

Indiana University Purdue University Indianapolis  
Office of Equal Opportunity  
**ANNUAL REPORT 2016**



Kim D. Kirkland, Ed.D.  
Director  
317-274-2306  
[kirkland@iupui.edu](mailto:kirkland@iupui.edu)



### **Mission**

IUPUI's Office of Equal Opportunity is committed to promoting a working and learning environment free of harassment and discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or veteran status.

### **From The Director...**

The work of IUPUI's Office of Equal Opportunity is guided by federal and state statutes pertaining to equal employment opportunity, non-discrimination, and affirmative action laws and regulations. We are committed to promoting a working and learning environment free of harassment and discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or veteran status.

We are responsible for ensuring the University's compliance with all applicable federal and state nondiscrimination laws and regulations and serve as the institution's official liaison with governmental civil rights enforcement agencies.

The Office is responsible for the development and execution of the University's affirmative action program, equal opportunity, best practices of a legal and affirmative search, and related training initiatives. As the Deputy Title IX Coordinator for the IUPUI and Columbus (IUPUI/C) campuses, I am committed to preventing and responding promptly to all forms of sexual misconduct, including sexual harassment, sexual assault, stalking, domestic violence, and dating violence.

Moreover, the Office of Equal Opportunity provides leadership and support toward developing a comprehensive and University-wide approach to achieving and sustaining a diverse and pluralistic community of students, faculty and staff.



## Directory



Ginger Arvin  
Senior Investigator  
317.274.2333  
[ggarvin@iupui.edu](mailto:ggarvin@iupui.edu)



Margo Foreman  
Associate Director  
317.274.5528  
[mrforema@iupui.edu](mailto:mrforema@iupui.edu)



Nemia Cooper  
Employment Acquisition  
and Advocacy  
Coordinator  
317 274.4015  
[nccooper@iupui.edu](mailto:nccooper@iupui.edu)



Emily Kempster  
Administrative Assistant  
317.274.2306  
[ekempster@iupui.edu](mailto:ekempster@iupui.edu)



Jessica DellaRosa  
Senior Investigator  
317.278.3884  
[jdellaro@iupui.edu](mailto:jdellaro@iupui.edu)



Jennifer Sanoh  
ADA Coordinator  
317.274.2306  
[jsanoh@iupui.edu](mailto:jsanoh@iupui.edu)



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## Campus Impact

The Office of Equal Opportunity, also referred to as OEO, is responsible for monitoring compliance with the University's equal opportunity, anti-discrimination and anti-harassment policies as well as federal and state laws and regulations; investigating and resolving complaints of discrimination and harassment on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, and veteran status; monitoring employment practices; and conducting training programs and presentations about Equal Opportunity, Affirmative Action, sexual harassment, Title IX, and a wide range of diversity-related topics. The OEO strives to ensure the most wholesome and productive learning and working environment for students, faculty and staff. Individuals who believe they have been unlawfully harassed or discriminated against are encouraged to contact us.

OEO staff members serve on various University committees as well as local and national committees including the Equal Opportunity Council, Committee for People with Disabilities, Disability Advisory Committee, Behavioral Consultation Team, Sexual Assault Prevention, Intervention and Response Task Force, Student Welfare Compliance Committee, Violence Against Women Act Sub-Committee, Title IX Review Team, IUPUI Diversity Cabinet, Diversity Plan Steering Committee, Diversity Officers Committee, IUPUC Diversity Cabinet, Indiana Diversity Roundtable, Intergroup Dialogue Steering Committee, School of Nursing's Diversity and Enrichment Council, Women's Advisory Council, IUPUI United Way Campaign, American Association for Access, Equity and Diversity, State of the State Planning Committee, American Association for Blacks in Higher Education, Faculty and Staff Relations Committee, Indiana Industry Liaisons Group, IUPUI Staff Council, Black Faculty and Staff Council, Joint Affinity Group Committee, Leadership Management Institute Steering Committee and the JagCares Team.

Primary responsibilities of the Office of Equal Opportunity include:

- Develop and implement AAPs for women, minorities, veterans and individuals with a disability
- Monitor employment trends as well as selection and placement decisions
- Investigate complaints of harassment, discrimination, and sexual misconduct
- Monitor compliance with Title IX and the Violence Against Women Act (VAWA)
- Facilitate reasonable accommodations – Disability Accommodation Request Form
- Develop and deliver employee and campus community training programs
- Act as liaison to federal and state agencies on matters involving EEO/AA practices, policies, and charges of discrimination.

## Affirmative Action Plans

Development of the Affirmative Action Plans (AAP), which includes the Columbus campus (IUPUC), is one of OEO's primary responsibilities. The AAP is a snap-shot of the University's workforce that includes the following components:

Workforce Analysis – representation of women and minorities across organizational units.

Job Group Analysis – summarizes the workforce by a set of broad occupational categories – grouping job titles with similar job content, similar pay and similar promotional and professional development opportunities.

Availability – looks at the current workforce by job group as compared to individuals available in the workforce based on U.S. census data, graduation statistics, the internal labor pool, and other sources.

Comparison of Incumbency to Availability – compares the current representation of women, minorities, veterans and individuals with a disability in the workforce to availability estimates to determine where we need to make greater efforts to reach parity and diversify the workforce.



**Goal Setting** – goals are set for job groups where the incumbency and availability statistics are significantly different. The OEO staff meets annually with each dean/vice chancellor/major unit leader to review their current workforce profile, identify opportunities for recruitment in the immediate future, discuss efforts and strategies to address workforce goals for women, minorities, veterans and individuals with a disability, and review progress toward prior year's goals. As you will note in the table below, while there may NOT be a minority goal in any of the nine broad job groups, there may be a goal within the individual minority subgroup(s). Likewise, while there may not be a goal at the campus level, there may be goals within the female and/or minority job groups within individual schools and units.

### 2015-16 Annual Placement Goals

Annual Placement Goals by Percentage								
Job Group	Fem.	Min.	Black	Hisp.	Asian	Nat. Am.	NHOPI	Two+
Tenure/TT Faculty & Library	45.00	22.00	5.00	4.00	11.00	0.00	0.00	2.00
Clinical & FT Non-T Faculty	44.00	25.00	5.00	4.00	14.00	0.00	0.00	2.00
Other Academic: Visitors & PT	45.00	22.00	6.00	4.00	10.00	0.00	0.00	2.00
Executive Management	44.21	21.85	5.05	4.17	10.67	0.04	0.01	1.92
Professional Staff	57.49	12.71	6.88	2.59	2.60	0.32	0.03	.29
Clerical Staff	84.78	19.61	15.37	2.25	1.26	0.30	0.00	0.42
Technical Staff	52.55	19.76	11.43	3.53	3.67	0.86	0.00	0.27
Skilled Craft	6.55	12.29	8.13	2.90	0.93	0.21	0.00	0.12
Service Maintenance	29.64	35.71	22.61	11.26	0.88	0.63	0.13	0.20

Percentages marked in red indicate campus goals where underutilization exists.

**Unit Action Plan** – each dean, vice chancellor or senior leader of a major unit submits a Unit Action Plan (UAP) to the OEO describing efforts and strategies for reaching identified goals. The UAP should address specific outreach efforts to recruit women, minorities, veterans, and individuals with a disability who are faculty and staff; identify professional development opportunities for them; identify opportunities for recruitment anticipated over the next several years; and link components of the plan to IUPUI's diversity performance indicators and/or IUPUI's strategic plan, if relevant.

**Underutilization** – is defined as having fewer minorities or women in a particular job group than what would be reasonably expected by their availability in the relevant job market. Three tests determine underutilization:

1. **Any Difference Rule** – any difference between the availability of women, minorities, veterans, or individuals with a disability in the relevant job market compared to their percentages in the employer's actual workforce.
2. **Two-Standard Deviation Rule** – the current workforce percentage of a protected group (women, minorities, veterans, or individuals with a disability) cannot vary from the availability analysis percentage by more than two standard deviations.
3. **The 80% Rule** – underutilization exists if the percentage of women, minorities, veterans, and/or individuals with a disability in a particular job group is less than 80% of the final availability percentage. IUPUI currently uses the 80% rule. The Ratio = (W/A) x 100. For example, if the workforce = 20% women and availability = 23% women, then the Ratio = (20/23) x 100 = 86.96%. In this example, underutilization does not exist because the ratio exceeds 80%. Anything less than 80% may be considered underutilization if the percentage also equates to a full-time employee (FTE) or whole person.





Effective March 24, 2014, contractors required by the Vietnam Era Veterans' Readjustment Assistance Act and Section 503 to develop a written AAP must also establish an annual hiring goal of 7% for protected veterans and 7% for individuals with a disability (IWD). The percentage of employees who are protected veterans and IWDs in each of their establishments is compared to the hiring goal. The new regulations require:

1. Utilization goal – the goal is applied to each job group or to the entire workforce if the workforce has less than 100 employees. Hence, the OEO conducts annual utilization analysis and assessment of the problem areas and establishes specific action-oriented programs to address any identified problems.
2. Data collection – requires that the OEO document and update annually several quantitative comparisons for the number of protected veterans and IWDs who apply for jobs and the number of protected veterans and IWDs hired. The data collection effort assists in measuring the effectiveness of our outreach and recruitment efforts and will be maintained for three years.
3. Invitation to Self-Identify – requires that the OEO invite applicants to self-identify as protected veterans and IWDs at both the pre-offer and post-offer phases of the application and selection process. In addition, it requires that we invite current employees to self-identify as protected veterans and IWDs every five years.



## 2015-16 Incumbency v. Availability Detail

### Women & Minorities

Job Group	Category	Incumbency No.	Incumbency %	Availability %	Less than 80%
Tenure/Tenure-Track Faculty and Librarian	Female	486	34.64	45.00	Yes
	Minority	368	26.23	22.00	
	Black	57	4.06	5.00	
	Hispanic	31	2.21	4.00	Yes
	Asian	242	17.25	11.00	
	AmIndian	2	0.14	0.00	
	NHOPI	0	0.00	0.00	
	Two+	36	2.57	2.00	
<i>Total – 1,403</i>					
Clinical and Full Time Non-Tenure Faculty	Female	657	46.96	44.00	
	Minority	327	23.37	25.00	
	Black	71	5.08	5.00	
	Hispanic	31	2.22	4.00	Yes
	Asian	205	14.65	14.00	
	AmIndian	0	0.00	0.00	
	NHOPI	3	0.21	0.00	
	Two+	17	1.22	2.00	Yes
<i>Total – 1,399</i>					
Other Academic: Visitors and Part Time	Female	929	52.13	45.00	
	Minority	460	25.81	22.00	
	Black	105	5.89	6.00	
	Hispanic	45	2.53	4.00	Yes
	Asian	277	15.54	10.00	
	AmIndian	2	0.11	0.00	
	NHOPI	1	0.06	0.00	
	Two+	30	1.68	2.00	
<i>Total – 1,782</i>					
Executive Management	Female	55	39.86	44.21	
	Minority	24	17.39	21.85	Yes
	Black	10	7.25	5.05	
	Hispanic	2	1.45	4.17	Yes
	Asian	6	4.35	10.67	Yes
	AmIndian	0	0.00	0.04	
	NHOPI	0	0.00	0.01	
	Two+	6	4.35	1.92	
<i>Total - 138</i>					

The IUPUI Affirmative Action Plan is available online at: <http://www.iupui.edu/~oeo/reports/2016AAP.pdf>





## 2015-16 Incumbency v. Availability Detail (cont.)

### Women & Minorities

Job Group	Category	Incumbency No.	Incumbency %	Availability %	Less than 80%
Professional Staff	Female	1549	65.47	57.49	
	Minority	399	16.86	12.71	
	Black	217	9.17	6.88	
	Hispanic	28	1.18	2.59	Yes
	Asian	108	4.56	2.60	
	AmIndian	4	0.17	0.32	Yes
	NHOPI	1	0.04	0.03	
	Two+	41	1.73	0.29	
<i>Total – 2,366</i>					
Clerical Staff	Female	701	91.87	84.78	
	Minority	182	23.85	19.61	
	Black	154	20.18	15.37	
	Hispanic	9	1.18	2.25	Yes
	Asian	8	1.05	1.26	
	AmIndian	2	0.26	0.30	
	NHOPI	0	0.00	0.00	
	Two+	9	1.18	0.42	
<i>Total – 763</i>					
Technical Staff	Female	366	63.43	52.55	
	Minority	168	29.12	19.76	
	Black	84	14.56	11.43	
	Hispanic	16	2.77	3.53	Yes
	Asian	52	9.01	3.67	
	AmIndian	0	0.00	.86	Yes
	NHOPI	0	0.00	0.00	
	Two+	16	2.77	0.27	
<i>Total – 577</i>					
Skilled Craft	Female	7	5.74	6.55	
	Minority	13	10.66	12.29	
	Black	10	8.20	8.13	
	Hispanic	1	0.82	2.90	Yes
	Asian	1	0.82	0.93	
	AmIndian	0	0.00	0.21	
	NHOPI	0	0.00	0.00	
	Two+	1	0.82	0.12	
<i>Total – 122</i>					
Service Maintenance	Female	135	39.94	29.64	
	Minority	222	65.68	35.71	
	Black	199	58.88	22.61	
	Hispanic	11	3.25	11.26	Yes
	Asian	6	1.78	0.88	
	AmIndian	1	0.30	0.63	Yes
	NHOPI	0	0.00	0.13	
	Two+	5	1.48	0.20	
<i>Total – 338</i>					

The IUPUI Affirmative Action Plan is available online at: <http://www.iupui.edu/~oeo/reports/2016AAP.pdf>



## 2015-16 Incumbency v. Availability Detail

### Protected Veterans and Individuals with Disabilities

Job Group	Category	Incumbency No.	Incumbency %	Availability %	Less than 80%
Tenure/Tenure-Track Faculty and Librarian <i>Total – 1,403</i>	Disability	1	0.07	7.00	Yes
	Veteran	36	2.57	7.00	Yes
Clinical and Full Time Non-Tenure Faculty <i>Total – 1,399</i>	Disability	0	0.00	7.00	Yes
	Veteran	36	2.57	7.00	Yes
Other Academic: Visitors and Part Time <i>Total – 1,782</i>	Disability	0	0.00	7.00	Yes
	Veteran	51	2.86	7.00	Yes
Executive Management <i>Total – 138</i>	Disability	0	0.00	7.00	Yes
	Veteran	6	4.35	7.00	Yes
Professional Staff <i>Total – 2,366</i>	Disability	0	0.00	7.00	Yes
	Veteran	73	3.09	7.00	Yes
Clerical Staff <i>Total – 763</i>	Disability	0	0.00	7.00	Yes
	Veteran	16	2.10	7.00	Yes
Technical Staff <i>Total – 577</i>	Disability	2	0.35	7.00	Yes
	Veteran	20	3.47	7.00	Yes
Skilled Craft <i>Total – 122</i>	Disability	0	0.00	7.00	Yes
	Veteran	18	14.75	7.00	Yes
Service Maintenance <i>Total – 338</i>	Disability	1	0.30	7.00	Yes
	Veteran	21	6.21	7.00	Yes
Facility Total <i>Total – 8,888</i>	Disability	4	0.05	7.00	Yes
	Veteran	277	3.12	7.00	Yes

The IUPUI Affirmative Action Plan is available online at: <http://www.iupui.edu/~oeo/reports/2015AAP.pdf>



## 2015 Employment Statistics

2015 Hires (Self-Identified)	Total	Percent
Disability	0	0.0%
No Disability or No Response	2,055	100%
<b>Total</b>	<b>2,055</b>	<b>100%</b>

2015 Hires (Self-Identified)	Total	Percent	
Active Duty Wartime Veteran	10	0.005%	
AFSM* Veteran	9	0.004%	
Disabled Veteran	6	0.003%	1.8%
Recently Separated Veteran	5	0.002%	
Veteran, No Classification	6	0.003%	
Veteran (VA Ineligible)	2	0.001%	
(null)	26	1.3%	
Not a Veteran	1,276	62.1%	98.2%
Not Indicated	715	34.8%	
<b>Total</b>	<b>2,055</b>	<b>100%</b>	<b>100%</b>

\*Armed Forces Service Medal



## Employment Monitoring

Analysis of employment activity as it relates to hires, promotions, transfers and separations is required by Department of Labor regulations. The OEO captures and monitors recruitment, referral, screening and appointment activity for each faculty and staff vacancy to ensure continuity and integrity in the hiring process for all academic and staff positions. Applicant data are maintained in the People Admin system for professional and non-exempt staff and the Faculty Applicant Monitoring system (FAM) for faculty. These systems facilitate the search process and ensure compliance with capturing federally required data relative to selection and placement decisions.

While OEO staff members are available to assist search committees with strategies for diversifying the applicant pool, search and screen protocol training modules are also available to assist faculty, staff and students in their work as an IUPUI search committee member. Links to this training as well as recruiting resources can be found on the OEO web site.

Applicant count in the following summary is based on recruitment for positions appointed from January 1, 2015 to December 31, 2015. Applicants who applied to positions that were withdrawn are excluded from these results since adverse impact analysis can only be conducted against searches that end successfully.

### Summary of Faculty, Professional Staff and Non-Exempt Staff Recruitment, Appointments and Separations

	Faculty			Professional Staff			Non-Exempt Staff		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total Applicants	<b>3,366</b>	3,660	3,134	<b>22,080</b>	21,895	21,637	<b>17,743</b>	22,790	25,685
Total Appointments	<b>341</b>	283	306	<b>502</b>	435	410	<b>431</b>	494	488
Total Exceptions Approved	<b>9</b>	12	8	<b>7</b>	9	7	<b>0</b>	0	0
Total Exceptions Denied	<b>4</b>	0	3	<b>5</b>	0	2	<b>0</b>	0	0
Total Separations	<b>232</b>	248	223	<b>343</b>	293	260	<b>383</b>	355	314
Pending Appointments	<b>12</b>	15	9	<b>0</b>	0	0	<b>0</b>	0	0
Reclassification	<b>0</b>	0	0	<b>140</b>	132	148	<b>76</b>	62	55
<u>Search Exception Justifications:</u>									
Grant	<b>1</b>	0	0	<b>2</b>	0	0	<b>0</b>	0	0
Programmatic Need	<b>4</b>	7	4	<b>4</b>	8	3	<b>0</b>	0	0
Target of Opportunity	<b>3</b>	2	2	<b>1</b>	1	2	<b>0</b>	0	0
Transfer	<b>0</b>	1	0	<b>0</b>	0	1	<b>0</b>	0	0
Spousal Accommodation	<b>1</b>	2	2	<b>0</b>	0	1	<b>0</b>	0	0

Note: Faculty data excludes adjuncts, part-time, postdoctoral, visitors and volunteers.



## 2015 Employment Monitoring Activity By Constituent Group

### Faculty

	Female	Male	Unk.	Total	Asian	Black	Hisp.	N. Am.	NHOPI	Two +	White	Unkn.	Total
Applicant	470	888	2008	<b>3366</b>	506	90	50	3	2	21	693	2001	<b>3366</b>
Appointment	150	191	0	<b>341</b>	76	27	5	0	0	7	226	0	<b>341</b>
Pending Appt.	4	5	3	<b>12</b>	1	0	0	0	0	0	4	7	<b>12</b>
Exception	7	2	0	<b>9</b>	2	2	2	0	0	0	3	0	<b>9</b>
Separation	105	127	0	<b>232</b>	56	7	4	0	0	3	162	0	<b>232</b>

Note: Faculty data excludes adjuncts, part-time, postdoctoral, visitors and volunteers.

### Professional Staff

	Female	Male	Unk.	Total	Asian	Black	Hisp.	N. Am.	NHOPI	Two +	White	Unkn.	Total
Applicant	13192	7414	1474	<b>22080</b>	1593	4026	656	31	20	406	13866	1482	<b>22080</b>
Appointment	340	162	0	<b>502</b>	28	51	10	1	0	10	402	0	<b>502</b>
Exception	5	2	0	<b>7</b>	2	1	0	0	0	0	4	0	<b>7</b>
Reclass.	100	40	0	<b>140</b>	10	16	3	0	0	4	107	0	<b>140</b>
Separation	268	75	0	<b>343</b>	21	25	5	0	0	5	287	0	<b>343</b>

### Non-Exempt Staff

	Female	Male	Unk.	Total	Asian	Black	Hisp.	N. Am.	NHOPI	Two +	White	Unkn.	Total
Applicant	12789	4077	877	<b>17743</b>	956	4475	587	24	26	347	10325	1003	<b>17743</b>
Appointment	286	145	0	<b>431</b>	15	95	11	1	0	10	299	0	<b>431</b>
Reclass.	60	16	0	<b>76</b>	1	18	0	0	0	2	55	0	<b>76</b>
Separation	301	82	0	<b>383</b>	18	78	2	3	0	6	276	0	<b>383</b>

#### Legend:

Hisp. Hispanic

N. Am. Native American

NHOPI Native Hawaiian/Other Pacific Islander

Two+ Two or more races

Unkn Unknown Gender

Unkn Unknown Ethnicity

Sources: IUPUI OLA/FAM, IUIE, s:/rlmorgan/2015/fac\_council



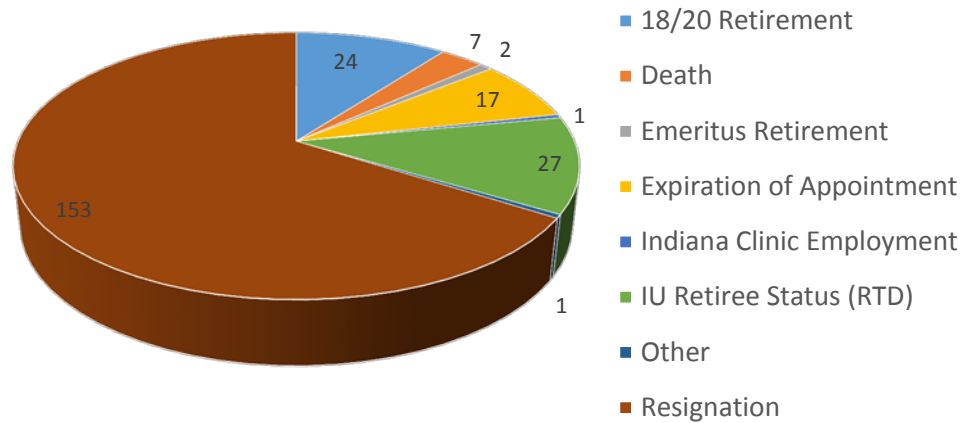
## 2015 Separations By Constituent Group

### Faculty

Type	Classification								
	Acad. Support	Admin. Leader*	Clinical Faculty	Faculty	Lecturer/ Instructor	Library	Research Assoc.	Scientist Scholar	Total
18/20 Retire	0	1	4	17	0	2	0	0	24
Death	0	0	2	4	0	0	0	1	7
Emeritus Ret.	0	0	1	1	0	0	0	0	2
End Appoint.	1	0	3	3	2	0	6	2	17
IN Clinic Emp.	0	0	0	0	0	0	1	0	1
IU Retiree	1	1	11	8	4	0	1	1	27
Other	0	0	1	0	0	0	0	0	1
Resignation	4	1	51	55	9	3	18	12	153
<b>Total</b>	<b>6</b>	<b>3</b>	<b>73</b>	<b>88</b>	<b>15</b>	<b>5</b>	<b>26</b>	<b>16</b>	<b>232</b>

\*"Administrative Leader" includes: IUPUI and IUPUC Deans, Assistant Deans, Associate Deans

### Faculty Separations



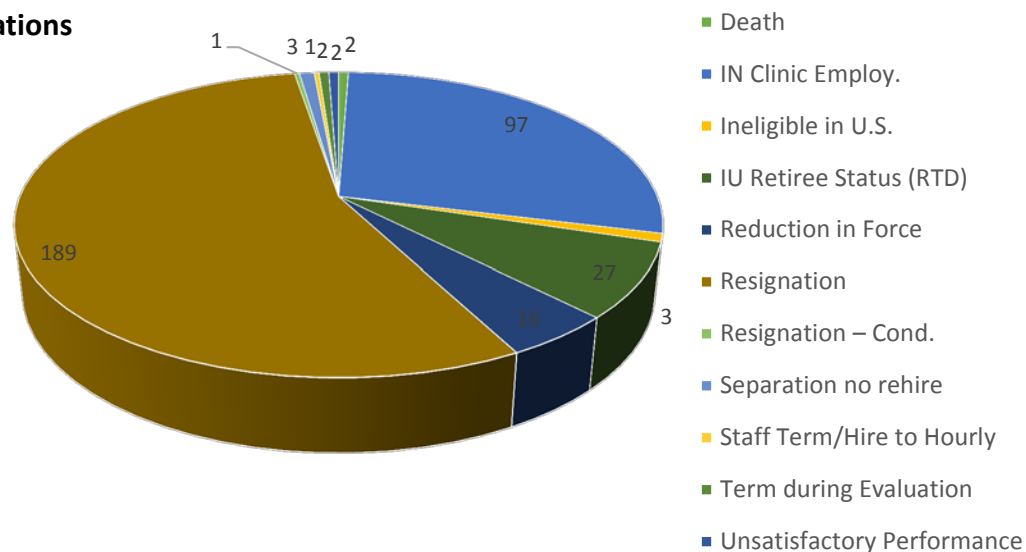
## 2015 Separations By Constituent Group

### Professional Staff

Type	Classification								
	Admin. Service*	Auxiliary Service	Health Prof.	Info. Tech.	Media Relation	Research Develop	Safety	Student Service	Total
Death	1	0	0	0	0	0	0	1	2
IN Clinic Employ.	13	0	82	0	2	0	0	0	97
Ineligible in U.S.	0	0	0	3	0	0	0	0	3
IU Retiree Status (RTD)	12	0	2	3	3	3	0	4	27
Reduction in Force	4	0	3	4	1	3	0	1	16
Resignation	69	3	14	23	12	31	2	35	189
Resignation – Cond.	1	0	0	0	0	0	0	0	1
Separation no rehire	1	0	1	0	0	0	0	1	3
Staff Term/Hire to Hourly	0	0	1	0	0	0	0	0	1
Term during Evaluation	1	0	0	0	0	1	0	0	2
Unsatisfactory	0	0	0	0	0	1	0	1	2
<b>Total</b>	<b>102</b>	<b>3</b>	<b>103</b>	<b>33</b>	<b>18</b>	<b>39</b>	<b>2</b>	<b>43</b>	<b>343</b>

\*“Administrative Service” includes: coaches, development, executives and facility services

### Professional Staff Separations





### Five-Year Snap-Shot Separations

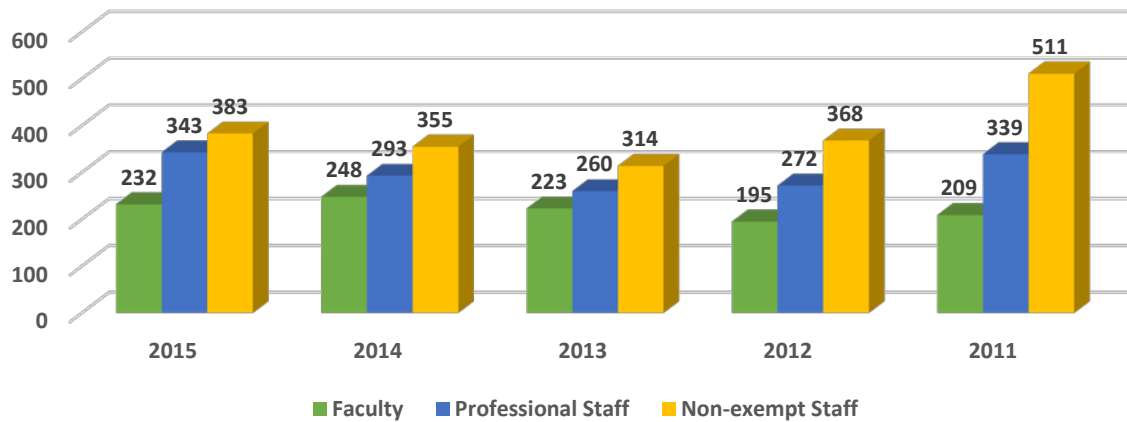
<b>Faculty</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
18/20 Retirement	24	17	20	25	30
Cancellation of Hire	0	1	1	0	5
Death	7	10	7	9	5
Emeritus Retirement	2	7	9	5	2
End Appointment	17	18	6	22	20
ERIP - Retiree Status	0	19	31	10	6
Indiana Clinic Employment	1	0	0	0	0
IU Retiree Status	27	18	8	7	6
Multiple Jobs Situation	0	0	4	1	2
Other	1	2	2	1	3
Resignation	153	156	135	115	130
<b>Total</b>	<b>232</b>	<b>248</b>	<b>223</b>	<b>195</b>	<b>209</b>

<b>Professional Staff</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
18/20 Retirement	0	0	0	2	2
Cancellation of Hire	0	6	4	0	2
Death	2	1	0	1	0
End Appointment/Expired Contract	0	2	2	1	1
ERIP - Retiree Status	0	34	0	0	49
Indiana Clinic Employment	97	9	19	16	65
Ineligible to work in the U.S.	3	1	0	1	0
IU Retiree Status (RTD)	27	17	18	11	19
Medical	0	1	2	5	2
Performance/Misconduct	7	14	14	13	12
Reduction in Force	16	22	18	16	22
Resignation	190	181	177	203	164
Staff Term/Hire to Hourly	1	5	6	3	1
<b>Total</b>	<b>343</b>	<b>293</b>	<b>260</b>	<b>272</b>	<b>339</b>

<b>Non-Exempt Staff</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
Attendance	10	13	8	13	6
Death	12	4	5	4	5
End Temporary Appointment	1	1	0	0	0
ERIP	0	31	0	0	60
Indiana Clinic Employment	128	15	48	38	132
Ineligible to work in the U.S.	2	0	1	0	0
IU Retiree Status (RTD)	26	23	17	22	28
Medical	11	6	5	13	12
Misconduct	2	8	7	10	13
Reduction in Force	15	19	20	14	26
Resignation	159	207	180	217	195
Separation No Rehire	1	1	1	3	2
Staff Term/Hire to Hourly	5	6	5	15	13
Unsatisfactory Performance	11	21	16	19	19
Withdraw Offer EE Declines Offer	0	0	1	0	0
<b>Total</b>	<b>383</b>	<b>355</b>	<b>314</b>	<b>368</b>	<b>511</b>



### Faculty, Professional Staff and Non-Exempt Staff Five-Year Separation Snapshot

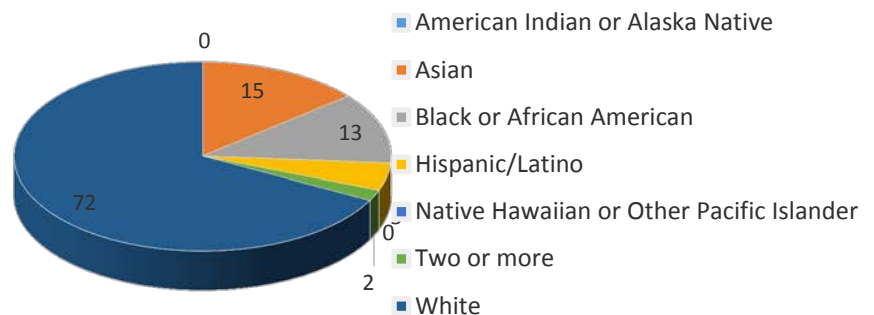


### Exit Survey Results

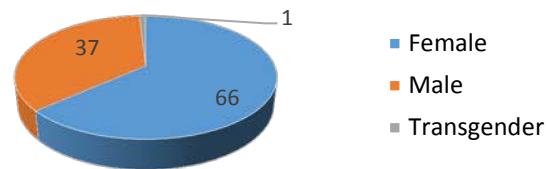
The OEO strives to improve the quality of IUPUI's work environment. To that end, we maintain a confidential online exit survey allowing employees who have left or are leaving an opportunity to provide feedback about their experiences while working at the University. The survey consists of questions about the employee's position, the campus environment, and matters that will help improve occupational health and safety, reduce job "burnout", prevent harassment and discrimination, and build a civil community. The data is used to identify and leverage best practices in other areas and to help units address and reduce unpleasant perceptions and experiences reported by former employees especially when themes and trends are evident. The survey takes approximately 20 minutes to complete and allows individuals to volunteer their identity in case follow-up is warranted or desired.

During 2015, 958 people left their employment at IUPUI. Eleven percent of the separating employees responded to our exit survey or exit interview requests. Not every respondent answered all questions and therefore not every question has the same number of responses. Of respondents who self-identified, there were 66 women, 37 men and one transgender; 15 were Asian, nine black or African American, three Hispanic or Latino, 66 white and two identified as two or more races.

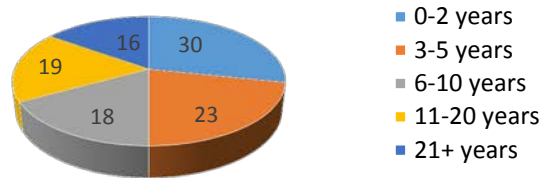
### Exit Survey Results by Race



## Exit Survey Results by Gender



## Exit Survey Results by Years of Service



In addition, 85% of the respondents identified as an employee with a Bachelor's degree or higher, 57% were professional staff, 23% were faculty, and 20% made up support, service, clerical and research staff members. Less than 2% of the survey respondents were part-time employees, 29% had been with the University more than ten years. Four individuals identified as a veteran and four as a person with a disability, while only four individuals in the entire workforce actually self-identify as a person with a disability.

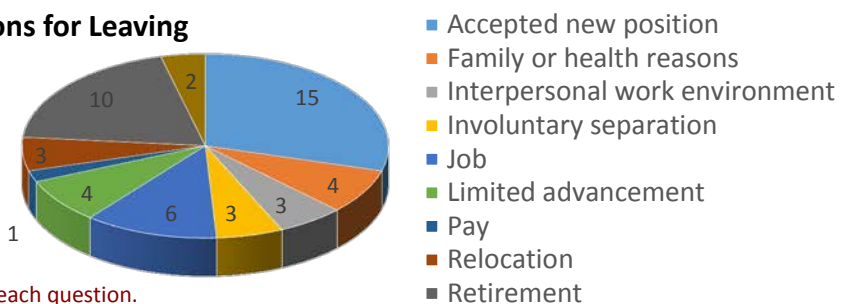
Of the separating employees, retirement and a new position were the top-cited reasons for leaving IUPUI. Several respondents cited dissatisfaction with the work environment or job dissatisfaction including lack of promotional opportunity as their reason for leaving. As depicted below, there appears to be four consistent themes related to separations – accepted a new position, retired, job dissatisfaction and interpersonal work environment.

## Top-cited Reasons for Separations

### Three-Year Snapshot

2015	2014	2013
<ul style="list-style-type: none"> <li>Accepted new position</li> <li>Retirement</li> <li>Dissatisfied with work environment including leadership, low morale, conflict with co-workers</li> <li>Job-related dissatisfaction including limited career growth opportunities, pay, and duties</li> </ul>	<ul style="list-style-type: none"> <li>Retirement</li> <li>Accepted new position</li> <li>Dissatisfaction with job</li> <li>Interpersonal work environment</li> <li>Relocation other than for new position</li> </ul>	<ul style="list-style-type: none"> <li>Accepted new position</li> <li>Retirement</li> <li>Interpersonal work environment</li> <li>Relocation other than for new position</li> <li>Dissatisfaction with job</li> </ul>

## 2015 Exit Survey Results – Reasons for Leaving



Note: Not all survey respondents answered each question.



Generally categorized, exit feedback fell into the categories of work environment, job related issues, personal health and family and a broad category labeled “other” which includes retirement, involuntary separations, and issues related to harassment and discrimination. More specifically, the key issues and areas of concern expressed through the exit feedback data are presented in the following table.

### Areas of Concern ... Key Issues

Work Environment (43)	Job Related (34)	Health & Family (5)	Other (7)
<ul style="list-style-type: none"> <li>• Interpersonal work environment</li> <li>• Conflict with supervisor</li> <li>• Conflict with co-workers or colleagues</li> <li>• Hostile work environment</li> </ul>	<ul style="list-style-type: none"> <li>• Limited growth or career opportunities</li> <li>• Dissatisfied with job or pay</li> <li>• Workload too much or too little</li> <li>• Lack of training or recognition</li> </ul>	<ul style="list-style-type: none"> <li>• Primary care responsibilities</li> <li>• Personal health issues</li> <li>• Work/life balance and scheduling</li> </ul>	<ul style="list-style-type: none"> <li>• Return to school</li> <li>• Retirement</li> <li>• Involuntary separation</li> <li>• Discrimination based upon race; religion</li> </ul>

The number of exiting employees who describe their relationship with their supervisor as positive is nearly equal with the number who describe their supervisor-relationship negatively at nine and 11 respectively. Positive comments about supervisor relationships included: “My boss was my mentor,” “Very competent leader,” and “Respectable and trusting.”

The most often-cited challenges pertain to interpersonal relationship issues with leadership, supervisors and colleagues within departments. Some of the negative comments when describing supervisor/employee relationships include: “Created a hostile work environment,” “Poor communicator,” and “I did not trust my supervisor.”

Answering the question “What did you like most and least about your job?”, “most” responses included: “Love campus atmosphere and culture,” “Good benefits,” “Enjoyed my responsibilities”. “Least” responses included: “Campus politics,” “Volume of work was too much,” and “Unfriendly work environment”.

## Complaints

The Office of Equal Opportunity administers complaints grounded in harassment and discrimination that are filed against IUPUI, a particular unit or school, or complaints between staff and/or faculty, and those that involve a combination of parties including students, staff, faculty and visitors. The OEO also process accommodation request that are based upon a qualifying disability.

### Sexual Misconduct

Indiana University adopted the umbrella term “sexual misconduct” to include sex- and gender-based discrimination and sexual harassment, as well as sexual assault, sexual exploitation, dating violence, domestic violence, and stalking. These terms are more fully defined in the University’s Sexual Misconduct Policy, UA-03. To review the Sexual Misconduct Policy (UA-03), visit the Stop Sexual Violence Web site at <http://stopsexualviolence.iu.edu/policies-terms/index.html>.

When the University receives a report of sexual misconduct involving students, the IUPUI Division of Student Affairs Office of Student Conduct will manage the response process according to the Sexual Misconduct Policy (UA-03). According to the policies and student procedures in the Sexual Misconduct Policy, the Office of Student Conduct may conduct outreach and investigations; take interim measures, if necessary; and offer



assistance and provide information about campus and community resources, including counseling. To learn more about student conduct – student rights and responsibilities, visit the Division of Student Affairs Web site at <http://studentaffairs.iupui.edu/student-rights/dean.shtml>.

When a student complains about sexual misconduct that involves faculty, staff or a campus visitor, the OEO will manage the complaint process using OEO's Operating Procedures for Processing Complaints of Discrimination and in accordance with the Sexual Misconduct Policy (UA-03). The OEO will take interim steps, as necessary, and offer assistance and provide information about campus and community resources, including counseling.

Responsible Employees, a specific subset of employees, including all faculty, supervisors, and others that directly interact with students (such as student affairs professionals, campus police, coaches, and advisors), are required to report information known to them about sexual misconduct to their campus Deputy Title IX Coordinator, Kim D. Kirkland, Director, Equal Opportunity at (317) 274-2306 or the University Title IX Officer, Emily Springston at (812) 855-4889. Moreover, students who have experienced any form of sexual misconduct are encouraged to report to the IUPUI Deputy Title IX Coordinator, the University Title IX Officer, their student conduct office, and/or campus police.

To learn more about the University's process for receiving reports of sexual misconduct, response and outreach following reports of sexual misconduct, requests for no university action, interim measures, as well as investigation and adjudication of complaints of sexual misconduct against students, we invite you to review Indiana University's Office of Student Welfare & Title IX Annual Report 2014-15 by visiting the Web site at <http://studentwelfare.iu.edu/home.php>.

**Agency** complaints are charges filed with governmental compliance agencies such as the U.S. Equal Employment Opportunity Commission, Indiana Civil Rights Commission, U.S. Department of Labor, and U.S. Department of Education – Office for Civil Rights. The OEO responds to these complaints on behalf of the IUPUI and IUPUC campuses.

The Office of Equal Opportunity uses a **three-pronged approach** to resolve complaints of harassment and discrimination:

1. **Consultation** includes facilitated discussions between the complainant and the respondent, as appropriate. Resolution of these issues generally involve exploratory meetings with individuals to understand their concerns; to empower and/or coach the parties through resolution of the issue on their own; to help them understand their rights and responsibilities within the university environment; to offer advice on alternative solutions; and to identify appropriate resources for resolution. While these issues are addressed by the OEO, they most often do not rise to a level of illegal harassment or illegal discrimination. As a result, no official notice of complaint or investigatory report of findings is issued.
2. **Mediation** is an intervention that helps the complainant and the respondent reach a mutually agreed upon resolution and helps save the relationship. The OEO determines whether mediation is appropriate. Either party may refuse mediation or, once commenced, end mediation at any time. No adverse inference is drawn from any such decision.



3. **Formal Investigations** include a comprehensive investigative approach. The OEO makes an assessment that the issue(s) raised warrants a formal investigation, and provides notification to the relevant parties and decisional authority, as appropriate. If the OEO determines a need for immediate interim action (e.g. removal, reassignment, administrative leave, or suspension) is necessary, such action will be administered by the decisional authority. For more information about OEO's Operating Procedures for Processing Complaints of Discrimination, visit OEO's Web site at:

<http://www.iupui.edu/~o eo/policy/IUPUIinvestigativeOperatingProcedures.pdf>.

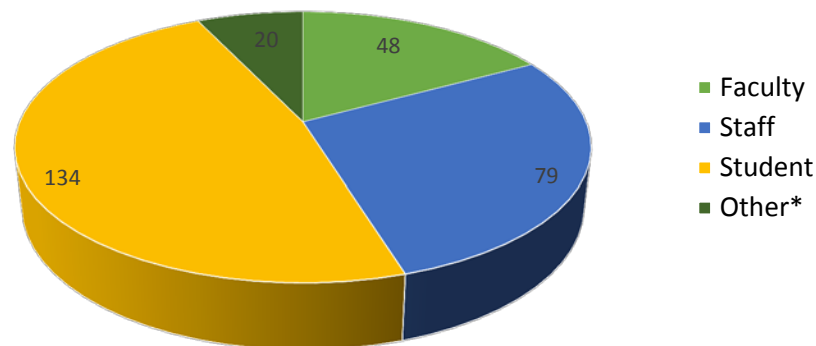
### 2015 Complaint Data by Approach

#### All Complaints

	Consult	Mediate	Investigate	Agency	Total	Percent
Faculty	32	2	7	7	48	17%
Staff	70	2	5	2	79	28%
Student	102	0	30	2	134	48%
Other*	13	0	4	3	20	7%
Total	217	4	46	14	281	100%

\*"Other" may include applicants, former students, former employees, vendors, visitors, IU hospital staff, patients, etc. that work with or receive services from IUPUI employees.

#### All Complainants

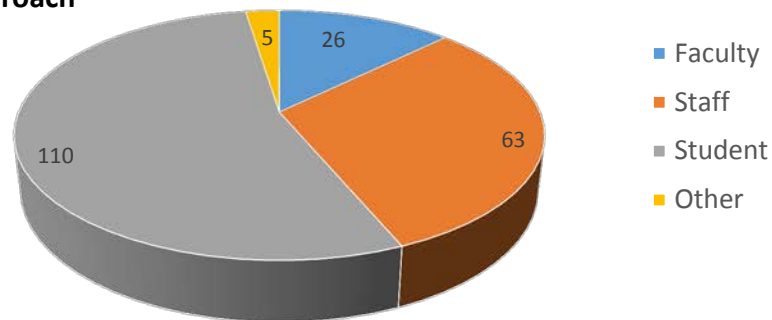


## 2015 Complaint Data by Approach

### Female

	Consult	Mediate	Investigate	Agency	Total	%
Faculty	15	2	6	3	26	13%
Staff	54	2	5	2	63	31%
Student	86	0	23	1	110	54%
Other*	3	0	1	1	5	2%
Total	158	4	35	7	204	100%

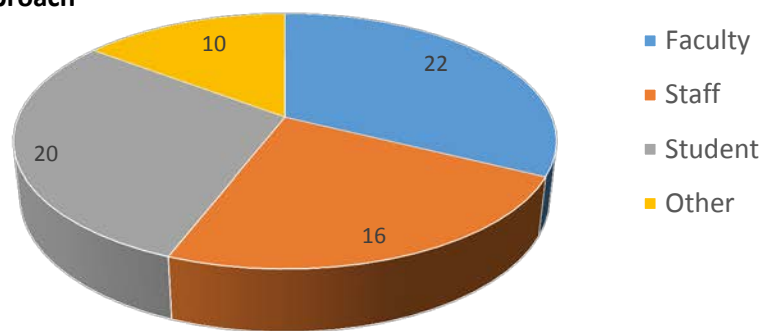
### Female Complaints by Approach



### Male

	Consult	Mediate	Investigate	Agency	Total	%
Faculty	15	0	0	7	22	32%
Staff	16	0	0	0	16	24%
Student	16	0	4	0	20	29%
Other*	10	0	0	0	10	15%
Total	57	0	4	7	68	100%

### Male Complainants by Approach



\*"Other" may include applicants, former students, former employees, vendors, visitors, IU hospital staff, patients, etc. that work with or receive services from IUPUI employees.

Note: Nine complaints were filed anonymously or by "unknown" complainants whose gender is not known; therefore, the total of "male" plus "female" complainants by approach equals nine less than the total number of complainants listed on page 21.





## 2015 Complaint Data by Basis\*

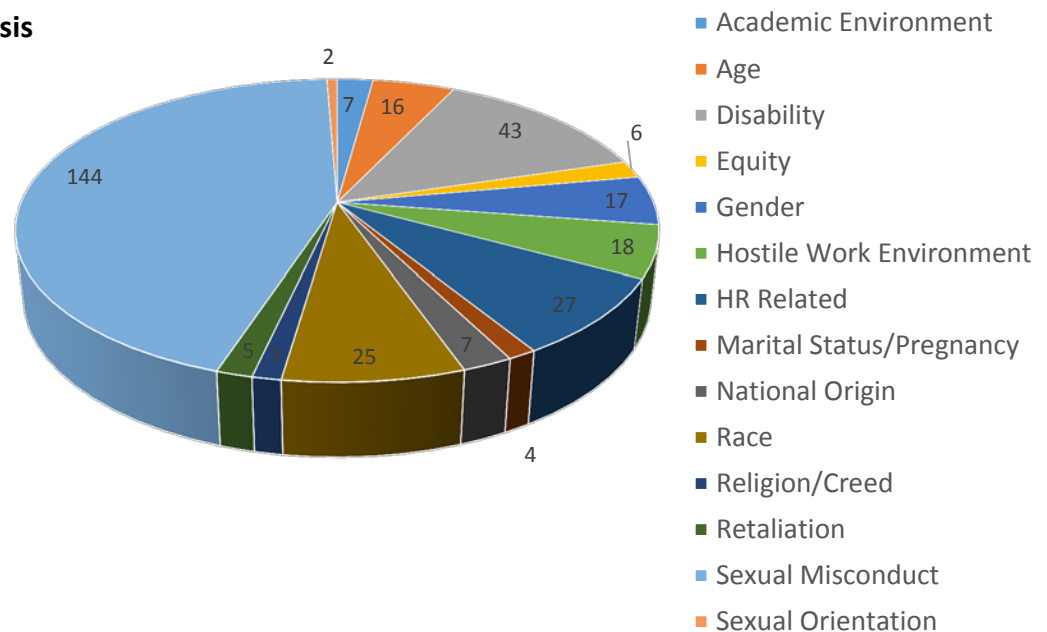
### All Complainants

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	6	0	1	0	7
Age	10	0	0	6	16
Disability	39	0	2	2	43
Equity	1	0	4	1	6
Gender	7	0	5	5	17
Hostile Work Environment	14	2	2	0	18
HR Related	23	2	2	0	27
Marital Status/Pregnancy	3	1	0	0	4
National Origin	6	0	0	1	7
Race	18	0	2	5	25
Religion/Creed	4	0	0	0	4
Retaliation	2	0	0	3	5
Sexual Misconduct**	109	0	33	2	144
Sexual Orientation	2	0	0	0	2
Total	244	5	51	25	325

\* There are more bases than complainants because often a complainant will raise multiple issues (i.e. a complainant may allege discrimination based upon race, religion and gender, thus three bases).

\*\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### All Complaints by Basis



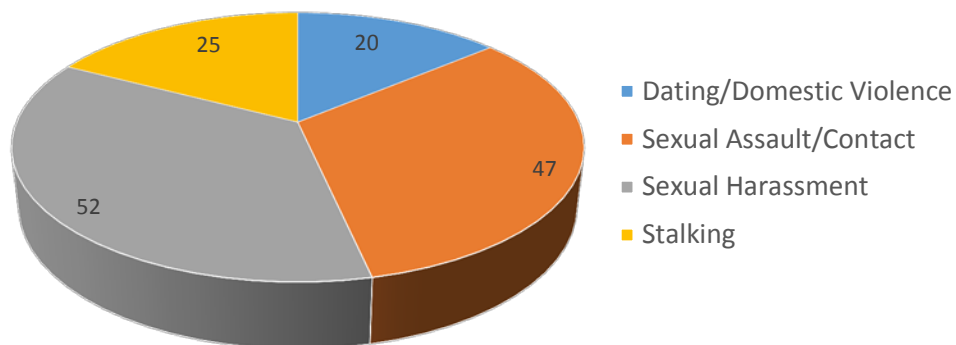
## 2015 Complaint Data by Basis

### Sexual Misconduct Complaints

Sub-Categories	Consult	Investigate	Agency	Total
Dating/Domestic Violence	19	1	0	20
Sexual Assault/Contact	40	7	0	47
Sexual Harassment	35	15	2	52
Stalking	15	10	0	25
Total	109	33	2	144

Note: The total includes complaints of sexual misconduct that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Sexual Misconduct



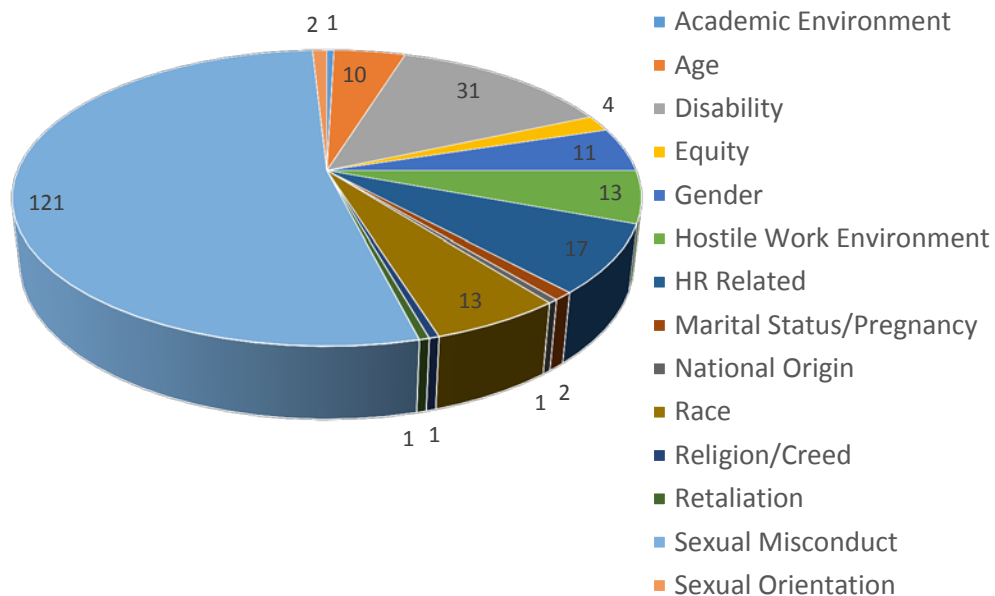
## 2015 Complaint Data by Approach

### Female

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	7	0	0	3	10
Disability	27	0	2	2	31
Equity	1	0	3	0	4
Gender	4	0	5	2	11
Hostile Work Environment	10	2	1	0	13
HR Related	14	2	1	0	17
Marital Status/Pregnancy	1	1	0	0	2
National Origin	1	0	0	0	1
Race	9	0	2	2	13
Religion/Creed	1	0	0	0	1
Retaliation	1	0	0	0	1
Sexual Misconduct*	94	0	26	1	121
Sexual Orientation	2	0	0	0	2
Total	173	5	40	10	228

\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Female by Basis



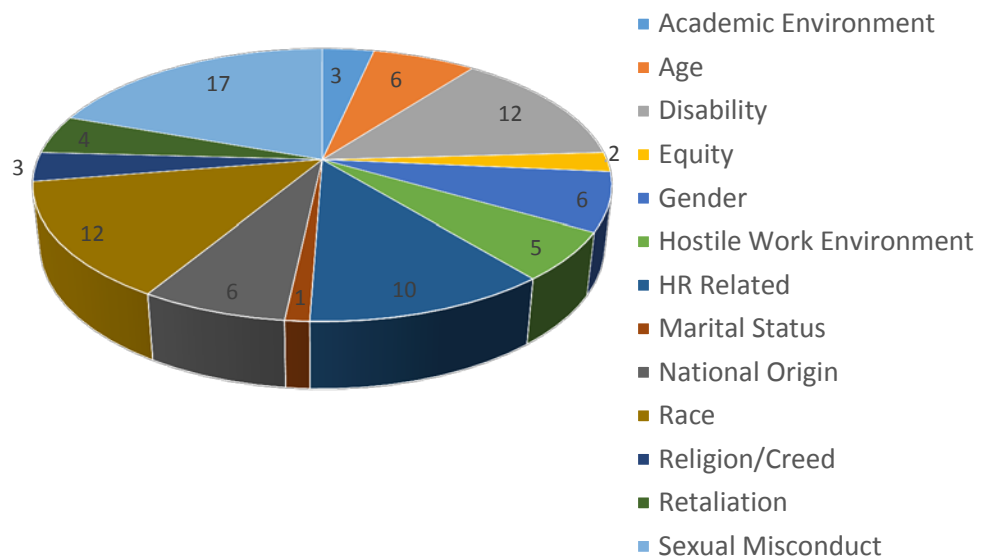
## 2015 Complaint Data by Approach

### Male

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	2	0	1	0	3
Age	3	0	0	3	6
Disability	12	0	0	0	12
Equity	0	0	1	1	2
Gender	3	0	0	3	6
Hostile Work Environment	4	0	1	0	5
HR Related	9	0	1	0	10
Marital Status	1	0	0	0	1
National Origin	5	0	0	1	6
Race	9	0	0	3	12
Religion/Creed	3	0	0	0	3
Retaliation	1	0	0	3	4
Sexual Misconduct*	13	0	3	1	17
Total	65	0	7	15	87

\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Male by Basis



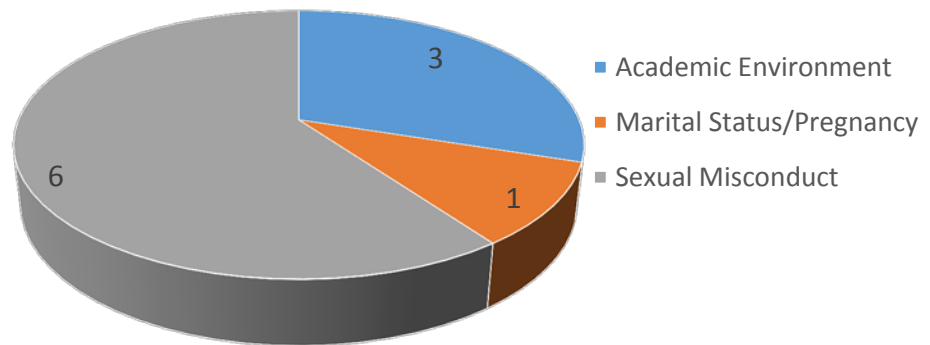
## 2015 Complaint Data by Approach

### Unknown Gender

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	3	0	0	0	3
Marital Status/Pregnancy	1	0	0	0	1
Sexual Misconduct*	2	0	4	0	6
Total	6	0	4	0	10

\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Unknown Gender by Basis



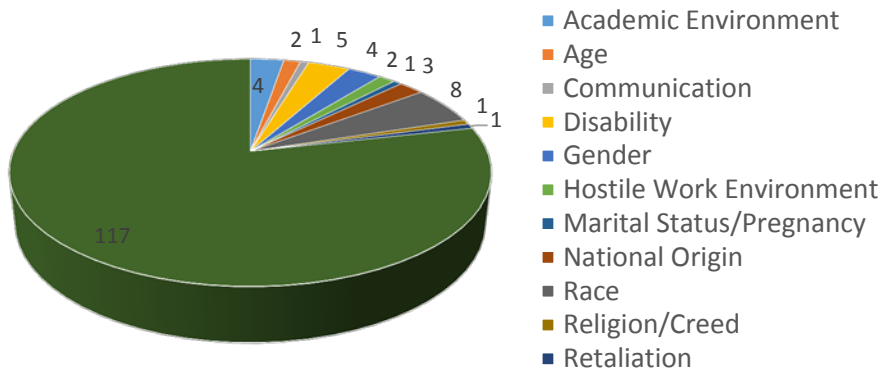
## 2015 Complaint Data by Basis

### Students

	Consult	Investigate	Agency	Total
Academic Environment	3	1	0	4
Age	1	0	1	2
Communication	1	0	0	1
Disability	3	2	0	5
Gender	0	3	1	4
Hostile Work Environment	1	1	0	2
Marital Status/Pregnancy	1	0	0	1
National Origin	2	0	1	3
Race	6	0	2	8
Religion/Creed	1	0	0	1
Retaliation	1	0	0	1
Sexual Misconduct*	89	28	0	117
Total	109	35	5	149

\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

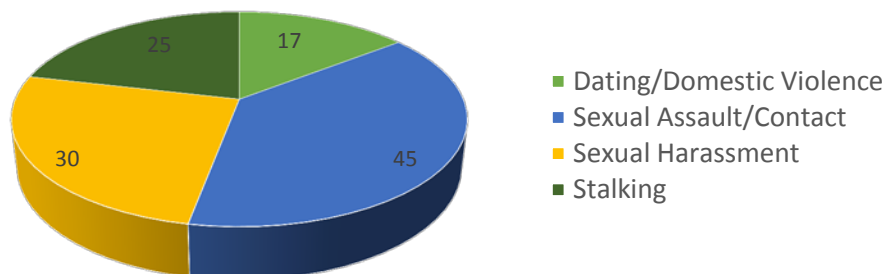
### Student by Basis



	Consult	Investigate	Agency	Total
Dating/Domestic Violence	16	1	0	17
Sexual Assault/Contact	39	6	0	45
Sexual Harassment	19	11	0	30
Stalking	15	10	0	25
Total	89	28	0	117

Total includes complaints resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Student Sexual Misconduct



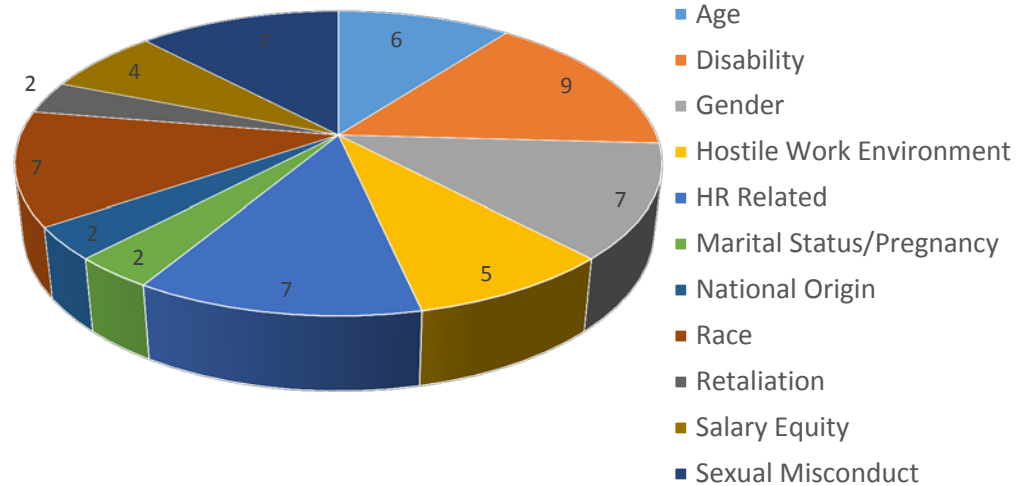
## 2015 Complaint Data by Basis

### Faculty

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	2	0	0	0	2
Age	3	0	0	3	6
Disability	8	0	0	1	9
Gender	3	0	2	2	7
Hostile Work Environment	4	1	0	0	5
HR Related	6	1	0	0	7
Marital Status/Pregnancy	1	1	0	0	2
National Origin	2	0	0	0	2
Race	5	0	2	0	7
Retaliation	0	0	0	2	2
Salary Equity	0	0	3	1	4
Sexual Misconduct*	6	0	0	1	7
Total	40	3	7	10	60

\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Faculty by Basis





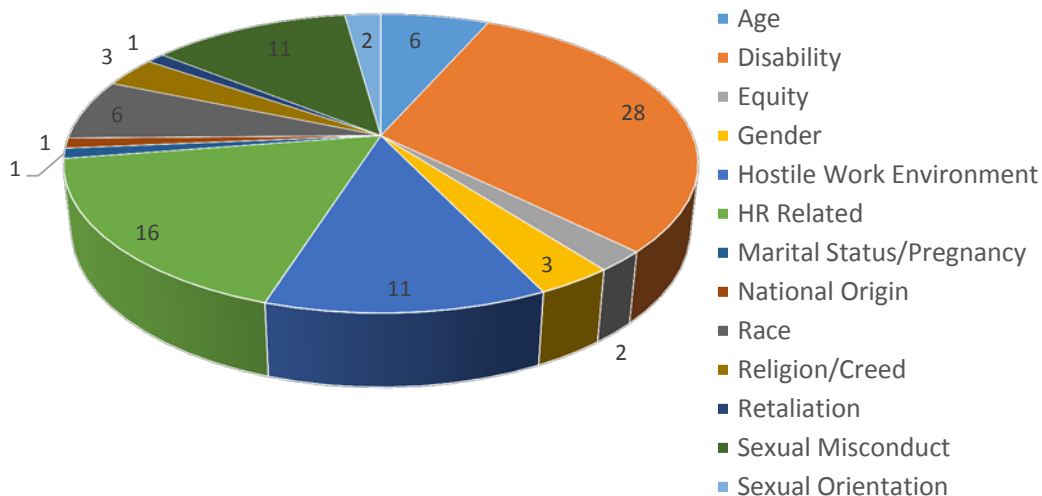
## 2015 Complaint Data by Basis

### Staff

	Consult	Mediate	Investigate	Agency	Total
Age	5	0	0	1	6
Disability	27	0	0	1	28
Equity	1	0	1	0	2
Gender	3	0	0	0	3
Hostile Work Environment	9	1	1	0	11
HR Related	14	1	1	0	16
Marital Status/Pregnancy	1	0	0	0	1
National Origin	1	0	0	0	1
Race	5	0	0	1	6
Religion/Creed	3	0	0	0	3
Retaliation	1	0	0	0	1
Sexual Misconduct*	8	0	2	1	11
Sexual Orientation	2	0	0	0	2
Total	80	2	5	4	91

\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Staff by Basis



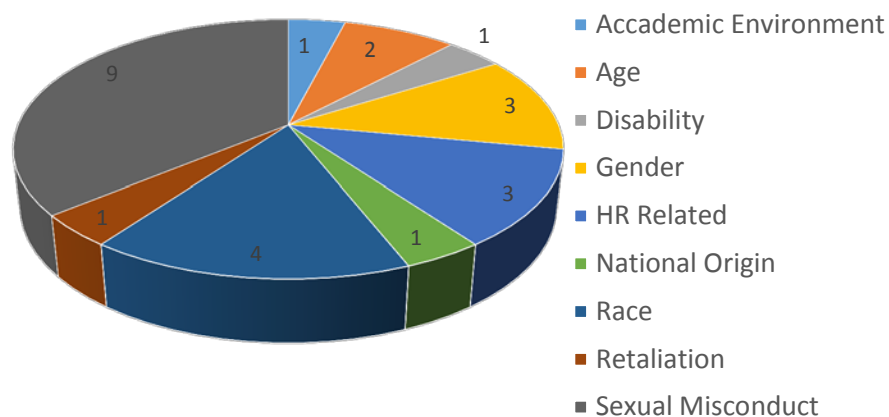
## 2015 Complaint Data by Basis

### Visitor/Other

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	1	0	0	1	2
Disability	1	0	0	0	1
Gender	1	0	0	2	3
HR Related	2	0	1	0	3
National Origin	1	0	0	0	1
Race	2	0	0	2	4
Retaliation	0	0	0	1	1
Sexual Misconduct*	6	0	3	0	9
Total	15	0	4	6	25

\* Sexual Misconduct includes sexual harassment, sexual assault/contact, dating/domestic violence, stalking; and are complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Visitor/Other by Basis

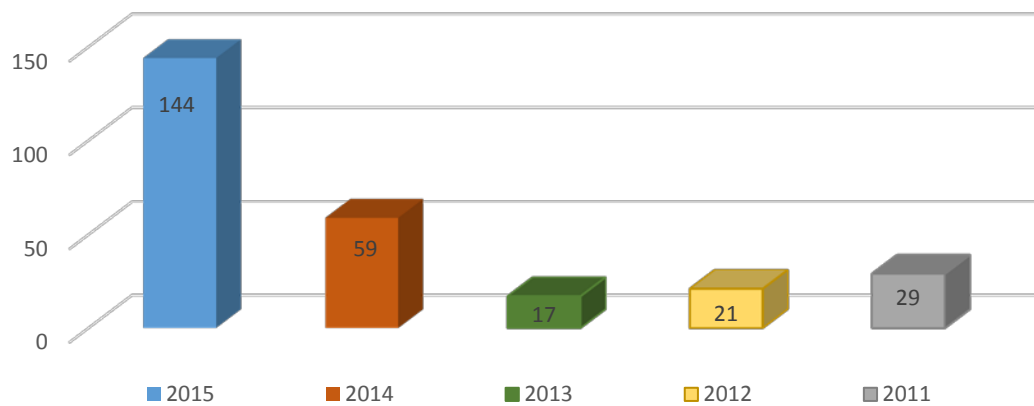


### Five-Year Snap Shot Sexual Misconduct

	2015	2014	2013	2012	2011
Consult	109	32	8	15	24
Investigate	33	27	8	6	5
Agency	2	0	1	0	0
<b>Total</b>	<b>*144</b>	<b>*59</b>	<b>17</b>	<b>21</b>	<b>29</b>

\* Includes sexual misconduct (sexual harassment, sexual assault/contact, dating/domestic violence, stalking) complaints that were resolved by Student Affairs Office of Student Conduct or the Office of Equal Opportunity.

### Sexual Misconduct Five-Year Summary



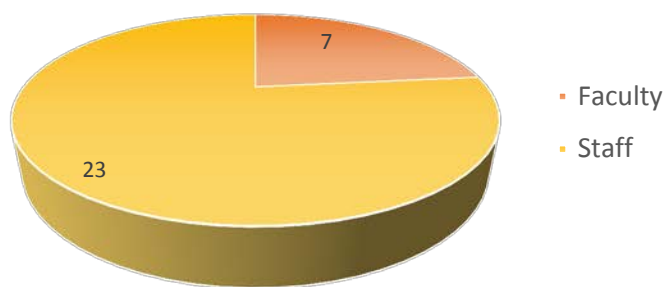
## Reasonable Accommodations

The Office of Equal Opportunity works to ensure that individuals with a qualifying disability are afforded a reasonable accommodation to perform the essential functions of their jobs and/or perform in the classroom. Reasonable accommodations are provided in accordance with the Americans with Disabilities Act Amendments Act of 2008 (ADAAA) and in collaboration with supervisors, faculty, staff, students, Adaptive Educational Services and the Department of Occupational Health Services.

The OEO also investigates complaints of discrimination under the ADAAA and works with schools and departments to remedy those allegations.

In 2015 the OEO processed reasonable accommodations and/or accessibility requests for seven faculty and 23 staff members.

### Accommodations



## Program Development and Training

### Title IX/VAWA/Clery Act

- Title IX of the Educational Amendments Act of 1972 prohibits discrimination on the basis of sex in education programs and services and defines sexual violence as a type of sex discrimination.
- The Violence Against Women Reauthorization Act or “VAWA” requires us to report domestic violence, dating violence, stalking, and other crimes mandated by the Clery Act and to adopt certain student discipline procedures and policies to address and prevent campus sexual violence.
- The Clery Act requires IUPUI to collect and publish campus crime statistics and publish policy statements in our annual security report. The Clery Act also requires that the University adopt an emergency notification system, response and testing procedures, and provide timely warnings to the community.

In 2014 the OEO rolled out an on-line campus-wide sexual misconduct training module that included components of Title IX, the Clery Act and VAWA. In response, more than 1,400 faculty, staff and student employees completed the training. In 2015 we recorded 144 complaints of sexual misconduct that included dating/domestic violence, sexual harassment, stalking and sexual assault/contact. The institutional governance work in collaboration to help bring awareness and eliminate sexual misconduct against students.



## **Unlawful Harassment Prevention**

The OEO provided a new Unlawful Harassment Prevention training module campus-wide with an expanded and redesigned direct-to-employee delivery system. The new module includes other forms of harassment, not solely sexual harassment. More than 8,600 faculty, staff and student employees completed the new training module in 2015 and an additional 1,200 employees completed the original Preventing Sexual Harassment module prior to its decommission in May, 2015.

## **Search and Screen Protocols**

The OEO developed, implemented and maintains on-line Search and Screen Protocols to assist faculty, staff and students when participating as a search committee member. As an employer, IUPUI has an obligation to ensure fairness and equity in every search process. Open searches are important to our demonstration that diversity is an educational value. This is something that we ascribe to as a University and full, fair and open searches help us to achieve that goal.

Search and screen protocols can be accessed at <http://www.iupui.edu/~o eo/ssstraining/index.html> or through the training tab on the OEO's website.

## **Mediation**

Partnering with the Office for Civil Community and Intergroup Dialogue, the OEO delivers Mediation Training to interested faculty, staff and community partners whose role may require assisting others in conflict resolution. Last year, more than 30 employees, students and campus community members completed the training or continued developing mediation skills by attending the Refresher training. In addition, more than 150 campus and community constituents have completed the 5-day workshop since its inception in 2009.

## **Diversity and Culture**

The OEO staff dedicates a significant amount of time to developing and implementing workshops and presentations designed to increase and enhance the awareness of equal opportunity, diversity, equity and inclusion across the campus and throughout the broader community. Through these efforts, our staff delivered various training programs to more than 3,000 campus and community constituents.

## **Equity and Inclusion Advocate**

The Office of Equal Opportunity launched its Equity Inclusion Advocate (EIA) program for faculty and staff searches to enhance the integrity, effectiveness, and diversity in the university's hiring practices. The OEO partnered with the IU School of Medicine to pilot the EIA program. It is our goal to have all searches at the tenure-track and professional level (PA3 and up) include an EIA on the search committee in every school and administrative unit.

EIA's are employees trained as search and selection process experts. Search committees and EIA's engage throughout the search and selection process, beginning with development of the position description, continuing through the selection decision, as well as supporting the integration of new employees and/or faculty into the organization. At every stage, EIA's serve as consultant/participants, supporting the search process and helping committees identify practices that minimize the effects of unconscious, unintentional biases.



EIA's promote diversity by:

- Sharing current information regarding best practices for diversifying the applicant pool.
- Recognizing and challenging implicit/explicit bias that can negatively impact decision making processes.
- Recommending inclusive and affirmative recruitment strategies.
- Supporting the search committee chair by encouraging full commit and stakeholder participation.
- Consulting when appropriate with the Office of Equal Opportunity, Human Resources Administration and/or Diversity, Equity and Inclusion when assistance would be beneficial to address challenges that arise.
- Affirming IUPUI's high standard for excellent and inclusive search/selection practices in partnership with search chairs, search committees, and hiring officials.

Search advocates are increasingly being asked to serve on search committees across the country – a trend indicative of the value they provide to the search and selection process. In 2015, 57 participants completed the 8-hour EIA training. In addition, the OEO offered supplemental EIA training that incorporated a panel discussion from community partners who serve veterans and people with disabilities.

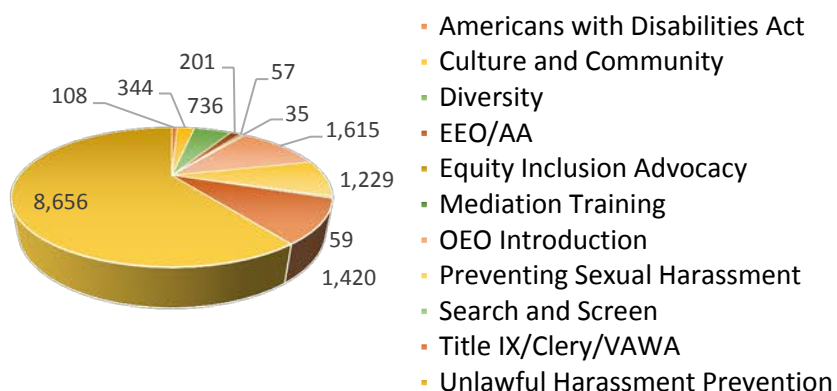


## 2015

### Participant Data by Training and Presentation

	Faculty	Staff	Student	Community	Total
Americans with Disabilities Act	32	73	3	0	108
Culture and Community	62	282	0	0	344
Diversity	34	620	52	15	721
EEO/AA	52	117	0	16	185
Equity Inclusion Advocacy	12	45	0	0	57
Mediation Training	7	26	0	1	34
OEO Introduction	10	905	700	0	1,615
Preventing Sexual Harassment	173	567	489	0	1,229
Search and Screen	34	25	0	0	59
Title IX/Clery Act/VAWA	642	741	37	0	1,420
Unlawful Harassment Prevention	3,268	3,805	1,583	0	8,656
<b>Total</b>	<b>4,326</b>	<b>7,206</b>	<b>2,864</b>	<b>32</b>	<b>14,428</b>

#### OEO Training and Presentations



#### Liaison to Federal and State Agencies

The Office of Equal Opportunity is involved with federal, state, local and national organizations related to its regulatory responsibilities including Indiana Industry Liaison Group (an alliance between the OFCCP, Department of Labor, and major federal contractors), Indiana Diversity Roundtable, the American Association of Blacks in Higher Education, Society for Human Resource Management, and the American Association for Access, Equity & Diversity. Additionally, the office works with and responds to all federal and state compliance agencies such as the U.S. Department of Labor, U.S. Department of Education's Office for Civil Rights, Equal Employment Opportunity Commission, and the Indiana Civil Rights Commission when discrimination or harassment charges are filed against the University.





## 2015 Accomplishments

The Office of Equal Opportunity was *successful in completing the following goals for 2015:*

- Redesigned and launched “Cultural Competency” Search and Screen module; incorporated situational vignettes into the existing online Search and Screen modules
- Completed “Service with Distinction” model for the Search and Screen process
- Launched Unlawful Harassment Prevention and Sexual Violence: Title IX, VAWA and Clery Act for Faculty and Staff training in a direct-to-employee delivery system, revolutionizing the way training is administered
- Reinstated the IUPUI Campus Civility Statement and launched a campus-wide communication plan spotlighting the statement’s meaning
- Completed annual meetings with the heads of major units and schools across campus to bolster attention to the affirmative action goalsetting plans
- Completed 2014-15 Faculty Salary Equity Study
- Completed 2014-15 Pilot for the Feasibility of a Staff Salary Equity Review
- Launched and published *OEO News*
- Rolled-out Equity Inclusion Advocate Program for search and screen committees

## 2016 Goals and Objectives

- Move the tracking of faculty searches to PeopleAdmin – the next-generation web-based faculty applicant tracking system
- Complete captioning on the Search and Screen vignettes
- Lead and conduct a campus-wide Staff Salary Equity Study
- Continue annual meetings with the heads of major units and schools across campus to bolster attention to the affirmative action goalsetting plans
- Continue to improve the process to collect and distill exit survey/interview data with particular focus on garnering detailed information for the professional schools (medicine, dentistry, nursing, and science)
- Reaffirm the Equal Employment Opportunity policy and maintain ongoing campus-wide Labor Law distribution
- Increase awareness of campus diversity efforts through multi-media channels.



## Equal Opportunity Policy Reaffirmation

Diversity at IUPUI is a process of inclusion that will allow our university to increasingly strengthen its leadership role in the 21st century. Through the complete integration of diversity into all of the university's core activities, we will unleash the dynamic potential of the entire community. In essence, new ideas and concepts that flow from diversity are vital to our quest of being considered a premiere top-tier world-class institution.

Having diversity in classrooms, research labs, clinical practice settings, and places of work are essential to the fundamental work of the university. If students are to learn, they must be encouraged to ask questions, seek knowledge from those with whom they disagree, and take part in open and honest debate. The ability to learn from and use diverse perspectives is instrumental to constructive problem solving and good citizenship, so it is essential that the campus have an environment that encourages interaction among individuals of diverse backgrounds. Our employees, too, expect and deserve to work in a healthy, supportive atmosphere that respects differences.

To help accomplish this, the Trustees of Indiana University adopted an equal opportunity and affirmative action policy that is based on resolutions dating from 1969 and reaffirmed unanimously in 1995. The trustees stated, "In reaffirming this policy, which has served us well, we must advocate and perpetuate performance which reflects this commitment. We must and will hold ourselves accountable for our decision and action."

Each year, IUPUI reaffirms its commitment to this policy and to observing requirements embodied in federal and state laws, executive orders, guidelines, and regulations designed to promote affirmative action and assure equal opportunity. As part of that reaffirmation, we expect deans, directors, and others who have administrative responsibility and authority to carry out the policies of the trustees and to pursue our shared diversity goals effectively. In addition, individual employees are to display an attitude of collaboration and cooperation by performing their duties in a manner that clearly reflects the principle of equal opportunity in every aspect of university life.

Our policy at IUPUI prohibits discrimination against anyone for reasons of race, color, religion, national origin, sex, sexual orientation, gender identity, marital status, age, disability, and covered veterans. We work diligently to uphold the spirit of the letter of this policy. We will continue to promote and provide equal opportunity in education and training programs, employment, admissions, and all other activities for faculty, staff, and students. All personnel actions, such as compensation and fringe benefits, transfer, promotion, training for employees, as well as all university-sponsored social and recreational programs, will be administered in accordance with the following policies:

1. Non-Discrimination/Equal Opportunity/Affirmative Action policy:  
<http://policies.iu.edu/policies/categories/administration-operations/equal-opportunity/Equal-Opportunity-Affirmative-Action.shtml>
2. Sexual Misconduct policy:  
<http://policies.iu.edu/policies/categories/administration-operations/equal-opportunity/sexual-misconduct.shtml>



#### Laws enforced by the Equal Employment Opportunity Commission (EEOC)

1. Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex and national origin.
  - a. The Pregnancy Discrimination Act
  - b. Sexual Harassment
2. The Equal Pay Act of 1963 (EPA)
3. The Age Discrimination in Employment Act of 1967 (ADEA)
4. Title I of the Americans with Disabilities Act of 1990 (ADA)
5. Sections 102 and 103 of the Civil Rights Act of 1991
6. The Genetic Information Nondiscrimination Act of 2008 (GINA)
7. Sections 501 and 505 of the Rehabilitation Act of 1973

#### Laws enforced by the Office of Federal Contract Compliance Programs (OFCCP)

1. Executive Order 11246 – requires that IUPUI take affirmative action to ensure that equal opportunity is provided in all aspects of their employment
2. Section 503 of the Rehabilitation Act of 1973, as amended requires that IUPUI take affirmative action to employ and advance in employment qualified individuals with disabilities
3. Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended requires that IUPUI take affirmative action to employ and advance in employment qualified special disabled veterans, veterans of the Vietnam era and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

#### Laws enforced by the United States Department of Education (DOE)

Title IX, Education Amendments of 1972 states that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Individuals with concerns or questions regarding the University's compliance under any of the above regulations should contact the Office of Equal Opportunity. Complaints will be handled promptly with the purpose of an equitable resolution. Responsibility for coordinating, communicating, interpreting and monitoring equal opportunity policies resides with Dr. Kim D. Kirkland, director of the Office of Equal Opportunity at IUPUI. This office maintains a comprehensive program for handling complaints and is located in Lockefield Village, 980 Indiana Avenue, Room 1164, Indianapolis, Indiana 46202. For copies of the official university policies, for information on these policies or for complaint procedures call (317) 274-2306.



Indiana University  
Office of Equal Opportunity  
980 Indiana Avenue, Suite 1164  
Indianapolis, IN 46202  
Phone: 317.274.2306  
Fax: 317.274.3963

