



IUPUI FACULTY - 2015

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Faculty Census Questions

1. Who are the faculty?
2. How are we doing with diversity?
3. What is the profile of undergraduate instruction?
4. 40/60 ratio?
5. Success with P&T?
6. How satisfied are faculty?

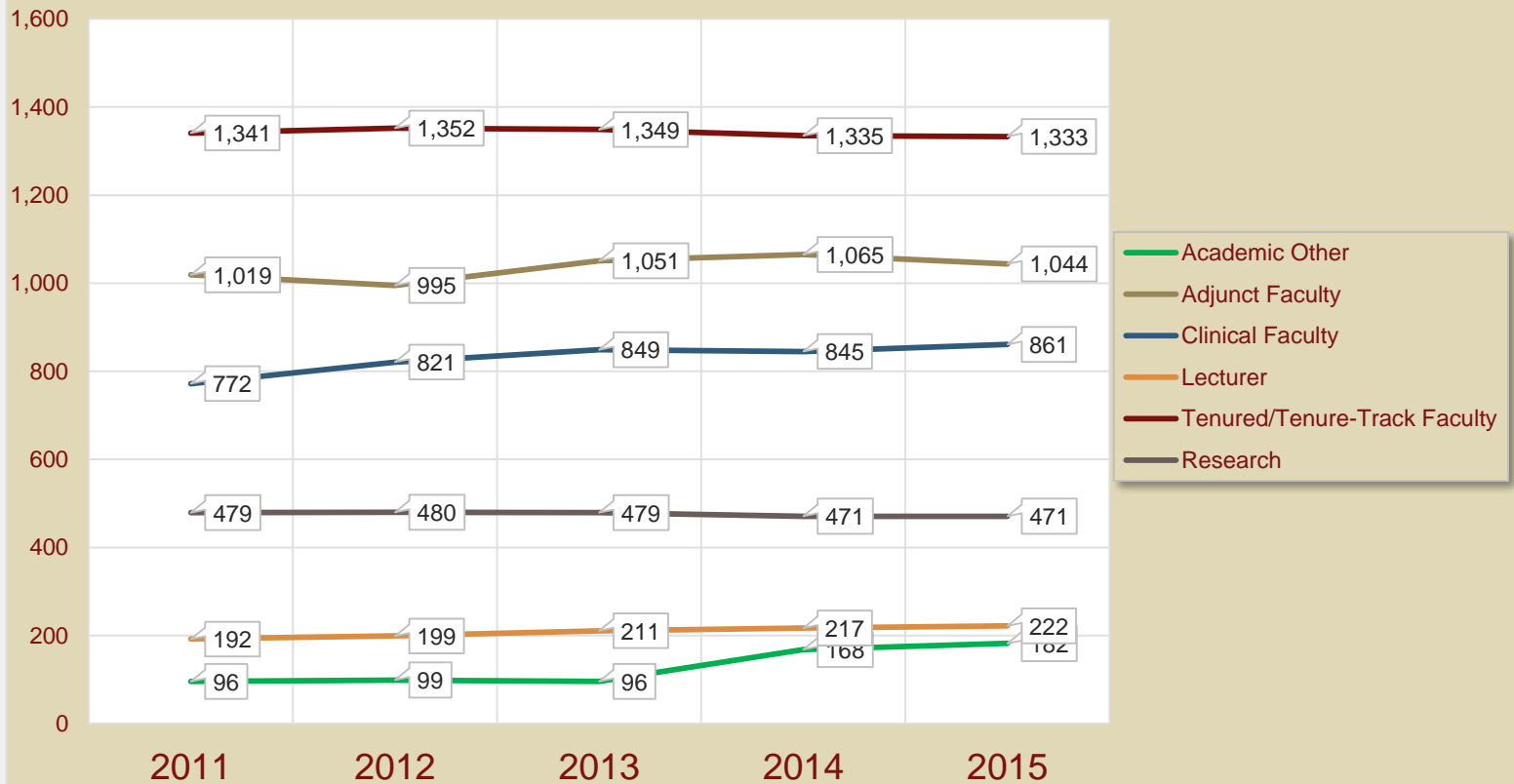


Who are the IUPUI Faculty?

- By Title
- By Demographics
 - Gender, Race, and Age

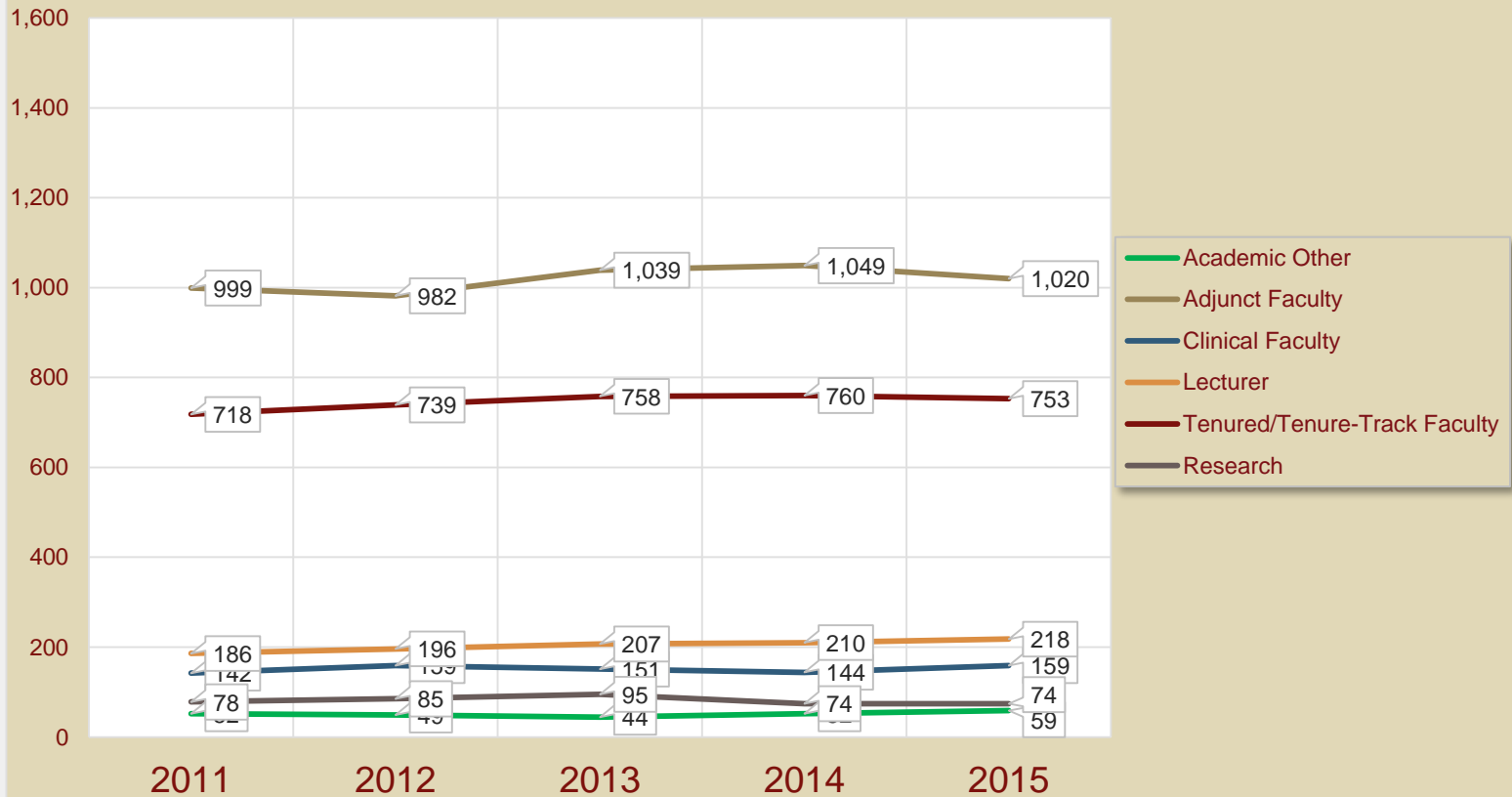
Academic Titles: 10/1/2015 (SOM included)

Faculty Appointments by Title Category

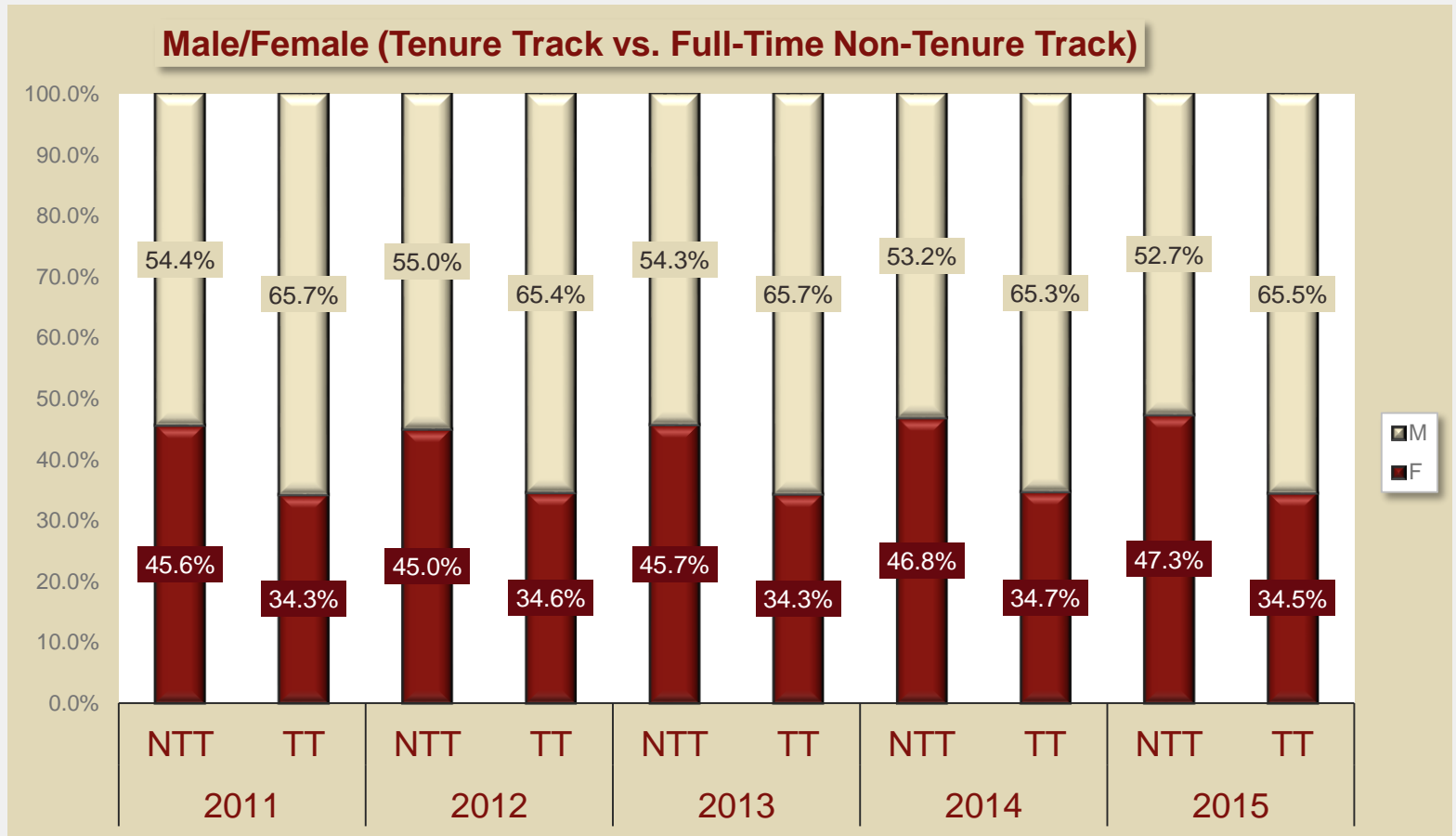


Academic Titles: 10/1/2015 (SOM excluded)

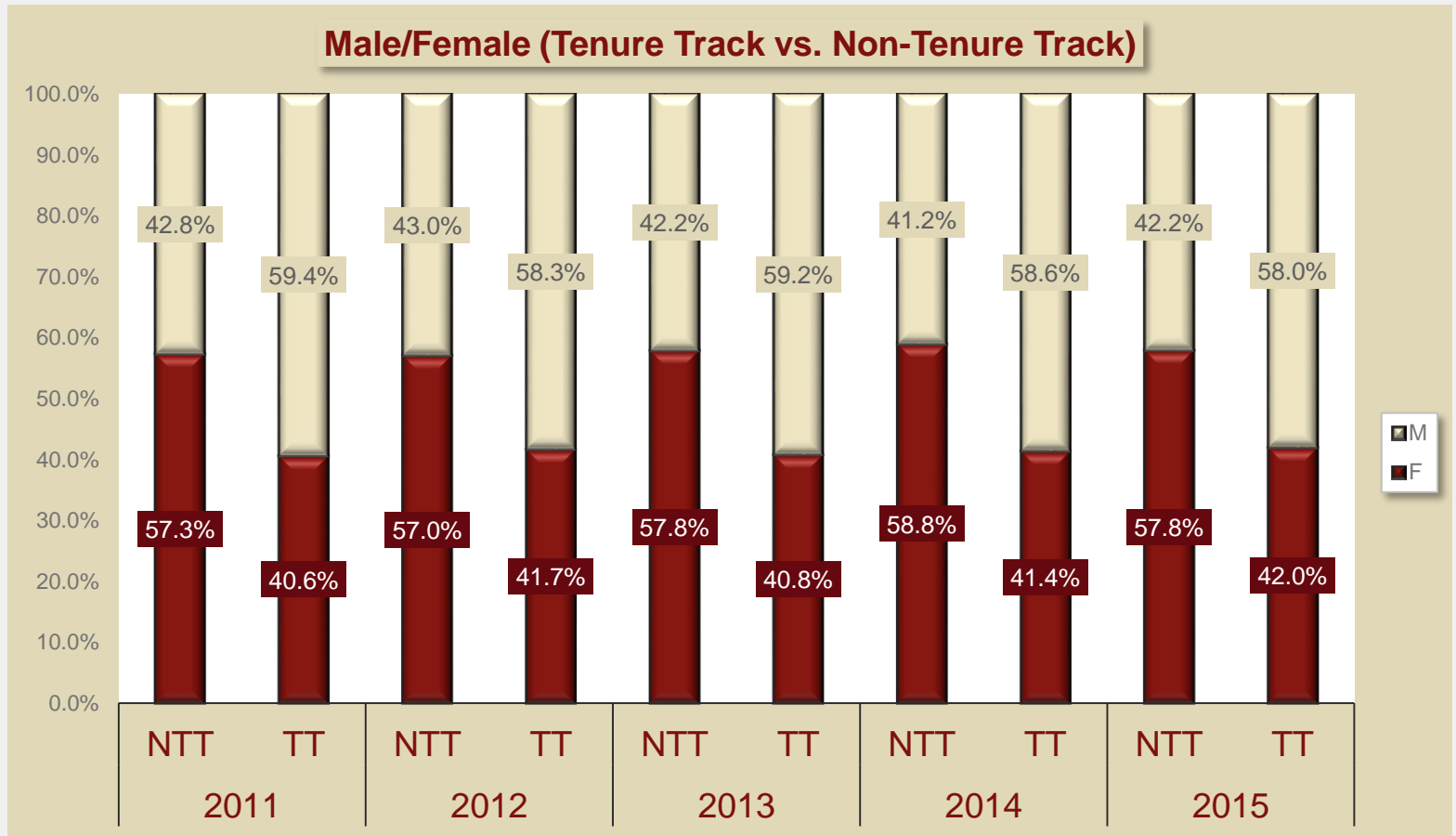
Faculty Appointments by Title Category



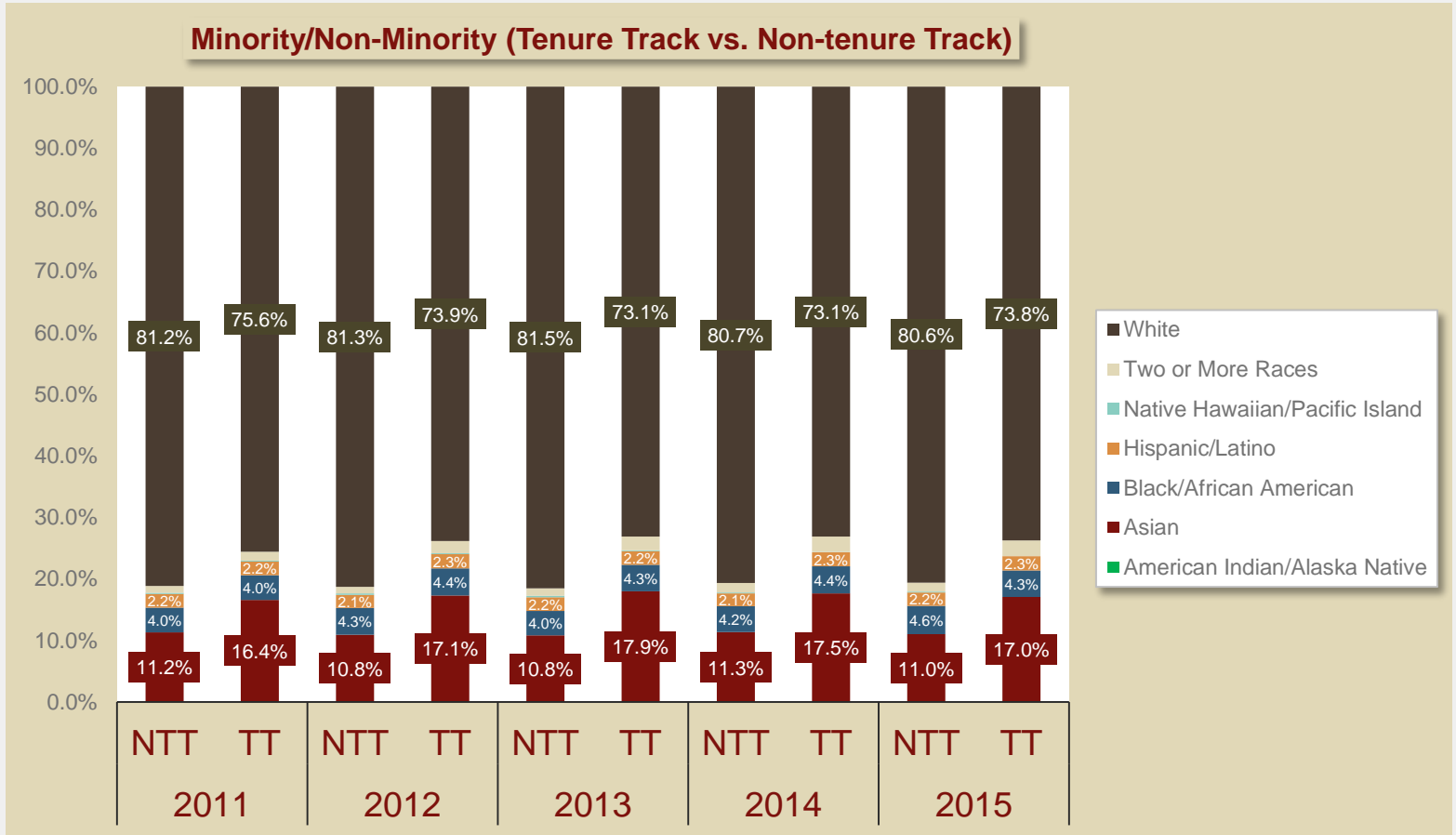
Gender – FT Faculty: 10/1/2015 (SOM included)



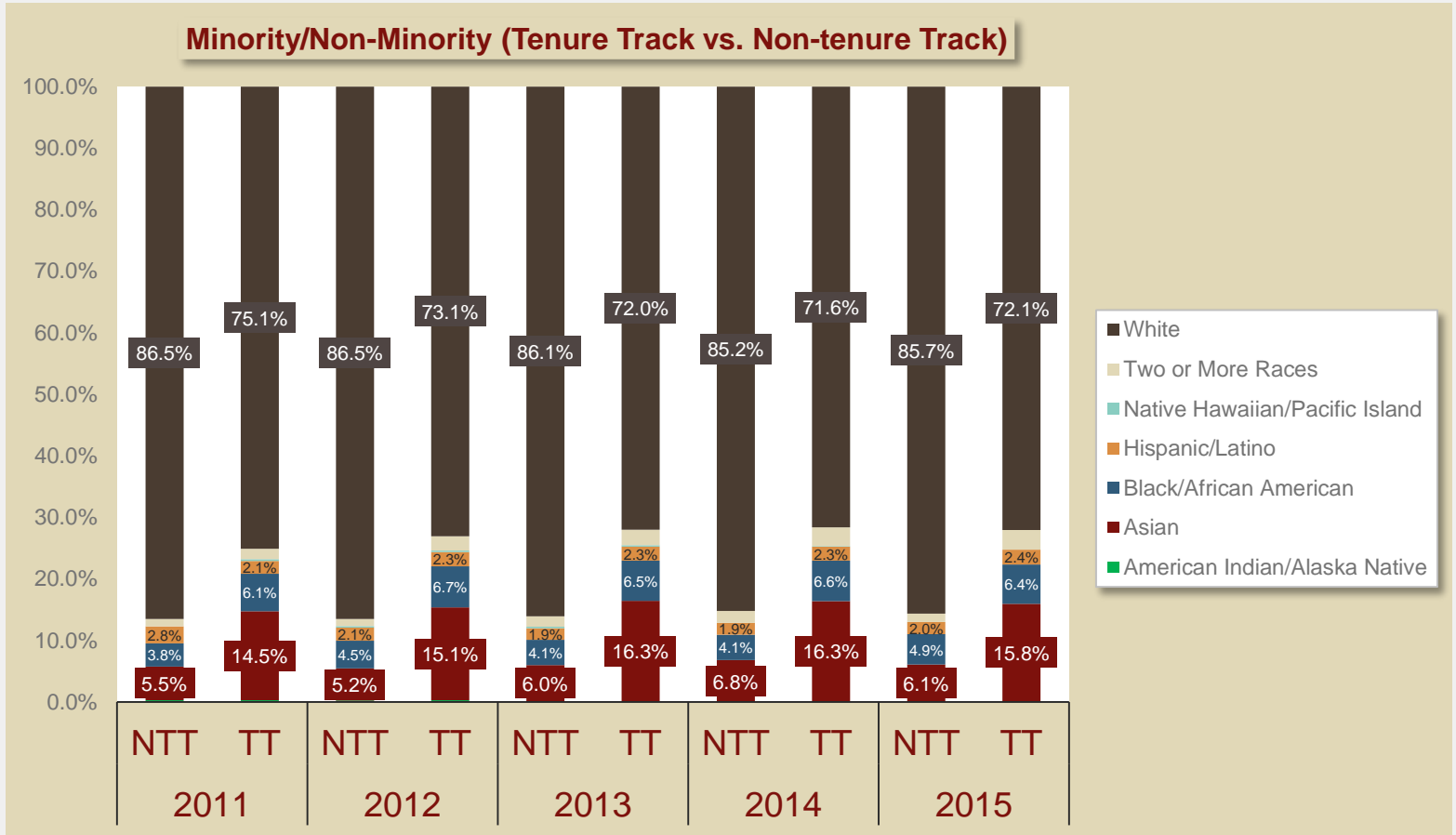
Gender – FT Faculty: 10/1/2015 (SOM excluded)



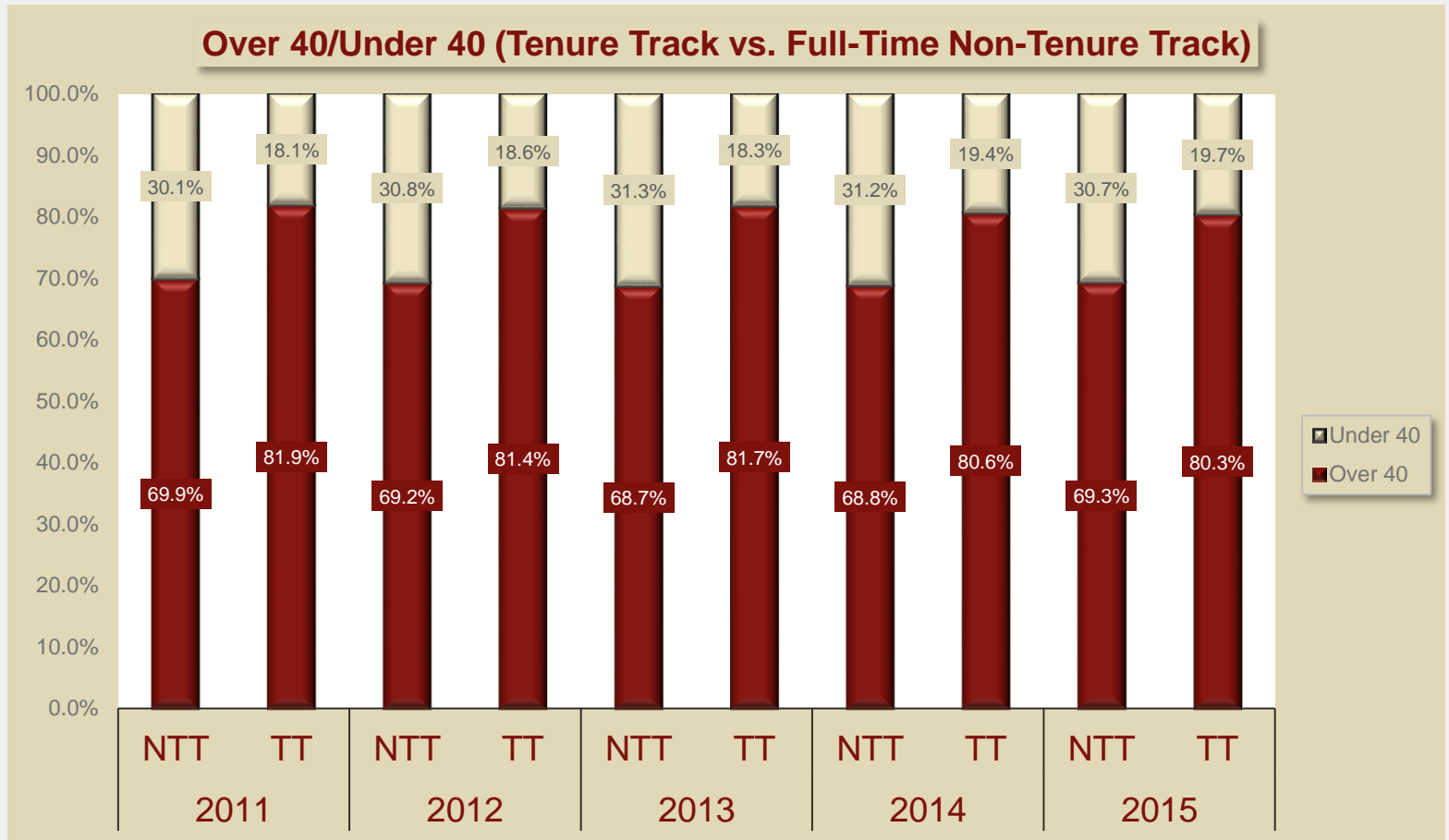
Race – FT Faculty: 10/1/2015 (SOM included)



Race – FT Faculty: 10/1/2015 (SOM excluded)



Age – FT Faculty: 10/1/2015

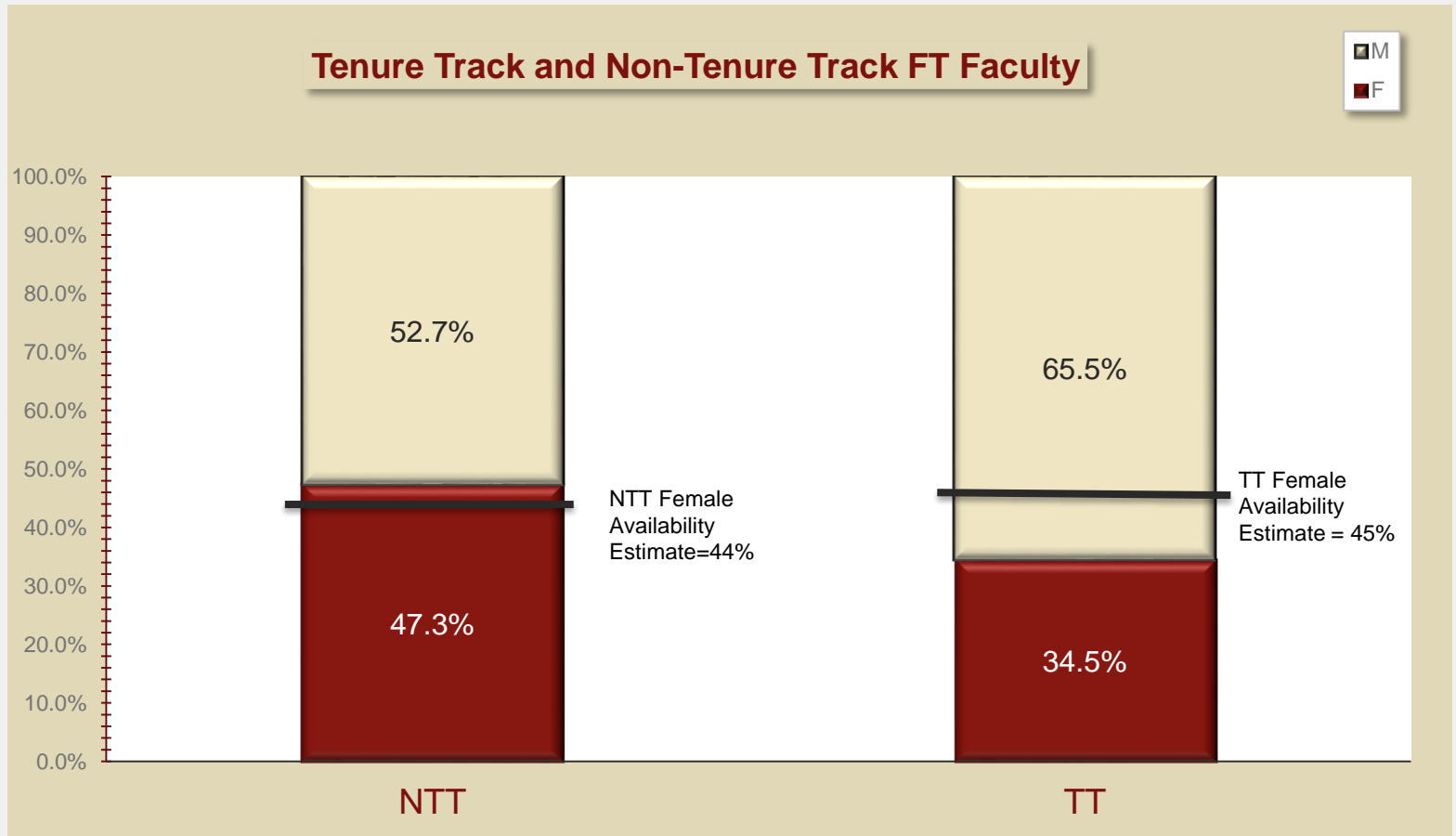


How are we doing with representational diversity?

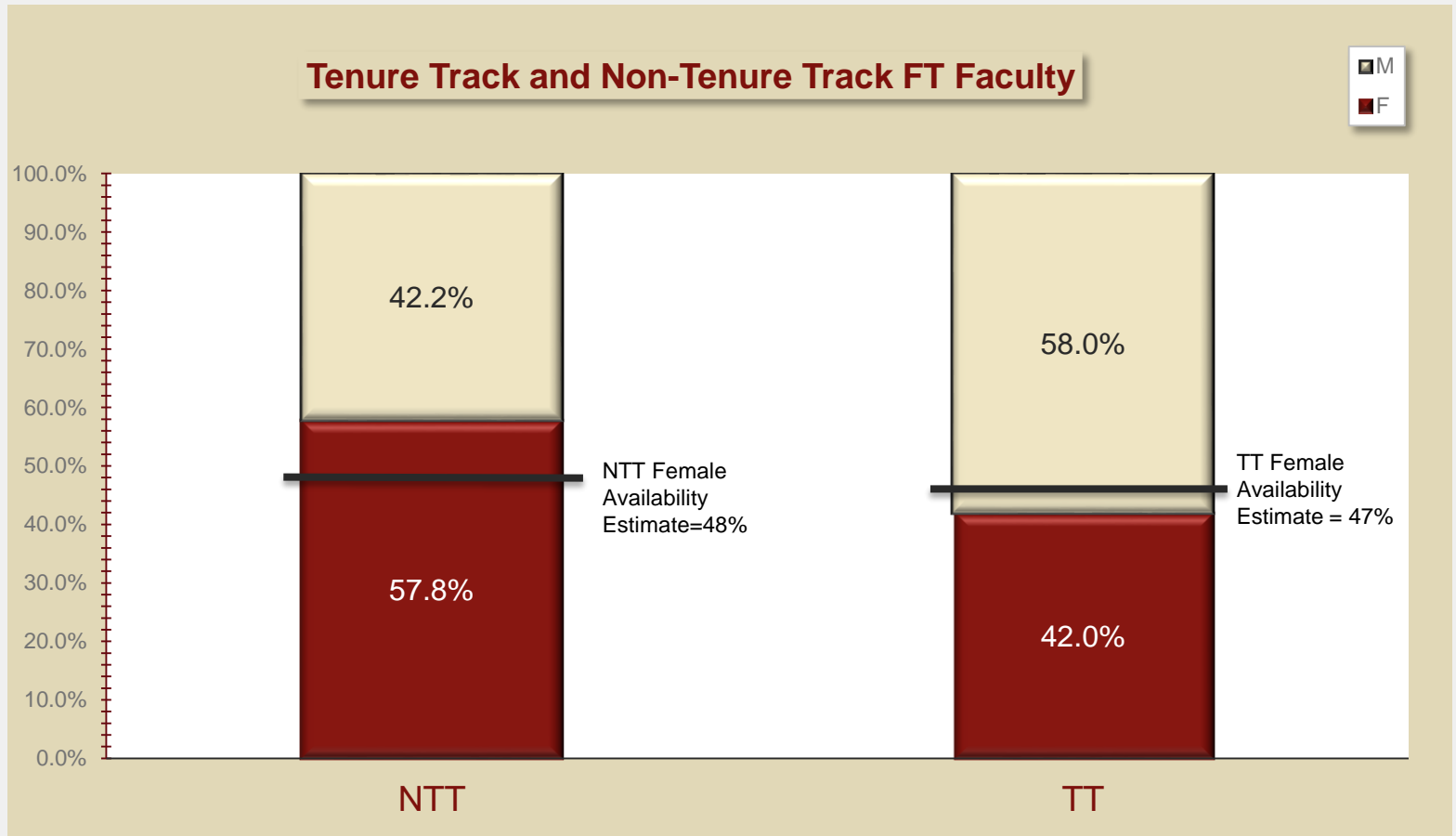
Full-Time Faculty Availability Percentage Estimates - Nationally

School	Female	Minority	African-American	Hispanic	Asian	Native-American	Pacific Islander	Multi-Race
AHLT	69.1%	20.7%	7.1%	4.8%	7.9%	0.6%	0.0%	0.3%
BUS	35.3%	24.3%	4.2%	6.7%	13.0%	0.2%	0.0%	0.2%
COLU	44.7%	21.1%	5.8%	3.4%	9.8%	0.5%	0.0%	1.6%
CPHL	63.1%	26.2%	10.0%	3.7%	6.8%	1.5%	0.0%	4.1%
DENT	32.6%	20.9%	10.6%	4.5%	3.4%	0.9%	0.0%	1.6%
EDUC	63.4%	29.5%	3.4%	4.0%	20.1%	0.1%	0.0%	1.8%
ENGT	19.1%	13.9%	4.3%	3.2%	5.2%	0.4%	0.2%	0.6%
HERR	51.8%	16.5%	7.7%	3.8%	3.2%	0.8%	0.0%	0.9%
INFO	40.2%	27.1%	7.8%	6.5%	11.4%	0.2%	0.0%	1.2%
LART	47.8%	25.1%	3.4%	4.6%	14.5%	0.2%	0.0%	2.5%
LAW	39.9%	19.4%	5.4%	5.1%	5.8%	1.3%	0.0%	1.8%
LIBR	80.1%	14.1%	5.5%	2.3%	4.1%	0.4%	0.2%	1.6%
MED	41.5%	13.6%	6.6%	2.1%	3.2%	0.4%	0.1%	1.4%
NURS	94.4%	18.2%	1.5%	3.8%	12.0%	0.7%	0.1%	0.2%
OPT	40.1%	13.8%	5.4%	4.2%	2.3%	0.4%	0.0%	1.5%
PBHL	59.7%	26.2%	10.0%	3.7%	6.8%	1.5%	0.0%	4.1%
PHED	43.9%	20.9%	10.6%	4.3%	4.6%	0.3%	0.0%	1.0%
SCI	30.0%	28.8%	15.3%	6.0%	4.9%	0.9%	0.0%	1.7%
SOCW	72.5%	14.1%	4.1%	3.7%	4.0%	0.8%	0.0%	1.5%
SPEA	44.9%	20.4%	3.3%	3.4%	12.0%	0.2%	0.0%	1.6%

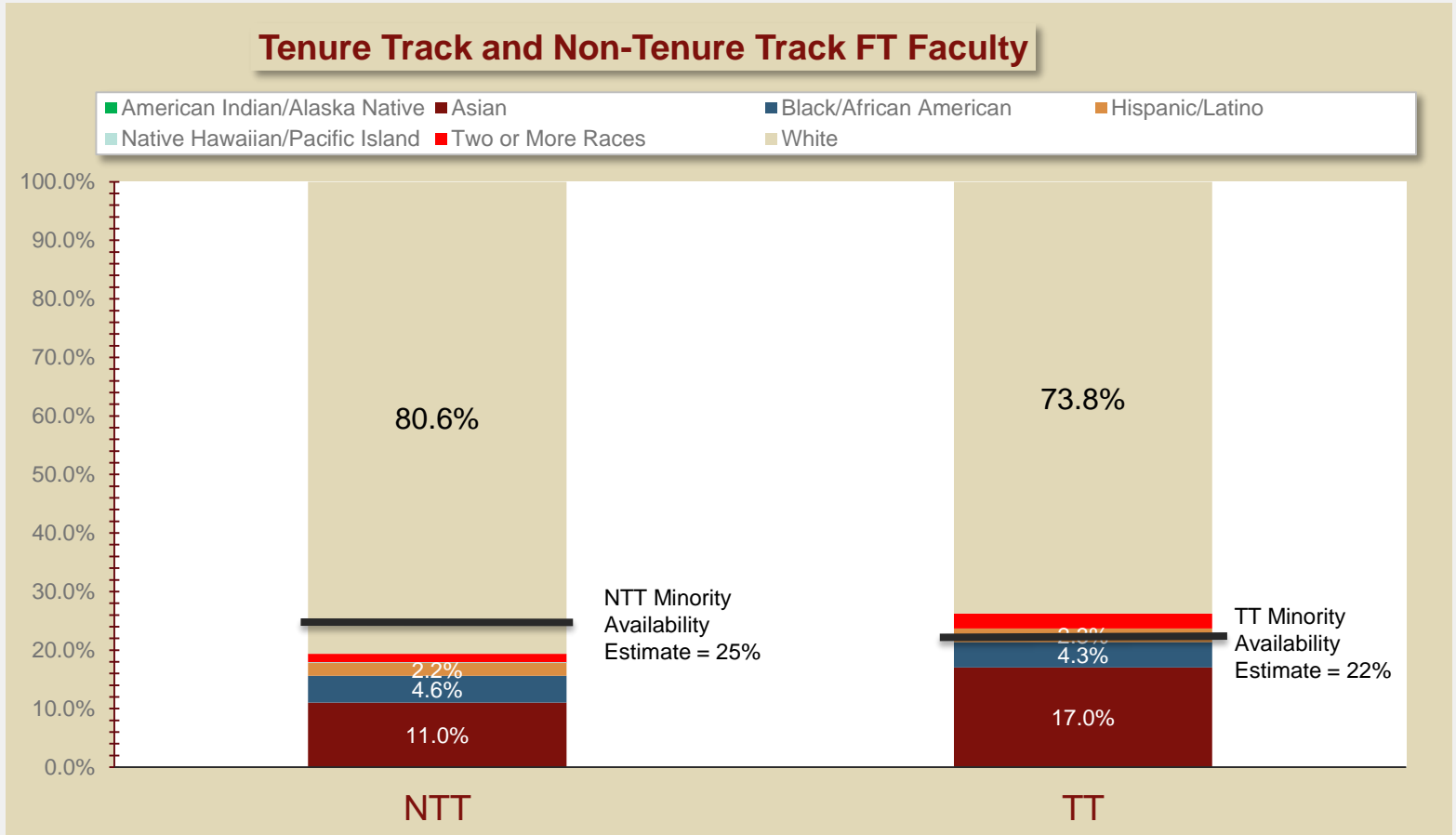
Gender - Incumbency v. Availability (SOM included)



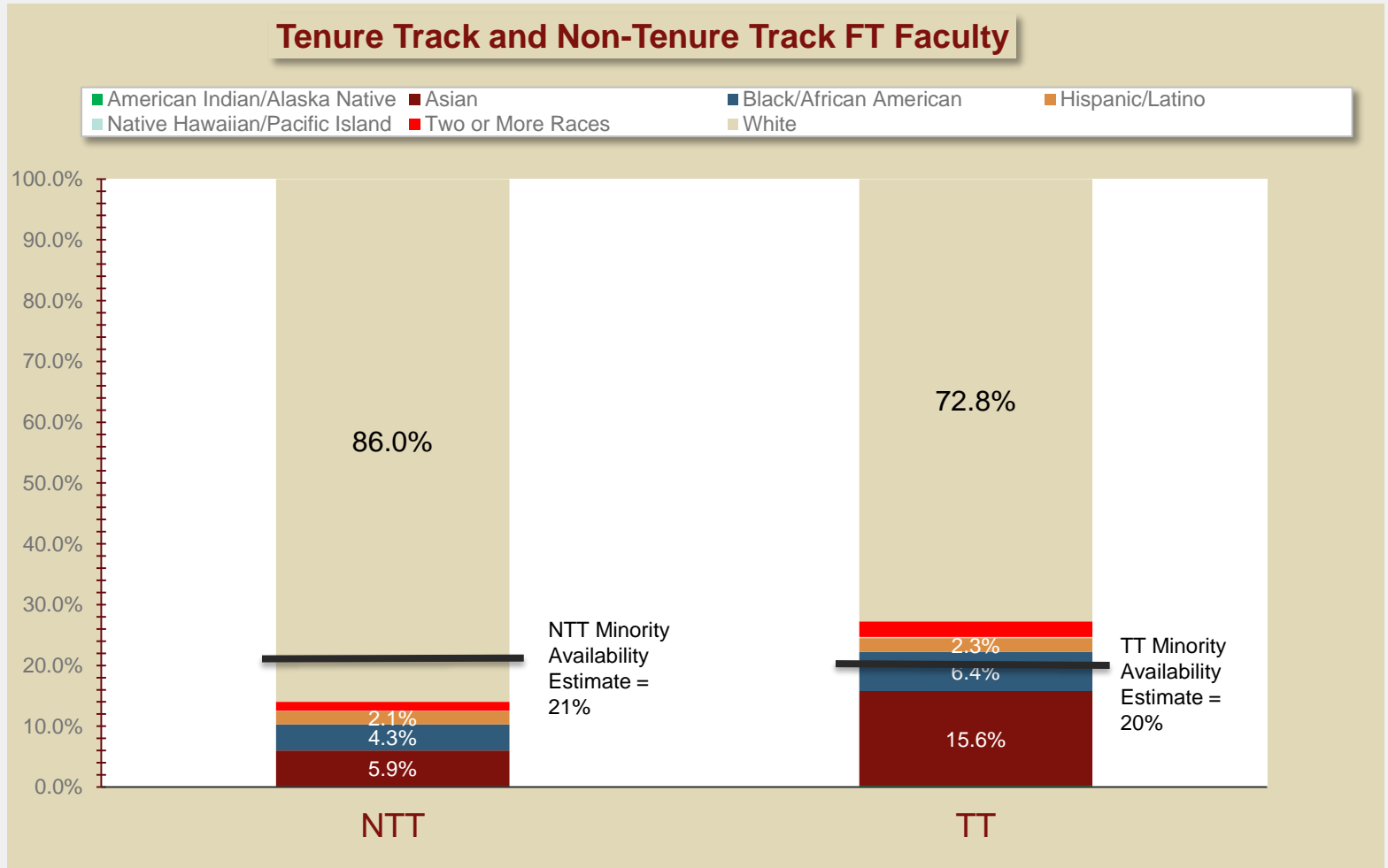
Gender - Incumbency v. Availability (SOM excluded)



Race - Incumbency v. Availability (SOM included)



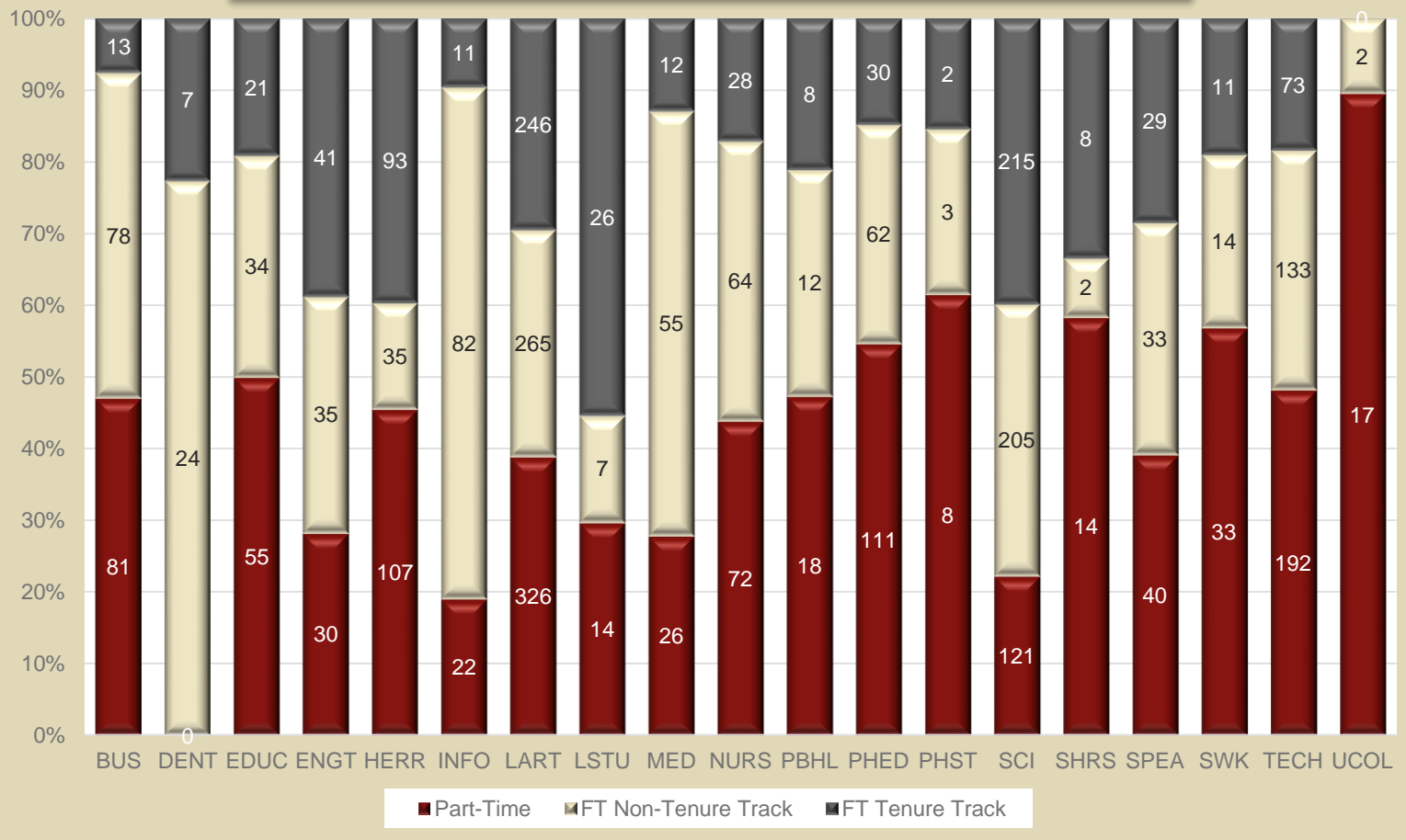
Race - Incumbency v. Availability (SOM excluded)



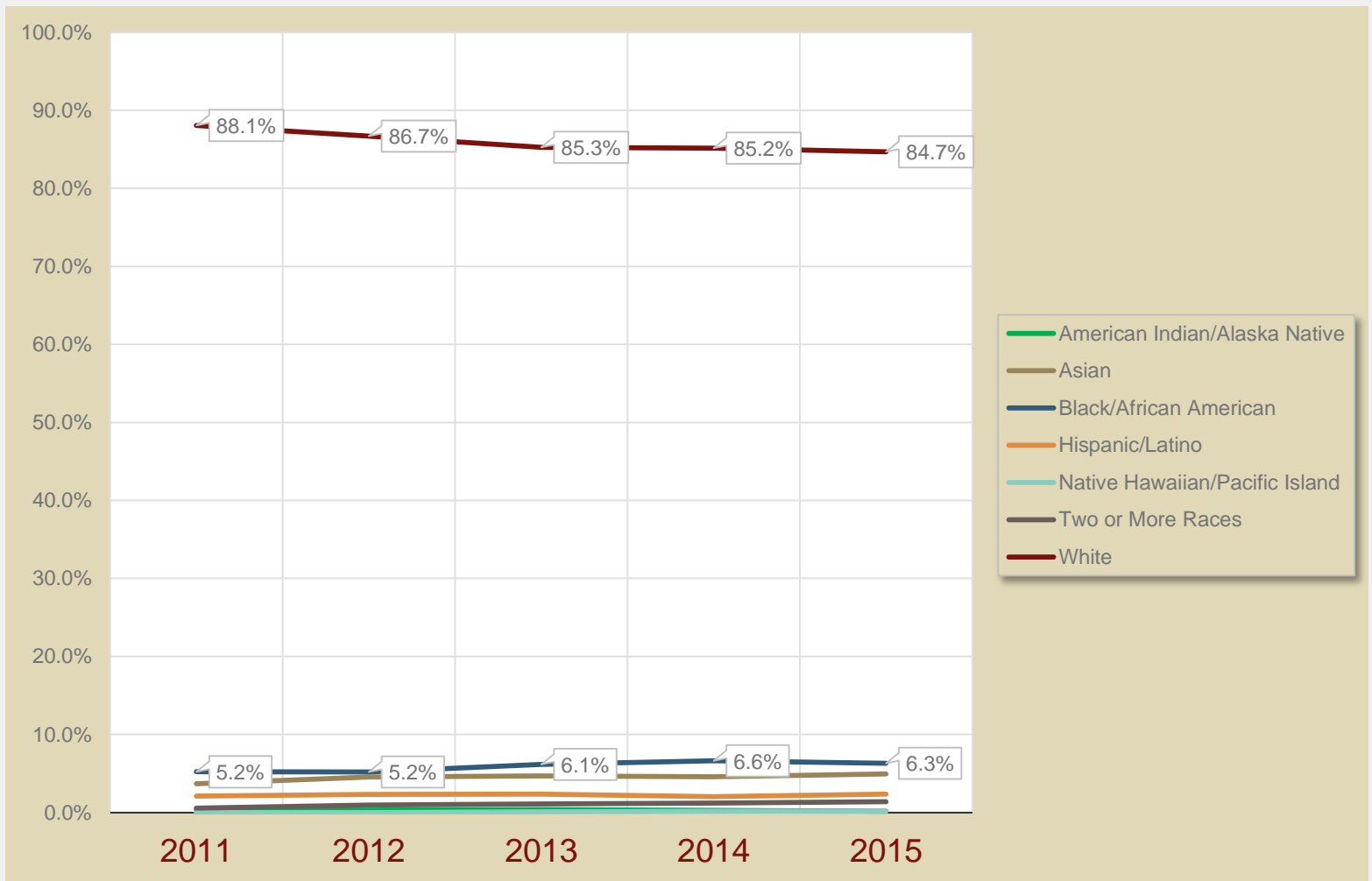
The Changing Profile of Undergrad Instructors

Spring 2015

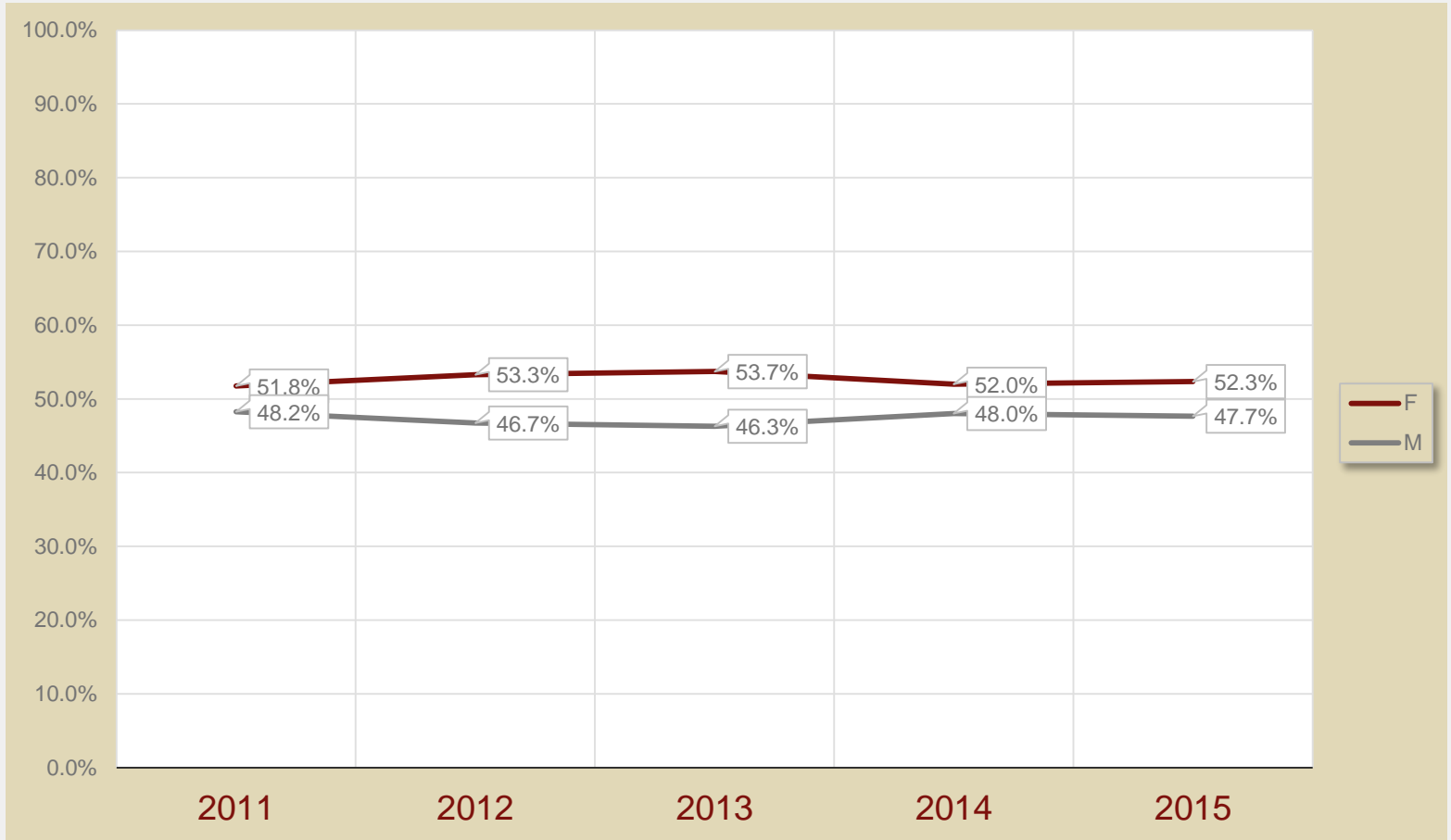
Number of Undergraduate Course Sections Taught by Faculty Type



PT Faculty - Race

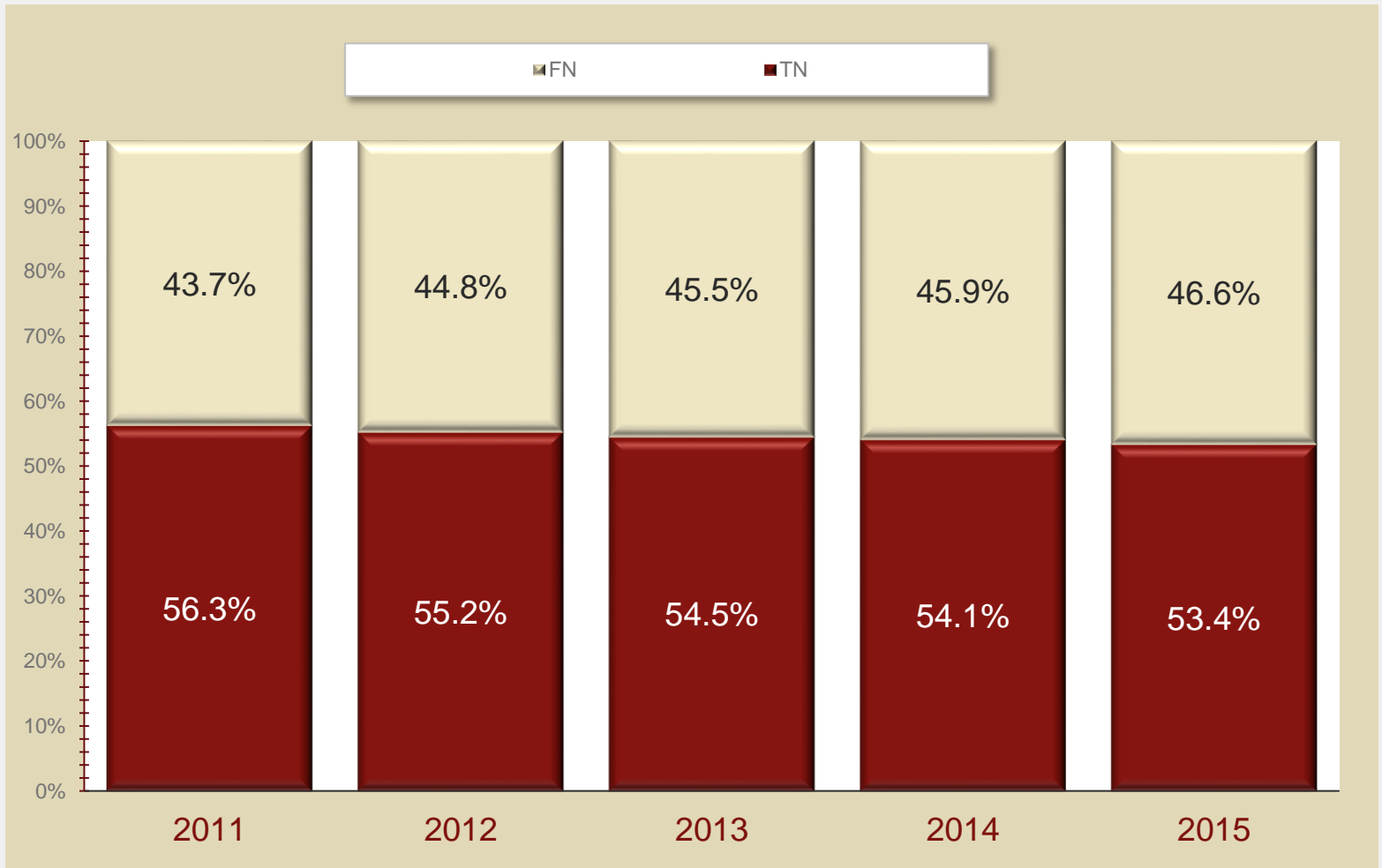


PT Faculty - Gender

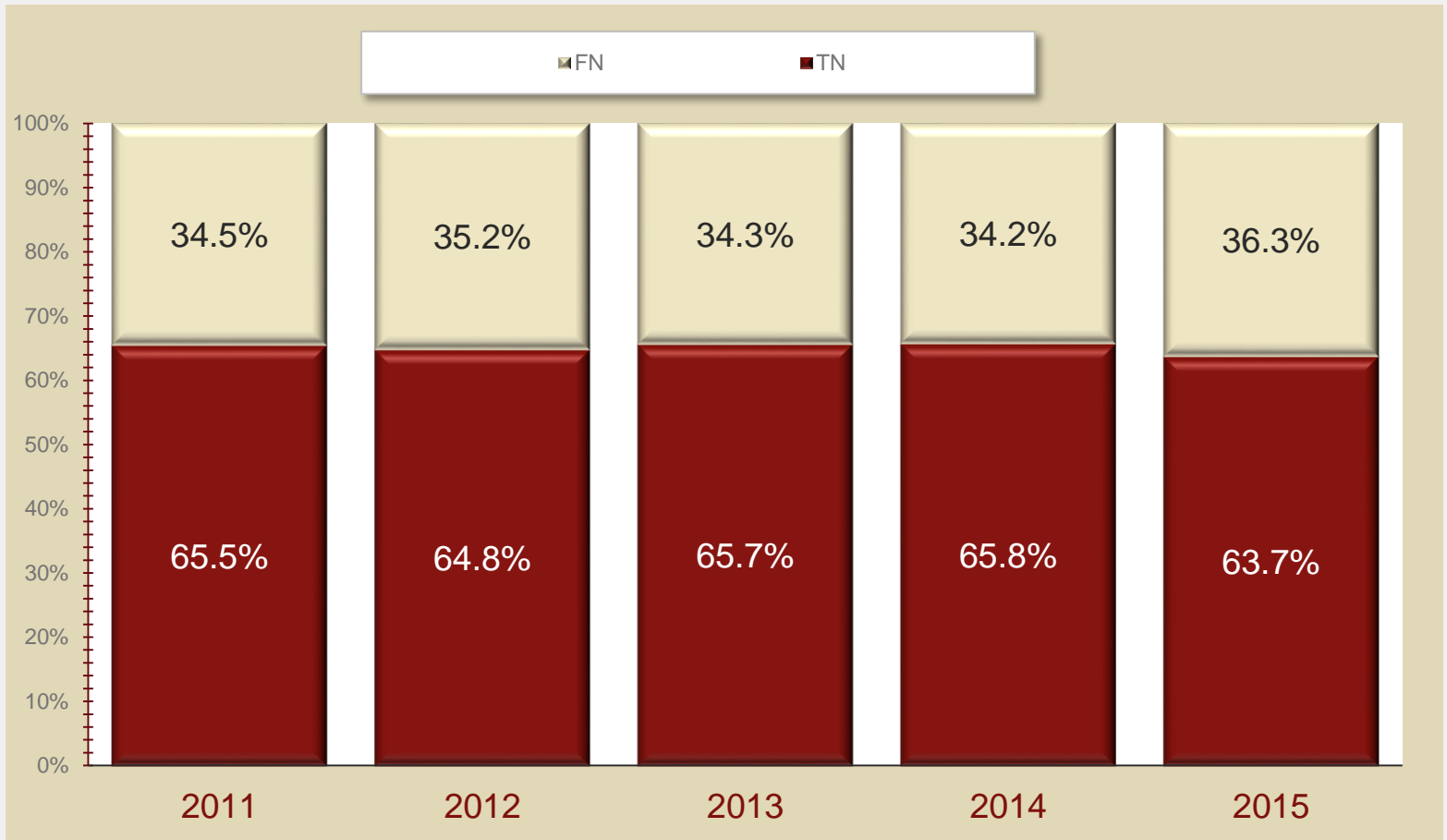


IFC Policy on NTT/TT Ratios

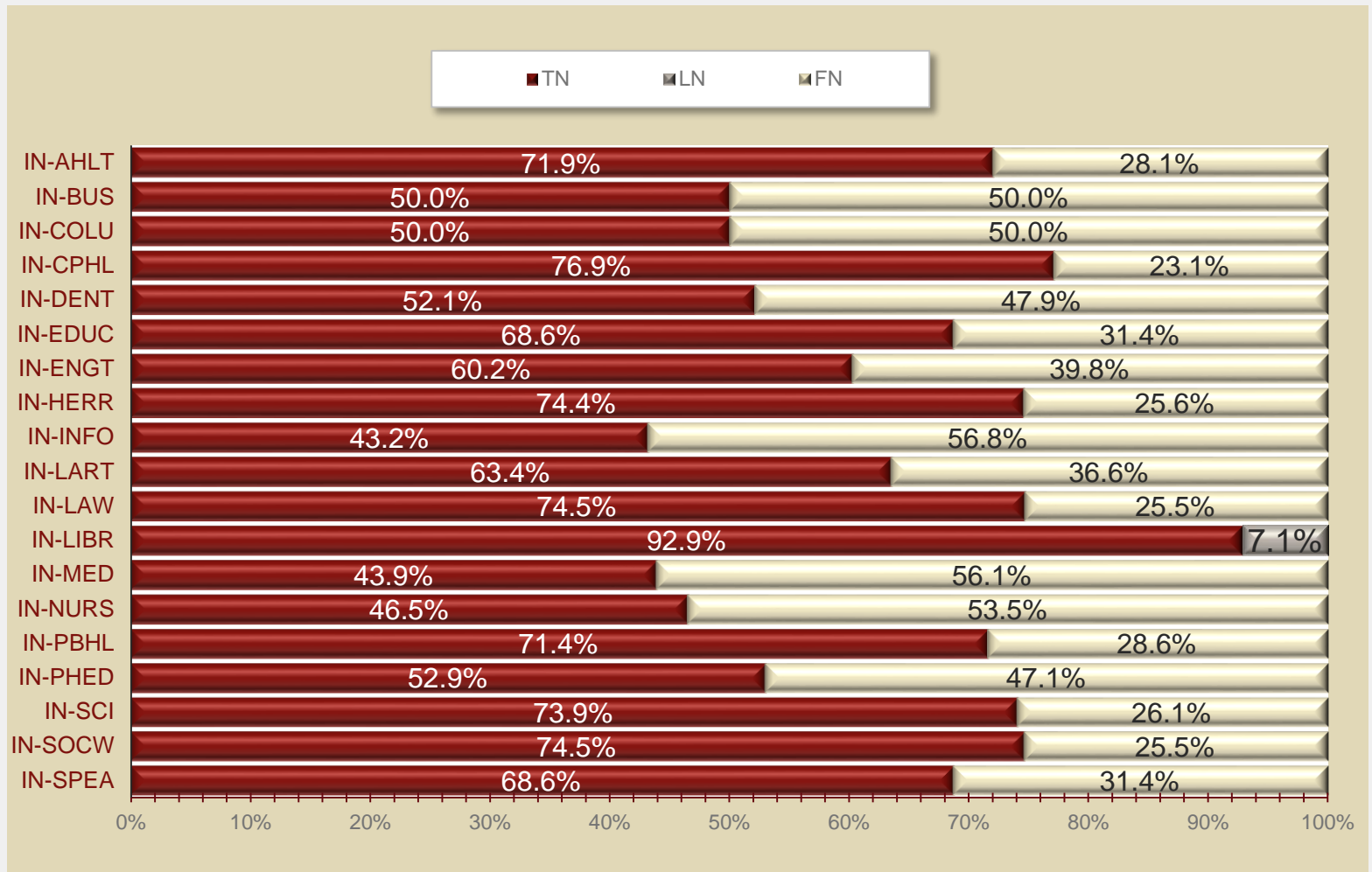
Tenure Track (TT) vs Non-Tenure Track (NTT) FT Faculty (School of Medicine Included)



Tenure Track (TT) vs Non-Tenure Track (NTT) FT Faculty (School of Medicine Excluded)



Tenure Track (TT) vs Non-Tenure Track (NTT) FT Faculty by School



How successful are our faculty in Promotion and Tenure?

Promotion & Tenure - 2005-2015

2005-2015 (SOM Included)			
	Tenure Track	Non-Tenure Track	Total
Positive	660 (95%)	325 (95%)	985
Unsuccessful	33 (5%)	18 (5%)	51
TOTAL	693	343	1036

2005-2015 (SOM Excluded)			
	Tenure Track	Non-Tenure Track	Total
Positive	360 (94%)	86 (98%)	446
Unsuccessful	23 (6%)	2 (2%)	25
TOTAL	383	88	471

Promotion and Tenure – 2005-2015

Tenure Track Faculty Cases (All Cases)

	Positive	Unsuccessful	Total
Gender			
Female	248 (38%)	12 (36%)	260 (37%)
Male	412 (62%)	21 (64%)	433 (63%)
Race/Ethnicity			
Asian	137 (21%)	7 (21%)	144 (21%)
Black	23 (4%)	4 (12%)	27 (4%)
Latino	24 (4%)	3 (9%)	27 (4%)
White	471 (71%)	19 (58%)	490 (70%)
Two or more races	5 (1%)	0	5 (1%)
Age			
40 & under	153 (23%)	3 (9%)	156 (23%)
Over 40	507 (77%)	30 (91%)	537 (77%)

Promotion and Tenure – 2005-2015

Non- Tenure Track Faculty Cases (All Cases)

	Positive	Unsuccessful	Total
Gender			
Female	123 (38%)	2 (11%)	125 (36%)
Male	202 (62%)	16 (89%)	218 (64%)
Race/Ethnicity			
Asian	56 (17%)	6 (33%)	62 (18%)
Black	7 (2%)	2 (11%)	9 (3%)
Latino	7 (2%)	1 (6%)	8 (2%)
White	251 (77%)	9 (50%)	260 (76%)
Two or more races	4 (1%)	0	4 (1%)
Age			
40 & under	61 (20%)	1 (6%)	62 (19%)
Over 40	251 (80%)	17 (94%)	268 (81%)

How satisfied are faculty?

Satisfaction – Faculty Survey 2015

Percentage who are “Satisfied” or “Very Satisfied” (SOM Excluded)			
	Tenure Track	Other Full-time	Part-time
Overall job satisfaction	66%	81%	80%
Overall autonomy & independence	75%	86%	89%
Teaching load	60%	67%	78%
Service load	58%	72%	81%
Opportunities for research	61%	66%	66%
Opportunities for community engagement	76%	75%	67%
Prospects for career advancement	57%	47%	43%
Mentoring opportunities	49%	45%	62%
Faculty development opportunities – teaching	65%	63%	69%
Faculty development opportunities – research	56%	62%	61%
Faculty development opportunities – community engagement	58%	55%	62%
Faculty Council as a process of addressing concerns	61%	70%	67%
N	300	307	208

Satisfaction – Faculty Survey 2015

	Tenure Track	Other Full-time	Part-time
Overall Job Satisfaction - % who are “satisfied” or “very satisfied”			
Liberal Arts	66%	86%	70%
ENGT / Science	63%	80%	77%
Health Science Schools	80%	80%	85%
All Other Units	62%	81%	85%
Prospects for career advancement - % who are “satisfied” or “very satisfied”			
Liberal Arts	62%	38%	16%
ENGT / Science	53%	41%	41%
Health Science Schools	61%	51%	67%
All Other Units	55%	53%	49%
Mentoring opportunities - % who are “satisfied” or “very satisfied”			
Liberal Arts	53%	49%	66%
ENGT / Science	55%	48%	33%
Health Science Schools	31%	42%	62%
All Other Units	51%	44%	65%

Other Faculty Demographic Characteristics

IUPUI Climate Survey – 2014 Estimates

	Full/Associate Tenure Track Faculty	Assistant Tenure Track Faculty	Other Full-time Faculty
Non-Native U.S. Citizens	23%	30%	30%
Native U.S. Citizens	77%	70%	70%
LGBTQ+	7%	8%	9%
Non-LGBTQ+	93%	92%	91%
With Disability	4%	1%	5%
No Disability	96%	99%	95%
Christian	48%	59%	51%
Non-Christian Religious	11%	10%	13%
No Religious Affiliation	41%	32%	36%
Conservative Political Ideology	12%	18%	15%
Moderate Political Ideology	30%	34%	35%
Liberal Political Ideology	57%	48%	50%
n	410	213	330
Response rate	33%		

Perception of Climate by Faculty Rank

IUPUI Climate Survey – 2014 Estimates

Percentage who agree with...	Full/ Associate TT Faculty	Assistant TT Faculty	Other Full- time Faculty
I feel free to be myself at IUPUI	81%	81%	84%
At IUPUI I sometimes fear speaking up for what I think	35%	44%*	40%
I feel safe on campus	91%	89%	88%
There are a lot of people like me on campus	75%	74%	75%
IUPUI has a commitment to diversity	89%	88%	92%
IUPUI places too much emphasis on diversity	22%	22%	24%
IUPUI has diverse faculty and staff	62%	68%	73%**
IUPUI has a diverse student population	82%	81%	89%**
IUPUI accurately reflects diversity in publications	77%	75%	85%*
IUPUI has a lot of tension around diversity issues	22%	21%	24%
It's difficult to move up in my career at IUPUI	42%	42%	58%***
N	410	213	330

Big Conclusions?

1. Status matters: part-time v full-time
2. Representational diversity is hard to achieve.
3. Most faculty are successful at P&T
4. Lack of success requires deeper analysis.
5. Climate overall positive; though work is needed.

Next steps:

1. Qualitative analysis of 51 unsuccessful dossiers
2. Continued work on part-time, adjunct faculty
3. Grow & promote Mentoring Academy
4. Better support of diverse faculty through START