

**IUPUI AFFIRMATIVE ACTION PLAN
OCTOBER 1, 2008 - SEPTEMBER 30, 2009**

IUPUI OFFICE OF EQUAL OPPORTUNITY



INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS

AFFIRMATIVE ACTION PROGRAM

October 1, 2008 - September 30, 2009

Prepared by:

IUPUI 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

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Indiana University
Bloomington, Indiana 47405

EEO/AA Contact:

Kim D. Kirkland
Director, Office of Equal Opportunity
620 Union Drive, Rm 117
Indianapolis, IN 46202
Phone: (317) 274-2306
Fax: (317) 274-3963

IUPUI AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES

October 1, 2008 – September 30, 2009

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SECTION I INTRODUCTION

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 almost 30,000 students, and the campus employs over 4,000 full and part-time faculty and over 4,700 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.

SECTION II **IMPLEMENTATION AND RESPONSIBILITY**

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 Kim D. Kirkland.

Ms. 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.

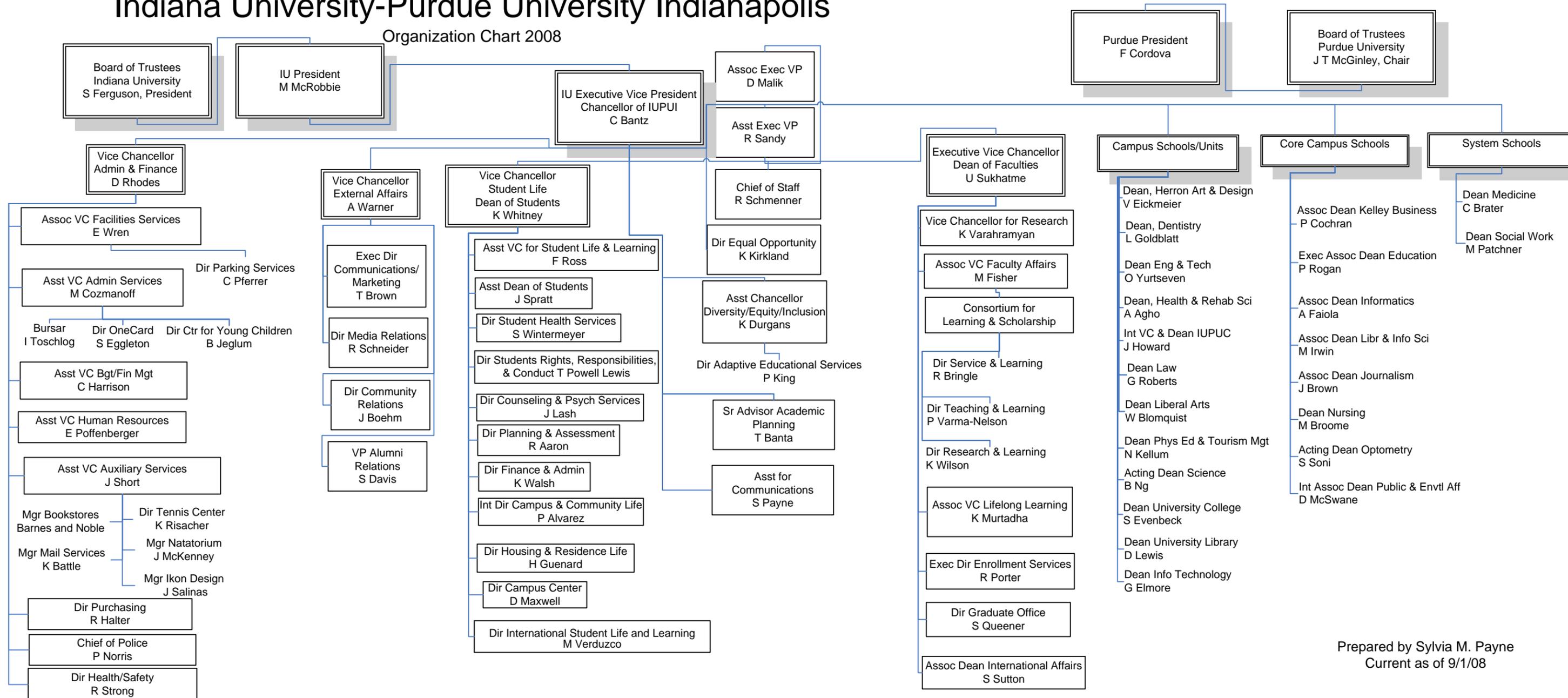
C. Equal Opportunity Advisory Council

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 2008



SECTION III IDENTIFICATION OF PROBLEM AREAS

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, 2007 through September 30, 2008. The snapshot of the workforce as discussed in the following paragraph took place on October 1, 2008.

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, 2008. 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 58.5% of the total IUPUI workforce. Percentagewise, women are highly represented in the following units: School of Nursing (92.1%), Social Work (69.3%), Education (78.2%), University College (78.5%), Health & Rehabilitation Science (Allied Health) (80.9%), Academic Support (76.8%), Enrollment Services (75.5%), Human Resources (88.9%), and Research Administration (80.0%). Women are not as highly represented in the following units: School of Engineering (39.2%), School of Public and Environmental Affairs (36.0%), School of Science (40.5%), Office of the Vice President for Information Technology (31.9%), Physical Plant (31.5%), and Other University Administrative Accounts (35.0%).

African American employees represent 10.2 percent of IUPUI's total workforce. This is virtually unchanged from five years ago when in 2003 African Americans represented 10.0 percent of the total workforce. Several departments have considerably higher percentages of African American employees. They are: Physical Plant (40.3%), Student Life & Diversity (23.4%), University College (26.2%), and Enrollment Services (25.5%).

Over a five year period, the percentage of women in tenure-track faculty positions has increased from 28.7 percent in 2003 to 33.0 percent in 2008 (an increase of 4.3 percent), and the number of tenured/tenure-track minority faculty has increased from 17.2 percent to 21.0 percent (3.8 percent increase) over the same period. In that same five year period, the percentage of minorities increased one percent for campus non-instructional employees (21.5 percent to 22.5 percent).

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 2007 reporting period (October 1, 2007 – September 30, 2008) 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 two instances of adverse impact with Asians. No indication of adverse impact occurred for females or other minority groups.

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 six job groups – with African Americans in four job groups, Asians in one job group, and Hispanics in one job group as well.

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 must 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, 2007 through September 30, 2008.

Data shows that 28 staff (non-faculty) positions were filled as a result of employees transferring within the workforce. No recruitment was done for these 28 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 71 positions filled where no recruitment. Why is this number so different from what Pam reports in occurred. Of these 71 appointments there was no adverse impact for women or minorities.

For the twelve months being analyzed, there were only eight promotions in which there was no recruitment. These were all non-faculty as faculty aren't 'promoted'. Faculty are either 'hired' or 'transferred'. There was no adverse impact associated with these eight promotions.

Analysis of the 1,526 terminations reveals that (for faculty and staff) there was adverse impact with females in five job groups and with minorities (all minorities combined) in seven 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 7 job groups and for minorities (all minorities combined) in only 2 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 relatively high female representation: Nursing Faculty (95.7%), Education Faculty (77.9%), Nurses (98.3%), Health Technician (93.9%), General Clerical (92.3%), Administrative Assistant (91.2%), Animal Technician (71.4%), Clinicians and Medical Professionals (92.4%), Student Counselor (77.3%), Secretary (96.5%), and Business/Accounting Professional (74.8%). 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, and Math/Computer Specialist.

When job groups are consolidated into broad EEO categories, minorities have high

representation in Service Maintenance (69.8%), Technical (27.1%), and Clerical (22.5%). In the School of Medicine 27.5% of all faculty (full and part-time combined) are Asian which contributes to an overall minority representation of 31.9 percent for academic employees in the school. In the School of Engineering, Asian faculty represents 18.2 percent of all faculty (full and part-time combined). All minorities together represent 24.8 percent of engineering academic employees. Likewise, while minorities constitute 22.3 percent of the School of Science faculty, Asians alone represent 18.2 percent.

Minority employees are represented highly in number as well as percentage in the following job groups: General Clerical, Building Services, and Drivers & Deliverers. Minorities are underrepresented according to availability estimates in the following two job groups: Business/Finance Administrators, Clinicians.

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: Informatics (3), Liberal Arts (4), Medicine (47), Optometry (3), Science (3), Social Work (3), and Public & Environmental Affairs (8). For minority faculty, the schools with three or more goals are Business (3), Library (3).

Considering only staff employees (i.e. non-academic), the EEO categories and the corresponding number to reach parity for females were: Skilled Crafts (5). For minorities, the underutilized EEO categories and number to reach parity were: Executive Managerial (13). 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.

SECTION IV

ACTION-ORIENTED PROGRAMS

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.

SECTION V

INTERNAL AUDIT AND REPORTING SYSTEMS

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.

SECTION VI **WORKFORCE ANALYSIS**

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 2008. 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.

SECTION VII JOB GROUP ANALYSIS

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 62 job groups:

**Table 1
IUPUI Job Groups - AAP Year 2008-2009**

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	P09-Human Resource Managers
A31-Science Faculty	P10-Administrative Assistants
A33-Social Work Faculty	P12-Athletic Professionals
A35-Library Faculty	P13-Plant & Facilities Supervisors
A37-Health & Rehab Science	P15-Librarians, Curators & Archivists
A39-Other Faculty, NEC	P17-Nurses
	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.

SECTION VIII AVAILABILITY ANALYSIS

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, 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.

<p>SECTION IX</p> <p>ESTABLISHING PLACEMENT GOALS</p>

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 2008-2009

		<i>Placement Goals</i>	
Group	<i>FACULTY</i>	Female	Minority
A29	Public & Env Affairs Faculty	42.9%	
	<i>CLERICAL</i>		
C05	Cashiers	75.1%	
C07	Library Clerks	85.8%	
	<i>EXECUTIVE</i>		
E01	Executive Mgmt	49.9%	
E04	Business/Finance Admin		17.5%
	<i>MAINTENANCE</i>		
M04	Driver/Deliverer	50.5%	
	<i>PROFESSIONAL</i>		
P01	Computing Professionals	36.8%	
P04	Clinicians		16.2%
	<i>TECHNICAL</i>		
T01	Math/Computing Spec	48.2%	

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, 2007 thru September 30, 2008 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



AFFIRMATIVE ACTION PLAN FOR VETERANS and PEOPLE WITH DISABILITIES

October 1, 2008 – September 30, 2009

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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.

SECTION I
Title 41 CFR Section
60-250.44(a), 60-741.44(a)

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.

SECTION II
Title 41 CFR Section
60-250.44(b), 60-741.44(b)

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.

SECTION III
Title 41 CFR Section
60-250.44(c), 60-741.44(c)

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.

SECTION IV
Title 41 CFR Section
60-250.44(d), 60-741.44(d)

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.

SECTION V
Title 41 CFR Section
60-250.44(e), 60-741.44(e)

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
- - 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.

SECTION VI
Title 41 CFR Section
60-250.44(f), 60-741.44(f)

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.

SECTION VII
Title 41 CFR Section
60-250.44(g), 60-741.44(g)

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.

SECTION VIII
Title 41 CFR Section
60-250.44(h), 60-741.44(h)

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.

SECTION IX
Title 41 CFR Section
60-250.44(i), 60-741.44(i)

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.

SECTION X
Title 41 CFR Section
60-250.44(j), 60-741.44(j)

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.

SECTION XI
Title 41 CFR Section
60-250.42, 60-741.42

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.
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APPENDICES

- A. IUPUI Equal Opportunity Policy Statement
- B. List of Selected Documents Relating to Affirmative Action
- C. Affirmative Action Council
- D. Summary of University Action Steps
- E. Workforce Summaries
 - 1. All Academic Employees by Faculty Rank, October 2008
 - 2. Tenured/Tenure-Track Faculty by School/Unit, October 2008
 - 3. IUPUI Staff Employees by Responsibility Center, October 2008
 - 4. IUPUI Staff Employees by Job Group, October 2008
- F. Workforce Analyses
 - 1. Workforce Analysis - Summary by Responsibility Center, October 2008
 - 2. Workforce Analysis - Detail List (*)
- G. Job Group Analysis
 - 1. Job Group Analysis - Summary, October 2008
 - 2. Job Group Detail (*)
- H. Workforce Trends
 - 1. IUPUI Tenure-Track Faculty - Trends by Sex & Race, 1998-2008
(Indianapolis & Columbus campus only)
 - 2. IUPUI Non-Academic Staff - Trends by Sex & Race, 1998-2008
(Indianapolis & Columbus campus only)
- I. Availability Computations (2-Factor Analysis)
 - 1. Final Availability Estimates
 - 2. Factor Components (*)
 - 3. Factor Availabilities (*)
- J. Workforce Data and Unit Goals, Fall 2008
 - 1. Incumbency vs. Estimated Availability
 - 2. Annual Placement Goals
 - 3. IUPUI Workforce Data and Unit Goals (Campuswide Summary)
 - 4. Charts of 2008 Workforce (Male/Female, Minority/Non-Minority)
- K. Goals Achievement During Previous AA Plan Year
 - 1. Tenure-Track Faculty in All Academic Schools, 2007-2008
 - 2. Appointed Staff Across All Units, 2007-2008

- L. Unit Action Plans (*)
- M. 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 (*)
- N. 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 (*)
- O. Reports to External Agencies
 - 1. Higher Education Staff Information Report (EE06/IPEDS) (*)
 - 2. Veterans Employment Report VETS-100 (*)
- P. IUPUI Sexual Harassment Policy (*)
- Q. 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)
http://www.indiana.edu/~vpfaa/download/acad_handbk_web_08.pdf

[Indiana University Code of Student Rights, Responsibilities, and Conduct](http://www.iupui.edu/code/)
<http://www.iupui.edu/code/>

[Indiana University Alcohol and Drug-Free Workplace Policy](http://www.hra.iupui.edu/Policy_Manual)
http://www.hra.iupui.edu/Policy_Manual

[IUPUI Drug-Free Campus - Policy for Students, IUPUI Bulletin](http://bulletin.iupui.edu/)
<http://bulletin.iupui.edu/>

Handbooks and Manuals

[Indiana University Academic Handbook, IUB Dean of Faculties](http://www.indiana.edu/~deanfac/acadhbk/)
<http://www.indiana.edu/~deanfac/acadhbk/>

[IUPUI Academic Handbook Supplement, IUPUI Dean of Faculties](http://www.iupui.edu/~fcouncil/handbook/)
<http://www.iupui.edu/~fcouncil/handbook/>

IUPUI Human Resources Policies for Appointed Monthly-paid and Bi-Weekly Staff, Human Resources Administration
http://www.hra.iupui.edu/Policy_Manual/alphabet.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/)
<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)
<http://www.iupui.edu/~oeo/policy/adapol.html>

[Adaptive Educational Services](http://life.iupui.edu/aes/)

<http://life.iupui.edu/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

2006 Staff Survey Results, Office of Information Management and Institutional Research

<http://www.imir.iupui.edu/newsite/Surveys/Reports/Details/Staff/2006/pdf/campusReport.pdf>

2005 IUPUI Faculty Survey, Office of Info Management and Institutional Research

<http://www.imir.iupui.edu/newsite/Surveys/Reports/details/faculty/2005/pdf/campusReport.pdf>

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.

<i>Unit / School</i>	<i>Name</i>
Campus Center, Division of Student Life	Robinson, Katie
Campus & Community Life	Lewis, Tralicia
Center on Philanthropy	Staashelm, Jennifer
Community Learning Network	Betts, Renee
External Affairs	Seibert, Melissa
Finance & Administration	Rhodes, Dawn
Herron School of Art	Ewing, Carla
Human Resources Administration	Chand, Neelam
Human Resources Administration	Poffenberger, Ellen
Office of Diversity, Equity, & Inclusion	Durgans, Ken
Office of Diversity, Equity, & Inclusion	Bryant, Zephia
Office of Equal Opportunity	Kirkland, Kim
Office of Equal Opportunity	Watkins, Marguerite
Office of Equal Opportunity	Pickering, Pam
Office of Equal Opportunity	Foreman, Margo
Office of Equal Opportunity	Morgan, Rick
School of Business	Hendricks, Sherri
School of Dentistry	Kasberg, Robert
School of Dentistry	Hatcher, Elizabeth
School of Education	Lands, Claudette
School of Education	Houser, Linda
School of Engineering & Technology	White, Samuel
School of Health & Rehabilitation Sciences	Mathews, Judith
School of Informatics	Tennant, Susan
School of Informatics	Mabry, Nikki
School of Journalism	Perkins, Deb
School of Law	Lopez, Maria
School of Law	McMillan, Tamara
School of Liberal Arts	Peterman, Sharon
School of Liberal Arts	Wokeck, Marianne
School of Library & Information Science	Hollcraft, Melanie
School of Medicine	Cowley, Deborah
School of Medicine	Jackson, Michael
School of Music	Peters, David
School of Nursing	Stokes, Lillian
School of Nursing	Weiss, William
School of Optometry	Broadstreet, Julia J.

School of Physical Education	Kellum, Nicholas
School of Public & Environmental Affairs	Mesch, Debra
School of Public & Environmental Affairs	Griffin, Lorna
School of Public & Environmental Affairs	Williams-Molin, Nicole
School of Public & Environmental Affairs	Kennedy, Shiela
School of Public & Environmental Affairs	Jones, Diana
School of Science	Allard, Debbie
School of Social Work	Flynn, Cathy
University College	Minglin, Mark
University Information Technologies	Niarchos, Panos
University Libraries	Daniels-Howell, Todd

Appendix D

SUMMARY OF UNIVERSITY ACTION STEPS

<u>Action Step</u>	<u>Responsibility</u>	<u>Target Date</u>
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

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

<p>f. Provide advice and assistance to supervisors and department heads, and coordination between Affirmative Action 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.</p> <p>g. Revise and update policies, employee handbooks, and employment procedures to conform to changing laws and agency guidelines.</p> <p>h. Inform faculty, staff, and students of the Affirmative Action Program through ongoing training and dissemination efforts.</p> <p>i. Ensure that reasonable accommodations are made to applicants and employees with physical or mental disabilities.</p>	<p>Office of Equal Opportunity University Counsel</p> <p>Chancellor's Office Office of Equal Opportunity Human Resources Administration Office of Equal Opportunity</p> <p>All Departments Human Resources Administration Office of Equal Opportunity</p>	<p>Continuous</p> <p>Continuous</p> <p>Continuous</p> <p>Continuous</p>
<p>5. Educational Opportunities</p> <p>a. Ensure that all educational services and programs are available and open to all academically qualified individuals on non-discriminatory bases.</p> <p>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.</p> <p>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.</p>	<p>Academic Deans and Dept Heads Student Affairs Units Continuing Education</p> <p>All Academic Departments</p> <p>Vice Chancellor External Affairs Program Directors</p>	<p>Continuous</p> <p>Continuous</p> <p>Continuous</p>

Appendix E

Appendix F

Appendix G

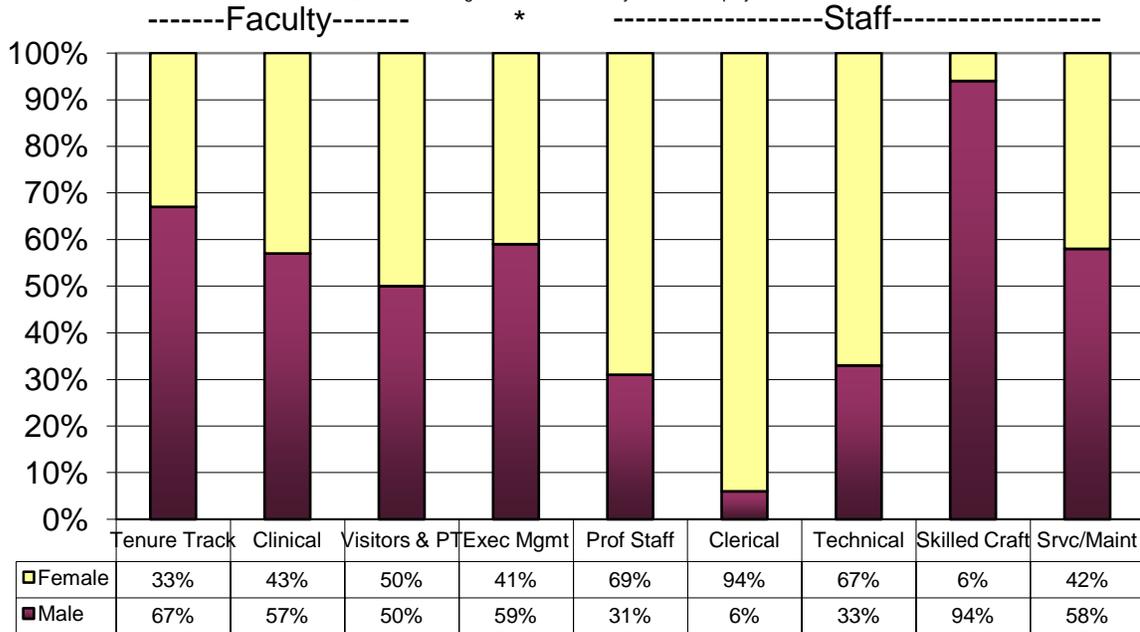
Appendix H

Appendix I

Appendix J

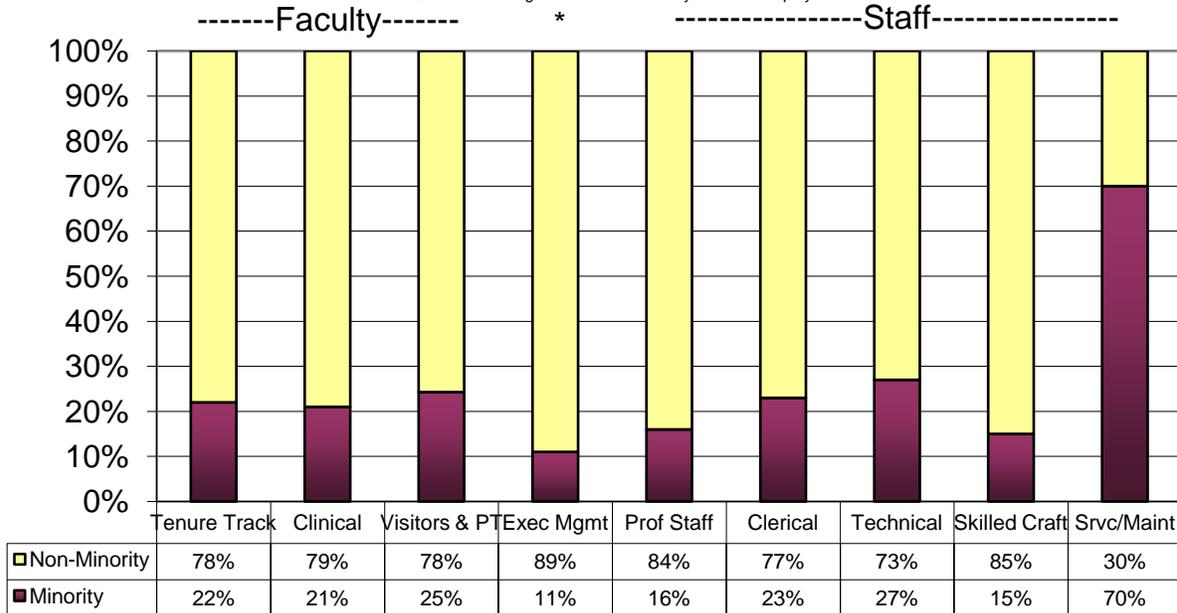
Male vs. Female Percentage (October 2008)

* Executive Management includes faculty and staff employees

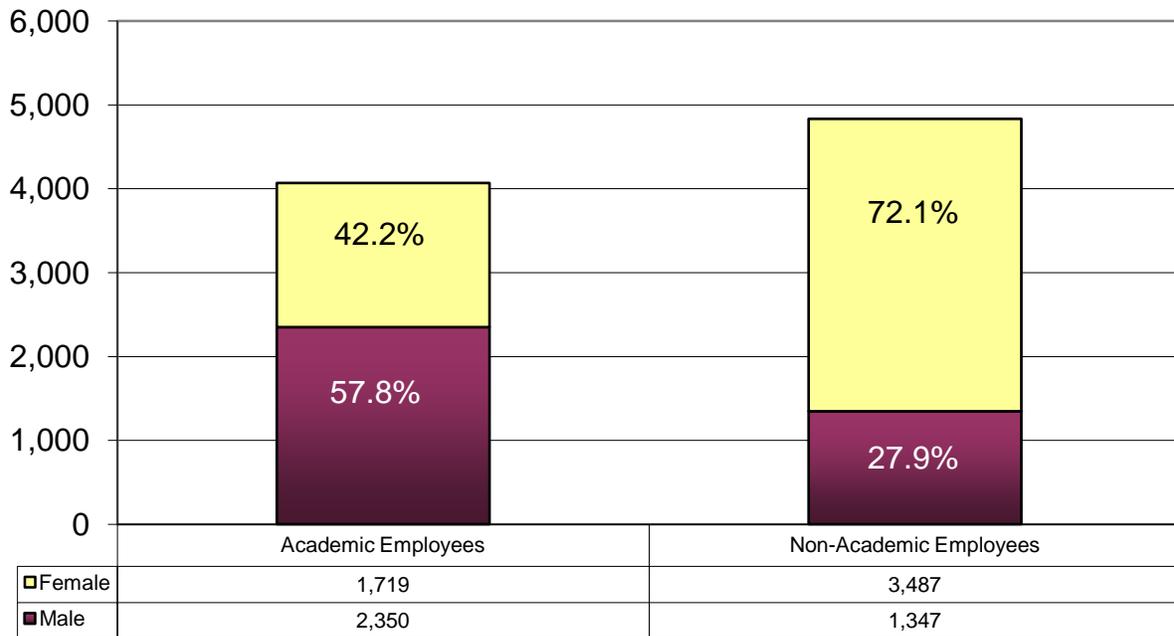


Minority vs. Non-Minority Percentage (October 2008)

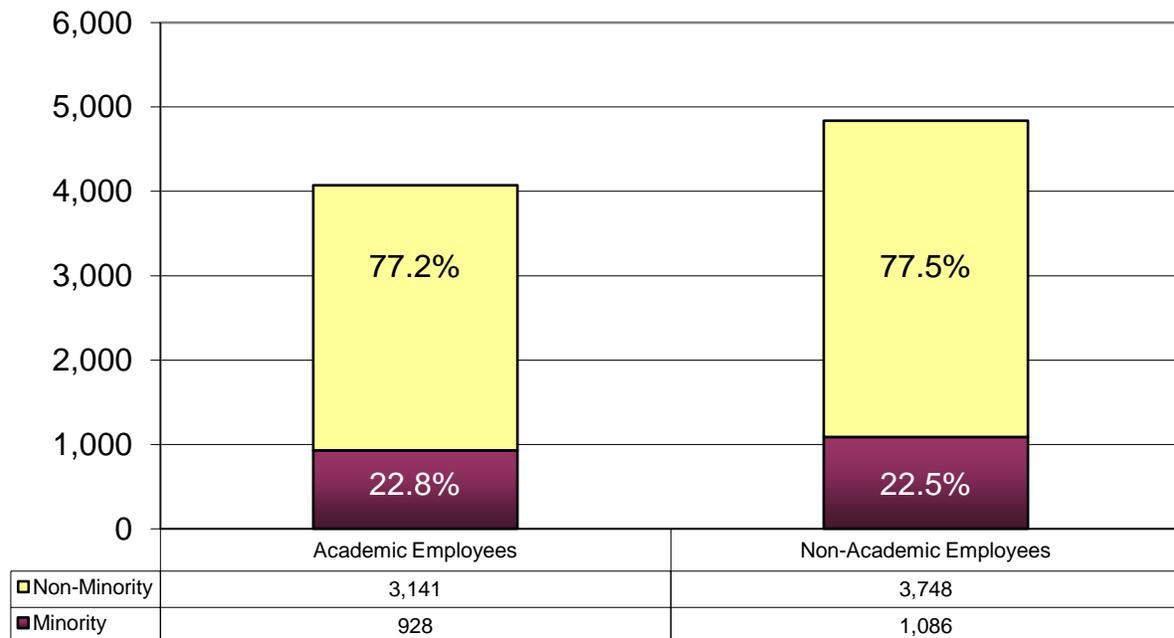
* Executive Management includes faculty and staff employees



Male vs. Female Comparison (October 2008)



Minority vs. Non-Minority Comparison (October 2008)



Appendix K

**All Academic Employees
By Faculty Rank
As of October 2008**

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Academic Other	Female	1	1	6	0	0	41	49
	Male	0	1	4	0	0	21	26
	Total	1	2	10	0	0	62	75
Academic Specialist	Female	1	0	0	0	0	11	12
	Male	0	0	0	0	0	4	4
	Total	1	0	0	0	0	15	16
Acting Assoc Vice Pres	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	0	0
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	2	2
Acting Asst Prof	Female	0	0	0	0	0	0	0
	Male	0	0	2	0	0	1	3
	Total	0	0	2	0	0	1	3
Acting Chairperson	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	6	6
	Total	0	0	0	0	0	6	6
Acting Dean	Female	0	0	0	0	0	0	0
	Male	0	0	1	0	0	1	2
	Total	0	0	1	0	0	1	2
Acting Director	Female	0	0	0	0	0	2	2
	Male	0	0	1	0	0	3	4
	Total	0	0	1	0	0	5	6
Acting Vice Chancellor	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
Acting 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
Adjunct Clin Assoc Prof	Female	1	0	0	0	0	1	2
	Male	2	0	0	0	0	11	13
	Total	3	0	0	0	0	12	15
Adjunct Clin Asst Prof	Female	1	3	3	1	0	14	22
	Male	2	1	2	0	0	42	47
	Total	3	4	5	1	0	56	69
Adjunct Clin 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 Clin Prof	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	3	3
	Total	0	0	0	0	0	3	3
Adjunct Assoc Prof	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 Asst Prof	Female	0	1	0	0	0	6	7
	Male	1	0	0	0	0	4	5
	Total	1	1	0	0	0	10	12
Adjunct Instructor	Female	6	1	0	0	0	39	46
	Male	1	1	2	0	0	29	33
	Total	7	2	2	0	0	68	79

**All Academic Employees
By Faculty Rank
As of October 2008**

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Adjunct Lecturer	Female	19	7	3	1	0	340	370
	Male	20	8	10	2	0	305	345
	Total	39	15	13	3	0	645	715
Adjunct Professor	Female	2	0	1	0	0	23	26
	Male	0	0	1	0	0	22	23
	Total	2	0	2	0	0	45	49
Assistant Dean	Female	1	0	0	0	0	6	7
	Male	0	1	2	0	0	5	8
	Total	1	1	2	0	0	11	15
Assistant Director	Female	0	0	0	0	0	4	4
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	6	6
Assoc Director	Female	0	0	1	0	0	0	1
	Male	0	0	0	0	0	4	4
	Total	0	0	1	0	0	4	5
Assoc Librarian	Female	0	0	0	0	0	17	17
	Male	1	1	1	0	0	10	13
	Total	1	1	1	0	0	27	30
Assoc Prof Emeritus	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	2	2
Assoc Professor	Female	12	9	16	0	0	111	148
	Male	4	5	45	1	0	195	250
	Total	16	14	61	1	0	306	398
Assoc Scien/Scholar	Female	0	0	3	0	0	4	7
	Male	1	0	3	0	0	9	13
	Total	1	0	6	0	0	13	20
Assoc 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
Assoc Vice President	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
Associate Dean	Female	2	0	0	0	0	20	22
	Male	0	0	4	0	0	33	37
	Total	2	0	4	0	0	53	59
Asst Librarian	Female	0	0	1	0	0	6	7
	Male	0	0	0	0	0	2	2
	Total	0	0	1	0	0	8	9
Asst Professor	Female	11	4	32	0	0	101	148
	Male	9	11	53	2	0	130	205
	Total	20	15	85	2	0	231	353
Asst Scientist/Scholar	Female	0	1	19	0	0	20	40
	Male	0	1	34	0	0	33	68
	Total	0	2	53	0	0	53	108
Chairperson	Female	1	0	0	0	0	11	12
	Male	0	1	7	0	0	48	56
	Total	1	1	7	0	0	59	68
Clin Assoc Prof	Female	1	0	2	0	0	49	52
	Male	3	4	10	0	0	75	92
	Total	4	4	12	0	0	124	144

**All Academic Employees
By Faculty Rank
As of October 2008**

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Clin Assoc Prof-Probtn	Female	1	0	2	0	0	8	11
	Male	0	3	7	0	0	18	28
	Total	1	3	9	0	0	26	39
Clin Asst Prof	Female	4	0	4	1	0	72	81
	Male	4	1	3	0	0	57	65
	Total	8	1	7	1	0	129	146
Clin Asst Prof-Probtn	Female	5	1	20	0	0	66	92
	Male	3	5	36	0	0	98	142
	Total	8	6	56	0	0	164	234
Clin Lect-Probntn	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
Clin Prof-Probntn	Female	0	0	1	0	0	0	1
	Male	0	1	1	0	0	5	7
	Total	0	1	2	0	0	5	8
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	1	1	0	0	0	10	12
	Male	0	0	0	0	0	0	0
	Total	1	1	0	0	0	10	12
Clinical Professor	Female	0	1	1	0	0	12	14
	Male	2	1	1	0	0	36	40
	Total	2	2	2	0	0	48	54
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	2	2
	Male	1	0	0	0	0	9	10
	Total	1	0	0	0	0	11	12
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	1	1	0	0	45	47
	Male	4	1	1	0	0	70	76
	Total	4	2	2	0	0	115	123
Emeritus/appr to teach	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	2	2
Endowed Chair	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
Lecturer	Female	1	2	2	0	0	69	74
	Male	7	4	3	0	0	57	71
	Total	8	6	5	0	0	126	145
Lecturer - Probation	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	Female	0	0	1	0	0	2	3
	Male	0	0	0	0	0	1	1
	Total	0	0	1	0	0	3	4

**All Academic Employees
By Faculty Rank
As of October 2008**

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
PT Assoc Prof	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
PT Asst Prof	Female	0	0	1	0	0	2	3
	Male	1	0	0	0	0	0	1
	Total	1	0	1	0	0	2	4
PT Lecturer	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	2	2
PT Professor	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	4	4
	Total	0	0	0	0	0	5	5
Post Doc Fellow	Female	1	1	44	0	0	20	66
	Male	1	2	96	0	0	21	120
	Total	2	3	140	0	0	41	186
Professor	Female	3	5	2	0	0	76	86
	Male	4	5	37	1	0	273	320
	Total	7	10	39	1	0	349	406
Professor Emeritus	Female	0	0	0	0	0	1	1
	Male	0	0	1	0	0	8	9
	Total	0	0	1	0	0	9	10
Research Associate	Female	0	1	28	0	0	27	56
	Male	1	1	35	0	0	27	64
	Total	1	2	63	0	0	54	120
Senior Lecturer	Female	1	0	2	0	0	25	28
	Male	1	0	2	0	0	18	21
	Total	2	0	4	0	0	43	49
Sr. Scientist/Scholar	Female	0	1	0	0	0	5	6
	Male	0	0	0	0	0	3	3
	Total	0	1	0	0	0	8	9
Teacher	Female	0	0	0	0	0	9	9
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	10	10
Vice Chancellor	Female	0	0	0	0	0	0	0
	Male	0	0	2	0	0	0	2
	Total	0	0	2	0	0	0	2
Vice President	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	2	2
Visiting Assoc Prof	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 Asst Prof	Female	1	1	1	0	0	6	9
	Male	0	0	2	0	0	4	6
	Total	1	1	3	0	0	10	15
Visiting Clin Lecturer	Female	0	0	3	0	0	2	5
	Male	0	0	2	0	0	5	7
	Total	0	0	5	0	0	7	12
Visiting Clin Prof	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 2008**

Title		African American	Hispanic	Asian	American Indian	Unknown	White	Total
Visiting Lecturer	Female	0	1	1	0	0	21	23
	Male	0	1	1	0	0	16	18
	Total	0	2	2	0	0	37	41
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	1	0	0	0	0	0	1
	Male	0	0	1	0	0	4	5
	Total	1	0	1	0	0	4	6
Visiting Asst Librarian	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 Clin Asst Prof	Female	0	1	4	0	0	5	10
	Male	1	0	2	0	0	8	11
	Total	1	1	6	0	0	13	21
Visiting Research Assoc	Female	0	0	10	0	0	12	22
	Male	0	3	11	0	0	11	25
	Total	0	3	21	0	0	23	47
Visiting Clin Assoc Prof	Female	0	1	0	0	0	3	4
	Male	0	0	0	0	0	0	0
	Total	0	1	0	0	0	3	4
Visiting Clin 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 Schol/Scientist	Female	0	1	6	0	0	6	13
	Male	0	0	8	0	0	1	9
	Total	0	1	14	0	0	7	22
Campus Totals	Female	81	46	221	3	0	1368	1,719
	Male	74	63	434	6	0	1773	2,350
	Total	155	109	655	9	0	3,141	4,069

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 2008

**Tenured/Tenure-Track Faculty
By School/Unit
As of October 2008**

School/Unit		African American	Hispanic	Asian	American Indian	Unknown	White	Total
ACSP - Vice Chancellor for Academic Affairs	Female	2	0	1	0	0	3	6
	Male	0	0	2	0	0	4	6
	Total	2	0	3	0	0	7	12
AHLT - School of Health & Rehabilitation Science	Female	0	0	1	0	0	8	9
	Male	1	0	0	0	0	5	6
	Total	1	0	1	0	0	13	15
ARSC - School of Arts & Sciences	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	2	2
BUS - School of Business	Female	0	0	0	0	0	6	6
	Male	0	0	1	1	0	18	20
	Total	0	0	1	1	0	24	26
COLU - IUPU Columbus	Female	1	1	0	0	0	7	9
	Male	0	0	1	0	0	6	7
	Total	1	1	1	0	0	13	16
CTSD - 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
DENT - School of Dentistry	Female	0	4	4	0	0	16	24
	Male	0	3	4	0	0	33	40
	Total	0	7	8	0	0	49	64
EDUC - School of Education	Female	4	1	0	0	0	9	14
	Male	1	2	0	1	0	5	9
	Total	5	3	0	1	0	14	23
EMAS - Executive Management - BL	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
ENGT - School of Engineering and Technology	Female	0	1	4	0	0	11	16
	Male	1	0	16	0	0	35	52
	Total	1	1	20	0	0	46	68
EXEC - Executive Management	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	3	3
HERR - Herron School of Art	Female	0	1	3	0	0	12	16
	Male	1	1	0	0	0	15	17
	Total	1	2	3	0	0	27	33
INFO - School of Informatics	Female	0	0	1	0	0	3	4
	Male	0	1	5	0	0	9	15
	Total	0	1	6	0	0	12	19
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	44	60
	Male	3	1	7	1	0	73	85
	Total	13	4	10	1	0	117	145
LAW - School of Law	Female	2	1	1	0	0	13	17
	Male	2	0	1	0	0	26	29
	Total	4	1	2	0	0	39	46
LIBR - Library	Female	0	0	0	0	0	17	17
	Male	1	1	0	0	0	9	11
	Total	1	1	0	0	0	26	28

**Tenured/Tenure-Track Faculty
By School/Unit
As of October 2008**

School/Unit		African American	Hispanic	Asian	American Indian	Unknown	White	Total
MED - School of Medicine/School of Allied Health Sci	Female	4	3	22	0	0	120	149
	Male	5	10	84	1	0	388	488
	Total	9	13	106	1	0	508	637
NURS - School of Nursing	Female	2	0	3	0	0	40	45
	Male	0	0	0	0	0	3	3
	Total	2	0	3	0	0	43	48
OACA - Other Academic Programs	Female	0	0	0	0	0	10	10
	Male	0	0	1	0	0	1	2
	Total	0	0	1	0	0	11	12
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
OUAA - Other University Administrative Account	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
PHED - School of Physical Education	Female	1	0	2	0	0	4	7
	Male	1	1	3	0	0	7	12
	Total	2	1	5	0	0	11	19
PRES - Office of the 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
RSCH - Vice President Research Administration	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	1	1
	Total	0	0	0	0	0	1	1
RUGS - Research and Univesity Graduate School	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
SCI - School of Science	Female	0	1	4	0	0	17	22
	Male	1	2	24	0	0	59	86
	Total	1	3	28	0	0	76	108
SOCW - Social Work	Female	4	1	2	0	0	13	20
	Male	1	1	0	0	0	13	15
	Total	5	2	2	0	0	26	35
SPEA - School of Public and Environmental Affairs	Female	0	1	2	0	0	13	16
	Male	3	2	3	0	0	35	43
	Total	3	3	5	0	0	48	59
UCE - University Continuing Education	Female	0	0	0	0	0	2	2
	Male	1	0	0	0	0	3	4
	Total	1	0	0	0	0	5	6
UCOL - University College	Female	1	0	0	0	0	2	3
	Male	0	0	0	0	0	4	4
	Total	1	0	0	0	0	6	7
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

Campus Totals	Female	31	18	53	0	0	380	482
	Male	22	25	154	4	0	772	977
	Total	53	43	207	4	0	1,152	1,459

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 2008

**IUPUI Staff Employees
By Responsibility Center
As of October 2008**

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	35	5	6	0	0	101	147
	Male	8	1	2	0	0	30	41
	Total	43	6	8	0	0	131	188
IN-ADAF - Administrative Affairs - 78	Female	19	1	5	0	0	116	141
	Male	18	1	1	0	0	68	88
	Total	37	2	6	0	0	184	229
IN-AHLT - Health & Rehab Science - 08	Female	2	0	2	0	0	9	13
	Male	0	0	0	0	0	0	0
	Total	2	0	2	0	0	9	13
IN-BUS - School of Business - 24	Female	3	0	6	0	0	43	52
	Male	2	0	2	0	0	16	20
	Total	5	0	8	0	0	59	72
IN-COLU - IUPU Columbus - 46	Female	0	0	0	0	0	31	31
	Male	0	0	0	0	0	12	12
	Total	0	0	0	0	0	43	43
IN-DENT - School of Dentistry - 14	Female	38	4	9	1	0	155	207
	Male	5	1	6	0	0	30	42
	Total	43	5	15	1	0	185	249
IN-EDUC - School of Education - 26	Female	7	0	2	0	0	13	22
	Male	1	0	0	0	0	4	5
	Total	8	0	2	0	0	17	27
IN-ENGT - School of Engineering & Tech. - 34	Female	2	0	2	0	0	31	35
	Male	0	0	0	0	0	11	11
	Total	2	0	2	0	0	42	46
IN-EXAF - External Affairs - 79	Female	2	0	0	0	0	13	15
	Male	1	0	0	0	0	12	13
	Total	3	0	0	0	0	25	28
IN-EXEC - Executive Management - 74	Female	8	0	1	0	0	26	35
	Male	5	0	1	0	0	19	25
	Total	13	0	2	0	0	45	60
IN-HERR - Herron School of Art - 30	Female	3	1	0	0	0	11	15
	Male	0	0	0	0	0	6	6
	Total	3	1	0	0	0	17	21
IN-INFO - School of Informatics - 45	Female	2	1	1	0	0	8	12
	Male	0	0	0	0	0	10	10
	Total	2	1	1	0	0	18	22
IN-JOUR - School of Journalism - 50	Female	0	0	0	0	0	3	3
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	3	3
IN-LART - School of Liberal Arts - 18	Female	16	0	4	0	0	91	111
	Male	2	0	4	0	0	30	36
	Total	18	0	8	0	0	121	147
IN-LAW - School of Law - 32	Female	9	0	3	1	0	38	51
	Male	0	0	2	0	0	10	12
	Total	9	0	5	1	0	48	63
IN-LIBR - Library - 68	Female	3	0	0	0	0	21	24
	Male	2	2	0	0	0	24	28
	Total	5	2	0	0	0	45	52

**IUPUI Staff Employees
By Responsibility Center
As of October 2008**

RC		African American	Hispanic	Asian	American Indian	Unknown	White	Total
IN-MED - School of Medicine - 10	Female	232	31	101	4	0	1620	1988
	Male	26	7	35	0	0	335	403
	Total	258	38	136	4	0	1,955	2,391
IN-NURS - School of Nursing - 12	Female	7	2	1	0	0	46	56
	Male	2	0	0	0	0	8	10
	Total	9	2	1	0	0	54	66
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	1	1	0	0	0	9	11
	Male	1	0	0	0	0	0	1
	Total	2	1	0	0	0	9	12
UA-OUAA - Other Univ Admin Account - 89	Female	0	0	0	0	0	6	6
	Male	1	0	1	0	0	11	13
	Total	1	0	1	0	0	17	19
IN-PHED - School of Physical Education - 28	Female	0	0	0	0	0	8	8
	Male	0	0	0	0	0	3	3
	Total	0	0	0	0	0	11	11
IN-PHYP - Physical Plant - 82	Female	86	6	4	1	0	53	150
	Male	106	10	5	6	0	199	326
	Total	192	16	9	7	0	252	476
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
UA-RSCH - VP Research Administration -	Female	6	0	2	0	0	44	52
	Male	3	0	0	0	0	9	12
	Total	9	0	2	0	0	53	64
IN-SCI - School of Science - 20	Female	3	0	3	0	0	40	46
	Male	0	0	1	0	0	15	16
	Total	3	0	4	0	0	55	62
UA-SCS - School of Continuing Studies - 48	Female	0	0	0	0	0	1	1
	Male	0	0	0	0	0	0	0
	Total	0	0	0	0	0	1	1
UA-SES - Student Enrollment Services - 90	Female	3	0	0	0	0	4	7
	Male	0	0	0	0	0	5	5
	Total	3	0	0	0	0	9	12
IN-SOCW - Social Work - 38	Female	7	0	1	0	0	18	26
	Male	2	0	0	0	0	4	6
	Total	9	0	1	0	0	22	32
IN-SPEA - School of Public & Env Affairs - 36	Female	7	0	0	0	0	25	32
	Male	0	0	0	0	0	14	14
	Total	7	0	0	0	0	39	46
IN-STLI - Student Life & Diversity - 73	Female	11	3	3	0	0	20	37
	Male	4	0	2	0	0	14	20
	Total	15	3	5	0	0	34	57
UA-UART - University Architects - 98	Female	1	0	0	0	0	1	2
	Male	0	0	0	0	0	0	0
	Total	1	0	0	0	0	1	2
IN-UCOL - University College - 49	Female	20	1	2	0	0	50	73
	Male	5	0	0	0	0	13	18
	Total	25	1	2	0	0	63	91

**IUPUI Staff Employees
By Responsibility Center
As of October 2008**

RC		African American	Hispanic	Asian	American Indian	Unknown	White	Total
UA-VPIT - VP-Info Technology - 94	Female	16	0	4	0	0	52	72
	Male	10	1	15	1	0	124	151
	Total	26	1	19	1	0	176	223

Campus Totals	Female	550	56	162	7	0	2712	3,487
	Male	204	23	77	7	0	1036	1,347
	Total	754	79	239	14	0	3,748	4,834

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 2008

**IUPUI Staff Employees
By Job Group
As of October 2008**

Job Group		African American	Hispanic	Asian	American Indian	Unknown	White	Total
C01 Secretaries and Receptionists	Female	116	10	8	1	0	493	628
	Male	2	0	0	0	0	21	23
	Total	118	10	8	1	0	514	651
C02 Bookkeeping, Accounting, Billing Clerks	Female	48	1	4	0	0	205	258
	Male	4	0	0	0	0	6	10
	Total	52	1	4	0	0	211	268
C03 Data Entry Clerks, Typists	Female	7	0	1	0	0	15	23
	Male	0	0	0	0	0	2	2
	Total	7	0	1	0	0	17	25
C04 Records, Information, Filing Clerks	Female	61	7	6	3	0	138	215
	Male	4	0	0	0	0	14	18
	Total	65	7	6	3	0	152	233
C05 Tellers, Cashiers, Sales Assistants	Female	1	0	1	0	0	4	6
	Male	2	0	0	0	0	5	7
	Total	3	0	1	0	0	9	13
C06 Clerical Supervisors	Female	19	1	0	0	0	148	168
	Male	2	1	0	0	0	10	13
	Total	21	2	0	0	0	158	181
C07 Library Clerks	Female	6	0	1	1	0	25	33
	Male	2	0	0	0	0	15	17
	Total	8	0	1	1	0	40	50
E01 Executive/Managerial	Female	1	0	0	0	0	2	3
	Male	1	0	0	0	0	3	4
	Total	2	0	0	0	0	5	7
E03 Education Administrators	Female	0	0	0	0	0	5	5
	Male	1	0	0	0	0	5	6
	Total	1	0	0	0	0	10	11
E04 Business and Finance Administrator	Female	3	0	3	0	0	55	61
	Male	3	0	2	0	0	66	71
	Total	6	0	5	0	0	121	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	84	5	3	0	0	25	117
	Male	74	5	3	3	0	27	112
	Total	158	10	6	3	0	52	229
M04 Drivers and Deliverers	Female	3	0	0	0	0	0	3
	Male	10	1	0	0	0	4	15
	Total	13	1	0	0	0	4	18
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	0	0	0	0	0	0	0
	Male	4	1	1	0	0	12	18
	Total	4	1	1	0	0	12	18
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 2008**

Job Group		African American	Hispanic	Asian	American Indian	Unknown	White	Total
P01 Math and Computing Professionals	Female	6	0	15	0	0	68	89
	Male	14	2	33	1	0	204	254
	Total	20	2	48	1	0	272	343
P02 Engineers	Female	1	0	0	0	0	14	15
	Male	1	0	0	0	0	32	33
	Total	2	0	0	0	0	46	48
P03 Life and Physical Scientists	Female	2	2	23	0	0	51	78
	Male	0	0	9	0	0	39	48
	Total	2	2	32	0	0	90	126
P04 Clinicians and Medical Professionals	Female	16	9	13	1	0	372	411
	Male	1	1	1	0	0	31	34
	Total	17	10	14	1	0	403	445
P05 Counselors - Student Affairs	Female	36	6	11	0	0	148	201
	Male	6	1	2	0	0	50	59
	Total	42	7	13	0	0	198	260
P06 Education Program & Project Coordinators	Female	1	0	2	0	0	27	30
	Male	0	0	0	0	0	8	8
	Total	1	0	2	0	0	35	38
P07 Arts, Media and Communications	Female	13	2	2	0	0	106	123
	Male	4	1	0	0	0	44	49
	Total	17	3	2	0	0	150	172
P08 Business/Accounting/Administrative Serv	Female	32	3	10	0	0	302	347
	Male	20	1	6	1	0	89	117
	Total	52	4	16	1	0	391	464
P10 Administrative Assistants	Female	8	0	2	0	0	104	114
	Male	1	0	0	0	0	10	11
	Total	9	0	2	0	0	114	125
P12 Athletic Professionals	Female	3	0	0	0	0	7	10
	Male	3	0	0	0	0	12	15
	Total	6	0	0	0	0	19	25
P13 Plant and Facilities Supervisors	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	2	2
	Total	0	0	0	0	0	2	2
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	6	0	1	0	0	50	57
	Male	0	0	0	0	0	1	1
	Total	6	0	1	0	0	51	58
S01 Construction Crafts	Female	0	0	0	0	0	0	0
	Male	1	0	0	0	0	34	35
	Total	1	0	0	0	0	34	35
S02 Mechanics and Repairers	Female	0	0	0	0	0	0	0
	Male	5	0	0	2	0	43	50
	Total	5	0	0	2	0	43	50
S06 Skilled Crafts - N.E.C.	Female	0	0	0	0	0	0	0
	Male	2	1	0	0	0	9	12
	Total	2	1	0	0	0	9	12
S07 Police and Detectives	Female	2	0	0	0	0	5	7
	Male	6	0	0	0	0	18	24
	Total	8	0	0	0	0	23	31

**IUPUI Staff Employees
By Job Group
As of October 2008**

Job Group		African American	Hispanic	Asian	American Indian	Unknown	White	Total
S18 Supervisors-Contract 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
S20 Supervisors (Police/Const/Mech/Install)	Female	0	0	0	0	0	0	0
	Male	1	0	0	0	0	17	18
	Total	1	0	0	0	0	17	18
T01 Math and Computing Specialists	Female	3	0	3	0	0	17	23
	Male	8	1	2	0	0	60	71
	Total	11	1	5	0	0	77	94
T02 Engineering and Electronics Technicians	Female	0	0	0	0	0	1	1
	Male	1	0	1	0	0	14	16
	Total	1	0	1	0	0	15	17
T03 Science Technicians	Female	5	1	38	0	0	83	127
	Male	6	2	15	0	0	43	66
	Total	11	3	53	0	0	126	193
T05 Health Technicians	Female	44	6	4	1	0	162	217
	Male	3	1	0	0	0	10	14
	Total	47	7	4	1	0	172	231
T06 Clinical Laboratory Technician	Female	18	1	9	0	0	39	67
	Male	5	0	1	0	0	18	24
	Total	23	1	10	0	0	57	91
T07 Technical - N.E.C.	Female	1	0	1	0	0	2	4
	Male	1	1	0	0	0	11	13
	Total	2	1	1	0	0	13	17
T09 Animal Technicians	Female	2	2	1	0	0	35	40
	Male	3	0	1	0	0	12	16
	Total	5	2	2	0	0	47	56
T10 Graphics, Audiovisual Technicians	Female	1	0	0	0	0	2	3
	Male	0	1	0	0	0	14	15
	Total	1	1	0	0	0	16	18
Campus Totals	Female	550	56	162	7	0	2712	3,487
	Male	204	23	77	7	0	1036	1,347
	Total	754	79	239	14	0	3,748	4,834

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 2008

Appendix F

Work Force Analysis Summary

IUPUI 2008 (By School)

10/01/2008

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
ACADEMIC SUPPORT	207	62 29.95	159 76.81	110 53.14	37 17.87	5 2.42	7 3.38	0 0.00	48 23.19	35 16.91	8 3.86	1 0.48	4 1.93	0 0.00
ADMINISTRATIVE AFFAIRS	230	45 19.57	142 61.74	117 50.87	19 8.26	1 0.43	5 2.17	0 0.00	88 38.26	68 29.57	18 7.83	1 0.43	1 0.43	0 0.00
CONTINUING STUDIES	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
DEAN OF FACULTIES	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
EXECUTIVE MANAGEMENT	64	16 25.00	36 56.25	27 42.19	8 12.50	0 0.00	1 1.56	0 0.00	28 43.75	21 32.81	6 9.38	0 0.00	1 1.56	0 0.00
EXECUTIVE MANAGEMENT - BL	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00
EXTERNAL AFFAIRS	28	3 10.71	15 53.57	13 46.43	2 7.14	0 0.00	0 0.00	0 0.00	13 46.43	12 42.86	1 3.57	0 0.00	0 0.00	0 0.00
FACET	2	0 0.00	2 100.00	2 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
HEALTH & REHAB SCIENCE	47	7 14.89	38 80.85	32 68.09	3 6.38	0 0.00	3 6.38	0 0.00	9 19.15	8 17.02	1 2.13	0 0.00	0 0.00	0 0.00
HERRON SCHOOL OF ART	94	14 14.89	54 57.45	46 48.94	3 3.19	2 2.13	3 3.19	0 0.00	40 42.55	34 36.17	4 4.26	2 2.13	0 0.00	0 0.00
IUPU COLUMBUS	189	12 6.35	112 59.26	110 58.20	1 0.53	1 0.53	0 0.00	0 0.00	77 40.74	67 35.45	4 2.12	1 0.53	5 2.65	0 0.00
LIBRARY	82	9 10.98	43 52.44	40 48.78	3 3.66	0 0.00	0 0.00	0 0.00	39 47.56	33 40.24	3 3.66	3 3.66	0 0.00	0 0.00
MEDICAL SCIENCE PROGRAM	4	2 50.00	1 25.00	0 0.00	0 0.00	0 0.00	1 25.00	0 0.00	3 75.00	2 50.00	0 0.00	0 0.00	1 25.00	0 0.00
OFFICE OF THE PRESIDENT	2	0 0.00	2 100.00	2 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
OTHER ACADEMIC PROGRAMS	47	5 10.64	40 85.11	36 76.60	3 6.38	0 0.00	1 2.13	0 0.00	7 14.89	6 12.77	0 0.00	0 0.00	1 2.13	0 0.00
OTHER UNIV ADMIN ACCOUNT	20	2 10.00	7 35.00	7 35.00	0 0.00	0 0.00	0 0.00	0 0.00	13 65.00	11 55.00	1 5.00	0 0.00	1 5.00	0 0.00

Work Force Analysis Summary

IUPUI 2008 (By School)
10/01/2008

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
PHYSICAL PLANT	476	224 47.06	150 31.51	53 11.13	86 18.07	6 1.26	4 0.84	1 0.21	326 68.49	199 41.81	106 22.27	10 2.10	5 1.05	6 1.26
SCHOOL OF ARTS & SCIENCES	5	0 0.00	3 60.00	3 60.00	0 0.00	0 0.00	0 0.00	0 0.00	2 40.00	2 40.00	0 0.00	0 0.00	0 0.00	0 0.00
SCHOOL OF BUSINESS	162	24 14.81	84 51.85	74 45.68	4 2.47	0 0.00	6 3.70	0 0.00	78 48.15	64 39.51	8 4.94	1 0.62	4 2.47	1 0.62
SCHOOL OF CONTINUING STUDIES	1	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
SCHOOL OF DENTISTRY	470	106 22.55	292 62.13	218 46.38	40 8.51	12 2.55	20 4.26	2 0.43	178 37.87	146 31.06	10 2.13	6 1.28	16 3.40	0 0.00
SCHOOL OF EDUCATION	110	24 21.82	86 78.18	67 60.91	15 13.64	2 1.82	2 1.82	0 0.00	24 21.82	19 17.27	2 1.82	2 1.82	0 0.00	1 0.91
SCHOOL OF ENGINEERING & TECH.	288	64 22.22	113 39.24	96 33.33	3 1.04	3 1.04	11 3.82	0 0.00	175 60.76	128 44.44	8 2.78	4 1.39	35 12.15	0 0.00
SCHOOL OF INFORMATICS	78	23 29.49	33 42.31	24 30.77	3 3.85	1 1.28	5 6.41	0 0.00	45 57.69	31 39.74	0 0.00	2 2.56	12 15.38	0 0.00
SCHOOL OF JOURNALISM	21	2 9.52	11 52.38	11 52.38	0 0.00	0 0.00	0 0.00	0 0.00	10 47.62	8 38.10	2 9.52	0 0.00	0 0.00	0 0.00
SCHOOL OF LAW	167	25 14.97	100 59.88	81 48.50	13 7.78	1 0.60	4 2.40	1 0.60	67 40.12	61 36.53	2 1.20	0 0.00	4 2.40	0 0.00
SCHOOL OF LIBERAL ARTS	556	85 15.29	312 56.12	258 46.40	31 5.58	9 1.62	13 2.34	1 0.18	244 43.88	213 38.31	9 1.62	5 0.90	14 2.52	3 0.54
SCHOOL OF MEDICINE	4054	966 23.83	2530 62.41	1983 48.91	244 6.02	43 1.06	256 6.31	4 0.10	1524 37.59	1105 27.26	43 1.06	37 0.91	338 8.34	1 0.02
SCHOOL OF NURSING	216	24 11.11	199 92.13	177 81.94	14 6.48	3 1.39	4 1.85	1 0.46	17 7.87	15 6.94	2 0.93	0 0.00	0 0.00	0 0.00
SCHOOL OF OPTOMETRY	80	16 20.00	40 50.00	32 40.00	2 2.50	1 1.25	5 6.25	0 0.00	40 50.00	32 40.00	1 1.25	0 0.00	7 8.75	0 0.00
SCHOOL OF PHYSICAL EDUCATION	85	13 15.29	49 57.65	42 49.41	5 5.88	0 0.00	2 2.35	0 0.00	36 42.35	30 35.29	1 1.18	2 2.35	3 3.53	0 0.00
SCHOOL OF PUBLIC & ENV AFFAIRS	186	30 16.13	67 36.02	54 29.03	8 4.30	2 1.08	3 1.61	0 0.00	119 63.98	102 54.84	9 4.84	3 1.61	5 2.69	0 0.00

Work Force Analysis Summary

IUPUI 2008 (By School)
10/01/2008

Department	Total	Total Min	Female						Male					
			Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
SCHOOL OF SCIENCE	304	61 20.07	123 40.46	103 33.88	5 1.64	3 0.99	12 3.95	0 0.00	181 59.54	140 46.05	2 0.66	3 0.99	36 11.84	0 0.00
SOCIAL WORK	140	32 22.86	97 69.29	71 50.71	20 14.29	3 2.14	3 2.14	0 0.00	43 30.71	37 26.43	3 2.14	2 1.43	1 0.71	0 0.00
STUDENT ENROLLMENT SERVICES	12	3 25.00	7 58.33	4 33.33	3 25.00	0 0.00	0 0.00	0 0.00	5 41.67	5 41.67	0 0.00	0 0.00	0 0.00	0 0.00
STUDENT LIFE & DIVERSITY	64	24 37.50	43 67.19	25 39.06	11 17.19	3 4.69	4 6.25	0 0.00	21 32.81	15 23.44	4 6.25	0 0.00	2 3.13	0 0.00
UNDERGRADUATE EDUCATION	1	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
UNIVERSITY ARCHITECTS	2	1 50.00	2 100.00	1 50.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
UNIVERSITY COLLEGE	107	31 28.97	84 78.50	59 55.14	22 20.56	1 0.93	2 1.87	0 0.00	23 21.50	17 15.89	6 5.61	0 0.00	0 0.00	0 0.00
UNIVERSITY CONTINUING EDUC	7	1 14.29	3 42.86	3 42.86	0 0.00	0 0.00	0 0.00	0 0.00	4 57.14	3 42.86	1 14.29	0 0.00	0 0.00	0 0.00
VICE PROVOST FOR RESEARCH	1	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
VP RESEARCH ADMINISTRATION	65	11 16.92	52 80.00	44 67.69	6 9.23	0 0.00	2 3.08	0 0.00	13 20.00	10 15.38	3 4.62	0 0.00	0 0.00	0 0.00
VP-INFO TECHNOLOGY	226	47 20.80	72 31.86	52 23.01	16 7.08	0 0.00	4 1.77	0 0.00	154 68.14	127 56.19	10 4.42	1 0.44	15 6.64	1 0.44
Facility Total % of Total	8903	2014 22.62	5206 58.47	4080 45.83	631 7.09	102 1.15	383 4.30	10 0.11	3697 41.53	2809 31.55	278 3.12	86 0.97	511 5.74	13 0.15

Appendix G

Job Group Analysis Summary

IUPUI 2008 (By School)
10/01/2008

Job Group	Total	Female	Minority
A03 Business	89	32 35.96	11 12.36
A07 Dentistry	206	80 38.83	39 18.93
A09 Education	81	62 76.54	14 17.28
A11 Engr & Tech	237	77 32.49	59 24.89
A13 Herron Art	71	38 53.52	10 14.08
A15 Journ/New Media	17	8 47.06	2 11.76
A17 Law	92	44 47.83	8 8.70
A19 Liberal Arts	397	200 50.38	59 14.86
A21 Medicine	1627	530 32.58	523 32.15
A23 Nursing	141	135 95.74	11 7.80
A25 Optometry	65	28 43.08	13 20.00
A27 Phys Ed	73	41 56.16	13 17.81
A29 Publ Env Affrs	137	35 25.55	23 16.79
A31 Science	239	77 32.22	53 22.18
A33 Social Work	105	69 65.71	22 20.95
A35 Library	45	30 66.67	5 11.11
A37 Hlth Rehab Sci	32	24 75.00	2 6.25
A39 Faculty-Other	290	165 56.90	42 14.48
C01 Secretaries	651	628 96.47	137 21.04
C02 Acct Clerks	268	258 96.27	57 21.27

Job Group Analysis Summary

IUPUI 2008 (By School)
10/01/2008

Job Group	Total	Female	Minority
C03 Data Entry	25	23 <i>92.00</i>	8 <i>32.00</i>
C04 Genl Clerks	233	215 <i>92.27</i>	81 <i>34.76</i>
C05 Cashiers	13	6 <i>46.15</i>	4 <i>30.77</i>
C06 Clerical Supv	181	168 <i>92.82</i>	23 <i>12.71</i>
C07 Libr Clerks	50	33 <i>66.00</i>	10 <i>20.00</i>
E01 Executive	132	47 <i>35.61</i>	21 <i>15.91</i>
E03 Educ Admin	11	5 <i>45.45</i>	1 <i>9.09</i>
E04 Bus/Fin Admin	131	60 <i>45.80</i>	11 <i>8.40</i>
E05 Facil Admin	2	1 <i>50.00</i>	0 <i>0.00</i>
M02 Bldg Svcs	229	117 <i>51.09</i>	177 <i>77.29</i>
M04 Deliverers	18	3 <i>16.67</i>	14 <i>77.78</i>
M05 Grounds Wkrs	21	0 <i>0.00</i>	5 <i>23.81</i>
M08 Food Srvc Suprv	1	1 <i>100.00</i>	1 <i>100.00</i>
M10 Svc Maint	18	0 <i>0.00</i>	6 <i>33.33</i>
M19 Svc/Maint Supv	3	1 <i>33.33</i>	0 <i>0.00</i>
P01 Comput Profs	343	89 <i>25.95</i>	71 <i>20.70</i>
P02 Engineers	48	15 <i>31.25</i>	2 <i>4.17</i>
P03 Phys Science	126	78 <i>61.90</i>	36 <i>28.57</i>
P04 Clinicians	445	411 <i>92.36</i>	42 <i>9.44</i>
P05 Stu Counsel	260	201 <i>77.31</i>	62 <i>23.85</i>

Job Group Analysis Summary

IUPUI 2008 (By School)
10/01/2008

Job Group	Total	Female	Minority
P06 Ed Prog Coord	38	30 <i>78.95</i>	3 <i>7.89</i>
P07 Arts/Media/Comm	172	123 <i>71.51</i>	22 <i>12.79</i>
P08 Busns/Acct Prfl	465	348 <i>74.84</i>	73 <i>15.70</i>
P10 Admin Asst	125	114 <i>91.20</i>	11 <i>8.80</i>
P12 Athletics	25	10 <i>40.00</i>	6 <i>24.00</i>
P13 Plant Supv	2	0 <i>0.00</i>	0 <i>0.00</i>
P15 Librarian	1	0 <i>0.00</i>	0 <i>0.00</i>
P17 Nurses	58	57 <i>98.28</i>	7 <i>12.07</i>
S01 Construc Crafts	35	0 <i>0.00</i>	1 <i>2.86</i>
S02 Mechanics	50	0 <i>0.00</i>	7 <i>14.00</i>
S06 Skilled Crafts	12	0 <i>0.00</i>	3 <i>25.00</i>
S07 Detectives	31	7 <i>22.58</i>	8 <i>25.81</i>
S18 Crafts Supv	1	0 <i>0.00</i>	0 <i>0.00</i>
S20 Supr Skilled Cr	18	0 <i>0.00</i>	1 <i>5.56</i>
T01 Math/Comp Spec	94	23 <i>24.47</i>	17 <i>18.09</i>
T02 Engr Tech	17	1 <i>5.88</i>	2 <i>11.76</i>
T03 Sci Tech	193	127 <i>65.80</i>	67 <i>34.72</i>
T05 Health Tech	231	217 <i>93.94</i>	59 <i>25.54</i>
T06 Clin Tech	91	67 <i>73.63</i>	34 <i>37.36</i>
T07 Tech - Other	17	4 <i>23.53</i>	4 <i>23.53</i>

Job Group Analysis Summary

IUPUI 2008 (By School)
10/01/2008

Job Group	Total	Female	Minority
T09 Animal Tech	56	40 71.43	9 16.07
T10 Graphic/AV Tech	18	3 16.67	2 11.11
	Facility Total % of Facility Total	8903 58.47	2014 22.62

Appendix H

IUPUI Tenure-Track Faculty - Trends by Gender (2000 - 2008)

(Indianapolis & Columbus Campuses only)

* Data from
Peoplesoft System

Academic Rank		2000	2001	2002	*2003	*2004	*2005	*2006	*2007	*2008
Titled Professor	Male	58	72	75	67	85	85	97	106	106
	Female	9	14	17	15	16	17	24	24	21
	Total	67	86	92	82	101	102	121	130	127
Full Professor	Male	346	347	349	351	354	336	335	347	360
	Female	71	73	76	76	83	90	96	90	110
	Total	417	420	425	427	437	426	431	437	470
Associate Professor	Male	325	304	313	280	288	297	295	287	295
	Female	146	150	163	148	158	154	163	167	181
	Total	471	454	476	428	446	451	458	454	476
Assistant Professor	Male	193	167	193	203	217	225	227	201	207
	Female	114	98	118	118	124	147	137	146	157
	Total	307	265	311	321	341	372	364	347	364
Instructor	Male	1	2	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0	0
	Total	2	2	0						
TOTAL CAMPUS	Male	923	892	930	901	944	943	954	941	968
	Female	341	335	374	357	381	408	420	427	469
	Total Ten-Track	1,264	1,227	1,304	1,258	1,325	1,351	1,374	1,368	1,437
PERCENTAGES	Male	73.0%	72.7%	71.3%	71.6%	71.2%	69.8%	69.4%	68.8%	67.4%
	Female	27.0%	27.3%	28.7%	28.4%	28.8%	30.2%	30.6%	31.2%	32.6%
	Total Ten-Track	100.0%								

Source: Annual October workforce snapshots (s:\vmorgan\tren9708\trends.xlsx)

IUPUI Non-Academic Staff - Trends by Gender (2000 - 2008)

(Indianapolis & Columbus Campus only)

* Data from
Peoplesoft System

EEO Category		Year								
		2000	2001	2002	*2003	*2004	*2005	*2006	*2007	*2008
Executive/Managerial	Male	73	75	70	65	72	65	58	55	82
	Female	54	52	55	50	58	59	46	49	70
	Total	127	127	125	115	130	124	104	104	152
Professional	Male	491	525	549	591	608	600	624	648	650
	Female	1,047	1,146	1,237	1,288	1,326	1,330	1,373	1,434	1,475
	Total	1,538	1,671	1,786	1,879	1,934	1,930	1,997	2,082	2,125
Clerical	Male	74	73	90	94	100	98	94	86	90
	Female	1,182	1,209	1,279	1,324	1,353	1,321	1,327	1,334	1,331
	Total	1,256	1,282	1,369	1,418	1,453	1,419	1,421	1,420	1,421
Technical	Male	197	207	219	234	240	229	241	233	235
	Female	401	436	498	517	510	505	500	501	482
	Total	598	643	717	751	750	734	741	734	717
Skilled Crafts	Male	83	83	92	117	113	115	109	110	121
	Female	6	5	5	9	7	5	5	7	7
	Total	89	88	97	126	120	120	114	117	128
Service/Maintenance	Male	204	194	200	172	159	146	144	147	169
	Female	112	114	108	93	98	93	100	103	122
	Total	316	308	308	265	257	239	244	250	291
TOTAL CAMPUS	Male	1,201	1,228	1,276	1,273	1,292	1,253	1,270	1,279	1,347
	Female	2,802	2,962	3,182	3,281	3,352	3,313	3,351	3,428	3,487
	Total Staff	3,924	4,119	4,402	4,554	4,644	4,566	4,621	4,707	4,834
PERCENTAGES	Male	30.6%	29.8%	29.0%	28.0%	27.8%	27.4%	27.5%	27.2%	27.9%
	Female	71.4%	71.9%	72.3%	72.0%	72.2%	72.6%	72.5%	72.8%	72.1%
	Total Staff	100.0%								

Source: Annual October workforce snapshots (s:\vmorgan\tren9708\trends.xlsx)

IUPUI Tenure-Track Faculty - Trends by Race (2000 - 2008)

(Indianapolis & Columbus Campuses only)

* Data from
Peoplesoft System

Academic Rank		2000	2001	2002	*2003	*2004	*2005	*2006	*2007	*2008
Titled Professor	Black	0	0	0	0	1	1	2	2	2
	Asian	3	3	2	5	5	6	8	12	13
	Hispanic	0	0	0	0	1	1	1	1	1
	Natv Am	0	0	0	0	1	1	1	1	1
	White	64	83	90	77	93	93	109	114	110
	Total	67	86	92	82	101	102	121	130	127
Full Professor	Black	2	2	3	5	6	5	6	8	10
	Asian	31	35	38	36	37	34	32	35	46
	Hispanic	5	7	7	9	7	5	7	7	12
	Natv Am	1	1	1	1	0	0	0	0	0
	White	378	375	376	376	387	382	379	362	402
	Total	417	420	425	427	437	426	424	412	470
Associate Professor	Black	18	19	20	17	17	17	19	20	24
	Asian	44	46	45	46	50	56	59	59	67
	Hispanic	15	10	14	6	14	12	16	19	17
	Natv Am	1				0	2	1	1	1
	White	393	379	397	359	365	364	363	355	367
	Total	471	454	476	428	446	451	458	454	476
Assistant Professor	Black	14	11	14	15	18	17	17	18	21
	Asian	32	38	54	60	71	85	78	80	88
	Hispanic	14	12	16	18	19	18	15	10	14
	Natv Am	1	1	2	2	1	0	0	1	2
	White	246	203	225	226	231	252	254	238	239
	Total	307	265	311	321	340	372	364	347	364
Instructor	Black	0	0	0	0	0	0	0	0	0
	Asian	0	0	0	0	0	0	0	0	0
	Hispanic	0	0	0	0	0	0	0	0	0
	Natv Am	0	0	0	0	0	0	0	0	0
	White	2	2	0	0	0	0	0	0	0
	Total	2	2	0						
TOTAL CAMPUS	Black	34	32	37	37	42	40	44	48	57
	Asian	110	122	139	147	163	181	177	186	214
	Hisp	34	29	37	33	41	36	39	37	44
	Natv Am	3	2	3	3	2	3	2	3	4
	White	1,083	1,042	1,088	1,038	1,076	1,091	1,105	1,069	1,118
	Total Ten-Track	1,264	1,227	1,304	1,258	1,324	1,351	1,367	1,343	1,437
PERCENTAGES	Black	2.7%	2.6%	2.8%	2.9%	3.2%	3.0%	3.2%	3.6%	4.0%
	Asian	8.7%	9.9%	10.7%	11.7%	12.3%	13.4%	12.9%	13.8%	14.9%
	Hisp	2.7%	2.4%	2.8%	2.6%	3.1%	2.7%	2.9%	2.8%	3.1%
	Natv Am	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.1%	0.2%	0.3%
	White	85.7%	84.9%	83.4%	82.5%	81.3%	80.8%	80.8%	79.6%	77.8%
	Total Ten-Track	100.0%								

Source: Annual October workforce snapshots (s:\vlmorgan\tren9708\trends.xlsx)

IUPUI Non-Academic Staff - Trends by Race (2000 - 2008)

(Indianapolis & Columbus Campus only)

* Data from
Peoplesoft System

EEO Category		Year								
		2000	2001	2002	*2003	*2004	*2005	*2006	*2007	*2008
Exec/Managerial	Black	5	4	4	3	7	7	6	4	9
	Asian	1	1	2	2	2	2	1	1	5
	Hispanic	1	2	2	2	2	2	2	2	0
	Natv Am	0	0	0	0	0	0	0	0	0
	White	120	120	117	107	119	113	95	97	138
	Total	127	127	125	114	130	124	104	104	152
Professional	Black	93	107	126	135	144	141	145	162	175
	Asian	65	70	87	103	114	120	128	137	130
	Hispanic	9	12	13	12	15	18	25	28	28
	Natv Am	6	8	8	7	7	7	7	4	3
	White	1,365	1,474	1,552	1,602	1,648	1,640	1,692	1,751	1,789
	Total	1,538	1,671	1,786	1,859	1,928	1,926	1,997	2,082	2,125
Clerical	Black	224	249	270	279	294	295	284	282	274
	Asian	12	19	21	18	26	23	27	20	21
	Hispanic	12	13	14	14	17	17	18	18	20
	Natv Am	5	6	4	4	4	5	4	5	5
	White	1,003	995	1,060	1,075	1,112	1,079	1,088	1,095	1,101
	Total	1,256	1,282	1,369	1,390	1,453	1,419	1,421	1,420	1,421
Technical	Black	109	119	124	124	115	108	107	116	101
	Asian	39	45	58	61	62	66	69	76	76
	Hispanic	10	10	12	15	17	21	23	17	16
	Natv Am	2	1	2	2	2	3	5	1	1
	White	438	468	521	530	548	528	536	524	523
	Total	598	643	717	732	744	726	740	734	717
Skilled Crafts	Black	10	11	10	18	16	12	12	13	16
	Asian	0	0	0	0	0	0	0	0	0
	Hispanic	0	0	1	1	1	1	1	1	1
	Natv Am	0	1	1	3	3	2	2	2	2
	White	79	76	85	102	100	105	99	101	109
	Total	89	88	97	124	120	120	114	117	128
Service/Maint.	Black	211	206	207	166	171	157	158	161	179
	Asian	5	5	4	5	7	7	6	6	7
	Hispanic	7	7	6	4	7	8	9	11	14
	Natv Am	4	3	4	2	1	1	1	1	3
	White	89	87	87	83	71	65	70	71	88
	Total	316	308	308	260	257	238	244	250	291
TOTAL CAMPUS	Black	652	696	738	725	747	720	712	738	754
	Asian	122	140	173	189	211	218	231	240	239
	Hispanic	39	44	50	48	59	67	78	77	79
	Natv Am	17	19	19	18	17	18	19	13	14
	White	3,094	3,220	3,487	3,499	3,598	3,530	3,580	3,639	3,748
	Total Staff	3,924	4,119	4,467	4,479	4,632	4,553	4,620	4,707	4,834
PERCENTAGES	Black	16.6%	16.9%	16.5%	16.2%	16.1%	15.8%	15.4%	15.7%	15.6%
	Asian	3.1%	3.4%	3.9%	4.2%	4.6%	4.8%	5.0%	5.1%	4.9%
	Hispanic	1.0%	1.1%	1.1%	1.1%	1.3%	1.5%	1.7%	1.6%	1.6%
	Natv Am	0.4%	0.5%	0.4%	0.4%	0.4%	0.4%	0.4%	0.3%	0.3%
	White	78.8%	78.2%	78.1%	78.1%	77.7%	77.5%	77.5%	77.3%	77.5%
	Total Staff	100.0%								

Source: Annual October workforce snapshots (s:\rlmorgan\tren9708\trends.xlsx)

Appendix I

Final Availability Estimates

IUPUI - 2008 Workforce

Job Group	Description	Female	Minority	Black	Hispanic	Asian	Native American
A03	Business Faculty	26.0	18.3	3.8	2.0	12.5	0.0
A07	Dentistry Faculty	23.2	19.6	3.9	5.1	10.3	0.3
A09	Education Faculty	58.7	17.0	8.0	4.0	4.0	1.0
A11	Engineering Faculty	10.3	24.3	2.1	2.1	20.0	0.0
A13	Herron Faculty	41.9	11.4	4.3	2.4	4.2	0.5
A15	Journalism Faculty	30.7	11.7	6.6	1.8	2.9	0.5
A17	Law Faculty	34.7	15.7	8.2	3.7	3.2	0.6
A19	Liberal Arts Faculty	45.8	17.4	5.3	5.7	5.0	1.3
A21	Medicine Faculty	31.2	19.7	2.8	3.7	13.2	0.0
A23	Nursing Faculty	95.6	10.0	6.0	2.0	2.0	0.0
A25	Optometry Faculty	41.6	17.7	1.7	4.6	10.6	0.8
A27	Phys Ed Faculty	40.8	10.4	4.0	3.2	2.9	0.2
A29	SPEA Faculty	42.9	16.6	6.6	3.7	5.9	0.4
A31	Science Faculty	23.4	19.0	3.3	2.7	13.0	0.0
A33	Social Work Faculty	64.9	23.9	15.0	4.8	2.9	1.2
A35	Library Faculty	64.3	17.8	6.7	2.7	7.6	0.8
A37	Health & Rehab Sci Faculty	69.8	11.3	3.3	4.5	3.3	0.2
A39	Other Faculty	38.0	17.0	5.0	4.0	7.0	1.0
C01	Secretaries & Receptionists	95.6	14.5	11.6	1.2	0.9	0.5
C02	Bookeeping, Accounting, Billing	87.5	14.2	12.1	0.6	0.9	0.5
C03	Data Entry Clerks, Typists	84.2	20.6	17.8	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	68.7	15.5	12.3	1.6	1.0	0.5
C07	Library Clerks	85.8	8.1	5.2	1.9	1.1	0.0
E01	Executive/Managerial	46.9	17.7	10.4	4.0	2.6	0.6
E03	Education Administrators	48.8	17.8	10.8	3.6	2.7	0.6
E04	Business & Finance Admin	53.0	16.4	7.2	3.7	4.7	0.4
E05	Plant & Facilities Admin	46.5	22.5	8.4	7.4	4.9	1.0
M02	Cleaning & Building Services	32.5	28.8	23.0	3.6	0.6	1.0
M04	Drivers & Deliverers	50.5	31.2	27.2	2.2	1.1	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	1.7	1.5
M10	Service/Maintenance - n.e.c.	6.1	12.9	10.2	1.4	0.6	0.3
M19	Supervisors - Service/Maint	34.9	21.0	18.2	1.9	0.5	0.5
P01	Math & Computing Professionals	36.8	13.2	6.3	1.5	4.9	0.4
P02	Engineers	18.2	9.6	3.9	1.1	4.1	0.3
P03	Life & Physical Scientists	53.1	19.3	1.3	2.0	15.9	0.0
P04	Clinicians & Medical Professionals	82.6	16.2	4.2	1.0	10.4	0.3
P05	Counselors & Student Affairs	62.1	14.2	10.7	1.4	1.2	0.6
P06	Education Prog/Project Coord	64.5	10.6	5.2	0.9	3.0	0.1
P07	Arts, Media & Communications	63.4	10.4	6.1	2.2	1.1	0.5
P08	Business & Acctg Professionals	58.7	10.7	7.1	2.3	0.7	0.5
P10	Administrative Assistants	72.1	10.4	7.5	1.5	0.8	0.6
P12	Athletic Professionals	50.3	12.8	6.5	1.8	3.9	0.2
P13	Plant & Facilities Supervisors	21.5	13.7	8.9	2.3	1.7	0.5
P15	Librarians, Curators & Archivists	83.4	5.1	3.0	0.3	1.3	0.2
P17	Nurses	95.0	9.6	6.5	1.4	1.0	0.5

Final Availability Estimates

IUPUI - 2008 Workforce

S01	Construction Crafts	2.3	10.8	4.6	5.7	0.1	0.4
S02	Mechanics & Repairers	2.8	10.1	5.6	2.9	0.9	0.7
S06	Skilled Crafts	2.8	11.7	3.6	7.2	0.2	0.6
S07	Police & Detectives	22.6	14.3	12.3	1.6	0.0	0.3
S17	Mgr of Police/Detectives	39.0	20.1	15.7	3.2	0.3	0.6
S18	Skilled Crafts Supervisor	12.2	7.5	3.9	1.8	0.3	0.9
T01	Math & Computing Professionals	48.2	20.0	15.1	0.9	3.2	0.4
T02	Engineering & Electronic Tech	18.6	15.5	10.3	2.3	2.3	0.5
T03	Science Technicians	59.1	15.8	9.4	0.2	6.1	0.0
T05	Health Technicians	68.0	17.1	13.8	0.5	1.6	0.2
T06	Clinical Lab Technicians	71.9	25.6	19.0	1.5	4.1	0.6
T07	Technical - n.e.c.	39.5	14.3	9.1	1.1	3.4	0.6
T09	Animal Technicians	39.3	12.4	9.7	0.1	0.9	0.0
T10	Graphics & Audio Visual Tech	29.1	11.5	8.9	0.7	1.3	0.4

Appendix J

Incumbency v. Estimated Availability

IUPUI 2008 (By Dept)
10/01/2008

Job Group	Less than Reasonably Expected?					
	Female	Minority	Black	Hisp	Asian	AmInd
A03 Business					Yes	
A07 Dentistry						
A09 Education						
A11 Engr & Tech						
A13 Herron Art						
A15 Journ/New Media						
A17 Law						
A19 Liberal Arts						
A21 Medicine			Yes	Yes		
A23 Nursing						
A25 Optometry						
A27 Phys Ed						
A29 Publ Env Affrs	Yes					
A31 Science						
A33 Social Work						
A35 Library						
A37 Hlth Rehab Sci						
A39 Faculty-Other				Yes		
C01 Secretaries						
C02 Acct Clerks						
C03 Data Entry						
C04 Genl Clerks						
C05 Cashiers	Yes					
C06 Clerical Supv						
C07 Libr Clerks	Yes					
E01 Executive	Yes					

*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

IUPUI 2008 (By Dept)
10/01/2008

Job Group	Less than Reasonably Expected?					
	Female	Minority	Black	Hisp	Asian	AmInd
E03 Educ Admin						
E04 Bus/Fin Admin		Yes		Yes		
E05 Facil Admin						
M02 Bldg Svcs						
M04 Deliverers	Yes					
M05 Grounds Wkrs						
M08 Food Svc Suprv						
M10 Svc Maint						
M19 Svc/Maint Supv						
P01 Comput Profls	Yes					
P02 Engineers						
P03 Phys Science						
P04 Clinicians		Yes			Yes	
P05 Stu Counsel						
P06 Ed Prog Coord						
P07 Arts/Media/Comm						
P08 Busns/Acct Prfl				Yes		
P10 Admin Asst						
P12 Athletics						
P13 Plant Supv						
P15 Librarian						
P17 Nurses						
S01 Construc Crafts						
S02 Mechanics						
S06 Skilled Crafts						
S07 Detectives						

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

IUPUI 2008 (By Dept)
10/01/2008

	Less than Reasonably Expected?					
Job Group	Female	Minority	Black	Hisp	Asian	AmInd
S18 Crafts Supv						
S20 Supr Skilled Cr						
T01 Math/Comp Spec	Yes					
T02 Engr Tech						
T03 Sci Tech						
T05 Health Tech						
T06 Clin Tech						
T07 Tech - Other						
T09 Animal Tech						
T10 Graphic/AV Tech						

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

Annual Placement Goals

IUPUI 2008 (By Dept)
10/01/2008

Job Group	Placement Goals (%)					
	Female	Minority	Black	Hisp	Asian	Amlnd
A03 Business	-	-	-	-	12.50	-
A07 Dentistry	-	-	-	-	-	-
A09 Education	-	-	-	-	-	-
A11 Engr & Tech	-	-	-	-	-	-
A13 Herron Art	-	-	-	-	-	-
A15 Journ/New Media	-	-	-	-	-	-
A17 Law	-	-	-	-	-	-
A19 Liberal Arts	-	-	-	-	-	-
A21 Medicine	-	-	2.83	3.67	-	-
A23 Nursing	-	-	-	-	-	-
A25 Optometry	-	-	-	-	-	-
A27 Phys Ed	-	-	-	-	-	-
A29 Publ Env Affrs	42.88	-	-	-	-	-
A31 Science	-	-	-	-	-	-
A33 Social Work	-	-	-	-	-	-
A35 Library	-	-	-	-	-	-
A37 Hlth Rehab Sci	-	-	-	-	-	-
A39 Faculty-Other	-	-	-	4.00	-	-
C01 Secretaries	-	-	-	-	-	-
C02 Acct Clerks	-	-	-	-	-	-
C03 Data Entry	-	-	-	-	-	-
C04 Genl Clerks	-	-	-	-	-	-
C05 Cashiers	75.09	-	-	-	-	-
C06 Clerical Supv	-	-	-	-	-	-
C07 Libr Clerks	85.75	-	-	-	-	-
E01 Executive	49.87	-	-	-	-	-

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

Annual Placement Goals

IUPUI 2008 (By Dept)
10/01/2008

Job Group	Placement Goals (%)					
	Female	Minority	Black	Hisp	Asian	Amlnd
E03 Educ Admin	-	-	-	-	-	-
E04 Bus/Fin Admin	-	17.51	-	4.44	-	-
E05 Facil Admin	-	-	-	-	-	-
M02 Bldg Svcs	-	-	-	-	-	-
M04 Deliverers	50.49	-	-	-	-	-
M05 Grounds Wkrs	-	-	-	-	-	-
M08 Food Srvc Suprv	-	-	-	-	-	-
M10 Svc Maint	-	-	-	-	-	-
M19 Svc/Maint Supv	-	-	-	-	-	-
P01 Comput Profis	36.82	-	-	-	-	-
P02 Engineers	-	-	-	-	-	-
P03 Phys Science	-	-	-	-	-	-
P04 Clinicians	-	16.17	-	-	10.41	-
P05 Stu Counsel	-	-	-	-	-	-
P06 Ed Prog Coord	-	-	-	-	-	-
P07 Arts/Media/Comm	-	-	-	-	-	-
P08 Busns/Acct Prfl	-	-	-	2.33	-	-
P10 Admin Asst	-	-	-	-	-	-
P12 Athletics	-	-	-	-	-	-
P13 Plant Supv	-	-	-	-	-	-
P15 Librarian	-	-	-	-	-	-
P17 Nurses	-	-	-	-	-	-
S01 Construc Crafts	-	-	-	-	-	-
S02 Mechanics	-	-	-	-	-	-
S06 Skilled Crafts	-	-	-	-	-	-
S07 Detectives	-	-	-	-	-	-

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

Annual Placement Goals

IUPUI 2008 (By Dept)
10/01/2008

Job Group	Placement Goals (%)					
	Female	Minority	Black	Hisp	Asian	Amlnd
S18 Crafts Supv	-	-	-	-	-	-
S20 Supr Skilled Cr	-	-	-	-	-	-
T01 Math/Comp Spec	48.18	-	-	-	-	-
T02 Engr Tech	-	-	-	-	-	-
T03 Sci Tech	-	-	-	-	-	-
T05 Health Tech	-	-	-	-	-	-
T06 Clin Tech	-	-	-	-	-	-
T07 Tech - Other	-	-	-	-	-	-
T09 Animal Tech	-	-	-	-	-	-
T10 Graphic/AV Tech	-	-	-	-	-	-

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

IUPUI WORKFORCE DATA AND UNIT GOALS

As of October 2008

CAMPUSWIDE SUMMARY

Academic Employees Excluded

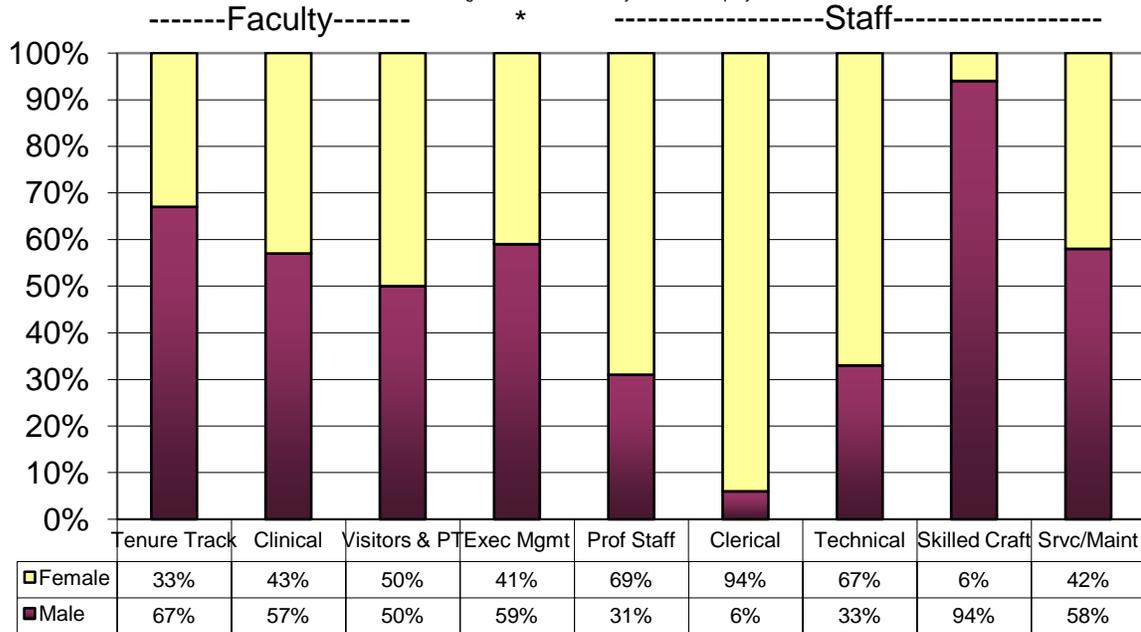
Category		Total	Women	Minority	Black	Hispanic	Asian	Native American	White
Tenure/Ten-Trk Faculty & Librarians	Workforce	1,328	435	289	48	40	197	4	1,039
	Utilization %	100.0	32.8	21.8	3.6	3.0	14.8	0.3	78.2
	Availability %		36.5	18.5	4.1	3.7	10.4	0.3	
	Campus Goal		49	0	7	9	0	0	
Clinical & Full-Time Non-Tenure Track Faculty	Workforce	1,052	455	225	36	28	160	1	827
	Utilization %	100.0	43.3	21.4	3.4	2.7	15.2	0.1	78.6
	Availability %		34.8	18.7	3.6	3.7	11.2	0.2	
	Campus Goal		0	0	2	11	0	1	
Other Academic: Visitors & Part-Time	Workforce	1,558	782	396	66	38	288	4	1,162
	Utilization %	100.0	50.2	25.4	4.2	2.4	18.5	0.3	74.6
	Availability %		37.3	18.3	4.7	3.8	9.4	0.5	
	Campus Goal		0	0	7	21	0	3	
Executive Management	Workforce	283	117	32	14	3	15	0	251
	Utilization %	100.0	41.3	11.3	4.9	1.1	5.3	0.0	88.7
	Availability %		47.8	18.2	8.9	4.5	3.7	0.8	
	Campus Goal		18	20	11	10	0	2	
Professional Staff	Workforce	2,125	1,475	336	175	28	130	3	1,789
	Utilization %	100.0	69.4	15.8	8.2	1.3	6.1	0.1	84.2
	Availability %		61.5	13.1	6.3	1.6	4.6	0.4	
	Campus Goal		0	0	0	6	0	6	
Clerical: (CLxx)	Workforce	1,421	1,331	320	274	20	21	5	1,101
	Utilization %	100.0	93.7	22.5	19.3	1.4	1.5	0.4	77.5
	Availability %		88.9	15.4	12.6	1.2	0.9	0.5	
	Campus Goal		0	0	0	0	0	2	
Technical: (TExx & RSxx)	Workforce	717	482	194	101	16	76	1	523
	Utilization %	100.0	67.2	27.1	14.1	2.2	10.6	0.1	72.9
	Availability %		58.4	17.6	12.8	0.7	3.3	0.2	
	Campus Goal		0	0	0	0	0	1	
* Skilled Craft: (SM11-SM20)	Workforce	128	7	19	16	1	0	2	109
	Utilization %	100.0	5.5	14.8	12.5	0.8	0.0	1.6	85.2
	Availability %		8.3	11.1	6.5	3.5	0.4	0.6	
	Campus Goal		5	0	0	4	1	0	
Service Maintenance: (SM07-SM19 & GSxx)	Workforce	291	122	203	179	14	7	3	88
	Utilization %	100.0	41.9	69.8	61.5	4.8	2.4	1.0	30.2
	Availability %		30.0	27.6	21.3	4.3	0.6	0.9	
	Campus Goal		0	0	0	0	0	0	
Unit Totals:	Workforce	8,903	5,206	2,014	909	188	894	23	6,889
	Utilization %	100.0	58.5	22.6	10.2	2.1	10.0	0.3	77.4

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.

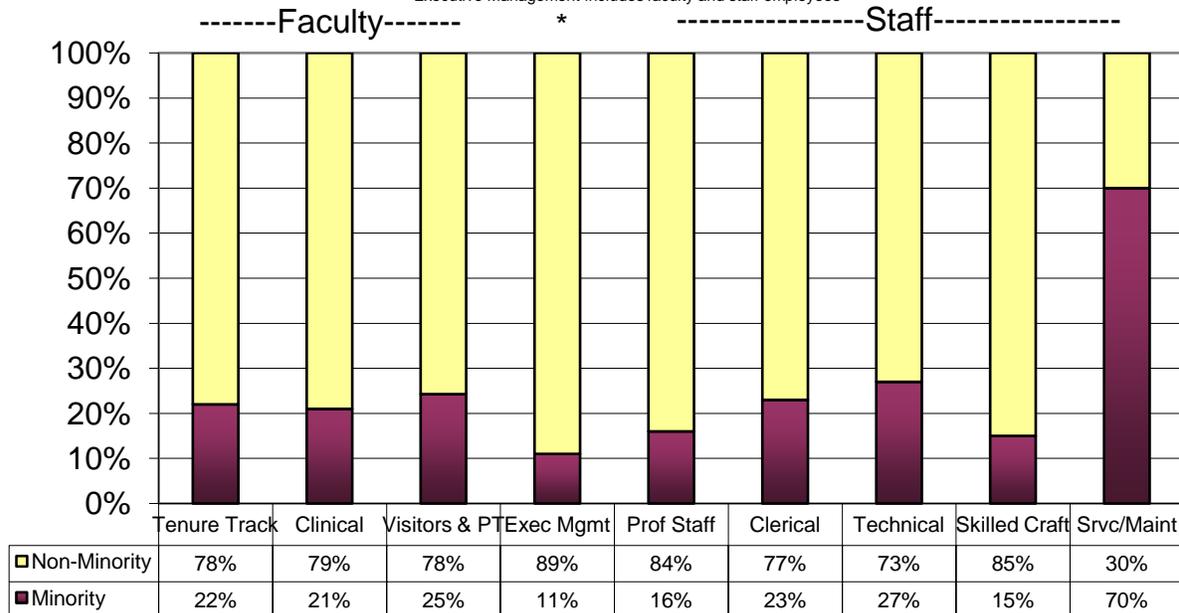
Male vs. Female Percentage (October 2008)

* Executive Management includes faculty and staff employees

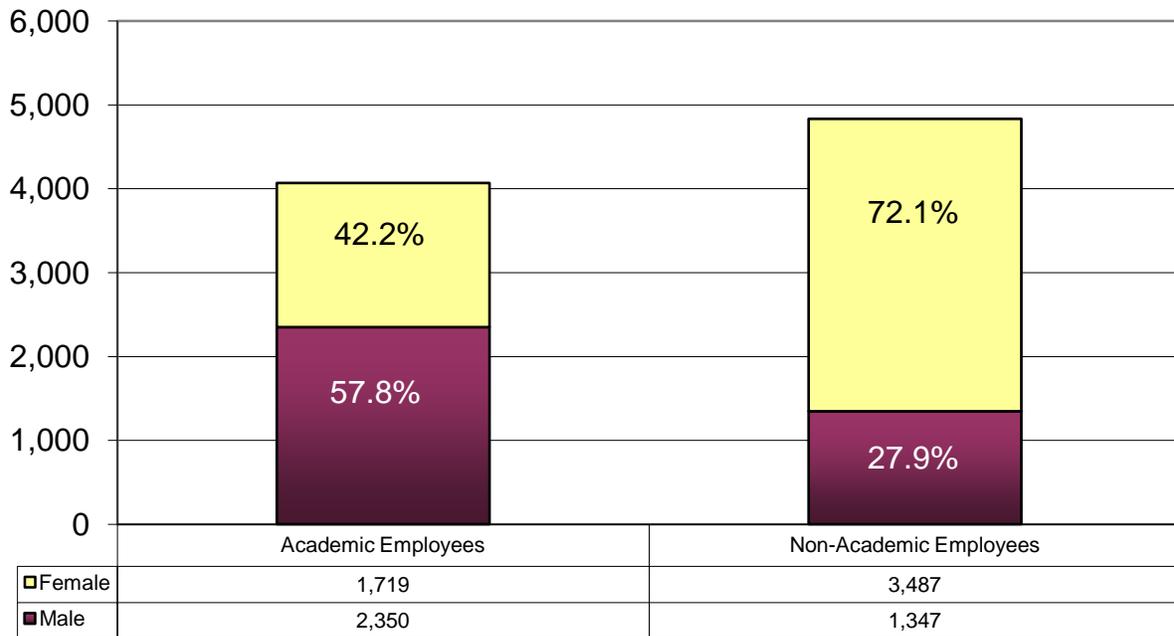


Minority vs. Non-Minority Percentage (October 2008)

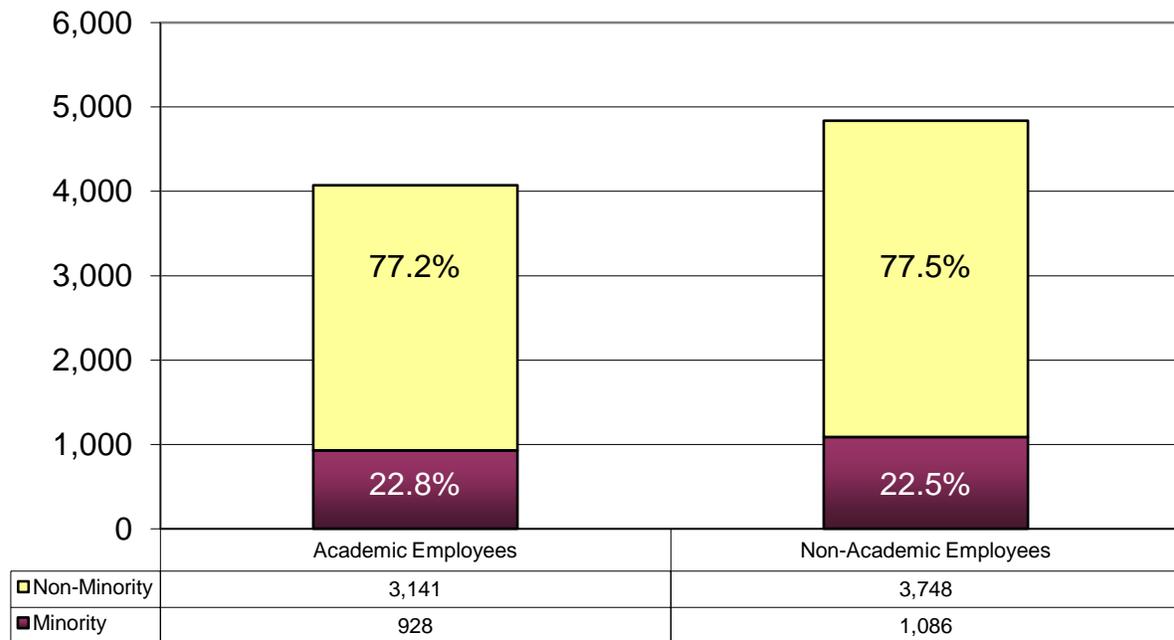
* Executive Management includes faculty and staff employees



Male vs. Female Comparison (October 2008)



Minority vs. Non-Minority Comparison (October 2008)



Appendix K

IUPUI Goals Achievement During Previous Affirmative Action Plan Year (2007)

School	Total Workforce (10/07)			Total Opportunities	2007 Percentage Availability Goal		Expected Placements Based on Opportunities		Actual Placements		Goals Achievement	
	Total	Female	Minority		Female	Minority	Female	Minority	Female	Minority	Female	Minority
Campuswide Exec. Mgmt.	234	92	20	37	47.6%	18.6%	18	7	17	12	Short	Exceeded
Campuswide Professional	2,082	1,434	331	650	64.3%	14.7%	418	96	376	242	Short	Exceeded
Campuswide Clerical	1,421	1,334	325	363	88.1%	20.0%	320	73	339	69	Exceeded	Short
Campuswide Technical	735	501	210	245	59.5%	17.4%	146	43	162	67	Exceeded	Exceeded
Campuswide Skilled Craft	117	7	16	29	12.5%	19.3%	4	6	2	5	Short	Short
Campuswide Srvc. Maint.	250	103	179	129	32.0%	29.4%	41	38	52	86	Exceeded	Exceeded
Campus Total:	4,839	3,471	1,081	1,453			947	263	948	481	Exceeded	Exceeded