



IUPUI

ANNUAL DIVERSITY REPORT

2019



A MESSAGE FROM

VICE CHANCELLOR
FOR DIVERSITY,
EQUITY & INCLUSION

KAREN DACE

The mission of the Division of Diversity, Equity & 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).”

Message from the Vice Chancellor

Once again, it is my pleasure to introduce the 2019 Annual IUPUI Diversity Report. For several years, we have taken an honest look at where we stand as it relates to our commitment to diversity as outlined in the IUPUI Mission. In fact, the three paragraph Mission Statement acknowledges “a strong commitment to diversity.” In many ways, I see the Annual Diversity Report as a report card or status report on where we have done well and where there remains much more work to be done.

In addition, we continue to expand the report, making it more meaningful and transparent. A few years ago, we disaggregated diversity to paint a more accurate picture of students, staff, faculty and administration. Additional information has been added including “two or more races,” to acknowledge to growing number of individuals who found the single race/ethnicity categories limiting. Socio-economic indicators as well as institutional spending with minority-, women-, and veteran-owned businesses can be found in the Annual Report as well. Finally, the 2014 Climate Survey provided our first opportunity to better understand the presence and experiences of undergraduate and graduate students who identify as members of the LGBTQ+ community, as well as those with disabilities. Although the statistics present in the current Report include information gathered in 2014, we will be able to report more recent information in the 2020 Diversity Report with the inclusion of the 2018 Climate Survey results.

Finally, I want to acknowledge and thank the Institutional Research & Decision Support (IRDS) team for compiling all of the information that follows. They are a wonderful partner as are the growing number of people, campus offices and organizations exhibiting the “strong commitment to diversity,” promised in the Mission Statement. Some offices and units have diversity and equity in their titles while others incorporate inclusion in their work, activities and initiatives out of an understanding of the importance of this work.

Karen L. Dace
*Vice Chancellor
Diversity, Equity & Inclusion*



Recruitment of a Diverse Student Population

Fall Undergraduate Enrollment - Race/Ethnicity, International Status, & Gender ¹						
	2013	2014	2015	2016	2017	2018
Black / African American	2,379 (11%)	2,352 (10%)	2,159 (10%)	2,195 (10%)	2,053 (10%)	1,925 (9%)
Asian American	803 (4%)	804 (4%)	824 (4%)	861 (4%)	944 (4%)	1,039 (5%)
Native Hawaiian / Pacific Islander	17 (<1%)	18 (<1%)	20 (<1%)	17 (<1%)	14 (<1%)	8 (<1%)
Latinx	1,181 (5%)	1,269 (6%)	1,349 (6%)	1,452 (7%)	1,604 (7%)	1,706 (8%)
American Indian / Alaska Native	34 (<1%)	30 (<1%)	21 (<1%)	20 (<1%)	22 (<1%)	17 (<1%)
Two or more races	720 (3%)	796 (3%)	847 (4%)	871 (4%)	936 (4%)	975 (5%)
International	786 (3%)	882 (4%)	881 (4%)	909 (4%)	945 (4%)	865 (4%)
White	16,178 (72%)	16,148 (72%)	15,709 (71%)	15,287 (70%)	14,967 (69%)	14,171 (68%)
Unknown	311 (2%)	226 (1%)	175 (1%)	136 (1%)	125 (1%)	106 (1%)
Men	9,747 (44%)	9,801 (43%)	9,599 (44%)	9,503 (44%)	9,427 (44%)	8,899 (43%)
Women	12,662 (56%)	12,724 (57%)	12,386 (56%)	12,245 (56%)	12,183 (56%)	11,913 (57%)
Total Student Headcount	22,409	22,525	21,985	21,748	21,610	20,812
Percent Students of Color²	22%	23%	24%	24%	26%	27%

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

- Enrollment of undergraduate students who identify as Latinx has increased 3% over the past five years.

Fall Undergraduate Enrollment - Socio-economic Indicators ¹						
	2013	2014	2015	2016	2017	2018
Pell Grant Receiver	9,120	9,046	8,292	7,875	6,668	6,660
21st Century Scholar	1,616	1,922	2,192	2,246	2,388	2,354
First Generation	7,677	7,522	7,022	6,654	6,343	6,127
Percent Pell Grant Receiver ²	41%	40%	38%	36%	31%	32%
Percent 21 st Century Scholar ³	7%	9%	10%	10%	11%	11%
Percent First Generation	34%	33%	32%	31%	29%	29%

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 slowly grown over the past five years.
- The percentage of Pell Grant undergraduate receivers has slightly increased after years of decline.
- First generation undergraduate enrollment has declined by 5% since 2013.



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

	2013	2014	2015	2016	2017	2018
Black / African American	562 (7%)	593 (7%)	648 (8%)	633 (8%)	664 (8%)	661 (8%)
Asian American	475 (6%)	490 (6%)	518 (6%)	529 (7%)	553 (7%)	557 (7%)
Native Hawaiian / Pacific Islander	4 (<1%)	3 (<1%)	4 (<1%)	4 (<1%)	4 (<1%)	4 (<1%)
Latinx	248 (3%)	288 (4%)	328 (4%)	395 (5%)	398 (5%)	423 (5%)
American Indian / Alaska Native	8 (<1%)	5 (<1%)	7 (<1%)	6 (<1%)	6 (<1%)	6 (<1%)
Two or more races	154 (2%)	161 (2%)	168 (2%)	171 (2%)	212 (3%)	236 (3%)
International	1,051 (13%)	1,039 (13%)	1,138 (14%)	1,138 (14%)	1,142 (14%)	1,158 (13%)
White	5,393 (67%)	5,477 (67%)	5,229 (64%)	5,126 (64%)	5,154 (63%)	5,341 (64%)
Unknown	184 (2%)	109 (1%)	80 (1%)	54 (1%)	47 (1%)	47 (1%)
Men	3526 (44%)	3654 (45%)	3624 (45%)	3611 (45%)	3637 (44%)	3538 (44%)
Women	4,553 (56%)	4,511 (55%)	4,496 (55%)	4,445 (55%)	4,543 (56%)	4,795 (56%)
Total Student Headcount	8,079	8,165	8,120	8,056	8,180	8,333
Percent Total Students of Color²	17%	18%	19%	20%	22%	22%

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

- Enrollment of graduate students who identify as Latinx has risen 2% over the past five years contributing to the steady rise of the overall percentage of underserved graduate students.
- Total enrollment of graduate students of color has increase by 5% in the last 5 years.

Fall Graduate Enrollment - Socio-economic Indicators¹

	2013	2014	2015	2016	2017	2018
First Generation	1,304	1,320	1,281	1,220	1,228	1,224
Percent First Generation	16%	16%	16%	15%	15%	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	2,535	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.
- 2019 Campus Climate will be available at <http://irds.iupui.edu>.

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.

	Minority ¹ Business Enterprises	Women Business Enterprises	Veteran Business Enterprises
Spending			
Construction	\$3,166,272 (5.5%)	\$1,509,322 (2.6%)	\$15,057,473 (25.9%)
Professional Services	\$260,716 (1.1%)	\$1,236,550 (5.0%)	\$78,267 (0.3%)
Supplies	\$8,776,003 (3.7%)	\$9,981,490 (4.2%)	\$670,080 (0.3%)
Spending Goals			
Construction	7%	5%	3%
Professional Services	8%	8%	3%
Supplies	4%	9%	3%

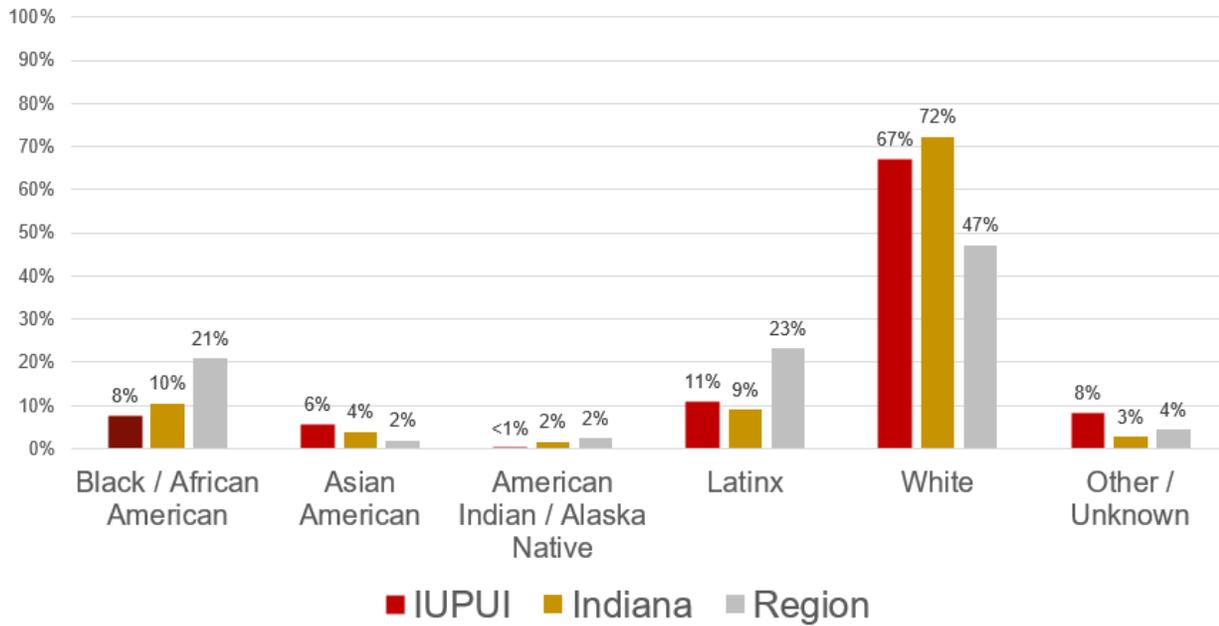
¹ Minority Business Enterprise is as defined by Indiana Department of Administration

- IUPUI spent \$40,736,173 with Diverse Suppliers in FY 2018.
 - IUPUI exceeded the state goals for construction in VBEs.
 - VBE construction is due primarily to one project in the Medical Research & Library Building.
 - Information provided by the Office of Business Diversity.



Recruitment of a Diverse Student Population

Comparison of IUPUI Beginning Full-time Students to SAT Takers by Race / Ethnicity - 2018



21% of all SAT taking students within the Indianapolis region identify as Black / African American, however only 8% of the Beginning Full-Time Students at IUPUI identify as such. Similarly, 23% of all SAT taking students within the Indianapolis region identify as Latinx, while only 11% of all Beginning Full-Time Students identify as such.

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.



Recruitment of a Diverse Student Population

First Time Fall Beginner Enrollment - Race/Ethnicity, International Status, & Gender ¹						
	2013	2014	2015	2016	2017	2018
Black / African American	323 (9%)	309 (8%)	268 (7%)	371 (9%)	310 (8%)	282 (7%)
Asian American	153 (4%)	141 (3%)	145 (4%)	171 (4%)	188 (5%)	212 (6%)
Native Hawaiian / Pacific Islander	2 (<1%)	0 (0%)	3 (<1%)	3 (<1%)	2 (<1%)	1 (<1%)
Latinx	290 (8%)	265 (7%)	295 (8%)	324 (8%)	390 (10%)	417 (11%)
American Indian / Alaska Native	9 (<1%)	3 (<1%)	3 (<1%)	1 (<1%)	4 (<1%)	4 (<1%)
Two or more races	159 (4%)	145 (4%)	205 (5%)	205 (5%)	210 (5%)	219 (6%)
International	113 (3%)	107 (3%)	114 (3%)	127 (3%)	121 (3%)	93 (2%)
White	2,710 (71%)	2,960 (75%)	2,878 (73%)	2,786 (70%)	2,856 (70%)	2,641 (68%)
Unknown	36 (1%)	19 (<1%)	18 (<1%)	15 (<1%)	12 (<1%)	10 (<1%)
Men	1,613 (42%)	1,641 (42%)	1,639 (42%)	1,681 (42%)	1,696 (41%)	1,589 (41%)
Women	2,182 (58%)	2,308 (58%)	2,290 (58%)	2,322 (58%)	2,397 (59%)	2,290 (59%)
Total Student Headcount	3,795	3,949	3,929	4,003	4,093	3,879
Percent Total Students of Color ²	25%	21%	24%	27%	27%	29%

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

- First time fall beginning students who identify as Latinx now represent the largest underrepresented group at 11%.
- First time fall beginning Black/African American enrollment has fallen slightly to 7% in 2018.

First Time Fall Beginner Enrollment - Socio-economic Indicators ¹						
	2013	2014	2015	2016	2017	2018
Pell Grant Receiver	1,647	1,704	1,579	1,521	1,617	1,626
21st Century Scholar	633	801	881	895	919	775
First Generation	1,370	1,383	1,360	1,248	1,271	1,207
Percent Pell Grant Receiver ²	43%	43%	40%	38%	40%	42%
Percent 21 st Century Scholar	17%	20%	22%	22%	22%	20%
Percent First Generation	36%	35%	35%	31%	31%	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 increased by 2% over the past year after dropping to a low in 2016.
- The percentage of First Generation has remained steady since 2016, nearly making up one third of all first time beginner students.

Recruitment of a Diverse Student Population

New Fall Undergraduate Transfer Students - Race/Ethnicity, International Status, & Gender ¹						
	2013	2014	2015	2016	2017	2018
Black / African American	257 (15%)	220 (13%)	187 (13%)	197 (14%)	180 (13%)	177 (14%)
Asian American	40 (2%)	54 (3%)	41 (3%)	45 (3%)	52 (4%)	50 (4%)
Native Hawaiian / Pacific Islander	0 (<1%)	0 (<1%)	2 (<1%)	5 (<1%)	1 (<1%)	0 (<1%)
Latinx	95 (5%)	92 (5%)	86 (6%)	92 (7%)	109 (8%)	97 (8%)
American Indian / Alaska Native	5 (<1%)	4 (<1%)	5 (<1%)	4 (<1%)	3 (<1%)	2 (<1%)
Two or more races	57 (3%)	63 (4%)	57 (4%)	42 (3%)	55 (4%)	67 (5%)
International	51 (3%)	75 (4%)	80 (6%)	59 (4%)	91 (6%)	64 (5%)
White	1,212 (69%)	1,186 (69%)	951 (67%)	919 (67%)	917 (65%)	822 (63%)
Unknown	33 (2%)	23 (1%)	8 (1%)	17 (1%)	13 (1%)	20 (12%)
Men	770 (44%)	826 (48%)	643 (45%)	642 (47%)	630 (44%)	564 (43%)
Women	984 (56%)	891 (52%)	773 (55%)	730 (53%)	791 (56%)	735 (57%)
Total Student Headcount	1,754	1,717	1,416	1,372	1,421	1,299
Percent Total Students of Color ²	26%	25%	27%	27%	28%	30%

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

- The percentage of new undergraduate transfer students who identify as Latinx has seen a steady percentage increase since 2013.
- The percentage of International transfer students has increased to 5%.
- While the percentage of transferring Students of Color increased from 2013 to 2018 to 30%..

New Fall Undergraduate Transfer Students- Socio-economic Indicators ¹						
	2013	2014	2015	2016	2017	2018
Pell Grant Receiver	844	823	601	563	585	527
21st Century Scholar	84	105	104	99	109	93
First Generation	610	586	473	429	409	430
Percent Pell Grant Receiver ²	48%	48%	42%	41%	41%	43%
Percent 21 st Century Scholar	5%	6%	7%	7%	8%	7%
Percent First Generation	35%	34%	33%	31%	29%	33%

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

- The percentage of transfer students who are 21st Century Scholars has increased 3% in the past five years.
- First Generation transfer students have fallen 8% in the past five years.

Recruitment of a Diverse Student Population

New Fall Graduate and Doctoral-Practice Students - Race/Ethnicity, International Status, & Gender ¹						
	2013	2014	2015	2016	2017	2018
Black / African American	142 (6%)	184 (8%)	188 (8%)	177 (7%)	212 (8%)	188 (7%)
Asian American	131 (6%)	158 (6%)	144 (6%)	146 (6%)	148 (6%)	162 (6%)
Native Hawaiian / Pacific Islander	2 (<1%)	1 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)
Latinx	77 (3%)	111 (5%)	109 (5%)	143 (6%)	112 (4%)	133 (5%)
American Indian / Alaska Native	1 (<1%)	1 (<1%)	2 (<1%)	3 (<1%)	0 (0%)	2 (<1%)
Two or more races	37 (2%)	54 (2%)	50 (2%)	64 (3%)	75 (3%)	85 (3%)
International	277 (12%)	318 (13%)	316 (13%)	315 (13%)	268 (11%)	294 (12%)
White	1,544 (69%)	1,594 (65%)	1,549 (65%)	1,504 (64%)	1,702 (67%)	1,651 (65%)
Unknown	25 (1%)	18 (1%)	17 (1%)	12 (1%)	16 (1%)	14 (1%)
Men	942 (42%)	1,128 (46%)	1,024 (43%)	1,036 (44%)	1,028 (41%)	992 (41%)
Women	1,294 (58%)	1,311 (54%)	1,353 (57%)	1,329 (56%)	1,506 (59%)	1,539 (59%)
Total Student Headcount	2,236	2,439	2,377	2,365	2,534	2,530
Percent Students of Color ²	18%	20%	21%	23%	22%	23%

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

- The percentage of students who identify as Black/African American has dropped 1% since 2015.
- The percentage of students of color has steadily risen from 2012 from 18% to 23%.
- The percentage of new women graduate and doctoral-practice students increased slightly by 3% in 2017 for a high of 59%.

New Fall Graduate and Doctoral-Practice Students - Socio-economic Indicators ¹						
	2013	2014	2015	2016	2017	2018
First Generation	367	394	376	360	413	409
Percent First Generation	16%	16%	16%	15%	16%	16%

¹Includes IUPUC

Retention and Graduation of a Diverse Student Population

One Year Retention Rates by Cohort							
	2011	2012	2013	2014	2015	2016	2017
Black / African American	65%	66%	61%	65%	66%	74%	65%
Asian American	88%	89%	85%	85%	86%	87%	88%
Native Hawaiian/Pacific Islander	1/1	N/A	1/1	N/A	2/3	1/3	1/2
Latinx	74%	67%	73%	74%	77%	72%	71%
American Indian/ Alaska Native	2/2	0/1	4/7	0/3	2/3	1/1	2/4
Two or more races	64%	63%	71%	67%	70%	68%	65%
International	91%	89%	87%	85%	74%	85%	89%
White	72%	72%	70%	74%	74%	75%	71%
All Students of Color	70%	70%	71%	72%	73%	74%	71%
Men	72%	72%	69%	74%	74%	74%	70%
Women	73%	72%	72%	73%	74%	76%	73%
Total	72%	72%	71%	73%	74%	75%	72%

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.
- Retention rates of Black/African American students has dropped significantly in 2017.



Retention and Graduation of a Diverse Student Population

Six Year Graduation Rates by Cohort ¹					
	2008	2009	2010	2011	2012
Black / African American	38%	24%	31%	33%	36%
Asian American	54%	59%	69%	66%	56%
Native Hawaiian/Pacific Islander ²	N/A	N/A	N/A	N/A	N/A
Latinx	43%	36%	47%	45%	39%
American Indian/Alaska Native ²	20%	22%	N/A	N/A	N/A
Two or more races	54%	49%	43%	40%	42%
International	58%	56%	55%	63%	58%
White	43%	46%	48%	46%	50%
Underserved Students	41%	29%	37%	38%	38%
Men	41%	43%	46%	46%	44%
Women	48%	48%	48%	45%	51%
Total	46%	47%	47%	45%	48%

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						
	2009	2010	2011	2012	2013	2013
Black / African American	8%	8%	10%	14%	14%	14%
Asian American	29%	37%	30%	33%	37%	37%
Native Hawaiian/Pacific Islander ²	N/A	N/A	N/A	N/A	N/A	N/A
Latinx	15%	17%	18%	14%	23%	23%
American Indian/Alaska Native ²	20%	N/A	N/A	N/A	N/A	N/A
Two or more races	21%	16%	17%	19%	27%	27%
International	21%	20%	34%	24%	19%	19%
White	20%	20%	22%	27%	30%	30%
All Students of Color	14%	15%	16%	18%	23%	23%
Men	17%	17%	19%	23%	24%	24%
Women	21%	20%	23%	26%	31%	31%
Total	20%	20%	22%	24%	28%	28%

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 underrepresented students, six-year graduation rates of students who identify as Black/African American rose steadily from 2009 to 2012 by 12%. A low in 2009 was followed by a 7% increase in 2010.
- Within the four-year graduation rate, Black/African American students have almost doubled the rate from 8% in 2009 to 14% in 2013, however much work is needed in this area.

Retention and Graduation of a Diverse Student Population

Undergraduate Degrees Awarded in Fiscal Year ¹					
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Black / African American	295 (8%)	324 (8%)	406 (10%)	385 (9%)	386 (9%)
Asian American	137 (4%)	138 (3%)	136 (3%)	163 (4%)	177 (4%)
Native Hawaiian/ Pacific Islander	2 (<1%)	2 (<1%)	2 (<1%)	4 (<1%)	2 (<1%)
Latinx	154 (4%)	151 (4%)	193 (5%)	212 (5%)	274 (6%)
American Indian/ Alaska Native	2 (<1%)	4 (<1%)	4 (<1%)	7 (<1%)	2 (<1%)
Two or more races	76 (2%)	115 (3%)	129 (3%)	145 (3%)	158 (4%)
International	105 (3%)	155 (4%)	140 (4%)	150 (4%)	182 (4%)
White	2,987 (78%)	3,008 (76%)	2,955 (74%)	3,063 (74%)	3,116 (72%)
Unknown	61 (2%)	49 (1%)	31 (<1%)	36 (1%)	18 (<1%)
Men	1,556 (41%)	1,631 (41%)	1,615 (40%)	1,681 (40%)	1,825 (42%)
Women	2,263 (59%)	2,315 (59%)	2,381 (60%)	2,484 (60%)	2,490 (58%)
Total	3,819	3,946	3,996	4,165	4,315
Percent Students of Color²	18%	18%	22%	22%	23%

¹Includes IUPUC. Consists of associate's & bachelor's degrees. No undergraduate certificates are included ²Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaska/Alaska Native, and two or more races ³Includes Underserved Students and Asian American

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

Master's Degrees Awarded in Fiscal Year ¹					
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Black / African American	108 (7%)	87 (6%)	120 (7%)	115 (7%)	127 (8%)
Asian American	66 (4%)	65 (4%)	75 (5%)	79 (5%)	90 (5%)
Native Hawaiian/ Pacific Islander	1 (<1%)	1 (<1%)	1 (<1%)	0 (0%)	0 (0%)
Latinx	49 (3%)	43 (3%)	45 (3%)	53 (3%)	59 (4%)
American Indian/ Alaska Native	0 (0%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)
Two or more races	21 (1%)	23 (2%)	26 (2%)	35 (2%)	37 (2%)
International	312 (19%)	285 (19%)	297 (18%)	348 (21%)	340 (20%)
White	1,078 (66%)	980 (66%)	1,053 (65%)	1,052 (62%)	997 (60%)
Unknown	10 (1%)	11 (1%)	11 (1%)	8 (<1%)	10 (1%)
Men	657 (40%)	542 (38%)	630 (39%)	682 (40%)	695 (42%)
Women	988 (60%)	927 (62%)	998 (61%)	1,008 (60%)	965 (58%)
Total	1,645	1,496	1,628	1,690	1,660
Percent Students of Color²	15%	14%	16%	17%	19%

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



Doctoral Degrees Awarded in Fiscal Year ¹					
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Black / African American	31 (4%)	40 (5%)	51 (6%)	48 (6%)	56 (7%)
Asian American	68 (9%)	60 (7%)	70 (9%)	69 (8%)	78 (9%)
Native Hawaiian / Pacific Islander	1 (<1%)	0 (0%)	0 (0%)	1 (<1%)	1 (<1%)
Latinx	14 (2%)	25 (3%)	31 (4%)	32 (4%)	47 (6%)
American Indian / Alaska Native	1 (<1%)	2 (<1%)	1 (<1%)	0 (0%)	2 (<1%)
Two or more races	11 (1%)	20 (2%)	26 (3%)	15 (2%)	16 (2%)
International	36 (5%)	33 (4%)	51 (6%)	51 (6%)	45 (5%)
White	541 (70%)	603 (74%)	558 (69%)	602 (73%)	578 (70%)
Unknown	69 (9%)	27 (3%)	17 (2%)	8 (1%)	5 (1%)
Men	394 (51%)	426 (53%)	392 (49%)	418 (51%)	404 (49%)
Women	378 (49%)	384 (47%)	413 (51%)	408 (49%)	424 (51%)
Total	772	810	805	826	828
Percent Students of Color²	17%	18%	22%	20%	24%

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

- The percentage of graduates who identify as a student of color has increased 7% since 2013.
- 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.

Multicultural Center Highlights

In partnership with the Diversity Enrichment & Achievement Program and Africana Studies, the Multicultural Center created and implemented the Sankofa: A Cultural Journey through Ghana – study abroad program. The first cohort had 12/12 students of color who successfully completed the general education course A152 and traveled abroad (many of whom had never traveled internationally).

A \$10,000 ePortfolio grant was received to enhance the reflective process of the Multicultural Leadership Empowerment Program (MLEP). Since its inception in Spring 2016, MLEP has graduate over 150 participants.

The Norman Brown Diversity and Leadership Scholars Program grew from 64 to 94 scholars with 37 Scholars now residing on campus due to additional campus funding.

The Tunnel of Oppression, which drew 1613 participants this fall, was a round one recipient of the Welcoming Campus Innovator Grant. Social Justice Education received \$25,000 to support the growing campus program.

In the Spring of 2018 Social Justice Education held its second Social Justice Symposium, a conference to exchange knowledge about social justice issues through workshops, speakers, and dialogues. In 2 years, the Social Justice Symposium has grown to a program with almost 300 registered attendees and 20 presentations or workshops offered by IUPUI students, faculty, staff and greater Indianapolis community members.

The Asian Student Union in partnership with the Multicultural Center held the first Asian/AAPI Student Graduation Celebration to recognize Asian/AAPI graduates in April 2018.

Staff Additions/Changes:

In May of 2018, Richard Brown began employment in the Multicultural Center as the Black Student Service Coordinator.

Karina Garduño was appointed the Deferred Action for Childhood Arrivals (DACA) point person for IUPUI and supported a number of students, faculty/staff and community members with DACA related inquiries/concerns.

LGBTQ+ Center Highlights

The LGBTQ+ Center provided a wide variety of programming and support for LGBTQ+ individuals and allies in 2018.

A new Director was hired for the LGBTQ+ Center and was in place for the Fall 2018 semester. The center continued to provide educational trainings on a variety of LGBTQ+ issues and topics to constituencies across campus.

Major programs for the year included Lavender Graduation, representation at Indianapolis Pride, hosting the 2nd Annual Hoosiers Out Together Conference (HOTCON), and supporting the 9th Annual Harvey Milk Dinner.

Lavender Graduation is a special graduation ceremony honoring the accomplishments of graduating LGBTQ+ students. 18 graduates attended the May ceremony.

In June, nearly 1700 individuals visited the LGBTQ+ Center booth at Indy Pride, raising awareness of the center within IUPUI and among the greater Indianapolis/Central Indiana LGBTQ+ Community.

During LGBT History Month in October, IUPUI hosted more than 70 individuals for HOTCON, featuring presenters and attendees from community organizations and at least six university campus from across the state.

The 9th Annual Harvey Milk Dinner featured a keynote address by activist and author Blair Imani and hosted more than 500 attendees.

The LGBTQ+ Center also collaborated with many offices and programs across campus to provide programming and trainings, including Study Abroad, Alternative Breaks, Lilly School of Philanthropy, School of Liberal Arts, Fraternity and Sorority Life, Office of Equal Opportunity, and the Bepko Learning Center, among others.



The IUPUI Multicultural Center team is proud to support the campus community promoting the value of diversity, broadening multicultural awareness and sensitivity, advancing cultural competence, and encouraging cross-cultural collaborative relationships through retention, engagement and education.

In partnership with DEAP & Africana Studies, the Multicultural Center created the Sankofa



The Multicultural Leadership Empowerment Program (MLEP).



Norman Brown Diversity and Leadership Scholars

Multicultural Center

Diversity of Faculty and Staff

Representation of all Full-time Academic Employees						
	2013	2014	2015	2016	2017	2018
American Indian / Alaskan Native	3 (<1%)	1 (<1%)	1 (<1%)	2 (<1%)	2 (<1%)	3 (<1%)
Asian American	453 (14%)	460 (15%)	451 (14%)	468 (14%)	478 (14%)	500 (14%)
Black/African American	122 (4%)	128 (4%)	138 (4%)	140 (4%)	144 (4%)	158 (5%)
Latinx	57 (2%)	60 (2%)	66 (2%)	65 (2%)	61 (2%)	61 (2%)
Native Hawaiian / Pacific Islander	5 (<1%)	3 (<1%)	2 (<1%)	3 (<1%)	3 (<1%)	4 (<1%)
Two or More Races	52 (2%)	59 (2%)	57 (2%)	56 (2%)	66 (2%)	83 (2%)
White	2,179 (69%)	2,159 (69%)	2,199 (69%)	2,228 (69%)	2,303 (69%)	2,377 (67%)
International ¹	286 (9%)	270 (9%)	266 (8%)	285 (9%)	304 (9%)	362 (10%)
Men	1,864 (59%)	1,835 (58%)	1,847 (58%)	1,863 (57%)	1,912 (57%)	1,974 (56%)
Women	1,293 (41%)	1,305 (42%)	1,333 (42%)	1,384 (43%)	1,449 (43%)	1,574 (44%)
Total Faculty	3,157	3,140	3,180	3,247	3,361	3,548
Percent Faculty of Color ²	22%	23%	22%	22%	22%	23%

¹ Includes IUPUC, International defined as persons who are not citizens or permanent residents of United States ²Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaska/Alaska Native, and two or more races

- The majority of groups have remained consistent since 2013, while women and black/African American full-time faculty have seen slight increases.
- The percentage of faculty of color has increased slightly to 23%.



Diversity of Faculty and Staff

Representation of Tenure/Tenure Track Faculty & Librarians						
	2013	2014	2015	2016	2017	2018
American Indian / Alaskan Native	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)
Asian American	217 (16%)	214 (16%)	208 (16%)	211 (16%)	217 (17%)	226 (17%)
Black/African American	55 (4%)	56 (4%)	55 (4%)	54 (4%)	54 (4%)	61 (5%)
Latinx	24 (2%)	27 (2%)	28 (2%)	26 (2%)	22 (2%)	22 (2%)
Native Hawaiian / Pacific Islander	2 (<1%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	29 (2%)	32 (2%)	32 (2%)	36 (3%)	35 (3%)	43 (3%)
White	949 (72%)	934 (72%)	941 (72%)	938 (72%)	945 (72%)	924 (70%)
International	50 (4%)	40 (3%)	41 (3%)	38 (3%)	44 (3%)	50 (4%)
Men	886 (65%)	850 (65%)	856 (66%)	843 (65%)	853 (65%)	848 (64%)
Women	459 (35%)	455 (35%)	450 (34%)	461 (35%)	465 (35%)	479 (36%)
Grand Total	1,327	1,305	1,306	1,304	1,318	1,327

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

- Representation of Tenured and Tenure Tracked employees remained relatively steady through our the populations.

Representation of all Part-time Academic Employees						
	2013	2014	2015	2016	2017	2018
American Indian / Alaskan Native	4 (<1%)	3 (<1%)	2 (<1%)	3 (<1%)	2 (<1%)	4 (<1%)
Asian American	55 (4%)	71 (4%)	80 (4%)	86 (5%)	107 (5%)	116 (5%)
Black/African American	98 (6%)	116 (6%)	110 (6%)	119 (6%)	136 (7%)	140 (7%)
Latinx	35 (2%)	32 (2%)	35 (2%)	27 (1%)	31 (2%)	33 (2%)
Native Hawaiian / Pacific Islander	1 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)
Two or More Races	23 (1%)	37 (2%)	45 (2%)	51 (3%)	67 (3%)	65 (3%)
White	1,242 (71%)	1,323 (71%)	1,310 (70%)	1,281 (69%)	1,408 (69%)	1,479 (69%)
International	285 (16%)	280 (15%)	300 (16%)	301 (16%)	295 (14%)	309 (14%)
Men	800 (46%)	885 (47%)	892 (47%)	904 (48%)	977 (48%)	999 (46%)
Women	954 (54%)	979 (53%)	992 (53%)	966 (52%)	1,073 (52%)	1,149 (54%)
Grand Total	1,754	1,864	1,884	1,870	2,050	2,148

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

- Percentages of part-time academic employees remained relatively stable.

Diversity of Faculty and Staff

Women Representation Among Appointed Staff						
	2013	2014	2015	2016	2017	2018
Clerical Staff	907/985 (92%)	847/911 (93%)	702/764 (92%)	662/734 (90%)	632/704 (90%)	644/722 (89%)
Professional Staff	1498/2262 (66%)	1523/2283 (67%)	1537/2358 (65%)	1619/2464 (66%)	1771/2657 (67%)	1907/2805 (68%)
Resident Appointees	468/1117 (42%)	488/1130 (43%)	480/1135 (42%)	490/1135 (43%)	504/1146 (44%)	517/1162 (45%)
Research Staff	78/110 (71%)	76/111 (69%)	65/100 (65%)	64/100 (64%)	63/99 (64%)	72/116 (62%)
Service/Maintenance Staff	124/396 (31%)	133/422 (32%)	134/425 (32%)	141/432 (33%)	144/434 (33%)	148/438 (34%)
Technical Staff	320/506 (63%)	302/485 (62%)	301/478 (63%)	300/480 (63%)	296/498 (60%)	296/496 (60%)
Other Staff	73/121 (60%)	60/107 (56%)	54/101 (54%)	56/99 (57%)	50/95 (53%)	44/90 (59%)
Grand Total	3471/5503 (63%)	3432/5457 (63%)	3275/5368 (61%)	3333/5450 (61%)	3463/5642 (61%)	3632/5837 (62%)

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

- Women represent 4 of the 8 members of the executive management.
- Women in research staff has dropped from 71% in 2013 to 62% in 2018

Representation of Full-time Faculty Hires						
	2013	2014	2015	2016	2017	Total
American Indian / Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	1 (<1%)
Asian American	18 (13%)	19 (13%)	34 (20%)	30 (15%)	48 (17%)	194 (16%)
Black/African American	8 (6%)	8 (5%)	12 (7%)	8 (4%)	14 (5%)	50 (5%)
Latinx	2 (1%)	3 (2%)	1 (1%)	1 (1%)	2 (1%)	9 (1%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	5 (4%)	3 (2%)	6 (4%)	7 (3%)	10 (4%)	31 (3%)
White	92 (68%)	99 (67%)	101 (59%)	133 (65%)	189 (66%)	614 (65%)
International	11 (8%)	15 (10%)	17 (10%)	26 (13%)	21 (7%)	90 (10%)
Men	63 (46%)	78 (53%)	94 (55%)	112 (55%)	140 (49%)	487 (52%)
Women	73 (54%)	69 (47%)	77 (45%)	93 (45%)	145 (51%)	457 (48%)
Grand Total	136 (100%)	147 (100%)	171 (100%)	205 (100%)	285 (100%)	944 (100%)

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

- International representation in full-time faculty hiring from a high of 13% in 2016 to 7% in 2017.
- Asian American hiring in full-time faculty hiring has steadily increased to 17% in 2017.

Diversity of Faculty and Staff

Representation of Full-time Professional Staff Hires (Includes Promotions and Transfers)						
	2013	2014	2015	2016	2017	Total
American Indian/ Alaskan Native	1 (<1%)	2 (<1%)	0 (0%)	0 (0%)	1 (<1%)	4 (<1%)
Asian American	8 (2%)	19 (4%)	18 (3%)	22 (4%)	23 (4%)	90 (3%)
Black/ African American	47 (12%)	44 (9%)	65 (12%)	77 (13%)	57 (9%)	290 (11%)
Latinx	3 (1%)	9 (2%)	16 (3%)	10 (2%)	5 (2%)	43 (2%)
Native Hawaiian/ Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	12 (3%)	8 (2%)	19 (3%)	25 (4%)	22 (4%)	86 (3%)
White	318 (80%)	394 (81%)	407 (75%)	436 (71%)	476 (76%)	2,031 (76%)
International	7 (2%)	7 (1%)	17 (3%)	46 (8%)	40 (6%)	117 (4%)
Unknown	2 (1%)	3 (1%)	1 (<1%)	1 (<1%)	0 (0%)	7 (<1%)
Men	116 (29%)	165 (34%)	174 (32%)	248 (32%)	170 (27%)	815 (30%)
Women	282 (71%)	321 (66%)	369 (68%)	369 (68%)	454 (73%)	1,853 (70%)
Grand Total	398 (100%)	486 (100%)	543 (100%)	617 (100%)	624 (100%)	2,668 (100%)

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

- Black / African American representation of full-time professional staff hires has dropped to 9% in 2017, a 4% decrease from the previous year.
- White representation of full-time professional staff hires has risen 5% between 2016 and 2017 to 76%.

Representation of Full-time Non-Professional Staff Hires ¹						
	2013	2014	2015	2016	2017	Total
American Indian / Alaskan Native	1 (<1%)	4 (<1%)	2 (<1%)	1 (<1%)	3 (<1%)	11 (<1%)
Asian American	144 (10%)	155 (11%)	164 (11%)	138 (9%)	183 (11%)	784 (10%)
Black/African American	180 (12%)	128 (9%)	148 (10%)	160 (11%)	147 (9%)	763 (10%)
Latinx	14 (1%)	38 (3%)	34 (2%)	39 (3%)	35 (2%)	160 (2%)
Native Hawaiian / Pacific Islander	1 (<1%)	0 (0%)	1 (<1%)	0 (0%)	1 (<1%)	3 (<1%)
Two or More Races	32 (2%)	22 (2%)	32 (2%)	48 (3%)	79 (5%)	213 (3%)
White	916 (63%)	915 (63%)	945 (61%)	905 (61%)	1,035 (60%)	4,716 (61%)
International	176 (12%)	181 (13%)	211 (14%)	205 (14%)	250 (14%)	1,023 (13%)
Unknown	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	3 (<1%)	4 (<1%)
Women	800 (55%)	746 (52%)	840 (55%)	782 (52%)	958 (55%)	4,126 (54%)
Men	665 (45%)	697 (48%)	697 (45%)	727 (48%)	778 (45%)	3,552 (46%)
Grand Total	1,464	1,443	1,537	1,497	1,736	7,677

Includes IUPUC, Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. ¹Includes Clerical, Technical, Research, and Service & Maintenance.

- Women representation of full-time non-professional staff hires has remained steady at around 55% in 2017.
- Black / African American representation of full-time non-professional staff hires has dropped slightly to 9% in 2017.

Diversity of Faculty and Staff

Representation of Cabinet Level Leadership						
	2010-2012	2012-2014	2014-2016	2016-2017	2017-2018	2018-2019
American Indian/Alaskan Native	0	0	0	0	0	0
Asian American	1	1	0	0	0	0
Black/African American	2	3	3	2	2	2
Latinx	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0
White	7	6	7	13	13	13
International	0	0	0	0	0	0
Unknown	0	0	0	0	0	0
Women	6	3	4	9	9	9
Men	4	7	6	6	6	6
Grand Total	10	10	10	15	15	15

- Women representing executive leadership at IUPUI increased to 9 from 6 in 2010.
- White representation in executive leadership almost doubled since 2010.

Diversity of Faculty and Staff

Representation of Deans (Includes Executive Associate Deans)						
	2013	2014	2015	2016	2017	2018
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)
Black/African American	1 (5%)	1 (5%)	2 (10%)	0 (0%)	1 (5%)	0 (0%)
Latinx	0 (0%)	0 (0%)	0 (0%)	1 (5%)	1 (5%)	2 (11%)
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%)	0 (0%)	0 (0%)	0 (0%)
White	19 (86%)	18 (86%)	17 (81%)	20 (91%)	19 (86%)	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	6 (27%)	5 (24%)	5 (24%)	6 (27%)	6 (27%)	4 (21%)
Men	16 (73%)	16 (76%)	16 (76%)	16 (73%)	16 (73%)	15 (79%)
Grand Total	22	21	21	22	22	19

Includes IUPUC

- 16 out of 19 deans are white; 15 out of 19 deans are men.
- There was no Black / African American representation of deans in 2018.

Representation of Associate Deans						
	2013	2014	2015	2016	2017	2018
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	4 (5%)	3 (4%)	4 (5%)	5 (8%)	5 (8%)	6 (9%)
Black/African American	5 (7%)	5 (7%)	4 (5%)	2 (3%)	5 (7%)	4 (6%)
Latinx	2 (3%)	2 (3%)	2 (3%)	3 (5%)	1 (1%)	1 (%)
Native Hawaiian/Pacific Islander	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	3 (4%)	3 (4%)	3 (4%)	2 (3%)	2 (3%)	2 (3%)
White	58 (78%)	56 (80%)	62 (83%)	54 (82%)	62 (82%)	53 (79%)
International	1 (1%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)	1 (1%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	26 (35%)	28 (40%)	31 (41%)	28 (42%)	38 (50%)	24 (40%)
Men	48 (65%)	42 (60%)	44 (59%)	38 (58%)	38 (50%)	43 (60%)
Grand Total	74	70	75	66	76	67

Includes IUPUC

- In 2018, women dropped from 50% of the representation of associate deans to 40%.
- 53 of 67 Associate Deans are white; 43 of 67 are men.

Diversity of Faculty and Staff

Representation of Chairpersons						
	2013	2014	2015	2016	2017	2018
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	7 (9%)	7 (9%)	8 (9%)	7 (9%)	9 (11%)	9 (13%)
Black/African American	3 (4%)	2 (2%)	3 (3%)	3 (4%)	3 (4%)	2 (3%)
Latinx	4 (5%)	4 (5%)	4 (5%)	4 (5%)	3 (4%)	2 (3%)
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%)	1 (1%)
White	67 (83%)	69 (84%)	72 (83%)	68 (83%)	70 (82%)	56 (80%)
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	24 (30%)	23 (28%)	28 (32%)	26 (32%)	24 (28%)	18 (26%)
Men	57 (70%)	59 (72%)	59 (68%)	56 (68%)	61 (72%)	52 (74%)
Grand Total	81	82	87	82	85	70

Includes IUPUC

- Women representation within the ranks of chairpersons has steadily dropped to 26%.
- Black / African American representation within chairpersons is only 3%.
- 56 of 70 chairs are white; 52 are men.



*Prepared for Vice Chancellor Karen Dace (Diversity, Equity & Inclusion) by
Caleb J. Keith, Clifford Marsiglio, Rick Morgan, and Robbie Janik
Institutional Research & Decision Support
Photos Courtesy of Liz Kaye, Indiana University Communications*

