INCONTEXT

March / April 2003 **INDIANA'S WORKFORCE AND ECONOMY** Vol. 4, Issue 2

IN the Spotlight:

Peaks to Lows: Mapping the Recession

When did the recession start? It all depends on where you were. As measured by seasonally adjusted data from the U.S. Bureau of Labor Statistics, the recession first began in Iowa with a decline in employment in April of 2000. Next, five states, including Indiana, saw employment drop in June 2000.

Eventually, all 50 states and the District of Columbia experienced a decline in employment. For Alaska and Oklahoma, that decline appeared only in the preliminary data for December 2002. Hence, when revised, those data may show no decline at all for those states. Figure 1 shows in which half-year period each state peaked.

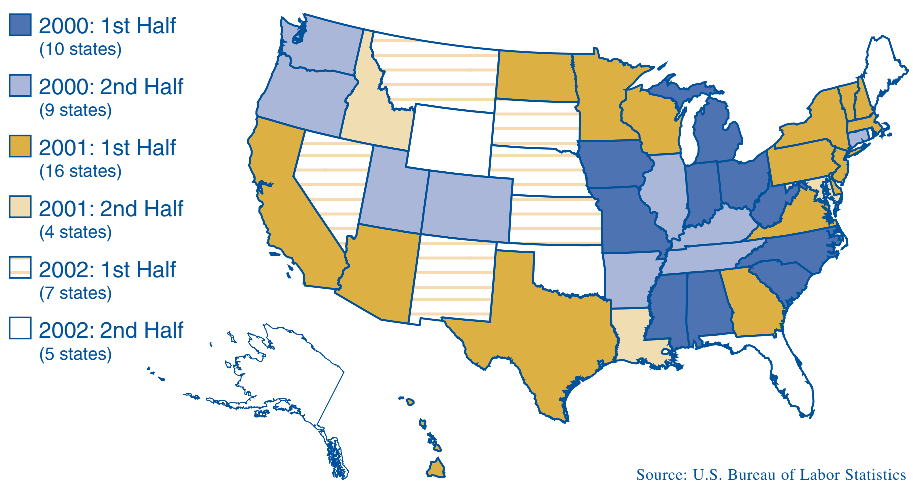
The progress of the recession is shown in Figure 2. Here, the peak is the month before the decline in employment began and the low is the month in which the subsequent minimum level was recorded. In Figure 1, it is evident that the recession (the decline in employment from the recorded peaks) progresses in an irregular fashion while the beginning of recovery from the lows is a smooth and accelerating process. Whether or not this is meaningful is unknown.

The deepest decline in employment was 182,800 jobs in Michigan, attained in December 2002. Indiana's greatest spread between the peak and the low employment of the recession was

(continued on page 2)

Figure 1: Employment Peaks, 2000 to 2002

All states experienced a decline in employment



Source: U.S. Bureau of Labor Statistics

INSIDE *this issue:*

Indiana's Unemployment Rate January 2003: 4.8

Historic High
November 1982: 12.7

Historic Low
September 2000: 2.8
(seasonally adjusted)

IN the Spotlight

(continued from page 1)

122,300 jobs (seventh worst in the nation) reached in June 2002.

Indiana has the undesirable distinction of having the steepest decline, losing 4.1 percent of its jobs between the May 2000 peak and that June 2002 low. Michigan was second. Oklahoma had the least percentage decline in employment at 0.04 percent with a loss of just 600 jobs from peak to low (see Figure 3).

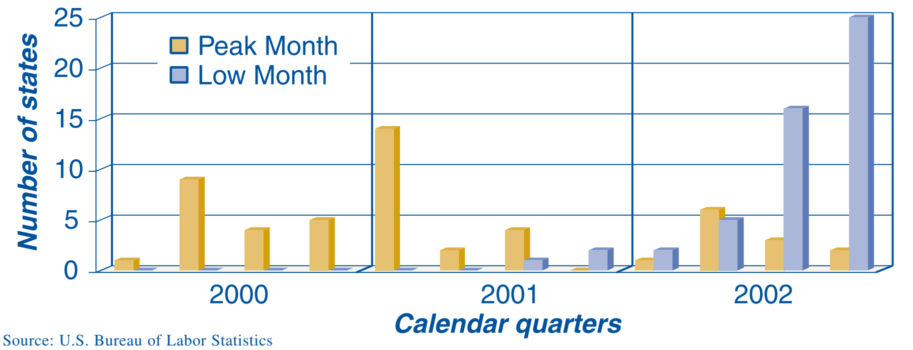
How long did states take to fall from their peaks to their lows? The average was 17 months, with Ohio having the longest slide (31 months) followed by Michigan and Missouri at 30 months. Indiana took 25 months before recovery set in. Figure 4 shows that 11 states took more than two years before the slide in employment stopped.

How is the rebound progressing? That too depends on where you are located. In 23 states and the District of Columbia, December 2002 was the recorded low. Again, revisions of these data may change the results. At this point, however, it appears just over half the states have stopped losing jobs. Figure 5 indicates that only three states have climbed more than 1 percent above their lows; Maryland leads these states at 2.3 percent or 54,600 jobs recovered. Indiana ranks 19th in recovery with a 0.3 percent increase (a gain of 9,200 jobs above the June 2002 low).

Thus, with recovery underway, how far must we go to return to the previous peaks, ending the recovery and beginning another expansionary period in the U.S. economy? Michigan has the greatest distance to travel as it

Figure 2: Quarters when Peaks and Lows Occurred, 2000 to 2002

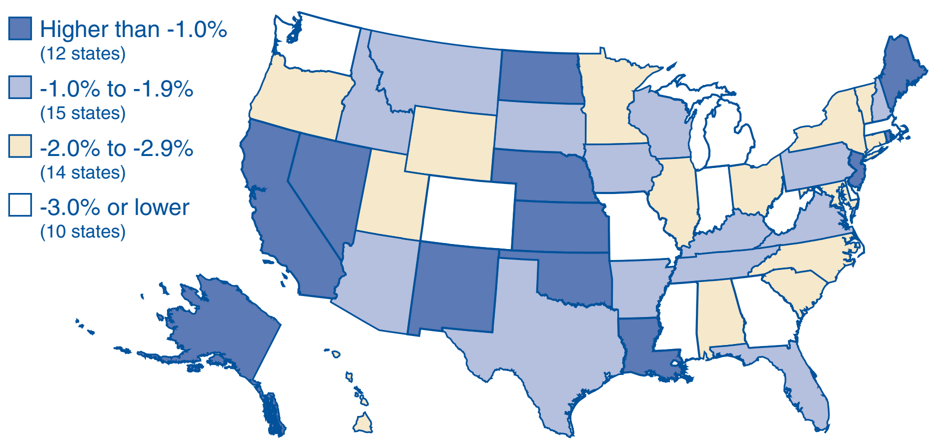
The recovery accelerated throughout 2002



Source: U.S. Bureau of Labor Statistics

Figure 3: Low as a Percent of the Peak

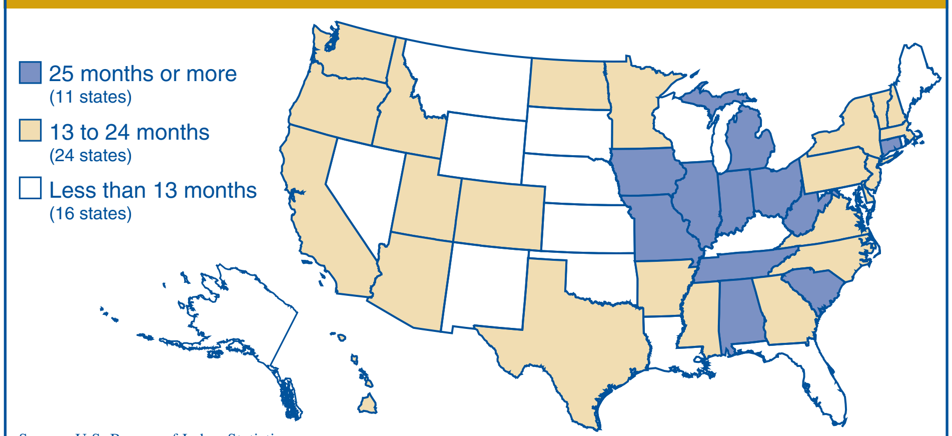
Indiana had the steepest decline among the states



Source: U.S. Bureau of Labor Statistics

Figure 4: Months from Peak to Low

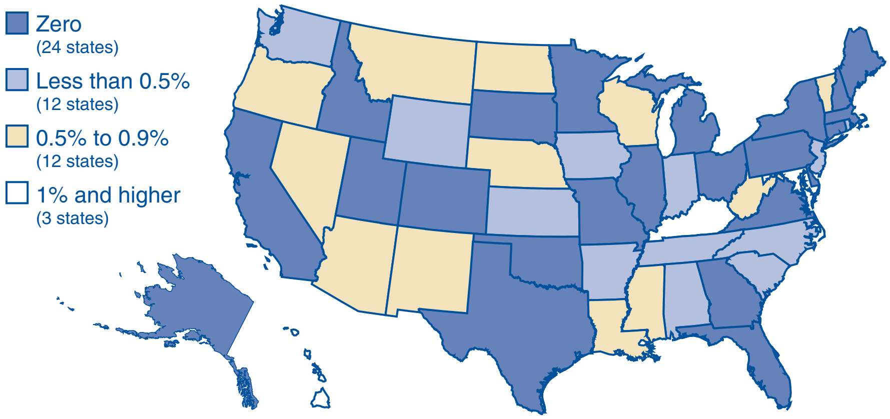
Eleven states took more than two years before the recovery began



Source: U.S. Bureau of Labor Statistics

Figure 5: Percent Difference from Low to December 2002

Only three states have climbed more than 1% above their lows



Source: U.S. Bureau of Labor Statistics

sits 182,800 (3.9 percent) jobs below its prior peak. Missouri follows at 3.78 percent behind its previous peak. Indiana is a close 48th at 3.75 percent below its May 2000 peak (see Figure 6).

The average state is 1.6 percent below its prior peak. But five have already surpassed that standard and are moving toward new highs. These states are led by Kentucky which is 0.4 percent (6,800 jobs) over its previous high-employment mark. Other states realizing new highs are Nevada, New Mexico, Nebraska and Maryland.

Summary

As measured by employment change, Indiana saw the steepest decline (-4.1 percent) in the recent U.S. recession. That decline began in June 2000 and ended in June 2002, a period of 25 months. Thus far, Indiana has recovered 9,200 of the 122,300 jobs it lost in the recession. This 0.3 percent recovery ranks 19th best in the nation.

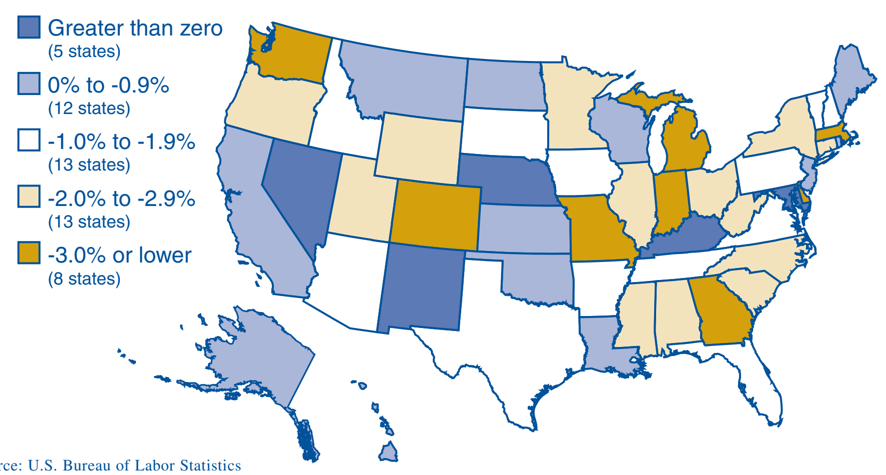
But with 113,100 jobs still to be recovered (3.75 percent of the prior peak employment level), Indiana has the seventh longest path to follow and the third steepest climb to make before reaching its former employment peak.

—Morton J. Marcus, Executive Director, Indiana Business Research Center, Kelley School of Business, Indiana University

The average state is 1.6 percent below its prior peak, but five states have already surpassed that standard and are moving toward new highs.

Figure 6: Percent Difference from Peak to December 2002

Indiana is 3.75% below its May 2000 peak



Source: U.S. Bureau of Labor Statistics

Indiana Shows Marked Improvement in Adults with College Degrees

Census survey figures show significant improvement for Indiana in terms of high school graduation rates and Hoosier adults with college degrees. Between 2001 and 2002, Indiana's high school graduation rate moved up from 84.4 percent to 85.3 percent. More significantly—both statistically and as a sign of educational progress—was the 2.5 point increase in the percentage of the population with a bachelor's degree or higher. In 2001, 21.2 percent of adults had achieved at minimum a B.A. and by 2002 that percentage increased to 23.7 percent.

Indiana's rankings relative to other states and the District of Columbia have also improved (see Table 1).

The Gender Gap

A 13-year national deadlock between men's and women's high school graduation rates has finally been broken, based on results of the newly released report *Educational Attainment in the United States: March 2001 and March 2002.* U.S. women 25 and older now have a high school graduation rate of 84.4 percent, compared to the men's rate of 83.8.

Indiana continues to experience a relatively small gender gap in high school graduation rates, with 86.1 percent of men graduating high school compared to 84.7 percent of women. A larger gap persists between men and women with bachelor's degrees, with 26.8 percent of men 25 and older with a B.A. or higher compared to only 21.1 percent of Hoosier women.

Table 1: Indiana's Rank Among 50 States and D.C.

Attainment	2002	Rank	2001	Rank
H.S. Graduation Rate	85.3	**32**	84.4	**33**
Bachelor's Degree or Higher	23.7	**34**	21.2	**42**

Source: U.S. Census Bureau

Regional Gaps

According to the Census Bureau, the Northeast had the highest proportion of college graduates at 29 percent. The West followed closely behind with 28 percent, the Midwest at 26 percent, while the South had 25 percent.

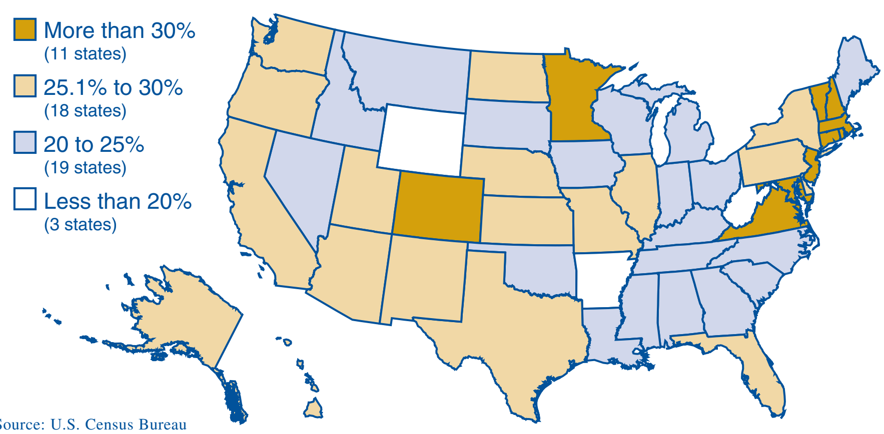
Table 2: Hoosier Demographics

Demographic Characteristic	Population (000's)	Finished H.S.	B.A. or More
18 years and over	4,569	84.2	21.8
25 years and over	4,058	85.3	23.7
18 to 24 years	511	75.5	6.8
25 to 44 years	1,688	90.7	26.3
45 to 64 years	1,540	89.3	28.0
65 years and over	831	67.1	10.6
Male	1,883	86.1	26.8
Female	2,175	84.7	21.1
White	3,748	85.1	24.2
Non-Hispanic White	3,678	85.5	24.3
Black	263	86.0	13.5

Source: U.S. Census Bureau

Figure 1: Percent Age 25 and Over with a Bachelor's Degree or More, 2002

The Northeast has the highest proportion of college graduates



Source: U.S. Census Bureau

About the Annual Survey

Each year, the U.S. Census Bureau conducts what is called the annual demographic supplement to the March Current Population Survey. This supplement for 2002 is notable for a significant increase in the number of households surveyed. While the Census Bureau reports no significant statistical differences because of the sample, there were some effects on the 2001 and 2002 survey data by using the Census 2000 population controls. For those readers needing detail on the sample size increase and the confidence intervals of the data shown in this article, please go to the web: www.census.gov/population/www/socdemo/educ-attn.html.

—Carol O. Rogers, Associate Director, Indiana Business Research Center, Kelley School of Business, Indiana University

Indiana's Ports

How many of us know that more than 400 miles of the state's border is water? This means that more than 50 percent of the Indiana border is water-based. This includes Lake Michigan and the Ohio and Wabash rivers. The three ports in Indiana are located in Portage, Jeffersonville and Mount Vernon.

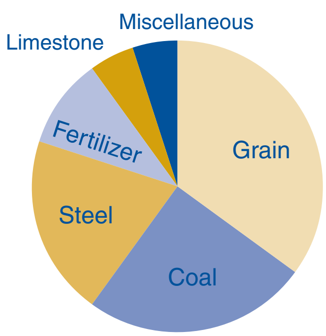
According to the Indiana Port Commission, more than 6 million tons of cargo were shipped via these ports in 2001. A recent study estimated the economic impact value of that cargo to the state of Indiana was $1.5 billion in 1999. That study, by the Center for Urban Policy and the Environment at Indiana University, further estimated that the ports contributed $398 million in wages for Indiana workers; 10,503 direct and indirect jobs, $22 million in tax revenue for the state of Indiana, nearly $1.4 million in local property taxes and an additional $54 million of economic impact attributable to publicly funded construction projects completed in 1999.

Most of the cargo is sent by barge, with only 25 percent going by ship, with a relatively even balance between outbound (55 percent) and inbound (45 percent) cargo. The largest of the three ports, Clark Maritime in Jeffersonville, is nearly 1,000 acres, shipping 1.8 million tons of cargo. Southwind Maritime has approximately 750 acres of port space and shipped 2.1 million tons of cargo in 2001. In one of the most densely populated areas of the state, Burns Harbor is 560 acres, almost half the size of its southern sister in Jeffersonville, but shipped 2.1 million tons of cargo in 2001.

—Carol O. Rogers, Associate Director, Indiana Business Research Center, Kelley School of Business, Indiana University

Figure 1: Cargo To and From Ports

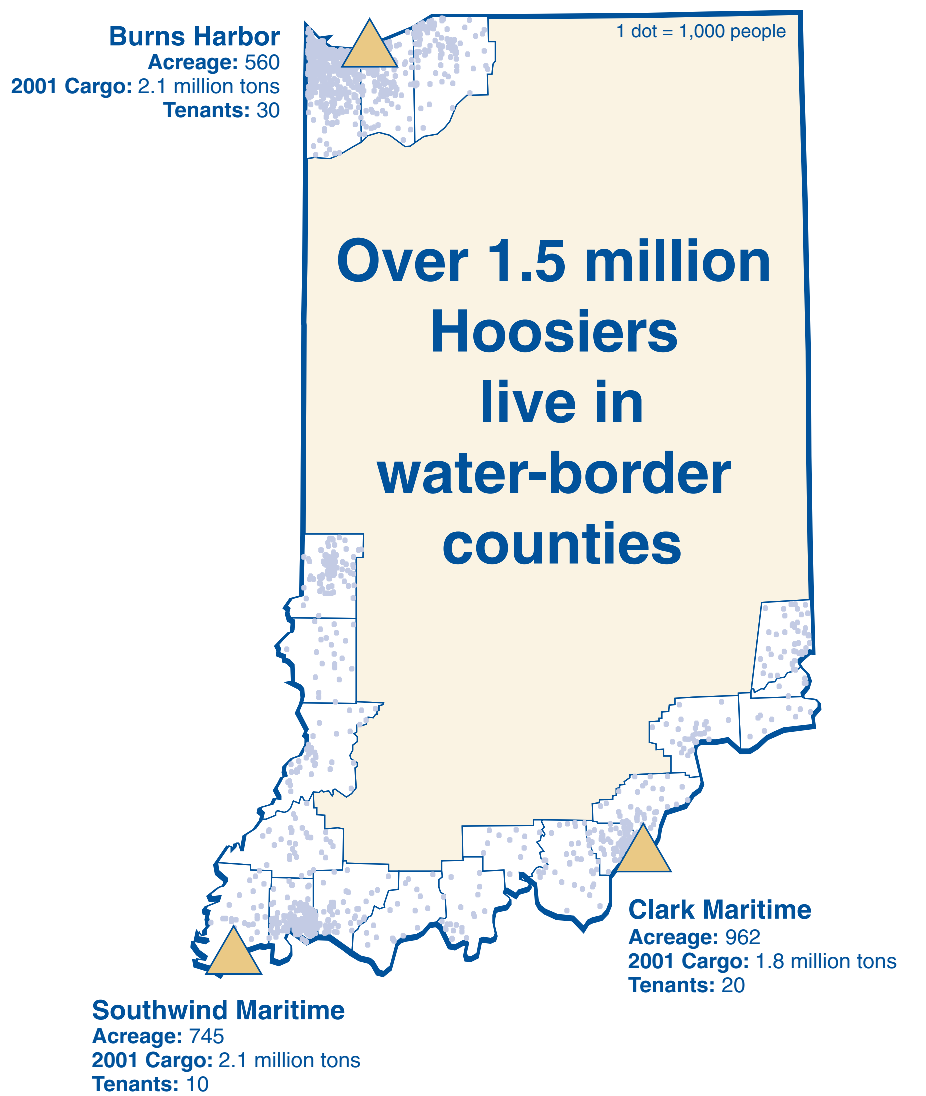
35% of cargo was grain



Source: Indiana Port Commission

Figure 2: Population in Water-Border Counties and Port Facts

25% of all Hoosiers reside in the 20 water-border counties



Source: Indiana Port Commission and U.S. Census Bureau (Census 2000 population)

Keeping Up with the Hamiltons

The Bush administration's latest proposal to cut income taxes has once again raised questions about the top-heavy distribution of income in the United States and reprised the familiar lament, "The rich get richer and the poor get poorer."

The U.S. Census Bureau has tracked income inequality at the national level since 1947 with the annual March supplement to the Current Population Survey (CPS). From 1947 through the late 1960s, income inequality declined as income became more evenly distributed among the nation's households. Around 1968, however, the trend reversed. A common way of measuring income inequality begins with ranking all households in the sample on their income in the previous year and splitting the distribution into quintiles (five equal shares, or fifths). The shares of aggregate income received by each quintile are calculated and compared. In 1968, the highest income quintile received 42.8 percent of aggregate income while the lowest fifth received 4.2 percent. By 2001, the household income shares had shifted even more toward the top of the income distribution, with 50.1 percent of aggregate income now going to the top quintile and only 3.5 percent to the lowest quintile.

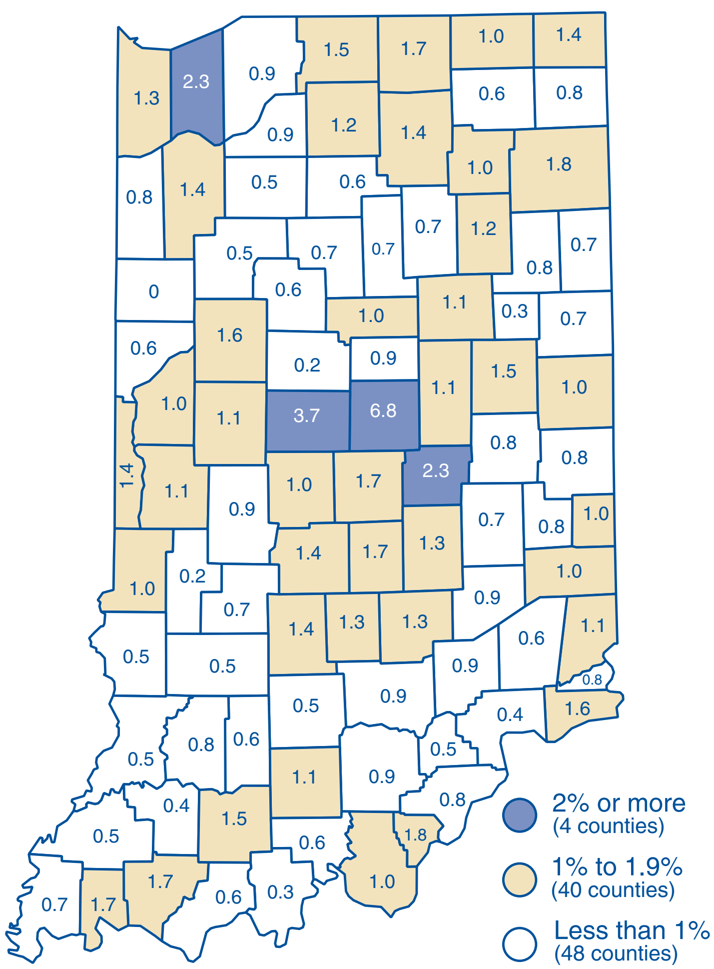
Similar analysis with CPS data isn't feasible for local areas such as counties because of limited sample size. Census 2000 summary income tables also have serious limitations, presenting the number of households within predefined income ranges, thus precluding the ranking described above. While using census data to measure income inequality among households within counties is problematic, it's easier to make comparisons across counties. Instead of focusing on households, the unit of analysis is shifted to counties.

By almost any measure, Hamilton County stands head and shoulders (torso, waistline and kneecap too) above all other Indiana counties on the income yardstick. This appears to be due to the disproportionate number of households with extremely high incomes.

On Census 2000 summary tables, the top range for income in 1999 is $200,000 or more. Statewide, households with 1999 income at this level constituted 1.5 percent of all households. Figure 1 portrays the household share with income in 1999 of $200,000 or more. In more than half of Indiana's counties, this household share was less than 1

Figure 1: Household Share with Income of $200,000 or More

High-income households are rare in rural counties

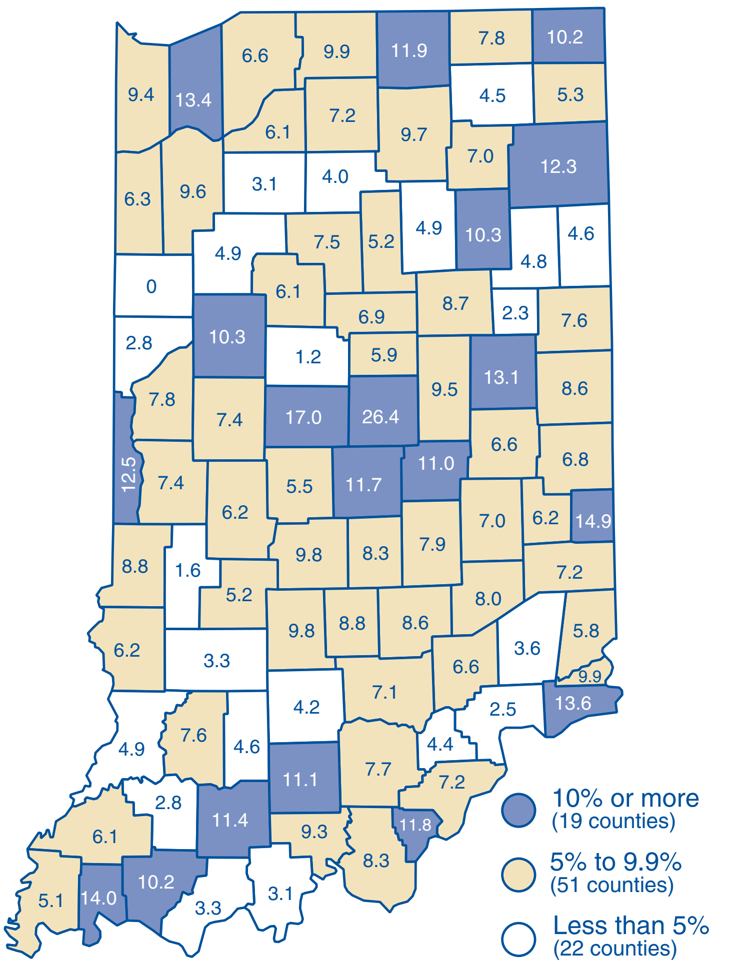


Source: U.S. Census Bureau (Census 2000, income year 1999) percent. Only four counties had at least 2 percent of their households at the highest income level, with Hamilton County leading the pack at 6.8 percent. The closest county on the household share measure was Boone, well behind at 3.7 percent. Hancock and Porter round out the list of counties in the top category. The map confirms that these high-income households are especially rare in rural counties.

Another table on Census 2000 Summary File 3 presents data on aggregate household income and the amount that is attributable to households with income of $200,000 or more. Figure 2 depicts the share of aggregate income earned by these elite households. Once again, Hamilton easily outdistances the field with a figure of 26.4 percent, compared to second-place Boone County at 17 percent, and the state at 10.3 percent. Households in the $200,000 income range accounted for 10 percent or more of aggregate income in 19 Indiana counties. In contrast to Figure 1, a number of mostly rural counties scored in the highest category on the income share measure. Tiny Union County, with only 2,798 households, had the third highest score, with 14.9 percent of aggregate income attributable to $200,000-income households. Three other counties with fewer than 10,000 households—Switzerland, Vermillion and Orange—placed in the top category on this measure.

Figure 2: Aggregate Income Share of $200,000 Income Households

Hamilton County far surpasses all the other counties



Source: U.S. Census Bureau (Census 2000, income year 1999)

The gap between the household share depicted in Figure 1 and aggregate income share in Figure 2 seems, at first glance, to provide a useful measure of income inequality. Since we're talking about the upper tier of income, we know that the aggregate income share will always exceed the household share. However, the relative size of the gap gives at least some indication of the degree to which state or county income is concentrated in a few elite households.

The gap was zero for one county, Benton, where there were no households with income exceeding $200,000, resulting in perfectly matched zero shares on households and aggregate income. The only other set of circumstances that could result in a zero gap would be the utopia in which all households in the county had income of at least $200,000.

Statewide, the gap between household share and aggregate income share was 8.8 percentage points. Sixteen of 92 counties posted larger gaps, with Hamilton County again ranking first, with a spread of 19.6 points, followed by Union County at 13.9 points. Rounding out the top five counties on this measure were Boone, Vanderburgh and Switzerland. A large gap indicates that a substantial number of households in the top income tier had income in 1999 far exceeding $200,000.

Average Household Income

It would be hard to overstate how much Hamilton County stands apart from the remainder of Indiana on Census 2000 income measures. Another revealing yardstick for comparing counties is average household income. Median income is generally regarded as a superior summary measure, since it is less influenced by extreme values at the top of the income distribution, but the average is useful here precisely because the impact of elite, high-income households is the question of interest. In 1999, Hamilton County's average household income was $91,153, compared to $65,894 for second-place Hancock County, and $52,229 for the state. The dollar difference between first and second place is $25,259, an enormous gap equivalent to the $25,364 difference between second-place Hancock and 90th-ranked Pike County. The ratio of Hamilton County's average household income to Hancock is 1.38, meaning that the average Hamilton County household had income in 1999 that was 38 percent higher than the typical Hancock County household, which itself had 26 percent greater income than the average household statewide.

Census 2000 data examined in this study may be inadequate to give a complete picture of income inequality within counties but provide a sharper image of inequality across counties. If this were the Indy 500, Hamilton County would have lapped the field a few times, and its lead over other Hoosier counties might be measured in minutes rather than seconds.

—John Besl, Research Demographer, Indiana Business Research Center, Kelley School of Business, Indiana University

Figure 3: Census 2000 Average Household Income (Income Year 1999)

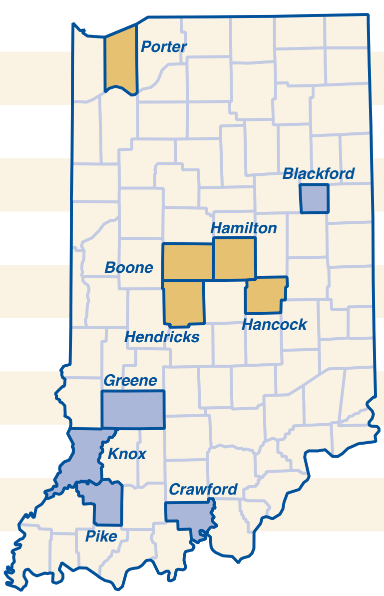
The dollar gap between first-place Hamilton and second-place Hancock is an enormous $25,259

Indiana = $52,229

$ *Ratio of County Average Household Income to State Average, IN = 1.00*

Top Five Counties

Hamilton	$91,153	$ 1.75
Hancock	$65,894	$ 1.26
Boone	$64,460	$ 1.23
Porter	$63,493	$ 1.22
Hendricks	$62,751	$ 1.20



Bottom Five Counties

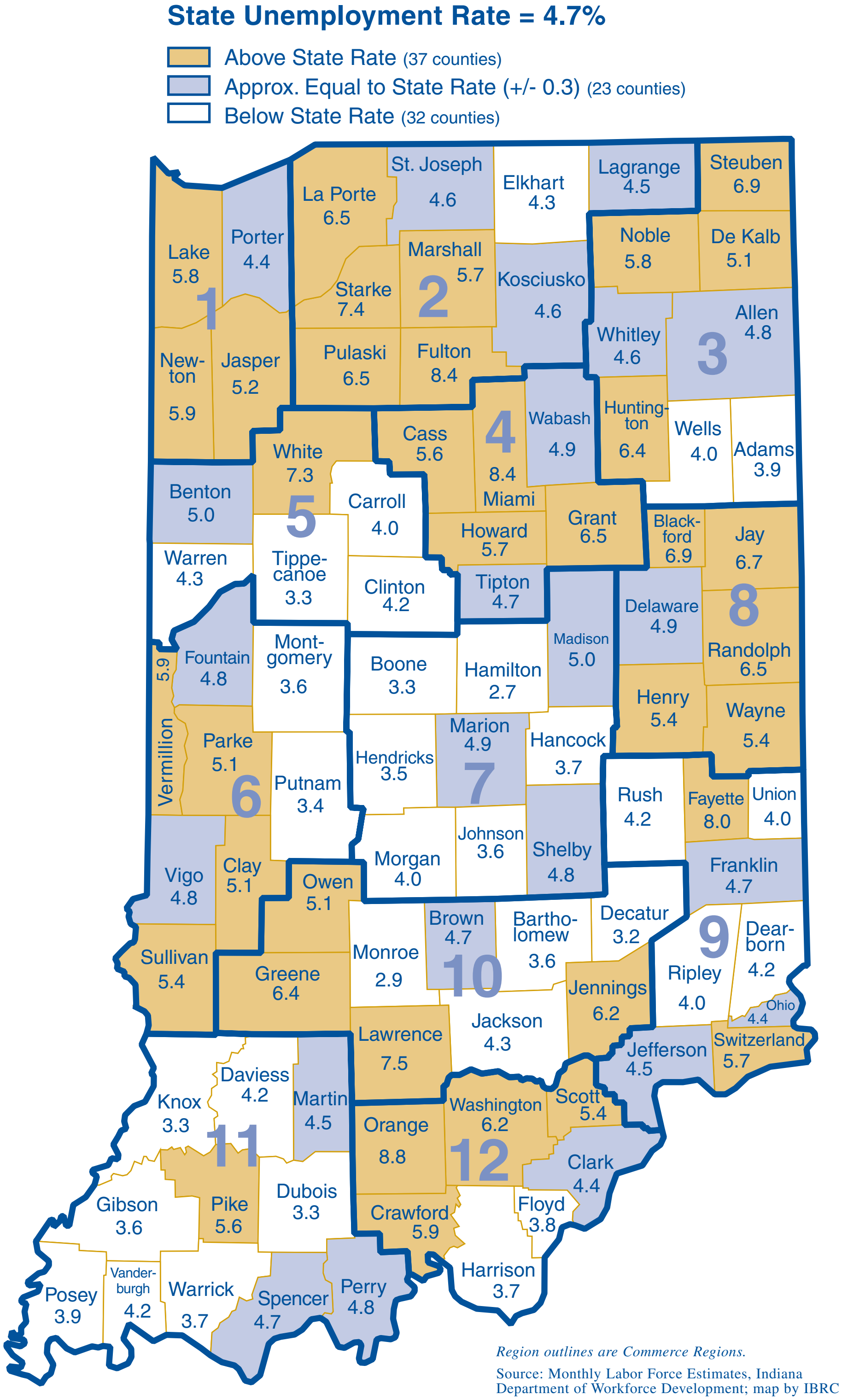
Knox	$39,658	$ 0.76
Blackford	$40,070	$ 0.77
Pike	$40,530	$ 0.78
Greene	$40,836	$ 0.78
Crawford	$40,927	$ 0.78

Source: U.S. Census Bureau

December's Unemployment Snapshot

Figure 1: December 2002 Unemployment Rates

Indiana's unemployment remains significantly lower than the nation



Region outlines are Commerce Regions.

Source: Monthly Labor Force Estimates, Indiana Department of Workforce Development; map by IBRC

Indiana's unemployment rate (not seasonally adjusted) has remained at 4.7 for many months now and continues to be significantly lower than the national rate each month. Within Indiana, 37 counties experienced rates of unemployment higher than the state, particularly Orange (8.8), Fulton (8.4), Miami (8.4) and Fayette (8.0). Orange County's long history of high unemployment might change if the opportunity for gambling in that county passes the legislature this session.

Table 1: December Unemployment Rates

Commerce Regions (not seasonally adjusted)	1992	2002
Region 8	9.5	5.4
Region 9	7.7	4.7
Region 1	7.4	5.5
Region 4	7.4	6.0
Region 6	6.6	4.6
Region 12	6.6	4.7
Region 11	6.5	4.0
Region 3	6.3	5.0
Region 2	6.0	5.0
Region 10	5.7	4.3
Region 7	5.0	4.4
Region 5	4.0	4.0

Source: STATS Indiana

Future LAUS Releases

Release Date	Data
March 28	January 2003
	2002 Benchmark
April 18	2001 Benchmark
April 25	February 2003
May 9	2000 Benchmark
May 16	March 2003

Commerce Region 8: East Central Indiana

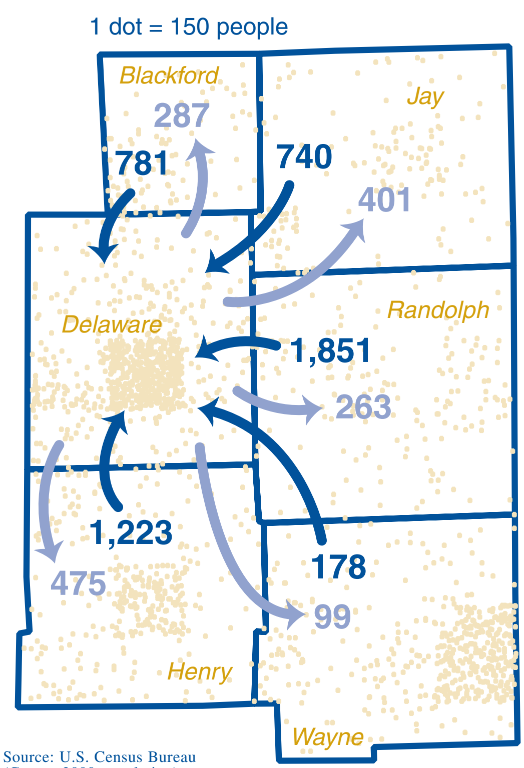
The Area

Commerce Region 8 is comprised of six counties in east central Indiana: Blackford, Delaware, Henry, Jay, Randolph and Wayne. Delaware County forms the Muncie Metropolitan Statistical Area (MSA). Other cities in the area include Richmond, New Castle, Hartford City and Portland.

Region 8 had 301,629 residents in 2000, declining 0.3 percent from 1990 figures. Of the 12 Commerce Regions, Region 8 alone had a declining population during the decade. Half of the counties in the area lost residents. Henry, Jay and Randolph counties were the exceptions, gaining a total of 916 people.

Figure 1: Commuting and Population Density

39.4% of the region live in the Muncie MSA



Source: U.S. Census Bureau (Census 2000 population) and STATS Indiana (2001 tax year commuting)

Delaware County accounted for 39.4 percent of the regional population. An additional 23.6 percent lived in Wayne County (see Figure 1).

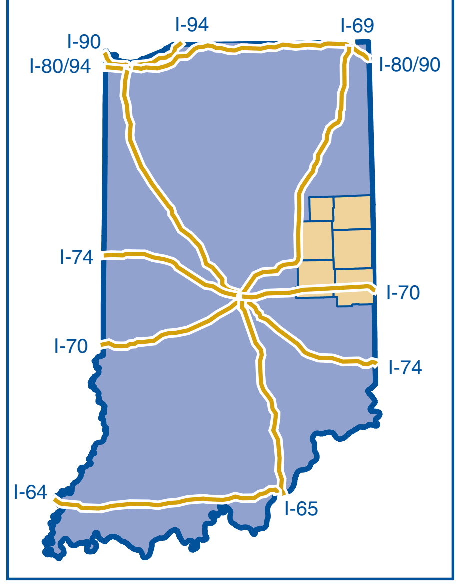
Industrial Mix and Jobs

Major employers in the area include 3-M, Anchor Glass Container, Ball State University, Borg-Warner Automotive, Cardinal Health System, DaimlerChrysler, First Merchants Corporation, Key Plastics, New Venture Gear, Saint Gobain, Union City Body and Workhorse Custom Chassis.

In 2000, the services industry made up the bulk of regional employment at 27.6 percent, followed by manufacturing with 20 percent. Retail trade was not far behind, accounting for 19.1 percent of the region's jobs.

Despite the lack of population growth, nonfarm employment increased 10.6 percent between 1990 and 2000. The largest percent increase occurred in transportation and public utilities with 25.6 percent (or 1,524 jobs). Following state and national trends, the services industry had the largest numeric increase of 8,903 (or 25.4 percent). Military employment declined 30.6 percent (or 477 lost jobs), while the manufacturing sector experienced closings and layoffs accounting for 1,468 lost jobs (a 4.4 percent decline).

Commerce Region 8:
Blackford, Delaware, Henry, Jay, Randolph and Wayne counties



The recent bankruptcies and shutdowns in 2002 have caused problems for the area. Notable closings include Indiana Glass in Dunkirk, Burlington Motor Carriers and Transcom USA in Daleville, and Teleservices Direct and Indiana Steel & Wire in Muncie.

Three of the five closings occurred at year's end, so the effects of the closings did not show up in last year's data. Nevertheless, Region 8 had consistently higher unemployment rates than nine of the other Commerce Regions throughout 2002.

On the positive side, Autocar LLC is moving its world headquarters and truck manufacturing plant into Hagerstown and the $77 million addition to NC-M Chassis Systems (formerly New Castle Machining and

Forge) should open by the end of the first quarter. Also in the works is a $4.17 million expansion of Milso Industries in Richmond that would create 55 to 60 new jobs, while Stealth Boat Company in New Castle is looking to expand by 150 to 200 employees within the next three years.

Income and Wages

In 2000, per capita personal income was $24,244 for the region; that's $2,689 less than the state average of $26,933. Table 1 shows the quarterly wages for the first quarter of 2001 (please note that the data in this table are segmented into the new NAICS classifications instead of the more familiar SIC codes). While the average weekly wage in Region 8 was $544, the most well paid sector was utilities with an average of $1,181. It is not surprising that those employed in accommodation and food services received the lowest wages both regionally and statewide.

In each of the 20 divisions, wages per job were lower in East Central Indiana than in the state. The largest difference occurred in management of companies and enterprises, where employees in Region 8 earn $6,800 less a quarter (or $523 less each week).

Additional data is available at: www.stats.indiana.edu/profiles/prcomm8.html.

—Rachel Justis, IN Context Managing Editor, Indiana Business Research Center, Kelley School of Business, Indiana University

Table 1: Average Employment and Earnings for First Quarter 2002

Industry	Employment		% of Employment		Avg. Weekly Wage/Job	
	Region 8	Indiana	Region 8	Indiana	Region 8	Indiana
Total Covered Employment	117,949	2,779,278	100.0%	100.0%	$544	$629
Agriculture, Forestry, Fishing and Hunting	293	9,851	0.2%	0.4%	$397	$491
Mining*	D	6,509	0%	0.2%	D	$875
Utilities	278	16,354	0.2%	0.6%	$1,181	$1,201
Construction	3,924	134,956	3.3%	4.9%	$578	$700
Manufacturing	27,161	584,103	23.0%	21.0%	$778	$854
Wholesale Trade	3,061	119,431	2.6%	4.3%	$623	$815
Retail Trade	15,102	336,142	12.8%	12.1%	$339	$388
Transporation and Warehousing	4,990	122,353	4.2%	4.4%	$557	$643
Information	1,697	49,373	1.4%	1.8%	$514	$716
Finance and Insurance	3,267	102,799	2.8%	3.7%	$658	$919
Real Estate and Rental and Leasing	1,173	35,631	1.0%	1.3%	$468	$510
Professional, Scientific, and Technical Services	2,405	88,028	2.0%	3.2%	$562	$792
Management of Companies and Enterprises	463	26,594	0.4%	1.0%	$788	$1,311
Administrative and Support and Waste Management and Remediation Services	4,417	128,119	3.7%	4.6%	$386	$411
Educational Services	12,403	236,774	10.5%	8.5%	$580	$616
Health Care and Social Assistance	17,572	321,727	14.9%	11.6%	$548	$597
Arts, Entertainment, and Recreation	646	38,361	0.5%	1.4%	$244	$516
Accomodation and Food Services	9,207	217,024	7.8%	7.8%	$186	$209
Other Services (Except Public Administration)	3,330	82,467	2.8%	3.0%	$319	$405
Public Administration	4,944	121,971	4.2%	4.4%	$524	$620

* Data for mining establishments were nondisclosable in Region 8.
Source: Indiana Business Research Center, Indiana Industry Employment and Wages, based on ES-202 data from the Indiana Department of Workforce Development

IN CONTEXT

Published six times per year by a partnership of:

Indiana Business Research Center

Kelley School of Business
Indiana University

Executive Director: Morton J. Marcus

Editor: Carol O. Rogers

Managing Editor: Rachel Justis

Circulation: Nikki Livingston

Bloomington Campus
1275 E. Tenth Street, Suite 3110
Bloomington, Indiana 47405

IUPUI Campus
777 Indiana Avenue, Suite 210
Indianapolis, Indiana 46202

E-mail: context@indiana.edu

Indiana Department of Commerce

Executive Director: Tim Monger

Research Director: Dennis Paramore

One North Capitol
Suite 700
Indianapolis, Indiana 46204

Indiana University
Kelley School of Business

Indiana
Be in a state of progress
Indiana Department of Commerce

News Behind the Numbers...

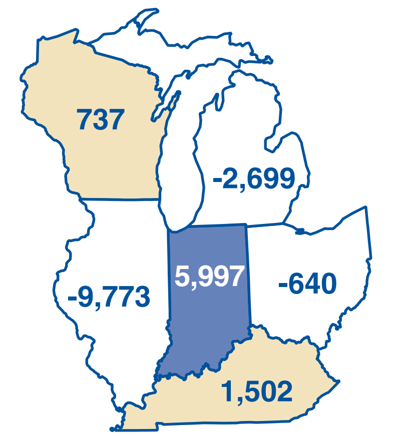
A recent story in the *Indianapolis Star* focused on the larger share of out-of-state students coming to IU and Purdue these days. Two out of every five students, the paper reported, are from other states or other countries. "Their numbers, increasing since the mid-1990s, now hover around 40 percent of 76,000 students on both campuses—the highest rate in many years." Full text of the news article can be found at **indianaeconomicdigest.net**—just type IU or Purdue in the search box.

Numbers Behind the News...

Indiana is a major net-importer of college students, ranking fourth in the nation and first in the Midwest, according to the Federal Reserve Bank of Minneapolis' *fedgazette* (online). In 2000, Indiana netted 5,997 incoming freshmen to its universities and colleges. In other words, almost 6,000 more students came into Indiana for college than left for other states' institutions of higher learning.

Figure 1: Net Migration of Freshmen

Indiana ranked first in Midwest in 2000



Source: Integrated Postsecondary Education Data Systems, National Center for Education Statistics, U.S. Department of Education

For all the latest state and county figures and complete time series data sets related to the Indiana economy, visit the following Internet sites:

www.incontext.indiana.edu

www.stats.indiana.edu

www.indianacommerce.com

www.indianaeconomicdigest.net

Indiana Business Research Center
Kelley School of Business
Indiana University
IUPUI Campus
777 Indiana Avenue, Suite 210
Indianapolis, IN 46202

Nonprofit
Organization
U.S. Postage
PAID
Permit No. 4245
Indianapolis, Indiana