



IUPUI

ANNUAL DIVERSITY REPORT

2018

A MESSAGE FROM

VICE CHANCELLOR
OF DIVERSITY,
EQUITY & INCLUSION

KAREN DACE

The mission of the
Division of Diversity,
Equity and Inclusion
is to educate, advocate,
engage and empower the
IUPUI community by
cultivating partnerships
and resources to create
and sustain an
environment that is
inclusive, equitable and
diverse.

“DIVERSITY:

A THOUGHT.
(NOT AN
AFTERTHOUGHT)

AN ACTION.
(NOT A REACTION).”

Welcome to the 2018 IUPUI Diversity Report

Each year a collaboration between the Division of Diversity, Equity & Inclusion and Institutional Research and Decision Support results in a report that offers a transparent look at where our institution is, progress made and the work that remains to be done as we strive to live out our commitment to equity and inclusion.

Many of you may be aware that in 2017, for the sixth consecutive year, IUPUI received the prestigious Higher Education Excellence in Diversity Award from Insight Into Diversity, a 40+ year old publication dedicated to diversity in higher education. While we are very proud to be among a handful of institutions to achieve this honor for six years, receiving the award motivates us to work that much harder to create initiatives that reduce educational disparities, improve our ability to attract, hire and promote a more diverse professorate and graduate students well-prepared to enter an increasingly complex world.

Research tells us that the greater the diversity of an institution, the higher the level of employee satisfaction, better classroom outcomes, greater campus engagement and students who leave with degrees and experiences that have prepared them to work across multiple differences. University graduates with the ability to work across cultures—skills gained through engaging classmates, instructors and ways of knowing and being that are different from their own cultural background and experience—are highly competitive in the workforce. In short, efforts to increase the diversity of our campus will only benefit the entire IUPUI community.

As you look through the pages of this report, I hope you will find an area to engage. Everyone has something to contribute as we work toward the strategic goal to create an inclusive campus climate.

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



Recruitment of a Diverse Student Population

Fall Undergraduate Enrollment - Race/Ethnicity, International Status, & Gender ¹						
	2012	2013	2014	2015	2016	2017
Black / African American	2,411 (11%)	2,379 (11%)	2,352 (10%)	2,159 (10%)	2,195 (10%)	2,053 (10%)
Asian American	735 (3%)	803 (4%)	804 (4%)	824 (4%)	861 (4%)	944 (4%)
Native Hawaiian / Pacific Islander	9 (<1%)	17 (<1%)	18 (<1%)	20 (<1%)	17 (<1%)	14 (<1%)
Latinx	1,076 (5%)	1,181 (5%)	1,269 (6%)	1,349 (6%)	1,452 (7%)	1,604 (7%)
American Indian / Alaska Native	28 (<1%)	34 (<1%)	30 (<1%)	21 (<1%)	20 (<1%)	22 (<1%)
Two or more races	692 (3%)	720 (3%)	796 (3%)	847 (4%)	871 (4%)	936 (4%)
International	684 (3%)	786 (3%)	882 (4%)	881 (4%)	909 (4%)	945 (4%)
White	16,278 (73%)	16,178 (72%)	16,148 (72%)	15,709 (71%)	15,287 (70%)	14,967 (69%)
Unknown	358 (2%)	311 (2%)	226 (1%)	175 (1%)	136 (1%)	125 (1%)
Women	12,639 (57%)	12,662 (56%)	12,724 (57%)	12,386 (56%)	12,245 (56%)	12,183 (56%)
Total Student Headcount	22,271	22,409	22,525	21,985	21,748	21,610
Percent Underrepresented (UR) Students ²	17%	19%	19%	20%	20%	21%
Percent Total Students of Color ³	20%	22%	23%	24%	24%	26%

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

- Enrollment of undergraduate students who identify as Latinx has increased 2% over the past five years.
- The percentage of total undergraduate students of color has seen a 6% increase and underrepresented students has increased 4%.

Fall Undergraduate Enrollment - Socio-economic Indicators ¹						
	2012	2013	2014	2015	2016	2017
Pell Grant Receiver	8,900	9,120	9,046	8,292	7,875	6,668
21st Century Scholar	1,304	1,616	1,922	2,192	2,246	2,388
First Generation	7,970	7,677	7,522	7,022	6,654	6,343
Percent Pell Grant Receiver ²	40%	41%	40%	38%	36%	31%
Percent 21 st Century Scholar ³	6%	7%	9%	10%	10%	11%
Percent First Generation	36%	34%	33%	32%	31%	29%

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

³Percentage based on all undergraduate students

- The percentage of 21st Century Scholars has almost doubled over the past five years.
- The percentage of Pell Grant undergraduate receivers has seen a decline of 9% after years of stability.
- First generation undergraduate enrollment has declined by 7% since 2012.

Diversity at a Glance

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

	2012	2013	2014	2015	2016	2017
Black / African American	554 (7%)	562 (7%)	593 (7%)	648 (8%)	633 (8%)	664 (8%)
Asian American	458 (6%)	475 (6%)	490 (6%)	518 (6%)	529 (7%)	553 (7%)
Native Hawaiian / Pacific Islander	3 (<1%)	4 (<1%)	3 (<1%)	4 (<1%)	4 (<1%)	4 (<1%)
Latinx	216 (3%)	248 (3%)	288 (4%)	328 (4%)	395 (5%)	398 (5%)
American Indian / Alaska Native	13 (<1%)	8 (<1%)	5 (<1%)	7 (<1%)	6 (<1%)	6 (<1%)
Two or more races	147 (2%)	154 (2%)	161 (2%)	168 (2%)	171 (2%)	212 (3%)
International	918 (11%)	1,051 (13%)	1,039 (13%)	1,138 (14%)	1,138 (14%)	1,142 (14%)
White	5,552 (68%)	5,393 (67%)	5,477 (67%)	5,229 (64%)	5,126 (64%)	5,154 (63%)
Unknown	319 (4%)	184 (2%)	109 (1%)	80 (1%)	54 (1%)	47 (1%)
Women	4,670 (57%)	4,553 (56%)	4,511 (55%)	4,496 (55%)	4,445 (55%)	4,543 (56%)
Total Student Headcount	8,180	8,079	8,165	8,120	8,056	8,180
Percent UR Students ²	11%	11%	12%	13%	14%	16%
Percent Total Students of Color ³	16%	17%	18%	19%	20%	22%

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

- Enrollment of graduate students who identify as Black/African American has also slightly increased by 1% over the past five years contributing to the steady rise of the overall percentage of underrepresented graduate students by 5%.
- Total enrollment of graduate students of color has increase by 6% in the last 5 years.

Fall Graduate Enrollment - Socio-economic Indicators¹

	2012	2013	2014	2015	2016	2017
First Generation	1,360	1,304	1,320	1,281	1,220	1,228
Percent First Generation	17%	16%	16%	16%	15%	15%

¹Includes IUPUC

Other Student Demographic Indicators¹

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

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

- There are slightly more undergraduate LGBTQ+ students (14%) than LGBTQ+ graduate students (10%).
- Just under one in four graduate students at IUPUI primarily speak a non-English language.
- Roughly 5% of IUPUI students self-report having a disability. Additionally, Adaptive Education Services (AES) provided direct services to 1,436 students across campus which is an increase from the 2016 total of 1,049.
- After 28 years of service to IUPUI, AES Director Pam King retired in 2017.

Recruitment of a Diverse Student Population

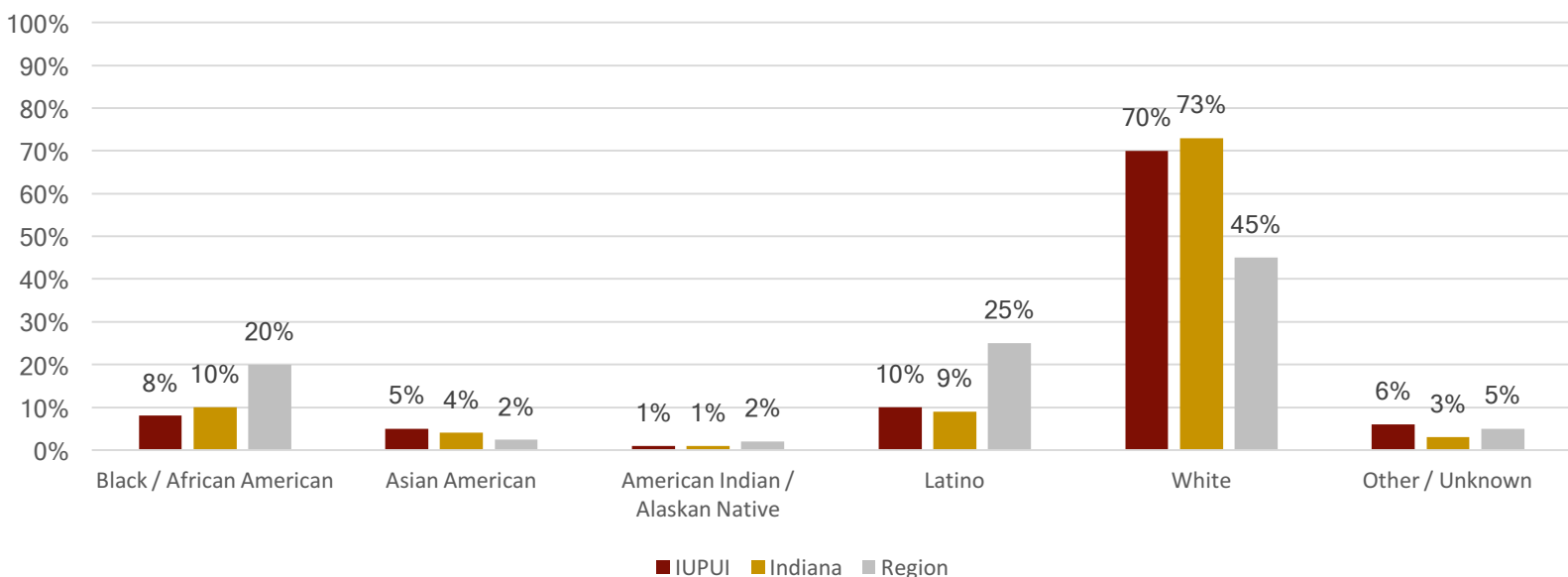
	Minority ¹ Business Enterprises	Women Business Enterprises	Veteran Business Enterprises
Spending			
Construction	\$5,778,883 (10.4%)	\$3,382,825 (6.1%)	\$2,256,099 (4.1%)
Professional Services	\$343,894 (1.6%)	\$1,676,976 (7.7%)	\$66,936 (0.3%)
Supplies	\$3,133,167 (1.5%)	\$10,234,803 (4.9%)	\$649,705 (0.3%)
Spending Goals			
Construction	7%	5%	3%
Professional Services	8%	8%	3%
Supplies	4%	9%	3%

- IUPUI spent \$27,523,315 with Diverse Suppliers in FY 2017
 - IUPUI exceeded the state goals for construction in MBEs, WBEs, and VBEs.
 - Information provided by the Office of Business Diversity
- ¹ Minority Business Enterprise is as defined by Indiana Department of Administration.



Recruitment of a Diverse Student Population

Comparison of IUPUI Beginning Full-time Students to SAT Takers by Race / Ethnicity - 2017



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



Recruitment of a Diverse Student Population

First Time Fall Beginner Enrollment - Race/Ethnicity, International Status, & Gender ¹						
	2012	2013	2014	2015	2016	2017
Black / African American	312 (9%)	323 (9%)	309 (8%)	268 (7%)	371 (9%)	310 (8%)
Asian American	127 (4%)	153 (4%)	141 (3%)	145 (4%)	171 (4%)	188 (5%)
Native Hawaiian / Pacific Islander	0 (0%)	2 (<1%)	0 (0%)	3 (<1%)	3 (<1%)	2 (<1%)
Latinx	237 (7%)	290 (8%)	265 (7%)	295 (8%)	324 (8%)	390 (10%)
American Indian / Alaska Native	2 (<1%)	9 (<1%)	3 (<1%)	3 (<1%)	1 (<1%)	4 (<1%)
Two or more races	183 (5%)	159 (4%)	145 (4%)	205 (5%)	205 (5%)	210 (5%)
International	127 (4%)	113 (3%)	107 (3%)	114 (3%)	127 (3%)	121 (3%)
White	2,323 (69%)	2,710 (71%)	2,960 (75%)	2,878 (73%)	2,786 (70%)	2,856 (70%)
Unknown	48 (1%)	36 (1%)	19 (<1%)	18 (<1%)	15 (<1%)	12 (<1%)
Women	1,888 (56%)	2,182 (58%)	2,308 (58%)	2,290 (58%)	2,322 (58%)	2,397 (59%)
Total Student Headcount	3,359	3,795	3,949	3,929	4,003	4,093
Percent UR ²	22%	21%	18%	20%	23%	22%
Percent Total Students of Color ³	26%	25%	21%	24%	27%	27%

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

- First time fall beginning students who identify as Latinx now represent the largest underrepresented group at 10%.
- First time fall beginning Black/African American enrollment fell slightly to 8% in 2017.

First Time Fall Beginner Enrollment - Socio-economic Indicators ¹						
	2012	2013	2014	2015	2016	2017
Pell Grant Receiver	1,405	1,647	1,704	1,579	1,521	1,617
21st Century Scholar	466	633	801	881	895	919
First Generation	1,349	1,370	1,383	1,360	1,248	1,271
Percent Pell Grant Receiver ²	42%	43%	43%	40%	38%	40%
Percent 21 st Century Scholar	14%	17%	20%	22%	22%	22%
Percent First Generation	40%	36%	35%	35%	31%	31%

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

- The enrollment of first time beginning students who received a Pell grant has increased by 2% over the past year.
- The percentage of 21st Century Scholars has increased 8% since 2012, nearly making up one fourth of all first time beginner students since 2015.

Recruitment of a Diverse Student Population

New Fall Undergraduate Transfer Students - Race/Ethnicity, International Status, & Gender ¹						
	2012	2013	2014	2015	2016	2017
Black / African American	250 (14%)	257 (15%)	220 (13%)	187 (13%)	197 (14%)	180 (13%)
Asian American	49 (3%)	40 (2%)	54 (3%)	41 (3%)	45 (3%)	52 (4%)
Native Hawaiian / Pacific Islander	0 (<1%)	0 (<1%)	2 (<1%)	5 (<1%)	1 (<1%)	1 (<1%)
Latinx	91 (5%)	95 (5%)	92 (5%)	86 (6%)	92 (7%)	109 (8%)
American Indian / Alaska Native	5 (<1%)	4 (<1%)	5 (<1%)	4 (<1%)	3 (<1%)	3 (<1%)
Two or more races	68 (4%)	57 (3%)	63 (4%)	57 (4%)	42 (3%)	55 (4%)
International	51 (3%)	51 (3%)	75 (4%)	80 (6%)	59 (4%)	91 (6%)
White	1,244 (69%)	1,212 (69%)	1,186 (69%)	951 (67%)	919 (67%)	917 (65%)
Unknown	36 (2%)	33 (2%)	23 (1%)	8 (1%)	17 (1%)	13 (1%)
Women	1,013 (56%)	984 (56%)	891 (52%)	773 (55%)	730 (53%)	791 (56%)
Total Student Headcount	1,796	1,754	1,717	1,416	1,372	1,421
Percent UR ²	23%	24%	22%	24%	24%	24%
Percent Total Students of Color ³	26%	26%	25%	27%	27%	28%

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

³Includes UR and Asian American

- The percentage of new undergraduate transfer students who identify as Latinx has seen a steady increase since 2012.
- The percentage of International transfer students has doubled since 2012.
- While the percentage of underrepresented transfer students dropped 2% from 2013 to 2014, it has stayed steadily at 24% since that time.

New Fall Undergraduate Transfer Students- Socio-economic Indicators ¹						
	2012	2013	2014	2015	2016	2017
Pell Grant Receiver	845	844	823	601	563	585
21st Century Scholar	91	84	105	104	99	109
First Generation	668	610	586	473	429	409
Percent Pell Grant Receiver ²	47%	48%	48%	42%	41%	41%
Percent 21 st Century Scholar	5%	5%	6%	7%	7%	8%
Percent First Generation	37%	35%	34%	33%	31%	29%

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

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

Recruitment of a Diverse Student Population

New Fall Graduate and Doctoral-Practice Students - Race/Ethnicity, International Status, & Gender ¹						
	2012	2013	2014	2015	2016	2017
Black / African American	161 (7%)	142 (6%)	184 (8%)	188 (8%)	177 (7%)	212 (8%)
Asian American	127 (5%)	131 (6%)	158 (6%)	144 (6%)	146 (6%)	148 (%)
Native Hawaiian / Pacific Islander	0 (0%)	2 (<1%)	1 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)
Latinx	65 (3%)	77 (3%)	111 (5%)	109 (5%)	143 (6%)	112 (4%)
American Indian / Alaska Native	2 (<1%)	1 (<1%)	1 (<1%)	2 (<1%)	3 (<1%)	0 (0%)
Two or more races	51 (2%)	37 (2%)	54 (2%)	50 (2%)	64 (3%)	75 (3%)
International	288 (12%)	277 (12%)	318 (13%)	316 (13%)	315 (13%)	268 (11%)
White	1,613 (69%)	1,544 (69%)	1,594 (65%)	1,549 (65%)	1,504 (64%)	1,702 (67%)
Unknown	34 (1%)	25 (1%)	18 (1%)	17 (1%)	12 (1%)	16 (1%)
Women	1,355 (58%)	1,294 (58%)	1,311 (54%)	1,353 (57%)	1,329 (56%)	1,506 (59%)
Total Student Headcount	2,341	2,236	2,439	2,377	2,365	2,534
Percent UR ²	12%	12%	14%	15%	16%	16%
Percent Total Students of Color ³	17%	18%	20%	21%	23%	22%

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

- The percentage of students who identify as Black/African American has stayed relatively steady since 2014.
- The percentage of new International graduate and doctoral-practice students has dropped 2% over the last year.
- The percentage of underrepresented students has steadily risen from 2012.
- The percentage of new women graduate and doctoral-practice students increased slightly by 3% in 2017 for a high of 59%.

New Fall Graduate and Doctoral-Practice Students - Socio-economic Indicators ¹						
	2012	2013	2014	2015	2016	2017
First Generation	394	367	394	376	360	413
Percent First Generation	17%	16%	16%	16%	15%	16%

¹Includes IUPUC

Retention and Graduation of a Diverse Student Population

One Year Retention Rates by Cohort							
	2010	2011	2012	2013	2014	2015	2016
Black / African American	68%	65%	66%	61%	65%	66%	74%
Asian American	91%	88%	89%	85%	85%	86%	87%
Native Hawaiian/Pacific Islander	2/3	1/1	N/A	1/1	N/A	2/3	1/3
Latinx	72%	74%	67%	73%	74%	77%	72%
American Indian/ Alaska Native	1/1	2/2	0/1	4/7	0/3	2/3	1/1
Two or more races	59%	64%	63%	71%	67%	70%	68%
International	74%	91%	89%	87%	85%	74%	85%
White	71%	72%	72%	70%	74%	74%	75%
Underrepresented Students	67%	68%	66%	68%	68%	71%	72%
All Students of Color	71%	70%	70%	71%	72%	73%	74%
Women	71%	73%	72%	72%	73%	74%	76%
Total	71%	72%	72%	71%	73%	74%	75%

[†]Includes IUPUC, Calculated for first-time full time undergraduate beginners

- Over the past six years, the highest IUPUI one year retention rates are those of students who identify as Asian American or International.
- Retention rates of Black/African American students has sharply risen 8% in 2016.



Retention and Graduation of a Diverse Student Population

Six Year Graduation Rates by Cohort ¹					
	2007	2008	2009	2010	2011
Black / African American	30%	38%	24%	31%	33%
Asian American	55%	54%	59%	69%	66%
Native Hawaiian/Pacific Islander ²	50%	N/A	N/A	N/A	N/A
Latinx	45%	43%	36%	47%	45%
American Indian/Alaska Native ²	50%	20%	22%	N/A	N/A
Two or more races	30%	54%	49%	43%	40%
International	50%	58%	56%	55%	63%
White	42%	43%	46%	48%	46%
Underrepresented Students	34%	41%	29%	37%	38%
All Students of Color	38%	43%	35%	41%	41%
Women	43%	48%	48%	48%	45%
Total	44%	46%	47%	47%	45%

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

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

Four Year Graduation Rates by Cohort ¹						
	2008	2009	2010	2011	2012	2013
Black / African American	12%	8%	8%	10%	14%	14%
Asian American	22%	29%	37%	30%	33%	37%
Native Hawaiian/Pacific Islander ²	50%	N/A	N/A	N/A	N/A	N/A
Latinx	12%	15%	17%	18%	14%	23%
American Indian/Alaska Native ²	N/A	20%	N/A	N/A	N/A	N/A
Two or more races	34%	21%	16%	17%	19%	27%
International	24%	21%	20%	34%	24%	19%
White	18%	20%	20%	22%	27%	30%
Underrepresented Students	14%	11%	12%	14%	15%	20%
All Students of Color	16%	14%	15%	16%	18%	23%
Women	19%	21%	20%	23%	26%	31%
Total	19%	20%	20%	22%	24%	28%

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

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

Retention and Graduation of a Diverse Student Population

Undergraduate Degrees Awarded in Fiscal Year ¹					
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Black / African American	323 (8%)	295 (8%)	324 (8%)	406 (10%)	385 (9%)
Asian American	116 (3%)	137 (4%)	138 (3%)	136 (3%)	163 (4%)
Native Hawaiian/ Pacific Islander	0 (0%)	2 (<1%)	2 (<1%)	2 (<1%)	4 (<1%)
Latinx	129 (3%)	154 (4%)	151 (4%)	193 (5%)	212 (5%)
American Indian/ Alaska Native	4 (<1%)	2 (<1%)	4 (<1%)	4 (<1%)	7 (<1%)
Two or more races	63 (2%)	76 (2%)	115 (3%)	129 (3%)	145 (3%)
International	125 (3%)	105 (3%)	155 (4%)	140 (4%)	150 (4%)
White	3,000 (78%)	2,987 (78%)	3,008 (76%)	2,955 (74%)	3,063 (74%)
Unknown	70 (2%)	61 (2%)	49 (1%)	31 (<1%)	36 (1%)
Women	2,233 (58%)	2,263 (59%)	2,315 (59%)	2,381 (60%)	2,484 (60%)
Total	3,830	3,819	3,946	3,996	4,165
Percent UR ²	14%	14%	15%	18%	18%
Percent Students of Color ³	17%	18%	18%	22%	22%

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

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

Master's Degrees Awarded in Fiscal Year ¹					
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Black / African American	89 (6%)	108 (7%)	87 (6%)	120 (7%)	115 (7%)
Asian American	53 (3%)	66 (4%)	65 (4%)	75 (5%)	79 (5%)
Native Hawaiian/ Pacific Islander	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	0 (0%)
Latinx	28 (2%)	49 (3%)	43 (3%)	45 (3%)	53 (3%)
American Indian/ Alaska Native	3 (<1%)	0 (0%)	1 (<1%)	0 (0%)	0 (0%)
Two or more races	24 (2%)	21 (1%)	23 (2%)	26 (2%)	35 (2%)
International	239 (16%)	312 (19%)	285 (19%)	297 (18%)	348 (21%)
White	1,060 (70%)	1,078 (66%)	980 (66%)	1,053 (65%)	1,052 (62%)
Unknown	23 (2%)	10 (1%)	11 (1%)	11 (1%)	8 (<1%)
Women	940 (62%)	988 (60%)	927 (62%)	998 (61%)	1,008 (60%)
Total	1,520	1,645	1,496	1,628	1,690
Percent UR ²	10%	11%	10%	12%	12%
Percent Students of Color ³	13%	15%	14%	16%	17%

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



Doctoral Degrees Awarded in Fiscal Year ¹					
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Black / African American	32 (4%)	31 (4%)	40 (5%)	51 (6%)	48 (6%)
Asian American	58 (8%)	68 (9%)	60 (7%)	70 (9%)	69 (8%)
Native Hawaiian / Pacific Islander	0 (0%)	1 (<1%)	0 (0%)	0 (0%)	1 (<1%)
Latinx	20 (3%)	14 (2%)	25 (3%)	31 (4%)	32 (4%)
American Indian / Alaska Native	0 (0%)	1 (<1%)	2 (<1%)	1 (<1%)	0 (0%)
Two or more races	6 (1%)	11 (1%)	20 (2%)	26 (3%)	15 (2%)
International	35 (5%)	36 (5%)	33 (4%)	51 (6%)	51 (6%)
White	491 (65%)	541 (70%)	603 (74%)	558 (69%)	602 (73%)
Unknown	113 (15%)	69 (9%)	27 (3%)	17 (2%)	8 (1%)
Women	346 (46%)	378 (49%)	384 (47%)	413 (51%)	408 (49%)
Total	755	772	810	805	826
Percent UR ²	8%	8%	11%	14%	12%
Percent Students of Color ³	16%	17%	18%	22%	20%

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

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



Multicultural Highlights

- **Task Forces.** Creation of a 20 member **DACA** committee made up of faculty, staff, and students committed to providing support and resources to DACA and undocumented persons at IUPUI.
- **Heritage Month Celebrations.** IUPUI coordinates events associated with six cultural heritage months, including celebrations at four cultural dinners. Led by multiple student organizations (Black Student Union, Latino Student Association, Asian Student Association, and LGBTQ Student Alliance), the Cultural Dinners serve to educate and celebrate cultural heritage. In 2017, speakers included Opal Tometi, Rosa Clemente, Steve Hosik Moon, and Cleve Jones.
- **Programming.** The Multicultural Center sponsored 74 programs and partnered with multiple campus and community organizations. Social Justice Education implemented the Tunnel of Oppression, taking faculty, staff, and students through an interactive experience regarding gentrification, environmental racism, sexism and misogyny, mental disabilities, Islamophobia, transphobia, black queer concerns, and Latinx immigration. 1,575 individuals experienced the Tunnel in 2017.

The Multicultural Center also partners with various entities to bring plays such as David Lamb's "Platanos, Collard Greens and Callaloo" and Rohina Malik's "Unveiled" telling the story of five Muslim women who wear the hijab, as well as meet and greets featuring Noor Tagouri, Wes Moore, Beverly Bonds, and Rickey Smiley.

Offered 33 ally trainings (22 safe zone 101 & 11 Trans 101) with a total of 530 participants. Also facilitated 17 in-class presentations across campus. Community groups offered increased from 3 to 6 which includes Gender Spectrum, Shades of Pride, She/Her/Hers, Manversations, Aces, and Middle Sexualities. The LGBTQ+ Center at IUPUI increased number of visits to the center from an average of 111 weekly visits in the Fall semester of 2016 to 154 visits in Fall 2017.

- **Student Organizations.** Multiple culturally based student organizations provide support and multiple programming opportunities for students on campus including the Asian Student Union's Asian Speaker Series,
- **Mentoring.** Campus Center and Student Experience partners with the Office for to administer the Advancing Women Mentoring Program partnering students with faculty/staff mentors. The Next Gen 2.0 program offers mentoring for underrepresented faculty and staff on campus.
- **Multicultural Center Open House.** As a way of introducing incoming and returning students, this event provides an opportunity to learn about the services offered in the center and get to know the staff. By collaborating with various campus partners, we also provide an opportunity for students to learn about what other offices and departments on campus have to offer. We offer food, activities, and giveaways as a way of encouraging students to stop by. This past year we had 88+ students who came by and visited the information tables that were set up.

Diversity Of Faculty And Staff

Representation of all Full-time Academic Employees						
	2012	2013	2014	2015	2016	2017
American Indian / Alaskan Native	4 (<1%)	3 (<1%)	1 (<1%)	1 (<1%)	2 (<1%)	2 (<1%)
Asian American	437 (14%)	453 (14%)	460 (15%)	451 (14%)	468 (14%)	478 (14%)
Black/African American	122 (4%)	122 (4%)	128 (4%)	138 (4%)	140 (4%)	144 (4%)
Latinx	58 (2%)	57 (2%)	60 (2%)	66 (2%)	65 (2%)	61 (2%)
Native Hawaiian / Pacific Islander	5 (<1%)	5 (<1%)	3 (<1%)	2 (<1%)	3 (<1%)	3 (<1%)
Two or More Races	43 (1%)	52 (2%)	59 (2%)	57 (2%)	56 (2%)	66 (2%)
White	2,149 (69%)	2,179 (69%)	2,159 (69%)	2,199 (69%)	2,228 (69%)	2,303 (69%)
International	301 (10%)	286 (9%)	270 (9%)	266 (8%)	285 (9%)	304 (9%)
Women	1,264 (41%)	1,293 (41%)	1,305 (42%)	1,333 (42%)	1,384 (43%)	1,449 (43%)
Total Faculty	3,119	3,157	3,140	3,180	3,247	3,361
Percent UR Faculty ²	7%	8%	8%	8%	8%	8%

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

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



Diversity Of Faculty And Staff

Representation of Tenure/Tenure Track Faculty & Librarians						
	2012	2013	2014	2015	2016	2017
American Indian / Alaskan Native	2 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)
Asian American	207 (16%)	217 (16%)	214 (16%)	208 (16%)	211 (16%)	217 (17%)
Black/African American	57 (4%)	55 (4%)	56 (4%)	55 (4%)	54 (4%)	54 (4%)
Latinx	25 (2%)	24 (2%)	27 (2%)	28 (2%)	26 (2%)	22 (2%)
Native Hawaiian / Pacific Islander	2 (<1%)	2 (<1%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	26 (2%)	29 (2%)	32 (2%)	32 (2%)	36 (3%)	35 (3%)
White	957 (72%)	949 (72%)	934 (72%)	941 (72%)	938 (72%)	945 (72%)
International	55 (4%)	50 (4%)	40 (3%)	41 (3%)	38 (3%)	44 (3%)
Women	461 (35%)	459 (35%)	455 (35%)	450 (34%)	461 (35%)	465 (35%)
Grand Total	1,331	1,327	1,305	1,306	1,304	1,318

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

Representation of all Part-time Academic Employees						
	2012	2013	2014	2015	2016	2017
American Indian / Alaskan Native	3 (<1%)	4 (<1%)	3 (<1%)	2 (<1%)	3 (<1%)	2 (<1%)
Asian American	74 (4%)	55 (4%)	71 (4%)	80 (4%)	86 (5%)	107 (5%)
Black/African American	100 (5%)	98 (6%)	116 (6%)	110 (6%)	119 (6%)	136 (7%)
Latinx	37 (2%)	35 (2%)	32 (2%)	35 (2%)	27 (1%)	31 (2%)
Native Hawaiian / Pacific Islander	1 (<1%)	1 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)
Two or More Races	31 (2%)	23 (1%)	37 (2%)	45 (2%)	51 (3%)	67 (3%)
White	1,306 (70%)	1,242 (71%)	1,323 (71%)	1,310 (70%)	1,281 (69%)	1,408 (69%)
International	314 (17%)	285 (16%)	280 (15%)	300 (16%)	301 (16%)	295 (14%)
Women	1,000 (54%)	954 (54%)	979 (53%)	992 (53%)	966 (52%)	1,073 (52%)
Grand Total	1,866	1,754	1,864	1,884	1,870	2,050

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

Underrepresented Representation Among Appointed Staff						
	2012	2013	2014	2015	2016	2017
Executive Management	3/8	2/6	2/8	2/7	0/6	1/9
Clerical Staff	235/1054 (22%)	226/985 (23%)	198/911 (22%)	174/764 (23%)	170/734 (23%)	173/704 (25%)
Professional Staff	238/2214 (11%)	247/2262 (11%)	267/2283 (12%)	287/2358 (12%)	318/2464 (13%)	355/2657 (13%)
Resident Appointees	81/1089 (7%)	79/1117 (7%)	78/1130 (7%)	81/1135 (7%)	84/1135 (7%)	108/1146 (9%)
Research Staff	9/138 (7%)	7/110 (6%)	8/111 (7%)	9/100 (9%)	8/100 (8%)	8/99 (8%)
Service/Maintenance Staff	194/391 (50%)	203/396 (51%)	218/422 (52%)	217/425 (51%)	218/432 (51%)	210/434 (48%)
Technical Staff	97/515 (19%)	92/506 (18%)	98/485 (20%)	105/478 (22%)	107/480 (22%)	113/498 (23%)
Other Staff	18/139 (13%)	19/121 (18%)	17/107 (16%)	16/101 (16%)	18/99 (18%)	18/95 (19%)
Grand Total	875/5548 (16%)	875/5503 (16%)	886/5457 (16%)	891/5368 (17%)	923/5450 (17%)	986/5642 (18%)

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

Diversity Of Faculty And Staff

Women Representation Among Appointed Staff

	2012	2013	2014	2015	2016	2017X
Executive Management	4/8	3/6	3/8	2/7	1/6	3/9
Clerical Staff	974/1054(92%)	907/985 (92%)	847/911 (93%)	702/764 (92%)	662/734 (90%)	632/704 (90%)
Professional Staff	1499/2214(68%)	1498/2262 (66%)	1523/2283 (67%)	1537/2358 (65%)	1619/2464 (66%)	1771/2657 (67%)
Resident Appointees	454/1089(42%)	468/1117 (42%)	488/1130 (43%)	480/1135 (42%)	490/1135 (43%)	504/1146 (44%)
Research Staff	98/138(71%)	78/110 (71%)	76/111 (69%)	65/100 (65%)	64/100 (64%)	63/99 (64%)
Service/Maintenance Staff	121/391(31%)	124/396 (31%)	133/422 (32%)	134/425 (32%)	141/432 (33%)	144/434 (33%)
Technical Staff	324/515(63%)	320/506 (63%)	302/485 (62%)	301/478 (63%)	300/480 (63%)	296/498 (60%)
Other Staff	79/139(57%)	73/121 (60%)	60/107 (56%)	54/101 (54%)	56/99 (57%)	50/95 (53%)
Grand Total	3553/5548 (64%)	3471/5503 (63%)	3432/5457 (63%)	3275/5368 (61%)	3333/5450 (61%)	3463/5642 (61%)

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

Representation of Full-time Faculty Hires (Includes Transfers)

	2012	2013	2014	2015	2016	Total
American Indian / Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	23 (16%)	18 (13%)	19 (13%)	34 (20%)	30 (15%)	124 (16%)
Black/African American	4 (3%)	8 (6%)	8 (5%)	12 (7%)	8 (4%)	40 (5%)
Latinx	4 (3%)	2 (1%)	3 (2%)	1 (1%)	1 (1%)	11 (1%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	4 (3%)	5 (4%)	3 (2%)	6 (4%)	7 (3%)	25 (3%)
White	103 (71%)	92 (68%)	99 (67%)	101 (59%)	133 (65%)	528 (66%)
International	8 (5%)	11 (8%)	15 (10%)	17 (10%)	26 (13%)	77 (10%)
Women	66 (45%)	73 (54%)	69 (47%)	77 (45%)	93 (45%)	379 (47%)
Grand Total	146 (100%)	136 (100%)	147 (100%)	171 (100%)	205 (100%)	805 (100%)

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

Representation of Full-time Professional Staff Hires (Includes Promotions and Transfers)

	2012	2013	2014	2015	2016	Total
American Indian/Alaskan Native	0 (0%)	1 (<1%)	2 (<1%)	0 (0%)	0 (0%)	3 (<1%)
Asian American	11 (3%)	8 (2%)	19 (4%)	18 (3%)	22 (4%)	78 (3%)
Black/African American	33 (8%)	47 (12%)	44 (9%)	65 (12%)	77 (13%)	266 (11%)
Latinx	7 (2%)	3 (1%)	9 (2%)	16 (3%)	10 (2%)	45 (2%)
Native Hawaiian/Pacific Islander	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)
Two or More Races	13 (3%)	12 (3%)	8 (2%)	19 (3%)	25 (4%)	77 (3%)
White	332 (82%)	318 (80%)	394 (81%)	407 (75%)	436 (71%)	1,887 (77%)
International	7 (2%)	7 (2%)	7 (1%)	17 (3%)	46 (8%)	84 (<1%)
Unknown	1 (<1%)	2 (1%)	3 (1%)	1 (<1%)	1 (<1%)	8 (<1%)
Women	257 (63%)	282 (71%)	321 (66%)	369 (68%)	369 (68%)	1,527 (68%)
Grand Total	405 (100%)	398 (100%)	486 (100%)	543 (100%)	617 (100%)	2,449 (100%)

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

Diversity Of Faculty And Staff

Representation of Full-time Non-Professional Staff Hires (Includes Promotions and Transfers)						
	2012	2013	2014	2015	2016	Total
American Indian / Alaskan Native	2 (<1%)	1 (<1%)	4 (<1%)	2 (<1%)	1 (<1%)	10 (<1%)
Asian American	136 (10%)	144 (10%)	155 (11%)	164 (11%)	138 (9%)	737 (10%)
Black/African American	122 (9%)	180 (12%)	128 (9%)	148 (10%)	160 (11%)	738 (10%)
Latinx	30 (2%)	14 (1%)	38 (3%)	34 (2%)	39 (3%)	155 (2%)
Native Hawaiian / Pacific Islander	1 (<1%)	1 (<1%)	0 (0%)	1 (<1%)	0 (0%)	3 (<1%)
Two or More Races	33 (2%)	32 (2%)	22 (2%)	32 (2%)	48 (3%)	167 (2%)
White	922 (65%)	916 (63%)	915 (63%)	945 (61%)	905 (61%)	4,603 (63%)
International	182 (13%)	176 (12%)	181 (13%)	211 (14%)	205 (14%)	955 (13%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	1 (<1%)
Women	731 (51%)	800 (55%)	746 (52%)	840 (55%)	782 (52%)	3,899 (53%)
Grand Total	1,428	1,464	1,443	1,537	1,497	7,396

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

Representation of Executive Leadership						
	2012	2013	2014	2015	2016	2017
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Black/African American	5 (25%)	7 (30%)	5 (25%)	5 (24%)	3 (16%)	6 (26%)
Latinx	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
White	15 (75%)	16 (70%)	15 (75%)	16 (76%)	16 (84%)	15 (65%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	14 (70%)	15 (65%)	13 (65%)	16 (76%)	12 (63%)	15 (65%)
Grand Total	20	23	20	21	19	23

Includes IUPUC

Diversity Of Faculty And Staff

Representation of Deans (Includes Executive Associate Deans)						
	2012	2013	2014	2015	2016	2017
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	0 (0%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)
Black/African American	1 (5%)	1 (5%)	1 (5%)	2 (10%)	0 (0%)	1 (5%)
Latinx	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (5%)	1 (5%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	1 (5%)	1 (5%)	1 (5%)	1 (5%)	0 (0%)	0 (0%)
White	18 (90%)	19 (86)	18 (86%)	17 (81%)	20 (91%)	19 (86%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	6 (30%)	6 (27%)	5 (24%)	5 (24%)	6 (27%)	6 (27%)
Grand Total	20	22	21	21	22	22

Includes IUPUC

Representation of Associate Deans						
	2012	2013	2014	2015	2016	2017
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	5 (7%)	4 (5%)	3 (4%)	4 (5%)	5 (8%)	6 (8%)
Black/African American	5 (7%)	5 (7%)	5 (7%)	4 (5%)	2 (3%)	5 (7%)
Latinx	1 (1%)	2 (3%)	2 (3%)	2 (3%)	3 (5%)	1 (1%)
Native Hawaiian/Pacific Islander	0 (0%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	2 (3%)	3 (4%)	3 (4%)	3 (4%)	2 (3%)	2 (3%)
White	57 (80%)	58 (78%)	56 (80%)	62 (83%)	54 (82%)	62 (82%)
International	1 (1%)	1 (1%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	25 (35%)	26 (35%)	28 (40%)	31 (41%)	28 (42%)	38 (50%)
Grand Total	71	74	70	75	66	76

Includes IUPUC

Diversity Of Faculty And Staff

Representation of Chairpersons						
	2012	2013	2014	2015	2016	2017
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	7 (10%)	7 (9%)	7 (9%)	8 (9%)	7 (9%)	9 (11%)
Black/African American	3 (4%)	3 (4%)	2 (2%)	3 (3%)	3 (4%)	3 (4%)
Latinx	2 (3%)	4 (5%)	4 (5%)	4 (5%)	4 (5%)	3 (4%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
White	61 (84%)	67 (83%)	69 (84%)	72 (83%)	68 (83%)	70 (82%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	21 (29%)	24 (30%)	23 (28%)	28 (32%)	26 (32%)	24 (28%)
Grand Total	73	81	82	87	82	85

Includes IUPUC



IUPUI Diversity Cabinet

Rachel Applegate
Mary Austrom
Marshall Baker
Gail Barksdale
Kimberly Bloodgood
Vicki Bonds
Amanda Bonilla
Boyd Bradshaw
Camy Broeker
Darrell Brown
Charmayne Champion-Shaw
Thomas Davis
Gina Gibau
Kathleen Grove
Tabitha Hardy
Joseph Hayes
David Heard
Wayne Hilson Jr

Kathy Johnson
Gil Latz
Sandra Miles
Anne Mitchell
Khaula Murtadha
Kim Nguyen
Nicole Oglesby
Johnny Pryor
Khalilah Shabazz
Pamella Shaw
Tonya Shelton
Shelly Snider
Juletta Toliver
Tristan Vaught
Eric Weldy
Eric Williams
Vernon Williams
Tamra Wright

