



**OFFICE OF EQUAL  
OPPORTUNITY**

Annual Report

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Director, Office of Equal Opportunity

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

Faculty				Professional Staff			
	2012	2011	2010		2012	2011	2010
<b>Total Applicants</b>	<b>3,411</b>	<b>4,713</b>	<b>4,907</b>	<b>Total Applicants</b>	<b>21,990</b>	<b>22,785</b>	<b>15,619</b>
<b>Total Appointments</b>	<b>294</b>	<b>249</b>	<b>267</b>	<b>Total Appointments</b>	<b>434</b>	<b>359</b>	<b>293</b>
<b>Total Exceptions Approved</b>	<b>8</b>	<b>8</b>	<b>4</b>	<b>Total Exceptions Approved</b>	<b>8</b>	<b>7</b>	<b>4</b>
<b>Total Exceptions Denied</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>Total Exceptions Denied</b>	<b>2</b>	<b>1</b>	<b>5</b>
<b>Total Separations</b>	<b>195</b>	<b>209</b>	<b>165</b>	<b>Total Separations</b>	<b>272</b>	<b>339</b>	<b>222</b>
<b>Pending Appointments</b>	<b>10</b>	<b>34</b>	<b>16</b>	<b>Reclassifications</b>	<b>142</b>	<b>99</b>	<b>71</b>
<b><u>Search Exception Justifications:</u></b>				<b><u>Search Exception Justifications:</u></b>			
<b>Programmatic Need</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>Programmatic Need</b>	<b>4</b>	<b>4</b>	<b>4</b>
<b>Target of Opportunity</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>Target of Opportunity</b>	<b>1</b>	<b>3</b>	<b>0</b>
<b>Transfer</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>Transfer</b>	<b>3</b>	<b>0</b>	<b>0</b>
<b>Spousal Accommodation</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>Spousal Accommodation</b>	<b>0</b>	<b>0</b>	<b>0</b>

## 2012 Employment Monitoring Activity By Constituent Group

Faculty	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	NA	NHOPI	Two+	Unk	Grand Total
<b>Applicants</b>	739	506	2,166	<b>3,411</b>	781	75	267	60	1	0	2	2,225	<b>3,411</b>
<b>Appointments</b>	145	149	0	<b>294</b>	198	15	64	9	0	0	8	0	<b>294</b>
<b>Pending Appointments</b>	3	2	5	<b>10</b>	4	0	1	0	0	0	0	5	<b>10</b>
<b>Exceptions Granted</b>	5	3	0	<b>8</b>	3	2	2	0	0	0	1	0	<b>8</b>
<b>Separations</b>	107	88	0	<b>195</b>	134	6	47	3	2	0	3	0	<b>195</b>

Professional Staff	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	NA	NHOPI	Two +	Unk	Grand Total
<b>Applicants</b>	7,087	13,033	1,870	<b>21,990</b>	13,668	4,475	1,067	516	29	13	363	1,859	<b>21,990</b>
<b>Appointments</b>	135	299	0	<b>434</b>	347	45	26	5	1	0	10	0	<b>434</b>
<b>Exceptions Granted</b>	1	7	0	<b>8</b>	6	2	0	0	0	0	0	0	<b>8</b>
<b>Separations</b>	91	181	0	<b>272</b>	204	37	13	8	0	0	10	0	<b>272</b>
<b>Reclass</b>	37	105	0	<b>142</b>	115	15	8	1	0	0	3	0	<b>142</b>

**Note:** Faculty data excludes adjuncts, part-time, postdoctoral, visitors and volunteers.

## 2012 Separations By Constituent Group Faculty

Type	Classification								
	Academic Support	*Admin Leaders	Clinical Faculty	Faculty	Lecturer/Instructor	Librarian	Research Associate	Scientist Scholar	Grand Total
18/20 Retirement	0	3	3	17	0	1	0	1	25
Death	0	0	2	6	0	0	1	0	9
Emeritus Retirement	0	1	0	4	0	0	0	0	5
End Appointment	0	0	3	5	0	0	6	8	22
ERIP - Retiree Status	1	1	2	5	0	1	0	0	10
IU Retiree Status	0	0	2	4	1	0	0	0	7
Multiple Jobs Situation	0	0	1	0	0	0	0	0	1
Other	0	0	0	1	0	0	0	0	1
Resignation	6	3	34	37	9	1	15	11	115
<b>Grand Total</b>	<b>7</b>	<b>8</b>	<b>47</b>	<b>79</b>	<b>10</b>	<b>3</b>	<b>22</b>	<b>20</b>	<b>195</b>

**\*Administrative leaders includes Assistant/Associate Deans, Associate Vice Presidents, Vice Chancellor, and Director**

## 2012 Separations By Constituent Group Professional Staff

Type	Classification								
	*Admin Services	Auxiliary Services	Health Prof	Info Tech	Media Relations	Research Science	Student Services	Safety Security	Grand Total
<b>18/20 Retirement</b>	1	0	0	0	1	0	0	0	<b>2</b>
<b>Death</b>	1	0	0	0	0	0	0	0	<b>1</b>
<b>End Appointment</b>	0	0	0	0	0	0	1	0	<b>1</b>
<b>Indiana Clinic</b>	0	0	15	0	1	0	0	0	<b>16</b>
<b>Ineligible in the U.S.</b>	0	0	0	0	0	0	1	0	<b>1</b>
<b>IU Retiree Status</b>	5	0	5	0	0	0	1	0	<b>11</b>
<b>Medical</b>	2	0	0	0	0	1	2	0	<b>5</b>
<b>Reduction in Force</b>	3	0	0	1	2	6	4	0	<b>16</b>
<b>Resignation</b>	54	4	27	37	17	28	33	3	<b>203</b>
<b>Staff Term/Hire Hrly</b>	0	0	2	0	0	1	0	0	<b>3</b>
<b>Perf/Misconduct</b>	7	0	1	0	2	3	0	0	<b>13</b>
<b>Grand Total</b>	<b>57</b>	<b>4</b>	<b>50</b>	<b>38</b>	<b>23</b>	<b>39</b>	<b>42</b>	<b>3</b>	<b>272</b>

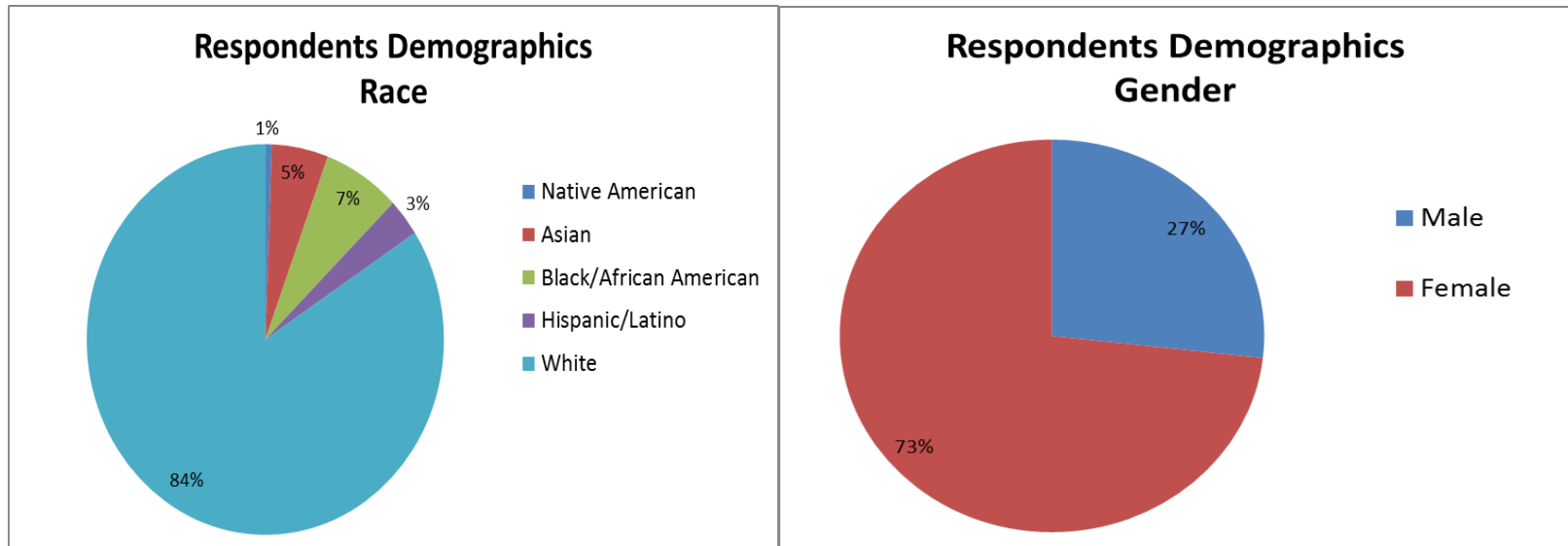
**\*Administrative services include coaches, development, executives and facility services**

## Three-Year Snap-Shot Separations

<b>Faculty</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
18/20 Retirement	25	30	29
Cancellation of Hire	0	5	2
Death	9	5	7
Emeritus Retirement	5	2	2
End Appointment	22	20	18
ERIP - Retiree Status	10	6	0
IU Retiree Status	7	6	5
Multiple Jobs Situation	1	2	1
Other	1	3	0
Resignation	115	130	100
Total Disability	0	0	1
<b>Total</b>	<b>195</b>	<b>209</b>	<b>165</b>

<b>Professional Staff</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
18/20 Retirement	2	2	1
Attendance	0	2	0
Death	1	0	1
Cancellation of Hire	0	2	0
End Appointment	1	0	0
ERIP - Retiree Status	0	49	0
Expiration Contract	0	1	1
Indiana Clinic	16	65	14
Ineligible work in US (IU Retiree Status)	11	19	20
Job Abandonment	0	0	2
Medical	5	2	2
Reduction in Force	16	22	28
Resignation	203	164	140
Staff Term/Hire Hrly	3	1	8
Perf./Misconduct	13	10	5
<b>Total</b>	<b>272</b>	<b>339</b>	<b>222</b>

# 2012 Exit Interview Data

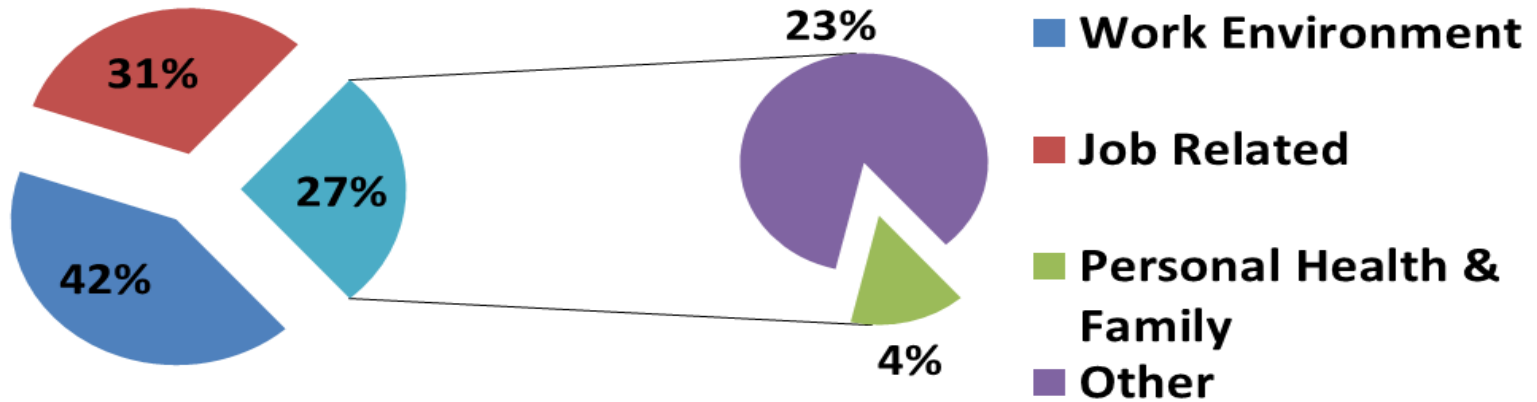


In 2012 the OEO piloted the survey by sending approximately 1,700 postcards via U.S. mail to employees that separated during 2011 and 2012. Total of 118 respondents (7%).

- 0.6% Native American, 5.2% Asian, 7.1% Black/African American, 3.2% Hispanic/Latino, and 85.7% White
- 73.2% female, 26.8% male
- 4.5% self-identified as an employee with a disability
- 3.9% self-identified as a veteran
- 20.4% faculty
- 43.4% professional staff members, 17.1% support and service staff members, 15.8% clerical, 1.3% research (lab technicians, statisticians, etc.), and 2% technology.

2012  
Exit Interview Data

**Exit Interview Feedback**





# Areas of Concern...

## Key Issues

### Work Environment (51)

- Interpersonal work environment
- Conflict with supervisor
- Conflict with co-workers/colleagues
- Departmental challenges
  - Little respect
  - Politics
- University challenges
  - Budget
  - Entitlement
  - Parking
  - IUB
- Stressful work environment
- Low morale
- Recognition

### Job Related (38)

- Dissatisfied with pay
- Dissatisfied with job
  - Traveling cost not worthwhile
  - University-level challenges
- Skills not used
- Workload too much
- Workload too little
- Limited opportunity to advance
- No regular evaluations
- Returning to school
- Accepted new position
- Moved IU Health
- Position temporary and/or visiting

### Health & Family (5)

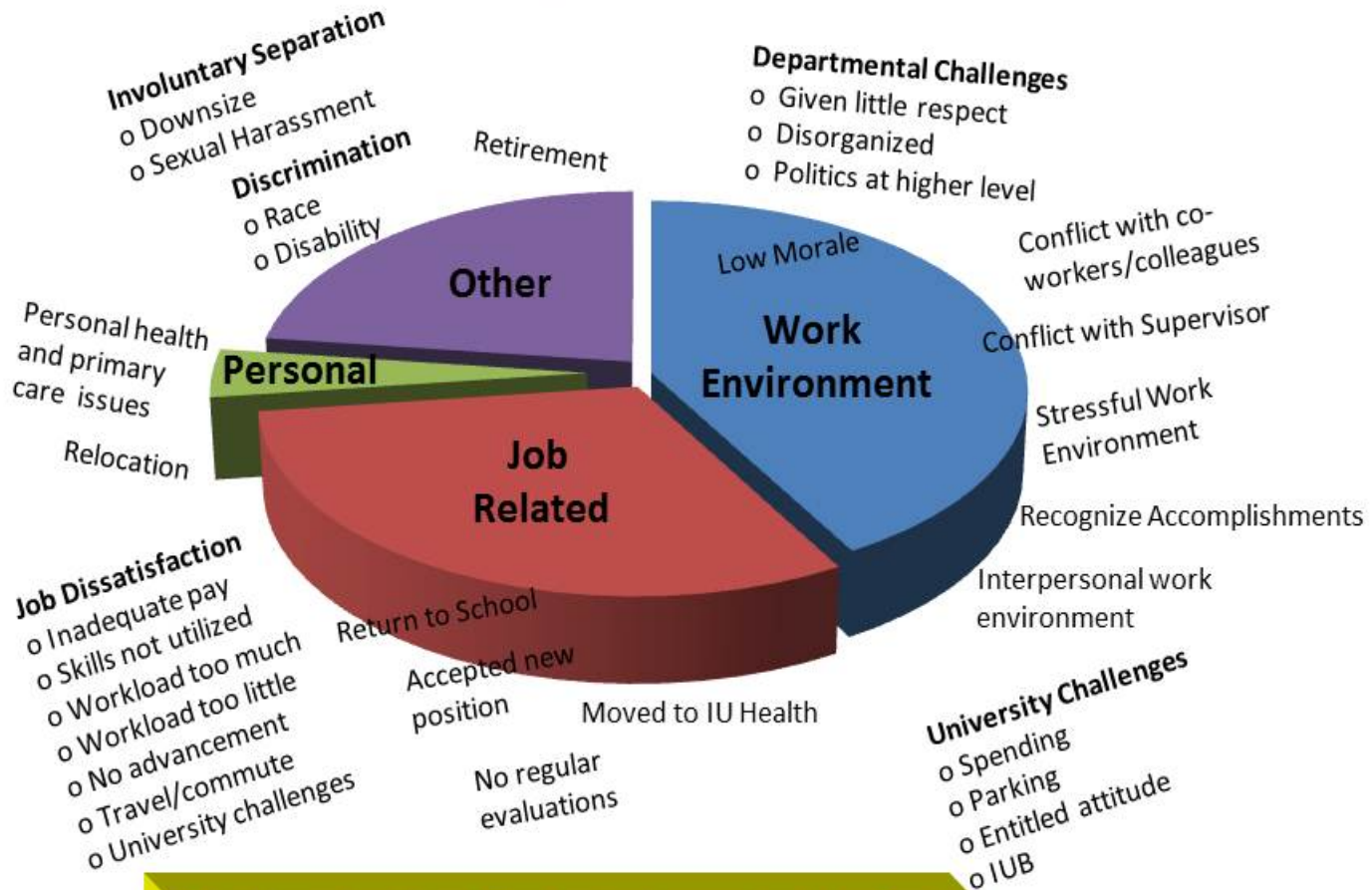
- Primary care responsibilities
- Personal health issues
- Scheduling
- Relocation – spouse

### Other (28)

- Retirement
- Involuntary separation
  - Downsize
  - Sexual harassment (1)
- Discrimination
  - Race (1)
  - Disability (1)

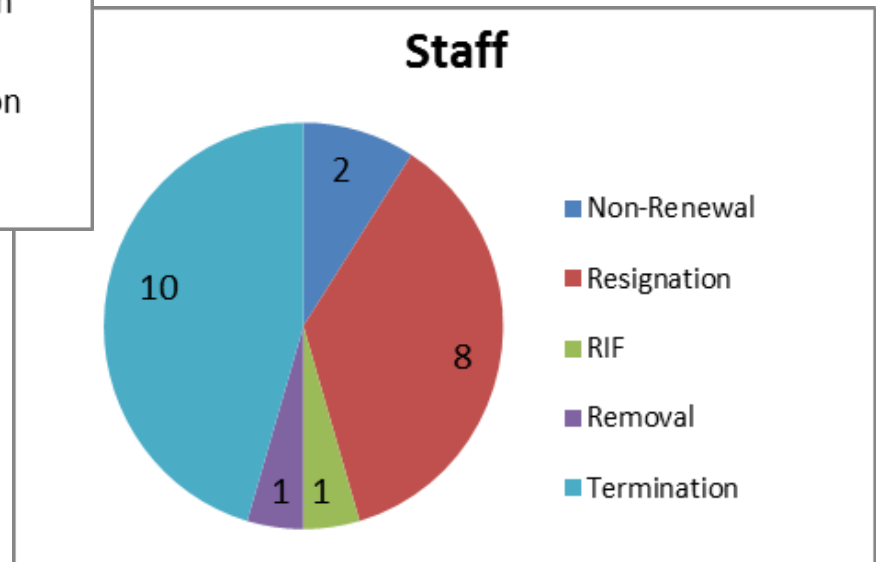
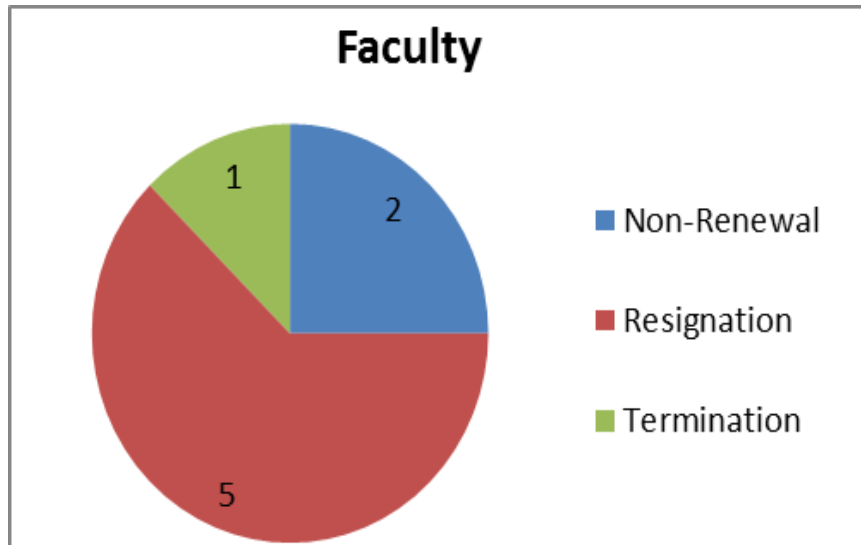
# Areas of Concern...

## Key Issues



**This is the "Stuff" that's Grounded in Exits**

# 2012 Exit Interview Data Attributed to Issues in OEO



## 2012 Complaint Data by Approach

	Consult	Mediate	Investigate	Agency	Complaints Filed	% of Total
Faculty	26	0	6	1	33	21%
Staff	77	3	5	7	92	57%
Students	21	0	3	2	26	17%
Other	4	0	0	0	4	2%
Visitor	3	0	2	0	5	3%
<b>Total</b>	<b>131</b>	<b>3</b>	<b>16</b>	<b>10</b>	<b>160</b>	<b>100%</b>

## 2012 Complaint Data by Approach

Female	Consult	Mediate	Investigate	Court Agency	Complaints Filed	% of Total
Faculty	11	0	2	1	14	13%
Staff	57	2	4	6	69	65%
Students	15	0	3	1	19	18%
Other	2	0	1	0	3	3%
Visitor	0	0	1	0	1	1%
<b>Total</b>	<b>85</b>	<b>2</b>	<b>11</b>	<b>8</b>	<b>106*</b>	<b>100%</b>

Male	Consult	Mediate	Investigate	Court Agency	Complaints Filed	% of Total
Faculty	15	0	3	0	18	36%
Staff	18	1	1	1	21	42%
Students	6	0	0	2	8	16%
Other	2	0	0	0	2	4%
Visitor	1	0	0	0	1	2%
<b>Total</b>	<b>42</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>50*</b>	<b>100%</b>

\*A total of four complaints were filed where gender indicators were not available.

**2012**  
**Complaint Data by Basis**  
**All Complaints**

	<b>Consult</b>	<b>Mediate</b>	<b>Investigate</b>	<b>Agency</b>	<b>Total</b>
<b>Academic Environment</b>	9	0	0	0	<b>9</b>
<b>Age</b>	2	1	0	1	<b>4</b>
<b>Disability</b>	24	0	0	4	<b>28</b>
<b>Equity Review</b>	0	0	4	0	<b>4</b>
<b>Gender</b>	6	1	0	4	<b>11</b>
<b>Hostile Work Environment</b>	26	1	4	1	<b>32</b>
<b>Human Resources</b>	41	0	1	0	<b>42</b>
<b>National Origin</b>	3	0	0	0	<b>3</b>
<b>Other</b>	3	0	0	0	<b>3</b>
<b>Race/Color</b>	7	1	2	4	<b>14</b>
<b>Religion</b>	6	0	0	0	<b>6</b>
<b>Retaliation</b>	4	0	4	3	<b>11</b>
<b>Sexual Assault</b>	0	0	3	0	<b>3</b>
<b>Sexual Harassment</b>	15	0	3	0	<b>18</b>
<b>Sexual Orientation</b>	2	0	1	0	<b>3</b>
<b>Veteran Status</b>	1	0	0	0	<b>1</b>
<b>Total</b>	<b>149</b>	<b>4</b>	<b>22</b>	<b>17</b>	<b>192</b>

## 2012 Complaint Data by Basis Female

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	5	0	0	0	5
Age	2	1	0	1	4
Disability	17	0	0	2	19
Equity Review	0	0	3	0	3
Gender	4	1	0	4	9
Hostile Work Environment	15	0	4	1	20
Human Resources	24	0	0	0	24
National Origin	1	0	0	0	1
Other	2	0	0	0	2
Race/Color	4	1	1	3	9
Religion	4	0	0	0	4
Retaliation	1	0	2	3	6
Sexual Assault	0	0	3	0	3
Sexual Harassment	11	0	3	0	14
Sexual Orientation	0	0	1	0	1
Veteran Status	1	0	0	0	1
<b>Total</b>	<b>91</b>	<b>3</b>	<b>17</b>	<b>14</b>	<b>125*</b>

\*A total of four complaints were filed where gender indicators were not available (2 – sexual harassment, 1 – hostile work environment, and 1 – human resources related).

**2012  
Complaint Data by Basis  
Male**

	<b>Consult</b>	<b>Mediate</b>	<b>Investigate</b>	<b>Agency</b>	<b>Total</b>
<b>Academic Environment</b>	4	0	0	0	<b>4</b>
<b>Disability</b>	7	0	0	2	<b>9</b>
<b>Equity Review</b>	0	0	1	0	<b>1</b>
<b>Gender</b>	2	0	0	0	<b>2</b>
<b>Hostile Work Environment</b>	10	1	0	0	<b>11</b>
<b>Human Resources</b>	17	0	0	0	<b>17</b>
<b>National Origin</b>	2	0	0	0	<b>2</b>
<b>Other</b>	1	0	0	0	<b>1</b>
<b>Race/Color</b>	3	0	1	1	<b>5</b>
<b>Religion</b>	2	0	0	0	<b>2</b>
<b>Retaliation</b>	3	0	2	0	<b>5</b>
<b>Sexual Harassment</b>	2	0	0	0	<b>2</b>
<b>Sexual Orientation</b>	2	0	0	0	<b>2</b>
<b>Total</b>	<b>55</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>63*</b>

**\*A total of four complaints were filed where gender indicators were not available (2 – sexual harassment, 1 – hostile work environment, and 1 – human resources related).**



## 2012 Complaint Data by Constituent

<b>Students</b>	<b>Consult</b>	<b>Mediate</b>	<b>Investigate</b>	<b>Agency</b>	<b>Total</b>
Academic Environment	10	0	0	0	10
Disability	3	0	0	2	5
National Origin	2	0	0	0	2
Other	1	0	0	0	1
Race	1	0	0	1	2
Religion	1	0	0	0	1
Retaliation	1	0	0	0	1
Sexual Assault	0	0	2	0	2
Sexual Harassment	5	0	0	0	5
Sexual Orientation	0	0	1	0	1
<b>Total</b>	<b>24</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>30</b>

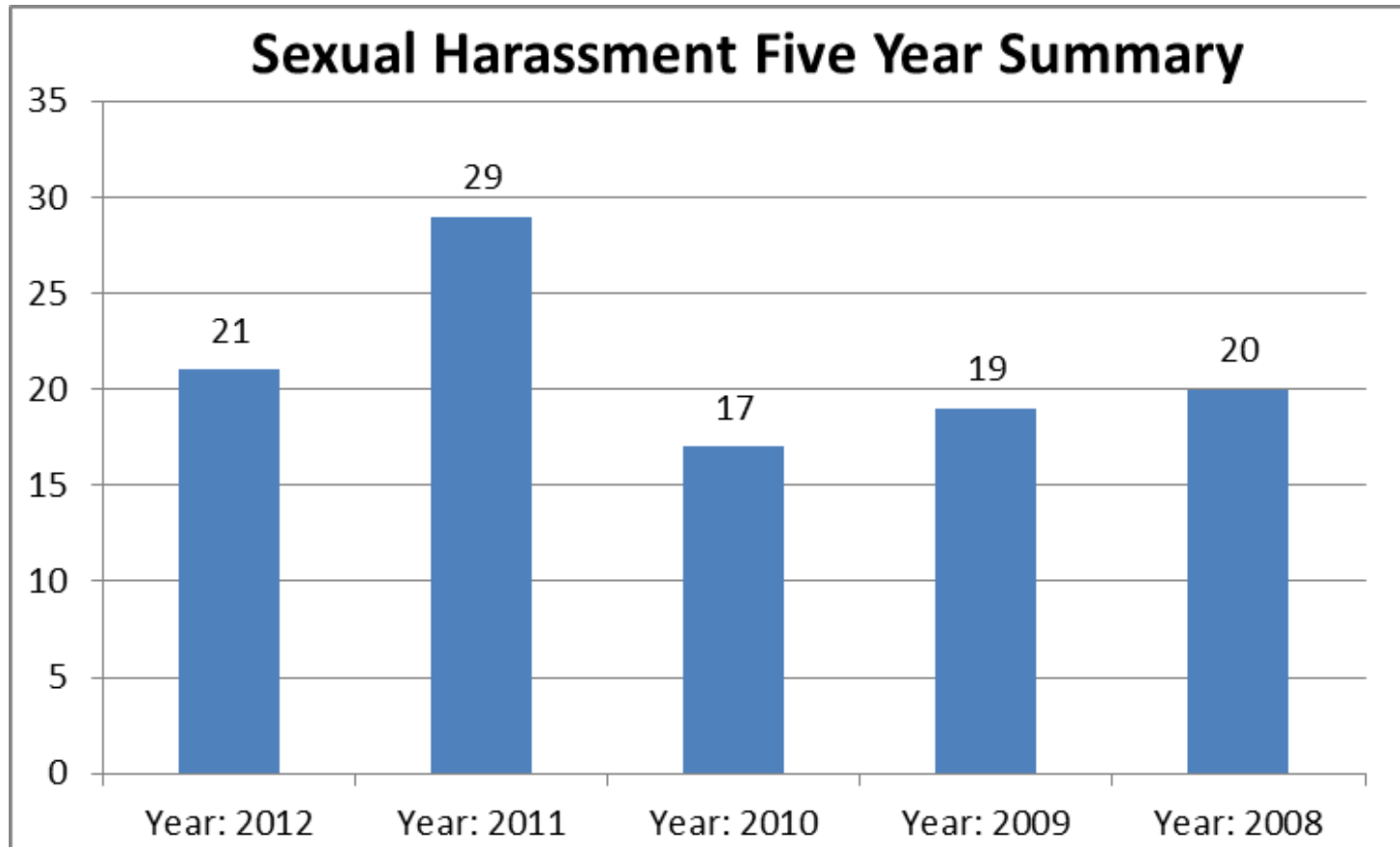
<b>Faculty</b>	<b>Consult</b>	<b>Mediate</b>	<b>Investigate</b>	<b>Agency</b>	<b>Total</b>
Academic Environment	2	0	0	0	2
Age	0	0	0	1	1
Disability	8	0	0	0	8
Equity Review	0	0	3	0	3
Gender	1	0	0	1	2
Hostile Work Environment	4	0	1	0	5
Faculty Human Resources	8	0	1	0	9
Race/Color	0	0	1	0	1
Religion	2	0	0	0	2
Retaliation	1	0	2	0	3
Sexual Harassment	2	0	0	0	2
Sexual Orientation	1	0	0	0	1
Veteran Status	1	0	0	0	1
<b>Total</b>	<b>30</b>	<b>0</b>	<b>8</b>	<b>2</b>	<b>40</b>

## 2012 Complaint Data by Constituent

Staff	Consult	Mediate	Investigate	Agency	Total
Age	2	1	0	0	3
Disability	14	0	0	2	16
Equity Review	0	0	1	0	1
Gender	4	1	0	3	8
Hostile Work Environment	19	1	3	1	24
Human Resources	29	0	0	0	29
National Origin	1	0	0	0	1
Other	1	0	0	0	1
Race/Color	6	1	1	3	11
Religion	3	0	0	0	3
Retaliation	1	0	2	3	6
Sexual Assault	0	0	1	0	1
Sexual Harassment	7	0	1	0	8
<b>Total</b>	<b>87</b>	<b>4</b>	<b>9</b>	<b>12</b>	<b>112</b>

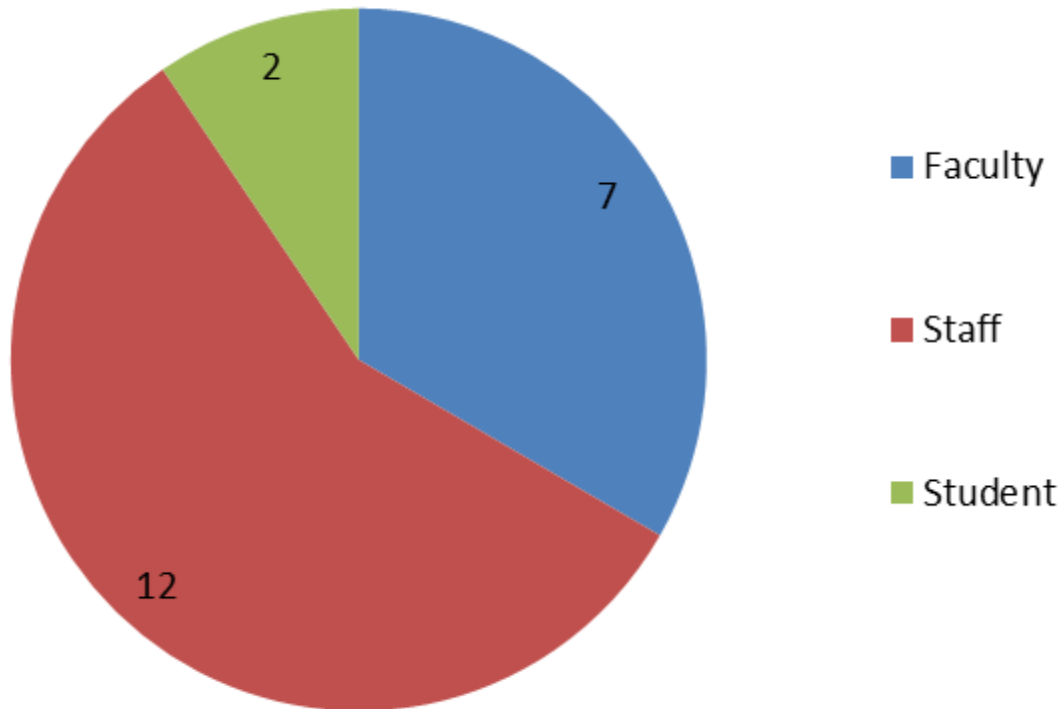
Visitor/Other	Consult	Mediate	Investigate	Agency	Total
Human Resources	2	0	0	0	2
Hostile Work Environment	2	0	0	0	2
Other	1	0	0	0	1
Retaliation	1	0	0	0	1
Sexual Harassment	1	0	2	0	3
Sexual Orientation	1	0	0	0	1
<b>Total</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>10</b>

## 5-Year Snap Shot Sexual Harassment



# 2012 Reasonable Accommodations

## Accommodation/Accessibility



## 2012 Training and/or Presentations

Type	Staff	Faculty	Student	Community	Total
Academic Integrity	0	0	0	40	40
ADAAA	50	0	0	45	95
Civility in the Workplace	135	96	25	0	256
Cultural Awareness	53	14	0	0	67
Diversity	22	0	308	0	330
EEO/AA	148	75	75	0	298
FAM	18	0	0	0	18
Mediation Training	20	0	0	4	24
Preventing Sexual Harassment	1654	973	670	90	3387
Professionalism	0	0	0	19	19
Resource Fairs*	200	50	150	0	400
Search and Screen	229	193	10	27	459
<b>Total</b>	<b>2529</b>	<b>1401</b>	<b>1238</b>	<b>225</b>	<b>5393</b>