



IUPUI

# ***ANNUAL DIVERSITY REPORT***

**2020**

A MESSAGE FROM

VICE CHANCELLOR  
FOR DIVERSITY,  
EQUITY & INCLUSION

KAREN DACE

The mission of the  
Division of Diversity,  
Equity & Inclusion is to  
educate, advocate,  
engage and empower the  
IUPUI community by  
cultivating partnerships  
and resources to create  
and sustain an  
environment that is  
inclusive, equitable and  
diverse.

“DIVERSITY:

A THOUGHT  
(NOT AN  
AFTERTHOUGHT).

AN ACTION  
(NOT A REACTION).”

## Letter from the Vice Chancellor

Welcome to the 2020 IUPUI Diversity Report. Each year, as our colleagues in Institutional Research and Decision Support compile the data for this document, I am anxious to see how much we have “moved the needle” to make IUPUI more diverse, equitable and inclusive. Although some of what makes us equitable and inclusive is hard to measure statistically, the presence of an increasingly diverse student body, staff, faculty and administration, as well as curricula and activities designed to ensure, engage and celebrate all ways of knowing and being, indicate we are moving in the right direction.

As you study the pages that follow, take note of our growth and improvement in some areas, recognizing there is still more to be done. Pay attention to those areas where you believe we should be farther along and commit to collaborating with all Jaguars and ensure we all live up to the IUPUI mission by demonstrating “a strong commitment to diversity.”



**Karen L. Dace, Ph.D.**  
*Vice Chancellor  
Diversity, Equity & Inclusion*



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## Recruitment of a Diverse Student Population

Fall Undergraduate Enrollment - Race/Ethnicity, International Status, & Gender <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
Black / African American	2,352 (10%)	2,159 (10%)	2,195 (10%)	2,053 (10%)	1,925 (9%)	2,015 (10%)
Asian American	804 (4%)	824 (4%)	861 (4%)	944 (4%)	1,039 (5%)	1,152 (5%)
Native Hawaiian / Pacific Islander	18 (<1%)	20 (<1%)	17 (<1%)	14 (<1%)	8 (<1%)	6 (<1%)
Latinx	1,269 (6%)	1,349 (6%)	1,452 (7%)	1,604 (7%)	1,706 (8%)	1,994 (9%)
American Indian / Alaskan Native	30 (<1%)	21 (<1%)	20 (<1%)	22 (<1%)	17 (<1%)	24 (<1%)
Two or more races	796 (3%)	847 (4%)	871 (4%)	936 (4%)	975 (5%)	1,013 (5%)
International	882 (4%)	881 (4%)	909 (4%)	945 (4%)	865 (4%)	824 (4%)
White	16,148 (72%)	15,709 (71%)	15,287 (70%)	14,967 (69%)	14,171 (68%)	14,037 (66%)
Unknown	226 (1%)	175 (1%)	136 (1%)	125 (1%)	106 (1%)	108 (1%)
Men	9,801 (43%)	9,599 (44%)	9,503 (44%)	9,427 (44%)	8,899 (43%)	8,802 (42%)
Women	12,724 (57%)	12,386 (56%)	12,245 (56%)	12,183 (56%)	11,913 (57%)	12,371 (58%)
Total Student Headcount	22,525	21,985	21,748	21,610	20,812	21,173
Percent Students of Color <sup>2</sup>	23%	24%	24%	26%	27%	29%

<sup>1</sup>Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019), non-degree and degree seeking students. Column percentages may show greater than 100% due to rounding. <sup>2</sup>Includes Black / African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races.

- Enrollment of undergraduate students who identify as Latinx has increased 3% over the past five years.
- Enrollment of undergraduate students who identify as Black / African American, Native Hawaiian / Pacific Islander, American Indian / Alaskan Native, Two or More Races and Internationals have remained constant.
- Enrollment of undergraduate students who identify as White has decreased 6%.

Fall Undergraduate Enrollment - Socio-economic Indicators <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
Pell Grant Recipient	9,046	8,292	7,875	6,668	6,660	6,707
21st Century Scholar	1,922	2,192	2,246	2,388	2,354	2,464
First Generation	7,522	7,022	6,654	6,343	6,127	6,021
Percent Pell Grant Recipient <sup>2</sup>	40%	38%	36%	31%	32%	33%
Percent 21 <sup>st</sup> Century Scholar <sup>3</sup>	9%	10%	10%	11%	11%	12%
Percent First Generation	33%	32%	31%	29%	29%	29%

<sup>1</sup>Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019). <sup>2</sup>Percentage of students who received a Federal Pell Grant based on total of undergraduate degree seeking students only. <sup>3</sup>Percentage based on all undergraduate students.

- The percentage of 21<sup>st</sup> Century Scholars has slowly grown over the past five years.
- The percentage of undergraduate Pell Grant recipients has slightly increased after years of decline.
- First generation undergraduate enrollment has declined by 4% since 2014.



**Fall Graduate Enrollment - Race/Ethnicity, International Status, & Gender<sup>1</sup>**

	2014	2015	2016	2017	2018	2019
Black / African American	593 (7%)	648 (8%)	633 (8%)	664 (8%)	661 (8%)	666 (8%)
Asian American	490 (6%)	518 (6%)	529 (7%)	553 (7%)	557 (7%)	590 (7%)
Native Hawaiian / Pacific Islander	3 (<1%)	4 (<1%)	4 (<1%)	4 (<1%)	4 (<1%)	2 (<1%)
Latinx	288 (4%)	328 (4%)	395 (5%)	398 (5%)	423 (5%)	442 (5%)
American Indian / Alaskan Native	5 (<1%)	7 (<1%)	6 (<1%)	6 (<1%)	6 (<1%)	4 (<1%)
Two or more races	161 (2%)	168 (2%)	171 (2%)	212 (3%)	236 (3%)	242 (3%)
International	1,039 (13%)	1,138 (14%)	1,138 (14%)	1,142 (14%)	1,158 (13%)	1,026 (12%)
White	5,477 (67%)	5,229 (64%)	5,126 (64%)	5,154 (63%)	5,341 (64%)	5,330 (64%)
Unknown	109 (1%)	80 (1%)	54 (1%)	47 (1%)	47 (1%)	62 (1%)
Men	3,654 (45%)	3,624 (45%)	3,611 (45%)	3,637 (44%)	3,538 (44%)	3,442 (41%)
Women	4,511 (55%)	4,496 (55%)	4,445 (55%)	4,543 (56%)	4,795 (56%)	4,922 (59%)
Total Student Headcount	8,165	8,120	8,056	8,180	8,333	8,364
Percent Total Students of Color <sup>2</sup>	18%	19%	20%	22%	22%	23%

<sup>1</sup>Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019) both non-degree and degree seeking students. Column percentages may show greater than 100% due to rounding. <sup>2</sup>Includes Black / African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/ Alaskan Native, and two or more races

- Enrollment of graduate students who identify as Black / African American, Latinx and Two or More Races have risen 1% over the past five years contributing to the slow but steady rise of the overall percentage of underserved graduate students.
- Total enrollment of graduate students of color has increased by 4% in the last 5 years.

**Fall Graduate Enrollment - Socio-economic Indicators<sup>1</sup>**

	2014	2015	2016	2017	2018	2019
Number of First Generation	1,320	1,281	1,220	1,228	1,224	1,306
Percent First Generation	16%	16%	15%	15%	15%	16%

<sup>1</sup>Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019)

- Enrollment of First Generation students in graduate programs remained steady at 15 to 16%.



<b>Student Demographics<sup>1</sup></b>				
	<b>Undergraduate</b>		<b>Graduate</b>	
	<b>2014</b>	<b>2018</b>	<b>2014</b>	<b>2018</b>
LGBTQ+	14%	21%	10%	16%
Non-LGBTQ+	86%	79%	90%	84%
With Disability	5%	11%	4%	6%
No Disability	95%	89%	96%	94%
Conservative	25%	22%	17%	15%
Moderate	45%	42%	39%	34%
Liberal	30%	36%	34%	37%
Current Military / Veteran	N/A	4%	N/A	3%
No Military Experience	N/A	96%	N/A	97%
<b>Number of Responses</b>	<b>2,535</b>	<b>1,843</b>	<b>972</b>	<b>783</b>

<sup>1</sup>Percentages from the 2018 IUPUI Campus Climate Survey. All data are self-reported and should be considered an estimate. IUPUI Campus Climate Survey do not include IUPUC nor IU Fort Wayne.

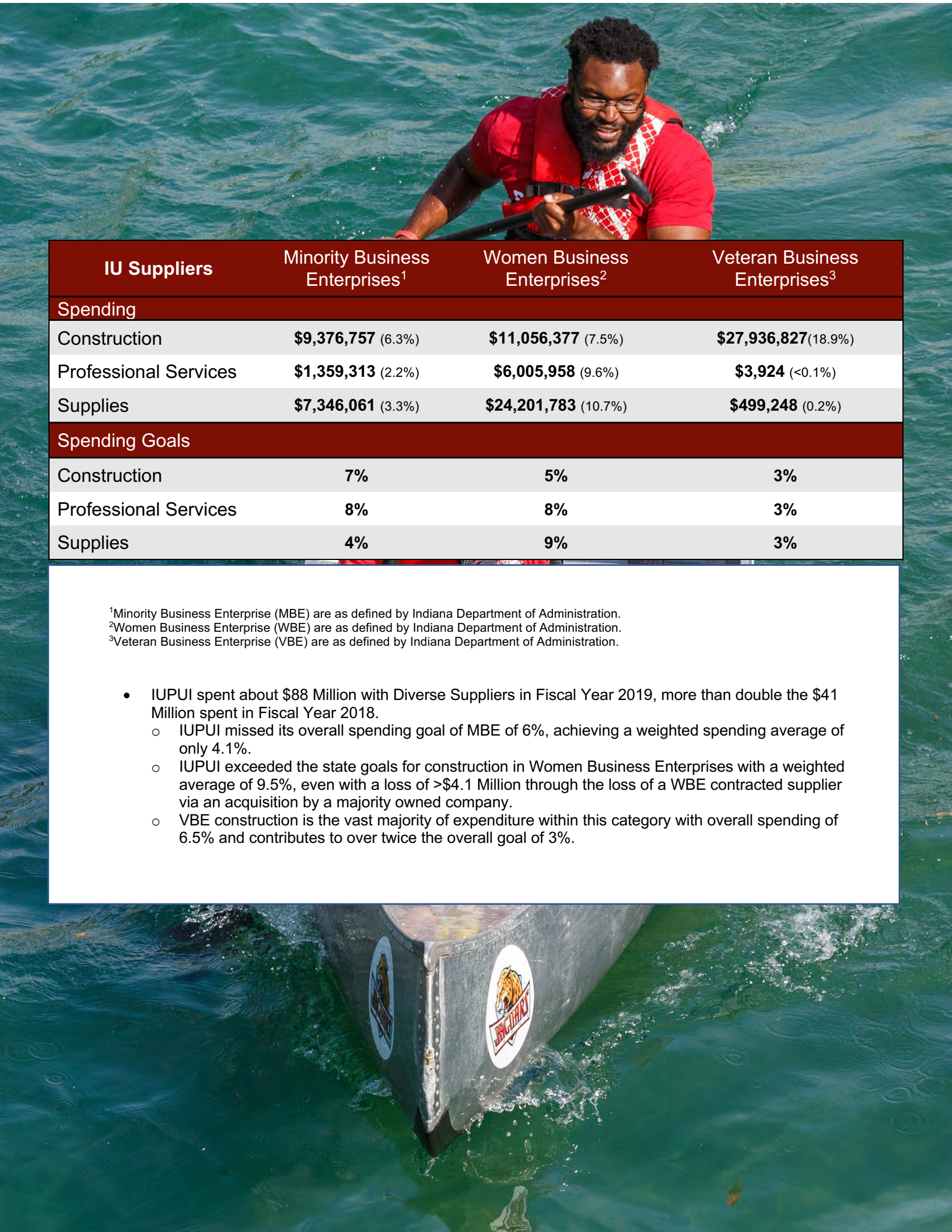
<b>Percentage who Agree/Strongly agree with...</b>	<b>2014 All Students</b>	<b>2018 All Students</b>
I feel free to be myself at IUPUI	94.7%	89.7%
I have been able to make enough friends at IUPUI	74.3%	75.8%
At IUPUI, I sometimes I fear speaking up for what I think	27.0%	36.0%
I feel safe on campus	84.0%	85.1%
There are a lot of people like me on campus	71.8%	73.4%
It's difficult to find student opportunities at IUPUI	22.4%	24.9%
<b>Number of respondents</b>	<b>3933</b>	<b>3790</b>

- Approximately 90% of student respondents feel free to be themselves at IUPUI, a decrease of about 5% from 2014.
- 36% of all students at IUPUI fear speaking up for what they think, up from 27% in 2014.
- A quarter of all students find it difficult to find student opportunities at IUPUI.

<b>Percentage who Agree/Strongly agree with...</b>	<b>2014 All Students</b>	<b>2018 All Students</b>
IUPUI has a commitment to diversity	94.4%	92.1%
IUPUI places too much emphasis on diversity	27.6%	32.6%
IUPUI has a diverse faculty and staff	87.9%	83.5%
IUPUI has a diverse student population	94.3%	91.0%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website)	87.8%	84.1%
IUPUI has a lot of tension around diversity issues	13.7%	25.2%
<b>Number of respondents</b>	<b>3933</b>	<b>3790</b>

- Most students feel IUPUI has a commitment to diversity (92%); a third report they believe there is too much emphasis on it (33%).
- Approximately a quarter of all students feel that there is a lot of tension around this issue, up significantly from 2014.
- The majority of all students feel that IUPUI has a diverse faculty, staff, and student population.





IU Suppliers	Minority Business Enterprises <sup>1</sup>	Women Business Enterprises <sup>2</sup>	Veteran Business Enterprises <sup>3</sup>
<b>Spending</b>			
Construction	<b>\$9,376,757</b> (6.3%)	<b>\$11,056,377</b> (7.5%)	<b>\$27,936,827</b> (18.9%)
Professional Services	<b>\$1,359,313</b> (2.2%)	<b>\$6,005,958</b> (9.6%)	<b>\$3,924</b> (<0.1%)
Supplies	<b>\$7,346,061</b> (3.3%)	<b>\$24,201,783</b> (10.7%)	<b>\$499,248</b> (0.2%)
<b>Spending Goals</b>			
Construction	<b>7%</b>	<b>5%</b>	<b>3%</b>
Professional Services	<b>8%</b>	<b>8%</b>	<b>3%</b>
Supplies	<b>4%</b>	<b>9%</b>	<b>3%</b>

<sup>1</sup>Minority Business Enterprise (MBE) are as defined by Indiana Department of Administration.

<sup>2</sup>Women Business Enterprise (WBE) are as defined by Indiana Department of Administration.

<sup>3</sup>Veteran Business Enterprise (VBE) are as defined by Indiana Department of Administration.

- IUPUI spent about \$88 Million with Diverse Suppliers in Fiscal Year 2019, more than double the \$41 Million spent in Fiscal Year 2018.
  - IUPUI missed its overall spending goal of MBE of 6%, achieving a weighted spending average of only 4.1%.
  - IUPUI exceeded the state goals for construction in Women Business Enterprises with a weighted average of 9.5%, even with a loss of >\$4.1 Million through the loss of a WBE contracted supplier via an acquisition by a majority owned company.
  - VBE construction is the vast majority of expenditure within this category with overall spending of 6.5% and contributes to over twice the overall goal of 3%.

## Recruitment of a Diverse Student Population

First Time Fall Beginner Enrollment - Race/Ethnicity, International Status, & Gender <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
Black / African American	309 (8%)	268 (7%)	371 (9%)	310 (8%)	282 (7%)	355 (8%)
Asian American	141 (3%)	145 (4%)	171 (4%)	188 (5%)	212 (6%)	212 (5%)
Native Hawaiian / Pacific Islander	0 (0%)	3 (<1%)	3 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)
Latinx	265 (7%)	295 (8%)	324 (8%)	390 (10%)	417 (11%)	564 (13%)
American Indian / Alaskan Native	3 (<1%)	3 (<1%)	1 (<1%)	4 (<1%)	4 (<1%)	3 (<1%)
Two or more races	145 (4%)	205 (5%)	205 (5%)	210 (5%)	219 (6%)	238 (6%)
International	107 (3%)	114 (3%)	127 (3%)	121 (3%)	93 (2%)	72 (2%)
White	2,960 (75%)	2,878 (73%)	2,786 (70%)	2,856 (70%)	2,641 (68%)	2,840 (66%)
Unknown	19 (<1%)	18 (<1%)	15 (<1%)	12 (<1%)	10 (<1%)	10 (<1%)
Men	1,641 (42%)	1,639 (42%)	1,681 (42%)	1,696 (41%)	1,589 (41%)	1,744 (41%)
Women	2,308 (58%)	2,290 (58%)	2,322 (58%)	2,397 (59%)	2,290 (59%)	2,551 (59%)
<b>Total Student Headcount</b>	<b>3,949</b>	<b>3,929</b>	<b>4,003</b>	<b>4,093</b>	<b>3,879</b>	<b>4,295</b>
<b>Percent Total Students of Color<sup>3</sup></b>	<b>21%</b>	<b>24%</b>	<b>27%</b>	<b>27%</b>	<b>29%</b>	<b>32%</b>

<sup>1</sup>Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Column percentages may show greater than 100% due to rounding. <sup>3</sup>Includes Black / African American, Asian American, Native Hawaiian/ Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races

- First time fall beginning students who identify as Latinx now represent the largest underrepresented group at 13%.
- First time fall beginning Black/African American enrollment has remained steady at 8% in 2019.

First Time Fall Beginner Enrollment - Socio-economic Indicators <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
Pell Grant Receiver	1,704	1,579	1,521	1,617	1,626	1,720
21st Century Scholar	801	881	895	919	775	767
First Generation	1,383	1,360	1,248	1,271	1,207	1,266
Percent Pell Grant Receiver <sup>2</sup>	43%	40%	38%	40%	42%	40%
Percent 21 <sup>st</sup> Century Scholar	20%	22%	22%	22%	20%	18%
Percent First Generation	35%	35%	31%	31%	31%	29%

<sup>1</sup> Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019) <sup>2</sup>Percentage of students who received a Federal Pell Grant based on total of undergraduate degree seeking students only

- The enrollment of first time beginning students who received a Pell grant has dropped by 2% over the past year.
- The percentage of 21<sup>st</sup> Century Scholars has dropped to 18%.
- The percentage of First Generation has dropped to 29% from a high of 35% in 2014 and 2015.



## Recruitment of a Diverse Student Population

New Fall Undergraduate Transfer Students - Race/Ethnicity, International Status, & Gender <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
Black / African American	220 (13%)	187 (13%)	197 (14%)	180 (13%)	177 (14%)	197 (15%)
Asian American	54 (3%)	41 (3%)	45 (3%)	52 (4%)	50 (4%)	61 (5%)
Native Hawaiian / Pacific Islander	0 (<1%)	2 (<1%)	25 (<1%)	1 (<1%)	0 (<1%)	0 (<1%)
Latinx	92 (5%)	86 (56%)	92 (7%)	109 (8%)	97 (8%)	113 (8%)
American Indian / Alaskan Native	4 (<1%)	5 (<1%)	4 (<1%)	3 (<1%)	2 (<1%)	2 (<1%)
Two or more races	63 (4%)	57 (4%)	42 (3%)	55 (4%)	67 (5%)	53 (4%)
International	75 (4%)	80 (6%)	59 (4%)	91 (6%)	64 (5%)	51 (4%)
White	1,186 (69%)	951 (67%)	919 (67%)	917 (65%)	822 (63%)	853 (63%)
Unknown	23 (1%)	8 (1%)	17 (1%)	13 (1%)	20 (1%)	18 (1%)
Men	826 (48%)	643 (45%)	642 (47%)	630 (44%)	564 (43%)	605 (45%)
Women	891 (52%)	773 (55%)	730 (53%)	791 (56%)	735 (57%)	743 (55%)
Total Student Headcount	1,717	1,416	1,372	1,421	1,299	1,348
Percent Total Students of Color <sup>2</sup>	25%	27%	27%	28%	30%	32%

<sup>1</sup> Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Column percentages may show greater than 100% due to rounding. <sup>2</sup> Includes Black / African American, Asian American, Native Hawaiian / Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races.

- The percentage of new undergraduate transfer students who identify as Latinx has seen a steady percentage increase since 2014.
- The percentage of transferring Students of Color increased from 2014 to 2019 to 32%.

New Fall Undergraduate Transfer Students- Socio-economic Indicators <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
Pell Grant Receiver	823	601	563	585	527	488
21st Century Scholar	105	104	99	109	93	167
First Generation	586	473	429	409	430	458
Percent Pell Grant Receiver <sup>2</sup>	48%	42%	41%	41%	43%	36%
Percent 21 <sup>st</sup> Century Scholar	6%	7%	7%	8%	7%	12%
Percent First Generation	34%	33%	31%	29%	33%	34%

<sup>1</sup> Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019) <sup>2</sup>Percentage for Pell Eligible based on total of undergraduate degree seeking students only

- The percentage of transfer students who are 21<sup>st</sup> Century Scholars has doubled in the past five years.
- The percentage of First Generation transfer students has remained steady over the past five years.

## Recruitment of a Diverse Student Population

New Fall Graduate and Doctoral-Practice Students - Race/Ethnicity, International Status, & Gender <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
Black / African American	184 (8%)	188 (8%)	177 (7%)	212 (8%)	188 (7%)	205 (8%)
Asian American	158 (6%)	144 (6%)	146 (6%)	148 (6%)	162 (6%)	181 (7%)
Native Hawaiian / Pacific Islander	1 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	0 (0%)
Latinx	111 (5%)	109 (5%)	143 (6%)	112 (4%)	133 (5%)	118 (5%)
American Indian / Alaskan Native	1 (<1%)	2 (<1%)	3 (<1%)	0 (0%)	2 (<1%)	1 (<1%)
Two or more races	54 (2%)	50 (2%)	64 (3%)	75 (3%)	85 (3%)	84 (3%)
International	318 (13%)	316 (13%)	315 (13%)	268 (11%)	294 (12%)	289 (11%)
White	1,594 (65%)	1,549 (65%)	1,504 (64%)	1,702 (67%)	1,651 (65%)	1,654 (65%)
Unknown	18 (1%)	17 (1%)	12 (1%)	16 (1%)	14 (1%)	19 (1%)
Men	1,128 (46%)	1,024 (43%)	1,036 (44%)	1,028 (41%)	992 (41%)	962 (38%)
Women	1,311 (54%)	1,353 (57%)	1,329 (56%)	1,506 (59%)	1,539 (59%)	1,589 (62%)
Total Student Headcount	2,439	2,377	2,365	2,534	2,530	2,551
Percent Students of Color <sup>2</sup>	20%	21%	23%	22%	23%	23%

<sup>1</sup> Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019) Column percentages may show greater than 100% due to rounding. <sup>2</sup>Includes Black / African American, Asian American, Native Hawaiian / Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races

- The percentage of students who identify as Black / African American has remained steady since 2014.
- The percentage of students of color has steadily risen since 2014 from 20% to 23%.
- The percentage of new women graduate and doctoral-practice students increased 8% in the last five years.

New Fall Graduate and Doctoral-Practice Students - Socio-economic Indicators <sup>1</sup>						
	2014	2015	2016	2017	2018	2019
First Generation	394	376	360	413	409	419
Percent First Generation	16%	16%	15%	16%	16%	16%

<sup>1</sup>Includes IUPUC



# Retention and Graduation of a Diverse Student Population

One Year Retention <sup>1</sup> Rates by Cohort <sup>2</sup>							
	2012	2013	2014	2015	2016	2017	2018
Black / African American	66%	61%	65%	66%	74%	65%	64%
Asian American	89%	85%	85%	86%	87%	88%	83%
Native Hawaiian / Pacific Islander	N/A	1/1	N/A	2/3	1/3	1/2	0/1
Latinx	67%	73%	74%	77%	72%	71%	74%
American Indian / Alaskan Native	0/1	4/7	0/3	2/3	1/1	2/4	3/4
Two or more races	63%	71%	67%	70%	68%	65%	70%
International	89%	87%	85%	74%	85%	89%	80%
White	72%	70%	74%	74%	75%	71%	73%
All Students of Color	70%	71%	72%	73%	74%	71%	70%
Men	72%	69%	74%	74%	74%	70%	72%
Women	72%	72%	73%	74%	76%	73%	74%
<b>Total</b>	<b>72%</b>	<b>71%</b>	<b>73%</b>	<b>74%</b>	<b>75%</b>	<b>72%</b>	<b>73%</b>

<sup>1</sup> One Year Retention calculated Fall to Fall \* Includes IUPUI and IU PUC campuses with IU Fort Wayne (2019), Calculated for first-time full-time undergraduate beginners. Column percentages may show greater than 100% due to rounding.

- Over the past six years, the highest IUPUI one-year retention rates are those of students who identify as Asian American or International.
- Retention rates of Black / African American students have dropped to 64% from a high of 74% in 2016.



## Retention and Graduation of a Diverse Student Population

Six Year Graduation Rates by Cohort <sup>1</sup>					
	2009	2010	2011	2012	2013
Black / African American	24%	31%	33%	36%	34%
Asian American	59%	69%	66%	56%	63%
Native Hawaiian / Pacific Islander <sup>2</sup>	N/A	N/A	N/A	N/A	N/A
Latinx	36%	47%	45%	39%	55%
American Indian / Alaskan Native <sup>2</sup>	22%	N/A	N/A	N/A	N/A
Two or more races	49%	43%	40%	42%	46%
International	56%	55%	63%	58%	53%
White	46%	48%	46%	50%	52%
All Students of Color	34%	42%	41%	41%	48%
Men	43%	46%	46%	44%	46%
Women	48%	48%	45%	51%	54%
<b>Total</b>	<b>47%</b>	<b>47%</b>	<b>45%</b>	<b>48%</b>	<b>51%</b>

<sup>1</sup> Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019), calculated for first-time, full time undergraduate beginners seeking a bachelor's degree. Column percentages may show greater than 100% due to rounding. <sup>2</sup>Low enrollment can cause percentages to change dramatically; please consider this when examining trends

Four Year Graduation Rates by Cohort <sup>1</sup>						
	2010	2011	2012	2013	2014	2015
Black / African American	8%	10%	14%	14%	14%	23%
Asian American	37%	30%	33%	37%	37%	48%
Native Hawaiian / Pacific Islander <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	2/3
Latinx	17%	18%	14%	23%	23%	31%
American Indian / Alaskan Native <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A
Two or more races	16%	17%	19%	27%	27%	30%
International	20%	34%	24%	19%	19%	29%
White	20%	22%	27%	30%	30%	40%
All Students of Color	15%	16%	18%	23%	23%	31%
Men	17%	19%	23%	24%	24%	35%
Women	20%	23%	26%	31%	31%	40%
<b>Total</b>	<b>20%</b>	<b>22%</b>	<b>24%</b>	<b>28%</b>	<b>28%</b>	<b>38%</b>

<sup>1</sup> Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019), calculated for first-time, full time undergraduate beginners seeking a bachelor's degree. Column percentages may show greater than 100% due to rounding. <sup>2</sup>Low enrollment can cause percentages to change dramatically; please consider this when examining trends

- Although still lower than their fellow underrepresented students, six-year graduation rates of students who identify as Black / African American have risen 10% since 2009.
- Within the four-year graduation rate, Black / African American students have almost tripled the rate from 8% in 2010 to 23% in 2015, however much work is needed in this area.

## Retention and Graduation of a Diverse Student Population

Undergraduate Degrees Awarded in Fiscal Year <sup>1</sup>					
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Black / African American	324 (8%)	406 (10%)	385 (9%)	386 (9%)	344 (8%)
Asian American	138 (3%)	136 (3%)	163 (4%)	177 (4%)	162 (4%)
Native Hawaiian / Pacific Islander	2 (<1%)	2 (<1%)	4 (<1%)	2 (<1%)	2 (<1%)
Latinx	151 (4%)	193 (5%)	212 (5%)	274 (6%)	288 (7%)
American Indian / Alaskan Native	4 (<1%)	4 (<1%)	7 (<1%)	2 (<1%)	5 (<1%)
Two or more races	115 (3%)	129 (3%)	145 (3%)	158 (4%)	174 (4%)
International	155 (4%)	140 (4%)	150 (4%)	182 (4%)	171 (4%)
White	3,008 (76%)	2,955 (74%)	3,063 (74%)	3,116 (72%)	3,149 (73%)
Unknown	49 (1%)	31 (<1%)	36 (1%)	18 (<1%)	15 (<1%)
Men	1,631 (41%)	1,615 (40%)	1,681 (40%)	1,825 (42%)	1,828 (42%)
Women	2,315 (59%)	2,381 (60%)	2,484 (60%)	2,490 (58%)	2,482 (58%)
<b>Total</b>	<b>3,946</b>	<b>3,996</b>	<b>4,165</b>	<b>4,315</b>	<b>4,310</b>
<b>Percent Students of Color<sup>2</sup></b>	<b>18%</b>	<b>22%</b>	<b>22%</b>	<b>23%</b>	<b>23%</b>

<sup>1</sup>Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Consists of associate's & bachelor's degrees. Column percentages may show greater than 100% due to rounding. No undergraduate certificates are included. <sup>2</sup>Includes Black / African American, Asian American, Native Hawaiian / Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races.

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

Master's Degrees Awarded in Fiscal Year <sup>1</sup>					
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Black / African American	87 (6%)	120 (7%)	115 (7%)	127 (8%)	133 (8%)
Asian American	65 (4%)	75 (5%)	79 (5%)	90 (5%)	87 (5%)
Native Hawaiian / Pacific Islander	1 (<1%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)
Latinx	43 (3%)	45 (3%)	53 (3%)	59 (4%)	54 (3%)
American Indian / Alaskan Native	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)
Two or more races	23 (2%)	26 (2%)	35 (2%)	37 (2%)	44 (3%)
International	285 (19%)	297 (18%)	348 (21%)	340 (20%)	355 (20%)
White	980 (66%)	1,053 (65%)	1,052 (62%)	997 (60%)	1,067 (61%)
Unknown	11 (1%)	11 (1%)	8 (<1%)	10 (1%)	9 (1%)
Men	542 (38%)	630 (39%)	682 (40%)	695 (42%)	X (42%)
Women	927 (62%)	998 (61%)	1,008 (60%)	965 (58%)	X (58%)
<b>Total</b>	<b>1,496</b>	<b>1,628</b>	<b>1,690</b>	<b>1,660</b>	<b>1,750</b>
<b>Percent Students of Color<sup>2</sup></b>	<b>14%</b>	<b>16%</b>	<b>17%</b>	<b>19%</b>	<b>18%</b>

<sup>1</sup>Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). No graduate certificates are included. Column percentages may show greater than 100% due to rounding. <sup>2</sup>Includes Black / African American, Asian American, Native Hawaiian / Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races.





Doctoral Degrees Awarded in Fiscal Year <sup>1</sup>					
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Black / African American	40 (5%)	51 (6%)	48 (6%)	56 (7%)	5 (7%)
Asian American	60 (7%)	70 (9%)	69 (8%)	78 (9%)	79 (10%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	1 (<1%)	1 (<1%)	2 (<1%)
Latinx	25 (3%)	31 (4%)	32 (4%)	47 (6%)	43 (5%)
American Indian / Alaskan Native	2 (<1%)	1 (<1%)	0 (0%)	2 (<1%)	2 (<1%)
Two or more races	20 (2%)	26 (3%)	15 (2%)	16 (2%)	20 (2%)
International	33 (4%)	51 (6%)	51 (6%)	45 (5%)	53 (7%)
White	603 (74%)	558 (69%)	602 (73%)	578 (70%)	544 (67%)
Unknown	27 (3%)	17 (2%)	8 (1%)	5 (1%)	4 (<1%)
Men	426 (53%)	392 (49%)	418 (51%)	404 (49%)	392 (48%)
Women	384 (47%)	413 (51%)	408 (49%)	424 (51%)	419 (52%)
Total	810	805	826	828	811
Percent Students of Color <sup>2</sup>	18%	22%	20%	24%	26%

<sup>1</sup>Includes IUPUI and IUPUC campuses with IU Fort Wayne in 2019. No graduate certificates are included. Column percentages may show greater than 100% due to rounding. <sup>2</sup>Includes Black / African American, Asian American, Native Hawaiian / Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races.

- The percentage of graduates who identify as a student of color has increased 8% since 2014.



# Multicultural Center Highlights

- The Price of Progress: The Indiana Avenue/IUPUI Story was a two-act play about the rich history of Black culture and the evolution of an urban university in the same Indianapolis community. As the campus celebrated 50 years, it was our goal to use this production to create institutional connectedness for students, strengthen relationships with campus partners, allow us to engage our IUPUI alumni, and continue to foster relationships with the Indianapolis community.
- Over 8,000 students, faculty, staff and community members participated throughout the year in the Multicultural Center's diversity and social justice educational workshops, programming, and events. This includes MPE workshops, DEI trainings, Social Justice Symposium, Heritage Month kickoffs, MC Program series, Tunnel of Oppression, Tea Talks, YGB, Ghana Study Abroad program, Alternative Spring Break, Pass the Mic, Hash it Out podcast, and more.
- The Tunnel of Oppression received the Association of College Unions International 2019 Joseph H. Benedict Jr. Social Change Award for Racial Justice.
- In partnership with the Office of Civic Engagement, the NBDLSP held the first March to the Polls event where students walked from IUPUI to the city county building to participate in early voting.
- The Social Justice Scholars program received the 2019 Student Organization's Inclusivity Star Award as well as became a RECORD experience option for student participants.
- The Norman Brown Diversity and Leadership Scholars Program had 4 scholars awarded TOP 100 recognition and the Top IUPUI Student Award was a NB Scholar.

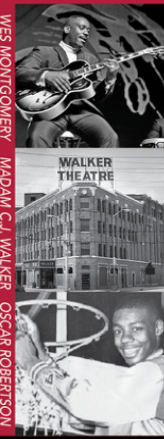
## Staff Highlights

- *Emily Ding* joined the staff as the APIDA Student Services Coordinator.
- *Amanda Bonilla* received the 2019 Veterans Staffs Award at the IUPUI Women's Leadership Awards Ceremony.
- *Karina Garduño* received the 2018 IUPUI Multicultural Impact Award & Emerging Leader Award from the American Association for Access Equity and Diversity.
- *Dennis Rudnick, Ph.D.* received the Barbara D. Jackson Outstanding First-Year Student Advocate Award.
- *Khalilah A. Shabazz, Ph.D.* received the IUPUI Multicultural Impact Award and the Black Student Union Advocate of the Dream Award.



*The IUPUI Multicultural Center team is proud to support the campus community promoting the value of diversity, broadening multicultural awareness and sensitivity, advancing cultural competence, and encouraging cross-cultural collaborative relationships through retention, engagement and education.*

WES MONTGOMERY  
MADAM C.J. WALKER  
OSCAR ROBERTSON  
  
 INDIANA UNIVERSITY/PURDUE UNIVERSITY INDIANAPOLIS



Ψ THE IUPUI MULTICULTURAL CENTER AND  
DIVISION OF DIVERSITY, EQUITY AND INCLUSION  
PRESENT  
“THE PRICE OF  
PROGRESS”  
THE INDIANA AVENUE/IUPUI STORY  
 Written and Produced by Vernon A. Williams  
**An entertaining multimedia theatrical  
experience featuring comedy, drama,  
live music, song, and dance!**

**TUES.**  
19  
**MARCH**  
**2019**

Doors Open  
5:30 p.m.

Show Time  
6:00 p.m.

**WED.**  
20  
**MARCH**  
**2019**

**IUPUI CAMPUS CENTER THEATER**  
 420 University Boulevard  
 Indianapolis, IN  
*(Parking available in attached  
Vermont Street Garage)*

FOR INFO CALL (317) 274-8710. FREE TICKETS AVAILABLE ONLINE AT:  
<https://www.eventbrite.com/e/the-price-of-progress-the-iupui-and-indiana-ave-story-tickets-55293500348>

## March to the Polls



**Multicultural Center**



# LGBTQ+ Center Highlights

The LGBTQ+ Center provided a wide variety of programming and support for LGBTQ+ individuals and allies in 2019.

Lavender Graduation is a special graduation ceremony honoring the accomplishments of graduating LGBTQ+ students. 21 graduates attended the May ceremony with a networking reception sponsored by the LGBTQ+ Alumni Association and LGBTQ+ Faculty Staff Council.

In June, nearly 1500 individuals visited the LGBTQ+ Center booth at Indy Pride (June) and Indian Pride of Color (August), raising awareness of the center within IUPUI and among the greater Indianapolis/Central Indiana LGBTQ+ Community.

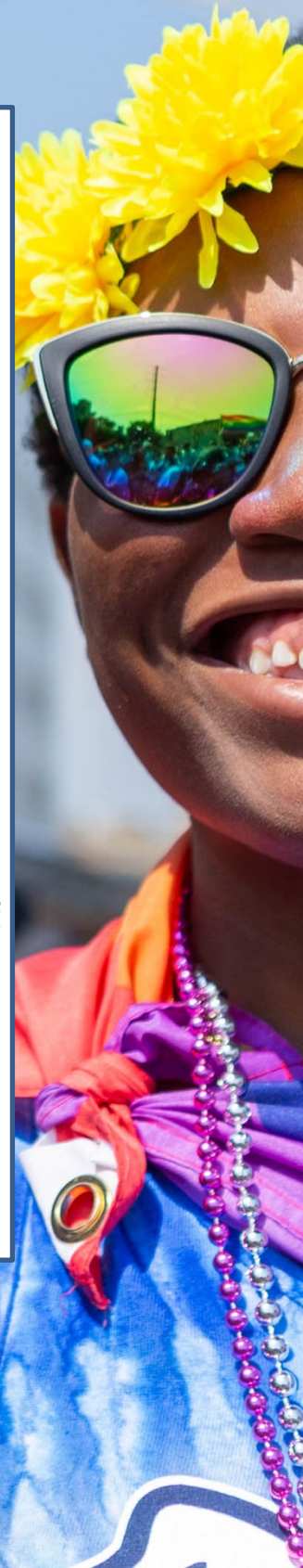
The 9<sup>th</sup> Annual Harvey Milk Dinner featured a keynote address by activist and comedian Margaret Cho and hosted 650 attendees.

The LGBTQ+ Center also collaborated with LGBTQ+ Inclusion Trainings.

Awarded a \$36,000 Grant for Health and Wellness from the Department of Mental Health and Addictions.

Queer Connections Mentorship Program with 28 Student Mentees and 27 Faculty, Staff, & Student Mentors.

Qmmunity, a Resident-Based Learning Community continues to be a strong program with 15 Students.







# IUPUI Office of Intercultural Literacy, Capacity and Engagement

The ***IUPUI Office of Intercultural Literacy, Capacity and Engagement*** (ILCE) develops and coordinates workshops, discussions and programming designed to provide the knowledge, skills and tools for individuals to work across differences. While providing these opportunities mainly for faculty and staff, it also facilitates learning opportunities for graduate and undergraduate students in curricular and co-curricular settings. Many of its programs focus on building capacity for individuals to manage their workplace and interpersonal conflicts and communication challenges, and to engage civilly, respectfully, and purposefully in difficult conversations on issues involving social justice, social identity, and diversity.

A mainstay of ILCE's efforts is monthly ***Critical Conversations*** which offer an informal collegial space to dialogue about issues of social justice, equity, and inclusion. For 2019, topics included addressing implicit bias, understanding white racial identity, reducing social class barriers, engaging in difficult conversations on sensitive issues, using improvisation to engage in such conversations, and creating a campus climate more conducive to authentic political discourse. Past topics have included free speech, gender expression, hate speech, hate crime legislation, supporting the undocumented (DACA), post-blackness and black identity, and engaging in dialogue on race, religion and politics.

ILCE also supports the campus-wide ***Intergroup Dialogue Initiative***, including facilitating in 2019 dialogues on socio-economic status and supporting faculty in their development of course content for the new ***Undergraduate Certification in Intergroup Dialogue***. It further facilitates the campus-wide ***IUPUI Mediation Training*** program, co-sponsored by the IUPUI Office of Equal Opportunity. This intensive three-day program has been offered at IUPUI since 2009 for managers, HR and institutional equity professionals, and others who by role or interest seek to support others in the resolution of workplace and interpersonal conflicts. This program expanded in 2019 to provide the training to HR/employee relations, institutional equity and student conduct professionals throughout the IU system.



# IUPUI Office of Adaptive Educational Services

In 2019, **Adaptive Educational Services** (AES) hired two new staff members:

- **Tiffany Houston**, Customer Services Coordinator
- **Natalie Albert**, Adaptive Services Coordinator

AES introduced **Connect 2 Achieve**, a peer mentor program for IUPUI autistic students with development and recruiting in Fall 2019 and matches begin Spring 2020. Natalie Albert coordinates the program.

AES implemented **Accommodate**, enterprise software to more effectively and efficiently manage workflow processes allowing students to apply for services online, schedule meetings online, and schedule exams and quizzes online.





## Diversity of Faculty and Staff

Representation of all Full-time Academic Employees						
	2014	2015	2016	2017	2018	2019
American Indian / Alaskan Native	1 (<1%)	1 (<1%)	2 (<1%)	2 (<1%)	3 (<1%)	3 (<1%)
Asian American	460 (15%)	451 (14%)	468 (14%)	478 (14%)	500 (14%)	521 (14%)
Black / African American	128 (4%)	138 (4%)	140 (4%)	144 (4%)	158 (5%)	151 (4%)
Latinx	60 (2%)	66 (2%)	65 (2%)	61 (2%)	61 (2%)	113 (3%)
Native Hawaiian / Pacific Islander	3 (<1%)	2 (<1%)	3 (<1%)	3 (<1%)	4 (<1%)	4 (<1%)
Two or More Races	59 (2%)	57 (2%)	56 (2%)	66 (2%)	83 (2%)	32 (1%)
White	2,159 (69%)	2,199 (69%)	2,228 (69%)	2,303 (69%)	2,377 (67%)	2,407 (66%)
International <sup>1</sup>	270 (9%)	266 (8%)	285 (9%)	304 (9%)	362 (10%)	399 (11%)
Men	1,835 (58%)	1,847 (58%)	1,863 (57%)	1,912 (57%)	1,974 (56%)	2,030 (56%)
Women	1,305 (42%)	1,333 (42%)	1,384 (43%)	1,449 (43%)	1,574 (44%)	1,600 (44%)
Total Employees	3,140	3,180	3,247	3,361	3,548	3,630
Percent Faculty of Color <sup>2</sup>	23%	22%	22%	22%	23%	23%

<sup>1</sup> Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019), International defined as persons who are not citizens or permanent residents of United States. Column percentages may show greater than 100% due to rounding. <sup>2</sup>Includes Black / African American, Asian American, Native Hawaiian / Pacific Islander, Latinx, American Indian / Alaskan Native, and two or more races.

- The percentage of Faculty of Color has remained relatively consistent since 2014.



## Diversity of Faculty and Staff

Representation of Tenure/Tenure Track Faculty & Librarians						
	2014	2015	2016	2017	2018	2019
American Indian / Alaskan Native	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)
Asian American	214 (16%)	208 (16%)	211 (16%)	217 (17%)	226 (17%)	237 (18%)
Black / African American	56 (4%)	55 (4%)	54 (4%)	54 (4%)	61 (5%)	55 (4%)
Latinx	27 (2%)	28 (2%)	26 (2%)	22 (2%)	22 (2%)	53 (4%)
Native Hawaiian / Pacific Islander	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	32 (2%)	32 (2%)	36 (3%)	35 (3%)	43 (3%)	16 (1%)
White	934 (72%)	941 (72%)	938 (72%)	945 (72%)	924 (70%)	917 (68%)
International	40 (3%)	41 (3%)	38 (3%)	44 (3%)	50 (4%)	61 (5%)
Men	850 (65%)	856 (66%)	843 (65%)	853 (65%)	848 (64%)	857 (64%)
Women	455 (35%)	450 (34%)	461 (35%)	465 (35%)	479 (36%)	483 (36%)
Total Employees	1,305	1,306	1,304	1,318	1,327	1,340
Percent Faculty of color <sup>2</sup>	25%	25%	25%	25%	26%	27%

Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

- Representation of Tenured and Tenure Track employees remained relatively steady through our the populations.

Representation of all Part-time Academic Employees						
	2014	2015	2016	2017	2018	2019
American Indian / Alaskan Native	3 (<1%)	2 (<1%)	3 (<1%)	2 (<1%)	4 (<1%)	6 (<1%)
Asian American	71 (4%)	80 (4%)	86 (5%)	107 (5%)	116 (5%)	126 (6%)
Black / African American	116 (6%)	110 (6%)	119 (6%)	136 (7%)	140 (7%)	149 (7%)
Latinx	32 (2%)	35 (2%)	27 (1%)	31 (2%)	33 (2%)	78 (4%)
Native Hawaiian / Pacific Islander	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	3 (<1%)
Two or More Races	37 (2%)	45 (2%)	51 (3%)	67 (3%)	65 (3%)	32 (1%)
White	1,323 (71%)	1,310 (70%)	1,281 (69%)	1,408 (69%)	1,479 (69%)	1,479 (69%)
International	280 (15%)	300 (16%)	301 (16%)	295 (14%)	309 (14%)	334 (15%)
Men	885 (47%)	892 (47%)	904 (48%)	977 (48%)	999 (46%)	947 (46%)
Women	979 (53%)	992 (53%)	966 (52%)	1,073 (52%)	1,149 (54%)	1,201 (54%)
Total Employees	1,864	1,884	1,870	2,050	2,148	2,219
Percent Employees of Color <sup>2</sup>	14%	15%	15%	17%	17%	18%

Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

- Percentages of part-time academic employees remained relatively stable.

## Diversity of Faculty and Staff

### Representation of Women Among Appointed Staff

	2014	2015	2016	2017	2018	2019
Clerical Staff	847/911(93%)	702/764 (92%)	662/734 (90%)	632/704 (90%)	644/722 (89%)	607/684 (89%)
Professional Staff	1523/2283(67%)	1537/2358 (65%)	1619/2464 (66%)	1771/2657 (67%)	1907/2805 (68%)	2032/29292 (69%)
Resident Appointees	488/1130(43%)	480/1135 (42%)	490/1135 (43%)	504/1146 (44%)	517/1162 (45%)	543/1199 (45%)
Research Staff	76/111(69%)	65/100 (65%)	64/100 (64%)	63/99 (64%)	72/116 (62%)	71/124 (57%)
Service / Maintenance Staff	133/422(32%)	134/425 (32%)	141/432 (33%)	144/434 (33%)	148/438 (34%)	152/457 (33%)
Technical Staff	302/485(62%)	301/478 (63%)	300/480 (63%)	296/498 (60%)	296/496 (60%)	332/527 (63%)
Other Staff	60/107(56%)	54/101 (54%)	56/99 (57%)	50/95 (53%)	44/90 (59%)	47/94 (50%)
<b>Grand Total</b>	<b>3432/5457 (63%)</b>	<b>3275/5368 (61%)</b>	<b>3333/5450 (61%)</b>	<b>3463/5642 (61%)</b>	<b>3632/5837 (62%)</b>	<b>3789/6022 (63%)</b>

Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

- Women in research staff has dropped from 69% in 2014 to 57% in 2019.

### Representation of Full-time Faculty Hires

	2014	2015	2016	2017	2018	Total
American Indian / Alaskan Native	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	0 (%)	1 (<1%)
Asian American	19 (13%)	34 (20%)	30 (15%)	48 (17%)	39 (16%)	170 (16%)
Black/African American	8 (5%)	12 (7%)	8 (4%)	14 (5%)	8 (3%)	50 (5%)
Latinx	3 (2%)	1 (1%)	1 (1%)	2 (1%)	8 (3%)	15 (1%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	3 (2%)	6 (4%)	7 (3%)	10 (4%)	1 (<1%)	27 (3%)
White	99 (67%)	101 (59%)	133 (65%)	189 (66%)	158 (66%)	680 (65%)
International	15 (10%)	17 (10%)	26 (13%)	21 (7%)	24 (10%)	103 (10%)
Men	78 (53%)	94 (55%)	112 (55%)	140 (49%)	131 (55%)	555 (53%)
Women	69 (47%)	77 (45%)	93 (45%)	145 (51%)	108 (45%)	492 (47%)
<b>Grand Total</b>	<b>147 (100%)</b>	<b>171 (100%)</b>	<b>205 (100%)</b>	<b>285 (100%)</b>	<b>239 (100%)</b>	<b>1,047 (100%)</b>

Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

- International representation in full-time faculty hiring from a high of 13% in 2016 to 10% in 2018.
- Asian American hiring in full-time faculty hiring has decreased to 16% in 2018 from a high of 20% in 2015.



## Diversity of Faculty and Staff

Representation of Full-time Professional Staff Hires (Includes Promotions and Transfers) <sup>1</sup>												
	2014		2015		2016		2017		2018		Total	
American Indian / Alaskan Native	2	(<1%)	0	(0%)	0	(0%)	1	(<1%)	2	(<1%)	5	(<1%)
Asian American	19	(4%)	18	(3%)	22	(4%)	23	(4%)	25	(4%)	107	(4%)
Black / African American	44	(9%)	65	(12%)	77	(13%)	57	(9%)	60	(10%)	303	(11%)
Latinx	9	(2%)	16	(3%)	10	(2%)	5	(2%)	23	(4%)	63	(2%)
Native Hawaiian / Pacific Islander	0	(0%)	0	(0%)	0	(0%)	0	(0%)	1	(<1%)	1	(<1%)
Two or More Races	8	(2%)	19	(3%)	25	(4%)	22	(4%)	13	(2%)	87	(3%)
White	394	(81%)	407	(75%)	436	(71%)	476	(76%)	461	(75%)	2,174	(76%)
International	7	(1%)	17	(3%)	46	(8%)	40	(6%)	25	(4%)	135	(5%)
Unknown	3	(1%)	1	(<1%)	1	(<1%)	0	(0%)	2	(<1%)	7	(<1%)
Men	165	(34%)	174	(32%)	248	(32%)	170	(27%)	170	(27%)	815	(30%)
Women	321	(66%)	369	(68%)	369	(68%)	454	(73%)	451	(74%)	2,022	(70%)
<b>Grand Total</b>	<b>486</b>	<b>(100%)</b>	<b>543</b>	<b>(100%)</b>	<b>617</b>	<b>(100%)</b>	<b>624</b>	<b>(100%)</b>	<b>612</b>	<b>(100%)</b>	<b>2,882</b>	<b>(100%)</b>

<sup>1</sup>Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

- Black / African American representation of full-time professional staff hires has remained relatively steady.
- White representation of full-time professional staff hires has decreased 5% between 2014 and 2018 to 76%.

Representation of Full-time Non-Professional Staff Hires <sup>1</sup>						
	2014	2015	2016	2017	2018	Total
American Indian / Alaskan Native	4 (<1%)	2 (<1%)	1 (<1%)	3 (<1%)	1 (<1%)	11 (<1%)
Asian American	155 (11%)	164 (11%)	138 (9%)	183 (11%)	156 (9%)	796 (10%)
Black / African American	128 (9%)	148 (10%)	160 (11%)	147 (9%)	138 (8%)	721 (9%)
Latinx	38 (3%)	34 (2%)	39 (3%)	35 (2%)	65 (4%)	211 (3%)
Native Hawaiian / Pacific Islander	0 (0%)	1 (<1%)	0 (0%)	1 (<1%)	0 (0%)	2 (<1%)
Two or More Races	22 (2%)	32 (2%)	48 (3%)	79 (5%)	22 (1%)	203 (3%)
White	915 (63%)	945 (61%)	905 (61%)	1,035 (60%)	1,000 (60%)	4,800 (61%)
International	181 (13%)	211 (14%)	205 (14%)	250 (14%)	272 (16%)	1,119 (14%)
Unknown	0 (0%)	0 (0%)	1 (<1%)	3 (<1%)	3 (<1%)	7 (<1%)
Women	746 (52%)	840 (55%)	782 (52%)	958 (55%)	909 (55%)	4,235 (54%)
Men	697 (48%)	697 (45%)	727 (48%)	778 (45%)	748 (45%)	3,635 (46%)
<b>Grand Total</b>	<b>1,443</b>	<b>1,537</b>	<b>1,497</b>	<b>1,736</b>	<b>1,657</b>	<b>7,870</b>

<sup>1</sup>Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding. Includes Clerical, Technical, Research, and Service & Maintenance.

- Women representation of full-time non-professional staff hires has remained steady at around 54% in 2018.
- Black / African American representation of full-time non-professional staff hires has dropped slightly to 9% in 2018 from a high of 11% in 2015.

## Diversity of Faculty and Staff

Representation of Cabinet Level Leadership						
	2012- 2014	2014- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020
American Indian / Alaskan Native	0	0	0	0	0	0
Asian American	1	0	0	0	0	0
Black / African American	3	3	2	2	2	2
Latinx	0	0	0	0	0	0
Native Hawaiian / Pacific Islander	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0
White	6	7	13	13	13	9
International	0	0	0	0	0	0
Unknown	0	0	0	0	0	0
Women	3	4	9	9	9	8
Men	7	6	6	6	6	3
<b>Grand Total</b>	<b>10</b>	<b>10</b>	<b>15</b>	<b>15</b>	<b>15</b>	<b>11</b>

- Women representing executive leadership at IUPUI increased to 8 from 3 in 2012.
- White representation in executive leadership has dropped to 9 from 13 since 2016.
  - *Source: <https://chancellor.iupui.edu/campus-leadership/cabinet.html>*

## Diversity of Faculty and Staff

Representation of Deans (Includes Executive Associate Deans)						
	2014	2015	2016	2017	2018	2019
American Indian / Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)
Black / African American	1 (5%)	2 (10%)	0 (0%)	1 (5%)	0 (0%)	1 (5%)
Latinx	0 (0%)	0 (0%)	1 (5%)	1 (5%)	2 (11%)	1 (5%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	1 (5%)	1 (5%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
White	18 (86%)	17 (81%)	20 (91%)	19 (86%)	16 (84%)	18 (86%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	5 (24%)	5 (24%)	6 (27%)	6 (27%)	4 (21%)	7 (33%)
Men	16 (76%)	16 (76%)	16 (73%)	16 (73%)	15 (79%)	14 (66%)
<b>Grand Total</b>	<b>21</b>	<b>21</b>	<b>22</b>	<b>22</b>	<b>19</b>	<b>21</b>

Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019).

- 18 out of 21 Deans are White; 14 out of 21 Deans are Men.

Representation of Associate Deans						
	2014	2015	2016	2017	2018	2019
American Indian / Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	3 (4%)	4 (5%)	5 (8%)	5 (8%)	6 (9%)	7 (9%)
Black / African American	5 (7%)	4 (5%)	2 (3%)	5 (7%)	4 (6%)	6 (8%)
Latinx	2 (3%)	2 (3%)	3 (5%)	1 (1%)	1 (%)	3 (4%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	3 (4%)	3 (4%)	2 (3%)	2 (3%)	2 (3%)	1 (1%)
White	56 (80%)	62 (83%)	54 (82%)	62 (82%)	53 (79%)	57 (75%)
International	1 (1%)	0 (0%)	0 (0%)	0 (0%)	1 (1%)	2 (3%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	28 (40%)	31 (41%)	28 (42%)	38 (50%)	24 (40%)	32 (48%)
Men	42 (60%)	44 (59%)	38 (58%)	38 (50%)	43 (60%)	35 (52%)
<b>Grand Total</b>	<b>70</b>	<b>75</b>	<b>66</b>	<b>76</b>	<b>67</b>	<b>67</b>

Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019).

- In 2019, Women account for from 48% of the representation of Associate Deans.
- 57 of 67 Associate Deans are White; 43 of 67 are Men.

## Diversity of Faculty and Staff

Representation of Chairpersons						
	2014	2015	2016	2017	2018	2019
American Indian / Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	7 (9%)	8 (9%)	7 (9%)	9 (11%)	9 (13%)	12 (15%)
Black / African American	2 (2%)	3 (3%)	3 (4%)	3 (4%)	2 (3%)	3 (4%)
Latinx	4 (5%)	4 (5%)	4 (5%)	3 (4%)	2 (3%)	2 (3%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (1%)	0 (0%)
White	69 (84%)	72 (83%)	68 (83%)	70 (82%)	56 (80%)	59 (76%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (3%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	23 (28%)	28 (32%)	26 (32%)	24 (28%)	18 (26%)	23 (30%)
Men	59 (72%)	59 (68%)	56 (68%)	61 (72%)	52 (74%)	55 (70%)
<b>Grand Total</b>	<b>82</b>	<b>87</b>	<b>82</b>	<b>85</b>	<b>70</b>	<b>78</b>

Includes IUPUI and IUPUC campuses with IU Fort Wayne in 2019

- Black / African American representation within Chairpersons is only 4%.
- 59 of 78 chairs are White; 55 are Men.







***Prepared for Vice Chancellor Karen Dace (Diversity, Equity & Inclusion) by  
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