

2015 DIVERSITY REPORT



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IUPUI
A CORE CAMPUS OF INDIANA UNIVERSITY



State of Diversity 2015

A Message from Chancellor Charles R. Bantz



Division of Diversity, Equity and Inclusion

Vision

To be the IUPUI resource that ensures the principles of diversity, equity, and inclusion are embedded in the framework of everything we do and celebrated throughout the campus community.

Mission

To educate, advocate, engage, and empower the IUPUI community by cultivating partnerships and resources to create and sustain an environment that is inclusive, equitable, and diverse.

Progress is relative.

Since my arrival in 2003, with support, leadership, and challenges from faculty, staff, students, and community members, we have worked to make IUPUI more representative, diverse, and inclusive. There is still considerable work to be done, but we are moving in the right direction. Here are a few significant strides in diversity, equity, and inclusion over the past year:

- The Multicultural Center, established in 2007, has a new director, Dr. Khalilah Shabazz.
- The Division of Diversity, Equity and Inclusion, established in 2008, hosted a reception for more than 200 students who were in Indianapolis attending the National Conference on Race and Ethnicity in Higher Education. The reception provided a chance to share opportunities for graduate education at IUPUI and to show off the campus.
- The Office of Diversity, Equity and Multicultural Affairs and the Division of Diversity, Equity and Inclusion co-hosted the first Diversity Reception as part of a plan to help staff, faculty, and community members make important connections for professional and personal development.
- The Black Faculty Staff Council hosted the Finishing Freshman session to help nearly 100 first-year students connect to key offices and people on campus committed to their success.
- The Black Faculty Staff Council also launched “Breakfast with the Chancellor” to facilitate meaningful dialogue at every level.
- The Division of Diversity, Equity and Inclusion provided institutional membership in the Faculty Success Program of the National Center for Faculty Diversity and Development, an online mentoring program (August 2014–May 2015). More than 600 IUPUI faculty and graduate students are enrolled in weekly sessions designed to improve productivity and teaching and help participants successfully navigate research universities.
- Our students continue celebrating diversity with annual events, building on the tradition begun in 1969 with the establishment of the annual IUPUI Dr. Martin Luther King Jr. Dinner.

Diversity—a thought, not an afterthought; an action, not a reaction.

- In addition to the MLK dinner, in 2014 the Office of Diversity, Equity and Inclusion Multicultural Planning Grant funds supported the following student-driven initiatives:
 - » Asian Students United hosted the third annual Asian Heritage Dinner.
 - » The Latino/a Student Association hosted the seventh annual Cesar Chavez Dinner.
 - » The African Student Association hosted the seventh annual African Night: “Changing the Story.”
 - » LGBT Faculty Staff Council and the LGBTQ Student Alliance hosted the fifth annual Harvey Milk Dinner at the Indianapolis Marriott last October. The speaker was comedian, actor, and musician Lea DeLaria, who stars in the TV series *Orange is the New Black*.

diversity of our urban community—an enormous social and educational resource in a city this size—so that learning, research, and engagement are grounded in a deep cultural awareness that comes from living with diversity.

In this way, all of us, regardless of individual backgrounds and experiences, learn to appreciate the multiplicity of the human experience, becoming better prepared for engaged citizenship in a global society. Thanks to all who have helped IUPUI and me on this journey.

These efforts and so many more, presented in this report and online, are why IUPUI has again received national recognition:

- For the third consecutive year, IUPUI earned the HEED (Higher Education Excellence in Diversity) Award presented by *Insight Into Diversity*, the oldest and largest diversity-focused publication in higher education.
- For the second year in a row, IUPUI received the Minority Access Diversity Award. This national award honors universities with a variety of diversity programs designed to support student success.
- The Africana Studies Program in the IU School of Liberal Arts at IUPUI received the Mary McLeod Bethune and Carter G. Woodson Award for Outstanding Service in the Promotion of Social Responsibility in Africana Studies from the National Council for Black Studies.

At IUPUI, diversity is viewed as an asset, not a liability, and an opportunity, not a task. Diversity is rewarding socially, culturally, intellectually, academically, and professionally. To fail at diversity is to fail at our core mission as a university.

No matter how tangible the progress, we can never be satisfied. Our special opportunity as an urban university is to draw from the

DIVERSITY PERFORMANCE INDICATORS

The following represents an abridged version of the Diversity Performance Indicators adopted by the IUPUI Chancellor's Diversity Cabinet in fall 2003 and updated in 2007. This report includes the IUPUI Diversity Cabinet's evaluation for each indicator, but shows only a sample of the measures included within some of the indicators.

Scoring Rubric for IUPUI's Performance Indicators

-  The objectives for this goal are being achieved.
-  The objectives for this goal are being achieved; however, trends suggest performance may fall below acceptable levels.
-  The objectives for this goal are not being fully attained; however, trends suggest the objectives will be attained in the next one to two years.
-  The objectives of this goal are not being fully attained and/or change is not occurring at a desirable rate.
-  The objectives for this goal are not being fully attained, and trends suggest performance is stalled or may even decline to unacceptable levels in the next one to two years.
-  Performance levels for this goal are unacceptable, but trends suggest performance will improve in the next one to two years.
-  Performance levels for this goal are unacceptable.

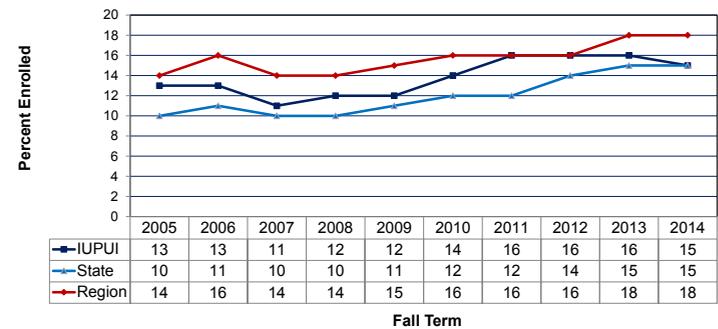
Recruitment of a Racially Diverse Student Population

Campus Aspiration: The incoming undergraduate class will exceed the racial diversity represented in the college-going high school graduates in the state of Indiana and our eight-county region.

Campus Outcome: Although the campus aspiration embraces multiple dimensions of diversity, currently the focus of the IUPUI performance indicator is on underrepresented minority freshmen, transfer, and graduate/professional students who are new to campus.

The percentage of underrepresented minority students in the fall 2014 incoming freshman class declined slightly to 15%. This is equal to the percentage of underrepresented minority college-going high school graduates in Indiana, but below the percentage of underrepresented minority SAT test takers in the service region.

Underrepresented U.S. Minority First-Time Freshman Enrollment



Data for the state and region based on SAT test takers report by the College Board. In 2013 & 2014, regional percentages are for Greater Indianapolis area test takers who scored 800 or higher and reported a high school GPA of B- or higher or did not provide a high school GPA.

Underrepresented minority groups are African American, Hispanic/Latino, and Native American.

The percentage of underrepresented minority transfer students for fall 2014 decreased to 18% of all new transfer students.

Minority Representation among New Undergraduate Transfer Students

		<i>Fall Terms</i>									
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Number of Students	African American	224	220	211	227	196	219	258	250	257	220
	Asian/Pacific Islander	56	61	49	53	38	39	46	51	45	55
	Hispanic/Latino	35	42	56	40	47	62	81	91	95	92
	Native American	8	5	9	3	5	5	4	5	4	3
	Underrep. Minority	267	267	276	270	248	286	343	346	356	315
	Total Minority	323	328	325	323	286	325	389	397	401	370
	All Others	1,500	1,656	1,373	1,402	1,192	1,294	1,400	1,399	1,353	1,347
Total Students	1,823	1,984	1,698	1,725	1,478	1,619	1,789	1,796	1,754	1,717	
Percentage Distribution	African American	12%	11%	12%	13%	13%	14%	14%	14%	15%	13%
	Asian/Pacific Islander	3%	3%	3%	3%	3%	2%	3%	3%	3%	3%
	Hispanic/Latino	2%	2%	3%	2%	3%	4%	5%	5%	5%	5%
	Native American	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%
	Underrep. Minority	15%	13%	16%	16%	17%	18%	19%	19%	20%	18%
	Total Minority	18%	17%	19%	19%	19%	20%	22%	22%	23%	22%

The number of new underrepresented minority graduate and doctoral-practice (professional) students increased in 2014, as did the percentage of underrepresented minority students. The percentage of underrepresented minority graduate and doctoral-practice graduate students (12%) is higher than at any point in the last 10 years.

Minority Representation among New Graduate and Doctoral-Practice Students

		<i>Fall Terms</i>									
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Number of Students	African American	159	148	152	138	134	142	153	162	142	184
	Asian/Pacific Islander	125	103	137	145	100	120	120	129	133	159
	Hispanic/Latino	60	43	65	47	43	75	68	66	78	111
	Native American	11	6	10	5	4	5	4	2	1	1
	Underrep. Minority	230	197	227	190	181	222	225	230	221	296
	Total Minority	355	300	364	335	281	342	345	359	354	455
	All Others	2,319	2,299	2,309	2,469	2,162	1,985	2,015	1,999	1,896	1,984
Total Students	2,674	2,599	2,673	2,804	2,443	2,327	2,360	2,358	2,250	2,439	
Percentage Distribution	African American	6%	6%	6%	5%	5%	6%	6%	7%	6%	8%
	Asian/Pacific Islander	5%	4%	5%	5%	4%	5%	5%	5%	6%	7%
	Hispanic/Latino	2%	2%	2%	2%	2%	3%	3%	3%	3%	5%
	Native American	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Underrep. Minority	9%	8%	8%	7%	7%	10%	10%	10%	10%	12%
	Total Minority	13%	12%	14%	12%	12%	15%	15%	15%	16%	19%

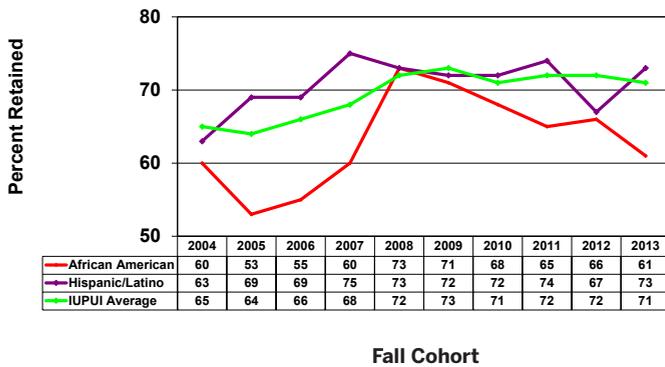
Highlights of Achievement: Minority representation among new IUPUI graduate and doctoral-practice students has increased steadily since 2007.

Retention of a Racially Diverse Undergraduate Student Population

Campus Aspiration: The one-year retention rates of African American and Hispanic/Latino students will exceed those of IUPUI's undergraduate student body overall.

Campus Outcome: The one-year retention rate for African American students in the fall 2013 cohort decreased substantially. However, the one-year retention rate for Hispanic/Latino students increased significantly.

IUPUI U.S. Minority Retention Rates



Highlights of Achievement: The one-year retention rate for African American students has increased from a low of 53% for the 2005 cohort, and the retention rate for Hispanic/Latino students now exceeds the IUPUI average.

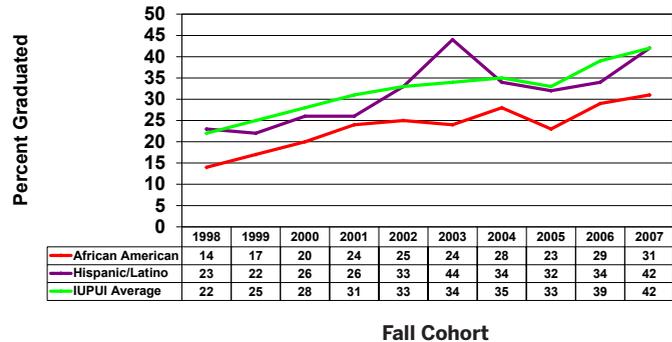


Graduation of a Racially Diverse Undergraduate Student Population

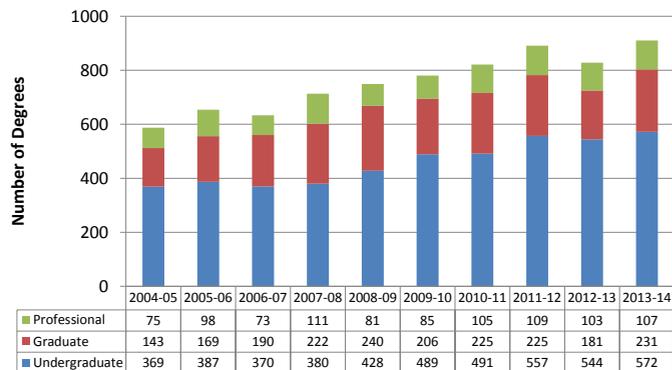
Campus Aspiration: The official undergraduate graduation rates of African American and Hispanic/Latino students will exceed those of IUPUI's undergraduate student body overall.

Campus Outcome: The graduation rate for African American students (31%) is below the graduation rate for all IUPUI students (42%), but the graduation rate for Hispanic/Latino students (42%) is the same as the IUPUI average. The number of degrees (undergraduate, graduate, and professional) conferred to all minority students (African American, Hispanic/Latino, Asian American, and Native American) increased in 2014. This increase was due to substantial increases in the numbers of undergraduate and graduate degrees awarded to minority students.

IUPUI U.S. Minority Graduation Rates



Degrees Awarded to U.S. Minority Students



Highlights of Achievement: Graduation rates and degree conferrals for African American and Hispanic/Latino students have increased substantially over time.

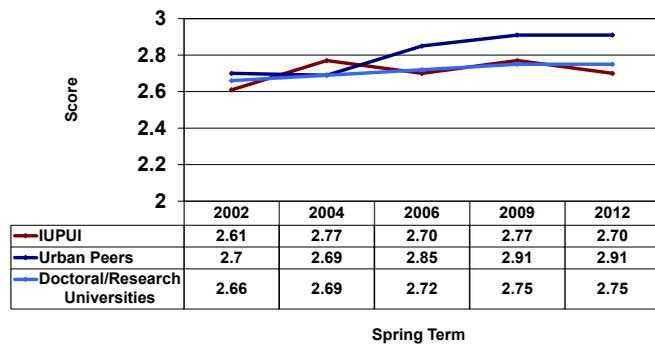
Diversity in the Curriculum

Campus Aspiration: Responses of IUPUI first-year students and seniors to National Survey of Student Engagement (NSSE) questions focusing on diversity of the curriculum will exceed the means for IUPUI’s urban peers and all research universities participating in the survey.

The diversity survey item is: Have class discussions or writing assignments that include diverse perspectives (different races, religions, gender, political beliefs, etc.).

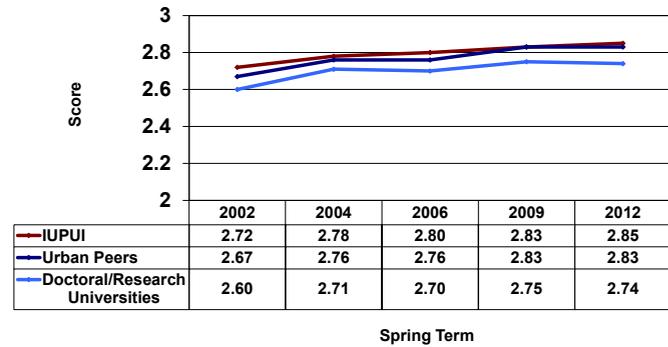
Campus Outcome: First-year students’ reports of the extent to which diversity is included in their courses decreased in 2012 and was below the averages for our urban peers and other doctoral/research universities. The average for seniors increased slightly and was higher than the averages for our urban peers and other doctoral/research universities.

Diversity Issues in Course Work (First-Year Students)



1 = Never, 2 = Sometimes, 3 = Often, 4 = Very often

Diversity Issues in Course Work (Seniors)



1 = Never, 2 = Sometimes, 3 = Often, 4 = Very often

Highlights of Achievement: The integration of diverse perspectives (e.g., different races, religions, political beliefs, physical disabilities, and genders) into course work continues to be a central goal at IUPUI. All of the schools at IUPUI, including the Herron School of Art and Design, the IU Kelley School of Business, the IU School of Medicine, and the IU School of Nursing, have developed comprehensive plans to achieve diversity goals, of which diverse curricula and course experiences are just one part.

Diversity in the Co-Curriculum

Campus Aspiration: IUPUI students' responses to designated diversity items on the National Survey of Student Engagement (NSSE) and/or the Continuing Student Satisfaction and Priorities Survey (CSSPS) will exceed the means of IUPUI's urban peers. The questions selected for this indicator focus on co-curricular and interdisciplinary activities that increase the ability of students to recognize their own cultural traditions and to understand and appreciate the diversity of the human experience, both within the United States and throughout the world.

Campus Outcome: The results for first-year students show slight declines in co-curricular diversity experiences, and IUPUI lags behind its peers in diversity experiences outside the classroom. The results for IUPUI seniors are mixed, with some areas showing slight increases and other areas showing declines. The extent to which IUPUI seniors report being involved in diversity experiences outside the classroom lags behind levels reported by our urban peers.

First-Year Student Responses to Survey Questions Concerning Co-Curricular Involvement

		2002	2004	2006	2009	2012
Institutional emphasis: Encouraging contact among students from different economic, social, and racial or ethnic backgrounds ^a	IUPUI	2.49	2.62	2.53	2.75	2.62
	Peers	2.48	2.58	2.59	2.79	2.81
Had serious conversations with students of a different race or ethnicity than your own ^b	IUPUI	2.40	2.47	2.49	2.50	2.54
	Peers	2.59	2.60	2.63	2.78	2.73
Had serious conversations with students of different religious beliefs, political opinions, or personal values ^b	IUPUI	2.48	2.52	2.51	2.59	2.59
	Peers	2.63	2.74	2.68	2.84	2.72
Institutional contribution to: Understanding people of other racial and ethnic backgrounds ^a	IUPUI	2.55	2.52	2.48	2.68	2.60
	Peers	2.62	2.51	2.66	2.79	2.77
Tried to better understand someone else's views by imagining how an issue looks from his or her perspective ^b	IUPUI	NA	NA	2.67	2.78	2.76
	Peers	NA	NA	2.74	2.83	2.80

NA = Question not included in survey year

^a Scale: 4 = Very much, 3 = Quite a bit, 2 = Some, 1 = Very little

^b Scale: 4 = Very often, 3 = Often, 2 = Sometimes, 1 = Never

Senior Student Responses to Survey Questions Concerning Co-Curricular Involvement

		2002	2004	2006	2009	2012
Institutional emphasis: Encouraging contact among students from different economic, social, and racial or ethnic backgrounds ^a	IUPUI	2.34	2.36	2.36	2.46	2.62
	Peers	2.31	2.40	2.36	2.54	2.65
Had serious conversations with students of a different race or ethnicity than your own ^b	IUPUI	2.63	2.69	2.60	2.73	2.69
	Peers	2.59	2.60	2.70	2.79	2.85
Had serious conversations with students of different religious beliefs, political opinions, or personal values ^b	IUPUI	2.58	2.72	2.62	2.75	2.69
	Peers	2.56	2.70	2.68	2.79	2.78
Institutional contribution to: Understanding people of other racial and ethnic backgrounds ^a	IUPUI	2.60	2.49	2.55	2.56	2.65
	Peers	2.59	2.54	2.60	2.69	2.73
Tried to better understand someone else's views by imagining how an issue looks from his or her perspective ^b	IUPUI	NA	NA	2.81	2.91	2.90
	Peers	NA	NA	2.81	2.88	2.90

NA = Question not included in survey year

^a Scale: 4 = Very much, 3 = Quite a bit, 2 = Some, 1 = Very little

^b Scale: 4 = Very often, 3 = Often, 2 = Sometimes, 1 = Never

Cultural Heritage Month: IUPUI celebrates six nationally recognized Cultural Heritage Months organized by Social Justice Education of the Office of Student Involvement. Cultural Heritage Month programming has increased substantially since the 2005–06 academic year, even with minor fluctuations in recent years. In addition to the increase in the number of programs, staff support has increased for the Cultural Heritage Months with the hiring of a coordinator of Social Justice Education in the 2013–14 academic year. As a result, there has been an increase in campus-wide partnerships to produce these programs that include faculty, staff, community partners, and student organizations.

Cultural Heritage Month Programs

	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Latino Heritage Month	4	10	17	16	22	10	10	15	16
Pride Month	3	5	11	13	18	16	9	17	23
Native American Heritage Month	3	6	17	11	19	12	12	12	10
Black History Month	3	11	9	12	11	8	9	13	13
Women's History Month	5	7	11	22	11	13	12	13	18
Asian and Pacific Islander Heritage Month	3	8	10	13	9	6	6	8	18

Highlights of Achievement: During the 2013–14 academic year, approximately 28% of the Cultural Heritage Month programs were either sponsored or co-sponsored by student organizations. Approximately 23% of the Cultural Heritage Month programs that took place were either sponsored or co-sponsored by Indianapolis community organizations.

Campus Climate for Diversity

Campus Aspiration: The campus climate for diversity is based on the perceptions of students, faculty, and staff. These perceptions are strongly influenced by multiple aspects of diversity, such as the diversity of faculty, staff, and students, diversity in the curriculum and co-curriculum, and IUPUI's engagement with diverse communities in Indianapolis and Marion County. As a result, the aspirational goal for the campus climate is to have student, faculty, and staff mean ratings of the campus climate all above 3.25 on a 4-point scale, to have more than half of IUPUI's other performance indicators rated as being met (Green), and to have no ratings of performance as being unacceptable (Red).

Campus Outcome: The 2014 IUPUI Climate Survey found that, overall, the majority of faculty, staff, and students at IUPUI feel free to be themselves. Faculty and staff with disabilities (73%) are significantly less likely to feel free to be themselves than faculty and staff without disabilities. The vast majority of all students—independent of demographic group—feel free to be themselves at IUPUI. Faculty/staff who are women (62%), black faculty/staff (63%), and faculty with disabilities (77%) are more likely to agree that it's difficult to move up in their career at IUPUI than their counterparts. This pattern held for students with disabilities; however, male students are more likely to report difficulty finding student opportunities (27%) than female students (18%).

The majority of all IUPUI faculty, staff, and students agree that IUPUI has a commitment to diversity. However, black faculty and staff (72%) and black students (24%) are less likely than other races to agree that IUPUI has a commitment to diversity. Faculty/staff who are men (31%) are more likely to agree that IUPUI places too much emphasis on diversity than women (25%). Non-black faculty/staff (27%) are more likely to agree that IUPUI places too much emphasis on diversity than black faculty/staff (8.8%). Non-LGBT faculty and staff (27%) are more likely to agree that IUPUI places too much emphasis on diversity than LGBT faculty and staff (17%). Faculty and staff with disabilities (38%) are more likely than their counterparts (27%) to agree that IUPUI places too much emphasis on diversity. Almost 40% of black faculty/staff, 36% of LGBT faculty/staff, and 31% of faculty/staff with disabilities agree that IUPUI has a lot of tension around diversity issues. Students are less likely than faculty/staff to agree that IUPUI has a lot of tension around diversity issues, overall.

Percentage of IUPUI Faculty/Staff Who Agree with the Following:

	Women	Men	Latino	Black	Other Races	White	LGBT	Non-LGBT	With Disability	Without Disability
I feel free to be myself at IUPUI	83.2%	80.3%	83.0%	77.2%	82.0%	83.1%	82.7%	82.3%	73.0%	82.6%
It's difficult to move up in my career at IUPUI	62.2%	51.5%	51.8%	62.7%	58.9%	58.2%	54.9%	58.6%	77.0%	57.4%
IUPUI has a commitment to diversity	92.0%	92.3%	87.5%	71.7%	88.1%	95.4%	88.3%	92.4%	87.1%	92.2%
IUPUI places too much emphasis on diversity	24.6%	30.5%	20.9%	8.8%	24.4%	29.2%	17.0%	27.4%	37.7%	26.6%
IUPUI has a lot of tension around diversity issues	22.6%	20.6%	31.5%	38.4%	21.8%	19.7%	36.2%	20.7%	31.4%	21.6%
Number of respondents	1684	971	112	234	296	1936	214	2363	127	2358

Percentage of IUPUI Students Who Agree with the Following:

	Women	Men	Latino	Black	Other Races	White	LGBT	Non-LGBT	With Disability	Without Disability
I feel free to be myself at IUPUI	95.6%	93.7%	91.6%	92.2%	94.6%	95.7%	93.1%	95.2%	91.9%	95.1%
It's difficult to find student opportunities at IUPUI	18.4%	27.3%	25.9%	24.3%	31.9%	18.1%	25.6%	20.3%	30.6%	21.4%
IUPUI has a commitment to diversity	94.9%	94.3%	92.5%	88.8%	92.3%	96.4%	90.8%	95.6%	87.5%	95.1%
IUPUI places too much emphasis on diversity	23.6%	32.6%	18.4%	16.8%	32.6%	27.2%	20.5%	27.2%	29.6%	26.7%
IUPUI has a lot of tension around diversity issues	11.8%	15.2%	16.1%	19.2%	18.3%	10.6%	14.4%	12.5%	23.1%	12.5%
Number of respondents	2196	1334	227	269	595	2327	438	2972	160	3355

In fall 2010, the campus conducted the first survey of faculty, staff, and students to better understand lesbian, gay, bisexual, and transgender concerns. Approximately 7% of faculty identified themselves as lesbian, gay, or bisexual, and comparable percentages for staff and students were 8% and 10%, respectively. Less than 1% of faculty, staff, and students identified themselves as transgender.

Questions about the campus climate related to sexual orientation revealed that large percentages of LGBT faculty, staff, and students have experienced negative or disparaging comments, expressions of negative stereotypes, offensive language or humor, sexual comments, feeling isolated or unwelcome, and/or being excluded from conversations or events. Approximately 15% of LGBT faculty, staff, and students reported experiencing discrimination, and more than 20% reported fear of having their identity revealed. On a positive note, 15–20% of the LGBT faculty, staff, and students reported feeling connected to others on campus and/or joining a group or organized activity that promotes their interests.

Highlights of Achievement: Since 2007, IUPUI has taken several steps to improve the campus climate for diversity. First, an assistant chancellor for diversity, equity, and inclusion was hired as the senior campus diversity officer. (In 2013, that position title changed to vice chancellor for diversity, equity, and inclusion.) Second, IUPUI named a director of its new multicultural center. Finally, all schools and administrative units have developed diversity plans, have set goals for improving the climate for diversity in their units and across campus, and are regularly reporting the results of their efforts. The recently conducted LGBT diversity survey reflects IUPUI’s continuing efforts to make the campus welcoming for all individuals.

Campus Experiences of Lesbian, Gay, and Bisexual Faculty, Staff, and Students

Campus Experience	Faculty	Staff	Students
Negative or disparaging comments	26%	28%	27%
Sexual comments	14%	15%	18%
Expressions of negative stereotypes	39%	35%	33%
Hostile or threatening stares	10%	8%	10%
Threats of violence	2%	4%	3%
Fear of being assaulted	6%	5%	6%
Harassment	6%	6%	9%
Discrimination	14%	16%	13%
Feeling isolated or unwelcome	18%	20%	24%
Exclusion from conversation or events	13%	14%	12%
Offensive language or humor	31%	23%	26%
Hostile treatment	2%	4%	5%
Not being taken seriously	10%	12%	15%
Fear of having my identity revealed	19%	23%	22%
Discouragement in pursuing my academic goals	5%	3%	4%
Encouragement in pursuing my academic goals	8%	4%	10%
Discouragement in pursuing my career goals	7%	8%	5%
Encouragement in pursuing my career goals	7%	7%	9%
Feeling connected to others on campus	15%	17%	16%
Joining a group or organized activity that promotes my interests	16%	22%	14%

Diversity in Civic Engagement

Campus Aspiration: Service will be a distinctive aspect of educational culture at IUPUI.

Campus Outcome: Although the number of students enrolled in service-learning courses declined somewhat in 2013–14, the number of students enrolled in service-learning classes has increased substantially since 2000. In 2013–14, IUPUI students performed more than 300,000 hours of community service, and the number of organizations designated as community partners reached an all-time high of 443.

Student, Faculty, and Community Involvement in Civic Engagement

	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Classes	53	157	119	150	223	309	372	514	501	522
Faculty Involved	54	100	92	123	120	138	167	208	195	214
Student Enrollment	2,079	2,900	2,659	3,925	4,647	6,211	8,487	9,955	8,711	8,602
Hours of Service	49,048	47,592	41,797	74,641	90,331	118,000	158,913	181,262	277,539	308,921
Community Partners	211	296	178	252	232	230	186	278	292	443

NOTE: An improved tracking system was implemented in 2012-13. Data reported prior to 2012-13 may be less accurate.

In fiscal year 2014, IUPUI spending with women and minority business enterprises declined by approximately 8.5%. Spending in fiscal year 2014 was essentially the same as in fiscal year 2012.

Spending with Minority and Women Business Enterprises

	Minority Business Enterprises	Women Business Enterprises	Minority & Women Business Enterprises
2012	\$4,449,544	\$8,470,746	\$12,920,290
2013	\$4,455,093	\$9,522,148	\$13,977,241
2014	\$3,966,563	\$8,823,746	\$12,789,740

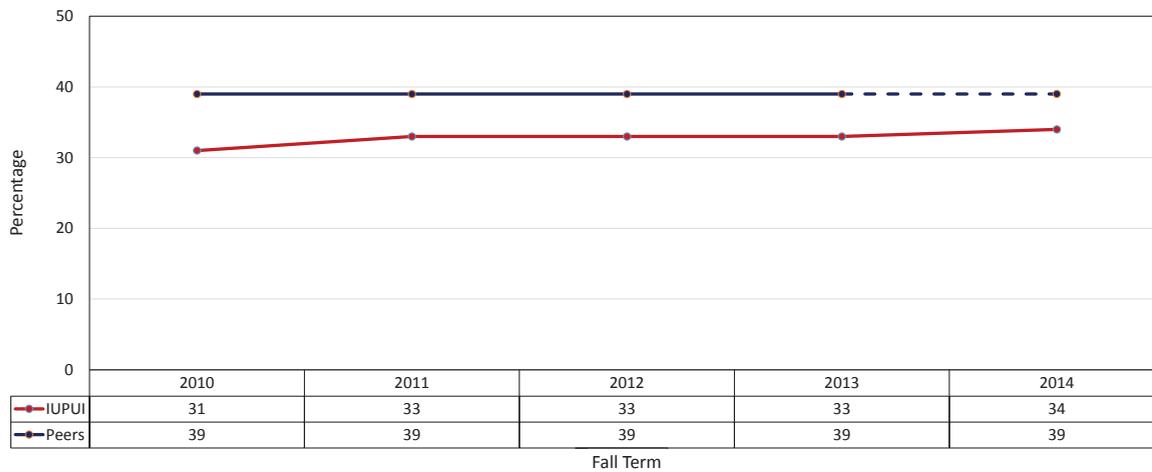
Highlights of Achievement: IUPUI continues to receive recognition as a national leader in civic engagement. *US News and World Report's* “America’s Best Colleges” issue listed IUPUI as one of the top universities in the nation with outstanding service-learning programs. IUPUI was also named to the 2014 President’s Higher Education Community Service Honor Roll by the Corporation for National and Community Service. Selection to the Honor Roll constitutes recognition from the highest levels of the federal government for the campus commitment to service and civic engagement. Most recently IUPUI was recognized at the annual conference of the Coalition of Urban and Metropolitan Universities as one of the top five “Best Neighbor” colleges and universities in the nation. Institutions are selected for this award because of their positive impact on their urban communities through their civic partnerships.

Diversity of Faculty and Staff

Campus Aspiration: IUPUI will exceed peer institutions' representations of gender and underserved minority faculty and staff.

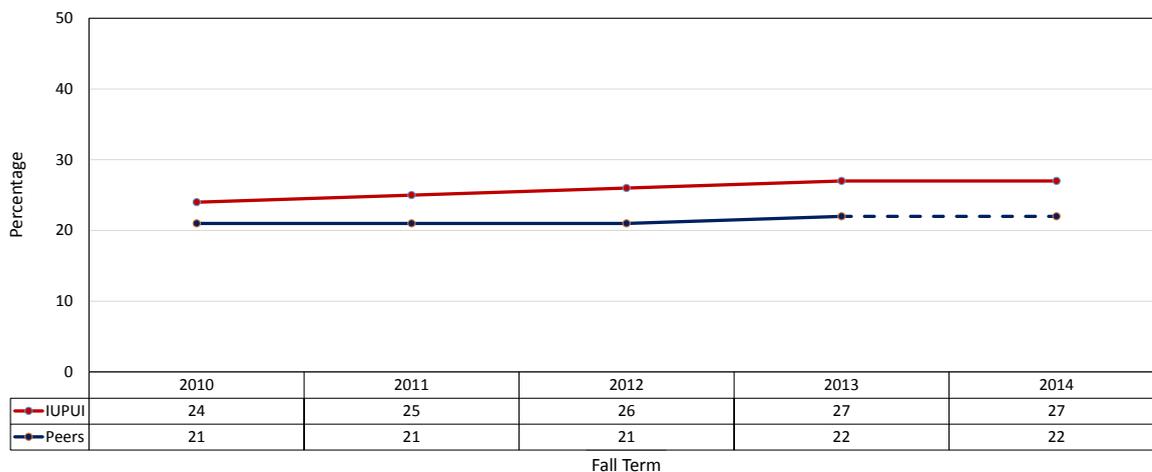
Campus Outcome: The percentage of tenured and tenure-track faculty who are women increased slightly to 34% in 2014. This percentage is slightly lower than the average for IUPUI's peer institutions (39%). The percentage of tenured and tenure-track faculty who are members of racial/ethnic minority groups (27%) continues to exceed the comparable percentage for IUPUI's peers (22%).

Percentage of Female Tenured/Tenure-Track Faculty



Based on new IPEDS reporting requirements.
Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

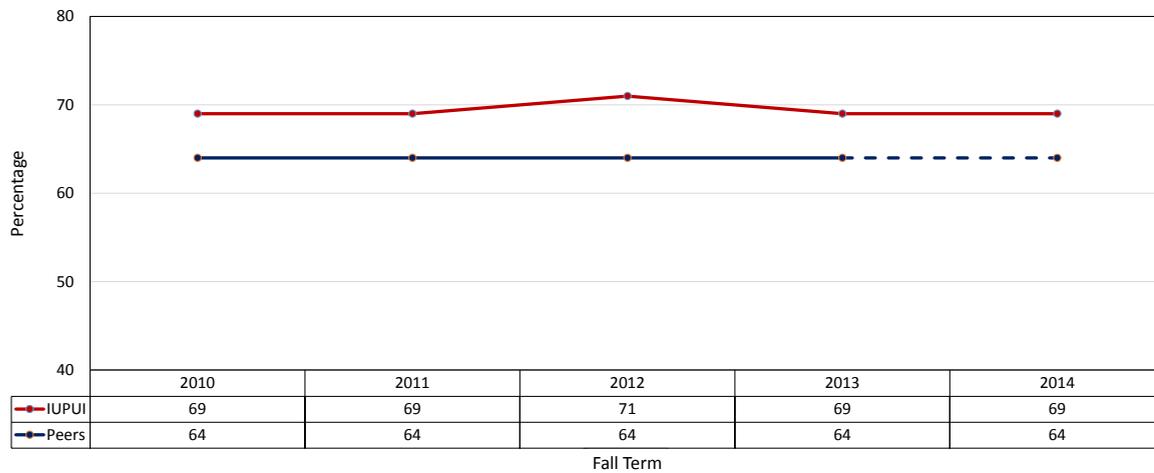
Percentage of Minority Tenured/Tenure-Track Faculty



Based on new IPEDS reporting requirements.
Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

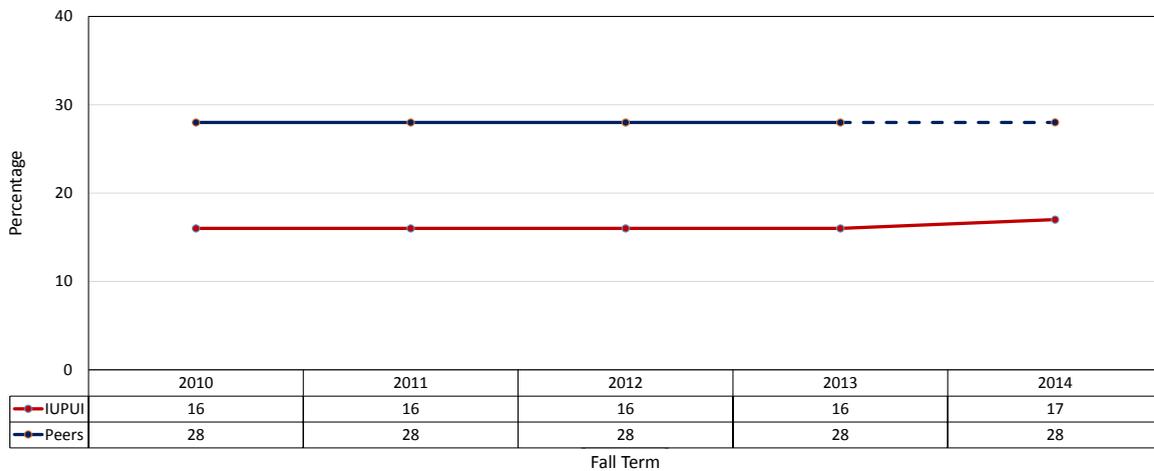
Women constitute the vast majority of administrative support staff (93%) and are well represented among professional staff as well (69%). These percentages are above the comparable percentages for administrative support staff and professional staff at IUPUI's peer institutions (87% and 64%, respectively). Minority representation is very low among professional staff (17%) as well as administrative support staff (23%). Comparable percentages for IUPUI's peers are 28% and 43%, respectively.

Percentage of Female Professional Staff



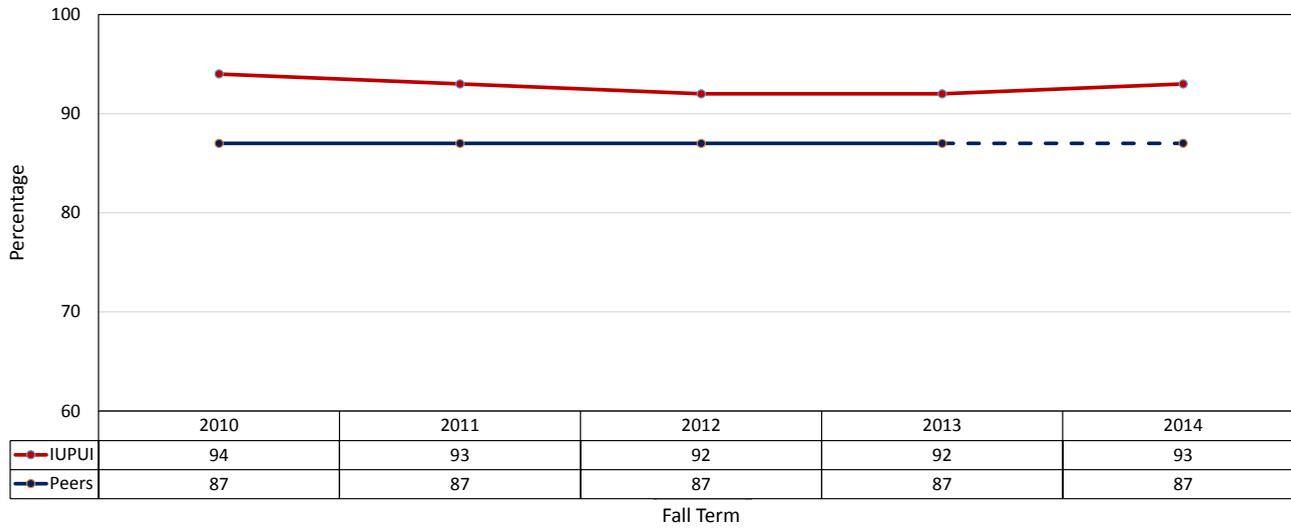
Based on new IPEDS reporting requirements.
 Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

Percentage of Minority Professional Staff



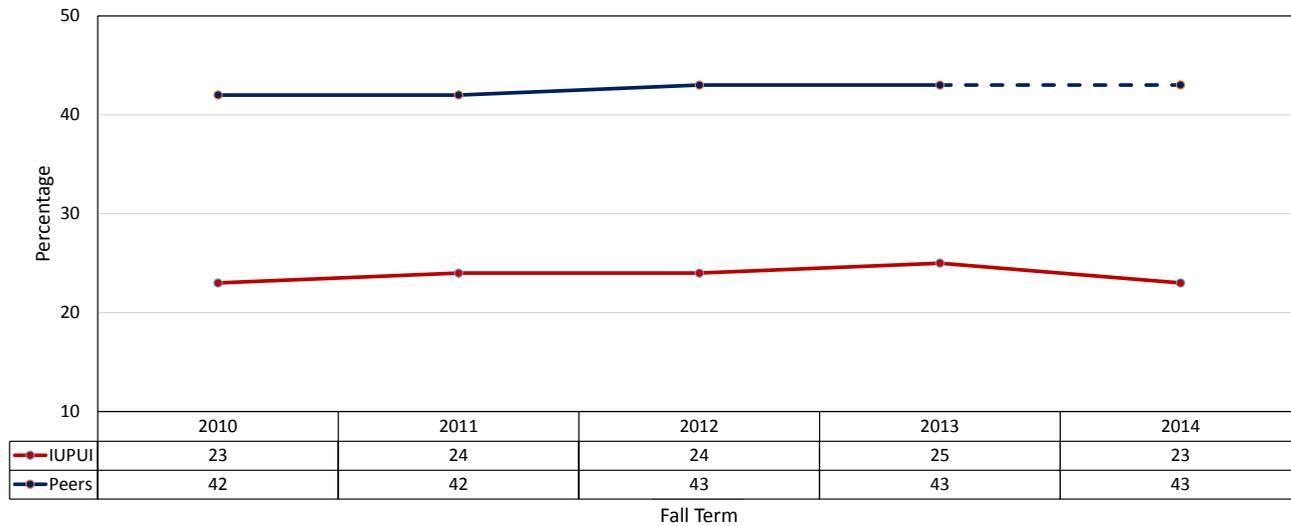
Based on new IPEDS reporting requirements.
 Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

Percentage of Female Secretarial/Clerical Staff



Based on new IPEDS reporting requirements.
 Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

Percentage of Minority Secretarial/Clerical Staff



Based on new IPEDS reporting requirements.
 Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

Highlights of Achievement: The percentages of tenured and tenure-track faculty who are members of racial and ethnic minority groups continues to exceed the percentages for IUPUI's peers.

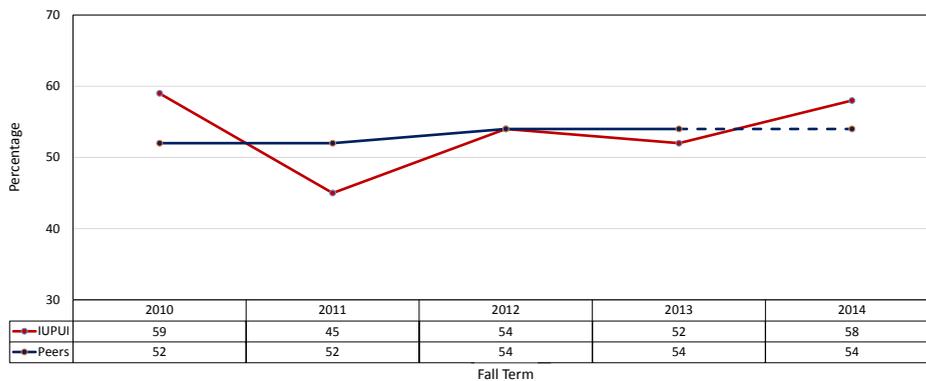
Diversity of Senior Leadership

Campus Aspiration: IUPUI will increase the percentages of females and U.S. minority group members in senior administrative positions. These positions include vice chancellors and assistant/associate vice chancellors. The percentages of females and U.S. minority group members who are in senior leadership positions should exceed peer institutions' percentages of females and U.S. minority group members in executive/administrative/managerial positions.

Highlights of Achievement: Strong representation of women and minorities in high-level administrative positions is critically important to IUPUI. In 2014, 58% of senior administrators (vice chancellors and assistant/associate vice chancellors) were female, and 25% were members of racial/ethnic minority groups.

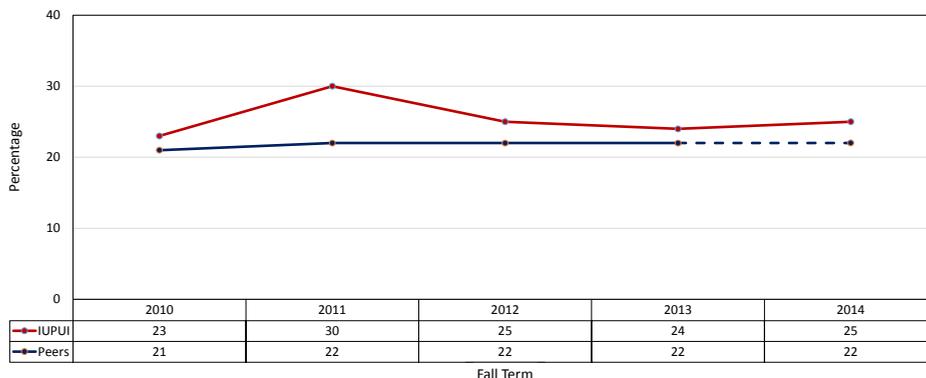
Campus Outcome: The percentage of females in senior leadership positions at IUPUI has increased since 2011 and is greater than the percentage of females in executive/managerial positions at IUPUI's peer institutions. The percentage of IUPUI minority group members in senior leadership positions has remained relatively stable since 2010. In 2014, one quarter of the senior leaders at IUPUI are members of minority groups, compared to 22% of the senior leaders at peer institutions.

Percentage of Females in Senior Leadership Positions



Based on new IPEDS reporting requirements.
Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

Percentage of U.S. Minorities in Senior Leadership Positions



Based on new IPEDS reporting requirements.
Not all peer institutions reported in 2010, 2011, and 2012. Peer data for 2014 estimated.

Diversity of Deans, Directors, and Department Chairs

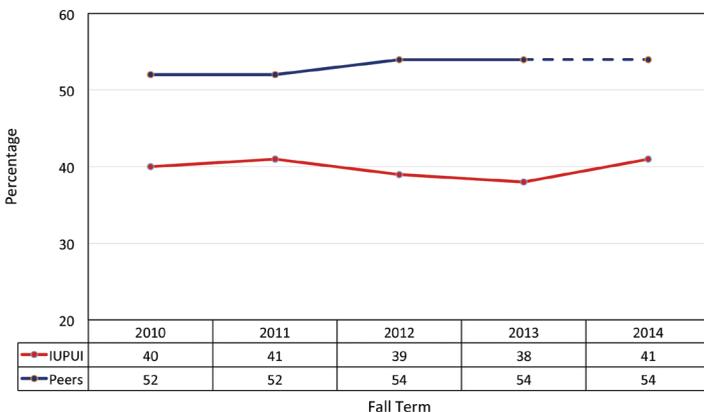
Campus Aspiration: To increase the percentages of females and U.S. minority group members who are deans/directors or department chairs. The percentages of females and U.S. minority group members who are in dean, director, or department chair positions should exceed peer institutions' percentages of females and U.S. minority group members in executive/administrative/managerial positions.

Campus Outcome: The percentage of deans and directors who are females has remained stable from 2011 to 2014, as has the percentage of deans and directors who are members of minority groups. Both the percentages of female and minority deans and directors at IUPUI are well below comparable percentages for executive/administrative/managerial positions at peer institutions.

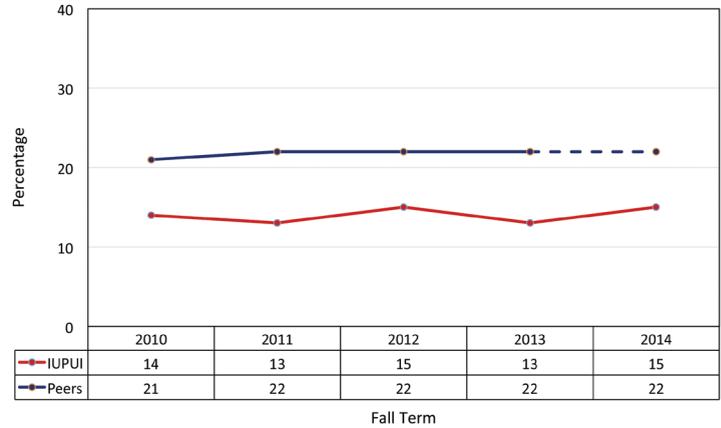
The percentage of female department chairs has increased since 2010. However, the percentage of female department chairs at IUPUI is well below the percentage of females in executive/administrative/managerial positions at peer institutions. Minority representation among department chairs at IUPUI has remained stable since 2010. The percentage of minority department chairs at IUPUI is lower than the percentage of minority group members in executive/administrative/managerial positions at peer institutions.

The data is based on the new Integrated Postsecondary Education Data System (IPEDS) reporting requirements. Not all peer institutions reported in 2010, 2011, and 2012. The peer data for 2014 is estimated.

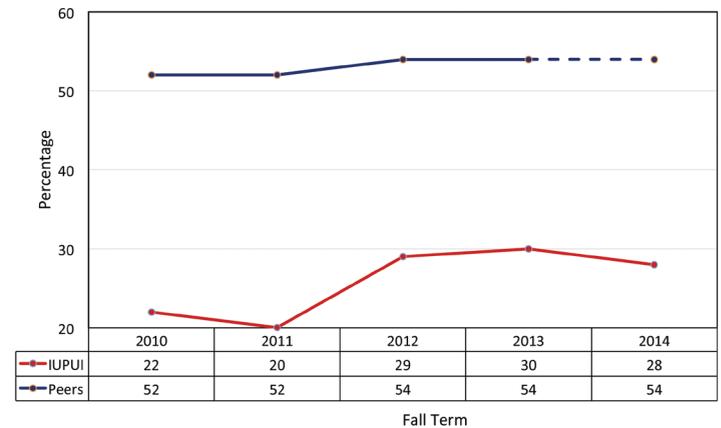
Percentage of Females in Dean and Director Positions



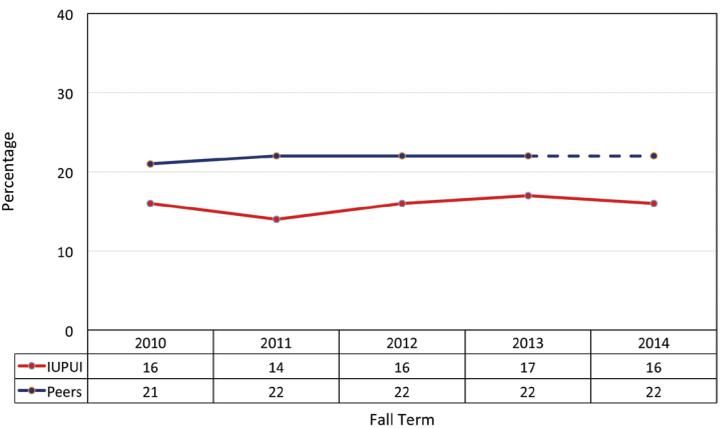
Percentage of U.S. Minorities in Dean and Director Positions



Percentage of Females in Department Chair Positions



Percentage of U.S. Minorities in Department Chair Positions



Highlights of Achievement: Although the percentages of women and members of minority groups in dean, director, and department chair positions have remained relatively stable since 2010, the percentages are substantially greater than the percentages a decade ago.

Diversity at a Glance

Minority Representation among All IUPUI Students

	Fall Semesters									
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
African-American	2,812	2,631	2,650	2,630	2,743	2,806	2,871	2,965	2,941	2,945
Asian/Pacific Islander	907	980	1,059	1,155	1,132	1,178	1,150	1,205	1,299	1,315
Hispanic/Latino	649	669	724	731	795	998	1,129	1,292	1,429	1,557
Native American	89	99	89	83	78	67	58	41	42	35
Total Minority Students	4,457	4,379	4,522	4,599	4,748	5,049	5,208	5,503	5,711	5,852
International ¹	916	955	1,137	1,357	1,347	1,363	1,446	1,602	1,837	1,921
White/Unknown	24,560	24,430	24,195	24,344	24,288	24,154	23,876	23,346	22,940	22,917
Total Students	29,933	29,764	29,854	30,300	30,383	30,566	30,530	30,451	30,488	30,690
African-American as a Percentage of All Students	9%	9%	9%	9%	9%	9%	9%	10%	10%	10%
Hispanic/Latino as a Percentage of All Students	2%	2%	2%	2%	3%	3%	4%	4%	5%	5%
Total Minority as Percent of All Students	15%	15%	15%	15%	16%	17%	17%	18%	19%	19%
UR Minority as Percent of All Students ²	12%	11%	12%	11%	12%	13%	13%	14%	14%	15%

¹Based on country/visa as reported by the Office of International Affairs.

²UR (Under-Represented) minority does not include Asian/Pacific Islander

Minority Representation among All Academic Ranks

		Fall Terms									
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Number	African American						120	118	134	131	137
	Asian American						659	657	653	653	656
	Hispanic/Latino						71	69	73	71	68
	Native American						4	4	4	3	3
	Native Hawaiian						6	4	5	5	1
	Two or More Races						33	39	48	57	65
	Total Minority						893	891	917	920	930
	All Others						2,185	2,205	2,230	2,258	2,232
Percentage Distribution	Total						3,078	3,096	3,147	3,178	3,162
	African American						4%	4%	4%	4%	4%
	Asian American						21%	21%	21%	21%	21%
	Hispanic/Latino						2%	2%	2%	2%	2%
	Native American			Not Applicable			0%	0%	0%	0%	0%
	Native Hawaiian						0%	0%	0%	0%	0%
	Two or More Races						1%	1%	2%	2%	2%
	Total Minority						29%	29%	29%	29%	29%

Minority Representation among All IUPUI Staff

	Fall Terms									
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
All Staff						22%	23%	23%	23%	23%
Executive/Admin/Managerial						12%	16%	16%	14%	15%
Professional Nonfaculty						16%	16%	16%	16%	17%
Secretarial/Clerical			Not Applicable			23%	24%	24%	25%	23%
Technical/Paraprofessional						28%	28%	27%	26%	28%
Skilled Crafts						18%	13%	11%	4%	3%
Service Maintenance Workers						67%	61%	61%	63%	63%

IPEDS new ethnic definition effective fall 2010

IUPUI PEER INSTITUTIONS

State University of New York at Buffalo

Temple University

University of Alabama at Birmingham

University of Cincinnati

University of Colorado Denver and Health Sciences Center

University of Illinois at Chicago

University of Louisville

University of New Mexico

University of South Florida

University of Utah

Virginia Commonwealth University

Wayne State University

IUPUI DIVERSITY CABINET 2014-2015

Mary Guerriero Austrom

Marsha Baker

Charles Bantz

Gail Barksdale

Camille Broeker

Darrell Brown

Robert Bullock

Charlie Champion-Shaw

Karen Dace

Zeb Davenport

Daniel Griffith

Kathleen Grove

David Heard

Wayne Hilson Jr.

Edgar Huang

Kathy Johnson

Pam King

Kim Kirkland

Gil Latz

Anthony Masseria

Monica Medina

Larry Miles

Sandra Miles

Anne Mitchell

Khaula Murtadha

Nicole Oglesby

Nasser Paydar

Rebecca Porter

Johnny Pryor

Irene Queiro-Tajalli

Dawn Rhodes

Khalilah Shabazz

Pamella Shaw

Kimberly Stewart-Brinson

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