

IUPUI

OFFICE OF EQUAL OPPORTUNITY

ANNUAL REPORT

JANUARY 31, 2009

Summary of Faculty & Professional Staff Recruitment, Appointments, and Separations

Faculty			Professional Staff		
	2008	2007		2008	2007
Total Applicants	3,435	2,379	Total Applicants	10,931	10,133
Total Appointments	221	247	Total Appointments	327	399
Pending Appointments	35	15	Pending Appointments	29	15
Total Exceptions Approved	22	69	Total Exceptions Approved	9	23
Total Exceptions Denied	4	1	Total Exceptions Denied	1	0
Total Separations	165	194	Total Separations	216	244
			Reclassifications	130	126
<u>Search Exception Justifications:</u>			<u>Search Exception Justifications:</u>		
Programmatic Need	13		Programmatic Need	6	
Target of Opportunity	1		Target of Opportunity	1	
Administrative Change	8		Administrative Change	2	

Employment Monitoring Activity By Constituent Group

FACULTY	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	Ami	Unk	Grand Total
Applicants*	1,184	613	1,638	3,435	913	77	722	53	1	1,669	3,435
Appointments*	114	107	0	221	129	13	69	7	0	3	221
Pending Appointments*	13	3	19	35	10	1	5	0	0	19	35
Exceptions Granted	11	11	0	22	18	0	4	0	0	0	22
Separations*	116	49	0	165	126	4	32	3	0	0	165

*Excludes Adjunct, Part-time, Postdoctoral, Visiting & Volunteer

PA STAFF	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	Ami	Unk	Grand Total
Applicants	3,347	6,419	1,165	10,931	6,179	2,104	396	184	18	2,050	10,931
Appointments	112	213	2	327	233	36	21	7	0	30	327
Pending Appointments	9	14	6	29	16	4	2	1	0	6	29
Exceptions Granted	3	6	0	9	5	0	2	2	0	0	9
Separations	67	149	0	216	164	21	22	8	0	1	216
Reclassifications	40	90	0	130	107	7	15	1	0	0	130

Legend:

Unks: Unknown Gender, Wht: White, Blk: Black, Asn: Asian, Hsp: Hispanic, Ami: American Indian, Unk: Unknown Ethnicity

Faculty Separations

Type	Classification							Grand Total
	Clinical	Lecturer	Faculty	Librarian	Scientist Scholar	Academic Specialist		
18/20 Retirement	1	0	19	1	0	1	22	
Cancellation of Hire	1	1	0	0	0	0	2	
Death	0	1	1	0	0	0	2	
Emeritus Retirement	1	0	8	0	0	0	9	
Expiration of Appt	3	2	3	0	1	1	10	
IU Retiree Status	1	1	3	0	0	0	5	
Multiple Job Situation	0	1	0	0	0	1	2	
Other	5	0	2	0	3	0	10	
Resignation	32	8	41	2	16	4	103	
Grand Total	44	14	77	3	20	7	165	

Staff Separations

Type	Classification										
	Adm. Serv.	Aux. Serv.	Dev.	Fac. Serv.	Health Care	Health Practice	Info Tech	Media Rel.	Research Science	Student Acad. Serv.	Grand Total
18/20 Retire	1	0	0	0	0	0	0	0	0	0	1
Attendance	0	0	0	0	0	0	1	0	0	0	1
Cancel Hire	0	0	0	0	0	0	0	1	0	0	1
Death	0	0	0	0	1	0	0	0	0	0	1
Did Not Return	0	0	0	0	2	0	0	0	0	0	2
Falsification	0	0	0	0	0	0	1	0	0	0	1
IU Retiree	7	0	0	0	1	0	1	1	0	2	12
Medical	1	0	0	0	1	0	0	0	0	1	3
RIF	1	0	2	0	2	0	5	9	3	1	23
Resignation	38	2	1	2	21	4	26	17	37	14	162
Term/Hourly Hire	0	0	0	0	0	0	0	0	1	1	2
Termination	3	1	0	0	0	0	1	2	0	0	7
Grand Total	51	3	3	2	28	4	35	30	41	19	216

2008 Complaint Data by Activity

Female

January-June				July-December				Number of Complaints Filed	% of Total
FEMALE	Inquiry	Internal	External	Consult	Mediate	Investigate	Agency		
Faculty	2	5	1	3	0	0	0	11	16%
Staff	7	10	2	16	2	0	0	37	52%
Students	5	4	2	10	0	0	1	22	32%
Total	14	19	5	29	2	0	1	70	

Male

January-June				July-December				Number of Complaints Filed	% of Total
MALE	Inquiry	Internal	External	Consult	Mediate	Investigate	Agency		
Faculty	1	0	0	2	0	0	0	3	9%
Staff	4	2	1	9	0	0	0	16	48%
Students	3	4	0	5	0	1	1	14	43%
Total	8	6	1	16	0	1	1	33	

Total

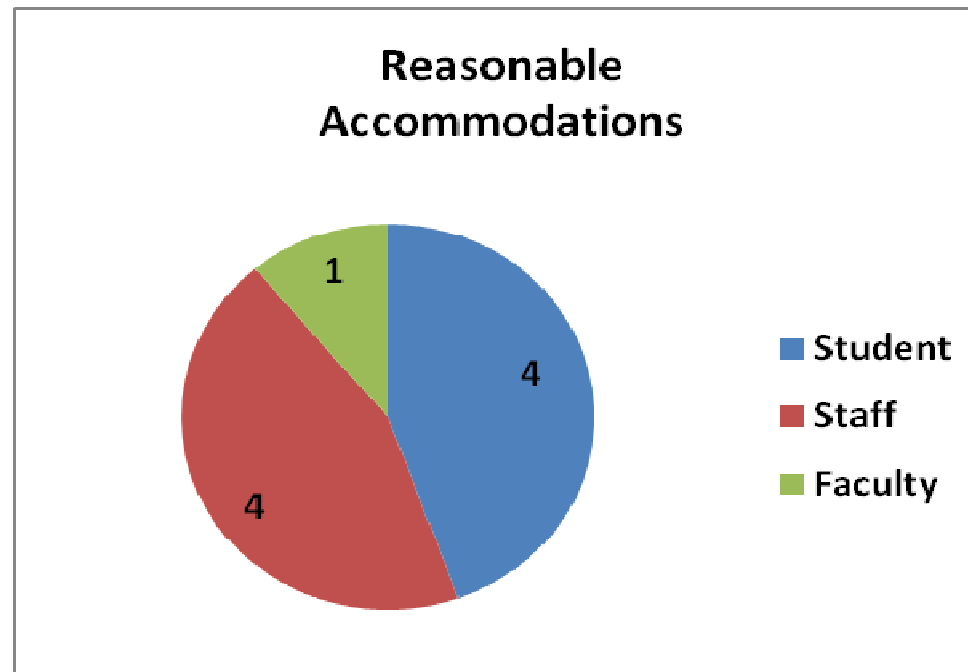
January-June				July-December				Number of Complaints Filed	% of Total
TOTAL	Inquiry	Internal	External	Consult	Mediate	Investigate	Agency		
Faculty	3	5	1	5	0	0	0	14	14%
Staff	11	12	3	25	2	0	0	53	51%
Students	8	8	2	15	0	1	2	36	35%
Total	22	25	6	45	2	1	2	103	

2008 Complaints of Discrimination Summary by Basis

	January-June			July-December				
	Inquiry	Internal	External	Consult	Mediate	Investigate	Agency	Total
Age	0	1	2	1	0	0	1	5
Race/Color	4	5	1	8	1	0	0	19
Disability	6	5	2	5	0	0	1	19
Gender	1	4	1	1	0	0	0	7
Marital Status	0	0	0	0	0	0	0	0
National Origin	3	1	0	1	0	0	0	5
Pregnancy	0	0	0	2	0	0	0	2
Religion	0	0	0	1	0	0	0	1
Retaliation	0	0	0	3	0	0	0	3
Sexual Harassment	2	8	0	9	0	1	0	20
Sexual Orientation	0	0	0	1	0	0	0	1
Veteran Status	0	0	0	0	0	0	0	0
Other	1	0	0	2	0	0	0	3
HWE	1	0	0	7	1	0	0	9
Employment	2	1	0	2	0	0	0	5
Performance	1	0	0	0	0	0	0	1
VIWP	1	0	0	0	0	0	0	1
PRR	0	0	0	2	0	0	0	2
Total	22	25	6	45	2	1	2	103

HWE – Hostile Work Environment, VIWP – Violence in the Workplace, PRR – Public Records Request

2008 Accommodation Requests



2008
Participant Data by
Course Module

Type	Staff	Faculty	Student	Community	Total
Sexual Harassment	62	0	150	0	212
Diversity	89	93	74	0	256
ADA	107	0	0	0	107
EEO Complaint Procedures	312	165	0	0	477
EEO/AA/Sex Harassment	105	1	8	0	114
Search/Screen	18	22	5	5	50
FAM	4	0	0	0	4
Harassment Prevention	0	0	0	70	70
On-Line Sexual Harassment	60	8	17	0	85
Total	757	289	254	75	1375