

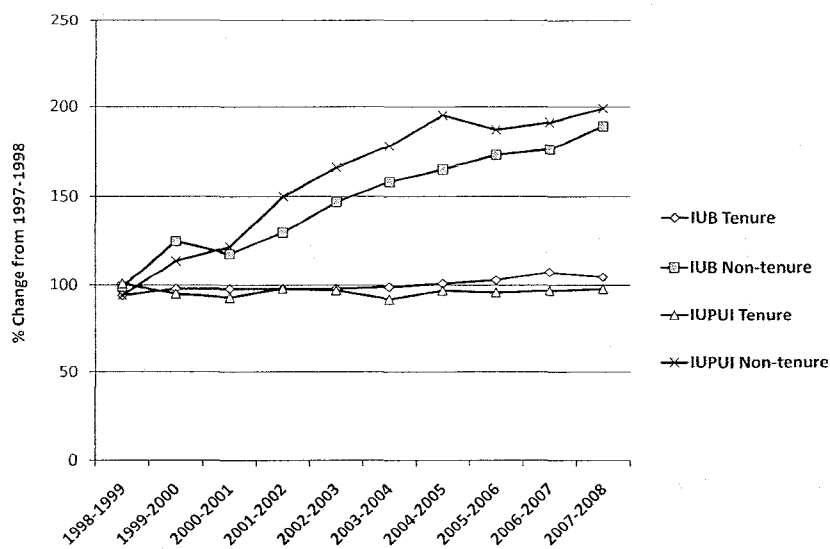
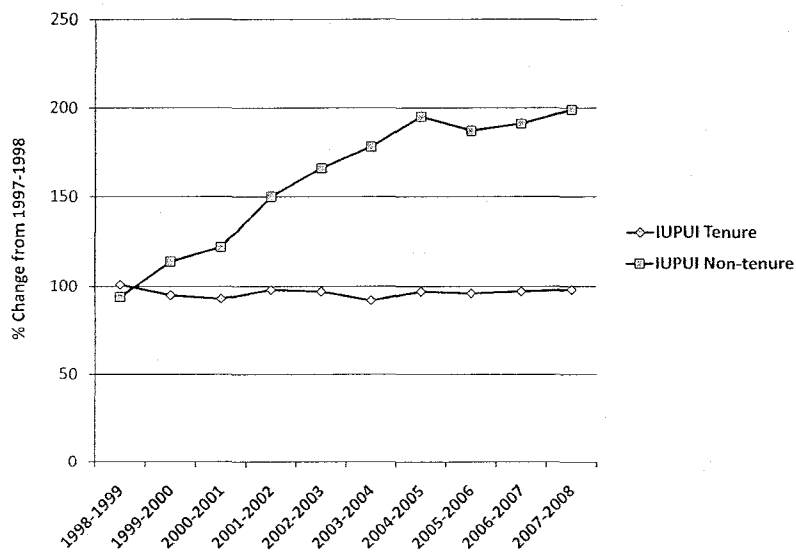
IUPUI Campus Planning Committee 2007-2008

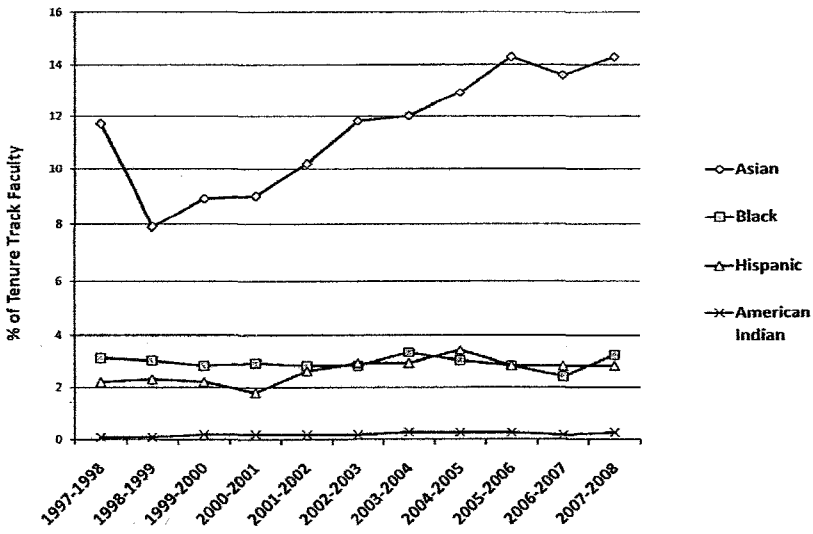
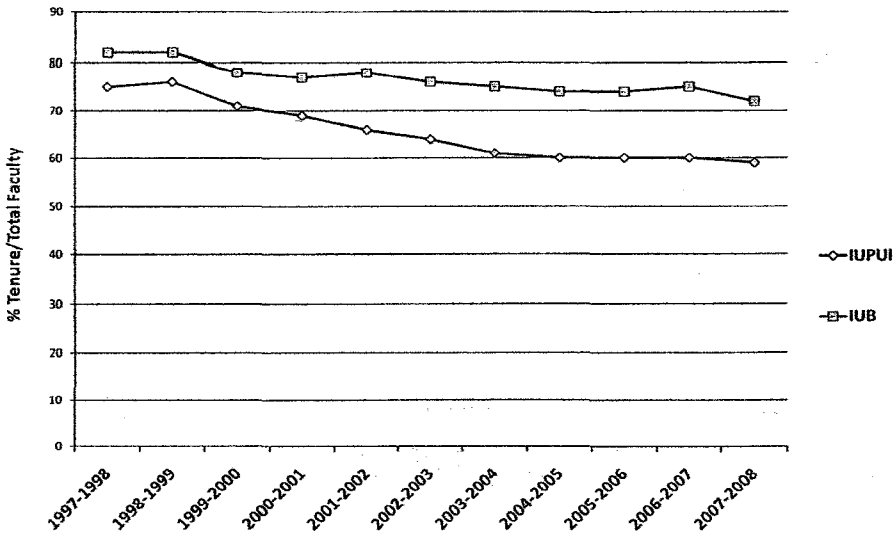
Charge from the IUPUI Faculty Council Executive
Committee (EC)

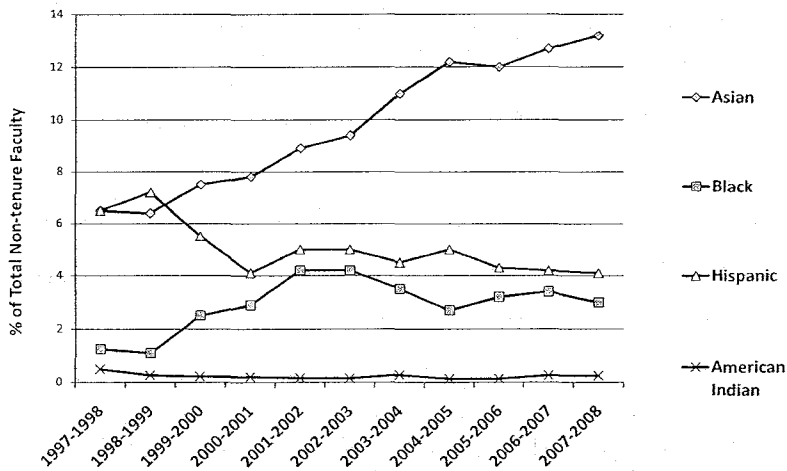
Examine hiring and search policies and
procedures for diversity initiatives.

Other Concerns during 2007-2008

- Loss of tenure track faculty
- Inability to replace core faculty
- Deflation in faculty numbers
- Start-up costs for new faculty







Conclusions

Policies and procedures appear to be in place.
However, most are reactive and not proactive.

Support from Recruiting Underrepresented Faculty (SRUF) may impact diversity issues, but maybe not enough.

Need to develop additional strategies to grow some of our own and faculty for others.

Questions

- Does each school have a Diversity Officer (Faculty) that could be more proactive in the recruitment of minorities and could serve on search committee?
- Should a member of each search committee be assigned the job of being more proactive with the Office of Affirmative Action (other offices?) in order to target a more diverse pool of applications?
- Are there concerns about changes in the ratio of tenure track verses non-tenure track faculty? How is this affecting our reputation (national and international)?

Budget Issues

- Some schools have utilized salary saving to help balance their RCM budgets.
- How can we afford more faculty (tenure track?)?

		1997-98	1998-99	1999-2000	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
IUPUI - Indianapolis (Medical not included)												
	Tenure/ On Tenure Track	1183	1195	1127	1104	1161	1153	1093	1147	1138	1153	1162
	Male	870	877	837	818	834	836	772	812	791	809	793
	Asian	87	84	88	86	102	110	106	120	129	123	129
	Black	16	17	15	14	15	14	16	17	15	17	14
	Hispanic	17	18	17	19	17	18	19	25	19	19	19
	American Indian	1	1	2	2	2	3	3	3	3	2	3
	Non - Resident Alien	0	0	0	0	0	0	0	0	0	0	0
	Race Unknown	0	2	2	3	1	3	0	0	0	0	0
	White	749	755	713	694	697	688	628	647	625	648	628
	Female	313	318	290	286	327	317	321	335	347	344	369
	Asian	14	11	12	13	17	20	25	28	34	34	37
	Black	21	17	17	18	17	18	20	17	17	11	23
	Hispanic	9	9	8	11	13	15	13	14	13	13	14
	American Indian	0	0	0	0	0	0	0	0	0	0	0
	Non - Resident Alien	0	0	0	0	0	0	0	0	0	0	0
	Race Unknown	1	3	0	0	0	1	0	1	0	0	1
	White	268	278	253	244	280	263	263	275	283	286	294
	Not on Tenure Track - Instructional	399	374	454	486	597	661	711	777	746	761	793
	Male	227	222	244	228	321	354	384	413	399	403	417
	Asian	20	18	22	24	35	41	45	53	57	66	66
	Black	3	2	6	7	13	17	15	15	18	19	16
	Hispanic	2	2	7	7	10	17	16	10	14	13	20
	American Indian	1	0	0	0	0	0	1	0	0	1	1
	Non - Resident Alien	0	0	0	0	0	0	0	4	1	0	0
	Race Unknown	0	1	6	3	3	1	1	3	0	0	2
	White	201	199	203	187	260	278	306	328	309	304	312
	Female	172	152	210	258	276	307	327	364	347	358	376
	Asian	6	6	12	14	18	21	33	42	33	31	39
	Black	2	3	6	7	12	11	10	6	6	7	8
	Hispanic	6	1	2	3	7	4	4	4	4	5	6
	American Indian	1	1	1	1	1	1	1	1	1	1	1
	Non - Resident Alien	1	0	0	0	0	0	0	0	1	0	0
	Race Unknown	0	0	0	0	2	0	2	1	0	0	0
	White	156	141	189	233	236	270	277	310	302	314	322