

INDIANA UNIVERSITY



Report on the Status of Minorities at Indiana University

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Executive Summary

This report documents the distribution and status of minority students, faculty, and staff at Indiana University, with a particular focus on members of traditionally underrepresented racial or ethnic minorities: African Americans, Hispanics, and American Indians. This report is an update to a report published in 2003 bearing the same title, and it serves as one source of information for the planning and assessment of institution- and campus-wide initiatives to diversify enrollments and new faculty and staff hires. One improvement to this report since its original publication is the addition of comparative information on the representation of minority students, faculty, and staff between each IU campus and its selected peer institutions. The methodology for creating these comparisons and the list of peer institutions for each campus are provided in the appendices to this report.

- Over the past decade, K-12 enrollments in the state of Indiana have become increasingly diverse. This change in the racial/ethnic representation of K-12 students is due both to a decline in the number of White students and an increase in the number of students of color.
- With the exception of Asian Americans, high school students of color lag behind their White classmates on a number of indicators of progression to college. Compared to their White and Asian American classmates, students from underrepresented racial/ethnic minorities are passing the Graduation Qualifying Exam, completing the Core 40 curriculum, graduating from high school, and entering college at lower rates.
- The IU campuses to which prospective first-time students submit applications for admission differs by race/ethnicity. Of all prospective first-time students, Asian Americans have the highest likelihood of applying to the Bloomington campus, whereas African Americans have the lowest likelihood of applying to the flagship campus.
- At every IU campus, the admissions rate for students from underrepresented racial/ethnic minorities is lower than the admissions rate for all other students. African Americans have the lowest admissions rates among students from underrepresented minorities across all IU campuses.
- Only 55% of all first-time students from underrepresented minorities enroll the following fall upon being admitted to the Bloomington campus. Although this enrollment yield is greater than the enrollment yield for admitted first-time students from all other races/ethnicities, almost half of all qualified students from underrepresented minorities are not attending the flagship campus.
- Of all first-time students from underrepresented minorities who are admitted to IUPUI, only 60% enroll at the campus the following fall. This enrollment yield is slightly lower than the enrollment yield for admitted first-time students from all other races/ethnicities.
- Between the fall of 2002 and the fall of 2005, 12% of all IU degree-seeking undergraduates were students of color. Students from underrepresented racial/ethnic groups made up 10% of all degree-seeking undergraduates.
- The representation of students of color among degree-seeking undergraduates differs across the IU campuses. Although of all IU campuses, Bloomington and IUPUI have the greatest number of students from underrepresented minorities, these campuses are less structurally diverse than their selected peer institutions.
- Of all IU campuses, Northwest has the greatest proportional representation of degree-seeking undergraduate students from underrepresented minorities. The disparity in the representation of students of color among undergraduates at the regional campuses reflects in part the differences in the racial/ethnic diversity of the areas of the state that these campuses serve.
- No matter which IU campus attended, students from underrepresented minorities graduate at a lower rate than students from other racial/ethnic backgrounds. Although underrepresented minorities graduate at a higher rate from the Bloomington campus than from the other IU campuses, the gap in

graduation rates between underrepresented minorities and students of other racial/ethnic backgrounds at Bloomington is one of the largest among IU campuses.

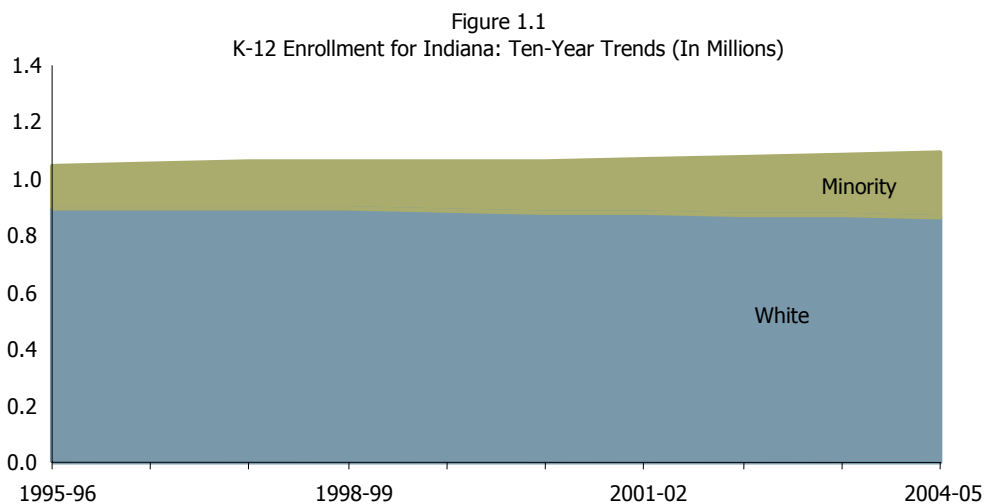
- Compared to all degree-seeking undergraduates over the same time period, students of color – especially underrepresented minorities – are slightly underrepresented among baccalaureate degree completers at many IU campuses.
- Between the fall of 2002 and the fall of 2005, 11% of all IU graduate students were students of color, and 9% were specifically from underrepresented minorities. The proportion of students within IU graduate programs who are from underrepresented minorities is slightly less than the proportion of students within IU undergraduate programs who are from this same background.
- Between the fall of 2002 and the fall of 2005, 14% of all first-professional students at IU were students of color. Students from underrepresented minorities comprised 8% of all IU first-professional students. The proportion of students within IU first-professional programs who are from underrepresented minorities is slightly less than the proportion of students within IU graduate programs who are from this same background.
- Among full-time tenured or tenure-track faculty at IU, faculty members of color represent 9% of full professors, 16% of associate professors, and 27% of assistant professors. Individuals of color also comprise 15% of non-tenure-track faculty at IU.
- Among full-time tenured or tenure-track faculty at IU, faculty members from underrepresented racial/ethnic minorities made up 3% of full professors, 8% of associate professors, and 10% of assistant professors. Individuals from underrepresented minorities also comprise 7% of non-tenure-track faculty.
- Among all full-time tenure or tenure-track faculty at IU, the representation of both faculty of color and faculty from underrepresented minorities increases as rank decreases, suggesting that there is an increasingly more diverse applicant pool at the assistant and associate ranks. The gap between the representation of all faculty of color and faculty from underrepresented minorities also increases as rank decreases, suggesting that Asian Americans are entering the faculty ranks at a faster rate than other faculty of color.
- Among full-time staff, individuals of color represent 8% of executive-level staff, 16% of other professional staff, and 18% of all new professional staff hires. Staff members of color also comprise 17% of non-professional staff and 23% of all new non-professional staff hires.
- Among full-time staff, staff members from underrepresented minorities represent 6% of executive-level staff, 7% of other professional staff, and 10% of all new professional staff hires. Staff members from underrepresented minorities also comprise 14% of non-professional staff and 20% of all new non-professional staff hires.

1. K-12 Enrollments: Student Demographics and Academic Preparation

Indiana University is the largest provider of postsecondary education in the state of Indiana. Although the missions of its campuses are diverse, each year IU provides a quality education at the undergraduate, graduate, and professional levels to a considerable number of Indiana residents. Currently, over 78% of students enrolled at IU are from the state of Indiana. Given its continued commitment to the state, IU must look toward trends in Indiana's elementary and secondary schools in order to respond to the changing demographics and academic needs of future students. This section documents the changing demographic characteristics and academic preparation of students in the state.

Enrollments

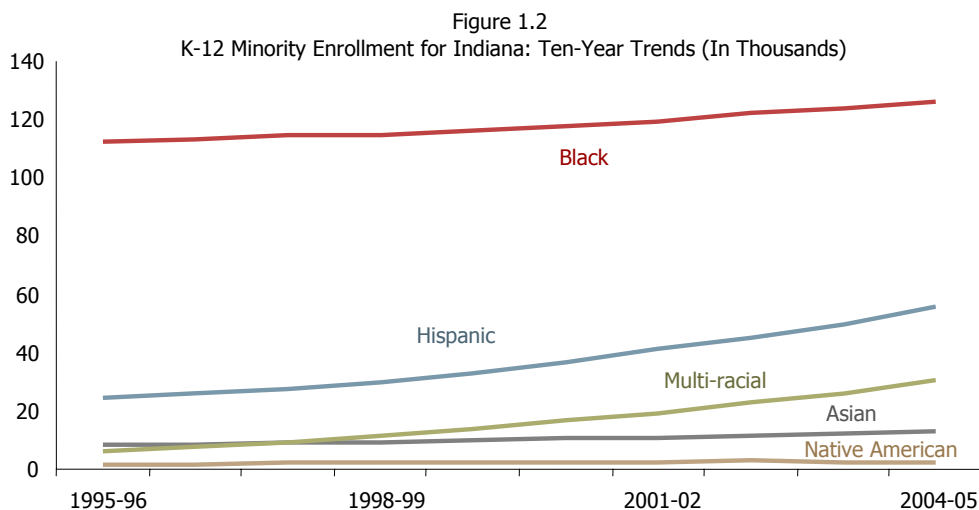
In the ten-year period between academic years 1995-96 and 2004-05, kindergarten through twelfth grade (K-12) enrollments in the state of Indiana increased 5%, from 1.05 million to 1.10 million students (See Figure 1.1). Over this same time, the representation of students of color increased from 15% to 21%. Figure 1.1 illustrates that this increase in minority representation is a result of two trends. First, the number of White students enrolled in kindergarten through twelfth grade decreased by 4%, from 897.0 thousand to 864.2 thousand. During the same time, the number of students of color increased by 56%, from 152.8 thousand to 240.2 thousand.



Source: Indiana Department of Education

This increase in the overall minority representation was not distributed equally by race (See Figure 1.2). The number of African Americans, the largest minority group within elementary and secondary schools in Indiana, increased by 13% between academic years 1995-96 and 2004-05, accounting for an additional 14,232 students enrolled. Asian American enrollments increased by 54% over the same period of time, whereas Native American enrollments increased by 50%, representing an additional 4,578 and 881 students, respectively. Hispanic students, the second largest minority group in the state, also had one of the largest percentage and numerical increases, up 127% for an additional 31,044 students. Multi-racial students, however, had by far the largest percentage increase in enrollments at 413%, accounting for an additional 24,623 students.¹

¹ The designation 'Multi-racial' was first used by the state in academic year 1995-96, and this sizable increase may represent a growing number of students who no longer wish to be identified with only one racial or ethnic group.

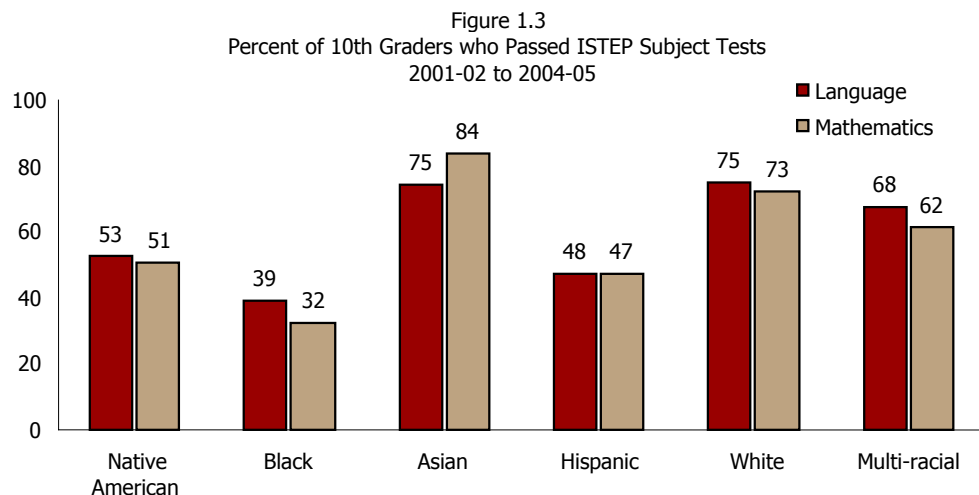


Source: Indiana Department of Education

Academic Preparation

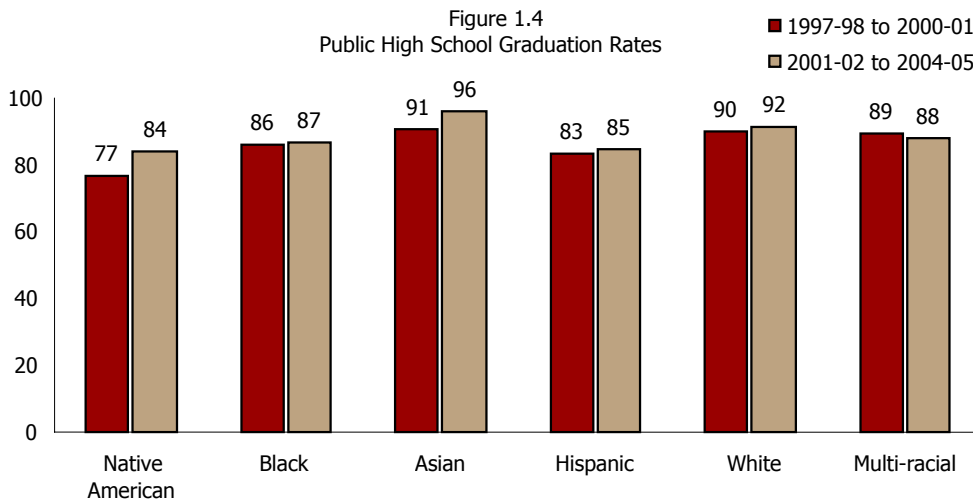
ISTEP+. Students in grade 10 are required to participate in the Indiana Statewide Testing for Educational Progress-Plus (ISTEP+), which serves as a measure of student academic progress according to state standards in the areas of English/language arts and mathematics. The 10th grade ISTEP+ serves as the Graduation Qualifying Exam (GQE), and thus is an important milestone on the path to college.

Results of the GQE show some notable achievement gaps among racial/ethnic groups. Figure 1.3 shows the percentage of 10th graders between 2001-02 and 2004-05 who passed each subject test of the ISTEP+. Among White students, 75% passed the language arts test and 73% passed the mathematics test. Only Asian students passed at a rate that was at or above White students, with 75% passing the language arts test and 84% passing the mathematics test. Black students had the lowest pass rate of any group, with only 39% passing the language arts exam and 32% passing the mathematics exam. Under one-half of all Hispanic students passed the language arts and mathematics tests (48% and 47%, respectively), whereas a little over half of all Native American students passed each test (53% and 51%, respectively). Finally, 68% of Multi-racial students passed the language arts exam and 62% passed the mathematics exam.



Source: Indiana Department of Education

High School Graduation Rates. Graduating from high school substantially increases a student's chances of entering a four-year college. Figure 1.4 provides the average public high school graduation rate by race over two four-year periods of time: 1997-98 to 2000-01 and 2001-02 to 2004-05. Graduation rates over these two time periods are based on student drop out from high school, and students who re-enrolled the following year were not counted as drop-outs.²



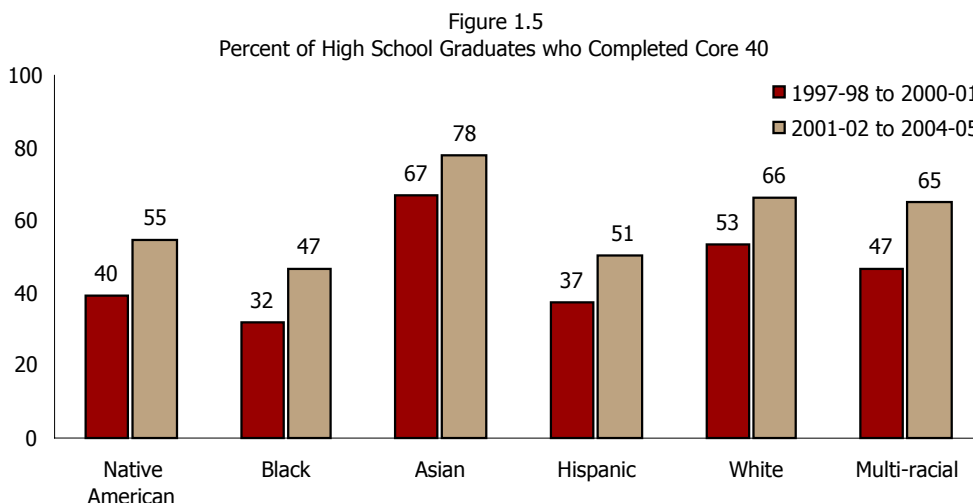
Source: Indiana Department of Education

In examining Figure 1.4, two patterns are evident. First, with the exception of Multi-racial students, graduation rates increased over the two time periods, with Native Americans exhibiting the greatest rate gain among the groups represented. Second, despite the progress made in graduation rates between the two time periods, the graduation rates for all racial/ethnic groups with the exception of Asian students continue to lag behind that of White students.

Completion of Core 40 Curriculum. As a part of the state's P-16 initiative for improving academic success, the Core 40 curriculum will be a graduation requirement beginning with students starting high school in the fall of 2007. The Core 40 curriculum was designed by leaders in the K-12, higher education, and business and industry communities, and it serves as a foundation for student success in postsecondary education and in the labor market. The curriculum comprises a series of rigorous high school courses in the core subjects of English/language arts, mathematics, science and social studies; and it includes targeted electives in world languages, career/technical areas, and in the fine arts. Starting in the fall of 2011, the Core 40 will be a requirement for admission to a state public four-year college or university.

Figure 1.5 provides the percentage of high school graduates who completed the Core 40 curriculum by race over two four-year periods of time: 1997-98 to 2000-01 and 2001-02 to 2004-05. Although the percentage of graduates with a Core 40 diploma has increased for all racial or ethnic groups over these two time periods, the percentages of Core 40 graduates within all minority groups, with the exception of Asian students, still fall below that of White students. Only a little over half of all Native American (55%) and Hispanic (51%) graduates received a Core 40 diploma between the years 2001-02 to 2004-05, whereas less than half of all Black graduates (47%) received this diploma type over the same period of time.

² High school graduation rates for the years reported are based on a calculation that was recommended by the National Center for Education Statistics. For any particular graduating class, the graduation rate is calculated as the product of the cohort's retention rates across four years of high school. This is not the same calculation as a four-year completion rate, which requires following individual students from 9th grade through graduation.



Source: Indiana Department of Education

SAT Scores. The SAT is an independent and standardized measure of a student's college readiness, and the completion of exams such as the SAT or ACT is recognized as a viable step in the admissions process at many four-year institutions in the state. Currently, about 55% of seniors of public high schools complete the SAT as a part of the college admissions process.

Table 1.1 provides the average SAT scores for students in Indiana and across the U.S. between academic years 2001-02 and 2004-05. Two interesting patterns emerge from this table. First, for every group but Hispanic students, the average scores for the state of Indiana were below the average scores for the U.S. on at least one of the two sections of the SAT. Second, with the exception of Asian American students, the average scores for all other student groups in Indiana were below the average scores for White students in Indiana on at least one of the two sections of the SAT.

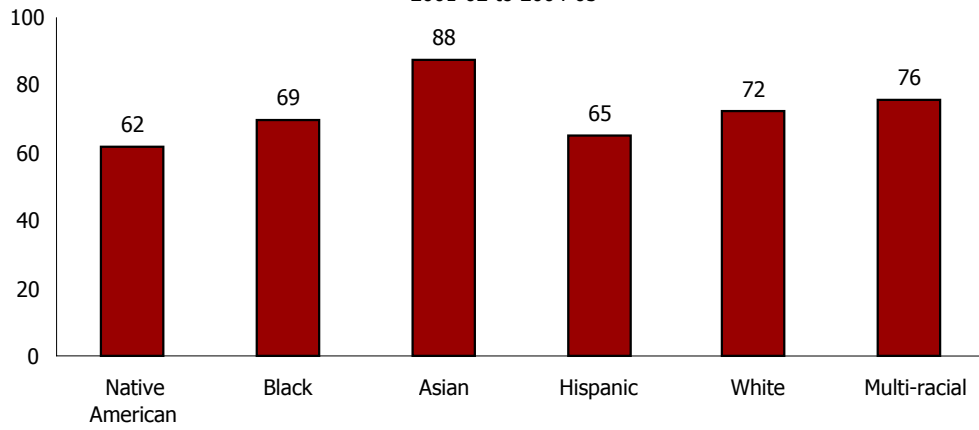
Table 1.1
Average SAT Scores between 2001-02 and 2004-05

	Verbal		Mathematics	
	Indiana	U.S.	Indiana	U.S.
American Indian or Alaska Native	475	483	476	487
Black or African American	425	431	419	428
Asian, Asian American, or Pacific Islander	506	507	561	576
Hispanic	467	455	467	461
White	506	529	511	534
Other	508	498	500	512

Source: College Board

College Entry. Figure 1.6 provides the percent of Indiana high school graduates between 2001-02 and 2004-05 who entered college during the subsequent academic year. Asian Americans students had the highest college entry rate, with 88% of high school graduates going on to a two-year or four-year college or university. Multi-racial students had the next highest college participation rate, with 76% of these high school graduates entering college. Among White students, 72% of high school graduates pursued higher education. The participation rates for Black, Hispanic, and Native American students fell short of the rate for White students, with 69%, 65%, and 62% of these high school graduates entering college, respectively.

Figure 1.6
Percent of High School Graduates who Pursued College
2001-02 to 2004-05



Source: Indiana Department of Education

2. First-Time Students

Applications for Fall Admission

Between 2002 and 2005, 131,877 prospective first-time students applied for admission to Indiana University for the fall semester. Of those prospective students who were U.S. citizens and who provided their race to the university, the majority (87%) were White. Less than one percent (0.3%) of those prospective students were American Indian, 6% were African American, 4% were Asian, and 3% were Hispanic. The racial/ethnic composition of the IU applicant classes for these years differs somewhat from the composition of K-12 enrollments for the state of Indiana between 2001 and 2004.³ Compared to those students enrolled in Indiana K-12 programs, prospective White and Asian students were overrepresented among IU applicants, whereas African American and Hispanic students were underrepresented among IU applicants.

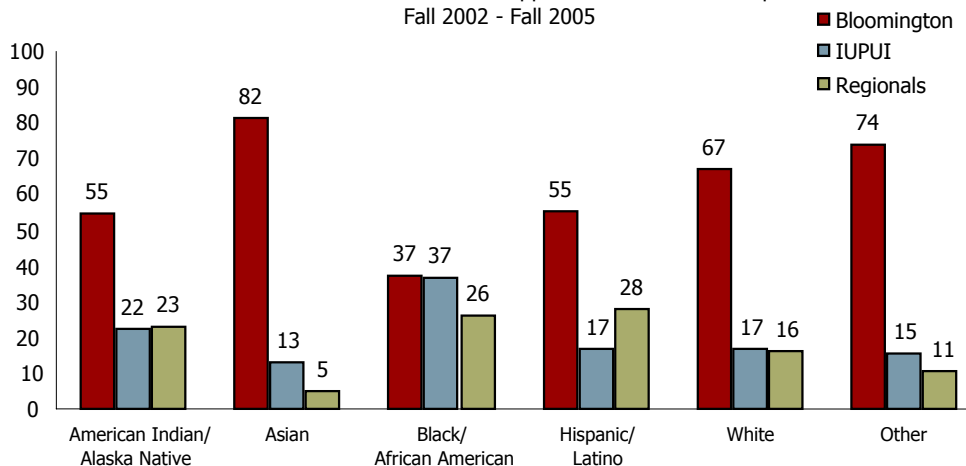
Table 2.1
Racial/Ethnic Composition of IU Fall Applicants and Indiana K-12 Enrollments

	IU Applicants 2002-2005	K-12 Enrollments 2001-2004
American Indian or Alaska Native	0.3%	0.3%
Black or African American	6%	12%
Asian, Asian American, or Pacific Islander	4%	1%
Hispanic	3%	5%
White	87%	82%

Source: University Reporting and Research

As is evident by Figure 2.1, the campuses to which prospective students sent applications differed by race/ethnicity. For all racial/ethnic groups but African Americans, a clear majority of prospective students applied to the Bloomington campus, with a smaller subset of students applying to IUPUI or one of the regional campuses. Applications from African Americans, however, were submitted to the Bloomington and IUPUI campuses at an equal rate. Compared to other racial/ethnic groups, a greater proportion of prospective students from traditionally underrepresented minorities applied to one of the regional campuses.

Figure 2.1
Percent of Total First-Time Student Applications across IU Campuses
Fall 2002 - Fall 2005



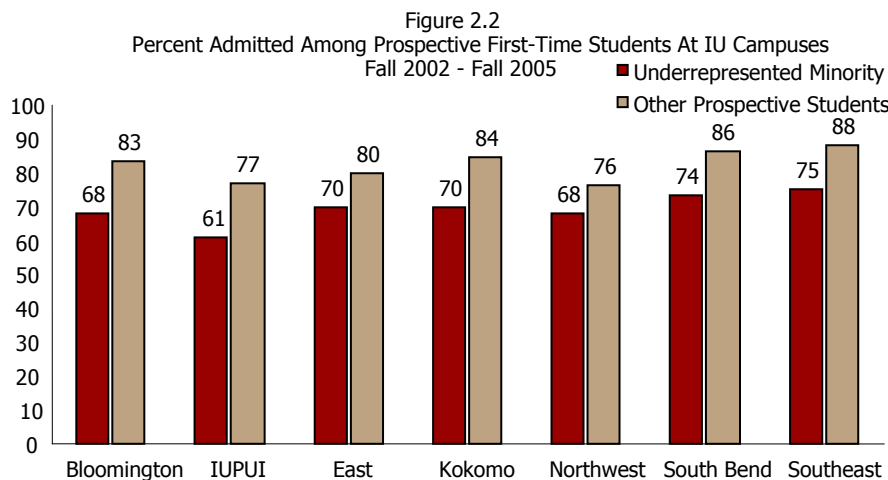
Source: University Reporting & Research

³ Non-resident applications may partly explain the differences in the racial/ethnic distribution between Indiana K-12 enrollments and applicants for admission to Indiana University.

Admissions Rates for Fall Semester

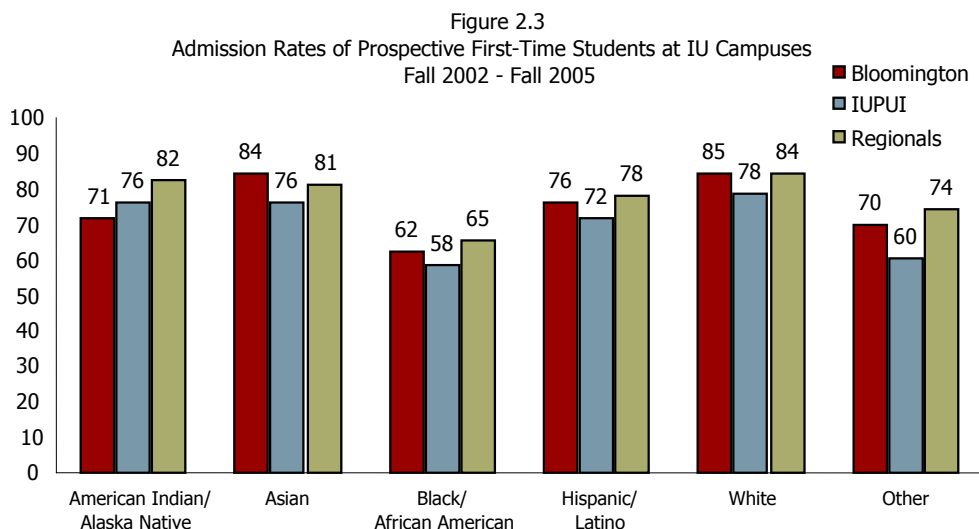
Between 2002 and 2005, 106,808 applicants were admitted to Indiana University for the fall semester for a first-time student admissions rate of 81%. Of those admitted students who were U.S. citizens and who provided their race to the university, the majority (88%) were White. Less than one percent (0.3%) of admitted students were American Indian, 5% were African American, 4% were Asian, and 3% were Hispanic. Compared to applicants over this same time (See Table 2.1), White students were slightly overrepresented and African Americans were slightly underrepresented among admitted first-time students.

At every campus of Indiana University, the admissions rate for applicants from traditionally underrepresented minorities was lower than the admissions rate of applicants from other racial/ethnic backgrounds (See Figure 2.2). Of all IU campuses, IUPUI had both the lowest admissions rate for applicants from underrepresented minorities and the largest gap in admissions rates (i.e., 16 percentage points) between applicants from underrepresented minorities and applicants from other racial/ethnic backgrounds. The South Bend and Southeast campuses had the highest admissions rates for applicants from underrepresented minorities, and these two campuses were among those institutions that had smaller gaps in admissions rates between applicants from underrepresented minorities and other racial/ethnic backgrounds. The East and Northwest campuses, however, had the smallest gaps in admissions rates between underrepresented minorities and other racial/ethnic groups. Given the emphasis on academic readiness for the selection process at all IU campuses, these differences in admissions rates by racial/ethnic group reflect the differences in academic preparation that were highlighted in an earlier section of this report.



Source: University Reporting and Research

Of all racial/ethnic groups, White students had the highest admissions rates at the Bloomington, IUPUI, and combined regional campuses (See Figure 2.3), whereas African Americans had the lowest admissions rates across these campuses. With the exception of American Indians, applicants from all races had higher admissions rates at Bloomington than at IUPUI. Although the greatest percentage of American Indians applied to the Bloomington campus, these students were admitted at a lower rate at Bloomington than at IUPUI. For applicants from traditionally underrepresented minorities, admissions rates were highest at the combined regional campuses.



Source: University Reporting and Research

Enrollment Yields for Fall Semester

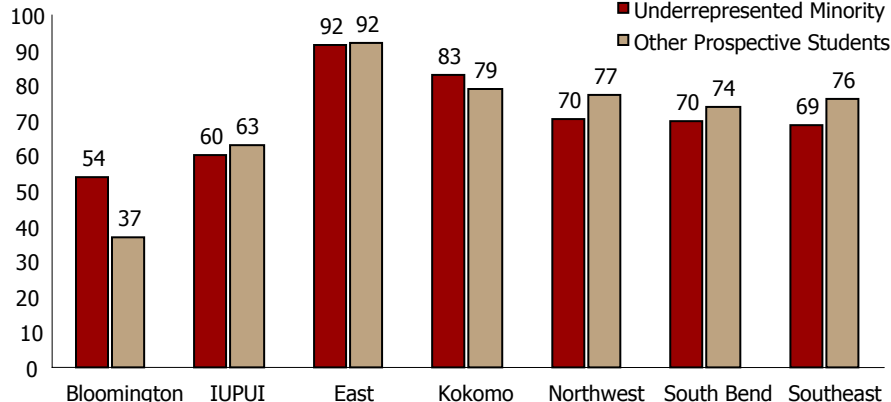
Between 2002 and 2005, 51,863 admitted first-time students enrolled at Indiana University for the fall semester. Of those first-time students who were U.S. citizens and who provided their race to the university, the majority (88%) were White. Less than one percent (0.3%) of first-time students were American Indian, 7% were African American, 2% were Asian, and 3% were Hispanic. Compared to the admitted students over this same time (See Table 2.1), African Americans were slightly overrepresented and Asian Americans were slightly underrepresented among enrolled first-time students. Compared to K-12 enrollments for the state of Indiana over the same time period (See Table 2.1), however, White students were overrepresented while African American and Hispanic students were underrepresented among enrolled first-time students.⁴

Among the IU campuses, only Bloomington had an enrollment yield for underrepresented minorities that was far greater than the enrollment yield for all other racial/ethnic groups (See Figure 2.4).⁵ A smaller gap in enrollment yield in favor of underrepresented minorities was present at the Kokomo campus, and at IU East the enrollment yield for underrepresented minorities was equivalent to the enrollment yield for all other racial/ethnic groups. At all other institutions, the enrollment yield was lower for underrepresented minorities than for other racial/ethnic groups.

⁴ Non-resident matriculants may partly explain the differences in the racial/ethnic distribution between Indiana K-12 enrollments and first-time enrollments at Indiana University.

⁵ Applications and admissions are reported for the fall term only. Enrollments, however, are reported for the summer and fall terms combined. Enrollment yields are thus likely to be inflated at some IU campuses.

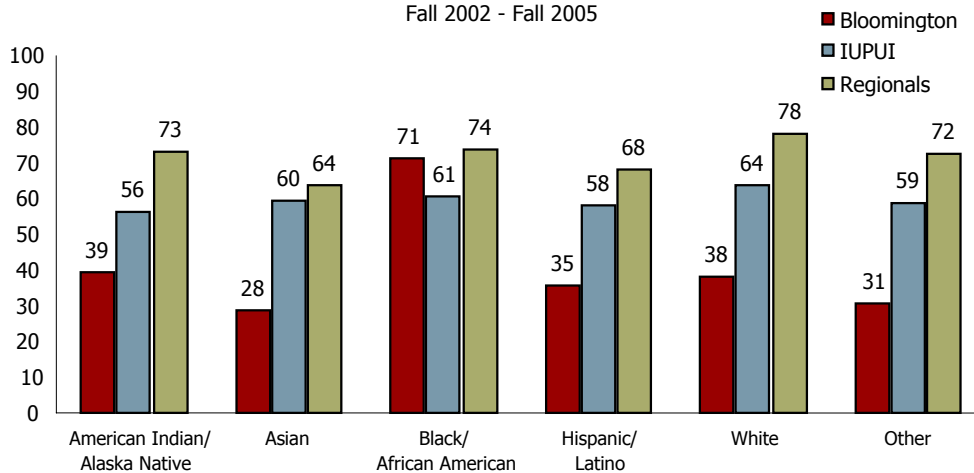
Figure 2.4
Percent Enrolled Among Admitted First-Time Students At IU Campuses
Fall 2002 - Fall 2005



Source: University Reporting and Research

With the exception of African Americans, all other racial/ethnic groups had the lowest enrollment yield at the Bloomington campus, followed by IUPUI and the combined regional campuses (See Figure 2.5). African Americans, however, had an enrollment yield at the Bloomington campus that averaged over 70%, compared to yields for all other racial/ethnic groups that were below 40% for that campus. Compared to Bloomington and IUPUI, the higher overall enrollment yields of the combined regional campuses suggest that the college choice sets for students admitted to these campuses were smaller and that the regional campuses had less competition for students located within their regions.

Figure 2.5
Enrollment Yield of Prospective First-Time Students at IU Campuses
Fall 2002 - Fall 2005



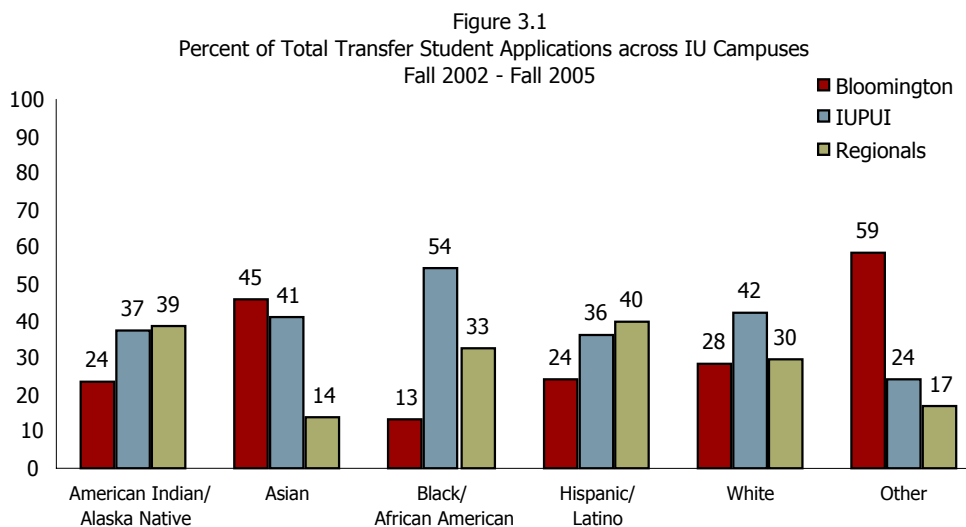
Source: University Reporting and Research

3. Transfer Students

Applications for Fall Admissions

Between 2002 and 2005, 30,098 prospective transfer students applied for admission to Indiana University for the fall semester. Of those applicants who were U.S. citizens and who provided their race to the university, the majority (83%) were White. Less than one percent (0.5%) of these applicants were American Indian, 11% were African American, 3% were Asian, and 3% were Hispanic.

As Figure 3.1 illustrates, the campuses to which prospective students sent applications differed by race/ethnicity. Only among international students and students who did not provide a race (i.e., 'Other') did a large majority of prospective transfer students submit applications to the Bloomington campus. Additionally, only among African Americans a large majority of prospective transfers submit applications to IUPUI. No racial/ethnic group submitted a clear majority of applications to the regional campuses.



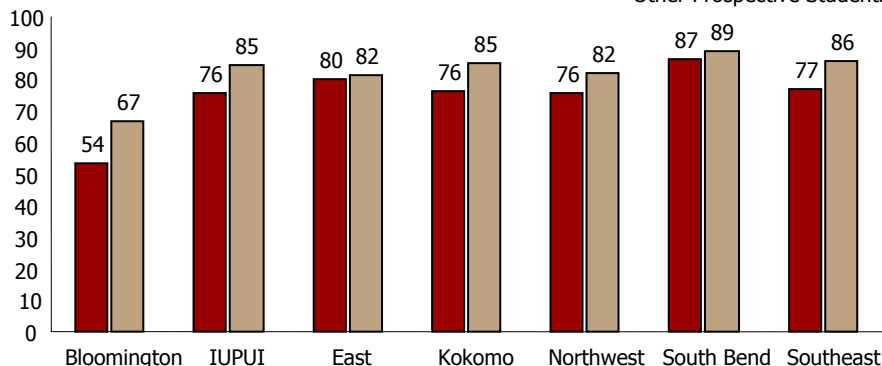
Source: University Reporting and Research

Admissions Rates for Fall Semester

Between 2002 and 2005, 23,623 applicants for transfer were admitted to Indiana University for the fall semester for an overall admissions rate of 78%. Of those admitted transfer students who were U.S. citizens and who provided their race to the university, the majority (84%) were White. Less than one percent (0.5%) of admitted transfer students were American Indian, 10% were African American, 3% were Asian, and 3% were Hispanic. Compared to applicants for transfer over this same time, White students were slightly overrepresented and African Americans were slightly underrepresented among admitted transfer students.

At all IU campuses, the admissions rate for applicants from traditionally underrepresented minorities was lower than the admissions rate of applicants from other racial/ethnic backgrounds (See Figure 3.2). Of all IU campuses, Bloomington had both the lowest admissions rate for underrepresented minorities and the largest gap in admissions rates (i.e., 12 percentage points) between underrepresented minorities and applicants of other racial/ethnic backgrounds. The Bloomington campus also had the lowest admissions rates of all IU campuses regardless of race/ethnicity. The South Bend campus had the highest admissions rate for applicants from underrepresented minorities, and this institution had one of the smaller gaps in admissions rates between applicants from underrepresented minorities and from other racial/ethnic backgrounds. As with admission rates for first-time students, IU East and Northwest had some of the smallest gaps in admissions rates between underrepresented minorities and other racial/ethnic groups.

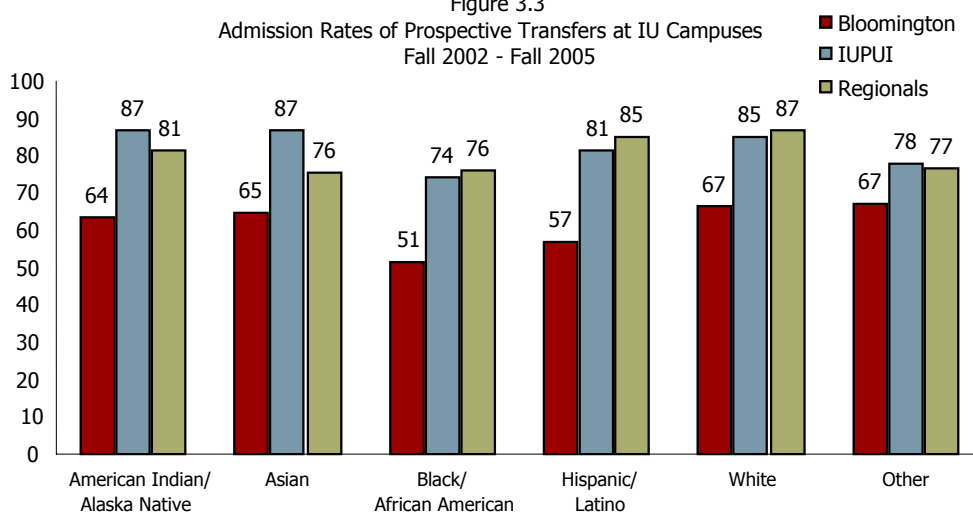
Figure 3.2
Percent Admitted Among Prospective Transfers At IU Campuses
Fall 2002 - Fall 2005



Source: University Reporting and Research

Of all racial/ethnic groups, African Americans had the lowest admissions rates across the Bloomington, IUPUI, and combined regional campuses (See Figure 3.3). The admissions rate for Hispanic transfer students at the combined regional campuses and the admissions rate for American Indians at IUPUI, however, were among the highest admissions rates for those campuses. Given the importance of academic preparedness for the selection process at all IU campuses, these differences in admissions rates by racial/ethnic group reflect the differences in academic preparation that were highlighted in an earlier section of this report.

Figure 3.3
Admission Rates of Prospective Transfers at IU Campuses
Fall 2002 - Fall 2005

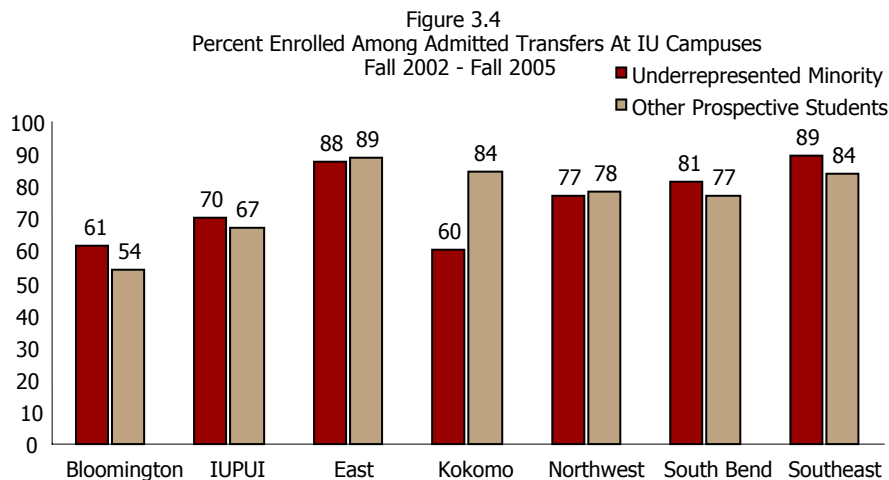


Source: University Reporting and Research

Enrollment Yields for Fall Semester

Between 2002 and 2005, 16,109 admitted transfer students enrolled at Indiana University for the fall semester. Of those transfer students who were U.S. citizens and who provided their race to the university, 84% were White. Less than one percent (0.5%) of enrolled transfer students were American Indian, 10% were African American, 2% were Asian, and 3% were Hispanic. Compared to admitted transfer students over this same time, Asian Americans were slightly underrepresented among enrolled transfer students.

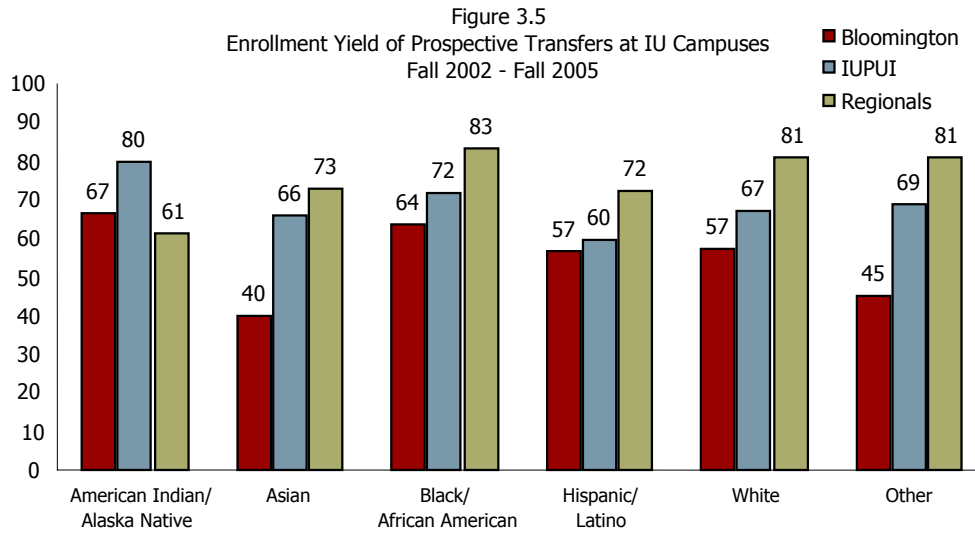
Among the campuses of IU, only Kokomo had an enrollment yield for underrepresented minorities that was far less than the enrollment yield for all other racial/ethnic groups (See Figure 3.4).⁶ IU East and Northwest had enrollment yields for underrepresented minorities that were only slightly smaller than the enrollment yields for other racial/ethnic groups, and at the remaining IU campus a difference in enrollment yields in favor of underrepresented minorities was evident.



Source: University Reporting and Research

With the exception of American Indians, all other racial/ethnic groups had their lowest enrollment yield at the Bloomington campus, followed by IUPUI and the combined regional campuses (See Figure 3.5). The highest enrollment yield for American Indians was at IUPUI, followed by Bloomington and the combined regional campuses. Of all racial/ethnic groups, American Indians and African Americans had the highest enrollment yields at Bloomington and IUPUI. African Americans had the highest enrollment yield of all racial/ethnic groups at the combined regional campuses.

⁶ Applications and admissions are reported for the fall term only. Enrollments, however, are reported for the summer and fall terms combined. Enrollment yields are thus likely to be inflated at some IU campuses.



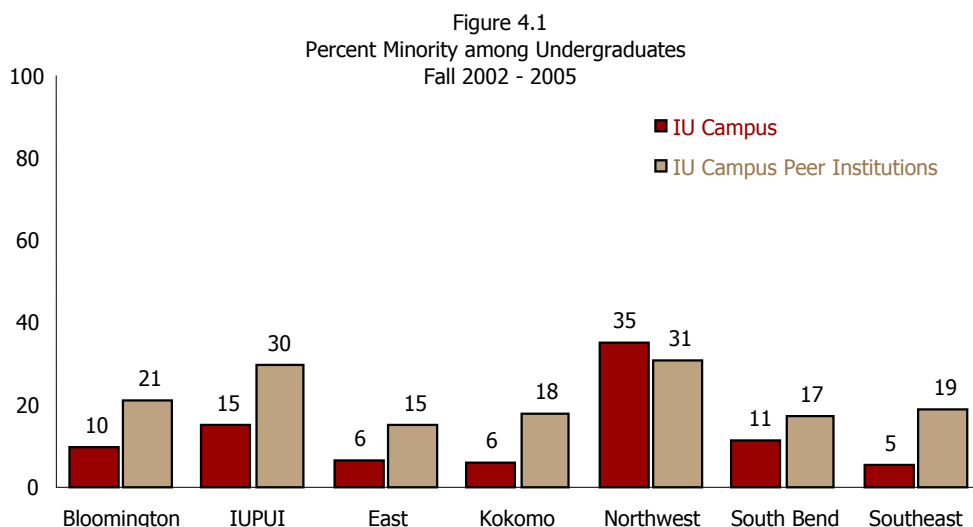
Source: University Reporting and Research

4. Undergraduate Enrollments

Fall Semester Undergraduate Enrollments

Between 2002 and 2005, the majority (84%) of degree-seeking undergraduates at Indiana University were White. Approximately 7% of IU undergraduates were African American, less than one percent (0.3%) were American Indian, 2% were Asian American, 2% were Hispanic, 3% were international students, and 1% did not identify their race.

Although 12% of the overall IU undergraduate population was comprised of students of color, the representation of students of color varied across IU campuses (See Figure 4.1). At Bloomington and IUPUI, students of color comprised between 10% and 15% of all degree seeking undergraduates. At IU Northwest, however, students of color made up 35% of the undergraduate class, while at South Bend, students of color made up 11% of the undergraduate class. Although the proportional representation of students of color at Bloomington and IUPUI is much less than that at Northwest, and although the proportional representation of students of color at Bloomington is slightly less than that at South Bend, given their larger undergraduate enrollments, the Bloomington and IUPUI campuses educated a greater number of undergraduate students of color than at either Northwest or South Bend. The remaining regional campuses (i.e., East, Kokomo, and Southeast) had fewer undergraduate students of color, both in terms of numeric and proportional representation.



Source: IPEDS

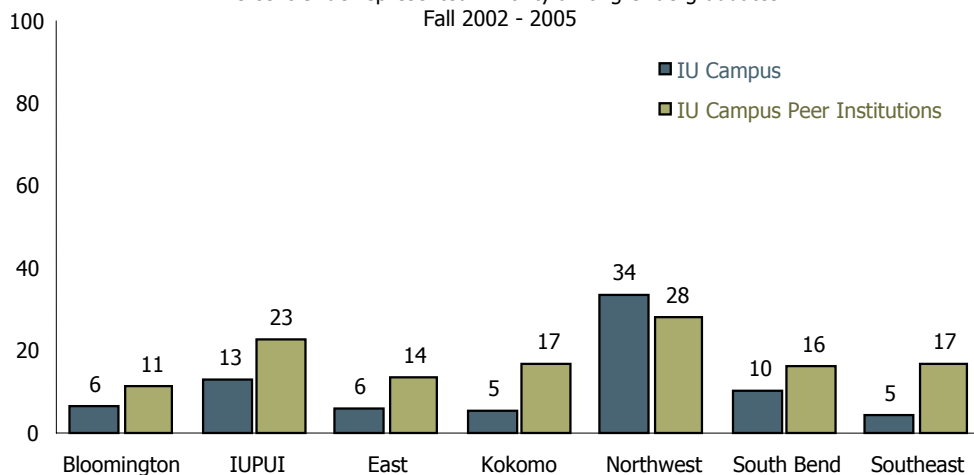
For every IU campus but Northwest, the representation of students of color within the undergraduate classes was far less than the representation of students of color within the combined undergraduate classes of its peer institutions.⁷ Surprisingly, although compared to institutions in other urban settings, IUPUI has one of the largest negative discrepancies in minority representation between an IU campus and its peer institutions. Regardless of the direction, however, differences in minority representation among the regional campuses and their peer institutions are most likely a result of differences in the racial/ethnic composition of the specific regions that they serve. Appendix C and Appendix D provide more information on the racial/ethnic composition of the state and of the counties served by the regional campuses and IUPUI.

Between 2002 and 2005, students from underrepresented minorities comprised 10% of the total number of degree-seeking undergraduate students at Indiana University. The representation of this particular group of students also varies by campus (See Figure 4.2). Overall, this variation looks very similar to that in Figure 4.1. In comparing the information provided in Figures 4.1 and 4.2, two key findings stand out. First,

⁷ Summary information for comparative purposes is the weighted mean of the campus' peer institutions. For more information on this calculation or for the list of peer institutions for each campus, see the appendices to this report.

undergraduate students of color at the regional campuses were almost exclusively members of underrepresented racial/ethnic groups, whereas just a little over half of all undergraduate students of color at the Bloomington campus were from traditionally underrepresented groups. Second, when looking only at undergraduates from underrepresented groups, the discrepancy between IUPUI and the combined undergraduate classes of its peer institutions was somewhat diminished, indicating that there is a relatively large discrepancy between IUPUI and its peer institutions with regard to the proportion of undergraduates who are Asian American.

Figure 4.2
Percent Underrepresented Minority among Undergraduates
Fall 2002 - 2005

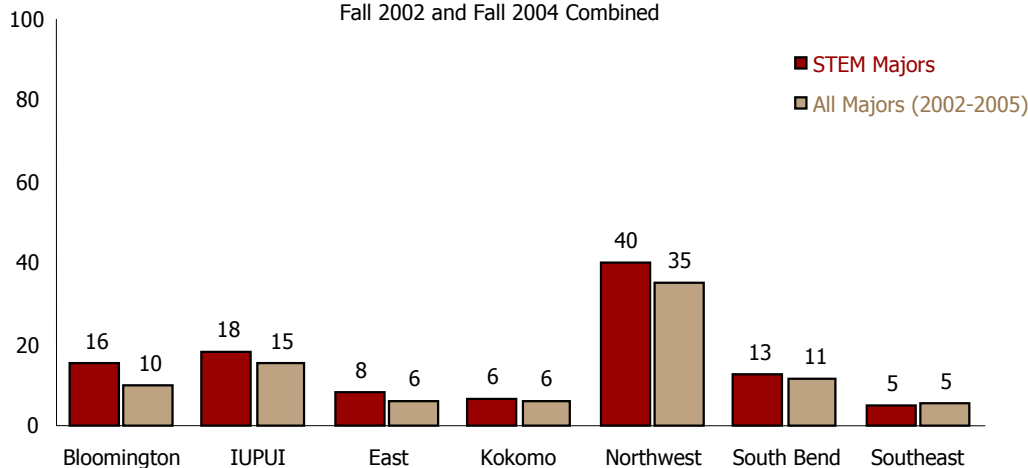


Source: IPEDS

Fall Semester STEM Enrollments

Compared to their representation within the degree-seeking undergraduate student body as a whole, students of color were overrepresented among undergraduates in STEM programs at all campuses but IU Kokomo and IU Southeast (Figure 4.3).⁸ At these two campuses, the representation of students of color in STEM programs reflected their representation within the entire undergraduate student body.

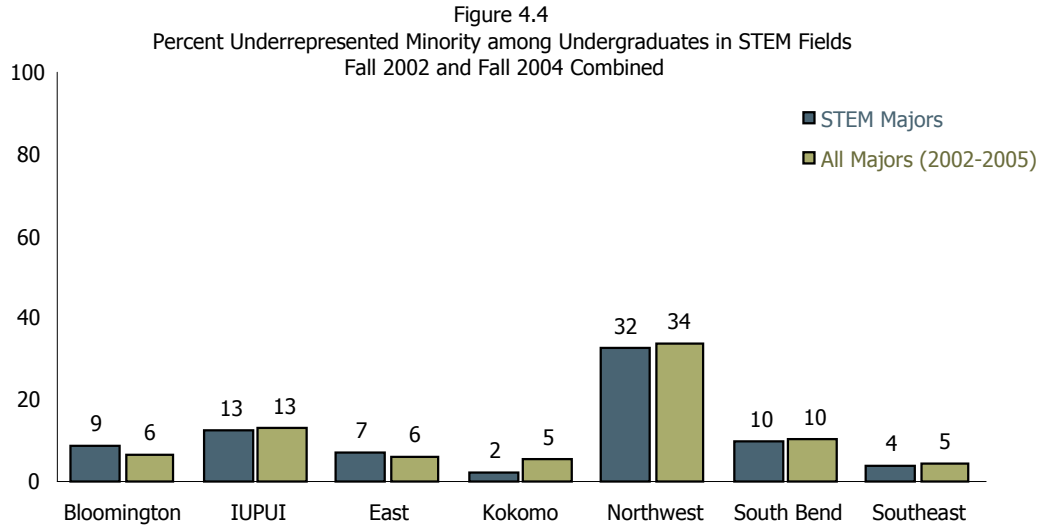
Figure 4.3
Percent Minority among Undergraduates in STEM Fields
Fall 2002 and Fall 2004 Combined



Source: IPEDS

⁸ For the purpose of this report, Science, Technology, Engineering, and Mathematics (STEM) fields include undergraduate programs in the biological sciences/life sciences, physical sciences, engineering, and mathematics.

Compared to their representation within the degree-seeking undergraduate student body as a whole, students from traditionally underrepresented minorities were slightly underrepresented among undergraduates in STEM fields at the Kokomo, Northwest, and Southeast campuses (Figure 4.4). At all other campuses, however, the proportion of students from underrepresented groups in STEM programs was either slightly greater than or equal to their proportion within the overall undergraduate student body.



Source: IPEDS

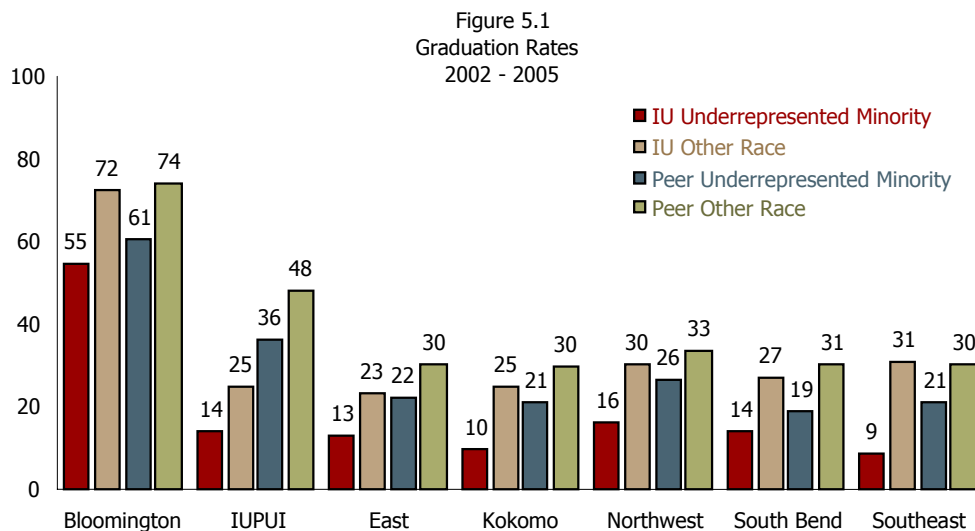
5. Graduation Rates and Undergraduate Degree Completions

Graduation Rates

Graduation rates are based on only full-time first-year cohorts and are measured at 150% of anticipated time to degree – that is, six years for baccalaureate degree programs, three years for associate’s degree programs, and one and one-half years for certificate programs. Average graduation rates for the years 2002-2005 are based on the 1996-1999 first-time full-time student cohorts. Over this time period, 71% of full-time students at the Bloomington campus graduated within 150% of program length. Graduation rates were much lower for other IU campuses: 24% for IUPUI, 23% for East, 24% for Kokomo, 26% for Northwest, 26% for South Bend, and 30% for Southeast.

Graduation rates for underrepresented minorities and other racial/ethnic groups for IU campuses and their peer institutions are provided in Figure 5.1.⁹ No matter which IU campus attended, students from underrepresented minorities graduated at a lower rate than students from other racial/ethnic backgrounds. This same pattern was also found across all campus’ peer institutions.

Although underrepresented minorities graduated at the highest rate from the Bloomington campus, the gap in graduation rates between underrepresented minorities and students of other races or ethnicities (18 percentage points) was one of the largest among IU campuses. Although underrepresented minorities attending IUPUI and all of the regional campuses graduated at much lower rates than students at the Bloomington campus, with the exception of students at the Southeast campus, the gap in graduation rates between underrepresented minorities and other students on these campuses were quite smaller than the gap for the Bloomington campus. Southeast exhibited the greatest gap in graduation rates between underrepresented minorities and students of other racial/ethnic groups (22 percentage points).



Source: IPEDS

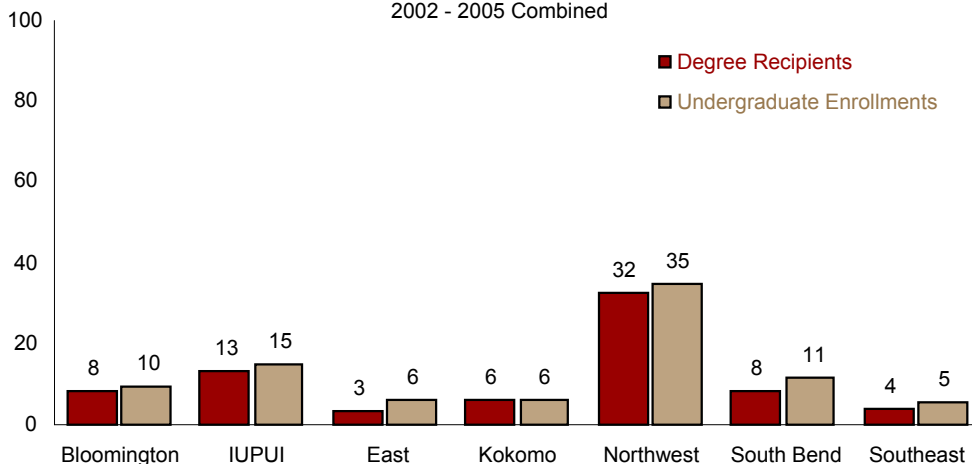
The combined graduation rate for underrepresented minorities attending each campus’ peer institutions was consistently higher than the graduation rate for underrepresented minorities at each IU campus. This discrepancy was not always the case or typically as large among graduation rates for other races or ethnicities attending each IU campus and its peer institutions. Of all IU campuses, only at IUPUI were the graduation rates of both underrepresented minorities (.14) and other races or ethnicities (.25) substantially lower than the combined graduation rate for underrepresented minorities for the campus’ peer institutions (.36).

⁹ Summary information for comparative purposes is the weighted mean of the campus’ peer institutions. For more information on this calculation or for the list of peer institutions for each campus, see the appendices to this report.

Degree Completions

Between the 2002 and 2005, the vast majority (86%) of students receiving a baccalaureate degree at Indiana University were White. About 5% of IU baccalaureate degree completers were African American, less than one percent (0.2%) were American Indian, 3% were Asian American, 2% were Hispanic, 3% were international students, and 1% did not identify their race.

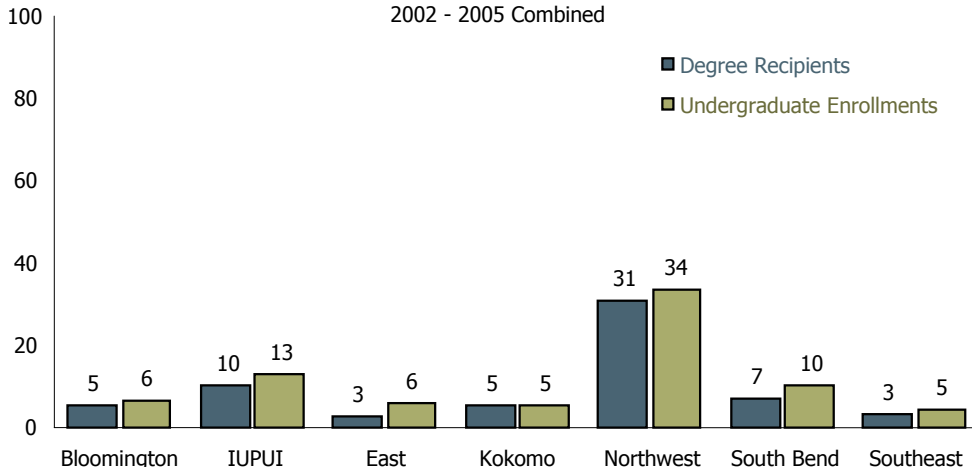
Figure 5.3
Percent Minority among Bachelor's Degree Recipients
2002 - 2005 Combined



Source: IPEDS

The representation of students of color among degree completers is a function of several factors, including minority representation among undergraduates and racial/ethnic differences in time to degree. Given the differences by race/ethnicity in graduation rates noted earlier, the representation of students of color among baccalaureate degree completers may be somewhat less than their representation among undergraduates. In comparing the representation of students of color among baccalaureate degree completers to their representation among undergraduates over the same time period, it appears that this anticipated decrease in minority representation among degree completers was the case for many IU campuses (See Figures 5.3 and 5.4). Only at Kokomo does the proportion of students of color generally or underrepresented minorities specifically among degree completers reflect their proportion among undergraduates.

Figure 5.4
Percent Underrepresented Minority among Bachelor's Degree Recipients
2002 - 2005 Combined



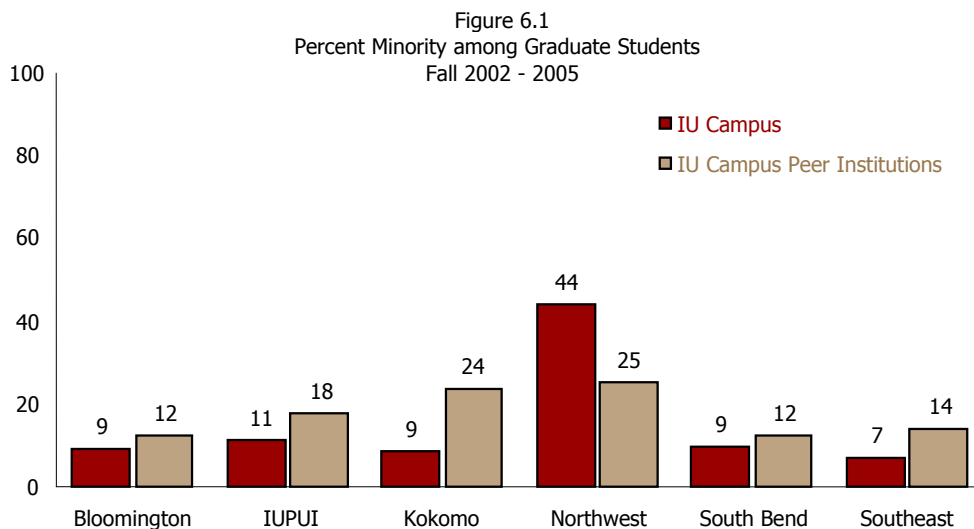
Source: IPEDS

6. Graduate and First-Professional Enrollments and Degree Completions

Fall Semester Graduate Enrollments

Between 2002 and 2005, 70% of graduate students at Indiana University were White. About 6% of IU graduate students were African American, less than one percent (0.3%) were American Indian, 3% were Asian American, 2% were Hispanic, 16% were international students, and 1% did not identify their race. The distribution of students by race/ethnicity at the graduate level resembles the racial/ethnic distribution of undergraduates, except that international students occupy a greater share and White students a lesser share of graduate enrollments. Combined, students of color made up 11% of the overall IU graduate student population.

The representation of students of color varied across IU campuses (See Figure 6.1).¹⁰ At the two larger campuses, Bloomington and IUPUI, students of color comprised between 9% and 11% of all graduate students. At IU Northwest, however, students of color represented 44% of the total number of graduate students. Given their size, the Bloomington and IUPUI campuses educated a larger number of graduate students (in the thousands), and thus a larger number of graduate students of color than the Northwest campus, despite these proportional differences in the racial/ethnic composition of the graduate student bodies. IU Kokomo and IU South Bend were similar to the Bloomington campus with regard to proportional representation, yet these two campuses and the Southeast campus educated far fewer graduate students (in the hundreds) and thus far fewer graduate students of color than Bloomington.¹¹



Source: IPEDS

For every regional IU campus but Northwest, the representation of students of color within the graduate student body was less than the representation of students of color within the combined graduate student body of its peer institutions. Regardless of the direction, differences between the regional campuses and their peer institutions were most likely a result of differences in the racial/ethnic composition of the specific regions that they serve. Appendix C and Appendix D provide more information on the racial/ethnic composition of the state and of the counties served by the regional campuses and IUPUI.

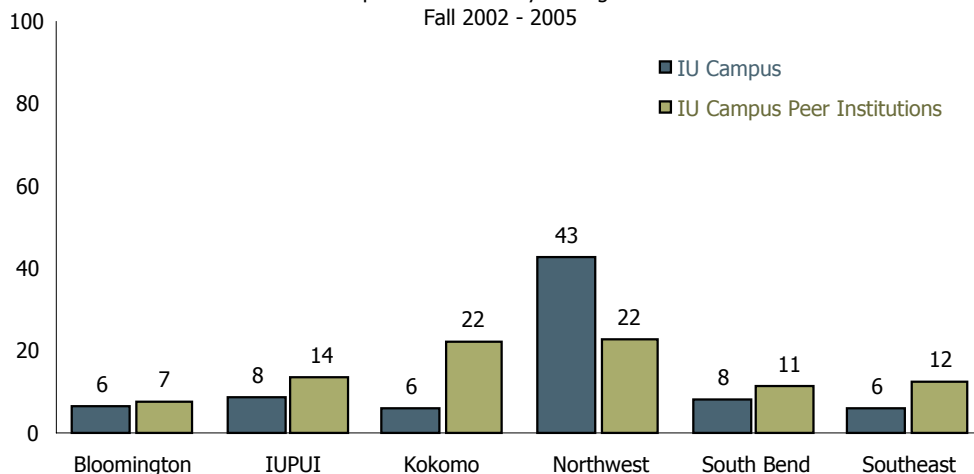
Between 2002 and 2005, students from underrepresented minorities comprised 9% of the total number of graduate students at Indiana University. This representation is similar to the proportion of underrepresented minorities at the undergraduate level (i.e., 10%). The representation of this particular subset of all students of color also varies by campus (See Figure 6.2). Overall, this variation looks very similar

¹⁰ Summary information for comparative purposes is the weighted mean of the campus' peer institutions. For more information on this calculation or for the list of peer institutions for each campus, see the appendices to this report.

¹¹ IU East was not included in this section of the report because its graduate students are non-degree seeking.

to that in Figure 6.1. In comparing the information provided in Figures 6.1 and 6.2, it appears that graduate students of color at many of the regional campuses were almost exclusively members of underrepresented racial/ethnic groups, whereas approximately two-thirds of all undergraduate students of color at the Bloomington campus were from traditionally underrepresented groups. This pattern is similar to the racial/ethnic distribution by campus at the undergraduate level. It is important to note again that, given their size, the Bloomington and IUPUI campuses educated a larger number of graduate students (in the thousands), and thus a larger number of graduate students from traditionally underrepresented minorities than the Northwest campus, despite these large proportional differences in the racial/ethnic composition of their graduate student bodies.

Figure 6.2
Percent Underrepresented Minority among Graduate Students
Fall 2002 - 2005



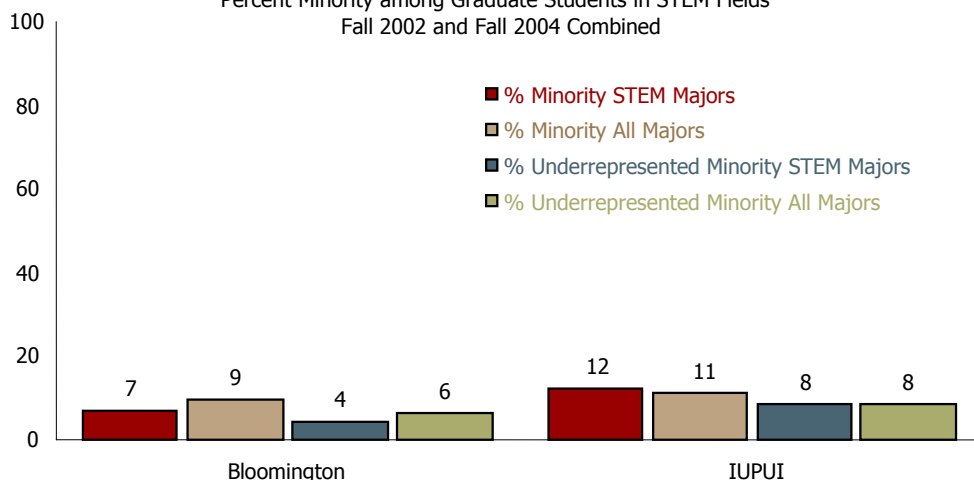
Source: IPEDS

Fall Semester STEM Enrollments

Compared to their representation among the graduate student body as a whole, students of color were underrepresented among graduate students in STEM fields at Bloomington (Figure 6.3).¹² At IUPUI, however, students of color were overrepresented among graduate students in STEM fields. Compared to their representation among the graduate student body as a whole, students from underrepresented minorities were slightly underrepresented among graduates in STEM fields at the Bloomington campus, and were equally represented at IUPUI.

¹² For the purpose of this report, Science, Technology, Engineering, and Mathematics (STEM) fields include graduate programs in the biological sciences/life sciences, physical sciences, engineering, and mathematics. For the years included in this report, only the Bloomington and IUPUI campuses had sufficient graduate enrollments in STEM fields for analysis.

Figure 6.3
Percent Minority among Graduate Students in STEM Fields
Fall 2002 and Fall 2004 Combined

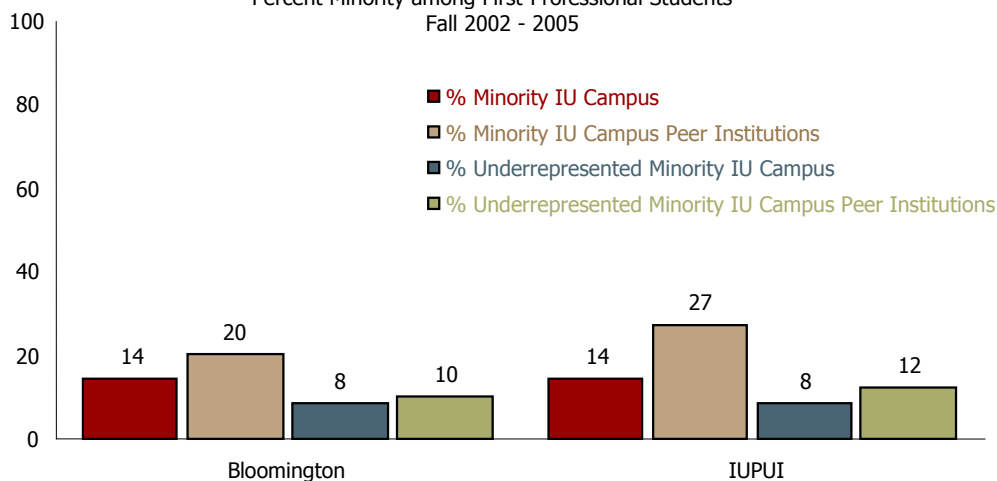


Source: IPEDS

Fall Semester First-Professional Enrollments

Between 2002 and 2005, 80% of students attending first-professional degree programs at the Bloomington and IUPUI campuses of Indiana University were White. Five percent of first-professional students were African American, less than one percent (0.2%) were American Indian, 6% were Asian American, 3% were Hispanic, 2% were international students, and 4% did not identify their race. Combined, students of color made up 14% of the overall IU first-professional student population, and as a subset, underrepresented minorities made up 8% of all first-professional students. The representation of either students of color or underrepresented minorities did not vary between the two IU campuses (See Figure 6.4), and for both campuses the representation of students of color and of underrepresented minorities among first-professional students was less than the representation of these two groups within the combined first-professional student body of their peer institutions. The gaps between each campus and their respective peer institutions, however, were consistently greater for IUPUI than for Bloomington.

Figure 6.4
Percent Minority among First-Professional Students
Fall 2002 - 2005

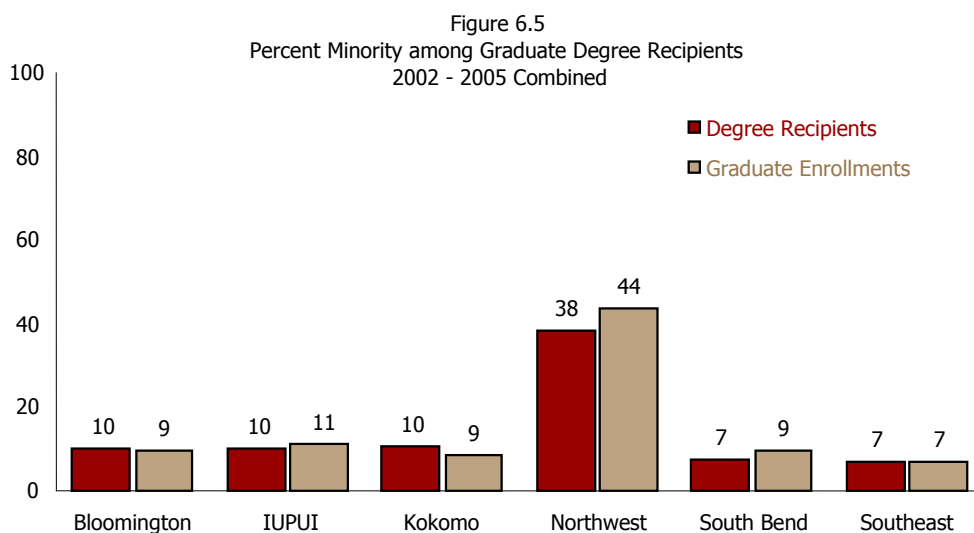


Source: IPEDS

Graduate Degree Completions

Between 2002 and 2005, 69% of students receiving a graduate degree at Indiana University were White. African Americans made up 5% of those students who earned a graduate degree, whereas less than one percent (0.2%) of graduate degree recipients were American Indian. Asian Americans represented 3% of graduate degree recipients, and 2% of graduate degree recipients were Hispanic. Finally, 18% of graduate degree recipients were international students, and 2% of the degree recipients did not identify their race.

Figures 6.5 and 6.6 illustrate the differences in the representation of students of color generally and underrepresented minorities specifically among graduate degree recipients at each of the IU campuses.¹³ Compared to their representation within graduate enrollments during the same years, students of color were slightly overrepresented among graduate degree completers at the Bloomington and Kokomo campuses and they were slightly underrepresented among graduate degree recipients at IUPUI and South Bend. At the Southeast campus, the representation of students of color among degree completers reflected their representation within the graduate student body. Only at Northwest was the gap in minority representation between enrollments and degree completions sufficiently large (i.e., 6 percentage points).



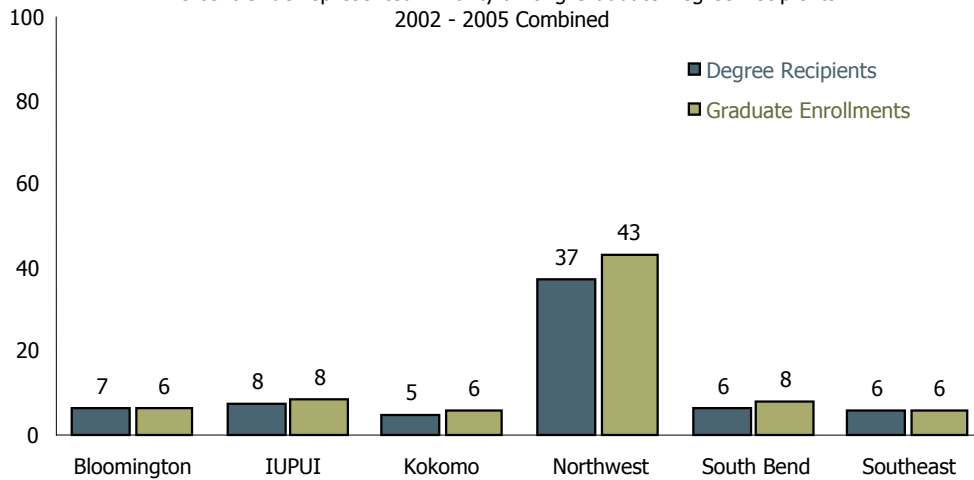
Source: IPEDS

Compared with their representation within graduate enrollments during the same years, students from traditionally underrepresented minorities were slightly overrepresented among graduate degree completers at the Bloomington campus and they were slightly underrepresented among graduate degree recipients at Kokomo and South Bend. At the IUPUI and Southeast campuses, the proportion of underrepresented minority students among degree completers reflected their representation within the graduate student body. Northwest again had the largest gap in the proportion of students from underrepresented minorities between enrollments and degree completions (i.e., 6 percentage points).

As with graduate enrollments, IU Northwest had the greatest proportional representation of minority and underrepresented minority degree completers among all IU campuses. Given their size, however, the Bloomington and IUPUI campuses graduated a larger number of students (in the thousands), and thus a larger number minority and underrepresented minority students than the Northwest campus, despite these proportional differences in the racial/ethnic composition of the degree completers. Additionally, despite the similarities in the proportional representation of minority and underrepresented minority students between the regional campuses and Bloomington and IUPUI, the regional campuses graduated far fewer students of color than Bloomington and IUPUI.

¹³ IU East was not included in this section of the report because its graduate students are non-degree seeking.

Figure 6.6
Percent Underrepresented Minority among Graduate Degree Recipients
2002 - 2005 Combined



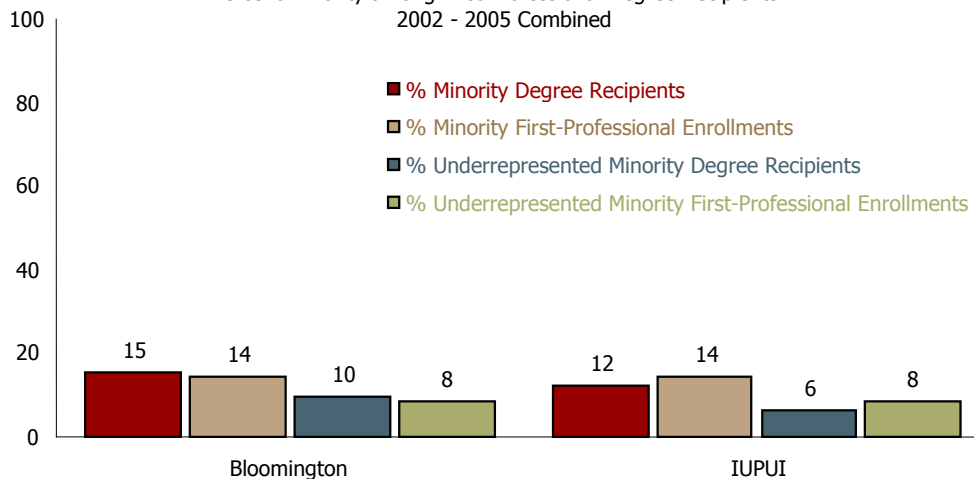
Source: IPEDS

First-Professional Degree Completions

Between 2002 and 2005, 82% of students receiving a first-professional degree at Indiana University were White. African Americans made up 5% of those students who earned a first-professional degree, and less than one percent (0.1%) were American Indian. About 6% of first-professional degree recipients were Asian American, 3% were Hispanic, 2% were international students, and 2% did not identify their race.

Figure 6.7 illustrates the differences in the representation of students of color among first-professional recipients at the Bloomington and IUPUI campuses. The representation of students of color broadly and underrepresented minorities specifically among first-professional degree recipients was greater at Bloomington than at IUPUI. Compared with first-professional enrollments during the same years, minority students in total and underrepresented minorities as a subset were slightly overrepresented among degree recipients at the Bloomington campus, and they were slightly underrepresented among degree recipients at IUPUI.

Figure 6.7
Percent Minority among First Professional Degree Recipients
2002 - 2005 Combined



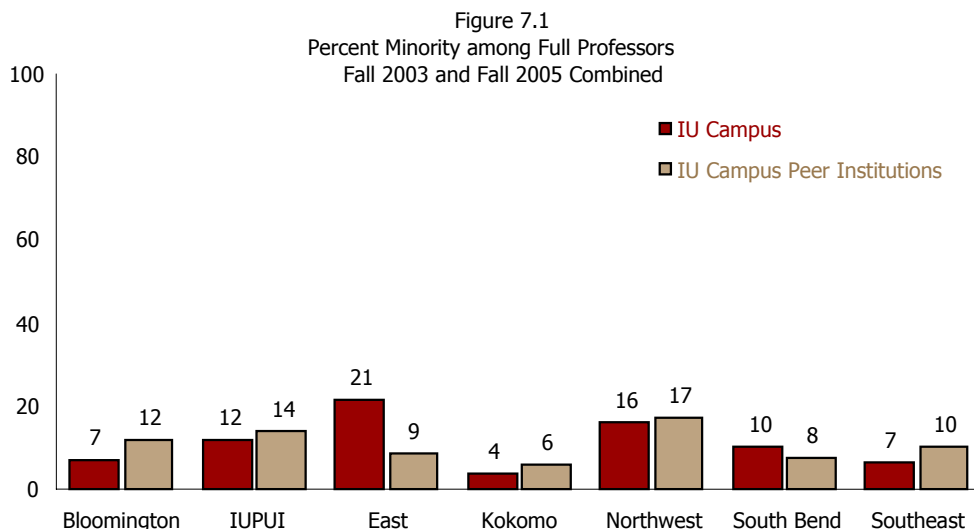
Source: IPEDS

7. Full-time Faculty

Tenured/Tenure-track Full Professors

A combined average of 1,153 full-time full professors were employed at Indiana University during the fall of 2003 and fall of 2005, representing 40% of all tenure or tenure-track professors and 27% of all faculty. Approximately 9% of the full-time faculty members at the rank of full professor were faculty of color. Asian Americans represented 66% of all full professors of color and 6% of all full professors. Faculty members who identified themselves as members of traditionally underrepresented racial/ethnic groups made up a combined 34% of all full professors of color and only 3% of all full professors at IU.

Figure 7.1 illustrates the differences in the representation of full-time full professors of color at each of the IU campuses.¹⁴ Minority faculty members at the rank of full professor represented 10% to 21% of all full professors at IUPUI, East, Northwest, and South Bend; whereas the representation of full professors of color at other IU campuses was less than 10%. Although, when compared to other IU campuses, Bloomington and IUPUI did not have the largest proportions of minority faculty at the rank of full professor, the two largest campuses had the greatest number of faculty of color at this rank. With the exception of East and South Bend, the representation of full professors of color at IU campuses was less than the combined representation across each campus' peer institutions. Although the East campus had both the greatest proportion of full professors of color and the greatest positive difference in minority faculty representation between any IU campus and its peer institutions, the East campus had an average of fewer than ten full-time full professors on staff during the fall 2003 and the fall of 2005. It is also important to note that the Kokomo campus had an average of fewer than fifteen full-time full professors the fall 2003 and fall 2005, while the remaining regional campuses had fewer than 60 full-time full professors on staff during this time.

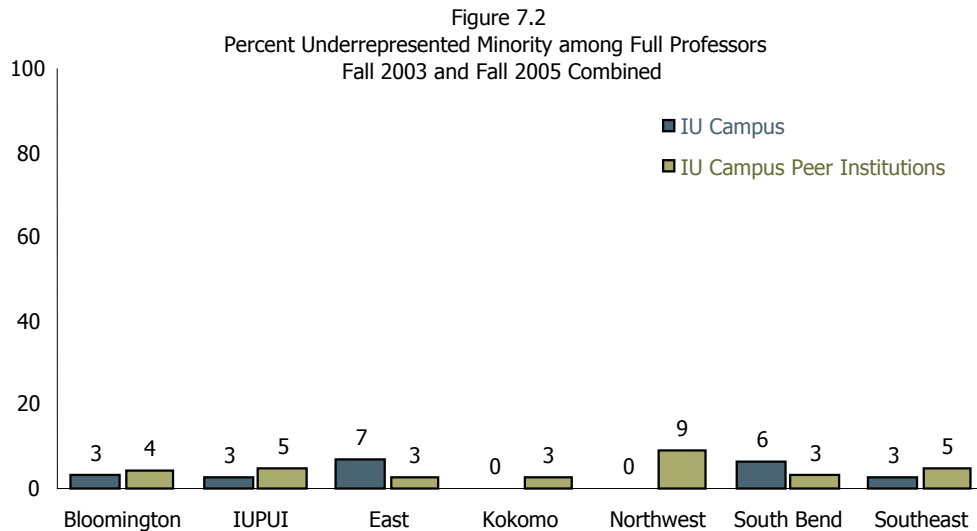


Source: IPEDS

Figure 7.2 illustrates the differences in the proportion of full-time full professors from underrepresented minority groups at each of the IU campuses. Underrepresented minority faculty members at the rank of full professor made up between 3% and 7% of all full professors at Bloomington, IUPUI, East, South Bend, and Southeast, whereas the Kokomo and Northwest campuses had no underrepresented faculty of color at the rank of full professor during this time. Although Bloomington and IUPUI did not have the greatest proportion of minority faculty at the rank of full professor, the two largest campuses of IU had the greatest number of faculty of color at this rank. With the exception of East and South Bend, the proportion of full professors from underrepresented racial/ethnic groups at IU campuses was less than the combined minority representation across each campus' peer institutions. Although the East campus had both the

¹⁴ Summary information for comparative purposes is the weighted mean of the campus' peer institutions. For more information on this calculation or for the list of peer institutions for each campus, see the appendices to this report.

greatest proportion of full professors of color and the greatest positive difference in minority faculty representation between any IU campus and its peer institutions, the East campus had an average of fewer than ten full-time full professors on staff during the fall 2003 and fall 2005. It is also important to note specifically that the Kokomo campus had an average of fewer than fifteen full-time full professors, while Northwest had an average of fewer than 35 full-time full professors on staff during the fall of 2003 and the fall of 2005.



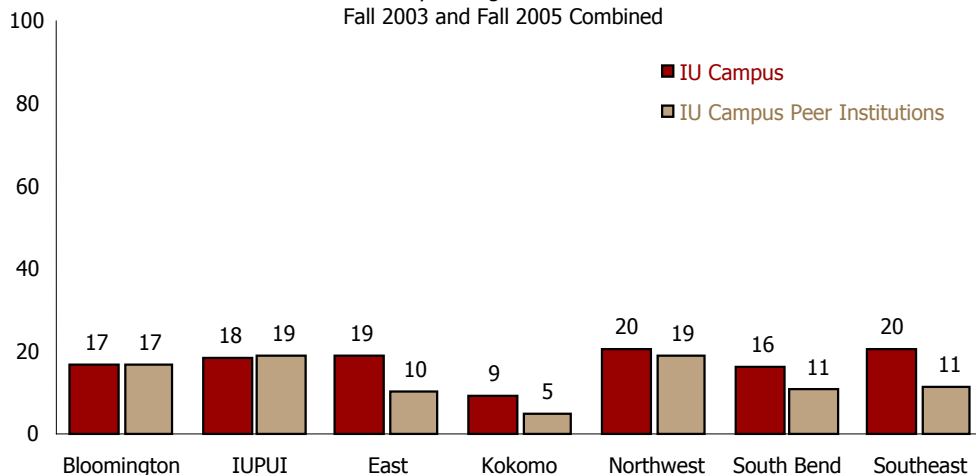
Source: IPEDS

Tenured/Tenure-track Associate Professors

A combined average of 1,001 full-time associate professors were employed at Indiana University during the fall of 2003 and fall of 2005, representing 34% of all tenure or tenure-track professors and 23% of all faculty. Roughly 16% of the full-time faculty members at the rank of associate professor were faculty of color. Asian Americans represented one half of all associate professors of color and 8% of all associate professors. Faculty members who identified themselves as members of traditionally underrepresented racial/ethnic groups made up the other half of all associate professors of color and 8% of all associate professors at IU.

Figure 7.3 illustrates the differences in the representation of full-time associate professors of color at each of the IU campuses. With the exception of the Kokomo campus, minority faculty members at the rank of associate professor made up between 16% and 20% of all associate professors across the campuses; faculty of color at IU Kokomo represented less than 10% of all associate professors. Although Bloomington and IUPUI did not have the greatest proportions of minority faculty at the rank of associate professor, the two largest campuses of IU had the greatest number of faculty of color at this rank. With the exception of IUPUI, the representation of associate professors of color at IU campuses was greater than or equal to the combined minority representation across each campus' peer institutions. It is important to note that the East and Kokomo campuses had an average of fewer than thirty full-time associate professors on staff during the fall 2003 and fall 2005, while the remaining regional campuses had an average of fewer than 75 full-time associate professors on staff during these same years.

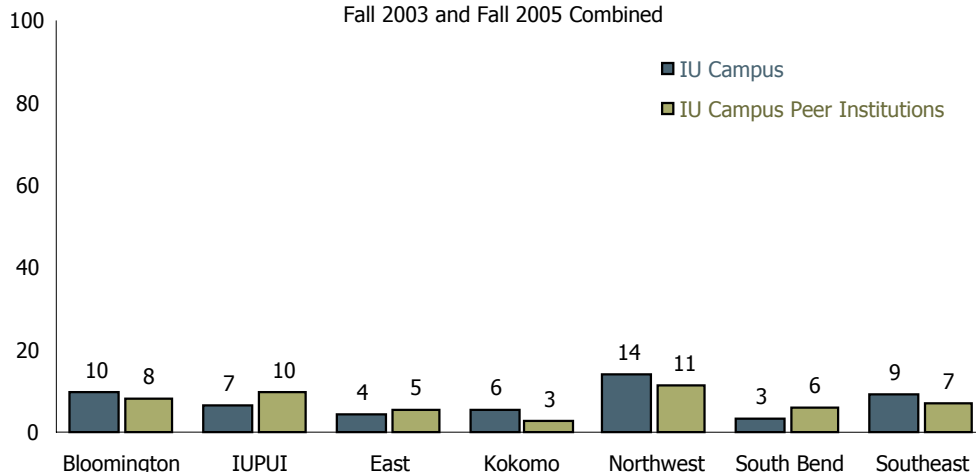
Figure 7.3
Percent Minority among Associate Professors
Fall 2003 and Fall 2005 Combined



Source: IPEDS

Figure 7.4 illustrates the differences in the proportion of full-time associate professors from underrepresented minority groups at each of the IU campuses. Underrepresented minority faculty members at the rank of associate professor made up between 3% and 14% of all associate professors across the campuses. Bloomington and IUPUI were among those campuses that had the greatest proportion of minority faculty at the rank of associate professor, and these campuses had the greatest number of faculty of color at this rank. With the exception of IUPUI, East, and South Bend, the proportion of associate professors from underrepresented racial/ethnic groups at IU campuses was greater than the combined representation across each campus' peer institutions. Although the East campus had both the greatest proportion of associate professors of color and the greatest positive difference in minority faculty representation between any IU campus and its peer institutions, the East campus had an average of fewer than ten full-time associate professors on staff during the fall 2003 and fall 2005. It is important to note that the East and Kokomo campuses had an average of fewer than 30 full-time associate professors on staff during the fall 2003 and fall 2005, while the remaining regional campuses had an average of fewer than 75 full-time associate professors on staff during these same years.

Figure 7.4
Percent Underrepresented Minority among Associate Professors
Fall 2003 and Fall 2005 Combined



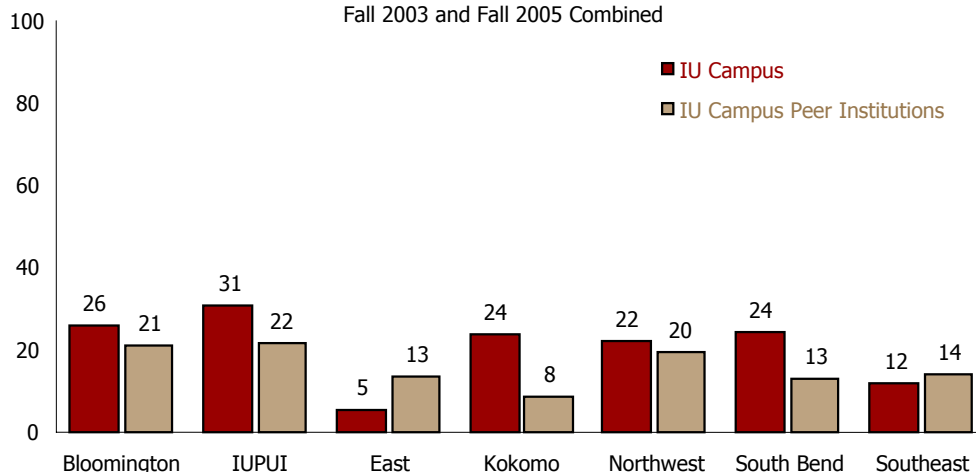
Source: IPEDS

Tenured/Tenure-track Assistant Professors

A combined average of 753 full-time assistant professors were employed at Indiana University during the fall of 2003 and fall of 2005, representing 26% of all tenure or tenure-track professors and 17% of all faculty. Approximately 27% of the full-time faculty members at the rank of assistant professor were faculty of color. Asian Americans represented 60% of all assistant professors of color and 17% of all assistant professors. Faculty members who identified themselves as members of traditionally underrepresented minorities made up a combined 40% of all assistant professors of color and 10% of all assistant professors at IU.

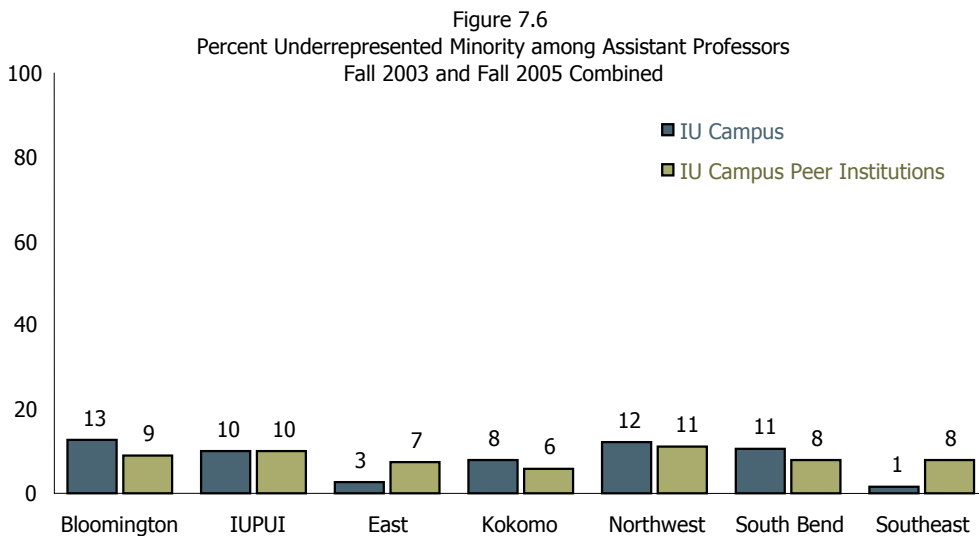
Figure 7.5 illustrates the differences in the representation of full-time assistant professors of color at each of the IU campuses. Minority faculty members at the rank of assistant professor represented 22% to 31% of all assistant professors across Bloomington, IUPUI, Kokomo, Northwest, and South Bend; whereas the representation of assistant professors of color at other IU campuses was less than 15%. Bloomington and IUPUI had both the greatest proportion of minority faculty at the rank of assistant professor and the greatest number of faculty of color at this rank. With the exception of East and Southeast, the representation of assistant professors of color at IU campuses was greater than the combined minority representation across each campus' peer institutions. It is important to note that the East and Kokomo campuses had an average of fewer than twenty full-time assistant professors on staff during the fall 2003 and fall 2005, while the remaining regional campuses had an average of fewer than 60 full-time assistant professors on staff during these same years.

Figure 7.5
Percent Minority among Assistant Professors
Fall 2003 and Fall 2005 Combined



Source: IPEDS

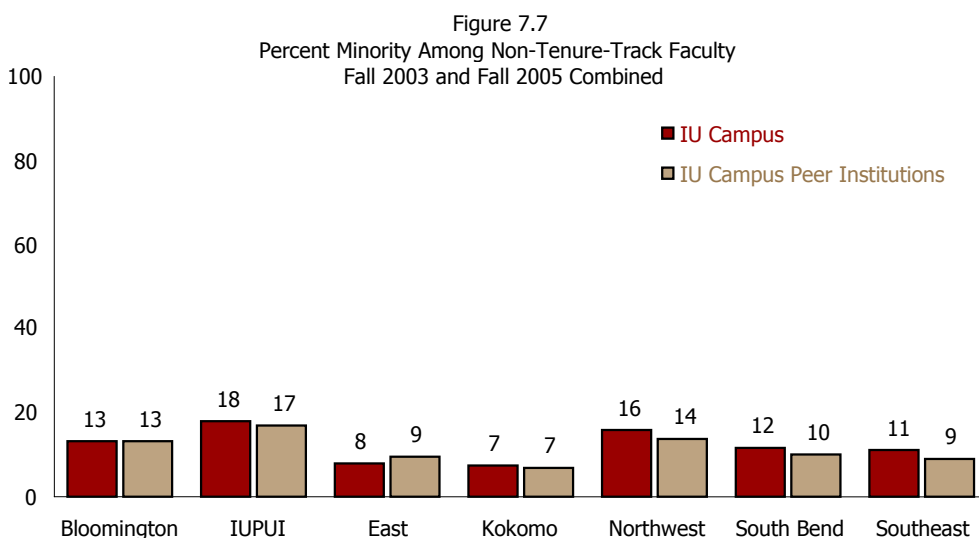
Figure 7.6 illustrates the differences in the proportion of full-time assistant professors from underrepresented minority groups at each of the IU campuses. Underrepresented minority faculty members at the rank of assistant professor made up 8% to 13% of all assistant professors at Bloomington, IUPUI, Kokomo, Northwest, and South Bend; whereas underrepresented faculty of color comprised only 1% to 3% of faculty at the rank of assistant professor on the East and Southeast campuses. Bloomington and IUPUI were among those institutions with the greatest proportion of minority faculty at the rank of assistant professor, and the two campuses had the greatest number of faculty of color at this rank. With the exception of East and South Bend, the proportion of assistant professors from underrepresented racial/ethnic groups at IU campuses was greater than or equal to the combined minority representation across each campus' peer institutions.



Source: IPEDS

Non-tenure-track Faculty

A combined average of 1427 full-time non-tenure-track faculty members were employed at Indiana University during the fall of 2003 and fall of 2005, representing 33% of all faculty. Included in this category are full-time faculty with no academic rank and full-time faculty who are not on a tenure track. Approximately 15% of the full-time non-tenure-track faculty members were faculty of color. Asian Americans represented 56% of all faculty members of color with the non-tenure-track designation and 8% of all faculty members with this designation. Faculty who identified themselves as members of traditionally underrepresented racial/ethnic groups comprised a combined 44% of all non-tenure-track faculty of color and 7% of all IU faculty with this designation.

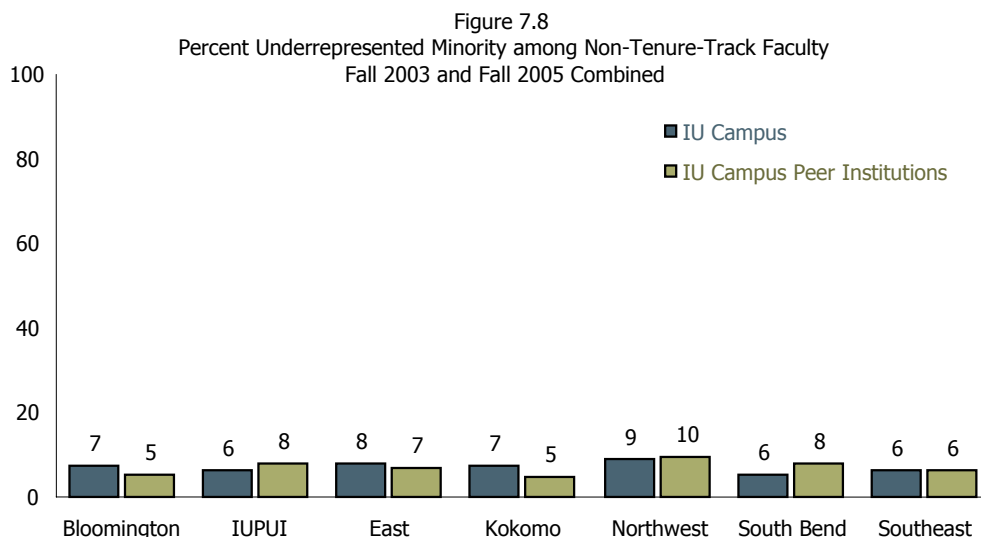


Source: IPEDS

Figure 7.7 illustrates the differences in the representation of non-tenure-track faculty of color at each of the IU campuses. Minority faculty members represented 11% to 18% of non-tenure-track faculty across Bloomington, IUPUI, Northwest, South Bend, and Southeast. The representation of non-tenure-track faculty of color at other IU campuses was less than 10%. With the exception of East, the representation of non-tenure-track faculty of color at IU campuses was greater than or equal to the combined minority representation across each campus' peer institutions. It is important to note that the East and Kokomo campuses had an

average of fewer than 35 non-tenure-track faculty members on staff during the fall 2003 and fall 2005, while the remaining regional campuses had an average of fewer than 80 non-tenure-track faculty members on staff during that time.

Figure 7.8 shows the differences in the proportion of non-tenure-track faculty from underrepresented minorities at each of the IU campuses. Underrepresented minority faculty members comprised anywhere from 6% to 9% of all non-tenure-track faculty members across IU campuses. Although they did not have the greatest proportional representation among the IU campuses, Bloomington and IUPUI had the greatest number of non-tenure-track faculty of color. With the exception of IUPUI, Northwest, South Bend, the proportion of non-tenure-track faculty from underrepresented racial/ethnic groups at IU campuses was greater than or equal to the combined minority representation across each campus' peer institutions.



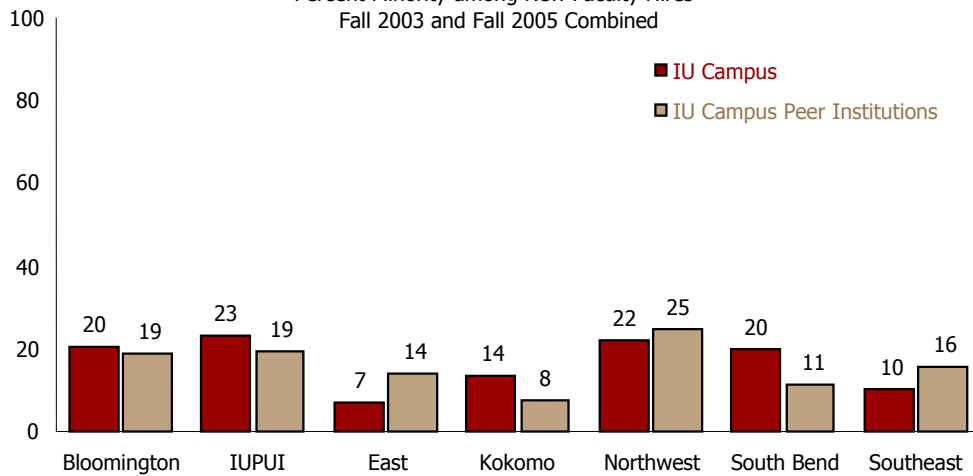
Source: IPEDS

New Faculty Hires

Of the full-time faculty newly hired by Indiana University during the fall of 2003 and the fall of 2005, 20% identified themselves as faculty of color. Asian Americans represented 60% of new faculty of color and 12% of all new faculty hires. Faculty members from traditionally underrepresented races or ethnicities represented a combined 40% of new faculty of color and 8% of all new faculty hires.

As is evident in Figure 7.9, the representation of faculty of color among new hires varies across IU campuses. At least one-fifth of the new faculty hires at the Bloomington, IUPUI, Northwest and South Bend campuses were faculty of color, compared to only 14% at Kokomo, 10% at Southeast, and 7% at East. The Kokomo campus, however, had one the larger discrepancies in minority representation favoring an IU campus over its peer institutions, whereas the East and Southeast campuses had larger discrepancies in minority representation favoring peer institutions over the IU campuses. Only the South Bend campus had both a larger share of faculty of color among new hires and a large discrepancy in minority representation favoring the campus over its peer institutions. It is important to note that the regional campuses hired an average of 100 or fewer new faculty members during the fall of 2003 and fall of 2005.

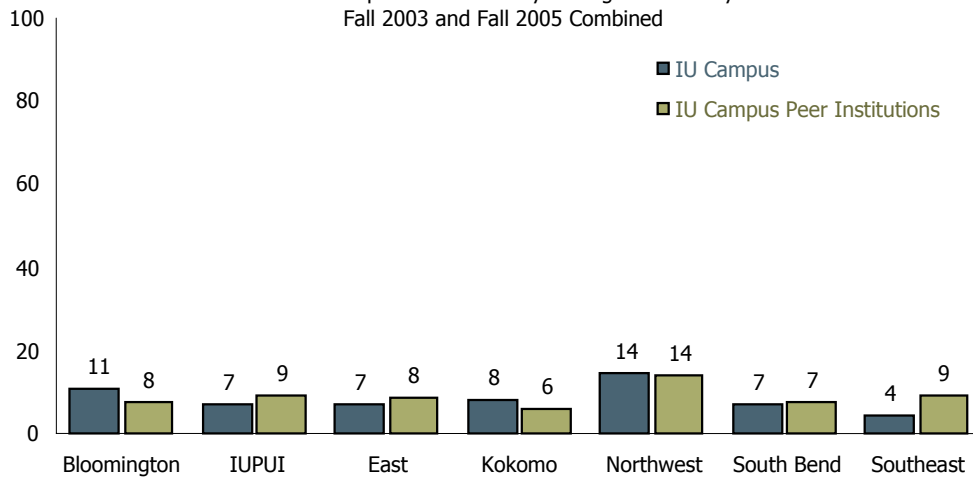
Figure 7.9
Percent Minority among New Faculty Hires
Fall 2003 and Fall 2005 Combined



Source: IPEDS

In comparing figures 7.9 and 7.10, two patterns are evident. First, for almost all IU campuses and their peer institutions, the proportion of new faculty hires from traditionally underrepresented races or ethnicities was far less than the proportion of new faculty of color in total, suggesting that many, if not most, of the faculty of color being hired were Asian American. Second, the discrepancies between IU campuses and their peer institutions were not as evident in the representation of underrepresented faculty members as they were in the representation of all faculty of color. This suggests that the greatest discrepancies between IU campuses and their peer institutions were in the hiring of Asian American faculty.

Figure 7.10
Percent Underrepresented Minority among New Faculty Hires
Fall 2003 and Fall 2005 Combined



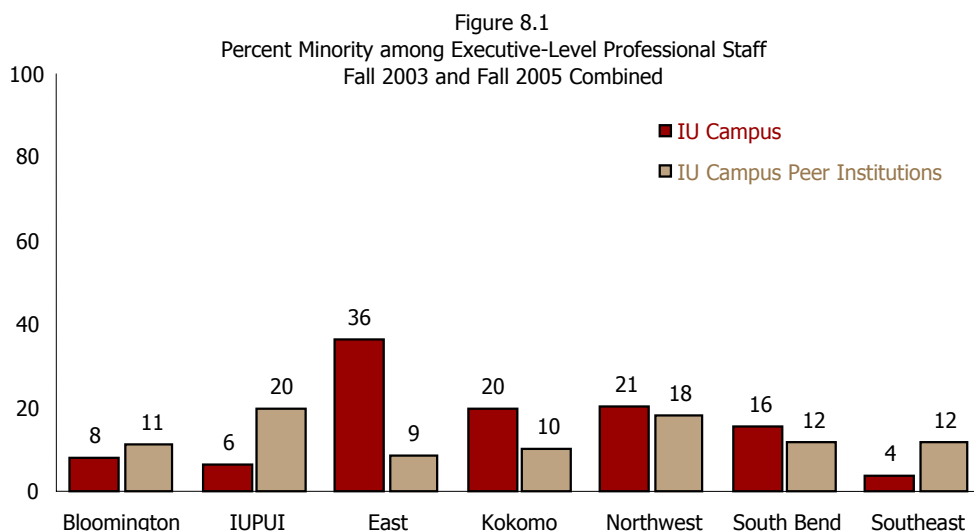
Source: IPEDS

8. Full-time Staff

Executive-level Professional Staff

A combined average of 558 full-time executive-level professional staff members were employed at Indiana University during the fall of 2003 and fall of 2005, representing 8% of all professional staff and 4% of all professional and non-professional staff. Roughly 8% of the executive-level professional staff members were staff of color. Asian Americans represented 27% of all executive-level professional staff members of color and 2% of all executive-level staff members. Members of traditionally underrepresented minorities made up a combined 73% of all executive-level professional staff members of color and 6% of all executive-level staff members at IU.

Figure 8.1 illustrates the differences in the representation of full-time executive-level professional staff members of color at each of the IU campuses.¹⁵ Staff members of color made up 16% to 36% of all executive-level staff members at East, Kokomo, Northwest, and South Bend; whereas the representation of executive-level staff members of color at other IU campuses was less than 10%. Although Bloomington and IUPUI did not have the greatest proportion of executive-level staff members, the two largest campuses of IU had the greatest number of professional staff members at the executive level. At the East, Kokomo, Northwest, and South Bend campuses, the representation of executive-level staff of color was greater than the combined minority representation across each campus' peer institutions. The representation of executive-level staff of color at Bloomington, IUPUI, and Southeast, however, was less than the combined minority representation across each campus' peer institutions. It is important to note that the East and Kokomo campuses had an average of fewer than ten executive-level staff members during the fall 2003 and fall 2005, while the remaining regional campuses had an average of fewer than 25 executive-level staff members during these same years.

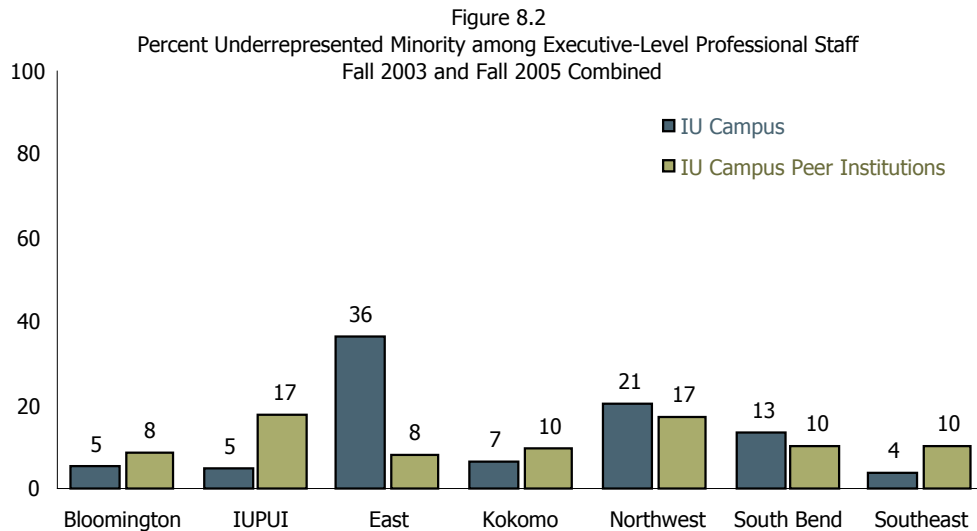


Source: IPEDS

Figure 8.2 illustrates the differences in the proportion of full-time executive-level professional staff members from underrepresented minority groups at each of the IU campuses. Underrepresented minority staff members comprised between 13% and 36% of all executive-level staff members at East, Northwest, and South Bend; whereas fewer than 10% of executive-level staff were from underrepresented racial/ethnic groups at the other IU campuses. Bloomington and IUPUI were among those campuses having the lowest proportion of underrepresented minority staff members at the executive level, yet these campuses had the greatest number of executive staff of color of all IU campuses. With the exception of East, Northwest, and South Bend, the proportion of executive-level staff members from underrepresented racial/ethnic groups at IU

¹⁵ Summary information for comparative purposes is the weighted mean of the campus' peer institutions. For more information on this calculation or for the list of peer institutions for each campus, see the appendices to this report.

campuses was less than the combined minority representation across each campus' peer institutions. Although the East campus had both the greatest proportion of executive-level staff members and the greatest positive difference in minority representation between any IU campus and its peer institutions, the East campus had an average of fewer than ten executive-level staff members during the fall 2003 and fall 2005. The Kokomo campus also had an average of fewer than ten executive-level staff members during the fall 2003 and fall 2005, while the remaining regional campuses had an average of fewer than 25 executive-level staff members during these same years.



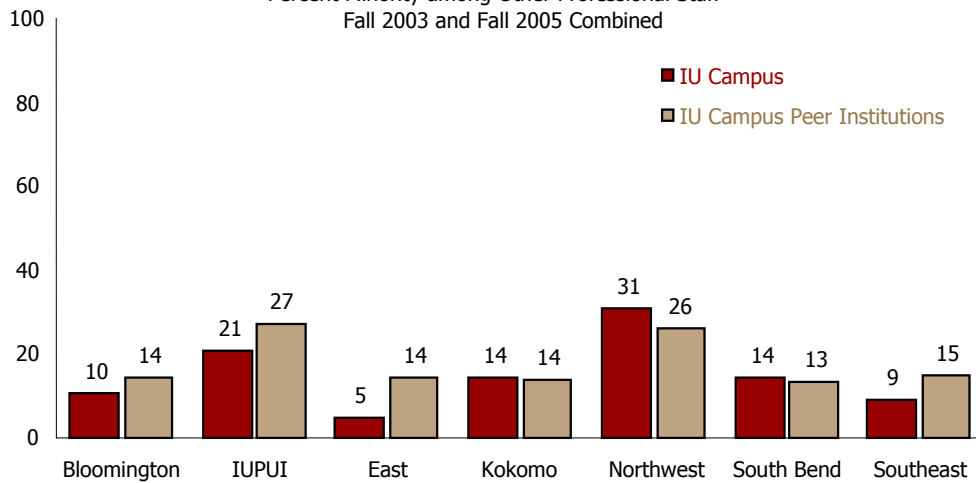
Source: IPEDS

Other Professional Staff

A combined average of 6,061 full-time other professional staff members were employed at Indiana University during the fall of 2003 and fall of 2005, representing 92% of all professional staff and 48% of all professional and non-professional IU staff. About 16% of other professional staff members were staff of color. Asian Americans represented 59% of all other professional staff members of color and 9% of all other professional staff members. Members of traditionally underrepresented minorities made up a combined 41% of all other professional staff members of color and 7% of all other professional staff members at IU.

Figure 8.3 shows the differences in the representation of full-time other professional staff members of color at each of the IU campuses. Staff members of color represented anywhere between 10% to 31% of all other professional staff members at the Bloomington, IUPUI, Kokomo, Northwest, and South Bend campuses; whereas the representation of other professional staff members of color at the other IU campuses was less than 10%. Although Bloomington and IUPUI did not have the greatest proportional representation among the IU campuses, these two campuses had the greatest number of professional staff members (in the thousands, compared to the hundreds for regional campuses) at the non-executive professional level. At the Northwest and South Bend campuses, the representation of other professional staff of color was greater than the combined minority representation across each campus' peer institutions. The representation of other professional staff of color at all other IU campuses was either less than or equal to the combined minority representation across each campus' peer institutions.

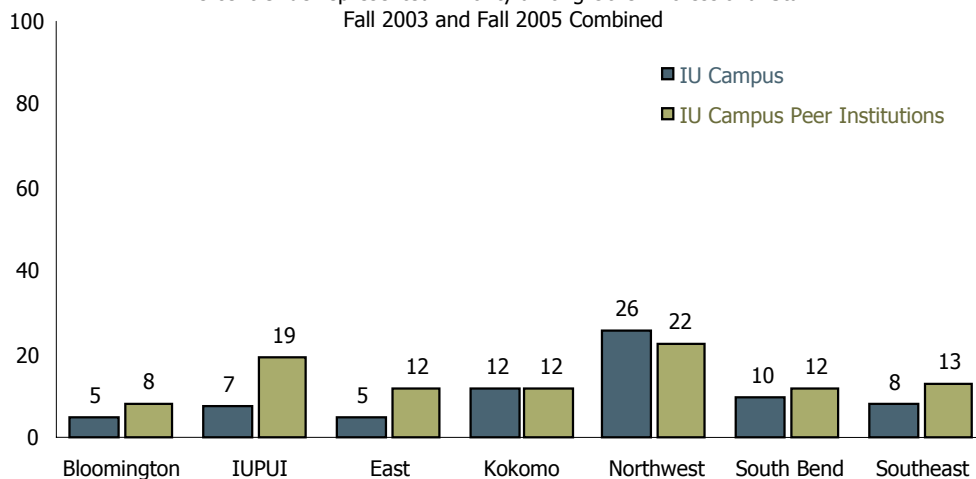
Figure 8.3
Percent Minority among Other Professional Staff
Fall 2003 and Fall 2005 Combined



Source: IPEDS

Figure 8.4 illustrates the differences in the proportion of full-time other professional staff members from underrepresented minority groups at each of the IU campuses. Underrepresented minority staff members comprised between 10% and 26% of all other professional staff members at Kokomo, Northwest, and South Bend; whereas fewer than 10% of other staff were from underrepresented racial/ethnic groups at the other IU campuses. Bloomington and IUPUI were among those campuses having the lowest proportion of underrepresented minority staff members at the non-executive professional level, yet these campuses had the greatest number of other professional staff of color of all IU campuses. With the exception of Northwest, the proportion of other professional staff members from underrepresented racial/ethnic groups at IU campuses was less than the combined minority representation across each campus' peer institutions.

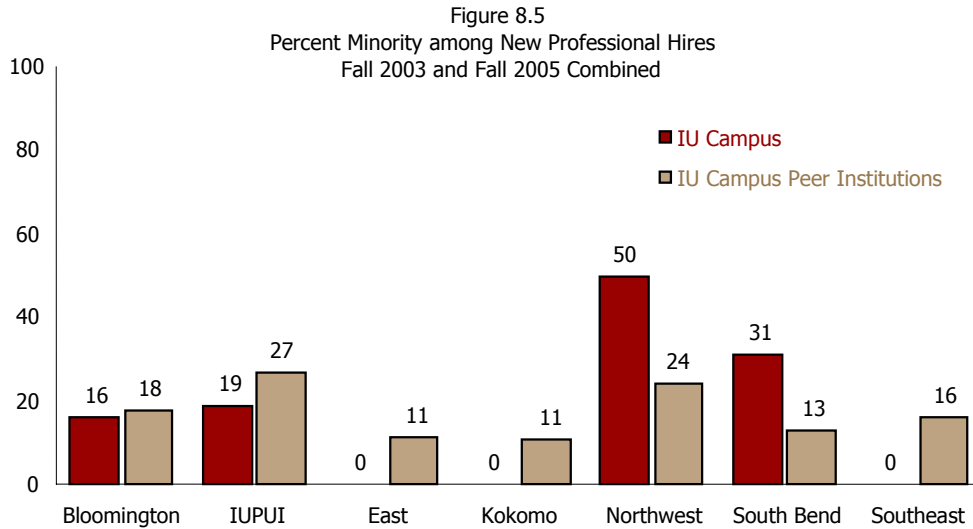
Figure 8.4
Percent Underrepresented Minority among Other Professional Staff
Fall 2003 and Fall 2005 Combined



Source: IPEDS

New Professional Staff Hires

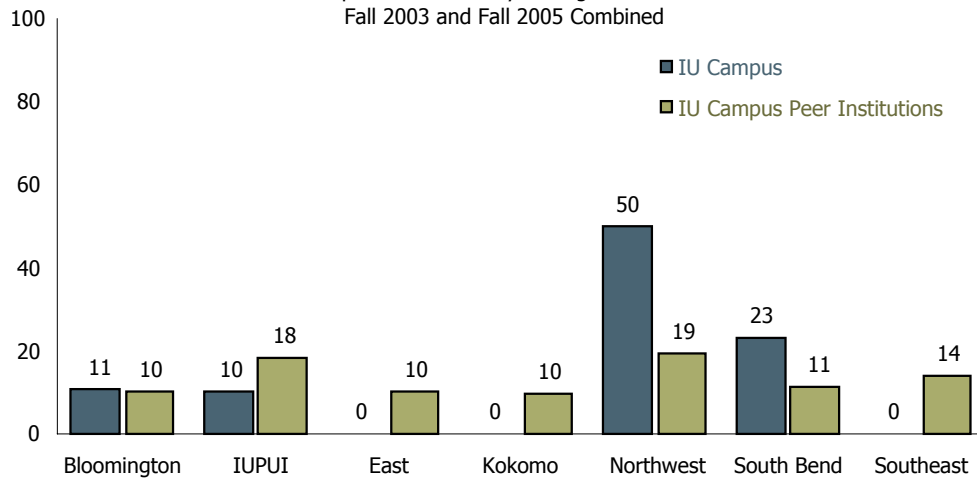
Of the full-time professional staff newly hired by Indiana University during the fall of 2003 and the fall of 2005, 18% identified themselves as staff members of color. Asian Americans represented 39% of new professional staff members of color and 7% of all new professional staff hires. Members of traditionally underrepresented minorities represented a combined 61% of new professional staff members of color and 11% of all new professional staff hires.



Source: IPEDS

As is evident in Figures 8.5 and 8.6, the representation of professional staff of color among new hires varies across IU campuses. Between 16% and 50% of all new professional staff hires at the Bloomington, IUPUI, Northwest and South Bend campuses were staff members of color, whereas 10% to 50% were specifically members of traditionally underrepresented racial/ethnic groups. The other IU campuses had no staff of color representation among new hires at the professional level. These campuses, however, had an average of fewer than ten professional level hires during the fall 2003 and fall 2005. As compared to Bloomington and IUPUI, the Northwest and South Bend campuses had hired both a larger share of professional staff of color among new hires and had a large discrepancy in minority representation favoring the campus over its peer institutions. Given their size, however, Bloomington and IUPUI had hired the greatest number of professional staff of color of all IU campuses.

Figure 8.6
Percent Underrepresented Minority among New Professional Hires
Fall 2003 and Fall 2005 Combined



Source: IPEDS

Non-professional Staff

A combined average of 6,023 full-time non-professional staff members were employed at Indiana University during the fall of 2003 and fall of 2005, representing 48% of all professional and non-professional IU staff. Roughly 17% of the non-professional staff members were staff of color. Asian Americans represented 13% of all non-professional staff members of color and 3% of all non-professional staff members. Members of traditionally underrepresented minorities made up a combined 87% of all non-professional staff members of color and 14% of all non-professional staff members at IU.

Figure 8.7 illustrates the differences in the representation of full-time non-professional staff members of color at each of the IU campuses. Staff members of color represented anywhere between 22% to 48% of all non-professional staff members at IUPUI, Northwest, and South Bend; whereas the representation of non-professional staff members of color at other IU campuses was less than 20%. Given their larger size, Bloomington and IUPUI had the greatest number of non-professional staff members of the IU campuses. Only at the Northwest and South Bend campuses was the representation of non-professional staff of color greater than the combined minority representation across each campus' peer institutions. The representation of non-professional staff of color at other IU campuses was less than the combined minority representation across each campus' peer institutions.

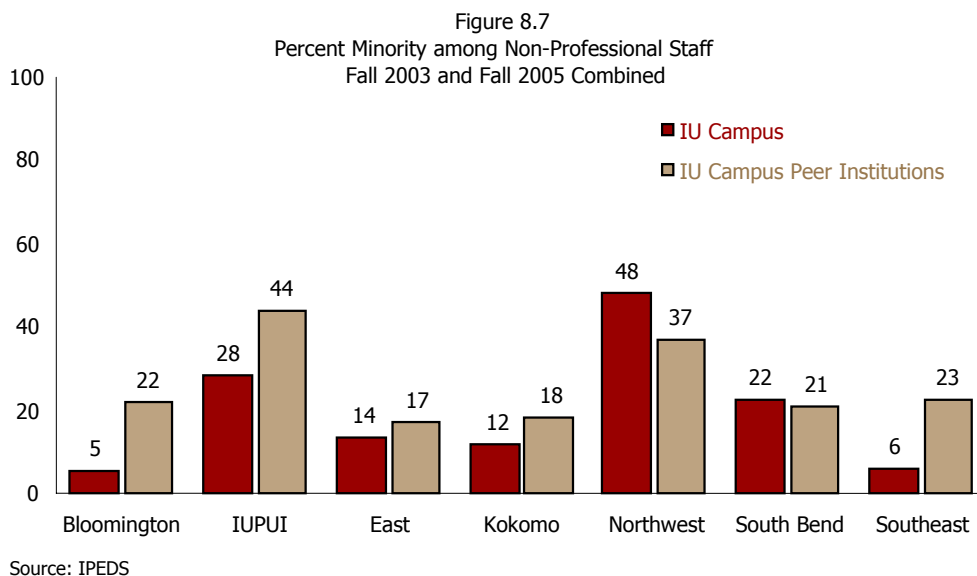
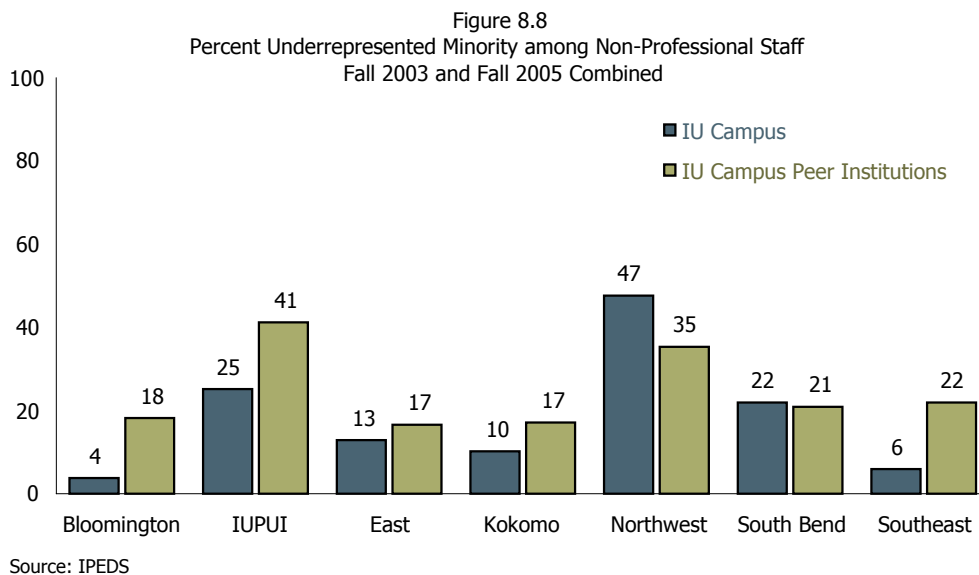
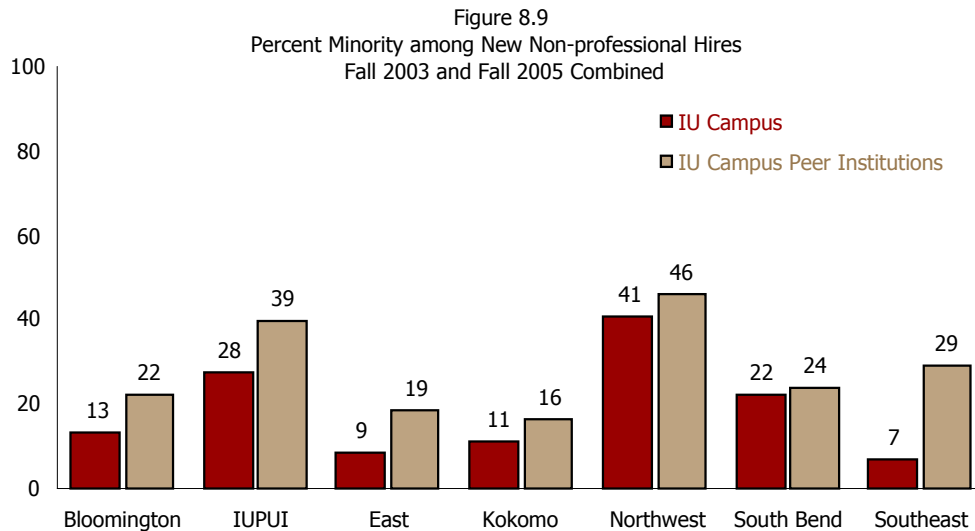


Figure 8.8 illustrates the differences in the proportion of full-time non-professional staff members from underrepresented minority groups at each of the IU campuses. Staff members of color represented anywhere between 22% to 47% of all non-professional staff members at IUPUI, Northwest, and South Bend; whereas the representation of non-professional staff members of color at other IU campuses was well under 20%. In comparing the information provided in Figures 8.5 and 8.6, it appears that, with the exception of campuses such as IUPUI and Kokomo, non-professional staff members of color were almost exclusively members of underrepresented racial/ethnic groups.



New Non-professional Staff Hires

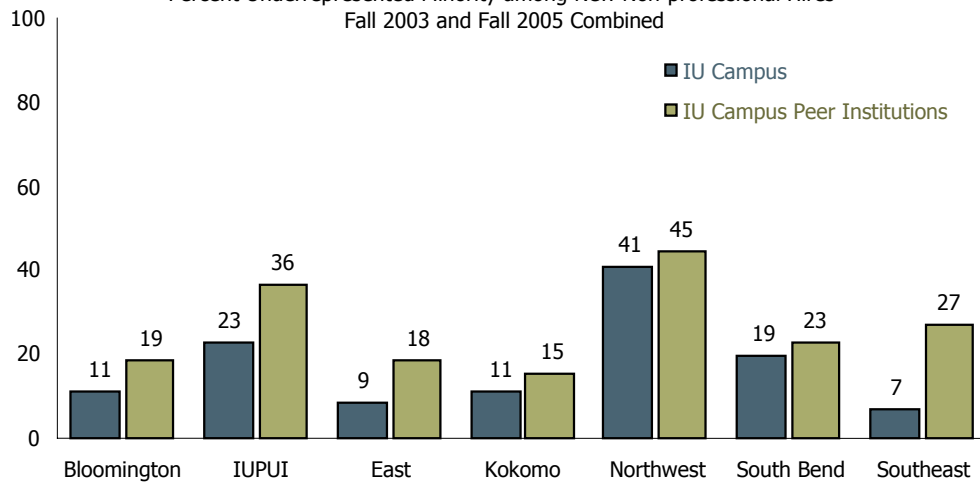
Of the full-time non-professional staff newly hired by Indiana University during the fall of 2003 and the fall of 2005, 23% identified themselves as staff members of color. Asian Americans represented 16% of new non-professional staff members of color and 3% of all new non-professional staff hires. Members of underrepresented minorities represented a combined 84% of new non-professional staff members of color and 20% of all new non-professional staff hires.



Source: IPEDS

As is evident in Figures 8.9 and 8.10, the representation of non-professional staff of color among new hires varies across IU campuses. Between 11% and 41% of all new non-professional staff hires at the Bloomington, IUPUI, Kokomo, Northwest and South Bend campuses were staff members of color. The other IU campuses had less than 10% representation of staff of color among new hires at the non-professional level. As compared to Bloomington and IUPUI, the Northwest and South Bend campuses had both a larger share of non-professional staff of color among new hires, yet, given their size, Bloomington and IUPUI had hired the greatest number of non-professional staff of color of all IU campuses. For every IU campus, the representation of non-professional staff of color among new hires was less than the combined minority representation across each campus' peer institutions. It is important to note that the Kokomo campus had hired an average of fewer than ten non-professional staff members during the fall 2003 and fall 2005.

Figure 8.10
Percent Underrepresented Minority among New Non-professional Hires
Fall 2003 and Fall 2005 Combined



Source: IPEDS

Appendix A: Methodology

The primary data sources for this report include the Indiana Department of Education, the College Board's report series *College Bound Seniors*, the U.S. Department of Education's National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS), and internal sources as provided by Indiana University's Office of University Reporting and Research.

In several sections of the report, the representation of minorities within a specific category (e.g., students, faculty, or staff) on each IU campus is compared to the aggregate minority representation within that category across each campus' selected peer institutions. For example, the proportion of students of color among degree-seeking undergraduates on the Bloomington campus is compared to the aggregate proportion of students of color among degree-seeking undergraduates across Bloomington's peer institutions. This comparative benchmark is a weighted average, so larger peer institutions have more influence on the benchmark than do small institutions. The peer institutions for each IU campus follow the description of the methodology. Data for all peer comparisons were extracted from the IPEDS database.

Individuals belonging to certain racial/ethnic groups (e.g., American Indians) or in some capacities (e.g., executive-level professionals) are few in number, and their representation within the larger population may fluctuate more widely from year to year. To provide more stable estimates for reporting purposes, all data were aggregated over several years. As a result, the estimates provided in this report will not necessarily be comparable to any single-year estimates provided by Indiana University's office of University Reporting and Research or other publication sources.

Due to the time lapse between IPEDS data collection and release, data after 2005 were not available for this report. Data for certain IPEDS surveys are collected biennially. For example, enrollment data by Classification of Instructional Program (CIP), which identifies enrollments in STEM fields, are reported during even years only (e.g., 2002, 2004), while the reporting of faculty and staff data is required during odd years only (e.g., 2003, 2005).

Appendix B: Indiana University Peer Institutions

Peer Institution	City, ST
<i>Bloomington</i>	
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
<i>IUPUI</i>	
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
Wayne State University	Detroit, MI
University of New Mexico-Main Campus	Albuquerque, NM
SUNY at 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
<i>East</i>	
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
<i>Kokomo</i>	
Auburn University-Montgomery	Montgomery, AL
University of Alaska Southeast	Juneau, AK
Lewis-Clark State College	Lewiston, ID

Appendix B (continued)

Peer Institution	City, ST
<i>Kokomo (continued)</i>	
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 of the Permian Basin	Odessa, TX
Bluefield State College	Bluefield, WV
<i>Northwest</i>	
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
<i>South Bend</i>	
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
<i>Southeast</i>	
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

IU Status of Minorities

Appendix C: Racial/Ethnic Distribution within IU Service Regions*

Age	Underrepresented Minority		Other Race	
	Count	Row N %	Count	Row N %
<i>State</i>				
4 - 18	206,509	16%	1,114,709	84%
19 - 24	69,978	15%	399,762	85%
25 - 64	388,726	12%	2,832,760	88%
Total	665,213	13%	4,347,231	87%
<i>IUPUI</i>				
4 - 18	74,927	24%	238,623	76%
19 - 24	23,118	23%	75,470	77%
25 - 64	139,327	18%	625,457	82%
Total	237,372	20%	939,550	80%
<i>East</i>				
4 - 18	1,658	3%	57,479	97%
19 - 24	1,018	6%	15,339	94%
25 - 64	3,926	3%	139,458	97%
Total	6,602	3%	212,276	97%
<i>Kokomo</i>				
4 - 18	18,244	9%	186,200	91%
19 - 24	5,743	7%	73,360	93%
25 - 64	33,268	7%	469,399	93%
Total	57,255	7%	728,959	93%
<i>Northwest</i>				
4 - 18	55,435	30%	128,284	70%
19 - 24	17,621	27%	46,494	73%
25 - 64	103,460	23%	338,691	77%
Total	176,516	26%	513,469	74%
<i>South Bend</i>				
4 - 18	22,109	22%	77,362	78%
19 - 24	7,328	23%	24,939	77%
25 - 64	39,600	17%	190,910	83%
Total	69,037	19%	293,211	81%
<i>Southeast</i>				
4 - 18	5,771	4%	125,594	96%
19 - 24	2,279	6%	35,692	94%
25 - 64	13,323	4%	312,636	96%
Total	21,373	4%	473,922	96%

Source: U.S. Census Bureau's 2005 American Community Survey (ACS).

* Information in this table includes in-state service regions only. Counties in contiguous states with tuition reciprocity agreements are not included in this table. Counties within the service regions were mapped to ACS Public Use Microdata Areas (PUMAs). This mapping was not direct. Information in the table may include neighboring counties that are not considered a part of a particular service region, and thus the service regions are not mutually exclusive. Data are weighted up to the population for the state of Indiana.

IU Status of Minorities

Appendix D: Educational Attainment of Adults within IU Service Regions*

Educational Attainment	Underrepresented Minorities		Other Races	
	Count	Column N %	Count	Column N %
<i>State</i>				
High school or less	219,745	57%	1,330,572	47%
Some college	115,512	30%	821,788	29%
Bachelor's degree	38,008	10%	448,664	16%
Graduate or Professional degree	15,461	4%	231,736	8%
<i>IUPUI</i>				
High school or less	72,844	52%	246,324	39%
Some college	45,238	32%	178,609	29%
Bachelor's degree	16,047	12%	136,172	22%
Graduate or Professional degree	5,198	4%	64,352	10%
<i>East</i>				
High school or less	2,463	63%	80,257	58%
Some college	1,368	35%	37,853	27%
Bachelor's degree	47	1%	14,459	10%
Graduate or Professional degree	48	1%	6,889	5%
<i>Kokomo</i>				
High school or less	22,015	66%	232,670	50%
Some college	7,580	23%	129,004	27%
Bachelor's degree	2,582	8%	70,047	15%
Graduate or Professional degree	1,091	3%	37,678	8%
<i>Northwest</i>				
High school or less	57,683	56%	167,875	50%
Some college	34,031	33%	99,273	29%
Bachelor's degree	9,356	9%	48,569	14%
Graduate or Professional degree	2,390	2%	22,974	7%
<i>South Bend</i>				
High school or less	27,280	69%	86,768	45%
Some college	8,881	22%	56,641	30%
Bachelor's degree	1,631	4%	29,797	16%
Graduate or Professional degree	1,808	5%	17,704	9%
<i>Southeast</i>				
High school or less	7,963	60%	171,715	55%
Some college	2,987	22%	88,252	28%
Bachelor's degree	1,653	12%	35,276	11%
Graduate or Professional degree	720	5%	17,393	6%

Source: U.S. Census Bureau's 2005 American Community Survey (ACS).

* Information in this table includes in-state service regions only. Counties in contiguous states with tuition reciprocity agreements are not included in this table. Counties within the service regions were mapped to ACS Public Use Microdata Areas (PUMAs). This mapping was not direct. Information in the table may include neighboring counties that are not considered a part of a particular service region, and thus the service regions are not mutually exclusive. Data are weighted up to the population for the state of Indiana. Adults are individuals between the ages of 25 and 64.