

**Report on the Status  
of Women and Minority  
Faculty and Librarians on  
the Campuses of  
Indiana University**

**April 2007**

**University Faculty Council**



# **Report to the University Faculty Council:**

## **Status of Women and Minority Faculty & Librarians on the Campuses of Indiana University**

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## Introduction

The University Faculty Council Annual Report on the Status of Women and Minority Faculty and Librarians on the Campuses of Indiana University provides an annual assessment of diversity among the faculty at each of the IU campuses. The report uses internal workforce data collected each year on October 1 to provide a summary snapshot of full-time tenured/tenure track faculty and librarians. Data is then analyzed by race/ethnicity and by gender. Minority faculty in this report include all faculty who have self-identified as one of five minority groups defined by the Federal Government Office of Management and Budget: Black, Hispanic, Asian, American Indian, Native Hawaiian. Details regarding the definition of each group can be found in the Appendix of this report.

The faculty composition of each campus is compared to the peer institutions identified by the campus and the national composition. A complete list of peer institutions can be found in the Appendix of this report. Data on peer institutions was extracted from the U.S. Department of Education's National Center for Educational Statistics' Integrated Postsecondary Education Data System (IPEDS) 2004 Faculty Survey. National statistics were calculated from the U.S. Department of Education's National Center for Educational Statistics' Digest of Education Statics Tables and Figures 2003. Indiana University workforce data from 2005, 2001, and 1997 was used to assess internal time trends at each campus.

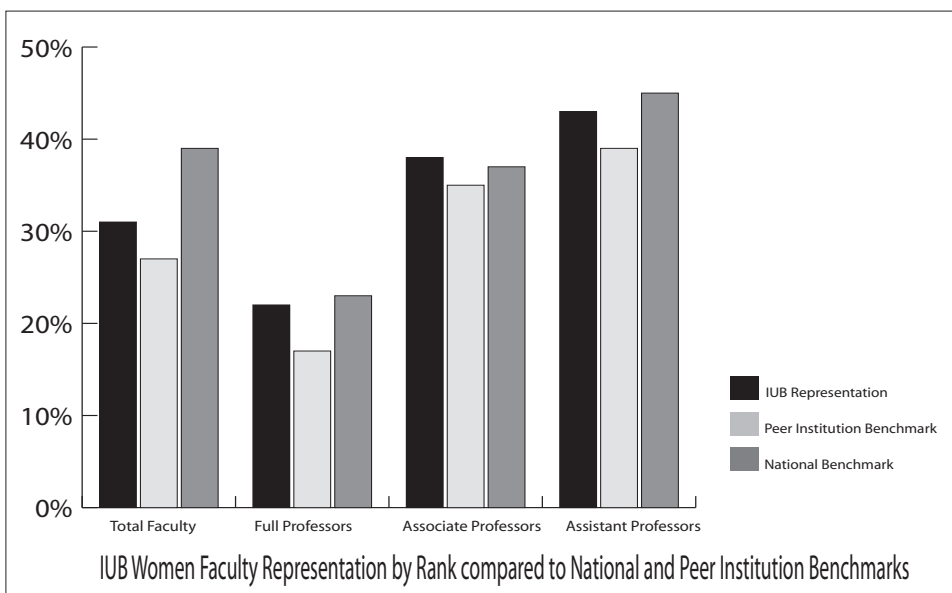
Additional information including that on schools and departments is available in the Affirmative Action Plans for each campus. These may be obtained by contacting the University Affirmative Action office at [affirm@indiana.edu](mailto:affirm@indiana.edu).



Overall the number of faculty increased by 2% last year at IUB and now exceed 1400. The number of women faculty increased by 23 last year. There are currently 24% more women faculty on campus than nine years ago. The increase of four minority faculty in 2006 represented a 2% increase from 2005 and a 51% increase since 1997.

## Women Faculty

Women currently constitute 31% of the IUB faculty. This is below the national benchmark (39%) but above the average at IUB peer institutions (27%). The number of women at the Full Professor rank increased by 3% (4 faculty) last year to 156. Women continue to account for 22% of the Full Professors at IUB. This is below the national benchmark (23%), but above the level at IUB peer institutions (17%). There was an 8% increase in the number of female Associate Professors in 2006. Currently women account for 38% of all Associate professors at IUB, compared to 37% nationally and 35% at IUB peer institutions. Women represent 43% of all Assistant Professors at IUB, which is below the national average (45%) but above that at peer institutions (39%).

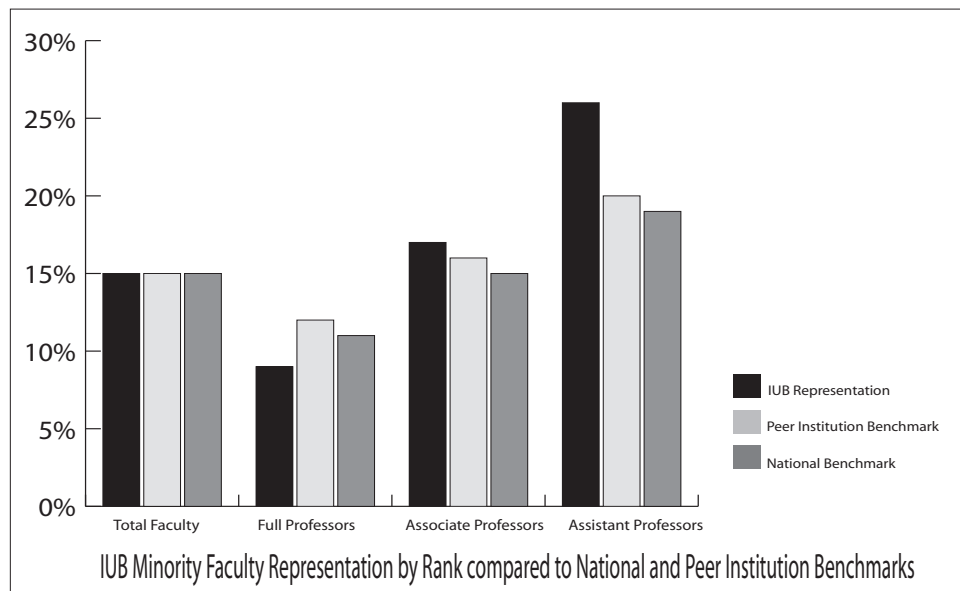


Women continue to account for the majority of librarians on campus. They represent 64% of all librarians: 53% of the Full Librarians, 65% of Associate Librarians, and 71% of Assistant Librarians.

## Minority Faculty

Minority faculty currently account for 15% of the faculty at IUB, the same as both the national and peer institution benchmark. With 7% more minority faculty in 2006, minority faculty now constitute 9% of all Full Professors at IUB. This is below both the national average (11%) and the average at peer institutions (12%). There was only one more minority Associate Professor

last year. Nonetheless, minority faculty continue to account for 17% of all Associate Professors, which is above both the national average (15%) and the average at IUB peer institutions (16%). In spite of a decline, the number of minority faculty at the Assistant Professor rank represent 26% of the faculty at that rank, above both the national average (19%) and the average at IUB peer institutions (20%).

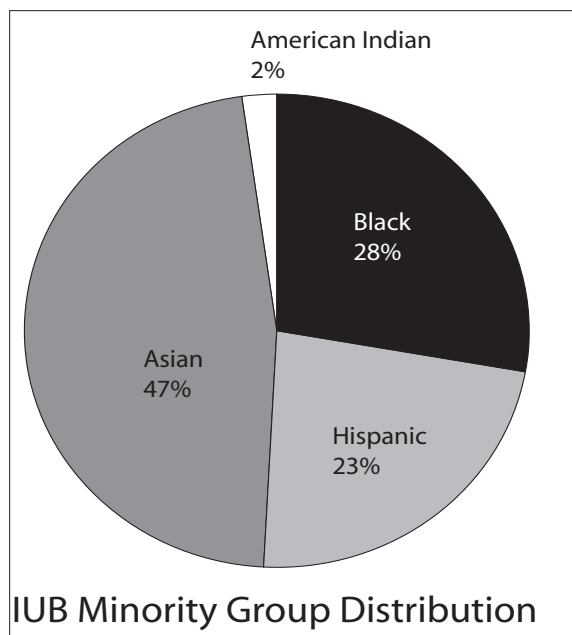


There was an increase of two minority librarians last year, both were at the Assistant Librarian rank. There continues to be no minority representation at the Full Librarian rank.

**Black faculty** representation was unchanged last year. Black faculty currently represent

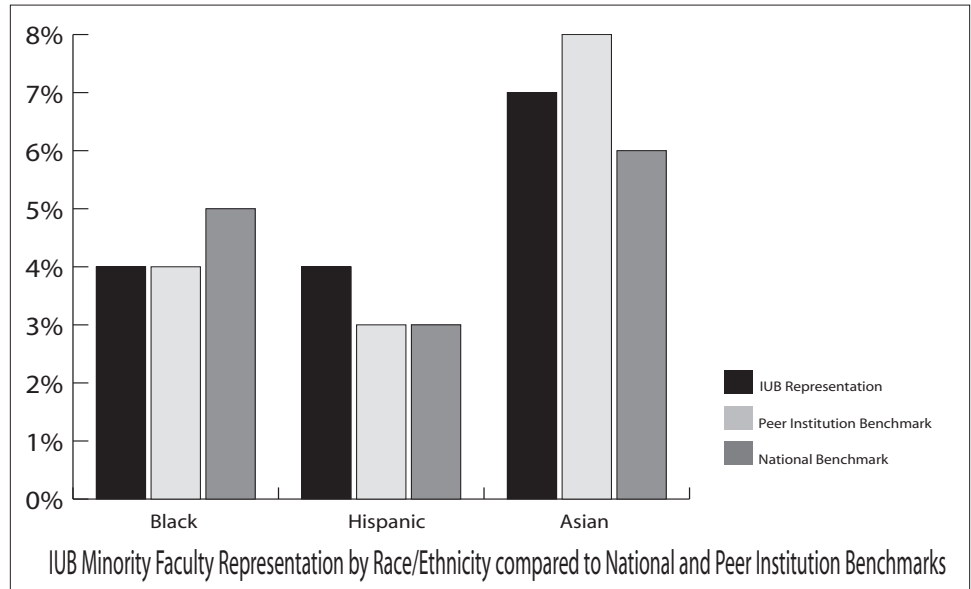
4% of the faculty, below the national benchmark (5%) but equal to that of peer intuitions. Twenty-two black faculty at the Full Professor rank and 22 black faculty at the Assistant professor rank represent the largest populations in those ranks over the last nine years. The number of black Associate professors has been decreasing since 2004 and currently number 17.

**Hispanic faculty** representation increased by four faculty in 2006. Hispanic faculty represent 3% of the IUB faculty, the same as the national average and that of IUB peer institutions. There was an increase of Hispanic faculty at both the Full and Associate Professor ranks in 2006. Currently the 15 Hispanic Full Professors and the 16 Hispanic Associate Professors represent the largest populations in each of those ranks over the last nine years. At the Assistant Professor rank, however, there was no change in Hispanic representation in 2006 and 9% decrease from 2004.



The number of **Asian faculty** at IUB exceeded 100 last year. Asian faculty currently account for 7% of the faculty at IUB, which is above the national average (6%), but below the average at peer institutions (8%). Asian faculty representation increased at both the Full and Associate Professor ranks last year: 4% and 3% respectively. There was a decrease of Asian faculty at the Assistant professor for the first time since 2000.

**American Indian** representation decreased by one Assistant Professor last year. American Indian faculty continue to represent less than one percent of all faculty, which is consistent with both the national and peer institution average.



## Indiana University-Bloomington

### Tenure/Tenure Track Faculty

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Faculty</b>	<b>1403</b>	<b>1380</b>	<b>2%</b>	<b>1319</b>	<b>6%</b>	<b>1365</b>	<b>3%</b>
Female	440	417	6%	369	19%	355	24%
<i>% of total</i>	31%	30%		28%		26%	
Minority	215	211	2%	164	31%	142	51%
<i>% of total</i>	15%	15%		12%		10%	
Black	61	61	0%	54	13%	49	24%
Hispanic	50	46	9%	32	56%	27	85%
Asian	100	99	1%	75	33%	63	59%
American Indian	4	5	-20%	3	33%	3	33%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Professors</b>	<b>694</b>	<b>691</b>	<b>0.4%</b>	<b>701</b>	<b>-1%</b>	<b>696</b>	<b>-0.3%</b>
Female	156	152	3%	144	8%	120	30%
<i>% of rank</i>	22%	22%		21%		17%	
Minority	63	59	7%	51	24%	42	50%
<i>% of rank</i>	9%	9%		7%		6%	
Black	22	20	10%	15	47%	13	69%
Hispanic	15	14	7%	12	25%	11	36%
Asian	26	25	4%	23	13%	17	53%
American Indian	0	0	0%	1	-100%	1	-100%
Native Hawaiian	0	0	0%	-		-	
<b>Associate Professors</b>	<b>383</b>	<b>376</b>	<b>2%</b>	<b>391</b>	<b>-2%</b>	<b>390</b>	<b>-2%</b>
Female	145	134	8%	132	10%	125	16%
<i>% of rank</i>	38%	36%		34%		32%	
Minority	66	65	2%	65	2%	43	53%
<i>% of rank</i>	17%	17%		17%		11%	
Black	17	20	-15%	23	-26%	18	-6%
Hispanic	16	13	23%	10	60%	4	300%
Asian	31	30	3%	31	0%	20	55%
American Indian	2	2	0%	1	100%	1	200%
Native Hawaiian	0	0	0%	-		-	
<b>Assistant Professors</b>	<b>326</b>	<b>313</b>	<b>4%</b>	<b>227</b>	<b>44%</b>	<b>279</b>	<b>17%</b>
Female	139	131	6%	93	49%	110	26%
<i>% of rank</i>	43%	42%		41%		39%	
Minority	86	87	-1%	48	79%	57	51%
<i>% of rank</i>	26%	28%		21%		20%	
Black	22	21	5%	16	38%	18	22%
Hispanic	19	19	0%	10	90%	12	58%
Asian	43	44	-2%	21	105%	26	65%
American Indian	2	3	-33%	1	100%	1	100%
Native Hawaiian	0	0	0%	-		-	

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

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**Apr-07**

## Indiana University-Bloomington

### Tenure/Tenure Track Librarians

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Librarians</b>	<b>88</b>	<b>86</b>	<b>2%</b>	<b>86</b>	<b>2%</b>	<b>98</b>	<b>-10%</b>
Female	56	55	2%	52	8%	66	-15%
% of total	64%	64%		60%		67%	
Minority	12	10	20%	10	20%	9	33%
% of total	14%	12%		12%		9%	
Black	2	3	-33%	2	0%	2	0%
Hispanic	3	2	50%	1	200%	1	200%
Asian	7	5	40%	7	0%	6	17%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Librarians</b>	<b>17</b>	<b>18</b>	<b>-5.6%</b>	<b>24</b>	<b>-29%</b>	<b>25</b>	<b>-32.0%</b>
Female	9	9	0%	15	-40%	15	-40%
% of rank	53%	50%		63%		60%	
Minority	0	0	0%	0	0%	1	-100%
% of rank	0%	0%		0%		4%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	1	-100%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Librarians</b>	<b>54</b>	<b>52</b>	<b>4%</b>	<b>50</b>	<b>8%</b>	<b>64</b>	<b>-16%</b>
Female	35	34	3%	30	17%	43	-19%
% of rank	65%	65%		60%		67%	
Minority	7	7	0%	6	17%	6	17%
% of rank	13%	13%		12%		9%	
Black	1	1	0%	1	0%	2	-50%
Hispanic	1	1	0%	0	0%	0	100%
Asian	5	5	0%	5	0%	4	25%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Librarians</b>	<b>17</b>	<b>16</b>	<b>6%</b>	<b>12</b>	<b>42%</b>	<b>9</b>	<b>89%</b>
Female	12	12	0%	7	71%	8	50%
% of rank	71%	75%		58%		89%	
Minority	5	3	67%	4	25%	2	150%
% of rank	29%	19%		33%		22%	
Black	1	2	-50%	1	0%	0	100%
Hispanic	2	1	100%	1	100%	1	100%
Asian	2	0	0%	2	0%	1	100%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

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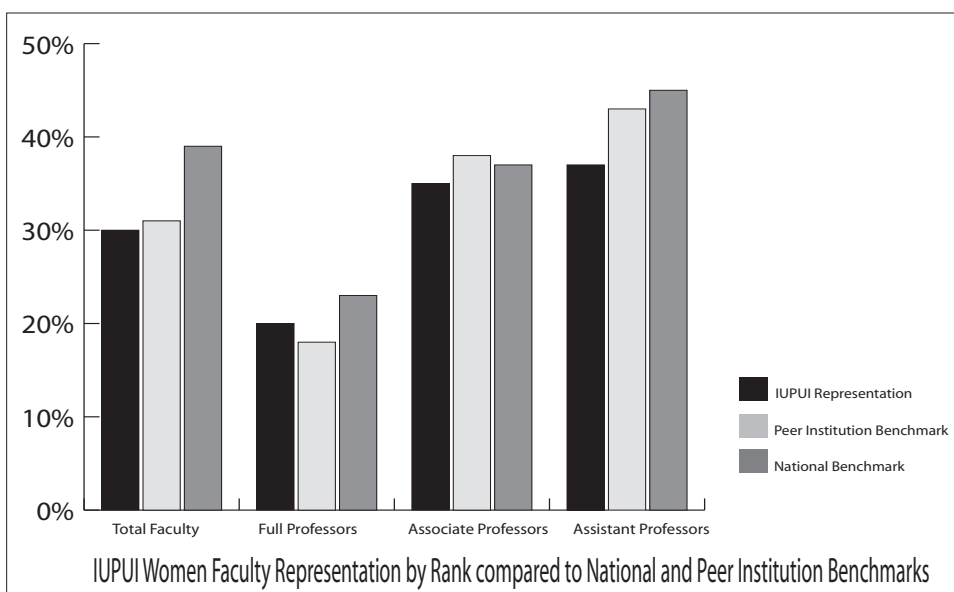
**Apr-07**



Last year there was a decrease of two faculty at IUPUI. Although this change is slight, the effect on the number of women and minority faculty was pronounced, a decrease of four female faculty and six minority faculty. This decline is in sharp contrast to the sustained increase in both women and minority faculty at IUPUI over the last nine years. There are currently 23% more female faculty and 48% more minority faculty at IUPUI than nine years ago.

## Women Faculty

Women currently represent 30% of the faculty at IUPUI, below both the national benchmark (39%) and the average at peer institutions (31%). The decrease in the number of female faculty at IUPUI was entirely at the Assistant Professor rank. The number of women Full and Associate Professors increased by 3% last year: three and five faculty respectively. Women represent 20% of the IUPUI Full Professors, below the national benchmark (23%) but above that at peer institutions (18%). Among Associate Professors, women represent 35% of the IUPUI faculty. Nationally the average is 37% and at IUPUI peer institutions it is 38%. The number of female Assistant Professors decreased by 9% in 2006 (12 faculty). Currently 37% of the Assistant Professors at IUPUI are women compared to 45% nationally and 43% at IUPUI peer institutions.

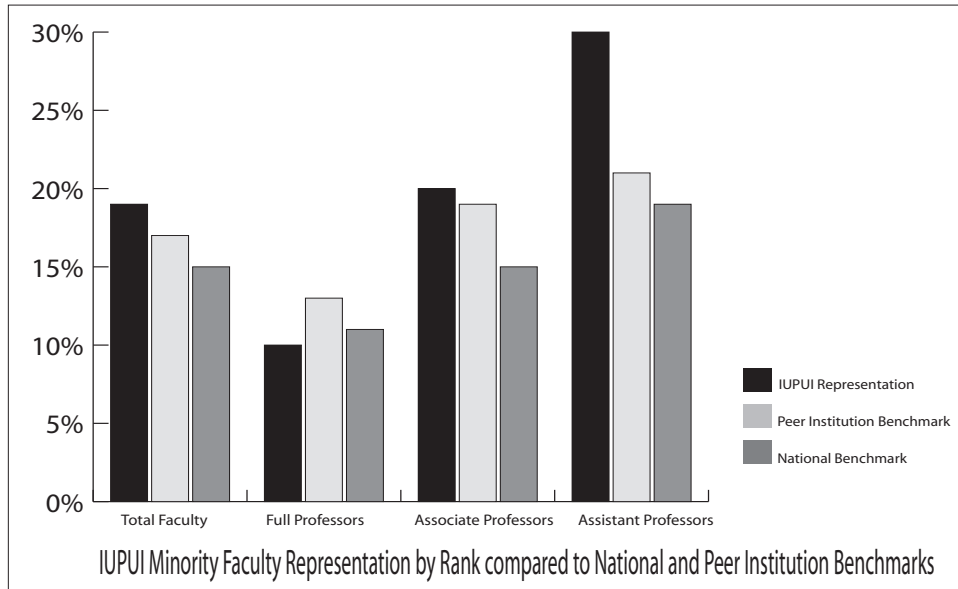


There was a decrease of one female librarian at IUPUI last year at the Associate Librarian rank. Women continue to account for most of the Librarians on campus.

## Minority Faculty

Currently minority faculty represent 19% of all faculty at IUPUI. This is above both the national benchmark (15%) and the peer institution average (17%). There was an increase of one minority Full Professor last year.

Currently minority faculty represent 10% of all Full Professors at IUPUI, compared with 11% nationally and 13% at peer institutions. The increase of three minority faculty Associate Professors at IUPUI last year continues the steady increase of minority faculty at the rank for the last nine years. Minority faculty currently comprise 20% of the Associate Professors at IUPUI. This compares favorably with both the national benchmark (15%) and that of peer

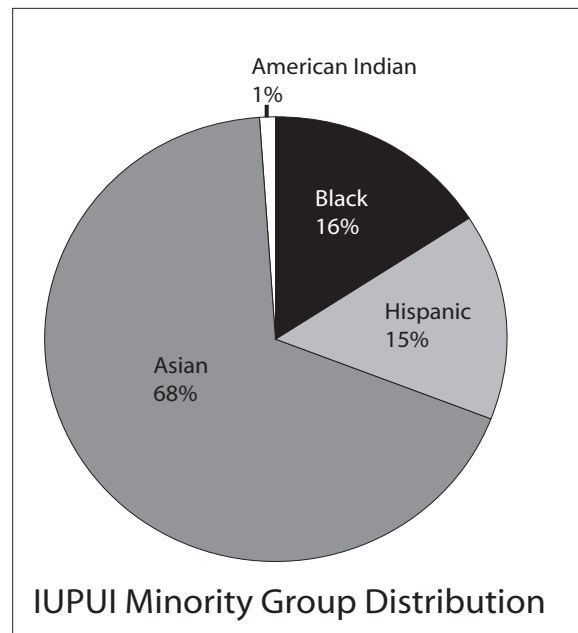


institutions (19%). The decrease of minority faculty at the Assistant Professor rank last year was significant: 10 faculty. Minority faculty however, continue to represent 30% of the Assistant Professor at IUPUI, compared to 19% nationally and 21% at peer institutions.

There was an increase of one minority librarian last year; a Hispanic librarian at the Assistant Librarian rank. Minority librarians currently represent 10% of all librarians at IUPUI.

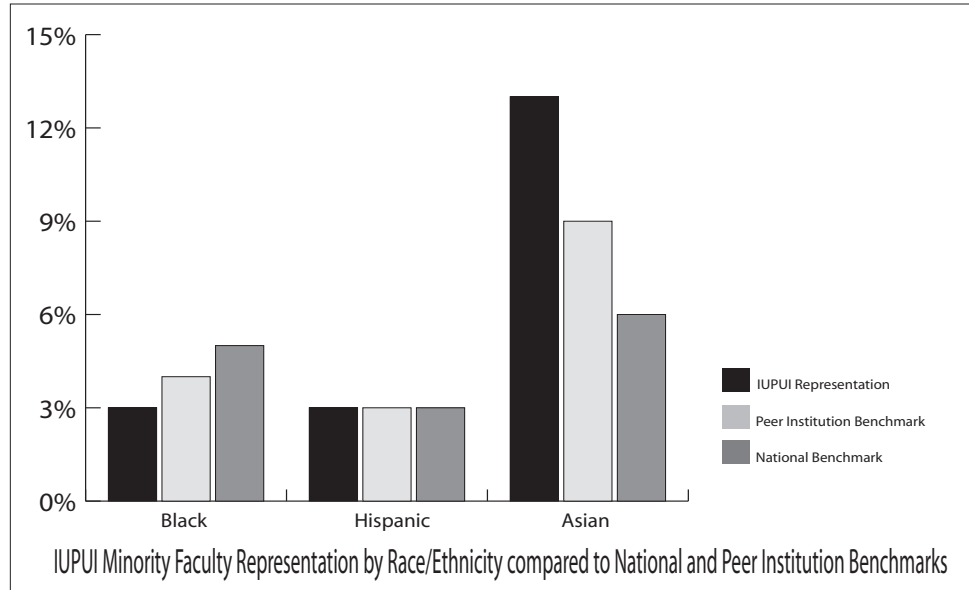
Black faculty representation among the faculty at IUPUI remained unchanged overall and at each rank last year. Over the last nine years the number of black faculty at IUPUI has increased by 18% (six faculty). Black faculty currently account for 3% of all faculty at IUPUI, well below both the national benchmark (5%) and that at peer institutions (4%).

The overall representation of Hispanic faculty remained the same last year with only slight changes within the ranks. There was an increase of two at the Full Professor rank and an increase of two at the Associate Professor rank. Both were offset by a decrease of four at the Assistant Professor rank. Currently at IUPUI Hispanic faculty account for almost 3% of all faculty. This is similar to both the national and peer institution average (3%).



There was an overall decrease in Asian faculty at IUPUI last year by 3%. This included a 3% decrease at the Full Professor rank and an 8% decrease at the Assistant Professor rank which was not offset by the 4% increase at the Associate Professor rank. Currently Asian faculty represent 12% of all faculty at IUPUI. This is well above both the 6% national average and 9% average at peer institutions.

There was a decrease of one American Indian Faculty member last year at the Associate Professor rank. Currently American Indian faculty represent less than 1% of the faculty at IUPUI which is consistent with the national and peer institution average.



Currently, there is only one Native Hawaiian faculty member at Indiana University and that is an Assistant Professor at IUPUI. There is no comparative data available on Native Hawaiian representation yet.

## Indiana University-IUPUI Tenure/Tenure Track Faculty

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Faculty</b>	<b>1303</b>	<b>1305</b>	<b>0%</b>	<b>1185</b>	<b>10%</b>	<b>1259</b>	<b>3%</b>
Female	386	390	-1%	312	24%	313	23%
<i>% of total</i>	30%	30%		26%		25%	
Minority	246	252	-2%	182	35%	166	48%
<i>% of total</i>	19%	19%		15%		13%	
Black	39	39	0%	32	22%	33	18%
Hispanic	36	36	0%	28	29%	28	29%
Asian	168	173	-3%	120	40%	104	62%
American Indian	2	3	-33%	2	0%	1	100%
Native Hawaiian	1	1	0%	-	-	-	-
<b>Full Professors</b>	<b>514</b>	<b>505</b>	<b>1.8%</b>	<b>498</b>	<b>3%</b>	<b>490</b>	<b>4.9%</b>
Female	104	101	3%	82	27%	76	37%
<i>% of rank</i>	20%	20%		16%		16%	
Minority	53	52	2%	48	10%	49	8%
<i>% of rank</i>	10%	10%		10%		10%	
Black	6	6	0%	2	200%	6	0%
Hispanic	8	6	33%	7	14%	4	100%
Asian	38	39	-3%	38	0%	38	0%
American Indian	1	1	0%	1	0%	1	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Professors</b>	<b>436</b>	<b>438</b>	<b>0%</b>	<b>430</b>	<b>1%</b>	<b>474</b>	<b>-8%</b>
Female	153	148	3%	136	13%	129	19%
<i>% of rank</i>	35%	34%		32%		27%	
Minority	88	85	4%	72	22%	72	22%
<i>% of rank</i>	20%	19%		17%		15%	
Black	16	16	0%	19	-16%	17	-6%
Hispanic	14	12	17%	9	56%	15	-7%
Asian	57	55	4%	44	30%	40	43%
American Indian	1	2	-50%	0	100%	0	100%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Professors</b>	<b>353</b>	<b>362</b>	<b>-2%</b>	<b>257</b>	<b>37%</b>	<b>295</b>	<b>20%</b>
Female	129	141	-9%	94	37%	108	19%
<i>% of rank</i>	37%	39%		37%		37%	
Minority	105	115	-9%	62	69%	45	133%
<i>% of rank</i>	30%	32%		24%		15%	
Black	17	17	0%	11	55%	10	70%
Hispanic	14	18	-22%	12	17%	9	56%
Asian	73	79	-8%	38	92%	26	181%
American Indian	0	0	0%	1	-100%	0	0%
Native Hawaiian	1	1	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

**Apr '07**

## Indiana University-IUPUI Tenure/Tenure Track Librarians

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Librarians</b>	<b>51</b>	<b>51</b>	<b>0%</b>	<b>40</b>	<b>28%</b>	<b>46</b>	<b>11%</b>
Female	30	31	-3%	23	30%	27	11%
<i>% of total</i>	59%	61%		58%		59%	
Minority	5	4	25%	3	67%	6	-17%
<i>% of total</i>	10%	8%		8%		13%	
Black	1	1	0%	0	100%	2	-50%
Hispanic	2	1	100%	1	100%	1	100%
Asian	2	2	0%	2	0%	3	-33%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Librarians</b>	<b>11</b>	<b>11</b>	<b>0.0%</b>	<b>8</b>	<b>38%</b>	<b>7</b>	<b>57.1%</b>
Female	8	8	0%	5	60%	4	100%
<i>% of rank</i>	73%	73%		63%		57%	
Minority	0	0	0%	0	0%	0	0%
<i>% of rank</i>	0%	0%		0%		0%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Librarians</b>	<b>27</b>	<b>28</b>	<b>-4%</b>	<b>24</b>	<b>13%</b>	<b>24</b>	<b>13%</b>
Female	13	14	-7%	14	-7%	17	-24%
<i>% of rank</i>	48%	50%		58%		71%	
Minority	4	4	0%	3	33%	5	-20%
<i>% of rank</i>	15%	14%		13%		21%	
Black	1	1	0%	0	100%	1	0%
Hispanic	1	1	0%	1	0%	1	0%
Asian	2	2	0%	2	0%	3	-33%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Librarians</b>	<b>13</b>	<b>12</b>	<b>8%</b>	<b>8</b>	<b>63%</b>	<b>15</b>	<b>-13%</b>
Female	9	9	0%	4	125%	6	50%
<i>% of rank</i>	69%	75%		50%		40%	
Minority	1	0	100%	0	100%	1	0%
<i>% of rank</i>	8%	0%		0%		7%	
Black	0	0	0%	0	1%	1	-100%
Hispanic	1	0	100%	0	100%	0	100%
Asian	0	0	0%	0	1%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

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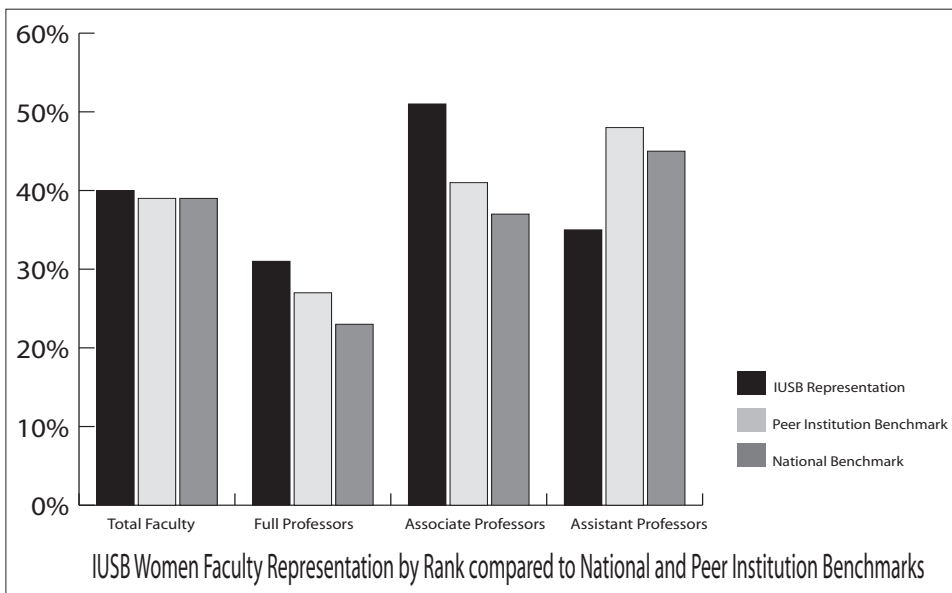
**APR '07**



Last year there was no change in the overall number of faculty and librarians on the IUSB campus. However, for the second year there was a significant decrease in the number of women faculty, by four in 2005 and by three in 2006. There are however, 29% more women faculty on campus than nine years ago. The number of minority faculty increased by 5% (2 faculty) last year continuing a steady increase from 1998. Over the last nine years minority faculty have increased by 117%.

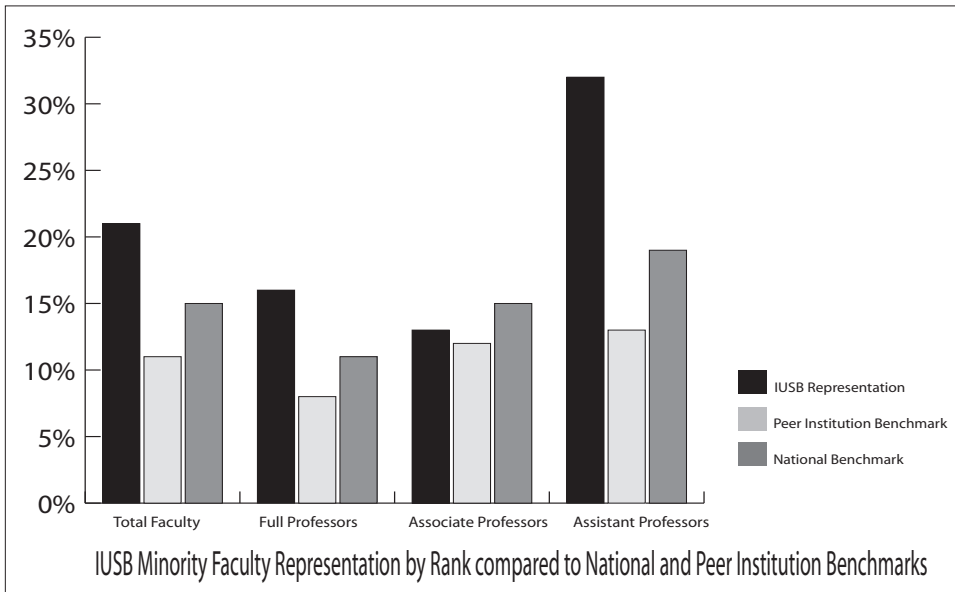
## Women Faculty

Currently 40% of all IUSB faculty are women. This exceeds both the national benchmark (39%) and the average at IUSB peer institutions (39%). Women continue to be well represented well within the individual ranks. For the last four years the number of women at the Full Professor rank has shifted back and forth between 15 and 17 members. There are currently twice as many women Full Professors at IUSB than there were nine years ago. Women account for 31% of the faculty at the Full Professor rank at IUSB. This compares favorably with 23% nationally and 27% at peer institutions. Last year was the first decrease in the number of women at the Associate Professor rank. The decrease of one was due to promotions to the Full Professor rank. At IUSB women account for 51% of all Associate Professors compared with 37% nationally and 41% at IUSB peer institutions.



At the Assistant Professor rank women at IUSB are less represented. Women represent 35% of all Assistant Professors at IUSB, compared to 45% nationally and 48% at IUSB peer institutions. The number of women at the Assistant Professor rank at IUSB decreased for the second straight year. The decrease last year was due to promotions to the Associate Professor rank and to lack of hiring.

Women account for 73% of the Librarians on campus including 100% of the librarians at the Full Librarian rank.



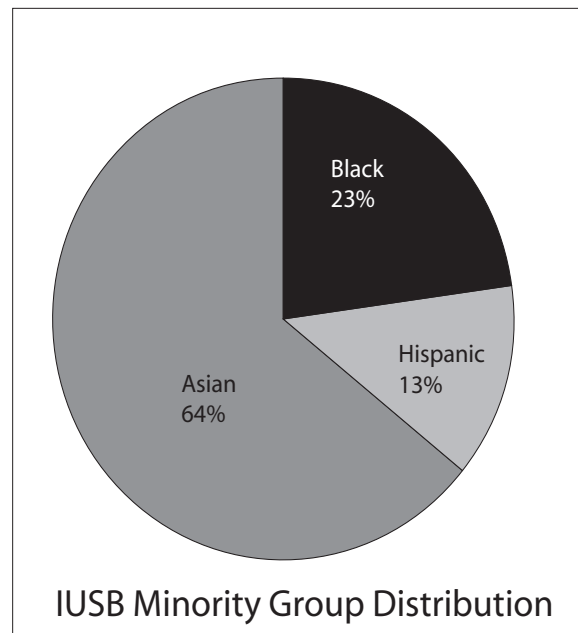
## Minority Faculty

Currently minority faculty comprise 21% of the IUSB faculty. This is well above both the national benchmark and average at IUSB peer institutions: 15% and 11% respectively. Minority faculty increased by 29% last year at the Full

Professor rank. This marks the first increase at that rank since 2004. Minority faculty account for 16% of all Full Professors at IUSB, which compares favorably with both the national average (11%) and that at IUSB peer institutions (8%). There was a decrease of three minority faculty members at the Associate Professor rank last year. This decrease brings the number of minority Associate Professors down to where it was nine years ago. Most of this decrease was the result of promotions to the Full Professor rank. Among Associate Professors, minority faculty account for 13% of the IUSB faculty. Nationally minority faculty represent 15% of all Associate Professors and 12% at IUSB peer institutions. At the Assistant Professor rank there were three more minority Assistant Professors than the previous year. Currently, 32% of all Assistant Professors at IUSB are minority. This is well above the national benchmark (19%) and the minority average at peer institutions (13%).

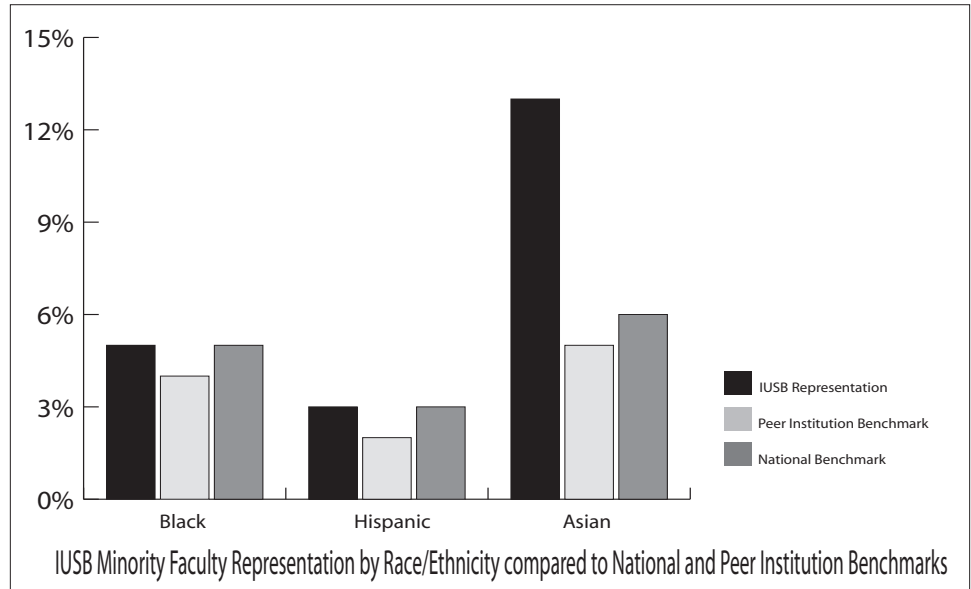
Minority librarians account for 27% of the librarians on campus (3 librarians) which is an increase of two over the last nine years. All minority librarians are at the Assistant Librarian rank.

**Black faculty** representation at IUSB remained the same last year. Currently black faculty account for 5% of the IUSB faculty, the same as the national benchmark and above peer institutions (4%). Almost half of all black faculty at IUSB are Full Professors.



The decrease of one black Assistant Professor is the result of a promotion to Associate Professor. Overall black faculty have increased by 80% at IUSB over the last nine years. Most of this increase was at the Full Professor rank.

**Hispanic faculty** decreased by one last year at IUSB. Hispanic faculty currently account for 3%, the same as the national benchmark and above the average at peer institutions (2%). Most Hispanic faculty at IUSB are at the Assistant Professor rank. The decrease in Hispanic faculty last year at this rank was due in part to resignation. Hispanic faculty at IUSB have increased by 150% over the last nine years.



**Asian faculty** increased by 14% last year at IUSB. This continues a

steady increase since 2003. Currently Asian faculty account for 13% of the faculty, twice both the national benchmark and at IUSB peer institutions. Nationally Asian faculty represent 6% of all faculty and 5% at IUSB peer institutions. Over half of the Asian faculty at IUSB are Assistant Professors (15 faculty).

There is no representation of either **American Indians** or **Native Hawaiians** among the faculty at IUSB.

## Indiana University-South Bend Tenure/Tenure Track Faculty

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Faculty</b>	<b>190</b>	<b>190</b>	<b>0%</b>	<b>187</b>	<b>2%</b>	<b>165</b>	<b>15%</b>
Female	76	79	-4%	73	4%	59	29%
% of total	40%	42%		39%		36%	
Minority	39	37	5%	23	70%	18	117%
% of total	21%	19%		12%		11%	
Black	9	9	0%	8	13%	5	80%
Hispanic	5	6	-17%	2	150%	2	150%
Asian	25	22	14%	13	92%	11	127%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Professors</b>	<b>55</b>	<b>52</b>	<b>5.8%</b>	<b>47</b>	<b>17%</b>	<b>45</b>	<b>22.2%</b>
Female	17	15	13%	11	55%	8	113%
% of rank	31%	29%		23%		18%	
Minority	9	7	29%	6	50%	3	200%
% of rank	16%	13%		13%		7%	
Black	4	4	0%	4	0%	2	100%
Hispanic	1	1	0%	0	100%	0	100%
Asian	4	2	100%	2	100%	1	300%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Professors</b>	<b>70</b>	<b>75</b>	<b>-7%</b>	<b>85</b>	<b>-18%</b>	<b>60</b>	<b>17%</b>
Female	36	37	-3%	30	20%	20	80%
% of rank	51%	49%		35%		33%	
Minority	9	12	-25%	11	-18%	9	0%
% of rank	13%	16%		13%		15%	
Black	3	2	50%	2	50%	3	0%
Hispanic	0	0	0%	2	-100%	1	-100%
Asian	6	10	-40%	7	-14%	5	20%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Professors</b>	<b>65</b>	<b>63</b>	<b>3%</b>	<b>55</b>	<b>18%</b>	<b>60</b>	<b>8%</b>
Female	23	27	-15%	32	-28%	31	-26%
% of rank	35%	43%		58%		52%	
Minority	21	18	17%	6	250%	6	250%
% of rank	32%	29%		11%		10%	
Black	2	3	-33%	2	0%	0	200%
Hispanic	4	5	-20%	0	400%	1	300%
Asian	15	10	50%	4	275%	5	200%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

**Apr '07**

## Indiana University-South Bend Tenure/Tenure Track Librarians

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Librarians</b>	<b>11</b>	<b>11</b>	<b>0%</b>	<b>8</b>	<b>38%</b>	<b>8</b>	<b>38%</b>
Female	8	8	0%	6	33%	5	60%
<i>% of total</i>	73%	73%		75%		63%	
Minority	3	3	0%	1	200%	1	200%
<i>% of total</i>	27%	27%		13%		13%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	3	3	0%	1	200%	1	200%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Librarians</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>0</b>	<b>100%</b>	<b>0</b>	<b>100.0%</b>
Female	1	1	0%	0	0%	0	100%
<i>% of rank</i>	100%	100%					
Minority	0	0	0%	0	0%	0	0%
<i>% of rank</i>	0%	0%					
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-		-	
<b>Associate Librarians</b>	<b>5</b>	<b>5</b>	<b>0%</b>	<b>6</b>	<b>-17%</b>	<b>4</b>	<b>25%</b>
Female	4	4	0%	6	-33%	3	33%
<i>% of rank</i>	80%	80%		100%		75%	
Minority	0	0	0%	0	0%	0	0%
<i>% of rank</i>	0%	0%		0%		0%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-		-	
<b>Assistant Librarians</b>	<b>5</b>	<b>5</b>	<b>0%</b>	<b>2</b>	<b>150%</b>	<b>4</b>	<b>25%</b>
Female	3	3	0%	0	300%	2	50%
<i>% of rank</i>	60%	60%		0%		50%	
Minority	3	3	0%	1	200%	1	200%
<i>% of rank</i>	60%	60%		50%		25%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	3	3	0%	1	0%	1	200%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-		-	

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

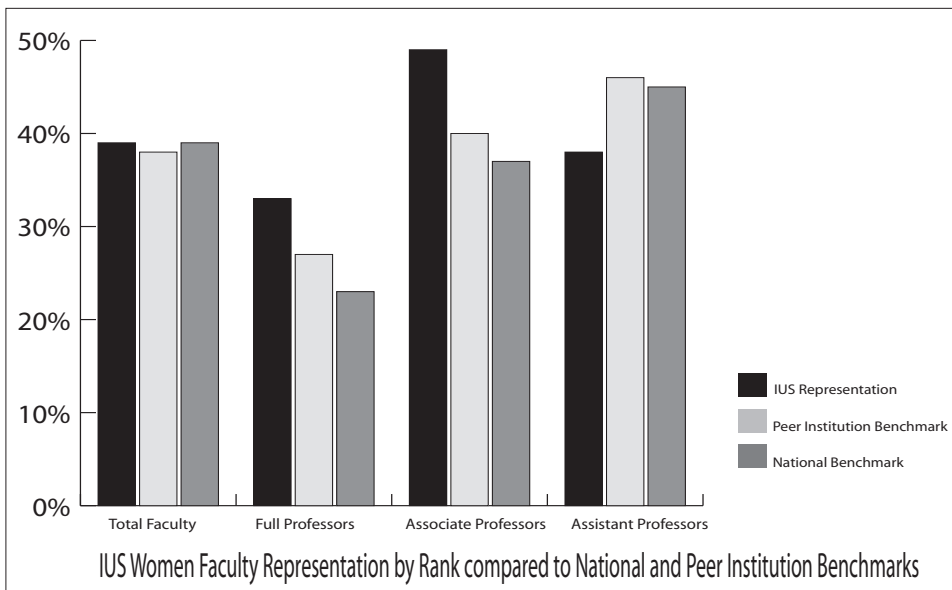
**Apr '07**



The overall number of faculty at IUS decreased last year by 7%, which includes decreases in the number of women and minority faculty by 7% and 6% respectively. This is the third year the number of IUS faculty decreased, from 138 in 2003 to 127 in 2006. This is also the first year in which the number of women faculty has decreased. There are, however 23% more women faculty than nine years ago. Minority faculty decreased by one in 2005 and again by one in 2006. Previously there has been a steady increase in the number of minority at IUS. Nonetheless, there are 23% more minority faculty on the IUS campus than nine years ago.

## Women Faculty

Overall women represent 39% of the faculty at IUS, the same as the national benchmark and above the average at IUS peer institutions (38%). There was a decrease of one woman Full Professor last year due to a retirement. Women now represent 33% of the Full Professors at IUS, which compares favorably with the national average (23%) and at peer institution (27%). Among Associate Professors there was no change last year in the number of women despite a decrease of five in the overall number of Associate Professors. Women currently account for 49% of all Associate Professors at IUS. This greater than the national benchmark (37%) and the average at IUS peer institutions (40%). There was a decrease of three women Assistant Professors

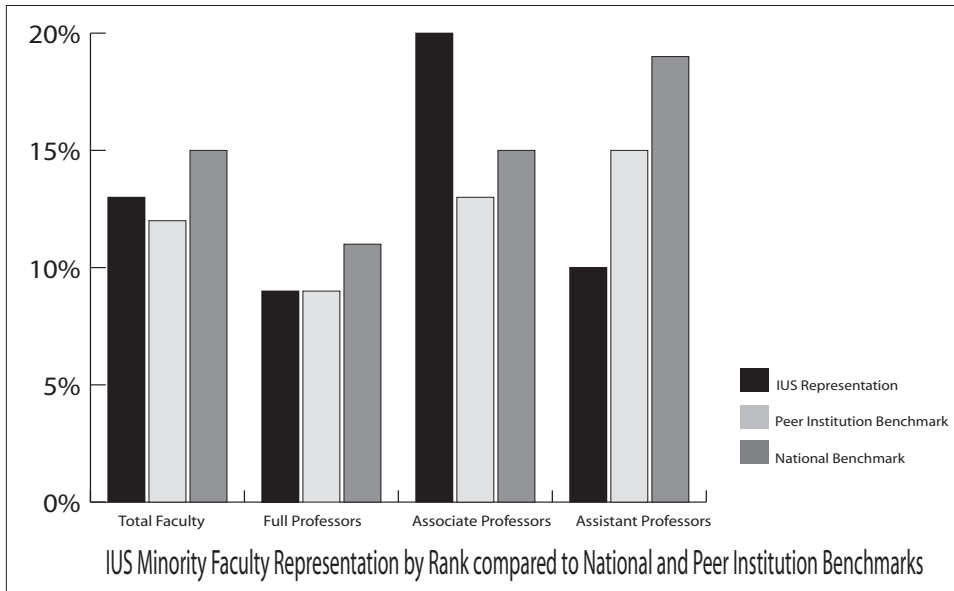


last year, which continues a downward trend since 2004. There are now 31% fewer women Assistant Professors than nine years ago and 35% fewer than in 2003. Last year the decrease in women among Assistant Professors can be attributed mostly to promotions to Associate Professor and to hiring patterns. Women currently represent 38% of the Assistant Professors at IUS below both the national benchmark (45%) and that at peer institutions (46%).

There was an addition of one librarian last year which was a woman. Women currently represent 71% of the librarians on the IUS campus.

## Minority Faculty

The number of minority faculty at IUS decreased by one last year. Overall minority faculty represent 13% of the faculty at IUS. This is below the national benchmark (15%), but above the average for IUS peer institutions (12%). The number of minority Full Professors remained the same last year despite a decrease in the overall number of Full Professors. Minority faculty currently account for 9% of all Full Professors at IUS, the same as for IUS peer institutions but below the national average (11%). There was also no change in the number of minority faculty at the Associate

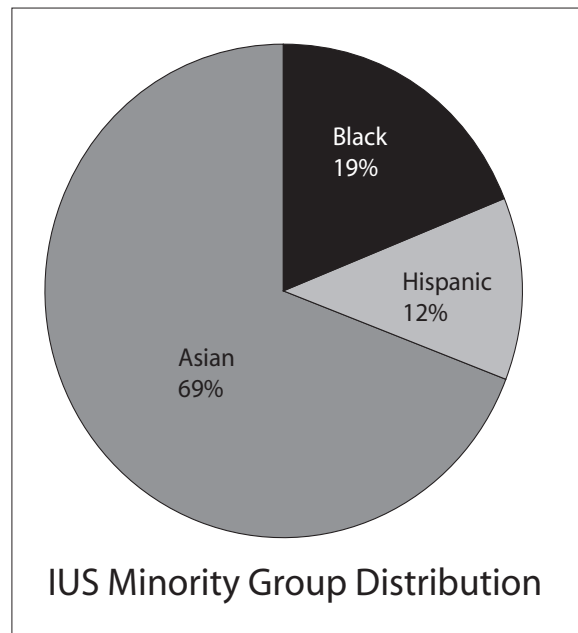


Professor rank last year. Minority faculty currently represent 20% of Associate Professors at IUS, compared to 19% nationally and 13% at IUS peer institutions. There was a decrease of one minority Assistant Professor last year, due to a promotion to the Associate Professor rank. There are fewer minority faculty at the Assistant Professor rank than at any other rank at IUS. Minority faculty represent only 10% of the Assistant Professors at IUS, which is below both the national average (19%) and the average at IUS peer institutions (15%).

Professor rank last year. Minority faculty currently represent 20% of Associate Professors at IUS, compared to 19% nationally and 13% at IUS peer institutions. There was a decrease of one minority Assistant Professor last year, due to a promotion to the Associate Professor rank. There are fewer minority faculty at the Assistant Professor rank than at any other rank at IUS. Minority faculty represent only 10% of the Assistant Professors at IUS, which is below both the national average (19%) and the average at IUS peer institutions (15%).

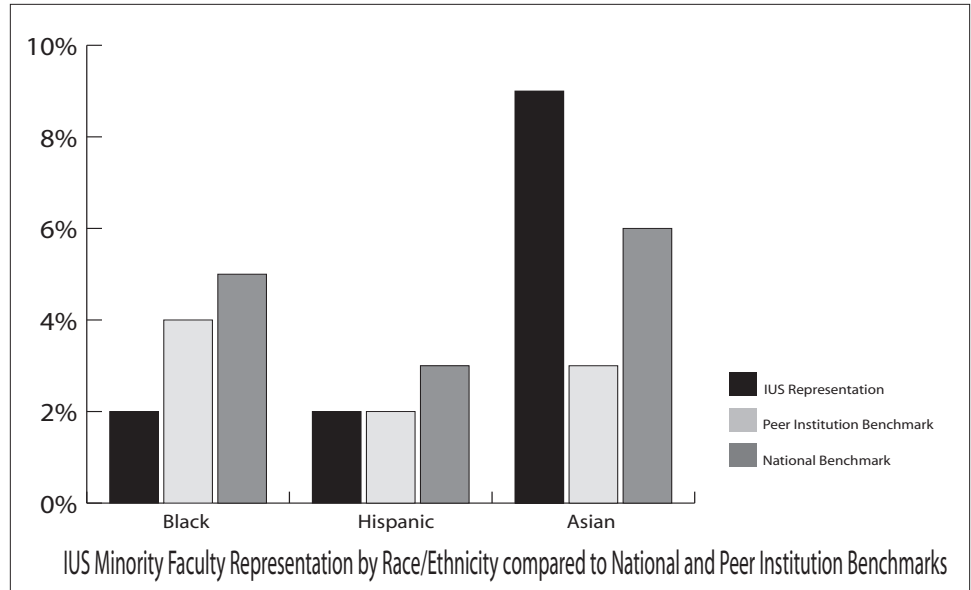
One minority librarian was hired on the IUS campus in 2005 and there have been no changes in the number of minority librarians since then.

**Black faculty** decreased on the IUSE campus last year by 40%, from five to three. This is the lowest level in more than nine years. Black faculty represent 2% of the faculty at IUS, which is below the national average (15%), and also below the average for IUS peer institutions (4%). There was a decrease of two Black Associate Professors at IUS last year, regrettably one due to death. There continues to be no Black representation at the Assistant Professor rank and has been none since 2000.



**Hispanic faculty** increased overall by one last year. Currently Hispanic faculty represent almost 2% of the faculty, the same as among IUS peer institutions, but below the national benchmark (3%). All Hispanic faculty at IUS are Associate Professors. There has been no Hispanic representation at the Full Professor rank over the last nine years and none at the Assistant Professor rank since 2003.

**Asian faculty** representation remained the same last year. Asian faculty represent 8% of the faculty at IUS, which compares favorably with both the national average (6%) and that at IUS peer institutions (3%). There was no change in the number of Asian faculty at the Full Professor rank. The



increase in Asian faculty at the Associate Professor rank and the decrease of Asian faculty at the Assistant Professor rank was due to a promotion.

There continues to be no **American Indian** or **Native Hawaiian** representation among the faculty at IUS.

## Indiana University-Southeast Tenure/Tenure Track Faculty

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Faculty</b>	<b>127</b>	<b>136</b>	<b>-7%</b>	<b>125</b>	<b>2%</b>	<b>117</b>	<b>9%</b>
Female	50	54	-7%	47	6%	43	16%
% of total	39%	40%		38%		37%	
Minority	16	17	-6%	15	7%	13	23%
% of total	13%	13%		12%		11%	
Black	3	5	-40%	6	-50%	5	-40%
Hispanic	2	1	100%	1	100%	1	100%
Asian	11	11	0%	8	38%	7	57%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Professors</b>	<b>57</b>	<b>61</b>	<b>-6.6%</b>	<b>49</b>	<b>16%</b>	<b>43</b>	<b>32.6%</b>
Female	19	20	-5%	16	19%	12	58%
% of rank	33%	33%		33%		28%	
Minority	5	5	0%	2	150%	2	150%
% of rank	9%	8%		4%		5%	
Black	2	2	0%	1	100%	1	100%
Hispanic	0	0	0%	0	0%	0	0%
Asian	3	3	0%	1	200%	1	200%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Professors</b>	<b>41</b>	<b>46</b>	<b>-11%</b>	<b>42</b>	<b>-2%</b>	<b>36</b>	<b>14%</b>
Female	20	20	0%	15	33%	15	33%
% of rank	49%	43%		36%		42%	
Minority	8	8	0%	9	-11%	4	100%
% of rank	20%	17%		21%		11%	
Black	1	3	-67%	5	-80%	2	-50%
Hispanic	2	1	100%	0	200%	0	200%
Asian	5	4	25%	4	25%	2	150%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Professors</b>	<b>29</b>	<b>29</b>	<b>0%</b>	<b>34</b>	<b>-15%</b>	<b>38</b>	<b>-24%</b>
Female	11	14	-21%	16	-31%	16	-31%
% of rank	38%	48%		47%		42%	
Minority	3	4	-25%	4	-25%	7	-57%
% of rank	10%	14%		12%		18%	
Black	0	0	0%	0	0%	2	-200%
Hispanic	0	0	0%	1	-100%	1	-100%
Asian	3	4	-25%	3	0%	4	-25%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

**Apr '07**

## Indiana University-Southeast Tenure/Tenure Track Librarians

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Librarians</b>	<b>7</b>	<b>6</b>	<b>17%</b>	<b>6</b>	<b>17%</b>	<b>6</b>	<b>17%</b>
Female	5	4	25%	4	25%	4	25%
<i>% of total</i>	71%	67%		67%		67%	
Minority	1	1	0%	0	100%	0	100%
<i>% of total</i>	14%	17%		0%		0%	
Black	1	1	0%	0	100%	0	100%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Librarians</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0.0%</b>
Female	0	0	0%	0	0%	0	0%
<i>% of rank</i>							
Minority	0	0	0%	0	0%	0	0%
<i>% of rank</i>							
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Librarians</b>	<b>5</b>	<b>5</b>	<b>0%</b>	<b>5</b>	<b>0%</b>	<b>5</b>	<b>0%</b>
Female	3	3	0%	3	0%	4	-25%
<i>% of rank</i>	60%	60%		60%		80%	
Minority	1	1	0%	0	100%	0	100%
<i>% of rank</i>	20%	20%		0%		0%	
Black	1	1	0%	0	100%	0	100%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Librarians</b>	<b>2</b>	<b>1</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>1</b>	<b>100%</b>
Female	2	1	100%	1	100%	0	200%
<i>% of rank</i>	100%	100%		100%		0%	
Minority	0	0	0%	0	0%	0	0%
<i>% of rank</i>	0%	0%		0%		0%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

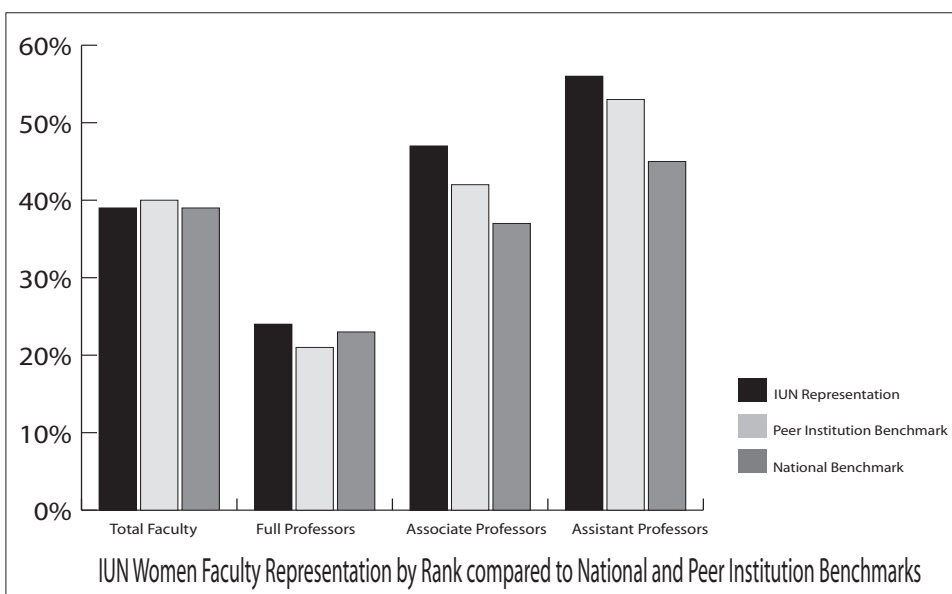
**Apr '07**



There was an overall 6% increase in the number of faculty on the IUN campus last year. This includes significant increases in the number of both women and minority faculty. This increase came after four years of almost no change in the overall number of faculty. Although there had been a steady increase in the number of women faculty over the last four years, the number of minority faculty has not changed. Most of the increase last year in women and minority faculty occurred at the Assistant Professor rank.

## Women Faculty

Women faculty currently represent 43% of the faculty at IUN; in 2005 they represented 39%. Nationally women account for 39% of all faculty and at IUN peer institutions they represent 40%. Although there was no increase in the number of Full Professors, there was one additional female Full Professor at IUN, due to promotion. Currently women represent 25% of all Full Professors at IUN. This compares favorably with the national average (23%) and the average at peer institutions (21%). Despite an overall decrease in the number of Associate Professors, the number of women within the rank increased by one last year. Women account for 47% of all Associate Professors at IUN, above both the national benchmark (37%) and the average

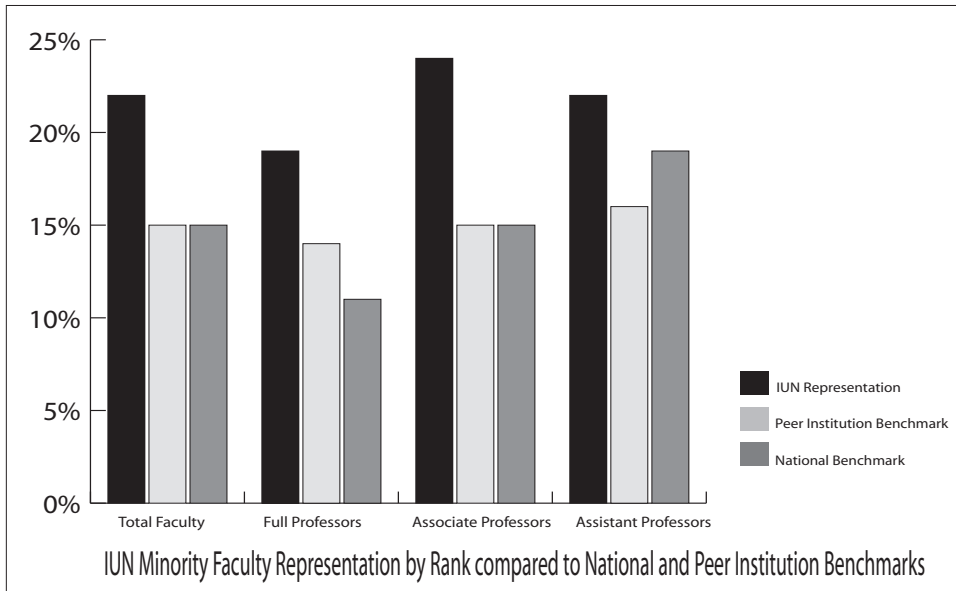


at IUN peer institutions (42%). There was a 28% increase for all Assistant Professors and for female Assistant Professors last year. Women continue to represent 56% of the Assistant Professors at IUN. This is well above both the national average (45%) and the average at peer institutions (53%).

With the decrease of one woman librarian last year, women now represent half of all librarians at IUN (three of six).

## Minority Faculty

The number of minority faculty at IUN increased by 16% last year. This increase comes after a decline in the number of minority faculty over the last several years. Currently minority faculty represent 22% of the faculty at IUN. This is well above both the national average

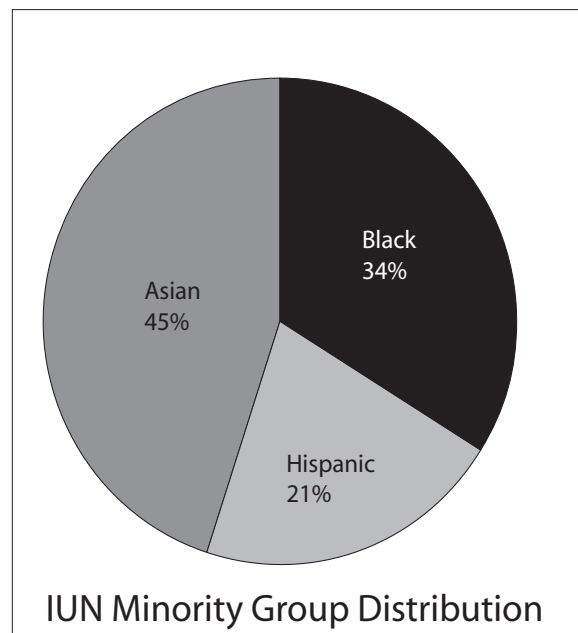


and the average for peer institutions (15%). With one additional minority Full Professor, there are currently eight; the most minority faculty at that rank over the last nine years at IUN. Minority faculty represent 19% of Full Professors compared with 14% nationally and 11% at IUN peer institutions. With

an increase of one, minority faculty currently represent 24% of all Associate Professors at IUN. Both nationally and among IUN peer institutions that benchmark is 15%. With two additional minority faculty among Assistant Professors at IUN, minority faculty now constitute 22% of the rank. This is well above the national average (19%) and the average at peer institutions (16%).

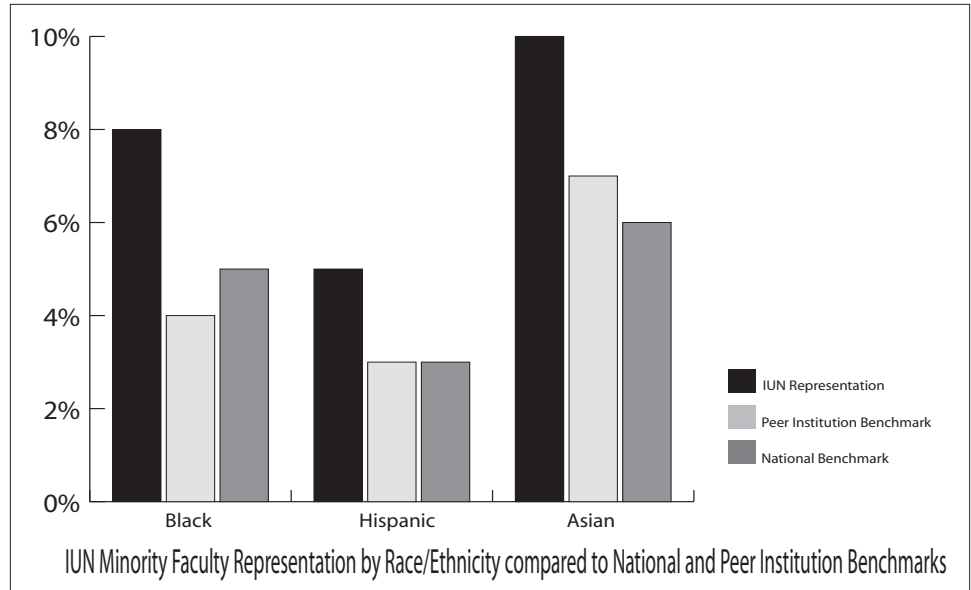
There continues to be one minority librarian on the IUN campus. She has been at the Assistant Librarians rank for more than nine years.

**Black faculty** representation at IUN increased by two last year. With ten members, black faculty currently account for 7% of the faculty at IUN. This is above both the national benchmark (5%) and that at IUN peer institutions (4%). There are now more black faculty at the Full Professor rank than at any time over the last nine years. At the Associate Professor rank, however, there are fewer than at any time over the last nine years. The number of black Assistant Professors dropped in 2003, but has steadily increased since then and continued to do so last year, with the increase of one.



**Hispanic faculty** representation increased by one last year. Currently Hispanic faculty represent 4% of the faculty at IUN, above both the national and peer institution average of 3%. There has been no Hispanic representation at the Full Professor rank since 1997. At the Associate Professor rank there has been a slow increase and currently there are more Hispanic Associate Professors than at anytime over the last nine years. At the Assistant Professor, a five year decline continues in Hispanic representation.

**Asian faculty** representation has remained fairly constant, between 12-13, since 2001. Asian faculty currently represent 10% of the faculty at IUN. This is above the national average (6%) and the average at peer institutions (7%). The distribution of Asian faculty across the faculty ranks has also remained constant over the last five years: five to six members at the Full Professor rank, three to four members at the Associate Professor rank, and four to five members at the Assistant Professor rank.



There continues to be no representation of either **American Indians** or **Native Hawaiians** among the faculty on the IUN campus.

## Indiana University-Northwest Tenure/Tenure Track Faculty

		1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>2006</b>							
<b>Total Faculty</b>	<b>134</b>	<b>127</b>	<b>6%</b>	<b>134</b>	<b>0%</b>	<b>131</b>	<b>2%</b>
Female	57	50	14%	46	24%	40	43%
<i>% of total</i>	43%	39%		34%		31%	
Minority	29	25	16%	29	0%	28	4%
<i>% of total</i>	22%	20%		22%		21%	
Black	10	8	25%	11	-9%	12	-17%
Hispanic	6	5	20%	6	0%	6	0%
Asian	13	12	8%	12	8%	10	30%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Professors</b>	<b>42</b>	<b>42</b>	<b>0.0%</b>	<b>41</b>	<b>2%</b>	<b>31</b>	<b>35.5%</b>
Female	10	9	11%	8	25%	6	67%
<i>% of rank</i>	24%	21%		20%		19%	
Minority	8	7	14%	6	33%	5	60%
<i>% of rank</i>	19%	17%		15%		16%	
Black	3	2	50%	1	100%	2	100%
Hispanic	0	0	100%	0	100%	1	100%
Asian	5	5	0%	5	0%	2	150%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Professors</b>	<b>51</b>	<b>53</b>	<b>-4%</b>	<b>62</b>	<b>-18%</b>	<b>69</b>	<b>-26%</b>
Female	24	23	4%	16	50%	15	60%
<i>% of rank</i>	47%	43%		26%		22%	
Minority	12	11	9%	11	9%	12	0%
<i>% of rank</i>	24%	21%		18%		17%	
Black	4	4	0%	5	0%	5	0%
Hispanic	5	4	25%	2	150%	2	150%
Asian	3	3	0%	4	-25%	5	-40%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Professors</b>	<b>41</b>	<b>32</b>	<b>28%</b>	<b>31</b>	<b>32%</b>	<b>31</b>	<b>32%</b>
Female	23	18	28%	22	5%	19	21%
<i>% of rank</i>	56%	56%		71%		61%	
Minority	9	7	29%	12	-25%	11	-18%
<i>% of rank</i>	22%	22%		39%		35%	
Black	3	2	50%	5	-40%	5	-40%
Hispanic	1	1	0%	4	0%	3	-67%
Asian	5	4	25%	3	67%	3	67%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

**Apr '07**

## Indiana University-Northwest Tenure/Tenure Track Librarians

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Librarians</b>	<b>6</b>	<b>7</b>	<b>-14%</b>	<b>9</b>	<b>-33%</b>	<b>7</b>	<b>-14%</b>
Female	3	4	-25%	5	-40%	3	0%
<i>% of total</i>	50%	57%		56%		43%	
Minority	1	1	0%	1	0%	1	0%
<i>% of total</i>	17%	14%		11%		14%	
Black	1	1	0%	1	0%	1	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Librarians</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>2</b>	<b>-50%</b>	<b>1</b>	<b>0.0%</b>
Female	0	0	0%	0	0%	0	0%
<i>% of rank</i>	0%	0%		0%		0%	
Minority	0	0	0%	0	0%	0	0%
<i>% of rank</i>	0%	0%		0%		0%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Librarians</b>	<b>3</b>	<b>4</b>	<b>-25%</b>	<b>4</b>	<b>-25%</b>	<b>4</b>	<b>-25%</b>
Female	2	3	-33%	3	-33%	2	0%
<i>% of rank</i>	67%	75%		75%		50%	
Minority	0	0	0%	0	0%	0	0%
<i>% of rank</i>	0%	0%		0%		0%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Librarians</b>	<b>2</b>	<b>2</b>	<b>0%</b>	<b>3</b>	<b>-33%</b>	<b>2</b>	<b>0%</b>
Female	1	1	0%	2	-50%	1	0%
<i>% of rank</i>	50%	50%		67%		50%	
Minority	1	1	0%	1	0%	1	0%
<i>% of rank</i>	50%	50%		33%		50%	
Black	1	1	0%	1	0%	1	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

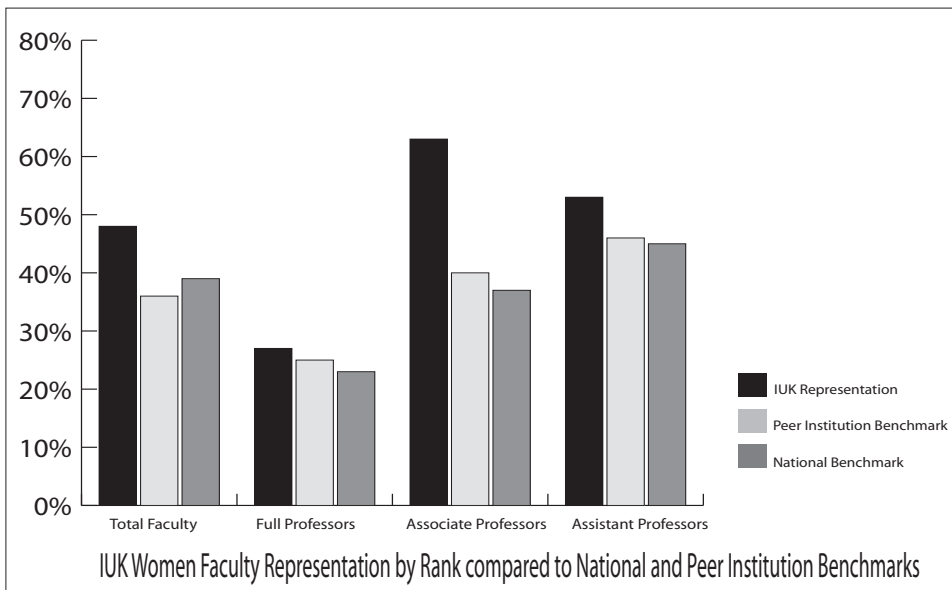
**Apr '07**



For the second straight year there was no overall change in the number of faculty or librarians at IUK. Despite this, there was a 44% increase (4 faculty) in minority faculty at IUK. With 13 members, minority faculty currently represent 20% of the faculty at IUK, the same as nine years ago. For the second straight year there was no overall change in the number of women faculty at IUK.

## Women Faculty

Women faculty currently account for 48% of the faculty at IUK. This is well above both the national benchmark (39%) and the average at IUK peer institutions (36%). Women are well represented at all faculty ranks at IUK. With one additional woman at the Full Professor rank in 2006, women now represent 37% of all Full Professors, compared with 23% nationally and 25% at peer institutions. There was also an increase of one women at the Associate Professor rank last year. Currently women represent 63% of all Associate Professors at IUK compared with 37% nationally and 40% at IUK peer institutions. There was a decrease of two women at the Assistant Professor rank last year, due in part to promotions to Associate Professor. Women currently represent 53% the Assistant Professors at IUK, well above both the national benchmark (45%) and that at peer institutions (46%).

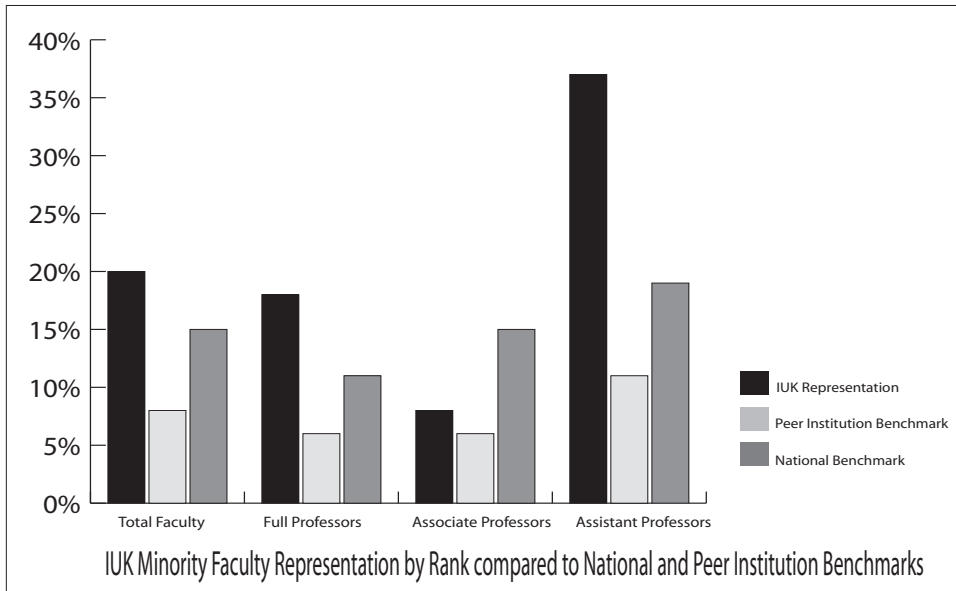


Women continue to account for 80% of the librarians at IUK including 100% at both the Full and Assistant Librarian ranks.

## Minority Faculty

With a 44% increase last year (4 faculty), minority faculty currently comprise 20% of the faculty at IUK. This is well above the national benchmark (15%) and the average at peer institutions (8%). At the both the Assistant and Full

Professor ranks minority representation among IUK faculty is above both national and peer institution benchmarks. Minority faculty account for 18% of all Full Professors at IUK, above both the national benchmark (11%) and peer institution average (6%) There was no change in the number of minority Associate Professors last year and a steady decrease in minority



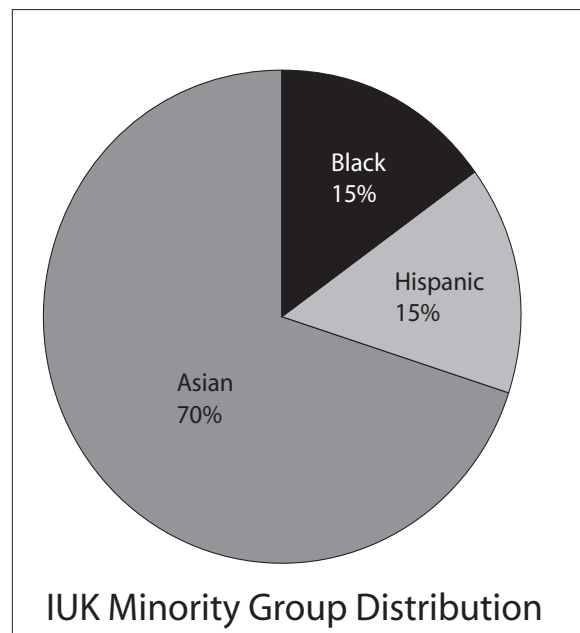
faculty at this rank has occurred since 1999. Minority faculty currently represent 8% of the Associate Professor at IUK, below the national benchmark (15%) but above peer institutions (6%). The majority of minority faculty at IUK are Assistant Professors. The number of minority faculty at this rank almost doubled last

year. Currently minority faculty account for 37% of all Assistant Professors at IUK compared with 19% nationally and 11% at IUK peer institutions.

There continues to be no minority representation among the librarian ranks at IUK.

**Black faculty** representation has remained unchanged since 2003. Currently black faculty represent 3% of the faculty at IUK, below the national benchmark (5%) but above peer institutions (2%). There is currently one black Full Professor and one Assistant Full professor. There have been no black Associate Professors at IUK over the last nine years

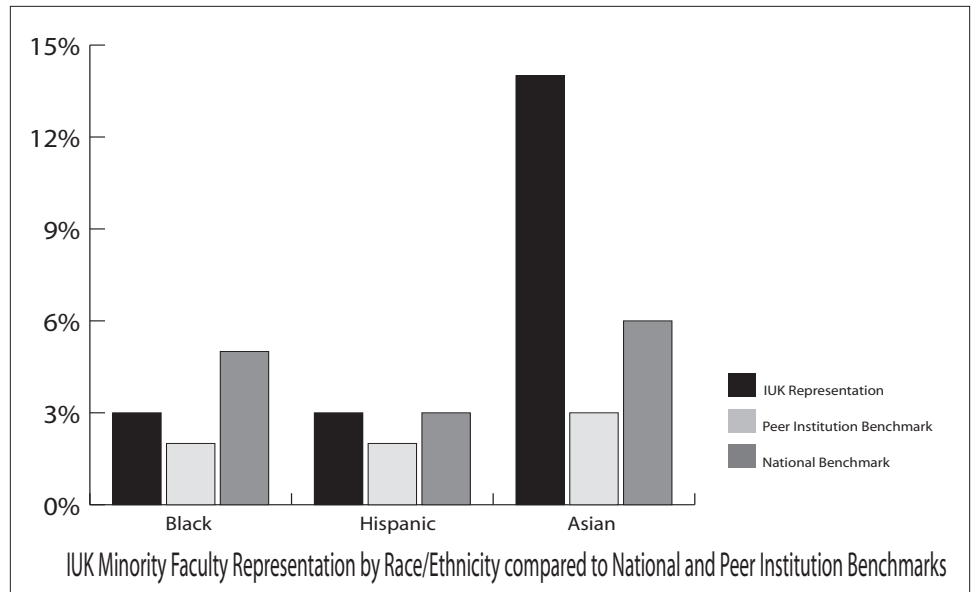
**Hispanic faculty** representation increased to two faculty last year, still below the level of three in 1997. Currently, Hispanic faculty represent 3% of the faculty at IUK which is equal to the national benchmark and above the peer institution average (2%) . Last year was the first time there was Hispanic representation at the Full Professor rank over the last nine years. There was no



change in the Hispanic representation at the Associate Professor rank, and there has been no representation at the Assistant Professor rank since 1997.

**Asian faculty** representation increased by three faculty last year. Currently there are nine Asian faculty at IUK, the same as nine years ago. Asian faculty currently represent 14% of the faculty at IUK. This exceeds both the national average (6%) and IUK peer institution average (3%). Most Asian faculty at IUK are Assistant Professors. The 50% increase in Asian faculty last year was entirely within this rank.

There is no representation of either **American Indians** or **Native Hawaiians** among the faculty at IUK.



## Indiana University-Kokomo

### Tenure/Tenure Track Faculty

	2006	1-Year Change		5-Year Change		9-Year Change	
		2005	% change	2001	% change	1997	% change
<b>Total Faculty</b>	<b>65</b>	<b>65</b>	<b>0%</b>	<b>65</b>	<b>0%</b>	<b>68</b>	<b>-4%</b>
Female	31	31	0%	29	7%	25	24%
% of total	48%	48%		45%		37%	
Minority	13	9	44%	10	30%	13	0%
% of total	20%	14%		15%		19%	
Black	2	2	0%	1	100%	1	100%
Hispanic	2	1	100%	1	100%	3	33%
Asian	9	6	50%	7	29%	9	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Full Professors</b>	<b>22</b>	<b>21</b>	<b>4.8%</b>	<b>17</b>	<b>29%</b>	<b>18</b>	<b>22.2%</b>
Female	6	5	20%	1	500%	5	20%
% of rank	27%	24%		6%		28%	
Minority	4	3	33%	2	100%	2	100%
% of rank	18%	14%		12%		11%	
Black	1	1	0%	0	100%	0	100%
Hispanic	1	0	100%	0	100%	0	100%
Asian	2	2	0%	1	100%	2	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Associate Professors</b>	<b>24</b>	<b>24</b>	<b>0%</b>	<b>29</b>	<b>-17%</b>	<b>30</b>	<b>-20%</b>
Female	15	14	7%	13	15%	8	88%
% of rank	63%	58%		45%		27%	
Minority	2	2	0%	4	-50%	5	-60%
% of rank	8%	8%		14%		17%	
Black	0	0	0%	0	0%	0	0%
Hispanic	1	1	0%	2	50%	1	0%
Asian	1	1	0%	2	50%	4	75%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Assistant Professors</b>	<b>19</b>	<b>20</b>	<b>-5%</b>	<b>19</b>	<b>0%</b>	<b>20</b>	<b>-5%</b>
Female	10	12	-17%	15	-33%	12	-17%
% of rank	53%	60%		79%		60%	
Minority	7	4	75%	4	75%	6	17%
% of rank	37%	20%		21%		30%	
Black	1	1	0%	1	0%	1	0%
Hispanic	0	0	0%	0	0%	2	100%
Asian	6	3	100%	3	100%	3	100%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				

( ) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

Office of Affirmative Action

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## Library Staff Demographics

Library Staff Demographics

	2006	% 2005		% 2001		% 1997	
		2005	% change	2001	% change	1997	% change
<b>Total Librarians</b>	<b>5</b>	<b>5</b>	<b>0%</b>	<b>5</b>	<b>0%</b>	<b>5</b>	<b>0%</b>
Female	4	4	0%	4	0%	3	33%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Full Librarians</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>1</b>	<b>0%</b>	<b>1</b>	<b>0.0%</b>
Female	1	1	0%	1	0%	1	0%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Associate Librarians</b>	<b>3</b>	<b>3</b>	<b>0%</b>	<b>3</b>	<b>0%</b>	<b>2</b>	<b>50%</b>
Female	2	2	0%	2	0%	1	100%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Assistant Librarians</b>	<b>1</b>	<b>1</b>	<b>0%</b>	<b>1</b>	<b>0%</b>	<b>2</b>	<b>50%</b>
Female	1	1	0%	1	0%	1	0%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				

( ) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

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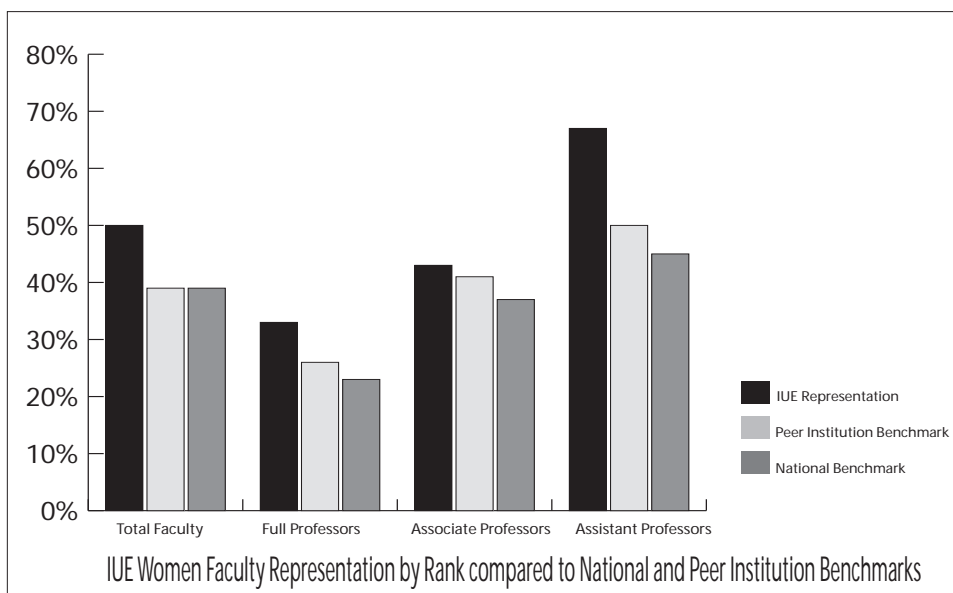


Overall the number of faculty on the IUE campus decreased last year by 11%. This includes decreases in the number of women and minority faculty, 14% and 29% respectively. This follows two years of growth in the size of the IUE faculty. There are currently almost half the number of minority faculty at IUE than nine years ago.

## Women Faculty

Women currently account for half the faculty at IUE. Although this is less than 2005, when they represented 52% of the faculty, it is still above both the national and IUE peer institution average (39%). There has been no change in the number of female Full Professors since 2002. Three female Full Professors represent 33% of all Full Professors at IUE, above the national benchmark (23%) and the average at IUE peer institutions (26%). There was a 25% decrease of female faculty among Associate Professors last year. The nine women at that level are the lowest number over the last nine years. They represents 43% of the faculty at that rank which is above both the national average (37%) and that at peer institutions (41%). Women represent most of the faculty at the Assistant Professor rank at IUE. They currently account for 67% of all Assistant Professors compared with 45% nationally and 50% at IUE peer institutions.

Women continue to account for all the librarians on the IUE campus.

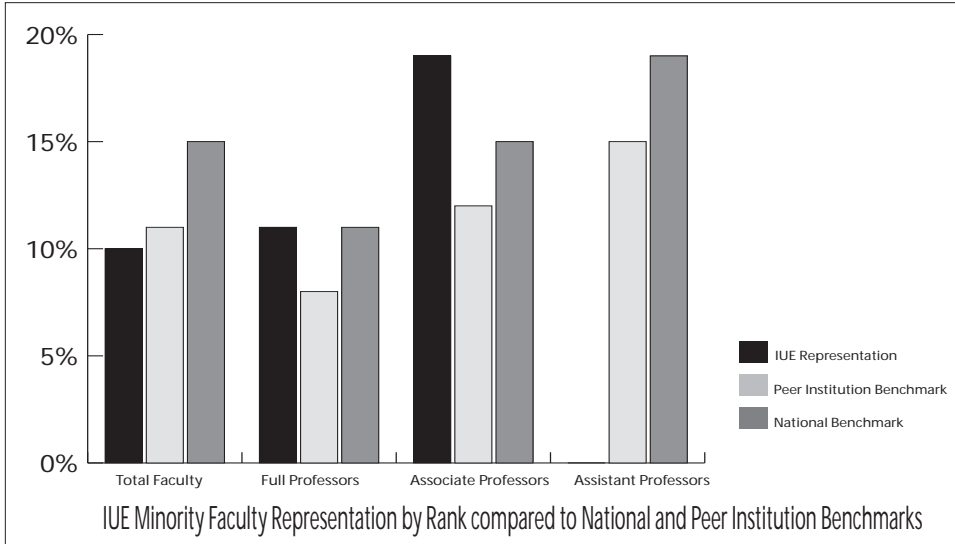


## Minority Faculty

The number of minority faculty decreased by 29% (2 faculty) last year. Currently minority faculty represent 10% of the faculty at IUE. This is below both the national benchmark (15%) and peer institution average (11%). There is currently only one minority faculty member at the Full Professor rank, representing 11% of the rank. This is equal to the national benchmark and

above the peer institution average (8%). Most minority faculty at IUE are Associate Professors. With four members they account for 19% of the faculty at that rank; compared with 15% nationally and 12% at IUE peer institutions. There is currently no minority representation at the Assistant Professor rank.

There are no minority librarians on the IUE campus.



There are currently no **black faculty** at IUE.

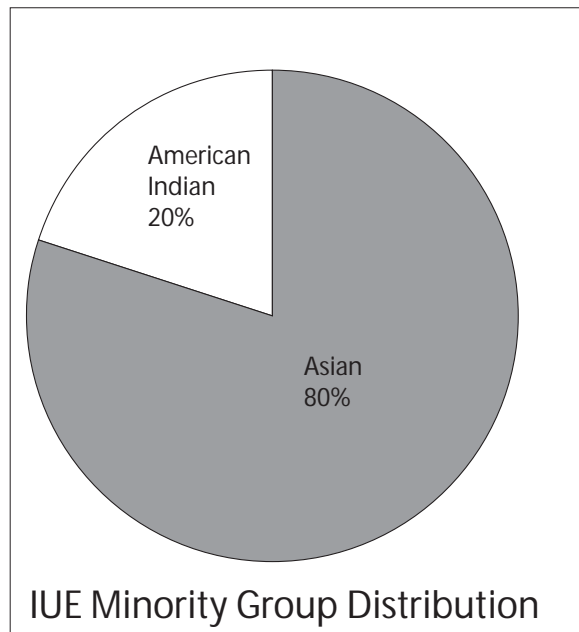
There has been no **Hispanic faculty** among the faculty at IUE since 2004.

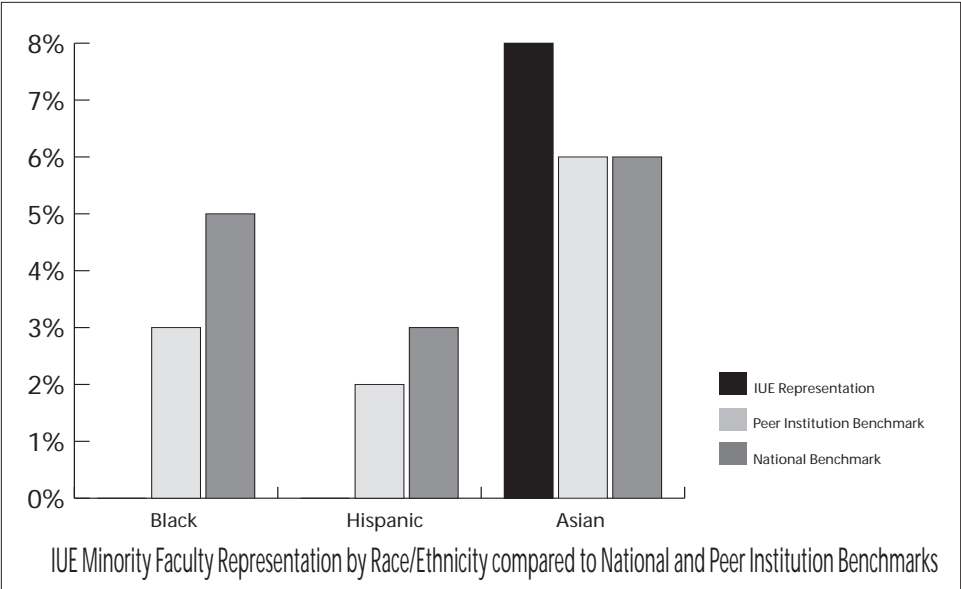
**Asian faculty** representation decreased by one last year. Currently Asian

faculty represent 8% of the faculty at IUE; compared with 6% nationally and 6% at IUE peer institutions. At IUE there is one Asian Full Professor and three Associate Professors. There are no Asian Assistant Professors at IUE.

There is one **American Indian** Associate Professor at IUE.

There are currently no **Native Hawaiian** faculty at IUE.





## Faculty Demographics

Faculty by Race/Ethnicity and Gender

	2006	% Faculty		% Faculty		% Faculty	
		2005	% change	2001	% change	1997	% change
<b>Total Faculty</b>	<b>48</b>	<b>54</b>	<b>11%</b>	<b>50</b>	<b>4%</b>	<b>51</b>	<b>6%</b>
Female	24	28	-14%	25	-4%	23	4%
Minority	5	7	-29%	5	0%	9	-44%
Black	0	1	100%	0	0%	1	100%
Hispanic	0	0	0%	0	0%	0	0%
Asian	4	5	20%	4	0%	7	43%
American Indian	1	1	0%	1	0%	1	0%
Native Hawaiian	0	0	0%				
<b>Full Professors</b>	<b>9</b>	<b>9</b>	<b>0.0%</b>	<b>7</b>	<b>29%</b>	<b>9</b>	<b>0.0%</b>
Female	3	3	0%	3	0%	2	50%
Minority	1	1	0%	0	100%	2	-50%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	1	1	0%	0	100%	2	50%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Associate Professors</b>	<b>21</b>	<b>25</b>	<b>16%</b>	<b>28</b>	<b>25%</b>	<b>21</b>	<b>0%</b>
Female	9	12	-25%	16	-44%	10	-10%
Minority	4	5	-20%	4	0%	0	100%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	3	4	25%	3	0%	0	100%
American Indian	1	1	0%	1	0%	0	100%
Native Hawaiian	0	0	0%				
<b>Assistant Professors</b>	<b>18</b>	<b>20</b>	<b>10%</b>	<b>13</b>	<b>38%</b>	<b>21</b>	<b>14%</b>
Female	12	13	-8%	6	100%	11	9%
Minority	0	1	-100%	4	-100%	7	-100%
Black	0	1	100%	0	0%	1	100%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	1	100%	5	100%
American Indian	0	0	0%	0	0%	1	100%
Native Hawaiian	0	0	0%				

( ) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

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**Appendix B: Library Staff Demographics**  
 FY 2006-2007

	2006	% 2005		% 2001		% 1997	
		2005	% change	2001	% change	1997	% change
<b>Total Librarians</b>	<b>3</b>	<b>3</b>	<b>0%</b>	<b>4</b>	<b>25%</b>	<b>3</b>	<b>0%</b>
Female	3	3	0%	3	0%	2	50%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Full Librarians</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0.0%</b>
Female	0	0	0%	0	0%	0	0%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Associate Librarians</b>	<b>2</b>	<b>2</b>	<b>0%</b>	<b>3</b>	<b>33%</b>	<b>2</b>	<b>0%</b>
Female	2	2	0%	2	0%	1	100%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				
<b>Assistant Librarians</b>	<b>1</b>	<b>1</b>	<b>0%</b>	<b>1</b>	<b>0%</b>	<b>1</b>	<b>0%</b>
Female	1	1	0%	1	0%	1	0%
Minority	0	0	0%	0	0%	0	0%
Black	0	0	0%	0	0%	0	100%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	0	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%				

( ) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

Office of Affirmative Action

Apr '07



## Race/Ethnic Categories

**Black or African American:** A person having origins in any of the Black racial groups of Africa.

**Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

**Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asian, or the Indian Subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**American Indian or Alaska Native:** A person having origins in any of the original peoples of the North and South America (including Central America), and who maintains tribal affiliation or community attachment.

**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

## Peer Institutions

### IUB Peer Institutions

University of Colorado at Boulder, Boulder, CO  
 University of Florida, Gainesville, FL  
 University of Illinois at Urbana-Champaign, Champaign, IL  
 University of Iowa, Iowa City, IA  
 University of Maryland-College Park, College Park, MD  
 University of Michigan-Ann Arbor, Ann Arbor, MI  
 Michigan State University, East Lansing, MI  
 University of Minnesota-Twin Cities, Minneapolis, MN  
 Ohio State University-Main Campus, Columbus, OH  
 Pennsylvania State University-Main Campus, University Park, PA  
 The University of Texas at Austin, Austin, TX  
 University of Washington-Seattle Campus, Seattle, WA  
 University of Wisconsin-Madison, Madison, WI  
 Purdue University-Main Campus, West Lafayette, IN

### IUPUI Peer Institutions

University of Alabama at Birmingham, Birmingham, AL  
 University of Colorado at Denver and Health Sciences Center, Denver, CO  
 University of South Florida, Tampa, FL  
 University of Illinois at Chicago, Chicago, IL  
 University of Louisville, Louisville, KY  
 University of New Mexico-Main Campus, Albuquerque, NM  
 SUNY of Buffalo, Buffalo, NY  
 University of Cincinnati-Main Campus, Cincinnati, OH  
 Temple University, Philadelphia, PA  
 University of Utah, Salt Lake City, UT  
 Virginia Commonwealth University, Richmond, VA

### **IUE Peer Institutions**

Auburn University-Montgomery, Montgomery, AL  
Indiana University-Kokomo, Kokomo, IN  
Indiana University-Southeast, New Albany, IN  
Purdue University-North Central Campus, Westville, IN  
Louisiana State University-Shreveport, Shreveport, LA  
University of Michigan-Flint, Flint, MI  
Missouri Southern State University, Joplin, MO  
Montana State University-Billings, Billings, MT  
Minot State University, Minot, ND  
Eastern Oregon University, La Grande, OR  
University of South Carolina-Aiken, Aiken, SC  
University of Wisconsin-Parkside, Kenosha, WI

### **IUK Peer Institutions**

Auburn University-Montgomery, Montgomery, AL  
University of Alaska Southeast, Juneau, AK  
Lewis-Clark State College, Lewiston, ID  
Louisiana State University-Shreveport, Shreveport, LA  
Missouri Southern State University, Joplin, MO  
Montana State University-Billings, Billings, MT  
Minot State University, Minot, ND  
Eastern Oregon University, La Grande, OR  
The University of Texas at the Permian Basin, Odessa, TX  
Bluefield State College, Bluefield, WV

### **IUN Peer Institutions**

Auburn University-Montgomery, Montgomery, AL  
California State University-Bakersfield, Bakersfield, CA  
Purdue University-Calumet Campus, Hammond, IN  
Nicholls State University, Thibodaux, LA  
University of Michigan-Flint, Flint, MI  
Angelo State University, San Angelo, TX  
Texas A&M University-Corpus Christi, Corpus Christi, TX  
Lamar University, Beaumont, TX  
The University of Texas at Tyler, Tyler, TX  
California State University-San Marcos, San Marcos, CA  
Arizona State University at the West Campus, Glendale, AZ

### **IUSB Peer Institutions**

Auburn University-Montgomery, Montgomery, AL  
Augusta State University, Augusta, GA  
Columbus State University, Columbus, GA  
Indiana University-Purdue University-Fort Wayne, Fort Wayne, IN  
Indiana University-Southeast, New Albany, IN  
Emporia State University, Emporia, KS  
Northern Kentucky University, Highland Heights, KY  
Nicholls State University, Thibodaux, LA  
Southeastern Louisiana University, Hammond, LA  
Salem State College, Salem, MA

### **IUS Peer Institutions**

Auburn University-Montgomery, Montgomery, AL  
Augusta State University, Augusta, GA  
Columbus State University, Columbus, GA  
Indiana University-Purdue University-Fort Wayne, Fort Wayne, IN  
University of Southern Indiana, Evansville, IN  
Indiana University-South Bend, South Bend, IN  
Salem State College, Salem, MA  
University of Michigan-Flint, Flint, MI  
Minot State University, Minot, ND  
Austin Peay State University, Clarksville, TN  
Midwestern State University, Wichita Falls, TX



Prepared by

**The Office of Affirmative Action  
Indiana University**

400 E. 7th Street  
Bloomington, IN 47405

(812) 855-7559  
affirm@indiana.edu  
[www.indiana.edu/~affirm](http://www.indiana.edu/~affirm)