



IUPUI

ANNUAL DIVERSITY REPORT

2017

A MESSAGE FROM

VICE CHANCELLOR
OF DIVERSITY,
EQUITY & INCLUSION

KAREN DACE

The mission of the
Division of Diversity,
Equity and Inclusion
is 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.

“DIVERSITY:

A THOUGHT.
(NOT AN
AFTERTHOUGHT)

AN ACTION.
(NOT A REACTION).”

Welcome to the 2017 IUPUI Diversity Report

Once again we take an honest look at our progress to become a more diverse campus where all ways of knowing and being are welcomed, celebrated, represented and given the opportunity to succeed. This annual analysis allows us to examine our work, make adjustments and continue moving forward as an urban-serving institution of higher education with the largest diverse student population in the state of Indiana.

Last year brought many of those necessary “adjustments” including Chancellor Nasser Paydar’s Welcoming Campus Initiative. More than 100 students, staff, faculty, administrators and community members participated in one of five separate task forces—Alumni and Community; Cultural Climate; Students, Faculty and Staff; and Physical Environment—to answer the question, “How can we make IUPUI a more welcoming campus?” Equity and inclusion are woven into each of these areas and can be found in the recommendations growing out of those deliberations.

I hope next year’s analyses will demonstrate the fruit of recommendations stemming from task forces commissioned by Executive Vice Chancellor Kathy Johnson—Task Forces on Latinx Student, Faculty and Staff Recruitment and Retention; Black/African American Student Recruitment and Retention.

In 2016, IUPUI was the site of multiple Town Hall meetings about campus climate, diversity and the recent presidential election. The IUPUI Diversity Plan tied to the campus mission and strategic plan was unveiled with accompanying School-level Diversity Plans in 2016. We opened the first LGBTQ+ Center on the IUPUI campus, as well as the Office of Intercultural Literacy, Capacity and Engagement and created the Advocates for Equity in Accessibility Award to recognize faculty and staff who go over and above in support of differently-abled students. IUPUI became one of only 18 universities nationwide to receive the Higher Education Excellence in Diversity Award from Insight Into Diversity, the country’s oldest higher education diversity publication.

While we have accomplished much, we are aware that our work is not done. As you peruse the 2017 IUPUI Diversity Report please do so with the understanding that as we approach our 50th anniversary, we are just getting started. Watch this space for improvement. We are committed to it!

Karen L. Dace
Vice Chancellor
Diversity, Equity & Inclusion



Diversity at a Glance

Fall Undergraduate Enrollment - Race/Ethnicity, International Status, & Gender¹

| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|
| Black / African American | 2,363 (11%) | 2,411 (11%) | 2,379 (11%) | 2,352 (10%) | 2,159 (10%) | 2,196 (10%) |
| Asian American | 690 (3%) | 735 (3%) | 803 (4%) | 804 (4%) | 824 (4%) | 861 (4%) |
| Native Hawaiian / Pacific Islander | 12 (<1%) | 9 (<1%) | 21 (<1%) | 18 (<1%) | 20 (<1%) | 17 (<1%) |
| Hispanic / Latino | 895 (4%) | 1,292 (5%) | 1,181 (5%) | 1,269 (6%) | 1,349 (6%) | 1,452 (7%) |
| American Indian / Alaska Native | 40 (<1%) | 28 (<1%) | 34 (<1%) | 30 (<1%) | 21 (<1%) | 20 (<1%) |
| Two or more races | 498 (2%) | 692 (3%) | 720 (3%) | 796 (3%) | 847 (4%) | 871 (4%) |
| International | 629 (3%) | 684 (3%) | 786 (3%) | 882 (4%) | 881 (4%) | 909 (4%) |
| White | 16,719 (75%) | 16,278 (73%) | 16,178 (72%) | 16,148 (72%) | 15,709 (71%) | 15,287 (70%) |
| Unknown | 390 (2%) | 358 (2%) | 311 (2%) | 226 (1%) | 175 (1%) | 136 (1%) |
| Women | 12,657 (57%) | 12,639 (57%) | 12,662 (56%) | 12,724 (57%) | 12,386 (56%) | 12,245 (56%) |
| Total Student Headcount | 22,236 | 22,271 | 22,409 | 22,525 | 21,985 | 21,748 |
| Percent Underrepresented Minority (URM) Students ² | 17% | 19% | 19% | 20% | 20% | 21% |
| Percent Total Students of Color ³ | 20% | 22% | 23% | 24% | 24% | 25% |

¹Includes IUPUC, both non-degree and degree seeking students ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- Enrollment of undergraduate students who identify as Hispanic/Latino has increased 3% over the past five years.
- Enrollment of undergraduate students identifying as two or more races has doubled over the past five years.
- The percentage of total undergraduate students of color has seen a 5% increase.

Fall Undergraduate Enrollment - Socio-economic Indicators¹

| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|---|-------|-------|-------|-------|-------|-------|
| Pell Grant Receiver | 8,956 | 8,900 | 9,120 | 9,046 | 8,292 | 7,516 |
| 21st Century Scholar | 1,163 | 1,304 | 1,616 | 1,922 | 2,192 | 2,408 |
| First Generation | 8,015 | 7,970 | 7,677 | 7,522 | 7,022 | 6,654 |
| Percent Pell Grant Receiver ² | 40% | 40% | 41% | 40% | 38% | 35% |
| Percent 21 st Century Scholar ³ | 5% | 6% | 7% | 9% | 10% | 11% |
| Percent First Generation | 36% | 36% | 34% | 33% | 32% | 31% |

¹Includes IUPUC ²Percentage of students who received a Federal Pell Grant based on total of undergraduate degree seeking students only

³Percentage based on all undergraduate students

- The percentage of 21st Century Scholars has more than doubled over the past five years.
- The percentage of Pell Grant undergraduate receivers has seen a decline of 7% after years of stability.
- First generation undergraduate enrollment has declined by 5% since 2011.

Recruitment of a Diverse Student Population

Fall Graduate Enrollment - Race/Ethnicity, International Status, & Gender¹

| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| Black / African American | 508 (6%) | 554 (7%) | 562 (7%) | 593 (7%) | 648 (8%) | 633 (8%) |
| Asian American | 443 (5%) | 458 (6%) | 475 (6%) | 490 (6%) | 518 (6%) | 529 (7%) |
| Native Hawaiian / Pacific Islander | 5 (<1%) | 3 (<1%) | 4 (<1%) | 3 (<1%) | 4 (<1%) | 4 (<1%) |
| Hispanic / Latino | 234 (3%) | 216 (3%) | 248 (3%) | 288 (4%) | 328 (4%) | 395 (5%) |
| American Indian / Alaska Native | 18 (<1%) | 13 (<1%) | 8 (<1%) | 5 (<1%) | 7 (<1%) | 6 (<1%) |
| Two or more races | 123 (2%) | 147 (2%) | 154 (2%) | 161 (2%) | 168 (2%) | 171 (2%) |
| International | 817 (10%) | 918 (11%) | 1,051 (13%) | 1,039 (13%) | 1,138 (14%) | 1,138 (14%) |
| White | 5,688 (69%) | 5,552 (68%) | 5,393 (67%) | 5,477 (67%) | 5,229 (64%) | 5,126 (64%) |
| Unknown | 458 (6%) | 319 (4%) | 184 (2%) | 109 (1%) | 80 (1%) | 54 (1%) |
| Women | 4,642 (56%) | 4,670 (57%) | 4,553 (56%) | 4,511 (55%) | 4,496 (55%) | 4,445 (55%) |
| Total Student Headcount | 8,294 | 8,180 | 8,079 | 8,165 | 8,120 | 8,056 |
| Percent URM Students ² | 11% | 11% | 12% | 13% | 14% | 15% |
| Percent Total Students of Color ³ | 16% | 17% | 18% | 19% | 20% | 22% |

¹Includes IUPUC, both non-degree and degree seeking students ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- International graduate student enrollment has risen to 14%, a substantial increase from the 10% in 2011.
- Enrollment of graduate students who identify as Black/African American has also slightly increased by 2% over the past five years contributing to the steady rise of the overall percentage of underrepresented minority graduate students by 3%.
- Total enrollment of students of color has increase by 6%.

Fall Graduate Enrollment - Socio-economic Indicators¹

| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|--------------------------|-------|-------|-------|-------|-------|-------|
| First Generation | 1,384 | 1,360 | 1,304 | 1,320 | 1,281 | 1,220 |
| Percent First Generation | 17% | 17% | 16% | 16% | 16% | 15% |

¹Includes IUPUC

Other Student Demographic Indicators¹

| | Undergraduate Students | Graduate Students |
|----------------------------|------------------------|-------------------|
| LGBTQ+ | 14% | 10% |
| Non-LGBTQ+ | 86% | 90% |
| With Disability | 5% | 4% |
| No Disability | 95% | 96% |
| Primary Language – English | 92% | 78% |
| Primary Language – Other | 8% | 22% |
| Total N | 2535 | 972 |

- There are slightly more undergraduate LGBTQ+ students (14%) than LGBTQ+ graduate students (10%).
- Just under one in four graduate students at IUPUI primarily speak a non-English language.
- Roughly 5% of IUPUI students self-report having a disability. Additionally, Adaptive Education Services (AES) provided direct services to 1,049 students across campus.

¹Percentages from the 2014 IUPUI Campus Climate Survey. All data is self-reported and should be considered an estimate ² IUPUI Campus Climate Survey does not include IUPUC.

Diversity at a Glance

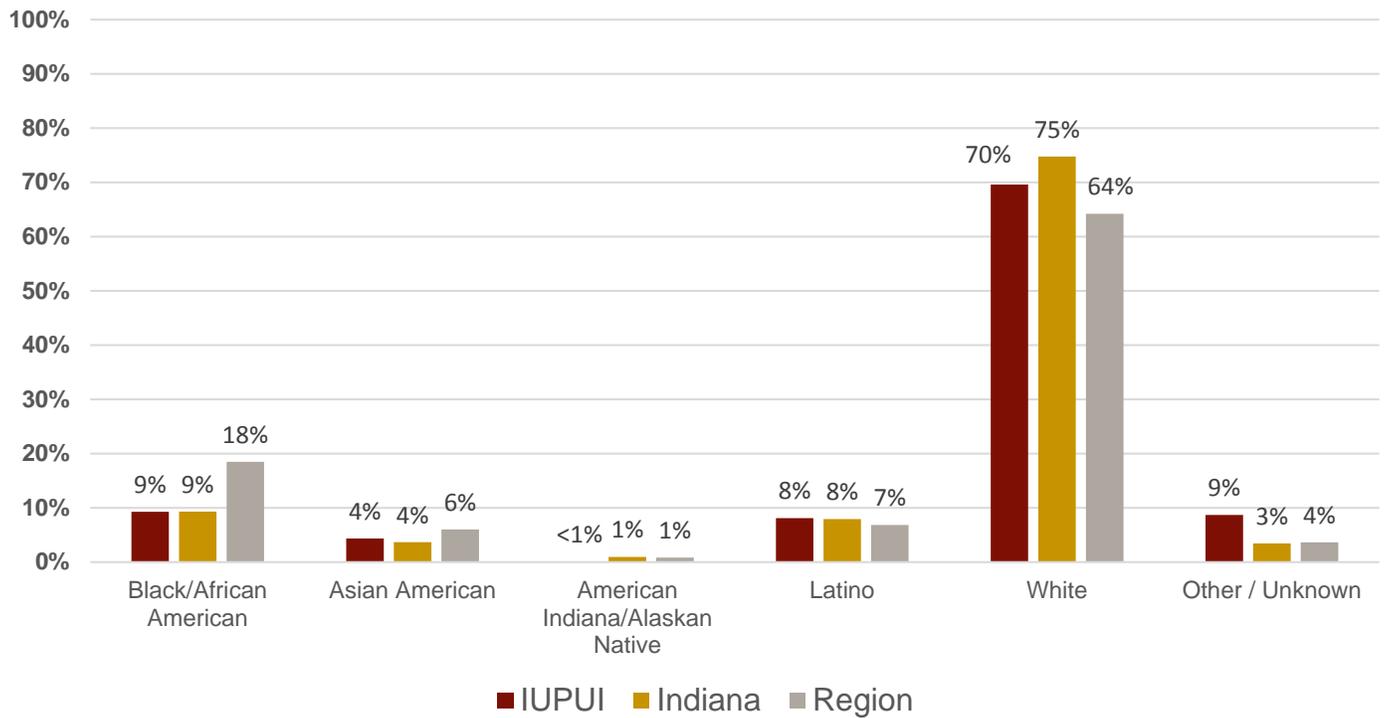
| | Minority Business Enterprises | Women Business Enterprises | Veteran Business Enterprises |
|-----------------------|-------------------------------|----------------------------|------------------------------|
| Spending | | | |
| Construction | \$5,673,501 (7.3%) | \$2,294,721 (3.0%) | \$4,568,018 (5.9%) |
| Professional Services | \$647,023 (2.6%) | \$1,337,040 (5.4%) | \$245,712 (1.0%) |
| Supplies | \$3,548,572 (1.9%) | \$10,360,596 (5.4%) | \$618,406 (0.3%) |
| Spending Goals | | | |
| Construction | 7% | 5% | 3% |
| Professional Services | 8% | 8% | 3% |
| Supplies | 4% | 9% | 3% |

- IUPUI spent \$29,293,589 with Diverse Suppliers in FY 2016
- IUPUI exceeded the State Goals for construction with MBEs and VBEs
 - *This is mostly attributed to the Residence Hall project.*



Recruitment of a Diverse Student Population

Comparison of IUPUI Beginning Full-time Students to SAT Takers by Race / Ethnicity - 2016



All data collected from College Board. Region includes the Greater Indianapolis metropolitan area containing all of Marion County and portions of Boone, Brown, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby. IUPUI data excludes Columbus to appropriately compare to region. Black/African American students are underrepresented at IUPUI when compared to the percentage of SAT takers in the region.



Recruitment of a Diverse Student Population

| First Time Fall Beginner Enrollment - Race/Ethnicity, International Status, & Gender ¹ | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| Black / African American | 320 (10%) | 312 (9%) | 323 (9%) | 309 (8%) | 268 (7%) | 371 (9%) |
| Asian American | 88 (3%) | 127 (4%) | 153 (4%) | 141 (3%) | 145 (4%) | 171 (4%) |
| Native Hawaiian / Pacific Islander | 1 (<1%) | 0 (0%) | 2 (<1%) | 0 (0%) | 3 (<1%) | 3 (<1%) |
| Hispanic / Latino | 179 (6%) | 237 (7%) | 290 (8%) | 265 (7%) | 295 (8%) | 324 (8%) |
| American Indian / Alaska Native | 2 (<1%) | 2 (<1%) | 9 (<1%) | 3 (<1%) | 3 (<1%) | 1 (<1%) |
| Two or more races | 121 (4%) | 183 (5%) | 159 (4%) | 145 (4%) | 205 (5%) | 205 (5%) |
| International | 97 (3%) | 127 (4%) | 113 (3%) | 107 (3%) | 114 (3%) | 127 (3%) |
| White | 2,226 (73%) | 2,323 (69%) | 2,710 (71%) | 2,960 (75%) | 2,878 (73%) | 2,786 (70%) |
| Unknown | 25 (1%) | 48 (1%) | 36 (1%) | 197 (<1%) | 18 (<1%) | 15 (<1%) |
| Women | 1,785 (58%) | 1,888 (56%) | 2,182 (58%) | 2,308 (58%) | 2,290 (58%) | 2,322 (58%) |
| Total Student Headcount | 3,059 | 3,359 | 3,795 | 3,949 | 3,929 | 4,003 |
| Percent URM ² | 20% | 22% | 21% | 18% | 20% | 23% |
| Percent Total Students of Color ³ | 23% | 26% | 25% | 21% | 24% | 27% |

¹Includes IUPUC ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- First time fall beginning students who identify as Latino/Hispanic has risen steadily in the past six years.
- First time fall beginning Black/African American enrollment has shown slight declination but increased to 9% in 2016.

| First Time Fall Beginner Enrollment - Socio-economic Indicators ¹ | | | | | | |
|--|-------|-------|-------|-------|-------|-------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| Pell Grant Receiver | 1,350 | 1,405 | 1,647 | 1,704 | 1,579 | 1,521 |
| 21st Century Scholar | 389 | 466 | 633 | 801 | 881 | 895 |
| First Generation | 1,306 | 1,349 | 1,370 | 1,383 | 1,360 | 1,248 |
| Percent Pell Grant Receiver ² | 44% | 42% | 43% | 43% | 40% | 38% |
| Percent 21 st Century Scholar | 13% | 14% | 17% | 20% | 22% | 22% |
| Percent First Generation | 43% | 40% | 36% | 35% | 35% | 31% |

¹Includes IUPUC ²Percentage of students who received a Federal Pell Grant based on total of undergraduate degree seeking students only

- The enrollment of first time beginning students who received a Pell grant has decreased by 2% over the past year.
- The percentage of 21st Century Scholars has increased 9% since 2011, nearly making up one fourth of 2015 first time beginner students.

Recruitment of a Diverse Student Population

New Fall Undergraduate Transfer Students - Race/Ethnicity, International Status, & Gender¹

| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|--|--------------------|--------------------|--------------------|--------------------|------------------|------------------|
| Black / African American | 258 (14%) | 250 (14%) | 257 (15%) | 220 (13%) | 187 (13%) | 197 (14%) |
| Asian American | 46 (3%) | 49 (3%) | 40 (2%) | 54 (3%) | 41 (3%) | 45 (3%) |
| Native Hawaiian / Pacific Islander | 0 (<1%) | 0 (<1%) | 2 (<1%) | 5 (<1%) | 1 (<1%) | 1 (<1%) |
| Hispanic / Latino | 81 (5%) | 91 (5%) | 95 (5%) | 92 (5%) | 86 (6%) | 92 (7%) |
| American Indian / Alaska Native | 5 (<1%) | 4 (<1%) | 5 (<1%) | 4 (<1%) | 3 (<1%) | 0 (<1%) |
| Two or more races | 48 (3%) | 68 (4%) | 57 (3%) | 63 (4%) | 57 (4%) | 42 (3%) |
| International | 45 (3%) | 51 (3%) | 51 (3%) | 75 (4%) | 80 (6%) | 59 (4%) |
| White | 1,280 (71%) | 1,244 (69%) | 1,212 (69%) | 1,186 (69%) | 951 (67%) | 920 (67%) |
| Unknown | 27 (2%) | 36 (2%) | 33 (2%) | 23 (1%) | 8 (1%) | 17 (1%) |
| Women | 1,005 (56%) | 1,013 (56%) | 984 (56%) | 891 (52%) | 773 (55%) | 730 (53%) |
| Total Student Headcount | 1,789 | 1,796 | 1,754 | 1,717 | 1,416 | 1373 |
| Percent URM ² | 22% | 23% | 24% | 22% | 24% | 24% |
| Percent Total Students of Color ³ | 25% | 26% | 26% | 25% | 27% | 27% |

¹Includes IUPUC ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- The percentage of new undergraduate transfer students who identify as Hispanic/Latino has seen a slight increase since 2011.
- The percentage of International transfer students has increased steadily, but dropped in 2016.
- While the percentage of underrepresented minority transfer students dropped 2% from 2013 to 2014, it returned to 24% in 2015.

New Fall Undergraduate Transfer Students- Socio-economic Indicators¹

| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|--|------|------|------|------|------|------|
| Pell Grant Receiver | 883 | 845 | 844 | 823 | 601 | 563 |
| 21st Century Scholar | 95 | 91 | 84 | 105 | 104 | 99 |
| First Generation | 653 | 668 | 610 | 586 | 473 | 429 |
| Percent Pell Grant Receiver ² | 49% | 47% | 48% | 48% | 42% | 41% |
| Percent 21 st Century Scholar | 5% | 5% | 5% | 6% | 7% | 7% |
| Percent First Generation | 37% | 37% | 35% | 34% | 33% | 31% |

¹Includes IUPUC ²Percentage for Pell Eligible based on total of undergraduate degree seeking students only.

- The percentage of students who are 21st Century Scholars has increased 2% in the past five years.
- The proportion of undergraduate transfer students receiving a Pell Grant dropped over the past year by 8%.

Recruitment of a Diverse Student Population

| New Fall Graduate and Doctoral-Practice Students - Race/Ethnicity, International Status, & Gender ¹ | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| Black / African American | 152 (6%) | 161 (7%) | 142 (6%) | 184 (8%) | 188 (8%) | 177 (7%) |
| Asian American | 117 (5%) | 127 (5%) | 131 (6%) | 158 (6%) | 144 (6%) | 146 (6%) |
| Native Hawaiian / Pacific Islander | 1 (<1%) | 0 (0%) | 2 (<1%) | 1 (<1%) | 2 (<1%) | 1 (<1%) |
| Hispanic / Latino | 67 (3%) | 65 (3%) | 77 (3%) | 111 (5%) | 109 (5%) | 143 (6%) |
| American Indian / Alaska Native | 4 (<1%) | 2 (<1%) | 1 (<1%) | 1 (<1%) | 2 (<1%) | 3 (<1%) |
| Two or more races | 53 (2%) | 51 (2%) | 37 (2%) | 54 (2%) | 50 (2%) | 64 (3%) |
| International | 224 (10%) | 288 (12%) | 277 (12%) | 318 (13%) | 316 (13%) | 315 (13%) |
| White | 1,691 (72%) | 1,613 (69%) | 1,544 (69%) | 1,594 (65%) | 1,549 (65%) | 1,504 (64%) |
| Unknown | 36 (2%) | 34 (1%) | 25 (1%) | 18 (1%) | 17 (1%) | 12 (1%) |
| Women | 1,314 (56%) | 1,355 (58%) | 1,294 (58%) | 1,311 (54%) | 1,353 (57%) | 1,329 (56%) |
| Total Student Headcount | 2,345 | 2,341 | 2,236 | 2,439 | 2,377 | 2,365 |
| Percent URM ² | 12% | 12% | 12% | 14% | 15% | 16% |
| Percent Total Students of Color ³ | 17% | 17% | 18% | 20% | 21% | 23% |

¹Includes IUPUC ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races

- The percentage of students who identify as Black/African American has dropped slightly in 2016.
- The percentage of new International graduate and doctoral-practice students has steadily increased over the past five years.
- The percentage of underrepresented minority students has steadily risen.
- After a high of 58% 2012, the percentage of new women graduate and doctoral-practice students decreased slightly by 2% in 2016.

| New Fall Graduate and Doctoral-Practice Students - Socio-economic Indicators ¹ | | | | | | |
|---|------|------|------|------|------|------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| First Generation | 376 | 394 | 367 | 394 | 376 | 360 |
| Percent First Generation | 16% | 17% | 16% | 16% | 16% | 15% |

¹Includes IUPUC

Retention and Graduation of a Diverse Student

| One Year Retention Rates by Cohort | | | | | | | |
|------------------------------------|--------------------|------------|------------|------------|------------|------------|------------|
| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
| Black / African American | 71% | 68% | 65% | 66% | 61% | 65% | 66% |
| Asian American | 81% | 91% | 88% | 89% | 85% | 85% | 86% |
| Native Hawaiian/Pacific Islander | <i>Not tracked</i> | 2/3 | 1/1 | N/A | 1/1 | N/A | 2/3 |
| Hispanic / Latino | 72% | 72% | 74% | 67% | 73% | 74% | 77% |
| American Indian/ Alaska Native | 7/12 | 1/1 | 2/2 | 0/1 | 4/7 | 0/3 | 2/3 |
| Two or more races | <i>Not tracked</i> | 59% | 64% | 63% | 71% | 67% | 70% |
| International | 85% | 74% | 91% | 89% | 87% | 85% | 74% |
| White | 73% | 71% | 72% | 72% | 70% | 74% | 74% |
| Underrepresented Minority | 71% | 67% | 68% | 66% | 68% | 68% | 71% |
| All Students of Color | 74% | 71% | 70% | 70% | 71% | 72% | 73% |
| Women | 73% | 71% | 73% | 72% | 72% | 73% | 74% |
| Total | 73% | 71% | 72% | 72% | 71% | 73% | 74% |

¹Includes IUPUC, Calculated for first-time full time undergraduate beginners

- Over the past six years, the highest IUPUI one year retention rates are those of students who identify as Asian American or International.
- After a decline of 10% from 2009 to 2013, retention rates of Black/African American students has risen 5% in 2015.



Retention and Graduation of a Diverse Student Population

| Six Year Graduation Rates by Cohort ¹ | | | | | |
|--|------------|------------|------------|------------|------------|
| | 2006 | 2007 | 2008 | 2009 | 2010 |
| Black / African American | 27% | 30% | 38% | 24% | 31% |
| Asian American | 54% | 55% | 54% | 59% | 69% |
| Native Hawaiian/Pacific Islander ² | N/A | 50% | N/A | N/A | N/A |
| Hispanic / Latino | 38% | 45% | 43% | 36% | 47% |
| American Indian/Alaska Native ² | 44% | 50% | 20% | 22% | N/A |
| Two or more races | 20% | 30% | 54% | 49% | 41% |
| International | 50% | 50% | 58% | 56% | 53% |
| White | 39% | 42% | 43% | 46% | 48% |
| Underrepresented Minority | 30% | 34% | 41% | 29% | 37% |
| All Students of Color | 35% | 38% | 43% | 35% | 41% |
| Women | 40% | 43% | 48% | 48% | 48% |
| Total | 40% | 44% | 46% | 47% | 47% |

¹Includes IUPUC, Calculated for first-time, full time undergraduate beginners seeking a bachelor's degree.

²Low enrollment can cause percentages to change dramatically; please consider this when examining trends

| Four Year Graduation Rates by Cohort ¹ | | | | | | |
|---|------------|------------|------------|------------|------------|------------|
| | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| Black / African American | 7% | 12% | 8% | 8% | 10% | 14% |
| Asian American | 20% | 22% | 29% | 37% | 30% | 33% |
| Native Hawaiian/Pacific Islander ² | 50% | N/A | N/A | N/A | N/A | N/A |
| Hispanic / Latino | 15% | 12% | 15% | 17% | 18% | 14% |
| American Indian/Alaska Native ² | N/A | 20% | N/A | N/A | N/A | N/A |
| Two or more races | 13% | 34% | 21% | 16% | 17% | 19% |
| International | 17% | 24% | 21% | 20% | 34% | 24% |
| White | 16% | 18% | 20% | 20% | 22% | 27% |
| Underrepresented Minority | 9% | 14% | 11% | 12% | 14% | 15% |
| All Students of Color | 11% | 16% | 14% | 15% | 16% | 18% |
| Women | 16% | 19% | 21% | 20% | 23% | 26% |
| Total | 16% | 19% | 20% | 20% | 22% | 24% |

¹Includes IUPUC, Calculated for first-time, full time undergraduate beginners seeking a bachelor's degree. ²Low enrollment can cause percentages to change dramatically; please consider this when examining trends

- Although still lower than their fellow minority students, six-year graduation rates of students who identify as Black/African American rose steadily from 2006 to 2008 by 11%. A low in 2009 was followed by a 7% increase in 2010.
- Within the four-year graduation rate, Black/African-American students have doubled the rate from 7% in 2007 to 14% in 2012, however much work is needed in this area.

Retention and Graduation of a Diverse Student

| Undergraduate Degrees Awarded in Fiscal Year ¹ | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|
| | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 |
| Black / African American | 308 (8%) | 323 (8%) | 295 (8%) | 324 (8%) | 406 (10%) |
| Asian American | 134 (3%) | 116 (3%) | 137 (4%) | 138 (3%) | 136 (3%) |
| Native Hawaiian/ Pacific Islander | 1 (<1%) | 0 (0%) | 2 (<1%) | 2 (<1%) | 2 (<1%) |
| Hispanic / Latino | 126 (3%) | 129 (3%) | 154 (4%) | 151 (4%) | 193 (5%) |
| American Indian/ Alaska Native | 6 (<1%) | 4 (<1%) | 2 (<1%) | 4 (<1%) | 4 (<1%) |
| Two or more races | 49 (1%) | 63 (2%) | 76 (2%) | 115 (3%) | 129 (3%) |
| International | 130 (3%) | 125 (3%) | 105 (3%) | 155 (4%) | 140 (4%) |
| White | 3,008 (78%) | 3,000 (78%) | 2,987 (78%) | 3,008 (76%) | 2,955 (74%) |
| Unknown | 72 (2%) | 70 (2%) | 61 (2%) | 49 (1%) | 31 (<1%) |
| Women | 2,234 (58%) | 2,233 (58%) | 2,263 (59%) | 2,315 (59%) | 2,381 (60%) |
| Total | 3,834 | 3,830 | 3,819 | 3,946 | 3,996 |
| Percent URM ² | 13% | 14% | 14% | 15% | 18% |
| Percent Students of Color ³ | 16% | 17% | 18% | 18% | 22% |

¹Includes IUPUC. Consists of Associate's & Bachelor's Degrees. No undergraduate certificates are included. ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- As the total number of undergraduate degrees has increased over the past five years, so has the total percent of underrepresented minority.

| Master's Degrees Awarded in Fiscal Year ¹ | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|
| | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 |
| Black / African American | 100 (6%) | 89 (6%) | 108 (7%) | 87 (6%) | 120 (7%) |
| Asian American | 72 (4%) | 53 (3%) | 66 (4%) | 65 (4%) | 75 (5%) |
| Native Hawaiian/ Pacific Islander | 0 (0%) | 1 (<1%) | 1 (<1%) | 1 (<1%) | 1 (<1%) |
| Hispanic / Latino | 44 (3%) | 28 (2%) | 49 (3%) | 43 (3%) | 45 (3%) |
| American Indian/ Alaska Native | 4 (<1%) | 3 (<1%) | 0 (0%) | 1 (<1%) | 0 (0%) |
| Two or more races | 13 (1%) | 24 (2%) | 21 (1%) | 23 (2%) | 26 (2%) |
| International | 228 (13%) | 239 (16%) | 312 (19%) | 285 (19%) | 297 (18%) |
| White | 1,252 (71%) | 1,060 (70%) | 1,078 (66%) | 980 (66%) | 1,053 (65%) |
| Unknown | 40 (2%) | 23 (2%) | 10 (1%) | 11 (1%) | 11 (1%) |
| Women | 1,072 (61%) | 940 (62%) | 988 (60%) | 927 (62%) | 998 (61%) |
| Total | 1,753 | 1,520 | 1,645 | 1,496 | 1,628 |
| Percent URM ² | 9% | 10% | 11% | 10% | 12% |
| Percent Students of Color ³ | 13% | 13% | 15% | 14% | 16% |

¹Includes IUPUC. No graduate certificates are included. ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

Retention and Graduation of a Diverse Student Population

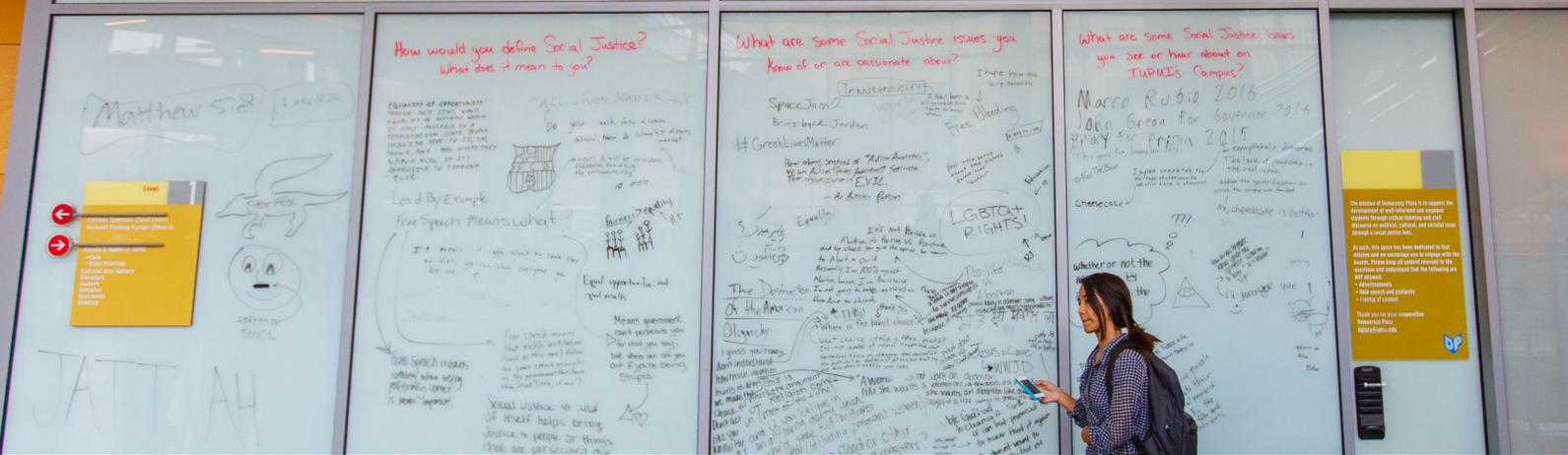
| Doctoral Degrees Awarded in Fiscal Year ¹ | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|
| | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 |
| Black / African American | 33 (4%) | 32 (4%) | 31 (4%) | 40 (5%) | 51 (6%) |
| Asian American | 62 (8%) | 58 (8%) | 68 (9%) | 60 (7%) | 70 (9%) |
| Native Hawaiian / Pacific Islander | 1 (<1%) | 0 (0%) | 1 (<1%) | 0 (0%) | 0 (0%) |
| Hispanic / Latino | 15 (2%) | 20 (3%) | 14 (2%) | 25 (3%) | 31 (4%) |
| American Indian / Alaska Native | 3 (<1%) | 0 (0%) | 1 (<1%) | 2 (<1%) | 1 (<1%) |
| Two or more races | 5 (1%) | 6 (1%) | 11 (1%) | 20 (2%) | 26 (3%) |
| International | 27 (4%) | 35 (5%) | 36 (5%) | 33 (4%) | 51 (6%) |
| White | 513 (67%) | 491 (65%) | 541 (70%) | 603 (74%) | 558 (69%) |
| Unknown | 112 (15%) | 113 (15%) | 69 (9%) | 27 (3%) | 17 (2%) |
| Women | 343 (44%) | 346 (46%) | 378 (49%) | 384 (47%) | 413 (51%) |
| Total | 771 | 755 | 772 | 810 | 805 |
| Percent URM ² | 7% | 8% | 8% | 11% | 14% |
| Percent Students of Color ³ | 15% | 16% | 17% | 18% | 22% |

¹Includes IUPUC. No graduate certificates are included. ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- The percentage of students awarded a doctoral degree who identify as an underrepresented minority has doubled over the past five years.
- In the past year, the proportion of white doctoral degree receiving students dropped by 5%.
- The percentage of doctoral degree recipients whose race is unknown has decreased dramatically since 2010 which could be a factor in the two previous increases mentioned.



DEMOCRACY PLAZA @ CE



- Additions and Changes.** The Office of Intercultural Literacy, Capacity and Engagement and the LGBTQ+ Center officially opened August 2016. Social Justice Education moved from the Division of Student Affairs to the Multicultural Center. Qmmunity, IUPUI's first LGBTQ+ focused Residence Based Learning Community, opened in August residing in North Hall. The new Chancellor's Diversity Lecture Series brought Pedro Noguero and Wes Moore in 2016.
- Task Forces.** Multiple task forces addressed diversity concerns on campus: African American Retention and Graduation, Latino/a Recruitment, Retention, and Graduation, Latino/a Faculty and Staff Recruitment and Retention, the Welcoming Campus Initiative.
- Heritage Month Celebrations.** IUPUI coordinates events associated with six cultural heritage months, including celebrations at four cultural dinners. Led by multiple student organizations (Black Student Union, Latino Student Association, Asian Student Union, and LGBTQ Student Alliance), the Cultural Dinners serve to educate and celebrate cultural heritage. In 2016, speakers included Angela Davis, Stephanie Camba, Alejandra Rincón, and Precious Davis.
- Programming.** The Multicultural Center sponsored 77 programs. The Multicultural Center partnered with multiple community organizations for programming (e.g. the Mexican Consulate's Office, the Eiteljorg Museum). Social Justice Education implemented the Tunnel of Oppression, taking faculty, staff, and students through an interactive experience regarding gentrification, environmental racism, sexism and misogyny, mental disabilities, Islamophobia, transphobia, black queer concerns, and Latino immigration. Over 1,000 individuals experienced Tunnel in 2016. Social Justice Education provides opportunities for students to engage in dialogue surrounding diversity in the following programs: Pass the Mics, Shop Talk Dialogue, Speak Out Café, and Democracy Plaza.
- Student Organizations.** Multiple culturally based student organizations provide support and multiple programming opportunities for students on campus. For example, Sigma Gamma Rho and the LGBTQ Student Alliance partnered with community partners for a World AIDS Day event on campus, providing free testing and prevention education. The Muslim Student Association led multiple events, including Bridging Culture and Tearing Down Walls: An Interfaith Discussion.
- Programming.** The LGBTQ+ Center at IUPUI hosts three weekly programs: Gender Spectrum, focused on gender nonconforming and transgender students; Shades of Pride, focused on queer and trans people of color; and The Abbey, focused on historical and cultural understandings of LGBTQ+ communities.
- Mentoring.** Campus Center and Student Experience partners with the Office for Women to administer the Advancing Women Mentoring Program partnering students with faculty/staff mentors. The Next Gen 2.0 program offers mentoring for underrepresented faculty and staff on campus.

IUPUI welcomed key additions to diversity work:

- Courtney Mohler, Director, Office of Intercultural Literacy, Capacity and Engagement.
- Tristan Vaught, Director, LGBTQ+ Center
- Cliff Morlan, Administrative Coordinator, Multicultural

Cultural Climate for Diversity

| 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% | 80% | 83% | 77% | 82% | 82% | 83% | 82% | 73% | 83% |
| It's difficult to move up in my career at IUPUI. | 62% | 52% | 52% | 63% | 59% | 58% | 55% | 59% | 77% | 57% |
| IUPUI has a commitment to diversity. | 92% | 92% | 88% | 72% | 88% | 95% | 88% | 92% | 87% | 92% |
| IUPUI places too much emphasis on diversity. | 24% | 31% | 21% | 9% | 24% | 29% | 17% | 27% | 38% | 27% |
| IUPUI has a lot of tension around diversity issues. | 23% | 21% | 32% | 38% | 23% | 20% | 36% | 21% | 31% | 22% |
| Number of respondents | 1684 | 971 | 112 | 234 | 296 | 1936 | 214 | 2363 | 127 | 2358 |

- A higher proportion of students who identify as Latino, White, and Other Races agree IUPUI places too much emphasis on diversity, compared to those that identify as Black.
- The lowest percentage of students that agree IUPUI has a commitment to diversity are those that identify as Black (72%).
- The lowest proportion of students that agree that “I feel free to be myself at IUPUI” are those with disability (72%).

| Percentage of IUPUI Students Who Agree with the Following: | | | | | | | | | | |
|--|-------|------|--------|-------|-------------|-------|--------|------------|-----------------|--------------------|
| | Women | Men | Latino | Black | Other Races | White | LGBTQ+ | Non-LGBTQ+ | With Disability | Without Disability |
| I feel free to be myself at IUPUI. | 96% | 94% | 92% | 92% | 95% | 96% | 93% | 95% | 92% | 95% |
| It's difficult to find student opportunities. | 18% | 27% | 26% | 24% | 32% | 18% | 26% | 20% | 31% | 21% |
| IUPUI has a commitment to diversity. | 95% | 94% | 93% | 89% | 92% | 96% | 91% | 96% | 88% | 95% |
| IUPUI places too much emphasis on diversity. | 24% | 33% | 18% | 17% | 33% | 27% | 21% | 27% | 30% | 27% |
| IUPUI has a lot of tension around diversity issues. | 12% | 15% | 16% | 19% | 18% | 11% | 14% | 13% | 23% | 13% |
| Number of respondents | 2196 | 1334 | 227 | 269 | 595 | 2327 | 438 | 2972 | 160 | 3355 |

Diversity Of Faculty And Staff

| Representation of all Full-time Academic Employees | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| American Indian / Alaskan Native | 4 (<1%) | 4 (<1%) | 3 (<1%) | 1 (<1%) | 1 (<1%) | 2 (<1%) |
| Asian | 417 (14%) | 437 (14%) | 453 (14%) | 460 (15%) | 451 (14%) | 468 (14%) |
| Black/African American | 109 (4%) | 122 (4%) | 122 (4%) | 128 (4%) | 138 (4%) | 140 (4%) |
| Hispanic/Latino | 57 (2%) | 58 (2%) | 57 (2%) | 60 (2%) | 66 (2%) | 65 (2%) |
| Native Hawaiian / Pacific Islander | 4 (<1%) | 5 (<1%) | 5 (<1%) | 3 (<1%) | 2 (<1%) | 3 (<1%) |
| Two or More Races | 34 (1%) | 43 (1%) | 52 (2%) | 59 (2%) | 57 (2%) | 56 (2%) |
| White | 2,125 (69%) | 2,149 (69%) | 2,179 (69%) | 2,159 (69%) | 2,199 (69%) | 2,228 (69%) |
| International | 316 (10%) | 301 (10%) | 286 (9%) | 270 (9%) | 266 (8%) | 285 (9%) |
| Women | 1,236 (40%) | 1,264 (41%) | 1,293 (41%) | 1,305 (42%) | 1,333 (42%) | 1,384 (43%) |
| Total Faculty | 3,066 | 3,119 | 3,157 | 3,140 | 3,180 | 3,247 |
| Percent URM Faculty ² | 7% | 7% | 8% | 8% | 8% | 8% |

Includes IUPUC, International defined as persons who are not citizens or permanent residents of United States.

- The majority of groups have remained consistent since 2011, while women, black/African American, and Asian American full-time faculty have seen slight increases.
- The percentage of international faculty has decreased but that does not necessarily represent a loss of faculty. It may be that faculty previously defined as international have become U.S. citizens or permanent residents



Diversity Of Faculty And Staff

| Representation of Tenure/Tenure Track Faculty & Librarians | | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| American Indian / Alaskan Native | 2 (<1%) | 2 (<1%) | 1 (<1%) | 1 (<1%) | 1 (<1%) | 1 (<1%) |
| Asian | 185 (14%) | 207 (16%) | 217 (16%) | 214 (16%) | 208 (16%) | 211 (16%) |
| Black/African American | 50 (4%) | 57 (4%) | 55 (4%) | 56 (4%) | 55 (4%) | 54 (4%) |
| Hispanic/Latino | 25 (2%) | 25 (2%) | 24 (2%) | 27 (2%) | 28 (2%) | 26 (2%) |
| Native Hawaiian / Pacific Islander | 2 (<1%) | 2 (<1%) | 2 (<1%) | 1 (<1%) | 0 (0%) | 0 (0%) |
| Two or More Races | 17 (1%) | 26 (2%) | 29 (2%) | 32 (2%) | 32 (2%) | 36 (3%) |
| White | 966 (74%) | 957 (72%) | 949 (72%) | 934 (72%) | 941 (72%) | 938 (72%) |
| International | 66 (5%) | 55 (4%) | 50 (4%) | 40 (3%) | 41 (3%) | 38 (3%) |
| Women | 449 (34%) | 461 (35%) | 459 (35%) | 455 (35%) | 450 (34%) | 461 (35%) |
| Grand Total | 1,313 | 1,331 | 1,327 | 1,305 | 1,306 | 1,304 |

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year.

| Representation of all Part-time Academic Employees | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| American Indian / Alaskan Native | 7 (<1%) | 3 (<1%) | 4 (<1%) | 3 (<1%) | 2 (<1%) | 3 (1%) |
| Asian | 61 (3%) | 74 (4%) | 55 (4%) | 71 (4%) | 80 (4%) | 86 (5%) |
| Black/African American | 98 (5%) | 100 (5%) | 98 (6%) | 116 (6%) | 110 (6%) | 119 (6%) |
| Hispanic/Latino | 34 (2%) | 37 (2%) | 35 (2%) | 32 (2%) | 35 (2%) | 27 (1%) |
| Native Hawaiian / Pacific Islander | 2 (<1%) | 1 (<1%) | 1 (<1%) | 2 (<1%) | 2 (<1%) | 2 (<1%) |
| Two or More Races | 26 (1%) | 31 (2%) | 23 (1%) | 37 (2%) | 45 (2%) | 51 (3%) |
| White | 1327 (73%) | 1306 (70%) | 1242 (71%) | 1323 (71%) | 1310 (70%) | 1281 (69%) |
| International | 263 (14%) | 314 (17%) | 285 (16%) | 280 (15%) | 300 (16%) | 301 (16%) |
| Women | 970 (53%) | 1000 (54%) | 954 (54%) | 979 (53%) | 992 (53%) | 966 (52%) |
| Grand Total | 1818 | 1866 | 1754 | 1864 | 1884 | 1870 |

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year.

| Underrepresented Minority Representation Among Appointed Staff | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| Executive Management | 3/6 | 3/8 | 2/6 | 2/8 | 2/7 | 0/6 |
| Clerical Staff | 243/1115 (22%) | 235/1054 (22%) | 226/985 (23%) | 198/911 (22%) | 174/764 (23%) | 170/734 (23%) |
| Professional Staff | 229/2140 (11%) | 238/2214 (11%) | 247/2262 (11%) | 267/2283 (12%) | 287/2358 (12%) | 318/2464 (13%) |
| Resident Appointees | 82/1050 (8%) | 81/1089 (7%) | 79/1117 (7%) | 78/1130 (7%) | 81/1135 (7%) | 84/1135 (7%) |
| Research Staff | 11/156 (7%) | 9/138 (7%) | 7/110 (6%) | 8/111 (7%) | 9/100 (9%) | 8/100 (8%) |
| Service/Maintenance Staff | 184/376 (49%) | 194/391 (50%) | 203/396 (51%) | 218/422 (52%) | 217/425 (51%) | 218/432 (51%) |
| Technical Staff | 104/528 (20%) | 97/515 (19%) | 92/506 (18%) | 98/485 (20%) | 105/478 (22%) | 107/480 (22%) |
| Other Staff | 25/172 (15%) | 18/139 (13%) | 19/121 (18%) | 17/107 (16%) | 16/101 (16%) | 18/99 (18%) |
| Grand Total | 881/5543 (16%) | 875/5548 (16%) | 875/5503 (16%) | 886/5457 (16%) | 891/5368 (17%) | 923/5450 (17%) |

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year.

Diversity Of Faculty And Staff

| Women Representation Among Appointed Staff | | | | | | |
|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| Executive Management | 2/6 | 4/8 | 3/6 | 3/8 | 2/7 | 1/6 |
| Clerical Staff | 1038/1115 (93%) | 974/1054 (92%) | 907/985 (92%) | 847/911 (93%) | 702/764 (92%) | 662/734 (90%) |
| Professional Staff | 1428/2140 (67%) | 1499/2214 (68%) | 1498/2262 (66%) | 1523/2283 (67%) | 1537/2358 (65%) | 1619/2464 (66%) |
| Resident Appointees | 434/1050 (41%) | 454/1089 (42%) | 468/1117 (42%) | 488/1130 (43%) | 480/1135 (42%) | 490/1135 (43%) |
| Research Staff | 105/156 (67%) | 98/138 (71%) | 78/110 (71%) | 76/111 (69%) | 65/100 (65%) | 64/100 (64%) |
| Service/Maintenance Staff | 117/376 (31%) | 121/391 (31%) | 124/396 (31%) | 133/422 (32%) | 134/425 (32%) | 141/432 (33%) |
| Technical Staff | 344/528 (65%) | 324/515 (63%) | 320/506 (63%) | 302/485 (62%) | 301/478 (63%) | 300/480 (63%) |
| Other Staff | 91/172 (53%) | 79/139 (57%) | 73/121 (60%) | 60/107 (56%) | 54/101 (54%) | 56/99 (57%) |
| Grand Total | 3559/5543 (64%) | 3553/5548 (64%) | 3471/5503 (63%) | 3432/5457 (63%) | 3275/5368 (61%) | 3333/5450 (61%) |

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year.

| Representation of Full-time Faculty Hires (Includes Transfers) | | | | | | |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | Total |
| American Indian / Alaskan Native | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Asian | 27 (18%) | 23 (16%) | 18 (13%) | 19 (13%) | 34 (20%) | 121 (16%) |
| Black/African American | 11 (7%) | 4 (3%) | 8 (6%) | 8 (5%) | 12 (7%) | 43 (6%) |
| Hispanic/Latino | 6 (4%) | 4 (3%) | 2 (1%) | 3 (2%) | 1 (1%) | 16 (2%) |
| Native Hawaiian / Pacific Islander | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Two or More Races | 3 (2%) | 4 (3%) | 5 (4%) | 3 (2%) | 6 (4%) | 21 (3%) |
| White | 96 (65%) | 103 (71%) | 92 (68%) | 99 (67%) | 101 (59%) | 491 (66%) |
| International | 5 (3%) | 8 (5%) | 11 (8%) | 15 (10%) | 17 (10%) | 56 (7%) |
| Women | 60 (41%) | 66 (45%) | 73 (54%) | 69 (47%) | 77 (45%) | 345 (46%) |
| Grand Total | 148 (100%) | 146 (100%) | 136 (100%) | 147 (100%) | 171 (100%) | 748 (100%) |

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year.

| Representation of Full-time Professional Staff Hires (Includes Promotions and Transfers) | | | | | | |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|---------------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | Total |
| American Indian/Alaskan Native | 1 (<1%) | 0 (0%) | 1 (<1%) | 2 (<1%) | 0 (0%) | 4 (<1%) |
| Asian | 20 (5%) | 11 (3%) | 8 (2%) | 19 (4%) | 18 (3%) | 76 (3%) |
| Black/African American | 41 (10%) | 33 (8%) | 47 (12%) | 44 (9%) | 65 (12%) | 230 (10%) |
| Hispanic/Latino | 10 (2%) | 7 (2%) | 3 (1%) | 9 (2%) | 16 (3%) | 45 (2%) |
| Native Hawaiian/Pacific Islander | 0 (0%) | 1 (<1%) | 0 (0%) | 0 (0%) | 0 (0%) | 1 (<1%) |
| Two or More Races | 12 (3%) | 13 (3%) | 12 (3%) | 8 (2%) | 19 (3%) | 64 (3%) |
| White | 335 (78%) | 332 (82%) | 318 (80%) | 394 (81%) | 407 (75%) | 1,786 (79%) |
| International | 8 (2%) | 7 (2%) | 7 (2%) | 7 (1%) | 17 (3%) | 46 (2%) |
| Unknown | 0 (0%) | 1 (<1%) | 2 (1%) | 3 (1%) | 1 (<1%) | 7 (<1%) |
| Women | 298 (70%) | 257 (63%) | 282 (71%) | 321 (66%) | 369 (68%) | 1,527 (68%) |
| Grand Total | 427 (100%) | 405 (100%) | 398 (100%) | 486 (100%) | 543 (100%) | 2,259 (100%) |

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year.

Diversity Of Faculty And Staff

| Representation of Full-time Non-Professional Staff Hires (Includes Promotions and Transfers) | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | Total |
| American Indian / Alaskan Native | 4 (<1%) | 2 (<1%) | 1 (<1%) | 4 (<1%) | 2 (<1%) | 13 (<1%) |
| Asian | 176 (12%) | 136 (10%) | 144 (10%) | 155 (11%) | 164 (11%) | 775 (11%) |
| Black/African American | 147 (10%) | 122 (9%) | 180 (12%) | 128 (9%) | 148 (10%) | 725 (10%) |
| Hispanic/Latino | 43 (3%) | 30 (2%) | 14 (1%) | 38 (3%) | 34 (2%) | 159 (2%) |
| Native Hawaiian / Pacific Islander | 0 (0%) | 1 (<1%) | 1 (<1%) | 0 (0%) | 1 (<1%) | 3 (<1%) |
| Two or More Races | 35 (2%) | 33 (2%) | 32 (2%) | 22 (2%) | 32 (2%) | 154 (2%) |
| White | 934 (63%) | 922 (65%) | 916 (63%) | 915 (63%) | 945 (61%) | 4632 (63%) |
| International | 150 (10%) | 182 (13%) | 176 (12%) | 181 (13%) | 211 (14%) | 900 (12%) |
| Unknown | 1 (<1%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 1 (<1%) |
| Women | 811 (54%) | 731 (51%) | 800 (55%) | 746 (52%) | 840 (55%) | 3928 (53%) |
| Grand Total | 1490 | 1428 | 1464 | 1443 | 1537 | 7362 |

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year.

| Representation of Executive Leadership | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| American Indian/Alaskan Native | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Asian | 1 (6%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Black/African American | 5 (28%) | 5 (25%) | 7 (30%) | 5 (25%) | 5 (24%) | 3 (16%) |
| Hispanic/Latino | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Native Hawaiian/Pacific Islander | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Two or More Races | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| White | 12 (67%) | 15 (75%) | 16 (70%) | 15 (75%) | 16 (76%) | 16 (84%) |
| International | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Unknown | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Women | 12 (67%) | 14 (70%) | 15 (65%) | 13 (65%) | 16 (76%) | 12 (63%) |
| Grand Total | 18 | 20 | 23 | 20 | 21 | 19 |

Includes IUPUC

| Representation of Deans (Includes Executive Associate Deans) | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| American Indian/Alaskan Native | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Asian | 0 (0%) | 0 (0%) | 1 (5%) | 1 (5%) | 1 (5%) | 1 (5%) |
| Black/African American | 1 (5%) | 1 (5%) | 1 (5%) | 1 (5%) | 2 (10%) | 0 (0%) |
| Hispanic/Latino | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 1 (5%) |
| Native Hawaiian/Pacific Islander | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Two or More Races | 1 (5%) | 1 (5%) | 1 (5%) | 1 (5%) | 1 (5%) | 0 (0%) |
| White | 17 (89%) | 18 (90%) | 19 (86) | 18 (86%) | 17 (81%) | 20 (91%) |
| International | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Unknown | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Women | 5 (26%) | 6 (30%) | 6 (27%) | 5 (24%) | 5 (24%) | 6 (27%) |
| Grand Total | 19 | 20 | 22 | 21 | 21 | 22 |

Includes IUPUC

| Representation of Associate Deans | | | | | | |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| American Indian/Alaskan Native | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Asian | 2 (3%) | 5 (7%) | 4 (5%) | 3 (4%) | 4 (5%) | 5 (8%) |
| Black/African American | 3 (5%) | 5 (7%) | 5 (7%) | 5 (7%) | 4 (5%) | 2 (3%) |
| Hispanic/Latino | 0 (0%) | 1 (1%) | 2 (3%) | 2 (3%) | 2 (3%) | 3 (5%) |
| Native Hawaiian/Pacific Islander | 0 (0%) | 0 (0%) | 1 (1%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Two or More Races | 2 (3%) | 2 (3%) | 3 (4%) | 3 (4%) | 3 (4%) | 2 (3%) |
| White | 53 (88%) | 57 (80%) | 58 (78%) | 56 (80%) | 62 (83%) | 54 (82%) |
| International | 0 (0%) | 1 (1%) | 1 (1%) | 1 (1%) | 0 (0%) | 0 (0%) |
| Unknown | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Women | 25 (42%) | 25 (35%) | 26 (35%) | 28 (40%) | 31 (41%) | 28 (42%) |
| Grand Total | 60 | 71 | 74 | 70 | 75 | 66 |

Includes IUPUC

Diversity Of Faculty And Staff

| Representation of Chairpersons | | | | | | |
|----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| American Indian/Alaskan Native | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Asian | 7 (11%) | 7 (10%) | 7 (9%) | 7 (9%) | 8 (9%) | 7 (9%) |
| Black/African American | 0 (0%) | 3 (4%) | 3 (4%) | 2 (2%) | 3 (3%) | 3 (4%) |
| Hispanic/Latino | 2 (3%) | 2 (3%) | 4 (5%) | 4 (5%) | 4 (5%) | 4 (5%) |
| Native Hawaiian/Pacific Islander | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Two or More Races | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| White | 57 (86%) | 61 (84%) | 67 (83%) | 69 (84%) | 72 (83%) | 68 (83%) |
| International | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Unknown | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Women | 13 (20%) | 21 (29%) | 24 (30%) | 23 (28%) | 28 (32%) | 26 (32%) |
| Grand Total | 66 | 73 | 81 | 82 | 87 | 82 |

Includes IUPUC



*Prepared for Vice Chancellor Karen Dace (Diversity, Equity, and Inclusion) by
Clifford Marsiglio, Rick Morgan, Anne Mitchell, and Robbie Janik
(Institutional Research and Decision Support)*



IUPUI Diversity Cabinet

| | |
|-----------------------------|---------------------------|
| Rachel Applegate | Pamela King |
| Mary Austrom | Kim Kirkland |
| Marshall Baker | Gil Latz |
| Pamela Baker | Tralicia Lewis |
| Gail Barksdale | Anthony Masseria |
| William Blomquist | Monica Medina |
| Kimberly Bloodgood | Sandra Miles |
| Vicki Bonds | Anne Mitchell |
| Amanda Bonilla | Courtney Mohler |
| Camy Broeker | Khaula Murtadha |
| Darrell Brown | Kim Nguyen |
| Charmayne Champion- Shaw | Nicole Oglesby |
| Jared Chasey | Johnny Pryor |
| Thomas Davis | Irene Queiro-Tajalli |
| Aye-Nu Duerksen | Khalilah Shabazz |
| Kathleen Grove | Pamella Shaw |
| Joseph Hayes | Kimberly Stewart-Brinston |
| David Heard | Gilian Sullivan |
| Wayne Hilson Jr | Juletta Toliver |
| Kathy Johnson | Tristan Vaught |
| | Marianne Wokeck |