshman of the Year; two Big Ten Sixth Player of the Year
- Nine Big Ten All-Freshman Team selections
- Three Big Ten All-Defensive Team honorees
- Five players have earned seven WBCA All-Region accolades
- Six players have earned 11 honorable mention All-America honors
- In 2016–17, Ally Disterhoft and Megan Gustafson earned first team All-Big Ten accolades
- Megan Gustafson: 2016-17 single-season rebound record holder; fourth Hawkeye to score 600 or more points in a single season; ranked among the NCAA top-30 in seven categories.
- Ally Disterhoft: CoSIDA Academic All-America of the Year two consecutive seasons; Iowa's first three-time Academic All-American; Iowa's all-time leading scorer with 2,102 career points.
- Samantha Logic: consensus All-American, WBCA Division I Coaches All-American, USBWA All-American, ESPN Second Team All-American, Third Team Associated Press All-American, Academic All-American; one of 12 players in the country invited to the 2015 WNBA Draft.

IOWA HAWKEYE ASSISTANT COACHES

Jan Jensen
Associate Head Coach
18th year at Iowa

Former Drake standout, leading the nation in scoring (29.6 ppg) in 1990–91

Played professionally in Germany

Earned all-state honors at Elk Horn-Kimballton High School

Member of the Iowa Girls High School Hall of Fame

Coached seven post players to 14 All-Big Ten honors; coached three players to All-American awards

Jenni Fitzgerald
Associate Head Coach
18th year at Iowa

Former Drake star, starting every game at point guard in her career

Former coach at Southern Illinois University

Miss Iowa Basketball at North Scott High School

Member of the Iowa Girls High School Hall of Fame

Coached 12 perimeter players to 25 All-Big Ten honors; coached four players to All-American awards

Raina Harmon
Assistant Coach
1st year at Iowa

Played at Central Michigan

Former assistant coach at Central Michigan

Director of Women's Basketball Operations at Michigan

Assistant varsity girls basketball coach at Martin Luther King Jr. Senior High School in Detroit

General information

Check-in
The check-in time for the **Basketball Camp** is 10:00–noon on Wednesday on the Main Deck, Field House. The first session will begin at 1:00 pm. Lunch will not be provided – please plan accordingly.

Housing for residents
Residents are participants who are living in one of the residence halls during camp. There are two campers per room. Room assignments will be made in advance. If you have a roommate preference, write the name of that person on your application form in the designated area. Bedding, which includes sheets, pillow, pillowcase, and blanket, is provided. Meals are served in University dining facilities. Trainers and medical personnel are available 24 hours a day.

Commuter plan
Commuters are participants who attend sessions during the day and stay off-campus at night. The commuter fee includes dinner on Wednesday, lunch and dinner on Thursday and lunch on Friday. All meals are served in Hillcrest Hall.

Orientation
After registration a brief orientation session will be held explaining Sports Camps rules and regulations. All campers must comply with the rules. Any serious violations or abuses will result in immediate dismissal from camp without refund.

Items to bring to camp
Participants must furnish their own towels and toiletry items. It is a good idea to bring extra spending money for soft drinks, snacks, video games, and the Camp Gear stand. The camp administration will not cash personal checks. When not in a sports session, dress is casual, so bring along your favorite jeans, shorts, summer shirts, and a swimsuit. You may wish to bring an alarm clock, non-basketball shoes and a small fan.

Facilities
Basketball Camp will run primarily in the University of Iowa's Field House, however, Carver Hawkeye Arena will be utilized from time to time as schedules allow.

Important for parents
We invite parents to attend any camp session, especially our **Basketball Camp** final session and awards ceremony on Friday afternoon. Awards and closing will take place in the Field House, South Gym from 4:00–5:00 pm. Although space for viewing is limited, we believe conducting the closing ceremonies here is best with traffic and housing concerns.

Health and insurance
Costs for the treatment of injuries and hospitalization for illness or injuries incurred during the Sports Camps will be the responsibility of the parent or guardian of the participant.

Costs and cancellations
The fee per session is all-inclusive; there are no extra charges. The full tuition is due no later than May 28, 2018. Your fee, **less the $100 administrative fee** will be refunded without questions if you cancel your enrollment prior to June 1, 2018. Campers who must leave during the week due to illness or injury will receive a prorated refund. Written requests for refunds should be sent to the Iowa Women's Basketball, N211, Carver Hawkeye Arena, Iowa City, IA 52242. Requests must be made prior to August 15, 2018. No refund will be given to campers who voluntarily leave camp or who are sent home for disciplinary reasons.

For more information, please call 1-866-469-2922.

Register online at http://wbasketball.iowasportscamps.com

Eyas gymnastics

2019 Iowa Camp

Under the direction of JD Reive, Head Coach of the University of Iowa Men's Gymnastics Team, the Iowa Camp will return in the summer of 2018. Our camp is devoted to those athletes looking to expand their current skill base and learn new techniques from some of the nation's best technicians. This camp will be structured similarly to a training camp and will focus on basics and skill development directly from the USA Gymnastics routines and Technical Sequences. We want each athlete to walk away from our camp with something they can use for their upcoming season regardless of level. The Iowa Men's Gymnastics Camp is open to all skill abilities as well as any and all male athletes ages 6-18 years of age.

Download the summary schedule from our 2018 camp to get an idea of how our camp runs and what to expect when planning for the 2018 summer camp.

COMMUTER CAMP
July 8-July 11, 2019
ages 6+

AVAILABLE DECEMBER

The Commuter Camp is for ages 6 and up and offers the gymnast exceptional instruction in every level of gymnastics. Commuter Campers will experience 2 intense training sessions per day, games and/or afternoon swimming.

Each camper will be required to bring his own lunch everyday.

What to bring:

Healthy Sack Lunch
Water Bottle
Grips and Gym Bag (only if gymnast already uses grips)

RESIDENTIAL CAMP
July 7-July 12, 2019
ages 10+

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App 1630

JA 2016

AVAILABLE DECEMBER

The Residential camp is for ages 10 and up and offers the gymnasts an insightful experience like that which a collegiate athlete may have when training at the University of Iowa. Residential Campers will be sleeping and eating in the dormitories on campus. The overnight camper will experience 3 intense training session each day, games and/or afternoon swimming

What to bring:

Water bottle
Grips and Gym Bag
Towel
Sleeping Bag *sheets and pillows are provided

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*Refunds will be evaluated on case by case bases.

SCHEDULE

Eyas (/)

IOWA CAMP SCHEDULE SUMMARY

Dur	Start	End	
0	7:00 AM		WAKE UP!
45	7:45 AM	8:30 AM	RESIDENTIAL BREAKFAST
15	8:45 AM	9:00 AM	COMMUTER CHECK IN AND RESIDENTIAL GYM ARRIVAL
30	9:00 AM	9:30 AM	WARM UP
30	9:35 AM	10:05 AM	BASIC TUMBLING
10	10:05 AM	10:15 AM	BREAK
40	10:20 AM	11:00 AM	EVENT 1
40	11:05 AM	11:45 AM	EVENT 2
75	11:45 AM	1:00 PM	LUNCH
15	1:00 PM	1:15 PM	WARM UP
40	1:20 PM	2:00 PM	EVENT 3
40	2:05 PM	2:45 PM	EVENT 4
40	2:50 PM	3:30 PM	EVENT 5
45	3:30 PM	4:15 PM	GAME
0	4:15 AM		COMMUTER CHECK OUT RESIDENTIAL RETURN TO DORMS
60	5:15 PM	6:15 PM	DINNER
90	6:30 PM	8:00 PM	OPEN GYM
120	8:30 PM	10:30 PM	RETURN TO DORMS
0	10:30 PM		LIGHT OUTS!

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ey·as /ī əs/ [ahy-uhs] Noun: A young hawk; an unfledged nestling taken from the nest for training

IOWA Volleyball CAMP

CART (0)

FREQUENTLY ASKED QUESTIONS

Commonly asked questions and answers. If you have additional questions please feel free to contact us here!

WHO CAN ATTEND CAMP?

These camps and clinics are open to any and all entrants (limited by number, age, grade level, and/or gender).

WHAT SHOULD I BRING TO CAMP?

Campers are provided water and gatorade during camp hours. Campers should bring a water bottle, kneepads, volleyball/tennis shoes, athletic clothes; FUNdamentals

WHERE DO I CHECK IN FOR CAMP?

Check in times and locations vary with camp type. Check in time and location is listed on online camp registration. You will receive an informational email 2 weeks and 1 week prior to camp.

Overnight campers need to bring a colored towel, volleyball gear, toiletries, shower shoes (flip flops), sweats/shorts to wear around the dorms. Please read through our resident camper guidebook for more information.

GUIDE BOOK

security and supervision while staying in the dorms by camp staff and resident hall staff.

WHAT IF I CAN ONLY ATTEND PART OF CAMP?

If you can only come for part of a camp we would still love to have you. Contact Bre Payton 319-335-9255 or at

WHAT IS YOUR REFUND POLICY?

There is a $50 processing fee for any camp cancellation and a $25 processing fee for any clinic cancellations. No

WHERE CAN I PARK?

Parking availability varies depending on camp date and duration. Parking options will be detailed in an email distributed to all

see what the pro-rated rate would be.

camp date.

Walk-ins for camp (must be commuter) or clinics are welcome. No walk-ins are allowed for residential camps as housing arrangements need to be finalized 2 weeks before the start of camp. Please contact us with questions or requests concerning refunds.

camps.

ARE MEALS PROVIDED AT CAMP?

No Meals are provided for day clinics. FUNdamental campers should bring a sack lunch for break

ARE THERE CHAPERONES IN THE DORMS?

Yes. Iowa Volleyball Staff will be staying in the dorms with campers along with

ARE PARENTS ALLOWED TO COME AND WATCH?

Absolutely, parents can stop by and watch at anytime. All final sessions of camp

Meals for resident and commuter campers will be provided at campus dining.

welcome to watch. Parking is not permitted in any lot without a pass, so either use meter parking or dental lot parking located on the back side of Carver. Weekend parking is free in all lots!!!

WILL THERE BE A TRAINER ON HAND?

There will be a first aid provider at all the sites for all of the sesions.

IS THERE A CAMP STORE?

The Iowa Volleyball Camp store will be open throughout camp. Campers are encouraged to bring extra spending money to purchase unqiue Iowa volleyball gear. We except cash, check (made out to: Iowa Volleyball

WHO SHOULD I CONTACT IF I HAVE ADDITIONAL QUESTIONS?

Feel free to contact Bre Payton with any questions. She can be reached by email at iowavolleyballcamp@gmail.com or by phone 319-335-9255.

IOWA Volleyball CAMP

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Iowa Volleyball Camps are open to any and all participants, limited only by number, age, level, and/or gender, as required by NCAA rules.

IOWA VOLLEYBALL CAMPS 1 Elliot Drive, Iowa City, IA, 52242,
United States of America (319) 335-9255
iowavolleyballcamp@gmail.com

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2018 CAMPS

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ELITE CAMP

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INDIVIDUAL SKILLS CLINICS

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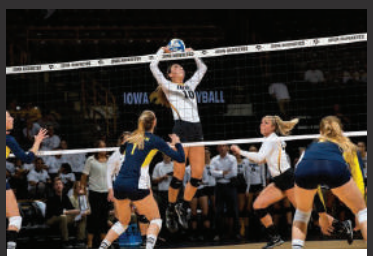


POSITIONAL CAMPS

LEARN MORE

HAWKEYE SKILLS CAMP

LEARN MORE

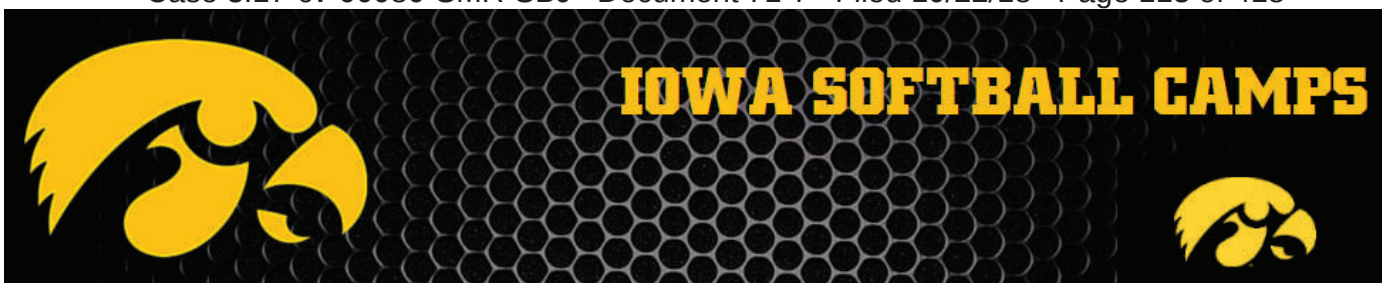
TEAM CAMP

LEARN MORE

Iowa Volleyball Camps are open to any and all participants, limited only by number, age, level, and/or gender, as required by NCAA rules.

IOWA VOLLEYBALL CAMPS 1 Elliot Drive, Iowa City, IA, 52242, United States of America (319) 335-9255
iowavolleyballcamp@gmail.com

Search



2018 Elite Hitting Camp

Saturday, November 24th, 2018

Who: Open to any and all players ages 13-21
Where: Hawkeye Tennis & Recreation Complex
When: 8:00am - 11:00am
Check-In Time: 7:15am
Cost: $150 per athlete, includes t-shirt

Register (https://www.campworksonline.com/index.cfm/register?eventID=2572)

Come learn from the Iowa Coaching staff and players the fundamentals of a great hitter. You will be taken through hitting stations and provided instruction along the way to make improvements or changes to your existing swing.

Campers are **required** to bring all equipment:

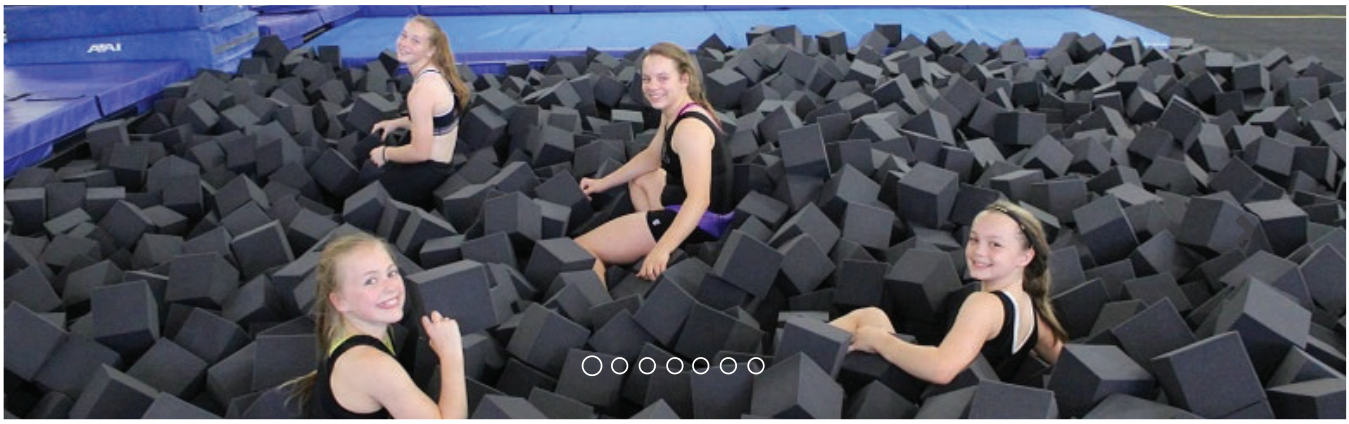
- Glove
- Batting Helmet
- Bat
- Batting Gloves
- Catching Equipment (if applicable)
- Cleats (for outdoor camps)
- Turf/Tennis Shoes (for camps at HTRC)
- Water bottle
- Any additional equipment that campers feel necessary

This camp is first come, first in. No spots will be held. Limited only by available fields.

Per NCAA rules, all sports camps and clinics conducted by the University of Iowa are open to any and all entrants and enrollment is only limited based on age, grade level, gender or number restrictions as specified by each camp.

Please contact hawkeyes@iowasoftball.com (mailto:hawkeyes@iowasoftball.com) with any questions.

Iowa Women's Gymnastics Camps



2018 Iowa Women's Gymnastics Camps

June 17-20 Camp is a High Performance camp open to Optional Gymnasts who have **competed** (Levels 7-Elite)

June 24-27 Camp is open to all levels.

Teams/clubs that bring groups of 15+ campers to the same camp will receive a $30 discount per person. Discounts given as refund after registration.

Upcoming Events

2018 Summer Camp Week 1

June 17 - June 20, 2018

$625.00 Resident
$700.00 Resident + Additional Night

Register (https://www.campworksonline.com/i

More Information (/camps/2018-summer-cam

2018 Summer Camp Week 2

June 24 - June 27, 2018

$625.00 Resident
$700.00 Resident + Additional Night

Register (https://www.campworksonline.com/index.cfm/register?eventID

More Information (/camps/2018-summer-camp-week-2/)

Iowa Women's Gymnastics Camp

N311 Carver Hawkeye Arena
Iowa City, Ia 52242-1020

P000457

App 1642

JA 2028

Important Camp Info

- **Residential campers only** will have a two-step process for registration. Step 1 will be to register at the Field House from 12:45-1:30pm. From there, the campers will check-in to Hillcrest Residence Hall from 12:45-2:00pm. Coaches and Counselors will be available as you check in to help guide you through the process. Please make sure your children each lunch prior to coming to campus.
- **Commuter campers only** will register at the Field House from 1:30-2:00pm. After registration, your campers may leave with you to explore or wait on the main deck for practice to begin at 2:15pm. There will be commuter counselors available for any questions.
- After residential campers have set-up their rooms, they will gather outside Hillcrest Hall at 2:05pm with the counselors and walk to the Field House for an afternoon training session including a welcome/introductions and group assignments. Groups will be determined by gymnast's level of competition from the last season.
- **Only Coaches and Athletic trainers will be permitted in training areas due to liability and safety issues.**
- Campers should bring a clearly labeled backpack to store their gear in during workout.
- Commuter campers need to sign in/out anytime they leave camp and return to camp with their commuter counselor. Please remember to bring a photo ID when you pick up your daughter so that we may verify who you are. Also if there will be someone else picking up your daughter please inform staff prior to the conclusion of the day. If for any reason overnight campers are being picked up please follow these same guidelines and checkout with the counselors at Hillcrest Hall front desk as well as informing your direct counselor.
- Gymnasts will need to bring their own supplies needed for camp. *Example: Tape for ankles, wrist guards etc.*
- Absolutely no food or drinks (except water in a closed container) will be allowed in the gym. You are welcome to bring your own water bottle if you wish. Please make sure that the bottle is clearly labeled with your name.
- We will be having different themes for each day of camp. Themes will be announced at a later date.
- Tuesday night, there will be a lip-sync competition, in which campers are encouraged to participate. They can participate as individuals or in groups. Please feel free to bring costumes, props, etc. to make your lip-sync one of a kind.
- Wednesday will be an open gym session that begins at 8:30 and ends at 11:10. Campers will show their camp dance at 11:10 and a photo session will follow.

Phone Numbers During Camp:

- Iowa Gymnastics Office: 319-335-9743
- Jennifer Green's Cell: 319-930-7843
- Larissa Libby's cell: 319-430-6339
- Vince Smurro's cell: 732-947-7646

UPCOMING CAMPS

IOWA ALL POSITIONS TECHNIQUE CAMP

Gender: CoEd | Ages: 10 - 18

June 23, 2019 - June 25, 2019 | Iowa City, Iowa

The All positions technique camp will work on the awareness, approach, style and system of technique to enhance your chain Wrestling, Return to mat, preventing scrambles and defense to offense. Learn from the best Iowa Wrestling has to offer!

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

Available 10/15/2018

VIEW DETAILS(/CAMPS/IOWA_ALL_POSITIONS_TECHNIQUE_CAMP/_DCB)

DATE
Sun, June 23, 2019 - Tue, June 25, 2019

LOCATION
Carver Hawkeye Arena: Main Floor Wrestling Room

Iowa City, Iowa

COST
$110.00 - $275.00

DESCRIPTION
The All positions technique camp will work on the awareness, approach, style and system of technique to enhance your chain Wrestling, Return to mat, preventing scrambles and defense to offense. Learn from the best Iowa Wrestling has to offer!

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

REGISTER NOW() VIEW DETAILS(/CAMPS/IOWA_ALL_POSITIONS_TECHNIQUE_CAMP/_DCB)

Commuter without meals

Prices: $110.00

Commuter with meals (Lunch and Dinner)
Prices: $150.00

Coach
Prices: $200.00

Overnight
Prices: $275.00

Available 10/15/2018

ALL POSITION TECHNIQUE & COMPETITION CAMP : COMBO CAMP

Gender: CoEd | Ages: 10 - 18

June 23, 2019 - June 28, 2019 | Iowa City, Iowa

For a more complete Hawkeye wrestling experience, we offer campers the opportunity to combine the All Position Technique Camp and the Competition Camp Over the course of six days. Campers will be immersed in both a technique camp & the Competition Camp which is focused on getting kids matches.

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

Available 10/15/2018

VIEW DETAILS(/CAMPS/ALL_POSITION_TECHNIQUE_%26_COMPETITION_CAMP_%3A_COMBO_CAMP/_DCC)

DATE
Sun, June 23, 2019 - Fri, June 28, 2019

LOCATION
Carver Hawkeye Arena

Iowa City, Iowa

COST
$350.00 - $550.00

DESCRIPTION
For a more complete Hawkeye wrestling experience, we offer campers the opportunity to combine the All Position Technique Camp and the Competition Camp Over the course of six days. Campers will be immersed in both a technique camp & the Competition Camp which is

focused on getting kids matches.

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

REGISTER NOW() VIEW DETAILS(/CAMPS/ALL_POSITION_TECHNIQUE_%26_COMPETITION_CAMP_%3A_COMBO_CAMP/_DCC)

Commuter with meals
Prices: $350.00

Coach
Prices: $475.00

Resident - Group of 10 or More
Prices: $530.00

Resident
Prices: $550.00

Available 10/15/2018

COMPETITION CAMP

Ages: 10 - 18

June 25, 2019 - June 28, 2019 | Iowa City, Iowa

The University of Iowa Competition Camp is centered around getting the campers 10-12 matches. During these matches we will have clinicians that will be watching and observing the campers while they wrestle. After their match the clinicians will communicate with the camper what they saw while the camper was wrestling. The campers will get instant feedback of what they did that was good and what they can work on.

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

Available 10/15/2018

VIEW DETAILS(/CAMPS/COMPETITION_CAMP/_DCE)

DATE
Tue, June 25, 2019 - Fri, June 28, 2019

LOCATION
Carver Hawkeye Arena

Iowa City, Iowa

COST

$195.00 - $325.00

DESCRIPTION

The University of Iowa Competition Camp is centered around getting the campers 10-12 matches. During these matches we will have clinicians that will be watching and observing the campers while they wrestle. After their match the clinicians will communicate with the camper what they saw while the camper was wrestling. The campers will get instant feedback of what they did that was good and what they can work on.

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

REGISTER NOW() VIEW DETAILS(/CAMPS/COMPETITION_CAMP/_DCE)

Commuter without meals
Prices: $195.00

Coach
Prices: $200.00

Commuter with meals
Prices: $225.00

Resident 10+ kids
Prices: $300.00

Resident
Prices: $325.00

Available 10/15/2018

TRAINING CAMP

Gender: CoEd | Ages: 10 - 18

July 06, 2019 - July 13, 2019 | Iowa City, Iowa

At this camp you will be broken into small groups of 10-15 kids based on size. You will learn to push your body and mind through wrestling, running and lifting by our counselors who are our current Iowa Wrestlers.

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

Available 10/15/2018

DATE
Sat, July 06, 2019 - Sat, July 13, 2019

LOCATION
University of Iowa Field House

Iowa City, Iowa

COST
$450.00 - $785.00

DESCRIPTION
At this camp you will be broken into small groups of 10-15 kids based on size. You will learn to push your body and mind through wrestling, running and lifting by our counselors who are our current Iowa Wrestlers.

(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

REGISTER NOW() VIEW DETAILS(/CAMPS/TRAINING_CAMP/_DCF)

Coach
Prices: $450.00

Commuter Camper (NOT RECOMMENDED!!) Camper needs to have parent attend camp with them.
Prices: $550.00

10+ Campers
Prices: $750.00

Overnight Camper
Prices: $785.00

Available 10/15/2018

ELITE CAMPS (CALL FOR GROUP DISCOUNT)

ELITE CAMP I

Gender: CoEd | Ages: 10 - 18

June 23, 2019 - June 27, 2019 | Iowa City, Iowa

This will be the most personalized attention your kid can get in the country by working one on one with the best staff.

Register Now(https://www.totalcamps.com/IOWAWRESTLING/camps/elite_camp_i/_dcd/registration/options?c

VIEW DETAILS(/CAMPS/ELITE_CAMP_I/_DCD)

DATE

Sun, June 23, 2019 - Thu, June 27, 2019

LOCATION

Iowa Wrestling Room (Carver Hawkeye Arena)

Iowa City, Iowa

DESCRIPTION

This will be the most personalized attention your kid can get in the country by working one on one with the best staff.

REGISTER NOW() VIEW DETAILS(/CAMPS/ELITE_CAMP_I/_DCD)

No registration options currently exist. Please check back later.

No Available Options

FEMALE WRESTLING CAMPS

IOWA WOMEN'S TECHNIQUE AND COMPETITION WRESTLING CAMP

Gender: Female | Ages: 7 - 18

July 06, 2019 - July 08, 2019 | Iowa City, Iowa

The Iowa Women's wrestling camp is a camp that will give female wrestlers the chance to hone their skills with our staff. Lead by 2X world silver medalist Allie Ragan and current HWC competitor Lauren Louive, the camp will focus on all wrestling positions. In addition, it will address nutrition, recovery, and mental training skills. This is a good chance for female wrestlers to get quality partners from across the country.
(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

Available 10/15/2018

VIEW DETAILS(/CAMPS/IOWA_WOMEN%27S_TECHNIQUE_AND_COMPETITION_WRESTLING_CAMP/_DIW)

P000465

App 1650

JA 2036

DATE
Sat, July 06, 2019 - Mon, July 08, 2019

LOCATION
Carver Hawkeye Arena: Main Floor Wrestling Room

Iowa City, Iowa

COST
$110.00 - $275.00

DESCRIPTION
The Iowa Women's wrestling camp is a camp that will give female wrestlers the chance to hone their skills with our staff. Lead by 2X world silver medalist Allie Ragan and current HWC competitor Lauren Louive, the camp will focus on all wrestling positions. In addition, it will address nutrition, recovery, and mental training skills. This is a good chance for female wrestlers to get quality partners from across the country.
(SCHEDULE CAN BE FOUND IN THE "DOCUMENTS" TAB ON TOP OF PAGE)

REGISTER NOW() VIEW DETAILS(/CAMPS/IOWA_WOMEN%27S_TECHNIQUE_AND_COMPETITION_WRESTLING_CAMP/_DIW)

Commuter without meals
Prices: $110.00

Commuter with meals (Lunch and Dinner)
Prices: $150.00

Coach
Prices: $200.00

Overnight
Prices: $275.00

Available 10/15/2018

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EXHIBIT O

Women & Weightlifting

This program is for women who are interested in getting strong and fit using barbell exercises. Technique-based coaching will be given each session, focusing on the basic barbells lifts: the squat, deadlift, bench press, and overhead press. Accessory lifts and gym safety will also be covered. We will wrap up each day by putting what we learned into practice with a sweat-induced, challenging weightlifting workout together.

Session 1

Location: CRWC (1st floor free weight area)

Tuesdays/Thursdays (Sept. 11 - Oct. 11)

- Time: 12 - 1pm
- Price: $60
- Instructors: 2 Personal Trainers

Session 2

Location: CRWC (1st floor free weight area)

Tuesdays/Thursdays (Oct. 23 - Nov. 29)

- Time: 12 - 1pm

- Price: $60
- Instructors: 2 Personal Trainers

Registration

Register online here (https://connect.recserv.uiowa.edu/)or at the CRWC Member Services desk.

(/http%3A//recserv.uiowa.edu)

309 S. Madison Street
Iowa City, IA 52242
319-335-9293 (tel:319-335-9293)
rec-services@uiowa.edu (mailto:rec-services@uiowa.edu)

Quick Links

About (/about)

Facilities (https://recserv.uiowa.edu/node/1261)

Memberships (/memberships)

Programs (https://recserv.uiowa.edu/node/1266)

Group Fitness Schedule (https://recserv.uiowa.edu/node/1366)

Connect with Us

(https://www.facebook.com/UIRecServices)

(http://instagram.com/recserv)

(https://twitter.com/recserv)

(https://www.youtube.com/user/RecreationalServices)

(https://www.flickr.com/photos/recserv/show)

Give Online Now (https://www.givetoiowa.org/recserv)

Join Our Newsletter (http://uiowa.us5.list-manage.com/subscribe?u=1e912dbb889364cfc4eb081b9&id=ba9edeaa18)

Women's Climbing Clinic

Women's Climbing Clinic

Looking for a new way to challenge yourself? Join us for an afternoon of climbing and camaraderie! Climbing improves mental and physical fitness, builds confidence, is a ton of fun,and is a great way to meet new people. This is for women who have no previous climbing experience. Participants will learn the basics of climbing in a supportive environment. This clinic is taught by two experienced female climbers, Jenna McCoy and Rec Services assistant director Meredith Caskey.

We are holding two offerings:

- Saturday, October 27, 8:00 a.m. - 10:00 a.m.
- Saturday, December 1, 6:00 p.m. - 8:00 p.m.

The registration is $15. If you are not a member, you must also pay the CRWC walk-in fee ($10). Spots are limited to 10 for each clinic so we recommend registering ASAP! Click here (https://connect.recserv.uiowa.edu/) to register.

(/http%3A//recserv.uiowa.edu)

309 S. Madison Street
Iowa City, IA 52242
319-335-9293 (tel:319-335-9293)
rec-services@uiowa.edu (mailto:rec-services@uiowa.edu)

Quick Links

About (/about)

Facilities (https://recserv.uiowa.edu/node/1261)

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Programs (https://recserv.uiowa.edu/node/1266)

Group Fitness Schedule (https://recserv.uiowa.edu/node/1366)

Connect with Us

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(http://instagram.com/recserv)

(https://twitter.com/recserv)

(https://www.youtube.com/user/RecreationalServices)

(https://www.flickr.com/photos/recserv/show)

Give Online Now (https://www.givetoiowa.org/recserv)

Join Our Newsletter (http://uiowa.us5.list-manage.com/subscribe?u=1e912dbb889364cfc4eb081b9&id=ba9edeaa18)

EXHIBIT P

THE UNIVERSITY OF IOWA
2017-2018
Data Digest
INFORMATION AND RESOURCE MANAGEMENT ■ OFFICE OF THE PROVOST

THE UNIVERSITY OF IOWA

2017-2018

Data Digest

Original Release Date: May 31, 2018

Note: This document will be updated throughout the year. Reports that have been added, updated, or revised since the original release date above will display a "released" or "updated" date at the bottom of the page.

Questions about information contained in the Data Digest should be directed to:

Information & Resource Management,
Office of the Executive Vice President & Provost

University of Iowa
111 Jessup Hall
5 West Jefferson Street
Iowa City, IA 52240

Phone: 319-335-3565
E-Mail: provost-office@uiowa.edu
URL: provost.uiowa.edu/data-digest

Welcome to the University of Iowa *Data Digest*.

The *Data Digest* provides comprehensive quantitative information about various aspects of the university, including students, faculty, staff, and budget. It is meant to serve as a source of official numbers. Please note that many measures can be counted in a variety of different ways, depending on definitions of what to include, timeframe, and other variables. Source and technical notes at the end of this document should help to clarify what choices were made in producing these reports.

We welcome your feedback about the *Digest* and how we can improve it to help to meet your data needs.

Information & Resource Management
Office of the Provost

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Information and Resource Management, Office of the Provost

THE UNIVERSITY OF IOWA

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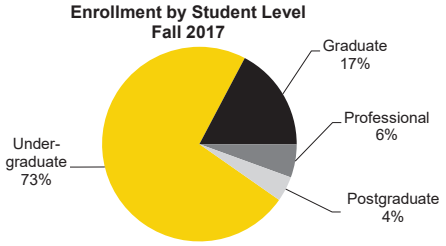
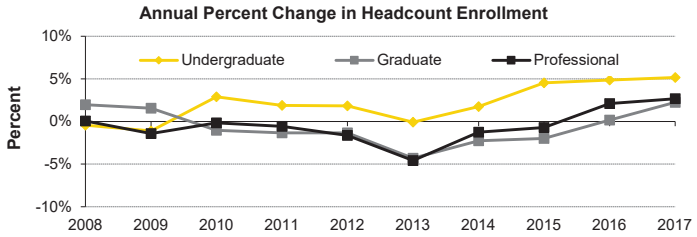
Fall Semester Headcount Enrollment by Student Level

Student Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate	**20,763**	**20,534**	**21,128**	**21,528**	**21,921**	**21,904**	**22,289**	**23,300**	**24,430**	**24,503**
Freshmen	5,262	5,129	5,564	5,740	5,592	5,700	5,759	6,349	6,712	5,933
Sophomores	4,330	4,258	4,451	4,531	4,798	4,641	4,721	4,697	5,292	5,674
Juniors	5,110	4,964	4,994	5,259	5,319	5,282	5,240	5,203	5,251	5,951
Seniors	5,298	5,465	5,349	5,358	5,538	5,616	5,713	5,678	5,682	5,730
Unclassified	763	718	770	640	674	665	856	1,373	1,493	1,215
Graduate	**6,343**	**6,442**	**6,375**	**6,290**	**6,206**	**5,939**	**5,804**	**5,688**	**5,698**	**5,816**
Master's	3,046	3,095	3,001	2,915	2,787	2,692	2,661	2,610	2,657	2,845
Doctoral	2,764	2,787	2,872	2,873	2,894	2,784	2,635	2,576	2,502	2,427
Other	533	560	502	502	525	463	508	502	539	544
Professional	**1,997**	**1,969**	**1,966**	**1,955**	**1,923**	**1,835**	**1,812**	**1,799**	**1,837**	**1,847**
Dentistry (DDS)	309	316	315	318	318	322	328	322	323	329
Law (JD)	621	593	576	558	526	420	392	392	428	419
Medicine (MD)	629	625	637	638	644	662	662	657	658	668
Pharmacy (PharmD)	438	435	438	441	435	431	430	428	428	431
Postgraduate	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
Residents	889	810	782	801	817	799	862	783	822	906
Fellows	197	210	197	205	206	189	195	176	185	195
Post-Doctoral	312	323	329	366	347	330	360	347	316	297
Total	**30,501**	**30,288**	**30,777**	**31,145**	**31,420**	**30,996**	**31,322**	**32,093**	**33,288**	**33,564**
Percent Undergraduate	*68.1%*	*67.8%*	*68.6%*	*69.1%*	*69.8%*	*70.7%*	*71.2%*	*72.6%*	*73.4%*	*73.0%*
Percent Graduate	*20.8%*	*21.3%*	*20.7%*	*20.2%*	*19.8%*	*19.2%*	*18.5%*	*17.7%*	*17.1%*	*17.3%*
Percent Professional	*6.5%*	*6.5%*	*6.4%*	*6.3%*	*6.1%*	*5.9%*	*5.8%*	*5.6%*	*5.5%*	*5.5%*
Percent Postgraduate	*4.6%*	*4.4%*	*4.2%*	*4.4%*	*4.4%*	*4.3%*	*4.5%*	*4.1%*	*4.0%*	*4.2%*

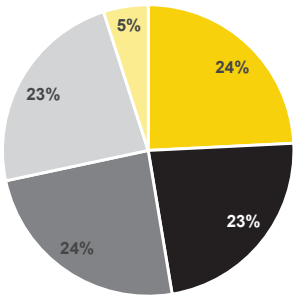
Source: MAUI/Registrar's data warehouse (see Note 1). See Note 2 regarding discrepancies with census-date reporting for fall 2011.
See Note 3 regarding the removal of Iowa Intensive English Program (IIEP)-only students from the student headcounts, in all years.





Fall 2017 Headcount Enrollment

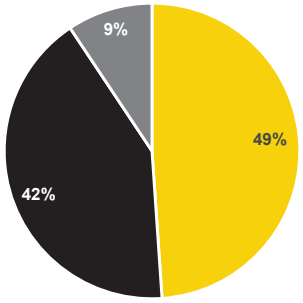
Undergraduate



Freshmen	6,712
Sophomores	5,292
Juniors	5,251
Seniors	5,682
Unclassified	1,539
Total	24,476

Freshmen ▪ Sophomores ▪ Juniors ▪ Seniors ▪ Unclassified

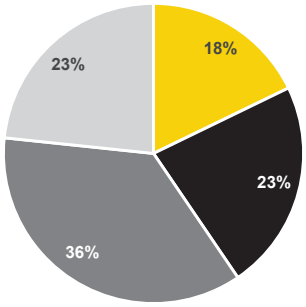
Graduate



Master's	2,657
Doctoral	2,502
Other	539
Total	5,698

Master's ▪ Doctoral ▪ Other

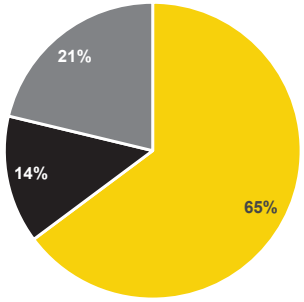
Professional



Dentistry	323
Law	428
Medicine	658
Pharmacy	428
Total	1,837

Dentistry ▪ Law ▪ Medicine ▪ Pharmacy

Post Graduate



Residents	822
Fellows	185
Post Doctoral	316
Total	1,323

Residents ▪ Fellows ▪ Post-Doctoral

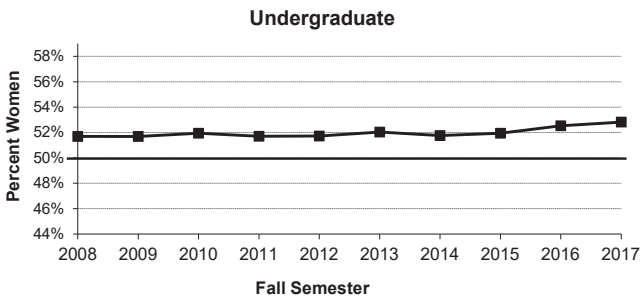
Fall Semester Headcount Enrollment by Gender

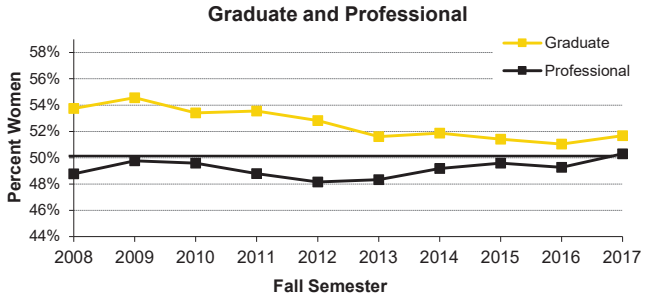
Student Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate	**20,763**	**20,534**	**21,128**	**21,528**	**21,921**	**21,904**	**22,289**	**23,300**	**24,430**	**24,503**
Men	10030	9919	10155	10397	10584	10504	10743	11177	11553	11,512
Women	10733	10615	10973	11131	11337	11398	11536	12103	12831	12,942
Prefer Not to Answer/Other	0	0	0	0	0	2	10	20	46	49
Percent Women	*51.7%*	*51.7%*	*51.9%*	*51.7%*	*51.7%*	*52.0%*	*51.8%*	*51.9%*	*52.5%*	*52.8%*
Graduate	**6,343**	**6,442**	**6,375**	**6,290**	**6,206**	**5,939**	**5,804**	**5,688**	**5,698**	**5,816**
Men	2,934	2,927	2,970	2,922	2,928	2,874	2,794	2,759	2,780	2,787
Women	3,409	3,515	3,405	3,368	3,278	3,065	3,010	2,924	2,908	3,005
Prefer Not to Answer/Other	0	0	0	0	0	0	0	5	10	24
Percent Women	*53.7%*	*54.6%*	*53.4%*	*53.5%*	*52.8%*	*51.6%*	*51.9%*	*51.4%*	*51.0%*	*51.7%*
Professional	**1,997**	**1,969**	**1,966**	**1,955**	**1,923**	**1,835**	**1,812**	**1,799**	**1,837**	**1,847**
Men	1,023	989	991	1,001	997	948	921	905	927	914
Women	974	980	975	954	926	887	891	892	905	929
Prefer Not to Answer/Other	0	0	0	0	0	0	0	2	5	4
Percent Women	*48.8%*	*49.8%*	*49.6%*	*48.8%*	*48.2%*	*48.3%*	*49.2%*	*49.6%*	*49.3%*	*50.3%*
Postgraduate	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
Men	848	805	784	824	803	767	831	745	754	799
Women	550	538	524	548	567	551	586	561	569	599
Prefer Not to Answer/Other	0	0	0	0	0	0	0	0	0	0
Percent Women	*39.3%*	*40.1%*	*40.1%*	*39.9%*	*41.4%*	*41.8%*	*41.4%*	*43.0%*	*43.0%*	*42.8%*
Total	**30,501**	**30,288**	**30,777**	**31,145**	**31,420**	**30,996**	**31,322**	**32,093**	**33,288**	**33,564**
Men	14,835	14,640	14,900	15,144	15,312	15,093	15,289	15,586	16,014	16,012
Women	15,666	15,648	15,877	16,001	16,108	15,901	16,023	16,480	17,213	17,475
Prefer Not to Answer/Other	0	0	0	0	0	2	10	27	61	77
Percent Women	*51.4%*	*51.7%*	*51.6%*	*51.4%*	*51.3%*	*51.3%*	*51.2%*	*51.4%*	*51.7%*	*52.1%*

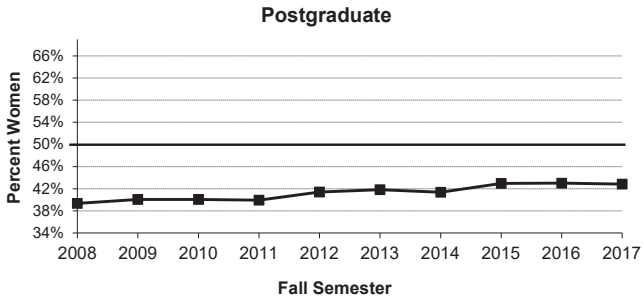
Source: MAUI/Registrar's data warehouse (see Note 1).

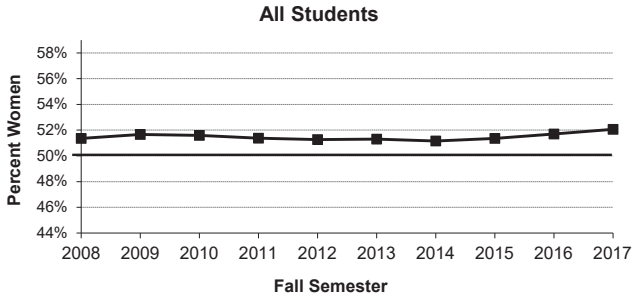
Note: "Prefer Not to Answer/Other" includes all students who chose not to identify their sex as either male or female, whether by selecting "transgender" (or not reporting) in fall 2013 through fall 2015, or by selecting "prefer not to answer" in fall 2016. See Note 5 regarding change in gender reporting effective 2016.

Women as a Percentage of Headcount Enrollment by Student Level









Fall Semester Headcount Enrollment by Racial/Ethnic Category

Student Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate	**20,763**	**20,534**	**21,128**	**21,528**	**21,921**	**21,904**	**22,289**	**23,300**	**24,430**	**24,503**
Domestic										
Hispanic/Latino	580	694	808	1,015	1,166	1,269	1,416	1,669	1,827	1831
American Indian or Alaska Native	96	84	78	63	48	40	32	35	39	42
Asian	749	713	716	685	688	671	710	870	982	1021
Black or African American	466	459	512	533	557	594	648	750	816	801
Native Hawaiian or Other Pacific Islander	22	24	28	32	25	19	22	23	23	23
Two or More Races	0	111	186	261	333	519	520	605	681	744
White	17,462	16,884	16,699	16,340	16,261	15,680	15,222	15,742	16,783	17,330
Not Specified/Unknown	868	798	866	904	866	921	1,286	1,009	801	647
International	520	767	1235	1695	1977	2191	2433	2597	2478	2,064
Graduate	**6,343**	**6,442**	**6,375**	**6,290**	**6,206**	**5,939**	**5,804**	**5,688**	**5,698**	**5,816**
Domestic										
Hispanic/Latino	165	189	200	221	216	218	230	229	236	264
American Indian or Alaska Native	37	36	31	23	25	14	13	11	10	10
Asian	202	206	202	171	181	187	178	190	222	248
Black or African American	181	184	188	195	193	163	152	162	163	173
Native Hawaiian or Other Pacific Islander	6	7	6	5	6	3	2	4	4	1
Two or More Races	0	24	41	48	55	70	81	78	108	124
White	4,061	4,133	4,064	3,973	3,844	3,699	3,559	3,505	3,551	3,651
Not Specified/Unknown	444	412	419	473	491	410	400	359	313	313
International	1,247	1,251	1,224	1,181	1,195	1,175	1,189	1,150	1,091	1,032
Professional	**1,997**	**1,969**	**1,966**	**1,955**	**1,923**	**1,835**	**1,812**	**1,799**	**1,837**	**1,847**
Domestic										
Hispanic/Latino	101	85	80	82	95	94	84	86	97	101
American Indian or Alaska Native	12	12	10	12	8	5	5	4	5	5
Asian	148	145	150	157	152	152	168	178	176	183
Black or African American	79	76	77	77	67	61	53	47	51	57
Native Hawaiian or Other Pacific Islander	1	2	2	3	3	4	2	1	1	0
Two or More Races	0	8	16	24	31	37	29	37	43	57
White	1,501	1,501	1,501	1,464	1,431	1,362	1,337	1,311	1,348	1,334
Not Specified/Unknown	133	112	110	117	111	100	105	99	89	82
International	22	28	20	19	25	20	29	36	27	28

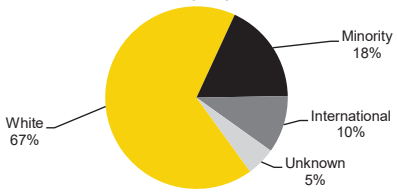
continued

Fall Semester Headcount Enrollment by Racial/Ethnic Category, *continued*

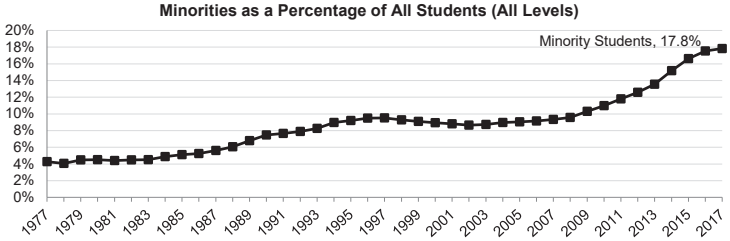
Student Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016
Postgraduate	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
Domestic										
Hispanic/Latino	17	13	11	17	28	27	22	16	18	18
American Indian or Alaska Native	0	0	1	1	2	0	1	1	1	1
Asian	50	42	46	43	65	46	18	10	12	15
Black or African American	10	13	7	14	20	15	4	2	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	1	0	0	0	0	0
Two or More Races	0	0	0	1	1	2	376	334	333	265
White	459	420	359	398	612	500	135	93	75	133
Not Specified/Unknown	516	513	586	554	337	434	565	567	613	679
International	346	342	298	344	304	294	296	283	271	283
All Students	**30,501**	**30,288**	**30,777**	**31,145**	**31,420**	**30,996**	**31,322**	**32,093**	**33,288**	**33,564**
Domestic										
Hispanic/Latino	863	981	1,099	1,335	1,505	1,608	1,752	2,000	2,178	2,214
American Indian or Alaska Native	145	132	120	99	83	59	51	51	55	58
Asian	1,149	1,106	1,114	1,056	1,086	1,056	1,074	1,248	1,392	1,467
Black or African American	736	732	784	819	837	833	857	961	1,030	1,035
Native Hawaiian or Other Pacific Islander	29	33	36	40	35	26	26	28	28	24
Two or More Races	0	143	243	334	420	628	1,006	1,054	1,165	1,190
White	23,483	22,938	22,623	22,175	22,148	21,241	20,253	20,651	21,757	22,448
Not Specified/Unknown	1,961	1,835	1,981	2,048	1,805	1,865	2,356	2,034	1,816	1,721
International	2,135	2,388	2,777	3,239	3,501	3,680	3,947	4,066	3,867	3,407

Source: MAUI/Registrar's data warehouse (see Note 1). See Note 4 regarding change in race/ethnicity reporting effective 2009.

Enrollment by Racial/Ethnic Category
Fall 2017



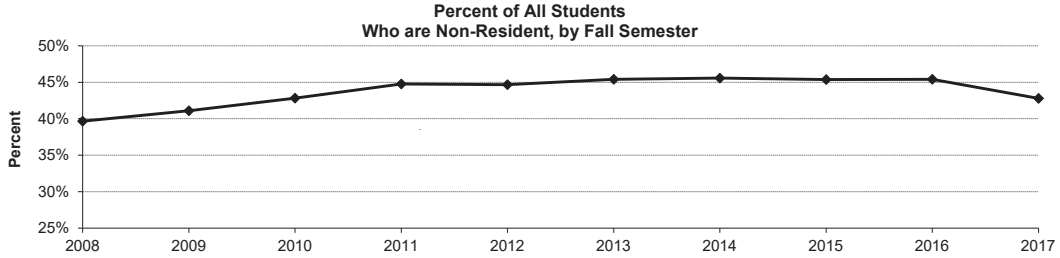
Minorities as a Percentage of All Students (All Levels)



Fall Semester Student Headcount Enrollment by Residency - All Students

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate	**20,763**	**20,534**	**21,128**	**21,528**	**21,921**	**21,904**	**22,289**	**23,300**	**24,430**	**24,503**
Iowa Resident	13,189	12,719	12,578	12,215	12,192	12,012	12,139	12,758	13,314	14,160
Non-Resident	7,574	7,815	8,550	9,313	9,729	9,892	10,150	10,542	11,116	10,343
Percent Resident	*63.5%*	*61.9%*	*59.5%*	*56.7%*	*55.6%*	*54.8%*	*54.5%*	*54.8%*	*54.5%*	*57.8%*
Graduate	**6,343**	**6,442**	**6,375**	**6,290**	**6,206**	**5,939**	**5,804**	**5,688**	**5,698**	**5,816**
Iowa Resident	2,932	2,944	2,882	2,820	2,868	2,681	2,618	2,605	2,669	2,770
Non-Resident	3,411	3,498	3,493	3,470	3,338	3,258	3,186	3,083	3,029	3,046
Percent Resident	*46.2%*	*45.7%*	*45.2%*	*44.8%*	*46.2%*	*45.1%*	*45.1%*	*45.8%*	*46.8%*	*47.6%*
Professional	**1,997**	**1,969**	**1,966**	**1,955**	**1,923**	**1,835**	**1,812**	**1,799**	**1,837**	**1,847**
Iowa Resident	1,288	1,249	1,231	1,222	1,260	1,206	1,169	1,143	1,138	1,155
Non-Resident	709	720	735	733	663	629	643	656	699	692
Percent Resident	*64.5%*	*63.4%*	*62.6%*	*62.5%*	*65.5%*	*65.7%*	*64.5%*	*63.5%*	*61.9%*	*62.5%*
Postgraduate	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
Iowa Resident	994	928	909	948	1,066	1,024	1,121	1,023	1,052	1,115
Non-Resident	404	415	399	424	304	294	296	283	271	283
Percent Resident	*71.1%*	*69.1%*	*69.5%*	*69.1%*	*77.8%*	*77.7%*	*79.1%*	*78.3%*	*79.5%*	*79.8%*
All Students	**30,501**	**30,288**	**30,777**	**31,145**	**31,420**	**30,996**	**31,322**	**32,093**	**33,288**	**33,564**
Iowa Resident	18,403	17,840	17,600	17,205	17,386	16,923	17,047	17,529	18,173	19,200
Non-Resident	12,098	12,448	13,177	13,940	14,034	14,073	14,275	14,564	15,115	14,364
Percent Resident	*60.3%*	*58.9%*	*57.2%*	*55.2%*	*55.3%*	*54.6%*	*54.4%*	*54.6%*	*54.6%*	*57.2%*

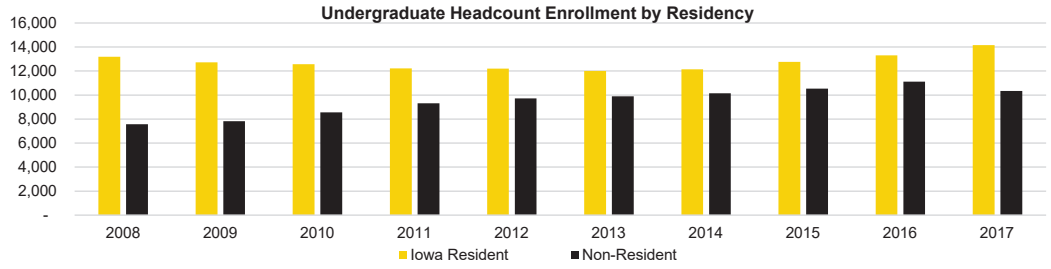
Source: MAUI/Registrar's data warehouse (see Note 1)



Fall Semester Undergraduate Headcount Enrollment by Residency

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
New First-Year	**4,246**	**4,063**	**4,557**	**4,565**	**4,470**	**4,460**	**4,666**	**5,241**	**5,643**	**5,027**
Iowa Resident	2,224	2,052	2,097	2,062	2,121	2,134	2,197	2,459	2,848	2,907
Non-Resident	2,022	2,011	2,460	2,503	2,349	2,326	2,469	2,782	2,795	2,120
Percent Resident	*52.4%*	*50.5%*	*46.0%*	*45.2%*	*47.4%*	*47.8%*	*47.1%*	*46.9%*	*50.5%*	*57.8%*
New Transfer	**1,048**	**1,144**	**1,164**	**1,272**	**1,258**	**1,141**	**1,172**	**1,056**	**1,265**	**1,201**
Iowa Resident	820	899	893	980	957	875	860	761	924	881
Non-Resident	228	245	271	292	301	266	312	295	341	320
Percent Resident	*78.2%*	*78.6%*	*76.7%*	*77.0%*	*76.1%*	*76.7%*	*73.4%*	*72.1%*	*73.0%*	*73.4%*
New Off-Campus/New Nondegree	**427**	**346**	**353**	**332**	**315**	**334**	**484**	**865**	**940**	**600**
Iowa Resident	153	150	160	139	122	159	221	417	341	258
Non-Resident	274	196	193	193	193	175	263	448	599	342
Percent Resident	*35.8%*	*43.4%*	*45.3%*	*41.9%*	*38.7%*	*47.6%*	*45.7%*	*48.2%*	*36.3%*	*43.0%*
Continuing	**15,042**	**14,981**	**15,054**	**15,359**	**15,878**	**15,969**	**15,967**	**16,138**	**16,582**	**17,675**
Iowa Resident	9,992	9,618	9,428	9,034	8,992	8,844	8,861	9,121	9,201	10,114
Non-Resident	5,050	5,363	5,626	6,325	6,886	7,125	7,106	7,017	7,381	7,561
Percent Resident	*66.4%*	*64.2%*	*62.6%*	*58.8%*	*56.6%*	*55.4%*	*55.5%*	*56.5%*	*55.5%*	*57.2%*
All Undergraduates	**20,763**	**20,534**	**21,128**	**21,528**	**21,921**	**21,904**	**22,289**	**23,300**	**24,430**	**24,503**
Iowa Resident	13,189	12,719	12,578	12,215	12,192	12,012	12,139	12,758	13,314	14,160
Non-Resident	7,574	7,815	8,550	9,313	9,729	9,892	10,150	10,542	11,116	10,343
Percent Resident	*63.5%*	*61.9%*	*59.5%*	*56.7%*	*55.6%*	*54.8%*	*54.5%*	*54.8%*	*54.5%*	*57.8%*

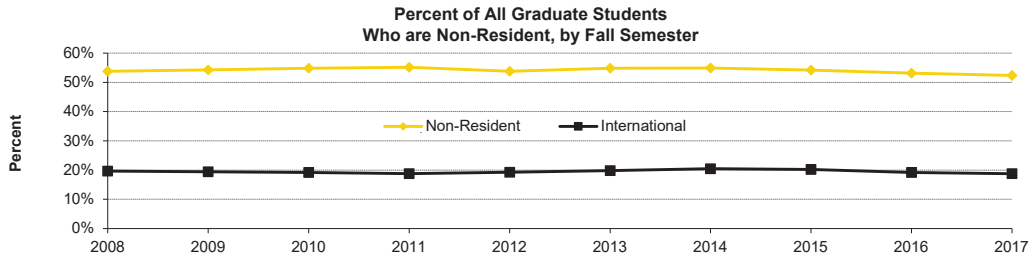
Source: MAUI/Registrar's data warehouse (see Note 1).



Fall Semester Graduate Student Headcount Enrollment by Residency

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
New Students	**1,245**	**1,256**	**1,258**	**1,152**	**1,174**	**1,067**	**1,121**	**1,104**	**1,138**	**1,189**
Iowa Resident	459	459	415	384	394	405	438	401	420	464
Non-Resident	786	797	843	768	780	662	683	703	718	725
Percent Resident	*36.9%*	*36.5%*	*33.0%*	*33.3%*	*33.6%*	*38.0%*	*39.1%*	*36.3%*	*36.9%*	*39.0%*
UI Transfer Students	**378**	**346**	**294**	**296**	**291**	**295**	**304**	**366**	**360**	**371**
Iowa Resident	312	297	235	243	240	240	228	300	296	293
Non-Resident	66	49	59	53	51	55	76	66	64	78
Percent Resident	*82.5%*	*85.8%*	*79.9%*	*82.1%*	*82.5%*	*81.4%*	*75.0%*	*82.0%*	*82.2%*	*79.0%*
Continuing Students	**4,720**	**4,840**	**4,823**	**4,842**	**4,741**	**4,577**	**4,379**	**4,218**	**4,200**	**4,256**
Iowa Resident	2161	2188	2232	2193	2234	2036	1952	1904	1953	2013
Non-Resident	2559	2652	2591	2649	2507	2541	2427	2314	2247	2243
Percent Resident	*45.8%*	*45.2%*	*46.3%*	*45.3%*	*47.1%*	*44.5%*	*44.6%*	*45.1%*	*46.5%*	*47.3%*
All Graduate Students	**6,343**	**6,442**	**6,375**	**6,290**	**6,206**	**5,939**	**5,804**	**5,688**	**5,698**	**5,816**
Iowa Resident	2932	2944	2882	2820	2868	2681	2618	2605	2669	2770
Non-Resident	3411	3498	3493	3470	3338	3258	3186	3083	3029	3046
Percent Resident	*46.2%*	*45.7%*	*45.2%*	*44.8%*	*46.2%*	*45.1%*	*45.1%*	*45.8%*	*46.8%*	*47.6%*

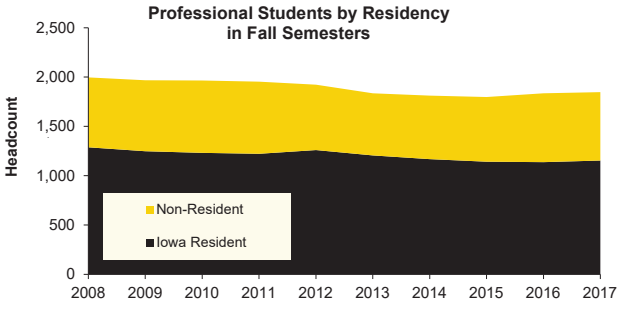
Source: MAUI/Registrar's data warehouse (see Note 1)

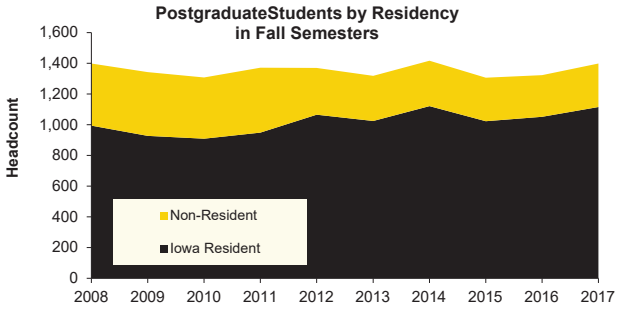


Fall Semester Professional and Postgraduate Student Headcount Enrollment by Residency

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
New Professional Students	**355**	**337**	**356**	**337**	**283**	**230**	**298**	**308**	**299**	**300**
Iowa Resident	170	162	165	166	148	123	147	144	141	148
Non-Resident	185	175	191	171	135	107	151	164	158	152
Percent Resident	*47.9%*	*48.1%*	*46.3%*	*49.3%*	*52.3%*	*53.5%*	*49.3%*	*46.8%*	*47.2%*	*49.3%*
UI Transfer Professional Students	**165**	**177**	**179**	**170**	**157**	**149**	**142**	**144**	**142**	**154**
Iowa Resident	143	156	166	152	138	127	117	121	126	132
Non-Resident	22	21	13	18	19	22	25	23	16	22
Percent Resident	*86.7%*	*88.1%*	*92.7%*	*89.4%*	*87.9%*	*85.2%*	*82.4%*	*84.0%*	*88.7%*	*85.7%*
Continuing Professional Students	**1,477**	**1,455**	**1,431**	**1,448**	**1,483**	**1,456**	**1,372**	**1,347**	**1,396**	**1,393**
Iowa Resident	975	931	900	904	974	956	905	878	871	875
Non-Resident	502	524	531	544	509	500	467	469	525	518
Percent Resident	*66.0%*	*64.0%*	*62.9%*	*62.4%*	*65.7%*	*65.7%*	*66.0%*	*65.2%*	*62.4%*	*62.8%*
All Professional Students	**1,997**	**1,969**	**1,966**	**1,955**	**1,923**	**1,835**	**1,812**	**1,799**	**1,837**	**1,847**
Iowa Resident	1,288	1,249	1,231	1,222	1,260	1,206	1,169	1,143	1,138	1,155
Non-Resident	709	720	735	733	663	629	643	656	699	692
Percent Resident	*64.5%*	*63.4%*	*62.6%*	*62.5%*	*65.5%*	*65.7%*	*64.5%*	*63.5%*	*61.9%*	*62.5%*
Postgraduate Students	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
Iowa Resident	994	928	909	948	1,066	1024	1,121	1,023	1,052	1115
Non-Resident	404	415	399	424	304	294	296	283	271	283
Percent Resident	*71.1%*	*69.1%*	*69.5%*	*69.1%*	*77.8%*	*77.7%*	*79.1%*	*78.3%*	*79.5%*	*79.8%*

Source: MAUI/Registrar's data warehouse (see Note 1)





Fall Semester Student Headcount Enrollment by Geographic Origin

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate	**20,763**	**20,534**	**21,128**	**21,528**	**21,921**	**21,904**	**22,289**	**23,300**	**24,430**	**24,503**
Iowa	13,185	12,717	12,576	12,215	12,192	12,012	12,139	12,758	13,314	14,160
States Adjoining Iowa	6,174	6,229	6,493	6,744	6,857	6,706	6,678	6,762	7,225	6,912
Other States	881	818	821	873	891	988	1,030	1,177	1,402	1,354
U.S. Territories	3	3	3	1	4	7	9	6	11	13
Other Countries	520	767	1,235	1,695	1,977	2,191	2,433	2,597	2,478	2,064
Graduate	**6,343**	**6,442**	**6,375**	**6,290**	**6,206**	**5,939**	**5,804**	**5,688**	**5,698**	**5,816**
Iowa	2,932	2,944	2,882	2,820	2,868	2,681	2,618	2,605	2,669	2,770
States Adjoining Iowa	909	962	964	970	874	858	845	817	798	811
Other States	1,242	1,268	1,285	1,295	1,247	1,203	1,129	1,093	1,118	1,187
U.S. Territories	13	17	20	24	22	22	23	23	22	16
Other Countries	1,247	1,251	1,224	1,181	1,195	1,175	1,189	1,150	1,091	1,032
Professional	**1,997**	**1,969**	**1,966**	**1,955**	**1,923**	**1,835**	**1,812**	**1,799**	**1,837**	**1,847**
Iowa	1,288	1,249	1,231	1,222	1,260	1,206	1,169	1,143	1,138	1,155
States Adjoining Iowa	333	352	363	352	316	302	297	288	300	300
Other States	354	340	352	362	322	306	316	330	368	361
U.S. Territories	0	0	0	0	0	1	1	2	4	3
Other Countries	22	28	20	19	25	20	29	36	27	28
Postgraduate	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
Iowa	994	928	909	948	1,066	1,024	1,121	1,023	1,052	1,115
States Adjoining Iowa	23	28	25	22	0	0	0	0	0	0
Other States	35	45	76	58	0	0	0	0	0	0
U.S. Territories	0	0	0	0	0	0	0	0	0	0
Other Countries	346	342	298	344	304	294	296	283	271	283
All Students	**30,501**	**30,288**	**30,777**	**31,145**	**31,420**	**30,996**	**31,322**	**32,093**	**33,288**	**33,564**
Iowa	18,399	17,838	17,598	17,205	17,386	16,923	17,047	17,529	18,173	19,200
States Adjoining Iowa	7,439	7,571	7,845	8,088	8,047	7,866	7,820	7,867	8,323	8,023
Other States	2,512	2,471	2,534	2,588	2,460	2,497	2,475	2,600	2,888	2,902
U.S. Territories	16	20	23	25	26	30	33	31	37	32
Other Countries	2,135	2,388	2,777	3,239	3,501	3,680	3,947	4,066	3,867	3,407

Source: MAUI/Registrar's data warehouse (see Note 1). See note regarding differences in count of residents as compared to Heacount Enrollment by Residency.

Note: International status, residency status, and residency state are derived from distinct fields in the student information system and were not perfectly aligned prior to MAUI implementation in fall 2013, resulting in small variations among reports that include residency and/or international status. See notes on Reporting Variations for detail.

Fall Semester Headcount Enrollment by Full Time and Part Time

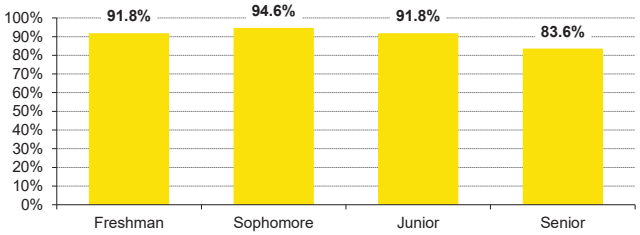
Student Level			2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate		Full Time	**18,616**	**18,370**	**18,994**	**19,354**	**19,526**	**19,491**	**19,546**	**19,911**	**20,868**	**21,222**
		Part Time	**2,147**	**2,164**	**2,134**	**2,174**	**2,395**	**2,413**	**2,743**	**3,389**	**3,562**	**3,281**
	Freshman	Full Time	5,157	5,014	5,410	5,528	5,322	5,397	5,327	5,788	6,123	5,445
		Part Time	105	115	154	212	270	303	432	561	589	488
	Sophomore	Full Time	4,158	4,066	4,276	4,357	4,597	4,417	4,477	4,446	5,012	5,370
		Part Time	172	192	175	174	201	224	244	251	280	304
	Junior	Full Time	4,767	4,620	4,556	4,830	4,831	4,845	4,811	4,774	4,800	5,463
		Part Time	343	344	438	429	488	437	429	429	451	488
	Senior	Full Time	4,353	4,513	4,520	4,443	4,586	4,616	4,750	4,702	4,744	4,788
		Part Time	945	952	829	915	952	1,000	963	976	938	942
	Unclassified	Full Time	181	157	232	196	190	216	181	201	189	156
		Part Time	582	561	538	444	484	449	675	1,172	1,304	1,059
Graduate		Full Time	**3,091**	**3,245**	**3,325**	**3,258**	**3,203**	**3,161**	**3,104**	**2,953**	**2,964**	**2,953**
		Part Time	**3,252**	**3,197**	**3,050**	**3,032**	**3,003**	**2,778**	**2,700**	**2,735**	**2,734**	**2,863**
	Master's	Full Time	1,846	1,914	1,888	1,810	1,794	1,738	1,701	1,641	1,616	1,604
		Part Time	1,200	1,181	1,113	1,105	993	954	960	969	1,041	1,241
	Doctoral	Full Time	1,221	1,297	1,414	1,412	1,383	1,388	1,373	1,287	1,323	1,317
		Part Time	1,543	1,490	1,458	1,461	1,511	1,396	1,262	1,289	1,179	1,110
	Other	Full Time	24	34	23	36	26	35	30	25	25	32
		Part Time	509	526	479	466	499	428	478	477	514	512
Professional		Full Time	**1,895**	**1,863**	**1,867**	**1,841**	**1,825**	**1,752**	**1,743**	**1,729**	**1,761**	**1,766**
		Part Time	**102**	**106**	**99**	**114**	**98**	**83**	**69**	**70**	**76**	**81**
Postgraduate		Full Time	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
		Part Time	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total		**Full Time**	**25,000**	**24,821**	**25,494**	**25,825**	**25,924**	**25,722**	**25,810**	**25,899**	**26,916**	**27,339**
		Part Time	**5,501**	**5,467**	**5,283**	**5,320**	**5,496**	**5,274**	**5,512**	**6,194**	**6,372**	**6,225**
		Total	**30,501**	**30,288**	**30,777**	**31,145**	**31,420**	**30,996**	**31,322**	**32,093**	**33,288**	**33,564**

Source: MAUI/Registrar's data warehouse (see Note 1).

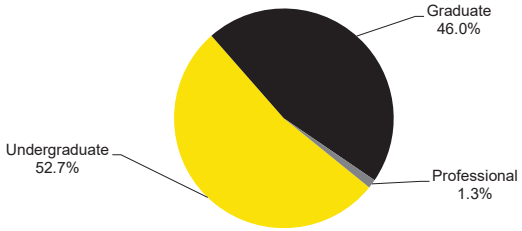
continued

Fall Semester Headcount Enrollment by Full Time and Part Time, *continued*

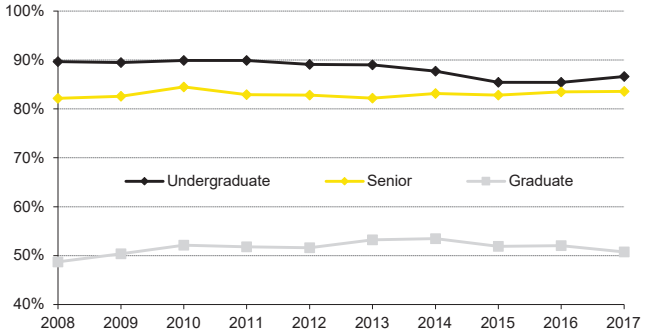
Percent Full Time by Student Year, Fall 2017



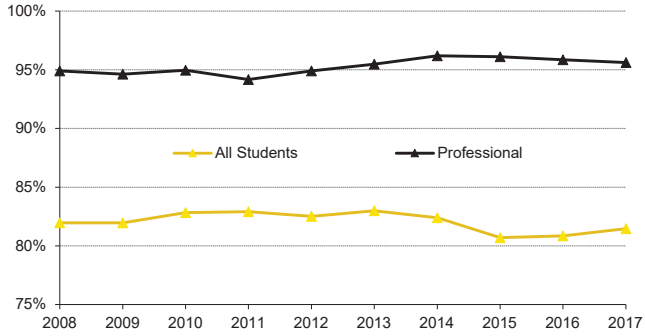
Who are the Part Time Students?



Percent Full Time by Student Level



Percent Full Time by Student Level

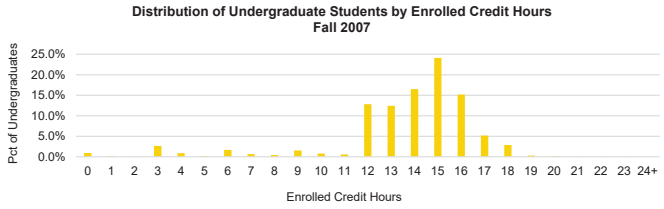


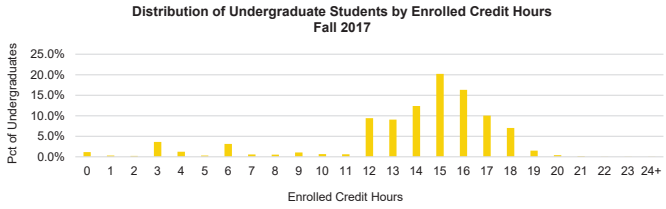
Fall Semester Headcount Enrollment by Enrolled Credit Hours

	2007								2012								2017							
SCH	Ugrad degree/ certificate-seeking	Ugrad not degree/ certificate-seeking	Ugrad Total	Grad degree/ certificate-seeking	Grad not degree/ certificate-seeking	Grad Total	First Prof	Total	Ugrad degree/ certificate-seeking	Ugrad not degree/ certificate-seeking	Ugrad Total	Grad degree/ certificate-seeking	Grad not degree/ certificate-seeking	Grad Total	First Prof	Total	Ugrad degree/ certificate-seeking	Ugrad not degree/ certificate-seeking	Ugrad Total	Grad degree/ certificate-seeking	Grad not degree/ certificate-seeking	Grad Total	First Prof	Total
0	147	43	**190**	445	23	**468**	**16**	**674**	229	19	**248**	262	21	**283**	**16**	**547**	52	226	**278**	56	17	**73**	**15**	**366**
1	16	13	**29**	81	11	**92**	**2**	**123**	13	19	**32**	128	8	**136**	**4**	**172**	28	52	**80**	507	13	**520**	**12**	**612**
2	7	10	**17**	560	16	**576**	**13**	**606**	24	18	**42**	574	8	**582**	**12**	**636**	44	7	**51**	212	4	**216**	**10**	**277**
3	263	286	**549**	652	308	**960**	**3**	**1,512**	270	167	**437**	526	282	**808**	**5**	**1,250**	362	525	**887**	765	245	**1,010**	**3**	**1,900**
4	87	97	**184**	104	20	**124**	**0**	**308**	133	79	**212**	91	8	**99**	**1**	**312**	246	52	**298**	72	5	**77**	**0**	**375**
5	23	10	**33**	39	12	**51**	**2**	**86**	44	20	**64**	63	2	**65**	**2**	**131**	58	14	**72**	54	4	**58**	**1**	**131**
6	306	47	**353**	723	119	**842**	**1**	**1,196**	488	31	**519**	687	116	**803**	**2**	**1,324**	690	83	**773**	631	111	**742**	**7**	**1,522**
7	100	33	**133**	86	16	**102**	**1**	**236**	134	25	**159**	140	6	**146**	**1**	**306**	123	17	**140**	112	4	**116**	**1**	**257**
8	83	9	**92**	33	3	**36**	**1**	**129**	113	17	**130**	78	1	**79**	**4**	**213**	119	10	**129**	48	0	**48**	**4**	**181**
9	287	35	**322**	867	8	**875**	**5**	**1,202**	255	15	**270**	845	20	**865**	**5**	**1,140**	247	11	**258**	809	19	**828**	**4**	**1,090**
10	159	6	**165**	354	6	**360**	**19**	**544**	146	6	**152**	423	3	**426**	**21**	**599**	156	7	**163**	371	2	**373**	**5**	**541**
11	106	9	**115**	154	0	**154**	**17**	**286**	123	7	**130**	206	0	**206**	**25**	**361**	145	7	**152**	226	1	**227**	**19**	**398**
12	2,642	31	**2,673**	640	2	**642**	**237**	**3,552**	2393	52	**2,445**	630	2	**632**	**148**	**3,225**	2278	32	**2,310**	524	0	**524**	**98**	**2,932**
13	2,571	15	**2,586**	256	4	**260**	**86**	**2,932**	2093	50	**2,143**	327	0	**327**	**87**	**2,557**	2208	9	**2,217**	234	1	**235**	**69**	**2,521**
14	3,416	19	**3,435**	132	1	**133**	**100**	**3,668**	3685	36	**3,721**	170	0	**170**	**140**	**4,031**	3021	7	**3,028**	155	1	**156**	**114**	**3,298**
15	5,011	18	**5,029**	336	1	**337**	**423**	**5,789**	5023	48	**5,071**	362	1	**363**	**440**	**5,874**	4916	35	**4,951**	332	1	**333**	**248**	**5,532**
16	3,147	13	**3,160**	19	0	**19**	**271**	**3,450**	3282	4	**3,286**	80	0	**80**	**192**	**3,558**	3970	33	**4,003**	79	1	**80**	**159**	**4,242**
17	1,075	2	**1,077**	42	0	**42**	**104**	**1,223**	1576	21	**1,597**	35	0	**35**	**68**	**1,700**	2458	4	**2,462**	21	0	**21**	**154**	**2,637**
18	600	2	**602**	51	0	**51**	**110**	**763**	998	15	**1,013**	20	0	**20**	**180**	**1,213**	1699	22	**1,721**	57	0	**57**	**185**	**1,963**
19	62	0	**62**	62	0	**62**	**242**	**366**	165	0	**165**	45	0	**45**	**130**	**340**	363	0	**363**	3	0	**3**	**20**	**386**
20	29	0	**29**	28	0	**28**	**189**	**246**	42	0	**42**	29	0	**29**	**271**	**342**	101	0	**101**	45	0	**45**	**127**	**273**
21	9	0	**9**	6	0	**6**	**8**	**23**	24	0	**24**	7	0	**7**	**31**	**62**	45	1	**46**	24	0	**24**	**42**	**112**
22	6	0	**6**	1	0	**1**	**24**	**31**	8	0	**8**	0	0	**0**	**8**	**16**	12	0	**12**	0	0	**0**	**11**	**23**
23	1	0	**1**	0	0	**0**	**11**	**12**	9	0	**9**	0	0	**0**	**3**	**12**	6	0	**6**	0	0	**0**	**11**	**17**
24+	0	0	**0**	0	0	**0**	111	**111**	2	0	**2**	0	0	**0**	127	**129**	2	0	**2**	50	0	**50**	528	**580**
Total	20,153	698	**20,851**	5,671	550	**6,221**	**1,996**	**29,068**	21,272	649	**21,921**	5,728	478	**6,206**	**1,923**	**30,050**	23,349	1,154	**24,503**	5,387	429	**5,816**	**1,847**	**32,166**

Source: MAUI/Registrar's data warehouse (see Note 1).

Note: In fall 2007, 33 Guided Independent Study (GIS) students enrolled in course work for credit and were counted in the enrollment headcounts, but their hours (116 total) were not included in the Credit Hours Report. These students (29 undergraduates and 4 graduate students) appear in the report above as enrollments for 0 credits hours.



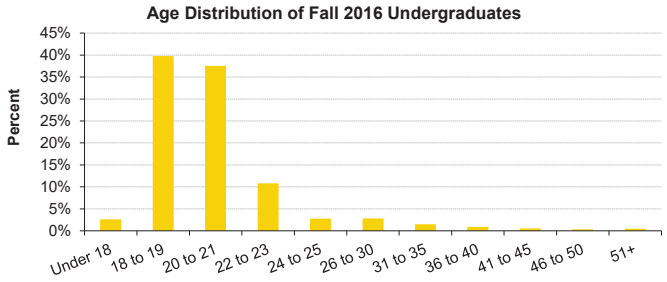


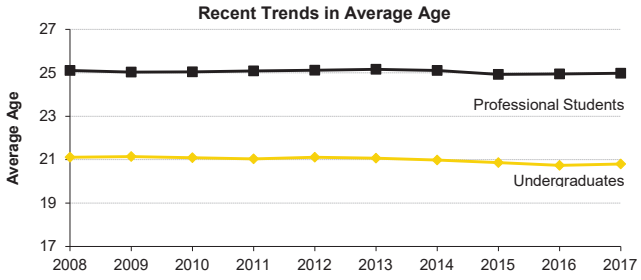
Fall Semester Headcount Enrollment by Age

	Undergraduate									
Age	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**
Under 18	159	162	225	188	214	226	418	728	876	641
18 to 19	7,686	7,489	7,821	8,210	8,144	8,040	8,367	9,041	10037	9747
20 to 21	7,767	7,976	8,154	8,278	8,453	8,610	8,519	8,524	8573	9201
22 to 23	2,893	2,674	2,709	2,668	2,812	2,808	2,833	2,743	2642	2653
24 to 25	727	678	629	623	674	656	632	664	709	678
26 to 30	733	768	756	759	745	724	661	703	696	686
31 to 35	313	308	311	312	334	334	339	364	356	359
36 to 40	194	171	203	178	200	182	202	185	204	218
41 to 45	114	105	126	130	134	123	116	130	135	125
46 to 50	77	90	83	72	80	82	93	84	88	77
51+	100	113	111	110	131	119	109	134	113	117
Unknown	0	0	0	0	0	0	0	0	1	1
Total	20,763	20,534	21,128	21,528	21,921	21,904	22,289	23,300	24,430	24,503
Average	*21.1*	*21.1*	*21.1*	*21.0*	*21.1*	*21.1*	*21.0*	*20.9*	*20.7*	*20.8*

	Professional									
2008	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**
0	0	0	0	0	0	0	0	0	0
2	0	1	1	1	1	2	1	0	0
70	78	83	75	74	78	92	80	85	90
634	617	602	582	573	509	527	567	557	527
668	700	678	692	670	646	627	617	657	675
500	444	484	486	484	479	444	438	438	447
78	84	76	77	84	91	83	67	69	75
28	33	31	28	24	22	28	22	21	20
14	10	8	9	7	5	4	5	6	9
3	3	3	4	3	2	2	1	4	4
0	0	0	1	3	2	3	1	0	0
0	0	0	0	0	0	0	0	0	0
1,997	1,969	1,966	1,955	1,923	1,835	1,812	1,799	1,837	1,847
25.1	*25.0*	*25.0*	*25.1*	*25.1*	*25.2*	*25.1*	*24.9*	*24.9*	*25.0*

Source: MAUI/Registrar's data warehouse (see Note 1)





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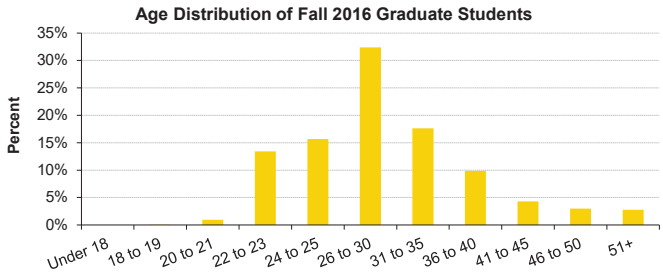
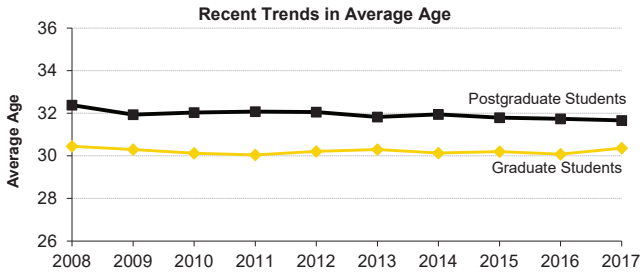
Fall Semester Enrollment by Age, *continued*

	Graduate										Postgraduate									
Age	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**
Under 18	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 to 19	0	1	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	1
20 to 21	40	44	58	45	45	29	28	35	56	54	0	1	1	0	0	0	0	0	0	0
22 to 23	767	801	811	818	793	701	733	719	723	781	1	1	2	0	0	0	1	1	1	1
24 to 25	1,119	1,125	1,068	1,061	1,011	1,022	942	893	931	911	20	24	20	15	18	18	14	17	17	15
26 to 30	2,124	2,217	2,239	2,242	2,147	2,021	2,051	1,995	1975	1885	622	607	597	453	623	612	647	620	623	671
31 to 35	1,024	1,023	1,040	1,007	1,074	1,066	1,019	1,028	980	1024	471	474	448	428	480	468	513	446	484	509
36 to 40	549	517	507	483	496	491	475	473	512	573	171	154	139	119	157	139	153	150	123	124
41 to 45	300	298	263	280	295	271	251	234	247	251	61	49	60	44	57	47	55	42	51	48
46 to 50	205	223	202	183	168	170	158	155	137	174	29	20	28	16	20	11	13	11	10	14
51+	215	193	186	170	176	167	146	156	136	162	23	13	13	9	15	23	21	19	14	15
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	288	0	0	0	0	0	0
Total	6,343	6,442	6,375	6,290	6,206	5,939	5,804	5,688	5,698	5,816	1,398	1,343	1,308	1,372	1,370	1,318	1,417	1,306	1,323	1,398
Average	*30.5*	*30.3*	*30.1*	*30.0*	*30.2*	*30.3*	*30.1*	*30.2*	*30.1*	*30.4*	*32.4*	*31.9*	*32.0*	*32.1*	*32.1*	*31.8*	*31.9*	*31.8*	*31.7*	*31.7*

Source: MAUI/Registrar's data warehouse (see Note 1)





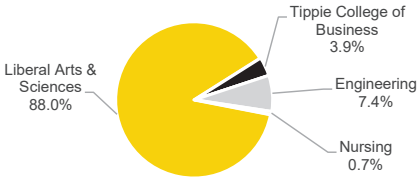
Fall Semester Headcount - New Students

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
New First-Year Undergraduate Students	**4,246**	**4,063**	**4,557**	**4,565**	**4,470**	**4,460**	**4,666**	**5,241**	**5,643**	**5,027**
Freshmen	4,192	3,999	4,490	4,498	4,417	4,384	4,469	4,938	5,300	4,566
Sophomores	53	59	65	60	49	69	188	282	312	417
Juniors	1	5	2	7	4	7	8	21	31	44
Unclassified	0	0	0	0	0	0	1	0	0	0
New Transfer Students	**2,448**	**2,525**	**2,584**	**2,585**	**2,517**	**2,255**	**2,395**	**2,288**	**2,535**	**2,513**
Undergraduate	**1,048**	**1,144**	**1,164**	**1,272**	**1,258**	**1,141**	**1,172**	**1,056**	**1,265**	**1,201**
Freshmen	119	122	115	135	132	187	172	134	181	131
Sophomores	335	388	445	429	410	439	446	398	467	400
Juniors	520	557	532	618	633	450	491	467	553	601
Seniors	74	77	61	90	83	64	63	57	64	69
Unclassified	0	0	11	0	0	1	0	0	0	0
Graduate	**1,045**	**1,044**	**1,064**	**976**	**976**	**884**	**925**	**924**	**971**	**1,012**
Master's	689	679	679	630	597	549	644	608	637	686
Doctoral	342	347	371	333	365	320	266	300	316	310
Other	14	18	14	13	14	15	15	16	18	16
Professional	**355**	**337**	**356**	**337**	**283**	**230**	**298**	**308**	**299**	**300**
DDS	46	47	49	44	47	45	46	57	61	65
JD	156	158	157	141	118	67	120	123	115	115
MD	106	100	95	103	79	80	82	89	82	87
PHR	47	32	55	49	39	38	50	39	41	33
New Off-Campus Students	**282**	**243**	**212**	**183**	**223**	**181**	**177**	**150**	**138**	**142**
Undergraduate	154	108	81	78	85	57	45	45	33	40
Graduate	128	135	131	105	138	124	132	105	105	102
New Nondegree Students	**345**	**315**	**335**	**325**	**290**	**336**	**503**	**895**	**969**	**635**
Undergraduate	273	238	272	254	230	277	439	820	907	560
Graduate	72	77	63	71	60	59	64	75	62	75
Total New to UI	**7,321**	**7,146**	**7,688**	**7,658**	**7,500**	**7,232**	**7,741**	**8,574**	**9,285**	**8,317**
UI Degree Transfer Students	**504**	**486**	**449**	**431**	**417**	**393**	**410**	**443**	**427**	**476**
Graduate	**339**	**309**	**270**	**261**	**260**	**244**	**268**	**299**	**286**	**322**
Master's	302	289	247	226	216	202	231	251	231	279
Doctoral	32	20	22	33	42	42	37	48	52	43
Other	5	0	1	2	2	0	0	0	3	0
Professional	**165**	**177**	**179**	**170**	**157**	**149**	**142**	**144**	**141**	**154**
DDS	23	24	31	24	20	20	23	23	19	17
JD	45	38	50	43	41	30	32	31	28	25
MD	35	40	45	42	26	29	29	22	24	34
PHR	62	75	53	61	70	70	58	68	70	78
UI Nondegree Transfer Graduate Students	**39**	**37**	**24**	**35**	**31**	**51**	**36**	**67**	**74**	**49**

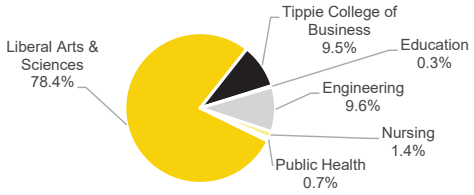
Fall Semester Headcount - New First-Year Students

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
TOTAL	**4,246**	**4,063**	**4,557**	**4,565**	**4,470**	**4,460**	**4,666**	**5,241**	**5,643**	**5,027**
By College										
Liberal Arts & Sciences	3,736	3,562	3,905	3,925	3,814	3,738	3,811	4,208	4,419	3942
Tippie College of Business	166	129	139	162	169	193	277	399	492	479
Education	0	0	0	0	0	0	0	0	0	14
Engineering	316	333	459	430	437	465	514	561	629	485
Nursing	28	39	54	48	50	64	64	73	71	72
Public Health	0	0	0	0	0	0	0	0	32	35

Fall 2008 Headcount Enrollment of New First-Year Students



Fall 2017 Headcount Enrollment of New First-Year Students



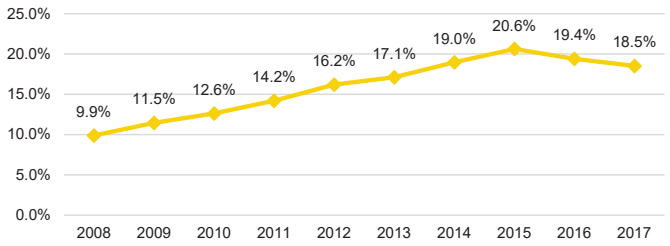
By Full- or Part-Time										
Full-Time	4,182	4,004	4,457	4,433	4,293	4,270	4,347	4,848	5,226	4,709
Part-Time	64	59	100	132	177	190	319	393	417	318
Percent Full-Time	*98.5%*	*98.5%*	*97.8%*	*97.1%*	*96.0%*	*95.7%*	*93.2%*	*92.5%*	*92.6%*	*93.7%*
By Residency										
Iowa Resident	2,224	2,052	2,097	2,062	2,121	2,134	2,197	2,459	2,848	2,907
Non-Resident	2,022	2,011	2,460	2,503	2,349	2,326	2,469	2,782	2,795	2,120
Percent Resident	*52.4%*	*50.5%*	*46.0%*	*45.2%*	*47.4%*	*47.8%*	*47.1%*	*46.9%*	*50.5%*	*57.8%*

continued

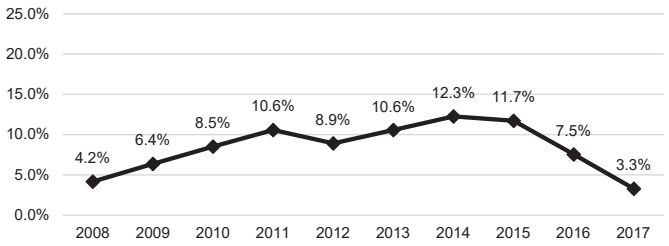
Fall Semester Headcount - New First-Year Students, *continued*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
TOTAL	**4,246**	**4,063**	**4,557**	**4,565**	**4,470**	**4,460**	**4,666**	**5,241**	**5,643**	**5,027**
By Gender										
Men	2,024	1,877	2,099	2,108	2,065	2,036	2,144	2,384	2,570	2,201
Women	2,222	2,186	2,458	2,457	2,405	2,424	2,516	2,854	3,062	2,817
Prefer Not to Answer/Other	0	0	0	0	0	0	6	3	11	9
Percent Women	*52.3%*	*53.8%*	*53.9%*	*53.8%*	*53.8%*	*54.3%*	*53.9%*	*54.5%*	*54.3%*	*56.0%*
By Racial/Ethnic Category										
Domestic										
Hispanic/Latino	140	190	231	305	305	327	395	477	459	389
American Indian or Alaska Native	21	7	9	7	9	7	4	10	11	8
Asian	146	125	136	122	158	144	178	223	240	202
Black or African American	102	89	111	119	142	145	167	211	181	135
Native Hawaiian or Other Pacific Islander	11	7	6	7	3	5	6	2	5	3
Two or More Races	0	48	83	88	107	136	136	158	199	194
White	3,487	3,245	3,435	3,283	3,219	3,083	3,122	3,510	4,086	3,880
Not Specified/Unknown	162	93	158	151	128	142	86	36	37	51
International	177	259	388	483	399	471	572	614	425	165
Percent Minority	*9.9%*	*11.5%*	*12.6%*	*14.2%*	*16.2%*	*17.1%*	*19.0%*	*20.6%*	*19.4%*	*18.5%*
Percent International	*4.2%*	*6.4%*	*8.5%*	*10.6%*	*8.9%*	*10.6%*	*12.3%*	*11.7%*	*7.5%*	*3.3%*

Minorities as a Percentage of All New First-Year Students



International as a Percentage of All New First-Year Students



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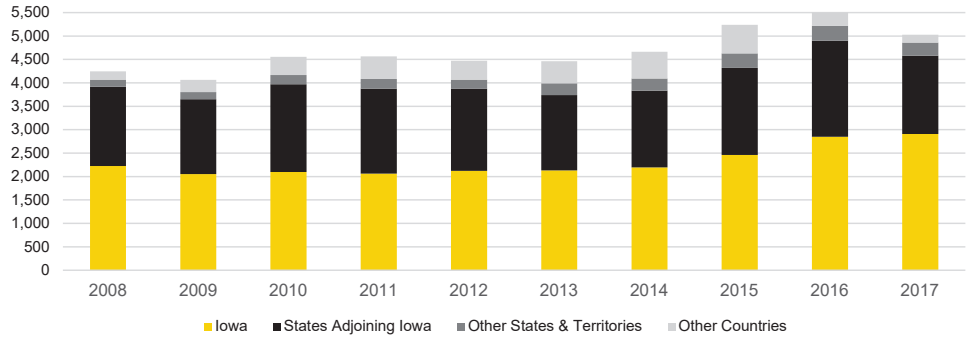
Fall Semester Headcount - New First-Year Students, *continued*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
TOTAL	**4,246**	**4,063**	**4,557**	**4,565**	**4,470**	**4,460**	**4,666**	**5,241**	**5,643**	**5,027**
By Geographic Origiin										
Iowa	2,223	2,052	2,096	2,062	2,121	2,134	2,197	2,459	2,848	2,907
States Adjoining Iowa	1,694	1,599	1,874	1,813	1,750	1,606	1,637	1,863	2,054	1,674
Other States	152	152	198	207	198	247	258	303	312	276
U.S. Territories	0	1	1	0	2	2	2	2	4	5
Other Countries	177	259	388	483	399	471	572	614	425	165

New First-Year Students by Geographic Origin



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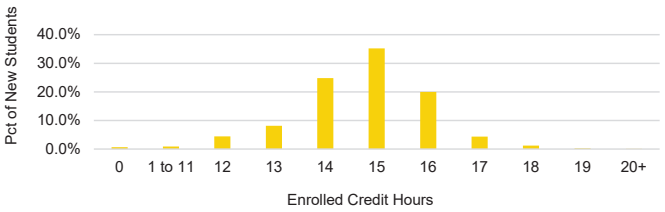
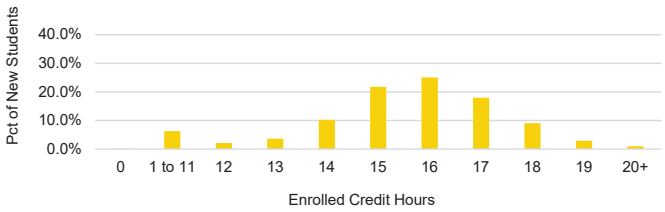
Fall Semester Headcount - New First-Year Students, *continued*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
TOTAL	**4,246**	**4,063**	**4,557**	**4,565**	**4,470**	**4,460**	**4,666**	**5,241**	**5,643**	**5,029**
By Enrolled Credit Hours										
0	26	26	37	74	62	49	137	138	69	3
1 to 11	38	33	63	58	115	131	182	255	348	315
12	189	148	183	108	127	172	143	70	150	104
13	347	290	320	255	282	261	283	127	205	184
14	1,054	833	899	899	1,056	952	982	472	598	515
15	1,495	1,404	1,519	1,623	1,412	1,390	1,354	1,142	1,254	1,094
16	847	894	994	1,069	932	987	928	1,374	1,334	1,261
17	186	307	368	344	337	357	441	944	925	904
18	53	109	149	116	116	135	179	509	526	455
19	10	13	22	17	29	21	25	167	170	145
20+	1	6	3	2	2	5	12	43	64	47

Distribution of New First-Year Students by Enrolled Credit Hours - Fall 2008



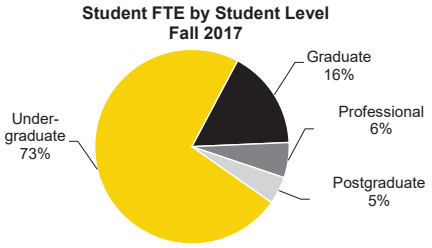
Distribution of New First-Year Students by Enrolled Credit Hours - Fall 2017

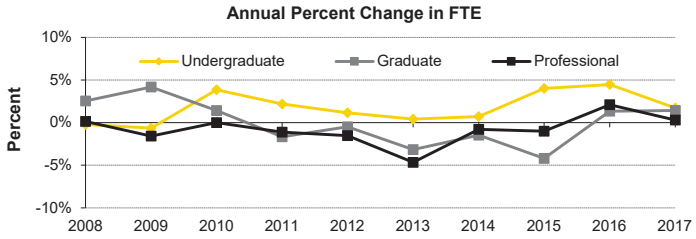


Fall Semester Student FTE by Student Level

Student Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate	**18,840.7**	**18,720.4**	**19,442.8**	**19,870.3**	**20,097.9**	**20,183.1**	**20,329.8**	**21,148.6**	**22,093.5**	**22,472.0**
Freshmen	5,103.9	5,023.7	5,456.3	5,605.1	5,402.7	5,500.6	5,464.1	6,238.2	6,563.7	5,869.1
Sophomores	4,117.3	4,056.4	4,279.2	4,373.6	4,638.1	4,466.8	4,544.1	4,530.4	5,111.5	5,488.9
Juniors	4,780.3	4,656.1	4,655.7	4,926.5	4,945.4	4,997.1	4,957.8	4,961.2	4,989.4	5,686.3
Seniors	4,525.5	4,698.6	4,694.7	4,673.5	4,821.7	4,911.1	5,029.6	5,009.1	5,024.3	5,075.0
Unclassified	313.6	285.6	357.0	291.7	290.0	307.4	334.3	409.7	404.6	352.7
Graduate	**5,230.5**	**5,448.9**	**5,527.0**	**5,435.2**	**5,409.3**	**5,238.9**	**5,161.7**	**4,945.2**	**5,012.1**	**5,083.8**
Master's	3,016.6	3,140.6	3,078.7	2,966.9	2,920.1	2,776.5	2,773.8	2,725.9	2,747.8	2,832.4
Doctoral	1,986.7	2,072.0	2,239.9	2,248.2	2,265.6	2,252.1	2,167.6	2,000.7	2,021.2	2,010.3
Other	227.3	236.3	208.4	220.1	223.6	210.3	220.4	218.6	243.0	241.1
Professional	**1,959.5**	**1,928.6**	**1,928.6**	**1,907.0**	**1,878.2**	**1,790.8**	**1,776.8**	**1,758.8**	**1,795.7**	**1,801.2**
Dentistry (DDS)	308.0	314.8	312.8	311.1	315.8	320.1	325.0	318.3	321.3	324.8
Law (JD)	613.1	583.3	568.9	549.4	519.7	415.4	388.3	388.3	422.8	414.4
Medicine (MD)	601.0	596.5	608.8	605.6	607.8	624.3	633.4	624.2	623.6	630.9
Pharmacy (PharmD)	437.4	434.0	438.0	440.9	435.0	431.0	430.0	428.0	428.0	431.0
Postgraduate	**1,398.0**	**1,343.0**	**1,308.0**	**1,372.0**	**1,370.0**	**1,318.0**	**1,417.0**	**1,306.0**	**1,323.0**	**1,398.0**
Residents	889.0	810.0	782.0	801.0	817.0	799.0	862.0	783.0	822.0	906.0
Fellows	197.0	210.0	197.0	205.0	206.0	189.0	195.0	176.0	185.0	195.0
Post-Doctoral	312.0	323.0	329.0	366.0	347.0	330.0	360.0	347.0	316.0	297.0
Total	**27,428.7**	**27,440.9**	**28,206.4**	**28,584.5**	**28,755.4**	**28,530.7**	**28,685.3**	**29,158.6**	**30,224.2**	**30,755.0**
Percent Undergraduate	*68.7%*	*68.2%*	*68.9%*	*69.5%*	*69.9%*	*70.7%*	*70.9%*	*72.5%*	*73.1%*	*73.1%*
Percent Graduate	*19.1%*	*19.9%*	*19.6%*	*19.0%*	*18.8%*	*18.4%*	*18.0%*	*17.0%*	*16.6%*	*16.5%*
Percent Professional	*7.1%*	*7.0%*	*6.8%*	*6.7%*	*6.5%*	*6.3%*	*6.2%*	*6.0%*	*5.9%*	*5.9%*
Percent Postgraduate	*5.1%*	*4.9%*	*4.6%*	*4.8%*	*4.8%*	*4.6%*	*4.9%*	*4.5%*	*4.4%*	*4.5%*

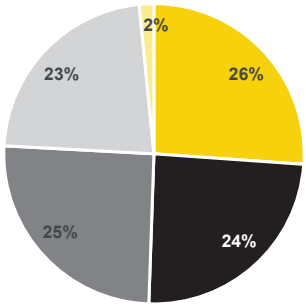
Source: MAUI/Registrar's data warehouse (see Note 1). See Definitions for calculation of student FTE.





Fall 2017 Student FTE

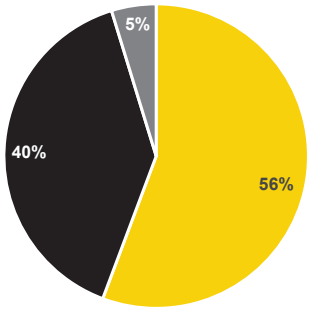
Undergraduate



Freshmen	6,563.7
Sophomores	5,111.5
Juniors	4,989.4
Seniors	5,024.3
Unclassified	404.6
Total	22,093.5

Freshmen ▪ Sophomores ▪ Juniors ▪ Seniors ▪ Unclassified

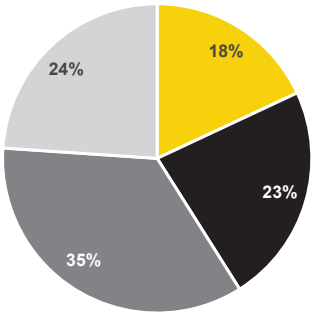
Graduate



Master's	2,747.8
Doctoral	2,021.2
Other	243.0
Total	5,012.1

Master's ▪ Doctoral ▪ Other

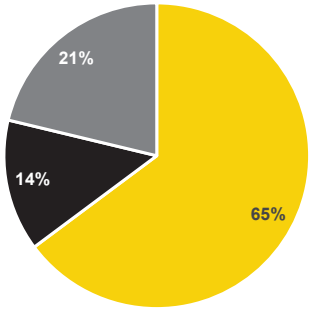
Professional



Dentistry	321.3
Law	422.8
Medicine	623.6
Pharmacy	428.0
Total	1,795.7

Dentistry ▪ Law ▪ Medicine ▪ Pharmacy

Post Graduate



Residents	822.0
Fellows	185.0
Post Doctoral	316.0
Total	1,323.0

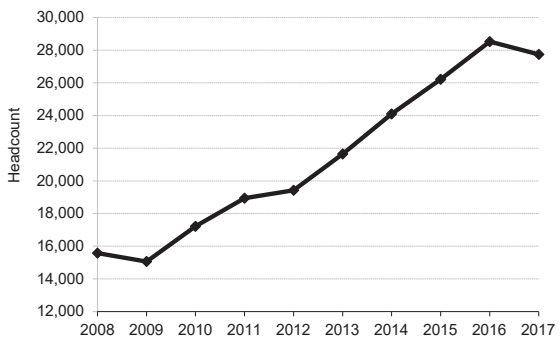
Residents ▪ Fellows ▪ Post-Doctoral

Headcount of Fall Semester New Freshmen Applicants

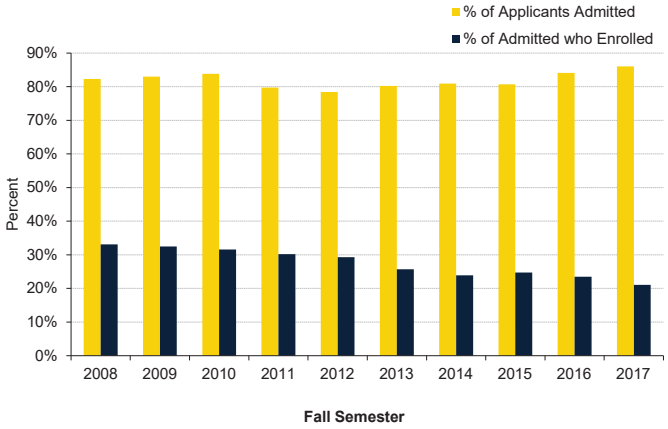
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Applicants	15,582	15,060	17,220	18,939	19,430	21,644	24,097	26,222	28,525	27,734
Admitted	12,827	12,503	14,434	15,105	15,240	17,363	19,506	21,171	23,996	23,862
Enrolled	4,246	4,063	4,557	4,565	4,470	4,460	4,666	5,241	5,643	5,027
Percent of Applicants Who Were Admitted	82.3%	83.0%	83.8%	79.8%	78.4%	80.2%	80.9%	80.7%	84.1%	86.0%
Percent of Admitted Who Enrolled	**33.1%**	**32.5%**	**31.6%**	**30.2%**	**29.3%**	**25.7%**	**23.9%**	**24.8%**	**23.5%**	**21.1%**

Source: MAUI/Admissions data warehouse (see Note 1) as reported in the Student Profile.

Number of New Freshman Applicants



Percent Admitted and Percent Enrolled

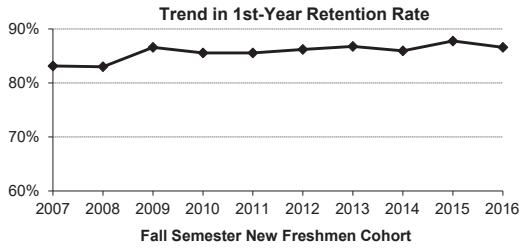


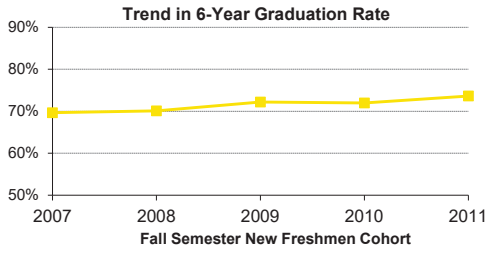
Retention and Graduation Rates of New First Time Full Time Students by Fall Semester Entrance Cohort

Fall Semester of Entrance	Cohort Head Count	Retention Rate After—			Cumulative Graduation / Retention Rates					
					After 4 Years		After 5 Years		After 6 Years	
		1 Year	2 Years	3 Years	Graduated	Retained	Graduated	Retained	Graduated	Retained
2004	3,982	84.3%	76.5%	72.5%	44.2%	27.2%	66.5%	4.9%	69.6%	1.9%
2005	3,818	84.1%	76.5%	73.2%	47.0%	25.3%	68.0%	4.0%	70.8%	1.3%
2006	4,256	82.7%	74.8%	71.9%	46.9%	24.8%	67.7%	4.1%	69.9%	1.6%
2007	4,253	83.1%	75.4%	72.3%	47.5%	23.0%	67.1%	4.0%	69.7%	1.3%
2008	4,182	83.0%	76.8%	72.4%	48.2%	23.2%	67.4%	3.6%	70.1%	1.5%
2009	4,004	86.6%	78.0%	73.2%	51.1%	22.1%	69.1%	4.7%	72.2%	1.7%
2010	4,457	85.6%	77.6%	73.5%	51.1%	25.2%	69.1%	4.6%	72.0%	1.7%
2011	4,433	85.5%	78.8%	76.2%	54.1%	24.0%	71.2%	4.3%	73.6%	1.8%
2012	4,293	86.2%	79.4%	75.4%	53.1%	24.5%	70.9%	4.5%		
2013	4,269	86.8%	79.1%	73.8%	54.4%	22.5%				
2014	4,347	86.0%	78.3%	74.2%						
2015	4,844	87.8%	80.9%							
2016	5,222	86.6%								

Source: MAUI (ACAD_PERSISTENCE) for fall 2006 cohort and later; Registrar's data warehouse (longstudy tables) prior to fall 2006

Notes: Fall Semester entrance cohorts include undergraduates who first enrolled in fall or in the immediate previous summer term. Students who enter the PharmD program without a bachelor's degree are counted as "graduated" in this tabulation when they complete 120 credits.

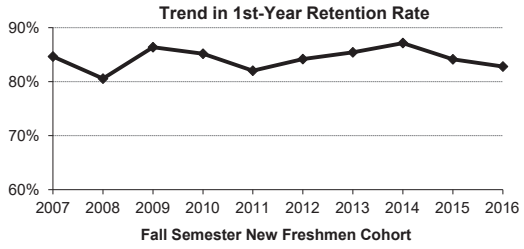


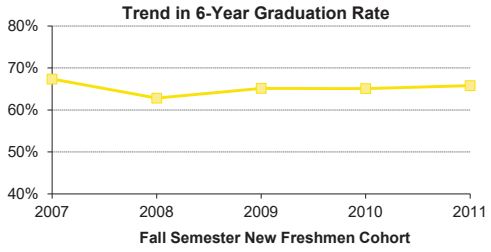


Retention and Graduation Rates of New First Time Full Time Minorities by Fall Semester Entrance Cohort

Fall Semester of Entrance	Cohort Head Count	Retention Rate After—			Cumulative Graduation / Retention Rates					
					After 4 Years		After 5 Years		After 6 Years	
		1 Year	2 Years	3 Years	Graduated	Retained	Graduated	Retained	Graduated	Retained
2004	345	83.2%	73.6%	67.8%	35.9%	29.3%	58.3%	6.7%	62.3%	2.6%
2005	333	80.5%	70.9%	62.5%	32.7%	28.2%	54.1%	6.3%	58.0%	1.5%
2006	383	80.9%	71.3%	68.1%	36.3%	30.0%	58.7%	7.0%	63.7%	2.9%
2007	417	84.7%	76.0%	72.2%	37.4%	32.1%	63.3%	5.5%	67.4%	1.4%
2008	417	80.6%	72.9%	68.6%	42.2%	24.5%	59.5%	4.8%	62.8%	1.7%
2009	462	86.4%	76.4%	71.4%	42.4%	25.8%	61.7%	6.3%	65.2%	3.0%
2010	573	85.2%	76.8%	71.7%	42.8%	30.0%	61.3%	8.7%	65.1%	3.8%
2011	640	82.0%	76.4%	72.5%	43.8%	28.4%	63.3%	4.8%	65.8%	1.7%
2012	715	84.2%	76.2%	71.6%	45.6%	26.4%	64.1%	5.7%		
2013	749	85.4%	75.4%	69.7%	47.3%	22.7%				
2014	855	87.1%	78.6%	74.2%						
2015	1,058	84.1%	74.4%							
2016	1,034	82.8%								

Source: MAUI (ACAD_PERSISTENCE) for fall 2006 cohort and later; Registrar's data warehouse (longstudy tables) prior to fall 2006
Notes: Fall Semester entrance cohorts include undergraduates who first enrolled in fall or in the immediate previous summer term. Students who enter the PharmD program without a bachelor's degree are counted as "graduated" in this tabulation when they complete 120 credits.

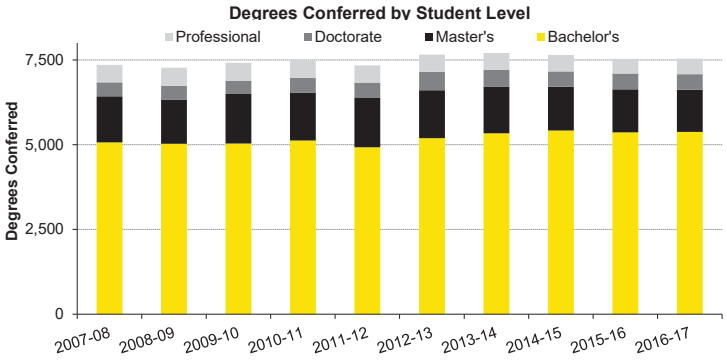


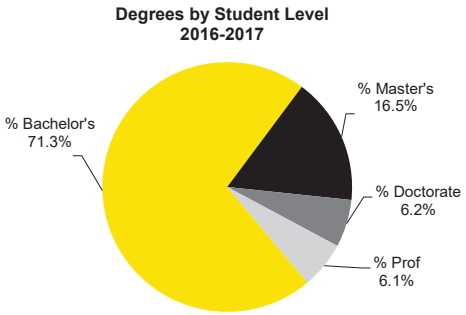


Number of Degree Programs Completed by Student Level (Fiscal Year)

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Bachelor's	5,066	5,031	5,036	5,122	4,926	5,193	5,338	5,419	5,367	5,377
Master's	1,361	1,303	1,457	1,414	1,468	1,415	1,375	1,287	1,264	1,242
Doctorate	413	404	397	432	437	538	490	453	468	464
Professional	513	533	523	517	511	507	510	490	434	458
Total	**7,353**	**7,271**	**7,413**	**7,485**	**7,342**	**7,653**	**7,713**	**7,649**	**7,533**	**7,541**
% Bachelor's	*68.9%*	*69.2%*	*67.9%*	*68.4%*	*67.1%*	*67.9%*	*69.2%*	*70.8%*	*71.2%*	*71.3%*
% Master's	*18.5%*	*17.9%*	*19.7%*	*18.9%*	*20.0%*	*18.5%*	*17.8%*	*16.8%*	*16.8%*	*16.5%*
% Doctorate	*5.6%*	*5.6%*	*5.4%*	*5.8%*	*6.0%*	*7.0%*	*6.4%*	*5.9%*	*6.2%*	*6.2%*
% Prof	*7.0%*	*7.3%*	*7.1%*	*6.9%*	*7.0%*	*6.6%*	*6.6%*	*6.4%*	*5.8%*	*6.1%*

Source: IPEDS Completion Survey. Bachelor's counts include primary and non-primary majors.





Number of Degree Programs Completed by Gender and by Student Level (Fiscal Year)

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Bachelor's										
Men	2,332	2,356	2,358	2,385	2,317	2,410	2,445	2,531	2,524	2,493
Women	2,734	2,675	2,678	2,737	2,609	2,783	2,893	2,888	2,843	2,884
Percent Women	*54.0%*	*53.2%*	*53.2%*	*53.4%*	*53.0%*	*53.6%*	*54.2%*	*53.3%*	*53.0%*	*53.6%*
Master's										
Men	619	635	629	655	686	662	660	615	623	577
Women	742	668	828	759	782	753	715	672	641	665
Percent Women	*54.5%*	*51.3%*	*56.8%*	*53.7%*	*53.3%*	*53.2%*	*52.0%*	*52.2%*	*50.7%*	*53.5%*
Doctorate										
Men	209	207	185	209	212	238	212	211	231	225
Women	204	197	212	223	225	300	278	242	237	239
Percent Women	*41.8%*	*40.3%*	*53.4%*	*51.6%*	*51.5%*	*55.8%*	*56.7%*	*53.4%*	*50.6%*	*51.5%*
Professional										
Men	258	282	268	261	246	265	268	257	223	235
Women	255	251	255	256	265	242	242	233	211	223
Percent Women	*49.7%*	*47.1%*	*48.8%*	*49.5%*	*51.9%*	*47.7%*	*47.5%*	*47.6%*	*48.6%*	*48.7%*
Total	**7,353**	**7,271**	**7,413**	**7,485**	**7,342**	**7,653**	**7,713**	**7,649**	**7,533**	**7,541**

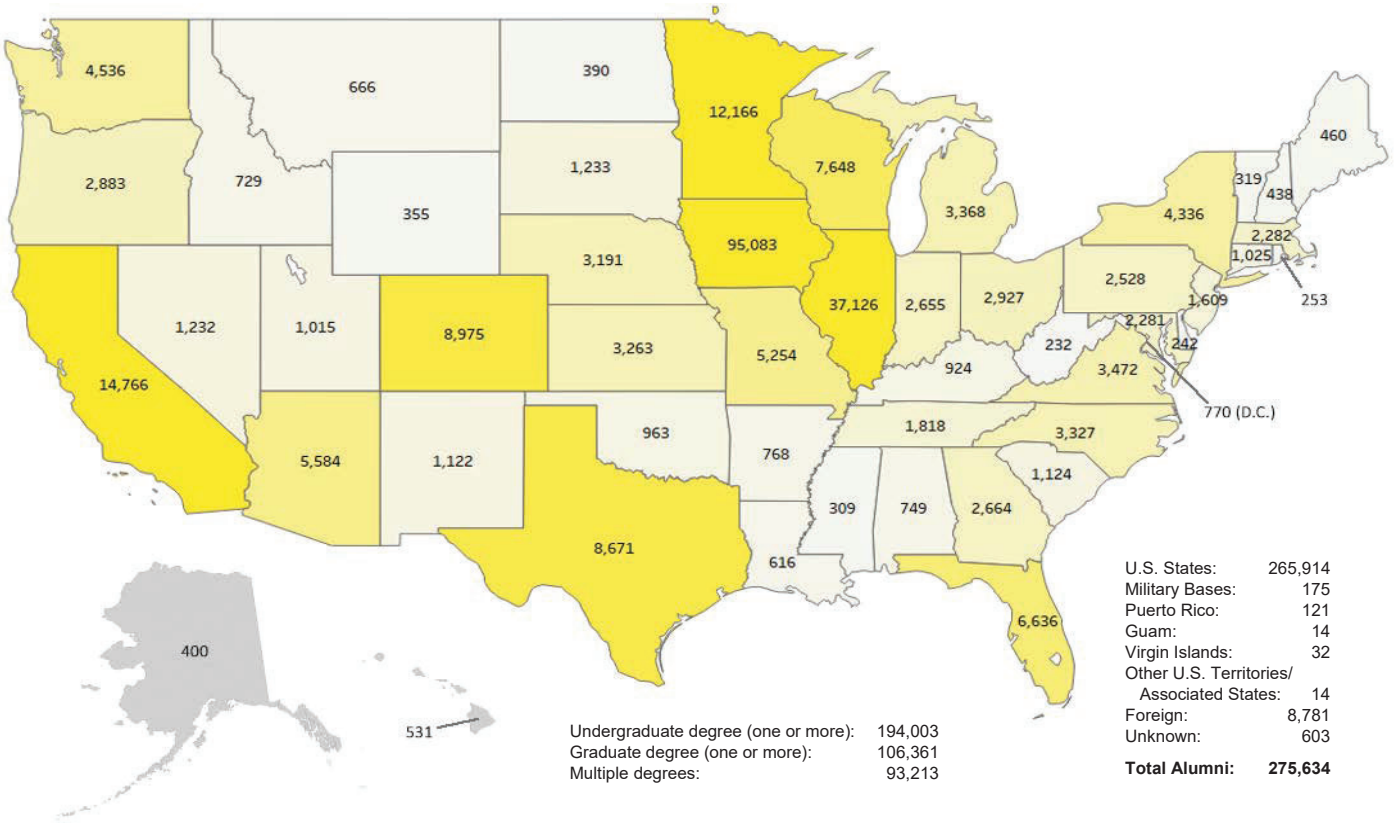
Source: IPEDS Completion Survey. Bachelor's counts include primary and non-primary majors.

Five Largest Majors by Degrees Conferred

	2012-13		2013-14		2014-2015		2015-2016		2016-17	
	Major	**#**	**Major**	**#**	**Major**	**#**	**Major**	**#**	**Major**	**#**
Bachelor's										
	Finance	375	Finance	413	Finance	458	Finance	405	Finance	376
	Psychology	313	Psychology	305	Psychology	293	Psychology	302	Psychology	283
	Interdepartmental Studies	272	Communication Studies	257	Communication Studies	255	Communication Studies	255	Health and Human Physiology	257
	Communication Studies	234	Interdepartmental Studies	223	Health and Human Physiology	254	Health and Human Physiology	251	Communication Studies	238
	English	230	English	221	English	216	Human Physiology (BS)	229	Human Physiology	208
Master's										
	MBA Program	333	MBA Program	394	MBA Program	358	MBA Program	353	MBA Program	283
	Social Work	100	Social Work	93	English	73	Social work	95	Social Work	97
	Nursing	81	English	70	Social Work	67	English	64	English	72
	English	76	Art	57	MPH Program	57	MPH Program	58	MPH Program	55
	Art	55	Teaching and Learning	41	Teaching and Learning	42	Art	41	Library and Information Science/Art	37
Doctorate										
	Nursing	80	Nursing	81	Nursing	48	Physical Therapy	37	Nursing	61
	Physical Therapy	35	Physical Therapy	36	Physical Therapy	35	Nursing	35	Physical Therapy	38
	Music	26	Music	21	Music	26	Music	27	Chemistry	22
	Psychological and Quantitative Foundations	20	Chemistry	20	Psychological and Quantitative Foundations	22	Psychological and Quantitative Foundations	22	Psychological and Quantitative Foundations	21
	Chemistry	19	Pharmacy	19	English	16	Chemistry	19	Music	20

Source: MAUI/Registrar's data warehouse (see Note 1)

Distribution of Alumni by State



Undergraduate degree (one or more):	194,003
Graduate degree (one or more):	106,361
Multiple degrees:	93,213

U.S. States:	265,914
Military Bases:	175
Puerto Rico:	121
Guam:	14
Virgin Islands:	32
Other U.S. Territories/ Associated States:	14
Foreign:	8,781
Unknown:	603
Total Alumni:	**275,634**

Source: UI Living Alumni Statistical Report, April 16, 2018

THE UNIVERSITY OF IOWA

Faculty & Staff

November 1 Faculty FTE 37
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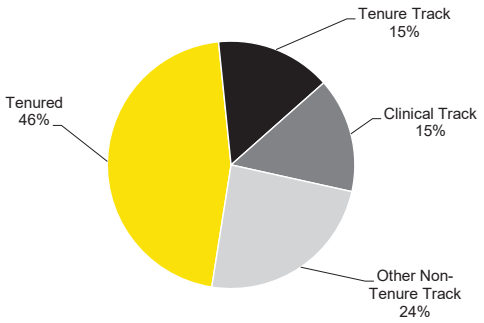
November 1 Faculty FTE

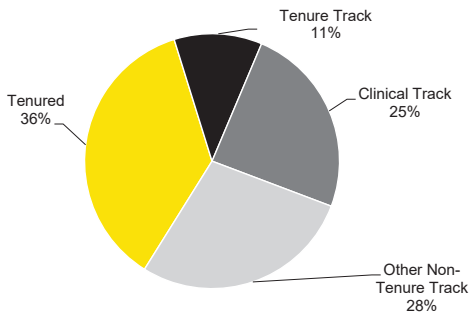
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured/Tenure Track	**1,542.75**	**1,544.26**	**1,488.84**	**1,482.38**	**1,517.70**	**1,511.37**	**1,494.04**	**1,457.35**	**1,423.31**	**1,414.06**
Tenured	1,161.11	1,153.43	1,126.67	1,131.70	1,141.68	1,140.28	1,127.93	1,099.32	1,081.04	1,081.58
Tenure Track	381.64	390.84	362.16	350.68	376.02	371.10	366.11	358.03	342.27	332.48
Clinical Track	**379.91**	**400.11**	**418.93**	**452.54**	**493.33**	**531.24**	**565.74**	**630.94**	**680.61**	**726.63**
Other Non-Tenure Track	**607.99**	**612.77**	**663.39**	**736.31**	**728.57**	**714.82**	**754.92**	**779.73**	**813.92**	**838.15**
Research Track	0.00	15.00	23.90	26.07	28.55	32.75	25.85	32.60	36.58	38.28
Instructional Track	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	174.87
Lecturer	124.18	132.74	160.33	178.32	179.74	187.87	217.07	243.85	279.88	100.12
Clinical/Adjunct	53.21	52.06	52.61	54.89	53.63	52.79	58.28	73.14	68.34	74.37
Visitors	84.14	56.65	54.64	80.88	88.16	91.13	97.84	104.18	103.29	97.63
Postdoc	236.32	251.40	268.42	275.15	252.22	232.82	234.50	256.00	243.40	253.45
Emeritus	10.14	9.49	11.99	11.01	11.57	8.96	11.18	8.83	9.68	8.11
Other	100.00	95.43	91.51	109.99	114.70	108.51	110.20	61.13	72.76	91.31
Total	**2,530.66**	**2,557.14**	**2,571.16**	**2,671.23**	**2,739.60**	**2,757.44**	**2,814.70**	**2,868.02**	**2,917.84**	**2,978.84**

Source: November 1 Peoplesoft HR, as reported in ProView.

2008 Faculty FTE



2017 Faculty FTE

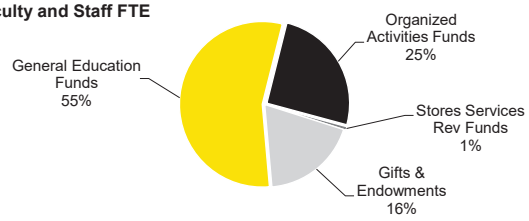


November 1 Faculty FTE by Fund Group

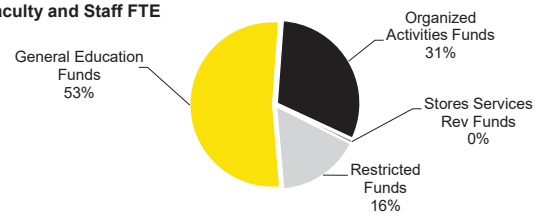
	Fall 2008					Fall 2017				
Fund Name	Tenured	Tenure Track	Clinical Track	Other Non-Tenure Track	Total	Tenured	Tenure Track	Clinical Track	Other Non-Tenure Track	Total
General Education Funds	792.15	253.81	132.12	220.40	1,398.48	750.18	229.24	162.05	423.47	1,564.94
Organized Activities Funds	174.91	70.90	224.20	169.70	639.71	172.59	52.40	534.65	156.15	915.78
Stores Services Rev Funds	6.24	1.65	7.72	2.05	17.67	2.06	1.13	8.51	3.82	15.52
Auxiliary Funds	0.40	0.00	0.00	0.00	0.40	0.47	0.00	0.00	0.00	0.47
Restricted Funds	186.89	55.28	15.37	215.85	473.38	156.19	49.71	21.08	254.71	481.69
Agency Funds	0.39	0.00	0.50	0.00	0.89	0.09	0.00	0.34	0.00	0.43
Total	1,160.98	381.64	379.91	607.99	2,530.52	1,081.58	332.48	726.63	838.15	2,978.84

Source: November 1 Peoplesoft HR, as reported in ProView. Fall 2008 total faculty FTE includes 0.13 FTE in Health Care funds not shown here.

2008 Faculty and Staff FTE



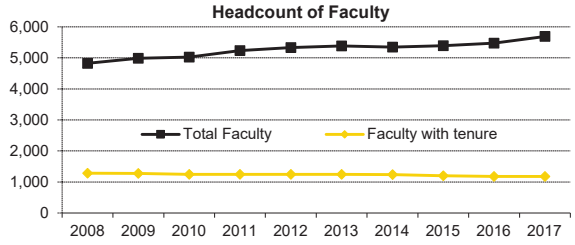
2017 Faculty and Staff FTE

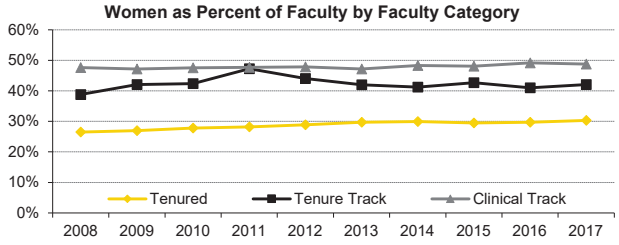


Headcount of Faculty by Faculty Category and Gender

		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured		**1,283**	**1,277**	**1,248**	**1,249**	**1,249**	**1,243**	**1,240**	**1,201**	**1,179**	**1,181**
	Men	943	933	901	897	888	874	869	847	829	823
	Women	340	344	347	352	361	369	371	354	350	358
	% Women	*26.5%*	*26.9%*	*27.8%*	*28.2%*	*28.9%*	*29.7%*	*29.9%*	*29.5%*	*29.7%*	*30.3%*
Tenure Track		**389**	**402**	**373**	**364**	**386**	**381**	**376**	**363**	**349**	**335**
	Men	238	233	215	192	216	221	221	208	206	194
	Women	151	169	158	172	170	160	155	155	143	141
	% Women	*38.8%*	*42.0%*	*42.4%*	*47.3%*	*44.0%*	*42.0%*	*41.2%*	*42.7%*	*41.0%*	*42.1%*
Clinical Track		**485**	**511**	**538**	**581**	**618**	**659**	**683**	**742**	**793**	**847**
	Men	254	270	282	304	322	348	353	385	403	434
	Women	231	241	256	277	296	311	330	357	390	413
	% Women	*47.6%*	*47.2%*	*47.6%*	*47.7%*	*47.9%*	*47.2%*	*48.3%*	*48.1%*	*49.2%*	*48.8%*
Other Non-Tenure Track		**2,668**	**2,795**	**2,866**	**3,040**	**3,078**	**3,100**	**3,050**	**3,088**	**3,151**	**3,326**
	Men	1,443	1,507	1,549	1,640	1,677	1,694	1,618	1,597	1,576	1,635
	Women	1,225	1,288	1,317	1,400	1,401	1,406	1,432	1,491	1,575	1,691
	% Women	*45.9%*	*46.1%*	*46.0%*	*46.1%*	*45.5%*	*45.4%*	*47.0%*	*48.3%*	*50.0%*	*50.8%*
Total Faculty		**4,825**	**4,985**	**5,025**	**5,234**	**5,331**	**5,383**	**5,349**	**5,394**	**5,472**	**5,689**
	Men	2,878	2,943	2,947	3,033	3,103	3,137	3,061	3,037	3,014	3,086
	Women	1,947	2,042	2,078	2,201	2,228	2,246	2,288	2,357	2,458	2,603
	% Women	*40.4%*	*41.0%*	*41.4%*	*42.1%*	*41.8%*	*41.7%*	*42.8%*	*43.7%*	*44.9%*	*45.8%*

Source: November 1 Faculty Status and PeopleSoft HR, as reported in the Tenure Report





Headcount of Faculty by Faculty Category, Rank, and Gender

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured/Tenure Track	**1,672**	**1,679**	**1,621**	**1,613**	**1,635**	**1,624**	**1,616**	**1,564**	**1,528**	**1,516**
Professor	**824**	**835**	**813**	**792**	**789**	**782**	**777**	**759**	**748**	**752**
Men	661	660	631	613	606	599	592	580	575	570
Women	163	175	182	179	183	183	185	179	173	182
% Women	*19.8%*	*21.0%*	*22.4%*	*22.6%*	*23.2%*	*23.4%*	*23.8%*	*23.6%*	*23.1%*	*24.2%*
Associate Professor	**487**	**468**	**457**	**478**	**486**	**491**	**493**	**465**	**451**	**454**
Men	303	289	285	295	297	293	295	281	266	270
Women	184	179	172	183	189	198	198	184	185	184
% Women	*37.8%*	*38.2%*	*37.6%*	*38.3%*	*38.9%*	*40.3%*	*40.2%*	*39.6%*	*41.0%*	*40.5%*
Assistant Professor	**361**	**376**	**351**	**343**	**359**	**351**	**345**	**340**	**329**	**310**
Men	217	217	200	181	201	203	202	194	194	177
Women	144	159	151	162	158	148	143	146	135	133
% Women	*39.9%*	*42.3%*	*43.0%*	*47.2%*	*44.0%*	*42.2%*	*41.4%*	*42.9%*	*41.0%*	*42.9%*
Instructor	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
Men	0	0	0	0	0	0	1	0	0	0
Women	0	0	0	0	1	0	0	0	0	0
% Women	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*100.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*	*0.0%*
Clinical Track	**485**	**511**	**538**	**581**	**618**	**659**	**683**	**742**	**793**	**847**
Professor	**79**	**91**	**101**	**108**	**111**	**125**	**133**	**141**	**147**	**170**
Men	56	64	66	70	75	83	90	90	92	107
Women	23	27	35	38	36	42	43	51	55	63
% Women	*29.1%*	*29.7%*	*34.7%*	*35.2%*	*32.4%*	*33.6%*	*32.3%*	*36.2%*	*37.4%*	*37.1%*
Associate Professor	**170**	**176**	**177**	**185**	**206**	**207**	**211**	**212**	**239**	**241**
Men	92	93	95	99	111	117	113	112	128	124
Women	78	83	82	86	95	90	98	100	111	117
% Women	*45.9%*	*47.2%*	*46.3%*	*46.5%*	*46.1%*	*43.5%*	*46.4%*	*47.2%*	*46.4%*	*48.5%*
Assistant Professor	**230**	**238**	**254**	**282**	**292**	**321**	**333**	**386**	**402**	**431**
Men	106	112	120	134	134	146	149	182	181	201
Women	124	126	134	148	158	175	184	204	221	230
% Women	*53.9%*	*52.9%*	*52.8%*	*52.5%*	*54.1%*	*54.5%*	*55.3%*	*52.8%*	*55.0%*	*53.4%*
Instructor	**6**	**6**	**6**	**6**	**9**	**6**	**6**	**3**	**5**	**5**
Men	0	1	1	1	2	2	1	1	2	2
Women	6	5	5	5	7	4	5	2	3	3
% Women	*100.0%*	*83.3%*	*83.3%*	*83.3%*	*77.8%*	*66.7%*	*83.3%*	*66.7%*	*60.0%*	*60.0%*

continued

Headcount of Faculty by Faculty Category, Rank, and Gender, *continued*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Other Non-Tenure Track	**2,668**	**2,795**	**2,866**	**3,040**	**3,078**	**3,100**	**3,050**	**3,088**	**3,151**	**3,326**
Professor	**120**	**133**	**153**	**172**	**165**	**176**	**161**	**156**	**156**	**158**
Men	99	109	129	141	136	142	133	130	127	126
Women	21	24	24	31	29	34	28	26	29	32
% Women	*17.5%*	*18.0%*	*15.7%*	*18.0%*	*17.6%*	*19.3%*	*17.4%*	*16.7%*	*18.6%*	*20.3%*
Associate Professor	**199**	**211**	**229**	**227**	**247**	**236**	**227**	**240**	**225**	**237**
Men	143	154	164	160	179	171	170	174	159	154
Women	56	57	65	67	68	65	57	66	66	83
% Women	*28.1%*	*27.0%*	*28.4%*	*29.5%*	*27.5%*	*27.5%*	*25.1%*	*27.5%*	*29.3%*	*35.0%*
Assistant Professor	**1,078**	**1,111**	**1,122**	**1,172**	**1,206**	**1,215**	**1,186**	**1,218**	**1,255**	**1,355**
Men	644	658	654	676	688	677	645	651	649	686
Women	434	453	468	496	518	538	541	567	606	669
% Women	*40.3%*	*40.8%*	*41.7%*	*42.3%*	*43.0%*	*44.3%*	*45.6%*	*46.6%*	*48.3%*	*49.4%*
Instructor	**652**	**676**	**662**	**672**	**641**	**635**	**689**	**705**	**711**	**785**
Men	253	260	264	260	252	264	294	287	272	314
Women	399	416	398	412	389	371	395	418	439	471
% Women	*61.2%*	*61.5%*	*60.1%*	*61.3%*	*60.7%*	*58.4%*	*57.3%*	*59.3%*	*61.7%*	*60.0%*
Lecturer	**423**	**461**	**481**	**548**	**556**	**572**	**548**	**558**	**574**	**549**
Men	200	223	224	268	280	298	257	260	255	237
Women	223	238	257	280	276	274	291	298	319	312
% Women	*52.7%*	*51.6%*	*53.4%*	*51.1%*	*49.6%*	*47.9%*	*53.1%*	*53.4%*	*55.6%*	*56.8%*
Associate	**133**	**132**	**133**	**165**	**182**	**208**	**203**	**182**	**196**	**213**
Men	80	73	74	91	100	117	106	87	104	110
Women	53	59	59	74	82	91	97	95	92	103
% Women	*39.8%*	*44.7%*	*44.4%*	*44.8%*	*45.1%*	*43.8%*	*47.8%*	*52.2%*	*46.9%*	*48.4%*
Assistant in Instruction	**63**	**71**	**86**	**84**	**81**	**58**	**36**	**29**	**34**	**29**
Men	24	30	40	44	42	25	13	8	10	8
Women	39	41	46	40	39	33	23	21	24	21
% Women	*61.9%*	*57.7%*	*53.5%*	*47.6%*	*48.1%*	*56.9%*	*63.9%*	*72.4%*	*70.6%*	*72.4%*

continued

Headcount of Faculty by Faculty Category, Rank, and Gender, *continued*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total Faculty	**4,825**	**4,985**	**5,025**	**5,234**	**5,331**	**5,383**	**5,349**	**5,394**	**5,472**	**5,689**
Professor	**1,023**	**1,059**	**1,067**	**1,072**	**1,065**	**1,083**	**1,071**	**1,056**	**1,051**	**1,080**
Men	816	833	826	824	817	824	815	800	794	803
Women	207	226	241	248	248	259	256	256	257	277
% Women	*20.2%*	*21.3%*	*22.6%*	*23.1%*	*23.3%*	*23.9%*	*23.9%*	*24.2%*	*24.5%*	*25.6%*
Associate Professor	**856**	**855**	**863**	**890**	**939**	**934**	**931**	**917**	**915**	**932**
Men	538	536	544	554	587	581	578	567	553	548
Women	318	319	319	336	352	353	353	350	362	384
% Women	*37.1%*	*37.3%*	*37.0%*	*37.8%*	*37.5%*	*37.8%*	*37.9%*	*38.2%*	*39.6%*	*41.2%*
Assistant Professor	**1,669**	**1,725**	**1,727**	**1,797**	**1,857**	**1,887**	**1,864**	**1,944**	**1,986**	**2,096**
Men	967	987	974	991	1,023	1,026	996	1,027	1,024	1,064
Women	702	738	753	806	834	861	868	917	962	1,032
% Women	*42.1%*	*42.8%*	*43.6%*	*44.9%*	*44.9%*	*45.6%*	*46.6%*	*47.2%*	*48.4%*	*49.2%*
Instructor	**658**	**682**	**668**	**678**	**651**	**641**	**696**	**708**	**716**	**790**
Men	253	261	265	261	254	266	296	288	274	316
Women	405	421	403	417	397	375	400	420	442	474
% Women	*61.6%*	*61.7%*	*60.3%*	*61.5%*	*61.0%*	*58.5%*	*57.5%*	*59.3%*	*61.7%*	*60.0%*
Lecturer	**423**	**461**	**481**	**548**	**556**	**572**	**548**	**558**	**574**	**549**
Men	200	223	224	268	280	298	257	260	255	237
Women	223	238	257	280	276	274	291	298	319	312
% Women	*52.7%*	*51.6%*	*53.4%*	*51.1%*	*49.6%*	*47.9%*	*53.1%*	*53.4%*	*55.6%*	*56.8%*
Associate	**133**	**132**	**133**	**165**	**182**	**208**	**203**	**182**	**196**	**213**
Men	80	73	74	91	100	117	106	87	104	110
Women	53	59	59	74	82	91	97	95	92	103
% Women	*39.8%*	*44.7%*	*44.4%*	*44.8%*	*45.1%*	*43.8%*	*47.8%*	*52.2%*	*46.9%*	*48.4%*
Assistant in Instruction	**63**	**71**	**86**	**84**	**81**	**58**	**36**	**29**	**34**	**29**
Men	24	30	40	44	42	25	13	8	10	8
Women	39	41	46	40	39	33	23	21	24	21
% Women	*61.9%*	*57.7%*	*53.5%*	*47.6%*	*48.1%*	*56.9%*	*63.9%*	*72.4%*	*70.6%*	*72.4%*

Source: November 1 Faculty Status and PeopleSoft HR, as reported in the Tenure Report

Headcount of Faculty by Race/Ethnicity

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured	**1,283**	**1,277**	**1,248**	**1,249**	**1,249**	**1,243**	**1,240**	**1,201**	**1,179**	**1,181**
Hispanic/Latino	30	29	34	37	42	42	47	45	45	48
American Indian or Alaska Native	6	6	5	4	4	4	3	3	3	3
Asian	108	103	107	108	108	113	115	116	119	130
Black or African American	28	27	25	25	26	29	28	26	25	29
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0
Two or More Races	0	0	5	6	6	6	6	5	6	6
Minority Subtotal	*172*	*165*	*176*	*180*	*186*	*194*	*199*	*195*	*198*	*216*
Pct Minority	*13.4%*	*12.9%*	*14.1%*	*14.4%*	*14.9%*	*15.6%*	*16.0%*	*16.2%*	*16.8%*	*18.3%*
White	1,088	1,087	1,060	1,054	1,047	1,035	1,027	989	964	944
Nonresident Alien/International	0	0	0	1	3	1	0	0	2	3
Not Specified/Unknown	23	25	12	14	13	13	14	17	15	18
Tenure Track	**389**	**402**	**373**	**364**	**386**	**381**	**376**	**363**	**349**	**335**
Hispanic/Latino	20	21	21	19	18	19	19	20	16	17
American Indian or Alaska Native	1	1	2	3	3	3	1	1	1	0
Asian	63	62	70	45	53	56	60	55	53	49
Black or African American	15	15	17	17	16	9	7	10	10	6
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0
Two or More Races	0	0	2	1	2	3	4	4	4	3
Minority Subtotal	*99*	*99*	*112*	*85*	*92*	*90*	*91*	*90*	*84*	*75*
Pct Minority	*25.4%*	*24.6%*	*30.0%*	*23.4%*	*23.8%*	*23.6%*	*24.2%*	*24.8%*	*24.1%*	*22.4%*
White	236	225	249	229	247	242	237	232	221	215
Nonresident Alien/International	0	0	0	41	38	41	40	34	37	36
Not Specified/Unknown	54	78	12	9	9	8	8	7	7	9
Tenured/Tenure Track Total	**1,672**	**1,679**	**1,621**	**1,613**	**1,635**	**1,624**	**1,616**	**1,564**	**1,528**	**1,516**
Hispanic/Latino	50	50	55	56	60	61	66	65	61	65
American Indian or Alaska Native	7	7	7	7	7	7	4	4	4	3
Asian	171	165	177	153	161	169	175	171	172	179
Black or African American	43	42	42	42	42	38	35	36	35	35
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0
Two or More Races	0	0	7	7	8	9	10	9	10	9
Minority Subtotal	*271*	*264*	*288*	*265*	*278*	*284*	*290*	*285*	*282*	*291*
Pct Minority	*16.2%*	*15.7%*	*17.8%*	*16.4%*	*17.0%*	*17.5%*	*17.9%*	*18.2%*	*18.5%*	*19.2%*
White	1324	1312	1309	1283	1294	1277	1264	1221	1185	1159
Nonresident Alien/International	0	0	0	42	41	42	40	34	39	39
Not Specified/Unknown	77	103	24	23	22	21	22	24	22	27

continued

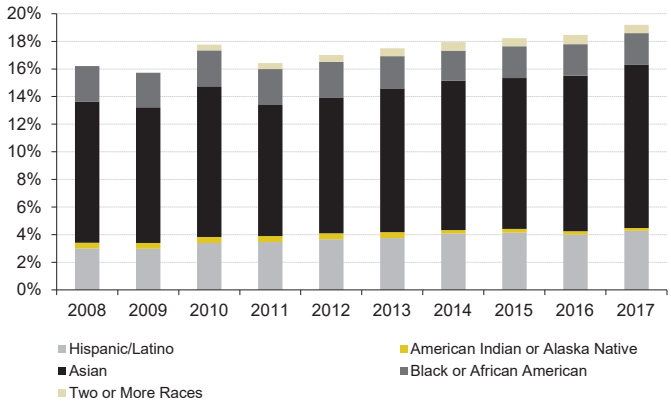
Headcount of Faculty by Race/Ethnicity

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Clinical Track	**485**	**511**	**538**	**581**	**618**	**659**	**683**	**742**	**793**	**847**
Hispanic/Latino	12	12	15	18	19	22	21	28	35	42
American Indian or Alaska Native	2	1	1	1	1	1	1	1	1	1
Asian	38	41	55	42	48	55	68	81	83	95
Black or African American	10	9	12	12	13	17	16	17	17	19
Native Hawaiian or Other Pacific Islander	0	0	0	0	1	0	0	0	0	0
Two or More Races	0	0	1	2	2	2	3	4	4	4
Minority Subtotal	*62*	*63*	*84*	*75*	*84*	*97*	*109*	*131*	*140*	*161*
Pct Minority	*12.8%*	*12.3%*	*15.6%*	*12.9%*	*13.6%*	*14.7%*	*16.0%*	*17.7%*	*17.7%*	*19.0%*
White	392	398	430	453	488	516	514	533	563	592
Nonresident Alien/International	0	0	0	32	21	24	34	47	55	57
Not Specified/Unknown	31	50	24	21	25	22	26	31	35	37
Other Non-Tenure Track	**2,668**	**2,795**	**2,866**	**3,040**	**3,078**	**3,100**	**3,050**	**3,088**	**3,151**	**3,326**
Hispanic/Latino	36	37	40	39	44	47	51	52	60	62
American Indian or Alaska Native	11	12	14	14	14	13	15	14	15	14
Asian	82	88	130	103	110	113	121	127	138	140
Black or African American	33	32	34	36	37	34	41	39	36	41
Native Hawaiian or Other Pacific Islander	0	0	0	0	1	0	0	2	2	3
Two or More Races	0	0	2	6	4	4	5	7	8	6
Minority Subtotal	*162*	*169*	*220*	*198*	*210*	*211*	*233*	*241*	*259*	*266*
Pct Minority	*6.1%*	*6.0%*	*7.7%*	*6.5%*	*6.8%*	*6.8%*	*7.6%*	*7.8%*	*8.2%*	*8.0%*
White	1,787	1,802	1,929	2,024	2,014	2,033	2,002	2,057	2,092	2,160
Nonresident Alien/International	0	0	0	149	181	203	184	144	149	130
Not Specified/Unknown	719	824	717	669	673	653	631	646	651	770
Total	**4,825**	**4,985**	**5,025**	**5,234**	**5,331**	**5,383**	**5,349**	**5,394**	**5,472**	**5,689**
Hispanic/Latino	98	99	110	113	123	130	138	145	156	169
American Indian or Alaska Native	20	20	22	22	22	21	20	19	20	18
Asian	291	294	362	298	319	337	364	379	393	414
Black or African American	86	83	88	90	92	89	92	92	88	95
Native Hawaiian or Other Pacific Islander	0	0	0	0	2	0	0	2	2	3
Two or More Races	0	0	10	15	14	15	18	20	22	19
Minority Subtotal	*495*	*496*	*592*	*538*	*572*	*592*	*632*	*657*	*681*	*718*
Pct Minority	*10.3%*	*9.9%*	*11.8%*	*10.3%*	*10.7%*	*11.0%*	*11.8%*	*12.2%*	*12.4%*	*12.6%*
White	3,503	3,512	3,668	3,760	3,796	3,826	3,780	3,811	3,840	3,911
Nonresident Alien/International	0	0	0	223	243	269	258	225	243	226
Not Specified/Unknown	827	977	765	713	720	696	679	701	708	834

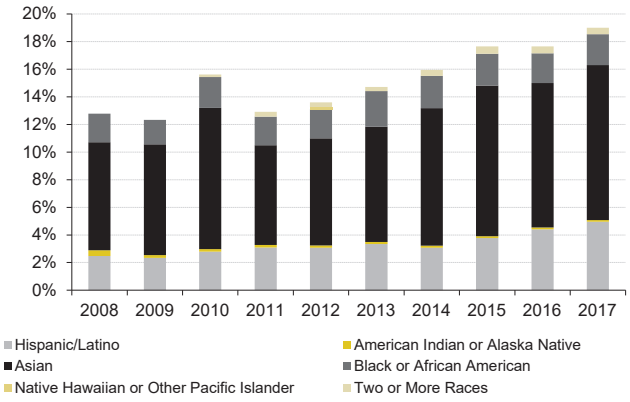
Source: November 1 Faculty Status and PeopleSoft HR, as reported in the Tenure Report. See Note 4 regarding new race/ethnicity categories in 2010.

Headcount of Faculty by Race/Ethnicity

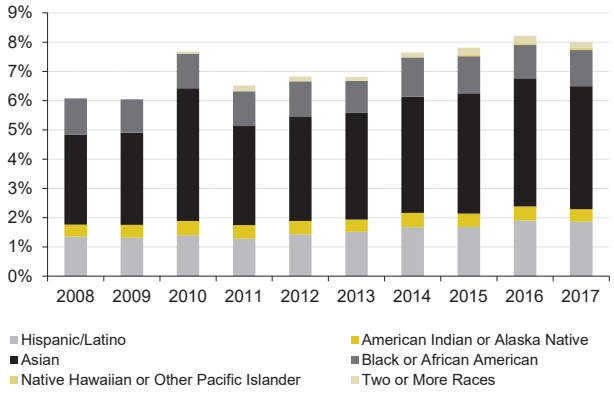
Race/Ethnicity as a Percent of Tenured/Tenure Track Faculty



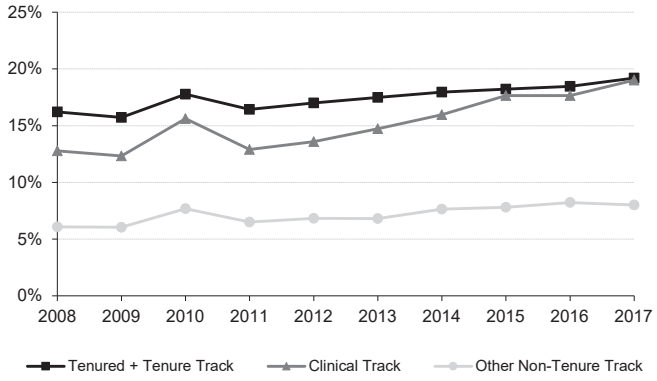
Race/Ethnicity as a Percent of Clinical Track Faculty



Race/Ethnicity as a Percent of Other Non-Tenure Track Faculty



Minorities as a Percent of Faculty



Employment Profile FTE - November 2017

Category	Total FTE	General Fund	University Hospitals & Clinics	Grants Federal	Grants Non-Federal	Gifts	Agency Funds	Auxiliary Enterprise Funds	General Organized Activities	Other Appr Funds	Plant Funds	COM Practice Plan	Stores Services Revolving
Institutional Officer	20.0	17.61		0.44	0.05	0.27		0.54	0.09				1.00
Faculty													
Tenure Track	1,509	1,023	6	165	33	41	6		120	1		110	4
Clinical Track	782	163	43	15	3	5	15	8	129	1		391	9
Other	553	414	4	6	2	4	3		67			52	1
Post Doctoral	217	6	1	128	23	23			33	1			2
Professional & Scientific	6,998	1,702	1,800	707	162	107	43	472	887	15		279	824
SEIU/Healthcare Professionals	3,214	3	2,960	22	14	2	13	14	42			129	15
Merit (Non-Organized)	245	66	111				1	21	16			15	15
Merit (AFSCME)	4,235	875	2,495	23	3	1	29	380	136	1		155	137
Sub-Total - Salaried Faculty & Staff	**17,773**	**4,270**	**7,420**	**1,066**	**240**	**183**	**110**	**896**	**1,430**	**19**	**-**	**1,131**	**1,008**
Residents	827	10	598	10	4	8			68			110	19
Graduate Assistants*	2,282	1,516	1	432	72	91	5	20	123	9		3	10
Temporary													
Professional	623	96	131	109	27	31	4	87	106			12	20
Merit	156	6	66	5	1		3	61	8		4		2
Students **	3,339	642	338	174	51	124	40	1,530	262	1	9	30	138
Total FTE	**25,000**	**6,540**	**8,554**	**1,796**	**395**	**437**	**162**	**2,594**	**1,997**	**29**	**13**	**1,286**	**1,197**

Source: November 1 PeopleSoft HR. See Reporting Variations (in Definitions and Notes) regarding differences from other reports that include faculty FTE.

*For graduate assistants, FTE = 20 hours per week

** Students FTE = 40 hour per week

Total Headcount for Regular Salaried Faculty & Staff	18,458
Total Headcount all employees	30,207

General Funds - Includes Fund 050 and Labor

UIHC Health Care - Includes funds 170/175/180/185/187/189

Other Appropriated Funds - Include Special Purpose/Oakdale/University Hygienic Lab

COM Practice Plan - Includes only Fund 990 College of Medicine (Org 17 and Org 92) Practice Plan

Excludes Board of Regents employees

Employment Profile Headcount - November 2017

Category - Regular	Total Count	General Fund	University Hospitals & Clinics	Grants Federal	Grants Non-Federal	Gifts	Agency Funds	Auxiliary Enterprise Funds	General Organized Activities	Other Appr Funds	Plant Funds	COM Practice Plan	Stores Services Revolving
Institutional Officer	20.0	17.61		0.44	0.05	0.27		0.54	0.09				1.00
Faculty													
Tenure Track	1,552	1,051	7	169	34	43	6		123			115	4
Clinical Track	818	174	45	16	3	6	16	8	134	1		406	9
Other	428	302	3	5	2	3	3		64			45	1
Professional & Scientific	7,157	1,740	1,824	737	171	113	44	477	918	15		285	833
SEIU/Healthcare Professionals	3,664	3	3,391	24	16	2	17	15	45			134	17
Merit (Non-Organized)	247	67	112				1	21	16			15	15
Merit (AFSCME)	4,571	889	2,794	25	3	1	30	384	147	1		156	141
Sub-Total - Regular Faculty & Staff	18,457	4,244	8,176	976	229	168	117	906	1,447	17	-	1,156	1,021
Category - Temporary													
Post Doctoral	219	6	1	131	22	22			34	1			2
Residents	845	10	607	10	4	8			68			119	19
Graduate Assistants	2,601	1,826	1	425	76	97	5	22	125	10		3	11
Faculty	449	356	1	3	1	4			69			15	
Professional	1,068	150	244	190	40	47	8	150	181			20	38
Merit	303	12	125	7	1		6	124	17		8		3
Students	6,265	1,105	668	300	86	235	77	2,993	453	2	17	57	272
Total Headcount	30,207	7,709	9,823	2,042	459	581	213	4,195	2,394	30	25	1,370	1,366

Source: November 1 PeopleSoft HR. See Reporting Variations (in Definitions and Notes) regarding differences from other reports that include faculty headcounts.

Primary Job only - This is calculated daily based on Job Type and % of time on each job record
General Funds - Includes Fund 050 and Labor
UIHC Health Care - Includes funds 165/170/175/180/185/187/189
Other Appropriated Funds - Include Special Purpose/Oakdale/University Hygienic Lab
COM Practice Plan - Includes only Fund 990 College of Medicine (Org 17 and 92) Practice Plan
Excludes BOR employees

2017-18 Average Faculty Salaries by Professorial Rank

University of Iowa's Official Peer Group

	Full Professor		Associate Professor		Assistant Professor	
University	**Amount**	**Rank**	**Amount**	**Rank**	**Amount**	**Rank**
University of California-Los Angeles	204,017	1	133,723	1	106,042	1
The University of Michigan-Ann Arbor	170,226	2	113,181	2	95,638	5
The University of Texas at Austin	165,580	3	107,566	3	101,531	2
North Carolina-Chapel Hill	159,305	4	105,696	4	95,675	4
University of Illinois at Urbana-Champaign	150,478	5	104,242	5	95,530	6
The Ohio State University	149,982	6	101,286	7	89,445	8
University of Minnesota-Twin Cities	143,422	7	100,540	8	88,992	9
Indiana University-Bloomington	142,184	8	97,286	9	99,948	3
University of Iowa	**141,093**	**9**	**96,374**	**10**	**87,825**	**10**
University of Wisconsin-Madison	136,243	10	102,110	6	89,466	7
University of Arizona	132,091	11	94,428	11	79,667	11
Peer Group Median (w/o Iowa)	150,230		103,176		95,584	
Percent Increase Needed to Reach Median	6.5%		7.1%		8.8%	

Source: American Association of University Professors (AAUP) annual salary survey for fulltime instructional faculty. Faculty members employed on 12-month contracts are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. The average salaries reported to the AAUP by all institutions are affected by several factors, including faculty turnover and promotions, and individual salary adjustments for promotion, competitive market, or equity, in addition to the institution's announced annual increases.

Median Average Faculty Salaries by Professional Rank
Iowa's Official Peer Group

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Full Professor										
Peer Group Median	$128,510	$129,752	$132,528	$135,713	$139,323	$142,117	$144,569	$146,714	$148,590	$150,230
Iowa	124,582	124,084	126,253	130,025	132,172	135,342	136,656	136,810	138,332	141,093
Associate Professor										
Peer Group Median	84,896	85,597	87,474	88,325	91,551	94,282	96,484	99,624	100,385	103,176
Iowa	83,091	82,543	84,102	86,372	87,396	89,922	91,681	93,414	96,105	96,374
Assistant Professor										
Peer Group Median	75,626	77,370	79,880	80,966	84,722	84,459	86,436	89,168	91,707	95,584
Iowa	72,592	71,417	72,491	74,081	74,564	76,653	78,854	83,815	84,252	87,825

Notes: Based on the annual AAUP Faculty Salary Survey. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. Iowa's peer group for purposes of salary comparisons was established by the Board of Regents. The peer universities include the University of California-Los Angeles, University of Michigan-Ann Arbor, Ohio State University, University of Texas-Austin, University of Illinois-Urbana, Indiana University-Bloomington, University of Minnesota-Twin Cities, University of Wisconsin-Madison, University of Arizona and the University of North Carolina. The average salaries reported to the AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to the announced annual increases.

THE UNIVERSITY OF IOWA

Instruction

Fiscal Year Student Credit Hours by Student Level 51
Fiscal Year Student Credit Hours by Section Type and Primary Instructor Category 52
Fiscal year Student Credit Hours by Section Management Type and Primary Instructor Category 53

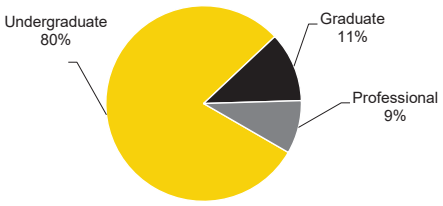
Fiscal Year Student Credit Hours by Student Level

	Fiscal Year									
Student Level	**2008-09**	**2009-10**	**2010-11**	**2011-12**	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2016-17**	**2017-18**
Undergraduate	**566,659**	**567,536**	**588,386**	**600,686**	**608,359**	**609,998**	**615,058**	**638,941**	**669,474**	**681,854**
Freshmen	129,977	126,937	139,763	140,978	138,379	137,584	137,459	153,563	160,297	141,127
Sophomores	123,317	123,735	127,234	134,642	139,051	135,091	136,562	142,157	158,539	165,678
Juniors	146,265	143,655	146,382	151,895	152,161	156,093	155,654	156,351	165,025	181,217
Seniors	156,123	160,482	161,003	162,072	167,482	169,071	172,736	172,956	172,041	180,975
Unclassified	10,977	12,727	14,004	11,099	11,286	12,159	12,647	13,914	13,572	12,857
Graduate	**105,055**	**109,566**	**111,733**	**109,457**	**107,176**	**103,736**	**101,044**	**96,202**	**97,608**	**98,691**
Master's	62,136	64,520	63,879	62,025	59,165	56,586	55,888	54,216	54,517	55,646
Doctoral	37,253	39,112	42,299	42,402	42,926	42,445	39,982	37,190	37,477	37,329
Other	5,666	5,934	5,555	5,030	5,085	4,705	5,174	4,796	5,614	5,716
Professional	**75,054**	**73,872**	**75,553**	**74,877**	**74,115**	**72,880**	**73,009**	**72,607**	**75,637**	**75,378**
Dentistry (DDS)	17,333	17,741	17,455	17,178	17,505	17,756	18,216	17,602	18,316	18,576
Law (JD)	18,024	16,673	16,422	15,887	14,947	11,747	11,139	11,334	11,993	11,881
Medicine (MD)	25,033	25,075	25,460	25,157	25,426	27,018	27,294	27,219	28,408	28,288
Pharmacy (PharmD)	14,664	14,383	16,216	16,655	16,237	16,359	16,360	16,452	16,920	16,633
Postgraduate	0	0	0	7	1	0	0	0	0	0
Total	**746,768**	**750,974**	**775,672**	**785,027**	**789,651**	**786,614**	**789,111**	**807,750**	**842,719**	**855,923**

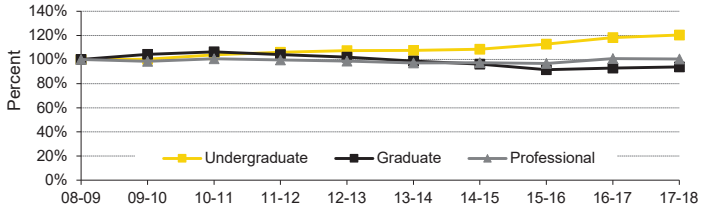
Source: MAUI/Registrar's data warehouse (see Note 1); enrollment and credit hour data as of census date each session.

Note: The fiscal year includes the summer, fall, winter, and spring semesters (e.g., 2017-18 includes summer 2017, fall 2017, winter 2017-18, spring 2018).

Student Credit Hours by Student Level 2017-18



Student Credit Hours as a Percent of 2008-09 Level

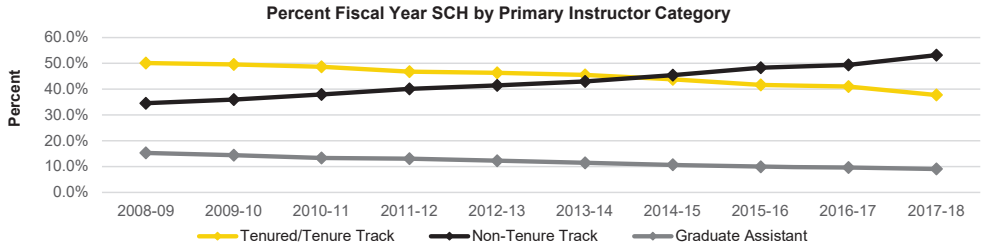


Fiscal Year Student Credit Hours by Section Type and Primary Instructor Category

Section Type/ Instructor Type	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Stand-alone	**514,480**	**524,762**	**539,241**	**543,341**	**551,833**	**548,358**	**553,722**	**569,020**	**592,143**	**599,923**
Tenured/Tenure Track	210,037	211,942	211,377	200,543	206,984	197,101	193,877	190,077	191,021	182,452
Non-Tenure Track	191,198	205,163	225,162	241,297	249,181	261,346	276,205	298,762	319,907	340,185
Graduate Assistant	113,245	107,657	102,702	101,501	95,668	89,911	83,640	80,181	81,215	77,286
Lecture	**212,139**	**205,704**	**214,713**	**220,890**	**217,146**	**217,635**	**214,809**	**219,871**	**231,774**	**237,793**
Tenured/Tenure Track	146,263	142,242	146,559	147,736	140,235	143,013	133,585	130,239	138,154	124,918
Non-Tenure Track	64,957	62,829	67,413	72,016	75,932	74,370	80,393	89,477	93,496	112,550
Graduate Assistant	919	633	741	1,138	979	252	831	155	124	325
Independent Study	**20,149**	**20,508**	**21,718**	**20,796**	**20,672**	**20,621**	**20,580**	**18,859**	**18,802**	**18,207**
Tenured/Tenure Track	18,070	18,230	19,719	18,796	18,449	18,123	18,476	16,423	16,192	15,604
Non-Tenure Track	2,024	2,224	1,899	1,952	2,090	2,454	2,035	2,398	2,592	2,574
Graduate Assistant	55	54	100	48	133	44	69	38	18	29
Total	**746,768**	**750,974**	**775,672**	**785,027**	**789,651**	**786,614**	**789,111**	**807,750**	**842,719**	**855,923**
Tenured/Tenure Track	374,370	372,414	377,655	367,075	365,668	358,237	345,938	336,739	345,367	322,974
Non-Tenure Track	258,179	270,216	294,474	315,265	327,203	338,170	358,633	390,637	415,995	455,309
Graduate Assistant	114,219	108,344	103,543	102,687	96,780	90,207	84,540	80,374	81,357	77,640

Source: MAUI/Registrar's data warehouse (see Note 1); enrollment and credit hour data as of census date each session.

Note: Lecture sections have associated lab and/or discussion sections; stand-alone sections do not.



Fiscal Year Student Credit Hours by Section Management Type and Primary Instructor Category

Management Type/ Instructor Type	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Regular	**618,940**	**610,397**	**628,093**	**627,955**	**624,023**	**621,379**	**702,482**	**712,590**	**736,167**	**739,080**
Tenured/Tenure Track	344,023	336,350	339,704	328,653	325,599	321,518	325,113	311,046	317,612	298,813
Non-Tenure Track	183,367	191,772	212,592	225,046	229,826	233,412	297,783	328,603	345,299	371,053
Graduate Assistant	91,550	82,275	75,797	74,256	68,598	66,449	79,586	72,941	73,256	69,214
Saturday/Evening	**81,923**	**88,279**	**88,047**	**93,336**	**94,569**	**85,493**	**0**	**0**	**0**	**0**
Tenured/Tenure Track	14,210	19,943	19,240	19,950	20,091	16,736	0	0	0	0
Non-Tenure Track	47,885	45,954	45,112	51,620	53,768	51,501	0	0	0	0
Graduate Assistant	19,828	22,382	23,695	21,766	20,710	17,256	0	0	0	0
Extension	**44,900**	**51,388**	**58,079**	**62,269**	**69,688**	**78,780**	**86,004**	**94,665**	**106,108**	**116,536**
Tenured/Tenure Track	15,873	15,775	18,186	18,010	19,233	19,525	20,651	25,596	27,687	24,089
Non-Tenure Track	26,195	31,926	35,896	37,594	43,006	52,805	60,444	61,668	70,332	84,021
Graduate Assistant	2,832	3,687	3,997	6,665	7,449	6,450	4,909	7,401	8,089	8,426
Workshop	**1,005**	**910**	**1,453**	**1,467**	**1,371**	**962**	**625**	**495**	**444**	**307**
Tenured/Tenure Track	264	346	525	462	745	458	174	97	68	72
Non-Tenure Track	732	564	874	1,005	603	452	406	366	364	235
Graduate Assistant	9	0	54	0	23	52	45	32	12	0
Total	**746,768**	**750,974**	**775,672**	**785,027**	**789,651**	**786,614**	**789,111**	**807,750**	**842,719**	**855,923**
Tenured/Tenure Track	374,370	372,414	377,655	367,075	365,668	358,237	345,938	336,739	345,367	322,974
Non-Tenure Track	258,179	270,216	294,474	315,265	327,203	338,170	358,633	390,637	415,995	455,309
Graduate Assistant	114,219	108,344	103,543	102,687	96,780	90,207	84,540	80,374	81,357	77,640

Source: MAUI/Registrar's data warehouse (see Note 1); enrollment and credit hour data as of census date each session.

Note: Effective summer 2014 (FY2015), the Saturday & Evening course delivery model merged with the Regular course delivery model to facilitate the overall management of instructional activity.

THE UNIVERSITY OF IOWA

Research

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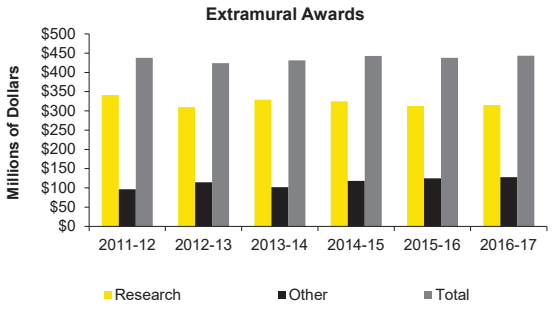
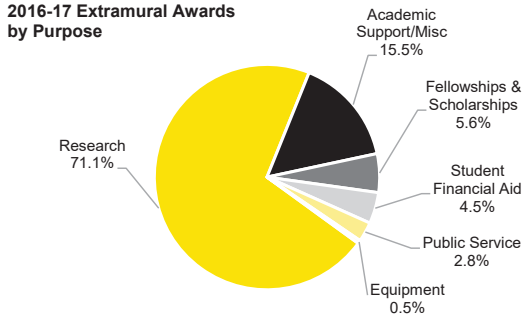
Extramural Awards (in millions)

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Total Awards	**$ 438.09**	**$ 424.11**	**$ 431.44**	**$ 443.02**	**$ 437.90**	**$ 443.30**
Awards by Purpose						
Research	$ 341.35	$ 309.79	$ 329.38	$ 324.73	$ 313.10	$ 315.15
Academic Support/Misc	$ 36.16	$ 51.63	$ 45.95	$ 61.36	$ 70.45	$ 68.91
Fellowships & Scholarships	$ 28.96	$ 27.25	$ 28.69	$ 26.14	$ 24.53	$ 24.67
Student Financial Aid	$ 16.11	$ 17.86	$ 17.57	$ 18.48	$ 19.13	$ 19.85
Public Service	$ 12.84	$ 14.59	$ 8.10	$ 6.10	$ 7.10	$ 12.59
Equipment	$ 2.68	$ 2.98	$ 1.76	$ 6.22	$ 3.63	$ 2.09
Awards by Source						
Federal	$ 276.48	$ 246.49	$ 250.12	$ 231.89	$ 240.30	$ 224.40
Non-Federal	$ 161.62	$ 177.62	$ 181.32	$ 211.14	$ 197.60	$ 218.90

Source: UI Research Information System (UIRIS)



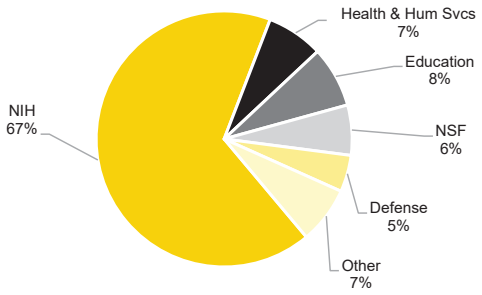


Federal Research Awards by Agency (in millions)

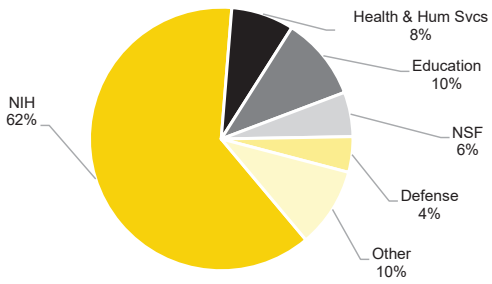
	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
NIH	$ 185.15	$ 169.23	$ 163.38	$ 146.75	$ 159.43	$ 140.03
Department of Health & Human Services - Other than NIH	$ 19.82	$ 19.21	$ 23.07	$ 22.37	$ 18.16	$ 17.30
Department of Education	$ 21.27	$ -	$ 21.73	$ 20.84	$ 21.86	$ 23.02
National Science Foundation	$ 17.53	$ 12.74	$ 14.89	$ 11.34	$ 13.95	$ 12.27
Other Federal Agencies	$ 11.32	$ 29.05	$ 9.79	$ 9.86	$8.79	$10.94
Department of Defense	$ 12.83	$ 8.71	$ 8.76	$ 10.47	$ 10.49	$ 9.80
NASA	$ 6.62	$ 3.93	$ 3.88	$ 4.09	$ 4.19	$ 6.29
Department of Energy	$ 1.94	$ 2.35	$ 2.23	$ 2.21	$ 2.20	$ 2.27
Department of Transportation	$ -	$ 1.26	$ 2.39	$ 3.97	$ 1.29	$ 2.51
Total	**$ 276.48**	**$ 246.49**	**$ 250.12**	**$ 231.89**	**$ 240.35**	**$ 224.41**

Source: UI Research Information System (UIRIS)

Federal Research Awards 2011-12



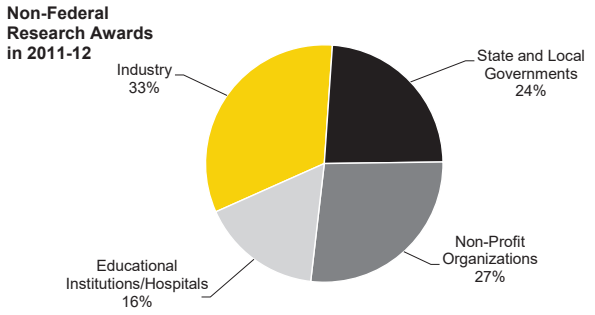
Federal Research Awards 2016-17

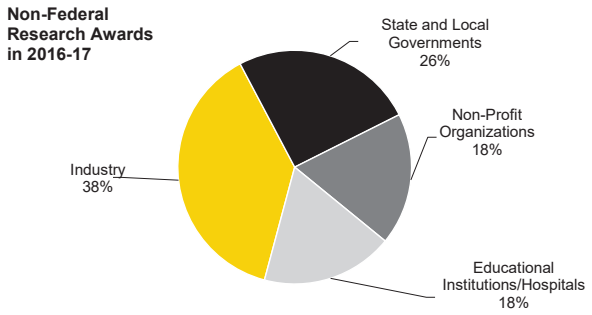


Non-Federal Research Awards by Source (in millions)

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Industry	$ 52.89	$ 62.02	$ 71.42	$ 91.72	$ 75.87	$ 83.31
State and Local Governments	$ 38.26	$ 40.81	$ 32.81	$ 47.54	$ 41.74	$ 55.40
Non-Profit Organizations	$ 43.65	$ 45.81	$ 43.75	$ 38.97	$ 44.87	$ 40.00
Educational Institutions/Hospitals	$ 26.65	$ 28.86	$ 33.24	$ 32.55	$ 34.75	$ 39.95
Foreign Governments	$ 0.17	$ 0.13	$ 0.08	$ 0.36	$ 0.34	$ 0.18
Individuals	$ -	$ -	$ 0.01	$ 0.01	$ 0.00	$ 0.01
Total	**$ 161.62**	**$ 177.62**	**$ 181.32**	**$ 211.14**	**$ 197.59**	**$ 218.84**

Source: UI Research Information System (UIRIS)

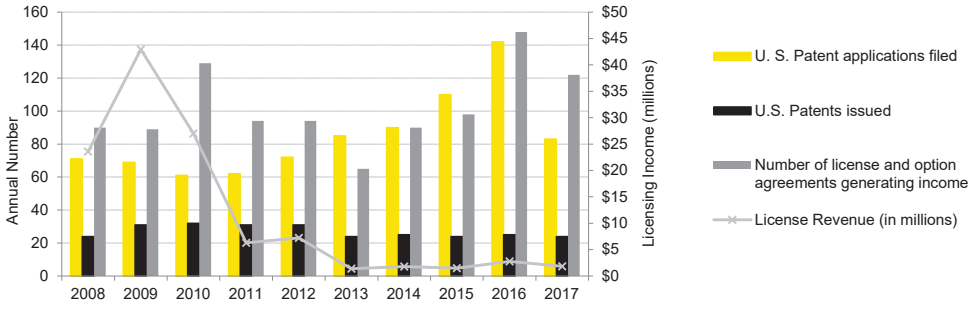




Technology Transfer

Description	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Annual number of:										
Invention disclosures received	68	70	70	68	102	98	139	147	151	93
U. S. patent applications filed	71	69	61	62	72	85	90	110	142	83
New applications filed	36	18	23	27	40	53	30	58	69	33
U.S. patents issued	24	31	32	31	31	24	25	24	25	24
Options/licenses executed	23	22	22	23	21	29	32	40	40	60
Number of license and option agreements generating income	90	89	129	94	94	65	90	98	148	122
License revenue (in millions)	$23.56	$42.92	$26.99	$6.28	$7.23	$1.38	$1.79	$1.50	$2.75	$1.83

Source: UI Research Foundation



Research and Development Expenditures at Public Big Ten Universities

Fiscal Year 2016

$ in Thousands

Rank	Institution	Total R&D	Federal	State & Local	Institution	Industry	Nonprofit Org.	Other
1	The University of Michigan	$ 1,436,448	$ 786,749	$ 3,428	$ 503,955	$ 69,932	$ 56,625	$ 15,759
2	University of Wisconsin	$ 1,157,680	$ 567,132	$ 64,823	$ 367,883	$ 23,930	$ 95,700	$ 38,212
3	University of Minnesota	$ 910,181	$ 469,260	$ 65,767	$ 286,657	$ 33,275	$ 14,625	$ 40,597
4	Pennsylvania State University	$ 825,561	$ 538,938	$ 52,052	$ 165,764	$ 30,833	$ 36,776	$ 1,198
5	Ohio State University	$ 818,464	$ 454,834	$ 54,501	$ 117,549	$ 127,731	$ 37,447	$ 26,402
6	Rutgers	$ 630,212	$ 321,432	$ 85,765	$ 167,361	$ 26,151	$ 26,551	$ 2,952
7	University of Illinois	$ 625,180	$ 335,056	$ 32,205	$ 177,548	$ 39,355	$ 22,257	$ 18,759
8	Michigan State University	$ 613,369	$ 310,225	$ 40,247	$ 218,331	$ 10,509	$ 16,765	$ 17,292
9	Purdue University	$ 606,302	$ 229,093	$ 85,626	$ 191,074	$ 47,810	$ 44,020	$ 8,679
10	University of Maryland	$ 539,388	$ 369,285	$ 17,300	$ 134,026	$ 6,345	$ 9,376	$ 3,056
11	Indiana University	$ 508,766	$ 221,801	$ 3,598	$ 209,891	$ 22,167	$ 49,016	$ 2,293
12	**University of Iowa**	**$ 473,362**	**$ 237,743**	**$ 8,072**	**$ 183,129**	**$ 24,430**	**$ 19,873**	**$ 115**
13	University of Nebraska	$ 294,856	$ 95,426	$ 59,309	$ 107,387	$ 19,418	$ 4,548	$ 8,768

Source: *National Science Foundation via AAUDE*

THE UNIVERSITY OF IOWA

Finance

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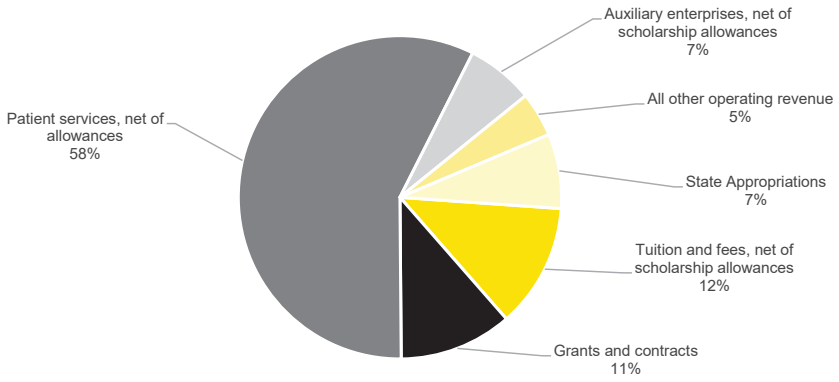
University of Iowa Revenue (in millions)

	2013	2014	2015	2016	2017
Tuition and fees, net of scholarship allowances	$374.8	$382.1	$377.8	$379.1	$399.1
Grants and contracts	$368.4	$363.6	$351.0	$361.0	$363.2
Patient services, net of allowances	$1,356.5	$1,462.0	$1,611.6	$1,789.4	$1,846.5
Sales and services of educational departments	$108.3	$102.9	$98.9	$108.4	$108.5
Auxiliary enterprises, net of scholarship allowances	$175.3	$179.5	$180.6	$197.0	$216.3
Other operating revenue	$25.7	$44.9	$32.6	$42.0	$35.0
State Appropriations	$229.6	$238.1	$247.3	$247.3	$239.3
Total	**$2,638.6**	**$2,773.2**	**$2,899.8**	**$3,124.2**	**$3,207.9**

Source: Annual University of Iowa audited Financial Report

FY 2016-17 Revenue



University of Iowa Operating Expenses By Function (in millions)

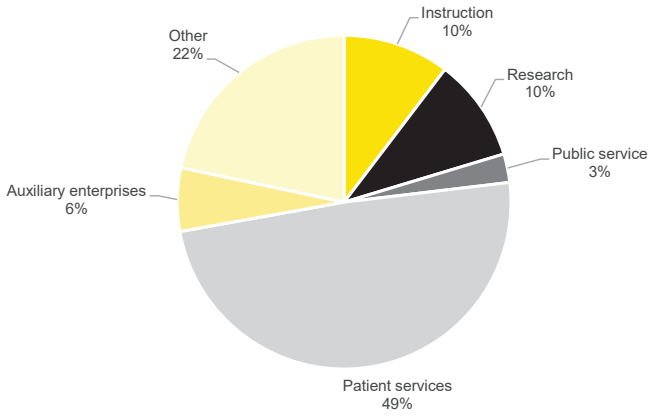
	2013	2014	2015	2016	2017
Instruction	$ 335.97	$ 349.81	$ 352.68	$ 337.26	$ 341.80
Research	$ 287.37	$ 297.06	$ 294.66	$ 332.21	$ 330.33
Public service	$ 80.06	$ 81.91	$ 87.62	$ 93.17	$ 91.62
Academic support	$ 163.08	$ 167.42	$ 164.64	$ 181.40	$ 226.38
Patient services	$ 1,189.98	$ 1,281.00	$ 1,343.80	$ 1,508.95	$ 1,621.65
Student services	$ 31.13	$ 32.02	$ 36.50	$ 35.71	$ 40.92
Institutional support	$ 78.58	$ 64.22	$ 75.06	$ 54.48	$ 63.79
Scholarships and fellowships	$ 28.73	$ 30.83	$ 30.52	$ 30.23	$ 31.24
Auxiliary enterprises	$ 157.48	$ 166.65	$ 172.79	$ 182.13	$ 203.17
All other*	$ 243.09	$ 274.87	$ 300.48	$ 319.63	$ 353.98
Total	**$ 2,595.46**	**$ 2,745.80**	**$ 2,858.75**	**$ 3,075.17**	**$ 3,304.88**

**Includes operations & maintenance of plant, depreciation & amortization, and other operating expenses*

Source: Annual University of Iowa audited Financial Report *(http://afr.fo.uiowa.e*

For further breakdown of operating expenses, see Note 11 of the Financial Report.

Fiscal Year 2017 Operating Expenses

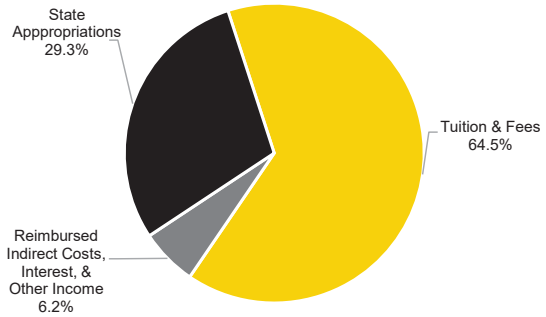


University of Iowa General Education Fund Budget Revenues

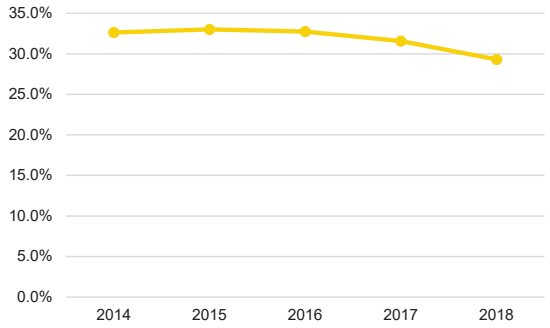
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
State Appropriations	$222,041,351	$230,923,005	$230,923,005	$232,223,005	$216,759,067
Tuition and Fees	$412,887,000	$425,231,000	$432,583,000	$459,794,000	$477,361,000
Reimbursed Indirect Costs	$43,148,000	$41,448,000	$39,648,000	$42,648,000	$44,467,000
Interest	$2,167,649	$1,867,995	$1,867,995	$1,267,995	$1,100,000
Other Income	$125,000	$125,000	$125,000	$125,000	$24,933
TOTAL REVENUES	$680,369,000	$699,595,000	$705,147,000	$736,058,000	$739,712,000

Source: UI Annual Budget Reports

General Fund Budgeted Revenues FY 2018



Percent of GEF Budget Supported by State Appropriations

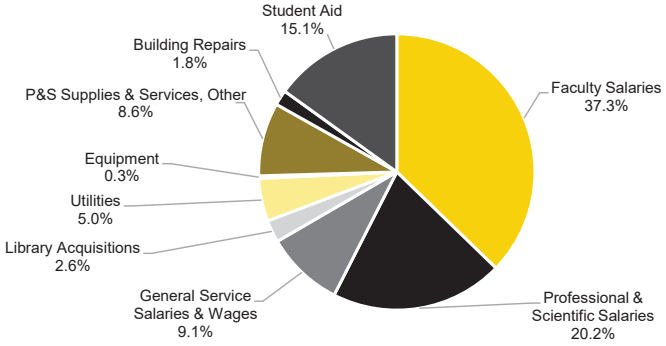


University of Iowa General Education Fund Budget Expenditures

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Faculty Salaries	$253,421,000	$271,021,000	$266,700,000	$267,640,000	$275,562,000
Professional & Scientific Salaries	$132,473,000	$138,800,000	$146,900,000	$145,138,000	$149,778,000
General Services Salaries	$62,238,000	$59,746,000	$56,600,000	$62,086,000	$61,792,000
Hourly Wages	$4,298,000	$4,698,000	$5,300,000	$5,700,000	$5,700,000
Subtotal	$452,430,000	$474,265,000	$475,500,000	$480,564,000	$492,832,000
Professional & Scientific Supplies	$54,919,000	$49,743,000	$44,627,000	$60,875,375	$56,901,675
Library Acquisitions	$17,708,000	$18,416,000	$19,337,000	$19,287,325	$19,287,325
Rentals	$4,200,000	$4,900,000	$4,900,000	$5,400,000	$5,900,000
Utilities	$35,542,000	$34,373,000	$33,875,000	$36,328,000	$37,088,000
Building Repairs	$23,296,000	$22,496,000	$20,918,000	$24,000,000	$13,232,000
Auditor of State Reimbursement	$605,000	$630,000	$680,000	$735,000	$765,000
Equipment	$2,100,000	$2,400,000	$2,400,000	$2,267,000	$2,267,000
Student Aid	$89,569,000	$92,372,000	$102,910,000	$106,601,300	$111,439,000
Subtotal	$227,939,000	$225,330,000	$229,647,000	$255,494,000	$246,880,000
TOTAL EXPENDITURES	$680,369,000	$699,595,000	$705,147,000	$736,058,000	$739,712,000

Source: UI Annual Budget Reports

General Fund Budgeted Expenditures FY 2018



2017-18 Academic Year Tuition & Required Fees at Public Big Ten Universities

	Undergraduate				Graduate			
	Resident		Non-Resident		Resident		Non-Resident	
University	Amount	Rank	Amount	Rank	Amount	Rank	Amount	Rank
Pennsylvania State University	18,436	1	33,664	5	21,752	2	36,606	3
University of Illinois	15,868	2	31,988	7	16,542	7	31,034	7
The University of Michigan	14,826	3	47,476	1	22,696	1	45,484	1
Rutgers	14,638	4	30,579	9	18,984	3	30,792	8
Michigan State University	14,460	5	39,405	2	17,436	6	34,260	4
University of Minnesota	14,417	6	26,603	12	18,232	4	27,388	11
The Ohio State University	10,591	7	29,695	10	12,425	8	33,897	5
University of Wisconsin	10,534	8	34,783	4	11,988	9	25,315	12
Indiana University	10,533	9	34,845	3	10,279	11	31,448	6
University of Maryland	10,399	10	33,606	6	17,982	5	36,966	2
Purdue University	9,992	11	28,794	11	9,992	12	28,794	10
University of Iowa	**8,965**	**12**	**30,609**	**8**	**10,960**	**10**	**29,696**	**9**
University of Nebraska	8,887	13	24,187	13	9,176	13	23,174	13
Average Excluding Iowa	12,798		32,969		15,624		32,096	
Midpoint Excluding Iowa	12,504		32,797		16,989		31,241	
Iowa Distance From the Midpoint	-3,540		-2,189		-6,030		-1,546	

Sources: AAUDE Survey of Academic Year Tuition & Required Fees at AAU Public Universities, and the University of Virginia Survey of Academic Year Tuition & Required Fees. Notes: All of the public Big Ten Universities assess additional fees, beyond those shown above, for undergraduates enrolled in specific academic programs, such as engineering or business.

Trends in Academic Year Tuition and Required Fees

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Iowa										
Tuition & Fees										
Resident Undergraduate	$ 6,544	$ 6,824	$ 7,417	$ 7,765	$ 8,057	$ 8,061	$ 8,079	$ 8,104	$ 8,575	$ 8,965
Non-Resident Undergraduate	20,658	22,198	23,713	25,099	26,279	26,931	27,409	27,890	28,813	30,609
Resident Graduate	7,436	7,863	8,579	8,982	9,313	9,523	9,687	9,693	10,357	10,960
Non-Resident Graduate	20,318	21,467	22,999	24,340	25,477	26,107	26,569	26,871	27,961	29,696
Annual Percent Increase										
Resident Undergraduate	4.0	4.3	8.7	4.7	3.8	0.0	0.2	0.3	5.8	4.5
Non-Resident Undergraduate	6.1	7.5	6.8	5.8	4.7	2.5	1.8	1.8	3.3	6.2
Resident Graduate	3.9	5.7	9.1	4.7	3.7	2.3	1.7	0.1	6.9	5.8
Non-Resident Graduate	6.1	5.7	7.1	5.8	4.7	2.5	1.8	1.1	4.1	6.2
Average of Other Public Big Ten Institutions (excluding Iowa)										
Tuition & Fees										
Resident Undergraduate	$ 9,769	$ 10,259	$ 10,829	$ 11,406	$ 11,844	$ 11,924	$ 12,125	$ 12,299	$ 12,517	$ 12,798
Non-Resident Undergraduate	23,273	24,408	25,671	26,982	28,062	28,657	29,492	30,572	31,662	32,969
Resident Graduate	11,465	12,036	12,676	13,300	13,819	14,166	14,506	14,841	15,190	15,624
Non-Resident Graduate	23,666	24,673	25,718	26,887	27,809	28,562	29,406	30,251	31,086	32,096
Annual Percent Increase										
Resident Undergraduate	6.0	5.0	5.6	5.3	3.8	0.7	1.7	1.4	1.8	2.2
Non-Resident Undergraduate	2.7	4.9	5.2	5.1	4.0	2.1	2.9	3.7	3.6	4.1
Resident Graduate	6.6	5.0	5.3	4.9	3.9	2.5	2.4	2.3	2.4	2.9
Non-Resident Graduate	5.3	4.3	4.2	4.5	3.4	2.7	3.0	2.9	2.8	3.3

Sources: AAUDE Survey of Academic Year Tuition & Required Fees at AAU Public Universities, and the University of Virginia Survey of Tuition & Fees.

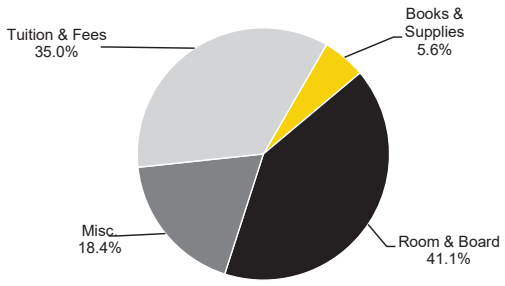
Notes: The other public Big Ten institutions include Illinois, Indiana, Maryland, Michigan, Michigan State, Minnesota, Nebraska, Ohio State, Penn State, Purdue, Rutgers and Wisconsin.

Undergraduate Cost of Attendance per Academic Year

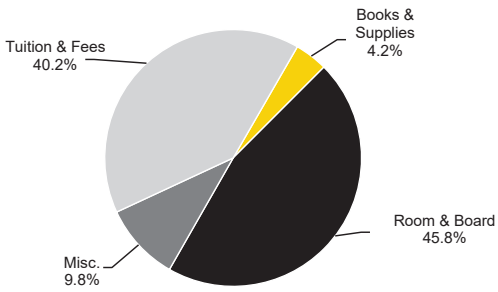
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Books and Living Costs										
Books & Supplies	1,040	1,090	1,090	1,090	1,090	1,040	1,040	1,240	950	950
Room & Board	7,673	8,004	8,331	8,750	9,170	9,424	9,614	9,728	10,108	10,450
Misc. Personal & Travel	3,430	3,520	3,515	3,515	3,515	2,166	2,128	1,938	2,242	2,242
Total	12,143	12,614	12,936	13,355	13,775	12,630	12,782	12,906	13,300	13,642
Resident Tuition & Fees	6,544	6,824	7,417	7,765	8,057	8,061	8,079	8,104	8,800	9,190
Resident Total Costs	**18,687**	**19,438**	**20,353**	**21,120**	**21,832**	**20,691**	**20,861**	**21,010**	**22,100**	**22,832**
Non-Resident Tuition & Fees	20,658	22,198	23,713	25,099	26,279	26,931	27,409	27,890	29,038	30,834
Non - Resident Total Costs	**32,801**	**34,812**	**36,649**	**38,454**	**40,054**	**39,561**	**40,191**	**40,796**	**42,338**	**44,476**

Source: Office of Student Financial Aid

Total Costs for Residents in 2008-09



Total Costs for Residents in 2017-18



Academic Year Student Financial Aid Awards by Type

	Undergraduate					Graduate/Professional				
	2012-13	2013-14	2014-15	2015-16	2016-17	2012-13	2013-14	2014-15	2015-16	2016-17
Grants/Scholarships										
Federal	$ 17,555,598	$ 17,509,937	$ 18,025,183	$ 18,719,557	$ 19,257,985	$ 100,201	$ 123,020	$ 143,791	$ 96,978	$ 71,451
State	$ 1,538,023	$ 1,256,058	$ 1,245,010	$ 430,176	$ 454,581	$ 184,218	$ 173,193	$ 176,403	$ 126,784	$ 115,267
Institutional	$ 61,108,689	$ 69,901,542	$ 76,270,765	$ 86,823,362	$ 91,939,824	$ 27,522,153	$ 30,286,002	$ 31,478,176	$ 33,580,721	$ 20,717,596
Other	$ 14,554,677	$ 18,609,914	$ 18,382,491	$ 20,481,910	$ 21,207,101	$ 9,528,249	$ 9,885,567	$ 11,046,297	$ 11,497,730	$ 10,834,315
Total	**$ 94,756,987**	**$ 107,277,451**	**$ 113,923,449**	**$ 126,455,005**	**$ 132,859,491**	**$ 37,334,821**	**$ 40,467,782**	**$ 42,844,667**	**$ 45,302,213**	**$ 31,738,629**
Loans										
Federal	$ 120,938,406	$ 114,926,946	$ 112,882,800	$ 111,400,047	$ 117,445,987	$ 92,023,333	$ 84,818,683	$ 82,899,197	$ 80,395,565	$ 84,135,718
State	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Institutional	$ 618,524	$ 134,889	$ 134,237	$ 77,428	$ 108,820	$ 878,033	$ 328,598	$ 310,021	$ 305,744	$ 429,573
Other	$ 17,045,486	$ 16,180,250	$ 14,734,318	$ 16,297,071	$ 16,659,402	$ 1,037,053	$ 1,210,736	$ 728,376	$ 747,715	$ 1,050,683
Total	**$ 138,602,416**	**$ 131,242,085**	**$ 127,751,355**	**$ 127,774,546**	**$ 134,214,209**	**$ 93,938,419**	**$ 86,358,017**	**$ 83,937,594**	**$ 81,449,024**	**$ 85,615,974**
Employment										
Federal	$ 2,690,910	$ 2,587,683	$ 2,882,903	$ 2,436,904	$ 2,849,504	$ 21,147,279	$ 19,723,339	$ 17,903,142	$ 19,205,060	$ 18,989,328
State	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Institutional	$ 22,584,367	$ 20,697,940	$ 22,500,497	$ 14,341,753	$ 25,441,356	$ 73,595,082	$ 72,326,003	$ 68,259,751	$ 53,832,200	$ 71,356,317
Other	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Total	**$ 25,275,277**	**$ 23,285,623**	**$ 25,383,400**	**$ 16,778,657**	**$ 28,290,860**	**$ 94,742,361**	**$ 92,049,342**	**$ 86,162,893**	**$ 73,037,260**	**$ 90,345,645**
Total										
Federal	$ 141,184,914	$ 135,024,566	$ 133,790,886	$ 132,556,508	$ 139,553,476	$ 113,270,813	$ 104,665,042	$ 100,946,130	$ 99,697,603	$ 103,196,497
State	$ 1,538,023	$ 1,256,058	$ 1,245,010	$ 430,176	$ 454,581	$ 184,218	$ 173,193	$ 176,403	$ 126,784	$ 115,267
Institutional	$ 84,311,580	$ 90,734,371	$ 98,905,499	$ 101,242,543	$ 117,490,000	$ 101,995,268	$ 102,940,603	$ 100,047,948	$ 87,718,665	$ 92,503,486
Other	$ 31,600,163	$ 34,790,164	$ 33,116,809	$ 36,778,981	$ 37,866,503	$ 10,565,302	$ 11,096,303	$ 11,774,673	$ 12,245,445	$ 11,884,998
Total	**$ 258,634,680**	**$ 261,805,159**	**$ 267,058,204**	**$ 271,008,208**	**$ 295,364,560**	**$ 226,015,601**	**$ 218,875,141**	**$ 212,945,154**	**$ 199,788,497**	**$ 207,700,248**

Source: MAUI/Office of Student Financial Aid (Annual Reports to the Iowa College Student Aid Commission)

continued

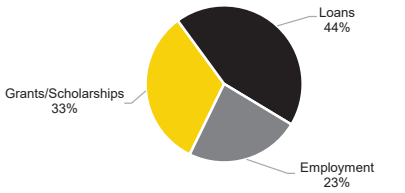
Academic Year Student Financial Aid Awards by Type, *continued*

Total (Undergraduate and Graduate/Professional)

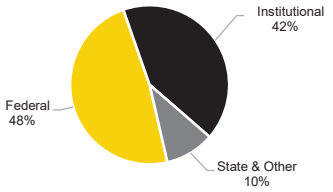
	2012-13	2013-14	2014-15	2015-16	2016-17
Grants/Scholarships					
Federal	$ 17,655,799	$ 17,632,957	$ 18,168,974	$ 18,816,535	$ 19,329,436
State	$ 1,722,241	$ 1,429,251	$ 1,421,413	$ 556,960	$ 569,848
Institutional	$ 88,630,842	$ 100,187,544	$ 107,748,941	$ 120,404,083	$ 112,657,420
Other	$ 24,082,926	$ 28,495,481	$ 29,428,788	$ 31,979,640	$ 32,041,416
Total	**$ 132,091,808**	**$ 147,745,233**	**$ 156,768,116**	**$ 171,757,218**	**$ 164,598,120**
Loans					
Federal	$ 212,961,739	$ 199,745,629	$ 195,781,997	$ 191,795,612	$ 201,581,705
State	$ -	$ -	$ -	$ -	$ -
Institutional	$ 1,496,557	$ 463,487	$ 444,258	$ 383,172	$ 538,393
Other	$ 18,082,539	$ 17,390,986	$ 15,462,694	$ 17,044,786	$ 17,710,085
Total	**$ 232,540,835**	**$ 217,600,102**	**$ 211,688,949**	**$ 209,223,570**	**$ 219,830,183**
Employment					
Federal	$ 23,838,189	$ 22,311,022	$ 20,786,045	$ 21,641,964	$ 21,838,832
State	$ -	$ -	$ -	$ -	$ -
Institutional	$ 96,179,449	$ 93,023,943	$ 90,760,248	$ 68,173,953	$ 96,797,673
Other	$ -	$ -	$ -	$ -	$ -
Total	**$ 120,017,638**	**$ 115,334,965**	**$ 111,546,293**	**$ 89,815,917**	**$ 118,636,505**
Total					
Federal	$ 254,455,727	$ 239,689,608	$ 234,737,016	$ 232,254,111	$ 242,749,973
State	$ 1,722,241	$ 1,429,251	$ 1,421,413	$ 556,960	$ 569,848
Institutional	$ 186,306,848	$ 193,674,974	$ 198,953,447	$ 188,961,208	$ 209,993,486
Other	$ 42,165,465	$ 45,886,467	$ 44,891,482	$ 49,024,426	$ 49,751,501
Total	**$ 484,650,281**	**$ 480,680,300**	**$ 480,003,358**	**$ 470,796,705**	**$ 503,064,808**

Source: MAUI/Office of Student Financial Aid (Annual Reports to the Iowa College Student Aid Commission)

2016-17 Student Financial Aid Awards by Type



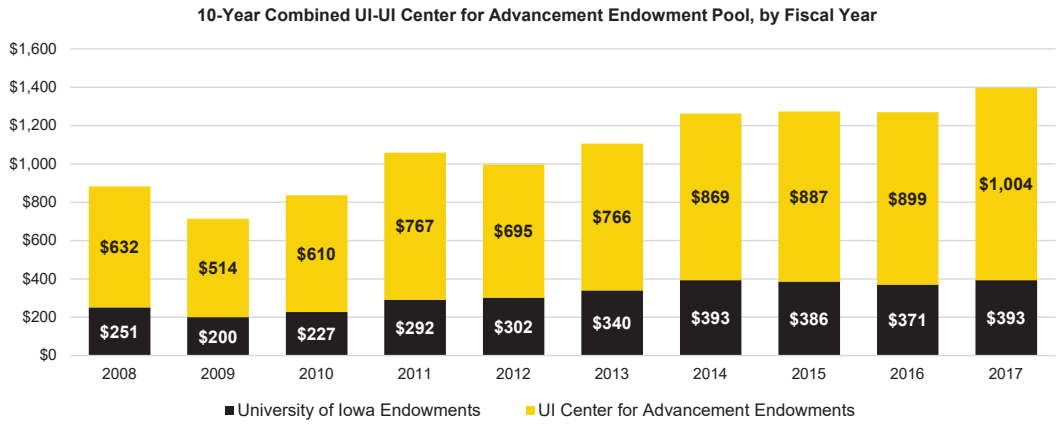
2016-17 Student Financial Aid Awards by Source



Endowment

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
UI Center for Advancement Endowments	$632	$514	$610	$767	$695	$766	$869	$887	$899	$1,004
University of Iowa Endowments	$251	$200	$227	$292	$302	$340	$393	$386	$371	$393
Combined Endowments	$883	$714	$837	$1,059	$997	$1,106	$1,262	$1,273	$1,270	$1,397
UI Center for Advancement Distributions (in millions)	--	$57.37	$58.46	$68.97	$90.70	$85.19	$91.54	$95.55	$97.56	$132.69

Sources:
University of Iowa Center for Advancement
Annual University of Iowa audited Financial Report http://afr.fo.uiowa.edu/annual-reports



THE UNIVERSITY OF IOWA

Colleges

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Fall Semester Headcount Enrollment by College and by Student Level

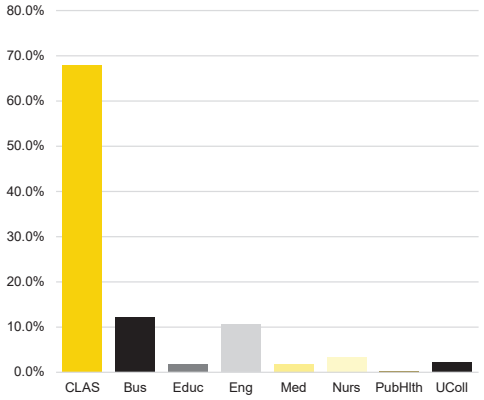
Student Level	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Undergraduate	**20,763**	**20,534**	**21,128**	**21,528**	**21,921**	**21,904**	**22,289**	**23,300**	**24,430**	**24,503**
Liberal Arts & Sciences	15,074	14,685	15,133	15,660	15,655	15,704	15,500	15,697	16,447	16,617
Business	2,292	2,441	2,444	2,559	2,645	2,496	2,585	2,725	2,811	2,971
Dentistry	1	0	0	0	0	0	0	0	0	0
Education	404	444	430	441	435	383	355	386	396	422
Engineering	1,354	1,412	1,573	1,667	1,840	1,996	2,323	2,677	2,843	2,588
Law	0	0	0	0	0	0	1	1	0	0
Medicine	327	363	366	393	443	429	406	427	414	453
Nursing	697	648	584	429	496	544	550	811	936	832
Public Health	1	1	2	2	0	0	0	1	32	81
University College	613	540	596	377	407	352	569	575	551	539
Graduate	**6,343**	**6,442**	**6,375**	**6,290**	**6,206**	**5,939**	**5,804**	**5,688**	**5,698**	**5,816**
Liberal Arts & Sciences	2,350	2,345	2,305	2,289	2,232	2,130	2,036	2,017	1,963	1,912
Business	1,172	1,174	1,184	1,142	1,212	1,232	1,234	1,209	1,277	1,420
Dentistry	69	67	66	71	63	62	67	73	76	81
Education	643	669	652	639	660	652	640	594	574	585
Engineering	375	354	411	370	350	332	316	305	300	276
Law	14	9	6	7	6	14	17	13	22	17
Medicine	314	312	309	313	320	313	302	290	322	298
Nursing	349	363	369	363	304	258	217	229	247	248
Pharmacy	82	91	93	96	90	81	78	67	68	67
Public Health	300	319	311	319	317	296	312	340	332	335
Graduate College	675	739	666	681	648	566	585	551	517	577
University College	0	0	3	0	4	3	0	0	0	0
Professional	**1,997**	**1,969**	**1,966**	**1,955**	**1,923**	**1,835**	**1,812**	**1,799**	**1,837**	**1,847**
Dentistry	309	316	315	318	318	322	328	322	323	329
Law	621	593	576	558	526	420	392	392	428	419
Medicine	629	625	637	638	644	662	662	657	658	668
Pharmacy	438	435	438	441	435	431	430	428	428	431
Postgraduate	**1,398**	**1,343**	**1,308**	**1,372**	**1,370**	**1,318**	**1,417**	**1,306**	**1,323**	**1,398**
Liberal Arts & Sciences	1	1	1	1	1	1	0	0	0	0
Dentistry	1	2	1	1	2	3	0	0	0	0
Medicine	1,077	1,012	972	998	1,015	980	1,057	959	1,007	1,101
Pharmacy	8	6	6	7	6	5	0	0	0	0
Public Health	0	0	0	0	0	0	0	0	0	0
Graduate College	311	322	328	365	346	329	360	347	316	297
All Levels	**30,501**	**30,288**	**30,777**	**31,145**	**31,420**	**30,996**	**31,322**	**32,093**	**33,288**	**33,564**
Liberal Arts & Sciences	17,425	17,031	17,439	17,950	17,888	17,835	17,536	17,714	18,410	18,529
Business	3,464	3,615	3,628	3,701	3,857	3,728	3,819	3,934	4,088	4,391
Dentistry	380	385	382	390	383	387	395	395	399	410
Education	1,047	1,113	1,082	1,080	1,095	1,035	995	980	970	1,007
Engineering	1,729	1,766	1,984	2,037	2,190	2,328	2,639	2,982	3,143	2,864
Law	635	602	582	565	532	434	410	406	450	436
Medicine	2,347	2,312	2,284	2,342	2,422	2,384	2,427	2,333	2,401	2,520
Nursing	1,046	1,011	953	792	800	802	767	1,040	1,183	1,080
Pharmacy	528	532	537	544	531	517	508	495	496	498
Public Health	301	320	313	321	317	296	312	341	364	416
Graduate College	986	1,061	994	1,046	994	895	945	898	833	874
University College	613	540	599	377	411	355	569	575	551	539

Source: MAUI/Registrar's data warehouse (see Note 1). See Note 2 regarding discrepancies with census-date reporting for fall 2011.

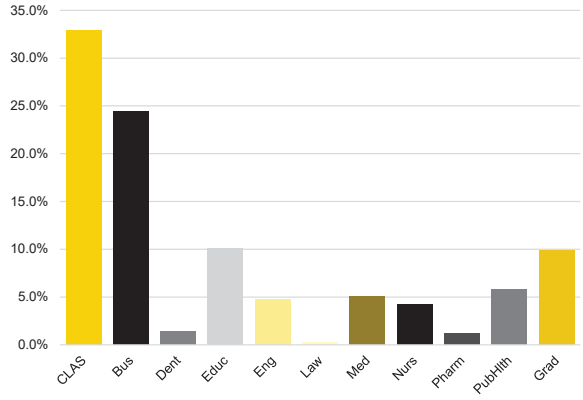
continued

Fall Semester Headcount Enrollment by College and by Student Level, *continued*

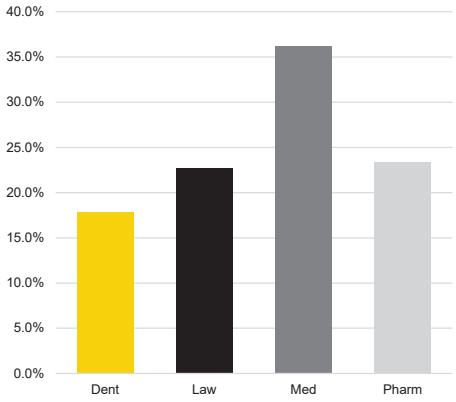
Percent of Undergraduates, Fall 2017



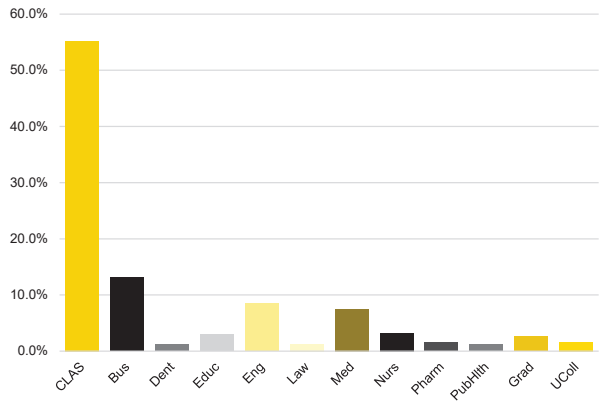
Percent of Graduate Students, Fall 2017



Percent of Professional Students, Fall 2017



Percent of All Students, Fall 2017



Degree Program Completions by College

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
College of Liberal Arts & Sciences										
Bachelor's	3,209	3,149	3,124	3,174	3,131	3,343	3,334	3,307	3,301	3,278
Master's	526	454	520	465	527	513	517	447	483	494
Doctorate	191	161	168	180	158	213	174	174	187	166
College of Business										
Bachelor's	1,033	1,059	1,041	1,050	1,133	1,156	1,171	1,247	1,212	1,133
Master's	324	402	376	422	397	376	442	403	388	328
Doctorate	18	17	15	16	9	25	11	15	15	19
College of Dentistry										
Bachelor's		1								
Master's	19	20	13	18	11	16	13	15	17	17
Doctorate	2		1	3	3	2		1		1
Professional	71	74	73	79	75	72	75	86	74	82
College of Education										
Bachelor's	149	148	146	149	148	144	140	93	94	115
Master's	98	88	122	98	99	111	125	117	118	103
Doctorate	39	52	40	45	68	51	43	53	56	46
College of Engineering										
Bachelor's	243	253	276	288	262	295	341	447	391	426
Master's	69	71	65	83	91	71	52	66	67	63
Doctorate	35	38	42	35	41	46	38	31	37	55
College of Law										
Master's	5	8	8	6	6	2	4	7	4	8
Professional	207	205	216	183	183	189	180	143	103	136
College of Medicine										
Bachelor's	92	79	105	80	94	124	119	116	115	108
Master's	57	30	38	37	34	34	32	32	15	33
Doctorate	60	62	63	57	55	59	60	67	60	58
Professional	136	144	130	147	140	136	148	152	150	135
College of Nursing										
Bachelor's	270	261	245	279	141	123	215	155	210	223
Master's	103	65	101	112	127	81	19	7	5	7
Doctorate	7	16	16	22	26	80	81	48	35	61
College of Pharmacy										
Master's	3	3	4	6	4	6	5	2	3	5
Doctorate	10	9	13	11	12	11	19	14	14	8
Professional	100	109	104	108	113	110	107	109	107	106
College of Public Health										
Master's	91	105	99	96	104	127	99	123	107	116
Doctorate	17	9	13	20	21	15	12	9	22	13
Graduate College										
Master's	67	59	92	69	69	77	70	72	61	77
Doctorate	34	40	40	43	44	36	52	41	42	37
University College										
Bachelor's	114	119	132	141	46	64	58	94	82	106
Master's			2	2		2	2			
Total										
Bachelor's	5,110	5,069	5,069	5,161	4,955	5,249	5,378	5,459	5,405	5,389
Master's	1,362	1,305	1,440	1,414	1,469	1,416	1,380	1,291	1,268	1,251
Doctorate	413	404	411	432	437	538	490	453	468	464
Professional	514	532	523	517	511	507	510	490	434	459
	7,399	**7,310**	**7,443**	**7,524**	**7,372**	**7,710**	**7,758**	**7,693**	**7,575**	**7,563**

Source: MAUI

Note: Counts unique programs of study completed. A student who completed multiple programs of study (e.g. English and History) might have earned a single degree (e.g Bachelor of Arts) and would be counted only once in a count of degrees. Data for previous years may be updated (increased) in subsequent reports due to late conferral of degrees for previous sessions.

Alumni by College

College	Total	Undergraduate Degree	Graduate Degree	Multiple Degrees	Alumni in U.S.	Alumni Not in U.S., or Unknown Primary Address
Liberal Arts & Sciences	160,701	130,564	48,479	68,404	156,214	4,487
Business	50,928	41,274	14,247	17,445	48,787	2,141
Dentistry	4,872	1,244	4,866	2,141	4,753	119
Education	27,787	19,598	12,370	17,284	27,043	744
Engineering	15,310	11,639	5,702	5,123	14,185	1,125
Law	10,465	3,265	10,465	3,797	10,258	207
Medicine	23,519	8,190	19,531	9,090	22,820	699
Nursing	12,334	10,986	2,523	2,016	12,261	73
Pharmacy	5,465	2,834	3,116	787	5,284	181
Public Health	3,111	821	3,100	1,601	2,975	136
Graduate College	71,921	16,905	71,874	28,408	67,047	4,874

Source: UI Living Alumni Statistical Report, April 16, 2018

Note: Not unique counts; alumni are counted in each relevant college and in each relevant degree category.

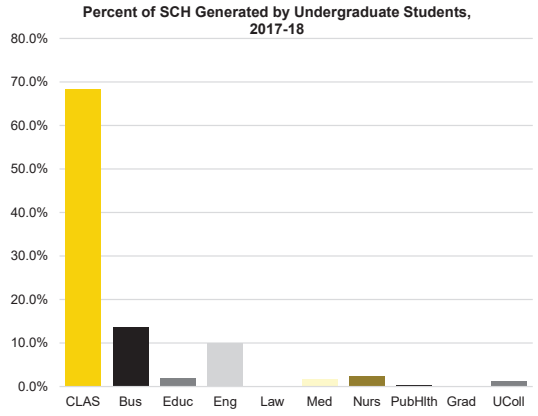
Fiscal Year Student Credit Hours by College of Student's Primary Program of Study and by Student Level

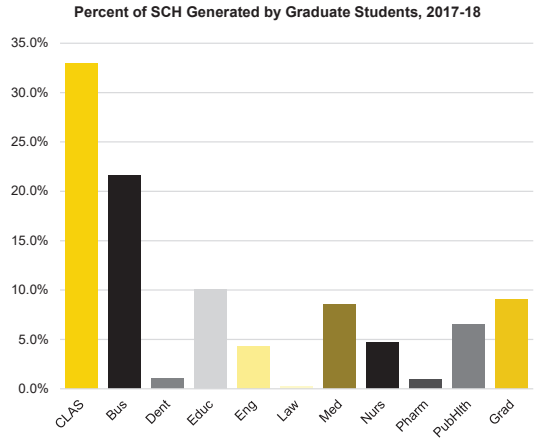
Student Level	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Undergraduate	**566,659**	**567,536**	**588,386**	**600,686**	**608,359**	**609,998**	**615,058**	**638,941**	**669,474**	**681,854**
Liberal Arts & Sciences	408,538	402,642	415,246	430,144	428,939	429,762	425,673	439,667	460,062	466,710
Business	69,587	74,633	75,651	79,292	80,818	78,217	79,896	84,067	87,611	92,577
Dentistry	34	0	0	0	0	0	0	0	0	0
Education	12,573	13,264	13,628	13,753	13,388	11,664	11,045	12,047	12,579	13,902
Engineering	39,722	41,282	47,527	50,763	55,774	60,554	64,853	66,542	70,345	68,290
Law	0	0	0	0	0	0	9	3	0	0
Medicine	7,086	7,982	8,821	9,613	10,491	10,423	10,524	11,445	11,629	12,494
Nursing	16,273	15,292	13,833	10,758	12,755	13,450	14,372	15,831	16,609	16,135
Public Health	12	3	9	27	3	0	3	9	946	2,356
Graduate College	0	0	0	0	0	0	0	0	0	0
University College	12,834	12,438	13,671	6,336	6,191	5,928	8,683	9,330	9,693	9,390
Graduate	**105,055**	**109,566**	**111,733**	**109,457**	**107,176**	**103,736**	**101,044**	**96,202**	**97,608**	**98,691**
Liberal Arts & Sciences	36,468	36,843	37,615	37,668	36,595	35,646	34,483	33,792	32,855	32,494
Business	20,026	21,680	21,936	20,812	21,164	21,555	21,721	19,792	20,306	21,322
Dentistry	890	804	971	827	812	729	810	938	859	1,037
Education	10,815	11,190	10,799	11,083	11,764	11,266	10,996	10,269	10,050	9,901
Engineering	5,691	5,588	6,721	5,947	5,572	5,277	4,851	4,482	4,384	4,242
Law	391	266	202	243	174	340	529	294	402	235
Medicine	8,202	8,490	8,842	8,889	8,809	8,837	8,325	7,886	8,891	8,470
Nursing	6,433	7,090	7,375	6,920	5,671	4,771	3,937	3,939	4,502	4,646
Pharmacy	1,271	1,506	1,459	1,492	1,267	1,196	1,222	1,059	1,032	988
Public Health	5,570	5,739	5,650	5,933	6,109	5,661	5,846	6,183	6,314	6,420
Graduate College	9,260	10,341	10,050	9,603	9,124	8,391	8,300	7,568	8,013	8,936
University College	38	29	113	40	115	67	24	0	0	0
Professional	**75,054**	**73,872**	**75,553**	**74,877**	**74,115**	**72,880**	**73,009**	**72,607**	**75,637**	**75,378**
Dentistry	17,333	17,741	17,455	17,178	17,505	17,756	18,216	17,602	18,316	18,576
Law	18,024	16,673	16,422	15,887	14,947	11,747	11,139	11,334	11,993	11,881
Medicine	25,033	25,075	25,460	25,157	25,426	27,018	27,294	27,219	28,408	28,288
Pharmacy	14,664	14,383	16,216	16,655	16,237	16,359	16,360	16,452	16,920	16,633
Postgraduate	**0**	**0**	**0**	**7**	**1**	**0**	**0**	**0**	**0**	**0**
Medicine	0	0	0	7	1	0	0	0	0	0
All Levels	**746,768**	**750,974**	**775,672**	**785,027**	**789,651**	**786,614**	**789,111**	**807,750**	**842,719**	**855,923**
Liberal Arts & Sciences	445,006	439,485	452,861	467,812	465,534	465,408	460,156	473,459	492,917	499,204
Business	89,613	96,313	97,587	100,104	101,982	99,772	101,617	103,859	107,917	113,899
Dentistry	18,257	18,545	18,426	18,005	18,317	18,485	19,026	18,540	19,175	19,613
Education	23,388	24,454	24,427	24,836	25,152	22,930	22,041	22,316	22,629	23,803
Engineering	45,413	46,870	54,248	56,710	61,346	65,831	69,704	71,024	74,729	72,532
Law	18,415	16,939	16,624	16,130	15,121	12,087	11,677	11,631	12,395	12,116
Medicine	40,321	41,547	43,123	43,666	44,727	46,278	46,143	46,550	48,928	49,252
Nursing	22,706	22,382	21,208	17,678	18,426	18,221	18,309	19,770	21,111	20,781
Pharmacy	15,935	15,889	17,675	18,147	17,504	17,555	17,582	17,511	17,952	17,621
Public Health	5,582	5,742	5,659	5,960	6,112	5,661	5,849	6,192	7,260	8,776
Graduate College	9,260	10,341	10,050	9,603	9,124	8,391	8,300	7,568	8,013	8,936
University College	12,872	12,467	13,784	6,376	6,306	5,995	8,707	9,330	9,693	9,390

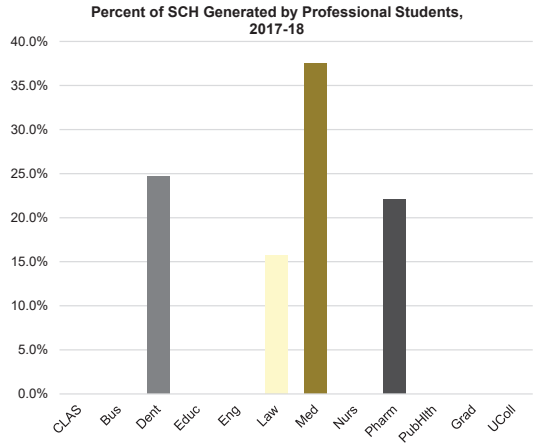
Source: MAUI/Registrar's data warehouse (see Note 1).

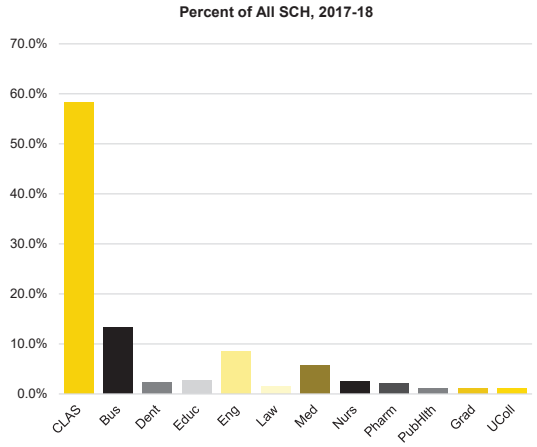
continued

Fiscal Year Student Credit Hours by College of Student's Primary Program of Study and by Student Level, *continued*









Fiscal Year Student Credit Hours by Administrative Home College and by Student Level

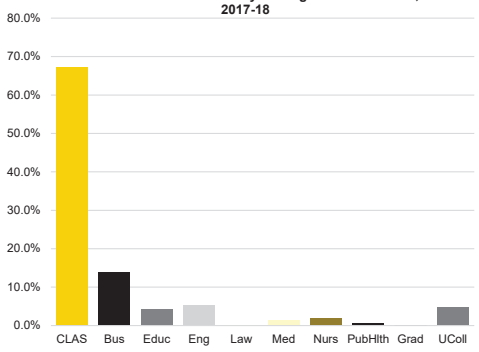
Student Level	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Undergraduate	**566,659**	**567,536**	**588,386**	**600,686**	**608,359**	**609,998**	**615,058**	**638,941**	**669,474**	**681,854**
Liberal Arts & Sciences	398,035	394,987	411,310	421,205	423,807	418,747	417,669	430,309	454,290	459,299
Business	82,974	84,775	85,249	88,698	89,186	91,400	90,022	89,598	90,560	95,263
Dentistry	0	0	0	0	0	2	0	0	2	2
Education	21,260	23,313	25,245	26,518	27,436	28,076	28,321	28,270	28,699	30,102
Engineering	20,327	20,807	23,073	25,180	28,598	30,979	33,809	34,293	35,635	36,315
Law	48	36	9	24	9	15	314	372	461	436
Medicine	7,111	7,203	7,347	7,204	8,361	8,417	9,531	9,584	10,020	10,470
Nursing	14,570	12,964	11,234	8,948	9,592	10,793	11,673	12,988	13,686	13,258
Pharmacy	15	45	23	43	17	44	23	167	284	285
Public Health	1,021	1,009	1,085	914	765	1,042	1,445	1,677	2,325	3,559
Graduate College	1,411	1,264	1,440	1,357	1,464	1,460	1,146	954	896	873
University College	19,887	21,133	22,371	20,595	19,124	19,023	21,105	30,729	32,616	31,992
Graduate	**105,055**	**109,566**	**111,733**	**109,457**	**107,176**	**103,736**	**101,044**	**96,202**	**97,608**	**98,691**
Liberal Arts & Sciences	38,713	39,344	39,450	39,940	38,907	37,427	35,690	34,754	34,151	33,870
Business	20,208	21,859	22,316	21,092	21,407	21,965	22,148	20,253	20,489	21,635
Dentistry	781	746	882	736	702	635	720	799	705	842
Education	11,550	11,879	11,720	12,101	12,657	12,275	12,072	11,485	11,014	10,665
Engineering	4,705	4,680	5,576	5,063	4,921	4,797	4,213	3,841	3,897	3,803
Law	490	369	304	329	250	376	585	346	469	300
Medicine	8,408	8,838	9,321	9,369	9,225	9,271	8,738	8,263	9,364	9,487
Nursing	6,223	6,933	6,971	6,651	5,414	4,562	3,795	3,687	4,207	4,346
Pharmacy	871	1,151	1,102	1,142	863	883	922	874	778	781
Public Health	6,588	6,441	6,340	6,463	6,639	6,114	6,001	6,391	6,463	6,715
Graduate College	5,970	6,790	7,085	6,131	5,876	5,272	5,924	5,341	5,879	6,047
University College	548	536	666	440	315	159	236	168	192	200
Professional	**75,054**	**73,872**	**75,553**	**74,877**	**74,115**	**72,880**	**73,009**	**72,607**	**75,637**	**75,378**
Liberal Arts & Sciences	577	569	410	434	382	402	304	293	250	223
Business	1,022	614	631	657	624	528	210	245	292	406
Dentistry	14,962	15,378	15,093	14,910	15,155	15,499	16,002	15,327	16,097	16,596
Education	43	90	81	77	48	54	39	69	84	38
Engineering	62	33	72	36	24	24	6	6	40	26
Law	16,266	15,671	15,550	14,812	14,001	10,854	10,780	10,950	11,535	11,474
Medicine	27,744	27,725	28,670	28,254	28,186	29,911	30,396	29,394	30,468	29,611
Nursing	7	84	90	97	55	25	24	0	0	3
Pharmacy	12,510	11,947	13,972	14,341	14,178	14,304	14,241	15,479	15,997	15,963
Public Health	400	487	341	456	765	636	618	481	443	604
Graduate College	1,390	1,185	535	684	613	560	281	225	322	322
University College	71	89	108	119	84	83	108	138	109	112
Postgraduate	**0**	**0**	**0**	**7**	**1**	**0**	**0**	**0**	**0**	**0**
Liberal Arts & Sciences	0	0	0	4	0	0	0	0	0	0
Public Health	0	0	0	3	0	0	0	0	0	0
Graduate College	0	0	0	0	1	0	0	0	0	0
All Levels	**746,768**	**750,974**	**775,672**	**785,027**	**789,651**	**786,614**	**789,111**	**807,750**	**842,719**	**855,923**
Liberal Arts & Sciences	437,325	434,900	451,170	461,583	463,096	456,576	453,663	465,356	488,691	493,392
Business	104,204	107,248	108,196	110,447	111,217	113,893	112,380	110,096	111,341	117,304
Dentistry	15,743	16,124	15,975	15,646	15,857	16,136	16,722	16,126	16,804	17,440
Education	32,853	35,282	37,046	38,696	40,141	40,405	40,432	39,824	39,797	40,805
Engineering	25,094	25,520	28,721	30,279	33,543	35,800	38,028	38,140	39,572	40,144
Law	16,804	16,076	15,863	15,165	14,260	11,245	11,679	11,668	12,465	12,210
Medicine	43,263	43,766	45,338	44,827	45,772	47,599	48,665	47,241	49,852	49,568
Nursing	20,800	19,981	18,295	15,696	15,061	15,380	15,492	16,675	17,893	17,607
Pharmacy	13,396	13,143	15,097	15,526	15,058	15,231	15,186	16,520	17,059	17,029
Public Health	8,009	7,937	7,766	7,836	8,169	7,792	8,064	8,549	9,231	10,878
Graduate College	8,771	9,239	9,060	8,172	7,954	7,292	7,351	6,520	7,097	7,242
University College	20,506	21,758	23,145	21,154	19,523	19,265	21,449	31,035	32,917	32,304

Source: MAUI/Registrar's data warehouse (see Note 1). Note: Administrative home college is the college with primary administrative responsibilty for a given course. Where a course is cross-listed among multiple departments, in this report the hours are credited to the department that is designated the administrative home.

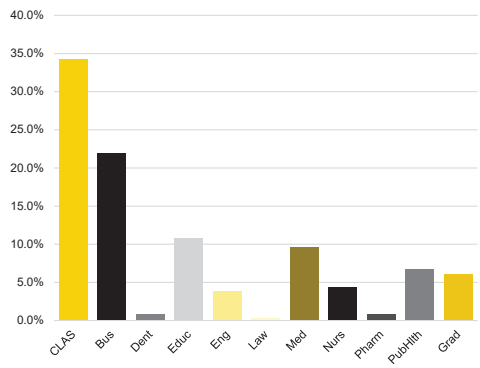
continued

Fiscal Year Student Credit Hours by Administrative Home College and by Student Level, *continued*

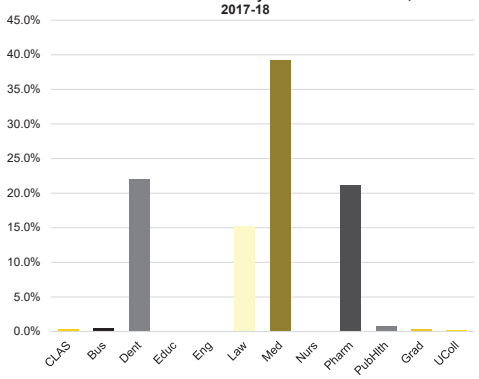
Percent of SCH Generated by Undergraduate Students, 2017-18



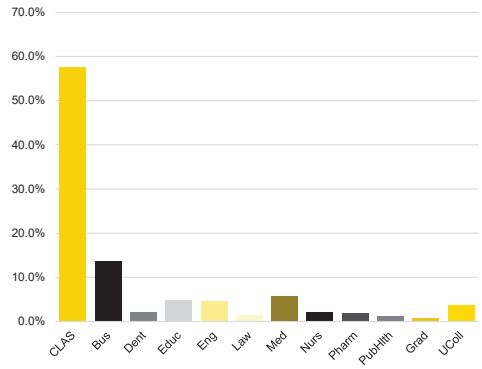
Percent of SCH Generated by Graduate Students, 2017-18



Percent of SCH Generated by Professional Students, 2017-18



Percent of All SCH, 2017-18



November 1 Faculty FTE by Faculty Category and by Organization

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured	**1,161.11**	**1,153.43**	**1,126.67**	**1,131.70**	**1,141.68**	**1,140.28**	**1,127.93**	**1,099.32**	**1,081.04**	**1,081.58**
Office of the President	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.10
Office of the Provost	1.36	1.49	0.84	0.79	0.55	0.69	0.53	0.68	0.99	1.01
VP Medical Affairs	0.17	0.17	0.08	0.00	0.00	0.00	0.45	0.38	2.04	0.79
VP Research	3.68	4.67	4.95	4.12	4.94	6.02	6.17	5.51	3.87	4.30
Athletics	0.40	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47
College of Liberal Arts and Sciences	465.16	460.16	450.82	458.21	460.10	451.93	453.09	430.78	429.72	435.40
College of Business	55.65	57.18	57.74	51.53	49.28	55.15	53.35	52.68	54.76	53.95
College of Dentistry	39.94	40.18	37.96	41.61	40.48	37.95	39.27	36.49	36.47	35.59
College of Education	51.99	52.28	53.26	54.86	57.14	53.77	51.60	45.54	44.74	40.33
College of Engineering	57.95	57.38	55.86	59.94	60.57	60.43	60.15	62.67	63.64	63.43
College of Law	30.65	30.22	30.30	27.50	29.50	27.73	23.70	22.35	21.70	22.02
College of Medicine	358.44	352.11	342.34	342.10	351.46	359.59	352.25	355.55	338.47	345.42
College of Nursing	19.74	19.00	15.28	15.19	12.94	15.53	17.35	18.45	18.04	16.27
College of Pharmacy	18.97	20.64	21.21	20.92	18.77	17.74	17.68	17.96	16.02	15.60
College of Public Health	41.68	43.38	42.35	39.77	41.70	40.57	39.49	36.04	36.40	35.69
Institute for Clinical & Translational Science	3.78	4.03	4.64	4.86	4.02	2.66	1.93	0.77	1.80	0.10
Graduate College	9.75	8.85	7.49	8.61	8.35	9.11	9.11	10.94	10.75	10.32
Summer Session	0.49	0.49	0.49	0.49	0.49	0.00	0.00	0.00	0.00	0.00
Library	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.30	0.28
University College	0.25	0.25	0.25	0.00	0.00	0.40	0.50	0.85	0.70	0.40
Continuing Education	0.54	0.50	0.24	0.73	0.82	0.30	0.60	0.30	0.00	0.00
Oakdale Campus	0.53	0.00	0.10	0.00	0.11	0.02	0.00	0.00	0.00	0.00
Univ Hygienic Lab	0.00	0.00	0.00	0.00	0.00	0.23	0.25	0.00	0.13	0.10
Tenure Track	**381.64**	**390.84**	**362.16**	**350.68**	**376.02**	**371.10**	**366.11**	**358.03**	**342.27**	**332.48**
Office of the Provost	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.05	0.55	0.55
VP Medical Affairs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.10	0.10
VP Research	0.00	0.21	0.31	1.20	1.10	0.68	1.14	2.77	2.42	2.29
College of Liberal Arts and Sciences	130.46	139.69	125.47	124.32	134.04	134.52	134.53	136.41	122.60	103.86
College of Business	23.80	18.50	15.80	17.00	20.00	22.00	23.00	23.95	22.89	23.00
College of Dentistry	10.00	10.00	7.43	5.85	6.80	12.75	14.55	14.14	13.16	11.85
College of Education	16.50	19.50	20.50	17.50	14.50	13.00	13.00	16.20	17.89	20.00
College of Engineering	19.94	21.08	16.19	17.27	20.56	18.74	22.05	18.96	21.58	22.40
College of Law	2.00	1.00	1.00	4.00	6.00	6.00	6.00	4.00	4.00	6.00
College of Medicine	143.48	144.18	136.98	125.31	126.93	124.20	114.07	101.34	98.67	100.08
College of Nursing	10.15	10.40	13.30	10.30	9.95	9.05	8.75	9.42	8.15	10.50
College of Pharmacy	6.00	5.10	4.00	3.75	6.23	6.68	6.81	6.90	9.00	9.85
College of Public Health	11.72	11.99	9.16	12.28	16.66	16.06	15.25	18.19	15.22	14.79
Institute for Clinical & Translational Science	0.00	1.78	2.26	3.56	3.74	0.20	0.05	0.55	0.70	0.11
Graduate College	7.00	7.00	7.75	7.90	8.90	6.90	6.90	5.15	5.35	6.80
Library	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.25
Continuing Education	0.20	0.00	0.61	0.44	0.54	0.32	0.00	0.00	0.00	0.00
Oakdale Campus	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00
Information Technology Service	0.40	0.40	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.05
Univ Hygienic Lab	0.00	0.00	0.00	0.00	0.03	0.00	0.00	0.00	0.00	0.00

continued

November 1 Faculty FTE by Faculty Category and by Org, *continued*

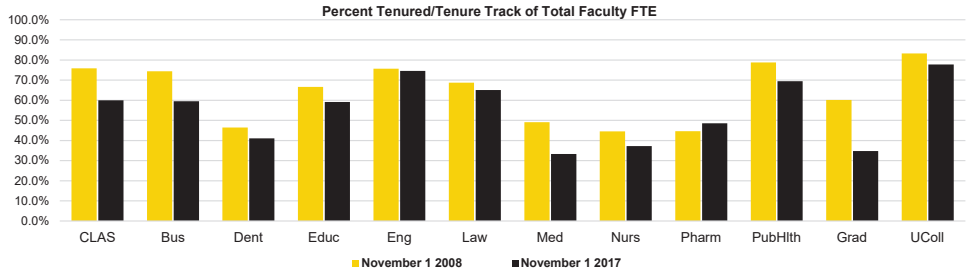
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Clinical Track	**379.91**	**400.11**	**418.93**	**452.54**	**493.33**	**531.24**	**565.74**	**630.94**	**680.61**	**726.63**
Office of the President	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of the Provost	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.74	0.73
VP Medical Affairs	0.00	0.00	0.00	0.00	0.24	0.09	0.20	0.98	0.95	0.10
VP Research	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.14
VP Finance and Operations	0.20	0.20	0.18	0.18	0.18	0.18	0.18	0.18	0.10	0.00
Human Resources	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04
College of Liberal Arts and Sciences	15.71	15.84	16.45	15.46	17.04	17.14	18.70	17.77	16.57	19.08
College of Business	2.84	1.90	2.00	1.60	1.10	1.10	0.80	0.80	1.49	1.50
College of Dentistry	35.08	34.00	36.74	36.74	37.18	41.98	40.03	39.14	42.79	45.24
College of Education	10.25	13.25	12.25	13.75	14.15	13.25	14.58	13.47	15.28	18.00
College of Engineering	0.00	0.00	0.13	0.16	0.20	0.17	0.19	0.41	0.50	0.44
College of Law	6.50	4.50	5.00	5.00	4.65	4.65	4.65	3.65	3.65	5.65
College of Medicine	268.47	287.58	304.78	336.38	372.81	409.96	446.44	511.97	547.69	583.87
College of Nursing	17.05	19.39	19.05	20.39	20.60	17.95	13.58	13.58	17.24	18.18
College of Pharmacy	16.21	16.21	16.25	16.25	18.54	18.02	18.37	20.72	21.42	21.71
College of Public Health	6.36	5.41	2.90	4.38	4.88	5.60	7.26	7.84	11.68	11.39
Institute for Clinical & Translational Science	0.50	1.25	2.47	1.34	0.86	0.69	0.27	0.17	0.26	0.00
Library	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.30
University College	0.00	0.00	0.00	0.00	0.00	0.00	0.25	0.25	0.25	0.25
Continuing Education	0.00	0.00	0.25	0.42	0.42	0.42	0.25	0.00	0.00	0.00
Oakdale Campus	0.16	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Univ Hygienic Lab	0.48	0.48	0.48	0.50	0.50	0.05	0.00	0.00	0.00	0.00
Other Non-Tenure Track	**607.99**	**612.77**	**663.39**	**736.31**	**728.57**	**714.82**	**754.92**	**779.73**	**813.92**	**838.15**
Office of the President	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of the Provost	0.82	2.78	1.78	2.00	1.26	0.26	0.26	1.76	1.76	2.41
VP Research	2.57	1.90	1.15	4.50	3.40	3.72	3.30	0.75	1.70	1.70
VP Finance and Operations	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00
College of Liberal Arts and Sciences	174.10	156.46	191.55	214.28	222.58	244.55	288.45	324.05	348.22	340.88
College of Business	24.45	27.54	27.45	25.67	22.04	26.29	32.83	44.84	51.78	50.78
College of Dentistry	22.41	23.30	23.41	26.92	27.19	21.20	19.18	24.31	19.84	22.74
College of Education	24.09	18.08	19.19	23.06	18.19	21.44	25.79	27.82	26.32	23.68
College of Engineering	24.99	19.28	21.90	27.49	28.93	24.81	26.73	33.96	34.15	28.76
College of Law	8.32	8.27	8.17	9.37	10.06	10.25	10.82	10.80	11.10	9.37
College of Medicine	251.18	270.44	285.92	303.77	307.35	300.99	297.87	260.78	266.01	306.77
College of Nursing	20.12	23.56	22.85	24.58	23.13	21.45	24.85	28.25	28.72	26.97
College of Pharmacy	14.80	15.80	16.22	13.51	6.24	4.40	2.45	2.16	2.34	5.28
College of Public Health	8.03	5.63	4.80	10.66	12.02	14.84	11.61	10.80	10.99	10.76
Institute for Clinical & Translational Science	2.00	6.00	4.90	4.60	2.75	0.22	0.33	1.00	0.67	0.40
Graduate College	3.37	2.49	3.02	2.89	2.60	3.40	4.26	4.95	6.75	4.90
Library	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50
University College	0.00	0.05	0.27	0.57	0.10	0.59	1.71	2.25	2.08	1.24
Continuing Education	25.00	31.09	30.32	41.44	40.75	15.23	1.65	1.25	1.50	1.00
Oakdale Campus	1.74	0.11	0.50	0.00	0.00	1.18	2.84	0.00	0.00	0.00

continued

November 1 Faculty FTE by Faculty Category and by Org, *continued*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total Faculty	**2,530.66**	**2,557.14**	**2,571.16**	**2,671.23**	**2,739.60**	**2,757.44**	**2,814.70**	**2,868.02**	**2,917.84**	**2,978.84**
Office of the President	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.10
Office of the Provost	2.28	4.27	3.62	2.79	1.81	0.95	0.79	2.49	4.04	4.71
VP Medical Affairs	0.17	0.17	0.08	0.00	0.24	0.09	0.65	1.36	3.09	0.99
VP Research	6.25	6.78	6.41	9.82	9.44	10.42	10.61	9.03	7.99	8.43
VP Finance and Operations	0.20	0.20	0.18	1.18	0.18	0.18	0.18	0.18	0.10	0.00
Human Resources	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04
Athletics	0.40	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47
College of Liberal Arts and Sciences	785.43	772.14	784.29	812.27	833.76	848.13	894.77	909.01	917.11	899.22
College of Business	106.74	105.12	103.00	95.79	92.42	104.54	109.98	122.27	130.92	129.24
College of Dentistry	107.42	107.48	105.53	111.12	111.64	113.87	113.03	114.08	112.26	115.42
College of Education	102.82	103.10	105.20	109.16	103.98	101.45	104.97	103.03	104.24	102.02
College of Engineering	102.87	97.74	94.08	104.85	110.25	104.14	109.12	116.01	119.88	115.03
College of Law	47.47	43.99	44.47	45.87	50.21	48.63	45.17	40.80	40.45	43.04
College of Medicine	1,021.57	1,054.30	1,070.02	1,107.57	1,158.54	1,194.74	1,210.62	1,229.64	1,250.84	1,336.14
College of Nursing	67.05	72.35	70.48	70.45	66.61	63.99	64.53	69.70	72.15	71.93
College of Pharmacy	55.98	57.75	57.68	54.43	49.78	46.84	45.31	47.74	48.78	52.44
College of Public Health	67.79	66.41	59.21	67.10	75.26	77.07	73.61	72.87	74.28	72.62
Institute for Clinical & Translational Science	6.28	13.07	14.27	14.37	11.37	3.77	2.57	2.48	3.43	0.61
Graduate College	20.12	18.34	18.25	19.40	19.85	19.41	20.27	21.04	22.85	22.02
Summer Session	0.49	0.49	0.49	0.49	0.49	0.00	0.00	0.00	0.00	0.00
Library	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.30	1.33
University College	0.25	0.30	0.52	0.57	0.10	0.98	2.46	3.35	3.03	1.89
Continuing Education	25.74	31.59	31.42	43.03	42.53	16.27	2.50	1.55	1.50	1.00
Oakdale Campus	2.43	0.21	0.60	0.00	0.15	1.20	2.84	0.00	0.00	0.00
Information Technology Service	0.40	0.40	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.05
Univ Hygienic Lab	0.48	0.48	0.48	0.50	0.53	0.28	0.25	0.00	0.13	0.10

Source: November 1 Peoplesoft HR, as reported in ProView



Headcount of Faculty by Faculty Category and by College

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Tenured	**1,283**	**1,277**	**1,248**	**1,249**	**1,249**	**1,243**	**1,240**	**1,201**	**1,179**	**1,181**
VP Research	0	0	0	0	0	0	0	0	0	0
Liberal Arts & Sciences	501	500	487	495	492	486	490	464	461	468
Business	62	62	63	58	56	60	58	57	58	58
Dentistry	48	48	47	51	48	47	48	45	44	43
Education	62	61	61	63	65	61	62	56	54	47
Engineering	63	64	64	67	69	70	70	72	72	72
Law	38	37	35	33	34	32	28	26	27	26
Medicine	403	397	387	384	388	387	383	383	369	372
Nursing	26	26	21	20	18	21	22	22	20	20
Pharmacy	24	25	27	25	23	22	22	21	20	21
Public Health	46	47	49	45	48	49	48	44	44	44
Graduate College	10	10	7	8	8	8	9	11	10	10
University College	0	0	0	0	0	0	0	0	0	0
Tenure Track	**389**	**402**	**373**	**364**	**386**	**381**	**376**	**363**	**349**	**335**
Office of the Provost	0	0	0	0	0	1	0	0	0	0
Liberal Arts & Sciences	131	140	128	130	138	137	138	138	126	106
Business	24	20	18	19	21	22	23	24	23	23
Dentistry	10	10	7	6	6	13	15	16	14	14
Education	17	22	21	18	15	13	14	17	19	21
Engineering	20	21	16	16	20	18	23	20	23	23
Law	2	1	1	4	6	6	6	4	4	6
Medicine	147	150	146	133	136	131	117	103	100	99
Nursing	11	11	14	11	11	9	10	9	8	10
Pharmacy	7	6	4	5	7	8	7	7	9	9
Public Health	13	14	10	13	16	15	15	19	17	17
Graduate College	7	7	8	9	10	8	8	6	6	7
Tenured/Tenure Track Total	**1,672**	**1,679**	**1,621**	**1,613**	**1,635**	**1,624**	**1,616**	**1,564**	**1,528**	**1,516**
Office of the Provost	0	0	0	0	0	1	0	0	0	0
VP Research	0	0	0	0	0	0	0	0	0	0
Liberal Arts & Sciences	632	640	615	625	630	623	628	602	587	574
Business	86	82	81	77	77	82	81	81	81	81
Dentistry	58	58	54	57	54	60	63	61	58	57
Education	79	83	82	81	80	74	76	73	73	68
Engineering	83	85	80	83	89	88	93	92	95	95
Law	40	38	36	37	40	38	34	30	31	32
Medicine	550	547	533	517	524	518	500	486	469	471
Nursing	37	37	35	31	29	30	32	31	28	30
Pharmacy	31	31	31	30	30	30	29	28	29	30
Public Health	59	61	59	58	64	64	63	63	61	61
Graduate College	17	17	15	17	18	16	17	17	16	17

continued

Headcount of Faculty by Faculty Category and by College, *continued*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Clinical Track	**485**	**511**	**538**	**581**	**618**	**659**	**683**	**742**	**793**	**847**
Liberal Arts & Sciences	18	18	19	18	19	19	20	19	19	20
Business	3	3	3	3	3	3	2	2	2	3
Dentistry	37	38	41	40	42	48	45	43	47	51
Education	12	16	15	16	18	16	18	17	19	21
Engineering	0	0	0	0	0	0	1	0	0	0
Law	7	6	6	6	6	6	5	4	4	5
Medicine	345	364	390	431	457	495	521	589	627	674
Nursing	22	25	23	25	27	24	21	20	23	23
Pharmacy	30	31	32	31	35	36	39	37	38	36
Public Health	11	10	9	11	11	12	11	11	14	14
Other Non-Tenure Track	**2,668**	**2,795**	**2,866**	**3,040**	**3,078**	**3,100**	**3,050**	**3,088**	**3,151**	**3,326**
Office of the Provost	0	0	0	31	28	15	13	6	6	2
VP Research	3	3	1	2	2	5	5	5	5	7
Liberal Arts & Sciences	530	518	504	592	643	675	654	706	699	687
Business	120	151	160	179	179	187	177	187	183	174
Dentistry	252	263	277	313	324	304	295	297	271	281
Education	100	104	105	120	120	132	138	149	147	146
Engineering	64	66	67	74	76	81	75	60	62	48
Law	62	65	54	58	68	81	65	50	54	59
Medicine	662	690	722	724	768	790	769	766	810	958
Nursing	213	211	204	218	155	112	102	113	121	120
Pharmacy	409	431	440	413	431	428	450	447	499	564
Public Health	99	96	101	95	93	96	100	102	95	92
Graduate College	25	35	40	44	35	37	43	29	29	27
University College	129	162	191	177	156	157	164	171	170	161
Total Faculty	**4,825**	**4,985**	**5,025**	**5,234**	**5,331**	**5,383**	**5,349**	**5,394**	**5,472**	**5,689**
Office of the Provost	0	0	0	31	28	16	13	6	6	2
VP Research	3	3	1	2	2	5	5	5	5	7
Liberal Arts & Sciences	1,180	1,176	1,138	1,235	1,292	1,317	1,302	1,327	1,305	1,281
Business	209	236	244	259	259	272	260	270	266	258
Dentistry	347	359	372	410	420	412	403	401	376	389
Education	191	203	202	217	218	222	232	239	239	235
Engineering	147	151	147	157	165	169	169	152	157	143
Law	109	109	96	101	114	125	104	84	89	96
Medicine	1,557	1,601	1,645	1,672	1,749	1,803	1,790	1,841	1,906	2,103
Nursing	272	273	262	274	211	166	155	164	172	173
Pharmacy	470	493	503	474	496	494	518	512	566	630
Public Health	169	167	169	164	168	172	174	176	170	167
Graduate College	42	52	55	61	53	53	60	46	45	44
University College	129	162	191	177	156	157	164	171	170	161

Source: November 1 Faculty Status and PeopleSoft HR, as reported in the Tenure Report

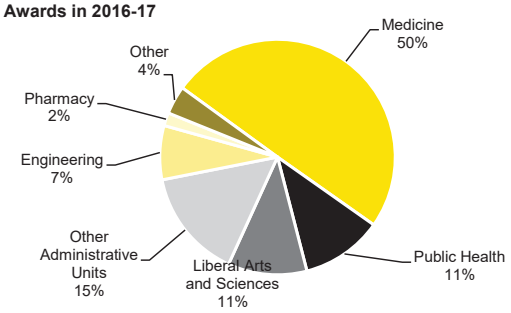
Note: prior to fall 2011, faculty appointments in the Office of the Provost were grouped with those in University College.

Federal Research Awards by College (in millions)

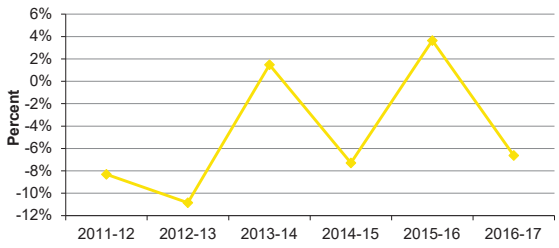
	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Business	$ -	$ 0.38	$ 0.09	$ 0.14	$ 0.64	$ 0.50
Dentistry	$ 4.55	$ 2.12	$ 3.05	$ 1.91	$ 3.26	$ 2.57
Education	$ 2.47	$ 2.18	$ 2.09	$ 1.07	$ 1.56	$ 1.52
Engineering	$ 15.56	$ 15.38	$ 17.46	$ 12.82	$ 11.84	$ 16.66
Graduate College	$ 2.16	$ 2.99	$ 2.30	$ 1.60	$ 1.95	$ 1.17
Law	$ -	$ -	$ -	$ 0.11	$ -	$ -
Liberal Arts and Sciences	$ 38.22	$ 28.87	$ 27.59	$ 31.54	$ 26.93	$ 24.34
Medicine	$ 142.32	$ 135.38	$ 128.07	$ 115.02	$ 127.59	$ 111.69
Nursing	$ 0.86	$ 3.35	$ 2.56	$ 2.40	$ 3.09	$ 2.98
Pharmacy	$ 3.90	$ 2.87	$ 4.21	$ 3.29	$ 3.43	$ 4.01
Public Health	$ 44.33	$ 26.78	$ 37.74	$ 33.44	$ 32.12	$ 25.15
Other Administrative Units	$ 22.11	$ 26.18	$ 24.95	$ 28.55	$ 27.94	$ 33.82
Total	**$ 276.48**	**$ 246.49**	**$ 250.12**	**$ 231.89**	**$ 240.35**	**$ 224.41**

Source: UI Research Information System (UIRIS)

Federal Research Awards in 2016-17



Annual % Change in Federal Research Awards

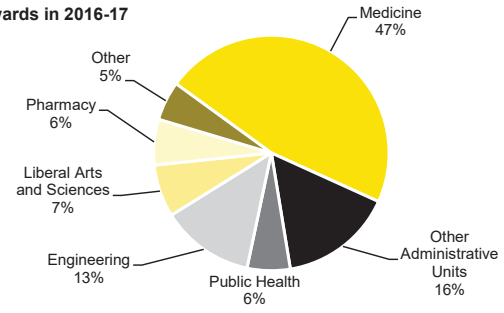


Non-Federal Research Awards by College (in millions)

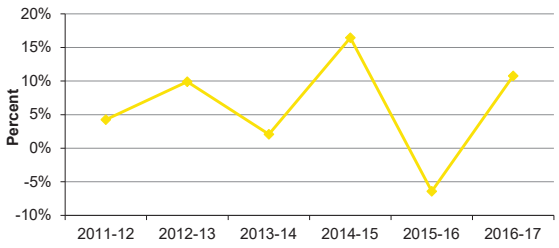
	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Business	$ 0.54	$ 0.24	$ 0.27	$ 0.53	$ 0.56	$ 0.69
Dentistry	$ 3.22	$ 1.18	$ 1.25	$ 1.64	$ 2.15	$ 2.16
Education	$ 5.48	$ 4.24	$ 9.41	$ 6.06	$ 7.98	$ 7.09
Engineering	$ 15.33	$ 14.44	$ 13.34	$ 15.64	$ 14.17	$ 28.06
Graduate College	$ 1.40	$ 0.19	$ 0.41	$ 0.44	$ 0.47	$ 0.29
Law	$ 0.25	$ 0.41	$ 0.51	$ 0.38	$ 0.56	$ 0.52
Liberal Arts and Sciences	$ 14.53	$ 12.02	$ 15.96	$ 13.83	$ 14.74	$ 15.77
Medicine	$ 66.81	$ 86.16	$ 72.45	$ 105.32	$ 98.31	$ 102.37
Nursing	$ 1.51	$ 1.50	$ 1.23	$ 1.10	$ 1.21	$ 1.02
Pharmacy	$ 8.66	$ 8.95	$ 10.37	$ 11.07	$ 13.88	$ 13.73
Public Health	$ 6.81	$ 12.14	$ 13.97	$ 17.43	$ 9.76	$ 12.93
Other Administrative Units	$ 37.07	$ 36.16	$ 42.16	$ 37.69	$ 33.80	$ 34.22
Total	**$ 161.62**	**$ 177.62**	**$ 181.32**	**$ 211.14**	**$ 197.59**	**$ 218.84**

Source: UI Research Information System (UIRIS)

Non-Federal Research Awards in 2016-17



Annual % Change in Non-Federal Research Awards



Fiscal Year 2017 Gross Expenditures by Organization, All Funds

Organization	Faculty Salary/ Fringe	TA/RA Salary/ Fringe	Professional & Scientific Salary/ Fringe	Merit Salary/ Fringe	Other Wages Salary/Fringe	Scholarships	General Expense/ Other	Capital Expenditures	Total
Central Admin Orgs	**$10,143,991**	**$812,752**	**$138,441,104**	**$78,392,277**	**$20,812,959**	**$109,825,660**	**$138,169,026**	**$169,739,994**	**$666,337,762**
Office of the President	$1,309,997	$23,337	$5,682,629	$556,835	$96,372	$119,186	$1,876,283	$9,797	$9,674,435
Office of the Provost	$2,234,806	$73,188	$20,396,697	$1,971,984	$2,365,997	$102,179,314	$7,547,128	$33,584	$136,802,697
VP Medical Affairs	$2,592,204	$0	$25,501,891	$1,264,767	$305,408	$127,901	-$28,705,449	$0	$1,086,722
VP Research	$2,188,795	$321,994	$16,278,820	$3,999,953	$1,169,666	$156,746	$11,644,593	$2,039,949	$37,800,516
VP Finance and Operations	$914,607	$19,589	$44,760,430	$54,497,190	$7,638,024	$6,958,285	$81,012,719	$113,463,093	$309,263,936
VP General Counsel	$395,298	$0	$1,122,236	$0	$0	$0	$34,652	$9,797	$1,561,983
VP Strategic Communication	$160,365	$0	$5,444,253	$384,684	$418,587	$0	$7,303,567	$220,967	$13,932,423
Division of Student Life	$347,918	$374,644	$19,254,148	$15,716,864	$8,818,906	$284,229	$57,455,532	$53,962,808	$156,215,049
Collegiate Orgs	**$543,268,651**	**$53,632,760**	**$277,660,550**	**$36,574,670**	**$44,442,376**	**$48,332,784**	**$329,333,435**	**$17,280,517**	**$1,350,525,744**
College of Liberal Arts and Sciences	$97,737,280	$26,291,870	$29,783,682	$1,707,386	$7,490,706	$11,037,036	$29,090,257	$2,491,120	$205,629,337
College of Business	$33,154,214	$3,582,941	$8,395,471	$531,360	$817,972	$3,972,776	$7,488,255	$129,527	$58,072,517
College of Dentistry	$24,789,292	$322,897	$10,246,496	$10,110,616	$1,788,183	$2,778,035	$18,360,013	$413,836	$68,809,367
College of Education	$13,140,816	$4,015,068	$8,371,063	$981,713	$648,550	$3,277,826	$7,310,434	$5,325	$37,750,795
College of Engineering	$19,682,704	$6,091,885	$16,619,084	$219,018	$2,789,154	$2,971,542	$22,546,933	$2,346,896	$73,267,216
College of Law	$9,665,987	$534,440	$5,222,619	$2,122,825	$250,775	$6,779,554	$3,852,436	$5,265,013	$33,693,649
College of Medicine	$309,738,239	$6,854,134	$161,512,554	$19,118,198	$21,363,270	$9,845,147	$206,193,055	$5,901,724	$740,526,322
College of Nursing	$9,997,462	$185,947	$4,480,604	$297,661	$390,244	$886,118	$2,849,633	$55,488	$19,143,157
College of Pharmacy	$8,340,962	$905,236	$8,311,723	$329,920	$425,046	$2,265,275	$8,439,198	$238,737	$29,256,096
College of Public Health	$12,991,742	$2,109,036	$18,540,610	$459,596	$1,833,760	$1,355,495	$19,360,188	$434,594	$57,085,021
Institute Clinical & Translational Science	$817,846	$83,113	$2,988,694	$403,801	$158,501	$37,822	$1,433,598	$0	$5,923,373
Graduate College	$3,212,108	$2,656,195	$3,187,949	$292,577	$6,486,215	$3,126,158	$2,409,435	-$1,744	$21,368,894
Other Academic Orgs	**$2,067,582**	**$288,634**	**$15,750,155**	**$5,746,349**	**$1,494,000**	**$1,110,735**	**$13,714,573**	**$11,787,531**	**$51,959,560**
Summer Session	$0	$0	$0	$0	$0	$0	-$178	$0	-$178
Library	$56,203	$137,019	$8,493,475	$5,185,450	$806,600	$43,347	$6,270,240	$11,756,196	$32,748,531
University College	$1,186,589	$134,866	$2,872,996	$296,088	$361,345	$971,077	$4,728,029	$8,083	$10,559,073
Continuing Education	$824,790	$16,748	$4,383,684	$264,810	$326,055	$96,311	$2,716,482	$23,252	$8,652,134
Auxiliary Units	**$4,896,235**	**-$916,340**	**$104,128,080**	**$19,258,586**	**$15,461,651**	**$12,574,032**	**$106,099,863**	**$26,979,541**	**$288,481,647**
Athletics	$74,475	$316,874	$32,443,261	$2,559,254	$6,607,731	$12,459,326	$58,151,455	$21,953,911	$134,566,288
Oakdale Campus	$257,805		$963,655	$85,227	$88,650	$0	$4,539,526	$605,760	$6,540,623
Information Technology Services	$18,648	$278,987	$29,166,053	$168,662	$806,416	$114,655	$48,111,743	$3,579,685	$82,244,850
Univ Related Organizations	$4,282,198	-$1,512,201	$28,751,335	$13,891,791	$7,748,043	$0	-$13,174,318	$40,729	$40,027,577
Univ Hygienic Lab	$263,108		$12,803,775	$2,553,652	$210,811	$50	$8,471,457	$799,455	$25,102,309
Health Care Orgs	**$16,572,022**	**$158,334**	**$522,977,726**	**$174,010,661**	**$16,197,197**	**$1,096,787**	**$755,050,791**	**$183,503,224**	**$1,669,566,743**
Iowa River Landing	$683,332	$0	$12,935,415	$8,782,986	$802,404	$0	$48,950,594	$4,341,879	$76,496,610
University Hospitals	$14,107,430	$11,251	$474,260,091	$154,542,111	$14,509,216	$1,026,254	$687,378,818	$178,773,103	$1,524,608,274
Psychiatric Hospital	$53,187	$0	$13,821,488	$6,405,722	-$93,602	$0	$8,066,354	$73,315	$28,326,464
Cntr for Disabilities and Dev	$653,061	$66,609	$6,843,610	$1,211,604	$310,451	$15,497	$3,423,900	$198,296	$12,723,026
Child Health Specialty Clinics	$453,424	$0	$5,811,043	$1,230,846	$257,104	$2,000	$1,433,333	$0	$9,187,750
Spec Child Hlth Srv Peds	$142,498	$0	$512,995	$0	$0	$0	$1,800	$0	$657,293
Student Health and Wellness	$0	$20,331	$5,038,573	$1,107,027	$163,240	$17,112	$1,363,396	$5,364	$7,715,044
UIHC Affiliates	$450,263	$47,542	$2,453,662	$687,158	$37,746	$15,943	$1,199,682	$21,776	$4,913,772
Health Care Enterprises	$28,827	$12,602	$1,300,848	$43,207	$210,640	$19,981	$3,232,914	$89,492	$4,938,512
Total	**$576,948,481**	**$53,976,140**	**$1,058,957,615**	**$313,982,543**	**$98,408,184**	**$172,939,998**	**$1,342,367,689**	**$409,290,807**	**$4,026,871,457**

The Fiscal Year Gross Expenditures Report:

1. shows gross expenditures for each organization, which is the total of all expenses incurred in the department as well as expenses charged from other service center areas (such as for utilities expense from Facilities Management). The gross expenditures for organizations with service center areas providing services to campus (such as Finance & Operations) includes the total gross expenditures which is not reduced by the revenue earned from charges to customers;
2. includes all adjustment periods, period 15, and Org 98, which is used to record eliminations.
3. excludes all transfers in/out institutional accounts.
4. excludes the following fund groups: agency funds, fund 900 (investment in plant) and defeased bonds.

Fiscal Year 2017 Gross Expenditures by Organization, General Education Funds

Organization	Faculty Salary/ Fringe	TA Salary/ Fringe	Professional & Scientific Salary/ Fringe	Merit Salary/ Fringe	Other Wages Salary/ Fringe	Scholarships	General Expense/ Other	Capital Expenditures	Total
Central Admin Orgs	**$5,804,225**	**$249,289**	**$62,970,032**	**$13,185,843**	**$1,769,470**	**$77,133,192**	**$100,021,177**	**$5,741,001**	**$266,874,230**
Office of the President	$1,296,261	$23,337	$4,934,147	$490,442	$51,864	$10,360	$999,859	$9,797	$7,816,068
Office of the Provost	$2,042,675	$64,292	$17,027,378	$1,656,845	$623,255	$76,414,570	$4,185,754	$24,544	$102,039,311
VP Medical Affairs	$15,410	$0	$2,420,236	$0	$0	$0	-$2,435,647	$0	$0
VP Research	$1,185,727	$36,607	$9,938,919	$281,334	$276,222	$21,101	$2,745,500	$29,817	$14,515,226
VP Finance and Operations	$402,843	$17,480	$17,970,177	$9,734,300	$400,165	$636,420	$91,698,296	$5,536,628	$126,396,308
VP General Counsel	$395,298	$0	$1,122,236	$0	$0	$0	$33,971	$9,797	$1,561,303
VP Strategic Communication	$156,525	$0	$5,138,128	$384,684	$196,245	$0	$998,909	$130,419	$7,004,910
Division of Student Life	$309,486	$107,573	$4,418,810	$638,238	$221,720	$50,742	$1,794,535	$0	$7,541,104
Collegiate Orgs	**$225,394,961**	**$33,973,010**	**$65,382,285**	**$12,136,320**	**$9,583,319**	**$29,062,863**	**$24,279,529**	**$5,226,534**	**$405,038,821**
College of Liberal Arts and Sciences	$89,842,977	$21,258,672	$18,223,418	$1,413,452	$1,627,184	$7,706,919	$6,402,163	$1,022,704	$147,497,489
College of Business	$23,789,310	$3,222,517	$3,164,063	$404,178	$237,462	$1,620,352	$893,957	$19,029	$33,350,866
College of Dentistry	$15,261,412	$41,472	$5,399,297	$3,600,737	$74,871	$2,424,387	$964,603	$6,838	$27,773,616
College of Education	$10,738,025	$2,137,044	$3,525,394	$557,485	$145,420	$1,336,724	$1,004,928	$5,325	$19,450,344
College of Engineering	$14,772,692	$1,833,762	$4,641,647	$76,456	$416,712	$1,053,469	$1,285,939	$151,308	$24,231,985
College of Law	$7,658,497	$446,779	$4,576,550	$2,122,825	$209,186	$4,679,281	$1,549,835	$3,776,459	$25,019,412
College of Medicine	$38,971,095	$1,023,932	$15,461,072	$3,120,827	$1,242,334	$4,830,234	$7,682,792	$87,900	$72,420,186
College of Nursing	$8,937,771	$99,526	$2,924,739	$294,487	$119,447	$163,119	$971,297	$1,684	$13,512,069
College of Pharmacy	$6,342,830	$527,667	$910,439	$43,922	$108,846	$1,981,056	$1,255,836	$75,872	$11,246,469
College of Public Health	$6,051,588	$825,730	$3,756,663	$209,843	$293,165	$576,999	$1,426,437	$79,416	$13,219,840
Institute for Clinical & Translational Science	$0	$0	$26,380	$0	$0	$0	$90	$0	$26,470
Graduate College	$3,028,763	$2,555,910	$2,772,625	$292,108	$5,108,693	$2,690,322	$841,653	$0	$17,290,075
Other Academic Orgs	**$1,873,616**	**$112,137**	**$12,119,136**	**$5,653,530**	**$1,100,150**	**$199,149**	**$6,055,908**	**$11,589,001**	**$38,702,628**
Library	$55,891	$0	$7,660,998	$5,176,873	$750,966	$303	$5,480,345	$11,589,001	$30,714,376
University College	$1,097,907	$95,388	$1,697,187	$211,846	$190,616	$169,526	$346,890	$0	$3,809,360
Continuing Education	$719,818	$16,748	$2,760,951	$264,810	$158,569	$29,320	$228,674	$0	$4,178,891
Auxiliary Units	**$160,137**	**$0**	**$1,744,719**	**$0**	**$7,771**	**$15,294**	**$8,378,686**	**$1,617,410**	**$11,924,017**
Information Technology Services	$0	$0	$0	$0	$0	$15,294	$30,716,438	$1,563,289	$32,295,020
Univ Related Organizations	$160,137	$0	$1,734,343	$0	$7,771	$0	-$22,337,751	$40,729	-$20,394,771
Univ Hygienic Lab	$0	$0	$10,376	$0	$0	$0	$0	$13,392	$23,768
Total	**$233,232,938**	**$34,334,435**	**$142,216,173**	**$30,975,693**	**$12,460,710**	**$106,410,499**	**$138,735,301**	**$24,173,947**	**$722,539,695**

The Fiscal Year Gross Expenditures Report:

1. shows gross expenditures for each organization, which is the total of all expenses incurred in the department as well as expenses charged from other service center areas (such as for utilities expense from Facilities Management). The gross expenditures for organizations with service center areas providing services to campus (such as Finance & Operations) includes the total gross expenditures which is not reduced by the revenue earned from charges to customers;
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Academic Programs and Degrees Offered

Accounting	BBA, MAC
Actuarial Science	BS, MS
African American Studies	BA
African American World Studies	MA
American Studies	BA, MA, PHD
Anatomy and Cell Biology	MS, PHD
Ancient Civilization	BA
Anthropology	BA, BS, MA, PHD
Applied Mathematical and Computational Sciences	PHD
Applied Physics	BS
Art	BA, BFA, MA, MFA
Art History	BA, MA, PHD
Asian Civilizations	MA
Asian Languages and Literature	BA
Astronomy	BA, BS, MS
Athletic Training	BS, MS
Bachelor of Applied Studies	BAS
Bachelor of Liberal Studies	BLS
Biochemistry	BA, BS, MS, PHD
Biology	BA, BS
Biomedical Engineering	BSE, MS, PHD
Biomedical Science	MS, PHD
Biomedical Sciences	BS
Biostatistics	MS, PHD
Book Arts	MFA
Business Administration	BBA, MA, PHD
Business Analytics	MS
Business Analytics and Information Systems	BBA
Chemical and Biochemical Engineering	MS, PHD
Chemical Engineering	BSE
Chemistry	BA, BS, MS, PHD
Cinema	BA
Civil and Environmental Engineering	MS, PHD
Civil Engineering	BSE
Classical Languages	BA
Classics	MA, PHD
Clinical Anatomy	MCA
Clinical Investigation	MS
Clinical Nutrition	MCN
Communication Studies	BA, MA, PHD
Community and Behavioral Health	MS, PHD
Comparative Literature	BA
Comparative Literature - Translation	MFA
Computer Science	BA, BS, MCS, MS, PHD
Computer Science and Engineering	BSE
Criminology, Law and Justice	BA, BS
Dance	BA, BFA, MFA
Dental Public Health	MS
Dentistry	DDS
Economics	BA, BBA, BS, MA, PHD
Educational Policy and Leadership Studies	EDS, MA, PHD
Electrical and Computer Engineering	MS, PHD
Electrical Engineering	BSE
Elementary Education	BA, MA, PHD
English	BA, MA, MFA, PHD
English and Creative Writing	BA
Enterprise Leadership	BA
Environmental Engineering	BSE
Environmental Policy and Planning	BA, BS
Environmental Sciences	BA, BS
Epidemiology	MS, PHD
Ethics and Public Policy	BA
Film and Video Production	MA, MFA
Film Studies	MA, PHD
Finance	BBA, MS
Free Radical and Radiation Biology	MS, PHD
French	BA
French and Francophone World Studies	MA, PHD
Gender, Women's and Sexuality Studies	BA
Genetics	PHD
Geography	BA, BS, MA, PHD
Geoscience	BA, BS, MS, PHD
German	BA, MA, PHD
Global Health Studies	BA, BS
Greek	MA
Health and Human Physiology	BA, MS, PHD
Health Management and Policy	MHA
Health Policy	MS
Health Services and Policy	PHD
History	BA, MA, PHD
Human Physiology	BS
Human Toxicology	MS, PHD
Immunology	PHD
Industrial Engineering	BSE, MS, PHD
Informatics	BA, BS, MS, PHD
Integrated Biology	MS, PHD
Interdepartmental Studies	BA
Interdisciplinary Studies	MA, MFA, MS, PHD
International Relations	BA, BS
International Studies	BA
Italian	BA
Journalism	MA
Journalism and Mass Communication	BA, BS
Juridical Science	SJD
Latin	MA
Law	JD
Leisure Studies	MA
Library and Information Science	MA
Linguistics	BA, MA, PHD
Management	BBA
Mass Communications	PHD
Master of Laws	LLM
Master of Studies in Law	MSL
Mathematics	BA, BS, MS, PHD
Marketing	BBA
MBA Programs	MBA
Mechanical Engineering	BSE, MS, PHD
Medical Education	MME
Medical Laboratory Science	BS
Medical Scientist Training Program	PHD
Medicine	MD
Microbiology	BS, MS, PHD
Molecular and Cellular Biology	PHD
Molecular Biology	PHD
Molecular Physiology and Biophysics	MS, PHD
MPH Program	MPH
Music	BA, BM, DMA, MA, PHD
Neuroscience	BS, PHD
Nuclear Medicine Technology	BS
Nursing	BSN, DNP, MSN, PHD
Occupational and Environmental Health	MS, PHD
Oral and Maxillofacial Surgery	MS
Oral Science	MS, PHD
Orthodontics	MS
Pathology	MS
Pharmacology	MS, PHD
Pharmacy	MS, PHD, PHR
Philosophy	BA, MA, PHD
Physical Rehabilitation Science	MA, PHD
Physical Therapy	DPT
Physician Assistant Studies	MPA
Physics	BA, BS, MS, PHD
Political Science	BA, BS, MA, PHD
Portuguese	BA
Psychological and Quantitative Foundations	MA, EDS, PHD
Psychology	BA, BS, MA, PHD
Public Health	BA, BS
Radiation Sciences	BS
Rehabilitation and Counselor Education	MA, PHD
Religious Studies	BBA, MA, PHD
Russian	BA
Science Education	BS, MAT, MS, PHD
Second Language Acquisition	PHD
Secondary Education	MA, MAT, PHD
Social Justice	BA
Social Work	BA, MSW, PHD
Sociology	BA, BS, MA, PHD
Spanish	BA, MA, PHD
Spanish Creative Writing	MFA
Special Education	MA, PHD
Speech and Hearing Science	BA, PHD
Speech Pathology and Audiology	MA, AUD
Sport and Recreation Management	BS, MA
Sport Studies	BA
Statistics	BS, MS, PHD
Stomatology	MS
Strategic Communication	MA
Teaching and Learning	BS, MA, MAT, MS, PHD
Theatre Arts	BA, MFA
Therapeutic Recreation	BS
Translational Biomedicine	MS
Urban and Regional Planning	MA, MS

Library Statistics

	2012-13	2013-14	2014-15	2015-16	2016-17
Library Holdings					
Total Volumes	6,914,557	7,311,554	7,626,022	7,799,303	8,164,612
Titles Held	5,156,462	5,376,505	5,690,081	5,818,670	6,923,696
Staff					
Professional plus Support Staff (FTE)	191	194	197	199	200
Expenditures					
Library Materials	$ 17,546,016	$ 18,603,307	$ 19,127,174	$ 19,827,621	$ 20,106,312
Salaries & Wages	$ 11,648,597	$ 11,883,298	$ 12,151,759	$ 12,494,503	$ 12,617,166
Other Operating	$ 1,441,323	$ 1,370,970	$ 1,890,681	$ 2,437,813	$ 2,205,682
Total	**$ 30,635,936**	**$ 31,857,575**	**$ 33,169,614**	**$ 34,759,937**	**$ 34,929,160**

Source: Association of Research Libraries annual survey; includes the Main Library, Health Sciences Library and Law Library

Libraries on Campus

Art Library
Business Library (Pomerantz Business Library)
Engineering Library (Lichtenberger Engineering Library)
Health Sciences Library (Hardin Library for Health Sciences)
Law Library
Main Library and Learning Commons
Music Library (Rita Benton Music Library)
Sciences Library

Association of Research Libraries Rankings, University of Iowa Libraries

	2012-13	2013-14	2014-15	2015-16	2016-17
Volumes in Library	23	23	26	25	25
Titles Held	19	21	24	27	19
Total Library Materials Expenditures	22	19	20	21	21
Total Salaries & Wages Expenditures	48	46	47	44	43
Other Operating Expenditures	87	92	81	72	76
Total Library Expenditures	38	37	40	37	35
Total Items Loaned	30	32	28	35	30
Total Items Borrowed	64	65	61	68	62
Professional Staff (FTE)	40	36	36	36	37
Support Staff (FTE)	67	66	69	67	69
Total Staff (FTE)	52	49	50	47	47
Library Investment Index	36	32	34	30	n/a

Source: Association of Research Libraries annual survey; includes the Main Library, Health Sciences Library and Law Library

Note: the Association of Research Libraries (ARL) includes 125 members, of which 115 are university libraries and 10 are public, governmental, and nonprofit research libraries. ARL member libraries are the largest research libraries in North America, representing 17 Canadian and 108 US research institutions. The academic libraries, which comprise 92% of the membership, include 16 Canadian and 99 US libraries.

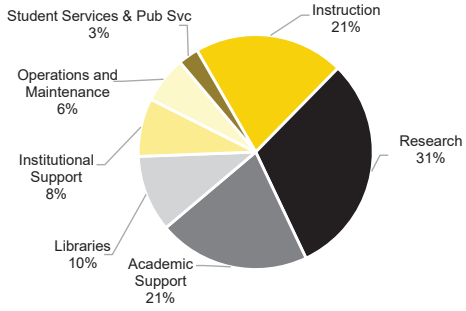
Land and Facilities

Campus Areas	Acres
Main Campus	1,432
UI Research Park / Oakdale Campus	545
Iowa Lakeside Laboratory	134
Iowa Center for Higher Education	14
Off-Campus	0
UI Acreage:	**2,125 Acres**
Macbride Nature Center (Land Lease)	448
UI Leased Acreage:	**448 Acres**

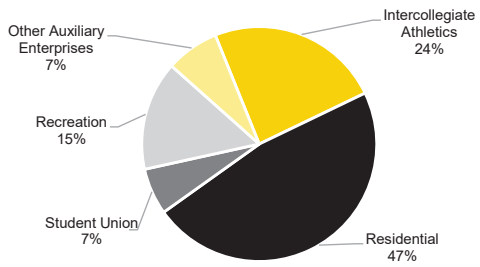
Assignable Square Feet of Building Space by Program		
Academic and Administrative Space		**5,012,598**
Instruction	1,036,497	
Research	1,534,194	
Public Service	21,016	
Academic Support	1,047,742	
Libraries	529,034	
Student Services	120,086	
Institutional Support	401,727	
Operations and Maintenance	322,301	
Auxiliaries		**3,118,609**
Intercollegiate Athletics	747,529	
Residential	1,474,352	
Student Union	200,115	
Recreation	468,685	
Other Auxiliary Enterprises	227,927	
Parking Garages	1,519,068	**1,519,068**
Hospital	3,192,082	**3,192,082**
Independent Operations (Non-Institutional Activities)	432,245	**432,245**
	Total Sq. Ft:	**13,274,601**

Source: Campus Planning and Space Management

Academic and Administrative Space by Program



Auxiliary Space by Program



Fall 2017 Classroom/Lab Utilization Summary

		Classrooms			
		University	Programmed	Total	Labs
1	Number of rooms	261	72	333	160
2	Number of student-stations (seats)	13,188	3,820	17,008	4,549
3	Available room periods	13,050	3,600	16,650	8,000
4	Available student-station periods	659,400	191,000	850,400	227,450
5	Room periods used	7,879.9	646.2	8,526.1	2,555.9
6	Percentage utilization of room periods	60.38%	17.95%	51.21%	38.00%
7	Average room periods used per room (hrs)	30.191	8.975	25.604	15.974
8	Student-station periods used (daytime)	266,754	26,950	293,703	48,814
9	Percentage utilization of available student-station periods	40.45%	14.11%	34.54%	21.46%
10	Average student hours per week per student station	20.227	7.055	17.269	10.731
11	Percentage of stations in use when room occupied	61.84%	63.16%	62.50%	64.95%
12	Square feet of space included (excludes service rooms)	213,448	67,384	280,832	179,746
13	Average square feet by student-station	16.18	17.64	16.51	39.51

Source: Space Utilization Report, Office of the Registrar

Notes:

1 Number of rooms broken down by ownership and category
2 Number of student stations (seats) by ownership and category
3 50 room periods available for assignment in any single room in one week
(10 periods per day (8:30a-6:20 pm) x 5 days per week = 50 periods * Number of rooms)
4 (Number of student stations * 50 periods) by ownership and category
5 Total contact hours spent in all rooms by ownership and category
6 Actual number of contact hours used to the total periods available in each category
(Room Periods of Use / (Number of Rooms * Total Class Periods per Week))
7 Average number of periods used out of the total number of available periods for each room in each category
(Room Periods Used / Number of Rooms)
8 Total contact hours for all students in all rooms in each category (daytime)
9 When a room is used, the percentage of stations (seats) being used
(Total Student Station Periods Occupied / (Available Student Stations * 50 Room Periods))
10 On average, the length of time a station (seat) is being used, based on contact hours, for each station in each category
11 Number of stations used (occupied) when a room is in use to the number of overall stations available
(Total Possible Student Stations Periods Occupied / Available Stations When Room Used)
12 Total square footage by ownership and category
13 (Total square feet / Number of student-stations) by ownership and category

THE UNIVERSITY OF IOWA

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Peer Comparisons

University of Iowa Peer/Comparison Groups

The university often benchmarks itself against its peers and other related institutions. University of Iowa peer and comparison groups include:

Association of American Universities (AAU): The University of Iowa is a member of the Association of American Universities (https://www.aau.edu/), an organization of 62 universities recognized for their excellence in research.

Big Ten Conference: The University of Iowa is a member of the Big Ten Athletic Conference and the **Big Ten Academic Alliance (formerly the Committee on Institutional Cooperation [CIC],** https://www.btaa.org/home**).** The 14 members of the Big Ten are:

- University of Illinois, Urbana (public) ..... http://www.uiuc.edu/
- Indiana University, Bloomington (public) ..... http://www.iub.edu/
- University of Iowa, Iowa City (public) ..... http://www.uiowa.edu/
- University of Maryland, College Park (public) ..... http://www.umd.edu/
- University of Michigan, Ann Arbor (public) ..... http://www.umich.edu/
- Michigan State University, East Lansing (public) ..... http://www.msu.edu/
- University of Minnesota, Minneapolis (public) ..... http://twin-cities.umn.edu/
- University of Nebraska, Lincoln (public) ..... http://www.unl.edu/
- Northwestern University (private) ..... http://www.northwestern.edu/
- The Ohio State University, Main Campus (public) ..... http://www.osu.edu/
- Pennsylvania State University, Main Campus (public) ..... http://www.psu.edu/
- Purdue University, Main Campus (public) ..... http://www.purdue.edu/
- Rutgers University, New Brunswick (public) ..... http://newbrunswick.rutgers.edu/
- University of Wisconsin, Madison (public) ..... http://www.wisc.edu/

UI Peer Group: Because the members of the Big Ten and CIC differ from one another in a variety of ways (for example, some campuses have large health sciences centers and others do not), the University of Iowa regularly uses an "official UI Peer Group" to benchmark itself against other, similar, institutions. The university formed the official UI Peer Group in the mid-1980s, and the Board of Regents, State of Iowa approved it. It included all of the public universities in the Big Ten at the time (Penn State was not yet a member), except for Michigan State and Purdue, which did not have comparable health science centers. In addition, four comparable campuses from various geographical regions of the country were added. The 10 public university members of the official UI Peer Group are:

- University of Arizona, Tucson ..... http://www.arizona.edu/
- University of California, Los Angeles ..... http://www.ucla.edu/
- University of Illinois, Urbana ..... http://www.uiuc.edu/
- Indiana University, Bloomington ..... http://www.iub.edu/
- University of Michigan, Ann Arbor ..... http://www.umich.edu/
- University of Minnesota, Minneapolis ..... http://twin-cities.umn.edu/
- University of North Carolina, Chapel Hill ..... http://www.unc.edu/
- The Ohio State University, Main Campus ..... http://www.osu.edu/
- University of Texas, Austin ..... http://www.utexas.edu/
- University of Wisconsin, Madison ..... http://www.wisc.edu/

Peer Comparisons

Regents Comparison Group: In some reports, at the request of the Board of Regents, State of Iowa, the University of Iowa provides comparison benchmarking data for a group that includes all of the Big Ten public universities plus the four non-Big Ten universities that are part of the official UI Peer Group: Arizona, UCLA, North Carolina, and Texas.

Selected Peer Comparison Reports

Customized IPEDS Data Feedback Reports ..... https://provost.uiowa.edu/ipeds-integrated-postsecondary-education-data-system-data-feedback-reports

The Top American Research Universities, 2016 Annual Report..... https://mup.asu.edu/Top-Universities

University of Iowa 2017 *U.S. News & World Report* Rankings Report (Undergraduate) ..... https://provost.uiowa.edu/sites/provost.uiowa.edu/files/University_of_Iowa-2017.pdf

THE UNIVERSITY OF IOWA

Institutional Data Resources

Reports to the Board of Regents, State of Iowa.....99
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Institutional Data Resources

Selected Reports to the Board of Regents, State of Iowa

Note: Many of the reports submitted to the Board of Regents, State of Iowa can be accessed via the Board's list of reports at http://www.regents.iowa.gov/Reports/reports.html. Where links below lead to that list, note that you may need to scroll down the list to reach the desired report. These reports are submitted annually unless otherwise noted.

- Comprehensive Fiscal Report ..... http://www.iowaregents.edu/reports/page-of-reports/#section_c
- Comprehensive Human Resources Report (includes information about faculty salaries, including peer comparisons) ..... http://www.iowaregents.edu/reports/page-of-reports/#section_c
- Diversity Report ..... http://www.iowaregents.edu/reports/page-of-reports/#section_d
- Economic Development and Technology Transfer ..... http://www.iowaregents.edu/reports/page-of-reports/#section_e
- Enrollment Report ..... http://www.iowaregents.edu/reports/page-of-reports/#section_e
- Graduation and Retention Rates ..... http://www.iowaregents.edu/reports/page-of-reports/#section_g
- Tenure Report ..... http://www.iowaregents.edu/reports/page-of-reports/#section_t
  - Most recent Tenure Report detail tables for SUI ..... http://provost.uiowa.edu/tenure-report-tables

Other Resources

- About the University (includes summary facts, history, rankings, etc.) ..... http://www.uiowa.edu/homepage/about-university
- Audited Financial Report (annual) ..... http://afr.fo.uiowa.edu/annual-reports
- Census Report (official headcounts as of census date each session) ..... http://registrar.uiowa.edu/census-report
- Common Data Set (a survey completed annually by many participating higher education data providers) ..... http://provost.uiowa.edu/common-data-set
- Funding Watch (monthly YTD external funding proposal and award data) ..... https://uiris.uiowa.edu/funding_watch
- Profile of Students Enrolled (various enrollment statistics and key demographics, by session) ..... https://registrar.uiowa.edu/profile-students-enrolled
- University Budget (fiscal year) ..... http://fmb.fo.uiowa.edu/university-budget

THE UNIVERSITY OF IOWA

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Definitions and Notes

Definitions

Alumni

Operations Manual section II.23.1 (https://opsmanual.uiowa.edu/community-policies/treatment-alumni-records#23.1) defines an alumnus as a person who has earned a degree or a certificate from the university. The UI Living Alumni Statistical Report (the source for Digest reporting on alumni) also includes as alumni residents and fellows who have completed programs in the Carver College of Medicine.

Course Section Type

- Stand-alone: A section that is not associated with another section, such as a lab or discussion.
- Lecture: A section that has associated lab and/or discussion sections.
- Independent study: An individual instruction section that is not a formally structured class.

FTE – Faculty

Faculty FTE is determined by source of salary funds on a line-by-line basis (for example, if an employee has one appointment in the Tippie College of Business for $20,000 and another in the College of Liberal Arts and Sciences for $60,000, for a total salary of $80,000, he or she would represent .25 FTE in Business [$20K/$80K] and .75 in CLAS [$60K/$80K]).

FTE – Student

Student FTE is calculated here as follows: for undergraduate students, enrolled credit hours divided by 15; for graduate students, enrolled credit hours divided by 9; for professional students, enrolled credit hours divided by 12 up to 12 hours, and all students with 12 hours or more are counted as 1 FTE; for postgraduate students, 1 headcount = 1 FTE.

Full-Time or Part-Time Designation (Students)

The Office of the Provost considers students to be full-time if they are enrolled for at least the number of hours at which they are charged full tuition:

- Undergraduate: >= 12 hours
- Graduate: >= 9 hours
- Professional: >=12 hours

All postdocs, residents, and fellows are counted as full time.

Fund Groups

The Office of the Provost associates each fund code in the General Ledger with one of nine fund groups as outlined in the table below. (See the Accounting Code Manual for a list of all funds by number and name.)

General Education Funds (GEF)	050, 051, 060
Health Care Units Funds	165, 170, 175, 180, 185, 187, 189
Organized Activities Funds	190, 210, 220, 221, 222, 223, 224, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 990, 991, 993
Stores, Services, and Revolving Funds	250, 260, 261, 270, 271, 275, 276, 285, 295, 310, 311
Auxiliary Enterprise Funds	400, 401, 402, 405, 406, 408, 409, 410-415, 420, 425, 430, 431, 435, 437, 440, 441, 445, 447, 450
Restricted Funds	500, 510, 520, 525
Agency Funds	950, 951, 952, 960, 970, 975, 980, 989, 992, 998, 999
Other Funds	530, 560, 561, 562, 563, 570, 580, 581, 600-603, 610-690, 700-740, 800-898, 940-949
Investment in Plant Fund	900

Definitions and Notes

Professional Students	Professional student counts include "first professional" (those pursuing a DDS, JD, MD, or PharmD degree) only. Other students enrolled in the professional colleges are counted in other categories (*e.g.*, Master of Laws [LLM] students in Law are counted as graduate students).

Definitions and Notes

Notes

1 Enrollment Data, Source of

Student enrollment (headcount and FTE) data prior to fall 2013 are pulled from the Registrar's data warehouse. In fall 2013 and later they are pulled from the MAUI student information system.

2 Postgraduate Student Headcounts, Fall 2011

In fall 2011, 288 postgraduate students (residents) were left out of census-date reporting due to a change in coding; they are included in Data Digest reports.

3 Iowa Intensive English Program (IIEP)

Students enrolled exclusively in Iowa Intensive English Program (IIEP) courses are no longer included in any student headcounts (they were included in the unclassified undergraduate counts in previous versions of the Data Digest). This change was made in the university's census-date reporting beginning with fall 2017. See the table below for the counts that were previously included.

IIEP Fall Student Headcounts	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Male	29	15	23	22	48	43	41	30	25	86
Female	31	25	25	14	30	26	24	27	21	71
Total	**60**	**40**	**48**	**36**	**78**	**69**	**65**	**57**	**46**	**157**

4 Race/ Ethnicity Reporting

Race/ethnicity categories and reporting methodology represent federal reporting categories and methodology. A major change in data collection and reporting occurred in 2009 for students and in 2010 for faculty; data before and after are not directly comparable. Prior to the change, individuals were only able to indicate a single race/ethnic category. After the change, revised federal guidelines allowed individuals to indicate multiple race/ethnic identities. These guidelines stipulate that all domestic students or faculty who indicate Hispanic ethnicity should be reported as Hispanic, regardless of other racial information provided. Non-Hispanic domestic students or faculty who indicate more than one race are reported in the "two or more races" category.

5 Gender Reporting

In spring 2016 the university began its Inclusive Student Records initiative, which provides new functionality allowing students to designate and use identifiers (preferred first name, sex, gender, and pronouns of reference) in many university student records systems. Effective fall 2016 (20163), the possible values for "gender" (now "sex" in university systems) changed from "male," "female," or "transgender" to "male," "female," or "prefer not to answer." (In addition to and distinct from the value selected for "sex," students now have the option to identify one or more gender identity values.) In Digest reports, "Prefer Not to Answer/Other" includes all students who chose not to identify their sex as either male or female, whether by selecting "transgender" (or not reporting) in fall 2013 through fall 2015, or by selecting "prefer not to answer" in fall 2016.

Definitions and Notes

Reporting Variations

Many categories of university data can be counted or measured in a variety of different ways, depending on definitions of what to include, timeframe, and other variables. How a particular set of data is reported may reflect requirements imposed by an external agency, or the business requirements of a given university unit. The following notes are provided for Data Digest users who are interested in understanding the specific differences between data in the Digest and in selected other reports.

Faculty FTE

The Data Digest includes two counts of faculty FTE, in the November 1 Faculty FTE report and the November 1, 2015 Employment Profile FTE report. Both are derived from November 1 PeopleSoft HR data. Differences include:

Faculty FTE Report	Employment Profile FTE Report
Faculty identified and grouped according to jobcode, as defined in ProView documentation. Institutional officers and college-level administrators (*e.g.,* deans/associate deans) are counted separately.	Faculty identified and grouped according to UI_JOB_PRIM_TYPE field in table PS_JOBCODE_TBL. Institutional officers are counted separately, college-level administrators are included with tenure track faculty.
Includes pay groups 1,7,8,A,B,1F,7F,AF, and BF	Includes pay groups 1,7,8,A, and B
Does not include faculty on unpaid leave	Includes faculty on unpaid leave

There are additional small differences in how funds are grouped (see Definitions for how funds are grouped in the Digest).

Faculty Headcounts

Faculty headcounts are reported to the Board of Regents, State of Iowa; in response to various surveys; and in other internal and external reports. Guidelines for which faculty to include or exclude in these reports vary, resulting in different counts of "total faculty." Below is a summary of some of the reports that include faculty headcounts.

Report	Inclusions/Exclusions	Total
Reports/Surveys based on November 1 Snapshot Data (totals shown as of November 1, 2014)		
Board of Regents Tenure Report		
Table 3	All faculty including complimentary appointments, all ranks and all types. Includes administrators with faculty appointments	5,349
Table 3a	Includes paid faculty only, all ranks and all types. Includes administrators with faculty appointments	3,108
IPEDS Human Resources Survey	Full time and part time employees whose primary appointment is a faculty appointment of 25% or greater, all departments, all ranks. Administrators with faculty appointments are not included.	2,836
Miscellaneous Surveys	Full time and part time Tenure Track, Clinical Track and Research Track faculty	2,330
Miscellaneous Surveys	Full time and part time tenured/tenure track faculty. Includes administrators with faculty appointments.	1,616
AAUP Faculty Survey	Full time Instructional faculty in non-clinical departments, all ranks (exludes Research Track and Administrators)	1,415
AAUDE Faculty Salary by CIP Code	Full time instructional faculty in non-clinical CIP programs, top three ranks only. Administrators (Assistant Deans and higher) are excluded	1,182
Departmental Faculty Salary Report	Full time tenured/tenure track faculty in non-clinical CIP programs, top three ranks only. Administrators (Assistant Deans and higher) are excluded	1,081
Other Reports		
Board of Regents Salary Report	Full time and part time Tenure Track, Clinical Track and Research Track faculty in Collegiate Orgs, Administrators and Institutional Officers as of July 1st.	2,246

Definitions and Notes

Equal Opportunity and Diversity/Chief Diversity Office Reports	Affirmative Action Plan: Excludes administrators (including DEO's); Includes visiting faculty and faculty fellows	2,763
	Board of Regents: Same as above, but excludes faculty with less than 50% appointments	2,508

The Data Digest 10-year faculty headcount reports (by faculty category, gender, and race/ethnicity) are based on the Board of Regents Tenure Report, with all faculty included. The Digest also includes the most recent November 1 Employment Profile Headcount Report, which includes faculty. The Employment Profile is prepared by Human Resources from PeopleSoft HR data, and uses slightly different criteria to identify and group faculty, as noted under Note 2, above.

Graduate Student Counts, Master's vs. Advanced

The Headcount and Full-Time Equivalent (FTE) Report in the Student Profile breaks down graduate student headcounts into "master's" and "advanced." The latter includes students pursuing doctoral degrees, as well as post-doctoral students in sessions where those students were counted with graduate students (see "Postgraduate Student Counts"); the "master's" group includes all other graduate students (certificate and non-degree students, etc.). The advanced (doctoral) vs. masters (masters + other) breakdown in Data Digest reports will not match the Headcount and FTE Report because of the graduate students who were formerly counted as professional (see "Graduate vs. Professional Student Counts"), and because post-doctoral students have been separated out. The Headcount and FTE Report also reflects a few additional small variations in counting in selected sessions.

Graduate vs. Professional Student Counts

In fall 2014 the Board of Regents, State of Iowa required that only "first professional" students (those pursuing a DDS, JD, MD, or PharmD degree) be counted as professional in official SUI enrollment reporting. Prior to fall 2014, Tippie School of Management students and some other students in the professional colleges (non-degree students in Dentistry, Law, and Medicine; certificate students in Dentistry and Medicine; and Master of Laws [LLM] students in Law) were counted as professional. In Digest reports, only "first professional" students are counted as professional in all years.

Postgraduate Student Counts

The Fall Enrollment Report begins counting postgraduate students separately from other students starting in fall 2011; the Census Report does so in fall 2013; and the Student Profile's Comparative Enrollment Report does so in fall 2014. Prior to those sessions, in each of those reports, graduate post-doctoral students and fellows (Liberal Arts, Graduate College, Public Health) were counted with graduate students, and professional residents and fellows (Medicine, Dentistry, Pharmacy) were counted with professional students. Postgraduate students are counted separately in all years in Digest reports.

In fall 2013, one CLAS Fellow was counted as an undergraduate in the College of Liberal Arts and Sciences in Registrar reporting. This student is counted as post-doctoral in Digest reports, in order to be consistent with prior sessions.

In fall 2011, 288 postgraduate students (residents in the Carver College of Medicine) were left out of census-date reporting due to a change in coding. They are included in Digest reports.

Student Counts by Residency and Geographic Origin

International status, residency status, and residency state are derived from distinct fields in the student information system and were not perfectly aligned prior to MAUI implementation in fall 2013. A small number of undergraduate students were coded as international according to reported ethnicity, and as residents of the state of Iowa according to residency status. In addition, some students were coded as non-resident but with a residency state of Iowa, and were counted as resident or non-resident depending on context. In the Digest, where there is a discrepancy and the data are presented as part of a single whole, priority is given to international status (derived from the reported ethnicity field) over residency status, and then to residency status over residency state. This results in small differences as compared to the Summary of Total Enrollment by Geographic Origin report in the Student Profile.

Definitions and Notes

Student FTE and Full-Time Status

In the Data Digest, student FTE and full-time or part-time status are defined as described above in Definitions. In the Student Profile and Fall Enrollment Report, there are some variations in how students are counted that are based not on enrolled credit hours but on program of study, enrollment in a certain type of course, the provision (starting with MAUI data in fall 2013) of a "short hours" letter (a form authorizing a graduate or professional student to be considered full time for immigration or other purposes even though actually enrolled for fewer than full-time hours), or other factors. The Digest ties full-time status and FTE to enrolled hours in an effort to provide the most consistent data over time.

Technology Transfer

Measures in the Data Digest Technology Transfer report differ from those in the annual Economic Development and Technology Transfer report to the Board of Regents in several ways, including:

- the Digest includes audited data that may reflect minor additions or adjustments;
- the Regent report includes all patents issued; the Digest includes U.S. patents issued only;
- the Regent report includes all license and option agreements generating income; the Digest follows an industry guideline that excludes agreements below a certain dollar amount, and doesn't count certain materials.

Additional detail is available on request from the University of Iowa Research Foundation.

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THE UNIVERSITY OF IOWA (https://uiowa.edu)

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Diversity at Iowa (/)

Building Community

Advantage Iowa Scholars

Congratulations on your Advantage Iowa Award and your academic achievements. You will receive the award amount indicated in your admission letter for four years or until you receive your bachelor's degree (whichever comes first), as long as you meet the renewal criteria specified below. The Advantage Iowa Award is granted independently of other academic awards and may be added to other awards you receive.

Advantage Iowa Awards for non-resident students may increase if your Free Application for Federal Student Aid (FAFSA) is processed by December 1. This means you need to submit your FAFSA no later than November 15. You must demonstrate financial need. Funds are limited and you are

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encouraged to apply as soon as possible starting October 1, using tax estimates if necessary. You must reapply each year for this additional need-based aid. Need-based awards can vary each year if your family's financial situation changes.

Renewal Criteria [#]

The Advantage Iowa Award is given to incoming first-year students who are U.S. citizens or permanent residents and who are from historically underrepresented populations (African American, Hispanic, Native American, Pacific Islander, Multiracial) at the University of Iowa; or who have participated in a federally funded Upward Bound program. Once awarded, to retain your Advantage Iowa Award, you must meet the following requirements:

- Maintain continuous full-time enrollment at the University of Iowa.
- Maintain a 2.0 cumulative and semester University of Iowa grade-point average at the end of each semester.
- Earn 12 credit hours in the fall and 12 credit hours in the spring. If you drop below 12 credit hours in any fall or spring semester, you will not be eligible for scholarship renewal.
- Meet once each semester with a staff member from the Center for Diversity and Enrichment (CDE) during your first year.
- Meet with an academic advisor in accordance with program requirements based on your undergraduate major. Students enrolled in CLAS are expected to meet with their CLAS advisors 3 times in the fall and 2 times in the spring.
- Enroll in and successfully complete an approved freshman seminar or college transitions course.

Advantage Iowa Award [http://diversity.uiowa.edu/awards/advantage-iowa-award]

Offices

Center for Diversity and Enrichment [/office/center-diversity-and-enrichment]

UI Non-Discrimination Statement (/node/192)

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The University also affirms its commitment

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to providing equal opportunities and equal access to University facilities. For additional information contact the Office of Equal Opportunity and Diversity, (319) 335-0705. Questions? Contact Us (https://diversity.uiowa.edu/diversity/node/2).

Iowa Edge

Applications to become a first-time Peer Leader!

Please click here [https://uiowa.qualtrics.com/jfe/form/SV_3ratL7Q36iStidf] for the job description and to submit your application.
Applications are due by midnight on Friday, October 5th, 2018.

Sunday, August 18 - Wednesday, August 21, 2019

The University of Iowa is an exciting place—full of academic, cultural, and social opportunities. Yet, attending a large university can be overwhelming and a little intimidating.

Many students have found that programs like The Iowa Edge eased their concerns and help to ensure a successful academic and social transition to the University of Iowa. The Iowa Edge is an exciting program for selected African American, Alaskan Native, American Indian, Asian American, Pacific Islander, Latino/a, and first-generation college students.

Participate in The Iowa Edge and:

- Meet faculty and campus leaders who will support you during your college experience
- Build community with a group of peers before the semester begins
- Develop leadership skills for success in class, on campus, and in life

On the first day of class, you'll feel like a seasoned pro—your first step to becoming a University of Iowa graduate! Move in early at no charge; lodging, meals, and program expenses for all participants are paid by a grant from the Kevin and Donna Gruneich Charitable Foundation.

[http://twitter.com/TheIowaEdge]
@TheIowaEdge

New students gain an edge at Iowa [https://now.uiowa.edu/2016/08/new-students-gain-edge-iowa]

The Iowa Edge Videos [#]

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Peer Leaders [#]

Peer Leaders are trained to provide a person-centered, community-centered orientation to university life the week before classes begin for students who face challenging issues of transition. Iowa Edge peer leaders directly address and positively impact these students' rates of persistence, retention, and graduation.

Applications to become a first-time Peer Leader are now open! Click here to submit your application [https://uiowa.qualtrics.com/jfe/form/SV_3ratL7Q36iStidf] before the October 5th deadline.

If you have questions, please contact Lauren Garcia at lauren-garcia@uiowa.edu [mailto:lauren-garcia@uiowa.edu] .

The Iowa Edge (TIE) Student Organization [#]

The purpose of The Iowa Edge Student Organization [https://orgsync.com/26373/chapter] is to provide year-round academic, social, and volunteer programming for all students; with a focus on student of color, first-generation students, and Iowa Edge alumni. It is a student organization created by Iowa Edge alumni with the ultimate aim of increasing both student retention, student diversity, and the quality of student life at the University of Iowa.

The goal of The Iowa Edge Student Organization will be to provide leadership opportunities and year-round programming for all Iowa Edge alumni and the multicultural community. The Iowa Edge Student Organization will aim to help foster community and student success among the overall community of color. Building from The Iowa Edge program, the organization will pursue continued growth at both the community and individual level through community building, diversity education, and student support.

The organization will provide enriching academic, social, and volunteer programming opportunities throughout the year that all students may take part or become active leaders in organizing; with the purpose of increasing both student retention, student diversity, and the quality of student life at the University of Iowa. This will be done for all students, with a particular focus on students of color, first-generation students, and specifically Iowa Edge alumni.

Advisor: Lauren Garcia [mailto:lauren-garcia@uiowa.edu]

[https://www.facebook.com/groups/162253180451645/]

[https://www.facebook.com/groups/162253180451645/]
If you are interested in joining The Iowa Edge Student Organization, please join our group on Facebook.

Sponsors [#]

The Iowa Edge is funded by the Kevin and Donna Gruneich Charitable Foundation.

The Iowa Edge is coordinated by a coalition of UI students, faculty, and staff. Individuals from the following academic programs and campus offices plan and implement The Iowa Edge.

Select Language ▼

- Academic Advising Center [http://advisingcenter.uiowa.edu/]
- Center for Diversity & Enrichment [https://diversity.uiowa.edu/office/center-diversity-and-enrichment]
- Center for Student Involvement & Leadership [http://csil.uiowa.edu]
- Henry B. Tippie College of Business [https://tippie.uiowa.edu/]
- College of Engineering [http://www.engineering.uiowa.edu/]
- College of Liberal Arts & Sciences [https://clas.uiowa.edu/]
- Carver College of Medicine [http://www.medicine.uiowa.edu/]
- College of Nursing [https://nursing.uiowa.edu/]
- College of Pharmacy [http://pharmacy.uiowa.edu/]
- Office of Student Financial Aid [https://financialaid.uiowa.edu/]
- Office for Study Abroad [http://international.uiowa.edu/study-abroad]
- Office of Admissions [http://admissions.uiowa.edu/]
- Pomerantz Career Center [http://careers.uiowa.edu/]
- Student Disability Services [https://sds.studentlife.uiowa.edu/]
- University Housing & Dining [https://housing.uiowa.edu/]
- University Libraries [http://www.lib.uiowa.edu/]

[https://diversity.uiowa.edu/file/85]

Kevin Gruneich BBA 1980 Park City, Utah
“I am just beginning to return the investment others have made in me.”

FAQ [#]

Where is the link to apply for The Iowa Edge Program?

On this Iowa Edge program page, there are 3 blue buttons on the right side of the screen. Please click on the 3rd button that reads, “How to Apply/Enroll.” The link to apply for the 2019 program will become available in May 2019.

I’m not sure if my application went through.

If you believe that your application did not submit successfully, please send an email with your name and the date that you suspect that you submitted your application to Lauren Garcia at lauren-garcia@uiowa.edu [mailto:lauren-garcia@uiowa.edu] .

I might miss a day of the Iowa Edge Program date, can I still apply for the program?

Since the Iowa Edge program is limited in the number of students who can actually participate, we can only accept students who can commit to completing the program in its entirety.

I will be living off campus, can I still participate in the Iowa Edge Program?

While the Iowa Edge program is designed for students who live on-campus, we will accept students into the program who live off-campus. It will be your responsibility to arrive on- campus each day at the assigned time and stay for the duration of the program each day, or a cancellation fee will be assessed. For planning purposes, we would like to know where you will be living during the week of Iowa Edge, so that we may provide you with appropriate logistical communication regarding your participation in the program. Please note that the application will request that your address of residence be submitted before submitting the application.

What are the benefits of participating in The Iowa Edge Program?

There are several benefits to participating in the Iowa Edge program, for example, student in this program will be able to:

- Meet faculty and campus leaders who will support you during your college experience
- Build community with a group of peers before the semester begins
- Develop leadership skills for success in class, on campus, and in life

On the first day of class, participants will feel like a seasoned pro—their first step to becoming a University of Iowa graduate!

Select Language ▼

I am participating in the Honors Primetime program, Hawkeye Marching Band, or another program that has conflicting times with the Iowa Edge Program. Can I still participate in Iowa Edge and my other program simultaneously?

Unfortunately, due to significant time overlaps, it is not possible for students to participate in the Iowa Edge program if they are also participating in Honors Primetime, the Hawkeye Marching Band, or any other conflicting program.

What date/time should I arrive on campus if I am selected for the Iowa Edge Program?

Students should expect to move into their resident hall (dorm) sometime during the designated move-in time from 10:00am to 3:00pm on Sunday, August 18, 2019.

Will I be charged to move into my dorm room early?

No, the Iowa Edge Program will cover the cost of early move-in.

Will I be able to move directly into my actual dorm room or is there special housing for the Iowa Edge Program?

The room that you move in to will be your actual residence hall room for the entire school year. The University of Iowa's resident halls determine room assignments for all incoming students in advance, and we request their assignment information prior to the program beginning just so that we can have Iowa Edge Leaders welcome you to the residence halls and answer any questions. Since you move in early, chances are you will not meet many individuals in your residence hall until they move in four days later on the actual housing move-in date.

Will our meal plan be active during the program, or do we have to pay for our meals?

All Iowa Edge participants will have meals provided for them starting with dinner on Sunday until the end of the day Wednesday, August 21, 2019 at no extra cost.

Is there an itinerary of activities?

Families and students will be provided with itineraries for the program during check-in on Sunday. Until we release the official itineraries, you can expect there to be arrangements for participants to interact with faculty and professors, community building activities at the Challenge Course, tours of many important buildings and resource offices, leadership training, and classroom experiences, and sessions on financial literacy, study skills, and career paths.

How can I select more than one major option or pre-major option on the list?

To select more than one Area of Study please hold the CTRL button when selecting the options you want. It should allow you to highlight a couple of options.

I have already made arrangements for early move in on August 12th. Should I continue to register for this early move-in just in case I am not accepted into the program?

If you have already made arrangements for the 18th, feel free to keep that arrangement. If you are accepted into the Iowa Edge Program your early move in fee will be covered at no cost to you. However, if you not selected, you will still be charged the early arrival fee.

Does Iowa Edge pay for housing?

No, student living on and off-campus are responsible for their own housing costs. However, to participate in the Iowa Edge program the student will have to move into their University Residence Hall early. Moving into University Residence Halls early incurs a daily charge of $45 dollars. For the length of the Iowa Edge program, we will cover the early move-in costs only.

2018 Draft Schedule [#]

Iowa Edge 2018 Schedule [https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/wysiwyg_uploads/iowa_edge_

[https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/field/gallery_image/ce-140818-tj-9377.jpg]

[https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/field/gallery_image/ce-140818-tj-9439.jpg]

[https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/field/gallery_image/ce-140818-tj-9459.jpg]

[https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/field/gallery_image/ce-140818-tj-9490.jpg]

[https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/field/gallery_image/ce-140818-tj-9579.jpg]

[https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/field/gallery_image/ce-140818-tj-9588.jpg]

How to Apply/Enroll [#]
The application for the 2018 Iowa Edge program is now closed. The application for the 2019 Iowa Edge program will open in May 2019.

Questions about applications can be directed to Lauren Garcia at lauren-garcia@uiowa.edu [mailto:lauren-garcia@uiowa.edu] . Iowa Edge program questions can be directed to the Center for Diversity & Enrichment at 319-335-3555.

Please note:

- The Iowa Edge program occurs at the same time as Honors Primetime and required practice time for the Hawkeye Marching Band. Due to significant time overlaps, it is not possible for students to participate in the Iowa Edge program if they are also participating in Honors Primetime or the Hawkeye Marching Band.
- If you decide to participate in any of those activities, please notify Lauren Garcia (lauren-garcia@uiowa.edu [mailto:lauren-garcia@uiowa.edu]) as soon as possible so we can remove your application from the Iowa Edge program.

Events

Oct 24 | Breaking Down Gender Stereotypes
[/event/breaking-down-gender-stereotypes]

Nov 7 | Edgers' Reunion
[/event/edgers-reunion]

Dec 9 | Study-A-Thon
[/event/study-thon]

Offices

Center for Diversity and Enrichment [/office/center-diversity-and-enrichment]

Units

Campus and Outreach Services [/unit/campus-and-outreach-services]

UI Non-Discrimination Statement (/node/192)

Select Language ▼

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information contact the Office of Equal Opportunity and Diversity, (319) 335-0705. Questions? Contact Us (https://diversity.uiowa.edu/diversity/node/2).

Iowa First Nations Summer Program

July 14 - 20, 2019

This program provides Native American students the opportunity to live on campus and experience the university setting, explore majors, and gain an appreciation for the variety of opportunities on the UI campus and higher education in general.

Participants will attend structured classroom seminars and field trips to various campus departments, enjoy hands-on classroom experiences, and have the opportunity to get involved in social and recreational activities on campus and in the community.

Contact

Nadine Petty
24 Phillips Hall
University of Iowa
Iowa City, IA 52242

319-335-3555
nadine-petty@uiowa.edu [mailto:nadine-petty@uiowa.edu]

Deadline [#]
Friday, May 24, 2019

Requirements [#]
Participants will be high school students in good standing who are entering the 9th, 10th, 11th or 12th grade and who have heritage backgrounds that are based on a Native American culture.

Participants are expected to pay for their own travel costs to and from the program. Other expenses like lodging, meals, and camp activities are at no cost to the student upon admission into the program.

How to Apply/Enroll [#]
The application process is now open. Please complete the **online application [https://uiowa.qualtrics.com/jfe/form/SV_cx3mzcgLDG98tUh]** .

The application will require a one-page essay on your goals and reasons for wanting to be in the program, and copies of your high school transcripts or grade report before May 24, 2019.

Participants will be notified by June 14, 2019 regarding selection into the program.

Offices

Center for Diversity and Enrichment [/office/center-diversity-and-enrichment]

Units

Campus and Outreach Services [/unit/campus-and-outreach-services]

Select Language ▼

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Select Language ▼

Diversity at Iowa (/)

Building Community

Iowa First Nations Tuition Program

The University of Iowa invites members of the Tribes/Nations historic to Iowa to attend the university and pay in-state tuition, regardless of where they live.

Request for Information [https://uiowa.qualtrics.com/SE/?SID=SV_djbXCIvdID8gRXT]

Eligibility [#]
Graduate Student
Undergraduate Student

Requirements [#]
Belong to one of the following nations/tribes:

Iowa [https://diversity.uiowa.edu/ifn-iowa-tribes]

Kickapoo [https://diversity.uiowa.edu/ifn-kickapoo-tribes]

Menominee [https://diversity.uiowa.edu/ifn-menominee-tribes]

Miami [https://diversity.uiowa.edu/ifn-miami-tribes]

Missouri (Otoe) [https://diversity.uiowa.edu/ifn-otoe-missouri-tribes]

Ojibwa (Chippewa) [https://diversity.uiowa.edu/ifn-ojibwa-chippewa-tribes]

Omaha [https://diversity.uiowa.edu/ifn-omaha-tribes]

Otoe (Missouri) [https://diversity.uiowa.edu/ifn-otoe-missouri-tribes]

Ottawa (Odawa) [https://diversity.uiowa.edu/ifn-ottawa-odawa-tribes]

Potawatomi [https://diversity.uiowa.edu/ifn-potawatomi-tribes]

Select Language ▼

Sac and Fox (Sauk, Meskwaki) [https://diversity.uiowa.edu/ifn-sac-fox-sauk-meskwaki-tribes]

Sioux [https://diversity.uiowa.edu/ifn-sioux-tribes]

Winnebago (Ho Chunk) [https://diversity.uiowa.edu/ifn-winnebago-ho-chunk-tribes]

Offices

Center for Diversity and Enrichment [/office/center-diversity-and-enrichment]

UI Non-Discrimination Statement (/node/192)

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Select Language ▼

University of Iowa
Constitution of
The Iowa Edge Student Organization

Article I. Organization

Section I. Purpose

1. The Iowa Edge Student Organization is a group focused for and by students of color, first generation to attend college, Iowa Edge Alumni, and Iowa Edge peer leaders. Our ultimate aim is to increase student retention, diversity, and the quality of life at the University of Iowa. We also strive to provide an enriching environment to foster and stretch our talents in order to become proactive members of society.
2. The organization will work to mobilize and motivate students through events aimed at helping build community and assist student success. This will be achieved by coordinating with the Iowa Edge Executive Committee, the Center for Diversity and Enrichment, and other faculty and staff associated with the University of Iowa.

Article II. Membership

Section I. Eligibility

1. The Iowa Edge Student Organization is open to all University of Iowa students with particular emphasis for students of color, first generation students, and all those who strive to enrich diversity and student success at the University of Iowa campus. In no aspect shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification, which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

Section II. Active Membership

1. Membership is achieved by attending at least 8 Iowa Edge Student Organization weekly meetings per semester and signing in upon arrival.
2. Attendance to Iowa Edge programs is strongly encouraged as it shows commitment to the organization.
3. Attend at least one Iowa Edge Student Organization event

Section III. Human Rights Clause:

1. In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

Article III. Officers and Duties

Section I. Executive Committee

1. The Executive Committee is composed of the President, Vice President of Membership, Treasurer, Secretary, Vice President of Public Relations, and the Vice President of Programming.
2. Members of the Executive Committee must be in attendance at meetings and all mandatory events, with the exception of emergencies and extraneous circumstances.
3. Members of the Executive Committee must be proactive in all efforts pertaining to the Iowa Edge Organization during and outside of meetings.
4. All Members of the Executive Board are equally responsible in contributing to the organization's well-being which includes contribution to meetings, reading important notifications carefully, and sharing the workload of hosting a program and other events.

Section II. Good Standing

1. Members of the Executive Committee must attend ALL Executive Committee meetings and events, unless otherwise excused by the President, to maintain good standing.

Section III. Election of the Executive Committee

1. Any active Iowa Edge Student Organization member may be nominated for a position on the Executive Committee.
2. Elections shall be by ballot.
3. A majority vote is needed for election into office.

Section IV. President

1. Qualifications
    a. Shall have prior leadership and management experience.
    b. Has participated in Iowa Edge or with the Center for Diversity and Enrichment
    c. Will represent the Iowa Edge Student Organization in a positive manner with the University of Iowa campus and the Iowa Edge Program.
2. Duties

a. It shall be the duty of the President to act as meeting parliamentarian and assist in the overall coordination of the Executive Committee.
b. The President will act as the face of the organization and serve as the representative for the organization on campus.
c. Responsible for facilitating meetings.
d. Shall work with the Treasurer to maintain a budget.
e. Will serve as the Chair of the Executive Committee.
f. Shall work closely with the advisor(s) to ensure the mission and purpose of the organization are being met.

Section V. Vice President

1. Qualifications
    a. Ability to motivate others.
    b. Provide effective communication.
    c. Be creative in regards to member participation and recruitment of new members.
    d. Able to interact comfortably with people from all backgrounds.
2. Duties
    a. It shall be the duty of the Vice President to assist in any and all tasks of the Executive Committee.
    b. In a situation where the President is absent the Vice President shall act in his or her place.
    c. Work of the recruitment and retention of members by keeping record of member information and tracking activities of members.

Section VI. Secretary

1. Qualifications
    a. Able to be detail oriented and organized.
    b. Proficient in Microsoft software.
    c. Preferred prior experience with recording minutes
    d. Understands organizational time-management
2. Duties
    a. The duty of the Secretary shall be to keep consistent minutes of all meetings, create meeting agendas with the help of the President, and coordinate communication.
    b. Documenting the meetings and events of the organization by maintaining the Iowa Edge Student Org OrgSync website with photos, media clippings, event flyers, and other pertinent historical data.
    c. Responsible for maintaining the Iowa Edge OrgSync website.

Section VII. Treasurer

1. Qualifications
    a. Knowledge of creating and maintaining a budget.

b. Responsible with tracking funds.
c. Displays organization and attention to detail.
d. Knowledge of university funding sources.

2. Duties
    a. The Treasurer shall specialize in the coordination of fundraising, budgeting, and submitting funding requests.
    b. Presents biweekly updates to the organization about the status of the budget.

Section VIII. Vice President of Public Relations

1. Qualifications
    a. Knowledge of marketing and advertising techniques.
    b. Able to utilize social media outlets in marketing and advertising.
    c. Experience working with software to create marketing materials.
    d. Ability to identify target audiences and market to those audiences.
    e. Be a visionary through creative outlets.
2. Duties
    a. The Vice President of Public Relations will specialize in the advertisement of campaigns.
    b. Work closely with media outlets to advertise meetings and events.
    c. Communicate with all members of the Executive Committee.
    d. Submit dates of events to other organizations and official calendars.
    e. Collaborate with the Vice President of Programming to maintain social media.
    f. Manage the Iowa Edge Student Organization gmail.
    g. Ability to take photos, videos, or obtain such documents to include in the social media scrapbooks.

Section IX. Vice President of Programming

1. Qualifications
    a. Organized and detail oriented
    b. Excellent communication
    c. Ability to be creative.
    d. Ability to be strategic and resourceful.
    e. Familiar with funding sources.
    f. Knowledge in event planning.
2. Duties
    a. The Vice President of Programming shall specialize in coordinating and planning events.
    b. This will include reservation of spaces and other logistics of event planning.
    c. Delegate responsibilities to other Executive Committee members.
    d. Communicate with all members of the Executive Committee.
    e. Document the evaluation of events and keeping a historical reference to all events.
    f. Collaborate with Vice President of Public Relations to maintain Facebook and Twitter accounts.

Section IV. Removal from Office

1. Should any Executive Committee member violate University of Iowa policies, city, state, or federal laws, the executive committee member automatically forfeits their position.
2. Should any Executive Committee member no longer be enrolled at the University of Iowa, they shall automatically forfeit their position.
3. The removal from office shall require a 2/3 vote by the Executive Committee.
4. Voting shall be by ballot.

Article IV. Student Organization Advisor

1. The student organization advisor must be a person with good standing amongst students who demonstrates a passion for diversity, student development, and student life.
2. The student organization advisor shall be expected to:
    a. Attend meetings and events deemed necessary by the Executive Committee.
    b. Help guide the organization in its mission.
    c. Be a resource for the organization.

Article V. Meetings

Section I. General Meetings

1. General meetings will be held weekly for all students.

Section II. Executive Committee Meetings

1. The Executive Committee shall meet within the first two weeks of each semester.
2. The Executive Committee meeting shall be held at the discretion of the Executive Committee member.
3. General and Executive Committee meetings shall be designated by the second week of each semester.

Section III. Mandatory Meetings and Events

1. Mandatory meetings shall be:
    a. General Meetings
    b. Executive Committee meetings
2. Mandatory events shall be:

a. All events sponsored by the Iowa Edge Student Organization.

3. Mandatory meetings and events can be waived by the President with a 24 hour notice required.

Article VI. Elections

Section I. Nominations

1. Nominations shall be held in the first general meeting of April.
2. Nominations shall be accepted on the election floor.

Section II. Elections

1. Elections shall be held at the last general meeting in April.
2. Elections shall be by ballot.
3. A majority vote is needed to be elected into office.

Section III. Election Eligibility

1. Only active members may be nominated for office.
2. Only active members may vote.

Article VII. Finances

Section I. Primary Responsibilities

1. The student executive committee will be in charge of all finances with primary responsibility held by the treasurer.
2. All members of the Executive Board as well as the advisor have access view to the monetary information, but access to edit is reserved to the President, Vice President, Treasurer and Iowa Edge Student Organization Advisor.

Section II. Membership Fees

1. There will be no fees for membership. Fees will be applied to specific events as needed and the purchasing of products. These prices will be decided by the executive committee.
2. Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Section III. Dissolution

1. If the group has dissolved and group fees have not been divided as stated in the Constitution by five years from last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.

2. Statement of where group fees should be divided upon dissolution, The University of Iowa or UISG is not responsible for the division of student fees that you have outlined above. It is the responsibility of your group to submit a copy of minutes which has recorded the agreement of what is to be done with the money, along with filling out the appropriate approval forms, vouchers, and tax information in the Student Organization Business Office.

Article VIII. Amendments

Section I. Amending the Constitution

1. Amendments shall be taken at any point throughout the semester.
2. Amendments shall require a 2/3 vote by the general membership and executive committee.

Section II. Review of the Constitution

1. The constitution shall be reviewed at the first Executive Committee meeting of the fall/spring semester.

Article IX. Ratification

1. Ratification of the constitution will be met by unanimous consent by the Executive Committee.
2. The new constitution will be presented with unanimous consent by the Executive Committee to all members. At which point the constitution will be voted on.
    a. A vote of two thirds of all members is needed to ratify the new constitution.
3. Upon extreme situations, ratification of the constitution can be approved by the student organization's advisor(s).

Iowa N.E.W. Leadership

Iowa N.E.W. Leadership is an intensive 5-day residential institute designed to empower women across the political spectrum and increase the participation of underrepresented groups in all sectors of public leadership. The Institute experience is built around a challenging curriculum that develops knowledge and skill in key areas, including: strategic communication, policy analysis, philanthropy, negotiation, community development, professional sustainability, relationship-building, productive engagement with difference, conflict and collaboration.

Developed by the Center for American Women and Politics at Rutgers University in 1991, the NEW Leadership ™ network currently includes 23 colleges and universities serving women nationwide.

The University of Iowa joined in 2008 and will hold its next Summer Institute **May 20 – 25, 2018.**

- Any student who identifies as a woman
- Applicants must be enrolled at least half-time in ANY post-secondary academic institution in Iowa (regardless of state or nation of residence), or in another state (for Iowa residents)

All fields of study in any academic discipline

- Students graduating in December 2017 and May 2018 are still eligible to apply
- Women from diverse backgrounds, identities and non-traditional students are encouraged to apply

- There is no cost to the participant
- We do ask for a $50 housing deposit upon acceptance to the program. This will be refunded at the end of the week. Any checks written for this purpose will not be cashed unless the participant fails to participate for any non-emergency reason.

Faculty-in-Residence

Teresa Garcia Teresa García currently serves as Executive Dean of Academic Affairs at Southeastern Community College (SCC) in West Burlington, Iowa.

LEARN MORE

How to Apply

Iowa N.E.W.

LEARN MORE

Letter of Recommendation Submission

Submit a Letter of Recommendation.Iowa N.E.W.

LEARN MORE

Iowa NEW Leadership - FAQs

What are the dates and times participants must commit to for the 2018 Institute?

LEARN MORE

PROGRAMS & SERVICES

Support & Discussion Groups

Counseling

Violence Prevention

Iowa N.E.W. Leadership

- Faculty-in-Residence
- How to Apply
- Letter of Recommendation Submission
- Iowa NEW Leadership - FAQs

Womxn of Colour Network

Diversity & Inclusion

Scholarships

How to Apply

Iowa N.E.W. Leadership is an intensive 5-day residential institute designed to empower women across the political spectrum and increase the participation of underrepresented groups in the public sector. The Institute experience is built around a challenging curriculum that develops self-awareness, knowledge and skill in key areas, including: strategic communication, policy analysis, philanthropy, negotiation, community development, professional sustainability, relationship-building, productive engagement with difference, conflict and collaboration

The University of Iowa will hold its tenth Institute May 20 – 25, 2018.

Who is eligible to apply?

Any student who identifies as a woman who is: enrolled at least half-time in ANY post-secondary academic institution in Iowa (regardless of state or nation of residence), or in another state (for Iowa residents). All fields of study in any academic discipline. Students graduating in December 2017 and May 2018 are still eligible. Women from diverse backgrounds, identities and non-traditional students are encouraged to apply

https://uiowa.qualtrics.com/jfe/form/SV_54Md5RCz0Js47ZP
Apply Online

Application Deadline: February 9th, 2018

PLEASE NOTE:
You may complete the online form in one sitting, or come back to your work at a later time.
To retrieve your application in progress, simply follow the link you used to access the application from the same computer on which you used to connect to the application.

Submit a Letter of Recommendation.

We are looking for a diverse group of students who are motivated to learn about the importance of women's participation in public life and to develop their own leadership skills. Having already held leadership positions is not a necessary requirement for acceptance; those who show they have the potential for leadership are also encouraged to apply.

One letter of recommendation is required for the completion of the application. Make sure to ask for a letter of recommendation from a faculty/staff member or anyone who can speak on behalf of your leadership and/or academic endeavors. Please share the submission link below and give your recommender sufficient time to submit their letter by February 5th.

https://uiowa.qualtrics.com/jfe/form/SV_4ZcptVKi9nlcznD

For more information, contact us at: **wrac-newleadership@uiowa.edu**

General Information:
INL-Poster.pdf

2018-Brochure.pdf

PROGRAMS & SERVICES

Support & Discussion Groups

Counseling

Violence Prevention

Iowa N.E.W. Leadership

- Faculty-in-Residence
- **How to Apply**
- Letter of Recommendation Submission
- Iowa NEW Leadership - FAQs

Womxn of Colour Network

Diversity & Inclusion

Scholarships

The Division of Student Life fosters student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom.

Women's Resource & Action Center
Bowman House, 230 N. Clinton St.
Iowa City , IA 52242

319-335-1486
Fax: 319-353-1985
wrac@uiowa.edu

QUICK LINKS

Home
Get Involved
News & Events
Get Help
Programs & Services
About

SUPPORT WRAC

SOCIAL MEDIA

Facebook

Diversity at Iowa

Building Community

PAVE Mentoring Program

Offices

Center for Diversity and Enrichment

Units

Military and Veteran Student Services

Peer Advisors for Veteran Education (PAVE) is a peer support program that connects incoming student veterans with student veterans already on campus in order to help them navigate college life, identify challenges they are facing, refer them to the appropriate resource on or off campus, and provide ongoing support to their academic and personal ventures.

The PAVE Program is a collaboration between the University of Michigan Depression Center & Department of Psychiatry and Student Veterans of America.

Select Language

The University of Iowa Veterans Office brought the PAVE program to the Iowa Campus in the spring of 2015. Currently, PAVE advisors serve to assist with the transition process and with orientations.

PAVE Mentoring Program

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Hawkeye Distinguished Veterans Award

The Hawkeye Distinguished Veterans Award was established in 2015 to honor distinguished members of the armed forces who have demonstrated exceptional service to both the United States and their communities. Five veterans including one current University of Iowa student are selected annually for the award.

Distinguished qualities

Recipients of the Hawkeye Distinguished Veterans Award have demonstrated these upstanding qualities.

- A strong University of Iowa connection
- Honorable service to our country
- Military accomplishment or contributions
- Service to the community

2017 award recipients

- Hospital Corpsman Willard "Sandy" L. Boyd, U.S. Navy
- Specialist 4 David Drake, U.S. Army
- Capt. Hayden Fry, U.S. Marine Corps
- Ensign Nile Clarke Kinnick, Jr., U.S. Navy
- Capt. Luther Smith, U.S. Army Air Corps
- Capt.. Jeremy Williams, U.S. Army Reserves

2016 award recipients

- Staff Sgt. Henry B. Tippie, U.S. Army Air Force
- Lt. Commander Dr. James Van Allen, U.S. Navy
- Staff Sgt. Robert Miller, U.S. Army
- Cpl. Kurt Vonnegut, Jr., U.S. Army
- SFC Curtis K. Lane, U.S. Army

2015 award recipients

- The late Col. (retired) Brooks Booker, U.S. Air Force
- Gen. (retired) James Cartwright, U.S. Marine Corps
- Staff Sgt. Mike Considine, U.S. Air National Guard
- Maj. Gen. (retired) Kenneth Leuer, U.S. Army
- Lt. (retired) Ernie Pascarella, U.S. Marine Corps

Award nomination process

If you believe someone you know, living or deceased, deserves to be nominated for this award, please fill out the following form. Nominees can be submitted through August 15. The five inductees will then be chosen by a committee consisting of veterans of the Iowa City community. Inductees or their families will be notified of their induction by September 1.

An induction ceremony and program will occur on Thursday, November 15, 2018 at the Iowa Memorial Union.

Start a nomination

Award Nomination Process

If you believe someone you know, living or deceased, deserves to be nominated for this award, please fill out the following form.

LEARN MORE

Recipients: Hawkeye Distinguished Veterans Award

LEARN MORE

ABOUT

Directory

Building Hours

Maps & Directions

Human Resources

History

War Memorial

- World War I
- World War II

Award Nomination Process

If you believe someone you know, living or deceased, deserves to be nominated for this award, please fill out the following form. Nominees can be submitted through August 15. The five inductees will then be chosen by a committee consisting of veterans of the Iowa City community. Inductees or their families will be notified of their induction by September 1.

Name of veteran

Years of service

Branch of military

What is this individual's connection to the University of Iowa (i.e., student or professor)?

Please include any honors/recognition that this individual received for their military service.

Please include information regarding how this individual has contributed to their community.

Please provide your contact information.

If applicable, please provide the nominee's contact information.

Your email address

Submit

ABOUT

Directory

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Maps & Directions

Human Resources

History

War Memorial

- World War I
- World War II
- Korean Conflict
- Southeast Asian Conflict
- Operation Enduring Freedom

- Memorial Links
- **Hawkeye Distinguished Veterans Award**
  - **Award Nomination Process**
  - Recipients: Hawkeye Distinguished Veterans Award

Bridging Our World

Kendall Gallery

Holidays at the IMU

Orientation

UI Museum of Art

Mission, Values & Vision

Sponsorship & Donation

Contact & Feedback

Developing leaders, creating connections, building community

Iowa Memorial Union
125 N. Madison Street
Iowa City, IA 52242

Welcome Center 319-353-4IMU (4468)
imu@uiowa.edu

QUICK LINKS

Home
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Alliant Energy/Erroll B. Davis, Jr. Achievement Award

This award was created by Alliant Energy to honor Erroll B. Davis, Jr. and his nearly 30 years of service to the utility industry and to honor and recognize the importance of scholarship and leadership by underrepresented minority students in the state of Iowa.

The Alliant Energy/Erroll B. Davis, Jr. Achievement Award recognizes academic achievement from rising Seniors in business or engineering, leadership in campus and community organizations, and potential for future career success.

Students selected may receive a scholarship of up to $5,000. Amounts may vary from year to year based on the performance of the endowment fund. Scholarships will be granted to the recipients in accordance with the standard requirements set forth by the Office of Student Financial Aid at their applicable Regent Institution. Students receiving financial aid may see adjustments to their final scholarship amount.

Deadline
Eligibility
Requirements
How to Apply
Contact

Offices

Chief Diversity Office

Diversity Resources Team

Select Language

UI Non-Discrimination Statement

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information contact the Office of Equal Opportunity and Diversity, (319) 335-0705. Questions? Contact Us.

Alumni Scholarships

The College of Nursing is very fortunate to have numerous alumni and friends who invest in the education of our nursing students by establishing scholarships. The College of Nursing faculty and staff select students who meet the criteria for the scholarships in the fall and again in the spring. The students are informed through the University of Iowa College of Nursing through the Student Services Listserv each fall and spring when the application process for scholarships is open. For all of the scholarships that have financial need as a criterion, the College of Nursing requires a FAFSA to be completed.

We are very grateful to have such loyal alumni and friends who have chosen to give back to the University of Iowa College of Nursing.

Scholarship Title	Eligibility Criteria	Description

John D. Skelley Memorial Scholarship Fund	A pre-licensure BSN student in the College of Nursing who demonstrates academic merit and preference is given to students underrepresented in the nursing profession.	John D. Skelley graduated from the College of Nursing in 1982 with his BSN. His wife Karen Kopischke (BSN'82) and their families have established this scholarship in his memory.
John Teefy Memorial Scholarship Award	A pre-licensure BSN or RN-BSN student who demonstrates financial need and professional promise.	This scholarship was established by Mrs. Inez Teefy Ravell in September 1971 to honor the memory of her late husband, John K. Teefy, a business graduate in1952.
John W. & Mabel Gottburg Schoen Scholarship Fund	A full-time pre-licensure BSN student enrolled who will be enrolled in final year of nursing major with a desire to excel and have a cumulative GPA of 2.75 or greater, leadership abilities, and ethical qualities.	Mrs. Mabel Schoen was a 1940 graduate of the College of Nursing with a GN and LA from the College of Liberal Arts and Sciences.
Juanita Watters PEO-Chapter AH Nursing Scholarship	A pre-licensure BSN student enrolled in nursing major courses with a preference given to students from the West Liberty School District and/or from Muscatine County, IA. If there are no applicants from this area, students from the state of Iowa will	

	be considered.	
Kay Janice Green Memorial Scholarship	A full-time pre-licensure BSN student with financial need.	Mrs. Green was a 1951 graduate of the College of Nursing and worked as a faculty member in the mid-1950s in the College of Nursing. After teaching at the College of Nursing she worked in a variety of nursing specialty areas prior to her death. The scholarship award is being supported by her husband Dr. Edward Green and her son, Mr. Hans Green.
Kelly B. Judy Nursing Scholarship Fund	A student in the College of Nursing who demonstrates financial need and academic merit.	
Lloyd and Gladys Burr Cunningham Nursing Scholarship Fund	A pre-licensure BSN or RN-BSN student who will be enrolled next fall and must demonstrate financial need; preference given to women from Iowa.	The scholarship was established by the late Mary J. Zender in memory of her parents.
Lola Lindsey Student Award Memorial Fund	A licensed nurse enrolled in the graduate program who demonstrates financial need and professional promise.	This scholarship was established in memory of Miss Lola Lindsey who was a former director of the School of Nursing at Iowa prior to the establishment of the College of Nursing.
Lu Ann And Norma L.	A pre-licensure BSN undergraduate with	The late Gene and late Norma Gerlach and Mr. Gary Gerlach

Gerlach Memorial Scholarship	professional promise, financial need and scholastic ability.	established this award in memory of Lu Ann Gerlach, a former student in the College of Nursing. Mr. Gary Gerlach and his wife, Karen Connor continue to support the scholarship fund in memory of Gary's sister.
Maree Dewitt Scholarship Fund	A pre-licensure BSN student enrolled in nursing major courses and who demonstrates financial need.	Ms. DeWitt received her nursing degree from the University of Iowa in 1925. She was an Army World War II veteran and attained the rank of major. She retired as Director of Nursing of several VA Hospitals in Shreveport, Louisiana; Dallas, Texas; and Des Moines, Iowa.

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CONTACT US

101 College of Nursing Building
50 Newton Road
Iowa City, Iowa 52242 - 1121
319-335-7018
collegeofnursing@uiowa.edu

DONATE

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The University of Iowa College of Nursing

DIRECTORIES

Faculty | Staff | UI Directory

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Privacy Statement

Graduation Requirements

Majors, Minors, and Certificates

General Education: CLAS Core

Academic Policies

Opportunities for Students

- CLAS scholarships
- Dewey Stuit Fund for Undergraduate Research
- Honors in the Major
- Phi Beta Kappa
- Dean's Student Advisory Committee (DSAC)
- Furthering Language Incentive Program (FLIP)
- Mathematics Incentive Program
- CLAS Dissertation Writing Fellowships
- Grant and Fellowship Writing Seminar for PhD and MA/PhD students in the Humanities and the Social Sciences
- Marcus Bach Graduate Fellowships

Online Learning

CLAS Scholarships

The College of Liberal Arts & Sciences currently supports over 80 different scholarships through the College's annual scholarship competition. As a result of the generosity of all our scholarship donors, the College has been able to provide over one million dollars in scholarship assistance to over 250 students during the 2018-2019 academic year. View 2018-2019 scholarship recipients.

- Download photos from the following events:
  - September 2018 Recognition Event
  - September 2017 Recognition Event

Application Process

Entering First-Time, First-Year Scholarship Opportunities

CLAS Financial Need-Based Scholarship Opportunities

CLAS Merit Scholarship Opportunities

CLAS Undergraduate Honors and Research Scholarship Opportunities

CLAS Graduate Student Scholarship Opportunities

CLAS Scholarship Applications for the 2019-2020 academic year will be available on the Iowa Scholarship Portal from November 12, 2018–February 1, 2019.

All annual CLAS undergraduate scholarship applications are currently located on the **Iowa Scholarship Portal (https://uiowa.academicworks.com/)**. To see the CLAS specific Scholarships set the filter to College of Liberal Arts and Sciences. When logged into the scholarship portal, students can select the filter "Recommended" to view a list of all the CLAS scholarships for which they may apply.

Minimum CLAS Scholarship Requirements:

Must be able to demonstrate academic promise and accomplishments.

- Need Based awards require a minimum 3.33 UI and cumulative GPA.
- Merit Based awards require a minimum 3.50 UI and cumulative GPA.

- Must be enrolled in a **College of Liberal Arts & Sciences degree granting program** and seeking your first undergraduate degree.
- Must be enrolled as an undergraduate in fall and spring semesters.
- Must continue as an undergraduate in 2019-2020.
- Many scholarships require that applicants have filed the FAFSA (Free Application for Federal Student Aid).
  - For continuing students, the FAFSA filed for the 2018-2019 or 2019-2020 academic year will be used in the selection process.
  - If you are a new incoming first year student or new transfer student, be sure to have your FAFSA (Free Application for Federal Student Aid) completed and submitted to the Office of Student Financial Aid by February 8, 2019.
  - Visit the Office of Student Financial Aid to find out more information about scholarships and completing the FAFSA.

The deadline for MOST CLAS applications is FRIDAY, February 1, 2019. Recommendations from faculty members will be accepted until FRIDAY, February 8, 2019. The CLAS scholarship award winners will be announced by email no later than April 15, 2019.

Two Faculty Recommendations REQUIRED:

All references must be members of the Faculty, including Lecturers, at The University of Iowa. While the system will not stop you from using a Teaching Assistant, graduate student, or other staff member, **the committee will not review applications** from students who choose to use these individuals for their CLAS Scholarship applications.

Please be ready to provide the name and email addresses for two Faculty members who can provide a recommendation. Make sure you have the full name and correct University of Iowa e-mail address for each recommendation submitted on your behalf. Once the references name and email address are entered and you click “Save and Keep Editing” or “Finish and Submit”, an e-mail will be automatically sent to the individuals completing your

recommendation. That e-mail will contain the correct information on how to complete the recommendation form.

Faculty Please Note:

- If you are listed as a reference for multiple CLAS scholarships, you will only be requested to complete the recommendation form one time.
- References will be asked to answer three (3) questions about the students academic performance, you will **not** be allowed to upload a letter of recommendation for most scholarships.
  - Recommendation section will include the following prompts:
    - Your Name, Academic Department, Title (Professor, Associate Professor, Assistant Professor, etc.)
    - "Student is in the top X # students over X number of years"
    - You will be asked to focus your comments on 3 main areas of interest: 1)Creativity/Outstanding Achievements 2) Scholarship and Research 3) Self-motivation/Leadership
- Students are not able to view the information submitted in your responses.
- If the student decides to change references after an email has already been sent to the original reference, we ask the students to please contact the faculty member and inform them that their recommendation is no longer needed.

CLAS Scholarship Breakdown:

Entering First-Time, First-Year students only (students starting at Iowa in the fall 2019)

Scholarship	Eligibility and Availability
Robert F. and Mary J. Godwin Scholarship	Entering first- time, first-year students only - **NOT AVAILABLE 2019-2020**
Dean Gerhard Loewenberg Scholarship	Entering first- time, first-year students only
Ina Loewenberg Scholarship	Entering first- time, first-year students only
David L. McCoid	Entering first- time, first-year students only - First priority given to

Scholarship	undergraduate students from Mount Pleasant (Iowa) Community High School in Henry County, Iowa who participated in sports and/or theater in high school.
William and Effa McMeans Scholarships	Entering first- time, first-year students only
Prescott Family Scholarship	Entering first- time, first-year students only- must be a full-time student with financial need and ACT score of 22 or higher or in the top 10% of their high school class, who are from the following counties: Tama, Marshall, Story, Boone, Greene, Hamilton or Hardin. Also, there is a preference for a student who lives on campus.
Elmer J. Steuck Memorial Scholarship Fund	Entering first- time, first-year students only
Michael Senich Scholarship	Entering first- time, first-year students only- must be from Iowa and show financial need
Shoemaker-Strickler Memorial Scholarships	Entering first- time, first-year students only- majoring in Chemistry or Physics
Charles E. and Eleanore G. Wilson Scholarship in Actuarial Science and Statistics	Students may be contacted directly by the Actuarial Science department Entering first-year, entering transfer, or current students First priority given to undergraduate students in Actuarial Science who exhibit demonstrated intellect, creativity, ambition and financial need.

Financial Need-Based Scholarships: currently enrolled undergraduate students in a College of Liberal Arts & Sciences degree granting program.

Completion of the FAFSA is required for consideration.

Scholarship	Eligibility
Mary Goodykoontz Barnes Scholarship	Financial need-based
Nadyne Harris Scholarships	Financial need-based
Ralph K. and Maxine J. Hibbs Scholarships	Financial need-based
Margaret Foster Hoff Memorial Scholarship	Financial need-based
Hubert H. and Hugh M. Schultz Scholarship Fund	Financial need-based

Alexander Kern Scholarships	Financial need-based
Faith M. Knowler Scholarship	Financial need-based
Edward Prichett Scholarship Fund	Financial need-based
Myrna Lee Sprengeler Memorial Scholarship	Financial need-based
Mary Campbell Tow Scholarship	Financial need-based
CLAS Undergraduate Scholarship Fund	Financial need-based
Manuel Paul and Abraham Chinitz Liberal Arts and Sciences Scholarship Fund	Financial need-based
Jeffery Keith Jones Memorial Scholarship	Financial need-based
Rains Family Scholarship Fund	Financial need-based, Junior or Senior
Henry G. Ullerich Scholarship in the College of Liberal Arts & Sciences	Financial need-based, Iowa Resident
Dr. Kurt Truax Liberal Arts and Science Scholarship	
R.L. Hulbary Scholarship	
LuVella Burnett Scholarship	Financial need-based

Financial Need-Based Scholarships: for currently enrolled undergraduate students in a specific College of Liberal Arts & Sciences major.

Completion of the FAFSA is required for consideration.

Scholarship	Eligibility and Availability
Jackie L. Christopher Scholarship	Must have a major in one of the following departments: Mathematics or Computer Science
Roger H. and Marilyn J. Coleman Scholarship	Must have a major in one of the following departments: Communication Studies or Journalism & Mass Communication

James and Syndy Conger Scholarship	Must have a major in one of the following departments: Asian & Slavic Languages & Literature, Classical Languages, French, German, Italian, Portuguese, Russian, or Spanish
Lennis J. Holm Scholarship	Must have a major in one of the following departments: Annually rotates among English-Nonfiction Writing (2019- 20),Theatre Arts--Playwriting (2012-21), Cinema--Screenwriting (2022-23),
David W. Koehser Scholarship	Must have a major in one of the following departments: Economics, Political Science, or History
Dr. Merlyn Arthur Lewis and Jeanette Lewis Scholarship	Must be a first year student with a major in CLAS. (0-30 overall hours earned)
Morris & Lenore Mandelbaum Family Fund Scholarship	Must have a major in one of the following departments: Anthropology, Geographical and Sustainability Sciences, Political Science, Economics (BA or BS), History, Sociology, Social Work, Psychology, International Studies
Mary Pelechek Scholarship Fund	Must have a major in one of the following departments: Music or the Fine Arts. Applicants of Bohemian (Czech) descent given preference
Adelaide Boerner Trickey Scholarship	Must have a major in one of the following departments: Music or Psychology Rotates on a two-year basis between the School of Music and the Department of Psychology (see scholarship information for dates)
Richard S. and Helene D. Trump Scholarship	Must have a major in one of the following departments: Annually alternates between German and School of Art and Art History.
Charles E. and Eleanore G. Wilson Scholarship in Actuarial Science	Current students, entering first-year, or transfer students. Priority given to students who have a major or interest in Actuarial Science. Statistics majors are also eligible to apply.
Rainbow Science Scholarship Fund	Must have a major in one of the following departments: Chemistry, Physics & Astronomy, Mathematics, Biology, Communications Science & Disorders, Computer Science, Earth and Environmental Sciences, Health & Human Physiology, Psychology, and/or Statistics & Actuarial Science
Max von Schrader Classics Scholarship	Must have a major in the following department: Classics

Merit Scholarships: currently enrolled undergraduate students in specific College of Liberal Arts & Sciences degree granting program.

Scholarship	Eligibility
Marion L. Elmquist Scholarship in the College of Liberal Arts & Sciences	All CLAS majors, must be a **Junior** (third year) student.
Bill and John Fenton Scholarships	All CLAS majors
CLAS Faculty, Staff, and Friends Scholarship	All CLAS majors, second year classification, who identifies as first generation and/or as an international students.
Hubert H. and Hugh M. Schultz Scholarship Fund	All CLAS majors
Richard J. Odem Scholarship	Must have a major in one of the following departments: Mathematics, Statistics, or Economics
George S. Schaeffer Scholarships	Must have a major in one of the following departments: Biochemistry, Biology, Chemistry, Computer Science, Environmental Sciences, Earth and Environmental Sciences, Health and Human Physiology, Mathematics, Microbiology, Physics & Astronomy, Psychology, Communication Sciences and Disorders, or Statistics & Actuarial Science
Dr. George Schulz-Behrend Fund	Major in German
Barbara G. and Professor Ralph I. Stephens Art Scholarship	Must have a major in one of the following departments: Art and Art History
Velma E. Stuit Scholarships	Must have a major in one of the following departments: Mathematics, Statistics, Chemistry, Physics, or another science and identify as female
Esther Walls Scholarship	Major in the fine arts, social sciences, or humanities
Mae Rodger White Scholarship	All CLAS majors

Maureen Medberry Snell Award	All CLAS majors
Hogan Family Scholarship	Must have a major in one of the following departments: Available to English majors in 2019–20, Writer's Workshop students in 20120-2021, History majors for 2021-22.
Kay Keeshan Hamod Scholarship	Must have a major in the following department: History and an honor's student. Application run through the Honors Department
M. Gladys Scott Scholarship	Undergraduate and Graduate women majoring in Sport Studies. Application available in department beginning spring 2019.
Homewood Memorial Scholarship	Undergraduate and Graduate majors in Sport Studies. Application available in department beginning spring 2019.
C. Pauline Spencer Scholarship	Undergraduate and Graduate women majoring in Sport Studies. Application available in department beginning spring 2019.
Miriam Taylor Scholarship	Undergraduate and Graduate major in Sport Studies.

Undergraduate Honors and Research Scholarships: for currently enrolled undergraduate students in a specific College of Liberal Arts & Sciences major.

Scholarship	Eligibility and Availability
Kay Keeshan Hamod Scholarship	Must have a major in the following department: History and an honor's student. Application run through the Honors Department
Stevens Phi Beta Kappa Scholarship	Must be a junior with a natural science major with at least two semesters of study remaining. Application deadline: February 1, 2019
Claire and Carl Stuart Study Abroad Scholarship Fund	Study Abroad funding for **Iowa Residents** in their **Junior** year of study. (Winterim India)
John and Elsie Mae Ferentz Undergraduate Research	CLAS students pursuing research projects. Application by email please see website for further informaiton.

Fund	
The Dewey Stuit Fund for Undergraduate Research	Students, faculty members, and academic units may request funding for projects that will advance the extracurricular research, scholarship, and creative work of undergraduate students. Departments also are expected to contribute funds to support the student's or students' research or creative work.

Graduate Student Scholarship Opportunities:for currently enrolled graduate students in a specific College of Liberal Arts & Sciences major.

Scholarship	**Eligibility and Availability**
Adah Johnson/Otilia Maria Fernandez Scholarship	Must have a major in the following department: Gender, Women's and Sexuality Studies. Application available in Spring 2019
Adele Kimm Scholarship	Must have a major in the following department or involved in: Gender, Women's and Sexuality Studies through coursework or service. Application available spring 2019.
M. Gladys Scott Scholarship	Undergraduate and Graduate women majoring in Sport Studies. Application available in department beginning spring 2019.
Homewood Memorial Scholarship	Undergraduate and Graduate majors in Sport Studies. Application available in department beginning spring 2019.
C. Pauline Spencer Scholarship	Undergraduate and Graduate women majoring in Sport Studies. Application available in department beginning spring 2019.
Miriam Taylor Scholarship	Undergraduate and Graduate major in Sport Studies. Application available in department beginning spring 2019.
Marcus Bach Graduate Fellowships	The Marcus Bach Fellowships for Graduate Students in the Humanities are awarded by the College of Liberal Arts and Sciences to support the completion of an MFA project or doctoral dissertation. The fellowship's goal is to foster intercultural communication and/or the understanding of diverse philosophies and religious perspectives, and projects in this area are the most appropriate proposals.

Contact

Office of Academic Programs & Student Development

120 Schaeffer Hall
(319) 335-2633
clasps@uiowa.edu

Drop-in Times
(no appointment needed)
Weekdays, 11 AM- 1:45 PM

Office Directory
Make an Appointment

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Sign In

Opportunities

College of Public Health Diversity Scholarships

The College of Public Health Diversity Scholarships are diversity outreach scholarships for incoming first-year students who are U.S. citizens or permanent residents who are directly admitted to the public health major. The award is based on merit (standardized test scores and GPA). Other criteria considered include whether students are from historically underrepresented populations (African American, Hispanic, Native American, Pacific Islander, Multiracial) at the University of Iowa, first-generation college students, and/or have demonstrated financial need through a completed *Free Application for Federal Student Aid* (FAFSA).

Award: One-time award of $250-$1000, depending on merit and demonstrated financial need. Award amount to be adjusted so as not to exceed the cost of attendance when all scholarships are combined.

Award
One-time award of $250-$1000, depending on merit and demonstrated financial need.

Scopes
College of Public Health

Deadline
01/15/2019

Supplemental Questions

1. What do you think is the greatest challenge facing public health today and why?
2. The UI College of Public Health believes that diversity in the classroom is a vital component of educating future public health professionals and scientists. We are committed to facilitating an atmosphere rich in cultural perspectives and actively supporting and promoting diversity in the college and the public health workforce. Given our commitment to these issues, how do you think you could enrich and contribute to our diverse community?
3. What experiences have you had or activities have you participated in that have fostered your interest in public health?

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Donor-Funded Freshmen Scholarships

The following scholarships are funded by private donors. No scholarship application is required; however, for those scholarships that require financial need, students must file the **Free Application for Federal Student Aid** (FAFSA) as soon as possible after October 1 prior to their freshmen year at the University of Iowa.

Specific eligibility requirements are listed within each scholarship description.

Tom Brokaw Scholarship Fund--Awarded to first-year Native Americans. This scholarship is based on financial need and merit.

Alice and Eldon Davis Scholarship--Awarded to a graduating senior from Dubuque (Iowa) Senior High School. The scholarship attempts to identify students with high academic potential who may have not yet achieved that level. Potential recipients will be in the upper half of the graduating high school class and at or above the 75th percentile on the ACT test. Financial need is a secondary consideration. This award is based on Dubuque Senior High School's recommendation.

Madeline P. Peterson Scholarship for American Indian Women--Awarded to an entering first-year woman student of American Indian descent with a tribal affiliation. This scholarship is intended to financially assist students who would otherwise be unable to attend college. Renewable for three additional years.

Virginia Es'Dorn Rigler and Robert R. Rigler Scholarship--Awarded to first generation students of promise as identified by the Office of Admissions. Preference to is given to needy rural Iowa residents.

Robert P. Stack Memorial Scholarship--Awarded to an entering first-year student from each of the three Iowa City high schools who shows academic merit, potential, and financial need. Students must be nominated by their high school. Contact: High school guidance counselor.

Ezra L. Totton Scholarship--Awarded to entering first-year students with preference given to Black students intending to major in the physical sciences, preferably chemistry.

If you have questions, email **financial-aid@uiowa.edu**.

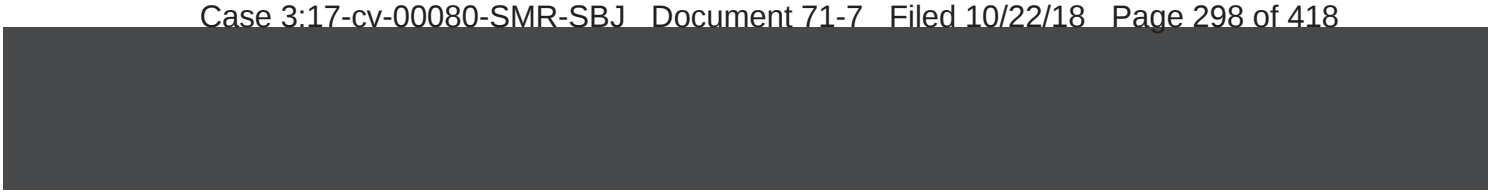
Other Scholarship Opportunities

Some scholarships have geographical residence requirements and others require graduation from a specific high school. The following links will take you to a web page where the scholarships are listed by the student's area of residence and the high school from which the student graduated.

Geographical Location

High School

Visit the **Iowa Scholarship Portal** for additional scholarship opportunities. Admitted and currently enrolled students can log in using their HawkID and password to begin the application process.



Donor-Funded Scholarships

The following scholarships are funded by private donors. The Office of Student Financial Aid awards the following scholarships. No scholarship application is required; however, for those scholarships that require financial need, students must file the **Free Application for Federal Student Aid** (FAFSA) by April 1 prior to the upcoming academic year. The notification process begins in mid-May and continues through August.

Specific eligibility requirements are listed within each scholarship description.

Loretta and Leslie Copeland Scholarship--Awarded to an undergraduate student who is a U.S. citizen. First preference is given to students from Clarksville, Iowa, then from Butler, Bremer, or Floyd (Iowa) counties. Students with lower grade-point average have first preference. Based on financial need. Value: Up to resident tuition and fees (number varies).

Albert M. and Mary L Efner Scholarship--Awarded to first-time undergraduate students who have earned an associates degree from Indian Hills Community College. Based on financial need and merit. If there are no qualified candidates from Indian Hills, first-time students from Wapello County high schools may be considered.

JoAnn and Jerry Kramer Scholarship--Awarded to deserving students who demonstrate financial need and academic merit in their field of study.

Olive Pearl Ritter Scholarship--Awarded to undergraduate students who demonstrate financial need and who have demonstrated scholastic proficiency. This scholarship may be renewed depending upon available funding, and student continuing to show financial need and merit.

Kevin Sinnard Memorial Scholarship--Awarded to a college junior or senior in good academic standing who is a resident of Iowa or Illinois. Award is rotated among students majoring in business, engineering, medical technology, or biochemistry. Financial need is considered.

Robert Vernon Family Memorial Fund--Awarded to undergraduate U.S. citizens with preference given to American Indian, Black, and female minority students demonstrating financial need.

If you have questions, email **financial-aid@uiowa.edu**.

Iowa Scholarship Portal

Visit the **Iowa Scholarship Portal** for additional scholarship opportunities. Admitted and currently enrolled students can log in using their HawkID and password to begin the application process.

Grants

Grants are gifts of money that do not have to be earned or repaid. To apply for grants awarded by the Office of Student Financial Aid, students must file the **Free Application for Federal Student Aid** (FAFSA) **each year**. For information on the financial aid application process, refer to our **Step-by-Step Process** web page.

The **U.S. Department of Education website** has additional information on grant programs.

The University of Iowa Office of Student Financial Aid (UI OSFA) encourages students to file the 2019-2020 FAFSA as soon as possible after **October 1, 2018**. **The filing deadline for priority consideration is December 1, 2018**. After a student is admitted to the University of Iowa, the FAFSA information is reviewed and the student's financial aid eligibility is determined. Students are considered for grants and scholarships before employment and loans.

Awards are made on a first-come, first-served basis. Although students can apply for financial aid throughout the year, funding for some financial aid programs may be depleted for the upcoming academic year.

More detailed financial aid application information is available on our **Step-by-Step Process** web page. **Students will automatically be considered for the Federal Pell Grant, Federal SEOG, and IMAGES, if they have filed the FAFSA for the appropriate academic year.**

Federal Pell Grant

This federal need-based grant is awarded to the most needy students, determined by filing the FAFSA. Only undergraduate students who have not earned a bachelor's degree are eligible. The amounts vary

each award year depending on program funding, number of hours for which the student is enrolled, and the **expected family contribution**. The maximum 2018-2019 academic year award for a full-time student is $6,095. Less than half-time enrollment is allowed in certain circumstances.

Federal Supplemental Educational Opportunity Grant (SEOG)

This federal need-based grant is awarded to students with exceptional financial need, determined by filing the FAFSA. Only undergraduate students who have not earned a bachelor's degree are eligible. Students must be enrolled at least half-time (six hours per semester) and may receive this grant for a maximum of eight semesters.

Federal TEACH (Teacher Education Assistance for College and Higher Education) Grant

The Federal TEACH Grant provides up to a maximum yearly amount of $4,000 to a student who agrees to serve for at least four years as a full-time teacher in a high-need field in a public or private elementary or secondary school that serves students from low-income families. Currently, the yearly maximum is slightly less than the $4,000 maximum, due to federal sequestration.

If you are a graduate or an undergraduate student enrolled in or admitted to the College of Education, review the requirements listed in Section B of the **application form**. If you wish to apply, complete and submit the application form to the College of Education, Office of Educational Services, N310 Lindquist Center.

IMAGES (Iowa Minority Academic Grant for Economic Success)

This university and state need-based grant is awarded to Iowa residents pursuing their first undergraduate degree who are African American, Latino/Hispanic, Asian, Pacific Islander, American Indian, or Alaskan Native and demonstrate financial need. Students must be enrolled at least half-time (six hours per semester) and may receive this grant for a maximum of eight semesters. In the event there are reductions in state funding for the University of Iowa, support for institutional scholarships and grants may be impacted. If that happens, academic awards may be reduced within the academic year.

State of Iowa Funded Aid

If you are awarded State of Iowa funded aid (Iowa National Guard Education Assistance Program, All Iowa Opportunity Scholarship, All Iowa Opportunity Foster Care Grant), in the event that available state funds are insufficient to pay the full amount of each award, the **Iowa College Student Aid Commission** has the authority to administratively reduce the award to an amount less than the statutory maximum.

Additional Information

Grants are not automatically renewed. **Students must reapply for financial aid each year.**

Some financial aid programs are subject to the availability of funds (first-come, first-served); therefore, file the 2019-2020 FAFSA as soon as possible after October 1, 2018. **The filing deadline for priority consideration is December 1, 2018**.

Quick Links

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- **HireaHawk**
- **A-Z Index**

Contact Us

Office of Student Financial Aid
208 Calvin Hall
Iowa City, IA
52242-1315

financial-aid@uiowa.edu
Phone 319-335-1450
Fax 319-335-3060

Facebook

More Contact Information

I-SERVE

I-SERVE at the University of Iowa College of Education is Iowa Supports Education and Resources for Veterans and Enlisted.
The University of Iowa College of Education respects and honors those who are serving or have served in our military forces. We believe your experience and commitment to the greater good of our country will contribute to your success in the education field. We are committed to assisting you in the application process, in the successful completion of your coursework, and in internships and job placement.

The College of Education actively recruits veterans as students seeking degrees and certifications in disciplines including teaching, psychology, rehabilitation, leadership, counseling, and assessment.

For more information regarding courses of study, admission requirements, or current faculty and graduate students, please browse our website and feel free to contact our Veteran Resource Specialist, at iserve@uiowa.edu.

About I-SERVE

I-Serve Office Hours (Fall 2018)

Veterans Resource Library

Counseling Support

Ernie T. Pascarella Military Veteran Promise Award

Current Deadline

The next deadline is January 19, 2018. Please send nomination materials to Megan Foley Nicpon (Award Selection Committee chair) at megain-foley-nicpon@uiowa.edu.

Description

The Ernie T. Pascarella Military Veteran Promise Award acknowledges veterans who seek to make contributions through a new career in civilian life with their study in the UI College of Education.

The award honors a graduate student veteran who demonstrates exceptional career promise. The student's academic promise and achievement is secondary to military service. Special consideration will be given to students who have served in a combat theater in a direct-action capacity.

Professor Ernest T. (Ernie) Pascarella is a highly distinguished scholar and decorated veteran. He was a platoon leader and rifle company commander with the First Marine Division in Vietnam from 1967-1968, receiving three Purple Hearts and the Bronze Star for his service. Pascarella holds the Mary Louise Petersen Endowed Chair in Higher Education and is former director – and currently a faculty affiliate – of the Center for Research on Undergraduate Education at the University of Iowa.

Students may be nominated by any member of the College of Education faculty and staff, or they may self-nominate.

Award Considerations

The third Ernest T. Pascarella Military Veteran Promise Award will be presented in Spring 2018, with formal recognition at the annual College of Education Awards Ceremony. The honor is a prestigious recognition of military service and promise for a significant career in civilian life and includes a $1,000 award.

Information about nominees that may be collected during the selection process include:

- Minimum of one letter of nomination stating the qualities of the nominee that are consistent with the award criteria
- Nominee's statement of his/her career goals and how they are related to

military/veteran's service

- Description by nominee of the program or career in which s/he is interested and why
- Academic performance indicators such as GGPA, UGPA, and GREs
- Information about the nature of the veteran's military service

Selection Process

The award selection committee shall select the recipient based on nominations submitted by Dec. 8, 2017. The Award Selection Committee of four individuals will include two College of Education faculty members and two I-SERVE Advisory Board members. The committee will be appointed by Committee Chair Dr. Megan Foley Nicpon and will make the select a winner by March 5, 2018. If at all possible, the awardee is introduced to Pascarella so that he may directly become acquainted with the individual.

Past Recipients

- 2018 - Ashlie Obrecht, P&Q
- 2017 - Jeremy Williams, EPLS
- 2016 - Kevin Yeates, P&Q

Paul Larson Military/Veteran Student Scholarship

I-SERVE Workshop Series

Troops to Teachers

The University of Iowa College of Education's Teacher Education program has been named Iowa's official central states Troops to Teachers program.

We believe that veterans' leadership skills are among the many abilities they have that are transferable to the classroom.

This program will not only help relieve teacher shortages in high-needs subject areas such as math, science, and special education, but help military

Veterans Resource Library

Counseling Support

Ernie T. Pascarella Military Veteran Promise Award

Paul Larson Military/Veteran Student Scholarship

Purpose

This scholarship provides funds to assist veterans and military students achieve success in their studies at the College of Education. This need-based scholarship is intended to assist students with educational-related financial needs that go beyond family and personal resources as well as available federal and state aid.

Amount

Award amounts vary ($500-$2,000) and can be used for educational-related expenses OUTSIDE of tuition, such as books, child care, enrollment fees, transportation, and moving expenses.

Criteria

1. Enrolled in a program in the College of Education
2. Students must be in good academic standing as documented by a statement from the Department Executive Officer
3. Students must have financial needs beyond family and personal resources, federal aid, and state aid as documented by their signed statement to that effect.
4. Complete the Larson Military/Veteran Student Scholarship application.

I-SERVE Workshop Series

Troops to Teachers

The University of Iowa College of Education's Teacher

FULL-TIME MBA

MBA SCHOLARSHIPS

Important news about the Full-time MBA Program
Tippie College of Business has announced that the incoming class of 2019 will be the last cohort of students admitted to the Full-time MBA program at Iowa. The decision to end this delivery format for the Iowa MBA will allow the college to continue to innovate and grow the Professional MBA, Executive MBA, and portfolio of specialized master's programs increasingly preferred by the students and businesses we serve.
Learn more about this change

These awards are used to attract the best and brightest MBA candidates.

Last year, 86% of admitted students received a financial award. The average award totaled over $20k annually. We award based on merit, and packages can consist of a graduate assistantship (G.A.) and scholarship or a scholarship alone.

Financial award stats

Award (class of 2018)	Percent of class
Full tuition (100% of tuition covered)	20%
Partial with assistantship (88% of tuition covered)	53%
Partial without assistantship (~50% of tuition covered)	11%

Financial awards for full-time MBA students

Iowa Elite MBA Scholar Award

This award is set aside for high-quality candidates to the Iowa Full-time MBA Program, determined based on professional achievement, standardized test scores, undergraduate academics, and results from the admissions interview.

- Value: Full tuition and partial tuition
- Eligibility: All candidates

Iowa MBA Women's Award

A gender-diverse organization has long-ranging positive effects. That’s why we offer full-tuition awards to female MBA candidates with leadership potential.

- Value: Full or partial tuition
- Eligibility: Female candidates

Kathleen Dore Women’s MBA Scholarship and Henry Tippie Women’s MBA

Scholarship

We're looking for professional leadership promise, which we measure through your academic performance, your work and life experience, and the goals you have for both your MBA experience and your career.

- Value: Full tuition plus $5,000
- Eligibility: First- and second-year female candidates (This is open to second-year women MBA students with a preference to the recipient of the prior year's Dore-Tippie MBA Scholarship for Women Leaders scholarship.)

AmeriCorps Service Distinction Award

The mission of AmeriCorps—and the organizations under its umbrella, including Teach for America and City Year—pairs well with the Iowa MBA's purpose of creating future business leaders.

- Value: Full or partial tuition, in addition to any Segal AmeriCorps Education Award benefits
- Eligibility: A completed term of service with AmeriCorps State and National (including Teach for America and City Year), AmeriCorps VISTA, or AmeriCorps NCCC. Mention your AmeriCorps experience on your resume when you apply.

U.S. Armed Forces Award

Military veterans bring valuable skills to the classroom, and to their post-MBA employer: leadership, reliability, and productivity. We support veterans and active-duty military through awards that augment Post–9/11 GI Bill benefits, as well as our own Military Veteran Priority Program.

- Details: Veterans pursuing degrees at Iowa and paying out-of-state tuition can qualify for additional support if they are eligible for the Post–9/11 GI Bill.
- Value: From $5,000 to $15,000, in addition to GI Bill benefits. Veterans are eligible for resident tuition. Contact an admissions representative for details.
- Eligibility: Veterans or active-duty U.S. military eligible for Post–-9/11 GI Bill benefits.

Returning Iowan Award

Iowa is a place that's easy to come home to. Native Iowans returning for an MBA are eligible for this award.

- Value: Full or partial tuition.
- Eligibility: Graduated from an Iowa high school and living and working outside the state of Iowa when you apply.

University of Iowa Alum Award

No matter your undergrad major, your Iowa MBA is just as smart an investment as your UI bachelor's.

- Value: Full or partial tuition
- Eligibility: A bachelor's or master's degree from the University of Iowa

Iowa MBA Emerging Markets Award

MBAs from emerging economies carry a unique point of view into the classroom that enriches discussion and educates others about the challenges of doing business in an ever-changing market. Because exchange rates can make study in the U.S. challenging, we're dedicated to supporting these MBA candidates with financial awards.

- Value: Full tuition or partial tuition
- Eligibility: Citizens of one of the world's emerging or frontier economies, as defined by the MSCI Emerging & Frontier Markets list.

Iowa MBA India & China Awards

Growing the tradition of Iowa MBA students from these countries allows us to use this strong network, already in place, for networking and employment opportunities.

- Value: Full or partial tuition
- Eligibility: Candidates with citizenship in India or China (including Hong Kong, Macau, Taiwan)

Note: Financial awards are available for on-campus (Iowa City) full-time MBA students only.

Tippie College of Business
THE UNIVERSITY OF IOWA

Tippie College of Business
108 John Pappajohn Business Building

2018 GENDER, WOMEN'S & SEXUALITY STUDIES (GWSS/SJUS) SCHOLARSHIPS

For all awards send completed application and supporting materials electronically to laura-kastens@uiowa.edu by February 1, 2018

Awards will be presented at the Annual Celebration of Excellence and Achievement Among Women on Wednesday, April 4th, 2018, 3:00 p.m., IMU 2nd Floor Ballroom

FOR UNDERGRADUATE OR GRADUATE STUDENTS

STEPHEN LYNN SMITH MEMORIAL SCHOLARSHIP FOR SOCIAL JUSTICE

Stephen Lynn Smith (1944-2009) was born in Cedar Rapids and raised in nearby Marion. A 1963 graduate of Marion High School, he enrolled in the ROTC program at the State University of Iowa (the original name for the University of Iowa) that summer, majoring in engineering. Perhaps influenced by

Undergraduate Program
Bachelor of Arts in Gender's, Women's & Sexuality Studies
Minor in Gender, Women's & Sexuality Studies
Honors Work
Bachelor of Arts in Social Justice
Minor in Social Justice
Minor in Gender, Health, and Health Care Equity
CLAS Academic Handbook
Current Semester Courses
General Catalog

the 1963 March on Washington that August, Steve embraced the Civil Rights Movement. He soon joined the local chapter of the Student Non-Violent Coordinating Committee and in 1964 participated in Freedom Summer, an effort to register African Americans in Mississippi to vote. He was one of over 800 volunteers from across the country.

Two awards of $2500 each will be given to students demonstrating a commitment to the principles of social justice and progress. This award is open to undergraduate and graduate students

Applications must include:

- Application Form
- A one-page statement describing your academic or career goals, and some ways in which these reflect a concern for social justice.
- Two letters of recommendation.
- Transcripts of undergraduate work

FOR UNDERGRADUATE STUDENTS

ADAH JOHNSON/OTILIA MARIA FERNANDEZ SCHOLARSHIP

This scholarship honors Adah Johnson, one of the first black women students to graduate from The University of Iowa (1912) and Otilia Maria Fernandez, one of the first Hispanic woman graduates (1924).

The 2017-18 Johnson/Fernandez Scholarship will be awarded to an undergraduate woman student of color who has taken courses in the Gender, Women's & Sexuality Studies Department or whose academic interests include some aspect of women's culture or experience. One award of $1500 will be given.

Applications must include:

ICON
Newsletters
Resources
Scholarships
Senior Survey
What can you do with a GWSS degree

- Application form;
- a one-page statement describing your academic or career goals, and some ways in which these reflect a concern for women's lives;
- two letters of recommendation; and
- transcripts of all undergraduate work.

KRISTIN K. LIPPKE MEMORIAL SCHOLARSHIP

Kris Lippke was a University of Iowa undergraduate student one month away from graduating with a minor in Women's Studies when a serious car accident changed the course of her life. In her memory the Lippke family has endowed a scholarship to be awarded to undergraduate students majoring in Gender, Women's, and Sexuality Studies (GWSS).

The 2018-19 Kristin Lippke Scholarship in the amount of $3000 will be awarded to two (2) GWSS majors on the basis of academic record and financial need.

Please note -- this award will be dispersed during the next academic year (2018-19); recipients must be registered as either a part- or full-time GWSS major during both semesters.

APPLICATION MATERIALS SHOULD INCLUDE:

- Application form;
- a one-page statement describing your academic or career goals, and some ways in which these reflect a concern for women's lives;
- two letters of recommendation; and
- transcripts of all undergraduate work.

FOR GRADUATE STUDENTS

ADELE KIMM SCHOLARSHIP

The Adele Kimm Scholarship is made possible by a bequest of Adele Kimm in honor of her brother, S. Conrad Kimm and her

sister-in-law Hilda Kimm.

The 2018-19 Adele Kimm Scholarship will be awarded to a graduate student involved in the Gender, Women's & Sexuality Studies Department through coursework or service. One award of $2000 will be given.

Please note -- this award will be dispersed during the next academic year (2018-19); the recipient must be registered as either a part- or full-time student during both semesters.

APPLICATION MATERIALS SHOULD INCLUDE:

- Application form;
- A one-page statement describing your academic or career goals, and some ways in which these reflect a concern for women's lives;
- Two letters of recommendation; and
- Transcripts of all graduate work.

JANE A. WEISS MEMORIAL DISSERTATION SCHOLARSHIP

A $4000 scholarship will be awarded to a University of Iowa Ph.D. candidate whose dissertation focuses on issues pertaining to women. Graduate students from all disciplines are encouraged to apply.

CRITERIA FOR SELECTION:

Applicant must be a currently registered PhD. Candidate;
Dissertation proposal must be accepted by the candidate's department by February 1, 2018;
Applicant must have a demonstrated commitment to women's issues through activities in the University or larger community; and
Dissertation promises to make contributions to understanding of women's issues and to feminist scholarship.

APPLICATION MATERIALS:

- Application Form ;
- An application letter specifically addressing the selection criteria listed above. Provide information explaining the activist or community-based work you have done, including information about activist groups or organizations with which you have worked;
- A four- to five-page (double-spaced) summary of your dissertation in terms intelligible to readers not in your discipline;
- Two letters of reference. One letter must be from a faculty member acquainted with your dissertation. The second letter should be from a person acquainted with your activism on behalf of women's issues;
- Transcripts of graduate work; and
- Curriculum vita

For all awards send completed application and supporting materials electronically to laura-kastens@uiowa.edu by February 1, 2018.

Application forms also available from:

The Celebration of Excellence and Achievement Among Women
https://uiowa.edu/celebrationofexcellence/

Women's Resource and Action Center
www.uiowa.edu/~wrac/

[redacted]

Department of Gender, Women's & Sexuality Studies
Leslie Schwalm, Department Chair
210 Jefferson Building, 129 E. Washington St.,
Iowa City, Iowa 52242

319-335-0322 319-335-0173
gwsstudies@uiowa.edu
clas-social-justice@uiowa.edu Login

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Twitter

Dissections of Intersections

NOTICE: The University of Iowa Center for Advancement is an operational name for the State University of Iowa Foundation, an independent, Iowa nonprofit corporation organized as a 501(c)(3) tax-exempt, publicly supported charitable entity working to advance the University of Iowa. Please review its full disclosure statement.

Give to Gender, Women's & Sexuality Studies

PRIVACY INFORMATION EMERGENCY INFORMATION
NONDISCRIMINATION STATEMENT

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Scholarships

Scholarships and Awards

WRAC administers or helps to administer a number of scholarships and awards on campus, including the Jean Y. Jew Women's Rights Award and the Margaret C. Benson Scholarship.

The Jean Y. Jew Women's Rights Award

Nomination Deadline: February 1, 2018

The Women's Resource & Action Center and the Council on the Status of Women are accepting nominations for the 2018 Jean Y. Jew Women's Rights Award. The award, given annually by the Council on the Status of Women and the Women's Resource and Action Center, honors a faculty, staff, or student member of the University community who has demonstrated outstanding effort or achievement in

improving the status of women at the University. The award will be granted at the Annual Celebration of Excellence and Achievement Among Women on April 4, 2018, at 3:30 pm in the Old Capital Museum.

Some of the previous Jean Y. Jew Women's Rights Award Recipients include:

Susan Buckley, Pre-Vocational Training

Rusty Barceló, Office of the Provost

Nancy Hauserman, Management & Organizations

Clara Oleson, UI Labor Center

Yvonne "Bonnie" Slatton, Sport, Health, Leisure and Physical Studies

Christine H. B. Grant, Women's Athletics

Susan R. Johnson, College of Medicine

Jean Martin, Motor Vehicle Maintenance Service

Susan Beckett, Engineering Computer Network

Pat Cain, College of Law

Chris Brus, WISE

Rachel Zuckerman, UISG

CRITERIA

Candidates should have a strong record of support for women's rights in a broad sense, a commitment to women's rights at The University of Iowa, and one or more of the following related to women's rights:

- Particular contributions to The University of Iowa
- Long-standing record of leadership, effort, and activism.
- Accomplishments with national scope or impact

Jean Jew Award Application

* * * * * * * * * * * * * * * * * *

The Margaret P. Benson Memorial Scholarship

Application Deadline: February 1, 2018

The Margaret P. Benson Memorial Scholarship recognizes qualified female applicants who demonstrate financial need and are committed to women's issues, diversity, and social activism.

One or two awards are available each year. Awards generally range from $1000 to $2000 per academic year to be applied toward tuition, fees, living expenses, or books. The scholarship is for the 2017-18 academic year.

The Margaret P. Benson Memorial Scholarship is administered and selected by individuals affiliated with the Women's Resource and Action Center at the University of Iowa. The Center's mission is to create greater equity for individuals and communities of all identities, with a particular focus on women.

Eligibility

1. Women who have completed one year (or more) of undergraduate or graduate/professional study at the University of Iowa or at an accredited degree granting institution or program and have been accepted into a degree-granting program at the University of Iowa for the upcoming academic year.

2. Women who demonstrate financial need.

3. Women who are committed to women's issues, diversity, and social activism.

Policies

1. Scholarships are awarded for one academic year only. Re-application is required for each academic year for which financial assistance is sought. No preference will be given to those individuals seeking a second or third year of support.

2. If a scholarship recipient does not attend school or drops out while the award is in effect, funds must be returned commensurate with the amount of the academic year remaining.

Application Process

1. Complete and submit the application form.

2. Submit college transcript(s). (official or unofficial)

3. Submit 2 letters of reference.

4. Demonstrate financial need on the FAFSA for the current academic year by submitting a copy of the financial aid award letter AND/OR provide a ONE-page description of any personal or financial circumstances warranting consideration by the selection committee

5. NOTE: **Applicants are responsible for ensuring that all materials** (including transcripts and letters of reference) **are received at WRAC by the application deadline**.

Submit Application to:

Margaret P. Benson Memorial Scholarship Committee
Women's Resource and Action Center
100 BH
Iowa City, IA 52242

The Margaret P. Benson Memorial Application

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2016-2017 GENDER, WOMEN'S & SEXUALITY STUDIES SCHOLARSHIPS

Adele Kimm Scholarship

Eligibility for this scholarship rotates each year between undergraduate students and graduate students and is disbursed during the following year.

- 2016–2017: awarded to a graduate student. (Use link below to apply)
- 2017–2018: awarded to an undergraduate student. (Use Scholarship Portal to apply)

Amount:

$2,000.
- One scholarship will be awarded.

Eligibility:

- Must be involved in the Gender, Women's and Sexuality Studies Department through coursework or service.
- Must have a strong academic record.
- Must be enrolled in a College of Liberal Arts & Sciences degree granting program.
- Must be enrolled as a part-time or full-time student in Fall and Spring.
- Must continue as a part-time or full-time student.

Renewability:

- This scholarship is not automatically renewable. If the current award recipient continues to meet eligibility criteria, she or he must submit a new application each year to be considered for this award.

Application:

- https://uiowa.qualtrics.com/SE/?SID=SV_cZJMeXmrd7mnpTD

Deadline: TBA

For further information, contact Laura Kastens, (319) 335-0322.

Links

- UI Office of Student Financial Aid
- Crisis Center

PROGRAMS & SERVICES

Support & Discussion Groups

Counseling

Violence Prevention

Iowa N.E.W. Leadership

Womxn of Colour Network

Diversity & Inclusion

Scholarships

The Division of Student Life fosters student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom.

Women's Resource & Action Center
Bowman House, 230 N. Clinton St.
Iowa City , IA 52242

319-335-1486
Fax: 319-353-1985
wrac@uiowa.edu

QUICK LINKS

Home
Get Involved
News & Events
Get Help
Programs & Services
About

SUPPORT WRAC

SOCIAL MEDIA

Facebook

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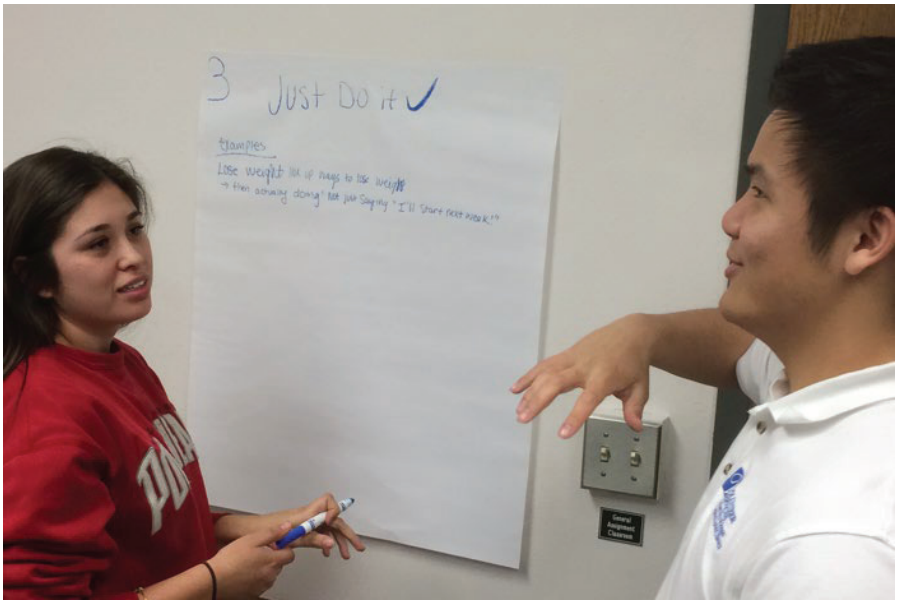
TRIO Student Support Services



TRIO Student Support Services (SSS) at the University of Iowa is a federal grant funded program by the U.S. Department of Education. TRIO SSS serves 350 students at UI who demonstrate academic need and are first generation, or low-income, or have a verified disability. Students are supported through individualized coaching, academic planning & skill development, financial literacy, tutoring, career, graduate, or professional school preparation & planning, and leadership opportunities. TRIO SSS exists to promote holistic student success and timely graduation for all participants.

View Staff Directory

Connect

Address

24 Phillips Hall
16 North Clinton Street
Iowa City, IA 52242-1323

Tel: 319-335-1288
Email:
trio-sss@uiowa.edu

Hours

8 am – 5 pm

Offices

Center for Diversity and Enrichment

Select Language

- Who we are
- Who we serve
- Requirements
- How to Apply
- Expectations
- Services
- Tutoring
- Resources

UI Non-Discrimination Statement

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information contact the Office of Equal Opportunity and Diversity, (319) 335-0705. Questions? Contact Us.

EXHIBIT Q

THE UNIVERSITY OF IOWA

April 19, 1999

MEMO TO: Alice Mathis

FROM: Phillip E. Jones

RE: Christian Legal Society

We have consulted with the Office of General Counsel about the constitution for this organization. Based on a legal review, there appear to be no first amendment violations in the organization's constitution for local participation in a religious organization. Clearly, the practices of the organization will have to be consistent with the spirit of open participation. They may be notified through the standard methods used for recognizing all organizations. I am enclosing the Constitution and the letter sent to me by the organization for your information.

cc: Thomas R. Baker
David Grady
Mark Schantz

Enclosures

clb

PENGAD 800-631-6989
DEPOSITION EXHIBIT
41
8-8-18 SE

Office of the Vice President for Student Services and Dean of Students
114 Jessup Hall
Iowa City, Iowa 52242-1316
319/335-3557
FAX 319/335-3559

EXHIBIT R

Date: Mon, 03 May 2004 17:48:36 -0500
To: thomas-baker@uiowa.edu
From: William Nelson <william-nelson@uiowa.edu>
Subject: Fwd: Legal Christian Society Recognition

Tom...FYI...Bill
---------- Text of forwarded message ----------
Delivery-date: Mon, 03 May 2004 16:16:19 -0500
Reply-To: <tuyet-nguyen@uiowa.edu>
From: "Tuyet Nguyen" <tuyet-nguyen@uiowa.edu>
To: <william-nelson@uiowa.edu>
Cc: <kristi-finger@uiowa.edu>
Subject: Legal Christian Society Recognition
Date: Mon, 3 May 2004 16:16:16 -0500
Thread-Index: AcQxU97lijplL31FQNC2BF8UvCzDbw==

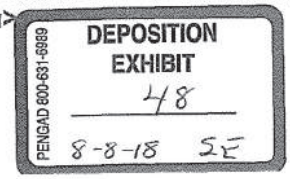
Dear Bill and Kristi:

I respect and understand the Administrations position on the Christian Legal Society and that both of your hands are legally tied and also realize that this organization must proceed to the Student Assembly for consideration where it will receive full recognition. However I object on both ethical and moral grounds to this organizations recognition. Therefore, I will not be able to put my signature on the recommendation form for the Christian Legal Society.

I truly respect an individuals right to free speech and applaud those of faith and conviction. Few people in our society have convictions any more. I however would like to believe that I am not one of those individuals. I find the legal lip service questionable and the organizations true beliefs ethically and morally repugnant. I have fought for many things in my life, of which includes antidiscrimination policies and actions. I can not in good conscience violate ideas that have been the backbone of my existence.

I have been apart of the University of Iowa for many years and have enjoyed being apart of such a great institution as ours. The way in which the University embraces and celebrates diversity on a multitude of levels is something to be cherished, applauded and passed to future generations of students. Allowing The Christian Legal Society to simply add the human rights clause in order to become recognized when we know that they have no intentions of upholding such clause is allowing them to do an end run around a system that has been set up to protect equal opportunity and access for all individuals.

Upon leaving our earlier meeting I felt as if my hands had been tied by the Administration. I cant recall a situation where my hands have ever been tied. The only way that I can figure to untie them is by not signing their recognition form. I understand that the Administration has to balance the possible legal repercussions against factually based predictions.



After reviewing my calendar, I will not be able to attend tomorrow nights Student Assembly meeting (I have a taping for a show called Ethical Perspectives in the News, how coincidental eh?) and have therefore prepared the following statement for the Student Assembly:

Senators:

An organization that you will consider tonight for full recognition is the Christian Legal Society. Although this organization has complied on paper with the University of Iowas required membership and financial clause, I can not for personal reasons sign off on their recognition and will therefore refer the matter to all of you.

Sincerely,

Tuyet Nguyen

Chairperson

Student Organization Recognition Board

Student Government

University of Iowa

319-339-7827

319-621-3668

William (Bill) R. Nelson, Ph.D.

Director, Office of Student Life

145 Iowa Memorial Union

The University of Iowa

Iowa City, IA 52242-1317

EXHIBIT S

GRADUATE AND PROFESSIONAL ALLOCATIONS COMMITTEE BYLAWS

Amended 5/14/09

I. DEFINITIONS

(A) **Allocation.**
This term shall refer to the GPAC funds assigned, or recommended for assignment, by GPAC to a Group for specific programs and line items.

(B) **Board of Regents.**
This term shall refer to the Iowa Board of Regents.

(C) **Budget Request.**
This term shall generally refer to the written or electronic application for funding. If not specified, this term shall refer to the annual application used to request funding. If specified as such, this shall refer to written or electronic supplemental applications submitted between annual applications.

(D) **CFO.**
This acronym shall refer to Collaborative Funding Organizations. This refers to organizations that are eligible to receive funding from both UISG and ECGPS. Funding levels for these organizations shall be recommended by the Finance Committee and approved by both student governments pursuant to the administration's interim policy.

(E) **ECGPS.**
This acronym shall refer to the Executive Council of Graduate and Professional Students.

(F) **GPAC.**
This acronym shall refer to the Graduate and Professional Allocations Committee.

(G) **GPAC Funds.**
This term shall refer to monies from GPAC that are allocated to Groups.

(H) **Groups.**
This term shall refer to any set of people or activities, who, under these bylaws shall submit a budget request; e.g. ECGPS, or parts thereof, United Students of Iowa, Collegiate and Residence Associations, Commissions, Student Organizations, and student fee-supported services. Two or more sets of people or activities, who shall be eligible to submit separate budget requests, may combine with each other to submit a single annual budget request, e.g., parts of the judicial branch or two student organizations. Each eligible set of people or activities, however, may only submit one annual budget request whether this request is separate or combined. However, the ECGPS or parts thereof may each submit two annual budget requests:

One for fixed costs such as telephone rental and executive salaries, and one for other program costs. Allocations based on a combined request shall be to only one account and it is the responsibility of the combined sets of people or activities to make accounting and authorization arrangements for this allocation.

(I) **Finance Committee**
Consistent with the Interim Policy on Student Activity Fee Allocation announced by the Vice President for Student Services in March 2009, the Graduate and Professional Allocations Committee will appoint three of its members to serve with six UISG members on a Finance Committee for fixed costs and collaborative funding organizations as defined by the Interim Policy. One of these appointees should be the GPAC Chair.

(J) **Line Item.**
This term shall refer to the individual expense class within a specific program section of a Group's account, and shall be as defined by University accounting procedures. This term shall also refer to requests for such individual expense classes during GPAC deliberations on budget requests.

(K) **MSF.**
This acronym shall refer to mandatory student fees—that portion of the semi-annual charges assessed of each student by the University that is not tuition. Also referred to as "Designated Tuition" by the Board of Regents.

(L) **Outside Funds.**
This term shall refer to monies raised by Groups aside from UISG and GPAC funds.

(M) **Priority.**
This term shall refer to the significance assigned to an individual program by UISG and its constituent bodies. GPAC will not attach any significance to a student organization's UISG-designated priority level when allocating funds. Because of their mission and roles in the graduate and professional student community, the Executive Council of Graduate and Professional Students and the six member governments of the ECGPS shall be eligible for the same rights and privileges formerly held by "Priority 1" organizations under the old PSGI Allocations system. These include, but are not limited to the ability to rollover GPAC funds for the following fiscal year, ~~as well as relaxed~~ restrictions on expenditures including the ability to spend allocated funds on food, beverages, social activities, and insurance, and discretionary budgets with autonomous control to redistribute their GPAC recommended line items consistent with university policy. These organizations shall be designated as "Member Governments" (MG) on all contracts and forms, thus indicating their privileges described here.

(N) **Program.**
This term shall refer to one or more Line Items with a single, specific purpose and title as specified on the budget request forms. The budget allocation and

recommendation bills shall group line items according to these programs. Office supply allocations shall be included in this definition of a Program.

(O) **SABAC.**
This acronym shall refer to the SA Budgeting and Auditing Committee (UISG Const. Art. II, Sec. F, Par. 5b).

(P) **Student Organizations.**
This term shall refer to allocations for all University of Iowa student organizations, as recognized by the Office of Student Life. This term will cover all student groups regardless of their constituency or membership.

(Q) **UIOM.**
This acronym shall refer to the University of Iowa Operations Manual.

(R) **UISG.**
This acronym shall refer to the University of Iowa Student Government, which ECGPS recognizes as the legitimate student government organization for the undergraduate student body and a peer governing body.

II. General Provisions

(A) **Members**
GPAC is composed of three students from the graduate school and one student from each of the following schools: the Dental, Pharmacy, Law, Medical, and Business Colleges. None of the appointees to GPAC shall be ECGPS delegates.

(B) **Appointment and Terms**
New GPAC representatives shall be appointed by May 1 each year and shall take office on June 1 each year. Representatives shall be chosen according to the constitutions and bylaws of their respective constituent student governments. The GPAC chair shall notify constituent student governments of their obligations to elect or appoint GPAC representatives.

(C) **Chairperson**
The Graduate and Professional Allocations Committee shall nominate one of its members to serve as Chair of the Committee subject to approval of the Executive Council of Graduate and Professional Students in the April ECGPS meeting. Upon taking office, the chairperson shall not serve as a representative to GPAC from a constituent student government and should not having voting rights unless in the event of a committee tie where the chairperson shall cast the tie-breaking vote. ~~In addition to the responsibilities outlined in these Bylaws the GPAC Chair shall continue to serve as a full voting member of the Committee.~~
Note: the ECGPS will solicit nominations and elect a Chair of GPAC in the transition period (Spring 2009). Beginning with fiscal year 2010 these procedures for the selection of the GPAC Chair will take effect.

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(D) **Public Disclosure**
All of the following shall be posted on the ECGPS website within seven business days of becoming effective:

(1) Amendments to these bylaws;
(2) Any allocation of ECGPS funds from the Student Activity Fee, including the percentage of requests funded for each funding period;
(3) Any allocation funding recommendation, which shall also be provided to the requesting organization at least 7 days before the ECGPS meeting at which the recommendation with be considered;
(4) Revised operating procedures and an annual set of funding guidelines;
(5) Enumerated grounds for denying funds or reducing allocation recommendations;
(6) A list of eligible CFOs;
(7) A list of GPAC members;
(8) A final budget report prepared by the GPAC chair; and
(9) Dates, times, and locations of regularly scheduled GPAC meetings.
(10) Dates and submission methods for supplemental funding periods.

III. Student Fees Allocation

(A) **Authority.**
The ECGPS power to allocate fees is derived from the Board of Regents to the University of Iowa and its duly appointed officers. Distribution of the fees allocated and other ECGPS funds shall also be vested in the Delegates of the Executive Council of Graduate and Professional Students. ECGPS shall also maintain a budget for its own activities, including committees charged with making awards and grants for professional advancement or public service.

(B) **Recommendations.**
Recommendations concerning the allocations of student activity fees to the ECGPS will be made by GPAC. The ECGPS will review GPAC recommendations and approve or fail recommendations. All approved allocations will immediately be sent to the Office of the Vice President for Student Services for approval. Recommendations that fail to be approved shall be sent back to the Graduate and Professional Allocations Committee for revision.

IV. Eligibility and Funding Priorities

(A) **Eligibility.**
Groups must be properly recognized by ECGPS and the Office of Student Life before applying for GPAC funding. Only the following groups are eligible to receive GPAC funding:

(B) **Organizational Classification.**

GPAC shall internally classify organizations when considering budget requests. Organizational classification shall be defined as follows:

(1) *Undergraduate Organizations.* These organizations enhance undergraduate student life at the University of Iowa and are made up of heavy majorities of undergraduate students. Examples include pre-professional organizations, Greek life organizations, residence hall organizations, and academic honor societies. These organizations shall receive the lowest priority in allocating ECGPS funds.

(2) *Graduate and Professional Organizations (GPSOs).* Each of the professional schools contain an array of groups specifically targeted to their respective professions. Many graduate programs also have similar organizations. Additionally, the respective student governments of each professional school fall under this category. These organizations shall receive the highest priority in allocating ECGPS funds.

(3) *All-Student Organizations.* Many organizations attract both undergraduate and graduate students. Some of these groups, such as Homecoming and the Bijou Theater, are permanent fixtures of student life, while some other groups, such as ethnic organizations, have an appeal that transcends grade, age, or program of study. Like all student organizations, these shall be eligible to apply to both UISG and ECGPS for collaborative funding. Although this category is a catch-all for organizations that could conceivably fall in either of the other two categories, these organizations generally satisfy the following conditions:

(a) Have a stated mission to provide programming or services to all students rather than a subset of students with a particular interest, academic major or department, or background;

(b) provide a plan to ensure transparency of decision-making and programming;

(c) provide a specific plan to ensure a balance of programming offered to undergraduate and graduate/professional students such as building consensus among UISG and ECGPS members, providing proportional membership to undergraduate and graduate/professional students on the organization's planning committee, etc.

(C) Program Funding Level.
All groups within each Organizational Classification have procedural access to GPAC funding. However, all program funding requests by such groups shall not have equal priority for funding. Determination of the funding level for Graduate and Professional Organizations shall be the responsibility and duty of GPAC using the priorities and criteria contained within these bylaws.

(D) **Human Rights Policy.**
GPAC funds may only be allocated to those groups that comply with the UI Human Rights Policy as defined by Chapter 3 of the UIOM. This compliance shall be determined by the University Human Rights Committee.

(D) **Non-discrimination in ECGPS Funding.**
All groups, having met specifications within these bylaws, shall have an equal opportunity for ECGPS funding, respective of those priorities and criteria listed within these bylaws. GPAC and ECGPS may not discriminate in their funding decisions based on race, creed, or ideology, nor may they engage in viewpoint discrimination. Groups' programs, not pertaining to ideology, must be in accordance with the educational objectives of the University.

V. Allocation and Funding Levels.

(A) **Funding Authority.**

(1) *Establishing Guidelines.* GPAC shall issue recommended program funding levels for student organizations. GPAC shall annually establish equitable written guidelines, with approval of ECGPS and subject to review by the University Human Rights Committee.

(2) *Publishing Decisions.* Upon the conclusion of funding allocations, GPAC will publish a statement with its rationale for funding decisions.

(3) *Funding Not Guaranteed.* Submission of budget request forms and satisfaction of all rules and regulations will not ensure GPAC funding; funding will be determined upon the considerations listed in these Bylaws.

(4) *Allocation Authority.* Unless otherwise provided, ECGPS has final authority in accepting or rejecting allocations. All allocations shall be sent to the VPSS or designee for final university approval of the disbursement.

(B) **Allocation Requests.**
Using the Budget Request Form, Groups will provide the following information, upon which GPAC will base its funding evaluation:

(1) *Funding Priorities.* GPAC will rely on the requesting organizations' stated funding needs when allocating funding. GPAC members shall report any willful falsification of records on a budgeting request to the ECGPS President. Failure by any GPAC member or ex-officio member to report a procedural error or malfeasance by any member shall be an impeachable offense.

(2) *Target Population.* The requesting group shall provide an estimated number of and description of the students in the target population. This should include

the numbers of undergraduate, graduate, and professional students in this population. The requesting groups shall also provide a description of the leadership in the target population including the numbers of undergraduate, graduate, and professional students in leadership GPAC shall attempt, in such reasonable manner, to verify these numbers.

(3) *Program Effectiveness.* Requesting groups shall provide an estimate of the number of students that were reached by the program—or similar programs— in previous years. GPAC shall attempt to verify these numbers in a reasonable manner, including by audit.

(C) Budget Request Reduction Criteria.

GPAC will deliberate on groups' budget requests in order to establish recommended levels for Line Item and Program allocations. Motions to reduce the requested amount shall cite one or more of the criteria listed below. In the case of a violation of University of Iowa Human Rights Policy, ECGPS funding may be partially or totally denied. With the exception of a violation of the University of Iowa Human Rights Policy, the following criteria shall be the only acceptable criteria by which allocation recommendations will be reduced:

(1) *Funding Guidelines.* Before evaluating budget requests, GPAC shall establish and publish certain funding guidelines for specific items to be applied uniformly to all funding requests. GPAC shall deny funding requested in excess of the funding guidelines.

(2) *Impermissible Expenses.* GPAC shall deny funding for certain items which are deemed impermissible.

(3) *Political/Religious.* Partisan-political groups or programs and exclusive-religious groups or programs are not eligible for GPAC funding..

(a) Partisan-political groups are organizations affiliated with a registered political party or candidates for election which are formed for the purpose of supporting a political party or candidate for election.

(b) Exclusive-religious groups are organizations that restrict membership or access to programming according to religious belief. Religious groups may otherwise freely express political beliefs.

(4) *Human Rights Violation.* GPAC shall deny funding requests if it has a reason to believe requested funds will be used in violation of the University of Iowa Human Rights Policy.

(5) *Group Viability.* GPAC may reduce or deny funding to a Group that fails to demonstrate its ability to conduct the requested programs to the degree reflected by the size of the request. It should be noted that, for the GPAC to remain fiscally responsible, it will not allocate funds to a group without

adequate indication of the group's viability. In the case of new groups this may result in decreased or deferred funding until such time as viability is established. Viability can be demonstrated by the existence of established, viable membership relative to the purpose and activity level of the group, and either of the following:

(a) Satisfactory completion of prior programs conducted without UISG or ECGPS funds; or,

(b) Demonstrated completion of sufficient groundwork for the requested programs.

(6) *Misrepresentation.* GPAC may reduce or deny funding if it reasonably believes that a group requesting funding has intentionally or recklessly misrepresented membership size, activities, financial status, or other material information.

(7) *Civil or Criminal Liability.* GPAC may reduce or deny funding if it has any reason to believe that an allocation of ECGPS funding would cause ECGPS to be civilly or criminally liable for the loss of funds through gross neglect or misuse. This criterion may only be applied after consultation with appropriate legal representatives of the University.

(8) *Fiscal Misfeasance.* GPAC may reduce or deny funding for Groups that have received any funding in the past fiscal year when fiscal responsibility has not been demonstrated. Indications of fiscal responsibility include adequate bookkeeping and proper use of funds.

(9) *Accountability.* GPAC may reduce or deny funding if it believes that a requested line item for which funding is requested would be unaccountable in its use for the purpose stated. For example, supplies for an office located in a private residence could be of questionable accessibility and accountability.

(10) *Personal Goods.* GPAC may reduce or deny funding if the item requested would is deemed a personal good. For example, an expense such as clothing or sports equipment for a single person if it is primarily intended for personal use of a group member requesting the funding.

(11) *Durable Goods.* GPAC may reduce or deny funding requested if the Line Item is a durable good previously funded by UISG or ECGPS and is still functional for the projected use. Examples of durable goods include: scissors, stapler, hole punch, computer, etc. Such goods are eligible for funding only if the good is nonfunctional, and the group has demonstrated proper use of the good.

(12) *Standard Office Supplies.* GPAC will only consider funding office supplies for organizations that meet the following criteria: 1) the organization must have

an official office that is known by the Office of Student Life; and 2) the organization must have a minimum of 10 office hours per week. "Office Supplies" are common desk items used by an organization to fulfill their duty from their office and generally include things like paper, pens, and paper clips, for example. Exceptions will be considered on a case by case basis.

(13) *Multiple Programs.* If GPAC believes that a program is a conglomeration of several programs, GPAC shall have the authority to divide the requested program and its constituent line items into separate programs and line items.

(14) *Satisfied Need.* GPAC may reduce or deny funding if a Group's intention is already satisfied in University of Iowa or Iowa City community programs. A Group may overcome an objection to funding based on this criterion by providing a thorough explanation of the need for their particular group.

(15) *Lower Cost Alternatives.* GPAC may reduce funding if it believes that the programs or Line Items may be performed or obtained at a lower cost or through cooperation with other groups or agencies.

(16) *Outside Funding Pursuit and Availability.* GPAC may reduce funding if it believes that the Group has not adequately pursued outside sources of funding for the program. GPAC may reduce funding if there is outside funding available to the Group, regardless if it is utilized.

(D) **Prohibited Allocations.**
Allocations for the following expense items are prohibited from receiving ECGPS funding, except where specifically in these bylaws. GPAC will create a list of Maximum Funding Standards, which will serve as guidelines for EGCPS deliberations annually. These guidelines will include but are not limited to the following:

(1) *Food/Beverages.* GPAC will allocate a minimal amount of funding to food/beverage providing organizations sufficiently describe and justify the need for food at an event. No funds will be allocated to organizations to cover the cost of food at regularly scheduled organization-based meetings. There is no guarantee food/beverage will be funded, however as a line item it is not automatically dismissed.

(2) *Trophies/Awards.*

(3) *Contingencies/Unspecified Expenses.*

(4) *Membership Fees.* Such fees shall be defined as those of an individual or individuals paid to an organization on a periodic basis.

(5) *Contributions.* Contributions to UI departments or ECGPS groups shall be excepted from this prohibition, unless the GPAC has reason to believe that

such contributions would be used to circumvent other rules, procedures, priorities or criteria of these bylaws, or other legislation of the ECGPS.

(6) *Commencement.* Any graduation service or ceremony for any of the colleges of the University of Iowa.

(7) *Political Groups.* No funding shall be provided to partisan-political groups.

(8) *Religious Groups.* No funding shall be provided to exclusive-religious groups.

(9) *Fund-raising Events/Activities.* No funding shall be provided to fund-raising events. A fund-raising event shall be defined as an event at which admission is required to attend. However, at an event for which ECGPS funds shall have been allocated, fees may be charged for goods and services other than those for which ECGPS funds have been allocated. Such fees also shall not exceed the cost of the event less the amount allocated for the event by the UISG and outside sources of funding. Incidental line items, e.g. advertising and room charges, which support both the fee-charging and the ECGPS-funded portions of the event shall also be eligible for ECGPS funding. All advertising shall clearly state that attendance to the ECGPS-funded portions of the event is free of charge. Allocations for other activities that have the sole purpose of raising money shall also be prohibited.

VI. FUNDING ALLOCATION PROCESS.

(A) Budget Request Forms.

GPAC shall create and revise if needed Budget Request forms for the use of organizations requesting funds from GPAC. GPAC will annually provide instructions to accompany the form.

(B) Student Organizations.

All UI student organizations, including CFOs that receive allocations from the Finance Committee, may apply for and receive funding from ECGPS through GPAC pursuant to these Bylaws.

(1) *Annual Funding Requested by Student Organizations.*

(a) After completing the annual budget request form provided by GPAC, student organizations shall submit an annual budget request to the GPAC Chair. Student organizations may also submit budget requests to the GPAC Chair as needed throughout the school year.

(b) GPAC will deliberate and consider the criteria outlined in §§ V.B – V.C of these Bylaws.

(c) Upon a majority vote, with the Chair being a non-voting party that will vote only in the case of a tie, GPAC will recommend a funding allocation to ECGPS.

(c) GPAC will notify the student group of the funding recommendation to ECPGS so as to provide reasonable notice to the organization before ECGPS considers the allocation.

(2) *Supplemental Funding Requested by GPSOs*

(a) GPAC shall determine supplemental funding periods by August 1 of the current fiscal year. The deadlines and appropriate request procedure will be posted on the ECGPS and/or GPAC website by August 15.

(b) GPSOs may also submit budget request forms to GPAC for supplemental funding at designated times throughout the year. The process will be identical to that set out in § IV.B.1 above. The GPAC Chair must provide reasonable notice to the student organization of the committee's budget recommendation before ECGPS considers the allocation.

(c) At the beginning of each fiscal year, prior to annual allocations, the GPAC Chair shall apportion funds to be allocated throughout the year as periodic supplemental allocations rather than allocated during the annual budget process. The amount to be disbursed shall be set forth in a plan approved by a majority of GPAC members. Later deviations from this plan shall then require approval from ECGPS.

(3) *Appeals.*

(a) Before ECGPS approves a GPAC recommendation, a student organization may appeal a funding decision by notifying the GPAC Chair of its appeal.

(b) After notification of appeal, the Group may appear before GPAC and advocate for their budget request. This will be considered the informal appeal process. The GPAC chair shall announce a time and place for all student organizations to appeal their recommended funding level before ECGPS considers the allocation.

(c) After appearing before GPAC, the student organization may formally appeal to ECGPS by notifying the ECGPS Executive Officer or GPAC Chair of their appeal, and appearing before ECGPS to advocate for its budget request. If the GPAC Chair receives notice of a formal appeal, he or she shall also forward the notice to the Executive Officer to be included in the next regular ECGPS meeting agenda.

VII. REVISION OF GPAC BYLAWS

(A) Revisitation.
Revisions of these Bylaws require approval of the ECGPS per the voting measures outlined in the ECGPS Charter. GPAC shall normally review their procedures at least once a year, and make recommendations for revisions to the ECGPS.

(B) Policy.
This section is intended to encourage:

(1) voluntary, thoughtful discourse on a system that all of ECGPS's constituent student governments can agree upon;

(2) experimentation among the constituent student governments on efficient and responsive allocation techniques.

VIII. ARCHIVES

(A) Group Data.
The GPAC Chair shall make available to ECGPS, upon request by any delegate or officer, the following data concerning each group requesting funds. For budget requests from combinations of groups, the data should concern all of the constituent groups for which data is available.

(1) *Annual Activity.* This shall include account balances forwarded and funding reversions back to ECGPS or UISG in the previous two fiscal years.

(2) *Publications.* This shall include advertisements and other published literature pertaining to each funded line item within the last fiscal year. The group(s) shall be submit a dated and initialed copy of such material to the Budget Director within a reasonable amount of time upon request.

(B) Minutes.
GPAC shall maintain a permanent, current copy of minutes of all GPAC meetings, appeals, and deliberations, and the minutes of ECGPS deliberations on GPAC recommendations. The copy shall be deposited with the GPAC Chair and shall be passed along with that position. The other copy shall be deposited with the ECGPS Executive Officer.

IX. CONFLICT OF INTEREST POLICY

(A) Employment/Membership.
Any GPAC member who is, or will be, a member or employed by the Group seeking funding during the fiscal year shall notify the GPAC Chair in writing before the GPAC deliberation on any budget request for the particular Group.

(B) Sales.

Any GPAC member who sells, or will sell during the effected fiscal year, any goods to any Group shall notify the GPAC Chair in writing, before the GPAC deliberation on any budget request for the particular Group. Any GPAC member who shall begin to sell during the fiscal year, any goods to any group shall notify the GPAC Chair.

(C) **Voting Ineligibility.**
Any GPAC member who reported, or should have reported, any conflict of interest shall be barred from voting on any allocation to or line item changes of the effected group, including actions of GPAC. Such members, however, shall not be barred under this prohibition from voting on the complete allocation recommendations or from participating in debate.

(D) **ECGPS Notification.**
The GPAC Chair shall make all such reports of conflict of interest known to ECGPS at the time the GPAC presents the affected allocation recommendation to ECGPS.

(E) **Sanctions.**
Violation of such voting prohibitions shall result in the following actions.

(1) *Impeachment.* Such violations shall be considered malfeasance of duties and responsibilities related to the office held. Such malfeasance shall immediately be presented by the GPAC Chair to the ECGPS President for consideration by ECGPS.

(2) *Allocations.* Such violations shall also render null and void the allocation contract between the affected group and ECGPS. GPAC shall reconsider the Group's budget request at its earliest convenience.

(3) *Notification.* Notice of the conflict of interest policy within this volume shall appear on the instructions for all budget request forms and on all allocation contract forms. The GPAC Chair shall be responsible for notifying all GPAC members of the conflict of interest policy. The GPAC Chair shall also be responsible for immediately notifying new members who are appointed to the GPAC. The ECGPS President shall notify all existing and new Senators of the conflict of interest policy.

X. TERMS AND CONDITIONS

(A) **Allocation Transfer.**
The amount of any and all allocations approved by ECPGS shall be placed in the university account of the Group that made the budget request. Such transfer, however, shall not be made until 1) after a contract between the ECGPS and the Group receiving the allocation shall have been completed and signed; and 2) the authorized signer(s), at minimum, must attend a yearly (every early Fall) seminar on UI Student Organization Finances led by the GPAC Chair

(B) Contract.
There shall be a legally binding contract between the ECGPS and the Group receiving the allocation, signed by the ECGPS President or GPAC Chairperson and at least one authorized representative of the receiving group. Copies of this contract shall be maintained by the University of Iowa Student Organization Business Office and by the receiving Group. The contract shall be of a format designated by GPAC, and approved by a majority of ECPGS, and shall contain at least the following elements:

(1) *Line Items.* Line items shall be specified within the Group's account in the same manner as originally contained within the budget request, or as modified by the GPAC. Similar types of allocations for different individual programs shall have separate line items (e.g., advertising, honoraria, photocopying for two different programs). For organizations with the MG designation as outlined in I: N of these Bylaws, GPAC will maintain a list of line items, however the contract will only show program/event aggregate lines.

(2) *Conditions.* There shall be a statement indicating that the group agrees to abide by the ECPGS Constitution, the general conditions contained within this document, the GPAC Bylaws, and the following specific conditions:

(a) ECPGS funds shall not be spent on any prohibited or extraordinary expense without the approval of ECGPS Such approval may either be in the form of separate legislation or as part of the allocation, and shall be noted in writing on the contract.

(b) ECGPS funds shall not be used for any purpose other than those listed on the contract (with the exception of organizations with the MG designation as outlined in I: N of these Bylaws) and equipment and supplies purchased with ~~UISG~~ ECGPS funds shall be reasonably maintained.

(c) All funds received by the group shall be deposited in the Group's University account.

(d) The receiving group shall keep an accurate ledger book for the current fiscal year of all monies held by the Group, including all receipts and expenditures. Each such annual ledger book shall be retained for at least 3 years after the completion of the fiscal year. Upon request, the Group shall immediately make such books available to the GPAC or its official representatives. Groups that refuse to make such books available may have their ECGPS funding frozen and/or revoked.

(e) The receiving group shall comply with the Conflict of Interest Policy and shall be responsible for ensuring the compliance of its members, executives, directors, employees, and vendors. Non-compliance with the

voting restrictions of this policy shall automatically render null and void this contract.

(f) Any organization receiving GPAC funding shall be required to submit an audit to GPAC each semester. Details of what must be contained within the audit will be posted on the ECGPS website and forwarded via e-mail to each recipient organization. Organizations that do not submit their audit in a timely or appropriate fashion will have their ECGPS funding frozen and/or revoked.

(3) *Allocation Forfeiture.* Any allocation contract shall be signed by ECGPS President or GPAC Chairperson and at least one authorized representative of the receiving Group within one month of approval of the allocation by ECGPS. Failure to do so due to the action or inaction of the receiving Group may result in revocation of the allocation by ECGPS using the same procedure as for revocation due to breach of contract.

(4) *University Account.* All Groups receiving ECGPS funding shall be required to have an account or accounts within the University Business Office system. All groups affiliated with the University of Iowa, whether receiving ECGPS funding or not shall be prohibited from holding accounts outside of this system. Accounts outside of this system are only allowed upon consent of the Dean of Student Services, and a majority vote of ECGPS. Such groups, shall forward copies of all statements and correspondence relating to such excepted accounts to ECGPS immediately after receipt of statements and correspondence. Failure to promptly forward said statements and correspondence may result in revocation of permission to hold such outside accounts by a majority vote of ECGPS, and shall be considered a breach of the terms of the allocation contract.

(a) *Receipts/Expenditures.* All receipts and expenditures by Groups shall be made through the group's University account. Other Groups that have received proper prior consent to hold outside accounts may deposit receipts of outside funds in such accounts. Expenditures by such groups, however, shall not be allowed directly from such outside accounts, unless prior written release from this term of the allocation contract for each specific expenditure shall be approved by a majority vote of ECGPS. The written release for each such expenditure approved by ECGPS shall be signed by the ECGPS President or GPAC Chairperson and at least one authorized representative of the effected Group and shall be appended to the original contract. Other expenditures from outside accounts shall be made by transfers of the funds to the effected Group's University account and expenditures from such account.

(b) *Violation.* Any Group which violates the prohibition against outside accounts shall have ECGPS funding frozen and/or revoked, and any Group may have its status as a recognized student group revoked.

(5) Accounting Procedures.

(a) *Standard Procedures.* All Groups receiving ECGPS funding shall follow all standard University accounting procedures. All such Groups shall also follow any additional procedures as specified such as the Student Organizations Account Handbook and UI Operations Manual.

(b) *Incorrect Line Items.* After attempts have been made to correct the error, expenses with incorrectly specified line items or expense classes shall be deducted from that account's 00 line item balance, unless such balance is insufficient to cover such expenses. If such 00 line item balance shall be insufficient, then the expense shall be dealt with in the manner decided by the University Business Office.

(6) *Good Custodianship.* The receiving group shall extend reasonable effort and care to maintain the usefulness of all equipment and supplies purchased with ECGPS funds.

(7) *Publications/Advertisements.* All groups which receive ECGPS funding to print publications or ads shall be required to submit copies of each such publication or ad to the ECGPS Executive Branch for archival. All such publications, excluding the Daily Iowan newspaper published by Student Publications Incorporated, shall include the ECGPS logo. Such logo shall be at least one inch in diameter. All such ads published after, shall indicate that ECGPS funding was provided.

(8) *Line Transfer.* No ECGPS funds may be used for any purpose other than those for which they were allocated by ECGPS and which are listed on the contract. Only expenses actually used for a given program may be paid from line items designated for that program (with the exception of organizations with the MG designation as outlined in I: N of these Bylaws). Upon request of the receiving Group, however GPAC may, by majority vote, approve the transfer of ECGPS funds between line items.

(a) *Transfer Restrictions.* All line transfers must fall within the following restrictions:

(i) ECGPS funds may only be transferred into line items that already exist in the group's contract at the time the request is made or used to create new programs in the event that the previously allocated project is impossible to conduct.

(ii) No transfer may be made if such transfer would prevent the effective completion of the program for which the allocation was intended and if such transfer would be to a line item for a program that received a significantly lower program funding level evaluation.

(b) *Contract Amendment.* Line transfers approved by GPAC shall be brought before ECGPS for a vote (with the exception of organizations with the MG designation as outlined in I: N of these Bylaws). A copy of such line transfer amendments shall be forwarded to ECGPS.

(c) *Unapproved Transfers.* If GPAC does not approve the line-item transfer requested, that information shall be brought to the attention of ECGPS in the form of legislation and ECGPS shall then make its recommendation regarding the transfer.

(d) *Other transfers.* Line transfers that do not comply with these restrictions shall be accomplished only if ECGPS shall revert the amount desired to be transferred and reallocate it to the new line item.

(e) *Suspension of Line-Item By-Laws.* The above By-Laws may only be suspended in the following cases:

a) The initial program must be canceled due to circumstances the Group has no control over (e.g. the main speaker canceled), or

b) Any transfer otherwise unauthorized that is deemed necessary by GPAC for the completion of a program.

c) Any discrepancy within these bylaws exist that would contradict the ability of organizations with the MG designation as outlined in I: N of these Bylaws to adjust their GPAC recommended and ECGPS approved budget.

(9) *Automatic Freezing.* Any University account that receives ECGPS funding shall be automatically frozen at the end of fiscal year, or in the instance of the terms of the contract between ECGPS and the group receiving the allocation shall have been violated.

(a) *Year End.* All University accounts which receive ECGPS funding shall be automatically frozen at the end of fiscal year, which shall run from July 1 to June 30 of the following calendar year. In addition, no new indebtedness shall be incurred after June 1, except for funds already encumbered, or with permission of the ECGPS President. Both encumbrances and permission shall be in a proper written format as defined by ECGPS to be valid. The accounts of specific CFOs may be excepted from this freeze due to the ongoing and pressing nature of their programs. Such exception shall be granted by a majority vote of ECGPS. Organizations that have received GPAC allocations with targeted program/event dates between July 1 and the first supplemental funding period shall be excepted from this.

(b) *Contract Violation.* Any University account that receives ECGPS funding shall be automatically frozen if there is reasonable cause to believe that the terms of the contract between ECGPS and the Group receiving the allocation have been or will be violated. An automatic freeze on a Group's account may be invoked by the ECGPS President, the GPAC Chair, or a majority vote of either GPAC or ECGPS. If invoked by means other than the ECGPS or GPAC, such a freeze shall be valid for no more than six working days, during which time it must be upheld by a majority vote of either the ECGPS or GPAC to be extended. Once frozen by the ECGPS or GPAC, such frozen accounts will be dealt with in the regular review process.

(d) *Neglected Semester Audit.* Any University account that receives ECGPS funding shall be automatically frozen if they have not submitted a semester financial audit by the deadline posted on the ECGPS website or if their submitted audit contains clearly erroneous information. The freeze shall remain in effect until the organization satisfies the requirement to produce a per semester audit.

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(10) *Reversions.* When fees charged at an ECGPS-funded event generate excess revenues, all or part of the ECGPS funds allocated to an account may be reverted to ECGPS at the end of the fiscal year.

(a) *Year End.* All University accounts which receive ECGPS funding shall be reverted to ECGPS at the end of fiscal year, with the exception of those outlined in I: N of these Bylaws. The accounts of specific Groups may be excepted from this freeze due to the ongoing nature of the programs. Such exception shall be granted by a majority vote of the GPAC and consent of the University Business Office.

(b) *Fundraising Revenues.* When revenues from fees charged for goods and services at ECGPS-funded events exceed the cost of the event less the amount allocated for the event by ECPGS and other sources of funding, the excess, up to the amount of ECGPS funding allocated for the event, shall be reverted to the ECGPS. If the event or program is jointly funded by ECGPS and UISG, the excess funding shall revert to ECGPS proportionate to the amount that ECGPS funded the event or program. If the restrictions on fundraising events are violated, however, the full amount of ECGPS funding may be revoked as a penalty, regardless of the uncovered costs. GPAC has the authority to revoke ECGPS funding and ECGPS shall have the ability to reverse such revocation.

(c) *Penalties.* If a group receiving ECGPS funds breaches the terms of the allocation contract by violating the ECGPS Constitution or GPAC Bylaws, part or all of the ECGPS funding allocated to that group may be reverted to the ECGPS. Such reversions shall be ordered by GPAC and ECGPS shall have the ability to reverse such reversion.

(11) *Breach of Contract.* ECGPS and GPAC reserve the right to freeze, restrict the use of, revert, or revoke ECGPS funds allocated when sufficient cause shall be shown that the terms of the allocation contract have been breached. Reversion shall entail the transfer of funds from an account's Line Items that shall have received ECGPS funds, within the current fiscal year to ECPGS, where the amount transferred shall not exceed the lesser of the current Line Item balance and the total fiscal year ECGPS allocations to the Line Item. Revocation shall entail the transfer of funds from an account that shall have received ECPGS funds within the current fiscal year to the ECGPS, when the amount transferred shall not exceed the lesser of the current account balance and the total fiscal year ECGPS allocations to the Line Item. GPAC and ECPGS action shall use the following procedure:

(a) *Interim Freeze.* Upon approval of a majority of either the GPAC or the ECPGS, the account involved shall be frozen or restricted for a period not to exceed 45 days. The account may also be temporarily frozen by the ECGPS President, the GPAC Chair, or a majority vote of either GPAC or ECGPS. To approve the interim freezing or restriction of accounts, GPAC or ECGPS shall be shown reasonable evidence that the terms of the allocation contract have been breached. A freeze or restriction invoked by anyone other than GPAC or ECGPS may be immediately revoked by a majority vote of GPAC or ECGPS.

(b) *Notice.* Written notice of the actions taken and the period for which the actions are in effect shall be sent by certified mail to the chief executive of the effected Group. If the Group has no executives, then said notice shall be sent to one of the authorized representatives of the affected Group. Copies of said notice shall also be delivered to the ECPGS President and GPAC members. Said notice shall be sent by the GPAC Chair and shall include at least the following elements:

i) The action taken and the period for which it is in affect;
ii) The cause for the action taken, and the evidence of such cause;
iii) The date, time, and place of the hearing;
iv) The name, address, and title of the person responsible for sending the notice.

(c) *GPAC Hearing.* During the period of the freeze or restriction, GPAC will hold a hearing to determine whether or not the Group receiving ECGPS funding has breached the allocation contract.. The affected Group shall be allowed to speak and present evidence in its defense. All other aspect of such hearings shall be conducted in accordance with the Administrative Procedures Act (State Code of Iowa Chapter 17a).

(d) *GPAC Recommendation.* If GPAC determines that a permanent freeze, restriction, reversion, or revocation of ECGPS funding to the account

involved is appropriate, it shall forward such a recommendation to ECGPS. Such a decision shall require a majority vote of GPAC. If GPAC determines that the terms of the allocation contract shall have not been breached and the involved account has been temporarily frozen or restricted, GPAC may reinstate the account with a majority vote. If GPAC cannot reach a conclusion, then notice of such shall be sent to the ECGPS. Written notice of the decision, actions, or lack of either by the GPAC shall be sent to the group representative originally informed before consideration of the report by GPAC.

(e) *ECGPS Actions.* ECPGS shall consider the recommendation or notice of GPAC by hearing the report of GPAC and any appeal by the affected Group. If the recommendation of GPAC shall be to invoke permanent actions, ECPGS shall either 1) approve the recommendation by a majority vote, 2) approve the recommendation with amendments to reduce the actions against the accounts involved by a majority vote, or 3) reject the recommendation by failing to approve it. If the affected Group shall wish to appeal the GPAC recommendation, then such consideration shall be conducted under the same procedure as the GPAC hearing. If ECGPS shall fail to approve the recommendation of GPAC, then any temporary freeze or restriction shall be removed. If ECGPS shall wish to consider permanent actions against the involved account, either against or with the lack of a decision by GPAC, ECPGS shall call for a hearing. Calling such a hearing shall require a majority vote of ECGPS. Such hearing shall be conducted under the same procedure as the equivalent GPAC hearing.

GRADUATE AND PROFESSIONAL ALLOCATIONS COMMITTEE BYLAWS

Amended 6/1/09

I. DEFINITIONS

(A) **Allocation.**
This term shall refer to the GPAC funds assigned, or recommended for assignment, by GPAC to a Group for specific programs and line items.

(B) **Board of Regents.**
This term shall refer to the Iowa Board of Regents.

(C) **Budget Request.**
This term shall generally refer to the written or electronic application for funding. If not specified, this term shall refer to the annual application used to request funding. If specified as such, this shall refer to written or electronic supplemental applications submitted between annual applications.

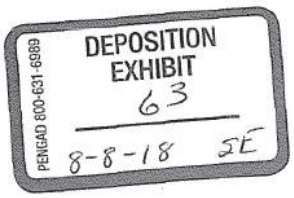
(D) **CFO.**
This acronym shall refer to Collaborative Funding Organizations. This refers to organizations that are eligible to receive funding from both UISG and ECGPS. Funding levels for these organizations shall be recommended by the Finance Committee and approved by both student governments pursuant to the administration's interim policy.

(E) **ECGPS.**
This acronym shall refer to the Executive Council of Graduate and Professional Students.

(F) **GPAC.**
This acronym shall refer to the Graduate and Professional Allocations Committee.

(G) **GPAC Funds.**
This term shall refer to monies from GPAC that are allocated to Groups.

(H) **Groups.**
This term shall refer to any set of people or activities, who, under these bylaws shall submit a budget request; e.g. ECGPS, or parts thereof, United Students of Iowa, Collegiate and Residence Associations, Commissions, Student Organizations, and student fee-supported services. Two or more sets of people or activities, who shall be eligible to submit separate budget requests, may combine with each other to submit a single annual budget request, e.g., parts of the judicial branch or two student organizations. Each eligible set of people or activities, however, may only submit one annual budget request whether this request is separate or combined. However, the ECGPS or parts thereof may each submit two annual budget requests:



the numbers of undergraduate, graduate, and professional students in this population. The requesting groups shall also provide a description of the leadership in the target population including the numbers of undergraduate, graduate, and professional students in leadership GPAC shall attempt, in such reasonable manner, to verify these numbers.

(3) *Program Effectiveness.* Requesting groups shall provide an estimate of the number of students that were reached by the program—or similar programs— in previous years. GPAC shall attempt to verify these numbers in a reasonable manner, including by audit.

(C) Budget Request Reduction Criteria.

GPAC will deliberate on groups' budget requests in order to establish recommended levels for Line Item and Program allocations. Motions to reduce the requested amount shall cite one or more of the criteria listed below. In the case of a violation of University of Iowa Human Rights Policy, as determined by the Office of the Vice President for Student Services, ECGPS funding may be partially or totally denied. With the exception of a violation of the University of Iowa Human Rights Policy as determined by the Office of the Vice President for Student Services, the following criteria shall be the only acceptable criteria by which allocation recommendations will be reduced:

(1) *Funding Guidelines.* Before evaluating budget requests, GPAC shall establish and publish certain funding guidelines for specific items to be applied uniformly to all funding requests. GPAC shall deny funding requested in excess of the funding guidelines.

(2) *Impermissible Expenses.* GPAC shall deny funding for certain items which are deemed impermissible.

~~(3) *Political/Religious.* Partisan political groups or programs and exclusive religious groups or programs are not eligible for GPAC funding.~~

~~(a) Partisan political groups are organizations affiliated with a registered political party or candidates for election which are formed for the purpose of supporting a political party or candidate for election.~~

~~(b) Exclusive religious groups are organizations that restrict membership or access to programming according to religious belief. Religious groups may otherwise freely express political beliefs.~~

(4) *Human Rights Violation.* GPAC shall deny funding requests if ~~it has a reason to believe~~ requested funds will be used in violation of the University of Iowa Human Rights Policy, as *determined* and *authorized* by the Office of the Vice President for Student Services.~~.~~

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funding only if the good is nonfunctional, and the group has demonstrated proper use of the good.

(12) *Standard Office Supplies.* GPAC will only consider funding office supplies for organizations that meet the following criteria: 1) the organization must have an official office that is known by the Office of Student Life; and 2) the organization must have a minimum of 10 office hours per week. "Office Supplies" are common desk items used by an organization to fulfill their duty from their office and generally include things like paper, pens, and paper clips, for example. Exceptions will be considered on a case by case basis.

(13) *Multiple Programs.* If GPAC believes that a program is a conglomeration of several programs, GPAC shall have the authority to divide the requested program and its constituent line items into separate programs and line items.

(14) *Satisfied Need.* GPAC may reduce or deny funding if a Group's intention is already satisfied in University of Iowa or Iowa City community programs. A Group may overcome an objection to funding based on this criterion by providing a thorough explanation of the need for their particular group.

(15) *Lower Cost Alternatives.* GPAC may reduce funding if it believes that the programs or Line Items may be performed or obtained at a lower cost or through cooperation with other groups or agencies.

(16) *Outside Funding Pursuit and Availability.* GPAC may reduce funding if it believes that the Group has not adequately pursued outside sources of funding for the program. GPAC may reduce funding if there is outside funding available to the Group, regardless if it is utilized.

(D) Prohibited Allocations.

Allocations for the following expense items are prohibited from receiving ECGPS funding, except where specifically in these bylaws. GPAC will create a list of Maximum Funding Standards, which will serve as guidelines for EGCPS deliberations annually. These guidelines will include but are not limited to the following:

(1) *Food/Beverages.* GPAC will allocate a minimal amount of funding to food/beverage providing organizations sufficiently describe and justify the need for food at an event. No funds will be allocated to organizations to cover the cost of food at regularly scheduled organization-based meetings. There is no guarantee food/beverage will be funded, however as a line item it is not automatically dismissed.

(2) *Trophies/Awards.*

(3) *Contingencies/Unspecified Expenses.*

(4) *Membership Fees.* Such fees shall be defined as those of an individual or individuals paid to an organization on a periodic basis.

(5) *Contributions.* Contributions to UI departments or ECGPS groups shall be excepted from this prohibition, unless the GPAC has reason to believe that such contributions would be used to circumvent other rules, procedures, priorities or criteria of these bylaws, or other legislation of the ECGPS.

(6) *Commencement.* Any graduation service or ceremony for any of the colleges of the University of Iowa.

(7) *Political Groups.* No funding shall be provided to partisan-political groups.

~~(8) *Religious Groups.* No funding shall be provided to exclusive religious groups.~~

(9) *Fund-raising Events/Activities.* No funding shall be provided to fund-raising events. A fund-raising event shall be defined as an event at which admission is required to attend. However, at an event for which ECGPS funds shall have been allocated, fees may be charged for goods and services other than those for which ECGPS funds have been allocated. Such fees also shall not exceed the cost of the event less the amount allocated for the event by the UISG and outside sources of funding. Incidental line items, e.g. advertising and room charges, which support both the fee-charging and the ECGPS-funded portions of the event shall also be eligible for ECGPS funding. All advertising shall clearly state that attendance to the ECGPS-funded portions of the event is free of charge. Allocations for other activities that have the sole purpose of raising money shall also be prohibited.

VI. FUNDING ALLOCATION PROCESS.

(A) Budget Request Forms.

GPAC shall create and revise if needed Budget Request forms for the use of organizations requesting funds from GPAC. GPAC will annually provide instructions to accompany the form.

(B) Student Organizations.

All UI student organizations, including CFOs that receive allocations from the Finance Committee, may apply for and receive funding from ECGPS through GPAC pursuant to these Bylaws.

(1) *Annual Funding Requested by Student Organizations.*

(a) After completing the annual budget request form provided by GPAC, student organizations shall submit an annual budget request to the

EXHIBIT T

Baker, Thomas R

From: Lukas, Maria
Sent: Thursday, June 04, 2009 3:10 PM
To: Casey Mattox
Cc: Rocklin, Thomas R; Baker, Thomas R; Reasoner, Carroll J
Subject: RE: Letter from Casey Mattox

Mr. Mattox,

I received the email below from your office yesterday, and I was able to open your letter in the attachment. I also have obtained a copy of the Graduate and Professional Allocations Committee (GPAC) bylaws amendments dated May 14, 2009, which I understand the graduate student government discussed earlier this week.

You requested a response to the concerns raised in your letter by June 17, 2009. I will be out of the office beginning this afternoon until June 15, so I anticipate that I will need additional time to respond. The University's Office of the Vice President for Student Services is currently reviewing the GPAC bylaws amendments, and we will address your concerns on my return to the office. Please be assured that the Vice President for Student Services will not approve student government decisions denying funding to the Christian Legal Society (CLS) in violation of the Constitution. Moreover, it is my understanding that no funding request from the CLS is currently pending.

I do expect that I will be able to respond more fully to your letter the week of June 22.
Maria

Maria Lukas
Senior Associate Counsel
Office of the General Counsel
The University of Iowa
120 Jessup Hall
Iowa City, IA 52242 - 1316

Ph.: 319.353.0097
Fax: 319.335.2830

From: Gretchen Nutz [mailto:gnutz@clsnet.org]
Sent: Wednesday, June 03, 2009 2:00 PM
To: Lukas, Maria
Cc: Baker, Thomas R; Casey Mattox
Subject: Letter from Casey Mattox

Dear Counsel:

Attached please find Casey Mattox's letter of today. If you experience any difficulty receiving this document, please don't hesitate to contact me.

Sincerely,

Gretchen Nutz
Paralegal
Center for Law & Religious Freedom
8001 Braddock Road, Suite 300
Springfield, VA 22151
P(703) 642-1070 ext. 3510
F(703) 642-1075

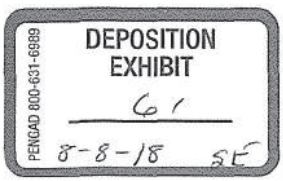

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EXHIBIT U

Center for Law & Religious Freedom

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Springfield, VA 22151
(703) 642-1070
fax (703) 642-1075
clrf@clsnet.org
www.clsnet.org

June 29, 2010

Maria Lukas, Esq.
Senior Associate Counsel
Office of General Counsel
The University of Iowa
120 Jessup Hall
Iowa City, Iowa 52242-1316

BY ELECTRONIC MAIL (maria-lukas@uiowa.edu)

RE: *The Daily Iowan* article regarding Christian Legal Society chapter

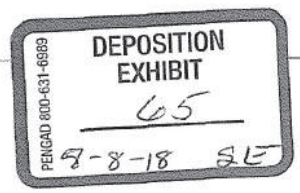
Dear Ms. Lukas:

The Center for Law & Religious Freedom represents the Christian Legal Society Chapter at the University of Iowa College of Law (CLS-Iowa). As you know, on several occasions since 2003 CLS-Iowa has communicated with your office concerning the application of University or student government policies to deny recognition or certain of its incidents to CLS-Iowa. Each time, most recently being June 2009, we have reached a mutually agreeable resolution, maintaining the chapter's recognition and all its incidents. Your office has consistently recognized CLS-Iowa's constitutional right to maintain its voting membership and leadership policies and has not permitted the chapter to be penalized for the exercise of its constitutional rights.

This letter is prompted by a story in today's *The Daily Iowan* that suggested that the University was being pressed, yet again, by students hostile to CLS-Iowa to reconsider its status at the University based on the false premise that the Supreme Court's decision yesterday would support reconsideration. As we will briefly discuss, any change in CLS-Iowa's status would conflict with your office's previous decisions and is unsupported by the Court's decision.

While CLS-Iowa enthusiastically welcomes everyone to attend and participate in its meetings and activities, it draws voting members and officers from among those who share its religious beliefs by affirming its statement of faith. In a letter dated February 20, 2004, Associate Dean Thomas Baker stated:

> [T]he [University of Iowa] Human Rights policy does not prohibit student groups from establishing membership criteria. A student religious group is entitled to require a statement of faith as a pre-condition for joining the group. *Asking prospective members to sign the CLS statement of faith would not violate the UI Human Rights Policy.*



(emphasis in original) (copy attached). Mr. Baker also stated:

> Since the Human Rights Policy protects groups such as your CLS student clients from discrimination on the basis of creed, it is not necessary to formally exempt religious groups from the Human Rights Policy in order to ensure that the rights of CLS members are protected. Once recognized, the University is obliged to protect the right of CLS members to espouse the group's basic tenets.

Mr. Baker acknowledged the distinction in University of Iowa policies between "class characteristics such as race and gender, on the one hand, and on the other hand the personal conduct of those who seek to join student organizations." "The CLS would not be required, and will not be required, to condone the behavior of student members – after they join your group – that is contrary to the purpose of your organization and its statement of faith."

In 2008 and 2009, in accordance with its 2004 letter, the University rejected attempts by the student government to deny CLS-Iowa funding because of hostility to CLS's religious viewpoints. This morning's *The Daily Iowan* suggests that the student government hostility to CLS's religious viewpoints continues from past years. We trust that the University will continue to resist efforts by the student government to suppress viewpoints with which it disagrees, including CLS's religious viewpoints.

We would make two basic points regarding yesterday's Supreme Court decision that require CLS-Iowa's status to remain unchanged:

1. The Supreme Court's decision is narrowly confined to the unusual policy unique to Hastings College of the Law that requires all student groups to allow any student to be a member and leader of the group, regardless of whether the student agrees with—or actively opposes—the values, beliefs, or speech of the group. The decision does *not* apply to the typical nondiscrimination policy that prohibits discrimination on the basis of enumerated protected classes (including religion and sexual orientation) which are commonly found at most universities. The majority opinion emphasizes that "[t]his opinion, therefore, considers only whether conditioning access to a student organization forum on compliance with an all-comers policy" is permissible and does not address the typical written nondiscrimination policies protecting enumerated classes. *Christian Legal Society v. Martinez,* No. 08-1371, slip op. 12; *id.* at 11-12 & n.10. Justice Stevens was the sole justice in the majority who opined that a written nondiscrimination policy could be constitutionally applied to religious student groups. Slip op. 1 (Stevens, J., concurring). Four justices concluded that a nondiscrimination policy protecting enumerated classes, including religion and sexual orientation, could not be constitutionally applied to deny recognition to a CLS chapter. Slip op. 18-23 (Alito, J., dissenting). These justices stressed that application of a nondiscrimination policy prohibiting discrimination on the basis of religion or sexual orientation would be unconstitutional viewpoint discrimination. Slip op. 19 (Alito, J., dissenting). Justice Kennedy, who joined the majority regarding the all-comers policy, at oral argument noted that an enumerated nondiscrimination policy was more constitutionally problematic than the all-comers policy. Oral Arg. Trans. 6. The Seventh Circuit's decision in *Christian Legal Society v. Walker*, 453 F.3d 853 (7th Cir. 2006), continues to be the leading precedent regarding enumerated nondiscrimination policies. The Seventh

Circuit held that a university's application of a nondiscrimination policy to a Christian Legal Society was unconstitutional. As Dean Joan Howarth of the Michigan State University College of Law has explained, "the application of the nondiscrimination policy against faith-based groups undermines the very purpose of the nondiscrimination policy: protecting religious freedom." Joan Howarth, *Teaching Freedom: Exclusionary Rights of Student Groups,* 42 U.C. Davis L. Rev. 889, 914 (2009).

2. The University does not have an all-comers policy like Hastings for good reason. Hastings' all-comers policy undermines the very protection for minority groups that nondiscrimination policies are intended to protect. For example, as Hastings' acting dean admitted in a PBS interview, Hastings' policy requires that an African-American student group admit white supremacists. http://www.pbs.org/wnet/religionandethics/episodes/april-16-2010/christian-legal-society-v-martinez/6109/. As this demonstrates, Hastings' all-comers policy erases all student groups' First Amendment right to require their leaders to agree with their specific goals, values, and speech. Hastings' policy requires that the Democratic Club accept Republicans as officers and vice versa. Not only does this weaken the ability of the groups to carry out their political advocacy but it also means that smaller, unpopular political movements can easily lose their identity if enough students wish to stop them from expressing their message. An all-comers policy is much more difficult to administer because it increases the University's need to supervise all decisions made by student groups regarding membership and leadership rather than just those that are related to specific protected classes.

Moreover, an all-comers policy seemingly would spell the end of the Greek system at universities. As a stand-alone law school, Hastings need not worry about the impact of its all-comers policy on fraternities and sororities. If a university adopted a Hastings all-comers policy, it would not be able to simultaneously allow fraternities and sororities to exclude any students from membership, which would require a dramatic departure from their current means of operating.

This discussion by no means exhausts the reasons why we trust that the University will maintain the status quo and continue to abide by its past practices and customs regarding CLS-Iowa. We trust that the article was not representative of the University's stance on this matter. But we would welcome further discussion with the University if needed. I can be reached at (703) 894-1087 or by email at kcolby@clsnet.org.

Yours truly,

Kimberlee W. Colby

Kimberlee Wood Colby
Senior Counsel
Center for Law and Religious Freedom
Christian Legal Society

EXHIBIT V

24:7 Student Leader Application

admin only * required

The purpose of this application is to help staff get to know you. There are no right and wrong answers, so you are free to be honest in your responses. Thank you for taking the time to fill it out!

Profile

Name:* Marcus Miller
email:* marcus-miller@uiowa.edu
contact phone: (515) 868-7152

What is your year in school? *

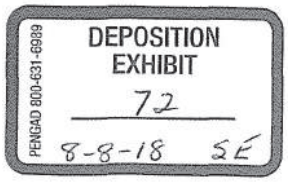
- [x] Freshman
- [ ] Sophomore
- [ ] Junior
- [ ] Senior
- [ ] Grad
- [ ] Other

Major

Business Management and Economics

Anticipated Graduation date

May 2019



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Where are you living in the upcoming academic school year?

Daum Hall (RA)

BACKGROUND AND PERSONALITY

1 *

Give a brief summary of your life including your home background and your spiritual background. Focus on the story of when and how Jesus redeemed your life and reconciled you to God through Jesus. Please be concise — limit to space below

Growing up, I never had a personal relationship with God. I was agnostic in middle school, and thought going to church was a waste of time. God softened my heart and I accepted Jesus as my Lord and Savior when I was a sophomore in high school.

2 *

How have you seen the power of the gospel of Jesus transform your life over the past 1-2 years? List specific highlights and examples.

-Jesus has given me an incredibly missional heart. I love to be intentional with building friendships and relationships with those around me, with the hopes of one day being able to share the Gospel with them. I chose my room mate this year purposely (an atheist) to show him God\'s love through serving him and being a light.
-God has completely changed my what used to be a judgemental and prideful heart ot one that wants to just love on others more and more. Being here at Iowa, I have realized that I am just as sinful as anyone else and no better than anyone else.

3 *

What, in your opinion, are your strengths and weaknesses?

Strengths: Relating to people and seeking out the lost.
Weaknesses: Pride and Selfishness

4 *

Please summarize your current involvements over the past year, including work, organizations, campus ministries, extra-curricular activities, etc. Do you feel like this schedule allowed you to steward your time well (Matthew 25:14-30)?

24:7 and Verve (2 nights a week)
Mock trial (3 nights a week)
Business Leaders in Christ (1 time a week)
I believe I did a good job balancing school, friends, and spending time in prayer and Bible study.

5 *

What are your spiritual gifts? If you don't know, go to our website and read this link: http://www.spiritualgiftstest.com/test/adult

Evangelism, Mercy, Exhortation

CHARACTER

AS BELIEVERS IN JESUS CHRIST, WE ARE ALL A WORK IN PROGRESS. 24:7 STAFF WOULD LIKE TO KNOW YOU BETTER AND SEE WHERE GOD IS AT WORK IN YOUR LIFE! REMEMBER THAT STRUGGLING WITH SIN DOES NOT NECESSARILY DISQUALIFY YOU FROM LEADERSHIP. IN FACT, AS YOU GROW IN MATURITY YOU WILL SEE YOUR SIN MORE CLEARLY AND HOLD ON TO JESUS' RIGHTEOUSNESS MORE TIGHTLY. NEVERTHELESS, GOD DESIRES THAT AS WE'RE BEING TRANSFORMED INTO THE IMAGE OF CHRIST OTHERS CAN SEE HIM THROUGH US.

1 *

What does it look like for you to follow Jesus on a daily basis? Give specific examples (e.g. prayer, Bible reading, relationships, journal, etc.) Where do you see room to grow?

Spending time in the Word is a major part of my walk with the Lord. In addition, I love discussing what I am reading with other believers, and challenging them to grow more and more. I am very intentional about spending time with non believers as well in order to build the relationships and love on them like Jesus would.

2 *

The Bible's definition of sexual immorality is rooted in the Greek word pornea, which includes a wide variety of sins such as masturbation, viewing/addiction to pornography, fornication (sex outside marriage), lust, inappropriate relations with the opposite sex, homosexuality, etc. (1 Corinthians 6:12-20) Where do you see those sins in your life? Have you done anything to see God transform your life in those areas?

I am gay, and continue to wrestle with what the Bible actually teaches on the subject of homosexuality. Additionally, I struggle with lust, and I need to continue to trust that God will be enough and that ultimately I can be completely satisfied in Him.

3 *

What are your Biblical convictions about alcohol? Why? How are you doing at living out those convictions?

I believe that the root problem of alcohol is a heart issue. I believe that drunkardness is sinful, but no worse than anything else. I do not struggle with temptations to drink.

4 *

The Bible defines idolatry as worshiping something other than God (Romans 1:24-25). What is your heart prone to worship other than Jesus? (ex. body image, approval, success, food, pleasure, etc.)

Success and approval.

5 *

Taking an honest look at our sin can leave us feeling guilty or depressed. How does the message of the gospel comfort or encourage you? How do you hope in the gospel and not your performance?

It is comforting knowing that Jesus understands the pain and struggles that we go through. And not only that, but Jesus died for our sin and takes away the penalty that we deserve. Nothing can separate us from God\'s love. I can live confidently and boldly that my Savior has made a way for me and that the work is finished. Whenever I get discouraged, I look to the cross to remind myself of the love of God.

EXPERIENCE

AS BELIEVERS, WE HAVE ALL HAD DIFFERENT EXPERIENCES OF WORSHIP, COMMUNITY, AND MISSION. STAFF WANTS TO KNOW YOU AND HOW THE GOSPEL OF JESUS CHRIST IS MOVING YOU TO WORSHIP GOD, LIVE TRANSPARENTLY IN COMMUNITY, AND DESIRE TO MAKE DISCIPLES. IT IS OFTEN THROUGH EXPERIENCE THAT GOD HELPS US GROW PERSONALLY AND PREPARES US TO SERVE OTHERS.

1 *

Do you have a regular rhythm of confession and repentance in your life? What does that look like and how do you worship God through it?

I usually wrap my night up with prayer. My prayer life is definitely something that I need to work on. One thing this year that God revealed to me was my prideful heart towards partiers. I came to Iowa having a false idea that people who partied were somehow worse than I was. But I have since repented from that, I have a heart of compassion and love towards them.

2 *

When is the last time you "rebuked" or "restored" someone struggling with sin? How did you lead them in repentance and encourage them with the gospel? (Galatians 6:1, Proverbs 27:5-6)

I have a friend who recently gave his life to Christ last year who goes to Iowa. The first semester, he really struggled with partying and getting drunk. Over winter break, I met with him and wanted to encourage him to consider how his actions line up with what God wants. I always like to point the person to Jesus, rather than starting with the sin.

3 *

Are you in a CAMPUS Group or Verve group? Who are the leaders of this group? What does your involvement in this group look like? Be specific.

Yes, I am in Verve. Corey and Brandon are my leaders. I regularly attend, and actively participate. We are going through the Gospel Centered Life. One awesome thing that I learned was how Jesus had nothing in common with us, yet he still pursued us and still loved us like crazy. We rebelled against him and continue to sin against him. With this in mind, we need to have that same attitude with others in our life. We have to continue to love others even when they don't love us.

4 *

24:7 values holistic (all of life) discipleship. How have you been "discipled"? What did that entail? Have you had any experience trying to make disciples? If so, what did it look like?

I meet with Corey every week (or at least try to). Every week we would vary what we talked about. Sometimes we would read a passage and discuss it, and other times we would just talk about life and speak truth into each other\'s lives. This summer I am excited to learn how to better disciple others. I will be an intern at the Johnston Evangelical Free Church, and a lot of job will entail meeting with students one on one.

5 *

If you are a believer in Jesus, God calls you "an ambassador for Christ" (2 Corinthians 5:20). What does it look like for you to live life as Christ's ambassador? Give practical examples.

Being an ambassador for Christ is means always being prepared to share Jesus with them. It also means constantly being a representative of Jesus through your actions. One practical thing I do is I almost always agree to help my friends study. When we study, I make it a priority to show them I care about them as a person, and so I make an effort to ask them about how they are doing. Additionally, if the opportunity arises, I try to ask them about what their beliefs are so that I can invite them to verve or 24:7.

6 *

Are you active in sharing your faith with others? How? Briefly describe your relationship with the last person you shared Christ with. How did you share Christ with them?

Yes. This is one of my spiritual gifts. There are several people that I am very intentional about sharing my faith with. One of them is my room mate, and we have had a lot of great discussions about what it means to follow Jesus and why I can trust that His Word is true. Another is a friend who I take MicroEconomics with. We study together regularly, and we have talked about his beliefs a little. I am in the process of sharing the explicit Gospel with him too.

How confident are you in sharing the gospel with someone who does not know Christ? *

- ○ no experience
- ○ not very
- ○ average
- ○ confident
- ☑ very confident

CALLING

THE WORD "CALLING" MAY BE UNFAMILIAR TO YOU, BUT IT CAN BE VERY APPLICABLE TO LEADERSHIP, SCHOOL/MAJOR, WORK, AND THE REST OF LIFE. WHEN YOU ARE "CALLED" TO SOMETHING, USUALLY THREE THINGS ALIGN: (1) PERSONAL DESIRE TO DO SOMETHING, (2) FRIENDS/MENTORS AGREE YOU HAVE THE ABILITY TO DO IT, AND (3) THERE IS AN OPEN DOOR OR OPPORTUNITY.

1 *

Next school year, what will be the sphere(s) of influence you desire to focus on to see the gospel advance? Why? (ex: dorm hall, work, frat/sorority, athletic team, major, freshmen, club, internationals)

Dorm hall. I will be an RA in daum next year. I will have a lot of access to people\'s lives which makes me super excited to get to share what God has done in my life with others.

2 *

Why do you want to be a 24:7 student leader?

I believe I can help serve the freshmen in Verve because I know how critical it is for people to get plugged in right away. I have a huge heart for the lost and believe I would have a ton of passion working with freshmen.

3 *

Do you feel called to be a CAMPUS leader or apprentice? How about a Verve group leader or a part of the Servant Team? Why?

Verve Group-- see answer above.

4 *

What are you passionate about? How could God use your passions/interests to advance His Kingdom? (e.g. hobbies, throw parties, interests, talents, sports, web design, event planning, etc.)

My passions are running, music, economics, and legal studies. I can use these as tools to connect with others so I can develop relationships with them to eventually share the Gospel with them.

5 *

What are your expected involvements next year? Will you have time to commit to being a 24:7 student leader? (i.e. RA, work, class load, organizations, etc.)

I will be an RA, and I will possibly be on the executive board for Business Leaders in Christ. I am unsure about what weekends I will be able to leave (for the retreats) but I will certainly be able to commit to serving the freshmen and leading a Bible study weekly.

6 *

What gets you excited about making disciples (Matthew 28:18-20)?

I love the opportunity God gives me to play a small role in His overall plan. His heart is for the entire nations, and I love being able to be a part of that. Seeing people come to know the Lord is one of the coolest things, and something that I have a huge heart for.

7 *

To the best of your ability, describe your goals/vision for your time in college. What do you want to do after college?

I plan on majoring in Business Management and Economics. My goals are to continue to strive to be a light to those around me, and share the Gospel with at least 5 people per year. After college, I have considered law school, but I am not exactly sure.

EXHIBIT W

From: "Carroll, George [AG]" <George.Carroll@ag.iowa.gov>
Date: August 7, 2018 at 9:25:53 AM EDT
To: Eric Baxter <ebaxter@becketlaw.org>
Subject: BLinC Rule 30b(6)

Eric,

In order to be more efficient I will identify other witnesses for the Rule 30b(6) notice:

Bill Nelson – topics 1, 2, 10 and 11

Nadine Petty – topic 4

Connie Cervantes - topics 3, 6 and 7

Tom Baker - topics 5 and 8

Let's just keep their current deposition schedule and they can address these topics during their scheduled time.

George A. Carroll
Assistant Attorney General
Office of the Attorney General of Iowa
1305 E. Walnut St.

Des Moines, Iowa 50319

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EXHIBIT X

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
EASTERN DIVISION

BUSINESS LEADERS IN CHRIST, an, unincorporated association, **Plaintiff,** **vs.** **THE UNIVERSITY OF IOWA; LYN REDINGTON, in her official capacity as Dean of Students and in her individual capacity; THOMAS R. BAKER, in his official capacity as Assistant Dean of Students and in his individual capacity; and WILLIAM R. NELSON, in his official capacity as Executive Director, Iowa Memorial Union, and in his individual capacity,** **Defendants.**	**CASE NO. 3:17-CV-00080** **DEFENDANT, THE UNIVERSITY OF IOWA, THIRD SUPPLEMENTAL ANSWERS TO FIRST SET OF INTERROGATORIES**

The Defendant, The University of Iowa, hereby submit its third supplemental answers to Plaintiff's First Set of Interrogatories.

THOMAS J. MILLER
Attorney General of Iowa

/s/GEORGE A. CARROLL
George A. Carroll
Assistant Attorney General
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PHONE: (515) 281-8583
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ATTORNEYS FOR DEFENDANTS

Original mailed to:

Eric S. Baxter
Daniel H. Blomberg
THE BECKET FUND FOR RELIGIOUS LIBERTY
1200 New Hampshire Avenue NW, Suite 700
Washington, D.C. 20036

PROOF OF SERVICE

The undersigned certifies that the foregoing instrument was served upon each of the persons identified as receiving a copy by delivery in the following manner on August 7, 2018:

- ☒ U.S. Mail
- ☐ FAX
- ☐ Hand Delivery
- ☐ Overnight Courier
- ☐ Federal Express
- ☒ E-mail
- ☐ ECF System Participant (Electronic Service)

Signature: /s/Betty Christensen

INTERROGATORIES

1. Identify all persons who have, claim to have, or who you believe may have knowledge or information relating to any fact alleged in the pleadings in this action (including Plaintiff's Motion for Preliminary Injunction) or concerning any fact underlying the subject matter of this action.

ANSWER:

- Andrew Kutcher – knowledge of the complaint, the process, and investigation.
- Marcus Miller – knowledge of the complaint, the process, investigation and outcome.
- Kristi Finger – knowledge of the complaint, the process, and investigation.
- Anita Cory - knowledge of the complaint, the process, and investigation.
- William Nelson – knowledge of the complaint, the process, investigation and outcome.
- Thomas Baker – knowledge of the complaint, the process, investigation and outcome.
- Constance Cervantes – knowledge of the complaint, the process and investigation.
- Lyn Redington – knowledge of the complaint, the process, investigation and outcome.
- Melissa Shivers – knowledge of the complaint, the process, investigation and outcome.
- Angela Ibrahim-Olin – knowledge of the complaint, the process, and investigation.
- Bruce Harreld – knowledge of the complaint, the process, investigation and outcome.

- Peter Matthes – knowledge of the complaint, the process, investigation and outcome.
- Eric Rossow – knowledge of the complaint, the process, and investigation.
- Stuart Stutzman – knowledge of the complaint, the process, and investigation.
- Kenneth Brown – knowledge of the complaint, the process, investigation and outcome.
- Tevin Robbins – knowledge of the complaint, the process, investigation and outcome.
- Jacob Simpson – knowledge of the complaint, the process, and investigation.
- Lilian Sanchez
- Paul Mintner – knowledge of the complaint, the process, and investigation.
- Angie Reams – knowledge of the complaint, the process, and investigation.
- Ellen Link – knowledge of the complaint, the process, and investigation.

2. Describe in detail the nature and substance of the knowledge that you believe the person(s) identified in response to Interrogatory No. 1 may have.

ANSWER:

See answer to Interrogatory No. 1.

3. Identify all persons whom Defendants have consulted concerning BLinC or this lawsuit and describe the nature of each such person's relationship with Defendants.

ANSWER:

See answer to Interrogatory No. 1.

4. Describe in detail the nature of any advice given or statements made to Defendants by the person(s) identified in response to Interrogatory No. 3.

ANSWER:

Object as attorney/client privilege and attorney work product.

5. Describe all changes since made to the University of Iowa's Human Rights Policy (Operations Manual, Section II, Chapter 3.1), its Nondiscrimination Statement (Operations Manual, Section II, Chapter 6), and its Statement of Policy (Operations Manual, Section II, Chapter 1.2), including the date and substance of the changes.

ANSWER:

Defendants are unable to respond to this interrogatory because it is unclear.

Supplemental Answer on 7/13/2018.

1. Code of Fair Practice Statement of Policy: See the 1993 version (70.011b), which is exactly the same as it appears on the Op Manual site today.

2. Human Rights Policy: See the September 2014 and July 1, 2017 versions, including redlining of the section that was revised (II-3.5). Original 1993 HR policy can be found in September 1993 document (70.013).

3. Nondiscrimination Statement: See the January 1999, June 2014, December 2006, and May 2015 versions. Original 1993 policy can be found in the September 1993 document (70.016).

See documents numbered 4662-4668.

6. Identify all student organizations since 1997, including but not limited to fraternities and sororities, that have been refused registration, have been deregistered, or have otherwise been penalized or subjected to official corrective measures by the University of Iowa for any reasons, and identify the reasons for each and the policies invoked to justify or support the University's actions.

ANSWER:

Defendants object to the time frame, but provide the following response from January 1, 2008 to present.

- Futures Trading Academy – Refused registrations due to organizations purpose to provide a professional service.
- Thrive - Refused registrations due to organizations purpose to provide a professional service.
- Spoon University – Refused registration due to organizations affiliation with for profit business, and control of the selection of leadership not residing with UI students.
- University of Iowa Mobile Clinic - Refused registrations due to organizations purpose to provide a professional service.
- Vemma Brand Partners Club – Refused registration due to organization forming to promote a business
- Her Campus - Refused registration due to organization forming to promote a business
- Childreach International – Refused registration due to policy prohibiting Registered Student Organizations from traveling internationally
- TOM's University of Iowa Campus Club - Refused registration due to organization forming to promote a private business

- Apple Users - Refused registration due to organization forming to promote a business
- Undergraduates for Graduate School Advancement
- Big Hawks/Little Hawks – Refused registration due to undergraduate mentoring programs needing to be overseen by a university department
- Freerunning Club – Refused registration due to inherent risks associate with "parkour"
- Cigar Club – Refused registration due to smoking being prohibited in all UI buildings, so the university is not able to provide "specialized facility or location" requested by the organization
- Terra-Hawk – Refused registration due to organization being incorporated and university policy preventing the registration of corporations
- Students Today, Alumni Tomorrow – Refused registration due to Students Today, Alumni Tomorrow Ambassadors already existing as a registered student organization
- Helping Hawks – Refused registration due to need for departmental oversight.
- Student Trade Organization – registration refused due to concerns regarding items being sold, theft at event and improper disposal of materials.
- Global Bridges – Refused registration due to policy prohibiting Registered Student Organizations from traveling internationally
- Mobile Clinic – Refused registration due to organizations purpose to provide a professional service
- UI Investors Club – Refused registration due to organizations purpose to provide a professional service
- University of Iowa International Volunteers – Refused registration due to policy prohibiting Registered Student Organizations from traveling internationally

- Her Campus – Refused registration due to policy prohibiting Registered Student Organizations from promoting private businesses
- Reach Out, Care, Know –Refused registration due to organizations purpose to provide a professional service
- UI Floor Hockey Club – Refused registration due to risk management concerns related to proposed unstructured play by organization
- Student Trade Organization
- Volunteers Around the World – University of Iowa Chapter – Refused registration due to policy prohibiting Registered Student Organizations from traveling internationally and policy prohibiting Registered Student Organizations from collecting medical supplies to send abroad.
- University of Iowa Gaming Group – Refused registration due to purpose and mission of organization already being filled by a Registered Student Organization
- Hawkeye Gymnastics Club – Refused registration due to lack of facility space to support the purpose and mission of the organization, lack of funding by sport clubs to support the functions of the organization, and inherent risk involved with gymnastics activities
- University of Iowa Biodiesel – refused registration due lack of appropriate facility space available, and safety concerns due to the operation of industrial machinery and mixing of dangerous chemicals
- University of Iowa Documentary Film Society – Refused registration due to no student representative from the organization attending the Student Organization Review Committee meeting to answer questions of committee members

De-registered

- Sky Diving Club – Organization was de-registered due to lack of documentation to meet risk management need. See attached supplement.

Supplemental Response 6/12/2018

See documents numbered 2859 – 2878

7. Describe the reasons for the University of Iowa's actions with regard to each of the student organizations listed in response to Interrogatory No. 6.

ANSWER:

See answers to Interrogatory No. 6.

8. Identify all investigations or reviews by Defendants since 1997 concerning actual or alleged violations of the University of Iowa's Human Rights Policy or Nondiscrimination Statement by any student organization, including but not limited to registered student organizations, fraternities, sororities, sports clubs, and sports teams

ANSWER:

Defendants object to the time frame, but provide the following response from January 1, 2008 to present.

BLinC

24-7

Feminist Union

9. Identify all University of Iowa programs, opportunities, or events existing at any time since 1997 (including but not limited to scholarships, awards, events, admission policies, and educational programs) that employ preference for or against students with regard to their race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, political affiliation, or associational preferences.

ANSWER:

Defendants object to this interrogatory because it is overly broad, burdensome and not likely to lead to the discovery of admissible evidence. Notwithstanding this objection, the University of Iowa provides the following response.

1. Advantage Iowa Award: For incoming first-year students who are U.S. citizens or permanent residents and who are from historically underrepresented populations (African American, Hispanic, Native American, Pacific Islander, Multiracial) at the University of Iowa; or who have participated in a federally funded Upward Bound program. A recruitment award with the sole purpose of attracting talented diverse students to UI. The Center for Diversity and Enrichment (CDE) manages the award. It is a merit scholarship so requires a specific GPA and ACT score to qualify. Incoming students who identify as Black/African American, Native American, Hispanic/Latino, Pacific Islander, or first generation are eligible to receive it. Since the point of this award is to recruit diversity to UI, if the student does not meet the eligibility based on identity, they won't be considered for it.

2. Iowa First Nations (IFN): A summer program directed to high school students with Native American identity. It is for students with Native American ancestry so if they are not of Native American ancestry, they would not qualify to take part. The program is directed towards Meskwaki tribe specifically since Admissions and the UI are in partnership with them in relation to recruitment.

3. TRIO Student Support Services: A federally funded grant program with the specific purpose of providing academic, personal, and financial support to first generation, low income, and disabled college students. Services include tutoring, taking specific TRIO courses each year, GRE prep support, one on one coaching, and grant aid.

4. Military and Veteran Student Services: A program under CDE with the sole purpose of providing academic and personal support to student veterans and their dependents including transition support and career services. MVSS services are geared solely towards vets and dependents. These services include tutoring, University of Iowa Veterans Association support, and other related services and activities.

5. Iowa Edge: A summer orientation program for incoming UI students who identify as first generation or as a student of color (all marginalized racial identities including Asian).

6. Hawks and Eyas: A peer mentoring program for CDE eligible students (i.e.. first generation students and students from marginalized backgrounds including LGBTQIA)

7. CDE Graduation: An annual graduation ceremony where CDE students and graduates are recognized for their accomplishments. They receive medallions if they are graduating and special awards and recognitions if nominated by a staff member or faculty member for their accomplishment. CDE eligible students are the focus, i.e. racial/ethnic minorities, first generation students, low income students, military affiliated students, and individuals who identity as LGBTQIA. The campus community is invited each year.

8. CDE partners with Admissions on various minority recruiting trips and endeavors including helping to host campus tours for "special groups", i.e. groups interested in diversity services and traveling out of state for recruiting purposes.

9. Week of Welcome: Held annually the first week of classes, it's a week of activities (ice cream social, military day, carnival day, etc.) hosted by the CDE for CDE eligible students.

Supplemental Answer dated 8/07/2018

See documents numbered 8699-8783.

10. List all student organizations, including but not limited to fraternities, sororities, sports clubs, and sports teams recognized or sponsored by the University of Iowa at any time since 1997, that have employed criteria for the selection of leadership positions, membership, or participation involving a preference for or against students with regard to their race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, political affiliation, or associational preferences.

ANSWER:

Defendants object to the time frame, but provide the following response from January 1, 2008 to present. See documents produced.

11. Identify all sources of any funds, including any student fees, that are made available by the University of Iowa for use by registered student organizations or that are otherwise used to support registered student organizations.

ANSWER:

University of Iowa Student Government funding – Activity Fee
Graduate and Professional Student Government funding – Activity Fee
Center for Student Involvement and Leadership Grant funding
Associated Residence Halls funding

12. Identify any communications by Defendants concerning BLinC or this lawsuit, including but not limited to any internal meetings, communications with the Board of Regents, or private conversations concerning BLinC or this lawsuit.

ANSWER:

See documents produced.

13. Identify all individuals who played a role in the decision to deregister BLinC and describe their role and their arguments for or against deregistration.

ANSWER:

Defendants object to this interrogatory to the extent that it asks for argument. The fact based answer is as follows:

William Nelson

Lyn Redington

See documents produced.

14. Identify any and all compelling interests that the University of Iowa has in preventing religious student groups from selecting leaders who embrace and will agree to follow their religious mission and teachings.

ANSWER:

Defendants object to this interrogatory because it is asking for legal conclusions and argument. Notwithstanding this objection see Title VII, Title IX, Chapter 216 Iowa Code, and the 14th Amendment to the United States Constitution.

15. Identify any and all sanctions less severe than deregistration that the University of Iowa considered imposing against BLinC and why the University decided not to impose them.

ANSWER:

See documents produced.

16. Explain why the University of Iowa believes that BLinC's statement of faith is discriminatory on its face.

ANSWER:

Defendants object to the form of this Interrogatory as it calls for legal conclusion. Notwithstanding this objection, the University of Iowa seeks to enforce its rights under the U.S. Constitution, the Iowa Constitution, Federal and State law.

17. Identify how the University of Iowa believes that BLinC must change its leadership selection process to comply with the University's Human Rights Policy and Nondiscrimination Statement.

ANSWER:

The non-discrimination policy speaks for itself. The University is simply seeking to enforce a content neutral policy.

18. Detail any changes to the University of Iowa's enforcement of its Human Rights Policy or Nondiscrimination Statement since January 23, 2018.

ANSWER:

The Center for Student Involvement and Leadership (CSIL) has revoked the ability for Registered Student Organizations (RSO) to upload governing documents into their OrgSync portal. This action is now limited to staff. Organizations must submit governing documents to CSIL who will review for requirements and approve. CSIL staff will then upload governing documents to an RSO's portal once they have been approved.

19. Identify any communications the University of Iowa has had with any students or any registered student organizations in response to the Court's order dated January 23, 2018.

ANSWER:

The UI communicated with student leaders within BLinC regarding their ability to participate in the Student Organization Fair and the continued use of their locker located within the Tippie College of Business.

CSIL has communicated with numerous student organizations that did not have the required Human Rights Clause or financial statement in their governing documents. The communication was sent via email on April 20, 2018.

Supplemental Answer on 7/13/2018.

See documents in response to Request for Production Nos. 9 and 10.

20. Explain why the Korean American Student Association and Feminist Union are no longer listed on the University of Iowa's OrgSync website.

ANSWER:

Both the Korean Student Organization and the Feminist Union were de-registered for failing to re-register their organization by the registration deadline. Neither Korean American Student Association nor the Feminist Union have taken steps to renew their organization outside of the re-registration period via the Reactivation Process. Organization can re-register outside of the re-registration period by filling out the Organization Reactivation form. The responses to the form are approved by CSIL staff. Approval is based on the organizations perceived ability to re-register within re-registration period in the future.

21. Identify all persons who provided any information used, or any documents reviewed or referenced, in answering these interrogatories.

ANSWER:

Andrew Kutcher
Anita Cory
William Nelson
Kristi Finger
Eric Rossow
Thomas Baker

EXHIBIT Y

Constitution of The University of Iowa
Student Chapter of InterVarsity Graduate Christian Fellowship

The name of the organization is InterVarsity Graduate Christian Fellowship, The University of Iowa graduate chapter of InterVarsity Christian Fellowship/USA.

Article I -- Purpose

InterVarsity Graduate Christian Fellowship at The University of Iowa is a student-led group with three primary objectives:

* to invite the academic community to take a fresh look at the life and message of Jesus;
* to help Christian grad students and faculty to grow spiritually and live faithfully as they develop their gifts and talents for service in the world;
* to contribute to the wholeness of The University of Iowa – "Our goal is to create the beloved community" (Martin Luther King, Jr)

Article II – Basis of Faith

The Basis of Faith of this organization will be the basic biblical truths of Christianity, including:

* The only true God, the almighty Creator of all things, existing eternally in three persons Father, Son, and Holy Spirit--full of love and glory.
* The unique divine inspiration, entire trustworthiness and authority of the Bible.
* The value and dignity of all people: created in God's image to live in love and holiness but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.
* Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.
* Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.
* The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.
* The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.
* The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

All leaders of this organization – Leadership Team members, Small Group/Bible Study Leaders, and any serving in an official leadership role – must subscribe to the above Basis of Faith.

Article III -- Membership

Membership and participation in this organization is open to all students, staff, faculty and others who desire to take part in and support its program and ministries. There are no minimum or maximum limits on membership, and membership is on a voluntary basis.

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

General membership is open to all who wish to participate in the group's activities, and such members do not need to affirm the organization's statement of faith. Members who hold leadership positions must affirm the organization's statement of faith; failure to do so will prevent them from serving as leaders, but their general membership will not be revoked. There are no official forms for general membership. Voluntary attendance at any of the group's activities qualifies as membership.

Article IV – Officers and Duties

Section 1. The leadership of this organization will consist of a Leadership Team, Small Group Leaders, and other roles as needed. The number of leaders, including the Leadership Team, and other positions will vary each year depending on current membership and the needs of the fellowship. InterVarsity Staff are full members of the chapter Leadership Team. The standing Leadership Team, which includes InterVarsity Staff, will determine positions each year. The Leadership Team may select secondary leaders to serve the Chapter each year as needed.

a) Leadership Team provides overall leadership for the group and assists in maintaining the group's overall direction with respect to both local and national yearly goals. Members of the Leadership Team include:
   * President: Chairs Leadership Team in developing vision, organizing structures and carrying out events.
   * Large Group Coordinator: Offers leadership in planning and implementing monthly meetings and other whole group events.
   * Engagement Coordinator: Offers leadership in engaging the wider university, coordinating new student outreach and collaborating with others in sponsoring public lectures and forums and other events.
   * Outreach Coordinator: Offers leadership in prayer ministry and service opportunities.

b) Small Group Leaders are responsible for regular gatherings for activities such as but not limited to Bible study and discussion groups.

d) Additional leadership positions may be created by the Leadership Team needed.

Section 2. The Leadership Team will be responsible for organizing all meetings, activities and events of the Chapter in order to fulfill the Purpose of the Chapter (c.f. Article I).

Section 3. Leadership of the InterVarsity Graduate Christian Fellowship at The University of Iowa involves significant spiritual commitment. Chapter leaders are expected to indicate their agreement with InterVarsity Christian Fellowship/USA's Doctrine and Purpose Statements and exemplify Christ-like character, conduct and leadership (1 Pet. 5:1-7; 1 Tim. 3:1-13; Gal. 5:19-26; and 1 Cor. 6:7-11).

Section 4. Leaders may be removed from their position by a simple majority of the Leadership Team. Any member of the Chapter may make a complaint against any leader in the Chapter including a member of the Leadership Team. Following the complaint, the Leadership Team (or a member(s) of the Leadership Team) shall meet to confer with the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Leadership Team. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Leadership Team.

Article V – Advisors

This organization has two advisors. A faculty member is invited by the Leadership team to advise student leaders and members. A pastoral advisor, a campus minister on staff with InterVarsity Christian Fellowship, provides spiritual leadership for the group. These advisors have many roles, such as helping to select and train the Leadership Team, speaking at meetings, counseling students individually, and serving as conduits to other organizations and opportunities with which students may be interested in getting involved.

Article VI -- Meetings

Section 1. Meetings for Bible study, worship, teaching and prayer will be held at times decided by the members. One large group meeting will be held per month, and other small groups may meet at other times during the month.

Section 2. Other meetings for the discussion and presentation of matters pertaining to the life and purposes of the organization will be held as occasion warrants. Gatherings other than the monthly large group meeting must be approved by the Leadership Team in order to be officially sponsored.

Section 3. Meetings will be announced to members at the beginning of each semester and through twice a month e-mail messages. Any changes or additions will be conveyed by e-mail to our members within a reasonable time frame to promote the attendance of all who are interested.

Section 4. Any member of the Leadership Team, an appointed representative, or the advisor has the authority to call and start a meeting. Leadership meetings must be called by the Leadership Team or advisor.

Article VII – Selection of Leadership

Section 1. The Selection Committee will consist of the Leadership Team, advisor, and any other leaders the Leadership Team feels would be helpful for the process.

Section 2. The Selection Committee will receive nominations for new leaders from members of the chapter.

Section 3. The Selection Committee will be responsible to see that all prospective leaders meet the conditions stated in Articles II, III, and IV.

Section 4. New leaders will be selected on an annual basis by the Selection Committee for a term of one year.

Article VIII – Finances

Section 1. No dues are required for membership.

Section 2. Members of the Leadership Team will be in charge of financial affairs, both administrative and authoritative.

Section 3. Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Group fees should be divided as stated in the constitution and carried out by the dissolving group’s members and officers.

If the group has dissolved and group fees have not been divided as stated in the constitution by 5 years from the last account activity, monies in the group's account will revert to an account specified for the purpose of UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.

Section 4. Upon dissolution, remaining money will be given to the InterVarsity Christian Fellowship national organization to be used toward its purpose on campuses.

Section 5. The Chapter will obtain funding in the following ways:
i. Through private donations and other fund-raising activities
ii. Through funding from student fees

A member of the Leadership Team will be responsible for the Chapter's finances and for administering any segregated fee grants.

Article IX – Constitution and Amendments

Section 1. This constitution will be adopted with the general consensus of the leadership of the organization.

Section 2. This constitution may be amended by a general consensus of the leadership of the organization, providing that no change is made to Articles II and III.

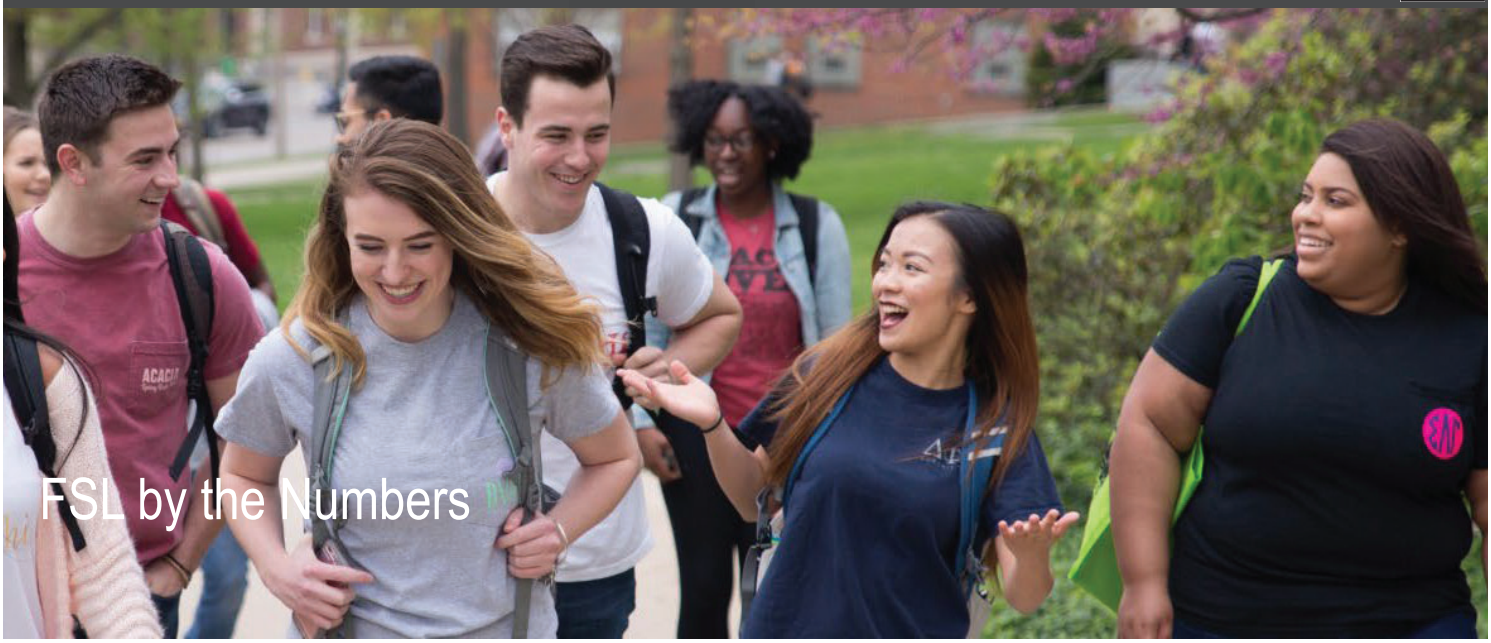
Section 3. Amendments to this constitution will not become valid until a copy of said amendment has been placed in the office of the Student Activities Board of The University of Iowa and with the campus staff member assigned by InterVarsity Christian Fellowship.

Article X – Removal of Membership

Members of the Chapter may be removed by a majority of the Leadership Team (after consultation with the IVCF Staff) if they pose any form of a threat - physical, spiritual or psychological - to any member of the organization or if they disrupt Chapter meetings or other activities.

Updated June 2, 2018.

EXHIBIT Z


FSL by the Numbers

The Division of Student Life fosters student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom.

Fraternity & Sorority Life
260 IMU - Student Life Organization Office Suite
Iowa City, IA 52242

FSL: 319-335-3252
CSIL: 319-335-3059
Fax: 319-353-2245

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IOWA FRATERNITY & SORORITY LIFE
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EST. 1866

Spring 2017 Community Grade Report

Rank	Chapter	Total Members	S17 GPA	F16 GPA	S16 GPA	Change in Sem	Change in Year	Prior Rank
1	Chi Omega	167	3.349	3.356	3.360	-0.007	-0.011	2
2	Kappa Alpha Theta	161	3.302	3.302	3.338	0.000	-0.036	3
3	Phi Kappa Psi	142	3.235	3.214	3.270	0.021	-0.035	6
4	Alpha Delta Pi	156	3.217	3.140	3.176	0.077	0.041	8
5	Zeta Tau Alpha	149	3.178	3.110	3.100	0.068	0.078	11
6	Sigma Lambda Beta	17	3.163	3.168	3.327	-0.005	-0.164	7
7	Alpha Chi Omega	149	3.150	3.103	3.078	0.047	0.072	12
8	Alpha Epsilon Phi	20	3.136	3.270	3.029	-0.134	0.107	5
9	Delta Lambda Phi	22	3.135	3.440	3.365	-0.305	-0.230	1
10	Pi Beta Phi	152	3.133	3.121	3.103	0.012	0.030	9
Sorority Initiated Member Average			**3.128**	3.141	3.128	-0.013	0.000	
11	alpha Kappa Delta Phi	16	3.128	2.998	2.940	0.130	0.188	18
11	Phi Gamma Delta	94	3.128	2.969	3.304	0.159	-0.176	22
Undergraduate Female Average			**3.119**	3.095	3.110	0.024	0.009	
13	Kappa Kappa Gamma	151	3.118	3.111	3.029	0.007	0.089	10
All Sorority Average			**3.116**	3.095	3.111	0.021	0.005	
14	Alpha Xi Delta	151	3.104	3.041	3.087	0.063	0.017	16
15	Delta Gamma	145	3.095	3.044	3.098	0.051	-0.003	15
16	Delta Sigma Theta	9	3.062	3.096	2.670	-0.034	0.392	13
17	Delta Phi Lambda	13	3.052	2.740	2.989	0.312	0.063	39
18	Sigma Nu	128	3.050	2.927	2.996	0.123	0.054	28
19	Beta Theta Pi	65	3.045	2.846	3.002	0.199	0.043	30
20	Sigma Lambda Gamma	37	3.038	2.979	2.993	0.059	0.045	21
All Greek Average			**3.031**	2.995	3.026	0.036	0.005	
21	Alpha Phi	167	3.023	2.986	3.047	0.037	-0.024	20
22	Alpha Phi Alpha	<5	3.017	2.523	2.695	0.494	0.322	48
University Undergraduate Average			**3.015**	2.987	3.006	0.028	0.009	
23	Delta Tau Delta	66	3.014	3.016	2.963	-0.002	0.051	17
24	Gamma Phi Beta	149	3.002	2.956	3.046	0.046	-0.044	24
25	Kappa Alpha Psi	<5	2.995	3.276	2.879	-0.281	0.116	4
26	Delta Zeta	113	2.974	2.957	3.085	0.017	-0.111	23
Fraternity Initiated Member Average			**2.965**	2.905	2.956	0.060	0.009	
27	Delta Delta Delta	148	2.956	3.048	3.030	-0.092	-0.074	14
28	Sigma Pi	74	2.927	2.719	2.812	0.208	0.115	42
All Fraternity Average			**2.918**	2.855	2.905	0.063	0.013	
29	Phi Delta Theta	109	2.905	2.937	2.904	-0.032	0.001	27

Rank	Chapter	Total Members	S17 GPA	F16 GPA	S16 GPA	Change in Sem	Change in Year	Prior Rank
Undergraduate Male Average			**2.902**	2.867	2.894	0.035	0.008	
All First Year Female Average			**2.901**	2.989	2.898	-0.088	0.003	
30	Sigma Chi	138	2.901	2.945	2.908	-0.044	-0.007	26
31	Delta Chi	106	2.897	2.793	2.819	0.104	0.078	35
32	Kappa Sigma	74	2.896	2.667	2.614	0.229	0.282	43
Sorority New Member Average			**2.891**	2.999	2.779	-0.108	0.112	
33	Lambda Theta Nu	7	2.891	2.768	3.086	0.123	-0.195	37
34	Pi Kappa Phi	61	2.887	2.740	2.780	0.147	0.107	39
35	Acacia	31	2.876	2.997	2.738	-0.121	0.138	19
36	Delta Upsilon	38	2.867	2.637	2.768	0.230	0.099	46
37	Alpha Epsilon Pi	38	2.813	2.777	2.917	0.036	-0.104	36
38	Lambda Chi Alpha	65	2.810	2.843	2.852	-0.033	-0.042	31
39	Gamma Rho Lambda	9	2.788	2.914	3.265	-0.126	-0.477	29
40	Sigma Alpha Epsilon	64	2.771	2.814		-0.043		33
41	Pi Kappa Alpha	103	2.741	2.648	2.830	0.093	-0.089	44
Fraternity New Member Average			**2.698**	2.746	2.486	-0.048	0.212	
All First Year Male Average			**2.683**	2.767	2.694	-0.084	-0.011	
42	Omega Psi Phi	<5	2.667	2.739	2.458	-0.072	0.209	41
43	Zeta Beta Tau	25	2.635	2.486	2.798	0.149	-0.163	49
44	Phi Beta Sigma	7	2.620	2.951	2.731	-0.331	-0.111	25
45	Alpha Sigma Phi	37	2.610	2.525	2.650	0.085	-0.040	47
46	Pi Alpha Phi	13	2.609	2.836	2.782	-0.227	-0.173	32
47	Zeta Phi Beta	12	2.600	2.799	2.763	-0.199	-0.163	34
48	Sigma Phi Epsilon	20	2.593	2.644	3.360	-0.051	-0.767	45
49	Tau Kappa Epsilon	47	2.590	2.462	2.694	0.128	-0.104	50
50	Phi Kappa Theta	24	2.536	2.445	2.586	0.091	-0.050	51
51	Alpha Kappa Alpha	14	2.484	2.766	2.749	-0.282	-0.265	38
52	Phi Beta Chi	8	2.430	2.183	2.686	0.247	-0.256	52

	University	FSL	Percent
Male	10,496	1,619	15%
Female	11,867	2103	18%
Not Reported	44		
Total	22,407	3722	17%

IOWA FRATERNITY & SORORITY LIFE
Defining Opportunity
EST. 1866

Spring 2017 Fraternity Grade Report

Rank	Chapter	Total Members	S17 GPA	F16 GPA	S16 GPA	Change in Sem	Change in Year	Prior Rank
1	Phi Kappa Psi	142	3.235	3.214	3.270	0.021	-0.035	6
2	Sigma Lambda Beta	17	3.163	3.168	3.327	-0.005	-0.164	7
3	Delta Lambda Phi	22	3.135	3.440	3.365	-0.305	-0.230	1
4	Phi Gamma Delta	94	3.128	2.969	3.304	0.159	-0.176	22
5	Sigma Nu	128	3.050	2.927	2.996	0.123	0.054	28
6	Beta Theta Pi	65	3.045	2.846	3.002	0.199	0.043	30
All Greek Average			**3.031**	2.995	3.026	0.036	0.005	
7	Alpha Phi Alpha	<5	3.017	2.523	2.695	0.494	0.322	48
University Undergraduate Average			**3.015**	2.987	3.006	0.028	0.009	
8	Delta Tau Delta	66	3.014	3.016	2.963	-0.002	0.051	17
9	Kappa Alpha Psi	<5	2.995	3.276	2.879	-0.281	0.116	4
Fraternity Initiated Member Average			**2.965**	2.905	2.956	0.060	0.009	
10	Sigma Pi	74	2.927	2.719	2.812	0.208	0.115	42
All Fraternity Average			**2.918**	2.855	2.905	0.063	0.013	
11	Phi Delta Theta	109	2.905	2.937	2.904	-0.032	0.001	27
Undergraduate Male Average			**2.902**	2.867	2.894	0.035	0.008	
12	Sigma Chi	138	2.901	2.945	2.908	-0.044	-0.007	26
13	Delta Chi	106	2.897	2.793	2.819	0.104	0.078	35
14	Kappa Sigma	74	2.896	2.667	2.614	0.229	0.282	43
15	Pi Kappa Phi	61	2.887	2.740	2.780	0.147	0.107	39
16	Acacia	31	2.876	2.997	2.738	-0.121	0.138	19
17	Delta Upsilon	38	2.867	2.637	2.768	0.230	0.099	46
18	Alpha Epsilon Pi	38	2.813	2.777	2.917	0.036	-0.104	36
19	Lambda Chi Alpha	65	2.810	2.843	2.852	-0.033	-0.042	31
20	Sigma Alpha Epsilon	64	2.771	2.814		-0.043		33
21	Pi Kappa Alpha	103	2.741	2.648	2.830	0.093	-0.089	44
Fraternity New Member Average			**2.698**	2.746	2.486	-0.048	0.212	
All First Year Male Average			**2.683**	2.767	2.694	-0.084	-0.011	
22	Omega Psi Phi	<5	2.667	2.739	2.458	-0.072	0.209	41
23	Zeta Beta Tau	25	2.635	2.486	2.798	0.149	-0.163	49
24	Phi Beta Sigma	7	2.620	2.951	2.731	-0.331	-0.111	25
25	Alpha Sigma Phi	37	2.610	2.525	2.650	0.085	-0.040	47
26	Pi Alpha Phi	13	2.609	2.836	2.782	-0.227	-0.173	32
27	Sigma Phi Epsilon	20	2.593	2.644	3.360	-0.051	-0.767	45
28	Tau Kappa Epsilon	47	2.590	2.462	2.694	0.128	-0.104	50
29	Phi Kappa Theta	24	2.536	2.445	2.586	0.091	-0.050	51
Total		**1619**						

IOWA FRATERNITY & SORORITY LIFE
Defining Opportunity
EST. 1866

Spring 2017 Sorority Grade Report

Rank	Chapter	Total Members	S17 GPA	F16 GPA	S16 GPA	Change in Sem	Change in Year	Prior Rank
1	Chi Omega	167	3.349	3.356	3.360	-0.007	-0.011	2
2	Kappa Alpha Theta	161	3.302	3.302	3.338	0.000	-0.036	3
3	Alpha Delta Pi	156	3.217	3.140	3.176	0.077	0.041	8
4	Zeta Tau Alpha	149	3.178	3.110	3.100	0.068	0.078	11
5	Alpha Chi Omega	149	3.150	3.103	3.078	0.047	0.072	12
6	Alpha Epsilon Phi	20	3.136	3.270	3.029	-0.134	0.107	5
7	Pi Beta Phi	152	3.133	3.121	3.103	0.012	0.030	9
Sorority Initiated Member Average			**3.128**	3.141	3.128	-0.013	0.000	
8	alpha Kappa Delta Phi	16	3.128	2.998	2.940	0.130	0.188	18
Undergraduate Female Average			**3.119**	3.095	3.110	0.024	0.009	
9	Kappa Kappa Gamma	151	3.118	3.111	3.029	0.007	0.089	10
All Sorority Average			**3.116**	3.095	3.111	0.021	0.005	
10	Alpha Xi Delta	151	3.104	3.041	3.087	0.063	0.017	16
11	Delta Gamma	145	3.095	3.044	3.098	0.051	-0.003	15
12	Delta Sigma Theta	9	3.062	3.096	2.670	-0.034	0.392	13
13	Delta Phi Lambda	13	3.052	2.740	2.989	0.312	0.063	39
14	Sigma Lambda Gamma	37	3.038	2.979	2.993	0.059	0.045	21
All Greek Average			**3.031**	2.995	3.026	0.036	0.005	
University Undergraduate Average			**3.015**	2.987	3.006	0.028	0.009	
15	Alpha Phi	167	3.023	2.986	3.047	0.037	-0.024	20
16	Gamma Phi Beta	149	3.002	2.956	3.046	0.046	-0.044	24
17	Delta Zeta	113	2.974	2.957	3.085	0.017	-0.111	23
18	Delta Delta Delta	148	2.956	3.048	3.030	-0.092	-0.074	14
All First Year Female Average			**2.901**	2.989	2.898	-0.088	0.003	
19	Lambda Theta Nu	7	2.891	2.768	3.086	0.123	-0.195	37
20	Gamma Rho Lambda	9	2.788	2.914	3.265	-0.126	-0.477	29
21	Zeta Phi Beta	12	2.600	2.799	2.763	-0.199	-0.163	34
22	Alpha Kappa Alpha	14	2.484	2.766	2.749	-0.282	-0.265	38
23	Phi Beta Chi	8	2.430	2.183	2.686	0.247	-0.256	52

Total **2103**

	Total Members [1]	New Members	Hispanic/Latino(a) [2]	Asian [2]	African American or Black [2]	Native Hawaiian or Other Pacific Islander [2]	Alaskan Native or American Indian [2]	Caucasian [2]	Two or more races [2]	Race and Ethnicity unknown [2]	Hazing Investigations [3]	Fraternity Average Alcohol Arrests [4]	Alcohol-Free Events [5]	Grade Point Average [6, 7]	New Member Grade Point Average [7]	Service Hours Total [8]	Average Service Hours Per Member	Total Chapter Donation to Philanthropy [9]	Total Chapter Dance Marathon Money Raised	Average Money Raised Per Member [10]	Complete/Incomplete Educational Programs [11]	Hawkeye Leadership Awards [12]	Iowa FSL Awards	% Red Watch Band Trained [13]	Accountability Action [14]	
Alpha Chi Omega	150	58	11.3%	4.0%	1.2%	0.0%	0.0%	75.3%	6.7%	1.3%	No	Compliant	Complete	3.289	3.152	1,223	8.155	$ 3,500.00	$51,872.98	$ 369.15	Complete	1	3	11%		
Alpha Delta Pi	156	9	10.3%	3.2%	3.2%	0.0%	0.0%	75.0%	6.4%	1.9%	No	Compliant	Complete	3.282	2.906	1,203	7.710	$ 3,005.85	$76,299.36	$ 508.37	Complete	0	2	8%		
Alpha Epsilon Phi	22	3	0.0%	0.0%	4.5%	0.0%	0.0%	90.9%	4.5%	0.0%	No	Compliant	Complete	2.865	<5	179	8.150	$ 850.00	$5,230.21	$ 276.37	Complete	0	0	0%		
Alpha Phi	158	0	8.2%	3.2%	0.6%	0.0%	0.0%	86.1%	1.3%	0.6%	No	Compliant	Complete	3.106	N/A	468	2.840	$ 2,250.00	$12,635.47	$ 94.21	Complete	0	1	4%		
Alpha Xi Delta	146	0	8.2%	0.0%	0.0%	0.0%	0.0%	89.0%	2.7%	0.0%	No	Compliant	Incomplete	3.225	N/A	1,353	9.270	$ 19,616.38	$48,656.06	$ 467.62	Complete	0	5	14%	Click here for more information on individual chapter's accountability action	
Chi Omega	172	0	2.3%	1.7%	0.6%	0.0%	0.0%	91.9%	2.9%	0.0%	No	Compliant	Complete	3.479	N/A	1,204	7.001	$ 5,945.00	$101,035.92	$ 621.98	Complete	0	6	12%		
Delta Delta Delta	155	13	5.2%	1.9%	2.6%	0.0%	0.0%	86.5%	3.9%	0.0%	No	Compliant	Complete	3.020	2.815	462	2.980	$ 60,000.00	$22,304.72	$ 531.00	Complete	0	1	27%		
Delta Gamma	158	53	7.3%	1.3%	0.7%	0.0%	0.0%	85.4%	3.3%	2.0%	No	Compliant	Complete	3.160	3.020	806	5.330	$ 12,411.00	$32,534.72	$ 284.47	Complete	0	2	7%		
Delta Zeta	127	7	6.3%	4.7%	0.8%	0.0%	0.0%	84.3%	3.9%	0.0%	No	Compliant	Complete	3.072	2.679	650	5.120	$ 2,719.80	$14,465.43	$ 135.32	Complete	0	3	13%		
Gamma Phi Beta	127	0	8.2%	0.0%	1.3%	0.6%	0.0%	86.7%	3.2%	0.0%	No	Tier 1	Complete	3.032	N/A	630	3.980	$ 300.00	$12,415.20	$ 100.12	Complete	0	2	9%		
Kappa Alpha Theta	178	0	2.8%	1.1%	0.6%	0.0%	0.6%	87.1%	6.2%	1.7%	No	Compliant	Incomplete	3.358	N/A	1,328	7.460	$ 2,402.00	$80,998.95	$ 468.54	Complete	0	2	8%		
Kappa Kappa Gamma	163	0	7.9%	0.6%	0.6%	0.6%	0.0%	87.8%	1.8%	0.6%	No	Compliant	Complete	3.091	N/A	754	4.380	$ 250.00	$30,750.85	$ 190.19	Complete	0	2	6%		
Phi Beta Chi	2	0	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	No	Compliant	Incomplete	<5	N/A	-	-	-	$ -	$ -	Incomplete	0	0	0%		
Pi Beta Phi	113	51	5.3%	0.0%	0.9%	0.0%	0.0%	91.1%	2.7%	0.0%	No	Compliant	Incomplete	3.146	3.010	557	4.920	$ 1,836.00	$ 26,628.39	$ 251.90	Complete	0	0	13%		
Zeta Tau Alpha	158	2	8.9%	2.5%	0.6%	0.0%	0.0%	83.5%	4.4%	0.0%	No	Compliant	Complete	3.224	<5	1,077	6.820	$ 22,841.09	$18,266.89	$ 260.18	Complete	0	3	13%		

Notes:

1 Total members reported to Center for Student Involvement & Leadership.
2 For University demographic information, visit link here.
3 University, National Greek Organization, and/or legal pending investigations regarding hazing within the chapter
4 Chapters are in compliance if the Chapter Performance Score (CPS) is at or below the 0.64% average all women's undergraduate arrests and citations on the University of Iowa campus. CPS is the chapter's modified arrest and citation rate minus the University of Iowa's all-women's arrest and citation rate.
5 Alcohol-free events are events or activities, co-hosted, co-sponsored with another organization. All chapters must participate in at least one event without alcohol that is help with a student organization other than an IFC fraternity; all chapters must participate in and register two non-alcoholic socials per semester - these events must occur on a Thursday, Frid
6 University of Iowa Undergraduate Grade Point Average for Spring 2018 semester was 3.051.
7 If the number of people included in either chapter GPA or New Member GPA is equal to or less than 5 members, we do not include it, as the number may not provide anonymity for members in this organization.
8 Chapters are expected to donate the equivalent of four hours per member, per semester, of community service to an all-Greek community service event, or to an exterior organization, or create a chapter service event with a minimum of 75% of chapter members in attendance
9 The reporting period for Total Chapter Donation to Philanthropy is January 1, 2018 - May 4th, 2018
10 Combination of philanthropy and Dance Marathon money raised
11 Fraternity and Sorority members are required to attend educational programs on social responsibility, mental health, diversity/inclusion, and leadership development throughout the semester. Two chapter-based programs and two community-wide programs are required of each chapter per semester.
12 Number of Hawkeye Leadership Awards earned by a chapter as a whole, or a chapter member. The Hawkeye Leadership Awards recognizes outstanding students, advisers, and organization for their work and efforts over the past year. This is not a semester score.
13 10% of each Fraternity or Sorority Chapter at the University of Iowa is required to be Red Watch Band Trained. Students who are Red Watch Band Trained receive CPR and alcohol bystander training, and will be better able to link the impact that an alcohol overdose has on the body.
14 Accountability for University of Iowa Fraternity & Sorority Life council policy violations, as well as University of Iowa Office of Student Conduct actions. This column will link to a website with policy violations hosted on the Student Conduct site.

Updated fall 2017/spring 2018 semester

	Total Members [1]	New Members	Hispanic/Latino(a) [2]	Asian American [2]	African American [2]	Native Hawaiian or Other Pacific Islander [2]	Alaskan Native or American Indian [2]	Caucasian [2]	Two or more races [2]	Race and Ethnicity Unknown [2]	Hazing Investigations [3]	Fraternity Average Alcohol Arrests [4]	Sorority Average Alcohol Arrests [5]	Grade Point Average [6,7]	New Member Grade Point Average [7]	Service Hours Total	Average Service Hours Per Member	Total Chapter Donation to Philanthropy	Total Chapter Dance Marathon Money Raised	Average Money Raised Per Member [8]	Educational Programs [9]	Hawkeye Leadership Awards [10]	National/International Awards	Iowa FSL Awards	Accountability Action [11]	
Alpha Kappa Alpha	11	0	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	N/A	Compliant	2.612	N/A	20		2	$ -	$500.00	$ 45.45	0	0	4	0	
Alpha Phi Alpha	5	3	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	Compliant	N/A	2.978	<5	100		20	$ -	$511.00	$ 102.20	5	0	0	0	Click here for more information
Delta Sigma Theta	2	8	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1	N/A	Compliant	2.826	2.847	100+			25	$ -	$ -	$ -	2	0	2	8	
Kappa Alpha Psi	1	0	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0	Compliant	N/A	<5	N/A	50+			2/wk	$ -	$ -	$ -	0	0	0	0	
Phi Beta Sigma	4	0	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0	Compliant	N/A	<5	N/A	60			15	$ -	$ -	$ -	2	0	1	0	
Zeta Phi Beta	9	3	33.3%	0.0%	59.2%	0.0%	0.0%	0.0%	11.1%	0.0%	0	N/A	Compliant	2.768	<5	Not Reported		Not Reported	$ 207.54	$ -	$ 23.06	0	0	0	1	

Updated Spring 2018 Semester

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8 Combination of philanthropy and Dance Marathon money raised
9 Number of educational programs the chapter has conducted. Fraternity and Sorority members are encouraged to conduct educational programs on social responsibility, mental health, diversity/inclusion, and leadership development throughout the semester.
10 Number of Hawkeye Leadership Awards earned by a chapter as a whole, or a chapter member. The Hawkeye Leadership Awards recognizes outstanding students, advisers, and organization for their work and efforts over the past year. This is not a semester score. leadandserve.uiowa.edu/awards/2018
11 Accountability for University of Iowa Fraternity & Sorority Life council policy violations, as well as University of Iowa Office of Student Conduct actions. This column will link to a website with policy violations hosted on the Student Conduct site.

	Total Members [1]	New Members	Hispanic/Latino(e) [2]	Asian [2]	African American or Black [2]	Native Hawaiian or Other Pacific Islander [2]	Alaskan Native or American Indian [2]	Caucasian [2]	Two or more races [2]	Race and Ethnicity Unknown [2]	Hazing Investigations [3]	Fraternity Average Alcohol Arrests [4]	Sorority Average Alcohol Arrests [5]	Grade Point Average [6,7]	New Member Grade Point Average [7]	Service Hours Total	Average Service Hours Per Member	Total Chapter Donation to Philanthropy	Total Chapter Dance Marathon Money Raised	Average Money Raised Per Member [8]	Completed/Incomplete Educational Programs [9]	Hawkeye Leadership Awards [10]	National/International Awards	Iowa FSL/Council Awards	Accountability Action [11]	
alpha Kappa Delta Phi	21	12	0.0%	90.4%	0.0%	4.8%	0.0%	0.0%	4.8%	0.0%	0	N/A	Compliant	3.070	2.419	111	5	$600	$1,000.79	$ 76.23	Complete	2	Not Reported	7		
Delta Lambda Phi	23	5	4.3%	0.0%	0.0%	0.0%	0.0%	87.0%	8.7%	0.0%	0	Compliant	N/A	3.190	<5	38	2	$ -	$600.00	$ 26.09	Complete	0	Not Reported	6		
Delta Phi Lambda	13	2	15.4%	61.5%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0	N/A	Compliant	2.884	<5	56	4	$ -	$ -	$ -	Complete	1	Not Reported	1		Click here for more information.
Gamma Rho Lambda	5	0	0.0%	0.0%	20.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0	N/A	Compliant	3.450	N/A	68	14	$ -	$ -	$ -	Complete	0	Not Reported	4		
Lambda Theta Nu	3	1	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	N/A	Compliant	<5	<5	-	-	$ -	$ -	$ -	Complete	1	Not Reported	3		
Lambda Theta Phi	7	7	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	Compliant	N/A	N/A	3.081	37	5	$ -	$ -	$ -	Complete	0	Not Reported	1		
Pi Alpha Phi	22	8	9.1%	54.5%	0.0%	0.0%	0.0%	9.1%	0.0%	4.5%	0	Compliant	N/A	2.795	2.951	114	5	$270	$3,390.53	$ 166.39	Complete	1	Not Reported	3		
Sigma Lambda Beta	7	3	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0	Compliant	N/A	2.779	<5	55	8	$ -	$655.00	$ 93.57	Complete	0	Not Reported	2		
Sigma Lambda Gamma	28	0	89.3%	3.6%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0	N/A	Compliant	3.046	N/A	286	10	$327	$ -	$ 11.68	Complete	1	Not Reported	2		

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Updated Spring 2018 Semester

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Acacia	47	5	2.1%	0.0%	0.0%	0.0%	0.0%	87.2%	8.5%	2.1%	No	Compliant	Complete	2.983	2.77	625	13.30	$ -	$8,488.53	$ 180.61	Incomplete	0	0	0	4%	
Alpha Epsilon Pi	42	1	4.8%	0.0%	0.0%	0.0%	0.0%	95.2%	0.0%	0.0%	No	Compliant	Incomplete	2.808	<5	284	6.76	$ 10,000.00	$136.00	$ 241.33	Incomplete	0	0	0	17%	
Alpha Sigma Phi	43	9	14.0%	4.7%	7.0%	0.0%	0.0%	60.5%	4.7%	2.3%	No	Tier 3	Complete	2.739	2.498	321	7.47	$ -	$4,820.23	$ 112.10	Incomplete	1	2	1	7%	
Beta Theta Pi	70	5	10.0%	5.7%	1.4%	0.0%	0.0%	80.0%	1.4%	1.4%	No	Compliant	Complete	3.041	3.367	463	6.61	$ 1,025.00	$4,635.00	$ 80.86	Incomplete	0	1	0	17%	
Delta Chi	64	8	9.4%	1.6%	1.6%	0.0%	0.0%	84.4%	0.0%	3.1%	Yes	Compliant	Incomplete	3.194	2.833	0	0.00	$ -	$625.00	$ 9.77	Incomplete	0	0	0	0%	
Delta Sigma Phi	56	12	12.5%	0.0%	0.0%	0.0%	0.0%	78.6%	3.6%	3.6%	No	Compliant	Complete	2.845	2.782	247	4.41	$ -	$ -	$ -	Incomplete	0	0	0	0%	
Delta Tau Delta	57	0	10.5%	3.5%	0.0%	0.0%	0.0%	86.0%	0.0%	0.0%	No	Compliant	Complete	3.075	N/A	44	0.77	$ -	$2,973.02	$ 52.16	Incomplete	2	2	2	5%	
Delta Upsilon	36	6	11.1%	2.8%	0.0%	0.0%	0.0%	80.6%	0.0%	2.8%	No	Tier 1	Complete	2.767	2.777	341	9.47	$ -	$ -	$ -	Complete	0	0	0	0%	Click here for more information on individual chapter's accountability action
Kappa Sigma	111	37	9.0%	1.8%	0.9%	0.0%	0.0%	82.9%	2.7%	2.7%	No	Compliant	Incomplete	2.757	2.454	176	1.59	$ -	$2,435.00	$ 21.94	Incomplete	0	0	0	23%	
Lambda Chi Alpha	49	0	12.2%	2.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	No	Compliant	Complete	2.891	N/A	408	8.33	$ 10,519.20	$5,339.96	$ 323.66	Incomplete	0	0	0	8%	
Phi Delta Theta	110	6	5.2%	0.9%	1.7%	0.0%	0.0%	88.8%	2.6%	0.9%	No	Tier 2	Incomplete	2.743	1.509	23	0.21	$ -	$3,329.00	$ 30.26	Incomplete	0	0	0	0%	
Phi Gamma Delta	126	23	4.8%	0.0%	2.4%	0.0%	0.0%	90.5%	2.4%	0.0%	No	Tier 2	Complete	3.058	2.714	333	2.64	$ -	$22,530.76	$ 178.82	Incomplete	0	0	0	0%	
Phi Kappa Psi	163	12	1.9%	0.0%	0.0%	0.0%	0.0%	93.9%	3.7%	0.6%	No	Tier 1	Complete	3.189	2.958	1563	9.59	$ -	$74,420.52	$ 456.57	Incomplete	0	1	1	60%	
Phi Kappa Theta	29	1	6.9%	10.3%	3.4%	0.0%	0.0%	75.9%	3.4%	0.0%	No	Compliant	Complete	2.666	<5	2	0.07	$ -	$1,275.00	$ 43.97	Incomplete	0	0	0	3%	
Pi Kappa Alpha	106	12	3.8%	4.7%	2.8%	0.0%	0.0%	84.0%	3.8%	0.9%	No	Compliant	Incomplete	2.693	2.631	10	0.09	$ -	$3,000.69	$ 28.31	Incomplete	0	0	0	8%	
Pi Kappa Phi	79	20	7.6%	1.3%	2.5%	0.0%	0.0%	79.7%	3.8%	3.8%	No	Compliant	Complete	2.758	2.456	548.5	6.94	$ -	$11,995.14	$ 151.84	Incomplete	0	0	0	5%	
Sigma Alpha Epsilon	67	0	1.5%	4.5%	0.0%	0.0%	0.0%	89.6%	1.5%	3.0%	No	Tier 2	Complete	2.676	N/A	753	11.24	$ -	$1,486.00	$ 22.18	Incomplete	0	0	0	1%	
Sigma Chi	68	24	5.9%	1.5%	0.0%	0.0%	0.0%	86.8%	4.4%	1.5%	No	Compliant	Incomplete	2.975	2.815	246	3.62	$ 13,843.59	$4,053.00	$ 263.19	Complete	0	0	0	1%	
Sigma Nu	114	22	7.9%	0.0%	3.5%	0.9%	0.9%	85.1%	0.9%	0.9%	Yes	Tier 2	Complete	2.997	2.679	236	2.07	$ -	$1,000.00	$ 8.77	Incomplete	0	0	0	2%	
Sigma Phi Epsilon	34	5	14.7%	2.9%	0.0%	0.0%	0.0%	82.4%	0.0%	0.0%	No	Compliant	Complete	2.936	2.494	80	2.35	$ -	$600.00	$ 17.65	Incomplete	0	0	0	15%	
Sigma Pi	79	0	8.9%	1.3%	2.5%	0.0%	0.0%	86.1%	1.3%	0.0%	No	Tier 2	Complete	2.625	N/A	68	0.86	$ -	$693.00	$ 8.77	Incomplete	0	0	0	0%	
Tau Kappa Epsilon	60	6	11.7%	3.3%	3.3%	0.0%	0.0%	75.0%	5.0%	1.7%	No	Compliant	Incomplete	2.570	2.842	362	6.03	$ 800.00	$ -	$ 13.33	Incomplete	0	0	0	0%	
Zeta Beta Tau	20	4	20.0%	5.0%	0.0%	0.0%	0.0%	65.0%	5.0%	0.0%	No	Compliant	Complete	2.783	3.088	23.5	1.18	$ -	$5.00	$ 0.25	Incomplete	0	0	0	25%	

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5 Alcohol-free events are events or activities, co-hosted, co-sponsored with another organization. All chapters must participate in at least one event without alcohol that is held with a student organization other than an IFC fraternity; all chapters must participate in and register two non-alcoholic socials per semester - these events must c

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8 Chapters are expected to donate the equivalent of four hours per member, per semester, of community service to an all-Greek community service event, or to an exterior organization, or create a chapter service event with a minimum of 75% of chapter members in attendance

9 The reporting period for Total Chapter Donation to Philanthropy is January 1, 2018 - May 4th, 2018

10 Combination of philanthropy and Dance Marathon money raised

11 Fraternity and Sorority members are required to attend educational programs on social responsibility, mental health, diversity/inclusion, and leadership development throughout the semester. Two chapter-based programs and two community-wide programs are required of each chapter per semester.

12 Number of Hawkeye Leadership Awards earned by a chapter as a whole, or a chapter member. The Hawkeye Leadership Awards recognizes outstanding students, advisers, and organization for their work and efforts over the past year. This is not a semester score.

13 10% of each IFC Chapter at the University of Iowa is required to be Red Watch Band Trained. Students who are Red Watch Band Trained receive CPR and alcohol bystander training, and will be better able to link the impact that an alcohol overdose has on the body.

14 Accountability for University of Iowa Fraternity & Sorority Life council policy violations, as well as University of Iowa Office of Student Conduct actions. This column will link to a website with policy violations hosted on the Student Conduct site.