IUPUI AFFIRMATIVE ACTION PLAN
OCTOBER 1, 2009 - SEPTEMBER 30, 2010

IUPUI OFFICE OF EQUAL OPPORTUNITY

IUPUI

INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS

AFFIRMATIVE ACTION PROGRAM

October 1, 2009 - September 30, 2010

Prepared by:

Office of Equal Opportunity
Kim D. Kirkland, Director

Affirmative Action Program

for

Women and Minorities

Indiana University–Purdue University Indianapolis
620 Union Drive
Indianapolis, IN   46202

October 1, 2009 thru September 30, 2010

IUPUI AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES

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A.   **Identification of Establishment**

Indiana University–Purdue University Indianapolis (IUPUI) combines the academic objectives of Indiana's two largest public institutions of higher education: Indiana University and Purdue University. Indiana University established its first extension center in Indianapolis in 1916, while Purdue began its Indianapolis operations in 1946 as an outgrowth of World War II training programs. In 1969, the Boards of Trustees of the two universities established IUPUI under an agreement in which the Indianapolis programs from both schools were merged, and Indiana University assumed primary management of the combined enterprise.

In the merger, each parent university retained academic responsibility for the disciplines, programs, and professions for which they had demonstrated special strengths. Today, IUPUI is the third largest institution of higher education in the state of Indiana, and offers the broadest range of academic programs of any campus in Indiana. It is the state's principal site for graduate professional education in medicine and law. Its academic programs educate 30,000 students, and the campus employs nearly 4,300 full and part-time faculty and over 4,800 staff persons.

IUPUI and IU Bloomington are core campuses of the eight-campus Indiana University system. The Trustees of Indiana University establish policy for all students, faculty members and staff in the system, including IUPUI. The Trustees also have responsibility for faculty and administrative appointments, for the disposition of university property, for curricular and organizational development, for capital development, for setting fees and other charges, and other administrative matters. Indiana University–Bloomington, through the Office of the President, provides certain services to all eight campuses in the system, such as legal services, information and computer services, research and development, and public and governmental relations.

The President, Dr. Michael McRobbie, is the Chief Executive Officer of the Indiana University system. At IUPUI, Dr. Charles R. Bantz, the Executive Vice President and Chancellor–Indianapolis, provides administrative and academic leadership on behalf of the President with the assistance of the Deans of the schools and other academic and administrative officers on the Indianapolis campus.

B.   **Reaffirmation of Policy**

Indiana University's Equal Employment Opportunity Policy was established and reinforced by a series of resolutions adopted by the Indiana University Board of Trustees beginning in November, 1969. This statement has since been expanded to include disabled veterans, veterans of the Vietnam era, and people with disabilities, thus reaching its present form as reaffirmed December 4, 1992.

It has been, and will continue to be, the policy of IUPUI to be an equal opportunity employer. An EEO policy memorandum has been issued annually by the Chancellor to all faculty, staff and students on this campus, reaffirming IUPUI's commitment to equal opportunity policies. The most recent memorandum reads, in part:

> *"Specifically, our policy at IUPUI prohibits discrimination against anyone for reasons of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or veteran status. 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 recruitment, hiring, 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 our equal opportunity policies."

The full text of the IUPUI Equal Opportunity Policy is found in Appendix A.

A.   **Responsibility for Implementation**

Dr. Charles R. Bantz, Executive Vice President and Chancellor of the IUPUI campus, has the overall responsibility for the successful implementation of the institution's Equal Employment Opportunity Policy, and delegates responsibility for the administration of the IUPUI Office of Equal Opportunity to Dr. Kim D. Kirkland.

Dr. Kirkland, the Director, Office of Equal Opportunity for IUPUI, reports directly to the Executive Vice President and Chancellor and is responsible for developing, coordinating, and maintaining the IUPUI Affirmative Action Plan for both academic and non-academic areas. Her identity appears on all pertinent internal and external communications, and she has been assured of management's support and cooperation.

The Director, Office of Equal Opportunity is responsible for:

1.   Reviewing university policies and procedures and recommending changes, as necessary, to implement the equal opportunity and affirmative action program.

2.   Supervising and guiding the work of the Office of Equal Opportunity and its staff, and ensuring that the required reports and analyses are performed in a manner that facilitates achievement of the goals of the Affirmative Action Plan.

3.   Assisting organizational units in identifying problem areas related to the implementation of this Plan and in arriving at solutions/corrective actions.

4.   Investigating complaints of alleged harassment and discrimination.

5.   Designing and implementing reporting systems that will measure the effectiveness of this Plan and other equal opportunity programs, indicate the need for remedial action, and determine the degree to which goals and objectives are being attained.

6.   Serving as liaison between the University and state and federal civil rights enforcement agencies.

7.   Serving as liaison between the University and minority organizations, women's organizations, disability organizations, and community action groups concerned with equal employment opportunities for minorities, women and other protected groups.

8.   Keeping management informed of the latest developments affecting equal opportunity and affirmative action.

9.   Meeting with department supervisors to make certain that EEO/AA policies are being followed.

10.   Informing all supervisors that their individual work performance is being evaluated on the basis of the equal employment opportunity efforts and results, as well as other criteria.

Ellen Poffenberger, Director of Human Resources Administration, is responsible for maintaining personnel data systems for non-academic staff. She will ensure that recruitment and employment practices are consistent with nondiscrimination policies, and assist in implementing the affirmative action program in non-academic areas.

Dr. Uday Sukhatme, Executive Vice Chancellor and Dean of Faculties, is responsible for planning and coordination of academic areas, including faculty appointments, advancement and development. He will assist the Director, Office of Equal Opportunity in implementing the affirmative action program in all academic areas.

An organizational chart at the end of this section shows the location and relationship of the Office of Equal Opportunity to other campus units.

B.   Line Management and Supervisors

It is the responsibility of each administrator, manager and supervisor to behave in a manner that clearly supports IUPUI's equal employment opportunity policies and affirmative action program. Their duties include:

1.   Carrying out all hiring, promotion, and other personnel actions in a way that ensures they are in compliance with equal employment objectives.

2.   Assisting the Director, Office of Equal Opportunity with the identification of problem areas in their units and taking corrective action.

3.   Ensuring that an environment free of discrimination and harassment is maintained.

4.   Facilitating the investigation and resolution of complaints.

5.   Performing periodic audits to see that EEO posters are properly displayed, and that minority and female employees are encouraged to participate in all university sponsored educational, training, recreational and social activities.

Whenever performance evaluations are conducted for individuals with management or supervisory functions, the evaluation should include an appraisal of their equal opportunity and affirmative action efforts and the corresponding results, along with other work performance criteria.

C.   Equal Opportunity Advisory Council

Each organizational unit on campus headed by a senior level administrator maintains a representative on the *Equal Opportunity Advisory Council.* Council representatives are appointed by either the Dean of the academic unit or the key administrative officer of the non-academic unit. The council is chaired by a member of the Council who is appointed by the Director, Office of Equal Opportunity.

The Equal Opportunity Council, also referred to as "the Council", is a university standing committee that meets monthly or as needed, serving in an advisory capacity to the Office of Equal Opportunity (OEO) with representatives appointed by Deans and senior level administrators across the campus. The charge of this committee is to address issues and concerns related to equal opportunity, harassment, and discrimination in both the workplace and learning environments. A statement of the Council's mission and responsibility, and a roster of current Council members are provided in Appendix C.

Indiana University-Purdue University Indianapolis

Organization Chart 2010

- Board of Trustees
  Purdue University
  K Krach, Chair
  - Purdue President
    F Cordova

- Board of Trustees
  Indiana University
  W Cast, President
- IU President
  M McRobbie
- IU Executive Vice President
  Chancellor of IUPUI
  C Bantz
- Office of the Chancellor

Vice Chancellor Finance & Admin — D Rhodes
- Assoc VC Facilities Services — E Wren
- Chief of Staff — M Cozmanoff
- Assoc VC — C Harrison
- Asst VC Human Resources — E Poffenberger
- Asst VC Auxiliary Services — J Short
- Chief of Police — P Norris
- Dir Health/Safety — R Strong

Vice Chancellor External Affairs — A Warner
- Exec Dir Communications/ Marketing — T Brown
- Dir Media Relations — R Schneider
- Dir Community Relations — J Boehm
- VP Alumni Relations — S Davis

Vice Chancellor Student Life Dean of Students — K Whitney
- Asst VC for Student Life & Learning — F Ross
- Asst Dean of Students — J Spratt
- Dir Student Health Services — S Wintermeyer
- Dir Students Rights, Responsibilities, & Conduct T Powell Lewis
- Dir Counseling & Psych Services — J Lash
- Dir Planning & Assessment — R Aaron
- Dir Finance & Admin — K Walsh
- Dir Campus & Community Life — P Alvarez
- Dir Housing & Residence Life — H Guenard
- Dir Campus Center — D Maxwell
- Dir Global Engagement — M Verduzco
- Dir Communications & Development — Andrea Anderson
- Student Advocate — Josh Manlove
- Dir Intramural & Rec Sports — Matt Rota-Autry

Executive Vice Chancellor Dean of Faculties — U Sukhatme
- Vice Chancellor for Research — K Varahramyan
- Assoc VC Faculty Affairs — M Fisher
- Consortium for Learning & Scholarship
  - Dir Service & Learning — R Bringle
  - Dir Teaching & Learning — P Varma-Nelson
  - Dir Research & Learning — K Wilson
- Assoc VC Lifelong Learning — K Murtadha
- Exec Dir Enrollment Services — R Porter
- Dir Graduate Office — S Queener
- Assoc Dean International Affairs — S Sutton

Campus Schools/Units
- Dean, Herron Art & Design — V Eickmeier
- Dean, Dentistry — L Goldblatt
- Dean Eng & Tech — O Yurtseven
- Dean, Health & Rehab Sci — A Agho
- VC & Dean IUPUC — M Wafa
- Dean Law — G Roberts
- Dean Liberal Arts — W Blomquist
- Dean Phys Ed & Tourism Mgt — J Gladden
- Acting Dean Science — B Ng
- Dean University College — S Evenbeck
- Dean University Library — D Lewis
- Dean Info Technology — G Elmore

Core Campus Schools
- Assoc Dean Kelley Business — P Cochran
- Exec Assoc Dean Education — P Rogan
- Assoc Dean Informatics — A Faiola
- Assoc Dean Libr & Info Sci — M Irwin
- Assoc Dean Journalism — J Brown
- Dean Nursing — M Broome
- Acting Dean Optometry — S Soni
- Assoc Dean Public & Envtl Aff — Terry Baumer

System Schools
- Dean Medicine — C Brater
- Dean Social Work — M Patchner

Chief of Staff — R Schmenner
- Asst Chancellor Diversity/Equity/Inclusion — K Durgans
  - Dir Multicultural Ctr — Z. Bryant
  - Dir Adaptive Educational Services — P King
- Dir Equal Opportunity — K Kirkland
- Sr Advisor Academic Planning — T Banta
- Asst for Communications — S Payne

A.   Workforce Composition and Selection

As part of the ongoing audit process, we have conducted an analysis of the following personnel matters for the 12-month period October 1, 2008 through September 30, 2009. The snapshot of the workforce as discussed in the following paragraph took place on October 1, 2009.

1.   Composition of the workforce by gender and minority group status

The University has analyzed its workforce as required by 41 CFR 60-2.17(b). We have elected to use the Workforce Analysis format for consistency with reports from prior years. The Workforce Analysis displays the number of incumbents by race and sex for each job title within each organizational unit as of October 1, 2009. The Workforce Analysis summary is found in Appendix F, while the complete report is separately bound. The following are some highlights of our findings.

Women represent 57.8% of the total IUPUI workforce. Percentagewise, women are highly represented in the following units: School of Nursing (93.3%), Social Work (70.6%), Education (77.4%), University College (76.0%), Health & Rehabilitation Science (Allied Health) (76.9%), Academic Support (76.7%), Enrollment Services (74.5%), Human Resources (88.9%), and Research Administration (81.2%). Women are not as highly represented in the following units: School of Engineering (35.4%), School of Public and Environmental Affairs (34.7%), School of Science (41.2%), Office of the Vice President for Information Technology (31.3%), Physical Plant (30.6%), and Other University Administrative Accounts (23.1%).

African American employees represent 9.9 percent of IUPUI's total workforce. This is down slightly from five years ago when in 2004 African Americans represented 10.3 percent of the total workforce. Several departments have considerably higher percentages of African American employees. They are: Physical Plant (40.0%), University College (25.0%), and Enrollment Services (24.5%).

Over a five year period, the percentage of women in tenure-track faculty positions has increased from 28.5 percent in 2004 to 31.9 percent in 2009 (an increase of 3.4 percent), and the number of tenured/tenure-track minority faculty has increased from 18.5 percent to 22.6 percent (4.1 percent increase) over the same period. In that same five year period, the percentage of minorities remained unchanged at 22.3 percent for non-instructional employees.

The annual IPEDS (Integrated Post Secondary Education Data Survey) reports which include workforce data are separately bound as well as being available on the web at http://www.indiana.edu/~urr/ipeds/IUPUI/IUPUI_index.shtml. There are three IPEDS submissions throughout the academic year (fall, winter, and spring). Workforce data from the fall census are included in the Winter IPEDS submission.

2.   Composition of applicant flow by gender and minority group

Data on all applicants and hires for staff vacancies are now maintained by Human Resources Administration in the Online Applicant (OLA) system, described in Section V.

Applicant and hire data for all faculty vacancies are maintained by the Faculty Applicant Monitor (FAM) system which was developed in 2003-2004 by the IUPUI Office of Equal Opportunity. In FAM, records are kept for each vacancy and each applicant. This allows us to complete the required analyses of the selection rates by job title and job group and by gender and minority group. These data and analyses (also referred to as Adverse Impact Analysis) are not included in the written Affirmative Action Plan, but they are performed annually and will be available for OFCCP inspection in the event of a Compliance Evaluation. The following highlights are noted for the 2008 reporting period (October 1, 2008 – September 30, 2009) which combines all searches undertaken during those twelve months:

Faculty: The report "Analysis of Hires – Faculty (By Job Group & Tenure Status) Hires v. Applicants" reveals that for tenure-track faculty there was one instance of adverse impact with Asians. No indication of adverse impact occurred for females or other minority groups in the tenure-track ranks.

Staff: The report "Analysis of Hires and Offers v. Applicants By Job Group" reveals that for professional and bi-weekly staff, there were instances of adverse impact with minorities (all minorities combined) in two job groups – with African Americans in two job groups, Asians in one job group, and Hispanics in one job group.

The calculations to determine adverse impact were based on Standard Deviation analysis. However, applicants are not required to provide race and gender information and many do not. Therefore, since the analysis only includes those who provided their race and gender information, caution should be used when interpreting these findings.

3. The selection process for Faculty

Position descriptions for faculty are developed by each school and reflect the unique needs for the specialty being sought. Whenever vacancies are posted, they are reviewed by the Office of Equal Opportunity to ensure they are in compliance with university guidelines and policy. Upon request, faculty search committees are briefed on EEO/AA obligations and procedures. Approval most be obtained from the dean of the school and from the Office of Equal Opportunity before an interview can be held. Moreover, similar approvals must be obtained prior to extending an offer to a candidate.

4. The selection process for Staff

Whenever a staff vacancy occurs, position descriptions are reviewed by Human Resources Administration (HRA) to see that they accurately represent current functions and duties. Jobs requiring substantially similar skill, effort, and responsibility have been classified together. There are no titles that express a preference for one gender over another. The only scored selection procedures are for clerical, where a word processing score is taken.

Every vacancy (except for Service/Maintenance positions) must be posted in the Online Application (OLA) system, and every applicant must be recorded by the system. No employment commitment can be made to fill a staff position until the qualifications and credentials of all candidates have been presented to HRA. HRA approves placement of ads in all newspapers, journals and other professional publications before publication. All advertising for positions must carry the tag line "*Indiana University is an equal Opportunity/Affirmative Action Employer*" or its equivalent.

5.   Transfers/Promotions/Terminations

Current employees may apply for opportunities throughout the campus. These opportunities may involve lateral transfer or promotion with or without change in work location. Vacancies are announced in accordance with IUPUI posting policy. All positions are posted. All employees, including women and minorities, are encouraged to take advantage of the opportunity to apply. Selections are made on the basis of knowledge, skills, and abilities and without regard to race, color, religion, sex, or national origin.

Transfer, promotion, and termination rates are analyzed to determine if adverse impact exists against any group during October 1, 2008 through September 30, 2009.

Data shows that 53 staff (non-faculty) positions were filled as a result of employees transferring within the workforce. No recruitment was done for these 53 appointments. Analysis of these transfers at the job group level reveals that adverse impact did not exist for women or minorities. For faculty, there were 104 positions filled where no recruitment occurred. Of these 104 appointments there was no adverse impact for women or minorities.

For the twelve months being analyzed, there were only 19 promotions in which there was no recruitment. These were all non-faculty as faculty aren't 'promoted' in the same sense that staff are. Faculty are either 'hired' or 'transferred'. The only instance of adverse impact associated with these 19 promotions were in the total minority category.

Analysis of the 1,423 terminations reveals that (for faculty and staff) there was adverse impact with females in two job groups and with minorities (all minorities combined) in three job groups.

These calculations were based on Standard Deviation Analysis. The complete data and analyses are not included in the written Affirmative Action Program, but are performed annually and will be available for OFCCP inspection in the event of a Compliance Evaluation.

B.   Identification of Problem Areas by Job Group

Pursuant to 41 CFR 60-2.15, we have compared the estimated availability percentages with the incumbent percentages for each job group to determine if there are any job groups in which there are fewer minorities and/or women than would reasonably be expected based on availability estimates. IUPUI has identified underutilization for women in eight job groups and for minorities (all minorities combined) in only three job groups. Annual placement goals for all faculty combined have been established for each academic unit based on the "Two Standard Deviation Test", and are reported in Appendix J.

The following job groups have high female representation: Nursing Faculty (95.1%), Library Faculty (70.2%), all clerical job groups, Clinicians and Medical Professionals (82.9%), Administrative Assistant (71.5%), Nurses (95.0%), and Librarians (83.4%). When compared to estimated availability, women are underrepresented in the following job groups: School of Public & Environmental Affairs Faculty, Cashiers, Library Clerks, Executive/Managerial, Deliverers, Computer Professionals, Librarians, and Math/Computer Specialist.

When job groups are consolidated into broad EEO categories, minorities have high representation in Service Maintenance (70.7%), Technical (27.1%), and Clerical (22.4%). In the School of Medicine 27.3% of all faculty (full and part-time combined) are Asian which contributes

to an overall minority representation of 32.4 percent for academic employees in the school. In the School of Engineering, Asian faculty represents 22.6 percent of all faculty (full and part-time combined). All minorities together represent 29.2 percent of engineering academic employees. Likewise, while minorities constitute 22.9 percent of the School of Science faculty, Asians alone represent 19.8 percent.

Minority employees are represented highly in number as well as percentage in the following two job groups: Secretaries/Receptionists and Building Services. Minorities are underrepresented according to availability estimates in the following three job groups: Nursing Faculty, Business/Finance Administrators, and Clinicians/Medical Professionals.

Looking at only faculty who are either tenured or tenure-track, the schools with the greatest underutilization for female faculty and the number needed to reach parity are: Liberal Arts (12), Medicine (68), and Science (11). For minority faculty, the schools with three or more goals are Business (3), Library (3).

Considering only staff employees (i.e. non-academic), there was only one EEO category where there was a female goal. The category and corresponding number to reach parity were: Skilled Crafts (5). With all minorities combined into one group, there were no categories where underutilization existed. To ensure equal opportunity, hiring supervisors are routinely requested by Human Resources to take a "second look" at the credentials of applicants in protected groups who are not being granted an interview and to submit a detailed explanation for non-selection. See section IX for the report of placement goals.

C.   Identification of Problem Areas by Organizational Unit

Each year major unit administrators submit a Unit Action Plan after meeting with the Director, Office of Equal Opportunity. These plans identify problem areas and report specific efforts that will be the focus of activity within the respective units for the upcoming year.

D.   Other Areas of Compliance

1.   Facilities, university sponsored recreational, social, or special programs

There are no segregated facilities at IUPUI. University-sponsored recreation and social events are open to all employees. Employees who meet the criteria outlined in Human Resources Policy 9.5 are eligible for fee courtesy benefits when attending Indiana University classes.

2.   Seniority practices and seniority provisions of union contracts

AFSCME Local 1477 represents all service-maintenance employees on the Indianapolis campus. When vacancies in these classifications are filled by promotion or transfer, departments consider several factors, including experience, past performance, educational background, attendance record, and the ability to perform essential job functions with or without reasonable accommodation. If two or more employees are relatively equal in terms of relevant factors, then seniority governs the promotion or transfer. In such cases, the final decision is based on occupational unit seniority first and university seniority second. There is no evidence that seniority practices contribute to any disparities based on race or sex.

3.   Apprenticeship and training programs, formal and informal

IUPUI has no formal apprenticeship programs. The university encourages staff development for all employees. Staff members are provided opportunities to cultivate their job skills through continuous learning.

4.   Attitude of workforce, managers and supervisors

The Office of Information Management and Institutional Research (IMIR) conduct periodic surveys to assess the attitudes and opinions of faculty, staff, and students on the IUPUI campus. Staff surveys were conducted in 1997, 1999, 2003, 2006, and 2009. IMIR conducted faculty surveys in the following years: 1995, 1996, 1998, 2000, 2002, 2005, and 2008. Findings from these and other surveys can be viewed at the IMIR website http://www.imir.iupui.edu/.

5.   Technical aspects of compliance

Current federal EEO posters have been placed on bulletin boards in every major campus building, along with campus policies regarding complaints, sexual harassment, and reasonable accommodations for people with disabilities. An online sexual harassment training program has been developed for faculty, staff, and students and is available through the Office of Equal Opportunity website: http://www.iupui.edu/~oeo.

IUPUI retains solicited applications and resumes for a period of two years from the date they are received, or from the date a selection decision is made, whichever is later. Other records related to personnel actions are maintained in accordance with OFCCP guidelines and/or applicable federal regulations.

A.   **Recruitment, Selection, Training and Advancement**

We have developed the following action-oriented programs and expect that their proper execution will result in an appropriate increase in the minority or female representation in the targeted group and/or organizational units. Good faith efforts will be documented.

1.   Selection Process

Human Resources Administration, on a continuing basis, reviews position descriptions for non-academic staff. Whenever a position is established, a requisition is submitted to fill a vacancy, or there is a request to review or reclassify a position. The review is to ensure that job descriptions on file accurately reflect functions and are consistent for the same position from one location to another. When female or minority applicants apply for a position that is underutilized and are not selected for an initial interview, hiring supervisors are asked to take a second look at the credentials to ensure that potential candidates have been fully considered.

Selection processes in each unit are continually scrutinized to see that they are nondiscriminatory. Personnel having any part in the selection process can participate in training offered by Human Resources Administration (HRA), such as the course on "Interviewing and Hiring." In addition, the university observes the requirements of the Uniform Guidelines on Employee Selection Procedures (41 CFR 60-3) and audits all un-scored selection procedures to ensure objectivity.

2.   Recruitment for Staff Vacancies

A comprehensive list of "Staff Job Openings" is maintained by the Human Resources Administration which includes all non-instructional job vacancies on the IUPUI campus. In addition to being posted on the HRA website, copies are posted in university buildings. HRA maintains a short list of minority and women's organizations in the central Indiana area and sends weekly announcements to these groups.

The Online Application (OLA) system, implemented in October 2002, makes vacancies in staff positions widely available to anyone who has access to the Internet. IUPUI and HRA have participated actively in job fairs and other recruitment venues such as Indiana Black Expo, Indiana Collegiate Job Fair, Indiana Multicultural Job Fair, College Talent Recruitment Fair, IUPUI Campus Day, and Arsenal Tech High School Career Day. Other efforts are detailed in the Unit Action Plans. Individual departments often do additional advertising in specialty publications and venues.

3.   Staff Training and Development

Every supervisor is required to complete "Compliance Training," a set of six workshops totaling eight instructional hours, to ensure they are familiar with Equal Employment Opportunity and Affirmative Action, Sexual Harassment, The American with Disabilities Act, Family and Medical Leave Act, Workers Compensation, and the Fair Labor Standards Act.

Human Resource Administration offers training services designed to enhance individual and organizational effectiveness. Courses related to employee development offer participants opportunities to build personal skills. A course in diversity awareness has been designed to explore differences in culture and understanding. Classes are available on a first-come, first-served basis to all IUPUI staff and faculty, and require no fee unless otherwise indicated. A list of course offerings can be found at http://www.hra.iupui.edu/training/services.asp.

4.   Staff Promotions

The university supports the efforts of staff who want to acquire and improve skills that qualify them for higher level positions. Staff may obtain higher level positions through a promotion within the department or by transfer to and promotion within another department. Staff interested in a promotion or transfer must ensure that their official IU employment application and related materials (e.g. Office Skills Inventory) are current. Promotional opportunities for all non-academic positions are posted on the OLA website, except those that may be restricted to candidates from within the unit. Open posting ensures that female and minority staff members are aware of such openings.

B.   Other Activities

1.   Summary of University Action Steps

There are a number of routine continuing activities that are undertaken by various campus offices. These include maintaining awareness of the equal opportunity policy, strengthening recruitment and retention of faculty and staff, encouraging professional development and upward mobility, and reviewing practices to ensure equality in employment policies and practices. Appendix D contains a table that summarizes each of these steps, the office or area responsible, and completion dates, where applicable.

2.   Unit Action Plans

After the fall workforce reports have been prepared, the Director, Office of Equal Opportunity meets with each Dean and Vice Chancellor to discuss workforce related issues. The purpose of the meeting is two-fold: (1) to review the profile of the unit's workforce and assess the efforts and progress toward meeting previous goals and (2) to discuss the focus of the new Unit Action Plans. In addition to considering the workforce statistical data and job groups in which placement goals were identified, other measures to be addressed in this year's Unit Action Plan include: (a) outreach efforts to recruit minority and female faculty and staff, (b) professional development and progress of minority and female faculty and staff in the unit, (c) participation by staff and faculty in defined activities such as training programs that enhance the understanding of and appreciation for diversity, and (d) other measures that fairly represent efforts and activities being carried out to attain equal opportunity and affirmative action goals.

A.   Applicant Tracking for Faculty Vacancies

When there is a vacant faculty or academic position, the departmental human resources liaison uses the Faculty Applicant Monitoring (FAM) system to add a vacancy to the database. Currently, there are approximately 185 FAM users at IUPUI. Using the FAM software, the department provides the position description, the procedures to be used in screening applicants, the advertising plan, and other relevant information. The information must be reviewed and approved by the dean of the school, the Vice Chancellor for Academic Affairs, and the Office of Equal Opportunity before action may be taken by the department.

Once the vacant position has been fully approved, the department can place the ad and begin entering applicants into FAM. Part of the information input into the database is the applicant's e-mail address. Using the applicant's e-mail address, the Office of Equal Opportunity sends each applicant an e-mail requesting their race, sex, and other demographic information. The applicant can simply click on a link in the e-mail that takes them to the IUPUI Office of Equal Opportunity website. From there, the applicant can provide their data by filling out a web form. The data are then imported into FAM for further monitoring.   The Office of Equal Opportunity must approve requests for interviews and requests for offers before the department can take action.

In addition to requiring full documentation of the hiring process, the procedures allow for the Office of Equal Opportunity to review each individual employment search, and where appropriate, intervene to ensure equal opportunity and affirmative action on the part of hiring officials. When the applicant pool contains women or minority candidates whom the department does not initially indicate will be interviewed, the school is contacted asking that a second review be conducted of the candidate(s) materials, plus a justification for the interview decision.

B.   Online Applicant (OLA) Tracking System for Staff Vacancies

In September 2002, IUPUI implemented a new applicant tracking system for staff called the "Online Applicant System" (OLA). The new system tracks each stage in the process for every applicant, and we are now able to match each applicant to particular opportunities for which he/she was considered. This has greatly improved our ability to analyze and monitor selection decisions.

To apply for a job on the IUPUI campus, interested applicants log onto the system, fill out an online applicant profile which includes their education, experience, and demographic information. Applicants browse the available positions on screen, and select those of interest. Individuals are able to apply from home, the public library, or from any computer connected to the Internet at any time, day or night. All non-instructional staff classifications use this new system except Service Maintenance positions which continue to be filled using a paper application.

HRA professional staff review applicant credentials, and refer those qualified to the hiring department. The department then reviews credentials on line, and selects the individuals they wish to interview or pursue further. The disposition of each applicant is captured by the system and provides the basis for analyzing results, including impact ratio analyses by the OEO. Equally important, the OEO Employment Monitoring Specialist is involved at each step of the process and approves the requests for interview as well as the request to offer the position to the chosen candidate.

C.   **Human Resources Management System (PeopleSoft)**

Indiana University adopted an Integrated Personnel Management System from PeopleSoft December 2002. This system maintains accurate and up-to-date records on all personnel activity, including hire, assignment, promotion, pay, transfer, termination and any other change in status.

A.   Academic and Non-Academic Sectors

As do most universities, IUPUI divides the workforce into two major sectors: academic (faculty) and non-academic (all other non-instructional) personnel. Separate analyses are performed because these two classes differ in fundamental ways and are, for many purposes, administered as two distinct workforces.

The academic personnel (tenured, tenure-track and non-tenure-track faculty) and other instructional staff come under the purview of the Executive Vice Chancellor and Dean of Faculties. All faculty reside in academic departments which, in turn, are clustered in academic schools. At IUPUI, the academic school structure serves as both the major organizational unit and as the "job group" for faculty, since it best reflects work content (e.g., academic discipline), pay rate, and opportunity for advancement.

All types of non-instructional staff such as professional, technical, clerical and service employees are found in every organizational unit. Non-instructional employees are governed by the policies established by Human Resources Administration. The departments in which non-instructional employees reside are managed by the respective Deans and/or Vice Chancellors.

B.   Workforce Analysis

Pursuant to 41 CFR 60-2.11, we have produced the Workforce Analysis for the IUPUI campus as of October 2009. Specifically, we have listed each job title, ranked from the lowest paid to the highest paid within each of our major organizational units, including unit supervisors. We have further displayed within each unit for each job title the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents who are Black, Hispanic, American Indian or Alaskan Native, and Asian or Pacific Islanders. Finally, we have also supplied a salary range for each job title. We have chosen to continue the use of this format rather than the "organizational display" (chart form) permitted in 41 CFR 60-2.11(b).   The Workforce Analysis Summary is found in Appendix F.

A.   **Job Groups Identified**

Pursuant to 41 CFR 60-2.12, we have established job groups at this establishment covering all job titles. Specifically, we have grouped those jobs having similar content, wage rates and opportunities. Other criteria include the relation to external availability data, organizational unit structure, and being mindful that the job groups should be sufficiently large to make for meaningful statistical analysis. As a result, we have grouped the 8,903 faculty and staff into the following 61 job groups:

Table 1
IUPUI Job Groups - AAP Year 2009-2010

FACULTY	STAFF
A03-Business Faculty	E01-Executive/Managerial
A07-Dentistry Faculty	E03-Education Administrators
A09-Education Faculty	E04-Business & Finance Administrators
A11-Engineering & Tech Faculty	E05-Plant & Facilities Administrators
A13-Herron Art Faculty	P01-Math & Computing Professionals
A15-Journalism Faculty	P02-Engineers
A17-Law Faculty	P03-Life & Physical Scientists
A19-Liberal Arts Faculty	P04-Clinicians & Medical Professionals
A21-Medicine Faculty	P05-Counselors - Student Affairs
A23-Nursing Faculty	P06-Education Program & Project Coord.
A25-Optometry Faculty	P07-Arts, Media & Communications
A27-Physical Education Faculty	P08-Business & Acct.
A29-Public & Environ Affairs Faculty	P10-Administrative Assistants
A31-Science Faculty	P12-Athletic Professionals
A33-Social Work Faculty	P13-Plant & Facilities Supervisors
A35-Library Faculty	P15-Librarians, Curators & Archivists
A37-Health & Rehab Science	P17-Nurses
A39-Other Faculty, NEC	C01-Secretaries & Receptionists
	C02-Bookkeeping, Acct & Billing Clerks
	C03-Data Entry Clerks & Typists
	C04-Records, Info & Filing Clerks
	C05-Tellers, Cashiers & Sales Assts
	C06-Clerical Supervisors
	C07-Library Clerks
	S01-Construction Crafts
	S02-Mechanics & Repairers
	S06-Skilled Crafts
	S07-Police & Detectives
	S18-Skilled Craft Supervisor
	T01-Math & Computing Specialists
	T02-Engineering & Electronics Techs
	T03-Science Technicians
	T05-Health Technicians
	T06-Clinical Laboratory Technicians
	T07-Technicians, NEC
	T09-Animal Technicians

T10-Graphics, Audiovisual Tech
M02-Cleaning & Building Services
M04-Drivers & Deliverers
M05-Grounds Workers
M08-Food Service Supervisor
M10-Service Maintenance, NEC
M19-Service Maintenance Supervisors

The Job Group Analysis, which lists in detail the number and percentage of women and minority incumbents in each job title for each job group, is separately bound. The Job Group Summary is found in Appendix G.

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│              S E C T I O N   VIII                 │
│            AVAILABILITY ANALYSIS                  │
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A.   Availability Methodology

Pursuant to 41 CFR 60-2.15, we have estimated the percentages of minorities and women available for employment in each identified job group. In calculating these estimates, we have considered the following two factors: (a) the percentage of minorities or women with requisite skills in the reasonable recruitment area, and (b) the percentage of minorities or women among those promote-able and transferable within IUPUI. The recruitment area is defined as the geographical area from which we usually seek or reasonably could seek workers to fill the positions in question. The raw statistical data are multiplied by the value weights then the collective product added for each of the two factors to provide the final estimate of availability for each job group.

For Factor 1, external data, we have used data from the Census Bureau. For some job groups, especially faculty, sources such as doctoral degrees conferred, membership in professional societies, and other special surveys are far better estimates of availability than are census data.

For factor 2, internal data, an analysis showing movement by promotion and/or transfer between job groups was used to identify the primary feeder job groups. The feeder patterns were used to determine the job group and the relative weighting to be applied.

B.   Sources for Raw Data

Primary sources included the 2000 census (EEO special file), as well as survey and reports from National Center for Educational Statistics report of degrees conferred, Survey of Earned Doctorates, National Science Foundation, American Dental Association, Corporation for Professionals in Science and Technology, American Bar Association, American Association of Medical Colleges, American Library Association, College and University Personnel Association, and others. The citation of the specific sources used for each job group is shown on the set of printouts titled "Factor Components" which is separately bound.

A. **Placement Goals**

Pursuant to 41 CFR 60-2.16, we have compared the percentage employment of minorities and women in each job group with the calculated estimate of available minorities and women. Where the percentage in a particular job group is less than would reasonably be expected, we have established a "Placement Goal" equal to the calculated availability percentage.

In establishing placement goals, IUPUI has chosen to use the "Two Standard Deviation Test" for all job groups.

The following table lists job groups in which the campus-wide incumbent percentage for minorities and females is less than the availability estimate. IUPUI will make a good faith effort to fill vacancies in the following job groups at the rate indicated. Appendix J, "Incumbency vs. Estimated Availability" displays the full report.

Table 2

IUPUI Job Groups with Placement Goals, AAP Year 2009-2010

		Placement Goals	
Group	*FACULTY*	Female	Minority
A23	Nursing Faculty		11.4%
A29	Public & Env Affairs Faculty	43.9%	
	CLERICAL		
C05	Cashiers	75.1%	
C07	Library Clerks	85.8%	
	EXECUTIVE		
E01	Executive Mgmt	50.3%	
E04	Business/Finance Admin		17.7%
	MAINTENANCE		
M04	Driver/Deliverer	49.9%	
	PROFESSIONAL		
P01	Computing Professionals	36.8%	
P04	Clinicians		15.7%
P15	Librarians	83.4%	
	TECHNICAL		
T01	Math/Computing Spec	48.8%	

The establishment of a placement goal does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith effort. Rather, it is a technical targeting term used by affirmative action planners who seek to apply good faith efforts to increase, in the future, the percentage employment of minorities and women in the workforce.

B.   Goals Achievement for the Previous Year

A tabulation showing the results of placement activity for the period October 1, 2008 thru September 30, 2009 is found in Appendix K. Separate reports are presented for tenure-track faculty which are summarized by school, and for staff which are summarized campus-wide by EEO-6 category. The two pages show the total incumbents at the beginning of the period, the number of total placements (hires, transfers and/or promotions into the group), the availability estimates (based on the current year), the expected number of placements based on availability, and the actual number of women and minorities placed. The assessment of whether the results were short, met, or exceeded the target is shown. We are pleased to note that there were substantially more areas that met or exceeded the goal than those that were short.

IUPUI

AFFIRMATIVE ACTION PLAN

FOR

VETERANS and People with Disabilities

IUPUI
AFFIRMATIVE ACTION PLAN
FOR VETERANS and PEOPLE WITH DISABILITIES

October 1, 2009 – September 30, 2010

Note: The Veterans Employment Opportunities Act of 1998 (VEOA), Public Law 105-339, effective October 31, 1998, increased the threshold for coverage under VEVRAA from a contract of $10,000, or more to a contract of $25,000 or more; extended the law's protections to "veterans who served on active duty during a war or in a campaign for which a campaign badge was authorized; and, provides temporary (up to one year) protection to veterans who do not have a service connected disability, did not see action in a foreign war and did not serve during the Vietnam era.

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from $25,000 to $100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of "recently separated veteran" to include "any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty"; changes "Special Disabled Veterans" to "Disabled Veterans," expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system. The existing VEVRAA regulations do not yet reflect the changes made by the VEOA or JFVA. OFCCP is planning to publish for notice and comment regulatory provisions that reflect the new coverage threshold and the additional groups of veterans entitled to protections under VEVRAA in the very near future.

Equal Opportunity Policy Statement for Covered Veterans and Qualified Individuals with Disabilities

It is the policy of Indiana University–Purdue University Indianapolis (IUPUI) not to discriminate against any employee or applicant for employment because he or she is qualified with a disability, a disabled veteran, a newly separated veteran, a campaign veteran, or an armed forces service medal veteran (i.e., qualified protected veterans). It is also the policy of IUPUI to take affirmative action to employ and to advance in employment, all persons regardless of their status as qualified individuals with disabilities or qualified protected veterans and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees of and applicants to IUPUI will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

IUPUI is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the university, the Director, Office of Equal Opportunity is the Equal Employment Opportunity (EEO) Manager for IUPUI. One of the Director's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of IUPUI's programs.

In furtherance of IUPUI's policy regarding Affirmative Action and Equal Employment Opportunity, IUPUI has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which IUPUI is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317) 274-2306 for assistance.

Review of Personnel Processes

IUPUI has reviewed its personnel processes to determine whether its present procedures assure careful, thorough and systematic consideration of the qualifications of known qualified individuals with disabilities and qualified protected veterans. This review covered all procedures related to the filling of job vacancies either by hire or by promotion, as well as all training opportunities offered or made available to employees.

In determining the qualifications of veterans, IUPUI limits its consideration of a qualified protected veteran's military record, including discharge papers, to only that portion of the record, which is relevant to the specific job qualifications for which the veteran is being considered.

Based upon IUPUI's review of its personnel processes, IUPUI will modify the personnel processes when necessary, and will include the development of new procedures in this Affirmative Action Program to ensure equal employment opportunity. To date, no modifications have been necessary.

Review of Physical and Mental Job Qualification Standards

The physical and mental job qualifications of all jobs are reviewed on an ongoing basis to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job. This responsibility is delegated to Human Resources Administration.

No qualification requirements were identified which had a screening effect. All job qualification requirements were found to be job-related and consistent with business necessity and safety.

IUPUI will continue to review physical and mental job qualification requirements whenever a job is vacated and the university intends to fill it through either hiring or promotion and will conduct a qualifications review whenever job duties change.

If at any time in the future, IUPUI should inquire into an employee's physical or mental condition or should conduct a medical examination prior to a change in employment status, IUPUI affirms that information obtained as a result of the inquiry will be kept confidential, except as otherwise provided for in the Section 402 regulations.

Reasonable Accommodation to Physical and Mental Limitations

IUPUI commits to making a reasonable accommodation to the known physical and mental limitations of qualified individuals with disabilities and qualified disabled veterans, unless such accommodation would impose an undue hardship on the conduct of its business. In determining the extent of its obligation, IUPUI will consider business necessity and financial costs and expenses, among other factors. The Director, Office of Equal Opportunity cooperates with the Directors of the Adaptive Educational Services, Human Resources Administration, and Occupational Health Services to determine the need for reasonable accommodations.

Harassment Prevention Procedures

The Office of Equal Opportunity monitors University compliance with federal and state affirmative action and nondiscrimination laws and regulations. This includes monitoring institutional employment practices, as well as investigating and resolving discrimination and harassment complaints. Individuals who believe they have been unlawfully harassed or discriminated against are encouraged to contact the office. The University's equal opportunity and anti-harassment policies and related positions include:

- IUPUI Equal Opportunity Policy
- IUPUI Sexual Harassment Policy
- IUPUI Nondiscrimination Policy for People with Disabilities
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    - Equal Employment Opportunity Policy
    - Equal Educational Opportunity Policy
    - Anti-Harassment Policy
    - Sexual Harassment
    - Retaliation
    - Filing a Complaint

Federal and State Regulatory Agencies

- Equal Employment Opportunity Commission (EEOC)
- U.S. Department of Labor - Office of Federal Contract Compliance Programs (OFCCP)
- American Association of Affirmative Action
- Office for Civil Rights
- Indiana Civil Rights Commission

Any employees or applicants who feel that they have been subject to harassment, intimidation, threats, coercion, or discrimination because of their disability or status as a qualified protected veteran should contact the Office of Equal Opportunity at (317) 274-2306 for assistance. This policy is communicated to all employees and students through ongoing training, on our website, and via promotional materials disseminated or placed on bulletin boards campus-wide.

External Dissemination of Policy, Outreach and Positive Recruitment

All recruiting sources, including State employment agencies, educational institutions and social service agencies have been informed of the university's policy concerning the employment of qualified protected veterans and have been advised to actively recruit and refer qualified persons for job opportunities.

A copy of IUPUI's Affirmative Action Policy for qualified protected veterans is provided to the State Employment Service annually.

IUPUI participates in local job fairs sponsored by support groups for qualified protected veterans.

Internal Dissemination of Policy

Copies of our affirmative action programs will be made available for inspection to any employee or applicant upon request to promote understanding, acceptance and support. Policies are re-emphasized to managers and supervisors annually during dissemination of Unit's AAP goals, through other relevant interactions, as well as in online training.

IUPUI's Affirmative Action policy and the EEO poster are posted on bulletin boards located throughout our facilities and office work areas.

All applicants who believe they are a qualified individual with a disability, as defined in Section 503 of the Rehabilitation Act of 1973, as amended, or who are a qualified protected veteran under the equal employment opportunity provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, are invited to identify themselves if they wish to benefit under this affirmative action program. Employees may self-identify at anytime.

Training sessions are conducted annually for managers and supervisors to review the applicable regulations and to discuss such affirmative action measures as training and reasonable accommodation.

When making internal Equal Opportunity audits, implementation of this affirmative action program will be reviewed.

Articles (and pictures) regarding accomplishments of employees who are qualified protected veterans are included in university and/or facility publications.

Audit and Reporting Systems

The Director, Office of Equal Opportunity has the responsibility for developing and preparing the formal documents of the AAP. The Director is also responsible for:

- The effective implementation of the AAP; however, responsibility is likewise vested with each department manager and supervisor. IUPUI's audit and reporting system is designed to:

  - Measure the effectiveness of the AAP/EEO program;
  - Document personnel activities;
  - Determine the degree to which the program's objectives have been attained.
  - Measure compliance with the program's specific obligations. If the program is found to be deficient, take necessary action to bring the program into compliance.
  - Determine whether qualified veterans have had the opportunity to participate in all university-sponsored educational, training, recreational and social activities.
- Liaison with appropriate enforcement agencies
- Liaison with organizations serving veterans
- Keeping management informed
- Career counseling for covered veterans employees

The Office of Equal Opportunity in conjunction with the IUPUI Office for Veterans & Military Personnel have developed and implemented a system that periodically measures the effectiveness of our affirmative action program. This system includes the following:

- Periodically monitoring records pertaining to hiring, promotions and terminations;

- Periodically monitoring records pertaining to other selection procedures, including referrals, placements and transfers;

- Periodically monitoring records pertaining to compensation;

- Conducting scheduled internal reporting on the degree to which equal employment opportunity and organizational objectives have been established;

- Reviewing reports with all appropriate levels of management;

- Advising senior management of the affirmative action program's effectiveness; and

- Recommending to senior administrative staff methods to improve unsatisfactory affirmative action performance.

Managers and supervisors are asked to report any current or foreseeable EEO problem areas to the Office of Equal Opportunity and are asked to outline their suggestions/recommendations for solutions.

Responsibility for Implementation of AAP

The Chancellor
The Chancellor of IUPUI has responsibility as the chief-on-site manager for equal opportunity and the Affirmative Action Program for the employees covered under this AAP.

Compliance Coordinator (Director, Office of Equal Opportunity)
The Chancellor has delegated authority for coordination and implementation of the Affirmative Action Program to the Director, Office of Equal Opportunity as the Compliance Coordinator. The Compliance Coordinator has the responsibility for integrating the efforts of the University's officials, managers, supervisors, faculty and staff to achieve the following activities and processes:

1. Being conversant with laws and regulations of federal, state and local governments, which pertain to equal employment and educational opportunity, nondiscrimination, and affirmative action.

2. Informing members of the University community of their rights and responsibilities under legal guidelines and of recent developments regarding affirmative action.

3. Developing appropriate policy statements on affirmative action

4. Investigating employment discrimination complaints against the University in accordance with policies passed by the Board of Trustees.

5. Investigating sexual and racial harassment complaints in accordance with the harassment policies passed by the Board of Trustees.

6. Preparing reports required by federal enforcement agencies.

7. Carrying out other activities related to affirmative action as directed by the Chancellor.

8. Conducting or participating in in-depth analyses of the total employment process to determine whether and where impediments to equal employment opportunity exist.

9. Implementing and auditing a reporting system, including the annual internal review process, to evaluate the ongoing effectiveness of the Affirmative Action Program.

10. Monitoring records of applicants, placements, transfers, promotions and separations at all levels to ensure conformance with non-discriminatory policy.

11. Requiring reports from operating units that indicate progress toward established goals.

12. Serving as liaison between IUPUI and enforcement agencies.

13. Serving as liaison between IUPUI and organizations for qualified individuals with disabilities.

In conjunction with other areas:

1. An invitation periodically will be extended to all employees to determine the status of potential for promotion and/or transfer of disabled individuals and covered veterans presently employed.

2. A review of personnel records will be conducted to identify and determine the status and potential for promotion of disabled individuals and covered veterans

3. Job descriptions will be reviewed to include realistic physical and mental qualifications that are necessary for successful job performance and safety

4. Employment practices, i.e. transfers, promotions, etc. will be reviewed to eliminate potential barriers to individuals with disabilities and covered veterans. In addition, liaisons will be maintained with government agencies and officials and other organizations concerned with affirmative action programs and individuals with disabilities.

Human Resources Administration
Human Resources Administration is responsible for ensuring that all personnel practices provide full and fair consideration of all applicants, employees with disabilities, and covered veterans for placement and training, and in all other personnel actions, and that such practices do not perpetuate discriminatory stereotypes. Human Resources responsibility also includes:

1. The implementation of the policies and practices relating to the compensation, recruiting, screening, upgrading, and rehiring of employees is assigned to Assistant Vice Chancellor, Human Resources.

2. Advising and encouraging employees to participate in University-sponsored educational, training, recreational and social activities or related programs. Encourage the use of the University's Tuition Fee Waiver Program.

3. Assuring that career counseling is made available to all employees.

4. Meeting formally with the University's officials to review human resource matters. These matters include problem areas, compensation, hiring, promotion, and separation practices.

Managers and supervisors are advised annually of their responsibilities under the campus AAP for covered veterans and of their obligations to:

1. Review the campus Affirmative Action policy for covered veterans with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;

2. Assist in the identification of problem areas, formulate solutions, and establish departmental goals and objectives when necessary;

3. Review the qualifications of all applicants and employees to ensure qualified veterans are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur; and

4. Review all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

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│                    S E C T I O N   X                         │
│                   Title 41 CFR Section                       │
│                60-250.44(j), 60-741.44(j)                    │
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Training to Ensure AAP Implementation

Training is provided to all personnel involved in the recruitment, screening, hiring, promotion, disciplinary and related employment processes, to ensure that the commitments made in IUPUI's AAP are implemented. Training is provided on an ongoing basis.

Invitation to Self-Identify for Covered Protected Veterans and People with Disabilities

Applicants who have been made a job offer may voluntarily identify themselves as disabled or indicate their veteran status after that job offer has been made and before employment begins. At that time, they may also indicate a desire to be covered under an Affirmative Action Program. These individuals are also informed that they may notify the University at any time in the future of their desire to be covered under an Affirmative Action Program.

An invitation to self-identify is periodically extended to all employees to determine the status of potential for promotion and/or transfer of disabled individuals and covered veterans presently employed. The opportunity to self-identify is also included in the University's Application for Employment**.** The University's self-identification form is on the following page.

A written copy of this Affirmative Action Program is available for inspection by any employee or applicant for employment, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317) 274-2306 for assistance.

Invitation to Self-Identify for Qualified Protected Veterans

1. IUPUI is a federal contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, which requires federal contractors to take affirmative action to employ and advance in employment qualified disabled veterans and qualified protected veterans.

2. **An invitation to veterans of the Vietnam era only:** If you are a veteran of the Vietnam era, we would like to include you under our affirmative action program. If you would like to be included under the affirmative action program, please tell us. The term "veteran of the Vietnam era" refers to a person who served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred in the Republic of Vietnam between February 28, 1961, and May 7, 1975 or between August 5, 1964, and May 7, 1975, in all other cases. The term also refers to a person who was discharged or released from active duty for a service connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or between August 5, 1964, and May 7, 1975, in all other cases.

   An invitation to qualified disabled veterans only: If you are a qualified special disabled veteran, we would like to include you in our affirmative action program. If you would like to be included under the affirmative action program, please tell us. This information will assist us in placing you in an appropriate position and in making accommodations for your disability. The term "qualified special disabled veteran" refers to a veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.

   An invitation to both (1) veterans of the Vietnam era and (2) qualified disabled veterans: If you are a veteran of the Vietnam era or a qualified special disabled veteran, we would like to include you under our affirmative action program. If you would like to be included under the affirmative action program, please tell us. The term "veteran of the Vietnam era" refers to a person who served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred in the Republic of Vietnam between February 28, 1961, and May 7, 1975 or between August 5, 1964, and May 7, 1975, in all other cases. The term also refers to a person who was discharged or released from active duty for a service connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or between August 5, 1964, and May 7, 1975, in all other cases. The term "qualified special disabled veteran" refers to a veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veterans Affairs, for a disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.

3. You may inform us of your desire to benefit under the program at this time and/or at any time in the future.

4. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

5. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of qualified disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by OFCCP, or enforcing the Americans with Disabilities Act, may be informed.

6. If you are a qualified special disabled veteran it would assist us if you tell us about (i) any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability so that you will be considered for any positions of that kind, and (ii) the accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations. This information will assist us in placing you in an appropriate position and in making accommodations for your disability.

7. A written copy of this Affirmative Action Program is available for inspection by any employee or applicant for employment, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317)274-2306 for assistance.

   Note: Paragraph 6 (ii) above will be omitted if this invitation to self-identify is being extended prior to an offer of employment. This avoids conflict with EEOC's guidance under the ADA, which in most cases precludes asking a job applicant about potential reasonable accommodations prior to a job offer being made.

Invitation to Self-Identify for People with Disabilities

1. IUPUI is a Government contractor subject to section 503 of the Rehabilitation Act of 1973, as amended, which requires Government contractors to take affirmative action to employ and advance in employment qualified people with disabilities.

2. If you have a disability and would like to be considered under the affirmative action program, please tell us.

3. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. This information will assist us in placing you in an appropriate position and in making accommodations for your disability.

4. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with Section 503 of the Rehabilitation Act.

5. Information you submit about your disability will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of qualified people with disabilities, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by OFCCP or the Americans with Disabilities Act, may be informed.

6. If you are a qualified individual with a disability, we would like to include you under the affirmative action program. It would assist us if you tell us about (i) any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability so that you will be considered for any positions of that kind, and (ii) the accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations.

7. A written copy of this Affirmative Action Program is available for inspection by any employee or applicant for employment, during normal business hours, in the Office of Equal Opportunity. Interested persons should contact the Office of Equal Opportunity at (317)274-2306 for assistance.

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APPENDICES

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J. Goals Achievement During Previous AA Plan Year
    1. Tenure-Track Faculty in All Academic Schools, 2008-2009
    2. Appointed Staff Across All Units, 2008-2009

K. Unit Action Plans (*)

L.   Guidelines and Procedures for Recruitment and Appointment
        1. Full-time Instructional and Non-Instructional Academic Positions (*)
        2. Bi-Weekly and Professional Staff Positions (*)
        3. Human Resources Policies for Monthly and Biweekly Staff (*)
        4. Supervisor Guide to Employment Interviewing (*)

M.   IUPUI Staff and Faculty Vacancy Announcements
        1. Staff Job Opening Weekly List - example (*)
        2. Staff Job Opening Distribution List (*)
        3. Faculty Vacancy Announcement - example (*)
        4. IUPUI Equal Opportunity Information Request (EEOIR) (*)
        5. Recruitment Sources for Faculty and Staff (*)

N.   Reports to External Agencies
        1. Higher Education Staff Information Report (EE06/IPEDS) (*)
        2. Veterans Employment Report VETS-100 (*)

O.   IUPUI Sexual Harassment Policy (*)

P.   Affirmative Action Complaint Procedures and Summary (*)

Appendix A

EQUAL OPPORTUNITY POLICY

Memorandum to IUPUI Faculty, Staff, and Students from Chancellor Charles R. Bantz on May 1, 2004

At IUPUI, diversity means three things:
> (1) diversity is an educational and social asset to be reflected in our learning and work objectives;
> (2) the persons who comprise our academic community reflect both the current diversity of our service region as well as the evolving demographics of a state and city that aspire to participate fully in a global society; and
> (3) IUPUI's social and physical environment will enable all of its members to succeed to the fullest extent of their potential.
> *(*Vision for Diversity at IUPUI, *Adopted 2001)*

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/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, marital status, age, disability, or status as Vietnam-era or special disabled veterans. 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 our equal opportunity policies.

I have assigned responsibility for communicating, interpreting, and monitoring this equal opportunity policy to Kim D. Kirkland, who directs the Office of Equal Opportunity at IUPUI. This office maintains a comprehensive program which has been accepted by all relevant agencies of the federal government. It is located in the Union Building, 620 Union Drive, Room 117. For copies of the official university policies, for information on these policies, or for complaint procedures, call (317) 274-2306.

Appendix B

Selected Documents Related to Affirmative Action

Several documents and/or publications contain policies and procedures covering employment or other relationship with IUPUI for faculty, staff and students, but are not bound with this Affirmative Action Plan. Portions related to affirmative action are incorporated by reference.

Policy Memoranda/Statements

Policies Concerning Part-time Academic Appointment, Office of the Dean of Faculties, http://www.indiana.edu/~vpfaa/download/acad_handbk_web_08.pdf

Indiana University Code of Student Rights, Responsibilities, and Conduct http://www.iu.edu/~code/

Indiana University Alcohol and Drug-Free Workplace Policy http://www.indiana.edu/~uhrs/policies/uwide/substance.html

IUPUI Drug-Free Campus - Policy for Students, IUPUI Bulletin http://life.iupui.edu/rights/code.html

Handbooks and Manuals

Indiana University Academic Handbook, IUB Dean of Faculties http://www.indiana.edu/~deanfac/acadhbk/

IUPUI Academic Handbook Supplement, IUPUI Dean of Faculties http://www.iupui.edu/~fcouncil/documents/IUPUI_supp/handbook.htm

IUPUI Human Resources Policies for Appointed Monthly-paid and Bi-Weekly Staff, Human Resources Administration http://www.indiana.edu/~uhrs/policies/nonunion/main.html

IUPUI Personnel Policies - Service Maintenance/Food Service/Nursing Assistant (SM, NA Union Contract), Human Resources Administration http://www.hra.iupui.edu/Policy_Manual/alphabet.html

IUPUI Code of Student Rights, Responsibilities and Conduct, Office of Student Life and Diversity http://life.iupui.edu/rights/

Procedural Guidelines

IUPUI Recruitment and Appointment Procedures for Bi-Weekly and Professional Staff Positions, Human Resources Administration https://webdb.iu.edu/IUPUIhumanresources/secure/app/jobreq_instru.cfm

Search and Screen Procedures for Instructional and Non-Instructional Academic Appointments, Office of Equal Opportunity http://www.iupui.edu/~oeo/procedures/index.html

Americans with Disabilities Act - IUPUI Guidelines for Faculty Appointments, ADA Task Force/ http://www.iupui.edu/~oeo/policy/adapol.html

Adaptive Educational Services
http://www.iupui.edu/~divrsity/aes/

IUPUI Disability Accommodation Request Form

Studies and Reports

Administrative Action Report, IUPUI Dean of Faculties office, monthly

Study of Women Faculty at IUPUI, Office of the Dean of Faculties

Campus Climate for Diversity Review Self Study
http://www.planning.iupui.edu/committees/climate/index.html

Minority Staff Attitudes at IUPUI, Indiana University Public Opinion Laboratory

2009 Staff Satisfaction Survey, Office of Information Management and Institutional Research
http://imir.iupui.edu/surveys/reports/default.aspx/STF/STF_SAT/64/3/2009

2009 IUPUI Faculty Satisfaction Survey, Office of Info Management and Institutional Research
http://imir.iupui.edu/surveys/reports/default.aspx/FAC/FAC_SAT/63/3/2009

Appendix C

IUPUI Office of Equal Opportunity
Equal Opportunity Council Members

Within each academic unit (School) or major organizational unit a representative has been identified by the Dean or key administrative officer to serve as a member of the IUPUI Affirmative Action Council. Each member of the Council serves as a 'unit liaison' to the Office of Equal Opportunity by providing assistance to their respective units with implementing the university's search and screen procedures and helping to increase the sensitivity to and understanding of constituent units to the importance of affirmative action and other related matters. Council members serve in an advisory capacity to the Office of Equal Opportunity and the Chancellor on equal opportunity/affirmative action issues. The Council meets monthly from September through May.

Unit / School	Name
King, Pam	Adaptive Education Services (AES)
Robinson, Katie	Campus Center, Div of Student Life
Staashelm, Jennifer	Center on Philanthropy
Durgans, Ken	Diversity/Equity/Inclusion
Espada, Angela	Diversity/Equity/Inclusion
Lewis-Powell, Tralicia	Division of Student Life
Seibert, Melissa	External Affairs
Rhodes, Dawn	Finance and Administration
Ewing, Carla	Herron School of Art
Chand, Neelam	Human Resources Administration
Poffenberger, Ellen	Human Resources Administration
Betts, Renee	Life Learning
Bryant, Zephia	Multicultural Center
Kirkland, Kim	Office of Equal Opportunity
Watkins, Marguerite	Office of Equal Opportunity
Foreman, Margo	Office of Equal Opportunity
Morgan, Rick	Office of Equal Opportunity
Pickering, Pam	Office of Equal Opportunity
Grove, Kathleen	Office For Women
Hendricks, Sherri	School of Business
Kasberg, Robert	School of Dentistry
Hatcher, Elizabeth	School of Dentistry
Lands, Claudette	School of Education
Houser, Linda	School of Education
White, Samuel	School of Engineering
Gryszowka, M. Chris	School of Health & Rehab Sci
Tennant, Susan	School of Informatics
Perkins, Deb	School of Journalism
Lopez, Maria	School of Law
McMillan, Tamara	School of Law
Peterman, Sharon	School of Liberal Arts
Wokeck, Marianne	School of Liberal Arts
Hollcraft, Melanie	School of Library & Info Science
Rausch, George	School of Medicine
Jackson, Michael	School of Medicine

Peters, David	School of Music
Weiss, William A	School of Nursing
Banerjee-Stevens, Juni	School of Nursing
Gladden, James	School of Physical Education
Griffin, Lorna	School of Public & Env Affairs
Jones, Diana	School of Public & Env Affairs
Allard, Debbie	School of Science
Flynn, Cathy	School of Social Work
Minglin, Mark	University College
Niarchos, Panos	University Information Tech
Daniels-Howell, Todd	University Libraries
Banerjee-Stevens, Juni	School of Nursing
Gladden, James	School of Physical Education

Appendix D

SUMMARY OF UNIVERSITY ACTION STEPS

Action Step	Responsibility	Target Date
1. Create Continual Awareness		
a. Distribute to all employees a copy of IUPUI's reaffirmation of its continuing commitment to equal employment opportunity.	Office the Chancellor Office of Equal Opportunity	February
b. Disseminate this plan to all Schools for better availability.	Office of Equal Opportunity	December
c. Ensure the internal complaint procedures are available and known to all employees by posting in all campus buildings.	Office of Equal Opportunity All departments	July
d. Obtain commitment to EEO from subcontractors, suppliers, employment agencies, and external organizations utilizing university services	Purchasing Services Counseling and Placement Services Campus Facilities Services	Continuous
2. Strengthen Recruitment and Retention		
a. Post all professional vacancies in accordance with Human Resources guidelines. All interviews and offers must be approved by the Office of Equal Opportunity.	All Departments Human Resource Administration Office of Equal Opportunity	Continuous
b. Announce all faculty vacancies in a manner which gives women and minority groups equal opportunity. In nearly all cases, this means listing with external agencies or associations.	Academic Deans/Dept Heads Office of Equal Opportunity	Continuous
c. When search and screen committees are formed, a member of the Office of Equal Opportunity will update the committee on EEO/AA requirements.	Office of Equal Opportunity All Departments	Continuous
d. Document good faith efforts and summarize pertinent recruitment, selection, and applicant flow data for each departmental vacancy.	Academic Deans/Dept Heads Office of Equal Opportunity	With Each Search

3. Upward Mobility		
a. Encourage staff members with appropriate qualifications and experience to apply for higher level jobs. Depending upon circumstances, jobs must be posted internally first.	All Departments Human Resources Administration	Continuous
b. Ensure that training programs are available on a non-discriminatory basis.	All Departments Human Resources Administration	Continuous
c. Monitor job descriptions and classification systems to ensure consistency with non-discrimination laws.	Human Resources Administration	Upon Reclassification or Vacancy Posting
d. Ensure that faculty tenure and promotion procedures are free from bias.	Academic Deans/Dept Heads Vice Chancellors Dean of Faculties	Spring
4. Equality in Policies and Procedures		
a. Meet and work with the OEO Council to address any concerns related to climate and procedures.	Office of Equal Opportunity	Monthly
b. Monitor and review employee insurance and benefits programs to ensure there is no illegal discrimination.	University Benefits Office Human Resources Administration	Continuous
c. Review status of all temporary/hourly employees to ensure that assignments do not result in inequitable treatment.	All Departments Human Resources Administration	Continuous
d. Annually meet with the Deans and Vice Chancellors of each major area to review affirmative action status and progress as reflected in self-evaluation reports.	Office of Equal Opportunity	December
e. Annually submit updated Unit Action Plans to the Office of Equal Opportunity, detailing plans to correct problems and meet goals for the upcoming year.	All Deans and Vice Chancellors	January

f. Provide advice and assistance to supervisors and department heads, and coordination between OEO and Human Resources, in matters of employment practices, handling of discrimination complaints and grievances, emphasizing strategies for preventive and corrective compliance with IUPUI policy, laws and regulations.	Office of Equal Opportunity University Counsel	Continuous
g. Revise and update policies, employee handbooks, and employment procedures to conform to changing laws and agency guidelines.	Chancellor's Office Office of Equal Opportunity Human Resources Administration	Continuous
h. Inform faculty, staff, and students of the Affirmative Action Program through ongoing training and dissemination efforts.	Office of Equal Opportunity	Continuous
i. Ensure that reasonable accommodations are made to applicants and employees with physical or mental disabilities.	All Departments Human Resources Administration Office of Equal Opportunity	Continuous
5. Educational Opportunities		
a. Ensure that all educational services and programs are available and open to all academically qualified individuals on non-discriminatory bases.	Academic Deans and Dept Heads Student Affairs Units Continuing Education	Continuous
b. Where women and minority group members are few in number, departments are encouraged to develop programs to recruit students to enlarge the pool of well-trained graduates.	All Academic Departments	Continuous
c. Ensure that all programs and services the university provides to the external community are available to all without discrimination on the basis of race, color, national origin, religion, sex, age, ancestry, physical or mental disability.	Vice Chancellor External Affairs Program Directors	Continuous

Appendix E

All Academic Employees
By Faculty Rank
As of October 2009

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
AC1FTX	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
AC2FAX	Female	0	1	0	0	0	7	8
	Male	1	0	0	0	0	4	5
	Total	1	1	0	0	0	11	13
AC2FVX	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
Academic Other	Female	0	1	7	0	0	28	36
	Male	0	0	3	0	0	17	20
	Total	0	1	10	0	0	45	56
Academic Specialist	Female	1	0	0	0	0	15	16
	Male	1	0	0	0	0	6	7
	Total	2	0	0	0	0	21	23
Acting Assistant Professor	Female	0	0	0	0	0	0	0
	Male	0	0	1	0	0	2	3
	Total	0	0	1	0	0	2	3
Acting Assoc Vice President	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
Acting Associate Dean	Female	0	0	0	0	0	3	3
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	5	5
Acting Chairperson	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	3	3
	Total	0	0	0	0	0	3	3
Acting Dean	Female	0	0	0	0	0	0	0
	Male	0	0	1	0	0	0	1
	Total	0	0	1	0	0	0	1
Acting Director	Female	0	0	1	0	0	4	5
	Male	0	0	1	0	0	0	1
	Total	0	0	2	0	0	4	6
Adjunct Assistant Professor	Female	0	1	0	0	0	9	10
	Male	0	0	0	0	0	5	5
	Total	0	1	0	0	0	14	15
Adjunct Associate Professor	Female	1	0	0	0	0	3	4
	Male	0	0	0	0	0	2	2
	Total	1	0	0	0	0	5	6
Adjunct Clinical Assistant Professor	Female	0	5	4	0	0	15	24
	Male	2	1	2	0	0	44	49
	Total	2	6	6	0	0	59	73
Adjunct Clinical Associate Professor	Female	0	0	0	0	0	1	1
	Male	2	0	0	0	0	9	11
	Total	2	0	0	0	0	10	12
Adjunct Clinical Lecturer	Female	0	0	0	0	0	15	15
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	15	15
Adjunct Clinical Professor	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	3	3
	Total	0	0	0	0	0	3	3

All Academic Employees
By Faculty Rank
As of October 2009

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Adjunct Instructor	Female	2	1	3	0	0	53	59
	Male	4	2	0	0	0	34	40
	Total	6	3	3	0	0	87	99
Adjunct Lecturer	Female	21	6	7	2	0	350	386
	Male	20	8	13	1	0	332	374
	Total	41	14	20	3	0	682	760
Adjunct Professor	Female	2	0	0	0	0	18	20
	Male	0	0	2	0	0	24	26
	Total	2	0	2	0	0	42	46
Assistant Dean	Female	1	0	0	0	0	7	8
	Male	0	1	2	0	0	5	8
	Total	1	1	2	0	0	12	16
Assistant Director	Female	0	0	0	0	0	5	5
	Male	0	0	0	0	0	3	3
	Total	0	0	0	0	0	8	8
Assistant Librarian Tenured/Tenure-Track	Female	0	0	1	0	0	5	6
	Male	0	0	0	0	0	2	2
	Total	0	0	1	0	0	7	8
Assistant Professor Tenured/Tenure-Track	Female	11	2	33	0	0	90	136
	Male	13	11	66	3	0	128	221
	Total	24	13	99	3	0	218	357
Assistant Scientist/Scholar	Female	0	1	16	0	0	23	40
	Male	0	1	34	0	0	31	66
	Total	0	2	50	0	0	54	106
Associate Chairperson	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
Associate Dean	Female	1	0	0	0	0	20	21
	Male	2	0	4	0	0	33	39
	Total	3	0	4	0	0	53	60
Associate Director	Female	0	0	1	0	0	0	1
	Male	0	0	1	0	0	6	7
	Total	0	0	2	0	0	6	8
Associate Librarian Tenured/Tenure-Track	Female	0	0	0	0	0	17	17
	Male	0	1	1	0	0	9	11
	Total	0	1	1	0	0	26	28
Associate Professor Emeritus	Female	0	0	0	0	0	1	1
	Male	0	0	1	0	0	1	2
	Total	0	0	1	0	0	2	3
Associate Professor Tenured/Tenure-Track	Female	11	7	17	0	0	114	149
	Male	3	5	43	1	0	198	250
	Total	14	12	60	1	0	312	399
Associate Scientist/Scholar	Female	0	0	5	0	0	5	10
	Male	1	0	3	0	0	10	14
	Total	1	0	8	0	0	15	24
Associate Vice Chancellor	Female	1	0	0	0	0	2	3
	Male	0	0	0	0	0	0	0
	Total	1	0	0	0	0	2	3
Associate Vice President	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1

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All Academic Employees
By Faculty Rank
As of October 2009

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Chairperson	Female	1	1	0	0	0	16	18
	Male	0	1	7	0	0	46	54
	Total	1	2	7	0	0	62	72
Clinical Assistant Professor	Female	5	0	3	1	0	84	93
	Male	6	1	4	0	0	64	75
	Total	11	1	7	1	0	148	168
Clinical Assistant Professor - Probation	Female	9	1	18	0	0	70	98
	Male	4	6	30	0	0	96	136
	Total	13	7	48	0	0	166	234
Clinical Assistant Professor Emeritus	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
Clinical Associate Professor	Female	1	1	2	0	0	57	61
	Male	2	5	11	0	0	75	93
	Total	3	6	13	0	0	132	154
Clinical Associate Professor - Probation	Female	1	1	5	0	0	6	13
	Male	0	2	9	0	0	20	31
	Total	1	3	14	0	0	26	44
Clinical Associate Professor Emeritus	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
Clinical Instructor	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
Clinical Lecturer	Female	0	1	0	0	0	11	12
	Male	0	0	0	0	0	0	0
	Total	0	1	0	0	0	11	12
Clinical Lecturer - Probationary	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
Clinical Professor	Female	0	1	1	0	0	12	14
	Male	3	2	2	0	0	40	47
	Total	3	3	3	0	0	52	61
Clinical Professor - Probationary	Female	0	0	1	0	0	0	1
	Male	0	0	2	0	0	6	8
	Total	0	0	3	0	0	6	9
Coordinator	Female	1	0	0	0	0	1	2
	Male	0	0	0	0	0	0	0
	Total	1	0	0	0	0	1	2
Dean	Female	0	0	0	0	0	3	3
	Male	1	0	0	0	0	12	13
	Total	1	0	0	0	0	15	16
Dean Emeritus	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	3	3
	Total	0	0	0	0	0	3	3
Director	Female	0	2	1	0	0	41	44
	Male	5	1	3	0	0	77	86
	Total	5	3	4	0	0	118	130
Emeritus (appr to tch/serve past retire)	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1

All Academic Employees
By Faculty Rank
As of October 2009

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Lecturer	Female	1	2	2	0	0	62	67
	Male	3	5	4	0	0	55	67
	Total	4	7	6	0	0	117	134
Lecturer - Probationary	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
Librarian Tenured/Tenure-Track	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	4	4
Named Professor/Endowed Chair	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
Part-time Assistant Professor	Female	0	0	1	0	0	2	3
	Male	1	0	0	0	0	2	3
	Total	1	0	1	0	0	4	6
Part-time Associate Professor	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	3	3
Part-time Lecturer	Female	0	0	0	0	0	5	5
	Male	0	0	0	0	0	3	3
	Total	0	0	0	0	0	8	8
Part-time Professor	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
Post Doctoral Fellow	Female	1	2	55	0	0	27	85
	Male	1	2	123	0	0	20	146
	Total	2	4	178	0	0	47	231
Professor Emeritus	Female	0	0	0	0	0	0	0
	Male	0	0	2	0	0	9	11
	Total	0	0	2	0	0	9	11
Professor Tenured/Tenure-Track	Female	4	4	2	0	0	73	83
	Male	3	5	42	0	0	272	322
	Total	7	9	44	0	0	345	405
Research Associate	Female	1	3	30	0	0	34	68
	Male	2	1	33	0	0	22	58
	Total	3	4	63	0	0	56	126
Senior Lecturer	Female	1	0	2	0	0	29	32
	Male	2	0	2	0	0	24	28
	Total	3	0	4	0	0	53	60
Senior Scientist/Scholar	Female	0	0	1	0	0	4	5
	Male	0	0	0	0	0	3	3
	Total	0	0	1	0	0	7	8
Teacher	Female	0	1	0	0	0	6	7
	Male	0	0	0	0	0	1	1
	Total	0	1	0	0	0	7	8
Vice Chancellor	Female	0	0	0	0	0	2	2
	Male	0	0	2	0	0	1	3
	Total	0	0	2	0	0	3	5
Vice President	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1

All Academic Employees
By Faculty Rank
As of October 2009

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Visiting Assistant Professor	Female	0	1	2	0	0	6	9
	Male	0	0	3	0	0	8	11
	Total	0	1	5	0	0	14	20
Visiting Associate Professor	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	3	3
Visiting Clinical Assistant Professor	Female	1	0	8	0	0	11	20
	Male	1	0	2	0	0	12	15
	Total	2	0	10	0	0	23	35
Visiting Clinical Associate Professor	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	2	2
Visiting Clinical Instructor	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
Visiting Clinical Lecturer	Female	0	1	1	0	0	4	6
	Male	1	0	0	0	0	6	7
	Total	1	1	1	0	0	10	13
Visiting Clinical Professor	Female	0	0	0	0	0	0	0
	Male	0	0	1	0	0	0	1
	Total	0	0	1	0	0	0	1
Visiting Lecturer	Female	1	1	2	0	0	29	33
	Male	1	2	1	0	0	19	23
	Total	2	3	3	0	0	48	56
Visiting Librarian	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
Visiting Professor	Female	0	0	0	0	0	3	3
	Male	0	0	1	0	0	6	7
	Total	0	0	1	0	0	9	10
Visiting Research Associate	Female	1	0	11	0	0	9	21
	Male	0	0	7	0	0	15	22
	Total	1	0	18	0	0	24	43
Visiting Scholar/Scientist	Female	0	1	6	0	0	6	13
	Male	1	1	5	0	0	9	16
	Total	1	2	11	0	0	15	29
Campus Totals	Female	81	49	249	3	0	1440	1,822
	Male	86	64	474	5	0	1852	2,481
	Total	167	113	723	8	0	3,292	4,303

Notes:
1. Figures include academic administrators
2. Figures include faculty on other campuses in system school reporting to the IUPUI Chancellor
3. Figures are derived from the HRMS system (PeopleSoft) as of October 2009

Tenured/Tenure-Track Faculty
By School/Unit
As of October 2009

School/Unit		African American	Hispanic	Asian	American Indian	Unknown	White	Total
ACSP - Vice Chancellor for Academic Affairs	Female	2	0	1	0	0	5	8
	Male	0	0	2	0	0	0	2
	Total	2	0	3	0	0	5	10
AHLT - School of Health & Rehabilitation Science	Female	1	0	1	0	0	7	9
	Male	1	0	0	0	0	5	6
	Total	2	0	1	0	0	12	15
BUS - School of Business	Female	0	0	0	0	0	6	6
	Male	0	0	1	1	0	19	21
	Total	0	0	1	1	0	25	27
COLU - IUPU Columbus	Female	0	1	0	0	0	7	8
	Male	0	0	2	0	0	7	9
	Total	0	1	2	0	0	14	17
DENT - School of Dentistry	Female	0	2	3	0	0	17	22
	Male	1	3	6	0	0	30	40
	Total	1	5	9	0	0	47	62
EDUC - School of Education	Female	4	1	0	0	0	9	14
	Male	1	2	0	0	0	6	9
	Total	5	3	0	0	0	15	23
ENGT - School of Engineering and Technology	Female	0	1	5	0	0	10	16
	Male	1	0	20	0	0	39	60
	Total	1	1	25	0	0	49	76
EXAF - Vice Chancellor for External Affairs	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
EXEC - Executive Management	Female	1	0	0	0	0	1	2
	Male	0	0	0	0	0	2	2
	Total	1	0	0	0	0	3	4
HERR - Herron School of Art	Female	0	0	3	0	0	13	16
	Male	1	1	0	0	0	15	17
	Total	1	1	3	0	0	28	33
INFO - School of Informatics	Female	0	0	0	0	0	3	3
	Male	0	1	5	0	0	8	14
	Total	0	1	5	0	0	11	17
JOUR - School of Journalism	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	3	3
LART - School of Liberal Arts	Female	10	3	3	0	0	43	59
	Male	4	1	8	1	0	72	86
	Total	14	4	11	1	0	115	145
LAW - School of Law	Female	1	1	1	0	0	13	16
	Male	2	0	1	0	0	25	28
	Total	3	1	2	0	0	38	44
LIBR - Library	Female	0	0	0	0	0	17	17
	Male	0	1	0	0	0	9	10
	Total	0	1	0	0	0	26	27
MED - School of Medicine/School of Allied Health Sci	Female	4	4	21	0	0	120	149
	Male	8	10	90	1	0	386	495
	Total	12	14	111	1	0	506	644
NURS - School of Nursing	Female	2	0	4	0	0	46	52
	Male	0	0	0	0	0	3	3
	Total	2	0	4	0	0	49	55

Tenured/Tenure-Track Faculty
By School/Unit
As of October 2009

School/Unit		African American	Hispanic	Asian	American Indian	Unknown	White	Total
OACA - Other Academic Programs	Female	0	0	0	0	0	5	5
	Male	0	0	1	1	0	0	2
	Total	0	0	1	1	0	5	7
OPT - School of Optometry	Female	0	0	0	0	0	4	4
	Male	0	0	2	0	0	12	14
	Total	0	0	2	0	0	16	18
PHED - School of Physical Education	Female	1	0	2	0	0	4	7
	Male	1	1	3	0	0	9	14
	Total	2	1	5	0	0	13	21
SCI - School of Science	Female	0	0	5	0	0	17	22
	Male	2	2	26	0	0	64	94
	Total	2	2	31	0	0	81	116
SCS - School of Continuing Studies	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
SOCW - Social Work	Female	4	1	2	0	0	14	21
	Male	1	1	0	0	0	16	18
	Total	5	2	2	0	0	30	39
SPEA - School of Public and Environmental Affairs	Female	0	1	4	0	0	14	19
	Male	2	2	4	0	0	36	44
	Total	2	3	8	0	0	50	63
UCOL - University College	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
VPIT - Vice President Information Technologies	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
VPR - Vice President Research	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
Campus Totals	Female	30	15	55	0	0	377	477
	Male	25	25	171	4	0	769	994
	Total	55	40	226	4	0	1,146	1,471

Notes:
1. Figures include academic administrators
2. Figures include faculty on other campuses in system school reporting to the IUPUI Chancellor
3. Figures are derived from the HRMS system (PeopleSoft) as of October 2009

IUPUI Staff Employees
By Responsibility Center
As of October 2009

RC		African American	Hispanic	Asian	American Indian	Unknown	White	Total
UA-ACAV - Facet - 90	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	2	2
IN-ACSP - Academic Support - 58	Female	36	5	7	0	0	101	149
	Male	10	1	2	0	0	34	47
	Total	46	6	9	0	0	135	196
IN-ADAF - Administrative Affairs - 78	Female	20	1	4	0	0	116	141
	Male	19	1	1	0	0	70	91
	Total	39	2	5	0	0	186	232
IN-AHLT - Health & Rehab Science - 08	Female	2	0	1	0	0	6	9
	Male	0	0	0	0	0	1	1
	Total	2	0	1	0	0	7	10
IN-BUS - School of Business - 24	Female	3	1	5	0	0	33	42
	Male	3	0	1	0	0	14	18
	Total	6	1	6	0	0	47	60
IN-COLU - IUPU Columbus - 46	Female	0	0	0	0	0	33	33
	Male	0	0	0	0	0	13	13
	Total	0	0	0	0	0	46	46
IN-DENT - School of Dentistry - 14	Female	37	5	9	1	0	165	217
	Male	7	1	6	0	0	32	46
	Total	44	6	15	1	0	197	263
IN-EDUC - School of Education - 26	Female	8	0	2	0	0	11	21
	Male	0	0	0	0	0	5	5
	Total	8	0	2	0	0	16	26
IN-ENGT - School of Engineering & Tech. - 34	Female	1	0	2	0	0	32	35
	Male	0	0	1	0	0	12	13
	Total	1	0	3	0	0	44	48
IN-EXAF - External Affairs - 79	Female	3	0	0	0	0	12	15
	Male	2	0	0	0	0	10	12
	Total	5	0	0	0	0	22	27
IN-EXEC - Executive Management - 74	Female	14	0	0	0	0	25	39
	Male	4	0	1	0	0	24	29
	Total	18	0	1	0	0	49	68
IN-HERR - Herron School of Art - 30	Female	3	1	0	0	0	12	16
	Male	0	0	0	0	0	5	5
	Total	3	1	0	0	0	17	21
IN-INFO - School of Informatics - 45	Female	1	1	1	0	0	10	13
	Male	0	0	0	0	0	10	10
	Total	1	1	1	0	0	20	23
IN-JOUR - School of Journalism - 50	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	3	3
IN-LART - School of Liberal Arts - 18	Female	14	0	4	0	0	89	107
	Male	2	0	4	0	0	27	33
	Total	16	0	8	0	0	116	140
IN-LAW - School of Law - 32	Female	9	1	2	1	0	37	50
	Male	0	0	2	0	0	10	12
	Total	9	1	4	1	0	47	62
IN-LIBR - Library - 68	Female	2	0	0	0	0	22	24
	Male	2	1	0	0	0	22	25
	Total	4	1	0	0	0	44	49

IUPUI Staff Employees
By Responsibility Center
As of October 2009

RC		African American	Hispanic	Asian	American Indian	Unknown	White	Total
IN-MED - School of Medicine - 10	Female	218	33	105	5	0	1620	1981
	Male	25	11	35	1	0	330	402
	Total	243	44	140	6	0	1,950	2,383
IN-NURS - School of Nursing - 12	Female	6	2	2	0	0	42	52
	Male	2	0	0	0	0	7	9
	Total	8	2	2	0	0	49	61
IN-OACA - Other Academic Programs - 52	Female	1	0	0	0	0	2	3
	Male	0	0	0	0	0	0	0
	Total	1	0	0	0	0	2	3
BL-OPT - School of Optometry - 44	Female	0	0	0	0	0	5	5
	Male	1	0	0	0	0	0	1
	Total	1	0	0	0	0	5	6
UA-OUAA - Other Univ Admin Account - 89	Female	0	0	0	0	0	3	3
	Male	1	0	1	0	0	8	10
	Total	1	0	1	0	0	11	13
IN-PHED - School of Physical Education - 28	Female	0	0	0	0	0	6	6
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	8	8
IN-PHYP - Physical Plant - 82	Female	88	5	4	1	0	51	149
	Male	107	10	5	6	0	210	338
	Total	195	15	9	7	0	261	487
UA-PRES - Office of the President - 88	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
IN-SCI - School of Science - 20	Female	3	0	3	0	0	42	48
	Male	0	0	1	0	0	16	17
	Total	3	0	4	0	0	58	65
UA-SES - Student Enrollment Services - 90	Female	3	0	0	0	0	3	6
	Male	0	0	0	0	0	5	5
	Total	3	0	0	0	0	8	11
IN-SOCW - Social Work - 38	Female	8	1	1	0	0	22	32
	Male	1	0	0	0	0	5	6
	Total	9	1	1	0	0	27	38
IN-SPEA - School of Public & Env Affairs - 36	Female	4	0	0	0	0	22	26
	Male	0	0	0	0	0	14	14
	Total	4	0	0	0	0	36	40
IN-STLI - Student Life & Diversity - 73	Female	6	2	3	0	0	21	32
	Male	4	0	2	0	0	14	20
	Total	10	2	5	0	0	35	52
UA-UART - University Architects - 98	Female	1	0	0	0	0	0	1
	Male	0	0	0	0	0	0	0
	Total	1	0	0	0	0	0	1
UA-UAVP - UA Vice Presidents - 95	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
IN-UCOL - University College - 49	Female	18	1	2	0	0	44	65
	Male	5	0	0	0	0	15	20
	Total	23	1	2	0	0	59	85
UA-VPIT - VP-Info Technology - 94	Female	17	0	1	0	0	54	72
	Male	10	1	11	1	0	130	153
	Total	27	1	12	1	0	184	225

IUPUI Staff Employees
By Responsibility Center
As of October 2009

RC		African American	Hispanic	Asian	American Indian	Unknown	White	Total
UA-VPR - VP Research - 91	Female	7	1	3	0	0	45	56
	Male	2	0	0	0	0	9	11
	Total	9	1	3	0	0	54	67
Campus Totals	Female	533	60	161	8	0	2692	3,454
	Male	207	26	73	8	0	1056	1,370
	Total	740	86	234	16	0	3,748	4,824

Notes:
1. Figures do NOT include academic administrators
2. Figures do NOT include staff on other campuses
3. Figures are derived from the HRMS system (PeopleSoft) as of October 2009

IUPUI Staff Employees
By Job Group
As of October 2009

Job Group		African American	Hispanic	Asian	American Indian	Unknown	White	Total
C01 Secretaries and Receptionists	Female	120	8	7	1	0	485	621
	Male	2	0	0	0	0	18	20
	Total	122	8	7	1	0	503	641
C02 Bookkeeping, Accounting, Billing Clerks	Female	48	4	4	0	0	198	254
	Male	4	0	0	0	0	6	10
	Total	52	4	4	0	0	204	264
C03 Data Entry Clerks, Typists	Female	6	0	0	0	0	15	21
	Male	0	0	0	0	0	2	2
	Total	6	0	0	0	0	17	23
C04 Records, Information, Filing Clerks	Female	52	7	8	2	0	146	215
	Male	3	0	0	0	0	17	20
	Total	55	7	8	2	0	163	235
C05 Tellers, Cashiers, Sales Assistants	Female	2	0	1	0	0	3	6
	Male	2	0	0	0	0	4	6
	Total	4	0	1	0	0	7	12
C06 Clerical Supervisors	Female	19	1	1	1	0	144	166
	Male	2	1	0	0	0	12	15
	Total	21	2	1	1	0	156	181
C07 Library Clerks	Female	5	0	1	1	0	25	32
	Male	2	0	0	0	0	15	17
	Total	7	0	1	1	0	40	49
E01 Executive/Managerial	Female	1	0	0	0	0	1	2
	Male	0	0	0	0	0	3	3
	Total	1	0	0	0	0	4	5
E03 Education Administrators	Female	1	0	0	0	0	5	6
	Male	1	0	0	0	0	4	5
	Total	2	0	0	0	0	9	11
E04 Business and Finance Administrator	Female	4	0	2	0	0	53	59
	Male	3	0	2	1	0	67	73
	Total	7	0	4	1	0	120	132
E05 Plant and Facilities Administrators	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
M02 Cleaning and Building Services	Female	83	4	3	0	0	24	114
	Male	77	5	3	3	0	31	119
	Total	160	9	6	3	0	55	233
M04 Drivers and Deliverers	Female	2	0	0	0	0	0	2
	Male	8	1	0	0	0	2	11
	Total	10	1	0	0	0	2	13
M05 Grounds Workers	Female	0	0	0	0	0	0	0
	Male	3	2	0	0	0	16	21
	Total	3	2	0	0	0	16	21
M08 Supervisors-Food Service	Female	1	0	0	0	0	0	1
	Male	0	0	0	0	0	0	0
	Total	1	0	0	0	0	0	1
M10 Service Maintenance - N.E.C.	Female	1	0	0	0	0	0	1
	Male	3	1	0	0	0	7	11
	Total	4	1	0	0	0	7	12
M19 Supervisors-Service and Maintenance	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	3	3

IUPUI Staff Employees
By Job Group
As of October 2009

Job Group			African American	Hispanic	Asian	American Indian	Unknown	White	Total
P01	Math and Computing Professionals	Female	5	0	13	0	0	62	80
		Male	16	2	30	1	0	211	260
		Total	21	2	43	1	0	273	340
P02	Engineers	Female	1	0	0	0	0	14	15
		Male	1	0	1	0	0	34	36
		Total	2	0	1	0	0	48	51
P03	Life and Physcial Scientists	Female	1	1	24	0	0	58	84
		Male	0	0	8	0	0	35	43
		Total	1	1	32	0	0	93	127
P04	Clinicians and Medical Professionals	Female	16	8	12	1	0	371	408
		Male	0	2	1	0	0	30	33
		Total	16	10	13	1	0	401	441
P05	Counselors - Student Affairs	Female	34	8	11	0	0	135	188
		Male	7	1	2	0	0	53	63
		Total	41	9	13	0	0	188	251
P06	Education Program & Project Coordinators	Female	1	0	2	0	0	23	26
		Male	1	0	0	0	0	9	10
		Total	2	0	2	0	0	32	36
P07	Arts, Media and Communications	Female	11	2	3	0	0	100	116
		Male	4	1	0	0	0	45	50
		Total	15	3	3	0	0	145	166
P08	Business/Accounting/Administrative Serv	Female	34	4	8	0	0	313	359
		Male	18	1	6	1	0	96	122
		Total	52	5	14	1	0	409	481
P10	Administrative Assistants	Female	8	1	3	0	0	103	115
		Male	1	0	0	0	0	9	10
		Total	9	1	3	0	0	112	125
P12	Athletic Professionals	Female	3	0	0	0	0	6	9
		Male	2	0	0	0	0	11	13
		Total	5	0	0	0	0	17	22
P13	Plant and Facilities Supervisors	Female	0	0	0	0	0	0	0
		Male	2	0	0	0	0	23	25
		Total	2	0	0	0	0	23	25
P15	Librarians, Curators, Archivists	Female	0	0	0	0	0	0	0
		Male	0	0	0	0	0	1	1
		Total	0	0	0	0	0	1	1
P17	Nurses	Female	4	0	1	0	0	52	57
		Male	0	0	0	0	0	1	1
		Total	4	0	1	0	0	53	58
S01	Construction Crafts	Female	0	0	0	0	0	0	0
		Male	1	0	0	0	0	36	37
		Total	1	0	0	0	0	36	37
S02	Mechanics and Repairers	Female	0	0	0	0	0	0	0
		Male	4	0	0	2	0	47	53
		Total	4	0	0	2	0	47	53
S06	Skilled Crafts - N.E.C.	Female	0	0	0	0	0	0	0
		Male	2	1	0	0	0	8	11
		Total	2	1	0	0	0	8	11
S07	Police and Detectives	Female	2	0	0	0	0	4	6
		Male	8	0	0	0	0	20	28
		Total	10	0	0	0	0	24	34

IUPUI Staff Employees
By Job Group
As of October 2009

Job Group			African American	Hispanic	Asian	American Indian	Unknown	White	Total
S18	**Supervisors-Contruct and Skilled Craft**	Female	0	0	0	0	0	0	0
		Male	0	0	0	0	0	1	1
		Total	0	0	0	0	0	1	1
T01	**Math and Computing Specialists**	Female	3	0	2	0	0	19	24
		Male	9	1	2	0	0	63	75
		Total	12	1	4	0	0	82	99
T02	**Engineering and Electronics Technicians**	Female	0	0	0	0	0	1	1
		Male	1	0	1	0	0	13	15
		Total	1	0	1	0	0	14	16
T03	**Science Technicians**	Female	6	2	39	0	0	84	131
		Male	5	4	15	0	0	37	61
		Total	11	6	54	0	0	121	192
T05	**Health Technicians**	Female	41	7	4	1	0	163	216
		Male	4	1	0	0	0	13	18
		Total	45	8	4	1	0	176	234
T06	**Clinical Laboratory Technician**	Female	14	1	11	0	0	42	68
		Male	7	0	1	0	0	19	27
		Total	21	1	12	0	0	61	95
T07	**Technical - N.E.C.**	Female	1	0	0	0	0	3	4
		Male	1	1	0	0	0	12	14
		Total	2	1	0	0	0	15	18
T09	**Animal Technicians**	Female	2	2	1	1	0	35	41
		Male	3	0	1	0	0	11	15
		Total	5	2	2	1	0	46	56
T10	**Graphics, Audiovisual Technicians**	Female	1	0	0	0	0	3	4
		Male	0	1	0	0	0	11	12
		Total	1	1	0	0	0	14	16
Campus Totals		Female	533	60	161	8	0	2692	3,454
		Male	207	26	73	8	0	1056	1,370
		Total	740	86	234	16	0	3,748	4,824

Notes:
1. Figures do NOT include academic administrators
2. Figures do NOT include staff on other campuses
3. Figures are derived from the HRMS system (PeopleSoft) as of October 2009

Appendix F

Work Force Analysis Summary

Department	Total	Total Min #	Total Min %		Total #	Total %	White #	White %	Black #	Black %	Hisp #	Hisp %	Asian #	Asian %	AmInd #	AmInd %	NHOPI #	NHOPI %	Two+ #	Two+ %
ACADEMIC SUPPORT	223	69	30.94	Male	52	23.32	35	15.70	10	4.48	1	0.45	6	2.69	0	0.00	0	0.00	0	0.00
				Female	171	76.68	119	53.36	39	17.49	5	2.24	8	3.59	0	0.00	0	0.00	0	0.00
ADMINISTRATIVE AFFAIRS	233	46	19.74	Male	92	39.48	71	30.47	19	8.15	1	0.43	1	0.43	0	0.00	0	0.00	0	0.00
				Female	141	60.52	116	49.79	20	8.58	1	0.43	4	1.72	0	0.00	0	0.00	0	0.00
EXECUTIVE MANAGEMENT	84	24	28.57	Male	36	42.86	28	33.33	7	8.33	0	0.00	1	1.19	0	0.00	0	0.00	0	0.00
				Female	48	57.14	32	38.10	15	17.86	0	0.00	1	1.19	0	0.00	0	0.00	0	0.00
EXTERNAL AFFAIRS	29	5	17.24	Male	13	44.83	11	37.93	2	6.90	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	16	55.17	13	44.83	3	10.34	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FACET	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH & REHAB SCIENCE	52	7	13.46	Male	12	23.08	11	21.15	1	1.92	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	40	76.92	34	65.38	4	7.69	0	0.00	2	3.85	0	0.00	0	0.00	0	0.00
HERRON SCHOOL OF ART	101	14	13.86	Male	43	42.57	37	36.63	4	3.96	2	1.98	0	0.00	0	0.00	0	0.00	0	0.00
				Female	58	57.43	50	49.50	3	2.97	2	1.98	3	2.97	0	0.00	0	0.00	0	0.00
IUPU COLUMBUS	194	12	6.19	Male	89	45.88	79	40.72	3	1.55	3	1.55	4	2.06	0	0.00	0	0.00	0	0.00
				Female	105	54.12	103	53.09	0	0.00	1	0.52	1	0.52	0	0.00	0	0.00	0	0.00
LIBRARY	77	6	7.79	Male	35	45.45	31	40.26	2	2.60	2	2.60	0	0.00	0	0.00	0	0.00	0	0.00
				Female	42	54.55	40	51.95	2	2.60	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF THE PRESIDENT	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OTHER ACADEMIC PROGRAMS	24	4	16.67	Male	5	20.83	3	12.50	0	0.00	0	0.00	1	4.17	1	4.17	0	0.00	0	0.00
				Female	19	79.17	17	70.83	2	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OTHER UNIV ADMIN ACCOUNT	13	2	15.38	Male	10	76.92	8	61.54	1	7.69	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00
				Female	3	23.08	3	23.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Work Force Analysis Summary

Department	Total	Total Min #	Total Min %		Total #	Total %	White #	White %	Black #	Black %	Hisp #	Hisp %	Asian #	Asian %	AmInd #	AmInd %	NHOPI #	NHOPI %	Two+ #	Two+ %
PHYSICAL PLANT	487	226	46.41	Male	338	69.40	210	43.12	107	21.97	10	2.05	5	1.03	6	1.23	0	0.00	0	0.00
				Female	149	30.60	51	10.47	88	18.07	5	1.03	4	0.82	1	0.21	0	0.00	0	0.00
SCHOOL OF BUSINESS	157	25	15.92	Male	74	47.13	61	38.85	8	5.10	1	0.64	3	1.91	1	0.64	0	0.00	0	0.00
				Female	83	52.87	71	45.22	5	3.18	1	0.64	6	3.82	0	0.00	0	0.00	0	0.00
SCHOOL OF CONTINUING STUDIES	7	0	0.00	Male	1	14.29	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	85.71	6	85.71	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SCHOOL OF DENTISTRY	491	108	22.00	Male	186	37.88	151	30.75	12	2.44	6	1.22	17	3.46	0	0.00	0	0.00	0	0.00
				Female	305	62.12	232	47.25	38	7.74	15	3.05	19	3.87	1	0.20	0	0.00	0	0.00
SCHOOL OF EDUCATION	115	27	23.48	Male	26	22.61	22	19.13	1	0.87	2	1.74	1	0.87	0	0.00	0	0.00	0	0.00
				Female	89	77.39	66	57.39	18	15.65	2	1.74	3	2.61	0	0.00	0	0.00	0	0.00
SCHOOL OF ENGINEERING & TECH.	322	84	26.09	Male	208	64.60	147	45.65	10	3.11	3	0.93	48	14.91	0	0.00	0	0.00	0	0.00
				Female	114	35.40	91	28.26	3	0.93	3	0.93	17	5.28	0	0.00	0	0.00	0	0.00
SCHOOL OF INFORMATICS	78	24	30.77	Male	46	58.97	29	37.18	0	0.00	2	2.56	15	19.23	0	0.00	0	0.00	0	0.00
				Female	32	41.03	25	32.05	1	1.28	1	1.28	5	6.41	0	0.00	0	0.00	0	0.00
SCHOOL OF JOURNALISM	25	2	8.00	Male	13	52.00	11	44.00	2	8.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	12	48.00	12	48.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SCHOOL OF LAW	164	25	15.24	Male	68	41.46	62	37.80	2	1.22	0	0.00	4	2.44	0	0.00	0	0.00	0	0.00
				Female	96	58.54	77	46.95	13	7.93	2	1.22	3	1.83	1	0.61	0	0.00	0	0.00
SCHOOL OF LIBERAL ARTS	540	82	15.19	Male	243	45.00	214	39.63	10	1.85	3	0.56	14	2.59	2	0.37	0	0.00	0	0.00
				Female	297	55.00	244	45.19	30	5.56	7	1.30	14	2.59	2	0.37	0	0.00	0	0.00
SCHOOL OF MEDICINE	4171	1012	24.26	Male	1575	37.76	1129	27.07	50	1.20	41	0.98	353	8.46	2	0.05	0	0.00	0	0.00
				Female	2596	62.24	2030	48.67	237	5.68	48	1.15	276	6.62	5	0.12	0	0.00	0	0.00
SCHOOL OF NURSING	238	22	9.24	Male	16	6.72	14	5.88	2	0.84	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	222	93.28	202	84.87	10	4.20	3	1.26	6	2.52	1	0.42	0	0.00	0	0.00

Work Force Analysis Summary

Department	Total	Total Min #	Total Min %		Total #	Total %	White #	White %	Black #	Black %	Hisp #	Hisp %	Asian #	Asian %	AmInd #	AmInd %	NHOPI #	NHOPI %	Two+ #	Two+ %
SCHOOL OF OPTOMETRY	69	12	17.39	Male	37	53.62	30	43.48	1	1.45	0	0.00	6	8.70	0	0.00	0	0.00	0	0.00
				Female	32	46.38	27	39.13	0	0.00	1	1.45	4	5.80	0	0.00	0	0.00	0	0.00
SCHOOL OF PHYSICAL EDUCATION	79	13	16.46	Male	36	45.57	29	36.71	1	1.27	2	2.53	4	5.06	0	0.00	0	0.00	0	0.00
				Female	43	54.43	37	46.84	4	5.06	0	0.00	2	2.53	0	0.00	0	0.00	0	0.00
SCHOOL OF PUBLIC & ENV AFFAIRS	222	38	17.12	Male	145	65.32	121	54.50	11	4.95	5	2.25	8	3.60	0	0.00	0	0.00	0	0.00
				Female	77	34.68	63	28.38	5	2.25	4	1.80	5	2.25	0	0.00	0	0.00	0	0.00
SCHOOL OF SCIENCE	323	66	20.43	Male	190	58.82	144	44.58	3	0.93	3	0.93	40	12.38	0	0.00	0	0.00	0	0.00
				Female	133	41.18	113	34.98	4	1.24	1	0.31	15	4.64	0	0.00	0	0.00	0	0.00
SOCIAL WORK	143	29	20.28	Male	42	29.37	36	25.17	3	2.10	2	1.40	1	0.70	0	0.00	0	0.00	0	0.00
				Female	101	70.63	78	54.55	17	11.89	3	2.10	3	2.10	0	0.00	0	0.00	0	0.00
STUDENT ENROLLMENT SERVICES	11	3	27.27	Male	5	45.45	5	45.45	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	54.55	3	27.27	3	27.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
STUDENT LIFE & DIVERSITY	54	17	31.48	Male	20	37.04	14	25.93	4	7.41	0	0.00	2	3.70	0	0.00	0	0.00	0	0.00
				Female	34	62.96	23	42.59	6	11.11	2	3.70	3	5.56	0	0.00	0	0.00	0	0.00
UA VICE PRESIDENTS	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
UNIVERSITY ARCHITECTS	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
UNIVERSITY COLLEGE	96	27	28.13	Male	23	23.96	18	18.75	5	5.21	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	73	76.04	51	53.13	19	19.79	1	1.04	2	2.08	0	0.00	0	0.00	0	0.00
VP RESEARCH	69	13	18.84	Male	13	18.84	11	15.94	2	2.90	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	56	81.16	45	65.22	7	10.14	1	1.45	3	4.35	0	0.00	0	0.00	0	0.00
VP-INFO TECHNOLOGY	230	42	18.26	Male	158	68.70	134	58.26	10	4.35	1	0.43	12	5.22	1	0.43	0	0.00	0	0.00
				Female	72	31.30	54	23.48	17	7.39	0	0.00	1	0.43	0	0.00	0	0.00	0	0.00

Appendix G

Job Group Analysis Summary

Job Group	Total	Female #	Female %	Minority #	Minority %
A03 Business Faculty	96	41	42.71	12	12.50
A07 Dentistry Faculty	219	86	39.27	42	19.18
A09 Education Faculty	87	66	75.86	17	19.54
A11 Engineering Faculty	270	78	28.89	79	29.26
A13 Herron Faculty	77	40	51.95	10	12.99
A15 Journalism Faculty	21	10	47.62	2	9.52
A17 Law Faculty	90	42	46.67	9	10.00
A19 Liberal Arts Faculty	393	188	47.84	58	14.76
A21 Medicine Faculty	1753	604	34.46	571	32.57
A23 Nursing Faculty	168	162	96.43	10	5.95
A25 Optometry Faculty	60	26	43.33	11	18.33
A27 Phys Ed Faculty	70	37	52.86	13	18.57
A29 SPEA Faculty	179	51	28.49	34	18.99
A31 Science Faculty	254	84	33.07	58	22.83

Job Group Analysis Summary

Job Group	Total	Female #	%	Minority #	%
A33 Social Work Faculty	102	67	65.69	18	17.65
A35 Library Faculty	59	40	67.80	6	10.17
A37 Health & Rehab Sci Faculty	40	30	75.00	3	7.50
A39 Other Faculty	242	121	50.00	39	16.12
C01 Secretaries and Receptionists	641	621	96.88	138	21.53
C02 Bookkeep, Acctg, Billing Clerk	264	254	96.21	60	22.73
C03 Data Entry Clerks and Typists	23	21	91.30	6	26.09
C04 Records, Info, Filing Clerks	235	215	91.49	72	30.64
C05 Tellers, Cashiers, Sales Asst	12	6	50.00	5	41.67
C06 Clerical Supervisors	181	166	91.71	25	13.81
C07 Library Clerks	49	32	65.31	9	18.37
E01 Executive Management	114	44	38.60	17	14.91
E03 Education Administrators	11	6	54.55	2	18.18
E04 Business/Finance Administratrs	132	59	44.70	12	9.09

Job Group Analysis Summary

Job Group	Total	Female #	Female %	Minority #	Minority %
E05 Plant/Facilities Administratrs	2	1	50.00	0	0.00
M02 Cleaning/Building Services	233	114	48.93	178	76.39
M04 Drivers and Deliverers	13	2	15.38	11	84.62
M05 Grounds Workers	21	0	0.00	5	23.81
M08 Supervisors - Food Services	1	1	100.00	1	100.00
M10 Service Maintenance - NEC	12	1	8.33	5	41.67
M19 Superv - Cleaning/Bldg Serv	3	1	33.33	0	0.00
P01 Math/Computing Professionals	342	80	23.39	68	19.88
P02 Engineers	52	15	28.85	3	5.77
P03 Life and Physical Scientists	132	87	65.91	36	27.27
P04 Clinicians/Medical Professnls	441	408	92.52	40	9.07
P05 Counselors/Student Affairs	255	192	75.29	63	24.71
P06 Education Prog/Project Coords	36	26	72.22	4	11.11
P07 Arts/Media/Communications	167	116	69.46	21	12.57

Job Group Analysis Summary

Job Group	Total	Female #	Female %	Minority #	Minority %
P08 Business/Accounting/Admin Serv	482	359	74.48	72	14.94
P10 Administrative Assistants	125	115	92.00	13	10.40
P12 Athletics	22	9	40.91	5	22.73
P13 Service Maintenance - NEC	25	0	0.00	2	8.00
P15 Librarians/Curators/Archivists	1	0	0.00	0	0.00
P17 Nurses	58	57	98.28	5	8.62
S01 Construction Crafts	37	0	0.00	1	2.70
S02 Mechanics And Repairers	53	0	0.00	6	11.32
S06 Skilled Crafts - NEC	11	0	0.00	3	27.27
S07 Police and Detectives	34	6	17.65	10	29.41
S18 Superv - Constr/Skill Trades	1	0	0.00	0	0.00
T01 Math/Computing Specialists	99	24	24.24	17	17.17
T02 Engineering/Electronics Techs	16	1	6.25	2	12.50
T03 Science Technicians	192	131	68.23	71	36.98

Job Group Analysis Summary

Job Group	Total	Female #	Female %	Minority #	Minority %
T05 Health Technicians	234	216	92.31	58	24.79
T06 Clinical Lab Technicians	95	68	71.58	34	35.79
T07 Technical - NEC	18	4	22.22	3	16.67
T09 Animal Technicians	56	41	73.21	10	17.86
T10 Graphics/Audiovisual Techs	16	4	25.00	2	12.50
Facility Total % of Facility Total	9127	5276	57.81	2087	22.87

Appendix H

Final Availability Estimates
IUPUI - 2009 Workforce

Job Group	Description	Female	Minority	Black	Hispanic	Asian	Native American
A03	Business Faculty	32.4	19.6	5.8	2.8	10.7	0.3
A07	Dentistry Faculty	27.6	19.1	4.2	4.6	9.4	0.4
A09	Education Faculty	62.3	19.2	10.2	4.6	3.5	0.9
A11	Engineering Faculty	15.8	24.3	2.8	2.9	18.4	0.2
A13	Herron Faculty	58.6	11.0	3.2	2.9	4.4	0.4
A15	Journalism Faculty	38.9	15.3	6.3	3.4	4.4	0.6
A17	Law Faculty	43.0	17.2	7.8	2.8	5.3	1.3
A19	Liberal Arts Faculty	49.3	17.4	5.6	5.4	5.4	1.0
A21	Medicine Faculty	34.1	21.7	4.0	4.3	12.5	0.3
A23	Nursing Faculty	95.1	11.4	6.1	2.1	3.0	0.3
A25	Optometry Faculty	39.3	17.3	2.7	4.1	9.3	0.7
A27	Phys Ed Faculty	42.8	11.4	3.7	3.2	3.8	0.6
A29	SPEA Faculty	43.9	20.1	10.7	4.2	4.6	0.7
A31	Science Faculty	28.5	18.0	3.2	3.2	11.5	0.2
A33	Social Work Faculty	68.9	23.7	13.8	5.0	3.8	1.1
A35	Library Faculty	70.2	19.4	8.1	2.9	7.0	1.4
A37	Health & Rehab Sci Faculty	67.8	12.9	5.1	3.3	4.2	0.2
A39	Other Faculty	42.4	18.5	5.5	4.3	7.4	0.9
C01	Secretaries & Receptionists	95.5	14.3	11.4	1.2	0.9	0.5
C02	Bookkeeping, Accounting, Billing	89.6	14.5	12.3	0.7	0.8	0.5
C03	Data Entry Clerks, Typists	85.5	21.1	18.3	1.0	0.6	0.7
C04	Records, Information, Filing	89.2	20.0	16.8	1.6	0.9	0.5
C05	Tellers, Cashiers, Sales Asst	75.1	25.6	19.4	2.5	2.2	0.9
C06	Clerical Supervisors	68.8	15.5	12.4	1.6	1.0	0.5
C07	Library Clerks	85.8	8.1	5.2	1.9	1.1	0.0
E01	Executive/Managerial	50.3	18.7	10.3	4.4	2.9	1.0
E03	Education Administrators	62.4	22.1	12.4	5.6	2.5	0.9
E04	Business & Finance Admin	44.8	17.7	7.3	4.5	4.5	0.7
E05	Plant & Facilities Admin	51.3	19.2	7.3	7.6	2.3	1.0
M02	Cleaning & Building Services	31.9	29.3	23.4	3.7	0.7	1.0
M04	Drivers & Deliverers	49.9	32.0	28.7	2.3	0.4	0.5
M05	Grounds Workers	7.3	25.9	8.3	16.6	0.2	0.7
M08	Food Service Supervisor	61.5	25.4	18.3	2.8	1.3	1.5
M10	Service/Maintenance - n.e.c.	11.6	15.2	11.5	1.4	0.7	1.1
M19	Supervisors - Service/Maint	33.4	21.9	19.0	1.9	0.5	0.5
P01	Math & Computing Professionals	36.8	13.2	6.3	1.5	4.9	0.4
P02	Engineers	17.5	9.5	4.3	1.1	3.4	0.4
P03	Life & Physical Scientists	54.4	18.7	1.2	2.1	15.3	0.0
P04	Clinicians & Medical Professionals	82.9	15.7	3.9	1.0	10.2	0.3
P05	Counselors & Student Affairs	60.6	13.8	10.2	1.3	1.3	0.6
P06	Education Prog/Project Coord	64.0	10.6	5.1	0.9	3.1	0.1
P07	Arts, Media & Communications	61.1	10.3	5.8	2.1	1.5	0.5
P08	Business & Acctg Professionals	59.2	10.6	6.8	2.4	0.8	0.5
P10	Administrative Assistants	71.5	10.1	7.1	1.4	0.8	0.6
P12	Athletic Professionals	49.1	13.0	6.3	1.8	4.3	0.2
P13	Plant & Facilities Supervisors	9.8	9.0	4.4	1.9	1.4	0.8
P15	Librarians, Curators & Archivists	83.4	5.1	3.0	0.3	1.3	0.2
P17	Nurses	95.0	9.8	6.7	1.4	0.9	0.5

Final availabilities are based on the two-factor analysis.

Final Availability Estimates
IUPUI - 2009 Workforce

S01	Construction Crafts	2.4	11.0	4.5	5.9	0.1	0.4
S02	Mechanics & Repairers	3.4	10.9	6.6	3.1	0.4	0.7
S06	Skilled Crafts	2.6	10.3	3.7	5.8	0.2	0.5
S07	Police & Detectives	20.9	20.5	18.0	2.1	0.0	0.3
S18	Skilled Crafts Supervisor	39.0	20.1	15.7	3.2	0.3	0.6
T01	Math & Computing Professionals	48.8	20.1	15.5	1.0	2.7	0.4
T02	Engineering & Electronic Tech	16.8	15.8	10.9	2.6	1.7	0.6
T03	Science Technicians	59.2	15.6	9.2	0.2	6.1	0.0
T05	Health Technicians	68.5	16.8	13.4	0.6	1.7	0.2
T06	Clinical Lab Technicians	71.3	24.8	17.7	1.5	4.7	0.6
T07	Technical - n.e.c.	38.7	14.7	9.5	1.4	3.1	0.7
T09	Animal Technicians	40.4	12.8	10.2	0.2	0.8	0.0
T10	Graphics & Audio Visual Tech	27.6	11.6	9.4	0.8	0.9	0.4

Final availabilities are based on the two-factor analysis.

Appendix I

Incumbency v. Estimated Availability

Job Group		Less than Reasonably Expected?							
		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
A03	Business Faculty					Yes			
A07	Dentistry Faculty								
A09	Education Faculty								
A11	Engineering Faculty								
A13	Herron Faculty								
A15	Journalism Faculty								
A17	Law Faculty								
A19	Liberal Arts Faculty				Yes				
A21	Medicine Faculty			Yes	Yes				Yes
A23	Nursing Faculty		Yes	Yes					
A25	Optometry Faculty								
A27	Phys Ed Faculty	Yes							
A29	SPEA Faculty								
A31	Science Faculty								
A33	Social Work Faculty								
A35	Library Faculty								
A37	Health & Rehab Sci Faculty								

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes *indicates Number of Standard Deviations <= -2.00*

Incumbency v. Estimated Availability

Job Group		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
				Less than Reasonably Expected?					
A39	Other Faculty								
C01	Secretaries and Receptionists								
C02	Bookkeep, Acctg, Billing Clerk								
C03	Data Entry Clerks and Typists								
C04	Records, Info, Filing Clerks								
C05	Tellers, Cashiers, Sales Asst	Yes							
C06	Clerical Supervisors								
C07	Library Clerks	Yes							
E01	Executive Management	Yes							
E03	Education Administrators								
E04	Business/Finance Administratrs		Yes		Yes				
E05	Plant/Facilities Administratrs								
M02	Cleaning/Building Services								
M04	Drivers and Deliverers	Yes							
M05	Grounds Workers								
M08	Supervisors - Food Services								
M10	Service Maintenance - NEC								

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes *indicates Number of Standard Deviations < = -2.00*

Incumbency v. Estimated Availability

Job Group	Less than Reasonably Expected?							
	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
M19 Superv - Cleaning/Bldg Serv	Yes							
P01 Math/Computing Professionals								
P02 Engineers								
P03 Life and Physical Scientists								
P04 Clinicians/Medical Professnls		Yes			Yes			
P05 Counselors/Student Affairs								
P06 Education Prog/Project Coords								
P07 Arts/Media/Communications								
P08 Business/Accounting/Admin Serv								
P10 Administrative Assistants								
P12 Athletics	Yes							
P13 Service Maintenance - NEC								
P15 Librarians/Curators/Archivists								
P17 Nurses								
S01 Construction Crafts								
S02 Mechanics And Repairers								
S06 Skilled Crafts - NEC								

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes *indicates Number of Standard Deviations <= -2.00*

Incumbency v. Estimated Availability

Job Group		Less than Reasonably Expected?								
		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
S07	Police and Detectives								
S18	Superv - Constr/Skill Trades								
T01	Math/Computing Specialists	Yes							
T02	Engineering/Electronics Techs								
T03	Science Technicians								
T05	Health Technicians								
T06	Clinical Lab Technicians								
T07	Technical - NEC								
T09	Animal Technicians								
T10	Graphics/Audiovisual Techs								

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes *indicates Number of Standard Deviations <= -2.00*

Annual Placement Goals

Job Group		Placement Goals (%)							
		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
A03	Business Faculty	-	-	-	-	10.72	-	-	-
A07	Dentistry Faculty	-	-	-	-	-	-	-	-
A09	Education Faculty	-	-	-	-	-	-	-	-
A11	Engineering Faculty	-	-	-	-	-	-	-	-
A13	Herron Faculty	-	-	-	-	-	-	-	-
A15	Journalism Faculty	-	-	-	-	-	-	-	-
A17	Law Faculty	-	-	-	-	-	-	-	-
A19	Liberal Arts Faculty	-	-	-	5.42	-	-	-	-
A21	Medicine Faculty	-	-	3.99	4.33	-	-	-	0.49
A23	Nursing Faculty	-	11.44	6.12	-	-	-	-	-
A25	Optometry Faculty	-	-	-	-	-	-	-	-
A27	Phys Ed Faculty	-	-	-	-	-	-	-	-
A29	SPEA Faculty	43.93	-	-	-	-	-	-	-
A31	Science Faculty	-	-	-	-	-	-	-	-
A33	Social Work Faculty	-	-	-	-	-	-	-	-
A35	Library Faculty	-	-	-	-	-	-	-	-
A37	Health & Rehab Sci Faculty	-	-	-	-	-	-	-	-
A39	Other Faculty	-	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

Annual Placement Goals

Job Group		Female	Placement Goals (%)						
			Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
C01	Secretaries and Receptionists	-	-	-	-	-	-	-	-
C02	Bookkeep, Acctg, Billing Clerk	-	-	-	-	-	-	-	-
C03	Data Entry Clerks and Typists	-	-	-	-	-	-	-	-
C04	Records, Info, Filing Clerks	-	-	-	-	-	-	-	-
C05	Tellers, Cashiers, Sales Asst	75.09	-	-	-	-	-	-	-
C06	Clerical Supervisors	-	-	-	-	-	-	-	-
C07	Library Clerks	85.75	-	-	-	-	-	-	-
E01	Executive Management	50.31	-	-	-	-	-	-	-
E03	Education Administrators	-	-	-	-	-	-	-	-
E04	Business/Finance Administratrs	-	17.67	-	4.47	-	-	-	-
E05	Plant/Facilities Administrators	-	-	-	-	-	-	-	-
M02	Cleaning/Building Services	-	-	-	-	-	-	-	-
M04	Drivers and Deliverers	49.94	-	-	-	-	-	-	-
M05	Grounds Workers	-	-	-	-	-	-	-	-
M08	Supervisors - Food Services	-	-	-	-	-	-	-	-
M10	Service Maintenance - NEC	-	-	-	-	-	-	-	-
M19	Superv - Cleaning/Bldg Serv	-	-	-	-	-	-	-	-
P01	Math/Computing Professionals	36.75	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

Annual Placement Goals

Placement Goals (%)

Job Group		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
P02	Engineers	-	-	-	-	-	-	-	-
P03	Life and Physical Scientists	-	-	-	-	-	-	-	-
P04	Clinicians/Medical Professnls	-	15.69	-	-	10.18	-	-	-
P05	Counselors/Student Affairs	-	-	-	-	-	-	-	-
P06	Education Prog/Project Coords	-	-	-	-	-	-	-	-
P07	Arts/Media/Communications	-	-	-	-	-	-	-	-
P08	Business/Accounting/Admin Serv	-	-	-	-	-	-	-	-
P10	Administrative Assistants	-	-	-	-	-	-	-	-
P12	Athletics	-	-	-	-	-	-	-	-
P13	Service Maintenance - NEC	-	-	-	-	-	-	-	-
P15	Librarians/Curators/Archivists	83.39	-	-	-	-	-	-	-
P17	Nurses	-	-	-	-	-	-	-	-
S01	Construction Crafts	-	-	-	-	-	-	-	-
S02	Mechanics And Repairers	-	-	-	-	-	-	-	-
S06	Skilled Crafts - NEC	-	-	-	-	-	-	-	-
S07	Police and Detectives	-	-	-	-	-	-	-	-
S18	Superv - Constr/Skill Trades	-	-	-	-	-	-	-	-
T01	Math/Computing Specialists	48.77	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

Annual Placement Goals

Job Group		Placement Goals (%)							
		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
T02	Engineering/Electronics Techs	-	-	-	-	-	-	-	-
T03	Science Technicians	-	-	-	-	-	-	-	-
T05	Health Technicians	-	-	-	-	-	-	-	-
T06	Clinical Lab Technicians	-	-	-	-	-	-	-	-
T07	Technical - NEC	-	-	-	-	-	-	-	-
T09	Animal Technicians	-	-	-	-	-	-	-	-
T10	Graphics/Audiovisual Techs	-	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

IUPUI WORKFORCE DATA AND UNIT GOALS
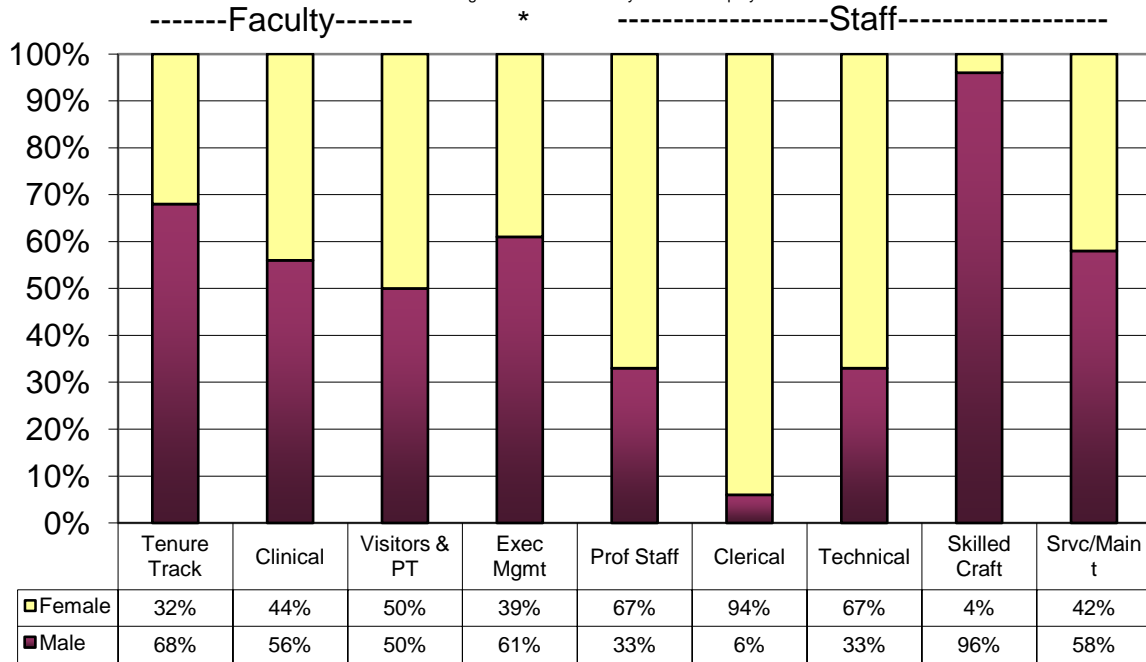## As of October 2009

CAMPUSWIDE SUMMARY

Category		Total	Women	Minority	Black	Hispanic	Asian	Native American	White
Tenure/Ten-Trk Faculty & Librarians	Workforce	1,361	434	308	49	39	216	4	1,053
	Utilization %	100.0	31.9	22.6	3.6	2.9	15.9	0.3	77.4
	Availability %		40.4	19.8	5.0	4.0	9.9	0.5	
	Campus Goal		**116**	**0**	**19**	**15**	**0**	**3**	
Clinical & Full-Time Non-Tenure Track Faculty	Workforce	1,092	475	236	40	31	164	1	856
	Utilization %	100.0	43.5	21.6	3.7	2.8	15.0	0.1	78.4
	Availability %		38.5	20.1	4.6	4.1	10.7	0.4	
	Campus Goal		**0**	**0**	**10**	**14**	**0**	**3**	
Other Academic: Visitors & Part-Time	Workforce	1,731	866	449	72	42	332	3	1,282
	Utilization %	100.0	50.0	25.9	4.2	2.4	19.2	0.2	74.1
	Availability %		41.0	19.4	5.3	4.0	9.3	0.5	
	Campus Goal		**0**	**0**	**19**	**28**	**0**	**5**	
Executive Management	Workforce	115	45	18	7	1	10	0	97
	Utilization %	100.0	39.1	15.7	6.1	0.9	8.7	0.0	84.3
	Availability %		50.3	18.7	10.3	4.4	2.9	1.0	
	Campus Goal		**13**	**3**	**5**	**4**	**0**	**1**	
Professional Staff	Workforce	2,278	1,527	344	179	31	130	4	1,934
	Utilization %	100.0	67.0	15.1	7.9	1.4	5.7	0.2	84.9
	Availability %		59.7	13.2	6.1	1.8	4.6	0.4	
	Campus Goal		**0**	**0**	**0**	**9**	**0**	**5**	
Clerical: (CLxx)	Workforce	1,405	1,315	315	267	21	22	5	1,090
	Utilization %	100.0	93.6	22.4	19.0	1.5	1.6	0.4	77.6
	Availability %		89.2	15.5	12.6	1.3	0.9	0.5	
	Campus Goal		**0**	**0**	**0**	**0**	**0**	**1**	
Technical: (TExx & RSxx)	Workforce	726	489	197	98	20	77	2	529
	Utilization %	100.0	67.4	27.1	13.5	2.8	10.6	0.3	72.9
	Availability %		58.8	17.5	12.7	0.7	3.3	0.2	
	Campus Goal		**0**	**0**	**0**	**0**	**0**	**0**	
*Skilled Craft: (SM11-SM20)	Workforce	136	6	20	17	1	0	2	116
	Utilization %	100.0	4.4	14.7	12.5	0.7	0.0	1.5	85.3
	Availability %		7.7	13.3	8.7	3.8	0.2	0.5	
	Campus Goal		**4**	**0**	**0**	**4**	*****	**0**	
Service Maintenance: (SM07-SM19 & GSxx)	Workforce	283	119	200	178	13	6	3	83
	Utilization %	100.0	42.0	70.7	62.9	4.6	2.1	1.1	29.3
	Availability %		29.9	28.4	21.9	4.4	0.6	0.9	
	Campus Goal		**0**	**0**	**0**	**0**	**0**	**0**	

		Total	Women	Minority	Black	Hispanic	Asian	Native American	White
Unit Totals:	Workforce	9,127	5,276	2,087	907	199	957	24	7,040
	Utilization %	100.0	57.8	22.9	9.9	2.2	10.5	0.3	77.1

Notes:

* Staff with a rank of 'SM' are in either 'Skilled Craft' or 'Service Maintenance' depending upon the job group they have been assigned to.

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Male vs. Female Percentage (October 2009)

* Executive Management includes faculty and staff employees

-------Faculty-------   *   -------------------Staff-------------------

	Tenure Track	Clinical	Visitors & PT	Exec Mgmt	Prof Staff	Clerical	Technical	Skilled Craft	Srvc/Main t
Female	32%	44%	50%	39%	67%	94%	67%	4%	42%
Male	68%	56%	50%	61%	33%	6%	33%	96%	58%

Minority vs. Non-Minority Percentage (October 2009)

* Executive Management includes faculty and staff employees

-------Faculty-------   *   -----------------Staff-----------------

	Tenure Track	Clinical	Visitors & PT	Exec Mgmt	Prof Staff	Clerical	Technical	Skilled Craft	Srvc/Mai nt
Non-Minority	77%	78%	74%	84%	85%	78%	73%	85%	29%
Minority	23%	22%	26%	16%	15%	22%	27%	15%	71%

58
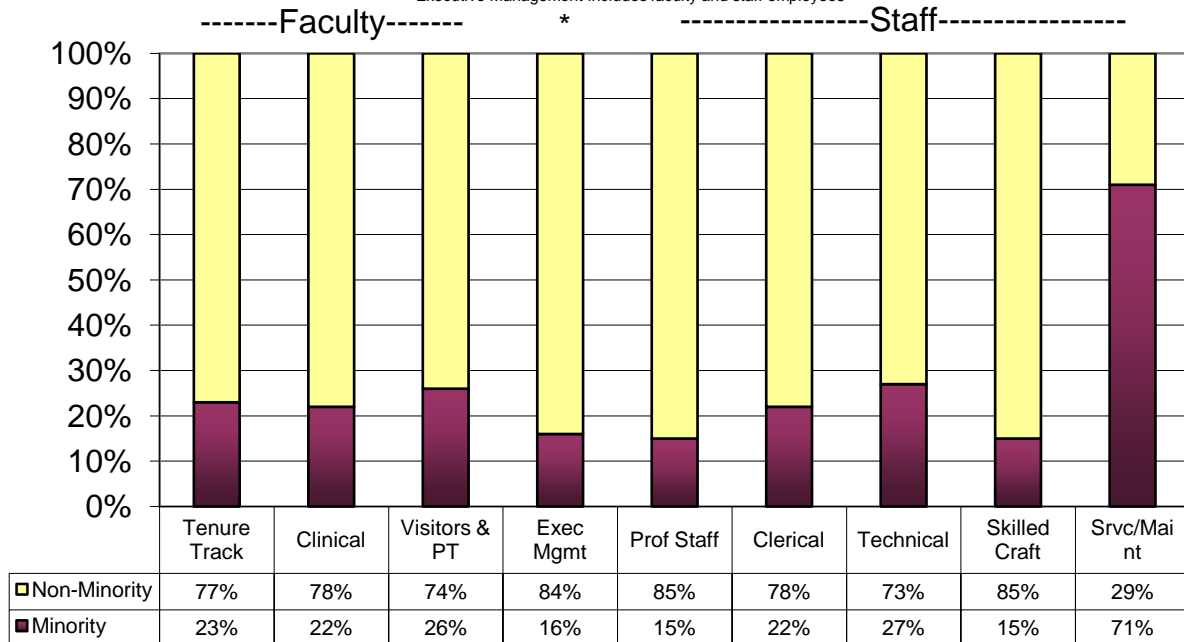
Male vs. Female Comparison (October 2009)

	Academic Employees	Non-Academic Employees
Female	1,818	3,454
Male	2,476	1,370

Academic Employees: Male 57.8%, Female 42.2%
Non-Academic Employees: Male 27.9%, Female 72.1%
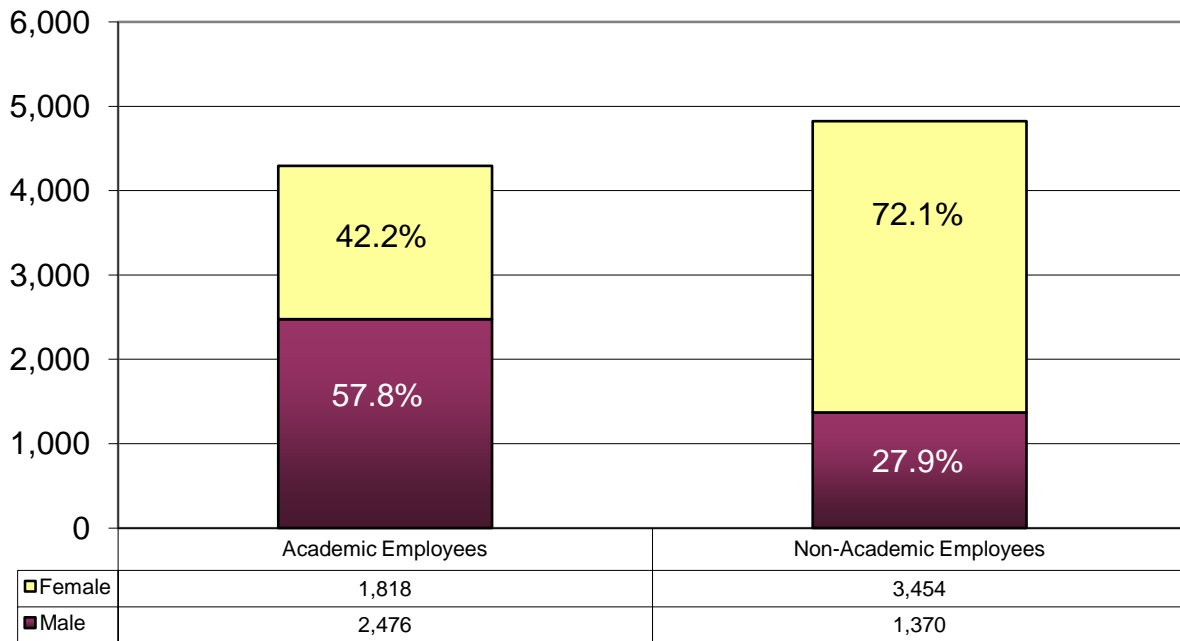
Minority vs. Non-Minority Comparison (October 2009)

	Academic Employees	Non-Academic Employees
Non-Minority	3,284	3,748
Minority	1,010	1,076

Academic Employees: Minority 22.8%, Non-Minority 77.2%
Non-Academic Employees: Minority 22.5%, Non-Minority 77.5%
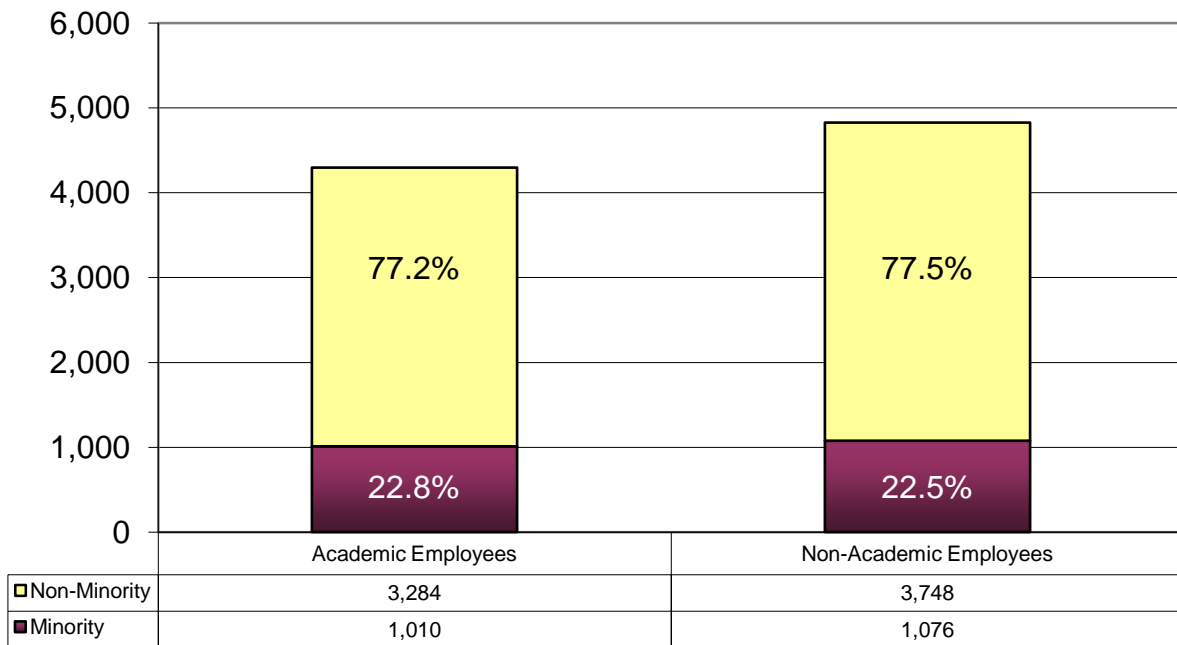
Appendix J

IUPUI Goals Achievement for Faculty During Previous Affirmative Action Plan Year (2008)
Executive Management Not Included

School	Total Workforce (10/08)			*Total Opportunities	2008 Percentage Availability Goal		Expected Placements Based on Opportunities		*Actual Placements		Goals Achievement	
	Total	Female	Minority	Opportunities	Female	Minority	Female	Minority	Female	Minority	Female	Minority
All Business Faculty-A03	89	32	11	0	26.0%	18.3%	0	0	0	0	N/A	N/A
All Dentistry Faculty-A07	209	82	41	10	23.2%	19.6%	2	2	4	5	Exceeded	Exceeded
All Education Faculty-A09	81	62	14	0	58.7%	17.0%	0	0	0	0	N/A	N/A
All Engineering Faculty-A11	237	77	59	12	10.3%	24.3%	1	3	2	5	Exceeded	Exceeded
All Herron Faculty-A13	71	38	10	6	41.9%	11.4%	3	1	4	0	Exceeded	Short
All Journalism Faculty-A15	17	8	2	0	30.7%	11.7%	0	0	0	0	N/A	N/A
All Law Faculty-A17	90	44	8	2	34.7%	15.7%	1	0	1	0	Met	N/A
All Liberal Arts Faculty-A19	400	199	59	7	45.8%	17.4%	3	1	2	2	Short	Exceeded
All Medicine Faculty-A21	1,626	530	523	112	31.2%	19.7%	35	22	46	31	Exceeded	Exceeded
All Nursing Faculty-A23	141	135	11	9	95.6%	10.0%	9	1	9	2	Met	Exceeded
All Optometry Faculty-A25	65	28	13	0	41.6%	17.7%	0	0	0	0	N/A	N/A
All Phys Ed Faculty-A27	73	41	13	2	40.8%	10.4%	1	0	0	0	Short	N/A
All SPEA Faculty-A29	134	34	23	9	42.9%	16.6%	4	1	3	3	Short	Exceeded
All Science Faculty-A31	237	76	53	14	23.4%	19.0%	3	3	2	5	Short	Exceeded
All Social Work Faculty-A33	104	67	21	4	64.9%	23.9%	3	1	3	1	Met	Met
All Library Faculty-A35	45	30	5	2	64.3%	17.8%	1	0	2	0	Exceeded	N/A
All Hlth/Rehab Sci-Faculty-A37	32	24	2	2	69.8%	11.3%	1	0	2	1	Exceeded	Exceeded
All Other Faculty-A39	282	162	41	20	38.0%	17.0%	8	3	11	5	Exceeded	Exceeded
Campus Total:	3,933	1,669	909	211			74	39	91	60	Exceeded	Exceeded

* Includes Salary Plan AC1 - full-time faculty with the exception of Post Docs 'RSP', Researchers 'RS*', and visiting faculty.

Other Faculty includes: Informatics, Columbus, Bloomington Nursing Faculty, University College, Other Academic Programs, Academic Support.

IUPUI Goals Achievement During Previous Affirmative Action Plan Year (2008)

School	Total Workforce (10/08) Total	Female	Minority	Total Opportunities	2008 Percentage Availability Goal Female	Minority	Expected Placements Based on Opportunities Female	Minority	Actual Placements Female	Minority	Goals Achievement Female	Minority
Campuswide Exec. Mgmt.	282	116	32	7	47.8%	18.2%	3	1	0	2	Short	Exceeded
Campuswide Professional	2,125	1,475	336	281	61.5%	13.1%	173	37	187	54	Exceeded	Exceeded
Campuswide Clerical	1,421	1,331	320	194	88.9%	15.4%	172	30	185	39	Exceeded	Exceeded
Campuswide Technical	717	482	194	176	58.4%	17.6%	103	31	122	44	Exceeded	Exceeded
Campuswide Skilled Craft	128	7	19	13	8.3%	11.1%	1	1	0	3	Short	Exceeded
Campuswide Srvc. Maint.	291	122	203	73	30.0%	27.6%	22	20	25	43	Exceeded	Exceeded
Campus Total:	4,964	3,533	1,104	744			474	120	519	185	Exceeded	Exceeded