

2016 IUPUI Diversity Report



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the IUPUI Diversity Cabinet

A statement from Vice Chancellor Karen Dace:

Welcome to the electronic version of the IUPUI Diversity Report. In an effort to reduce our carbon footprint, we decided to stop printing the annual report and continue to provide it electronically—the format that many of our constituents prefer. Additionally, when possible we have disaggregated the data adding clarity to our understanding of where we are and where we must improve. Wherever we have the data, we provide information about the status of individual diverse groups—African American, Latina/o, American Indian, Asian American, Native Hawaiian/Pacific Islander, International, Two or more races, White, Women—as it relates to the diversity or/in:

- undergraduate and graduate students
- transfer students
- four- and six-year graduation rates
- awarding of graduate degrees
- faculty and staff
- new hires
- executive leadership
- representation of deans, associate deans and department chairs

For some time we have wanted to include statistics on socio-economic status. The 2016 Diversity Report includes statistical information about the number of Pell Grant recipients, 21st Century Scholars and First Generation students.

Finally, you will note the absence of the red, yellow and green symbols previously used to denote our satisfaction. Committees are working to create more meaningful performance indicators that or goals that we must meet in order to be the institution we

aspire to become. Those new goals will be revealed in next year's Diversity Report.

***Diversity – a thought,
not an afterthought;
an action, not a
reaction.***



DIVERSITY AT A GLANCE

DIVERSITY AT A GLANCE

Fall Undergraduate Enrollment - Race/Ethnicity, International Status, & Gender¹						
	2010	2011	2012	2013	2014	2015
Black / African American	2,312 (10%)	2,363 (11%)	2,411 (11%)	2,379 (11%)	2,352 (10%)	2,159 (10%)
Asian American	708 (3%)	690 (3%)	735 (3%)	803 (4%)	804 (4%)	824 (4%)
Native Hawaiian / Pacific Islander	14 (<1%)	12 (<1%)	9 (<1%)	21 (<1%)	18 (<1%)	20 (<1%)
Hispanic / Latino	777 (4%)	895 (4%)	1,292 (5%)	1,181 (5%)	1,269 (6%)	1,349 (6%)
American Indian / Alaska Native	49 (<1%)	40 (<1%)	28 (<1%)	34 (<1%)	30 (<1%)	21 (<1%)
Two or more races	340 (2%)	498 (2%)	692 (3%)	720 (3%)	796 (3%)	847 (4%)
International	643 (3%)	629 (3%)	684 (3%)	786 (3%)	882 (4%)	881 (4%)
White	16,906 (76%)	16,719 (75%)	16,278 (73%)	16,178 (72%)	16,148 (72%)	15,709 (71%)
Unknown	496 (2%)	390 (2%)	358 (2%)	311 (2%)	226 (1%)	175 (1%)
Women	12,217 (57%)	12,657 (57%)	12,639 (57%)	12,662 (56%)	12,724 (57%)	12,386 (56%)
Total Student Headcount	22,245	22,236	22,271	22,409	22,525	21,985
Percent Underrepresented Minority (URM) Students ²	16%	17%	19%	19%	20%	20%
Percent Total Students of Color ³	19%	20%	22%	23%	24%	24%

¹Includes IUPUC, both non-degree and degree seeking students ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- Enrollment of undergraduate students who identify as Hispanic/Latino and Two or more races has increased 2% over the past five years.
- The percentage of underrepresented minority undergraduate students has seen a steady rise.

Fall Undergraduate Enrollment - Socio-economic Indicators¹						
	2010	2011	2012	2013	2014	2015
Pell Grant Receiver	8,629	8,956	8,900	9,120	9,046	8,292
21st Century Scholar	1,026	1,163	1,304	1,616	1,922	2,192
First Generation	8,087	8,015	7,970	7,677	7,522	7,022
Percent Pell Grant Receiver ²	41%	42%	42%	42%	42%	39%
Percent 21 st Century Scholar ³	5%	5%	6%	7%	9%	10%
Percent First Generation	36%	36%	36%	34%	33%	32%

¹Includes IUPUC ²Percentage for Pell Eligible based on total of undergraduate degree seeking students only. ³Percentage based on all undergraduate students

- The percentage of 21st Century Scholars has doubled over the past five years.
- The percentage of Pell Grant undergraduate receivers has seen a slight decline after years of stability. This should be watched next year to see if the trend continues or if it's only an anomaly.
- First generation undergraduate enrollment has declined by 4% since 2010.

Fall Graduate Enrollment - Race/Ethnicity, International Status, & Gender¹						
	2010	2011	2012	2013	2014	2015
Black / African American	494 (6%)	508 (6%)	554 (7%)	562 (7%)	593 (7%)	648 (8%)
Asian American	451 (5%)	443 (5%)	458 (6%)	475 (6%)	490 (6%)	518 (6%)
Native Hawaiian / Pacific Islander	5 (<1%)	5 (<1%)	3 (<1%)	4 (<1%)	3 (<1%)	4 (<1%)
Hispanic / Latino	221 (3%)	234 (3%)	216 (3%)	248 (3%)	288 (4%)	328 (4%)
American Indian / Alaska Native	18 (<1%)	18 (<1%)	13 (<1%)	8 (<1%)	5 (<1%)	7 (<1%)
Two or more races	62 (1%)	123 (2%)	147 (2%)	154 (2%)	161 (2%)	168 (2%)
International	720 (9%)	817 (10%)	918 (11%)	1,051 (13%)	1,039 (13%)	1,138 (14%)
White	5,659 (68%)	5,688 (69%)	5,552 (68%)	5,393 (67%)	5,477 (67%)	5,229 (64%)
Unknown	691 (8%)	458 (6%)	319 (4%)	184 (2%)	109 (1%)	80 (1%)
Women	4,714 (57%)	4,642 (56%)	4,670 (57%)	4,553 (56%)	4,511 (55%)	4,496 (55%)
Total Student Headcount	8,321	8,294	8,180	8,079	8,165	8,120
Percent URM Students ²	10%	11%	11%	12%	13%	14%
Percent Total Students of Color ³	15%	16%	17%	18%	19%	20%

¹Includes IUPUC, both non-degree and degree seeking students ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- International graduate student enrollment has risen to 14%, a substantial increase from the 9% in 2010.
- Enrollment of graduate students who identify as Black/African American has also slightly increased (by 2%) over the past five years contributing to the steady rise of the overall percentage of underrepresented minority graduate students (by 4%).

Fall Graduate Enrollment - Socio-economic Indicators¹						
	2010	2011	2012	2013	2014	2015
First Generation	1,395	1,384	1,360	1,304	1,320	1,281
Percent First Generation	17%	17%	17%	16%	16%	16%

¹Includes IUPUC

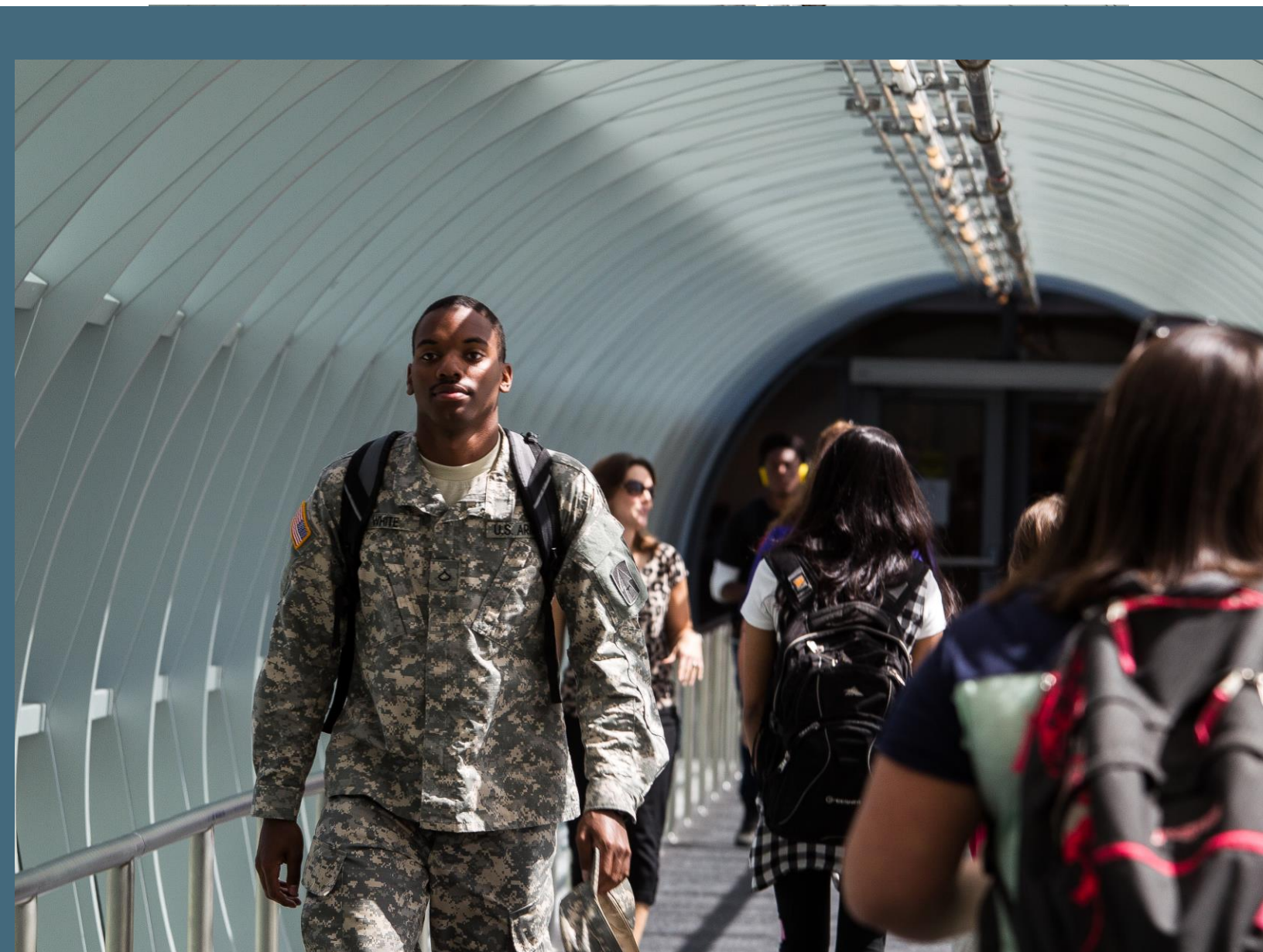
Other Student Demographic Indicators¹		
	Undergraduate Students	Graduate Students
LGBTQ+	14%	10%
Non-LGBTQ+	86%	90%
With Disability	5%	4%
No Disability	95%	96%
Primary Language – English	92%	78%
Primary Language – Other	8%	22%
Total N	2535	972

¹Percentages from the 2014 IUPUI Campus Climate Survey. All data is self-reported and should be considered an estimate ² IUPUI Campus Climate Survey does not include IUPUC.

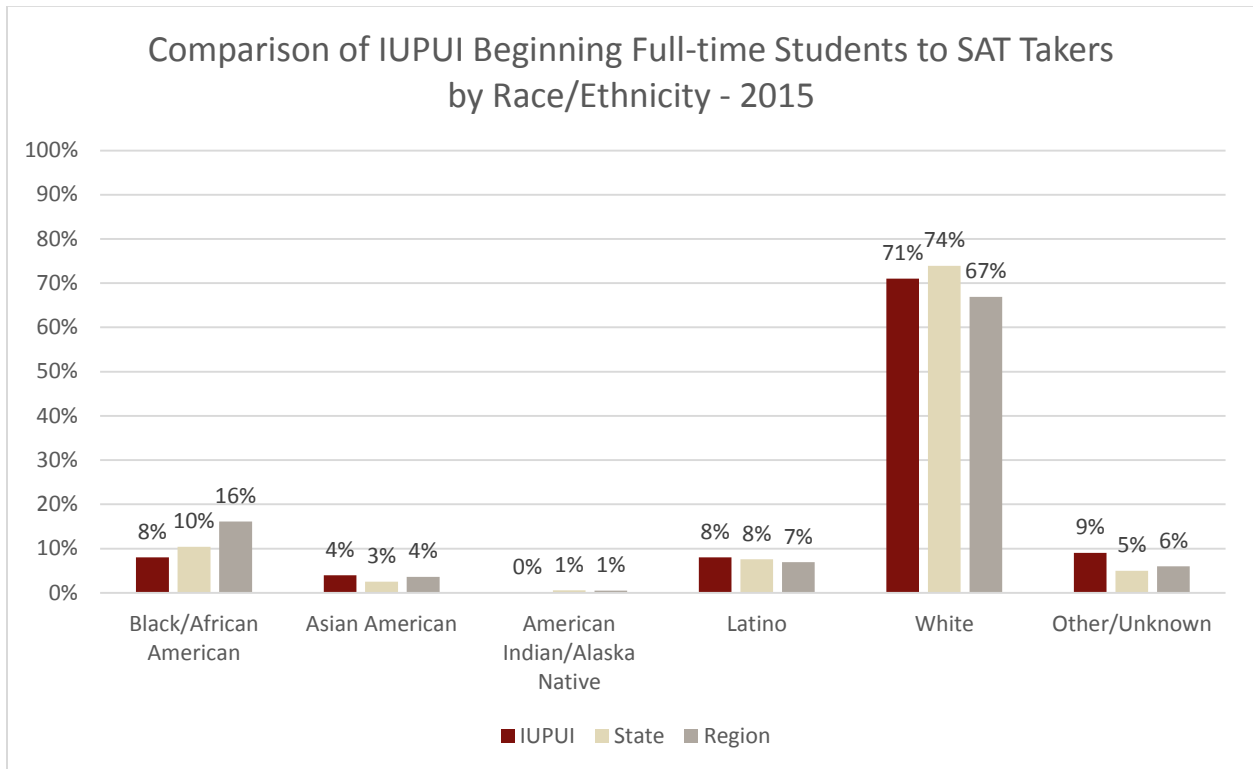
- There are slightly more undergraduate LGBTQ+ students (14%) than LGBTQ+ graduate students (10%).
- Just under one in four graduate students at IUPUI primarily speak a non-English language.
- Roughly 5% of IUPUI students self-report having a disability. Additionally, Adaptive Education Services (AES) provided direct services to 1,049 students across campus.

	Minority Business Enterprises	Women Business Enterprises	Veteran Business Enterprises
Spending			
Construction	\$1,617,341 (5.6%)	\$1,362,172 (4.7%)	\$657,928 (2.3%)
Professional Services	\$490,950 (2.1%)	\$1,323,847 (5.8%)	\$221,219 (1.0%)
Supplies	\$3,629,882 (3.3%)	\$7,901,917 (7.1%)	\$575,881 (0.5%)
Spending Goals			
Construction	7%	5%	3%
Professional Services	8%	8%	3%
Supplies	4%	9%	3%

- IUPUI spent over 17 million dollars for services rendered from minority, women, and/or veteran owned businesses last fiscal year – the vast majority of which was associated with supplies.
- Nonetheless, IUPUI did not reach spending goals with minority, women, and veteran business enterprises.



RECRUITMENT OF A DIVERSE STUDENT POPULATION



¹All data collected from College Board. Region includes counties of Boone, Brown, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby. IUPUI data excludes Columbus to appropriately compare to region.

- Black/African American students are underrepresented at IUPUI when compared to the percentage of SAT takers in both Indiana and the region.



First Time Fall Beginner Enrollment - Race/Ethnicity, International Status, & Gender¹						
	2010	2011	2012	2013	2014	2015
Black / African American	285 (10%)	320 (10%)	312 (9%)	323 (9%)	309 (8%)	268 (7%)
Asian American	89 (3%)	88 (3%)	127 (4%)	153 (4%)	141 (3%)	145 (4%)
Native Hawaiian / Pacific Islander	3 (<1%)	1 (<1%)	0 (<1%)	2 (<1%)	0 (<1%)	3 (<1%)
Hispanic / Latino	119 (4%)	179 (6%)	237 (7%)	290 (8%)	265 (7%)	295 (8%)
American Indian / Alaska Native	1 (<1%)	2 (<1%)	2 (0%)	9 (<1%)	3 (<1%)	3 (<1%)
Two or more races	105 (4%)	121 (4%)	183 (5%)	159 (4%)	145 (4%)	205 (5%)
International	70 (2%)	97 (3%)	127 (4%)	113 (3%)	107 (3%)	114 (3%)
White	2,222 (76%)	2,226 (73%)	2,323 (69%)	2,710 (71%)	2,960 (75%)	2,878 (73%)
Unknown	31 (1%)	25 (1%)	48 (1%)	36 (1%)	197 (<1%)	18 (<1%)
Women	1,734 (59%)	1,785 (58%)	1,888 (56%)	2,182 (58%)	2,308 (58%)	2,290 (58%)
Total Student Headcount	2,925	3,059	3,359	3,795	3,949	3,929
Percent URM ²	18%	20%	22%	21%	18%	20%
Percent Total Students of Color ³	21%	23%	26%	25%	21%	24%

¹Includes IUPUC ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- First time fall beginning students who identify as Latino/Hispanic has doubled in the past six years.
- First time fall beginning Black/African American enrollment has declined in the past six years.

First Time Fall Beginner Enrollment - Socio-economic Indicators¹						
	2010	2011	2012	2013	2014	2015
Pell Grant Receiver	1,286	1,350	1,405	1,647	1,704	1,579
21st Century Scholar	311	389	466	633	801	881
First Generation	1,210	1,306	1,349	1,370	1,383	1,360
Percent Pell Grant Receiver ²	44%	44%	42%	43%	43%	40%
Percent 21 st Century Scholar	11%	13%	14%	17%	20%	22%
Percent First Generation	41%	43%	40%	36%	35%	35%

¹Includes IUPUC ²Percentage for Pell Eligible based on total of undergraduate degree seeking students only.

- The enrollment of first time beginning students who received a Pell grant has decreased by 3% over the past year.
- The percentage of 21st Century Scholars has doubled since 2010, nearly making up one fourth of 2015 first time beginner students.

New Fall Undergraduate Transfer Students - Race/Ethnicity, International Status, & Gender¹						
	2010	2011	2012	2013	2014	2015
Black / African American	219 (14%)	258 (14%)	250 (14%)	257 (15%)	220 (13%)	187 (13%)
Asian American	39 (2%)	46 (3%)	49 (3%)	40 (2%)	54 (3%)	41 (3%)
Native Hawaiian / Pacific Islander	0 (<1%)	0 (<1%)	2 (<1%)	5 (<1%)	1 (<1%)	4 (<1%)
Hispanic / Latino	62 (4%)	81 (5%)	91 (5%)	95 (5%)	92 (5%)	86 (6%)
American Indian / Alaska Native	5 (<1%)	4 (<1%)	5 (<1%)	4 (<1%)	3 (<1%)	2 (<1%)
Two or more races	47 (3%)	48 (3%)	68 (4%)	57 (3%)	63 (4%)	57 (4%)
International	54 (3%)	45 (3%)	51 (3%)	51 (3%)	75 (4%)	80 (6%)
White	1,165 (72%)	1,280 (71%)	1,244 (69%)	1,212 (69%)	1,186 (69%)	951 (67%)
Unknown	28 (2%)	27 (2%)	36 (2%)	33 (2%)	23 (1%)	8 (1%)
Women	884 (55%)	1,005 (56%)	1,013 (56%)	984 (56%)	891 (52%)	773 (55%)
Total Student Headcount	1,619	1,789	1,796	1,754	1,717	1,416
Percent URM ²	21%	22%	23%	24%	22%	24%
Percent Total Students of Color ³	23%	25%	26%	26%	25%	27%

¹Includes IUPUC ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- The percentage of new undergraduate transfer students who identify as Hispanic/Latino has seen a slight increase since 2010.
- The percentage of International transfer students has doubled in the past five years.
- While the percentage of underrepresented minority transfer students dropped 2% from 2013 to 2014, it returned to 24% in 2015

New Fall Undergraduate Transfer Students- Socio-economic Indicators¹						
	2010	2011	2012	2013	2014	2015
Pell Grant Receiver	718	883	845	844	823	601
21st Century Scholar	47	95	91	84	105	104
First Generation	588	653	668	610	586	473
Percent Pell Grant Receiver ²	44%	49%	47%	48%	48%	42%
Percent 21 st Century Scholar	3%	5%	5%	5%	6%	7%
Percent First Generation	36%	37%	37%	35%	34%	33%

¹Includes IUPUC ²Percentage for Pell Eligible based on total of undergraduate degree seeking students only.

- The percentage of students who are 21st Century Scholars has more than doubled in the past five years.
- The proportion of undergraduate transfer students receiving a Pell Grant dropped over the past year by 6%.

New Fall Graduate and Doctoral-Practice Students - Race/Ethnicity, International Status, & Gender¹						
	2010	2011	2012	2013	2014	2015
Black / African American	139 (6%)	152 (6%)	161 (7%)	142 (6%)	184 (8%)	188 (8%)
Asian American	118 (5%)	117 (5%)	127 (5%)	131 (6%)	158 (6%)	144 (6%)
Native Hawaiian / Pacific Islander	0 (0%)	1 (<1%)	0 (0%)	2 (<1%)	1 (<1%)	2 (<1%)
Hispanic / Latino	74 (3%)	67 (3%)	65 (3%)	77 (3%)	111 (5%)	109 (5%)
American Indian / Alaska Native	5 (<1%)	4 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)	2 (<1%)
Two or more races	28 (1%)	53 (2%)	51 (2%)	37 (2%)	54 (2%)	50 (2%)
International	185 (8%)	224 (10%)	288 (12%)	277 (12%)	318 (13%)	316 (13%)
White	1,648 (71%)	1,691 (72%)	1,613 (69%)	1,544 (69%)	1,594 (65%)	1,549 (65%)
Unknown	132 (6%)	36 (2%)	34 (1%)	25 (1%)	18 (1%)	17 (1%)
Women	1,351 (58%)	1,314 (56%)	1,355 (58%)	1,294 (58%)	1,311 (54%)	1,353 (57%)
Total Student Headcount	2,329	2,345	2,341	2,236	2,439	2,377
Percent URM ²	11%	12%	12%	12%	14%	15%
Percent Total Students of Color ³	16%	17%	17%	18%	20%	21%

¹Includes IUPUC ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races

- The percentage of students who identify as Black/African American or Hispanic/Latino has slightly increased.
- The percentage of new International graduate and doctoral-practice students has steadily increased over the past five years.
- The percentage of underrepresented minority students has steadily risen.
- After dropping by 4% in 2014, the percentage of new women graduate and doctoral-practice students increased by 3% in 2015.

New Fall Graduate and Doctoral-Practice Students - Socio-economic Indicators¹						
	2010	2011	2012	2013	2014	2015
First Generation	416	376	394	367	394	376
Percent First Generation	18%	16%	17%	16%	16%	16%

¹Includes IUPUC

RETAINING AND GRADUATING A DIVERSE STUDENT POPULATION

One Year Retention Rates by Cohort							
	2008	2009	2010	2011	2012	2013	2014
Black / African American	73%	71%	68%	65%	66%	61%	65%
Asian American	83%	81%	91%	88%	89%	85%	85%
Native Hawaiian/Pacific Islander	Not tracked	Not tracked	2/3	1/1	N/A	1/1	N/A
Hispanic / Latino	73%	72%	72%	74%	67%	73%	74%
American Indian/ Alaska Native	3/8	7/12	1/1	2/2	0/1	4/7	0/3
Two or more races	Not tracked	Not tracked	59%	64%	63%	71%	67%
International	85%	85%	74%	91%	89%	87%	85%
White	70%	73%	71%	72%	72%	70%	74%
Underrepresented Minority	72%	71%	67%	68%	66%	68%	68%
All Students of Color	76%	74%	71%	70%	70%	71%	72%
Women	73%	73%	71%	73%	72%	72%	73%
Total	72%	73%	71%	72%	72%	71%	73%

¹Includes IUPUC, Calculated for first-time full time undergraduate beginners

- Over the past six years, the highest IUPUI one year retention rates are those of students who identify as Asian American or International.
- After a decline of 12% from 2008 to 2013, retention rates of Black/African American students rose in 2014 by 4%.



Six Year Graduation Rates by Cohort¹					
	2005	2006	2007	2008	2009
Black / African American	23%	27%	30%	38%	24%
Asian American	39%	54%	55%	54%	59%
Native Hawaiian/Pacific Islander ²	N/A	N/A	50%	N/A	N/A
Hispanic / Latino	28%	38%	45%	43%	36%
American Indian/Alaska Native ²	17%	44%	50%	20%	22%
Two or more races	25%	20%	30%	54%	49%
International	64%	50%	50%	58%	56%
White	34%	39%	42%	43%	46%
Underrepresented Minority	24%	30%	34%	41%	29%
All Students of Color	27%	35%	38%	43%	35%
Women	34%	40%	43%	48%	48%
Total	33%	40%	44%	46%	47%

¹Includes IUPUC, Calculated for first-time, full time undergraduate beginners seeking a bachelor's degree. ²Low enrollment can cause percentages to change dramatically; please consider this when examining trends

Four Year Graduation Rates by Cohort¹							
	2005	2006	2007	2008	2009	2010	2011
Black / African American	3%	5%	7%	12%	8%	8%	10%
Asian American	15%	22%	20%	22%	29%	37%	30%
Native Hawaiian/Pacific Islander ²	N/A	N/A	50%	N/A	N/A	N/A	N/A
Hispanic / Latino	12%	8%	15%	12%	15%	17%	18%
American Indian/Alaska Native ²	N/A	22%	N/A	20%	N/A	N/A	N/A
Two or more races	8%	5%	13%	34%	21%	16%	17%
International	27%	9%	17%	24%	21%	20%	34%
White	11%	15%	16%	18%	20%	20%	22%
Underrepresented Minority	5%	7%	9%	14%	11%	12%	14%
All Students of Color	7%	10%	11%	16%	14%	15%	16%
Women							
Total	11%	14%	16%	19%	20%	20%	22%

¹Includes IUPUC, Calculated for first-time, full time undergraduate beginners seeking a bachelor's degree. ²Low enrollment can cause percentages to change dramatically; please consider this when examining trends

- Although still lower than their fellow minority students, six year graduation rates of students who identify as Black/African American rose steadily from 2005 to 2008 by 15%.

Undergraduate Degrees Awarded in Fiscal Year¹					
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Black / African American	280 (8%)	308 (8%)	323 (8%)	295 (8%)	324 (8%)
Asian American	131 (4%)	134 (3%)	116 (3%)	137 (4%)	138 (3%)
Native Hawaiian/ Pacific Islander	2 (<1%)	1 (<1%)	0	2 (<1%)	2 (<1%)
Hispanic / Latino	103 (3%)	126 (3%)	129 (3%)	154 (4%)	151 (4%)
American Indian/ Alaska Native	12 (<1%)	6 (<1%)	4 (<1%)	2 (<1%)	4 (<1%)
Two or more races	32 (1%)	49 (1%)	63 (2%)	76 (2%)	115 (3%)
International	146 (4%)	130 (3%)	125 (3%)	105 (3%)	155 (4%)
White	2,852 (79%)	3,008 (78%)	3,000 (78%)	2,987 (78%)	3,008 (76%)
Unknown	75 (2%)	72 (2%)	70 (2%)	61 (2%)	49 (1%)
Women	2,141 (59%)	2,234 (58%)	2,233 (58%)	2,263 (59%)	2,315 (59%)
Total	3,633	3,834	3,830	3,819	3,946
Percent URM ²	12%	13%	14%	14%	15%
Percent Students of Color ³	16%	16%	17%	18%	18%

¹Includes IUPUC. Consists of Associate's & Bachelor's Degrees. No undergraduate certificates are included. ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- As the total number of undergraduate degrees has increased over the past five years, so has the total percent of underrepresented minority.

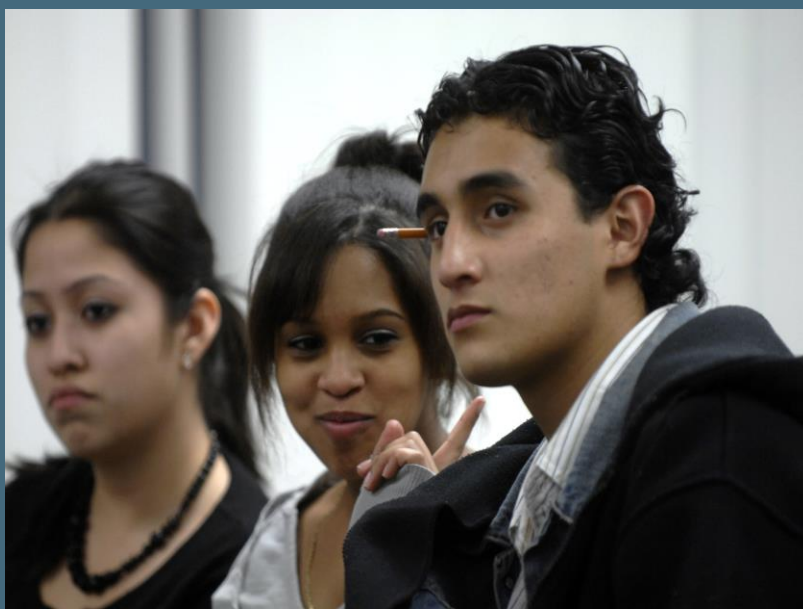
Master's Degrees Awarded in Fiscal Year¹					
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Black / African American	95 (6%)	100 (6%)	89 (6%)	108 (7%)	87 (6%)
Asian American	82 (5%)	72 (4%)	53 (3%)	66 (4%)	65 (4%)
Native Hawaiian/ Pacific Islander	1 (<1%)	0	1 (<1%)	1 (<1%)	1 (<1%)
Hispanic / Latino	38 (2%)	44 (3%)	28 (2%)	49 (3%)	43 (3%)
American Indian/ Alaska Native	3 (<1%)	4 (<1%)	3 (<1%)	0	1 (<1%)
Two or more races	7 (<1%)	13 (1%)	24 (2%)	21 (1%)	23 (2%)
International	241 (14%)	228 (13%)	239 (16%)	312 (19%)	285 (19%)
White	1,165 (69%)	1,252 (71%)	1,060 (70%)	1,078 (66%)	980 (66%)
Unknown	55 (3%)	40 (2%)	23 (2%)	10 (1%)	11 (1%)
Women	1,038 (62%)	1,072 (61%)	940 (62%)	988 (60%)	927 (62%)
Total	1,687	1,753	1,520	1,645	1,496
Percent URM ²	9%	9%	10%	11%	10%
Percent Students of Color ³	14%	13%	13%	15%	14%

¹Includes IUPUC. No graduate certificates are included. ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

Doctoral Degrees Awarded in Fiscal Year¹					
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Black / African American	28 (4%)	33 (4%)	32 (4%)	31 (4%)	40 (5%)
Asian American	60 (8%)	62 (8%)	58 (8%)	68 (9%)	60 (7%)
Native Hawaiian/ Pacific Islander	2 (<1%)	1 (<1%)	0	1 (<1%)	0
Hispanic / Latino	18 (2%)	15 (2%)	20 (3%)	14 (2%)	25 (3%)
American Indian/ Alaska Native	3 (<1%)	3 (<1%)	0	1 (<1%)	2 (<1%)
Two or more races	3 (<1%)	5 (1%)	6 (1%)	11 (1%)	20 (2%)
International	27 (4%)	27 (4%)	35 (5%)	36 (5%)	33 (4%)
White	494 (65%)	513 (67%)	491 (65%)	541 (70%)	603 (74%)
Unknown	120 (16%)	112 (15%)	113 (15%)	69 (9%)	27 (3%)
Women	348 (46%)	343 (44%)	346 (46%)	378 (49%)	384 (47%)
Total	755	771	755	772	810
Percent URM ²	7%	7%	8%	8%	11%
Percent Students of Color ³	15%	15%	16%	17%	18%

¹Includes IUPUC. No graduate certificates are included. ²Includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races ³Includes URM and Asian

- The percentage of students awarded a doctoral degree who identify as an underrepresented minority has increased by 4% over the past five years.
- In the past year, the proportion of white doctoral degree receiving students rose by 4%.
- The percentage of doctoral degree recipients whose race is unknown has decreased dramatically since 2010 which could be a factor in the two previous increases mentioned.



DIVERSITY IN THE CO-CURRICULUM

Cultural Heritage Month Programs					
	2010- 2011	2011- 2012	2012- 2013	2013- 2014	2014- 2015
Latino Heritage Month	10	10	15	16	15
LGBTQ History Month	16	9	17	23	14
Native American Heritage Month	12	12	12	10	15
Black History Month	8	9	13	13	22
Women's History Month	13	12	13	18	23
Asian and Pacific Islander Heritage Month	6	6	8	18	15

2014 Cultural Dinner Attendance	
Dinner/Event	# of tickets sold
Harvey Milk Dinner	340
MLK Dinner	720
César Chávez Dinner	331
Asian Heritage Dinner	200

- The Office for Intergroup Dialogue implemented dialogues concerning race, gender, and sexual orientation/gender identity.
 - The Multicultural Center sponsored 110 programs and supported over 30,000 students last academic year.
- The LGBTQ Student Alliance partnered with Ivy Tech's Coexist to represent local higher education institutions at Indy Pride.
 - 5% of the 450 student organizations at IUPUI focus on multiculturalism.
 - 74 undergraduate students are involved in Multicultural Greek Life.
- IUPUI coordinates events associated with six cultural heritage months, including celebrations at four cultural dinners.
- Social Justice Education implemented the Tunnel of Oppression, taking faculty, staff, and students through an interactive experience regarding post-traumatic stress disorder, body image, cyber bullying, domestic violence, religion, and ability status.
- The Campus Center saw numerous students speaking up and writing down thoughts regarding numerous political, cultural, and social issues through Democracy Plaza.
- The Multicultural Center, Social Justice Education, Intergroup Dialogue, and the LGBT Faculty Staff Council sponsored a program related to the Religious Freedom Restoration Act – attended by IUPUI students, faculty, staff, and community members.
- The Office of Student Involvement and the Office for Women partnered to administer the Advancing Women Mentoring Program partnering students with faculty/staff mentors.
 - IUPUI welcomed four new key additions to diversity work:
 - Dennis Rudnick, Associate Director of the Multicultural Center
 - Karina Garduno, Assistant Director of the Multicultural Center
 - Danielle Tate, Coordinator for Norman Brown Diversity and Leadership Scholars
 - Peter Limthongviratn, Coordinator for Social Justice Education

CAMPUS CLIMATE FOR DIVERSITY

Percentage of IUPUI Faculty/Staff Who Agree with the Following:

	Women	Men	Latino	Black	Other Races	White	LGBT	Non-LGBT	With Disability	Without Disability
I feel free to be myself at IUPUI.	83%	80%	83%	77%	82%	82%	83%	82%	73%	83%
It's difficult to move up in my career at IUPUI.	62%	52%	52%	63%	59%	58%	55%	59%	77%	57%
IUPUI has a commitment to diversity.	92%	92%	88%	72%	88%	95%	88%	92%	87%	92%
IUPUI places too much emphasis on diversity.	24%	31%	21%	9%	24%	29%	17%	27%	38%	27%
IUPUI has a lot of tension around diversity issues.	23%	21%	32%	38%	23%	20%	36%	21%	31%	22%
Number of respondents	1684	971	112	234	296	1936	214	2363	127	2358

- A higher proportion of students who identify as Latino, White, and Other Races agree IUPUI places too much emphasis on diversity, compared to those that identify as Black.
- The lowest percentage of students that agree IUPUI has a commitment to diversity are those that identify as Black (72%).
- The lowest proportion of students that agree that “I feel free to be myself at IUPUI” are those with disability (72%).

Percentage of IUPUI Students Who Agree with the Following:

	Women	Men	Latino	Black	Other Races	White	LGBTQ+	Non-LGBTQ+	With Disability	Without Disability
I feel free to be myself at IUPUI.	96%	94%	92%	92%	95%	96%	93%	95%	92%	95%
It's difficult to move up in my career at IUPUI.	18%	27%	26%	24%	32%	18%	26%	20%	31%	21%
IUPUI has a commitment to diversity.	95%	94%	93%	89%	92%	96%	91%	96%	88%	95%
IUPUI places too much emphasis on diversity.	24%	33%	18%	17%	33%	27%	21%	27%	30%	27%
IUPUI has a lot of tension around diversity issues.	12%	15%	16%	19%	18%	11%	14%	13%	23%	13%
Number of respondents	2196	1334	227	269	595	2327	438	2972	160	3355



DIVERSITY OF FACULTY AND STAFF

Representation of all Full-time Academic Faculty ¹						
	2010	2011	2012	2013	2014	2015
Black / African American	115 (4%)	111 (4%)	125 (4%)	125 (4%)	132 (4%)	143 (5%)
Asian American	407 (13%)	431 (14%)	453 (15%)	468 (15%)	475 (15%)	466 (15%)
Native Hawaiian / Pacific Islander	5 (<1%)	4 (<1%)	5 (<1%)	5 (<1%)	3 (<1%)	2 (<1%)
Hispanic / Latino	58 (2%)	60 (2%)	61 (2%)	60 (2%)	60 (2%)	69 (2%)
American Indian / Alaska Native	4 (<1%)	4 (<1%)	4 (<1%)	3 (<1%)	1 (<1%)	1 (<1%)
Two or more races	29 (1%)	35 (1%)	44 (1%)	53 (2%)	60 (2%)	48 (2%)
White	2,109 (69%)	2,139 (70%)	2,161 (69%)	2,192 (69%)	2,169 (69%)	2,209 (69%)
International	325 (11%)	286 (9%)	268 (9%)	254 (8%)	240 (8%)	236 (7%)
Women	1,214 (40%)	1,240 (40%)	1,266 (41%)	1,296 (41%)	1,308 (42%)	1,336 (42%)
Total Faculty	3,052	3,070	3,121	3,160	3,143	3,184
Percent URM Faculty ²	7%	7%	8%	8%	8%	8%

¹Includes IUPUC, International defined as persons who are not citizens or permanent residents of United States.

- The majority of groups have remained consistent since 2010, while women, black/African American, and Asian American full-time faculty have seen slight increases.
- The percentage of international faculty has decreased but that does not necessarily represent a loss of faculty. It may be that faculty previously defined as international have become U.S. citizens or permanent residents



Representation of Tenure/Tenure Track Faculty Compared to Peer Institutions¹						
	2010	2011	2012	2013	2014	2015
Black / African American	53 4% (4% ²)	54 4% (4%)	61 4% (4%)	60 4% (4%)	62 5% (4%)	60 4%
Asian American	189 14% (12%)	198 14% (12%)	219 16% (14%)	229 16% (13%)	226 16% (13%)	220 16%
Native Hawaiian / Pacific Islander	2 <1% (<1%)	2 <1% (<1%)	2 <1% (<1%)	2 <1% (<1%)	1 <1% (<1%)	0 0%
Hispanic / Latino	28 2% (4%)	28 2% (4%)	28 2% (4%)	27 2% (4%)	30 2% (4%)	31 2%
American Indian / Alaska Native	2 <1% (<1%)	2 <1% (1%)	2 <1% (1%)	1 <1% (1%)	1 <1% (1%)	1 <1%
Two or more races	17 1% (<1%)	19 1% (<1%)	28 2% (<1%)	31 2% (<1%)	34 3% (1%)	34 3%
White	1,059 75% (76%)	1,038 75% (75%)	1,023 73% (74%)	1,011 72% (74%)	996 72% (73%)	1,003 73%
International	54 4% (3%)	48 4% (3%)	37 3% (3%)	35 3% (3%)	26 2% (4%)	25 2%
Women	469 33% (33%)	476 34% (34%)	484 35% (36%)	480 34% (34%)	479 35% (37%)	475 35%
Total Faculty	1,404	1,389	1,400	1,396	1,376	1,374
Percent URM Faculty	7% (8%)	8% (9%)	9% (10%)	9% (9%)	9% (10%)	9%

¹Includes IUPUC ²Percentages in red are of peer institutions, 2010 and 2012 having missing peer data. Information gathered from IPEDS database.

- Most groups of tenure/tenure track faculty at IUPUI have remained constant with slight increases in Asian Americans and faculty who identify as two or more races.
- IUPUI is very similar to its peer institutions in the rates of various race/ethnicity groups. IUPUI is slightly lower in regards to Latino and international tenure/tenure track faculty.
 - As stated previously, faculty that previously were classified as international may have become U.S. citizens or permanent residents resulting in the decrease over time.
- The percentage of Asian American tenure/tenure track faculty at IUPUI is slightly higher when compared to peer institutions.

Representation of Part-Time Faculty¹						
	2010	2011	2012	2013	2014	2015
Black / African American	49 (4%)	63 (6%)	62 (6%)	73 (6%)	88 (7%)	86 (7%)
Asian American	37 (3%)	32 (2%)	40 (4%)	44 (4%)	52 (4%)	52 (4%)
Native Hawaiian / Pacific Islander	0	0	0	1 (<1%)	2 (<1%)	2 (<1%)
Hispanic / Latino	25 (2%)	24 (2%)	24 (2%)	24 (2%)	24 (2%)	28 (2%)
American Indian / Alaska Native	3 (<1%)	4 (<1%)	3 (<1%)	5 (<1%)	3 (<1%)	2 (<1%)
Two or more races	5 (1%)	7 (1%)	11 (1%)	14 (1%)	17 (1%)	17 (1%)
White	986 (88%)	985 (86%)	955 (86%)	1,003 (84%)	1,080 (85%)	1,071 (84%)
International	16 (1%)	15 (1%)	19 (2%)	27 (2%)	12 (1%)	19 (2%)
Women	591 (53%)	598 (53%)	600 (54%)	649 (55%)	679 (53%)	685 (54%)
Total Faculty	1,121	1,130	1,114	1,191	1,278	1,277
Percent URM Faculty	7%	9%	9%	10%	11%	11%

¹Includes IUPUC

- Black/African American part-time faculty have seen the largest increase since 2010.
- Asian American adjuncts have also seen a slight rise in percentage over the past five years.
- While the number of white part-time faculty has gone up, their percentage of all adjunct faculty at IUPUI has decreased.

Underrepresented Minority Representation among all Full-time Staff¹						
	2010	2011	2012	2013	2014	2015
Executive/Admin/Managerial	(18%)² 10%	(18%) 13%	(19%) 13%	(18%) 12%	(20%) 12%	12%
Professional Nonfaculty	11%	11%	11%	11%	12%	13%
Secretarial/Clerical	21%	22%	22%	23%	22%	23%
Service Maintenance	65%	59%	60%	61%	61%	60%
Skilled Crafts	17%	12%	10%	4%	4%	3%
Technical/Paraprofessional	18%	17%	17%	16%	18%	20%

¹Includes IUPUC ²Percentages in red are of peer institutions, 2010 and 2012 having missing peer data. Information gathered from IPEDS database.

- Overall, the percentage underrepresented minority staff members among different job categories has remained fairly stable.
- Skilled crafts has seen the largest decrease by far. The overall N for this job category has also decreased significantly since 2010, but the percentage of minority workers has not remained stable.
- Other than 2010, service maintenance positions have remained roughly the same through 2015. This job category has the largest percentage of underrepresented minority.
- IUPUI is lower compared to peers when looking at the percentage of underrepresented minority staff in managerial positions.

Women Representation among all Full-time Staff¹

	2010	2011	2012	2013	2014	2015
Executive/Admin/Managerial	(54%) ² 55%	(54%) 56%	(60%) 56%	(59%) 56%	(59%) 57%	58%
Professional Nonfaculty	69%	69%	70%	69%	69%	67%
Secretarial/Clerical	94%	93%	92%	92%	93%	92%
Service Maintenance	43%	40%	40%	38%	38%	38%
Skilled Crafts	5%	1%	1%	0%	0%	0%
Technical/Paraprofessional	66%	66%	65%	65%	63%	63%

¹Includes IUPUC ²Percentages in red are of peer institutions, 2010 and 2012 having missing peer data. Information gathered from IPEDS database.

- Regarding the percentage of women executive/administrative/managerial staff, IUPUI has been similar to peer institutions since 2010 and has also seen a slight increase.
- Slightly more than two-thirds of other professional staff have been women consistently over the past 6 years.
- By far women have the highest rates among secretarial/clerical staff.
- The percentage of women in service maintenance positions decreased from 2010 to 2013 but since has remained constant.

Other Faculty/Staff Characteristics¹

	Faculty	Staff
LGBTQ+	8%	8%
Non-LGBTQ+	92%	92%
With Disability	4%	5%
No Disability	96%	95%
Primary Language – English	85%	97%
Primary Language – Other	15%	3%
Total N	1052	1832

¹Percentages from the 2014 IUPUI Campus Climate Survey. All data is self-reported from those who participated in the survey. It should be considered an estimate.

RECRUITING A DIVERSITY FACULTY AND STAFF

Representation of New Hires (Faculty) Compared to Peer Institutions ¹			
	2012	2013	2014
Black / African American	7 6% (5% ²)	3 2% (6%)	11 9% (4%)
Asian American	18 14% (12%)	13 9% (12%)	13 11% (13%)
Native Hawaiian / Pacific Islander	0 0% (<1%)	0 0% (0%)	0 0% (<1%)
Hispanic / Latino	0 0% (4%)	3 2% (6%)	2 2% (5%)
American Indian / Alaska Native	0 0% (<1%)	0 0% (1%)	0 0% (<1%)
Two or more races	3 2% (<1%)	2 1% (1%)	4 3% (1%)
International	22 18% (11%)	20 14% (13%)	18 15% (16%)
White	76 60% (66%)	99 71% (62%)	69 59% (61%)
Women	61 48% (51%)	62 44% (47%)	60 51% (48%)
Total	126	140	117
Percent URM Faculty	8% (10%)	6% (13%)	15% (11%)

¹Includes IUPUC, New Hire defined as full-time hires between July 1 and October 31 of the column year and still on the payroll as of November 1

²Percentages in red are of peer institutions, 2010 and 2012 having missing peer data. Peer information gathered from IPEDS database. Faculty for IUPUI data are AC1 with "Faculty" job code. International defined as persons who are not citizens or permanent residents of United States.

- In 2014, IUPUI had an increase in the hiring of black/African-American faculty and had a higher percentage of said faculty when compared to peer institutions.
- Other race/ethnicity groups are similar to peers with Latino faculty being slightly lower.
- Just over half of all new faculty in 2014 were women.

Representation of New Hires (Staff – Professional) Compared to Peer Institutions¹			
	2012	2013	2014
Black / African American	10 11% (11%)	6 7% (12%)	11 12% (8%)
Asian American	3 3% (10%)	1 1% (9%)	6 7% (9%)
Native Hawaiian / Pacific Islander	0 0% (0%)	0 0% (<1%)	0 0% (<1%)
Hispanic / Latino	3 3% (9%)	5 6% (9%)	0 0% (9%)
American Indian / Alaska Native	1 1% (1%)	0 0% (<1%)	0 0% (<1%)
Two or more races	4 4% (<1%)	4 4% (1%)	4 4% (2%)
International	4 4% (9%)	1 1% (5%)	3 3% (10%)
White	66 73% (60%)	72 81% (64%)	68 74% (62%)
Women	63 66% (62%)	49 55% (57%)	69 75% (55%)
Total	91	89	92
Percent URM Faculty	20% (21%)	17% (23%)	16% (19%)

¹Includes IUPUC, New Hire defined as full-time hires between July 1 and October 31 of the column year and still on the payroll as of November 1. Technical/Paraprofessional staff are included in addition to managerial and professional nonfaculty in order to be able to adequately compare to peers. This is due to new IPEDS job descriptions implemented in 2012. ²Percentages in red are of peer institutions, 2010 and 2012 having missing peer data. Information gathered from IPEDS database.

- 2014 saw a big rise in the hiring of women for professional positions with three quarters of all new hires being female. This percentage is much higher than IUPUI's peer institutions.
- No Latino professional staff new hires were made in 2014 after a modest rise from 2012 to 2013.



Representation of New Hires (Staff – Non Professional) Compared to Peer Institutions¹			
	2012	2013	2014
Black / African American	12 30% (22%)	11 25% (20%)	12 23% (16%)
Asian American	0 0% (1%)	0 0% (3%)	1 2% (2%)
Native Hawaiian / Pacific Islander	0 0% (<1%)	0 0% (0%)	0 0% (<1%)
Hispanic / Latino	2 5% (18%)	2 5% (12%)	0 0% (12%)
American Indian / Alaska Native	0 0% (0%)	0 0% (1%)	0 0% (1%)
Two or more races	1 3% (1%)	2 5% (2%)	1 2% (2%)
International	0 0% (<1%)	2 5% (<1%)	1 2% (1%)
White	25 62% (57%)	27 61% (61%)	38 72% (65%)
Women	32 71% (59%)	34 77% (62%)	43 81% (62%)
Total	40	44	53
Percent URM Faculty	35% (41%)	36% (35%)	25% (32%)

¹Includes IUPUC, New Hire defined as full-time hires between July 1 and October 31 of the column year and still on the payroll as of November 1 Non-Professional staff includes service maintenance, skilled crafts, and secretarial/clerical. ²Percentages in italics are of peer institutions, 2010 and 2012 having missing peer data. Information gathered from IPEDS database.

- Almost one quarter (23%) of all non-professional staff hires in 2014 were black/African-American which is higher than peer institution’s rates.
- Similar to professional staff, no Latino non-professional new hires were made in 2014 which is lower compared to peer institutions where the rate has been 12% the past two years.
- The large majority of all non-professional hires are women which has been rising over the past few years. IUPUI has also had larger percentages of women hires in non-professional staff positions compared to peers in the past 3 years.

DIVERSITY OF SENIOR LEADERSHIP

Representation of Executive Leadership¹						
	2010	2011	2012	2013	2014	2015
Black / African American	4 (21%)	5 (28%)	5 (25%)	7 (30%)	5 (25%)	4 (20%)
Asian American	1 (5%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Hispanic / Latino	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
American Indian / Alaska Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or more races	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
White	14 (74%)	12 (67%)	15 (75%)	16 (70%)	15 (75%)	16 (80%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	14 (74%)	12 (67%)	14 (70%)	15 (65%)	13 (65%)	15 (75%)
Total	19	18	20	23	20	20
Percent URM	21%	28%	25%	30%	25%	20%

¹Includes IUPUC. Consists of Vice Chancellors and Associate/Assistant VCs

Representation of Deans¹						
	2010	2011	2012	2013	2014	2015
Black / African American	1 (4%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	2 (9%)
Asian American	1 (4%)	0 (0%)	0 (0%)	1 (5%)	1 (5%)	1 (5%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Hispanic / Latino	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
American Indian / Alaska Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or more races	1 (4%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)
White	20 (87%)	20 (91%)	19 (90%)	19 (86%)	18 (86%)	18 (82%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	7 (30%)	6 (27%)	7 (33%)	6 (27%)	5 (24%)	5 (23%)
Total Faculty	23	22	21	22	21	22
Percent URM	13%	9%	10%	9%	10%	14%

¹Includes IUPUC & Executive Associate Deans over a School

Representation of Associate Deans¹

	2010	2011	2012	2013	2014	2015
Black / African American	4 (8%)	3 (6%)	5 (8%)	5 (8%)	5 (8%)	3 (4%)
Asian American	4 (8%)	2 (4%)	5 (8%)	3 (5%)	2 (3%)	2 (3%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Hispanic / Latino	0 (0%)	0 (0%)	0 (0%)	2 (3%)	2 (3%)	2 (3%)
American Indian / Alaska Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or more races	0 (0%)	1 (2%)	1 (2%)	2 (3%)	2 (3%)	2 (3%)
White	45 (85%)	43 (88%)	50 (82%)	53 (80%)	53 (82%)	60 (87%)
International	0 (0%)	0 (0%)	0 (0%)	1 (0%)	1 (1%)	0 (0%)
Women	18 (34%)	20 (41%)	22 (36%)	22 (33%)	26 (40%)	29 (42%)
Total Faculty	53	49	61	66	65	69
Percent URM	8%	8%	10%	13%	14%	10%

¹Includes IUPUC

Representation of all Chairpersons¹

	2010	2011	2012	2013	2014	2015
Black / African American	1 (1%)	0 (0%)	3 (4%)	3 (4%)	2 (2%)	3 (3%)
Asian American	7 (10%)	7 (11%)	7 (10%)	7 (9%)	7 (9%)	8 (9%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Hispanic / Latino	2 (3%)	2 (3%)	2 (3%)	4 (5%)	4 (5%)	4 (5%)
American Indian / Alaska Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or more races	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
White	58 (84%)	57 (86%)	61 (84%)	67 (83%)	69 (84%)	72 (83%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	15 (22%)	13 (20%)	21 (29%)	24 (30%)	23 (28%)	28 (32%)
Total Faculty	69	66	73	81	82	87
Percent URM	6%	3%	7%	9%	7%	8%

¹Includes IUPUC

2016 IUPUI Diversity Report

IUPUI Peer Institutions

State University of New York at Buffalo
Temple University
University of Alabama Birmingham
University of Cincinnati
University of Colorado Denver
University of Illinois Chicago
University of Louisville
University of New Mexico
University of South Florida
University of Utah
Virginia Commonwealth University
Wayne State University

IUPUI Diversity Cabinet

Marsha Baker
Pam Baker
Gail Barksdale
Bill Blomquist
Amanda Bonilla
Camy Broeker
Darrell Brown
Charmayne Champion-Shaw
Karen Dace
Zeb Davenport
Tom Davis
Dan Griffith
Kathy Grove
Joe Hayes
David Heard
Wayne Hilson, Jr.
Kathy Johnson
Pam King
Kim Kirkland
Gil Latz
Charlotte Mahin
Anthony Masseria
Sandra Miles
Anne Mitchell
Khaula Murtadha
Kim Nguyen
Nicole Oglesby
Nasser Paydar
Becky Porter
Johnny Pryor
Irene Queiro-Tajali
Khalilah Shabazz
Pam Shaw
Kathy Sterrett