



# ***Affirmative Action Plan***

***for Women and Minorities***

**October 1, 2011—September 30, 2012**

**Indiana University– Bloomington**

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affirm



**INDIANA UNIVERSITY**

**OFFICE OF AFFIRMATIVE ACTION  
AND EQUAL OPPORTUNITY**

# **Affirmative Action Plan for Women and Minorities**

**October 2011 - September 2012**

**Indiana University - Bloomington Campus**

**Produced by:**

**The Office of Affirmative Action and Equal Opportunity**

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# PRESIDENT'S LETTER OF PROCLAMATION

September 2011

Indiana University is committed to Equal Employment and Affirmative Action. All employment and academic decisions will further the principle of equality. In this regard, Indiana University will recruit, hire, promote and educate persons without regard to age, color, disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status. We will design and execute programs aimed at the elimination of prejudice and its effects on the lives of individuals.

The missions of Indiana University are academic distinction founded on the highest standards of teaching and research, access to an education of high quality for every student and public service, including the promotion of economic growth in Indiana. To realize these missions, we must provide a welcoming climate for all students and guarantee that faculty and staff reflect the complex world in which our students will live and work.

Indiana University aspires to eliminate discrimination in education and employment and to erase prejudice in our community. We adopt this goal not merely to comply with Federal and State laws, orders, and regulations, but with a steadfast commitment to the richness and diversity of spirit that characterize our students, faculty and staff.

The task of building a truly diverse community requires a comprehensive Affirmative Action Plan, as do Federal mandates. The President's Office is ultimately responsible for the Equal Opportunity Policy and the Affirmative Action Plan. The Director of the University Affirmative Action Office and Equal Opportunity, appointed by the President, develops the Affirmative Action Plan and oversees the coordination of Affirmative Action Programs. The director serves as liaison between the University and governmental agencies concerned with equal opportunity, and advises University departments in implementing policies and attaining goals.

This policy will be reaffirmed and reissued annually in accordance with federal guidelines and in order to assure the University's prompt response to changing situations within our community.

**MICHAEL A. MCROBBIE**

President

Indiana University

# PROVOST'S LETTER OF PROCLAMATION

August 2011

Indiana University-Bloomington reaffirms its long-standing commitment to nondiscrimination and affirmative action. We strive to build a diverse community in which every individual actively participates and is encouraged to achieve her or his full potential. Consistent with this commitment, the campus will continue to take steps to assure that no employee or applicant for employment is discriminated against based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

Specifically, the campus:

1. will take affirmative action to ensure that each and every aspect of its personnel programs for faculty and staff are administered without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status;
2. will make decisions consistent with the goals of equal employment opportunity and affirmative action by taking into account requirements imposed by applicable civil rights laws and their implementing regulations; and
3. will make special efforts to ensure that women, members of minority groups, individuals with disabilities, and veterans are actively recruited, given careful consideration in the screening process, and offered encouragement, assistance, and support in seeking promotions.

Ultimate responsibility for the effective implementation of the university's equal opportunity/affirmative action program on the Bloomington campus lies with the Executive Vice President/Provost. The Campus Affirmative Action Officer will monitor all relevant matters and report them to the Executive Vice President/Provost.

LAUREN ROBEL  
Interim Executive Vice President/Provost  
Indiana University-Bloomington

# EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION POLICY OF INDIANA UNIVERSITY

*Board of Trustees, November 21, 1969;  
Amended, Board of Trustees, December 4, 1992;  
Reaffirmed, Board of Trustees, September 17, 2002;  
Amended, Board of Trustees, June 12, 2009.*

Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

*INDIANA UNIVERSITY BOARD OF TRUSTEES*

## STATEMENT OF PURPOSE

### PURPOSE

Because the Bloomington campus receives a portion of Indiana University's more than \$138 million in federal contracts, it is required by federal law to develop a written affirmative action program. Federal guidelines define an affirmative action program as "a set of specific and result-oriented procedures to which a contractor commits [itself] to apply every good faith effort . . . to achieve prompt and full utilization of minorities and women, at all levels and all segments of [its] workforce where deficiencies exist." (41 C.F.R. 60-2.10) This process requires an analysis of the present quantity and quality of employment of women and minorities within the university to see if there are areas where women and minorities are considered to be "under utilized" when compared to the number of possible women and minority employment candidates in the recruitment area. If under utilization is found, the university must use its best efforts in good-faith to develop and implement procedures designed to increase the number of qualified women and minority employment candidates in the applicant pool, which will lead to the establishment of placement goals for women and minorities in areas where needed. A complete affirmative action plan also includes mechanisms which enable the university to continually monitor and evaluate its employment practices to ensure they are free of bias and discrimination based on age, color disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

The purpose of this Affirmative Action Plan for Indiana University-Bloomington is to reaffirm the university's continuing commitment to the principles of equal employment opportunity and affirmative action. This is demonstrated by setting forth a set of specific results-oriented procedures which apply a good-faith effort toward the goal of full utilization of women and minorities. Availability data is analyzed separately for women and minorities using two factors. Using this information, goals are established to help focus recruitment efforts. This plan provides for the implementing and monitoring of such efforts through a comprehensive affirmative action program.

This Affirmative Action Plan is developed in accordance with the requirements of Executive Order 11246 (as amended), and the implementation guidelines published by the Office of Federal Contract Compliance Programs (OFCCP) in 41 CFR 60-2. The plan is also adopted and implemented in good-faith, in conformity with, and in reliance upon, the language of the Equal Employment Opportunity Commission Affirmative Action Guidelines (29 CFR 1608.5).

### APPLICABILITY OF PLAN

This Affirmative Action Plan applies to the operations of all schools, colleges, and departments managed on and affiliated with the Indiana University-Bloomington campus including organizational units and the central administration of Indiana University. All other campuses of Indiana University develop and maintain their own Affirmative Action programs with support from the Indiana University Office of Affirmative Action and Equal Opportunity on the Bloomington campus.

### ACCESS TO PLAN

Indiana University-Bloomington maintains and renews the plan annually. This Affirmative Action Plan is available for inspection Monday through Friday 8:00 a.m. to 5:00 p.m. in the Office of Affirmative Action and Equal Opportunity, Poplars Building, rm. 825, 400 East Seventh Street, Bloomington, Indiana 47405. Copies of this plan are distributed internally to the Indiana University Board of Trustees, President, Vice

Presidents, academic deans, University Human Resources, and other administrative and academic personnel. Additionally, it is on file at the Herman B. Wells Library, Business/SPEA Library, Law Library and Education Library, Monroe County Public Library, and Indiana State Library. A complete copy of this plan can also be viewed and downloaded from the Office of Affirmative Action and Equal Opportunity website: [www.indiana.edu/~affirm](http://www.indiana.edu/~affirm).

Additional questions about this plan can be addressed to the Office of Affirmative Action and Equal Opportunity at (812) 855-7559.

**Discrimination**, within the context used in the Affirmative Action Plan, refers to illegally differentiating between people on the basis of group membership rather than individual merit. Systemic discrimination may occur when unequal treatment results from institutional policies that have or continue the effect of discrimination. Individual discrimination may result when a person is subjected to unequal treatment on the basis of their age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status.

The concept of **equal employment opportunity** proclaims the right of each person to apply and be evaluated for employment opportunities without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status. It guarantees everyone the right to be considered solely on the basis of his/her ability to perform the duties of the job in question, with or without reasonable accommodations.

The principles of **affirmative action** require that aggressive efforts be utilized to employ and advance women and minorities in areas where they are employed in fewer numbers than is consistent with their availability in the relevant labor market. Such efforts may include specialized advertising efforts, recruitment funds, mentoring programs or other programs designed to promote the achievement of affirmative action placement goals.

**Placement goals** are not quotas. Rather, they provide direction in attaining the objectives of the affirmative action program. They are looked upon as benchmarks in evaluating Indiana University's progress and to provide guidance in the job areas where women and minorities are under utilized. They do not require the hiring of female or minority applicants who are less qualified nor does it require the hiring of a specific number of people. Indiana University's objective is always to employ and promote the best person for the job.

When evaluating minority participation in the workforce at Indiana University the term **minority** refers to employees who have self identified themselves as a member of one or more of the five minority groups defined by the Federal Government Office of Management and Budget (Asian, Hispanic, American Indian, Native Hawaiian, Black) or have identified as being of two or more races.

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## PLAN DEFINITIONS



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**DATA SOURCES**

All workforce data in this Affirmative Action plan is compiled and analyzed by the Office of Affirmative Action from the employee database. Since that database is an ever changing record, a “frozen file” is created on October first of each year. This shows a picture of the Indiana University workforce on that date. Faculty appointed as President, Vice Presidents, Deans or Chancellors are counted as executive management and are not reflected in the individual department totals.

Availability data is compiled from a variety of sources including the 2000 Census Data, Digest of Education Statistics – Degrees Conferred, Bureau of Labor Statistics, Indiana University Degrees Conferred, Indiana University Workforce Analysis, Indiana University Department of Athletics Graduate Assistants, Indiana University Police Department Cadets\Officers Information, Indiana University Physical Plant Custodial to Crafts, Indiana University Henry Hope School of Fine Arts Graduate Assistants, Indiana University School of Optometry Graduate Assistants, Detailed Occupation Report – KY-IN MSA, Detailed Occupation Report – Bloomington, IN MSA, Detailed Occupation Report – Indiana, U.S. Department of Education National Center for Education – Degrees Conferred, Indiana Department of Workforce Development, Indiana Commission for Higher Education

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**EQUAL EMPLOYMENT  
OPPORTUNITY  
OBJECTIVES**

In support of these policies and considerations, specific equal employment opportunity objectives at Indiana University include the following:

- To recruit, hire, train, and promote persons in all job classifications without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status, except where these attributes are a bona fide occupational qualification.
- To make decisions within all stages of the employment process that will further the principles of equal employment opportunity.
- To ensure that criteria for all personnel actions, including recruitment, hiring, promotion, granting of tenure, compensation, employee benefits, university sponsored education, selection for education, tuition assistance, recreation programs, transfer, demotion, layoff, return from layoff, discipline, termination, and all other terms, and privileges of employment at Indiana University are job related.
- To vigorously apply the principles of affirmative action to correct problems and ensure equal opportunity in areas where there are placement goals for women and/or minorities.

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**LEGAL BASIS**

Summaries of the federal, state and local laws applicable to this Affirmative Action plan can be found on the Office of Affirmative Action and Equal Opportunity website: [www.indiana.edu/~affirm](http://www.indiana.edu/~affirm).

## RESPONSIBILITY FOR IMPLEMENTATION

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As the university's governing body, the Trustees of Indiana University have been charged by the Indiana General Assembly with a wide range of policy and decision-making authority to carry out the programs and missions of the university. Of the nine members, six are appointed by the Governor (including one student trustee) and three are elected by the alumni of Indiana University.

### TRUSTEES OF INDIANA UNIVERSITY

The current Trustees of Indiana University include:

*William R. Cast, M.D.*, President  
*Patrick Shoulders*, Vice President  
*Phillip N. Eskew Jr., M.D.*  
*Bruce Cole*  
*Thomas E. Reilly Jr.*  
*William H. Strong*  
*Mary Ellen Kiley*  
*Derica W. Rice*  
*Cora J. Griffin*

The President of Indiana University, *Michael A. McRobbie* is ultimately responsible for the success of the equal employment opportunity and affirmative action program for the whole of Indiana University.

### EXECUTIVE STAFF

The Interim Provost of Indiana University-Bloomington, *Lauren Robel*, is ultimately responsible for the success of the equal employment opportunity and affirmative action program for the Bloomington Campus.

The Vice Presidents of Indiana University and the Deans of the schools and colleges within Indiana University are responsible for establishing placement goals and action-oriented programs within their units and integrating equal opportunity and affirmative action principles and objectives into all employment related decisions within their areas of responsibility. They, or their designees, are also responsible for reviewing recommendations for hiring, compensation, promotion, transfer or reassignment, and termination to ensure compliance with Indiana University's affirmative action program in both procedure and outcome, and for reviewing the qualifications of applicants and reasons for selection to ensure that minorities, women, veterans, and persons with disabilities are given full opportunities for hire and promotion. The Deans of the schools and college on the Bloomington campus of Indiana University are further required to provide a summary of their affirmative action efforts and progress toward recruitment and retention of minorities and women in their annual budget report. Every school is required to have a salary review committee to annually review faculty salary inequities.

The current Vice Presidents of Indiana University include:

*Lauren Robel*, Interim Executive Vice President & IU Bloomington Provost  
*Neil Theobald*, Senior Vice President & Chief Financial Officer  
*Charles R. Bantz*, Executive Vice President & IUPUI Chancellor  
*Dorothy J. Frapwell*, Vice President & General Counsel  
*Edwin Marshall*, Vice President for Diversity, Equity & Multicultural Affairs  
*William B. Stephen*, Vice President for Engagement  
*Bradley C. Wheeler*, Vice President Info Technology & Chief Information Officer  
*David Zaret*, Vice President International Affairs

*Jorge Jose, Vice President for Research*  
*John Applegate, Executive Vice President for University Regional Affairs,  
 Planning & Policy*  
*Fred Glass, Vice President & Director of Intercollegiate Athletics*  
*D. Craig Brater, Vice President University Clinical Affairs*  
*Thomas A. Morrison, Vice President for Capital Planning & Facilities*  
*Mike Sample, Vice President for Public Affairs & Government Relations*

The current School and College Deans on the Bloomington Campus of Indiana University include:

*Larry D. Singell Jr., Dean, College of Arts & Sciences*  
*Gwyn Richards, Dean, Jacobs School of Music*  
*Daniel C. Smith, Dean, Kelley School of Business*  
*Gerardo Gonzalez, Dean, School of Education*  
*Mohammad Torabi, Interim Dean, School of Health, Physical Ed. & Recreation*  
*Robert B. Schnabel, Dean, School of Informatics & Computing*  
*Bradley J. Hamm, Dean, School of Journalism*  
*Hannah L. Buxbaum, Interim Dean, Maurer School of Law*  
*Debora Shaw, Dean, School of Library & Information Science*  
*Joyce Krothe, Assistant Dean & Bloomington Director, School of Nursing*  
*Joseph A. Bonanno, Dean, School of Optometry*  
*John Graham, Dean, School of Public & Environmental Affairs*  
*James Wimbush, Dean, Graduate School*  
*Brenda Johnson, Dean, University Libraries*  
*John Watkins, Assistant Dean & Bloomington Director, Medical Sciences*  
*Daniel J. Callison, Dean, School of Continuing Studies*

The directors, department heads, managers, and supervisors of individual units and departments on the Bloomington campus of Indiana University are responsible for promoting equal employment opportunity and making good-faith efforts to achieve affirmative action goals within their units.

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## **DIRECTOR OF AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY**

The Director of the Office of Affirmative Action and Equal Opportunity, *Julie V. Knost*, has been appointed by the President and the Provost of the Bloomington campus to be responsible and accountable for the equal employment opportunity and affirmative action program for the whole of Indiana University and the Bloomington campus. She has been given the authority, resources, support of, and access to top management to ensure effective implementation of the equal employment opportunity and affirmative action program.

# EEO/AA POLICY DISSEMINATION

Indiana University disseminates its Equal Employment Opportunity/Affirmative Action Policy both internally and externally in a variety of means and media. The policies set forth in this plan are available annually to all employees.

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Indiana University includes the EEO/AA Policy in personal policy manuals, employee handbooks and student manuals and bulletins. Many of these publications are available online, as well as, being distributed in hard copy.

## **PUBLISHED DOCUMENTS AND POSTINGS**

*Academic Handbook (www.indiana.edu/~vpfaa/policies)*

A handbook for tenure-track faculty.

*Bloomington Academic Guide (www.indiana.edu/vpfaa/policies)*

The Academic policy manual for all academic appointments, policies and procedures.

*IUB Non-Tenure-Track Academic Appointee Handbook*

(www.indiana.edu/vpfaa/policies)

A handbook for non-tenure track academic appointees.

*Handbook for Student Academic Appointees*

(www.indiana.edu/vpfaa/policies)

A handbook for student academic appointees.

*The Academic Bulletins of every school (www.indiana.edu/~bulletin)*

Bulletins published by each school outlining academic requirements, university policies, and school information. These are distributed to students and prospective students.

*The Code of Student Rights, Responsibilities and Conduct*

(dsa.indiana.edu/~code)

Manual for students on policies and expected conduct.

*Professional and Support and Service Staff Policy Manual*

(www.indiana.edu/~uhrs/policies)

Policy manual for nonunion employees on the IUB campus.

*Maintenance Employees (as represented by AFSCME, local 832 Bloomington)*

*Staff Policy Manual (www.indiana.edu/~uhrs/policies)*

Policy manual for service maintenance employees on the IUB campus.

*Appointed Support Staff Employees (as represented by CWA, local 4730) Staff*

*Policy Manual (www.indiana.edu/~uhrs/policies)*

Policy manual for support staff employees on the IUB campus.

*Personnel Policy Manual for Hourly Staff Employees*

(www.indiana.edu/~uhrs/policies)

Policy manual for hourly workers on the IUB campus.

***Handbook for Professional, Support & Service Staff****(www.indiana.edu/~uhrs/handbook)*

Handbook for all professional, support and service employees on the IUB campus.

Equal employment opportunity posters and other required notices are displayed in locations where employment applications are received, where employment interviews are routinely conducted, and on public bulletin boards in every campus building.

The *Tenure and Promotion Handbook* ([www.indiana.edu/~vpfaa/policies](http://www.indiana.edu/~vpfaa/policies)), a guide for departments and faculty regarding tenure and promotion policies contains information on Equal Employment Opportunity and Affirmative Action. The *Academic Search and Recruitment Guide* ([www.indiana.edu/~affirm/acsearch](http://www.indiana.edu/~affirm/acsearch)), a guide for academic search committees, also contains Equal Employment and Affirmative Action information. The employment areas of the University Human Resources ([www.indiana.edu/~uhrs](http://www.indiana.edu/~uhrs)) and Vice Provost for Faculty and Academic Affairs ([www.indiana.edu/~vpfaa](http://www.indiana.edu/~vpfaa)) websites also contain information related to Equal Employment Opportunity and Affirmative Action policies at IUB. The Office of Affirmative Action and Equal Opportunity website ([www.indiana.edu/~affirm](http://www.indiana.edu/~affirm)) contains the Equal Employment Opportunity/ Affirmative Action policy as well as related information and a copy of the current Affirmative Action Plan.

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**PROGRAMS AND PRESENTATIONS**

The President and senior executive staff continue to periodically emphasize this policy in meetings with top administrators, Deans, Department Heads, Directors, and heads of divisions, offices, and other faculty and staff advisory groups.

The Affirmative Action Office and Equal Opportunity and/or University Human Resource Services informs unit heads of their EEO/AA responsibilities at the beginning of the faculty or staff selection process. Thereafter, the heads of the hiring unit informs each hiring committee of its EEO/AA responsibilities at the beginning of each search.

This Affirmative Action Plan is distributed, reviewed, and discussed annually with appropriate administrators at the University and is utilized in affirmative action education programs presented by the Affirmative Action Office and Equal Opportunity.

Indiana University Office of Creative Services, ensures women and minorities are represented in all advertising and promotional materials. The Office of Affirmative Action and Equal Opportunity monitors the information in other handbooks and policy manuals.

The EEO/AA Policy is discussed and emphasized in all new employee orientation meetings. The nondiscrimination clause is included in all union agreements with AFSCME, local 832 and CWA, local 4730.

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Each advertisement of a vacant position at Indiana University must state in clear distinguishable type: *“Indiana University is an equal opportunity/equal access/affirmative action employer.”*

## **ADVERTISEMENTS AND NOTICES**

University Human Resources, Office of the Vice Provost for Faculty and Academic Affairs or the Office of Affirmative Action and Equal Opportunity informs all recruiting sources verbally and/or in writing of the University’s affirmative action policy, and stipulates that these sources actively recruit and refer minorities and women for all positions listed.

Applicants are informed of equal employment information through posters displayed in the reception area of University Human Resource, Student Employment, and the Office of the Vice Provost for Faculty & Academic Affairs and in materials included in employment packets and online application materials. Posters containing the equal employment information are also placed in all campus buildings.

The Purchasing Department, Office of Equal Employment in Construction and Contracts and Grants Administration ensures the nondiscrimination clause is in all contractual agreements and notifies contractors of Indiana University’s EEO/AA policy.

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Indiana University publishes articles covering equal employment opportunity programs and the achievements of minority and women faculty, staff, and students in University publications.

## **OTHER METHODS**

Indiana University and University-related publications and public television programming periodically include articles on minority and female employees as well as activities related to the affirmative action program.

# ORGANIZATIONAL PROFILE

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## IDENTIFICATION OF ESTABLISHMENT

Indiana University is one of the nation's oldest and largest state universities, with eight campuses serving more than 110,000 students. The Bloomington campus is the flagship campus of Indiana University with a Carnegie Foundation Classification of RU/VH. The campus is more than 1900 acres in size and includes 524 buildings. It is located in Monroe county in south central Indiana along highway 37 approximately 53 miles south of Indianapolis. The Monroe county population is about 121,000 with Bloomington being the county's only city (pop. 69247).

Indiana University-Bloomington (IUB) is the largest employer in Monroe County and also draws workers from the neighboring Greene, Lawrence, Owen, and Brown counties. There are more than 7100 full-time faculty and staff employed on the Bloomington campus. Of the 1943 full-time faculty employees, 37% are women and 16% are racial and ethnic minorities. There are more than 5200 full-time staff employees on campus, 51% of which are women and 7% are minority.

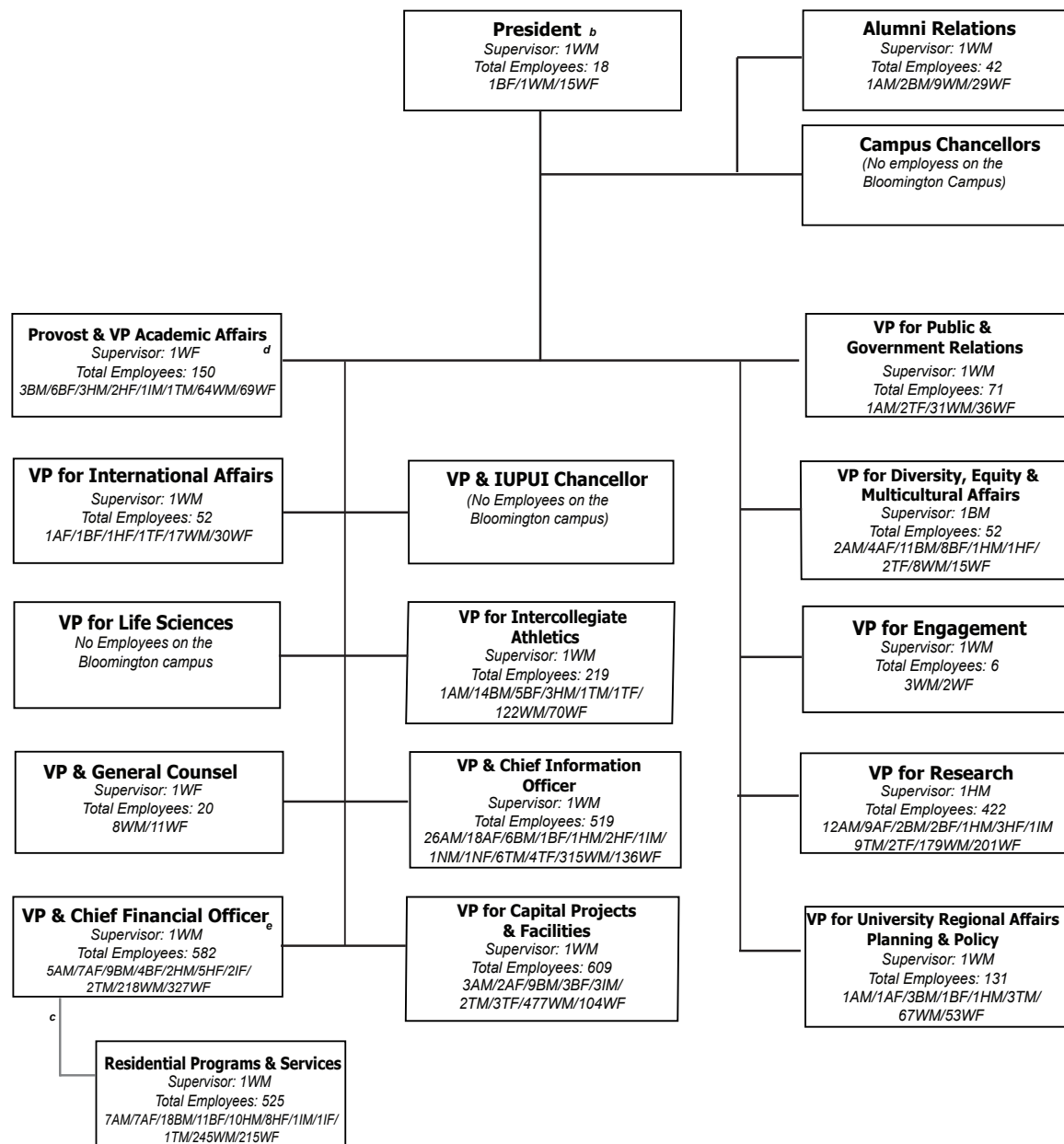
There are thirteen academic schools (College of Arts & Sciences, School of Journalism, Jacobs School of Music, Maurer School of Law, Kelley School of Business, School of Library and Information Science, School of Education, School of Public & Environmental Affairs, School of Health, Physical Education & Recreation (HPER), School of Optometry, School of Informatics & Computing, the School of Continuing Studies and The Graduate School), and five academic programs (Medical Sciences, School of Nursing-Bloomington Division, Social Work, Aerospace Studies, and Military Science) which combine to offer 362 undergraduate, graduate, or specialized degrees. IUB annually enrolls more than 42,000 students, of which just under half are women and 12% are racial and ethnic minorities.

The Bloomington campus is home to both IU-Bloomington campus administration and Indiana University administration including the President, Vice Presidents and their respective staffs.

Data source: IU Fact Book 2011-2012

# Indiana University Organizational Profile

October 2011



<sup>a</sup> Profile based on University organization as of October 1, 2011

<sup>b</sup> In addition to immediate staff includes: support staff to the Board of Trustees, Internal Audit, University Chancellor, and Bryan House staff.

<sup>c</sup> Grey lines denotes Bloomington campus responsibilities.

<sup>d</sup> In addition to immediate staff includes: Aerospace Studies, Affirmative Action, Art Museum, Bursar Office, Campus Child Care, IU Press, Military Science, Radio-TV Services, Space Management, Women's Affairs, and administrative support staff in the Social Work and Labor Studies programs. Further departments reporting to the Provost/VP Academic Affairs are outlined on the additional org chart.

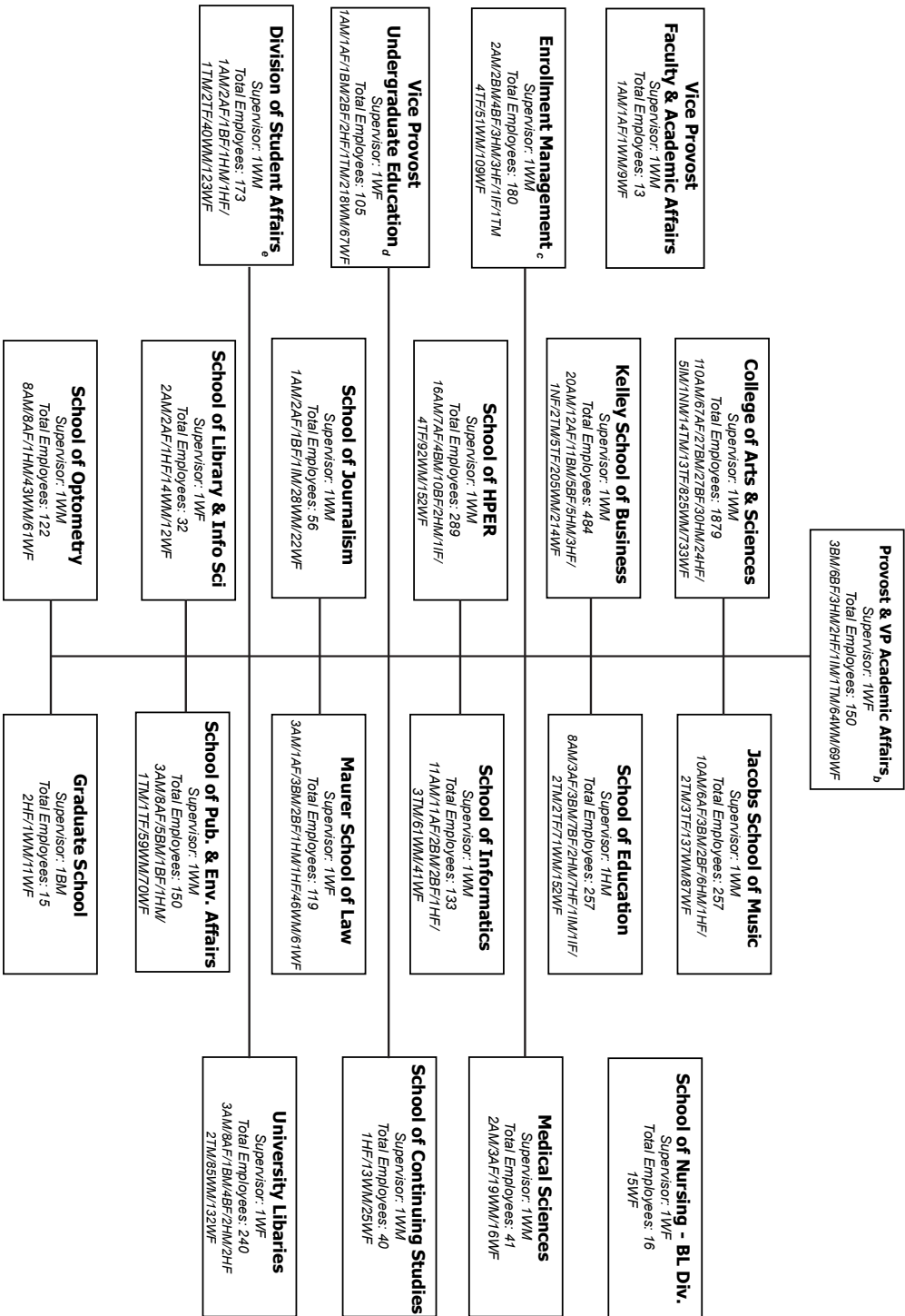
<sup>e</sup> In addition to immediate staff includes: Financial Management Support, Student Fiscal Services, Treasurer's Office, University Budget Office, Auditorium, Campus Bus, Bookstore, Warehouse, Mail Services, Marketing Services, Motor Pool, and Parking Operations.

<sup>f</sup> In addition to immediate staff includes: Bureau of Facilities, Environmental Health & Safety, Purchasing, Real Estate, Risk Management, Travel Management Services, University Architect, University Human Resources.



## Indiana University Organizational Profile <sup>a</sup>

Office of the Provost/VP for Academic Affairs - Bloomington Campus - October 2011



<sup>a</sup> Profile based on University organization as of October 1, 2011  
<sup>b</sup> In addition to immediate staff includes: Aerospace Studies, Affirmative Action, Art Museum, Bursar Office, Campus Child Care, IU Press, Military Science, Radio-TV Services, Space Management, Women's Affairs, and administrative support staff in the Social Work and Labor Studies programs.  
<sup>c</sup> In addition to immediate staff includes: Enrollment Management, Admissions, Student Financial Assistance, Orientation, and the Registrar.  
<sup>d</sup> In addition to immediate staff includes: Academic Affairs, Campus Writing Program, Continuing Education, Extended Programs, Instructional Support Services, Student Academic Center, Undergraduate Education, University Division.  
<sup>e</sup> In addition to immediate staff includes: Career Development Center, IU Health Center, Student Activities, Student Ethics, and Student Legal Services.

# INTERNAL AND EXTERNAL AUDIT

Indiana University-Bloomington continually audits and assesses its progress in meeting its affirmative action goals through both reports and the monitoring of key systems.

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Both internal and external reports are required throughout the year. Each report analyzes the university's commitment to equal opportunity and affirmative action goals and evaluates its progress on these goals. These reports include:

## ANNUAL INTERNAL ANALYSIS REPORTS

### The Affirmative Action Plan

This plan allows for analysis of the university's efforts at achieving its affirmative action goals. Printed versions are distributed to the president, board of trustees, provost, school deans, and vice presidents to inform them of the university's progress in meeting its affirmative action goals. Additionally the report is available online to assist departments and units in setting and achieving their own affirmative action goals.

### Report to the University Faculty Council

This report is created by the Office of Affirmative Action and Equal Opportunity and delivered to the University Faculty Council. It analyzes the changes in tenure and tenure track faculty and librarians over the last ten years. The faculty is analyzed by race and sex to determine if progress is being made in hiring women and minority faculty.

### Report to the Bloomington Faculty Council

This report is created by the Office of Affirmative Action and Equal Opportunity and delivered to the Bloomington Faculty Council. It analyzes the changes in tenure and tenure track faculty and librarians over the past ten years. It provides detailed analysis of hires, promotions, and terminations by school and department.

### Yearly Budget Reports

Prior to budget construction units are required to submit budget reports outlining past programs initiatives and goals for the coming budget year. As part of this report, unit heads are required to identify the programs and processes they are using to meet their affirmative action goals.

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Various departments on the Indiana University-Bloomington campus complete special reports periodically to analyze their affirmative action goals.

## SPECIAL INTERNAL ANALYSIS REPORTS

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The university is required to prepare several reports for external agencies throughout the year. Each report analyzes the university's progress toward meeting its Affirmative Action goals according to the regulations for the reporting agency. These include:

## ANNUAL EXTERNAL ANALYSIS REPORTS

### Annual IPEDS Report

The IPEDS (Integrated Postsecondary Education Data System) report is a system of interrelated surveys conducted annually by the U.S. Department's National Center for Education Statistics (NCES). IPEDS gathers information from every college, university, and technical and vocational institution that participates in the federal student financial

aid programs. The Higher Education Act of 1965, as amended, requires that institutions that participate in federal student aid programs report data on enrollments, program completions, graduation rates, faculty and staff, finances, institutional prices, and student financial aid.

The completion of all IPEDS surveys is mandatory for all institutions that participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended.

The collection and reporting of racial/ethnic data are mandatory for all institutions that receive, are applicants for, or expect to be applicants for Federal financial assistance as defined in the Department of Education (ED) regulations implementing Title VI of the Civil Rights Act of 1964 (34 CFR 100.13), or defined in any ED regulations implementing Title IX of the Education Amendments of 1972. The collection of racial/ethnic data in vocational programs is mandated by Section 421(a) (1) of the Carl D. Perkins Vocational Education Act.

The Fall Staff section of the Human Resources component is also mandated by P.L. 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 (29 CFR 1602, subparts O, P, and Q), in odd-numbered years (i.e., 2007-08, 2009-10, etc.), for institutions with fifteen (15) or more full-time employees. For those institutions not required to complete this survey on the basis of the above requirements, completion is voluntary and authorized by P.L. 103-382, National Education Statistics Act of 1994, Sec. 404(a).

### **Annual VETS-100A Report (52 FR 6674)**

Contractors with a Government contract or subcontract in the amount of \$100,000 or more that was entered into on or after December 1, 2003, are covered by the VETS-100A reporting requirements in the Part 61-300 regulations. The VETS-100A reporting requirements also apply to contractors with a Government contract or subcontract of \$100,000 or more that is modified on or after December 1, 2003.

The VETS-100A Report reflects the categories of veterans covered under the JVA amendments and requests that Federal contractors and subcontractors report the number of employees and new hires during the reporting period belonging to the following categories:

- (1) Disabled veterans;
- (2) Other protected veterans (veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge is awarded);
- (3) Armed Forces service medal veterans (veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985); and
- (4) Recently separated veterans (veterans within 36 months from discharge or release from active duty).

### **State Board of Accounts**

The State Board of Accounts requires an annual grievance summary report. The report includes a list of all complaints, the status of resolved and unresolved complaints and investigations, and an indication of which complaints involved federally-assisted

### **Department of Labor Survey**

Monthly the Office of Affirmative Action and Equal Opportunity reports current workforce, terminations, hires and job openings to the Department of Labor for analysis.

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Ongoing monitoring of systems and processes ensure that affirmative action goals are actively pursued and proactive measures are taken to ensure equal opportunity.

### **ONGOING MONITORING OF SYSTEMS AND PROCESSES**

#### **Employee Recruitment Process**

To ensure EEO/AA requirements and guidelines are followed in academic searches, the Office of Affirmative Action and Equal Opportunity and the Vice Provost for Academic Affairs reviews the candidate lists and gives approval at each stage of the search and screen process. The Bloomington Academic Guide outlines search and screen procedures for academic staff.

University Human Resources ensures all EEO/AA requirements and guidelines are followed. The Office of Affirmative Action and Equal Opportunity assists when questions or problems arise in the selection process. University Human Resources outlines the procedures used for recruitment and selection of staff employees in Personnel Policies for Professional Staff, Personnel Policies for Clerical/Technical Staff, and Personnel Policies for Service Maintenance and Food Service Employees.

#### **Contract Compliance**

The EEO/Construction Office monitors the number of women and minority contractors awarded contracts and the number of women and minorities employed by each contractor. The EEO/Construction Office seeks to include and/or improve women and minority representation among contractors.

The Purchasing department monitors the number of women and minority vendors providing goods and services to Indiana University. The Purchasing department makes efforts to include and/or improve women and minority representation among vendors.

#### **Complaints & Grievances**

The Office of Affirmative Action and Equal Opportunity monitors the number and location of harassment and discrimination complaints brought to the office to determine problem areas and takes proactive steps to ensure equal opportunity and access to all university employees and guests.



## IDENTIFICATION OF PROBLEM AREAS & CORRECTIVE ACTIONS

Indiana University annually conducts in-depth analyses of its employment practices and programs, workforce composition, and compliance practices to identify problem areas and ensure that university policies on affirmative action and equal employment opportunity are carried out. This section lists the analytical steps used to identify potential problems areas within the workforce and briefly summarizes some of the findings and actions to be taken. Where impediments to affirmative action and equal employment opportunity are found or where under utilization of women and minorities is determined, Indiana University will take appropriate action to remedy those situations.

The Office of Affirmative Action and Equal Opportunity conducts an annual analysis of the Indiana University-Bloomington workforce. This analysis lists, as mandated by the Office of Federal Contract Compliance Programs (OFCCP), each job title, ranked from lowest to highest pay within each department or organizational unit, showing the usual line of job progression. The total number of male and female incumbents is reported for each job, and is further broken down by minority classification. The salary range for each job title is also reported.

### WORKFORCE ANALYSIS

This workforce analysis provides an overview of where women and minorities are and are not employed at Indiana University. This analysis is reviewed for potential problem areas such as under representation of women and minorities, pay differences, and clustering by race and/or sex.

#### Faculty & Librarian Analysis

Since area of specialization is used to determine utilization of women and minorities within the faculty and librarian positions, findings are reported by school and department.

##### FINDINGS:

- Minorities are under utilized in nine of the fifteen academic schools/programs. (School of Continuing Studies, School of Education, School of Journalism, Maurer School of Law, Medicine & Health Sciences Program, Jacobs School of Music, School of Nursing, School of Optometry, and University Libraries)
- Women are under utilized in twelve of the fifteen academic schools/programs. (College of Arts and Sciences, Kelley School of Business, School of Continuing Studies, School of Education, School of Health, Physical Education & Recreation, School of Informatics and Computing, School of Journalism, Maurer School of Law, Medicine & Health Sciences Program, Jacobs School of Music, School of Optometry, and School of Public and Environmental Affairs.)
- Overall in the College of Arts and Sciences women are under utilized while minorities are fully utilized. Within the college minorities are under utilized in 21 of the 39 departments and women are under utilized in 29 of the 39 departments. Only three departments (Folklore & Ethnomusicology, Geography, and Speech & Hearing) are fully utilized for both women and minorities.
- Overall in the Kelley School of Business women are under utilized while minorities are fully utilized. Within the school minorities are under utilized in three of the seven departments and women are under utilized in five of the seven departments. One department fully utilizes both women and minorities (Finance).

- Overall in the School of Education both women and minorities are under utilized. Within the school minorities are under utilized in three of the six departments and women are under utilized in five of the six departments. Only one department (Education) fully utilized both women and minorities.
- Overall in the School of Health, Physical Education & Recreation minorities are fully utilized and women under utilized. Within the school minorities are under utilized in two of the four departments and women are under utilized in three of the four departments. No department fully utilizes both women and minorities.
- Overall in the Jacobs School of Music both minorities and women are under utilized. Within the school minorities are under utilized in 20 of the 23 departments and women are under utilized in 19 of the 23 departments. There are no departments that fully utilize both women and minorities.
- Minorities and women are both under utilized within the School of Journalism, Maurer School of Law, Medicine & Health Sciences Program, School of Continuing Studies, and School of Optometry,
- Women are fully utilized while minorities are under utilized within the School of Nursing.
- Minorities are fully utilized while women are under utilized with the School of Public and Environmental Affairs.
- Both the School of Informatics & Computing and the School of Library and Information Science are fully utilized for both minorities and women.
- Within University Libraries minorities are under utilized at two of the three levels while women are fully utilized at all three levels.

#### **CORRECTIVE ACTION:**

- The Office of Affirmative Action and Equal Opportunity will continue to monitor placement goals and progress towards placement goals for each academic school especially for schools where underutilization of either women or minorities have been identified.
- Each department chair will be informed by the Office of Affirmative Action and Equal Opportunity of department affirmative action placement goals at the start of each year.
- The Office of Affirmative Action and Equal Opportunity will continue to provide recruitment resources and education regarding effective and affirmative recruitment and retention activities.
- The Office of Affirmative Action and Equal Opportunity will provide a list of departments with underutilization of either women or minorities to the Strategic Hiring and Support office for their goal setting activities.

#### **Executive/Managerial Analysis**

This group is made up of all executive and upper level management appointments including both faculty and librarians appointed to an executive administrative position and professional staff appointments.

**FINDINGS:**

- Women are under utilized in all four of the executive job groups. (Executive, Education Administrators, Business and Financial Administrators, Plant and Facilities Administrators)
- Minorities are under utilized in three of the four of the executive job groups. (Executive, Business and Financial Administrators, Plant and Facilities Administrators)

**CORRECTIVE ACTION:**

- The Office of Affirmative Action and Equal Opportunity will continue to monitor the recruitment and selection activities for executive positions and notify search committees of the underutilization of women and/or minorities within the position job group.

**Professional Staff Analysis**

This group includes professional level appointments which are non-academic and non-instructional in nature.

**FINDINGS:**

- Women are under utilized in four of the eleven job groups. (Math and Computer, Life and Physical Scientists, Clinicians and Medical Professionals, and Coaches/Athletes/Recreation Workers)
- Minorities are under utilized in eight of the eleven job groups. (Engineers/Architects/Facilities Professionals, Life and Physical Scientists, Clinicians and Medical Professionals, Counselors/Student Affairs Professionals, Education Related Professionals, Arts/Communications/Public Relations Professionals, Business/Accounting/Administrative Support, Librarians, Archivists, Curators)

**CORRECTIVE ACTION:**

- University Human Resources will monitor openings for which there are placement goals and demonstrate good-faith efforts to find qualified minority and/or female candidates.
- The Office of Affirmative Action and Equal Opportunity will develop a recruitment manual targeted at job groups where women or minorities are currently under utilized to assist departments in recruitment strategies aimed at meeting placement goals.

**Support Staff Analysis**

This group includes non-professional level positions which are non-academic and non-instructional in nature.

**FINDINGS:**

- Women are under utilized in three of the five clerical job groups (Typist/Data Entry Clerks, Tellers, Cashiers, Sales Assistants, and Clerical Supervisors)
- Minorities are under utilized in all five clerical job groups (Secretaries, Typists/Data Entry Clerks, Other Clerks, Tellers, Cashiers, Sales Assistants, and Clerical Supervisors)



- Women are under utilized in three of the five technical job groups. (Math and Computer Technicians, Engineering and Electronic Technicians, and Technical, n.e.c)
- Minorities are under utilized in all five technical job groups (Math and Computer Technicians, Engineering and Electronics Technicians, Science Technicians, Health Technicians, and Technical, n.e.c)

**CORRECTIVE ACTION:**

University Human Resources will monitor openings for which there are placement goals and demonstrate good-faith efforts to find qualified minority and/or female candidates.

**Skilled Crafts & Service Maintenance**

This group includes non-professional positions which are non-academic and non-instructional in nature.

**FINDINGS:**

- Women are under utilized in four of the seven skilled crafts job groups (Construction/Crafts, Mechanics and Repairers, Stores Attendants, Police Detectives)
- Minorities are under utilized in three of the seven skilled crafts job groups. (Construction/Crafts, Printing Crafts, Skilled Crafts nec,)
- Women are under utilized in four of the nine service maintenance job groups. (Cleaning and Building Services, Storage and Supply, Drivers and Deliverers, Supervisors, Cleaning and Building Services)
- Minorities are under utilized in four of the nine service maintenance job groups. (Storage and Supply, Grounds Workers, Food Service, Service Maintenance n.e.c)

**CORRECTIVE ACTION:**

- University Human Resources will monitor openings for which there are placement goals and demonstrate good-faith efforts to find qualified minority and/or female candidates.

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**JOB GROUP ANALYSIS**

Classification systems have been developed for both faculty and staff at Indiana University. An availability and utilization analysis is conducted annually based on job groups to determine if there is underutilization of women or minorities. Women or minorities are deemed under utilized if there are fewer in a particular job group than would be reasonably expected when compared to their availability for these jobs.

If these analyses reveal women or minorities are under utilized in certain areas, Indiana University will make a good faith effort to correct the deficiencies. Goals and timetables will be designed to achieve prompt and full utilization of women and minorities at all employment levels.

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**EMPLOYEE SELECTION PROCESS**

Indiana University observes the Uniform Guidelines on Employee Selection Procedures (UGESP).

The Office of Affirmative Action and Equal Opportunity and individual academic units

are responsible for monitoring faculty selection procedures for adverse impact and for ensuring only job-related nondiscriminatory criteria is used in selecting faculty members. An Interview Request Form is submitted for approval prior to scheduling interviews and an Offer Request Form is submitted prior to making an offer. Both forms must be approved by the School Dean, Office of Affirmative Action and Equal Opportunity and Dean of the Faculties. This allows for an analysis at each stage of the process to ensure women and minority candidates are being fully considered.

University Human Resources monitors staff selection for adverse impact and ensures that only job-related nondiscriminatory criteria are used in the selection process. Periodically, or when concerns arise, the Office of Affirmative Action and Equal Opportunity and University Human Resources review the selection process with individual units. This includes review of position descriptions, position titles, test validity, worker specifications, and selection procedures.

Where adverse impact is found, the applicant flow data, selection criteria, and all elements of the selection process will be reviewed to ensure that only job-related, non-discriminatory factors are considered in making employment decisions and that women and minorities have been fully considered. Selected officials will be informed of the need to take corrective action when adverse impact is found in the recruitment and selection process.

### **Position Descriptions**

Deans and/or department chairs create job descriptions for faculty positions. These descriptions are reviewed periodically and prior to a faculty search by the Office of Affirmative Action and the Dean of the Faculties to ensure they contain only job-related requirements and would not unnecessarily screen out women and minorities from the position. An initial appointment rank for full-time tenure track faculty is determined by such factors as teaching, research, other experience, and degrees held. The duties and criteria for selection of other academic appointments are based upon education and experience.

University Human Resources creates and maintains job descriptions and requirements for all appointed staff positions. University Human Resources reviews position specifications for staff when there is a position vacancy, when there are concerns about a position, or when a supervisor requests a review. The Office of Affirmative Action and Equal Opportunity may request a review when there is an equal employment opportunity or affirmative action concern.

### **Preemployment Inquiries**

Indiana University offers training programs on recruitment and equal employment opportunity which cover information regarding pre-employment inquiries. All supervisors are required to complete the Legal Compliance Training Series for Supervisors in which one component of the program is equal employment opportunity including pre-employment inquiries. University Human Resources is responsible for administering preemployment tests for staff employees to ensure they are job related and do not unnecessarily screen out women and minorities. Faculty search committees are encouraged to have a member of the Affirmative Action Office meet with their committee to discuss, among other things, concerns about pre-employment inquiries.

#### **FINDINGS:**

Search committees and department supervisors are responsible for determining the needs of pre-employment inquiries for each hire. Although many are educated on the issues related to pre-employment inquiries there is still some

inconsistency.

#### **CORRECTIVE ACTION**

The Office of Affirmative Action and Equal Opportunity created the Academic Recruitment & Search Guide to be used by academic search committees which gives information regarding pre-employment inquiries. A similar guide is being developed for professional staff recruitment.

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**EMPLOYEE RECRUITMENT** Recruitment plans are developed and implemented in the individual department seeking the employee. Recruitment strategies can vary depending on the type of position and the time frame. Faculty, Librarian and Executive positions are primarily advertised nationally and for a longer time period. It is also not uncommon to use search firms for these positions. Professional staff positions are often advertised regionally and locally for a somewhat shorter period of time. Clerical, Technical, Service Maintenance and Skilled Craft positions are primarily advertised locally and may be only advertised for a few weeks.

#### **Recruitment Outreach**

Prior to posting an academic position, search committee chairs submit a Vacancy Notice form including a position description for the vacant position, composition of the search committee or hiring authority, advertisement plan, and scope of recruitment (usually national). The form is reviewed and approved by the hiring department, dean of the school, the Dean of Faculties and the Office of Affirmative Action and Equal Opportunity before the position is advertised. The Office of Affirmative Action and Equal Opportunity reviews the recruitment plan to ensure it will reach a pool of candidates which will include women and minority candidates.

University Human Resources is responsible for determining whether a staff position is within an under utilized job group when a non-academic department notifies them of an open staff position. University Human Resources ensures job announcements are placed with required agencies. If the position is under utilized, University Human Resources discusses an advertising plan with the department which includes likely sources for women and minority candidates. University Human Resources maintains a list of organizations which attract or provide services to candidates from underrepresented groups and provides this list to departments upon request. They are currently in the process of making this list available online. University Human Resources regularly participates in events such as the Multicultural Job Fair and other such events which attract diverse applicants and collaborates with other institutions such as Ivy Tech, IUPUI, and Ohio State to share diversity recruitment strategies.

#### **FINDINGS:**

- Recruitment for some professional positions are advertised only locally which limits the number of minority and female candidates in an applicant pool.
- With shrinking budgets departments look to cut back on advertising costs and may limit their announcement to only one or two publications.

#### **CORRECTIVE ACTION:**

- The Office of Affirmative Action and Equal Opportunity is currently writing a recruitment guide for professional positions which would provide strategies and sources to increase the number of minority candidates in an applicant pool. This guide will be distributed to non-academic departments which do a large number of professional staff hires.

- Options need to be researched to do more multi-department advertising to reduce costs to individual departments while at the same time reaching a broader pool of candidates which is likely to include more women and minorities.

### **Review of Sources**

The Office of Affirmative Action and Equal Opportunity maintains a limited list of recruitment sources aimed primarily at women and minorities. Departments are encouraged to explore sources specific to their discipline which may be targeted to women and minorities.

#### **FINDINGS:**

- While academic departments are more aware of sources of recruitment aimed at women and minorities there is little known about the effectiveness of these sources. When budgets are tight departments are less likely to experiment with sources they know little about.
- Professional staff recruitment is primarily limited to general sources in the local and regional area.

#### **CORRECTIVE ACTION:**

- Review of targeted sources for academic women and minorities needs to be researched for effectiveness and information shared with departments to ensure effective uses of advertising resources.
- More professional staff positions need to be advertised in targeted publications. Research should be done to locate effective sources for departments.
- Assistance with the Committee on Institutional Cooperation recruitment database should be provided to departments conducting faculty searches.

### **Advertising**

Advertisements are prepared by the respective school or department. The Affirmative Action Office and Equal Opportunity monitors all faculty advertisements for the inclusion of the statement: "Indiana University is an equal opportunity/affirmative action employer." University Human Resource monitors the staff advertisements for inclusion of this statement. The Office of Affirmative Action and Equal Opportunity advises and assists schools, departments, or units regarding wording and tone that might increase the recruitment appeal for women and minorities.

Faculty appointments are advertised internally in the Bulletin for Academic Appointees and on the Dean of Faculties website. Staff appointments are advertised internally in Careers @ IUB and on the University Human Resources web site.

### **Composition of Applicant Pools**

Applicants for faculty positions and other academic appointments are sent an Applicant Monitoring Form (AMF). This form asks applicants to identify themselves as women or minority group members and is returned to the Office of Affirmative Action and Equal Opportunity who analyzes the applicant flow by gender and race. If there are few women or minorities in an applicant pool this is discussed with the search committee chair, department chair or school dean, prior to approving an interview request to ensure a good-faith effort was made to reach women and minorities in the recruitment plan.

University Human Resources collects gender and racial data on applicants for staff positions at Indiana University. These results are provided to the Office of Affirmative Action and Equal Opportunity periodically for analysis.

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## **SALARY STUDIES**

The Vice Provost for Academic Affairs periodically conducts faculty salary equity studies considering rank, tenure, service time, department, and other variables to see possible salary inequity. University Human Resources monitors all staff salaries for compliance with university policies. Individual cases can be brought to the Office of Affirmative Action and Equal Opportunity for equity review by either the individual or the department. Annually the Office of Affirmative Action and Equal Opportunity reviews equity adjustments of salaries during budget construction.

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## **BENEFITS**

The University provides employment benefits to all full-time staff and faculty regardless of gender, race, ethnicity, or other protected class status. Within this group, there is a wide variety of personal interests, differing income levels, differing types and sizes of family units, and varied educational backgrounds, all of which result in contrasting benefit needs. When appropriate, the Affirmative Action Office and Equal Opportunity will meet with the benefits administrator, or designee, to ensure that protected class members are equally informed of relevant aspects of the benefits program.

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## **SENIORITY PRACTICES, UNION AGREEMENTS, AND LINES OF PROGRESSION**

Indiana University maintains formal tenure track and promotion procedures for faculty appointments. Tenure track faculty are reviewed for reappointment, tenure, and promotion. After an initial full-time appointment of 1 to 3 years, faculty and librarians complete a probationary period of not more than seven years. Each year of the probationary period, faculty and librarians are subject to non-reappointment or reappointment for another year. The decision is based on annual reviews of the individual's professional performance. An individual is notified by the department of the review and is given an opportunity to ensure all relevant information is in their file. An individual not reappointed can request a review of the decision.

A tenure review is conducted the year before the end of the probationary period. If the criteria for tenure in teaching, research, creative activities, and service has been satisfied, tenure is granted. Separate criteria are used to recommend an individual for promotion. Promotion recognizes past achievements. Granting tenure recognizes both past achievement and confidence in the individual future achievement. The weight given to each criterion varies depending on the campus, school, or department mission. The Dean of the Faculties annually reviews all tenured faculty for possible promotion with special attention to ensuring women and minority faculty are promoted.

Indiana University has no formal seniority system or lines of progression for executive and professional positions. It does however encourage transfers and promotions within these ranks. A weekly bulletin is distributed to departments for posting and is available on line announcing open staff positions within the university.

There are three unions on the Indiana University Bloomington campus: ASEME represents the service maintenance and skilled craft workers and CWA represents the clerical and technical workers, and the Stagehands union. All union contracts are monitored to ensure no overt or inadvertent discrimination results from the implementation of them.

The Indiana University Apprenticeship Program (IUAP) was established in 1978 to develop qualified, skilled craftworkers for the IU Bloomington Physical Plant Department. IUAP offers participants the opportunity to advance their careers through full-time, four-year apprenticeships in the Physical Plant. At the end of four years, apprentices are promoted to the journey level in their respective craft and continue as permanent full-time employees of the university. Apprenticeships may be offered in the following crafts: brickmason, carpenter, electrician, elevator mechanic, heating mechanic, high voltage electrician, plumber, refrigeration mechanic and sheet metal mechanic. The Joint Apprenticeship Committee (JAC) conducts external recruitment. The JAC announces open apprentice positions in local newspapers and the IU employment bulletin. Interested individuals must attend a pre-application meeting. Anyone who is at least 18 years of age and has a high school diploma or general equivalence diploma (GED) may apply; they need not be IU employees. The IU Apprenticeship Program is jointly sponsored by IU and Local 832 of the American Federation of State, County and Municipal Employees (AFSCME). It is certified by the Bureau of Apprenticeship and Training (BAT) of the United States Department of Labor. The Joint Apprenticeship Committee consists of three IU management representatives and three union representatives who administer the program.

## **APPRENTICESHIP PROGRAMS**

In addition, the Physical Plant and Campus Division (Service Maintenance) have implemented a Custodian to Craft (CTC) Program designed to give custodial workers training for higher ranked jobs in the Physical Plant and Campus Division. Women and minority representation in this program is monitored. The Cyclotron Facility has an apprenticeship program for support technicians.

Indiana University's commitment to the importance of higher education extends to its employees as well. All full-time faculty and staff are provided fee courtesy in the value of 100% tuition for up to four credits per semester and 50% tuition for the next four credits per semester. This program is open to all eligible employees regardless of age, color, disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status

## **EDUCATION**

Indiana University has also recently developed Project Advance through the School of Continuing Studies. Project Advance was designed for IU staff to earn an Associate of Arts (A.A.) in General Studies by taking courses after work. Two courses will be offered each semester so staff can earn a degree in three years plus one semester.

Indiana University offers a variety of job-related programs every semester on topics designed to improve the work skills of faculty and staff on campus. Included in these programs is the Legal Compliance Series for Supervisors, the Excellence in Training Clericals program, the Supervisors Seminar program, a wide array of computer program classes, programs to new department chairs, programs on the tenure and promotion review processes, and programs on teaching related issues. Semester catalogs of many of these programs are sent to all faculty and staff and are also available on line. Additionally,

numerous offices on campus provide educational programs to individual departments of a variety of issues related to their areas.

### **FINDINGS:**

- There is no standard record kept by departments on the participants in their programs so that an analysis can not be done to ensure women and minorities are participating and finding the programs valuable to them.

**CORRECTIVE ACTION:**

- Research should be done to explore options for recording participation in campus programs to ensure women and minorities are participating fully.

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**GRIEVANCE RESOLUTION** All employees have access to the university grievance procedures. These are published in the Academic Handbook and staff personnel policy manuals. At any stage of the grievance procedure anyone may consult with the Office of Affirmative Action and Equal Opportunity. Formal charges of discrimination on the basis of age, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status should be filed directly in the Office of Affirmative Action and Equal Opportunity and resolved through its complaint procedures. Our complaint guidelines place a strong emphasis on resolving complaints in a fair, objective, prompt, and confidential manner.

Affirmative Action complaint procedures exist for Indiana University-Bloomington. The goals of the procedures are to resolve complaints quickly and effectively and to refer complainants whose concerns are not about discrimination to the appropriate office. A copy of the Complaint Procedure Guidelines is available at the Office of Affirmative Action and Equal Opportunity on the office's web page at [www.indiana.edu/~affirm](http://www.indiana.edu/~affirm). The Office of Affirmative Action and Equal Opportunity monitors complaints or requests for assistance on a regular basis. If a pattern or trend develops in a particular school or department the Office of Affirmative Action and Equal Opportunity will investigate and recommend remedial actions where necessary.

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**POSTERS AND NOTICES** Required posters and notices with information on equal employment opportunity and affirmative action policies are placed in all campus buildings. The Affirmative Action Office and Equal Opportunity annually distributes a memorandum and affidavit to all building contacts requiring them to conduct routine checks of employee bulletin boards and other relevant areas for required equal employment opportunity and affirmative action posters and notices. Building contacts complete and return the affidavit affirming the posters are posted and giving a description of the posting location. These affidavits are retained and can be reviewed in the Office of Affirmative Action and Equal Opportunity.

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**CONTRACT COMPLIANCE** Indiana University recognizes the value of a diverse supplier base and its impact on the business community and population at large. In recognition of this fact, Indiana University has developed a Supplier Diversity Program to ensure that it continues to creatively seek new supplier sources to fulfill the business opportunities at Indiana University and that minority, women, and small business owned firms are given the opportunity to compete for these business opportunities. All university contracts are monitored for compliance with federal regulations.



# DEVELOPMENT AND EXECUTION OF ACTION PROGRAMS

In addition to the monitoring and selection procedures outlined in the Identification of Problem Areas & Corrective Actions section Indiana University implements the policies and programs described here to ensure equal employment opportunity and promote affirmative action.

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Indiana University is committed to building an exciting, diverse faculty, one that more closely resembles the availability of faculty of color and women in the workforce. The Office of Strategic Hiring and Support is IU's focused initiative toward that goal -- working to recruit, retain, and promote faculty of color as well as senior women.

## STRATEGIC HIRING AND SUPPORT

### Faculty Mentoring

The IUB Faculty Mentoring Program has been designed to assist new faculty members to adjust to the IUB campus, plan their careers, and make full use of the available resources at IUB for professional development. The Program serves as a tool for retaining the best faculty by reducing the problems many new faculty members, especially faculty of color, are confronted with on a new campus. These include: a sense of isolation and alienation from existing collegial networks, uncertainty over policies and procedures, and lack of social engagement. This Program is not meant to be a substitute for any existing mentoring programs in place at the departmental/school level, but a supplement to existing programs. The Program's success depends on the new faculty members, their mentors, and department chairs all taking an active role in the acclimation process.

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The Creative Services and the Office of Affirmative Action and Equal Opportunity monitor university publications for the presence of the phrase "An Equal Employment Opportunity/Affirmative Action Employer." Creative Services ensures that where students, employees, or visitors are depicted on publications there is a fair and adequate representation of the diversity present on campus. This includes women, minorities, various age groups, and individuals with disabilities.

## PUBLICATIONS

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Indiana University offers equal opportunity to participate in university sponsored social and recreational activities without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status. All university facilities are open to all employees on an equal basis. Indiana University sponsors child care, housing, and transportation programs designed to improve employment opportunities for minorities, women, and individuals with disabilities.

## PROGRAMS

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University Human Resources provides career consulting to employees. This service is available to all without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status. The Vice Provost for Academic Affairs offers career consulting to all tenure track faculty members. This service is available to all faculty members regardless of age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status. Promotion and tenure workshops are conducted. The Vice Provost for Academic Affairs administers and conducts a campus climate program. The Office for Women's Affairs offers workshops for women. The Office of Affirmative Action and Equal Opportunity in

## CAREER CONSULTATION



cooperation with University Human Resources and the Dean of the Faculties participates in these services to ensure they are serving protected class members.

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## **OFFICE OF WOMEN'S AFFAIRS**

The mission of Office for Women's Affairs is to promote and further gender equity on the Indiana University campus. They offer a variety of services to students, staff, and faculty including; identifying issues affecting women and the achievement of equity of opportunity, advocating for women with concerns about salary, promotion, and tenure; career development strategies; personal-professional life conflicts; campus climate; and workplace conflict.

### **Women in Science**

The Women in Science Program develops and implements programs that promote the participation of women in the science and mathematics fields at the undergraduate, graduate and faculty levels. WISP sponsors the visits of distinguished women scientists, instructional development grants, and mentoring.

### **Support for Staff Women**

OWA offers a lunch time brown bag series, an annual spring conference, and an annual staff award. A staff advisory committee works with the Dean on programs and addresses issues of concern to women staff on the IUB campus.

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## **OFFICE OF DIVERSITY EDUCATION**

This program promotes inclusion and tolerance on campus through lectures, workshops, and panel discussions designed to help students, faculty, and staff make IU a better place for everyone.

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## **VICE PROVOST FOR ACADEMIC AFFAIRS**

The Office of Academic Affairs and Dean of the Faculties implements academic policies. The office oversees and supports faculty careers from recruitment through hiring, promotion and tenure, and retirement.

### **New Chairs Workshop and Annual Chairs Workshop**

The workshop provides an introduction to the skills and tools needed to effectively and efficiently manage and lead an academic department including awareness of Equal Employment Opportunity and Affirmative Action.

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## **UNIVERSITY LIBRARIES**

University Libraries annually sponsors a Diversity Fair intended to celebrate and educate the university community about the rich diversity on the IUB campus. Offices from all over the university participate including the Office of Affirmative Action and Equal Opportunity, the cultural centers, the Office of Diversity Education, Women's Affairs, Multicultural Affairs and others.

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## **INITIATIVES WITHIN ORGANIZATIONAL UNITS**

### **Building Services**

The Building Services Department requires its employees to complete programs on sexual harassment and cultural climate awareness. These programs were provided by staff from the Office of Affirmative Action and Equal Opportunity.

### **Indiana University Police Department**

The IUPD requires cadets in its Police Academy to complete a program on sexual harassment awareness. This program is provided by staff from the Office of Affirmative Action and Equal Opportunity.

### **University Information and Technology Services (UITS)**

UITS annually requires its computer consultants to complete a sexual harassment program. This program is provided by staff from the Office of Affirmative Action and Equal Opportunity.

### **Recreational Sports**

Recreational Sports operates two recreational centers and administers a intramural sports program. Recognizing the nature of their facilities, services, and work environment they require personnel to complete a sexual harassment awareness program tailored to their needs. This program is provided by staff from the Office of Affirmative Action and Equal Opportunity.

### **College of Arts and Sciences**

The College convened a Committee on Inclusion and Academic Climate whose mission is to recommend ways to improve the recruitment and retention of minority faculty and graduate students, enhance the representation of women in the sciences, and better accommodate maternity and family-related issues.

# WORKFORCE ANALYSIS

## JOB CLASSIFICATIONS

For the purpose of conducting a meaningful workforce analysis the University staff is first grouped by the following EEO categories:

- 001 – Executive
- 002 – Professional
- 003 – Clerical/Secretarial
- 004 – Technical/Paraprofessional
- 005 – Skilled Crafts
- 006 – Service Maintenance
- 007 – Academic

All employees are further subdivided into job groups based on criteria outlined in 41 CFR 60-2.1(b). Information outlining these job groups can be found on pages 46-47 and pages 89-93 of this plan. All nonacademic positions (001-006) are analyzed and placement goals are set based on these job groups. Academic positions (007) are analyzed and placement goals are set based on school, department, or discipline.

## DETERMINATION OF AVAILABILITY

In accordance with Department of Labor guidelines, the following factors are considered in developing an estimate of the availability of women and minorities for each job group:

1. The percentage of minorities and women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is the geographical area from which the employer usually seeks or reasonably could seek employees to fill the positions in a job group.
2. The percentage of minorities and women among those promotable, transferable, and trainable within the employer's organization.

Availability estimates are determined in the following manner: data is sought from reliable published sources on the race, ethnicity, and sex composition of the potential pool relevant to the job group in question. For example, sources for the data used to calculate the availability estimates may include: counts of doctorate degrees by field (faculty); counts of master's and bachelor's degrees in relevant fields (administrative and professional); union members and technical school graduates (skilled crafts); and census data and local employment counts (technical, clerical, and service). The raw data by race, ethnicity, and sex is then weighted. Then, computer files are built containing basic information on raw percentages and the weighting factors. A computer program is used to calculate weighted estimates for each job group (or departments for academic positions), incorporating the required factors. Once they are computed, the availability estimates give participation standards against which to measure proportions of females and minorities in each group in the University's workforce.

## UTILIZATION ANALYSIS

Once availability has been determined, the utilization analysis is a simple yes or no query. Each job group's (or departments for academic positions) minority and female availability figure (a percentage) is compared to the percentage of minority and female incumbents in that job group. If the percentage of incumbents is equal to or greater than the relevant availability figure, then that job group is at "parity" with availability, and no underutilization has occurred. If the percentage of female or minority incumbents falls below availability, the job group (or department for academic positions) is "under utilized" and placement goals are set equal to the percentage of underutilization.

The following current utilization statistics are based on the annual October snapshot file containing information on all employees as of October 1, 2011.

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Tenured/Tenure-Track Faculty  
Indiana University - Bloomington*

*Spring 2012*

Academic Titles ( Tenured/Tenure-Track)		Counts		Female Counts & Percentages			
		2010 Faculty Count	2011 Faculty Count	2010 Female Counts	2011 Female Counts	1 Year Female Change	5 Year Female Change
FT1 - Professor		720	718	182 25.3%	187 26.0%	5	29
FT2 - Associate Professor		421	438	162 38.5%	170 38.8%	8	29
FT3 - Assistant Professor		312	300	147 47.1%	136 45.3%	-11	-18
Column Total		1453	1456	491 33.8%	493 33.9%	2	40
		2010 Faculty Count	%	2011 Faculty Count	%	1 Year Faculty Change	5 Year Faculty Change
Faculty Counts		1453		1456		3	28
	Male	962	66.2%	963	66.1%	1	-12
	Female	491	33.8%	493	33.9%	2	40
Minority Faculty Counts							
Black		62	4.3%	63	4.3%	1	1
	Male	35	2.4%	36	2.5%	1	1
	Female	27	1.9%	27	1.9%	0	0
Asian		129	8.9%	130	8.9%	1	23
	Male	75	5.2%	80	5.5%	5	11
	Female	54	3.7%	50	3.4%	-4	12
Hispanic		50	3.4%	46	3.2%	-4	-7
	Male	35	2.4%	31	2.1%	-4	-3
	Female	15	1.0%	15	1.0%	0	-4
American Indian		4	0.2%	2	0.0%	-2	-3
	Male	2	0.1%	1	0.0%	-1	-2
	Female	2	0.1%	1	0.0%	-1	-1
Native Hawaiian		0	0.0%	1	0.1%	1	0
	Male	0	0.0%	1	0.1%	1	0
	Female	0	0.0%	0	0.0%	0	0
Two+		15	24.2%	20	31.7%	5	20
	Male	11	17.7%	14	22.2%	3	14
	Female	4	6.5%	6	9.5%	2	6
Minority Total		260	17.9%	262	18.0%	2	34
	Male	158	10.9%	163	11.2%	5	21
	Female	102	7.0%	99	6.8%	-3	13

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

Prepared by the Office of Affirmative Action and Equal Opportunity

## Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

**STATUS of FEMALE & MINORITY FACULTY**

Tenured/Tenure-Track Librarians

Indiana University - Bloomington

Spring 2012

Academic Titles ( Tenured/Tenure-Track)	Counts			Female Counts & Percentages			
	2010 Librarian Count	2011 Librarian Count		2010 Female Counts	2011 Female Counts	1 Year Female Change	5 Year Female Change
LT1 - Librarian	13	10		7 53.8%	7 70.0%	0	-1
LT2 - Associate Librarian	55	54		36 65.5%	36 66.7%	0	-1
LT3 - Assistant Librarian	16	14		11 68.8%	11 78.6%	0	2
Column Total	84	78		54 64.3%	54 69.2%	0	0
	2010 Librarian Count	%		2011 Librarian Count	%	1 Year Librarian Change	5 Year Librarian Change
Librarian Counts	84			78		-6	-8
Male	30	35.7%		24	30.8%	-6	-8
Female	54	64.3%		54	69.2%	0	-1
Minority Librarian Counts							
Black	4	4.8%		4	5.1%	0	1
Male	0	0.0%		0	0.0%	0	0
Female	4	4.8%		4	5.1%	0	1
Asian	6	7.1%		6	7.2%	0	0
Male	2	2.4%		2	2.6%	0	0
Female	4	4.8%		4	5.1%	0	0
Hispanic	3	3.6%		3	3.8%	0	0
Male	1	1.2%		1	1.3%	0	0
Female	2	2.4%		2	2.6%	0	0
American Indian	0	0.0%		0	0.0%	0	0
Male	0	0.0%		0	0.0%	0	0
Female	0	0.0%		0	0.0%	0	0
Native Hawaiian	0	0.0%		0	0.0%	0	0
Male	0	0.0%		0	0.0%	0	0
Female	0	0.0%		0	0.0%	0	0
Native Hawaiian	0	0.0%		0	0.0%	0	0
Male	0	0.0%		0	0.0%	0	0
Female	0	0.0%		0	0.0%	0	0
Minority Total	13	15.4%		13	16.7%	0	1
Male	3	3.6%		3	3.8%	0	0
Female	10	11.9%		10	12.8%	0	1

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Instructional Faculty - Non Tenure-Track*

*Indiana University - Bloomington*

*Spring 2012*

Instructional Titles (Non Tenure-Track)	Counts		Female Counts & Percentages			
	2010 Instruc Count	2011 Instruc Count	2010 Female Counts	2011 Female Counts	1 Year Female Change	5 Year Female Change
FL* - Lecturers	255	278	133 52.2%	148 53.2%	15	-35
UAS - Academic Specialist	66	74	34 51.5%	36 48.6%	2	-6
FC* - Clinical	103	104	54 52.4%	57 54.8%	3	-43
FP* - Part-Time	15	14	7 46.7%	7 50.0%	0	-15
UCH - Teachers	39	38	33 84.6%	32 84.2%	-1	-5
LV* - Visiting Librarian	2	5	1 50.0%	2 40.0%	1	0
Column Total	480	513	262 54.6%	282 55.0%	20	-104
	2010 Instruc Count	%	2011 Instruc Count	%	1 Year Inst. Change	5 Year Inst. Change
Instructional Faculty Counts	480		513		33	127
Male	218	45.4%	231	45.0%	13	59
Female	262	54.6%	282	55.0%	20	68
Minority Instructional Faculty Counts						
Black	22	4.6%	22	4.3%	0	6
Male	13	2.7%	15	2.9%	2	6
Female	9	1.9%	7	1.4%	-2	0
Asian	30	6.3%	31	6.0%	1	9
Male	12	2.5%	10	1.9%	-2	2
Female	18	3.8%	21	4.1%	3	7
Hispanic	13	2.7%	16	3.1%	3	7
Male	7	1.5%	8	1.6%	1	3
Female	6	1.3%	8	1.6%	2	4
American Indian	1	0.2%	1	0.2%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	1	0.2%	1	0.2%	0	0
Native Hawaiian	0	0.0%	0	0.0%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	0	0.0%	0	0.0%	0	0
Two+	4	18.2%	7	31.8%	3	7
Male	1	4.5%	3	13.6%	2	3
Female	3	13.6%	4	18.2%	1	4
Minority Total	70	14.6%	77	15.0%	7	32
Male	33	6.9%	36	7.0%	3	14
Female	37	7.7%	41	8.0%	4	18

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

Prepared by the Office of Affirmative Action and Equal Opportunity

## Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

**STATUS of FEMALE & MINORITY FACULTY**

Research Ranks - Non Tenure-Track

Indiana University - Bloomington

Spring 2012

Research Ranks ( Non Tenure-Track)	Counts		Female Counts & Percentages			
	2010 Research Count	2011 Research Count	2010 Female Counts	2011 Female Counts	1 Year Female Change	5 Year Female Change
RS1 - Senior Scientist/Scholar	31	32	8 25.8%	7 21.9%	-1	2
RS2 - Associate Scientist/Scholar	28	31	11 39.3%	12 38.7%	1	6
RS3 - Assistant Scientist/Scholar	52	57	21 40.4%	29 50.9%	8	5
RSP - Post Doctoral Fellow	111	115	39 35.1%	32 27.8%	-7	25
RSS - Research Associate	262	254	127 48.5%	126 49.6%	-1	1
Column Total	484	489	206 42.6%	206 42.1%	0	39

	2010 Research Count	%	2011 Research Count	%	1 Year Research Change	5 Year Research Change
Research Ranks Counts	484		489		5	116
Male	278	0.0%	283	57.9%	5	69
Female	206	42.6%	206	42.1%	0	47
Minority Research Ranks Counts						
Black	10	2.1%	10	2.0%	0	4
Male	5	1.0%	4	0.8%	-1	-1
Female	5	1.0%	6	1.2%	1	5
Asian	105	21.7%	109	22.3%	4	42
Male	72	14.9%	77	15.7%	5	39
Female	33	6.8%	32	6.5%	-1	3
Hispanic	13	2.7%	12	2.5%	-1	5
Male	6	1.2%	5	1.0%	-1	2
Female	7	1.4%	7	1.4%	0	3
American Indian	2	0.4%	3	0.6%	1	0
Male	2	0.4%	3	0.6%	1	0
Female	0	0.0%	0	0.0%	0	0
Native Hawaiian	0	0.0%	0	0.0%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	0	0.0%	0	0.0%	0	0
Two+	7	70.0%	7	70.0%	0	7
Male	4	40.0%	4	40.0%	0	4
Female	3	30.0%	3	30.0%	0	3
Minority Total	137	22.2%	141	22.2%	4	58
Male	89	18.4%	93	19.0%	4	44
Female	48	9.9%	48	9.8%	0	14

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Tenured/Tenure-Track Faculty*

*Indiana University - Bloomington*

*Spring 2012*

*Minority Faculty Breakdown by Rank*

		<i>Black</i>	<i>Asian</i>	<i>Hispanic</i>	<i>American Indian</i>	<i>Native Hawaiian</i>	<i>Two+</i>	<i>Total</i>
<i>FT1 - Professor</i>	<i>2010</i>							
	<i>Male</i>	12	26	14	0	0	6	58
	<i>Female</i>	8	7	4	0	0	1	20
	<i>Total</i>	20	33	18	0	0	7	78
	<i>2011</i>							
	<i>Male</i>	12	28	13	0	0	7	60
	<i>Female</i>	10	7	4	0	0	1	22
	<i>Total</i>	22	35	17	0	0	8	82
<i>FT2 - Associate Professor</i>	<i>2010</i>							
	<i>Male</i>	12	28	12	1	0	3	56
	<i>Female</i>	7	15	7	0	0	0	29
	<i>Total</i>	19	43	19	1	0	3	85
	<i>2011</i>							
	<i>Male</i>	15	26	12	1	0	3	57
	<i>Female</i>	7	15	7	0	0	1	30
	<i>Total</i>	22	41	19	1	0	4	87
<i>FT3 - Assistant Professor</i>	<i>2010</i>							
	<i>Male</i>	11	21	9	1	0	2	44
	<i>Female</i>	12	32	4	2	0	3	53
	<i>Total</i>	23	53	13	3	0	5	97
	<i>2011</i>							
	<i>Male</i>	9	26	6	0	1	4	46
	<i>Female</i>	10	28	4	1	0	4	47
	<i>Total</i>	19	54	10	1	1	8	93
<i>Grand Total</i>	<i>2010</i>							
	<i>Male</i>	35	75	35	2	0	11	158
	<i>Female</i>	27	54	15	2	0	4	102
	<i>Total</i>	62	129	50	4	0	15	260
	<i>2011</i>							
	<i>Male</i>	36	80	31	1	1	14	163
	<i>Female</i>	27	50	15	1	0	6	99
	<i>Total</i>	63	130	46	2	1	20	262

*\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011*

*\*Prepared by the Office of Affirmative Action and Equal Opportunity*



## Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

**STATUS of FEMALE & MINORITY FACULTY**

Tenured/Tenure-Track Librarian

Indiana University - Bloomington

Spring 2012

## Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Two+	Total
LT1 - Librarian	2010							
	Male	0	0	0	0	0	0	0
	Female	0	1	0	0	0	0	1
	Total	0	1	0	0	0	0	1
	2011							
	Male	0	0	0	0	0	0	0
	Female	0	1	0	0	0	0	1
	Total	0	1	0	0	0	0	1
LT2 - Associate Librarian	2010							
	Male	0	1	1	0	0	0	2
	Female	2	3	1	0	0	0	6
	Total	2	4	2	0	0	0	8
	2011							
	Male	0	1	1	0	0	0	2
	Female	2	3	1	0	0	0	6
	Total	2	4	2	0	0	0	8
LT3 - Assistant Librarian	2010							
	Male	0	1	0	0	0	0	1
	Female	2	0	1	0	0	0	3
	Total	2	1	1	0	0	0	4
	2011							
	Male	0	1	0	0	0	0	1
	Female	2	0	1	0	0	0	3
	Total	2	1	1	0	0	0	4
Grand Total	2010							
	Male	0	2	1	0	0	0	3
	Female	4	4	2	0	0	0	10
	Total	4	6	3	0	0	0	13
	2011							
	Male	0	2	1	0	0	0	3
	Female	4	4	2	0	0	0	10
	Total	4	6	3	0	0	0	13

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Instructional Faculty (Non Tenure-Track)*

*Indiana University - Bloomington*

*Spring 2012*

*Minority Faculty Breakdown by Rank*

		<i>Black</i>	<i>Asian</i>	<i>Hispanic</i>	<i>American Indian</i>	<i>Native Hawaiian</i>	<i>Two+</i>	<i>Total</i>
<i>FL* - Lecturer</i>	<i>2010</i>							
	<i>Male</i>	8	8	6	0	0	1	23
	<i>Female</i>	2	14	3	1	0	2	22
	<i>Total</i>	10	22	9	1	0	3	45
	<i>2011</i>							
	<i>Male</i>	9	6	7	0	0	2	24
	<i>Female</i>	2	15	5	1	0	2	25
	<i>Total</i>	11	21	12	1	0	4	49
<i>UAS - Academic Specialist</i>	<i>2010</i>							
	<i>Male</i>	1	1	0	0	0	0	2
	<i>Female</i>	2	0	2	0	0	1	5
	<i>Total</i>	3	1	2	0	0	1	7
	<i>2011</i>							
	<i>Male</i>	2	0	0	0	0	0	2
	<i>Female</i>	2	2	3	0	0	2	9
	<i>Total</i>	4	2	3	0	0	2	11
<i>FC* - Clinical</i>	<i>2010</i>							
	<i>Male</i>	4	1	1	0	0	0	6
	<i>Female</i>	4	2	0	0	0	0	6
	<i>Total</i>	8	3	1	0	0	0	12
	<i>2011</i>							
	<i>Male</i>	4	1	1	0	0	1	7
	<i>Female</i>	3	2	0	0	0	0	5
	<i>Total</i>	7	3	1	0	0	1	12
<i>FP* - Part-time</i>	<i>2010</i>							
	<i>Male</i>	0	1	0	0	0	0	1
	<i>Female</i>	0	0	0	0	0	0	0
	<i>Total</i>	0	1	0	0	0	0	1
	<i>2011</i>							
	<i>Male</i>	0	1	0	0	0	0	1
	<i>Female</i>	0	0	0	0	0	0	0
	<i>Total</i>	0	1	0	0	0	0	1

*\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011*

*\*Prepared by the Office of Affirmative Action and Equal Opportunity*

*Continued on next page*

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC***STATUS of FEMALE & MINORITY FACULTY***Instructional Faculty (Non Tenure-Track)**Indiana University - Bloomington**Spring 2012**Minority Faculty Breakdown by Rank*

		<i>Black</i>	<i>Asian</i>	<i>Hispanic</i>	<i>American Indian</i>	<i>Native Hawaiian</i>	<i>Two+</i>	<i>Total</i>
<i>UCH - Teachers</i>	<i>2010</i>							
	<i>Male</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>
	<i>Female</i>	<i>1</i>	<i>2</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>4</i>
	<i>Total</i>	<i>1</i>	<i>3</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>5</i>
	<i>2011</i>							
	<i>Male</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>
	<i>Female</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>2</i>
	<i>Total</i>	<i>0</i>	<i>3</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>3</i>
<i>LV* - Visiting Librarian</i>	<i>2010</i>							
	<i>Male</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>Female</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>Total</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>2011</i>							
	<i>Male</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>Female</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>Total</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Grand Total</i>	<i>2010</i>							
	<i>Male</i>	<i>13</i>	<i>12</i>	<i>7</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>32</i>
	<i>Female</i>	<i>9</i>	<i>18</i>	<i>6</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>34</i>
	<i>Total</i>	<i>22</i>	<i>30</i>	<i>13</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>66</i>
	<i>2011</i>							
	<i>Male</i>	<i>15</i>	<i>9</i>	<i>8</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>32</i>
	<i>Female</i>	<i>7</i>	<i>21</i>	<i>8</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>37</i>
	<i>Total</i>	<i>22</i>	<i>30</i>	<i>16</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>69</i>

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Research Ranks (Non Tenure-Track)*

*Indiana University - Bloomington*

*Spring 2012*

*Minority Faculty Breakdown by Rank*

		<i>Black</i>	<i>Asian</i>	<i>Hispanic</i>	<i>American Indian</i>	<i>Native Hawaiian</i>	<i>Two+</i>	<i>Total</i>
<i>RS1 - Senior Scientist/Scholar</i>	<i>2010</i>							
	<i>Male</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>2</i>
	<i>Female</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>Total</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>2</i>
	<i>2011</i>							
	<i>Male</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>3</i>
	<i>Female</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>
	<i>Total</i>	<i>0</i>	<i>3</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>4</i>
<i>RS2 - Associate Scientist/Scholar</i>	<i>2010</i>							
	<i>Male</i>	<i>0</i>	<i>3</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>3</i>
	<i>Female</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>2</i>
	<i>Total</i>	<i>0</i>	<i>5</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>5</i>
	<i>2011</i>							
	<i>Male</i>	<i>0</i>	<i>4</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>4</i>
	<i>Female</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>2</i>
	<i>Total</i>	<i>0</i>	<i>6</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>6</i>
<i>RS3 - Assistant Scientist/Scholar</i>	<i>2010</i>							
	<i>Male</i>	<i>1</i>	<i>11</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>12</i>
	<i>Female</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>2</i>
	<i>Total</i>	<i>1</i>	<i>13</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>14</i>
	<i>2011</i>							
	<i>Male</i>	<i>1</i>	<i>10</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>11</i>
	<i>Female</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>2</i>
	<i>Total</i>	<i>1</i>	<i>11</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>13</i>
<i>RSP - Post Doctoral Fellow</i>	<i>2010</i>							
	<i>Male</i>	<i>2</i>	<i>31</i>	<i>3</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>36</i>
	<i>Female</i>	<i>3</i>	<i>10</i>	<i>2</i>	<i>0</i>	<i>0</i>	<i>2</i>	<i>17</i>
	<i>Total</i>	<i>5</i>	<i>41</i>	<i>5</i>	<i>0</i>	<i>0</i>	<i>2</i>	<i>53</i>
	<i>2011</i>							
	<i>Male</i>	<i>2</i>	<i>35</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>38</i>
	<i>Female</i>	<i>2</i>	<i>10</i>	<i>2</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>14</i>
	<i>Total</i>	<i>4</i>	<i>45</i>	<i>3</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>52</i>

*\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011*

*\*Prepared by the Office of Affirmative Action and Equal Opportunity*

*Continued on next page*

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC***STATUS of FEMALE & MINORITY FACULTY***Research Ranks (Non Tenure-Track)**Indiana University - Bloomington**Spring 2012**Minority Faculty Breakdown by Rank*

		<i>Black</i>	<i>Asian</i>	<i>Hispanic</i>	<i>American Indian</i>	<i>Native Hawaiian</i>	<i>Two+</i>	<i>Total</i>
<i>RSS - Research Associate</i>	<i>2009</i>							
	<i>Male</i>	2	27	4	2	0	3	38
	<i>Female</i>	2	19	4	0	0	1	26
	<i>Total</i>	4	46	8	2	0	4	64
	<i>2010</i>							
	<i>Male</i>	1	26	4	3	0	3	37
	<i>Female</i>	4	19	5	0	0	2	30
	<i>Total</i>	5	45	9	3	0	5	67
<i>Grand Total</i>	<i>2009</i>							
	<i>Male</i>	5	73	7	2	0	4	91
	<i>Female</i>	5	33	6	0	0	3	47
	<i>Total</i>	10	106	13	2	0	7	138
	<i>2010</i>							
	<i>Male</i>	4	77	5	3	0	4	93
	<i>Female</i>	6	33	7	0	0	3	49
	<i>Total</i>	10	110	12	3	0	7	142

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\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**Detailed: Women Faculty Appointment 2011**

*Tenured/Tenure-Track Faculty & Librarians*

*Indiana University - Bloomington*

*October 2011*

	<i>Total</i>	<i>Female</i>	<i>Minority</i>
<i>Faculty Totals</i>	1456	493	262
		<b>33.9%</b>	<b>18.0%</b>
<i>Professor</i>	718	187	82
		<b>49.3%</b>	<b>31.3%</b>
<i>Associate Professor</i>	438	170	87
		<b>30.1%</b>	<b>33.2%</b>
<i>Assistant Professor</i>	300	136	93
		<b>20.6%</b>	<b>35.5%</b>
<i>Librarian Totals</i>	78	54.00	13
		<b>69.2%</b>	<b>16.7%</b>
<i>Librarian</i>	10	7	1
		<b>12.8%</b>	<b>10.0%</b>
<i>Associate Librarian</i>	54	36	8
		<b>66.7%</b>	<b>14.8%</b>
<i>Assistant Librarian</i>	14	11	4
		<b>17.9%</b>	<b>28.6%</b>
<i>Grand Total</i>	1534	547	275
		<b>35.7%</b>	<b>17.9%</b>

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC***Detailed: Women Faculty Appointment 2011***Tenured/Tenure-Track Faculty & Librarians**Indiana University - Bloomington**October 2011**Percentage Change from 2010 - 2011*

		<i>Total</i>	<i>Female</i>	<i>Minority</i>
<i>Faculty Changes</i>	<i>2010</i>	1453	491	260
	<i>2011</i>	1456	493	262
	<i>% change</i>	<b>0.2%</b>	<b>0.4%</b>	<b>0.8%</b>
<i>Professor</i>	<i>2010</i>	720	182	78
	<i>2011</i>	718	187	82
	<i>% change</i>	<b>-0.3%</b>	<b>2.7%</b>	<b>4.9%</b>
<i>Associate Professor</i>	<i>2010</i>	421	162	85
	<i>2011</i>	438	170	87
	<i>% change</i>	<b>3.9%</b>	<b>4.7%</b>	<b>2.3%</b>
<i>Assistant Professor</i>	<i>2010</i>	312	147	97
	<i>2011</i>	300	136	93
	<i>% change</i>	<b>-4.0%</b>	<b>-8.1%</b>	<b>-4.3%</b>
<i>Librarian Totals</i>	<i>2010</i>	84	54.00	13
	<i>2011</i>	78	54.00	13
	<i>% change</i>	<b>-7.7%</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Librarian</i>	<i>2010</i>	13	7	1
	<i>2011</i>	10	7	1
	<i>% change</i>	<b>-30.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Associate Librarian</i>	<i>2010</i>	55	36.00	8
	<i>2011</i>	54	36.00	8
	<i>% change</i>	<b>-1.9%</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Assistant Librarian</i>	<i>2010</i>	16	11.00	4
	<i>2011</i>	14	11.00	4
	<i>% change</i>	<b>-14.3%</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Grand Total</i>	<i>2010</i>	1537	545	273
	<i>2011</i>	1534	547	275
	<i>% change</i>	<b>-0.2%</b>	<b>0.4%</b>	<b>0.7%</b>

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

**Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC**  
**Detailed: Women Faculty Appointment 2011**  
 Tenured/Tenure-Track Faculty, Librarians, & Full-time Lecturers  
 Indiana University - Bloomington  
 Spring 2012

<i>Women Faculty</i>	<i>Lecturer</i>	<i>Assistant Professor</i>	<i>Associate Professor</i>	<i>Professor</i>
<i>Total 2010 - 2011 Women</i>	133	147	162	182
<i>% Women</i>	52.2%	47.1%	38.5%	25.3%
<i>2011 - 2012 - New Hire Totals</i>	13	48	18	7
<i>Count &amp; %</i>	(9) 69.0%	(14) 29.0%	(7) 39.0%	(2) 29.0%
<i>2011 - 2012 - Termination Totals</i>	17	20	18	33
<i>Count &amp; %</i>	(8) 47.1%	(10) 50.0%	(6) 27.8%	(7) 21.2%
<i>Retirement Totals</i>	0	0	7	34
<i>Count &amp; %</i>	(0) 00.0%	(0) 00.0%	(3) 43.0%	(6) 17.6%
<i>Deceased Totals</i>	1	0	1	2
<i>Count &amp; %</i>	(0) 00.0%	(0) 00.0%	(0) 00.0%	(0) 00.0%
<i>Resignation Totals</i>	16	20	10	2
<i>Count &amp; %</i>	(8) 50.0%	(10) 50.0%	(3) 30.0%	(0) 00.0%
<i>2011 - 2012 - Promotions to Professor</i>	0	0	-9	9
<i>2011 - 2012 - Promotions to Associate Professor</i>	0	-17	17	0
<i>2011 - 2012 - Promotion to Assistant Professor</i>	0	0	0	0
<i>Total 2011 - 2012 Women</i>	148	136	170	187
<i>% Women</i>	53.2%	45.3%	38.8%	26.0%

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity



*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC***Detailed: Women Faculty Appointment 2011***Tenured/Tenure-Track Faculty, Librarians, & Full-time Lecturers**Indiana University - Bloomington**Spring 2012*

<i>Women Faculty</i>	<i>Assistant Librarian</i>	<i>Associate Librarian</i>	<i>Librarian</i>
<i>Total 2010 - 2011 Women</i>	11	36	6
<i>% Women</i>	68.8%	65.5%	50.0%
<i>2011 - 2012 - New Hire Totals</i>	2	0	1
<i>Count &amp; % Women</i>	(2) 100.0%	(0) 00.0%	(1) 100.0%
<i>2011 - 2012 - Termination Totals</i>	1	5	2
<i>Count &amp; % Women</i>	(0) 00.0%	(3) 60.0%	(1) 50.0%
<i>Retirement Totals</i>	0	3	2
<i>Count &amp; % Women</i>	(0) 00.0%	(2) 67.0%	(1) 50.0%
<i>Deceased Totals</i>	0	0	0
<i>Count &amp; % Women</i>	(0) 00.0%	(0) 00.0%	(0) 00.0%
<i>Resignation Totals</i>	1	2	0
<i>Count &amp; % Women</i>	(0) 00.0%	(1) 50.0%	(0) 00.0%
<i>2011 - 2012 - Promotions to Librarian</i>	0	-2	2
<i>2011 - 2012 - Promotions to Associate Librarian</i>	-3	3	0
<i>2011 - 2012 - Promotion to Assistant Librarian</i>	0	0	0
<i>Total 2011 - 2012 Women</i>	11	36	7
<i>% Women</i>	78.6%	66.7%	70.0%

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\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Tenured/Tenure-Track Faculty, Librarians & Full-time Lecturers*

*Indiana University - Bloomington*

*Spring 2012*

*New Hires by Gender and Ethnicity*

<i>Professor</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>5</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>2</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two +</i>	<i>0</i>
			<i>White</i>	<i>7</i>
<i>Total</i>		<i>7</i>		
<i>Associate Professor</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>11</i>	<i>Asian</i>	<i>1</i>
	<i>Female</i>	<i>7</i>	<i>Hispanic</i>	<i>1</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>1</i>
			<i>White</i>	<i>15</i>
<i>Total</i>		<i>18</i>		
<i>Assistant Professor</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>4</i>
	<i>Male</i>	<i>34</i>	<i>Asian</i>	<i>9</i>
	<i>Female</i>	<i>14</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>1</i>
			<i>Two+</i>	<i>2</i>
			<i>White</i>	<i>32</i>
<i>Total</i>		<i>48</i>		
<i>Lecturers</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>2</i>
	<i>Male</i>	<i>4</i>	<i>Asian</i>	<i>1</i>
	<i>Female</i>	<i>9</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>1</i>
			<i>White</i>	<i>9</i>
<i>Total</i>		<i>13</i>		

*\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Spring 2011 and Fall 2011*

*\*Prepared by the Office of Affirmative Action and Equal Opportunity*

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC***STATUS of FEMALE & MINORITY FACULTY***Tenured/Tenure-Track Faculty, Librarians & Full-time Lecturers**Indiana University - Bloomington**Spring 2012**New Hires by Gender and Ethnicity*

	<u>Gender</u>		<u>Ethnicity</u>	
<i>Clinical</i>			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>1</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>5</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>1</i>
			<i>White</i>	<i>5</i>
	<i>Total</i>	<i>6</i>		
	<u>Gender</u>		<u>Ethnicity</u>	
<i>Professor of Practice</i>			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>2</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>0</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>0</i>
			<i>White</i>	<i>2</i>
	<i>Total</i>	<i>2</i>		

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Spring 2011 and Fall 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Tenured/Tenure-Track Faculty, Librarians & Full-time Lecturers*

*Indiana University - Bloomington*

*Spring 2012*

*New Hires by Gender and Ethnicity*

		<u>Gender</u>	<u>Ethnicity</u>	
<i>Librarian</i>				
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>0</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>0</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>0</i>
			<i>White</i>	<i>0</i>
<i>Total</i>		<i>0</i>		
<i>Associate Librarian</i>				
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>0</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>0</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>0</i>
			<i>White</i>	<i>0</i>
<i>Total</i>		<i>0</i>		
<i>Assistant Librarian</i>				
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>0</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>2</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>0</i>
			<i>White</i>	<i>2</i>
<i>Total</i>		<i>2</i>		
<i>Total Faculty, Librarians &amp; Lecturers</i>				
			<i>Black</i>	<i>6</i>
	<i>Male</i>	<i>57</i>	<i>Asian</i>	<i>11</i>
	<i>Female</i>	<i>39</i>	<i>Hispanic</i>	<i>1</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>1</i>
			<i>Two+</i>	<i>5</i>
			<i>White</i>	<i>72</i>
<i>Total</i>		<i>96</i>		

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Spring 2011 and Fall 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

## Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

**STATUS of FEMALE & MINORITY FACULTY**

Tenured/Tenure-Track Faculty, Librarians &amp; Full-time Lecturers

Indiana University - Bloomington

Spring 2012

Terminations by Gender and Ethnicity

<u>Gender</u>		<u>Ethnicity</u>	<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Professor						
		Black	Resignation	4	3	1
Male	26	Asian	Retirement	28	22	6
Female	7	Hispanic	Deceased	1	1	0
		American Indian				
		Native Hawaiian				
		Two+				
		White				
Total						
	33					
Associate Professor						
		Black	Resignation	10	8	2
Male	13	Asian	Retirement	7	4	3
Female	5	Hispanic	Deceased	1	1	0
		American Indian				
		Native Hawaiian				
		Two+				
		White				
Total						
	18					
Assistant Professor						
		Black	Resignation	20	10	10
Male	10	Asian	Retirement	0	0	0
Female	10	Hispanic	Deceased	0	0	0
		American Indian				
		Native Hawaiian				
		Two+				
		White				
Total						
	20					
Clinical						
		Black	Resignation	5	2	3
Male	4	Asian	Retirement	3	2	1
Female	4	Hispanic	Deceased	0	0	0
		American Indian				
		Native Hawaiian				
		Two+				
		White				
Total						
	8					
Lecturers						
		Black	Resignation	16	8	8
Male	9	Asian	Retirement	0	0	0
Female	8	Hispanic	Deceased	1	1	0
		American Indian				
		Native Hawaiian				
		Two+				
		White				
Total						
	17					

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Spring 2011 and Fall 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Tenured/Tenure-Track Faculty, Librarians & Full-time Lecturers*

*Indiana University - Bloomington*

*Spring 2012*

*Terminations by Gender and Ethnicity*

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Librarian			Black	0	Resignation	0	0	0
	Male	1	Asian	0	Retirement	2	1	1
	Female	1	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			Two+	0				
			White	2				
	Total	2						
Associate Librarian			Black	0	Resignation	2	1	1
	Male	2	Asian	0	Retirement	3	1	2
	Female	3	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			Two+	0				
			White	3				
	Total	5						
Assistant Librarian			Black	0	Resignation	1	1	0
	Male	1	Asian	0	Retirement	0	0	0
	Female	0	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			Two+	0				
			White	0				
	Total	1						
Faculty, Librarian & Lecturer			Black	8	Resignation	58	33	25
	Male	66	Asian	11	Retirement	43	30	13
	Female	38	Hispanic	6	Deceased	3	3	0
			American Indian	1				
			Native Hawaiian	0				
			Two+	0				
			White	75				
	Grand Total	104						

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Spring 2011 and Fall 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC***STATUS of FEMALE & MINORITY FACULTY***Tenured/Tenure-Track Faculty & Librarians**Indiana University - Bloomington**Spring 2012**Promotions to Rank by Gender and Ethnicity*

	<u>Gender</u>	<u>Ethnicity</u>	
<i>Professor</i>		<i>Black</i>	2
	<i>Male</i>	<i>Asian</i>	3
	<i>Female</i>	<i>Hispanic</i>	1
		<i>American Indian</i>	0
		<i>Native Hawaiian</i>	0
		<i>Two+</i>	1
		<i>White</i>	16
	<i>Total</i>		23

	<u>Gender</u>	<u>Ethnicity</u>	
<i>Associate Professor</i>		<i>Black</i>	6
	<i>Male</i>	<i>Asian</i>	2
	<i>Female</i>	<i>Hispanic</i>	2
		<i>American Indian</i>	0
		<i>Native Hawaiian</i>	0
		<i>Two+</i>	0
		<i>White</i>	31
	<i>Total</i>		41

	<u>Gender</u>	<u>Ethnicity</u>	
<i>Assistant Professor</i>		<i>Black</i>	0
	<i>Male</i>	<i>Asian</i>	0
	<i>Female</i>	<i>Hispanic</i>	0
		<i>American Indian</i>	0
		<i>Native Hawaiian</i>	0
		<i>Two+</i>	0
		<i>White</i>	0
	<i>Total</i>		0

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Spring 2011 and Fall 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC*

**STATUS of FEMALE & MINORITY FACULTY**

*Tenured/Tenure-Track Faculty & Librarians*

*Indiana University - Bloomington*

*Spring 2012*

*Promotions to Rank by Gender and Ethnicity*

<i>Librarian</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>0</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>2</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>0</i>
			<i>White</i>	<i>2</i>
<i>Total</i>		<i>2</i>		

<i>Associate Librarian</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>1</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>2</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>0</i>
			<i>White</i>	<i>3</i>
<i>Total</i>		<i>3</i>		

<i>Assistant Librarian</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>0</i>
	<i>Male</i>	<i>0</i>	<i>Asian</i>	<i>0</i>
	<i>Female</i>	<i>0</i>	<i>Hispanic</i>	<i>0</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>0</i>
			<i>White</i>	<i>0</i>
<i>Total</i>		<i>0</i>		

<i>Total Faculty &amp; Librarians</i>	<u>Gender</u>		<u>Ethnicity</u>	
			<i>Black</i>	<i>8</i>
	<i>Male</i>	<i>39</i>	<i>Asian</i>	<i>5</i>
	<i>Female</i>	<i>30</i>	<i>Hispanic</i>	<i>3</i>
			<i>American Indian</i>	<i>0</i>
			<i>Native Hawaiian</i>	<i>0</i>
			<i>Two+</i>	<i>1</i>
			<i>White</i>	<i>52</i>
<i>Total</i>		<i>69</i>		

*\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Spring 2011 and Fall 2011*

*\*Prepared by the Office of Affirmative Action and Equal Opportunity*



*Indiana University - Bloomington*  
*Full-time, Non Instructional Faculty & Librarians*  
*Non Instructional Faculty*

October 2011

	Total	Female	Minority
<i>Faculty Totals</i>	620	283	157
		45.6%	25.3%
<i>Academic Specialist</i>	74	36	11
	11.9%	12.7%	7.0%
<i>Part-Time</i>	14	7	1
	2.3%	2.5%	0.6%
<i>Post Doc</i>	115	32	52
	18.5%	11.3%	33.1%
<i>Research</i>	374	174	90
	60.3%	61.5%	57.3%
<i>Teachers</i>	38	32	3
	6.1%	11.3%	1.9%
<i>Visiting Librarians</i>	5	2	0
	0.8%	0.7%	0.0%

*Indiana University - Bloomington*  
*Full-time, Non Tenured Not on Track*  
*Non Instructional Faculty*  
October 2011

Percentage Change from 2010 - 2011

		Total	Female	Minority
<i>Faculty Totals</i>	2010	606	281	151
	2011	620	283	157
	% change	2.3%	0.7%	3.8%
<i>Academic Specialist</i>	2010	66	34	7
	2011	74	36	11
	% change	10.8%	5.6%	36.4%
<i>Part-Time</i>	2010	15	7	1
	2011	14	7	1
	% change	-7.1%	0.0%	0.0%
<i>Post Doc</i>	2010	111	39	53
	2011	115	32	52
	% change	3.5%	-21.9%	-1.9%
<i>Research</i>	2010	373	167	85
	2011	374	174	90
	% change	0.3%	4.0%	5.6%
<i>Teachers</i>	2010	39	33	5
	2011	38	32	3
	% change	-2.6%	-3.1%	-66.7%
<i>Visiting Librarians</i>	2010	2	1	0
	2011	5	2	0
	% change	60.0%	50.0%	0.0%

\*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

\*Prepared by the Office of Affirmative Action and Equal Opportunity

*Indiana University - Bloomington  
Full-time, Non Tenured Not on Track  
Instructional Faculty  
October 2011*

	<i>Total</i>	<i>Female</i>	<i>Minority</i>
<i>Faculty Totals</i>	435	233	72
		<b>53.6%</b>	<b>16.6%</b>
<i>Adjunct</i>	1	0	0
	<b>0.2%</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Clinical</i>	104	57	12
	<b>23.9%</b>	<b>54.8%</b>	<b>11.5%</b>
<i>Lecturers</i>	278	148	49
	<b>63.9%</b>	<b>53.2%</b>	<b>17.6%</b>
<i>Visiting</i>	52	28	11
	<b>12.0%</b>	<b>53.8%</b>	<b>21.2%</b>

*Indiana University - Bloomington  
Full-time, Non Tenured Not on Track  
Instructional Faculty  
October 2011  
Percentage Change from 2010 - 2011*

		<i>Total</i>	<i>Female</i>	<i>Minority</i>
<i>Faculty Totals</i>	2010	414	212	70
	2011	435	233	72
	<b>% change</b>	<b>4.8%</b>	<b>9.0%</b>	<b>2.8%</b>
<i>Adjunct</i>	2010	3	0	0
	2011	1	0	0
	<b>% change</b>	<b>-200.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Clinical</i>	2010	103	54	12
	2011	104	57	12
	<b>% change</b>	<b>1.0%</b>	<b>5.3%</b>	<b>0.0%</b>
<i>Lecturers</i>	2010	255	133	45
	2011	278	148	49
	<b>% change</b>	<b>8.3%</b>	<b>10.1%</b>	<b>8.2%</b>
<i>Visiting</i>	2010	53	25	13
	2011	52	28	11
	<b>% change</b>	<b>-1.9%</b>	<b>10.7%</b>	<b>-18.2%</b>

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\*Prepared by the Office of Affirmative Action and Equal Opportunity

**Identifying Affirmative Action Placement Goals**

Based on federal requirements, Indiana University annually reviews its faculty and staff workforce and makes a comparison with the availability of female and minorities with the requisite and comparable skills in the job market and establishes an annual percentage placement goal.

Placement goals **are not** quotas. They serve as a reasonable good faith effort in attaining objectives to make the aspect of the affirmative action program work. They are looked upon as benchmarks in evaluating the University's progress and to provide guidance in the job areas where female and minorities are underutilized. They do not require the hiring of female and minority applicants who are less qualified, nor do they require the employer to hire a specific number of people.

**Indiana University - Bloomington**  
Tenured/Tenure Track, Full-time Faculty  
2011 UTILIZATION AND ANNUAL HIRING GOALS

	% Minority Available	Minority Disparity?	% Female Available	Female Disparity?
<i>College of Arts &amp; Sciences</i>	14.6%	No	46.1%	Yes
<i>Kelley School of Business</i>	19.1%	No	32.9%	Yes
<i>School of Continuing Studies</i>	21.7%	Yes	68.2%	Yes
<i>School of Education</i>	20.1%	Yes	69.1%	Yes
<i>School of Health, Physical Education &amp; Recreation</i>	18.6%	No	59.8%	Yes
<i>School of Informatics and Computing</i>	16.2%	No	14.1%	Yes
<i>School of Journalism</i>	19.2%	Yes	54.9%	Yes
<i>Maurer School of Law</i>	18.0%	Yes	35.3%	Yes
<i>School of Library and Information Sciences</i>	16.5%	No	63.3%	No
<i>Medicine &amp; Health Sciences Program</i>	28.2%	Yes	46.0%	Yes
<i>Jacobs School of Music</i>	21.0%	Yes	48.0%	Yes
<i>School of Nursing</i>	14.5%	Yes	82.6%	No
<i>School of Optometry</i>	23.6%	Yes	64.1%	Yes
<i>School of Public and Environmental Affairs</i>	15.8%	No	39.0%	Yes
<i>University Libraries</i>	23.4%	Yes	55.2%	No

**College of Arts & Sciences**

African American & African Diaspora Studies  
Anthropology  
Apparel Merchandising & Interior Design  
Astronomy  
Biology  
Central Eurasian Studies  
Chemistry  
Classical Studies  
Cognitive Sciences  
Communication & Culture  
Comparative Literature  
Criminal Justice  
East Asian Languages & Cultures  
Economics  
English  
Folklore & Ethnomusicology  
French and Italian  
Gender Studies  
Geography  
Geological Sciences  
Germanic Studies  
Henry Hope School of Fine Arts  
History  
History & Philosophy of Science  
Linguistics  
Mathematics  
Near Eastern Languages & Cultures  
Philosophy  
Physics  
Political Science  
Psychological & Brain Sciences  
Religious Studies  
Slavic Languages & Literatures  
Sociology  
Spanish & Portuguese  
Speech & Hearing Sciences  
Statistics  
Telecommunications  
Theater & Drama  
Western European Studies

**Kelley School of Business**

Accounting  
Business Economics and Public Policy  
Business Law & Ethics  
Finance  
Management & Entrepreneurship  
Marketing  
Operations & Decision Technologies

**School of Continuing Studies**

**School of Education**

Counseling & Educational Psychology  
Curriculum and Instruction  
Education  
Educational Leadership & Policy Studies  
Instructional Systems Technology  
Literacy, Culture, & Language Education

**School of Health, Physical Education & Recreation**

Applied Health Science  
Kinesiology  
Recreation, Park and Tourism Studies

**School of Informatics & Computing**

Computer Science

**School of Journalism**

**Maurer School of Law**

**School of Library & Information Science**

**Medical & Health Sciences Program**

**Jacobs School of Music**

Ballet  
Bands  
Brass  
Choral Conducting  
Composition  
Early Music Institute  
Guitar  
Harp  
Instrumental Conducting  
Jazz Studies  
Music Education  
Music in General Education  
Music Theory  
Musicology  
Opera Studies  
Organ  
Percussion  
Piano  
Strings  
Theory  
Voice  
Woodwinds

**School of Nursing**

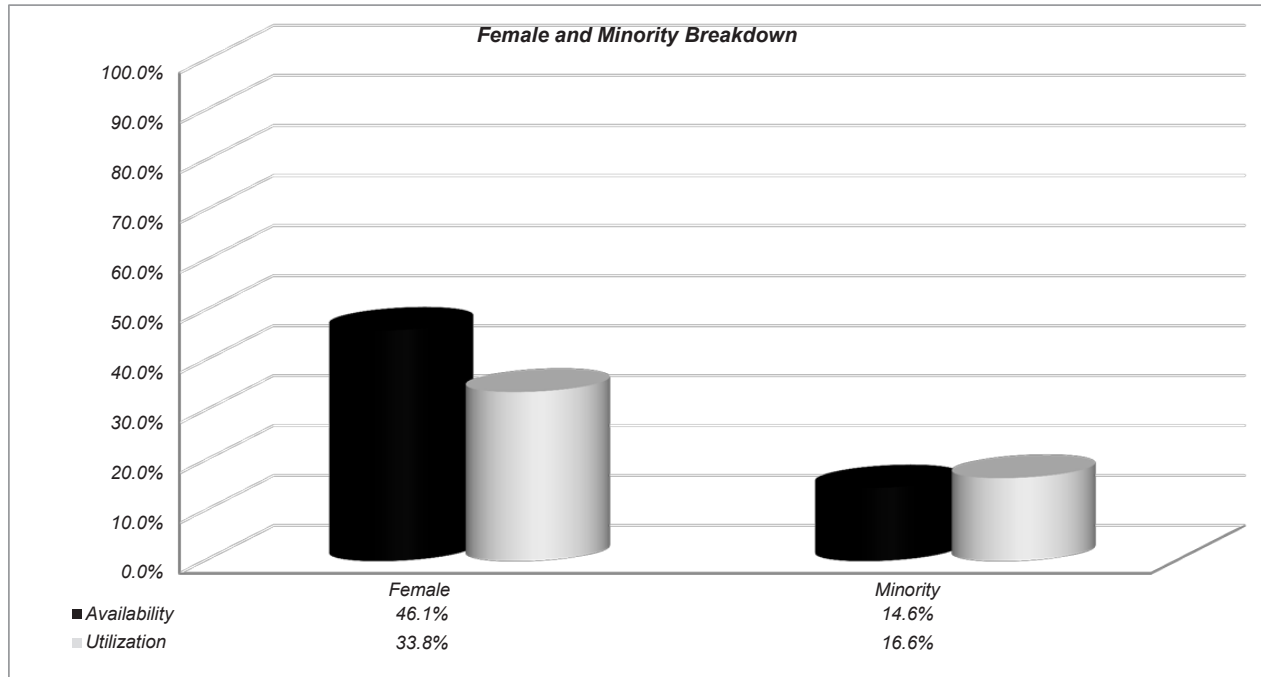
**School of Optometry**

**School of Public & Environmental Affairs**

**University Libraries**

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

College of Arts & Sciences		Total Faculty	Availability Percentage	Utilization Percentage	Placement Goal
	Total Faculty	773			
	Female	263	46.1%	33.8%	94.9
	Minority	130	14.6%	16.6%	



\* Source of data used to determine availability was provided by the (SED) Survey of Earned Doctorates

\* Source of data used to determine IU Utilization was provided by the Vice Provost for Faculty and Academic Affairs Frozen file - October 2011

\* Disparity is determined using the Any Difference Rule (Difference <=0.0) Placement Goals are determined by..(Availability - Utilization) x Total Faculty

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
Female and Minority Comparison

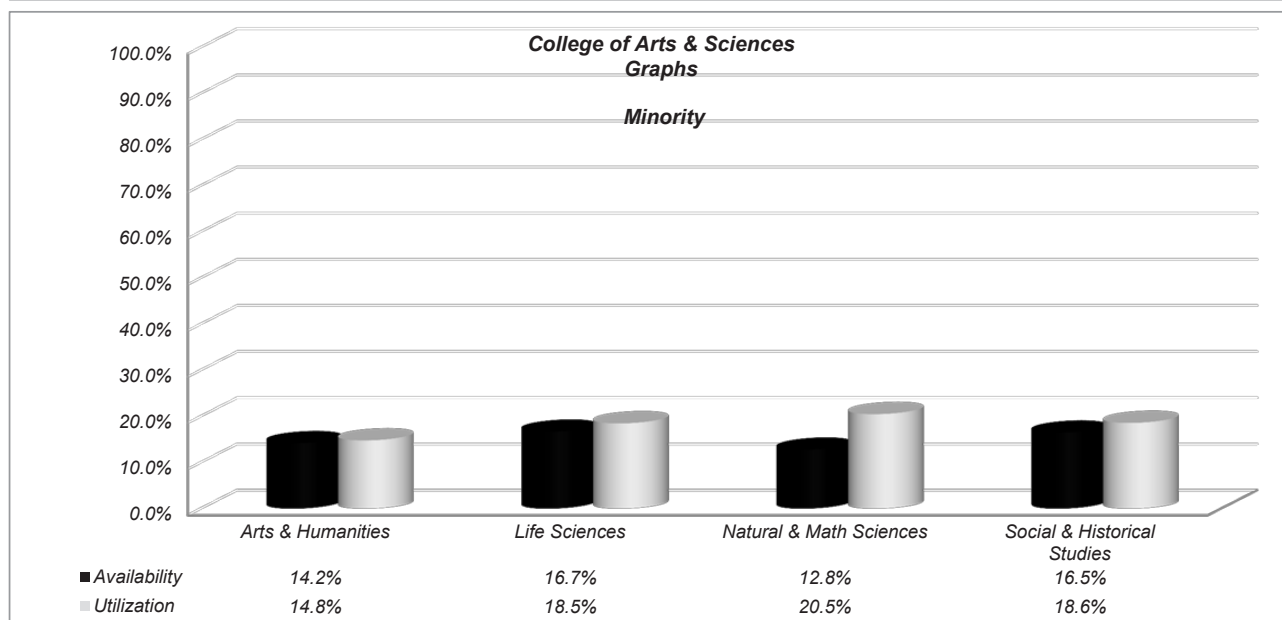
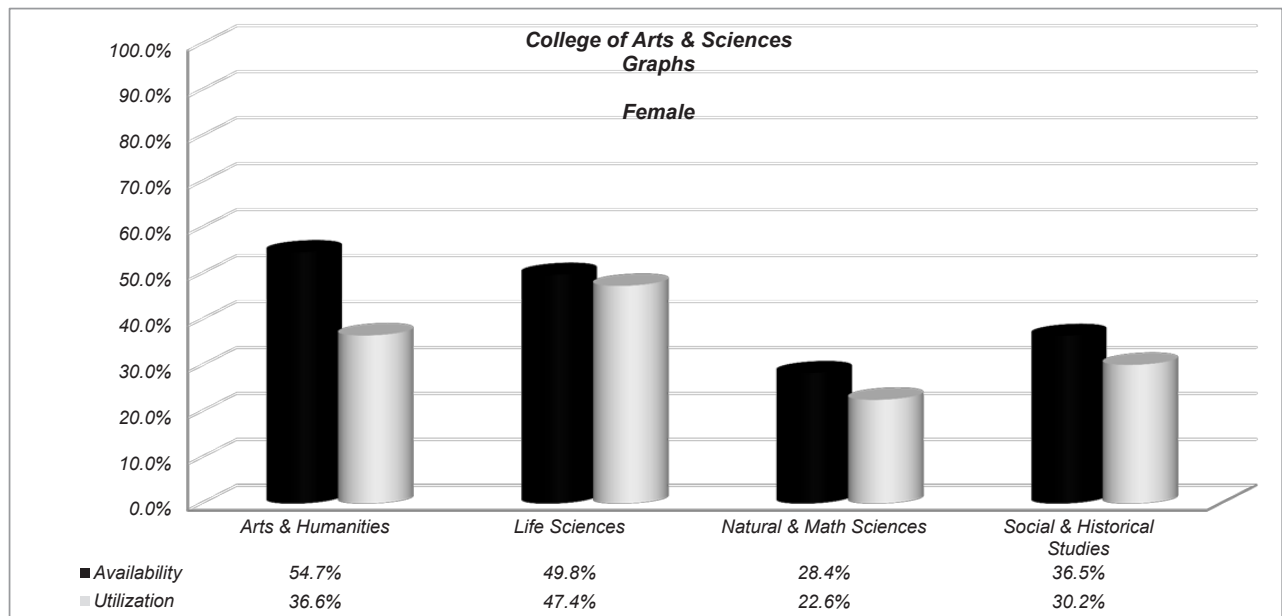
<b>College of Arts &amp; Sciences</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
	<i>Total Faculty</i>	773			
	<i>Female</i>	263	46.1%	33.8%	94.9
	<i>Minority</i>	130	14.6%	16.6%	
<i>Arts &amp; Humanities</i>					
	<i>Total Faculty</i>	416			
	<i>Female</i>	172	54.7%	36.6%	75.0
	<i>Minority</i>	71	14.2%	14.8%	
<i>Life Sciences</i>					
	<i>Total Faculty</i>	78			
	<i>Female</i>	27	49.8%	47.4%	1.8
	<i>Minority</i>	13	16.7%	18.5%	
<i>Natural &amp; Mathematical Sciences</i>					
	<i>Total Faculty</i>	148			
	<i>Female</i>	24	28.4%	22.6%	8.5
	<i>Minority</i>	25	12.8%	20.5%	
<i>Social &amp; Historical Studies</i>					
	<i>Total Faculty</i>	131			
	<i>Female</i>	40	36.5%	30.2%	8.3
	<i>Minority</i>	21	16.5%	18.6%	

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\* Disparity is determined using the Any Difference Rule (Difference <=0.0) Placement Goals are determined by..(Availability - Utilization) x Total Faculty

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
 Female and Minority Comparison



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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
Female and Minority Comparison

College of Arts & Sciences - Departments			Availability Percentage	Utilization Percentage	Placement Goal
<b>African American &amp; African Diaspora Studies</b>	Total Faculty	11			
	Female	5	53.0%	45.5%	0.8
	Minority	9	11.9%	81.8%	
<b>Apparel Merchandising &amp; Interior Design</b>	Total Faculty	6			
	Female	3	42.2%	50.0%	
	Minority	0	20.1%	0.0%	1.2
<b>Anthropology</b>	Total Faculty	32			
	Female	20	58.8%	62.5%	
	Minority	4	15.4%	12.5%	0.9
<b>Astronomy</b>	Total Faculty	8			
	Female	4	35.0%	50.0%	
	Minority	0	10.2%	0.0%	0.8
<b>Biology</b>	Total Faculty	64			
	Female	17	45.2%	23.4%	13.9
	Minority	8	16.6%	15.6%	0.6
<b>Central Eurasian Studies</b>	Total Faculty	15			
	Female	1	47.1%	6.7%	6.1
	Minority	2	8.7%	20.0%	
<b>Chemistry</b>	Total Faculty	32			
	Female	4	34.0%	12.5%	6.9
	Minority	7	18.1%	21.9%	
<b>Classical Studies</b>	Total Faculty	8			
	Female	6	40.0%	75.0%	
	Minority	0	10.6%	0.0%	0.9
<b>Communication &amp; Culture</b>	Total Faculty	19			
	Female	11	60.4%	57.9%	0.5
	Minority	2	14.2%	10.5%	0.7
<b>Comparative Literature</b>	Total Faculty	11			
	Female	5	58.7%	45.5%	1.5
	Minority	5	17.2%	45.5%	
<b>Criminal Justice</b>	Total Faculty	14			
	Female	5	45.5%	35.7%	1.4
	Minority	3	13.9%	21.4%	

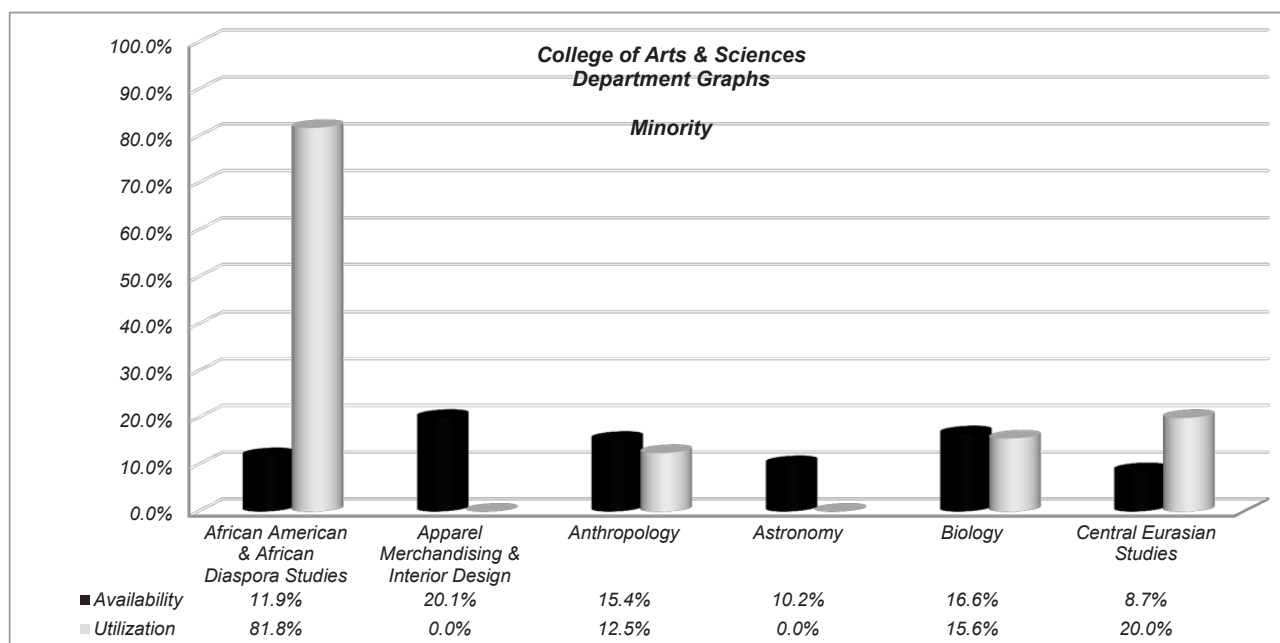
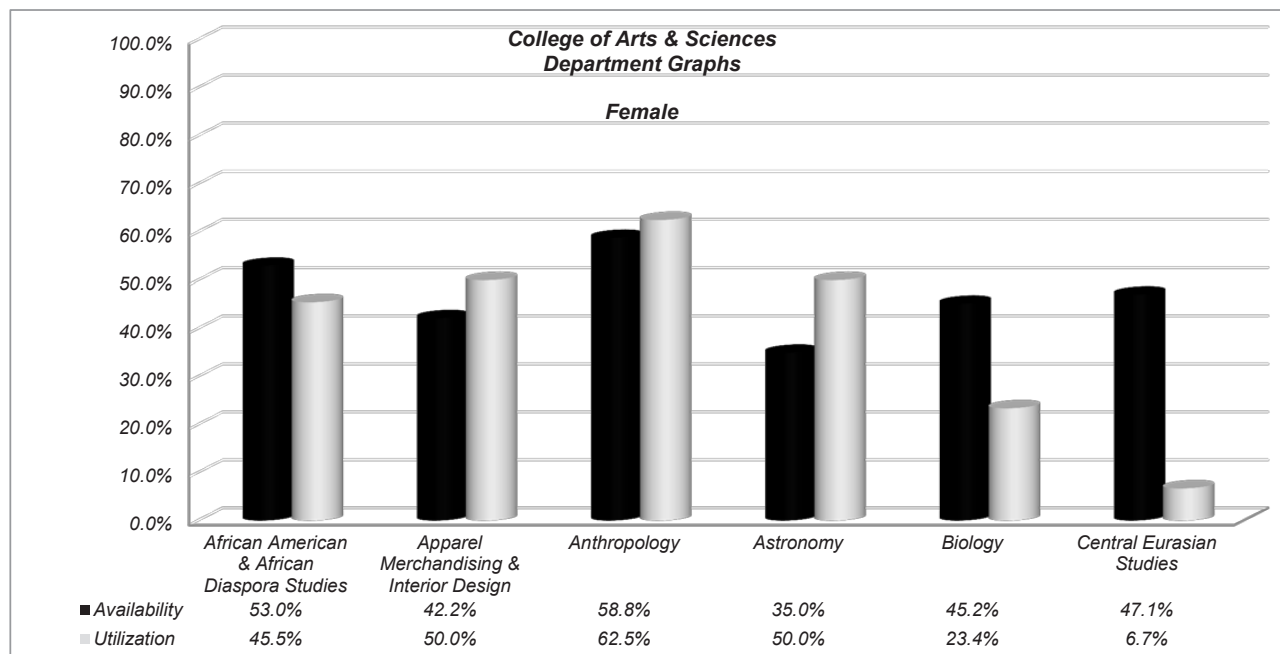
\* Source of data used to determine availability was provided by the (SED) Survey of Earned Doctorates

\* Source of data used to determine IU Utilization was provided by the Vice Provost for Faculty and Academic Affairs Frozen file - October 2011

\* Disparity is determined using the Any Difference Rule (Difference <=0.0) Placement Goals are determined by..(Availability - Utilization) x Total Faculty



Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
Female and Minority Comparison

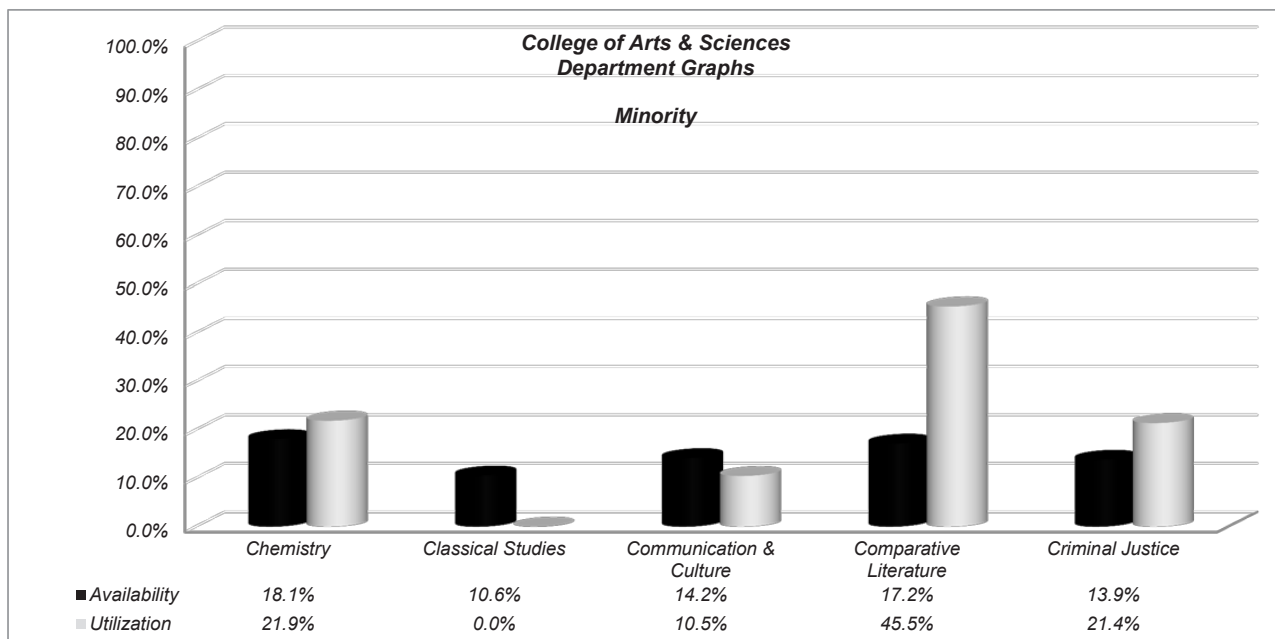
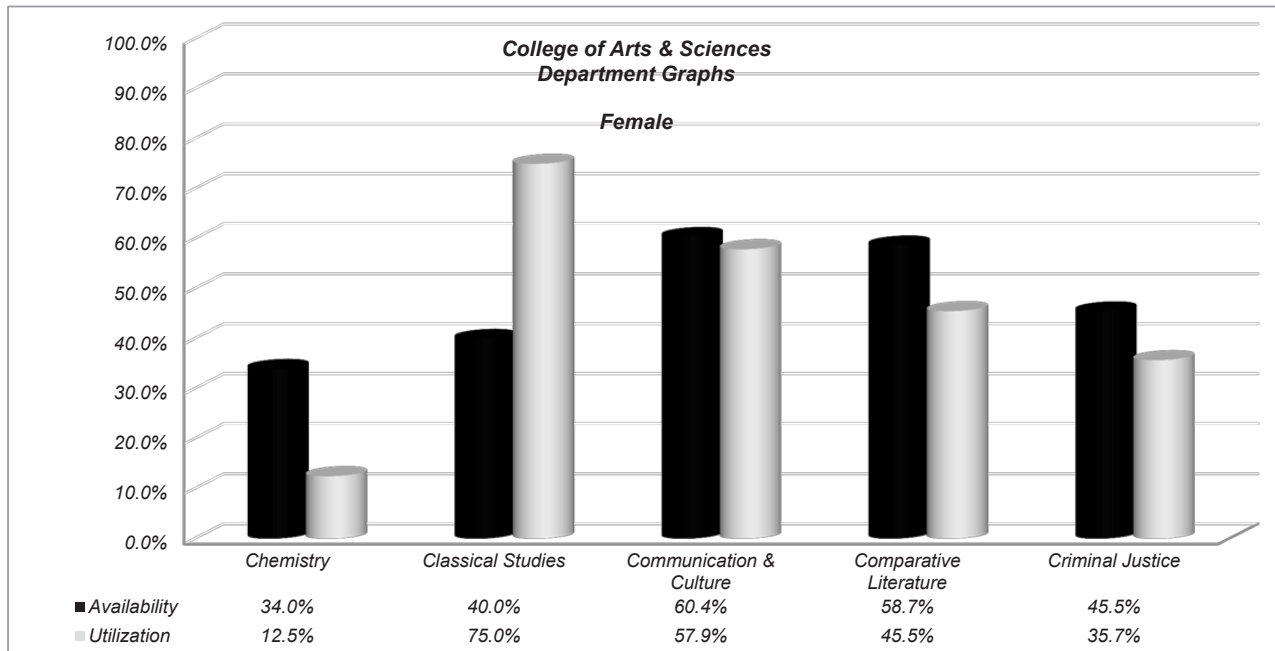


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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
Female and Minority Comparison



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\* Disparity is determined using the Any Difference Rule (Difference <=0.0) Placement Goals are determined by..(Availability - Utilization) x Total Faculty

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
 Female and Minority Comparison

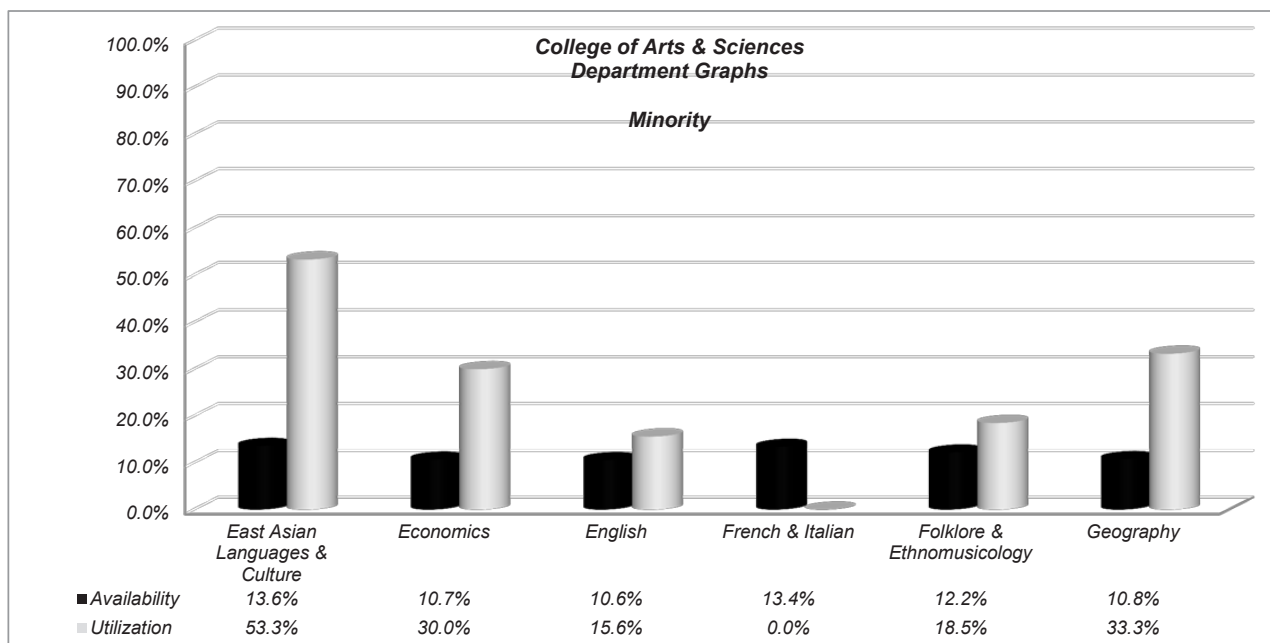
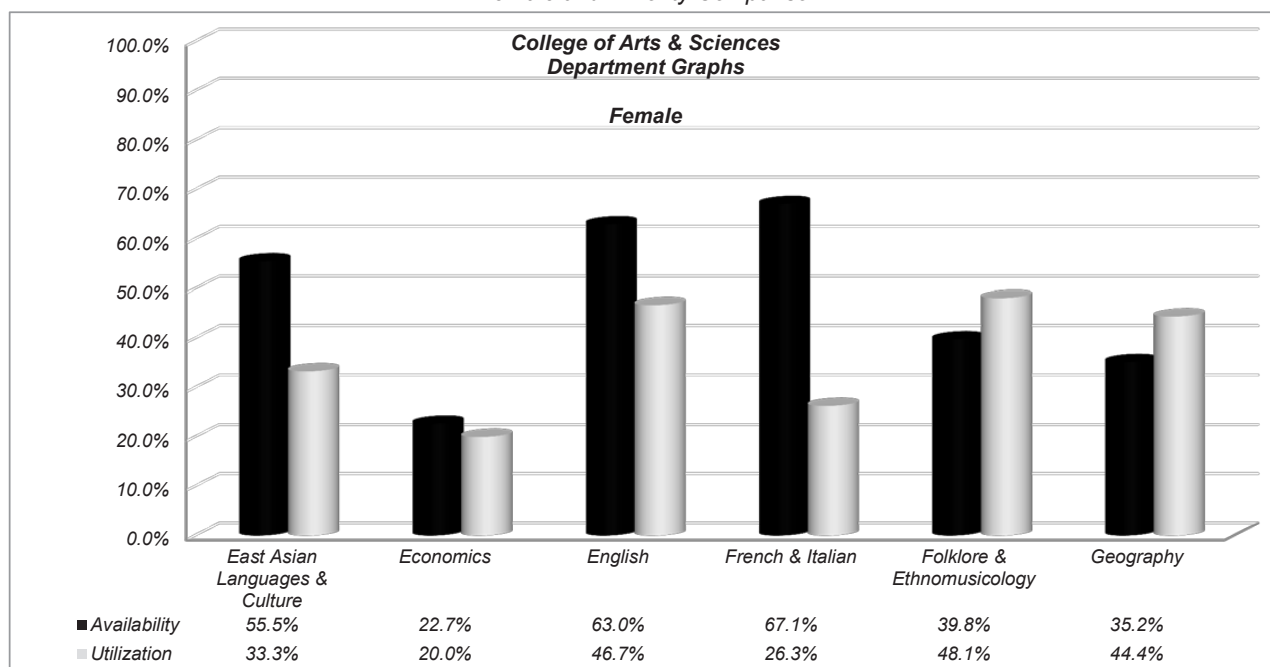
College of Arts & Sciences - Departments			Availability Percentage	Utilization Percentage	Placement Goal
<b>East Asian Languages &amp; Culture</b>	Total Faculty	15			
	Female	5	55.5%	33.3%	3.3
	Minority	8	13.6%	53.3%	
<b>Economics</b>	Total Faculty	20			
	Female	4	22.7%	20.0%	0.5
	Minority	6	10.7%	30.0%	
<b>English</b>	Total Faculty	45			
	Female	21	63.0%	46.7%	7.3
	Minority	6	10.6%	15.6%	
<b>French &amp; Italian</b>	Total Faculty	19			
	Female	5	67.1%	26.3%	7.8
	Minority	0	13.4%	0.0%	2.6
<b>Folklore &amp; Ethnomusicology</b>	Total Faculty	13			
	Female	4	39.8%	48.1%	
	Minority	4	12.2%	18.5%	
<b>Geography</b>	Total Faculty	9			
	Female	4	35.2%	44.4%	
	Minority	3	10.8%	33.3%	
<b>Germanic Studies</b>	Total Faculty	14			
	Female	5	59.7%	35.7%	3.4
	Minority	0	8.8%	7.1%	0.2
<b>Gender Studies</b>	Total Faculty	9			
	Female	6	66.9%	66.7%	
	Minority	1	17.4%	11.1%	0.6
<b>Geological Sciences</b>	Total Faculty	18			
	Female	3	35.7%	16.7%	3.4
	Minority	3	11.2%	16.7%	
<b>Hope School of Fine Arts</b>	Total Faculty	27			
	Female	14	72.0%	48.1%	6.4
	Minority	4	14.8%	18.5%	
<b>History</b>	Total Faculty	47			
	Female	16	42.4%	31.9%	4.9
	Minority	8	13.8%	19.1%	

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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
Female and Minority Comparison

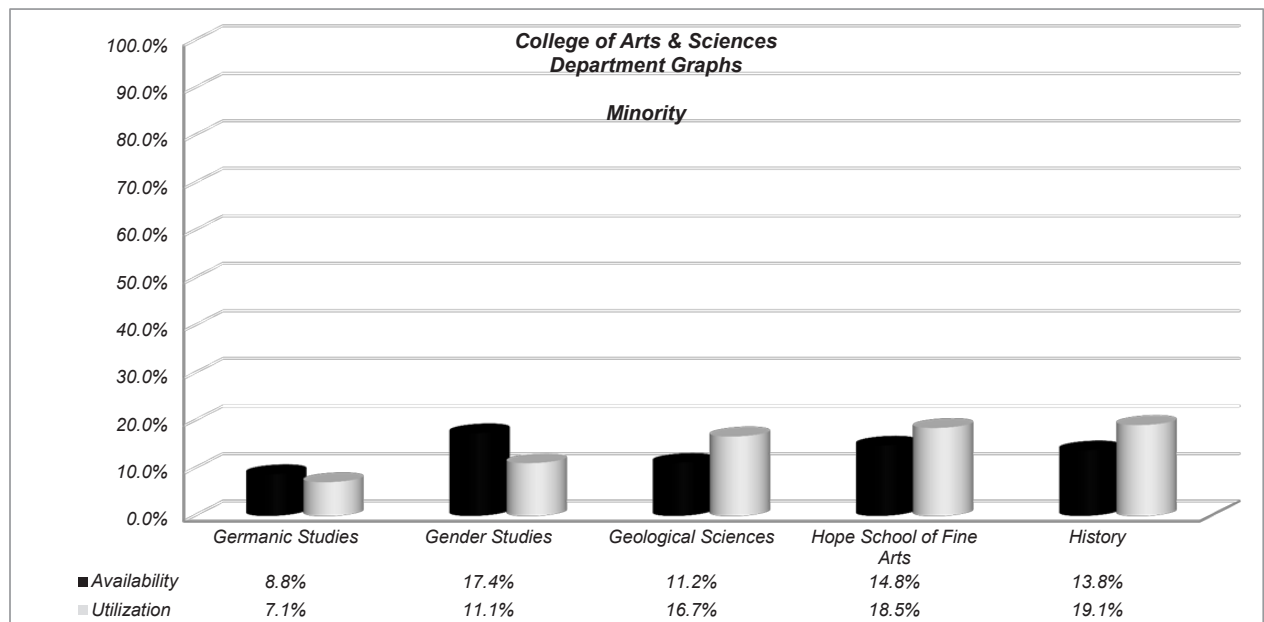
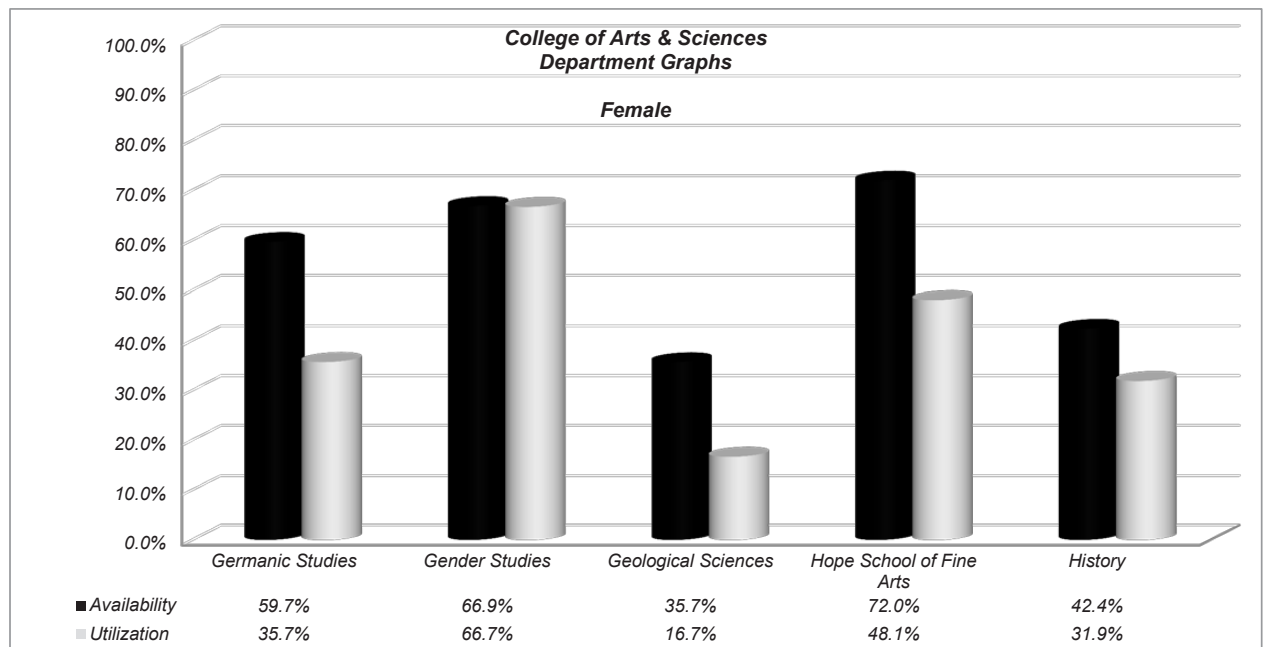


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*Indiana University - Bloomington*  
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Female and Minority Comparison

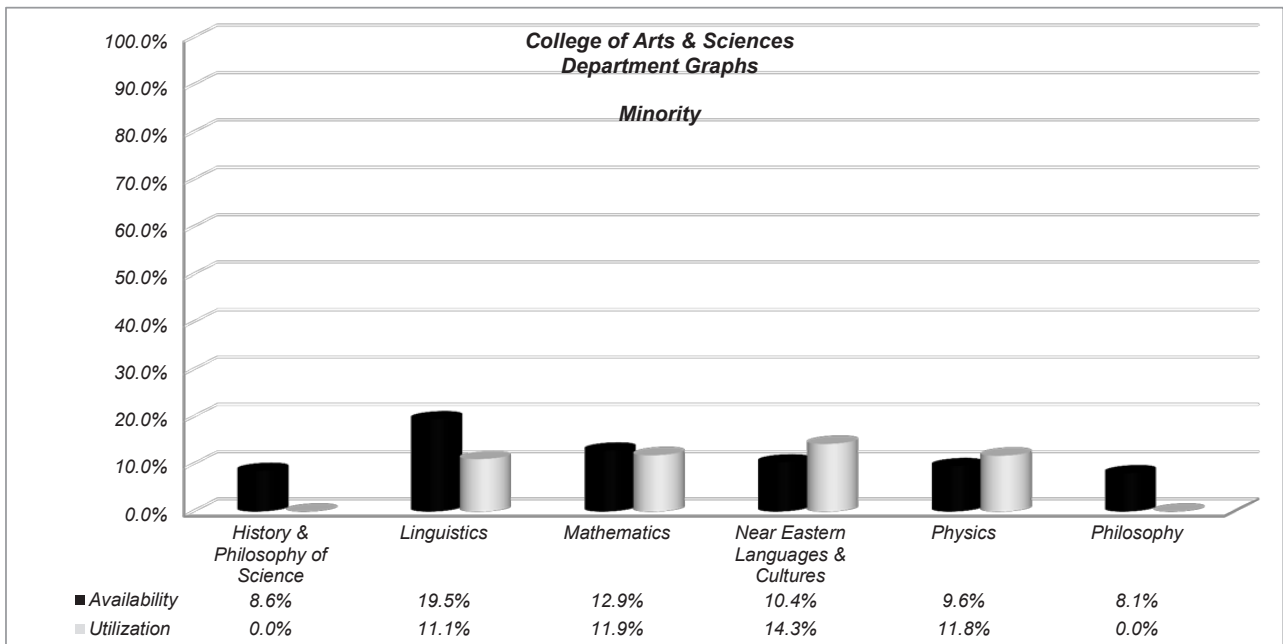
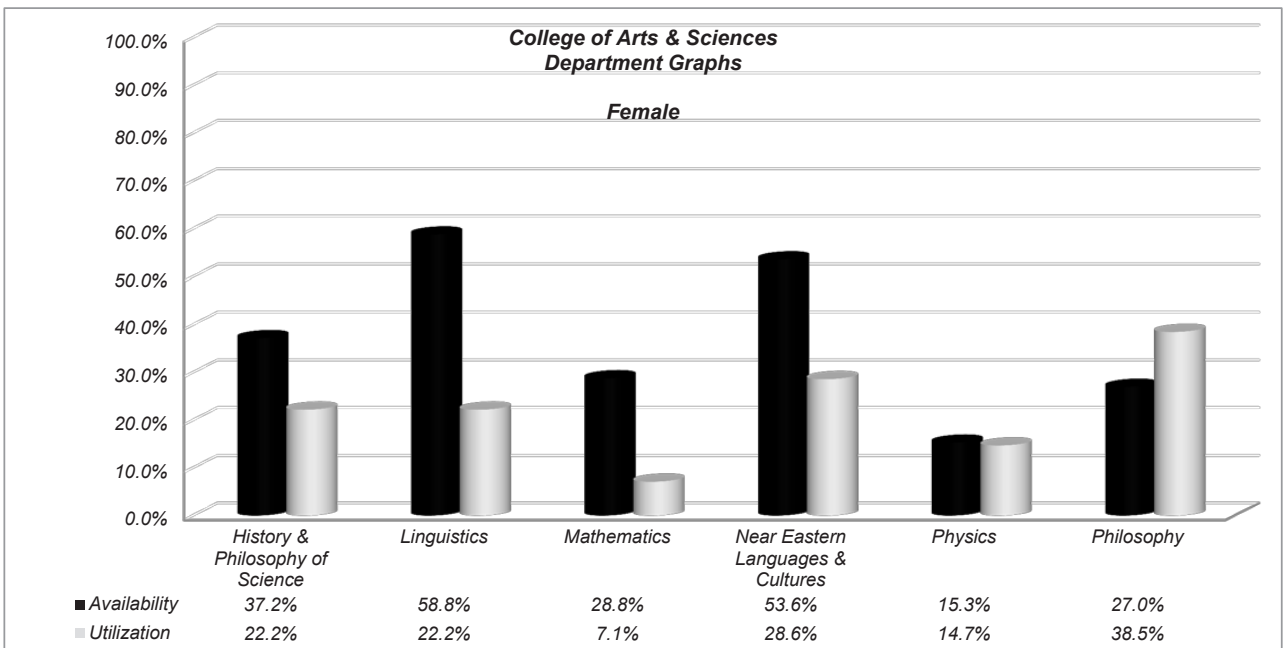
<b>College of Arts &amp; Sciences - Departments</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
<b>History &amp; Philosophy of Science</b>					
	Total Faculty	9			
	Female	2	37.2%	22.2%	1.3
	Minority	0	8.6%	0.0%	0.8
<b>Linguistics</b>					
	Total Faculty	9			
	Female	2	58.8%	22.2%	3.3
	Minority	1	19.5%	11.1%	0.8
<b>Mathematics</b>					
	Total Faculty	43			
	Female	3	28.8%	7.1%	9.1
	Minority	4	12.9%	11.9%	0.4
<b>Near Eastern Languages &amp; Cultures</b>					
	Total Faculty	7			
	Female	2	53.6%	28.6%	1.8
	Minority	1	10.4%	14.3%	
<b>Physics</b>					
	Total Faculty	35			
	Female	5	15.3%	14.7%	0.2
	Minority	2	9.6%	11.8%	
<b>Philosophy</b>					
	Total Faculty	13			
	Female	4	27.0%	38.5%	
	Minority	0	8.1%	0.0%	1.1
<b>Political Science</b>					
	Total Faculty	26			
	Female	10	40.5%	38.5%	0.5
	Minority	3	14.2%	11.5%	0.7
<b>Psychology &amp; Brain Sciences</b>					
	Total Faculty	47			
	Female	12	21.8%	25.5%	
	Minority	5	19.7%	8.5%	5.3
<b>Religious Studies</b>					
	Total Faculty	15			
	Female	6	36.3%	31.6%	0.9
	Minority	1	14.4%	10.5%	0.7
<b>Slavic Languages and Literature</b>					
	Total Faculty	4			
	Female	2	76.0%	60.0%	0.8
	Minority	0	4.0%	0.0%	0.2
<b>Second Language Studies</b>					
	Total Faculty	5			
	Female	3	62.1%	50.0%	0.7
	Minority	0	20.4%	16.7%	0.2

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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
 Female and Minority Comparison

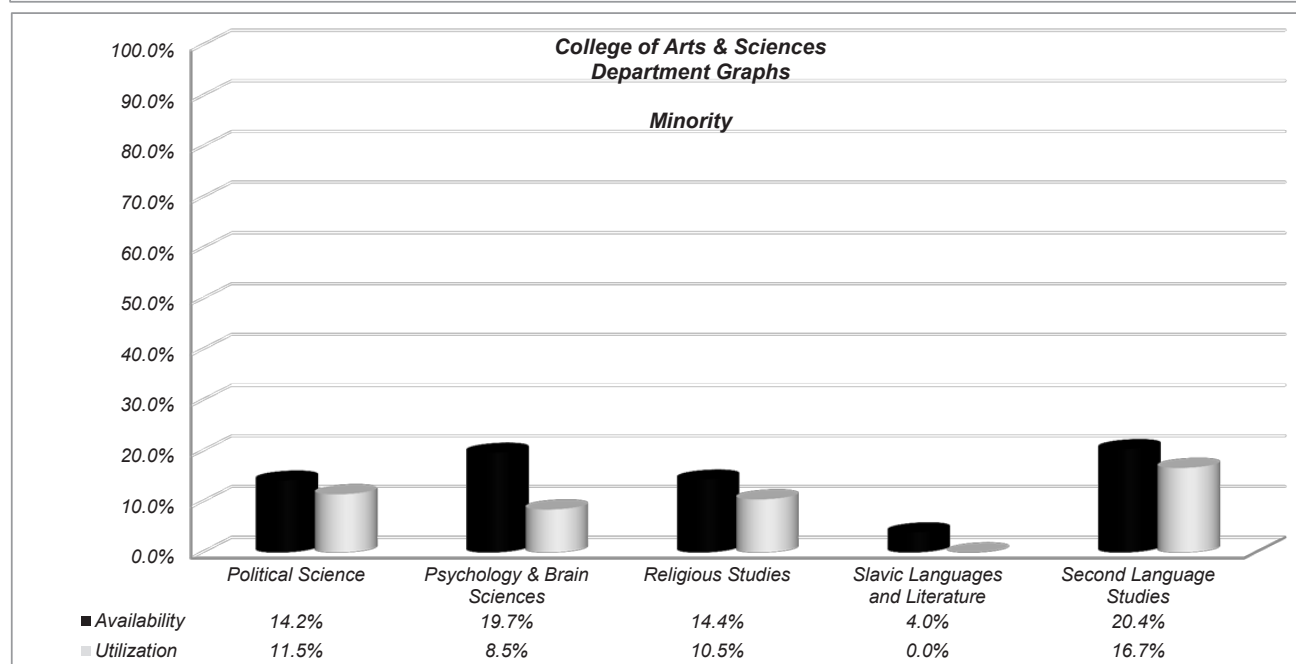
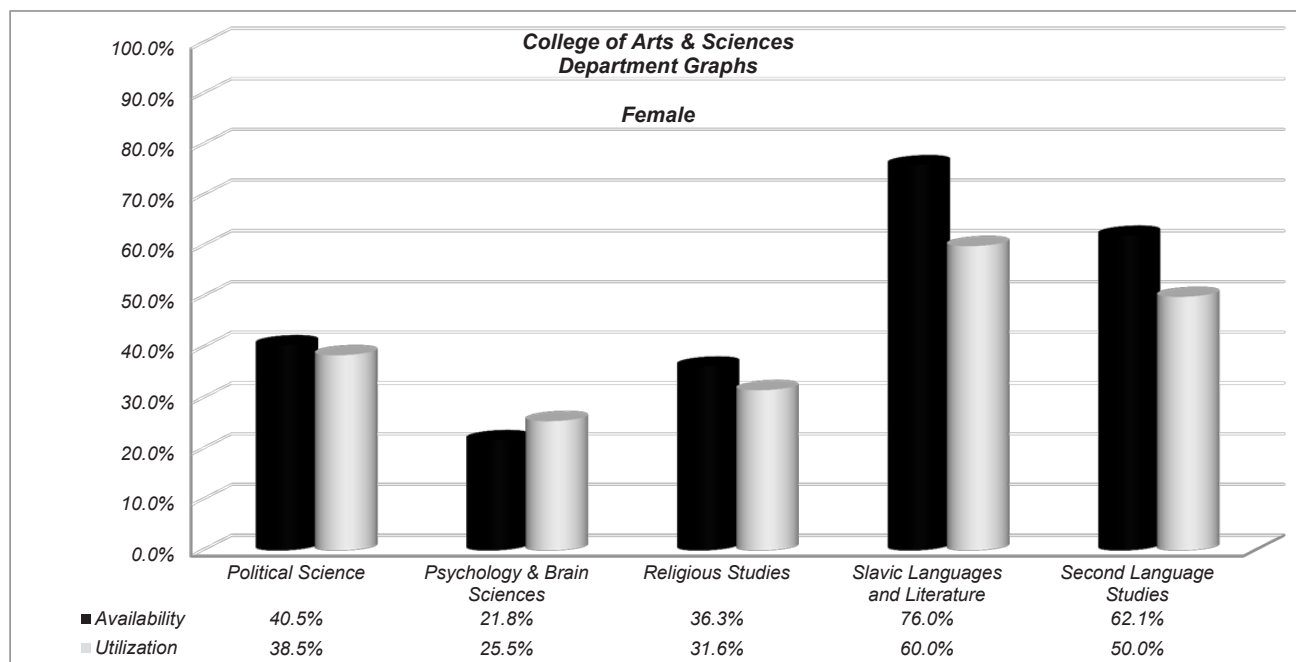


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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
Female and Minority Comparison



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Indiana University - Bloomington  
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 Female and Minority Comparison

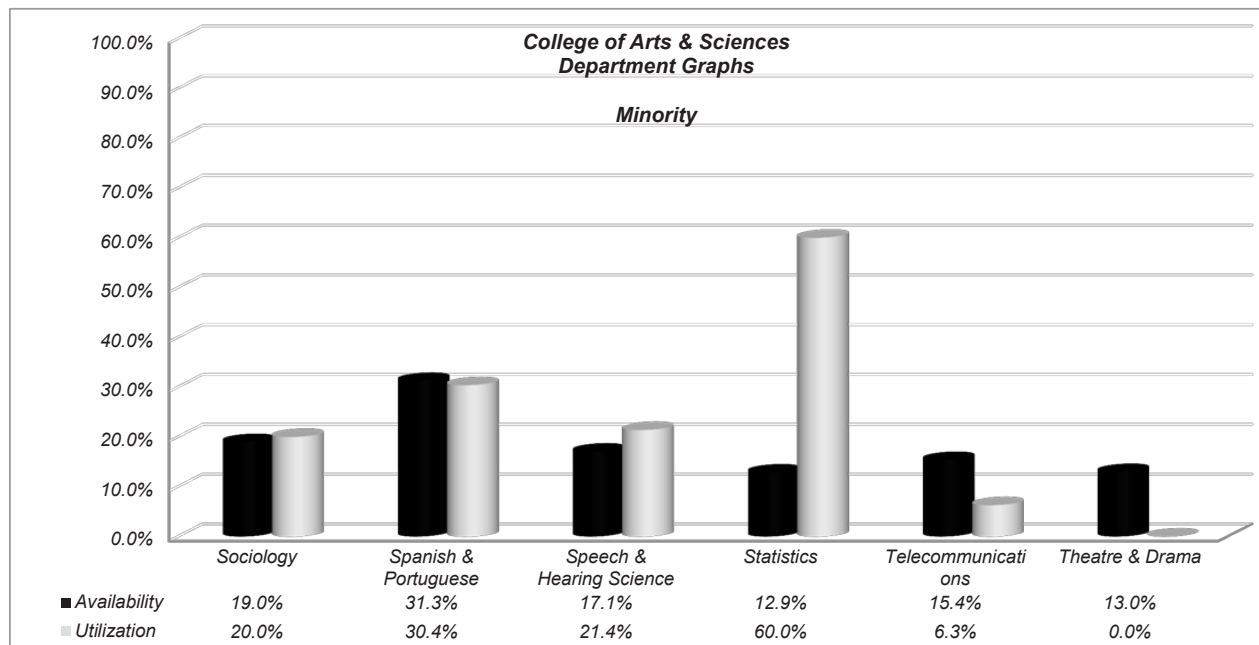
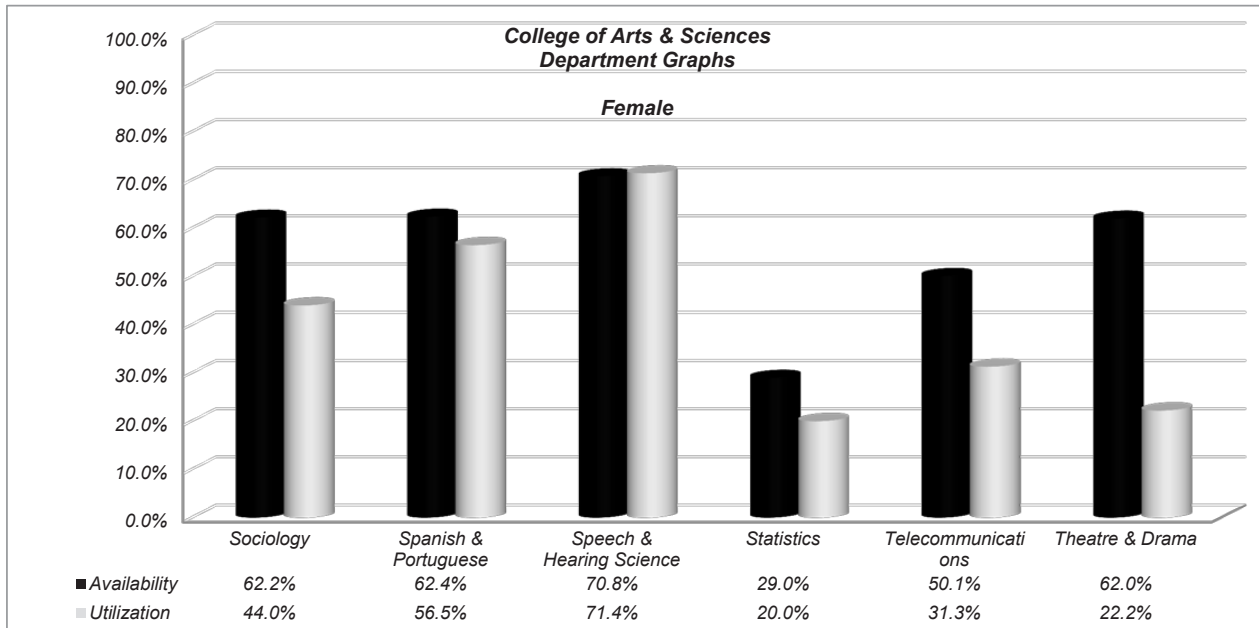
College of Arts & Sciences - Departments			Availability Percentage	Utilization Percentage	Placement Goal
<b>Sociology</b>					
	Total Faculty	25			
	Female	11	62.2%	44.0%	4.6
	Minority	5	19.0%	20.0%	
<b>Spanish &amp; Portuguese</b>					
	Total Faculty	23			
	Female	13	62.4%	56.5%	1.4
	Minority	7	31.3%	30.4%	0.2
<b>Speech &amp; Hearing Science</b>					
	Total Faculty	14			
	Female	10	70.8%	71.4%	
	Minority	2	17.1%	21.4%	
<b>Statistics</b>					
	Total Faculty	5			
	Female	1	29.0%	20.0%	0.5
	Minority	3	12.9%	60.0%	
<b>Telecommunications</b>					
	Total Faculty	16			
	Female	5	50.1%	31.3%	3.0
	Minority	1	15.4%	6.3%	1.5
<b>Theatre &amp; Drama</b>					
	Total Faculty	18			
	Female	4	62.0%	22.2%	7.2
	Minority	0	13.0%	0.0%	2.3

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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty Utilization Analysis  
Female and Minority Comparison



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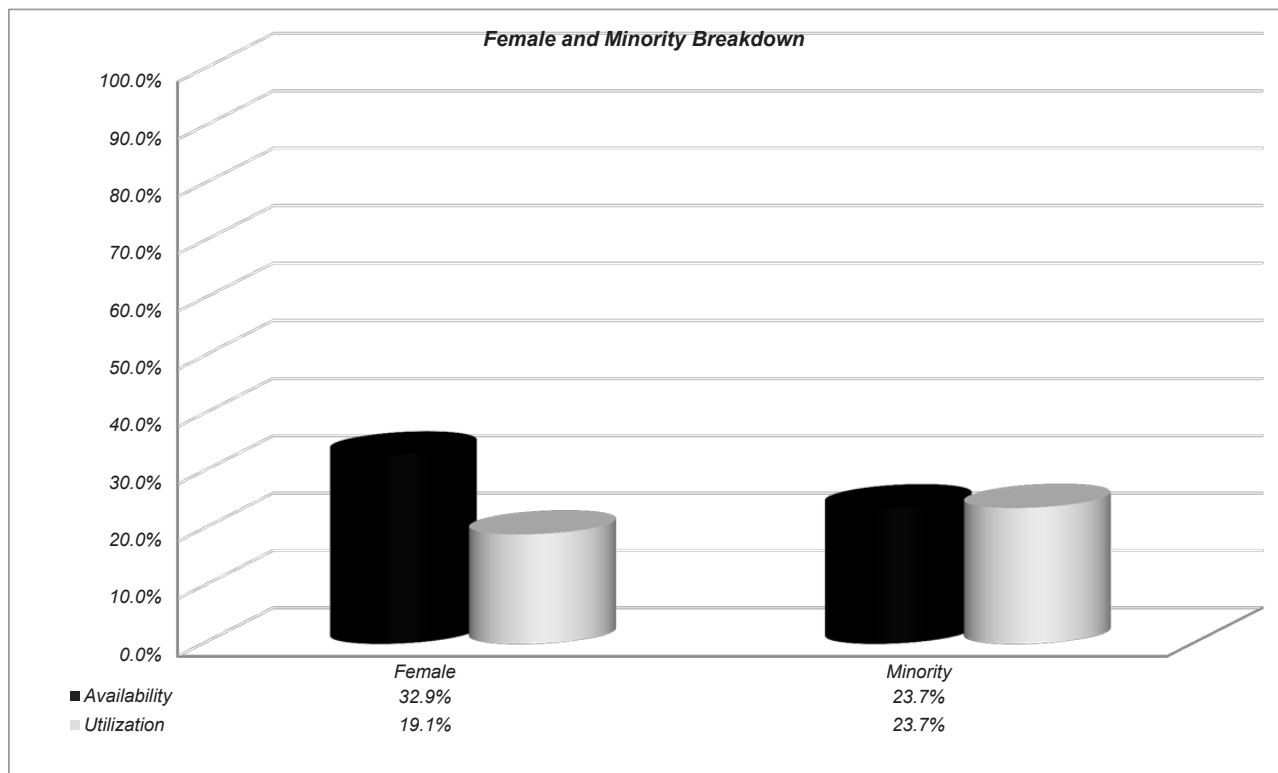
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track Faculty, Utilization Analysis  
 Female and Minority Comparison

**Kelley School of Business**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	114			
Female	27	32.9%	23.7%	10.5
Minority	28	19.1%	23.7%	



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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track Faculty, Utilization Analysis  
Female and Minority Comparison

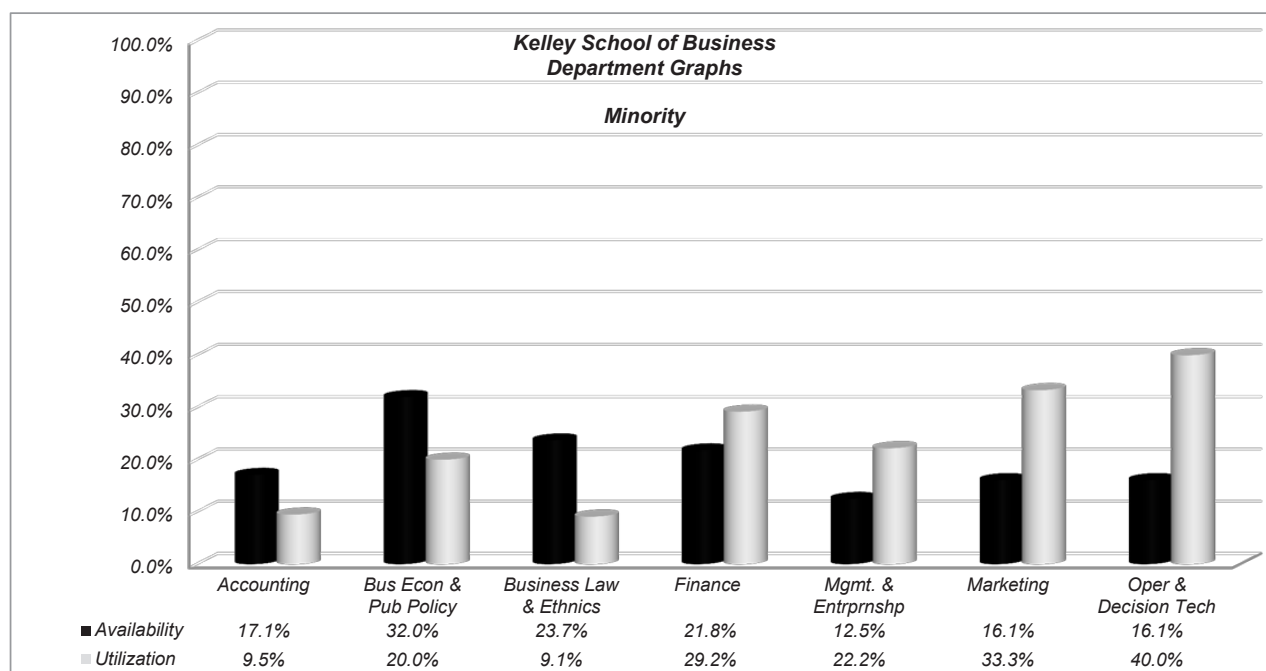
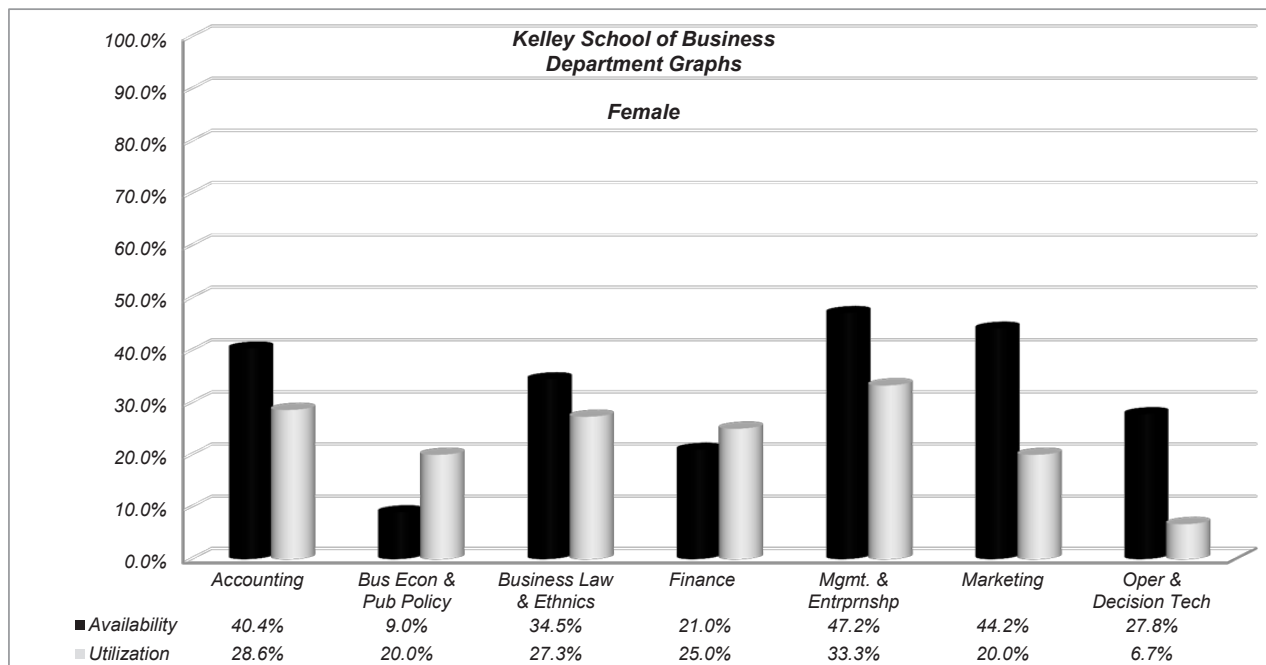
<b>Kelley School of Business - Departments</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
<b>Accounting</b>	<i>Total Faculty</i>	21			
	<i>Female</i>	6	40.4%	28.6%	2.5
	<i>Minority</i>	2	17.1%	9.5%	1.6
<b>Business Economics &amp; Public Policy</b>	<i>Total Faculty</i>	10			
	<i>Female</i>	2	9.0%	20.0%	
	<i>Minority</i>	2	32.0%	20.0%	1.2
<b>Business Law &amp; Ethics</b>	<i>Total Faculty</i>	11			
	<i>Female</i>	3	34.5%	27.3%	0.8
	<i>Minority</i>	1	23.7%	9.1%	1.6
<b>Finance</b>	<i>Total Faculty</i>	24			
	<i>Female</i>	6	21.0%	25.0%	
	<i>Minority</i>	7	21.8%	29.2%	
<b>Management &amp; Entrepreneurship</b>	<i>Total Faculty</i>	18			
	<i>Female</i>	6	47.2%	33.3%	2.5
	<i>Minority</i>	4	12.5%	22.2%	
<b>Marketing</b>	<i>Total Faculty</i>	15			
	<i>Female</i>	3	44.2%	20.0%	3.6
	<i>Minority</i>	5	16.1%	33.3%	
<b>Operations &amp; Decision Technologies</b>	<i>Total Faculty</i>	15			
	<i>Female</i>	1	27.8%	6.7%	3.2
	<i>Minority</i>	6	16.1%	40.0%	

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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track Faculty, Utilization Analysis  
 Female and Minority Comparison



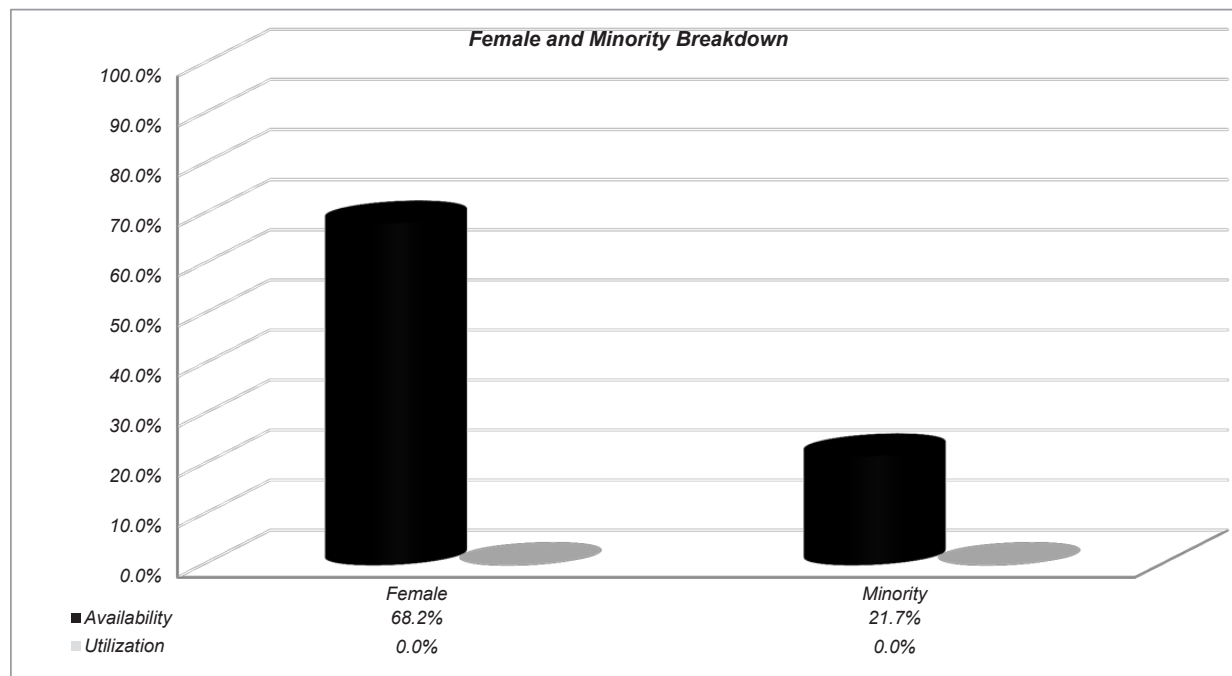
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
Female and Minority Comparison

School of Continuing Studies		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	1			
Female	0	68.2%	0.0%	0.7
Minority	0	21.7%	0.0%	0.2



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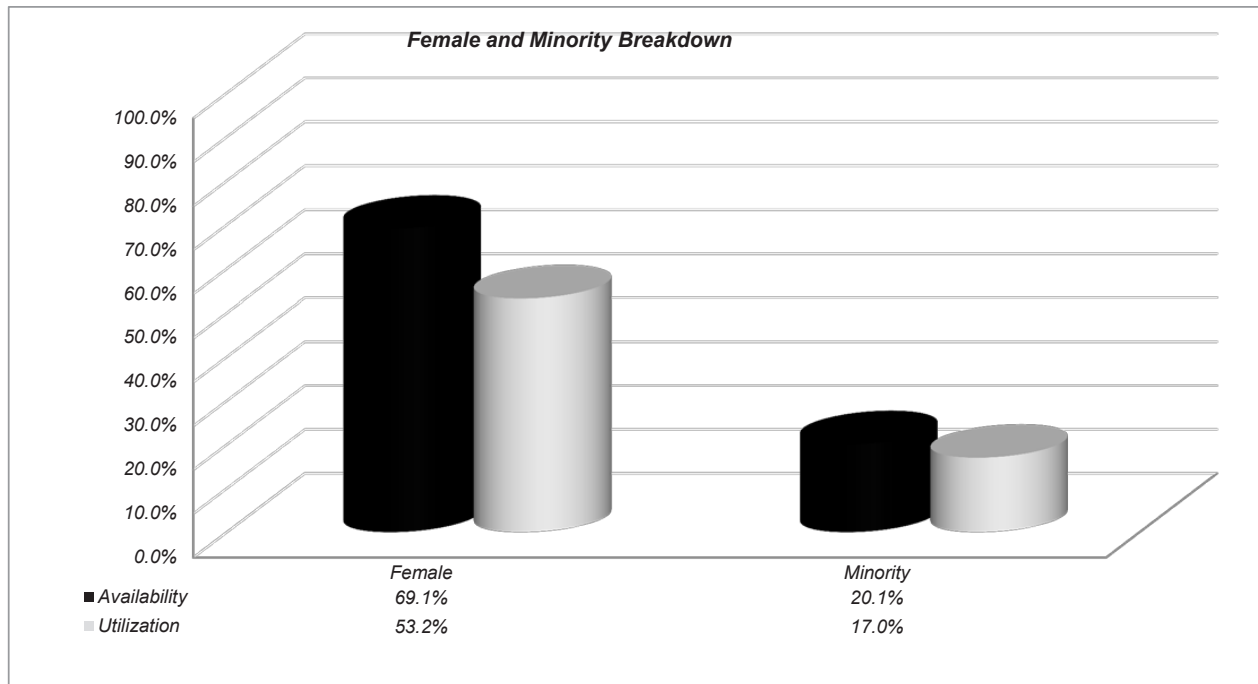
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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

**School of Education**

	Total Faculty	Availability Percentage	Utilization Percentage	Placement Goal
Female	50	69.1%	53.2%	14.9
Minority	18	20.1%	17.0%	2.9



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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
Female and Minority Comparison

<b>School of Education</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
<b>Counseling and Educational Psychology</b>					
	Total Faculty	27			
	Female	10	66.6%	37.0%	8.0
	Minority	3	19.3%	7.4%	3.2
<b>Curriculum and Instruction</b>					
	Total Faculty	27			
	Female	17	74.8%	63.0%	3.2
	Minority	3	21.1%	11.1%	2.7
<b>Education</b>					
	Total Faculty	4			
	Female	4	76.8%	100.0%	
	Minority	2	21.2%	25.0%	
<b>Educational Leadership and Policy Studies</b>					
	Total Faculty	17			
	Female	9	58.6%	52.9%	1.0
	Minority	3	18.9%	17.6%	0.2
<b>Instructional System Technology</b>					
	Total Faculty	6			
	Female	1	72.4%	16.7%	3.3
	Minority	2	17.7%	33.3%	
<b>Literacy, Culture and Language Education</b>					
	Total Faculty	13			
	Female	9	72.1%	69.2%	0.4
	Minority	5	22.1%	38.5%	

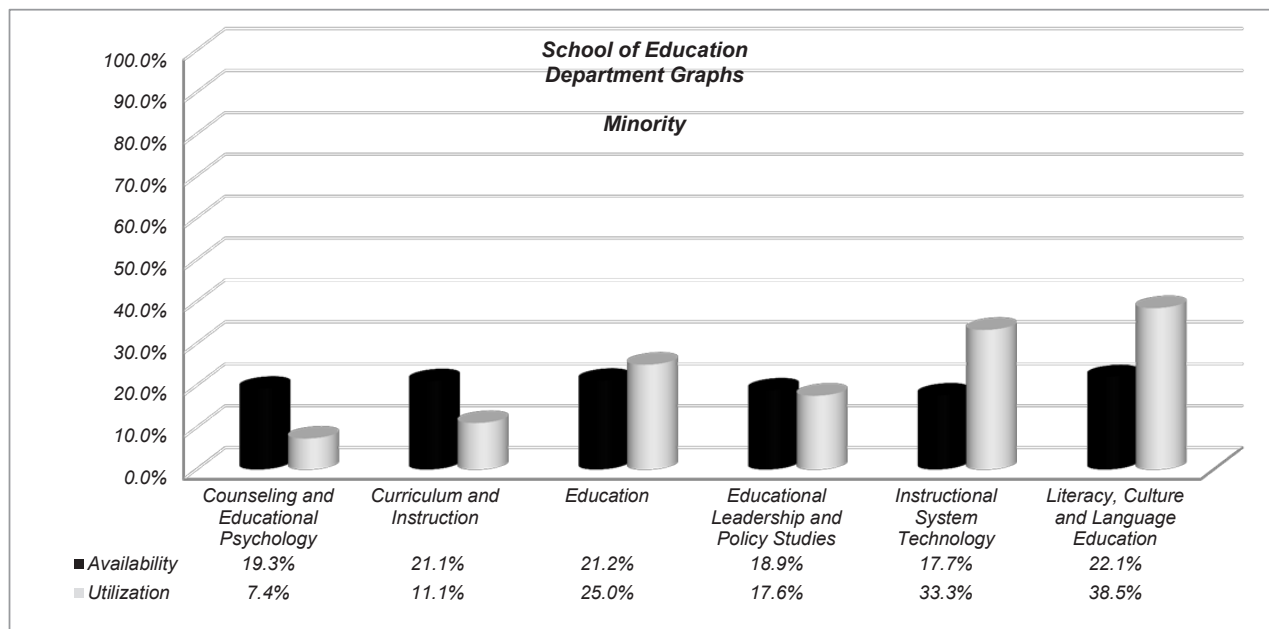
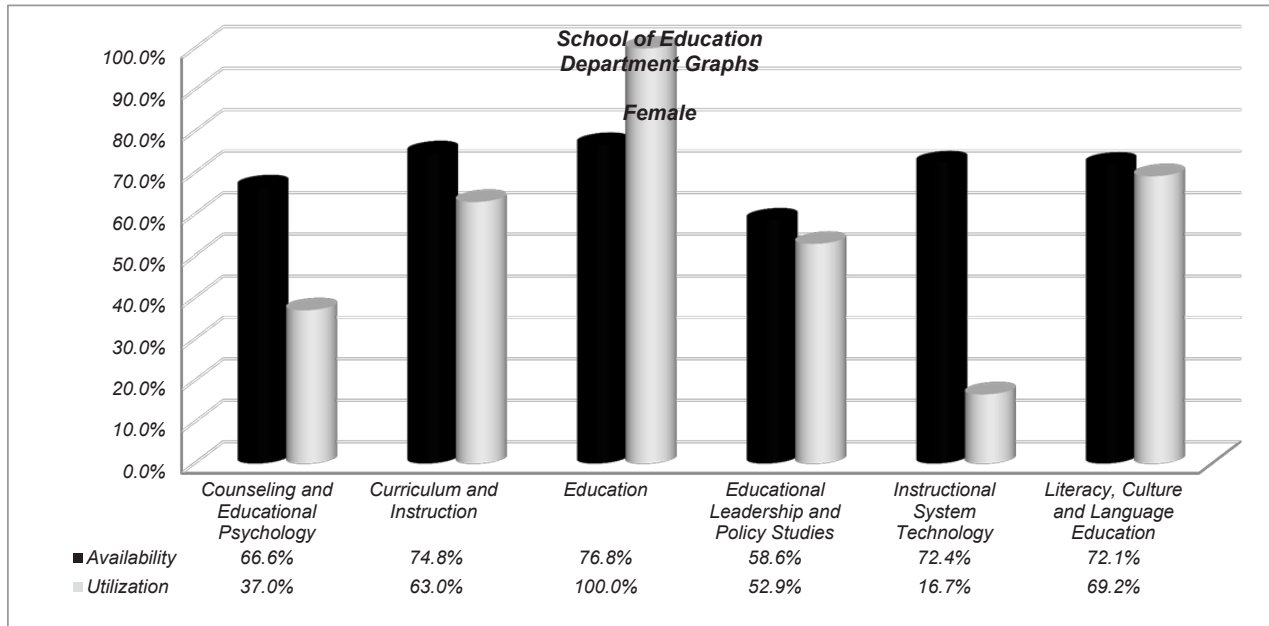
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison



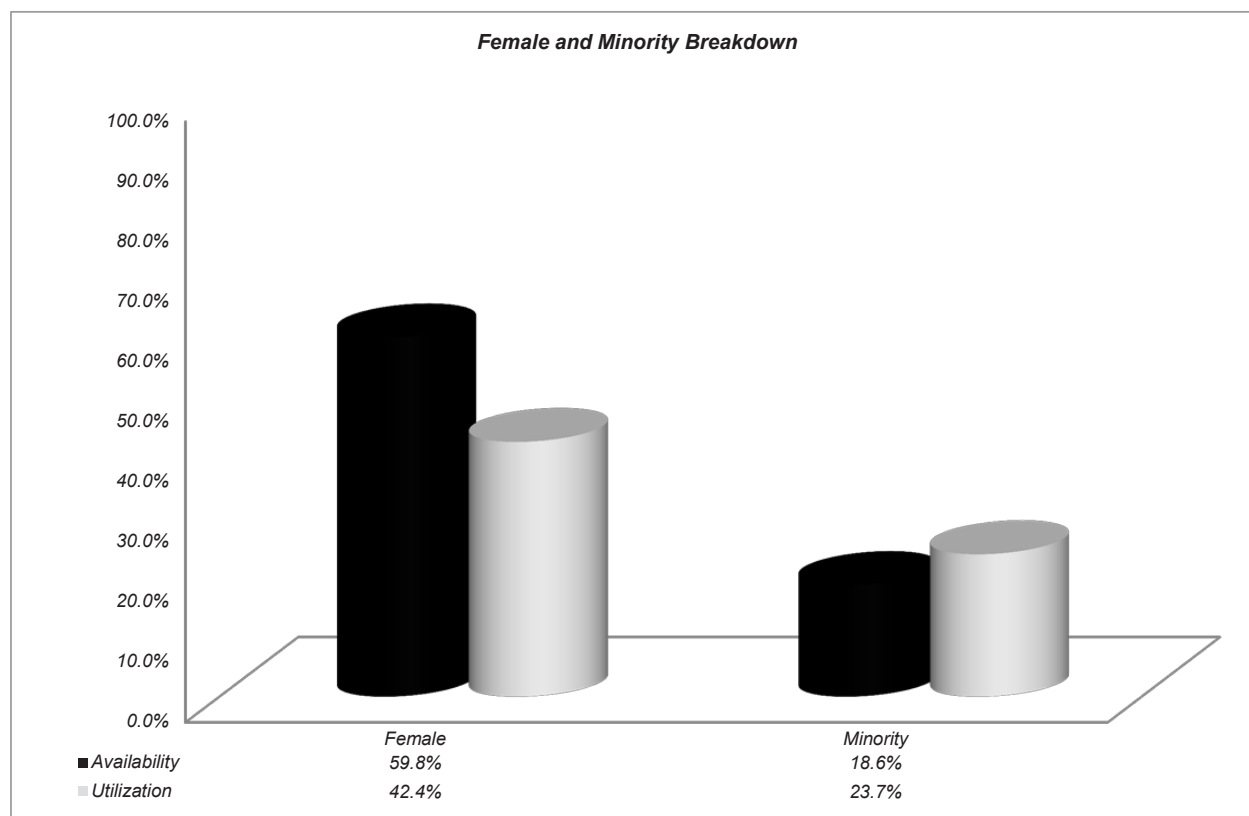
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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

<b>School of Health, Physical Education &amp; Recreation</b>		<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>Total Faculty</i>	59			
<i>Female</i>	25	59.8%	42.4%	10.3
<i>Minority</i>	15	18.6%	23.7%	



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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

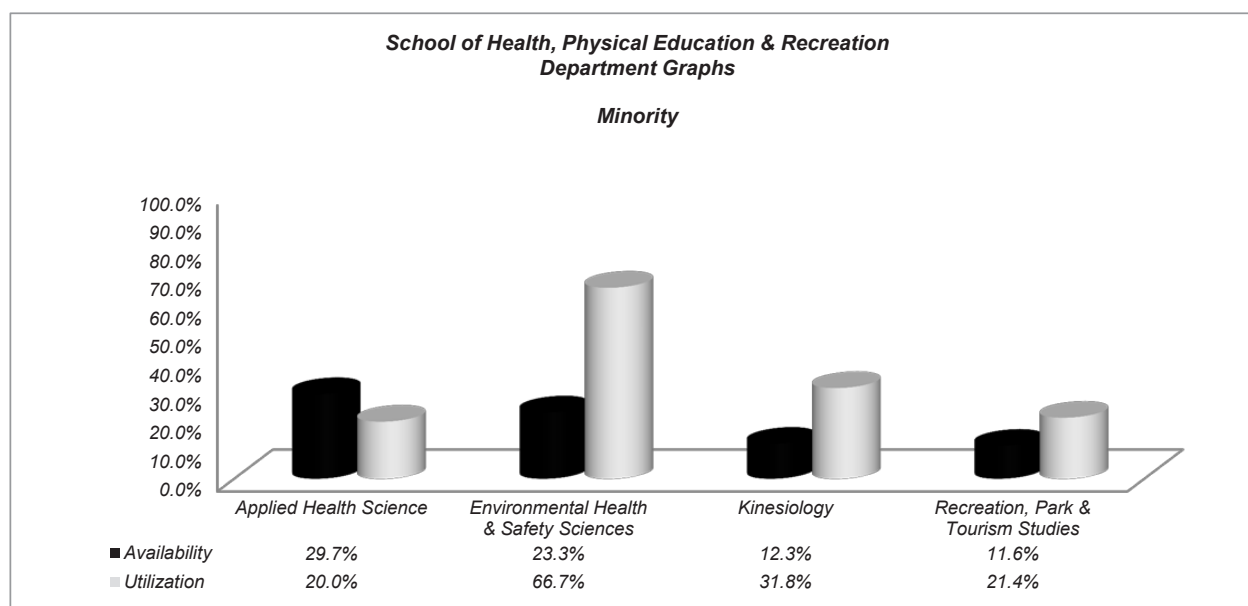
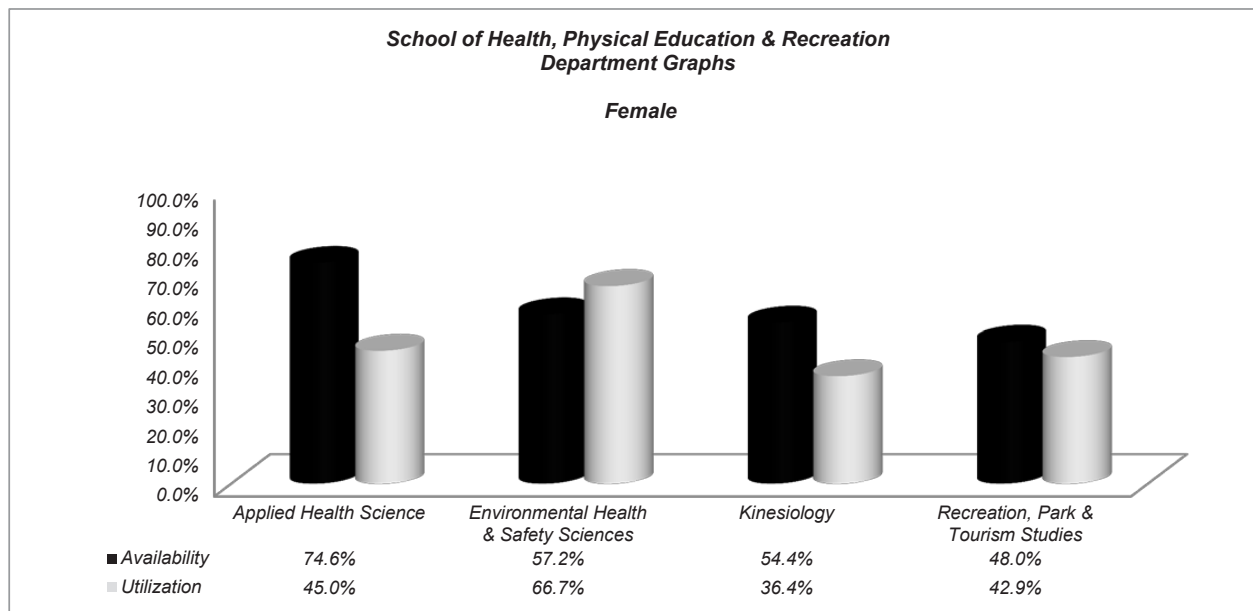
<b>School of Health, Physical Education &amp; Recreation</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
<b>Applied Health Science</b>					
	Total Faculty	20			
	Female	9	74.6%	45.0%	5.9
	Minority	4	29.7%	20.0%	1.9
<b>Environmental Health &amp; Safety Sciences</b>					
	Total Faculty	3			
	Female	2	57.2%	66.7%	0.0
	Minority	0	23.3%	0.0%	0.7
<b>Kinesiology</b>					
	Total Faculty	22			
	Female	8	54.4%	36.4%	4.0
	Minority	8	12.3%	31.8%	
<b>Recreation, Park &amp; Tourism Studies</b>					
	Total Faculty	14			
	Female	6	48.0%	42.9%	0.7
	Minority	3	11.6%	21.4%	

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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
Female and Minority Comparison



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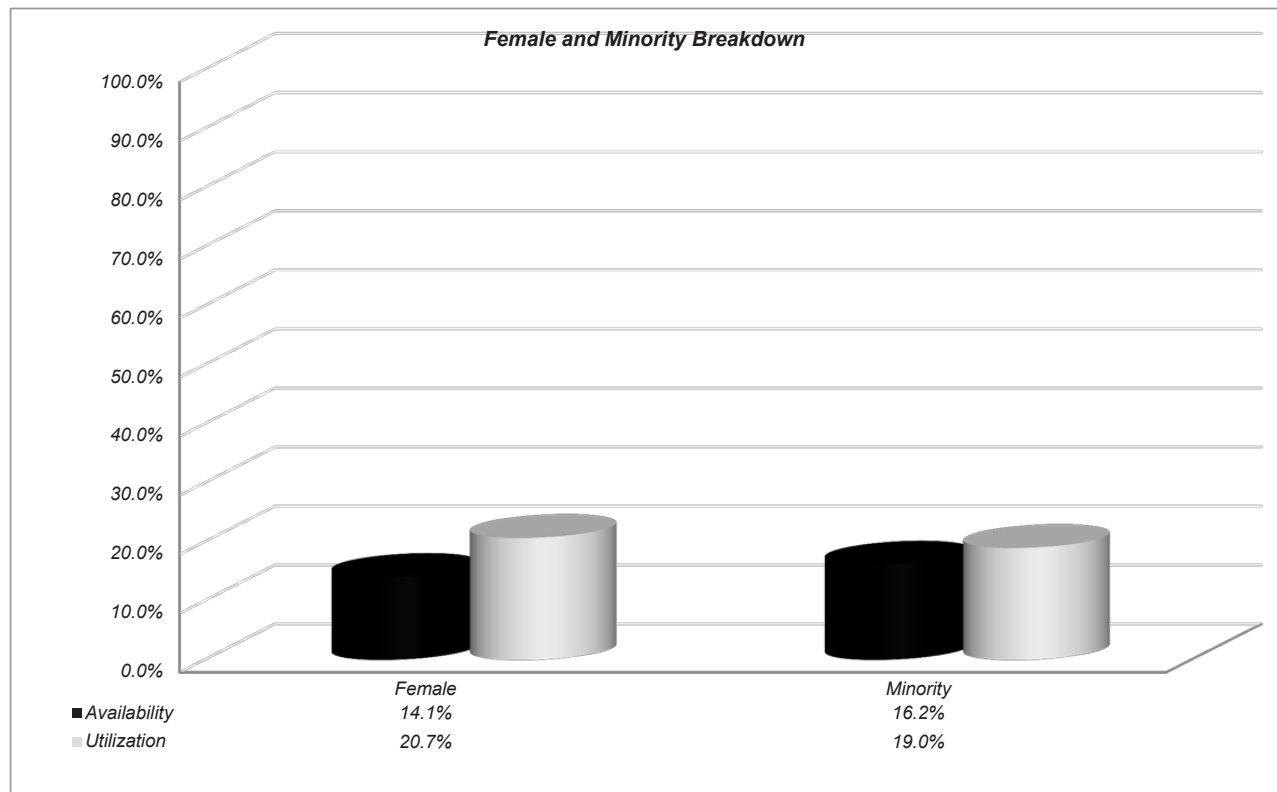
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

**School of Informatics**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	58			
Female	11	14.1%	20.7%	
Minority	15	16.2%	19.0%	



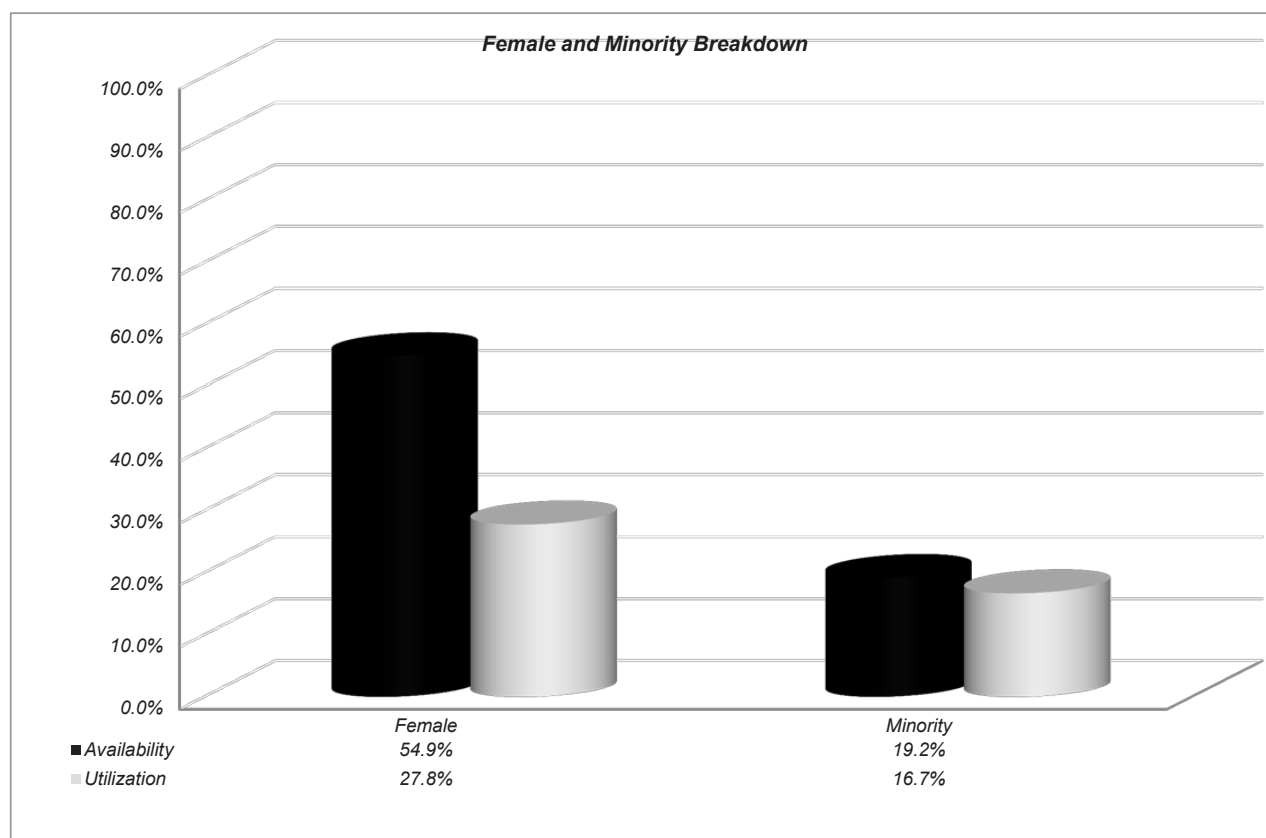
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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis*  
*Female and Minority Comparison*

<b>School of Journalism</b>		<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>Total Faculty</i>	18			
<i>Female</i>	5	54.9%	27.8%	4.9
<i>Minority</i>	3	19.2%	16.7%	0.5



\* Source of data used to determine availability was provided by the Survey of Schools of Journalism & Mass Communication

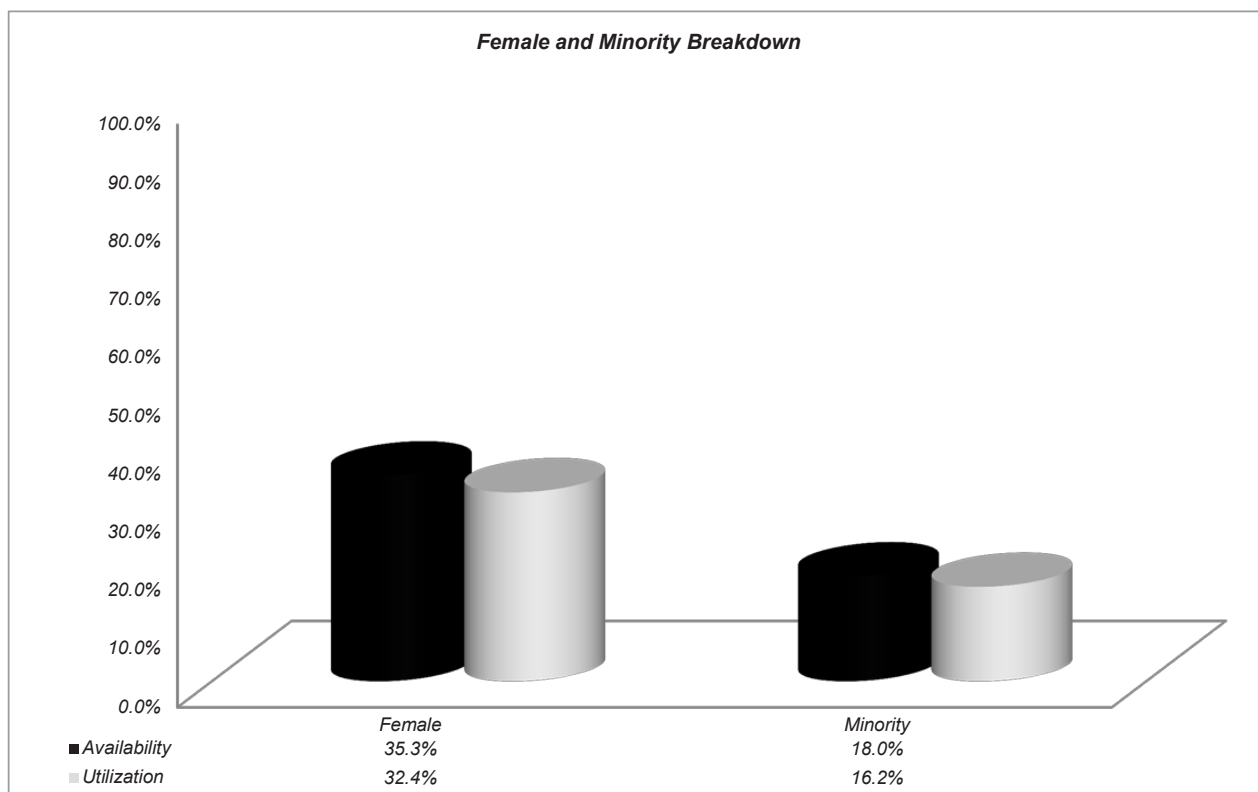
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

**Maurer School of Law**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	37			
Female	12	35.3%	32.4%	1.1
Minority	6	18.0%	16.2%	0.7



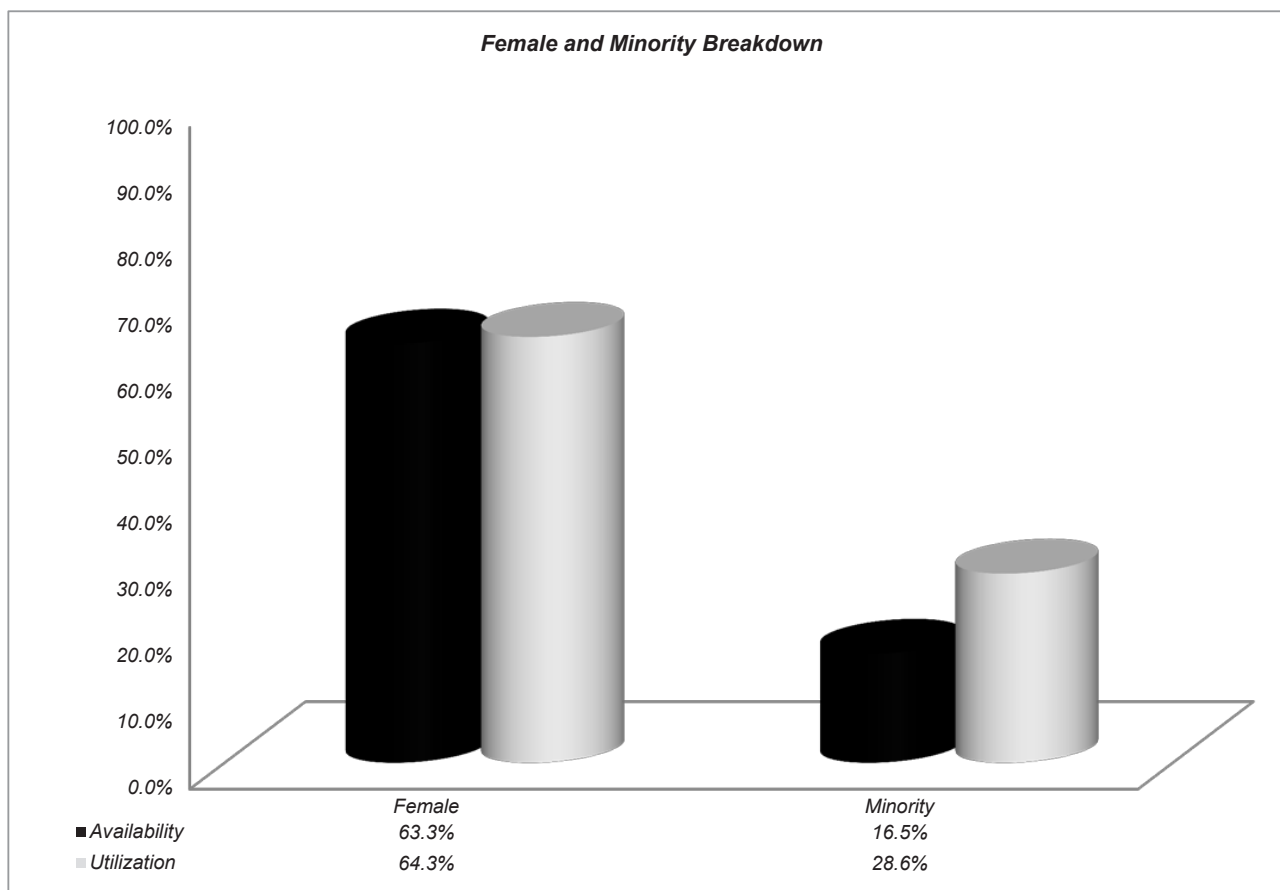
\* Source of data used to determine availability was provided by the Association of American Law Schools

\* Source of data used to determine IU Utilization was provided by the Vice Provost for Faculty and Academic Affairs Frozen file - October 2011

\* Disparity is determined using the Any Difference Rule (Difference <=0.0) Placement Goals are determined by..(Availability - Utilization) x Total Faculty

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis*  
*Female and Minority Comparison*

<b>School of Library and Information Sciences</b>		<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>Total Faculty</i>	14			
<i>Female</i>	9	63.3%	64.3%	
<i>Minority</i>	4	16.5%	28.6%	



\* Data provided by Peer Institutions, University of Michigan (Ann Arbor), University of Illinois (Urbana), University of California (Berkeley), University of North Carolina (Chapel Hill) and Rutgers University (New Brunswick) and Survey of Earned Doctorates

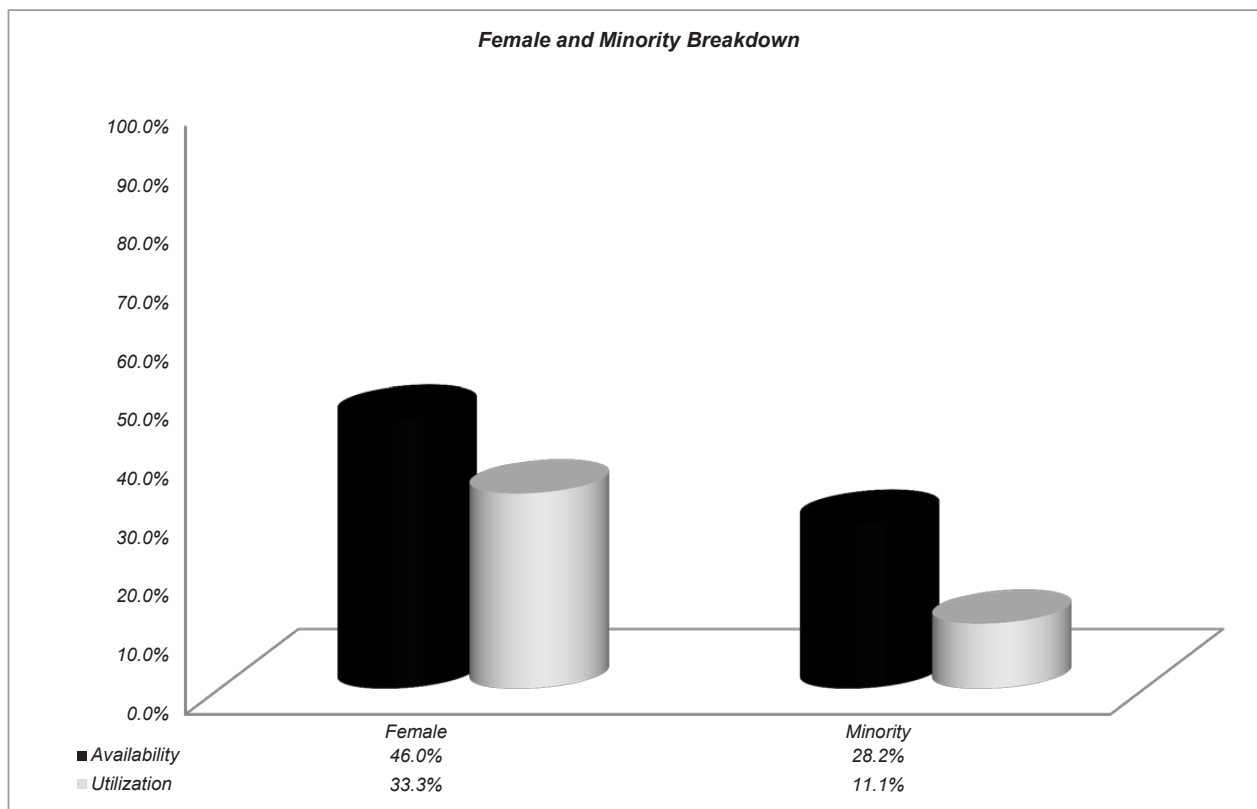
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\* Disparity is determined using the Any Difference Rule (Difference <=0.0) Placement Goals are determined by..(Availability - Utilization) x Total



Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

School of Medicine & Health Sciences Program		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	9			
Female	3	46.0%	33.3%	1.1
Minority	1	28.2%	11.1%	1.5



\* Source of data used to determine availability was provided by the (SED) Survey of Earned Doctorates

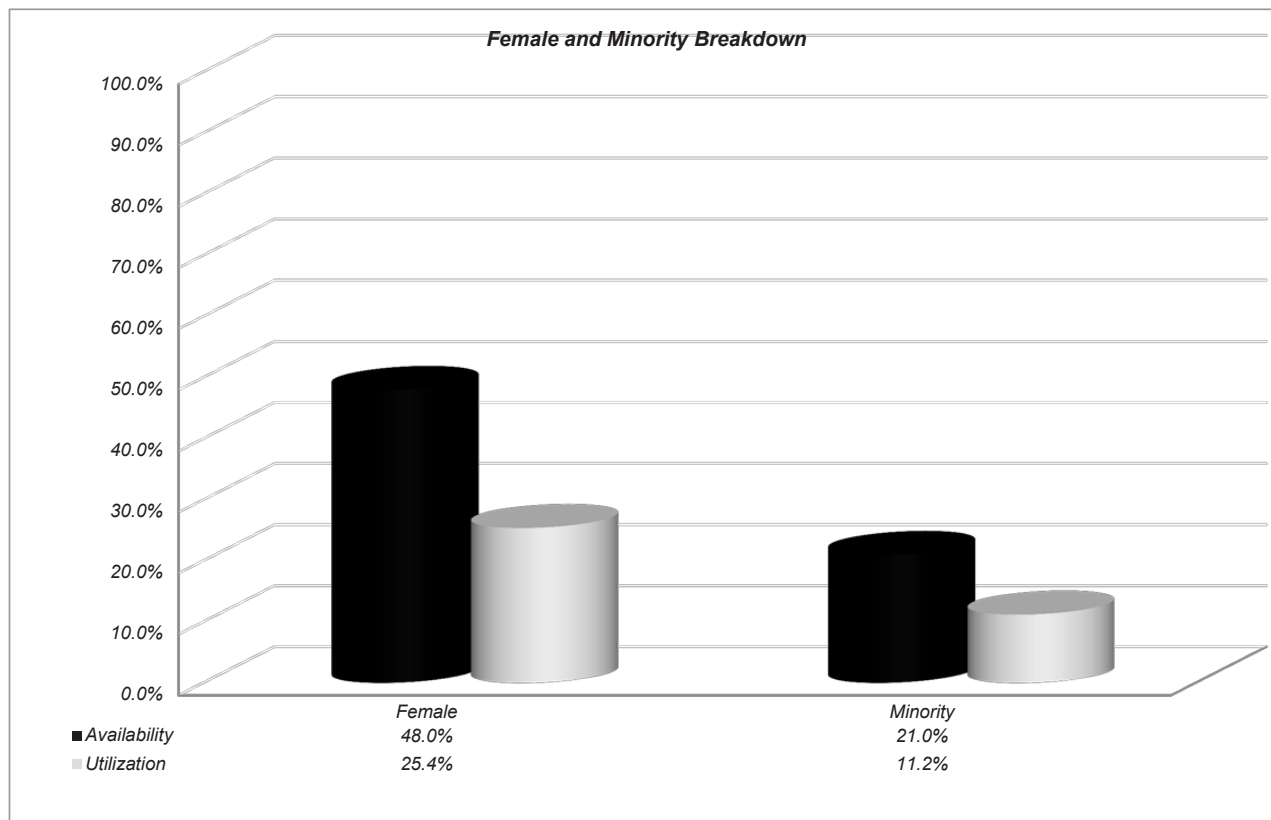
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
Female and Minority Comparison

**Jacobs School of Music**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	134			
Female	34	48.0%	25.4%	30.3
Minority	17	21.0%	11.2%	13.1



\* Source of data used to determine availability was provided by the Higher Education Arts Data Service

Demographic Survey of Doctoral Students who Graduated from 2004-08 (5 year average) and the (SED) Survey of Earned Doctorates

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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

<b>Jacobs School of Music</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
<b>Ballet</b>	<i>Total Faculty</i>	4			
	<i>Female</i>	2	51.1%	50.0%	
	<i>Minority</i>	0	81.2%	0.0%	3.2
<b>Bands</b>	<i>Total Faculty</i>	3			
	<i>Female</i>	0	52.8%	0.0%	1.6
	<i>Minority</i>	0	83.7%	0.0%	2.5
<b>Brass</b>	<i>Total Faculty</i>	10			
	<i>Female</i>	0	51.3%	0.0%	5.1
	<i>Minority</i>	0	74.6%	0.0%	7.5
<b>Composition</b>	<i>Total Faculty</i>	6			
	<i>Female</i>	0	22.5%	0.0%	1.3
	<i>Minority</i>	1	75.7%	16.7%	3.5
<b>Choral Conducting</b>	<i>Total Faculty</i>	2			
	<i>Female</i>	1	33.0%	50.0%	
	<i>Minority</i>	1	89.5%	50.0%	0.8
<b>Early Music Institute</b>	<i>Total Faculty</i>	5			
	<i>Female</i>	2	49.1%	40.0%	0.5
	<i>Minority</i>	0	55.8%	0.0%	
<b>Guitar</b>	<i>Total Faculty</i>	1			
	<i>Female</i>	0	82.3%	0.0%	0.8
	<i>Minority</i>	1	57.3%	100.0%	
<b>Harps</b>	<i>Total Faculty</i>	2			
	<i>Female</i>	2	66.1%	100.0%	
	<i>Minority</i>	0	81.4%	0.0%	1.6
<b>Instrumental Conducting</b>	<i>Total Faculty</i>	2			
	<i>Female</i>	0	59.9%	0.0%	1.2
	<i>Minority</i>	0	68.4%	0.0%	1.4
<b>Jazz</b>	<i>Total Faculty</i>	5			
	<i>Female</i>	0	60.6%	0.0%	3.0
	<i>Minority</i>	1	83.5%	20.0%	3.2

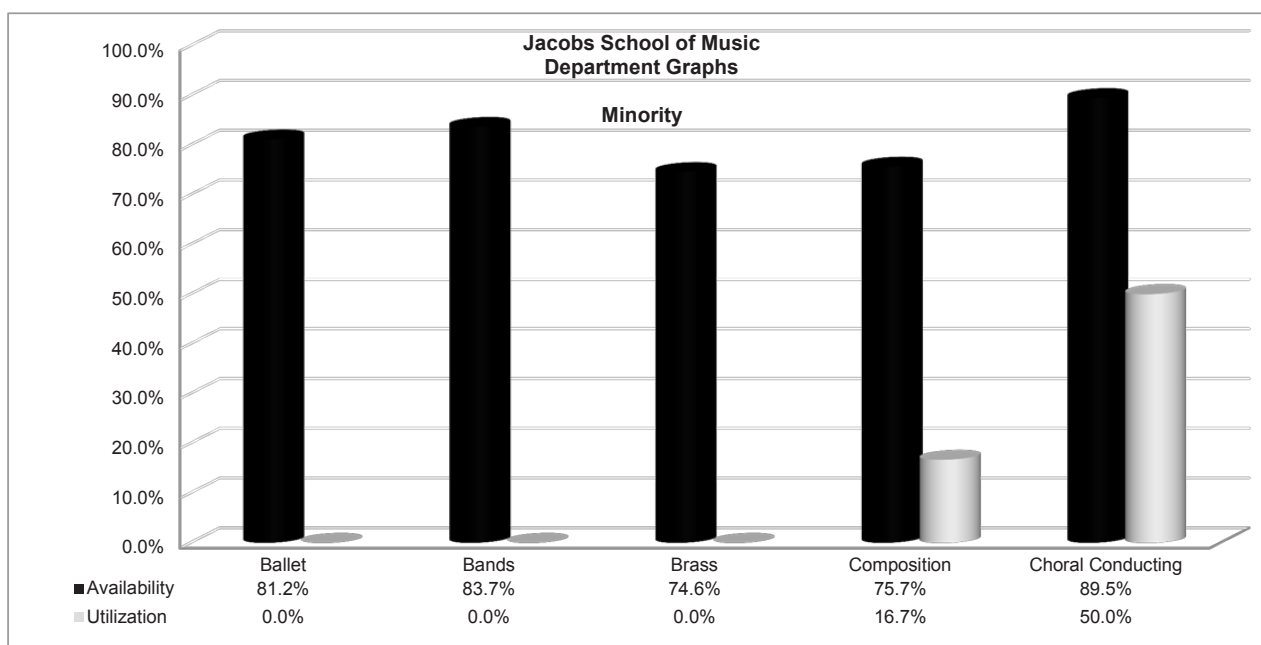
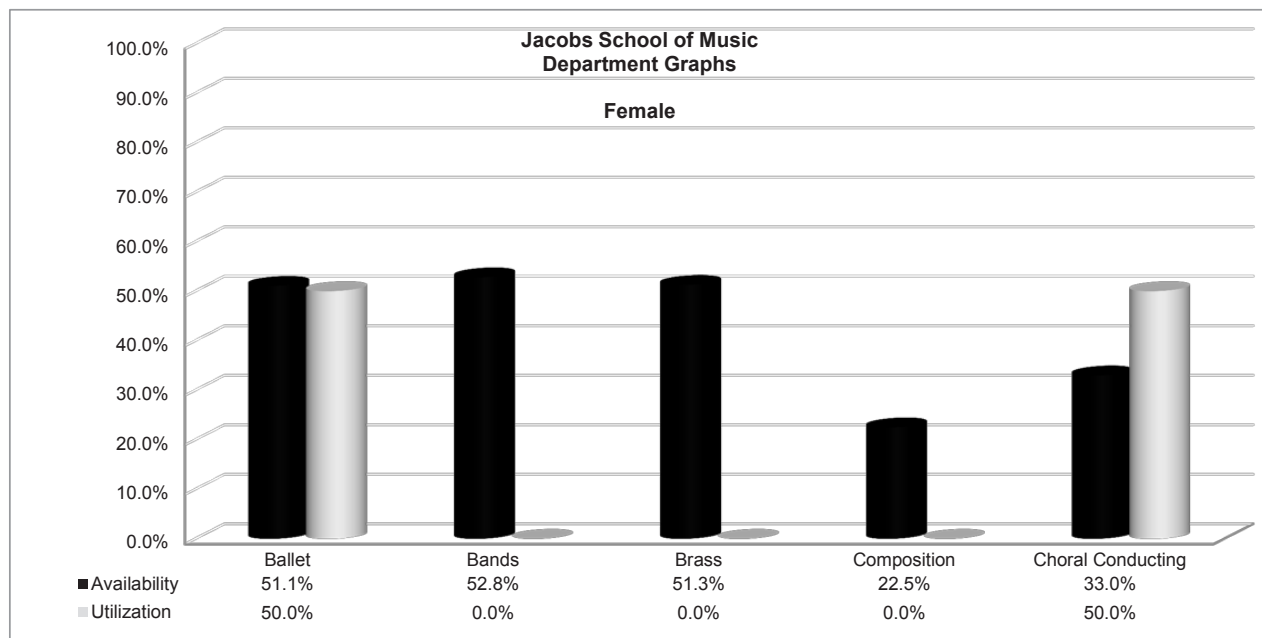
\* Source of data used to determine availability was provided by the Higher Education Arts Data Service

Demographic Survey of Doctoral Students who Graduated from 2004-08 (5 year average) and the (SED) Survey of Earned Doctorates

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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis*  
*Female and Minority Comparison*



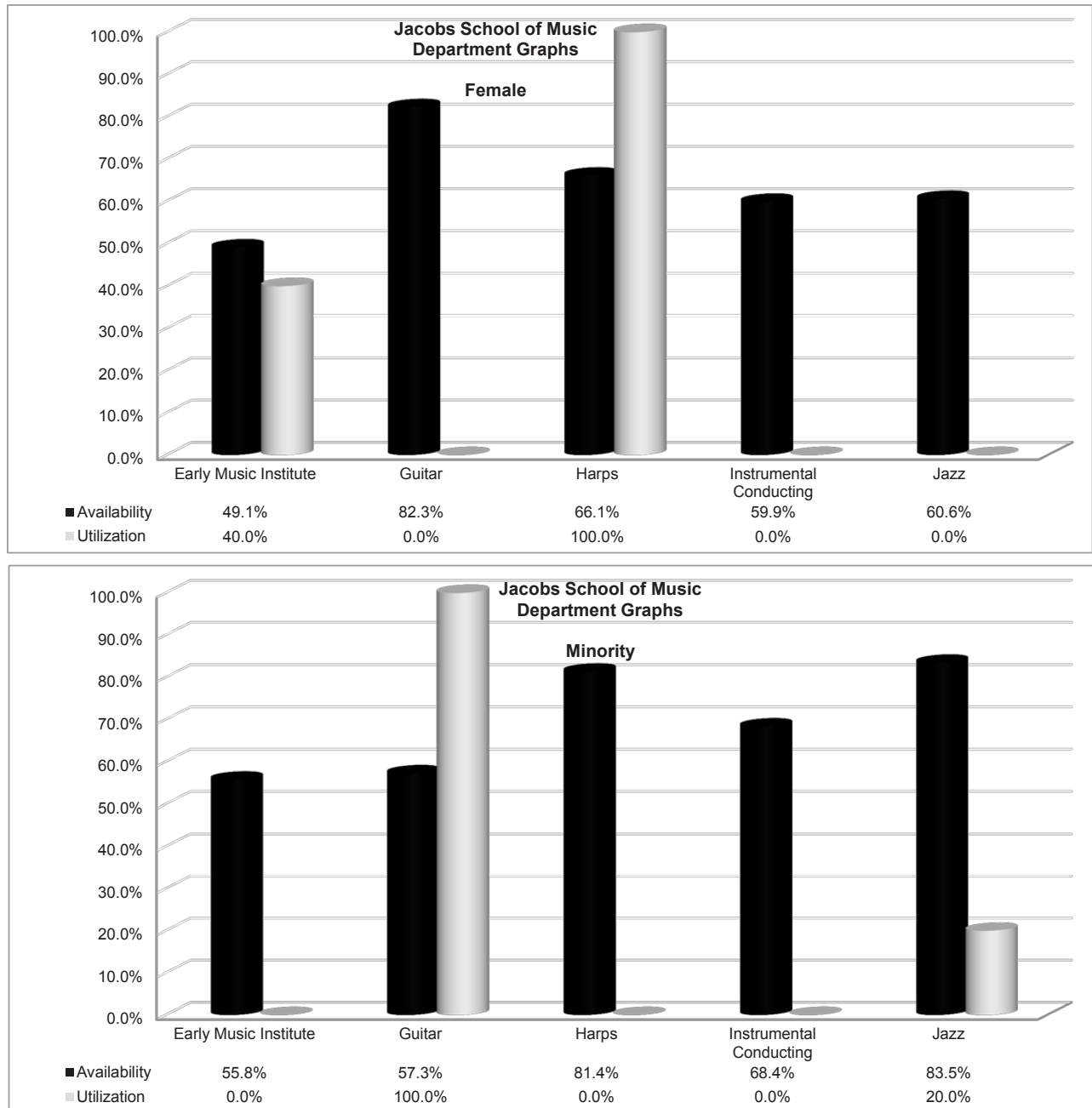
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison



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Demographic Survey of Doctoral Students who Graduated from 2004-08 (5 year average) and the (SED) Survey of Earned Doctorates

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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
Female and Minority Comparison

<b>Jacobs School of Music</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<b>Musicology</b>					
	<i>Total Faculty</i>	8			
	<i>Female</i>	3	48.5%	37.5%	0.9
	<i>Minority</i>	1	66.9%	12.5%	4.4
<b>Music Education</b>					
	<i>Total Faculty</i>	8			
	<i>Female</i>	5	46.2%	62.5%	
	<i>Minority</i>	0	36.7%	0.0%	2.9
<b>Music: General Studies</b>					
	<i>Total Faculty</i>	1			
	<i>Female</i>	0	25.3%	0.0%	0.3
	<i>Minority</i>	0	78.1%	0.0%	0.8
<b>Music: School of</b>					
	<i>Total Faculty</i>	2			
	<i>Female</i>	0	45.7%	0.0%	0.9
	<i>Minority</i>	0	79.7%	0.0%	1.6
<b>Opera Theater</b>					
	<i>Total Faculty</i>	2			
	<i>Female</i>	0	43.0%	0.0%	0.9
	<i>Minority</i>	0	74.1%	0.0%	1.5
<b>Organ</b>					
	<i>Total Faculty</i>	3			
	<i>Female</i>	1	46.9%	33.3%	0.4
	<i>Minority</i>	0	83.7%	0.0%	2.5
<b>Percussion</b>					
	<i>Total Faculty</i>	3			
	<i>Female</i>	0	33.0%	0.0%	1.0
	<i>Minority</i>	0	89.5%	0.0%	2.7
<b>Piano</b>					
	<i>Total Faculty</i>	12			
	<i>Female</i>	3	53.9%	25.0%	3.5
	<i>Minority</i>	2	48.6%	16.7%	3.8
<b>Recording Arts</b>					
	<i>Total Faculty</i>	2			
	<i>Female</i>	0	51.1%	0.0%	1.0
	<i>Minority</i>	0	20.5%	0.0%	
<b>Strings</b>					
	<i>Total Faculty</i>	20			
	<i>Female</i>	3	61.5%	15.0%	9.3
	<i>Minority</i>	6	3.3%	25.0%	9.3

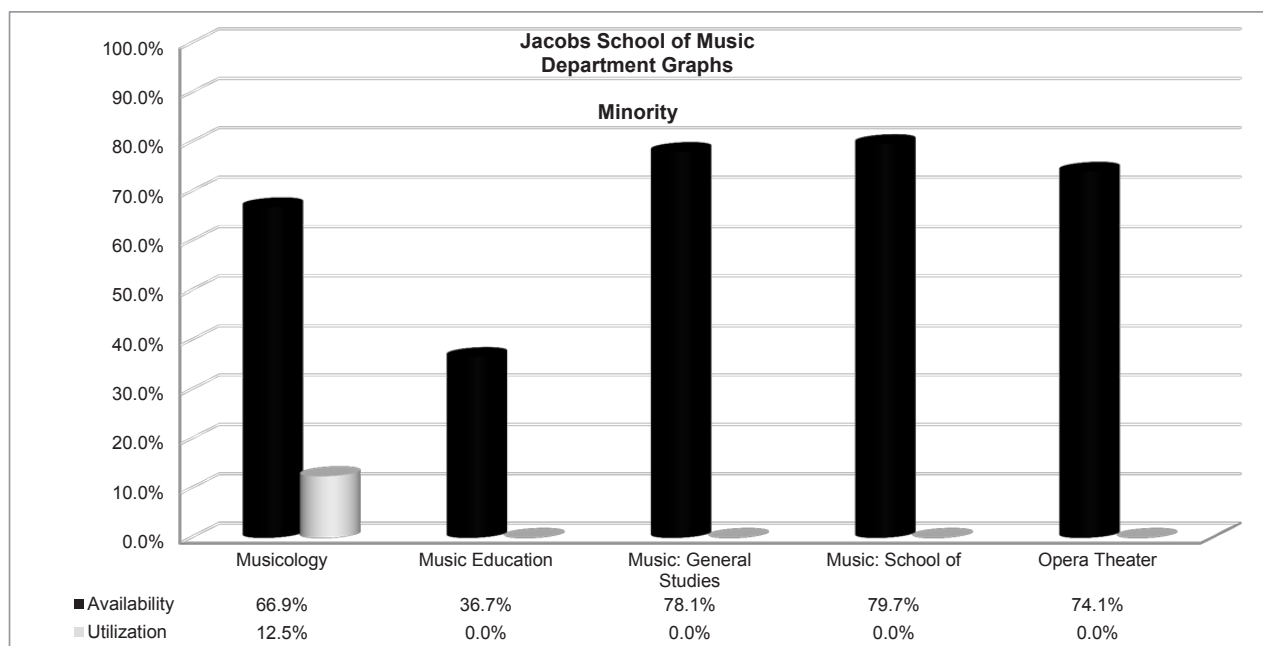
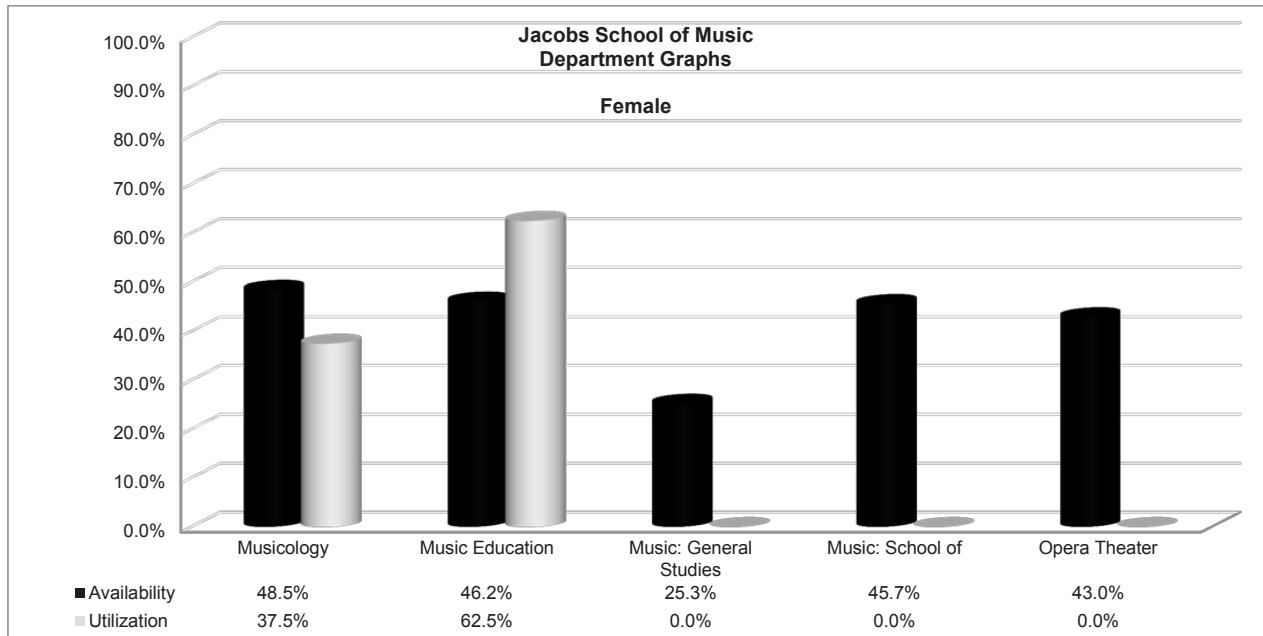
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison



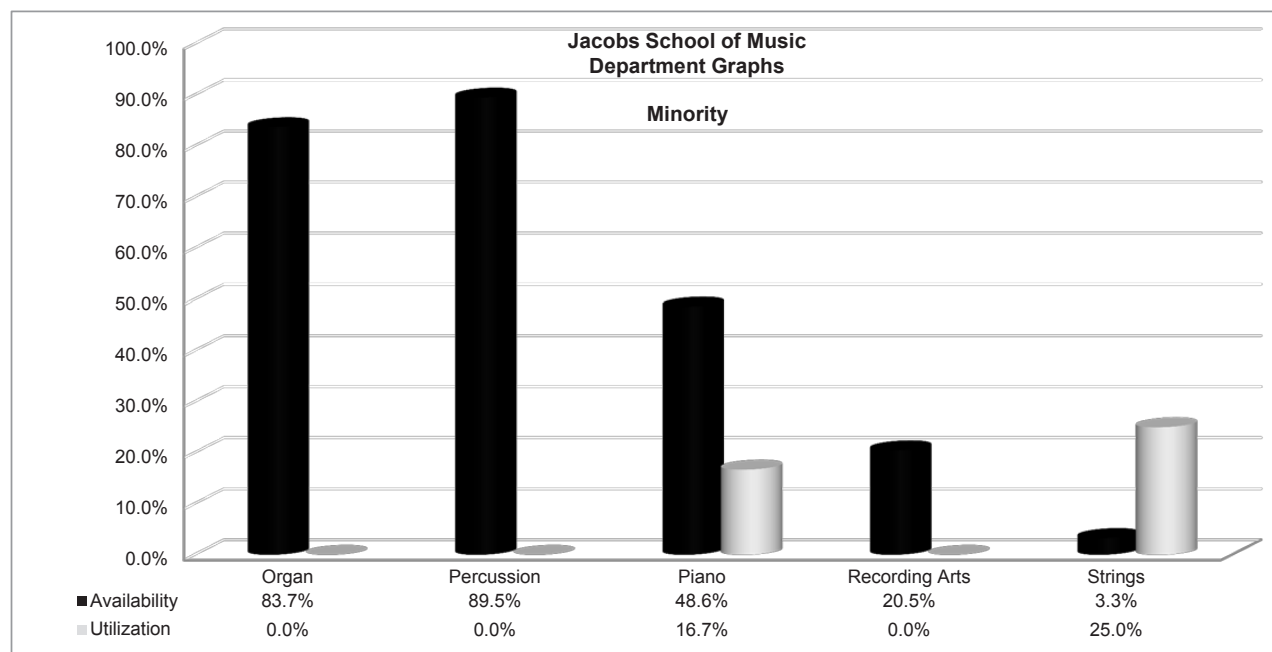
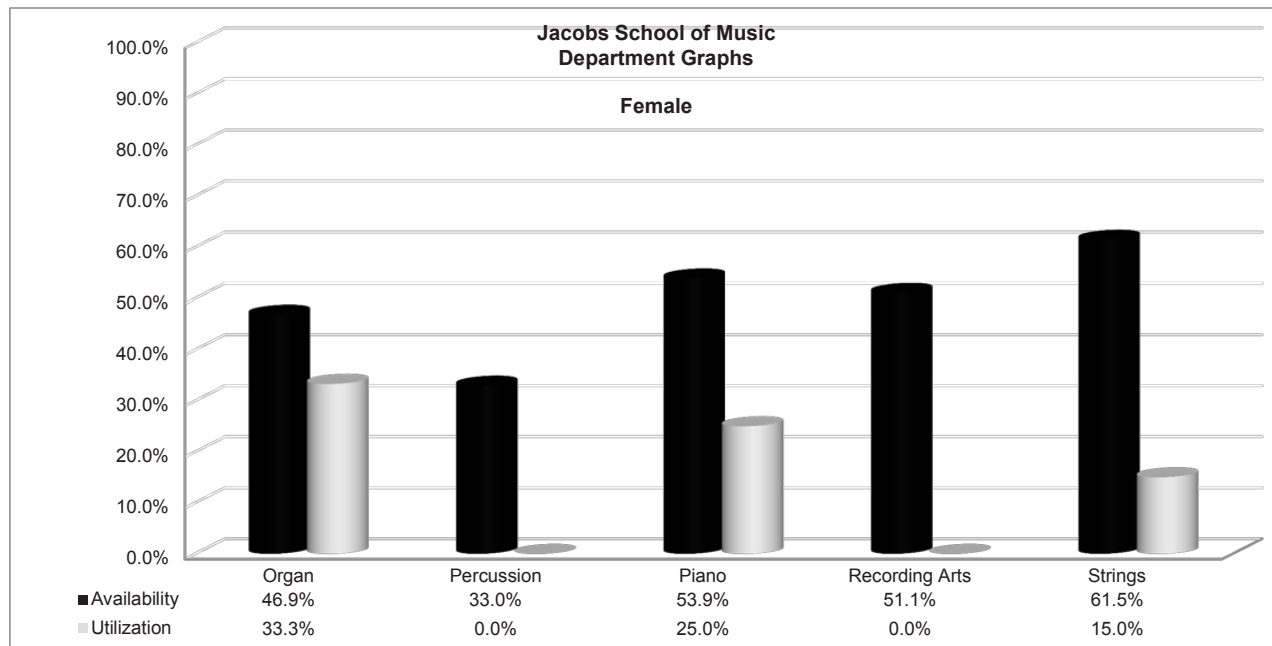
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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis*  
*Female and Minority Comparison*



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Demographic Survey of Doctoral Students who Graduated from 2004-08 (5 year average) and the (SED) Survey of Earned Doctorates

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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

<b>Jacobs School of Music</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<b>Theory</b>	<i>Total Faculty</i>	10			
	<i>Female</i>	2	44.7%	20.0%	2.5
	<i>Minority</i>	0	89.8%	0.0%	9.0
<b>Voice</b>	<i>Total Faculty</i>	13			
	<i>Female</i>	7	54.3%	53.8%	0.1
	<i>Minority</i>	3	74.3%	15.4%	7.7
<b>Woodwinds</b>	<i>Total Faculty</i>	10			
	<i>Female</i>	3	49.6%	30.0%	4.0
	<i>Minority</i>	1	88.3%	10.0%	7.8

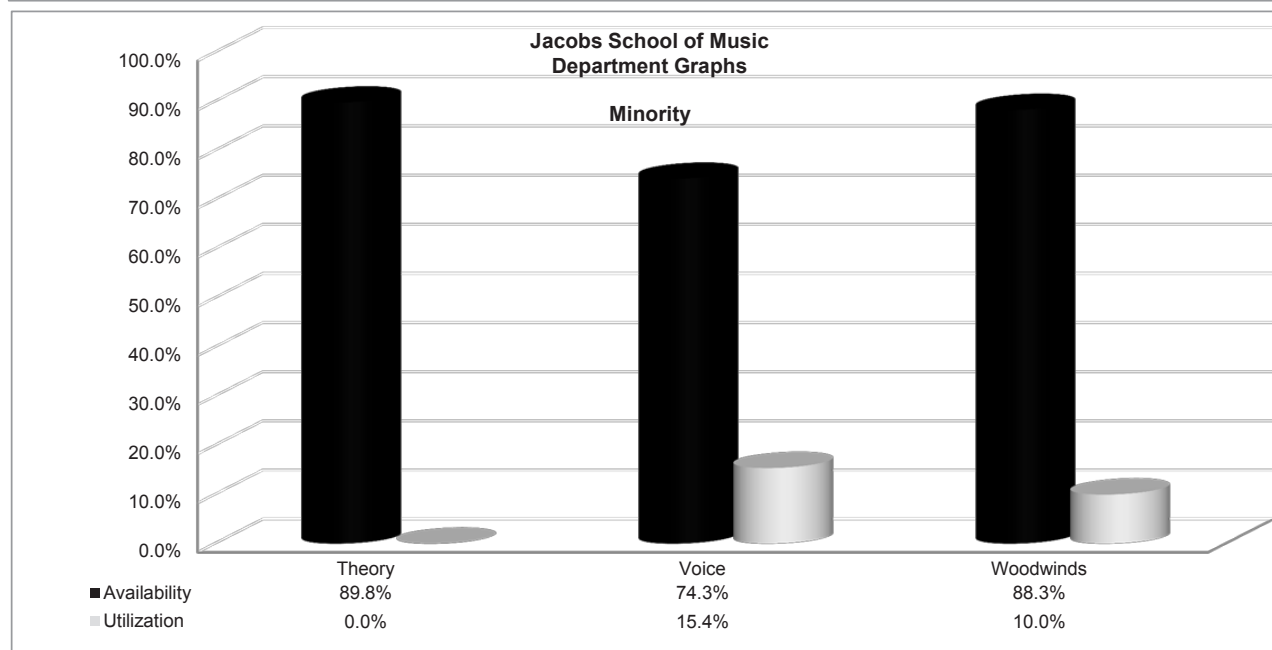
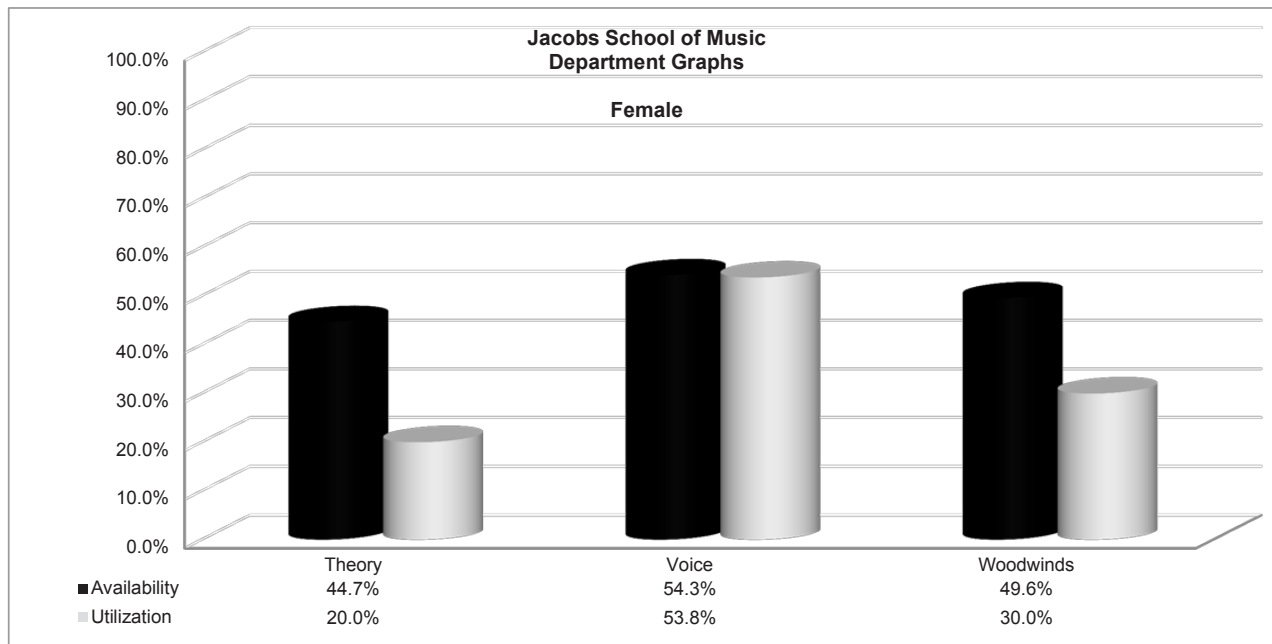
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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis*  
*Female and Minority Comparison*



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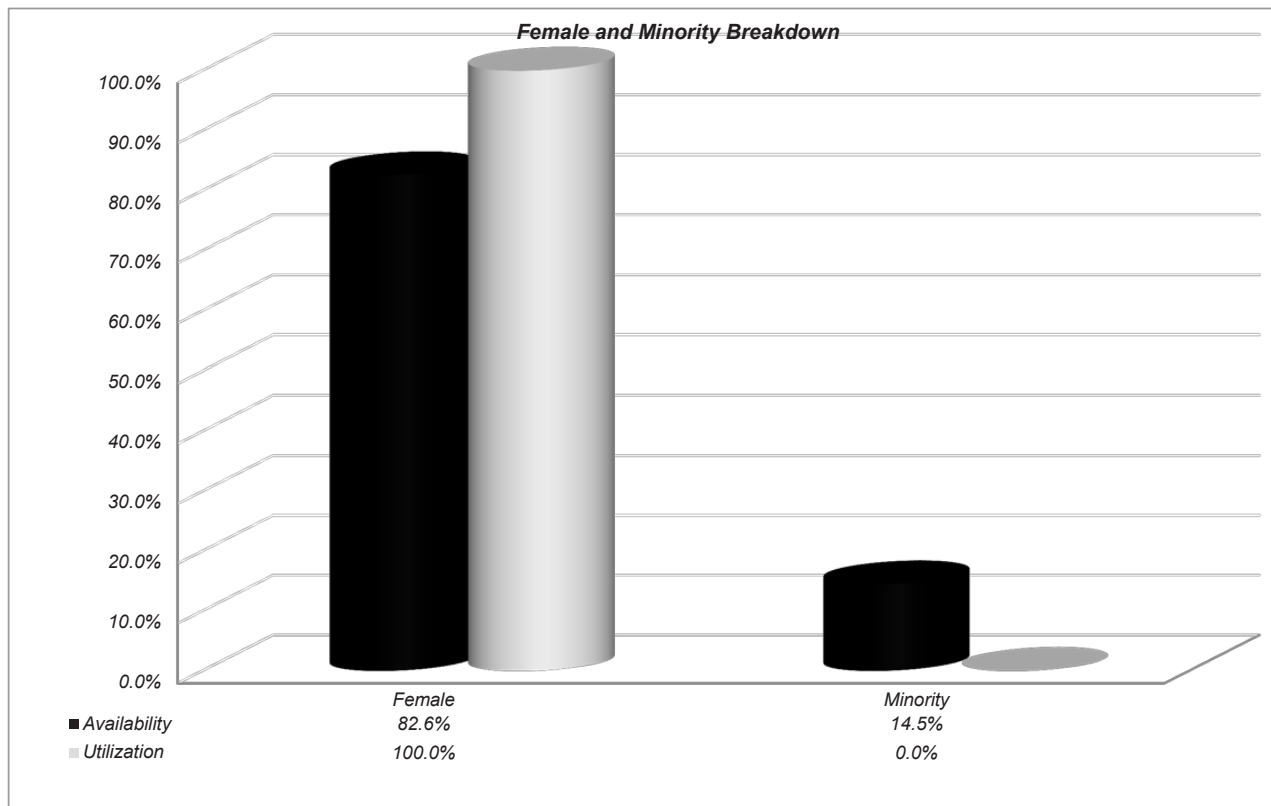
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

**School of Nursing**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	4			
Female	4	82.6%	100.0%	
Minority	0	14.5%	0.0%	0.6



\* Source of data used to determine availability was provided by the (SED) Survey of Earned Doctorates

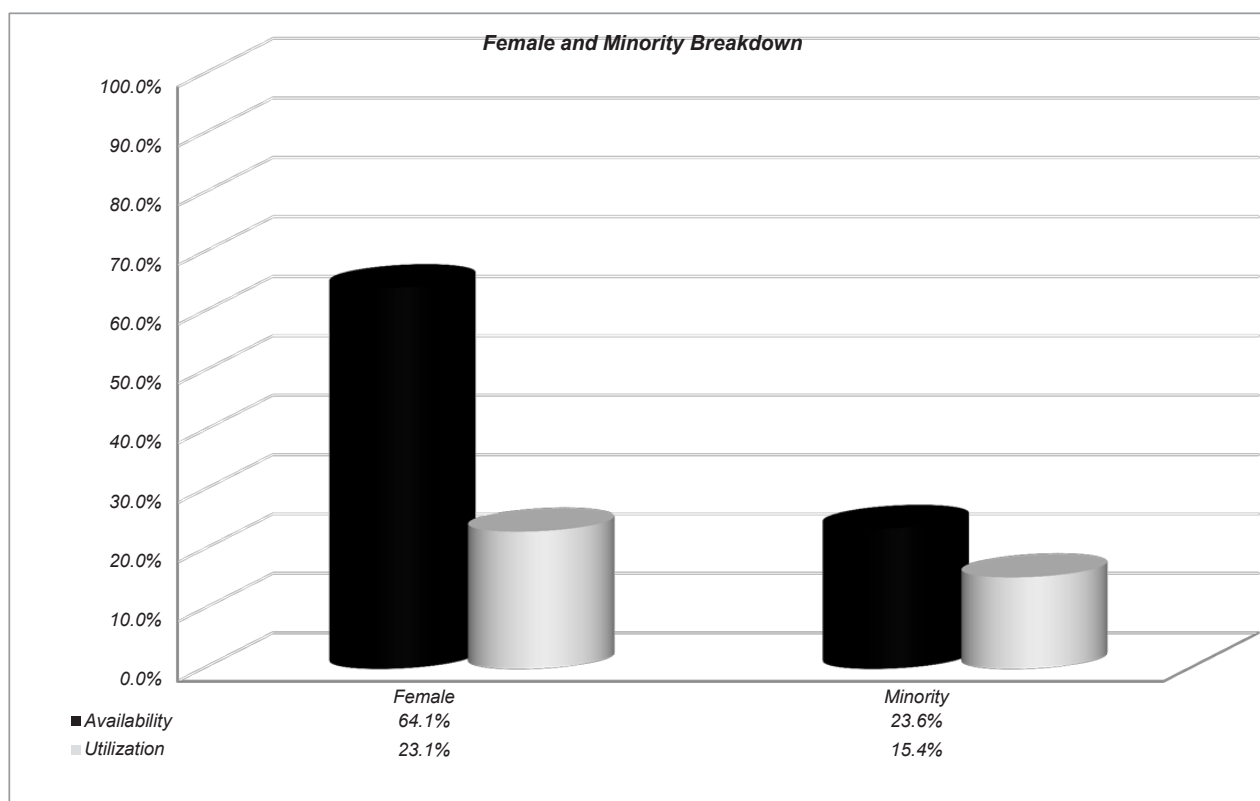
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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
Female and Minority Comparison

**School of Optometry**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	13			
Female	3	64.1%	23.1%	5.3
Minority	2	23.6%	15.4%	1.1



\* Source of data used to determine availability was provided by the National Center for Education Statistics, Integrated Post Secondary Education Data Systems (IPEDS)

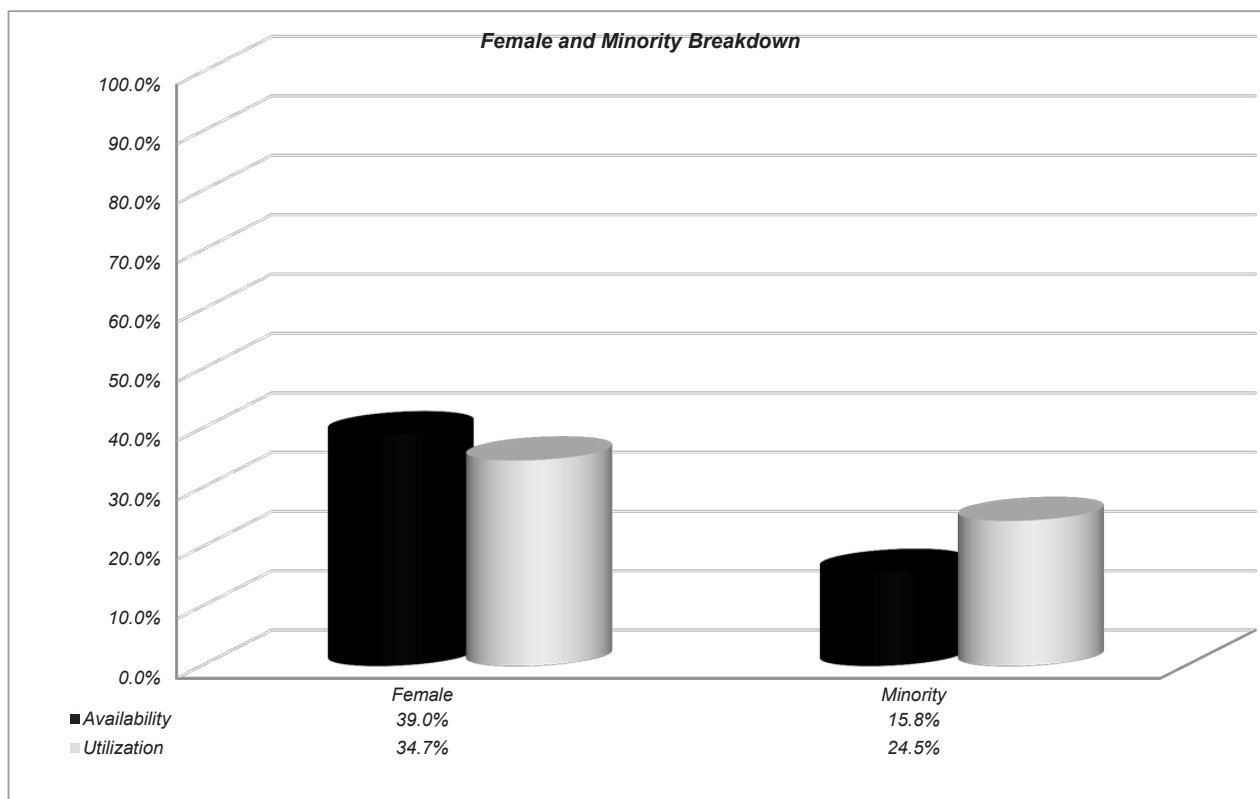
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

**School of Public and Environmental Affairs**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	49			
Female	17	39.0%	34.7%	2.1
Minority	13	15.8%	24.5%	



\* Source of data used to determine availability was provided by the (SED) Survey of Earned Doctorates

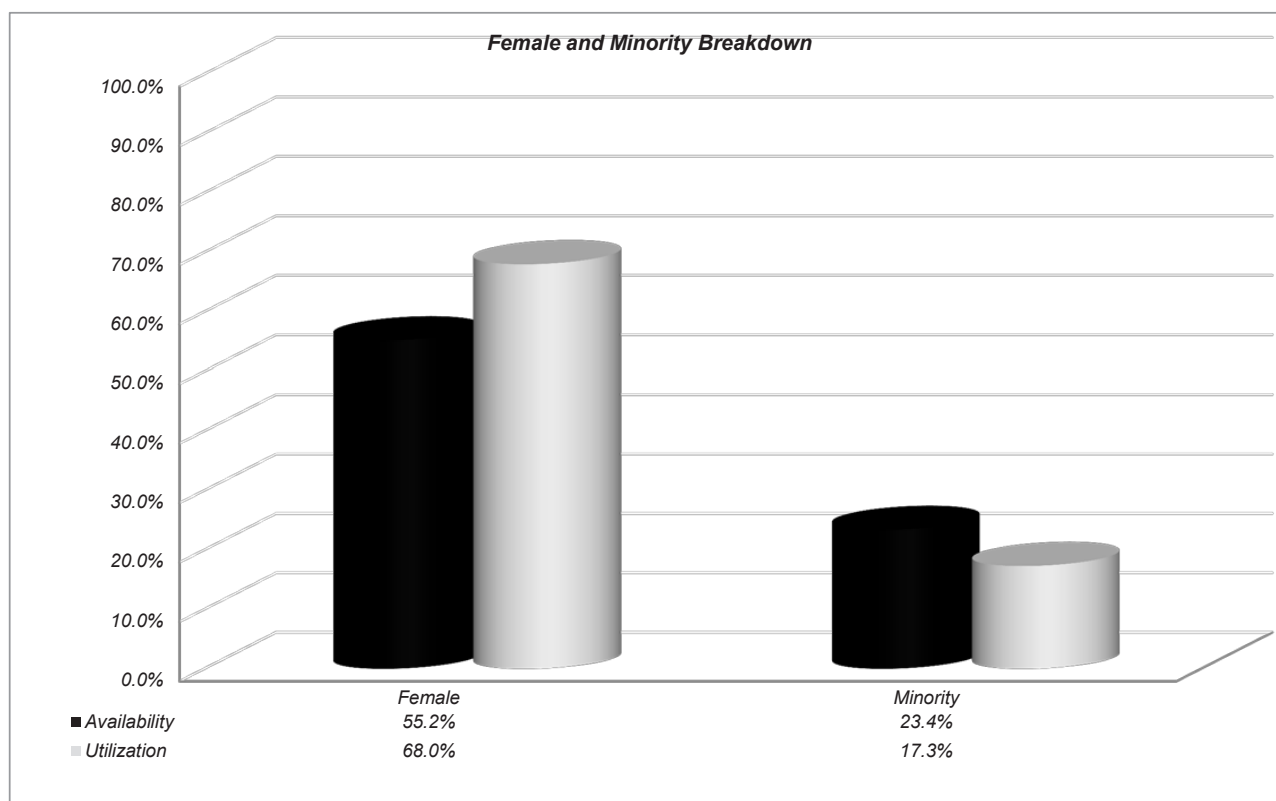
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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

**University Libraries, Bloomington**

		Availability Percentage	Utilization Percentage	Placement Goal
Total Faculty	75			
Female	51	55.2%	68.0%	
Minority	13	23.4%	17.3%	4.5



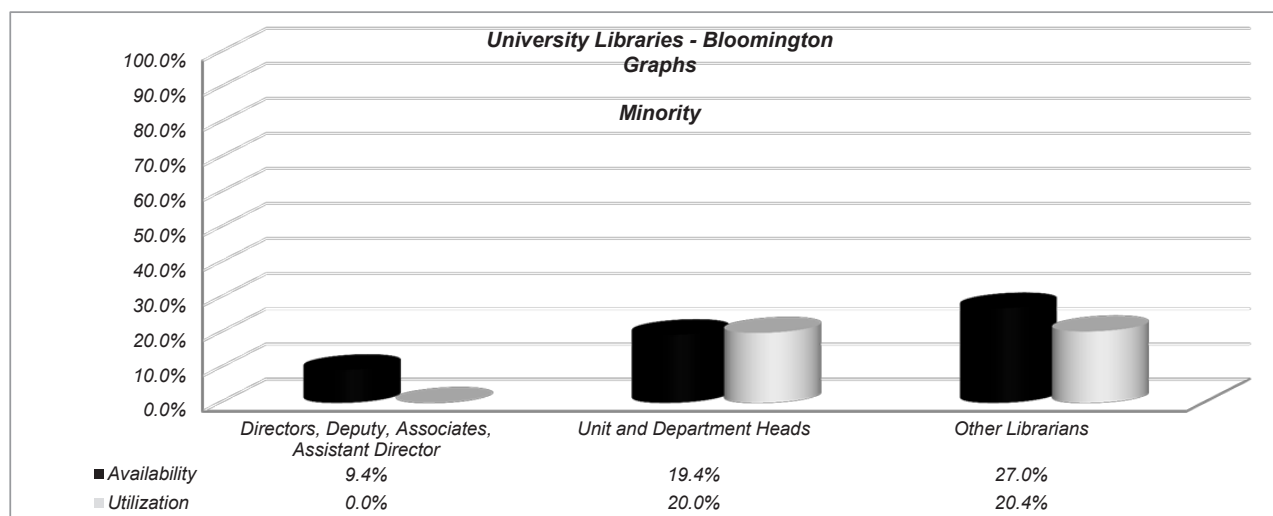
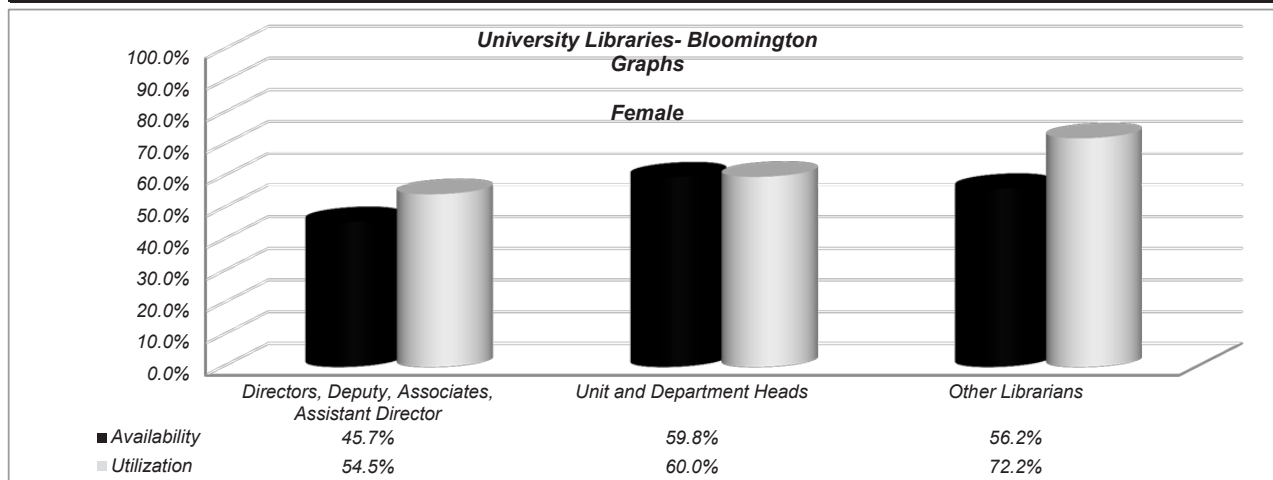
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Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 Full-time Tenured/Tenure-Track, Faculty Utilization Analysis  
 Female and Minority Comparison

University Libraries, Bloomington			Availability Percentage	Utilization Percentage	Placement Goal
<b>Directors, Deputy, Associates, Assistant Director</b>					
	Total Faculty	11			
	Female	6	45.7%	54.5%	
	Minority	0	9.4%	0.0%	1.0
<b>Unit and Department Heads</b>					
	Total Faculty	10			
	Female	6	59.8%	60.0%	
	Minority	2	19.4%	20.0%	
<b>Other Librarians</b>					
	Total Faculty	54			
	Female	39	56.2%	72.2%	
	Minority	11	27.0%	20.4%	3.6



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*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*Full-time Academic Executives & Full-time Non-Academic Workforce*  
*October 2011*  
*By EEO Category*  
*Female and Minority*

	<i>Total</i>	<i>Female</i>	<i>Minority</i>
<i>001 - Executive/Administrative/Managerial</i>	<i>228</i>	<i>85</i>	<i>18</i>
<i>002 - Professional</i>	<i>2535</i>	<i>1272</i>	<i>271</i>
<i>003 - Clerical/Secretarial</i>	<i>1208</i>	<i>1041</i>	<i>65</i>
<i>004 - Technical</i>	<i>286</i>	<i>112</i>	<i>16</i>
<i>005 - Skilled Trades</i>	<i>385</i>	<i>25</i>	<i>17</i>
<i>006 - Service Maintenance</i>	<i>723</i>	<i>243</i>	<i>62</i>
<i>Grand Total</i>	<i>5365</i>	<i>2777</i>	<i>449</i>

*Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011*

*Prepared by the Office of Affirmative Action and Equal Opportunity*



Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Full-time Academic Executives & Full-time Non-Academic Workforce  
 Percentage Change from 2010 - 2011  
 October 2011  
 Female and Minority

	Total	Female	Minority
<b>001 - Executive/Administrative/Managerial</b>			
2010	225	84	14
2011	228	85	18
% Change	1.3%	1.2%	22.2%
<b>002 - Professional</b>			
2010	2474	1217	259
2011	2535	1272	271
% Change	2.4%	4.3%	4.4%
<b>003 - Clerical/Secretarial</b>			
2010	1255	1090	72
2011	1208	1041	65
% Change	-3.9%	-4.7%	-10.8%
<b>004 - Technical</b>			
2010	315	126	17
2011	286	112	16
% Change	-10.1%	-12.5%	-6.3%
<b>005 - Skilled Trades</b>			
2010	435	30	18
2011	385	25	17
% Change	-13.0%	-20.0%	-5.9%
<b>006 - Service Maintenance</b>			
2010	742	266	61
2011	723	242	62
% Change	-2.6%	-9.9%	1.6%
<b>Grand Total</b>			
2010	5446	2813	441
2011	5365	2777	449
% Change	-1.5%	-1.3%	1.8%

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2011

Prepared by the Office of Affirmative Action and Equal Opportunity

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*Non Academic Staff*  
**2011 Utilization and Annual Hiring Goals**

		%	%		%	%	
		Female Available	Female Utilized	Disparity?	Minority Available	Minority Utilized	Disparity?
<b>EXECUTIVE</b>							
E01	Executive	58.3%	37.9%	Yes	11.9%	8.9%	Yes
E03	Education Administrators	65.5%	47.4%	Yes	15.1%	10.5%	No
E04	Business and Financial Administrators	42.0%	37.8%	Yes	12.2%	6.8%	Yes
E05	Plant and Facilities Administrators	26.4%	9.1%	Yes	12.1%	0.0%	Yes
<b>PROFESSIONAL</b>							
P01	Math and Computer	35.2%	26.8%	Yes	9.5%	14.1%	No
P02	Engineers/Architects/Facilities Professionals	14.7%	24.1%	No	4.3%	8.9%	Yes
P03	Life and Physical Scientists - General	64.6%	43.2%	Yes	12.2%	13.5%	Yes
-P03.1	Life Scientist	73.9%	50.0%	Yes	16.9%	28.4%	No
-P03.2	Physical Scientist	63.7%	32.5%	Yes	16.7%	29.9%	No
-P03.3	Social Scientist	69.4%	50.0%	Yes	3.4%	12.5%	Yes
P04	Clinicians and Medical Professionals	82.9%	73.4%	Yes	8.5%	3.1%	Yes
P05	Counselors/Student Affairs Professionals	67.0%	69.9%	No	14.9%	13.8%	Yes
P06	Education Related Professionals	48.9%	65.8%	No	17.1%	12.8%	Yes
P07	Arts/Communications/Public Relations Professionals	46.5%	53.4%	No	12.1%	6.1%	Yes
P08	Business/Accounting/Administrative Support	63.6%	66.7%	No	9.0%	7.1%	Yes
P10	Administrative Assistants	66.7%	88.7%	No	4.0%	4.8%	No
P12	Coaches/Athletes/Recreation Workers	29.3%	25.2%	Yes	13.4%	15.1%	No
P15	Librarians, Archivists, Curators	54.3%	69.7%	No	10.4%	3.0%	Yes
<b>CLERICAL</b>							
C01	Secretaries	87.2%	93.0%	No	6.4%	6.6%	Yes
C02	Typist/Data Entry Clerks	86.1%	80.0%	Yes	7.1%	0.0%	Yes
C04	Other Clerks	83.8%	85.4%	No	8.7%	5.3%	Yes
C05	Tellers, Cashiers, Sales Assistants	77.2%	36.4%	Yes	8.5%	0.0%	Yes
C06	Clerical Supervisors	79.7%	65.5%	Yes	8.5%	0.0%	Yes
<b>TECHNICAL</b>							
T01	Math and Computer Technicians	72.8%	37.8%	Yes	11.9%	7.1%	Yes
T02	Engineering and Electronics Technicians	22.3%	13.6%	Yes	18.1%	1.1%	Yes
T03	Science Technicians	55.5%	75.6%	No	14.1%	11.1%	Yes
T05	Health Technicians	84.4%	88.0%	No	21.2%	4.0%	Yes
T07	Technical, n.e.c.	55.0%	23.3%	Yes	14.1%	6.7%	Yes
<b>SKILLED CRAFTS</b>							
S01	Construction/Crafts	5.2%	7.9%	Yes	7.9%	0.8%	Yes
S02	Mechanics and Repairers	4.4%	3.4%	Yes	3.4%	6.2%	No
S03	Printing Crafts	29.7%	5.6%	No	5.6%	0.0%	Yes
S05	Stores Attendants	51.2%	3.9%	Yes	3.9%	40.0%	No
S06	Skilled Crafts, n.e.c.	17.4%	28.6%	No	5.6%	4.8%	Yes
S07	Police/Detectives	15.7%	9.1%	Yes	4.0%	6.1%	No
S20	Supervisors, Construction and Skilled Trades	4.5%	11.4%	No	3.6%	4.5%	No
<b>SERVICE MAINTENANCE</b>							
M01	Food Service Related	62.5%	65.3%	No	16.6%	22.4%	No
M02	Cleaning and Building Services	33.7%	28.2%	Yes	6.0%	7.0%	No
M03	Storage and Supply	35.9%	28.6%	Yes	3.1%	2.4%	Yes
M04	Drivers and Deliverers	15.8%	10.0%	Yes	2.0%	2.5%	No
M05	Grounds Workers	5.0%	6.5%	No	1.3%	0.0%	Yes
M08	Supervisors, Food Services	62.9%	64.3%	No	18.1%	15.5%	Yes
M10	Service Maintenance, n.e.c.	72.6%	85.7%	No	1.7%	0.0%	Yes
M19	Supervisors, Cleaning and Building Services	34.7%	27.4%	Yes	6.4%	10.7%	No

**EXECUTIVE/MANAGERIAL JOB GROUP DESCRIPTIONS****E01****Executive**

- 001 Chief Executives
- 002 General and Operations Managers
- 005 Marketing and Sales Managers
- 006 Public Relations Managers
- 011 Computer and Information Systems Managers
- 012 Financial Managers
- 013 Human Resources Managers
- 023 Education Administrators
- 210 Lawyers

**E03****Academic Administrators**

- 023 Education Administrators

**E04****Business/ Finance Administrators**

- 002 General and Operations Managers
- 005 Marketing and Sales Managers
- 006 Public Relations Managers
- 011 Computer and Information Systems Managers
- 012 Financial Managers
- 013 Human Resources Managers
- 035 Medical and Health Services Managers
- 056 Compliance Officers
- 371 Supervisors/ Managers of Police and Detectives

**E05****Plant and Facilities Administrators**

- 041 Property and Real Estate Managers

**PROFESSIONAL JOB GROUP DESCRIPTION****P01****Math and Computing**

- 011 Computer & Information System Managers
- 100 Computer Scientists and System Analysts
- 101 Computer Programmers
- 104 Computer Support Specialists
- 106 Database Administrators
- 110 Network and Computer Systems Administrators
- 122 Operations Research Analysts
- 124 Mathematicians and Statisticians

**P02****Engineers, Architects and Facilities Professionals**

- 002 General & Operations Managers
- 102 Computer Software Engineers
- 104 Computer Support Specialists
- 106 Database Administrators
- 110 Network and Computer Systems Administrators
- 130 Architects
- 141 Electrical and Electronics Engineers
- 142 Environmental Engineers
- 143 Industrial Engineers
- 146 Mechanical Engineers
- 153 Agricultural and Biomedical Engineers
- 154 Drafters
- 155 Engineering Technicians, Except Drafters
- 620 First-Line Supervisors/Managers of Construction Trades
- 666 Construction and Building Inspectors

**P03****Life and Physical Scientists - General**

- 161 Biological Scientists
- 170 Astronomers and Physicists
- 172 Chemists and Materials Scientists
- 174 Environmental Scientists and Geoscientists

**P03.1 - Life Scientist**

- 161 Biological Scientists

**P03.2 - Physical Scientist**

- 176 Physical Scientist, All Others

**P03.3 - Social Scientist**

- 186 Social Scientist

**P04****Clinicians and Medical Professionals**

- 035 Medical & Health Service Managers
- 182 Psychologists
- 201 Social Workers
- 303 Dietitians and Nutritionists
- 305 Pharmacists
- 313 Registered Nurses
- 316 Physical Therapists
- 326 Health Diagnosing and Treating Practitioners
- 350 Licensed Practical/ Licensed Vocational Nurses
- 365 Medical Assistants & Other Healthcare Support Occ

**P05****Counselors, Student Affairs Professionals**

- 002 General & Operations Managers
- 023 Education Administrators
- 043 Managers, All Other
- 200 Counselors

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## PROFESSIONAL JOB GROUP DESCRIPTION

### P06

#### Education Related Professionals

- 002 General and Operations Managers
- 023 Education Administrators
- 043 Managers, All Other
- 176 Physical Scientist, All Others
- 186 Sociologists and Social Scientists
- 196 Miscellaneous Life, Physical, & Social Science Technicians
- 200 Counselors
- 202 Miscellaneous Community and Social Service Specialists

### P07

#### Arts, Communications and Public Relations

- 006 Public Relations Managers
- 263 Designers
- 271 Producers and Directors
- 276 Entertainers and Performers
- 281 News Analysts, Reporters and Correspondents
- 282 Public Relations Specialists
- 283 Editors
- 284 Technical Writers
- 285 Writers and Authors
- 286 Miscellaneous Media and Communication Workers
- 290 Broadcast and Sound Engineering Technicians and Radio Oper
- 291 Photographers
- 292 Television, Video, & Motion Picture Camera Operators & Editors
- 524 Customer Services Representatives

### P08

#### Business, Accounting and Administrative Support

- 002 General and Operations Managers
- 004 Advertising & Promotions Managers
- 005 Marketing and Sales Managers
- 006 Public Relations Managers
- 010 Administrative Services Managers
- 012 Financial Managers
- 013 Human Resources Managers
- 015 Purchasing Managers
- 041 Property and Real Estate Managers
- 043 Managers, All Others

## CLERICAL JOB GROUP DESCRIPTIONS

### C01

#### Secretaries

- 540 Receptionists and Information Clerks
- 570 Secretaries and Administrative Assistants

### C02

#### Typists and Data Entry Clerks

- 581 Data Entry Keyers

### P08 (continued)

#### Business, Accounting and Administrative Support

- 053 Purchasing Agents
- 056 Compliance Officers
- 062 Human Resources Training/Labor Relations Specialists
- 071 Management Analysts
- 073 Business Operations Specialists
- 080 Accountants and Auditors
- 081 Appraisers & Assessors of Real Estate
- 084 Financial Analysts
- 095 Financial Specialists
- 210 Lawyers
- 470 Supervisors/Managers of Retail Sales Workers
- 496 Sales and related Workers
- 500 Supervisors/Managers of Office Support Workers
- 510 Bill and Account Collectors
- 512 Bookkeeping, Accounting, and Auditing Clerks

### P10

#### Administrative Assistants

- 043 Managers, All Others
- 500 Supervisors/Managers of Office Support Workers
- 570 Secretaries and Administrative Assistants

### P12

#### Coaches, Athletics, and Recreation Workers

- 002 General and Operations Managers
- 005 Marketing and Sales Managers
- 272 Athletes, Coaches and Umpires
- 462 Recreation and Fitness Workers

### P15

#### Librarians, Archivists and Curators

- 240 Archivists, Curators, and Museum Technicians

### C04

#### Other Clerks

- 351 Medical Records and Health Information Technicians
- 384 Miscellaneous Law Enforcement Workers
- 502 Telephone Operators
- 512 Bookkeeping, Accounting, and Auditing Clerks
- 514 Payroll and Timekeeping Clerks

**CLERICAL JOB GROUP DESCRIPTIONS****C04****Other Clerks (continued)**

- 515 Procurement Clerks
- 530 Hotel, Motel, and Resort Desk Clerks
- 532 Library Assistants, Clerical
- 536 Human Resources Assistants
- 542 Information and Record Clerks, All Other
- 560 Production, Planning, and Expediting Clerks
- 562 Stock Clerks and Order Fillers
- 586 General Office Clerks
- 590 Office Machine Operators
- 591 Proofreaders and Copy Markers

**C05****Tellers, Cashiers, Sales Assistants**

- 472 Cashiers
- 516 Tellers
- 935 Parking Lot Attendants

**C06****Clerical Supervisors**

- 500 Supervisors/Managers of Office Support Workers

**TECHNICAL JOB DESCRIPTIONS****T01****Math and Computer Technicians**

- 101 Computer Programmers
- 131 Surveyors, Cartographers, and Photogrammetrists
- 580 Computer Operators

**T02****Engineering and Electronics Technicians**

- 154 Drafters
- 155 Engineering Technicians
- 156 Surveying and Mapping Technicians
- 196 Nuclear, Life, Physical, and Social Science Technicians
- 290 Broadcast/Sound Engineering Technicians; Radio Operators
- 701 Computer, Automated Teller, and Office Machine Repairers

**T03****Science Technicians**

- 191 Biological Technicians
- 196 Nuclear, Life, Physical, and Social Science Technicians
- 354 Healthcare Practitioners and Technical Occupations

**T05****Health Technicians**

- 313 Registered Nurses
- 330 Clinical Laboratory Technologists and Technicians
- 332 Diagnostic Related Technologists and Technicians
- 352 Dispensing Opticians
- 360 Psychiatric Nursing and Home Health Aides

**T07****Technicians, n.e.c..**

- 240 Archivists, Curators, and Museum Technicians
- 244 Library Technicians
- 276 Entertainers and Performers
- 291 Photographers
- 743 Precision Instrument and Equipment Repairers

**SKILLED CRAFTS/CONSTRUCTION JOB GROUP DESCRIPTIONS****S01****Construction/Crafts**

- 620 Managers of Construction Trades and Extraction Workers
- 622 Brick masons, Block masons, and Stonemasons
- 623 Carpenters
- 626 Construction Laborers
- 635 Electricians
- 642 Painters, Construction & Maintenance
- 644 Pipe layers, Plumbers, Pipe fitters, and Steamfitters
- 652 Sheet Metal Workers
- 666 Construction and Building Inspectors
- 672 Hazardous Materials Removal Workers
- 676 Miscellaneous Construction and Related Workers
- 960 Industrial Truck and Tractor Operators

**S02****Mechanics and Repairers**

- 670 Elevator Installers & repairers
- 704 Electric Motor, Power Tool, and Related Repairers
- 710 Electrical & Electronics Repairers
- 713 Security and Fire Alarm
- 720 Automotive Service Technicians and Mechanics
- 721 Bus and Truck Mechanics and Diesel Engine Specialists
- 724 Small Engine Mechanics
- 731 Heat/Air Conditioning/Refrigeration Mechanics/Installers
- 733 Industrial and Refractory Machinery Mechanics
- 734 Maintenance and Repair Workers, General
- 735 Machinery Maintenance Workers
- 741 Electrical Power-Line Installers and Repairers
- 743 Precision Instrument and Equip
- 754 Locksmiths and Safe Repairers
- 860 Power Plant Operators, Distributors, and Dispatchers

## **SKILLED CRAFTS/CONSTRUCTION JOB GROUP DESCRIPTIONS**

### **S03**

#### **Printing Crafts**

- 823 Bookbinders and Bindery Workers
- 825 Prepress Technicians and Workers
- 826 Printing Machine Operators

### **S05**

#### **Stores Attendants**

- 561 Shipping, Receiving, and Traffic Clerks

### **S06**

#### **Skilled Crafts, n.e.c..**

- 552 Dispatchers
- 553 Meter Readers, Utilities
- 845 Upholsterers
- 846 Miscellaneous Textile, Apparel, and Furnishing Workers
- 862 Water/ Liquid Waste Treatment System Operators
- 874 Inspectors, Testers, Sorters, Samplers, and Weighers
- 891 Etchers and Engravers

### **S07**

#### **Police and Detectives**

- 385 Police Officers
- 392 Security Guards and Gaming Surveillance Officers

### **S20**

#### **Administrators/Supervisors, Police**

- 371 Supervisors/ Managers of Police and Detectives
- 373 Supervisors, Protective Service Workers
- 384 Miscellaneous Law Enforcement Workers
- 421 Mgrs. Landscaping/Lawn Svc./Grounds Workers
- 470 Supervisors/Managers of Retail Sales Workers
- 620 Mgrs. of Construction Trades/Extraction Workers
- 700 Managers of Mechanics, Installers, and Repairers
- 770 Managers of Production and Operating Workers
- 900 Supervisors, Transportation & Material Moving Workers

## **SERVICE/ MAINTENANCE JOB GROUP DESCRIPTIONS**

### **M01**

#### **Food Service Related**

- 403 Food Preparation Workers
- 413 Dining Room/Cafeteria Attendants and Bartender Helpers

### **M02**

#### **Cleaning and Building Services**

- 422 Janitors and Building Cleaners
- 830 Laundry and Dry-Cleaning Workers

### **M03**

#### **Storage and Supply**

- 561 Shipping, Receiving, and Traffic Clerks
- 562 Stock Clerks and Order Fillers
- 585 Mail Clerks and Mail Machine Operators
- 962 Laborers and Freight, Stock, and Material Movers, Hands

### **M04**

#### **Drivers and Deliverers**

- 912 Bus Drivers
- 913 Driver/ Sales Workers and Truck Drivers
- 915 Miscellaneous Motor Vehicle Operators

### **M05**

#### **Grounds Workers**

- 425 Grounds Maintenance Workers
- 605 Agricultural Workers
- 960 Industrial Truck and Tractor Operators

### **M08**

#### **Food Services Supervisors**

- 401 Managers of Food Preparation/Serving Workers

### **M10**

#### **Service Maintenance, n.e.c..**

- 370 Supervisors/Managers of Correctional Officers
- 832 Sewing Machine Operators
- 895 Helpers - Production Workers

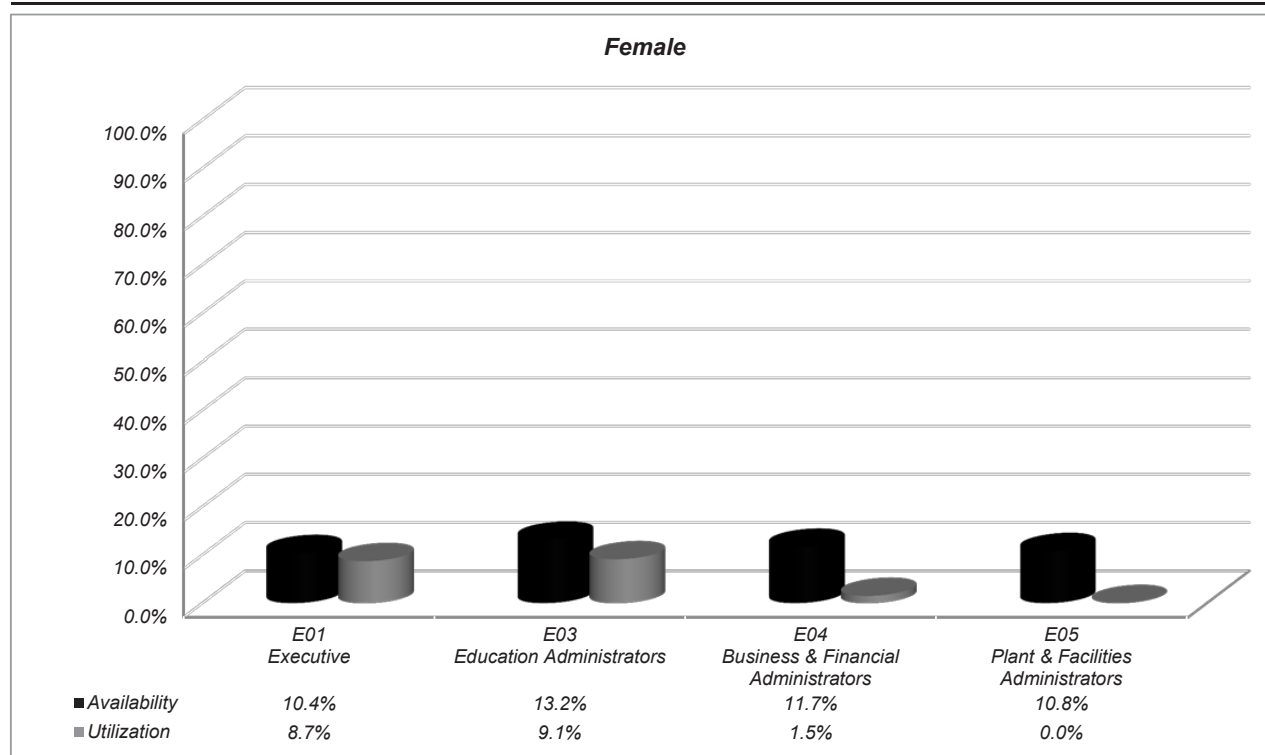
### **M19**

#### **Supervisors, Cleaning and Building Services**

- 420 Managers of Housekeeping and Janitorial Workers

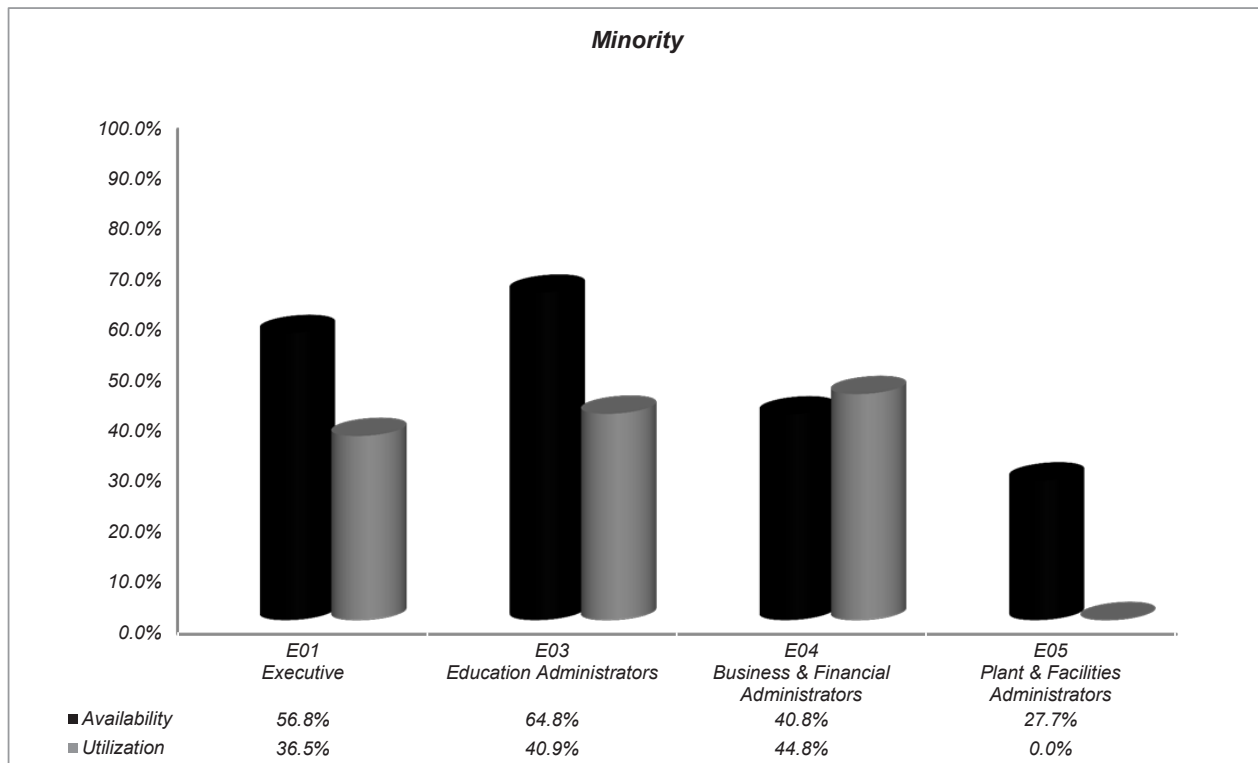
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Executive - Academic Administrative Non Academic Staff  
 2011 Full-time Staff Utilization Analysis  
 Female and Minority Comparisons

<b>Executive - Academic Administrative</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>E01 - Executive</i>	<i>E01 Total</i>	125			
	<i>Female</i>	47	58.3%	37.9%	25.3
	<i>Minority</i>	11	11.9%	8.9%	3.8
<i>E03 - Education Administrators</i>	<i>E03 Total</i>	18			
	<i>Female</i>	9	65.5%	47.4%	3.5
	<i>Minority</i>	2	15.1%	10.5%	0.9
<i>E04 - Business &amp; Financial Administrators</i>	<i>E04 Total</i>	74			
	<i>Female</i>	28	42.0%	37.8%	3.1
	<i>Minority</i>	5	12.0%	6.8%	3.9
<i>E05 - Plant &amp; Facilities Administrators</i>	<i>E05 Total</i>	11			
	<i>Female</i>	1	26.4%	9.1%	1.9
	<i>Minority</i>	0	12.1%	0.0%	1.3



*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*Professional Non Academic Staff*  
**2011 Full-time Staff Utilization Analysis**  
*Female and Minority Comparisons*

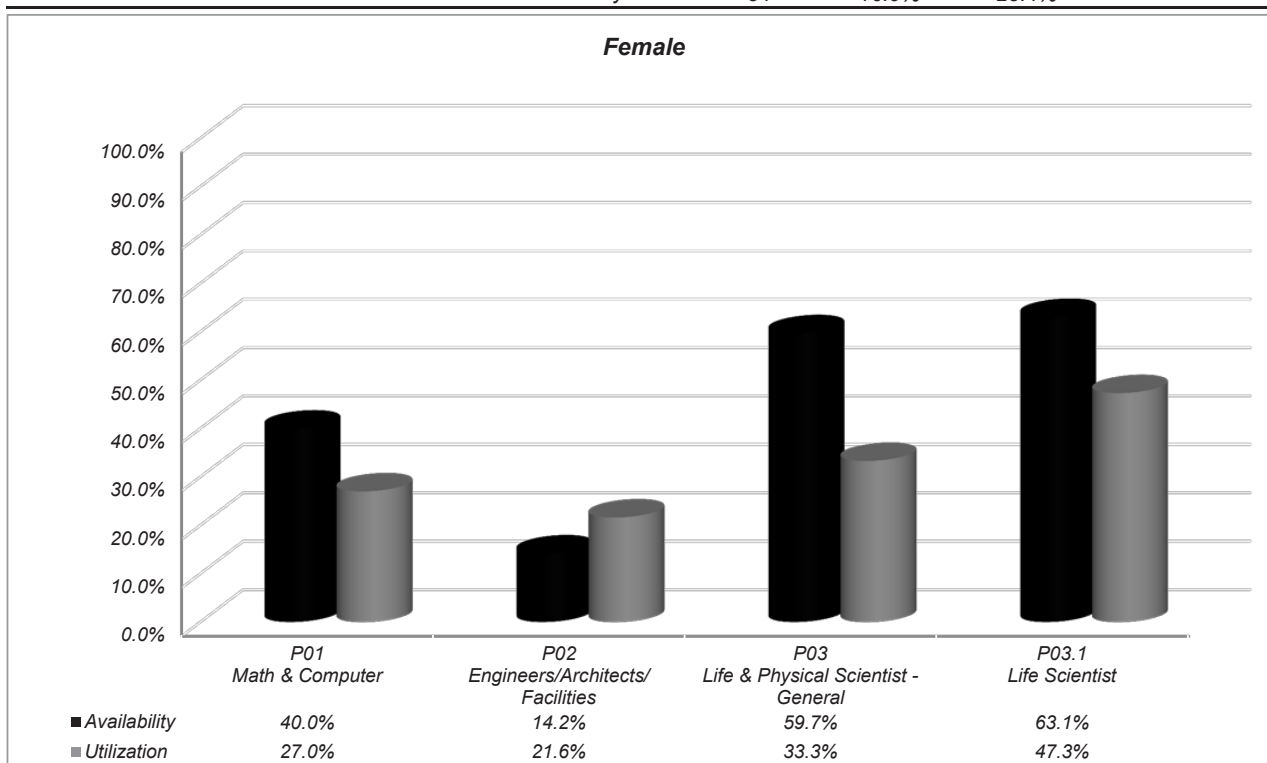
<b>Executive - Academic Administrative</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>E01 - Executive</i>	<i>E01 Total</i>	125			
	<i>Female</i>	47	58.3%	37.9%	25.3
	<i>Minority</i>	11	11.9%	8.9%	3.8
<i>E03 - Education Administrators</i>	<i>E03 Total</i>	18			
	<i>Female</i>	9	65.5%	47.4%	3.5
	<i>Minority</i>	2	15.1%	10.5%	0.9
<i>E04 - Business &amp; Financial Administrators</i>	<i>E04 Total</i>	74			
	<i>Female</i>	28	42.0%	37.8%	3.1
	<i>Minority</i>	5	12.0%	6.8%	3.9
<i>E05 - Plant &amp; Facilities Administrators</i>	<i>E05 Total</i>	11			
	<i>Female</i>	1	26.4%	9.1%	1.9
	<i>Minority</i>	0	12.1%	0.0%	1.3





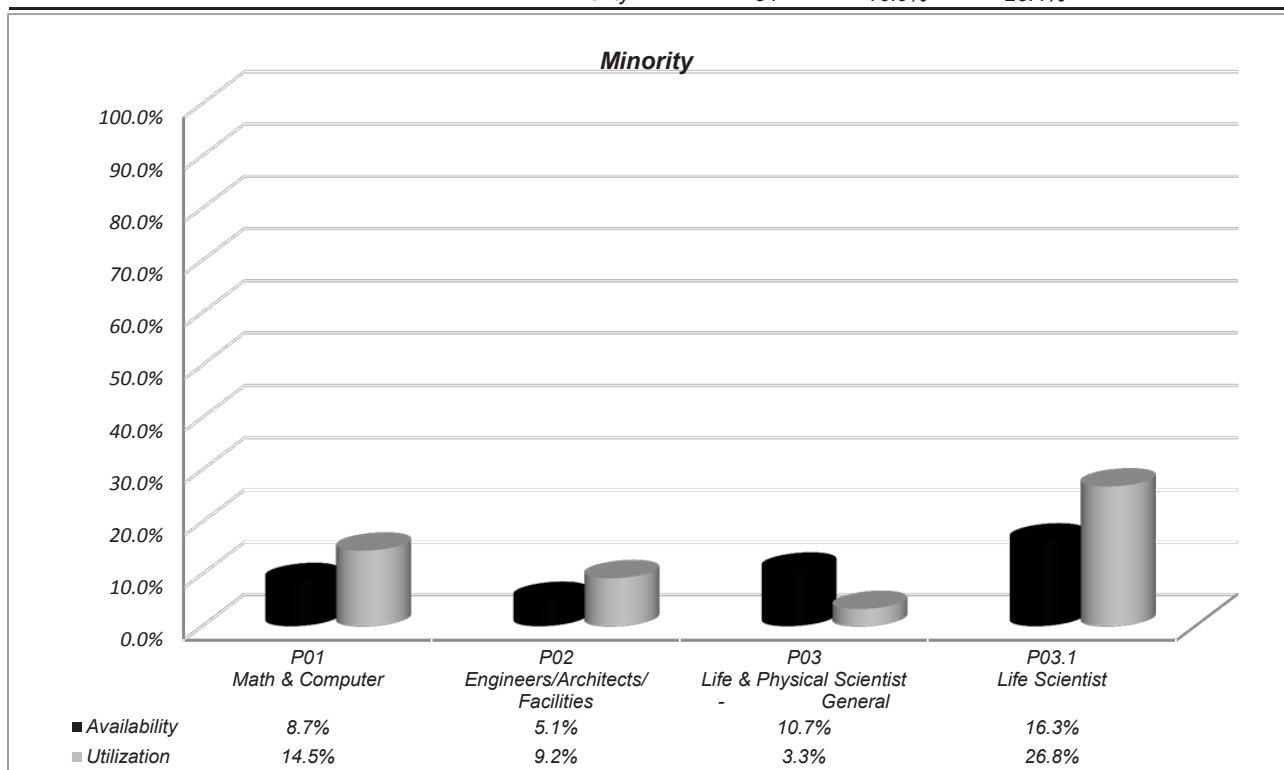
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Professional Non Academic Staff  
2011 Full-time Staff Utilization Analysis  
Female and Minority Comparisons

<b>Professional</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
P01 -Math & Computer	P01 Total	716			
	Female	192	35.2%	26.8%	60.3
	Minority	101	9.5%	14.1%	
P02 - Engineers/Architects/Facilities	P02 Total	158			
	Female	38	14.7%	24.1%	
	Minority	14	4.3%	8.9%	
P03 - Life & Physical Scientists - General	P03 Total	37			
	Female	16	64.6%	43.2%	7.9
	Minority	5	12.2%	13.5%	
-P03.1 - Life Scientist	P03.1 Total	190			
	Female	95	73.9%	50.0%	45.3
	Minority	54	16.9%	28.4%	



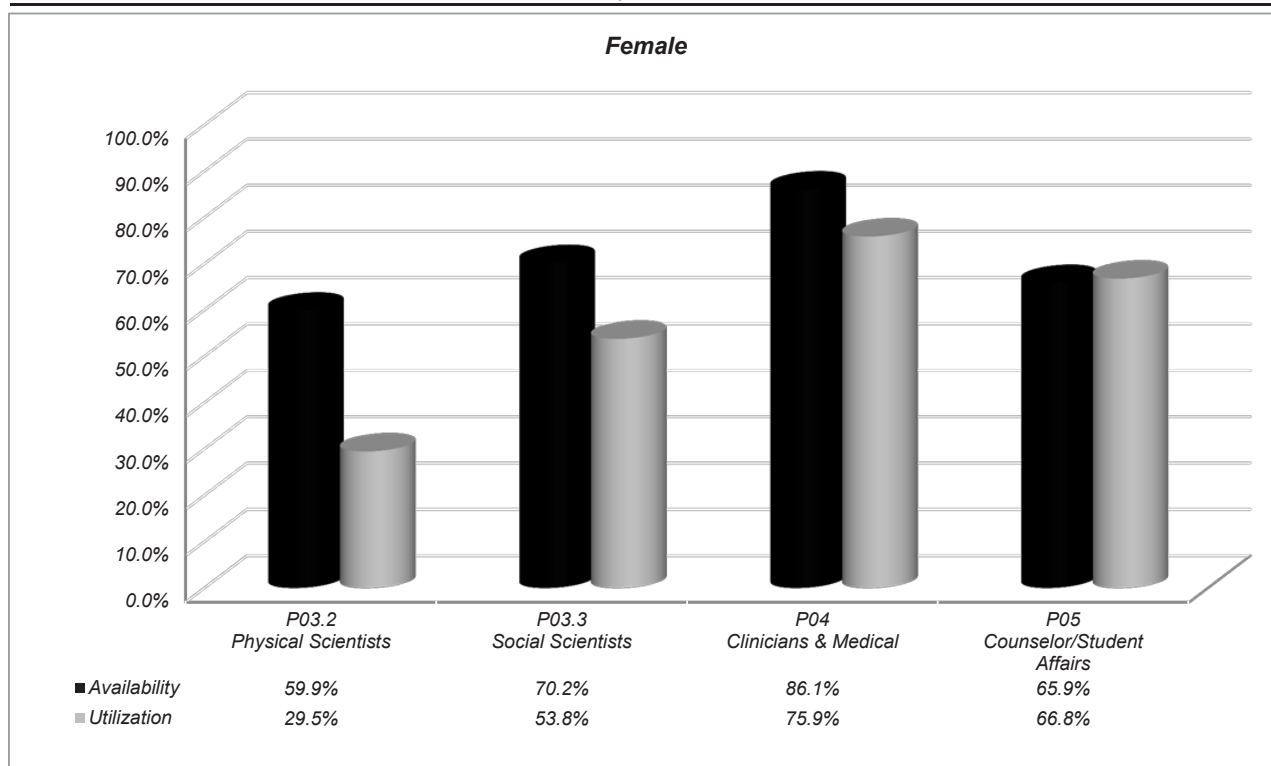
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*Professional Non Academic Staff*  
**2011 Full-time Staff Utilization Analysis**  
*Female and Minority Comparisons*

<b>Professional</b>			Availability Percentage	Utilization Percentage	Placement Goal
<i>P01 -Math &amp; Computer</i>	<i>P01 Total</i>	716			
	<i>Female</i>	192	35.2%	26.8%	60.3
	<i>Minority</i>	101	9.5%	14.1%	
<i>P02 - Engineers/Architects/Facilities</i>	<i>P02 Total</i>	158			
	<i>Female</i>	38	14.7%	24.1%	
	<i>Minority</i>	14	4.3%	8.9%	
<i>P03 - Life &amp; Physical Scientists - General</i>	<i>P03 Total</i>	37			
	<i>Female</i>	16	64.6%	43.2%	7.9
	<i>Minority</i>	5	12.2%	13.5%	2.2
<i>-P03.1 - Life Scientist</i>	<i>P03.1 Total</i>	190			
	<i>Female</i>	95	73.9%	50.0%	45.3
	<i>Minority</i>	54	16.9%	28.4%	



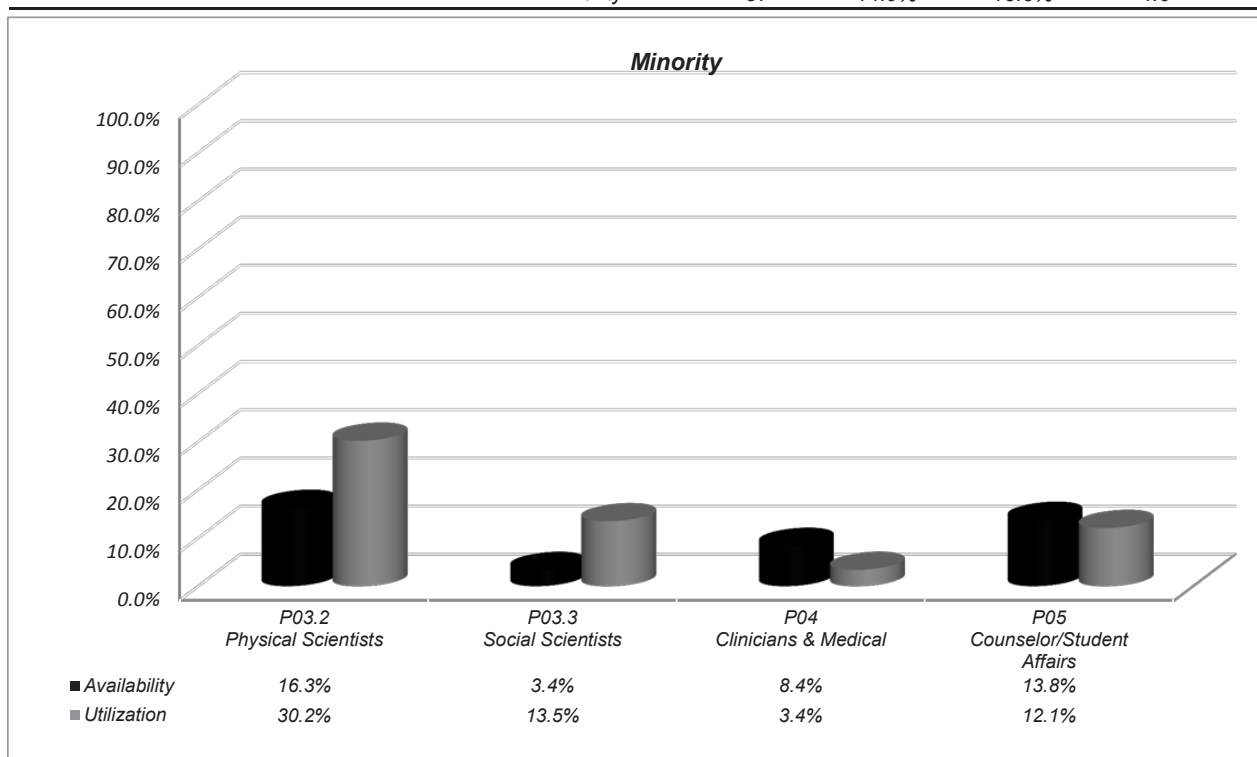
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<b>Professional</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
-P03.2 Physical Scientists	<i>P03.2 Total</i>	154			
	<i>Female</i>	50	63.7%	32.5%	48.1
	<i>Minority</i>	46	16.7%	29.9%	
-P03.3 - Social Scientists	<i>P03.3 Total</i>	48			
	<i>Female</i>	24	69.4%	50.0%	9.3
	<i>Minority</i>	6	3.4%	12.5%	
P04 - Clinicians & Medical	<i>P04 Total</i>	64			
	<i>Female</i>	47	82.9%	73.4%	6.1
	<i>Minority</i>	2	8.5%	3.1%	3.5
P05 - Counselor/Student Affairs	<i>P05 Total</i>	412			
	<i>Female</i>	288	67.0%	69.9%	
	<i>Minority</i>	57	14.9%	13.8%	4.6



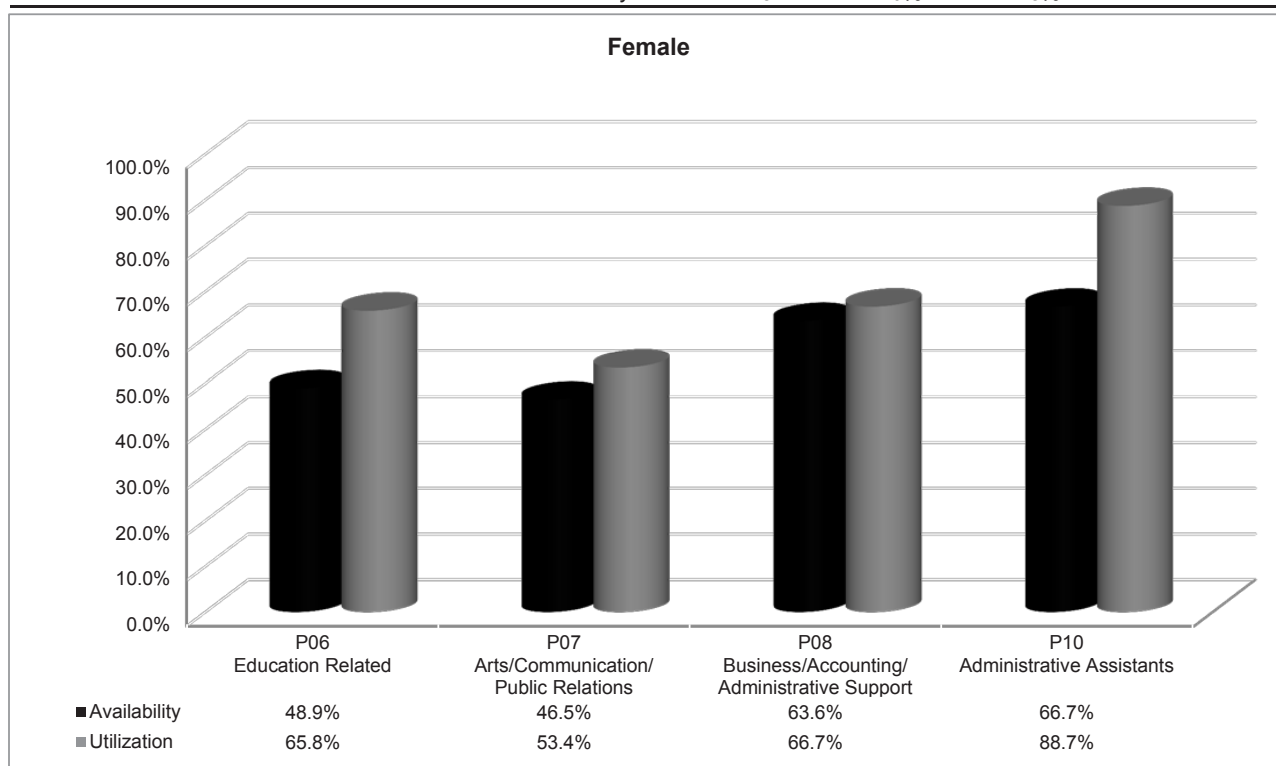
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*Female and Minority Comparisons*

<b>Professional</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
<i>-P03.2 Physical Scientists</i>	<i>P03.2 Total</i>	154			
	<i>Female</i>	50	63.7%	32.5%	48.1
	<i>Minority</i>	46	16.7%	29.9%	
<i>-P03.3 - Social Scientists</i>	<i>P03.3 Total</i>	48			
	<i>Female</i>	24	69.4%	50.0%	9.3
	<i>Minority</i>	6	3.4%	12.5%	5.2
<i>P04 - Clinicians &amp; Medical</i>	<i>P04 Total</i>	64			
	<i>Female</i>	47	82.9%	73.4%	6.1
	<i>Minority</i>	2	8.5%	3.1%	3.5
<i>P05 - Counselor/Student Affairs</i>	<i>P05 Total</i>	412			
	<i>Female</i>	288	67.0%	69.9%	
	<i>Minority</i>	57	14.9%	13.8%	4.6



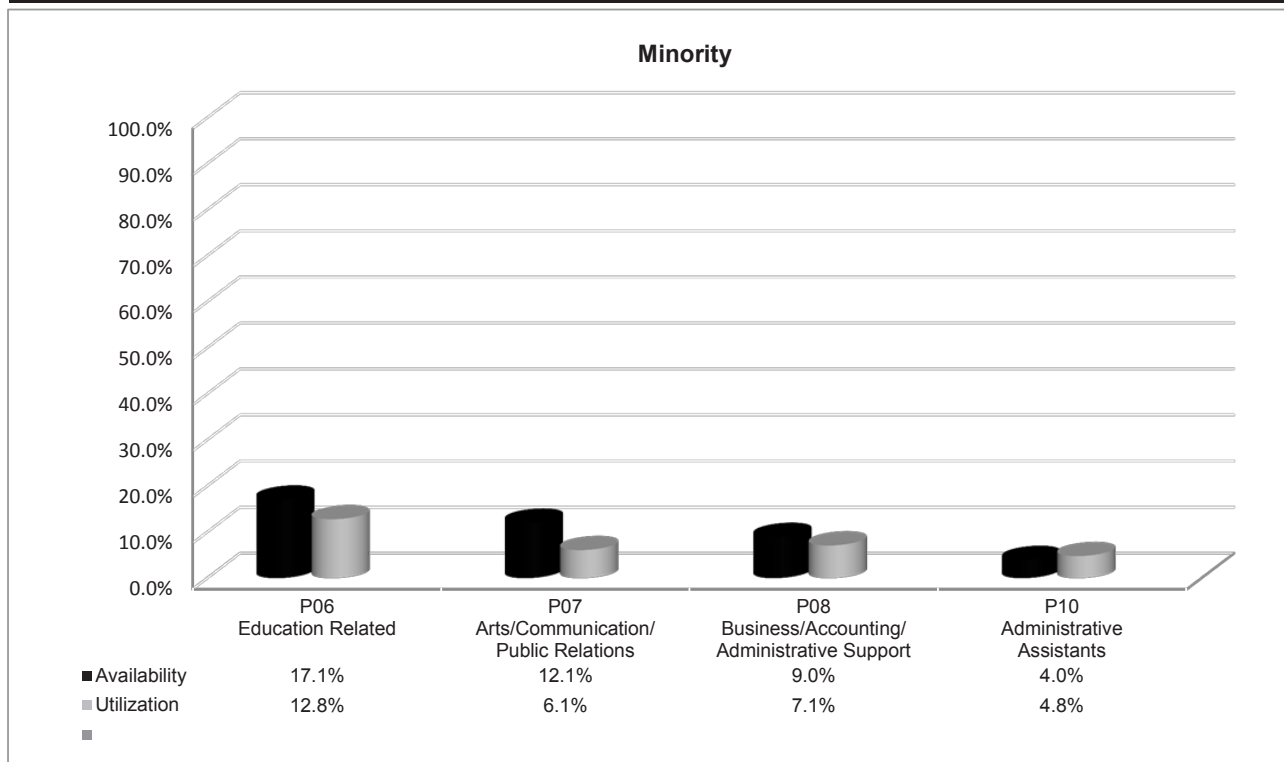
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2011 Full-time Staff Utilization Analysis  
Female and Minority Comparisons

<b>Professional</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>P06 - Education Related</i>	<i>P06 Total</i>	117			
	<i>Female</i>	77	48.9%	65.8%	
	<i>Minority</i>	15	17.1%	12.8%	5.0
<i>P07 - Arts/Communication/Public Relations</i>	<i>P07 Total</i>	294			
	<i>Female</i>	157	46.5%	53.4%	
	<i>Minority</i>	18	12.1%	6.1%	17.4
<i>P08 - Business/Accounting/Administrative Suppo</i>	<i>P08 Total</i>	523			
	<i>Female</i>	349	63.6%	66.7%	
	<i>Minority</i>	37	9.0%	7.1%	9.9
<i>P10 - Administrative Assistants</i>	<i>P10 Total</i>	62			
	<i>Female</i>	55	66.7%	88.7%	
	<i>Minority</i>	3	4.0%	4.8%	



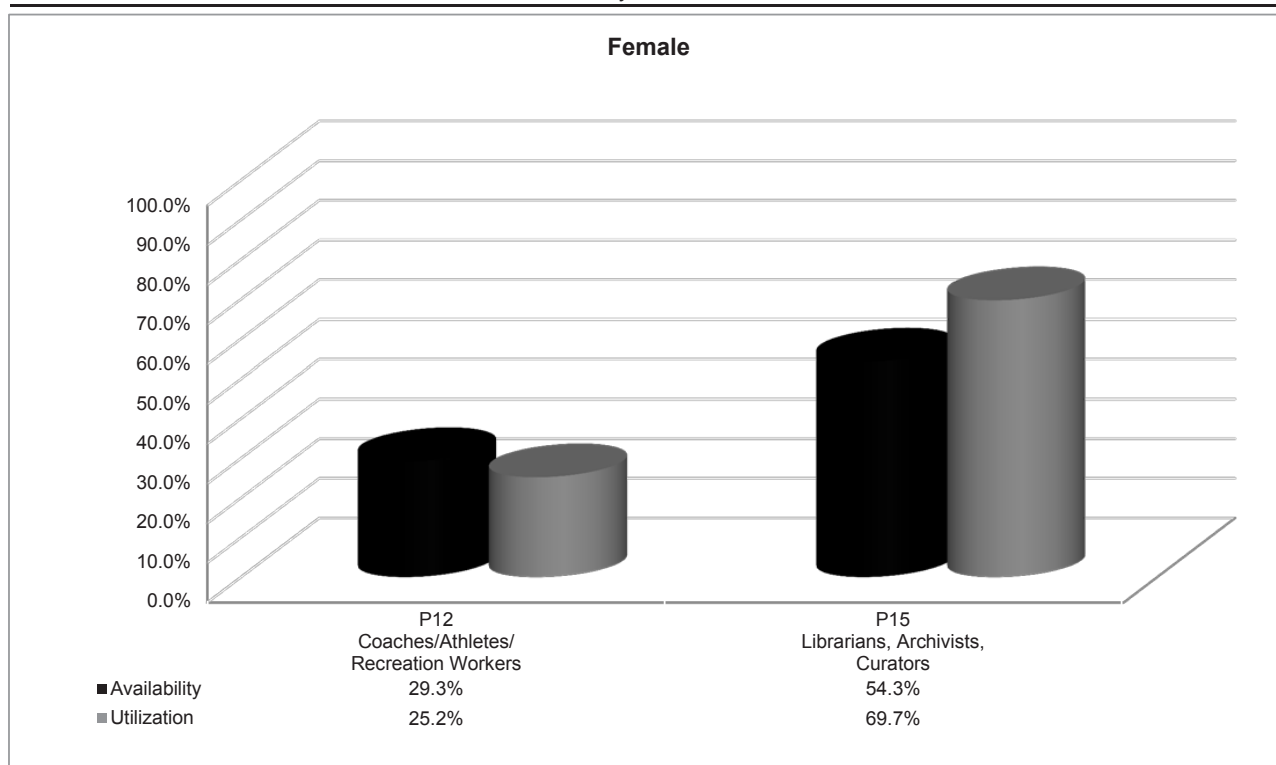
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<b>Professional</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>P06 - Education Related</i>	<i>P06 Total</i>	117			
	<i>Female</i>	77	48.9%	65.8%	
	<i>Minority</i>	15	17.1%	12.8%	5.0
<i>P07 - Arts/Communication/Public Relations</i>	<i>P07 Total</i>	294			
	<i>Female</i>	157	46.5%	53.4%	
	<i>Minority</i>	18	12.1%	6.1%	17.4
<i>P08 - Business/Accounting/Administrative Suppo</i>	<i>P08 Total</i>	523			
	<i>Female</i>	349	63.6%	66.7%	
	<i>Minority</i>	37	9.0%	7.1%	9.9
<i>P10 - Administrative Assistants</i>	<i>P10 Total</i>	62			
	<i>Female</i>	55	66.7%	88.7%	
	<i>Minority</i>	3	4.0%	4.8%	



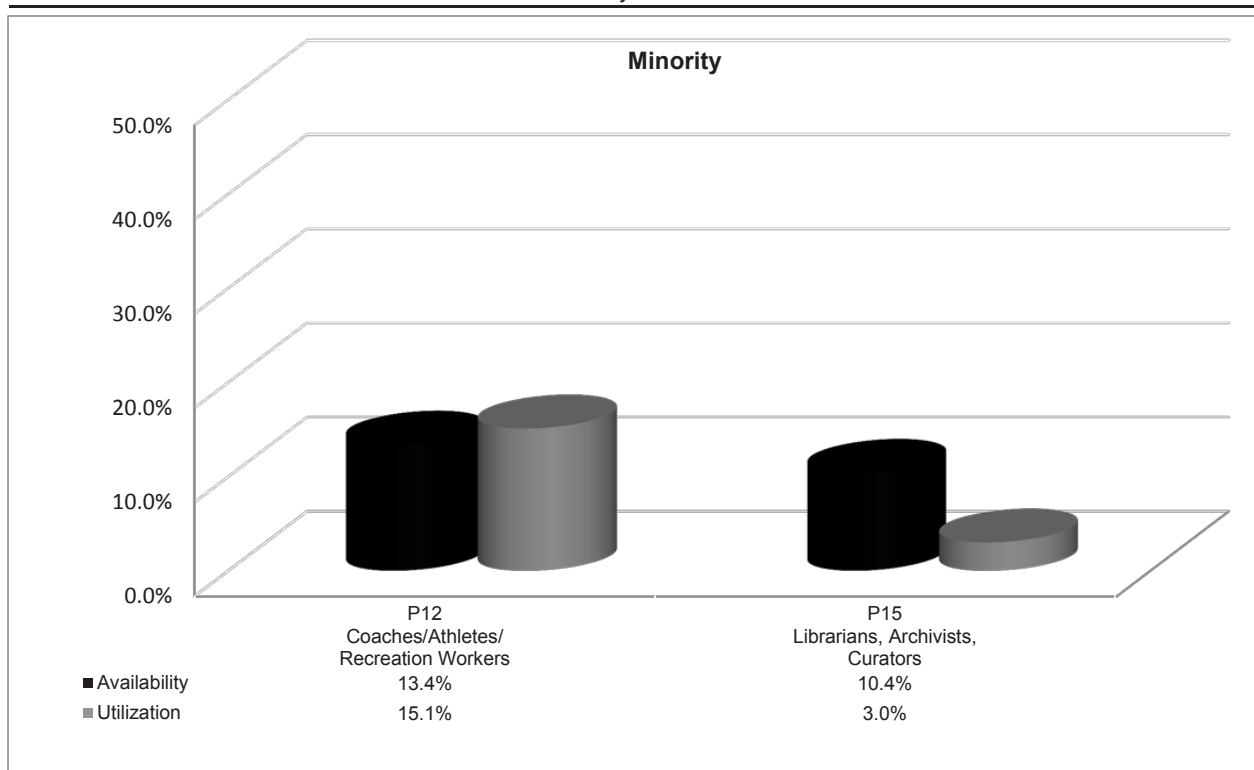
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Professional Non Academic Staff  
 2011 Full-time Staff Utilization Analysis  
 Female and Minority Comparisons

<b>Professional</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>P12 - Coaches/Athletes/Recreation Workers</i>	<i>P12 Total</i>	119			
	<i>Female</i>	30	29.3%	25.2%	4.9
	<i>Minority</i>	18	13.4%	15.1%	
<i>P15 - Librarians, Archivists, Curators</i>	<i>P15 Total</i>	33			
	<i>Female</i>	23	54.3%	69.7%	
	<i>Minority</i>	1	10.4%	3.0%	2.4



*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*Professional Non Academic Staff*  
 2011 Full-time Staff Utilization Analysis  
 Female and Minority Comparisons

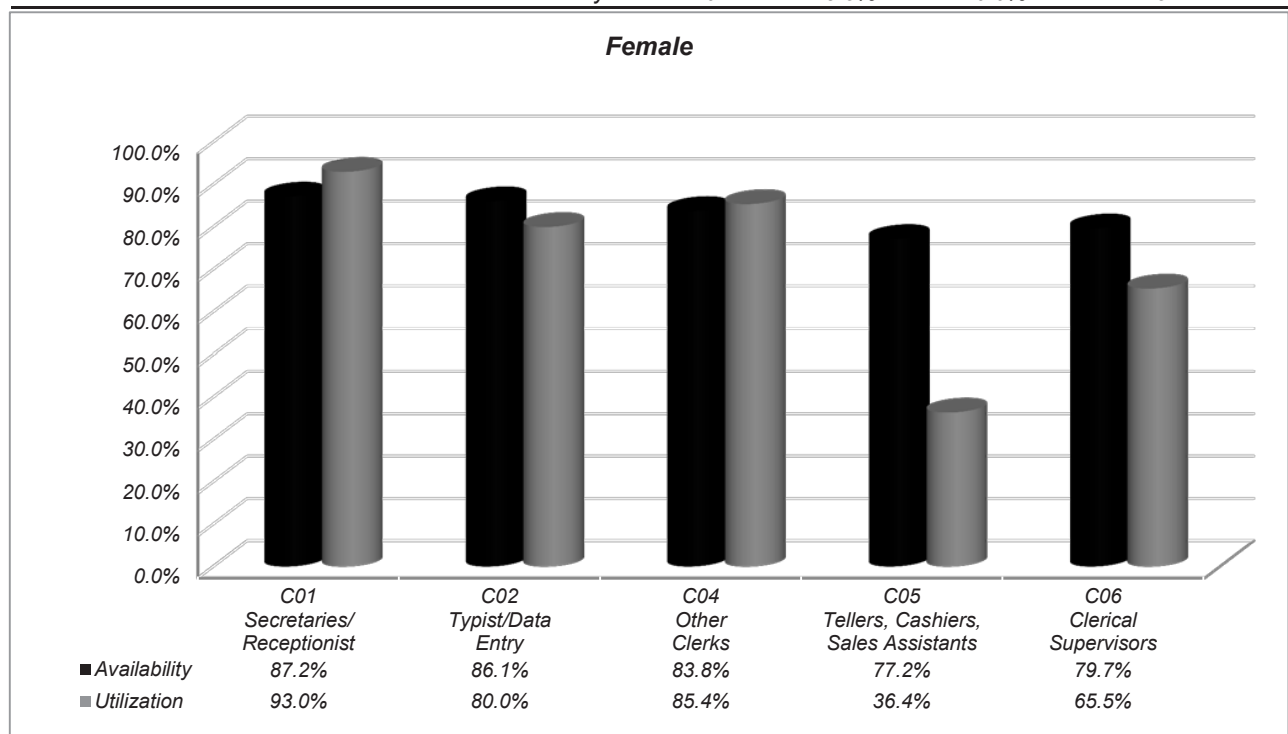
<b>Professional</b>			Availability Percentage	Utilization Percentage	Placement Goal
<i>P12 - Coaches/Athletes/Recreation Workers</i>	<i>P12 Total</i>	119			
	<i>Female</i>	30	29.3%	25.2%	4.9
	<i>Minority</i>	18	13.4%	15.1%	
<i>P15 - Librarians, Archivists, Curators</i>	<i>P15 Total</i>	33			
	<i>Female</i>	23	54.3%	69.7%	
	<i>Minority</i>	1	10.4%	3.0%	2.4





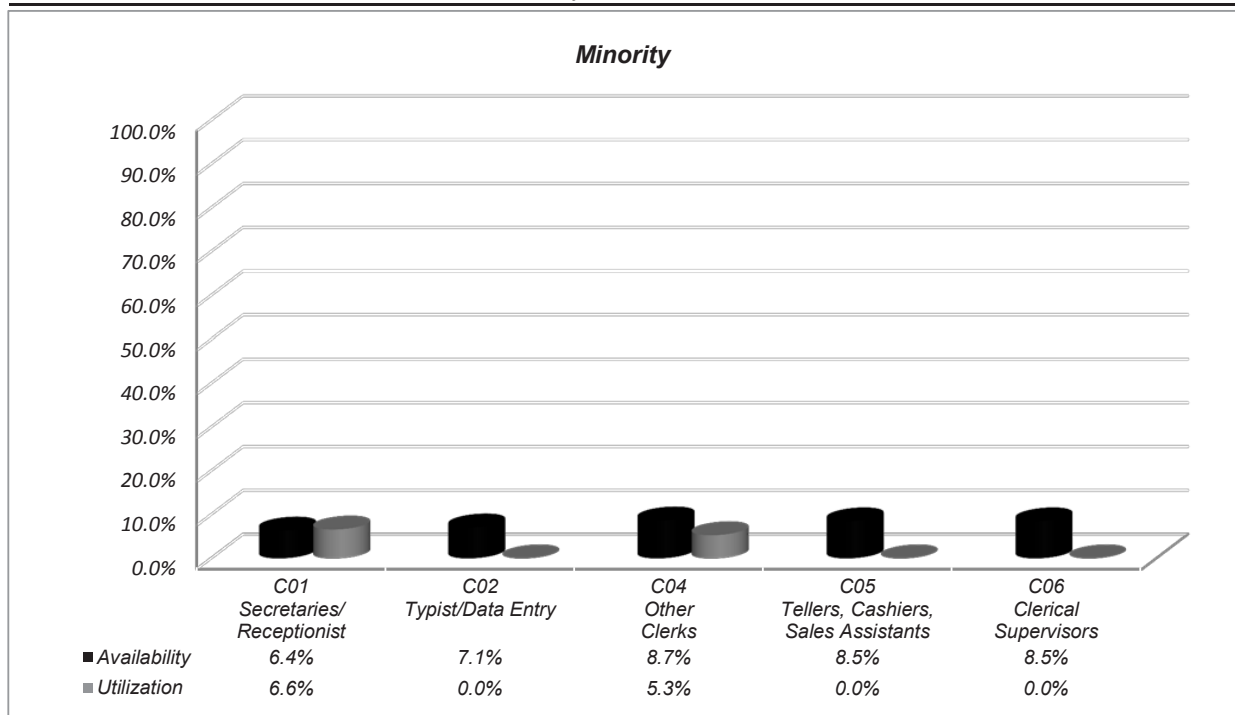
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Clerical/Secretarial Non Academic Staff  
 2011 Full-time Staff Utilization Analysis  
 Female and Minority Comparisons

<b>Clerical/Secretarial</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
C01 - Secretaries/Receptionist	C01 Total	273			
	Female	254	87.2%	93.0%	
	Minority	18	6.4%	6.6%	
C02 - Typist/Data Entry	C02 Total	10			
	Female	8	86.1%	80.0%	0.6
	Minority	0	7.1%	0.0%	0.7
C04 - Other Clerks	C04 Total	885			
	Female	756	83.8%	85.4%	
	Minority	47	8.7%	5.3%	29.8
C05 - Tellers, Cashiers, Sales Assistants	C05 Total	11			
	Female	4	77.2%	36.4%	4.5
	Minority	0	8.5%	0.0%	0.9
C06 - Clerical Supervisors	C06 Total	29			
	Female	19	79.7%	65.5%	4.1
	Minority	0	8.5%	0.0%	2.5



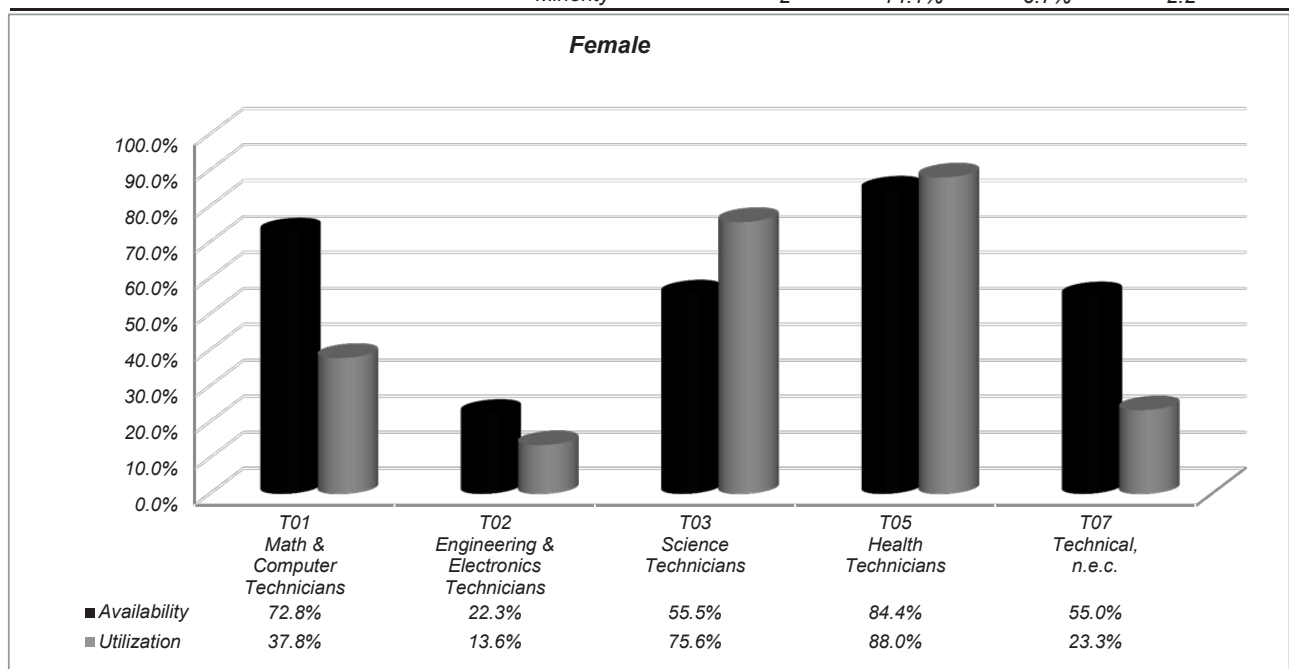
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
Clerical/Secretarial Non Academic Staff  
2011 Full-time Staff Utilization Analysis  
Female and Minority Comparisons

<b>Clerical/Secretarial</b>			Availability Percentage	Utilization Percentage	Placement Goal
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	Minority	18	6.4%	6.6%	
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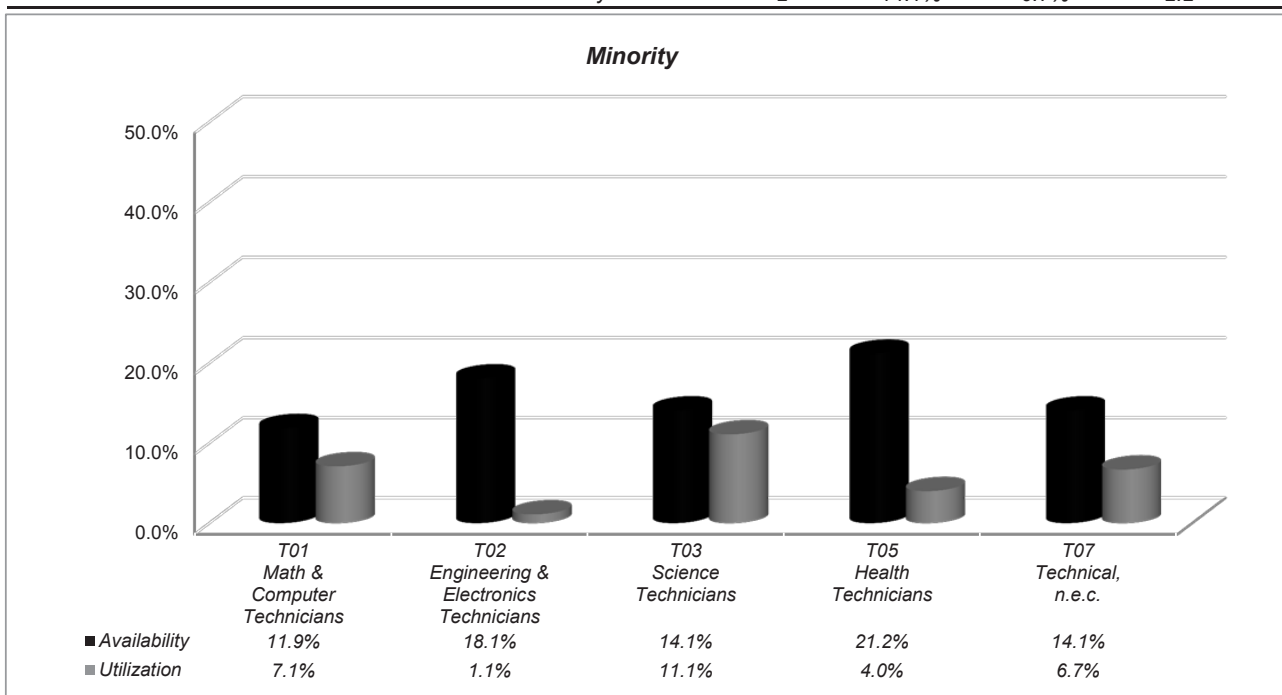
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
Technical/ParaProfessional Non Academic Staff  
2011 Full-time Staff Utilization Analysis  
Female and Minority Comparisons

<b>Technical/ParaProfessional</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
T01 - Math & Computer Technicians	T01 Total	98			
	Female	37	72.8%	37.8%	34.3
	Minority	7	11.9%	7.1%	4.6
T02 - Engineering & Electronics Technicians	T02 Total	88			
	Female	12	22.3%	13.6%	7.6
	Minority	1	18.1%	1.1%	15.0
T03 - Science Technicians	T03 Total	45			
	Female	34	55.5%	75.6%	
	Minority	5	14.1%	11.1%	1.3
T05 - Health Technicians	T05 Total	25			
	Female	22	84.4%	88.0%	
	Minority	1	21.2%	4.0%	4.3
T07 - Technical, n.e.c.	T07 Total	30			
	Female	7	55.0%	23.3%	9.5
	Minority	2	14.1%	6.7%	2.2



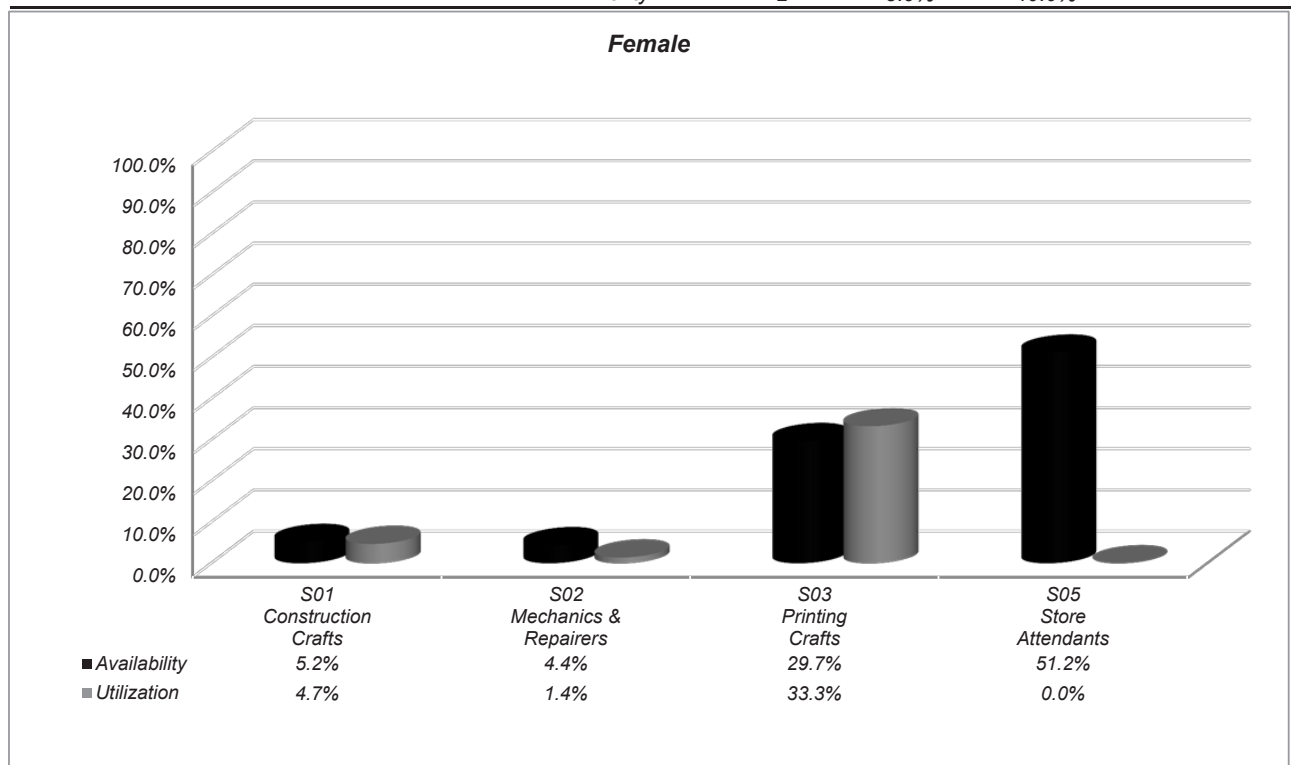
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
Technical/ParaProfessional Non Academic Staff  
2011 Full-time Staff Utilization Analysis  
Female and Minority Comparisons

<b>Technical/ParaProfessional</b>			Availability Percentage	Utilization Percentage	Placement Goal
T01 - Math & Computer Technicians	T01 Total	98			
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	Minority	7	11.9%	7.1%	4.6
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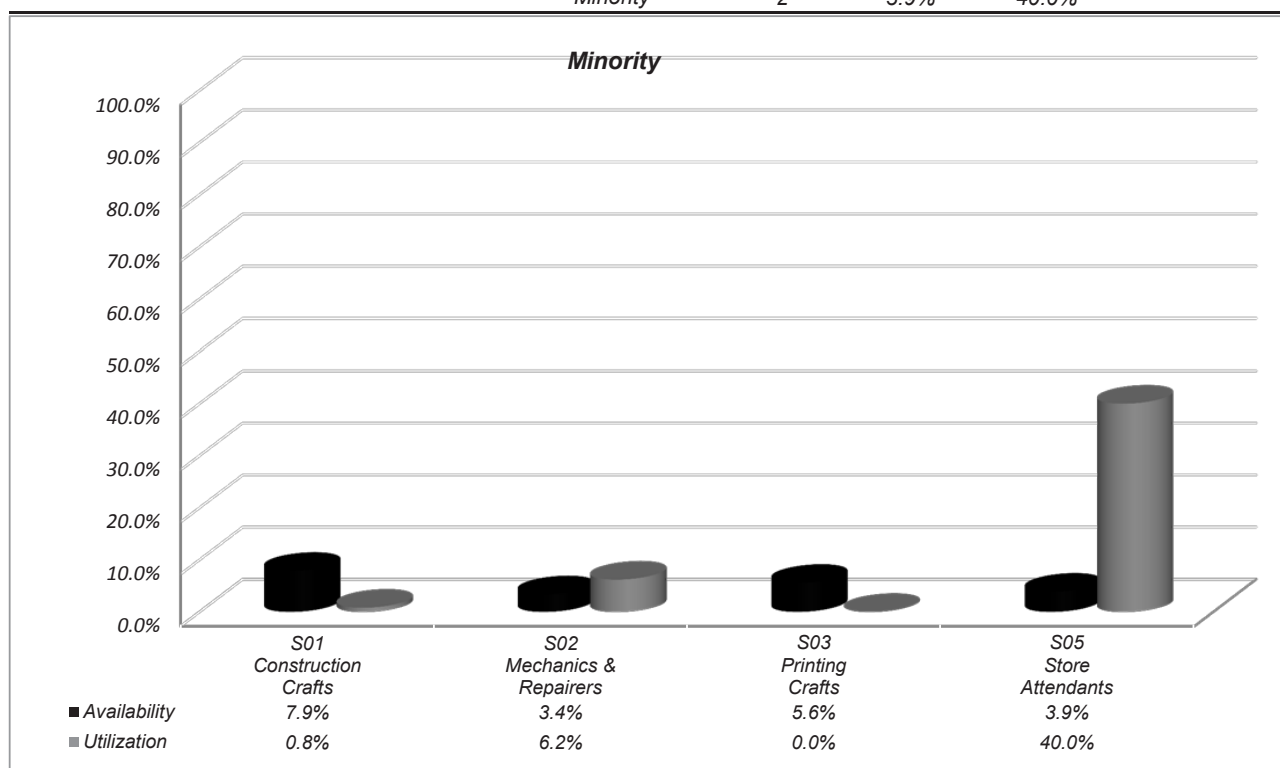
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Skilled Crafts Non Academic Staff  
 2011 Full-time Staff Utilization Analysis  
 Female and Minority Comparisons

<b>Skilled Crafts</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
S01 - Construction/Crafts	<i>S01 Total</i>	127			
	<i>Female</i>	6	5.2%	4.7%	0.6
	<i>Minority</i>	1	7.9%	0.8%	9.0
S02 - Mechanics & Repairers	<i>S02 Total</i>	146			
	<i>Female</i>	2	4.4%	1.4%	4.5
	<i>Minority</i>	9	3.4%	6.2%	
S03 - Printing Crafts	<i>S03 Total</i>	9			
	<i>Female</i>	3	29.7%	33.3%	
	<i>Minority</i>	0	5.6%	0.0%	0.5
S05 - Store Attendants	<i>S05 Total</i>	5			
	<i>Female</i>	0	51.2%	0.0%	2.6
	<i>Minority</i>	2	3.9%	40.0%	



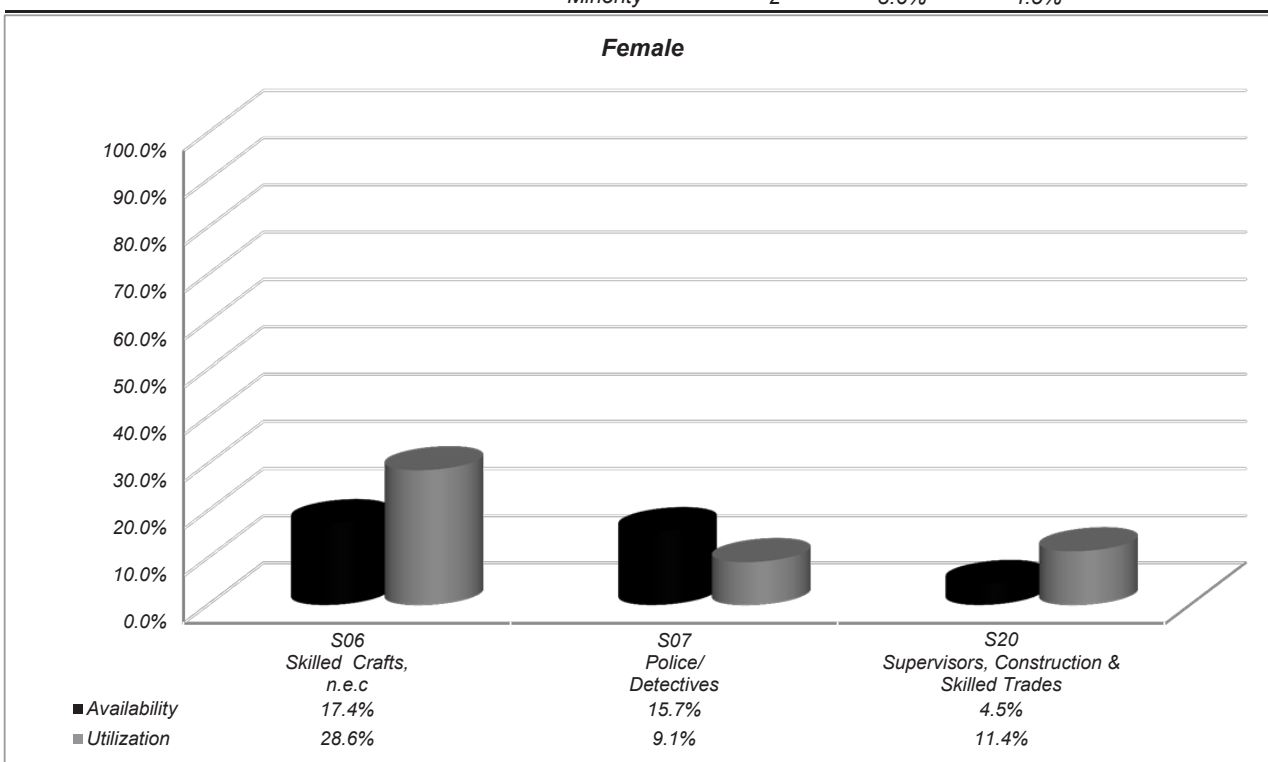
*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*Skilled Crafts Non Academic Staff*  
**2011 Full-time Staff Utilization Analysis**  
*Female and Minority Comparisons*

<b>Skilled Crafts</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>S01 - Construction/Crafts</i>	<i>S01 Total</i>	127			
	<i>Female</i>	6	5.2%	4.7%	0.6
	<i>Minority</i>	1	7.9%	0.8%	9.0
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	<i>Female</i>	2	4.4%	1.4%	4.5
	<i>Minority</i>	9	3.4%	6.2%	
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	<i>Female</i>	3	29.7%	33.3%	
	<i>Minority</i>	0	5.6%	0.0%	0.5
<i>S05 - Store Attendants</i>	<i>S05 Total</i>	5			
	<i>Female</i>	0	51.2%	0.0%	2.6
	<i>Minority</i>	2	3.9%	40.0%	



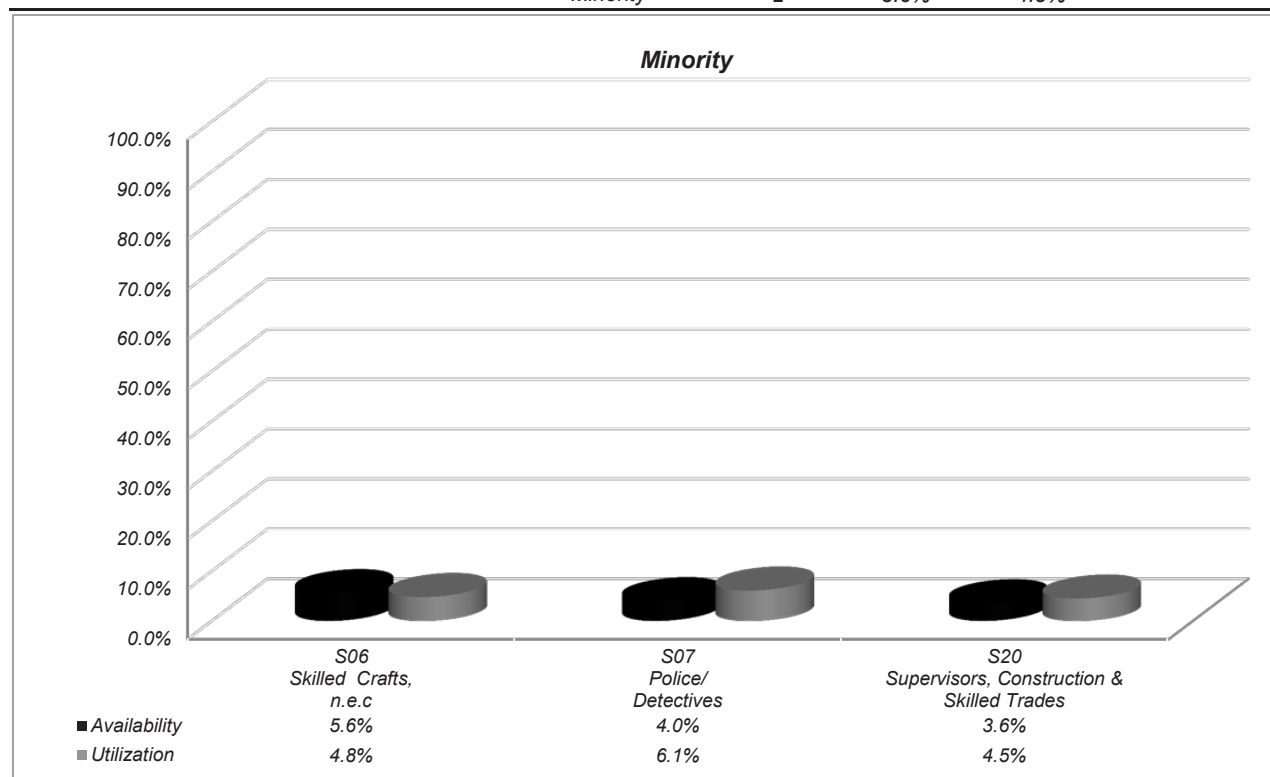
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Skilled Crafts Non Academic Staff  
 2011 Full-time Staff Utilization Analysis  
 Female and Minority Comparisons

<b>Skilled Non Academic</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
S06 - Construction/Crafts	<i>S06 Total</i>	21			
	<i>Female</i>	6	17.4%	28.6%	
	<i>Minority</i>	1	5.6%	4.8%	0.2
S07 - Mechanics & Repairers	<i>S07 Total</i>	33			
	<i>Female</i>	3	15.7%	9.1%	2.2
	<i>Minority</i>	2	4.0%	6.1%	
S20 - Printing Crafts	<i>S20 Total</i>	44			
	<i>Female</i>	5	4.5%	11.4%	
	<i>Minority</i>	2	3.6%	4.5%	



*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*Skilled Crafts Non Academic Staff*  
**2011 Full-time Staff Utilization Analysis**  
*Female and Minority Comparisons*

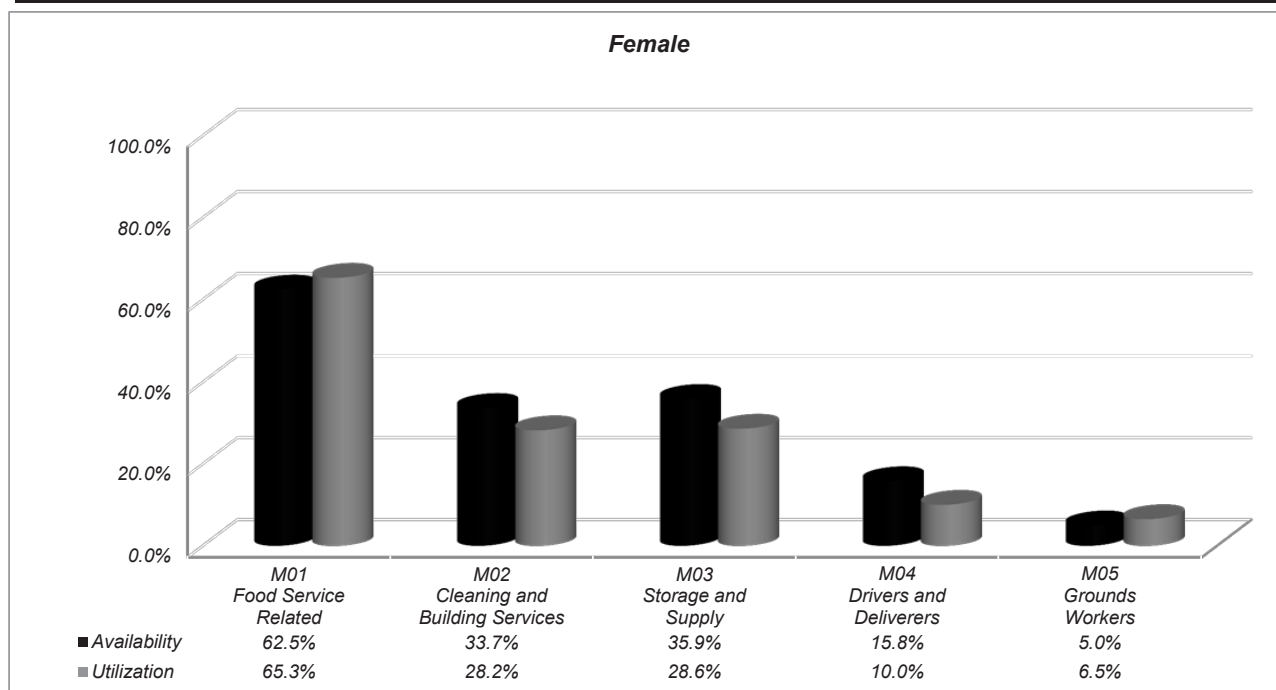
<b>Skilled Non Academic</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>S06 - Construction/Crafts</i>	<i>S06 Total</i>	<i>21</i>			
	<i>Female</i>	<i>6</i>	<i>17.4%</i>	<i>28.6%</i>	
	<i>Minority</i>	<i>1</i>	<i>5.6%</i>	<i>4.8%</i>	<i>0.2</i>
<i>S07 - Mechanics &amp; Repairers</i>	<i>S07 Total</i>	<i>33</i>			
	<i>Female</i>	<i>3</i>	<i>15.7%</i>	<i>9.1%</i>	<i>2.2</i>
	<i>Minority</i>	<i>2</i>	<i>4.0%</i>	<i>6.1%</i>	
<i>S20 - Printing Crafts</i>	<i>S20 Total</i>	<i>44</i>			
	<i>Female</i>	<i>5</i>	<i>4.5%</i>	<i>11.4%</i>	
	<i>Minority</i>	<i>2</i>	<i>3.6%</i>	<i>4.5%</i>	





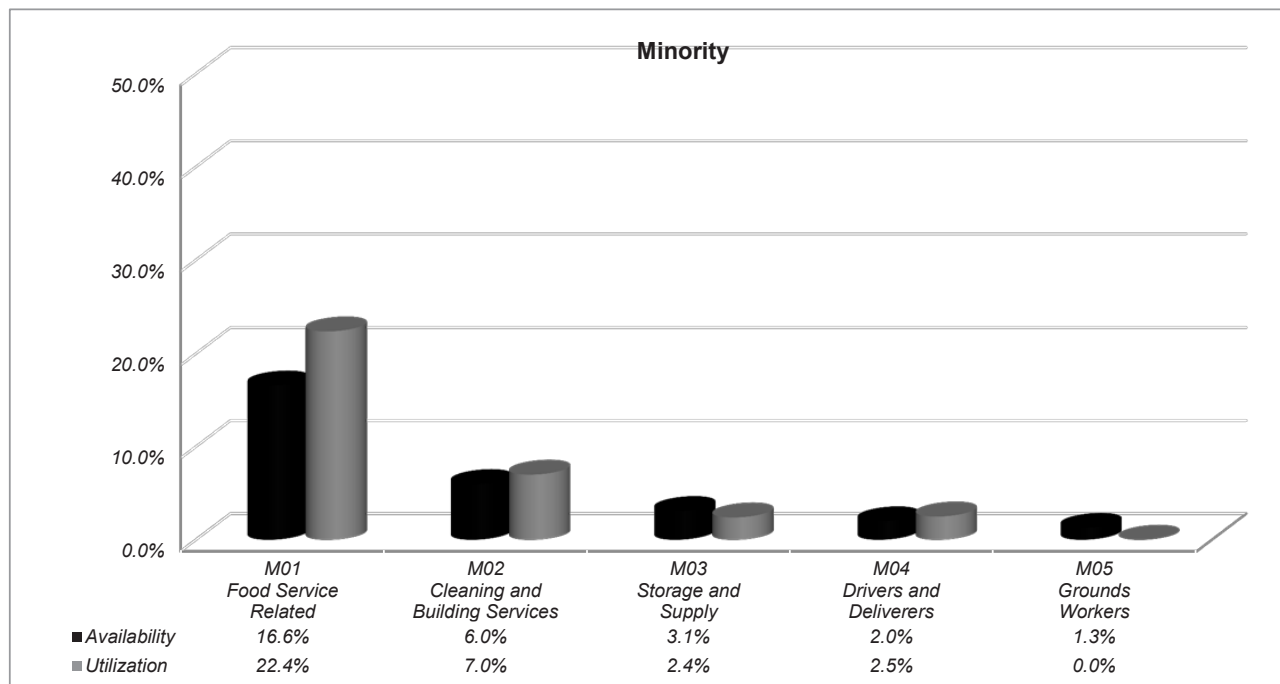
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
Service Maintenance Non Academic Staff  
2011 Full-time Staff Utilization Analysis  
Female and Minority Comparisons

<b>Service Maintenance</b>			<b>Availability Percentage</b>	<b>Utilization Percentage</b>	<b>Placement Goal</b>
M01 - Food Service Related	M01 Total	49			
	Female	32	62.5%	65.3%	
	Minority	11	16.6%	22.4%	
M02 - Cleaning and Building Services	M02 Total	386			
	Female	109	33.7%	28.2%	21.2
	Minority	27	6.0%	7.0%	
M03 - Storage and Supply	M03 Total	42			
	Female	12	35.9%	28.6%	3.1
	Minority	1	3.1%	2.4%	0.3
M04 - Drivers and Deliverers	M04 Total	40			
	Female	4	15.8%	10.0%	2.3
	Minority	1	2.0%	2.5%	
M05 - Grounds Workers	M05 Total	31			
	Female	2	5.0%	6.5%	
	Minority	0	1.3%	0.0%	0.4



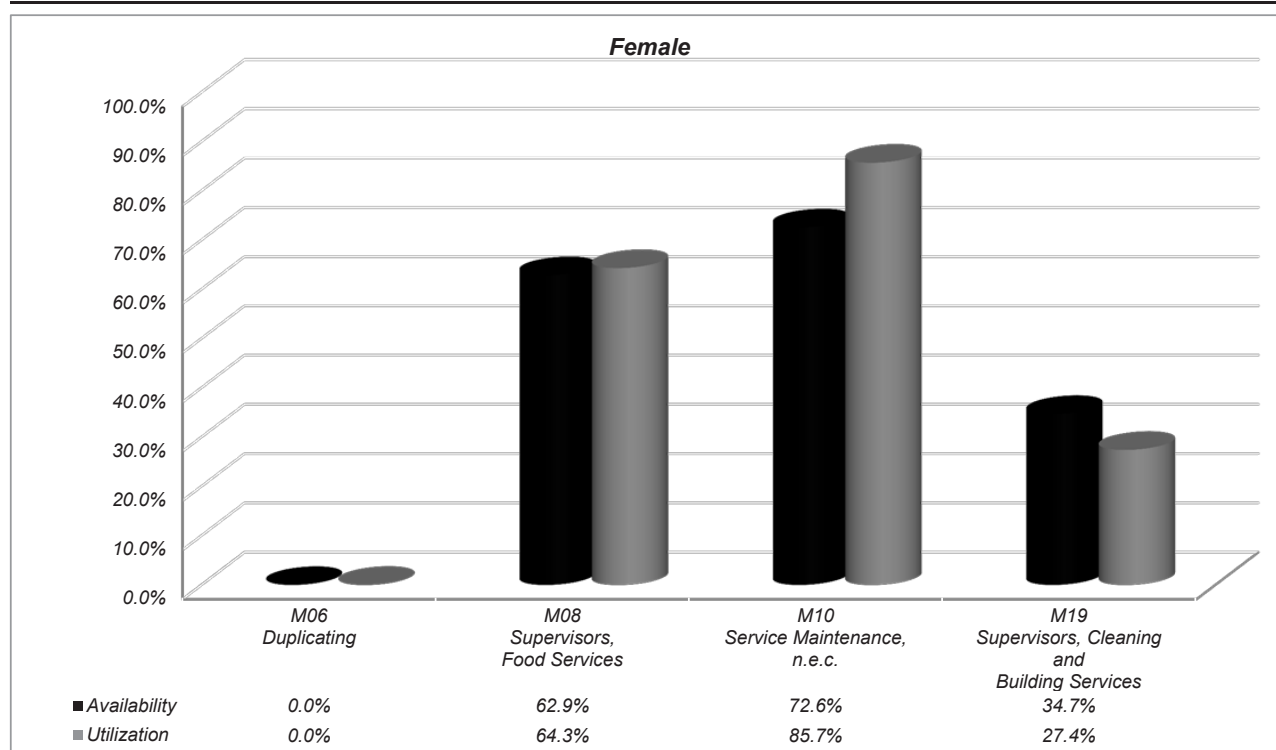
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
Service Maintenance Non Academic Staff  
2011 Full-time Staff Utilization Analysis  
Female and Minority Comparisons

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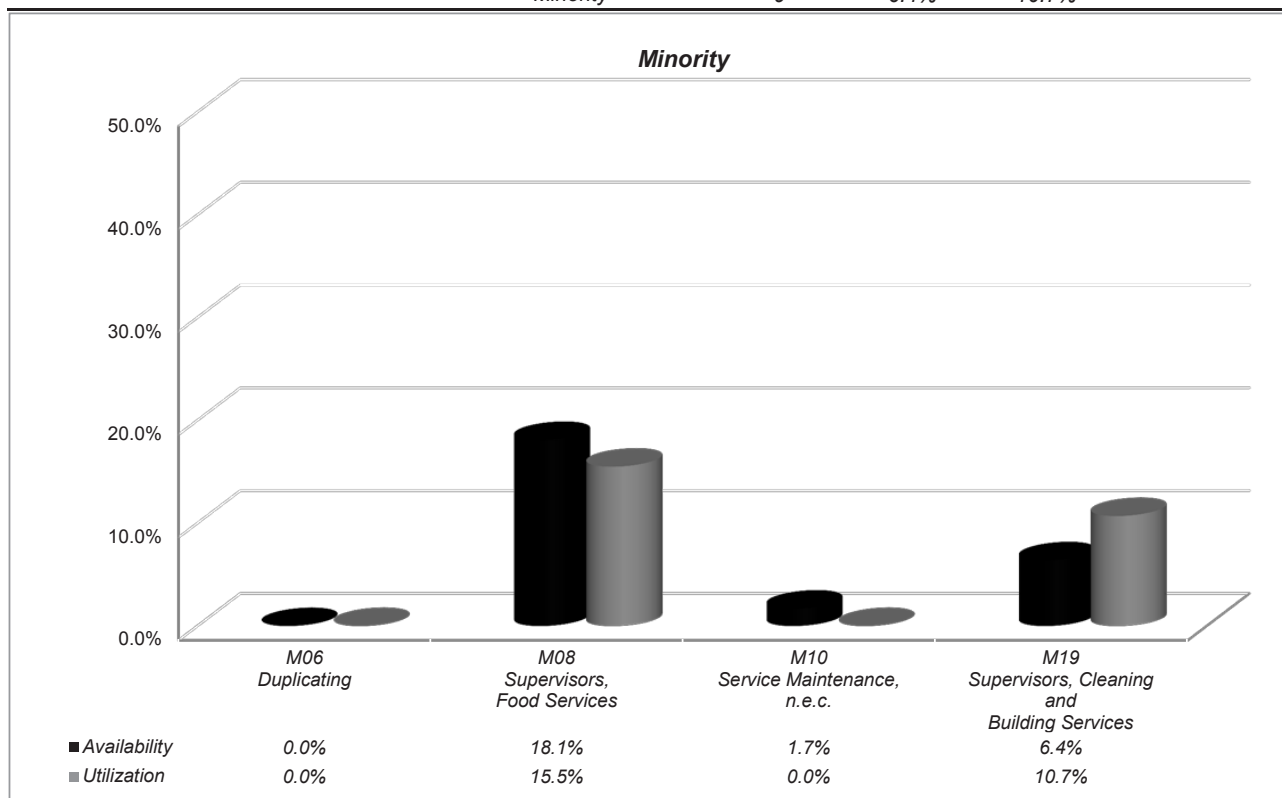
Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Service Maintenance Non Academic Staff  
 2011 Full-time Staff Utilization Analysis  
 Female and Minority Comparisons

<b>Service Maintenance Non Academic</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
M08 - Supervisors, Food Services	M08 Total	84			
	Female	54	62.9%	64.3%	
	Minority	13	18.1%	15.5%	2.2
M10 - Service Maintenance, n.e.c.	M10 Total	7			
	Female	6	72.6%	85.7%	
	Minority	0	1.7%	0.0%	0.1
M19 - Supervisors, Cleaning and Building Services	M19 Total	84			
	Female	23	34.7%	27.4%	6.1
	Minority	9	6.4%	10.7%	



*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
*Service Maintenance Non Academic Staff*  
*2011 Full-time Staff Utilization Analysis*  
*Female and Minority Comparisons*

<b>Service Maintenance Non Academic</b>			<i>Availability Percentage</i>	<i>Utilization Percentage</i>	<i>Placement Goal</i>
<i>M08 - Supervisors, Food Services</i>	<i>M08 Total</i>	84			
	<i>Female</i>	54	62.9%	64.3%	
	<i>Minority</i>	13	18.1%	15.5%	2.2
<i>M10 - Service Maintenance, n.e.c.</i>	<i>M10 Total</i>	7			
	<i>Female</i>	6	72.6%	85.7%	
	<i>Minority</i>	0	1.7%	0.0%	0.1
<i>M19 - Supervisors, Cleaning and Building Services</i>	<i>M19 Total</i>	84			
	<i>Female</i>	23	34.7%	27.4%	6.1
	<i>Minority</i>	9	6.4%	10.7%	



Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Departments  
 2011 Full-time Staff  
 Female and Minority Counts

Department Description	Count	Female Count	Minority Count
ACADEMIC SUPPORT-ASDV	28	17	9
ADMISSIONS ORG	47	34	5
AEROSPACE STUDIES	1	1	0
AFFIRMATIVE ACTION	6	5	1
AFRICAN STUDIES	8	5	6
AFRO-AMERICAN STUDIES	11	6	8
ALUMNI RELATIONS	42	29	3
AMER INDIAN STUDIES RES INST	9	3	1
AMERICAN HISTORICAL REVIEW	3	3	0
AMERICAN STUDIES	5	4	2
ANTH CTR TRNG GLOB/ENVIRO CHG	5	2	2
ANTHROPOLOGY	38	26	5
APPAREL MERCHANDISE-INTER DESG	24	18	1
APPLIED HEALTH SCIENCE	74	51	20
ARCHEOLOGY & WORLD CULTURES	15	8	0
ARCHIVES of TRADITIONAL MUSIC	6	3	0
ART MUSEUM	29	17	2
ARTS & SCIENCES; DEAN	103	66	12
ASTRONOMY	15	6	0
ATHLETICS	219	76	26
AUDITORIUM	17	8	1
BIOCHEMISTRY	34	14	18
BIOLOGY	235	104	40
BLGTN EVALUATION SERV & TESTIN	5	1	0
BOARD of TRUSTEES	5	4	0
BRADFORD WOODS	14	8	1
BUDGETARY ADMINISTRATION-PLNG	13	10	1
BURSAR OFFICE	36	31	0
CAMPUS BUS	27	4	1
CAMPUS CHILD CARE SUPPORT	31	27	2
CAPITAL PROJECTS & FACILITIES	17	11	
CAREER DEVELOPMENT CENTER	17	10	1
CENTER for SURVEY RESEARCH	19	11	4
CENTRAL EURASIAN STUDIES	26	6	6
CHEMISTRY	157	53	39
CLASSICAL STUDIES	12	8	
CNTR for EXPLOR of EN & MATTER	30	5	8
COGNITIVE SCIENCES	9	4	1
COLLEGE PROFESSORS-COLLEGE	3	1	0
COLLINS LIVING LEARNING CENTER	3	3	1
COMMUNICATION & CULTURE	26	17	3

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 Departments  
 2011 Full-time Staff  
 Female and Minority Counts

<i>Department Description</i>	<i>Count</i>	<i>Female Count</i>	<i>Minority Count</i>
COMPARATIVE LITERATURE	14	6	5
COMPUTER SCIENCE	48	12	9
CONTINUING EDUCATION	4	4	0
CONTINUING STUDIES	40	26	1
CRIMINAL JUSTICE	18	6	3
CTR for INNOVATIVE TCH & LRNG	19	12	2
CTR for LANG CENTRL ASIAN REG	1	0	0
CTR for RES-ANTH FNDTNS TECH	1	1	0
CTR for THE STUDY OF CONGRESS	5	1	0
CTR STDY-INST POPL&ENV CHANGE	2	1	0
CTR-LATIN AMERICAN & CARIBBEAN	4	0	2
CYCLOTRON OPERATIONS	63	12	1
DEPT FOLKLORE/ETHNOMUSICOLOGY	21	10	5
DIVISION of LABOR STUDIES	3	2	0
DIVISION of STUDENT AFFAIRS	18	16	0
DOCUMENT SERVICE CENTERS	51	25	2
EAST ASIAN LANGS & CULTURES	24	12	14
EAST ASIAN STUDIES CENTER	2	2	1
ECONOMICS	29	8	6
EDUCATION	257	171	34
ENGLISH	60	30	8
ENROLLMENT MANAGEMENT	19	12	3
ENROLLMENT PLANNING & RESEARCH	3	1	0
ENVIRONMENTAL HEALTH	10	6	3
ENVIRONMENTAL HEALTH & SAFETY	28	13	3
EXTENDED PROGRAMS	7	6	0
FINE ARTS - HISTORY	13	9	0
FINE ARTS STUDIO	39	20	7
FMS ADMINISTRATION	61	43	5
FRENCH and ITALIAN	33	16	1
GENDER STUDIES	13	10	2
GENERAL COUNSEL	8	4	0
GENERAL STUDIES	5	4	0
GENOMICS and BIOINFORMATICS	24	10	5
GEOGRAPHY	16	7	3
GEOLOGICAL SCIENCES	39	11	5
GEOLOGICAL SURVEY	42	20	3
GERMANIC STUDIES	20	11	1
GLOBAL VILLAGE LIVING LRNG CTR	1	1	0
GRADUATE SCHOOL	15	13	3
HEALTH SCIENCES	7	6	0

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Departments  
 2011 Full-time Staff  
 Female and Minority Counts

Department Description	Count	Female Count	Minority Count
HEALTH, PHYSICAL EDUCATION & RECREATION	27	20	0
HISTORY	52	23	9
HISTORY & PHILOSOPHY OF SCIENCE	11	4	0
HUMAN BIOLOGY PROGRAM	1	0	0
HUTTON HONORS COLLEGE	19	13	3
IND INST ON DISABILITY/COMMNTY	58	42	3
INDIA STUDIES	2	1	1
INDIANA DAILY STUDENT	11	7	0
INDIANA MEMORIAL UNION	103	50	8
INDIANA MOLECULAR BI INST	5	2	0
INDIANA UNIVERSITY PRESS	39	27	1
INDIVIDUALIZED MAJOR PROGRAM	2	1	0
INFORMATICS	85	43	21
INNER ASIAN URALIC NATL RES CT	2	2	0
INSTITUTE FOR ADVANCED STUDIES	2	1	0
INTERNAL AUDIT	12	8	0
INTERNATIONAL ADMISSIONS	12	10	2
INTERNATIONAL STUDIES MAJOR	6	5	1
ISLAMIC STUDIES PROGRAM	1	1	0
IU HEALTH CENTER	118	93	5
IU POLICE DEPARTMENT	51	12	4
IU WAREHOUSE	2	0	0
JACOBS SCHOOL of MUSIC	257	98	32
JEWISH STUDIES	16	10	0
JOURNALISM	45	18	5
KELLEY SCHOOL of BUSINESS	484	240	64
KINESIOLOGY	74	40	12
KINSEY INSTITUTE	15	6	4
LABORATORY ANIMAL RESOURCES	13	7	1
LANGUAGE TECH-INSTRUCTIONAL	3	1	0
LATINO STUDIES	1	1	1
LAW LIBRARY	17	11	0
LIBERAL ARTS & MANAGEMENT	3	2	0
LIBRARIES	240	147	22
LIBRARY & INFORMATION SCIENCE	32	16	5
LICENSING & TRADEMARKS	3	3	0
LINGUISTICS	14	4	3
MAIL SERVICES	13	6	1
MATHEMATICS	78	17	9
MAURER SCHOOL of LAW	102	55	11
MEDICAL SCIENCES PROGRAM	34	13	5

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
Departments  
2011 Full-time Staff  
Female and Minority Counts

<i>Department Description</i>	<i>Count</i>	<i>Female Count</i>	<i>Minority Count</i>
MIDDLE EASTERN STUDIES	1	1	0
MILITARY SCIENCE	2	1	0
MOTOR POOL	9	1	0
MULTICULTURAL AFFAIRS	13	8	11
NEAR EASTERN LANGS & CULTURES	10	6	1
NURSING	16	16	0
OFC ACADEMIC SUPP & DIVERSITY	10	4	8
OFC of STUDENT FIN ASSISTANCE	29	16	4
OFC of the VP for INTERNATIONAL AFFAIRS	52	34	4
OFC OF VP RESEARCH	1	0	1
OFC PROVOST & EXEC VICE PRES	9	3	0
OPTOMETRY	122	69	17
ORGN of AMERICAN HISTORIANS	17	10	1
ORIENTATION	8	4	0
OTHER UNIVERSITY ADMIN ACCOUNT	3	3	0
PARKING SERVICES	29	14	3
PHILOSOPHY	18	10	0
PHYSICAL PLANT	531	83	24
PHYSICS	101	21	17
POLITICAL and CIVIC ENGAGEMENT	2	1	0
POLITICAL SCIENCE	38	17	3
POYNTER CENTER	4	2	0
PRESIDENT'S OFFICE	10	9	1
PROGRAM IN NEUROSCIENCE	1	1	0
PSYCHOLOGICAL & BRAIN SCIENCES	142	64	21
PUBLIC & ENVIRONMENTAL AFFAIRS	150	80	20
PURCHASING	23	17	4
RADIO-TELEVISION SERVICES	57	18	5
REAL ESTATE	12	4	1
RECREATION, PARK & TOURISM STUDIES	48	28	7
RECREATIONAL SPORTS	37	19	1
REGISTRAR	62	43	5
RELIGIOUS STUDIES	23	10	2
RESEARCH ADMINISTRATION	71	55	8
RESIDENTIAL PROGRAMS & SERV	1	1	0
RESIDENTIAL PROGRAMS & SERVICES	524	241	64
RISK MANAGEMENT	18	6	0
RUGS ADMINISTRATION	26	20	1
RUSSIAN & EAST EUROPEAN INST	3	2	0
SECOND LANGUAGE STUDIES	27	19	6
SLAVIC LANGUAGES & LITERATURES	16	11	0



Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 Departments  
 2011 Full-time Staff  
 Female and Minority Counts

Department Description	Count	Female Count	Minority Count
SOCIAL WORK	7	6	0
SOCIOLOGY	36	19	6
SPACE INFORMATION	5	1	0
SPACE MANAGEMENT	3	3	0
SPANISH & PORTUGUESE	52	33	21
SPEECH & HEARING SCIENCES	43	32	3
STATISTICS	12	4	3
STRATEGIC HIRING & SUPPORT	1	0	1
STUDENT ACADEMIC CENTER	4	3	0
STUDENT ACTIVITIES	6	4	0
STUDENT ENROLLMENT SERVICES	30	17	1
STUDENT ETHICS	6	2	2
STUDENT LEGAL SERVICES	8	4	1
STUDY OF HISTORY & MEMORY	1	1	0
SURPLUS	3	0	0
TELECOMMUNICATIONS	28	9	2
TENNIS CENTER	5	2	0
THEATRE & DRAMA	35	10	2
TRAVEL MANAGEMENT SERVICES	8	7	0
TREASURER'S OFFICE	32	19	4
UNDERGRADUATE EDUCATION	17	11	2
UNIV INSTITUTNAL RSRCH & REPORTNG	1	1	0
UNIVERSITY ARCHITECTS	37	13	2
UNIVERSITY BUDGET OFFICE	10	6	0
UNIVERSITY DIVISION	48	35	7
UNIVERSITY HUMAN RESOURCE SERVICE	59	46	3
VICE PRES INFORMATION TECHNOLOGY	519	162	67
VICE PROVOST for FACULTY AFFAIRS	13	10	2
VP & CHIEF FINANCIAL OFFICER	5	2	1
VP for ENGAGEMENT	6	2	0
VP PUBLIC AFFAIRS & GOVT RELATIONS	71	38	3
VP UNIV REGIONAL PLANNING & POLICY	21	12	2
VPAD TECHNOLOGY SERVICES	7	2	0
WELLS SCHOLARS PROGRAM	2	1	0
WEST EUROPEAN STUDIES	5	2	0
WOMEN'S AFFAIRS	4	3	4
WRKSH-POL THEORY/POL ANALYSIS	11	7	0
<b>GRAND TOTALS</b>	<b>8013</b>	<b>3861</b>	<b>979</b>
<b>MINORITY COUNTS</b>	<b>BLACK</b>		<b>255</b>

*Indiana University - Bloomington*  
***Affirmative Action Plan for Female and Minority***  
*Departments*  
*2011 Full-time Staff*  
*Female and Minority Counts*

<i>Department Description</i>	<i>Count</i>	<i>Female Count</i>	<i>Minority Count</i>
	HISPANIC		148
	ASIAN		451
	AMERICAN INDIAN		20
	NATIVE HAWAIIAN		4
	TWO+		101

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b>Alumni Relations</b>	<i>Total</i> 42	<i>Female</i> 29	<i>Minority</i> 3
<i>001 - Executive/Administrative</i>	1	0	0
<i>002 - Professional</i>	23	13	2
<i>003 - Clerical/Secretarial</i>	15	14	1
<i>004 - Technical</i>	2	1	0
<i>005 - Skilled Trades</i>	1	1	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	0	0	0

<b>College of Arts and Sciences</b>	<i>Total</i> 1873	<i>Female</i> 863	<i>Minority</i> 319
<i>001 - Executive/Administrative</i>	14	6	1
<i>002 - Professional</i>	420	209	76
<i>003 - Clerical/Secretarial</i>	204	173	12
<i>004 - Technical</i>	68	27	4
<i>005 - Skilled Trades</i>	6	0	0
<i>006 - Service Maintenance</i>	6	0	0
<i>007 - Academic Faculty</i>	1155	448	226

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b><i>Division of Student Affairs</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	173	129	9
<i>001 - Executive/Administrative</i>	6	1	1
<i>002 - Professional</i>	103	70	6
<i>003 - Clerical/Secretarial</i>	41	39	1
<i>004 - Technical</i>	16	15	1
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	7	4	0
<i>007 - Academic Faculty</i>	0	0	0

<b><i>Graduate School</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	15	13	3
<i>001 - Executive/Administrative</i>	2	1	1
<i>002 - Professional</i>	6	6	1
<i>003 - Clerical/Secretarial</i>	7	6	1
<i>004 - Technical</i>	0	0	0
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	0	0	0

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b>Jacobs School of Music</b>	<b>Total</b>	<b>Female</b>	<b>Minority</b>
	257	98	32
001 - Executive/Administrative	5	1	0
002 - Professional	25	11	4
003 - Clerical/Secretarial	34	29	0
004 - Technical	9	2	1
005 - Skilled Trades	3	0	0
006 - Service Maintenance	6	3	0
007 - Academic Faculty	175	52	27
<b>Kelley School of Business</b>	<b>Total</b>	<b>Female</b>	<b>Minority</b>
	484	240	64
001 - Executive/Administrative	13	6	3
002 - Professional	161	95	18
003 - Clerical/Secretarial	67	62	3
004 - Technical	9	4	0
005 - Skilled Trades	1	0	0
006 - Service Maintenance	1	0	0
007 - Academic Faculty	232	73	40

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b>Maurer School of Law</b>	<b>Total</b>	<b>Female</b>	<b>Minority</b>
	119	66	11
001 - Executive/Administrative	4	2	0
002 - Professional	28	14	2
003 - Clerical/Secretarial	25	24	1
004 - Technical	2	1	0
005 - Skilled Trades	0	0	0
006 - Service Maintenance	0	0	0
007 - Academic Faculty	60	25	8

<b>Medical &amp; Health Science Program</b>	<b>Total</b>	<b>Female</b>	<b>Minority</b>
	41	19	5
001 - Executive/Administrative	1	0	0
002 - Professional	16	10	3
003 - Clerical/Secretarial	3	3	0
004 - Technical	1	1	0
005 - Skilled Trades	0	0	0
006 - Service Maintenance	0	0	0
007 - Academic Faculty	20	5	2

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b>Office of the Provost &amp; Executive Vice President</b>	<b>Total</b> 150	<b>Female</b> 79	<b>Minority</b> 16
001 - Executive/Administrative	12	8	1
002 - Professional	80	41	10
003 - Clerical/Secretarial	21	17	3
004 - Technical	12	3	0
005 - Skilled Trades	7	1	0
006 - Service Maintenance	2	1	0
007 - Academic Faculty	16	8	2

<b>Office Enrollment Services</b>	<b>Total</b> 180	<b>Female</b> 120	<b>Minority</b> 19
001 - Executive/Administrative	8	4	1
002 - Professional	95	56	14
003 - Clerical/Secretarial	71	59	4
004 - Technical	6	1	0
005 - Skilled Trades	0	0	0
006 - Service Maintenance	0	0	0
007 - Academic Faculty	0	0	0

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b><i>President's Office</i></b>	<b><i>Total</i></b> <b><i>18</i></b>	<b><i>Female</i></b> <b><i>16</i></b>	<b><i>Minority</i></b> <b><i>1</i></b>
<i>001 - Executive/Administrative</i>	<i>2</i>	<i>1</i>	<i>0</i>
<i>002 - Professional</i>	<i>11</i>	<i>10</i>	<i>0</i>
<i>003 - Clerical/Secretarial</i>	<i>4</i>	<i>4</i>	<i>1</i>
<i>004 - Technical</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>005 - Skilled Trades</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>006 - Service Maintenance</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>007 - Academic Faculty</i>	<i>1</i>	<i>1</i>	<i>0</i>

<b><i>Residential Programs &amp; Services</i></b>	<b><i>Total</i></b> <b><i>525</i></b>	<b><i>Female</i></b> <b><i>242</i></b>	<b><i>Minority</i></b> <b><i>64</i></b>
<i>001 - Executive/Administrative</i>	<i>4</i>	<i>1</i>	<i>0</i>
<i>002 - Professional</i>	<i>94</i>	<i>43</i>	<i>15</i>
<i>003 - Clerical/Secretarial</i>	<i>53</i>	<i>47</i>	<i>5</i>
<i>004 - Technical</i>	<i>3</i>	<i>1</i>	<i>1</i>
<i>005 - Skilled Trades</i>	<i>48</i>	<i>2</i>	<i>4</i>
<i>006 - Service Maintenance</i>	<i>323</i>	<i>148</i>	<i>39</i>
<i>007 - Academic Faculty</i>	<i>0</i>	<i>0</i>	<i>0</i>



Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b>School of Continuing Studies</b>	<b>Total</b>	<b>Female</b>	<b>Minority</b>
	<b>40</b>	<b>26</b>	<b>1</b>
001 - Executive/Administrative	1	0	0
002 - Professional	20	9	0
003 - Clerical/Secretarial	16	16	1
004 - Technical	2	1	0
005 - Skilled Trades	0	0	0
006 - Service Maintenance	0	0	0
007 - Academic Faculty	1	0	0

<b>School of Education</b>	<b>Total</b>	<b>Female</b>	<b>Minority</b>
	<b>257</b>	<b>171</b>	<b>34</b>
001 - Executive/Administrative	5	2	1
002 - Professional	86	55	11
003 - Clerical/Secretarial	46	43	3
004 - Technical	3	1	0
005 - Skilled Trades	0	0	0
006 - Service Maintenance	1	0	0
007 - Academic Faculty	116	70	19

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
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 Female and Minority Counts  
 As of October 2011

<b><i>School of Health, Physical Education &amp; Recreation</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	<b>289</b>	<b>174</b>	<b>44</b>
<i>001 - Executive/Administrative</i>	<i>4</i>	<i>2</i>	<i>0</i>
<i>002 - Professional</i>	<i>105</i>	<i>68</i>	<i>15</i>
<i>003 - Clerical/Secretarial</i>	<i>36</i>	<i>32</i>	<i>2</i>
<i>004 - Technical</i>	<i>8</i>	<i>2</i>	<i>0</i>
<i>005 - Skilled Trades</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>006 - Service Maintenance</i>	<i>10</i>	<i>4</i>	<i>0</i>
<i>007 - Academic Faculty</i>	<i>126</i>	<i>66</i>	<i>27</i>

<b><i>School of Informatics &amp; Computing</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	<b>133</b>	<b>55</b>	<b>30</b>
<i>001 - Executive/Administrative</i>	<i>2</i>	<i>0</i>	<i>0</i>
<i>002 - Professional</i>	<i>48</i>	<i>24</i>	<i>10</i>
<i>003 - Clerical/Secretarial</i>	<i>15</i>	<i>15</i>	<i>0</i>
<i>004 - Technical</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>005 - Skilled Trades</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>006 - Service Maintenance</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>007 - Academic Faculty</i>	<i>68</i>	<i>16</i>	<i>20</i>

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
 As of October 2011

<b><i>School of Journalism</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	56	25	5
<i>001 - Executive/Administrative</i>	3	1	0
<i>002 - Professional</i>	20	11	1
<i>003 - Clerical/Secretarial</i>	5	5	0
<i>004 - Technical</i>	0	0	0
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	28	8	4

<b><i>School of Library &amp; information Science</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	32	16	5
<i>001 - Executive/Administrative</i>	2	1	0
<i>002 - Professional</i>	12	2	1
<i>003 - Clerical/Secretarial</i>	4	4	0
<i>004 - Technical</i>	0	0	0
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	14	9	4

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
2011 - 2012 Full-time Faculty and Staff  
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As of October 2011

<b><i>School of Nursing</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	16	16	0
<i>001 - Executive/Administrative</i>	1	1	0
<i>002 - Professional</i>	2	2	0
<i>003 - Clerical/Secretarial</i>	1	1	0
<i>004 - Technical</i>	0	0	0
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	12	12	0

<b><i>School of Optometry</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	122	69	17
<i>001 - Executive/Administrative</i>	5	1	0
<i>002 - Professional</i>	43	22	14
<i>003 - Clerical/Secretarial</i>	23	21	0
<i>004 - Technical</i>	15	11	0
<i>005 - Skilled Trades</i>	2	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	34	14	3

*Indiana University - Bloomington*  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
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<b><i>School of Public &amp; Environmental Affairs</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	<b><i>150</i></b>	<b><i>80</i></b>	<b><i>20</i></b>
<i>001 - Executive/Administrative</i>	<i>3</i>	<i>1</i>	<i>0</i>
<i>002 - Professional</i>	<i>37</i>	<i>24</i>	<i>1</i>
<i>003 - Clerical/Secretarial</i>	<i>25</i>	<i>24</i>	<i>1</i>
<i>004 - Technical</i>	<i>6</i>	<i>4</i>	<i>0</i>
<i>005 - Skilled Trades</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>006 - Service Maintenance</i>	<i>1</i>	<i>0</i>	<i>0</i>
<i>007 - Academic Faculty</i>	<i>78</i>	<i>27</i>	<i>18</i>

<b><i>University Libraries</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	<b><i>240</i></b>	<b><i>147</i></b>	<b><i>22</i></b>
<i>001 - Executive/Administrative</i>	<i>4</i>	<i>3</i>	<i>0</i>
<i>002 - Professional</i>	<i>39</i>	<i>17</i>	<i>1</i>
<i>003 - Clerical/Secretarial</i>	<i>114</i>	<i>77</i>	<i>7</i>
<i>004 - Technical</i>	<i>6</i>	<i>3</i>	<i>0</i>
<i>005 - Skilled Trades</i>	<i>7</i>	<i>0</i>	<i>2</i>
<i>006 - Service Maintenance</i>	<i>1</i>	<i>1</i>	<i>0</i>
<i>007 - Academic Faculty</i>	<i>69</i>	<i>46</i>	<i>12</i>

*Indiana University - Bloomington*  
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2011 - 2012 Full-time Faculty and Staff  
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Female and Minority Counts  
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<b><i>Vice President &amp; General Counsel</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	20	12	0
<i>001 - Executive/Administrative</i>	6	3	0
<i>002 - Professional</i>	12	8	0
<i>003 - Clerical/Secretarial</i>	2	1	0
<i>004 - Technical</i>	0	0	0
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	0	0	0

<b><i>Vice President and Director of Intercollegiate Athletics</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	219	76	26
<i>001 - Executive/Administrative</i>	1	0	0
<i>002 - Professional</i>	173	51	24
<i>003 - Clerical/Secretarial</i>	22	21	1
<i>004 - Technical</i>	6	1	1
<i>005 - Skilled Trades</i>	3	0	0
<i>006 - Service Maintenance</i>	14	3	0
<i>007 - Academic Faculty</i>	0	0	0

Indiana University - Bloomington  
**Affirmative Action Plan for Female and Minority**  
 2011 - 2012 Full-time Faculty and Staff  
 RC Summary - by EEO Category Code  
 Female and Minority Counts  
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<b>Vice President for Engagement</b>	<i>Total</i>	<i>Female</i>	<i>Minority</i>
	6	2	0
001 - Executive/Administrative	2	0	0
002 - Professional	3	1	0
003 - Clerical/Secretarial	1	1	0
004 - Technical	0	0	0
005 - Skilled Trades	0	0	0
006 - Service Maintenance	0	0	0
007 - Academic Faculty	0	0	0

<b>Vice President for International Affairs</b>	<i>Total</i>	<i>Female</i>	<i>Minority</i>
	52	34	4
001 - Executive/Administrative	8	3	0
002 - Professional	32	21	4
003 - Clerical/Secretarial	11	9	0
004 - Technical	1	1	0
005 - Skilled Trades	0	0	0
006 - Service Maintenance	0	0	0
007 - Academic Faculty	0	0	0

*Indiana University - Bloomington*  
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<b><i>Vice President for Information Technology and CIO</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	519	162	67
<i>001 - Executive/Administrative</i>	34	8	1
<i>002 - Professional</i>	435	125	59
<i>003 - Clerical/Secretarial</i>	25	24	3
<i>004 - Technical</i>	21	5	2
<i>005 - Skilled Trades</i>	1	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	3	0	2

<b><i>Vice President for Research</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	422	217	42
<i>001 - Executive/Administrative</i>	15	6	3
<i>002 - Professional</i>	282	143	34
<i>003 - Clerical/Secretarial</i>	55	46	0
<i>004 - Technical</i>	49	14	2
<i>005 - Skilled Trades</i>	8	1	0
<i>006 - Service Maintenance</i>	2	0	1
<i>007 - Academic Faculty</i>	11	7	2



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<b><i>Vice President for University Regional Affairs, Planning &amp; Policy</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	<b><i>131</i></b>	<b><i>55</i></b>	<b><i>10</i></b>
<i>001 - Executive/Administrative</i>	<i>8</i>	<i>3</i>	<i>0</i>
<i>002 - Professional</i>	<i>63</i>	<i>32</i>	<i>5</i>
<i>003 - Clerical/Secretarial</i>	<i>8</i>	<i>8</i>	<i>0</i>
<i>004 - Technical</i>	<i>5</i>	<i>3</i>	<i>1</i>
<i>005 - Skilled Trades</i>	<i>47</i>	<i>9</i>	<i>4</i>
<i>006 - Service Maintenance</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>007 - Academic Faculty</i>	<i>0</i>	<i>0</i>	<i>0</i>

<b><i>Vice Provost for Faculty and Academic Affairs</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	<b><i>13</i></b>	<b><i>10</i></b>	<b><i>2</i></b>
<i>001 - Executive/Administrative</i>	<i>1</i>	<i>0</i>	<i>0</i>
<i>002 - Professional</i>	<i>5</i>	<i>3</i>	<i>1</i>
<i>003 - Clerical/Secretarial</i>	<i>6</i>	<i>6</i>	<i>0</i>
<i>004 - Technical</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>005 - Skilled Trades</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>006 - Service Maintenance</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>007 - Academic Faculty</i>	<i>1</i>	<i>1</i>	<i>1</i>

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<b><i>Vice Provost for Undergraduate Education</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	105	74	9
<i>001 - Executive/Administrative</i>	2	1	0
<i>002 - Professional</i>	77	54	6
<i>003 - Clerical/Secretarial</i>	20	17	2
<i>004 - Technical</i>	1	0	0
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	5	2	1

<b><i>VP &amp; Chief Financial Officer</i></b>	<b><i>Total</i></b>	<b><i>Female</i></b>	<b><i>Minority</i></b>
	582	345	36
<i>001 - Executive/Administrative</i>	27	14	2
<i>002 - Professional</i>	211	121	17
<i>003 - Clerical/Secretarial</i>	181	146	6
<i>004 - Technical</i>	16	4	1
<i>005 - Skilled Trades</i>	34	3	1
<i>006 - Service Maintenance</i>	86	33	7
<i>007 - Academic Faculty</i>	27	24	2

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<b>VP Capital Projects &amp; Facilities</b>	<i>Total</i> 609	<i>Female</i> 114	<i>Minority</i> 27
001 - Executive/Administrative	12	2	0
002 - Professional	75	26	3
003 - Clerical/Secretarial	29	29	3
004 - Technical	13	4	0
005 - Skilled Trades	217	8	6
006 - Service Maintenance	263	45	15
007 - Academic Faculty	0	0	0
<b>VP Diversity Equity and Multicultural Affairs</b>	<i>Total</i> 52	<i>Female</i> 29	<i>Minority</i> 29
001 - Executive/Administrative	3	0	3
002 - Professional	31	17	16
003 - Clerical/Secretarial	11	11	4
004 - Technical	3	0	2
005 - Skilled Trades	0	0	0
006 - Service Maintenance	0	0	0
007 - Academic Faculty	4	1	4

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<b>VP Public Affairs &amp; Government Relations</b>	<i>Total</i>	<i>Female</i>	<i>Minority</i>
	71	38	3
<i>001 - Executive/Administrative</i>	7	2	0
<i>002 - Professional</i>	54	27	3
<i>003 - Clerical/Secretarial</i>	7	7	0
<i>004 - Technical</i>	3	2	0
<i>005 - Skilled Trades</i>	0	0	0
<i>006 - Service Maintenance</i>	0	0	0
<i>007 - Academic Faculty</i>	0	0	0

<b>Campus Totals</b>	<i>Total</i>	<i>Female</i>	<i>Minority</i>
	8013	3861	979
<i>001 - Executive/Administrative</i>	228	85	18
<i>002 - Professional</i>	2927	1441	377
<i>003 - Clerical/Secretarial</i>	1208	1041	65
<i>004 - Technical</i>	286	112	16
<i>005 - Skilled Trades</i>	385	25	17
<i>006 - Service Maintenance</i>	723	242	62
<i>007 - Academic Faculty</i>	2256	915	424