



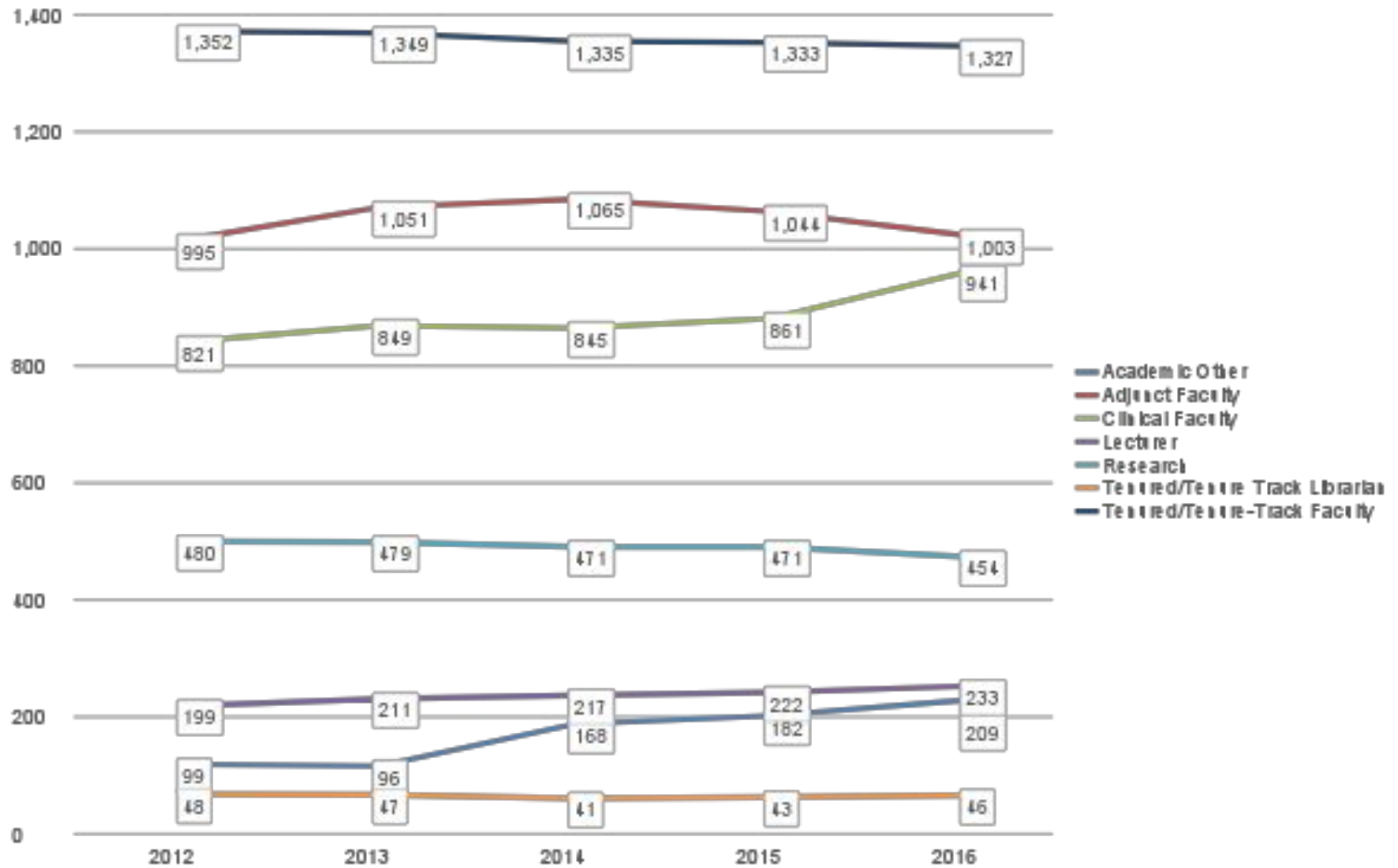
MARGIE FERGUSON, INTERIM SENIOR ASSOCIATE VICE
CHANCELLOR, ACADEMIC AFFAIRS

State of IUPUI Faculty 2017

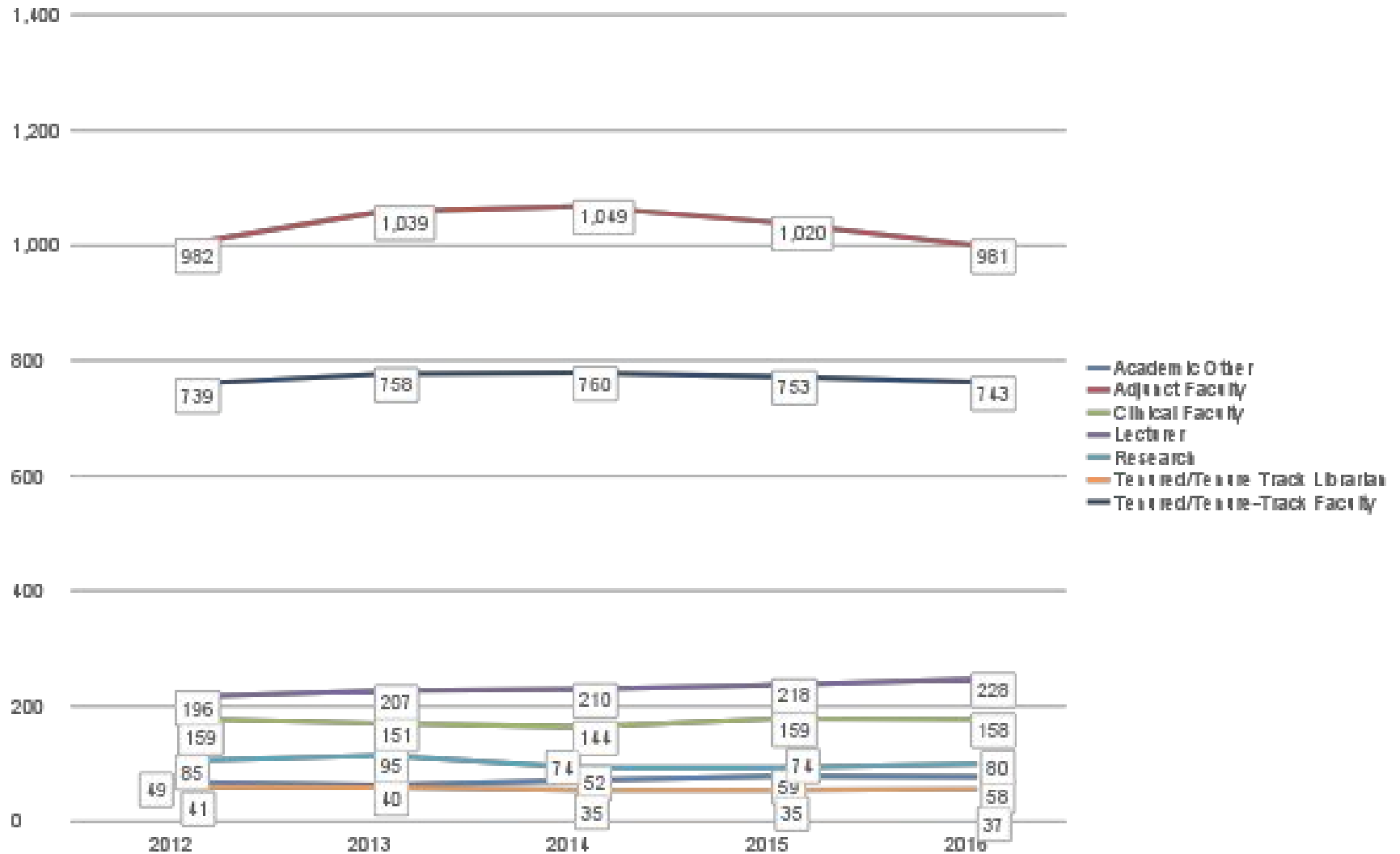
SECTION 1

Headcounts and Demographic Characteristics

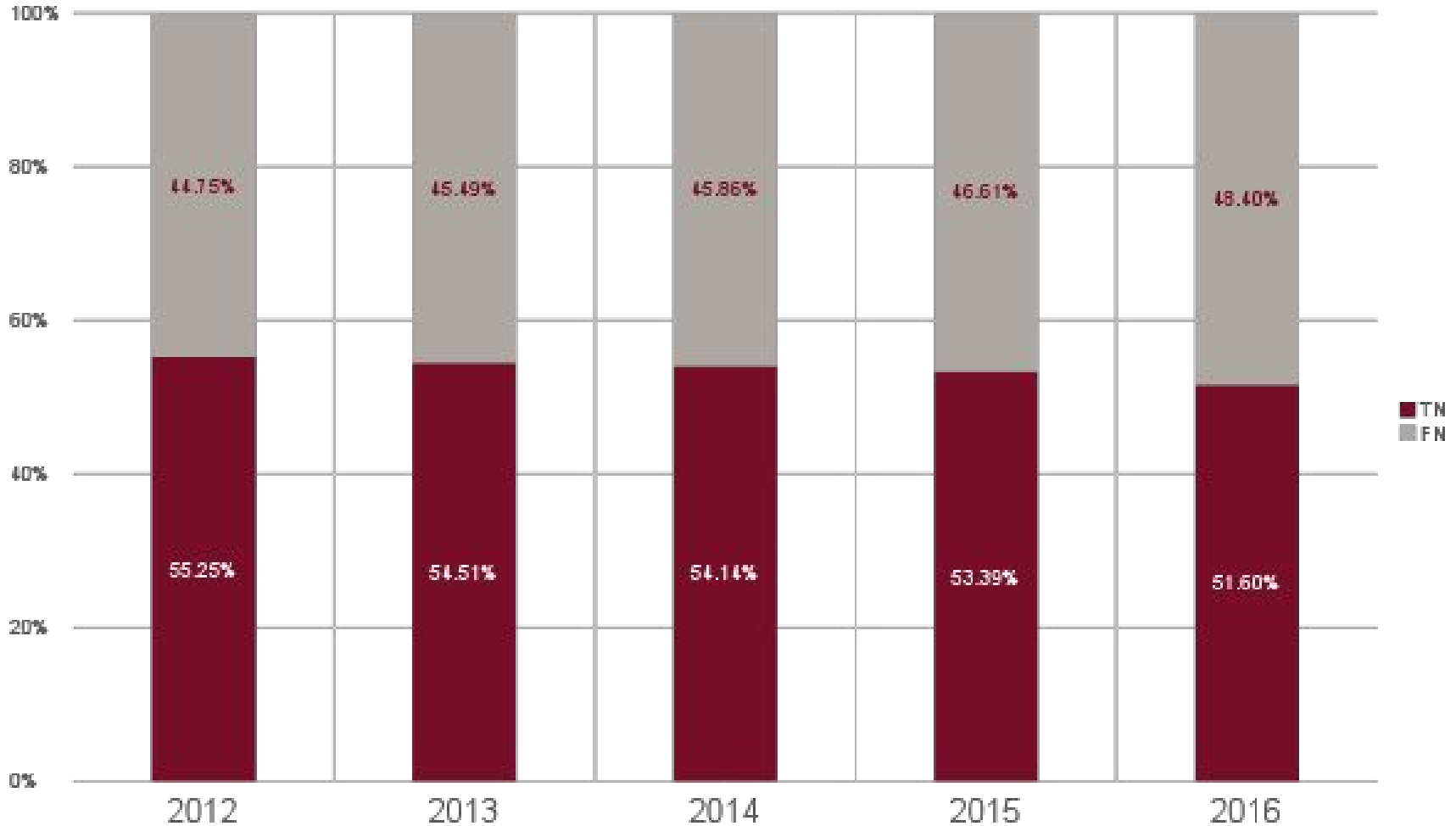
Academic Titles: 10/1/2016 (SOM Included)



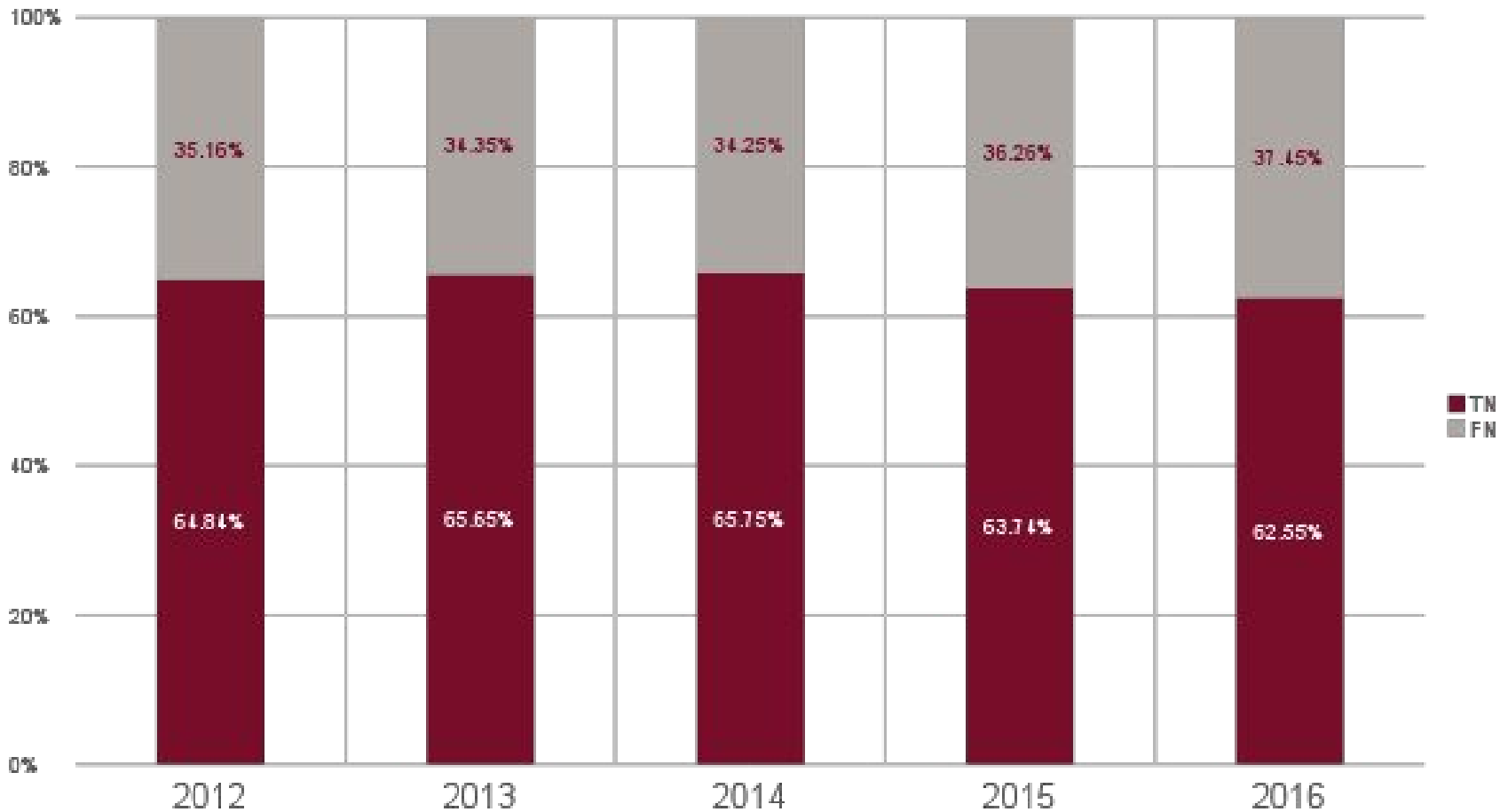
Academic Titles: 10/1/2016 (SOM Excluded)



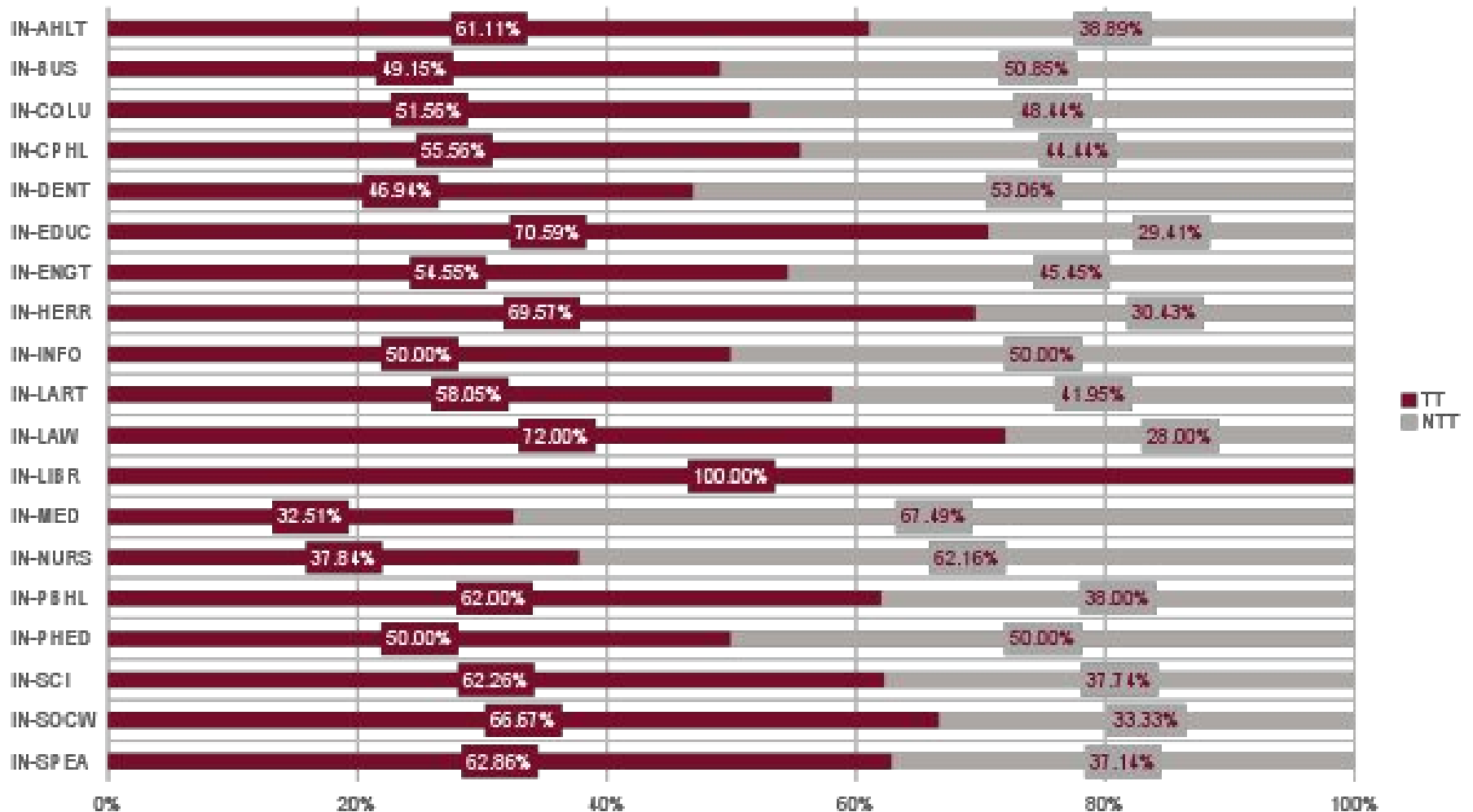
Tenure Related (TN) v. Non-Tenure Related (FN) FT Faculty (School of Medicine Included)



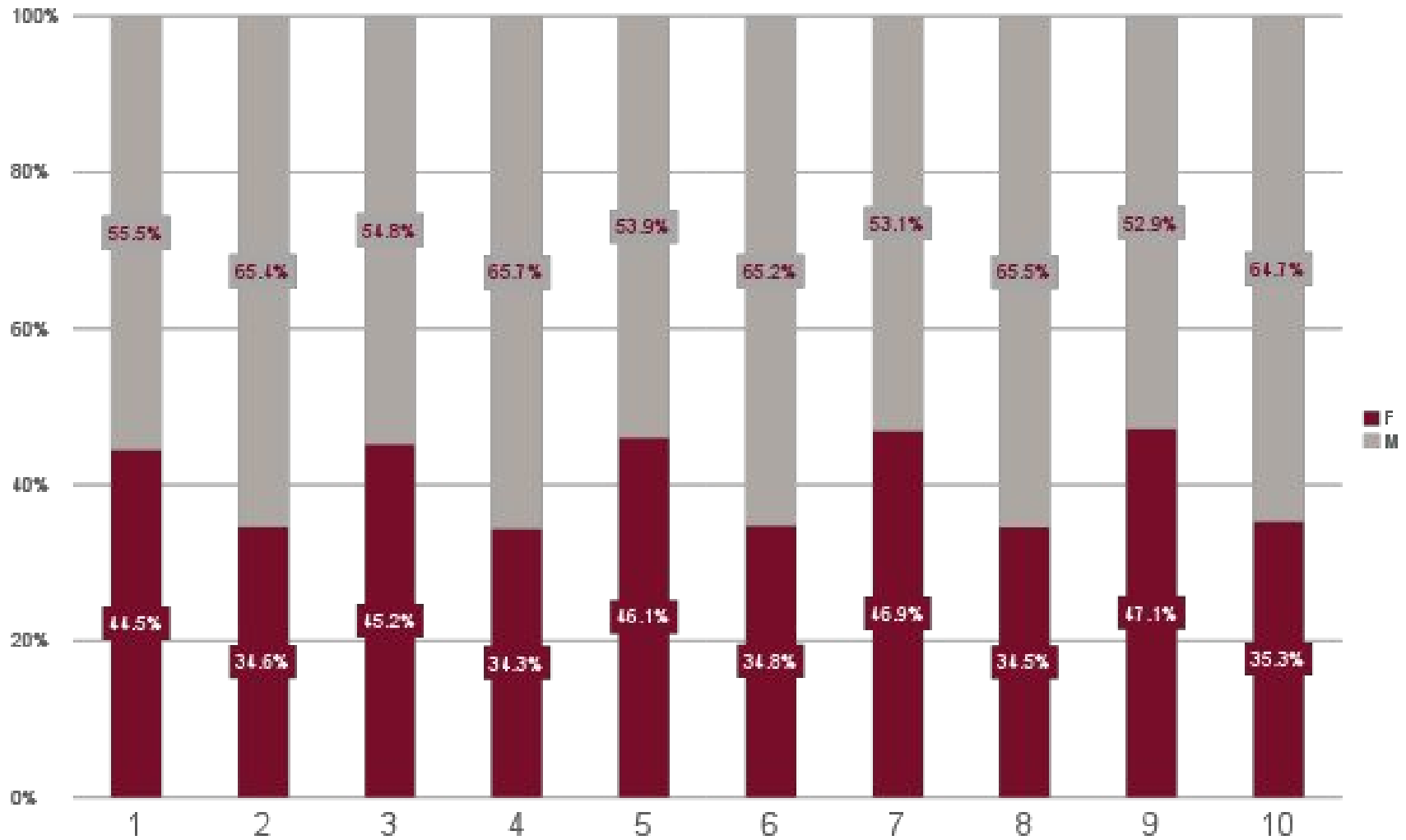
Tenure Related (TN) v. Non-Tenure Related (FN) FT Faculty (School of Medicine Excluded)



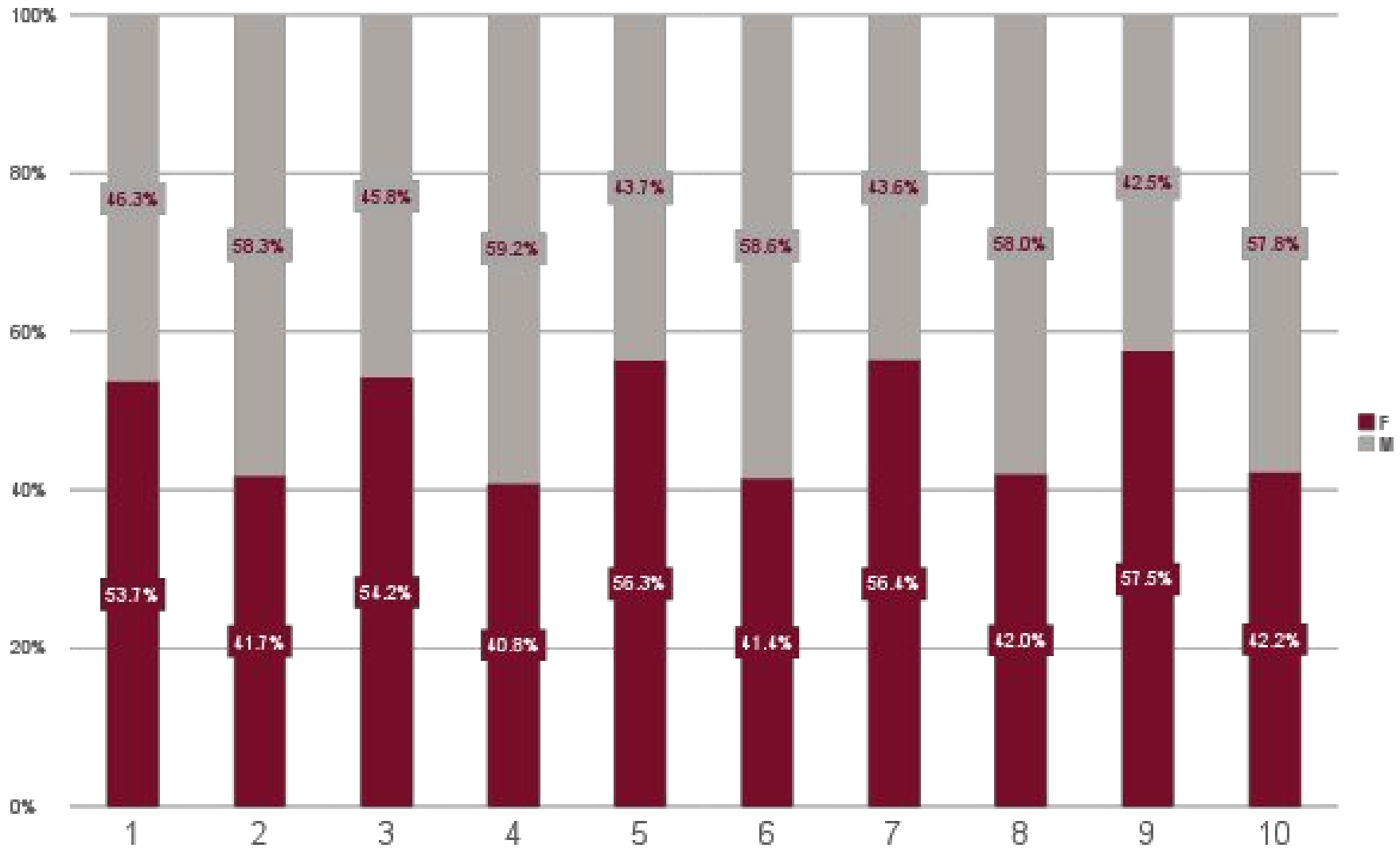
Tenure Related (TN) v. Non-Tenure Related (FN) FT Faculty by School



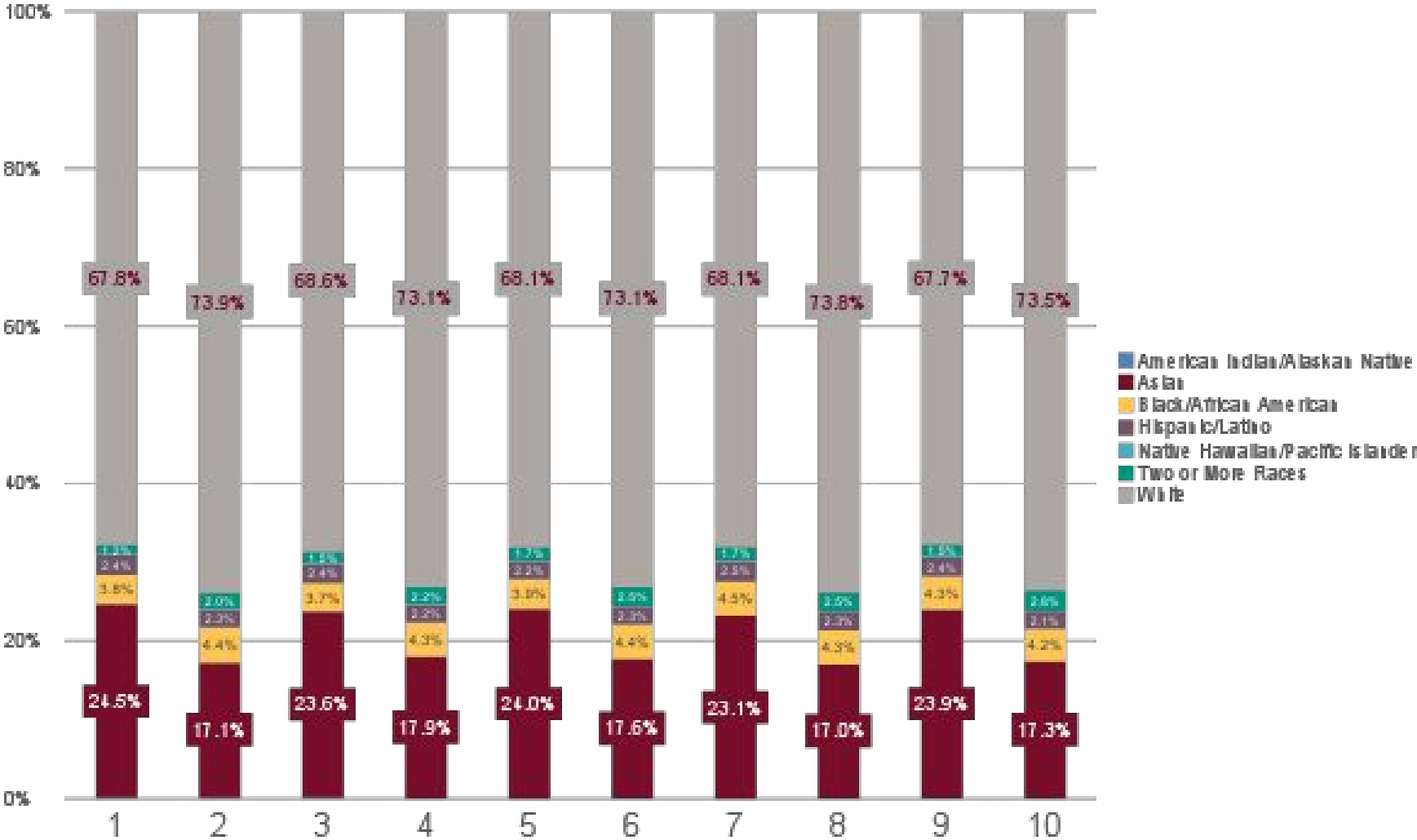
Gender - FT Faculty: 10/1/2016 (SOM included)



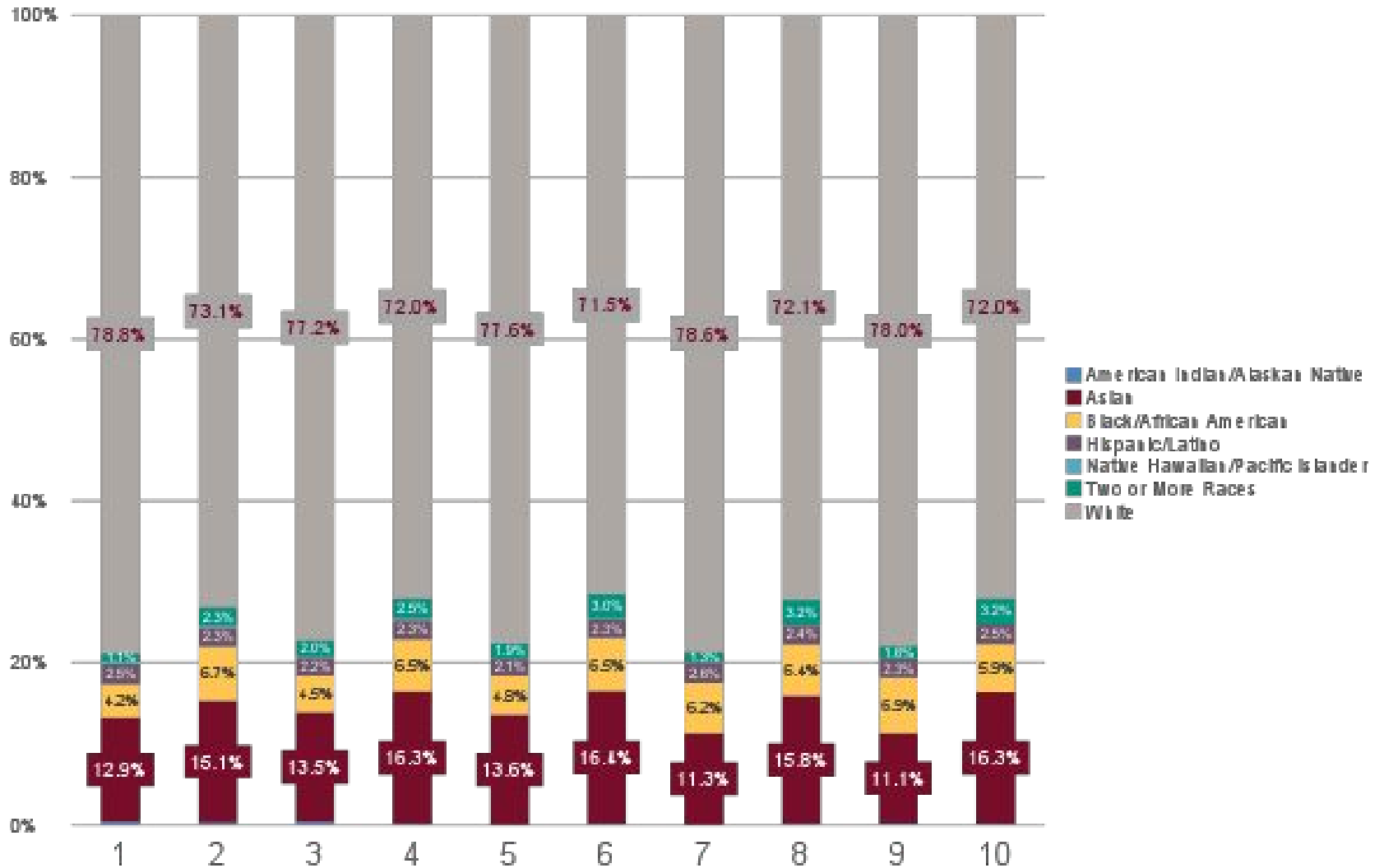
Gender - FT Faculty: 10/1/2016 (SOM excluded)



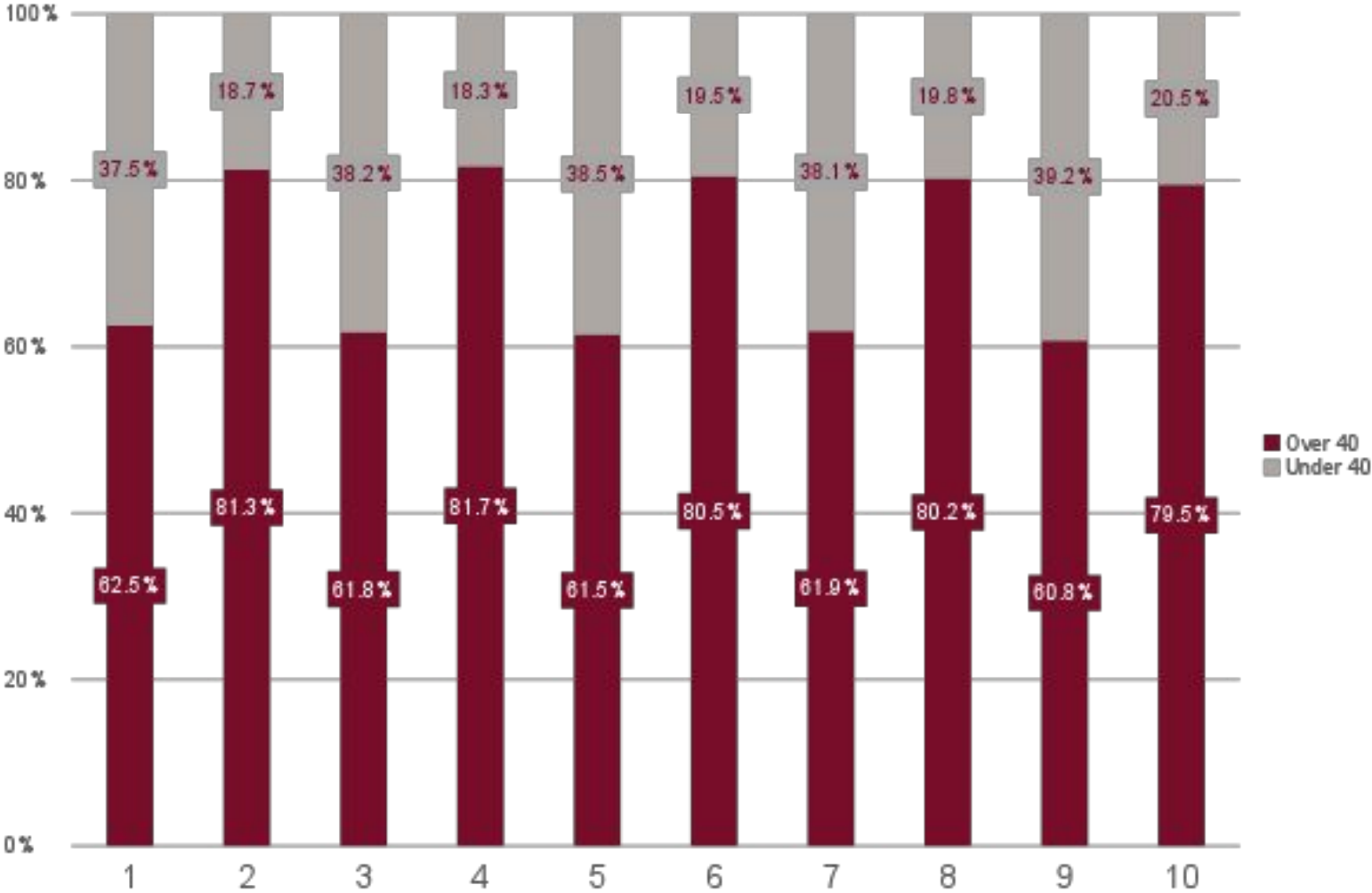
Race - FT Faculty: 10/1/2016 (SOM included)



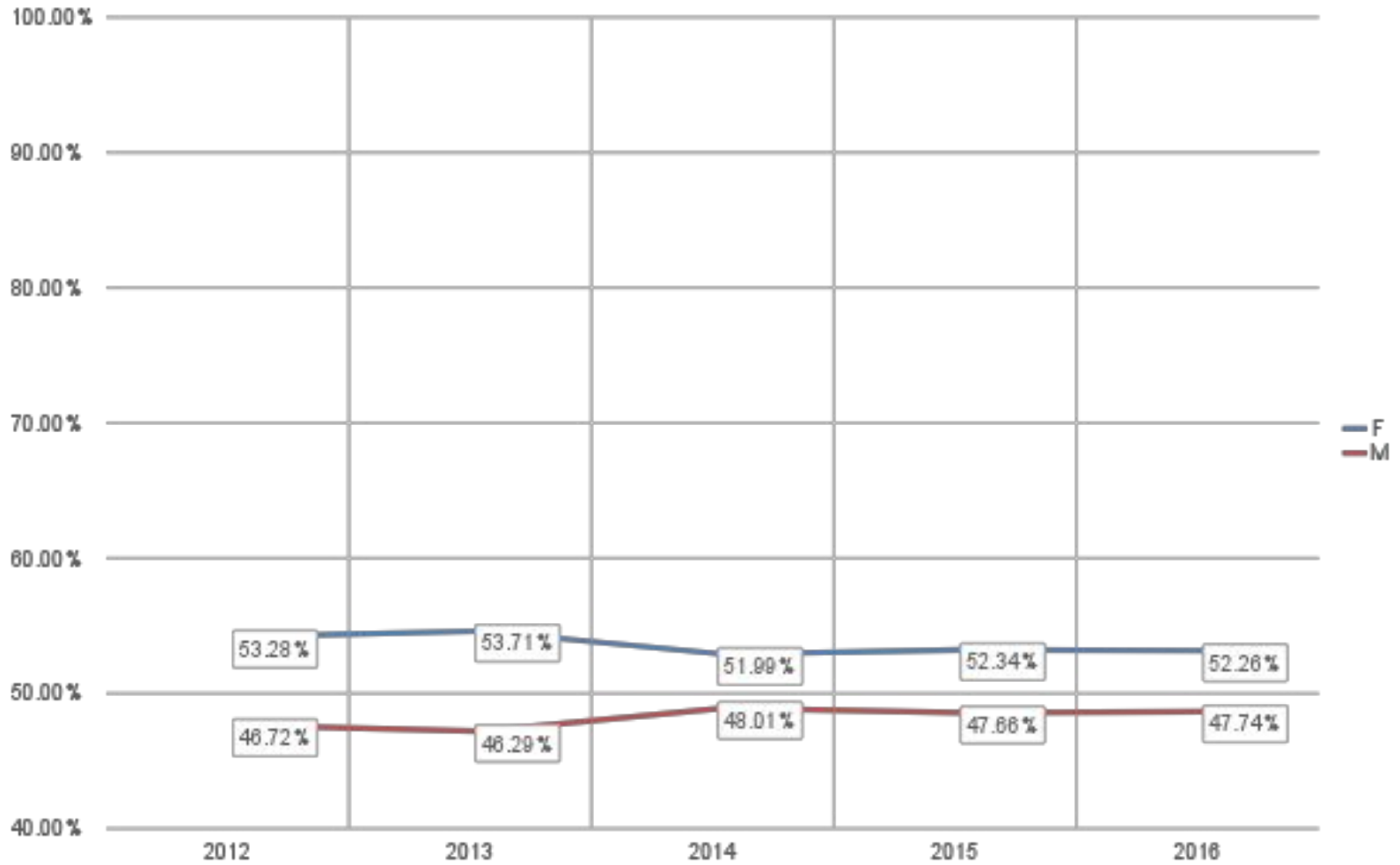
Race - FT Faculty: 10/1/2016 (SOM excluded)



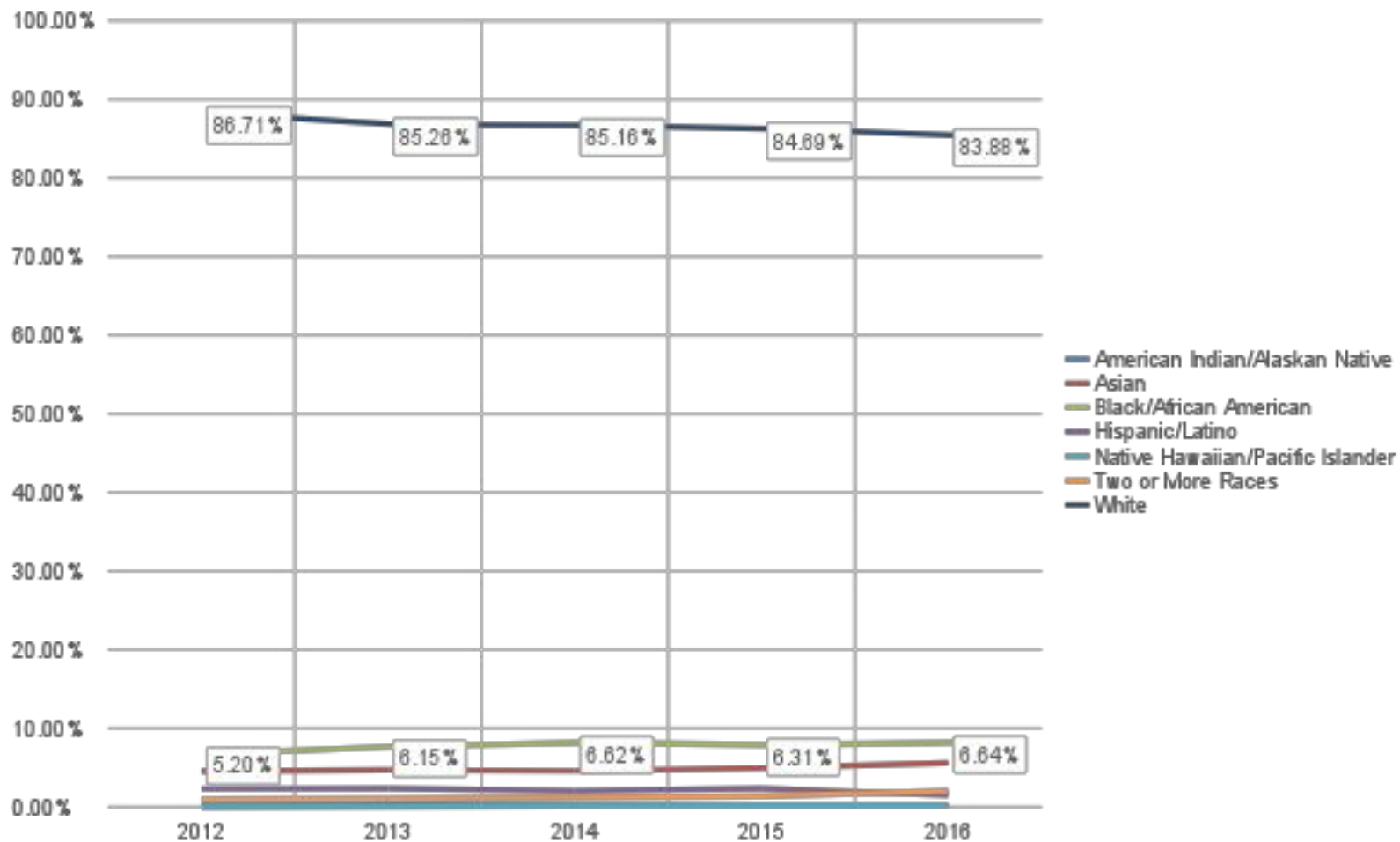
Age – FT Faculty: 10/1/2016



PT Faculty – Gender 10/1/2016



PT Faculty – Race 10/1/2016



SECTION 2

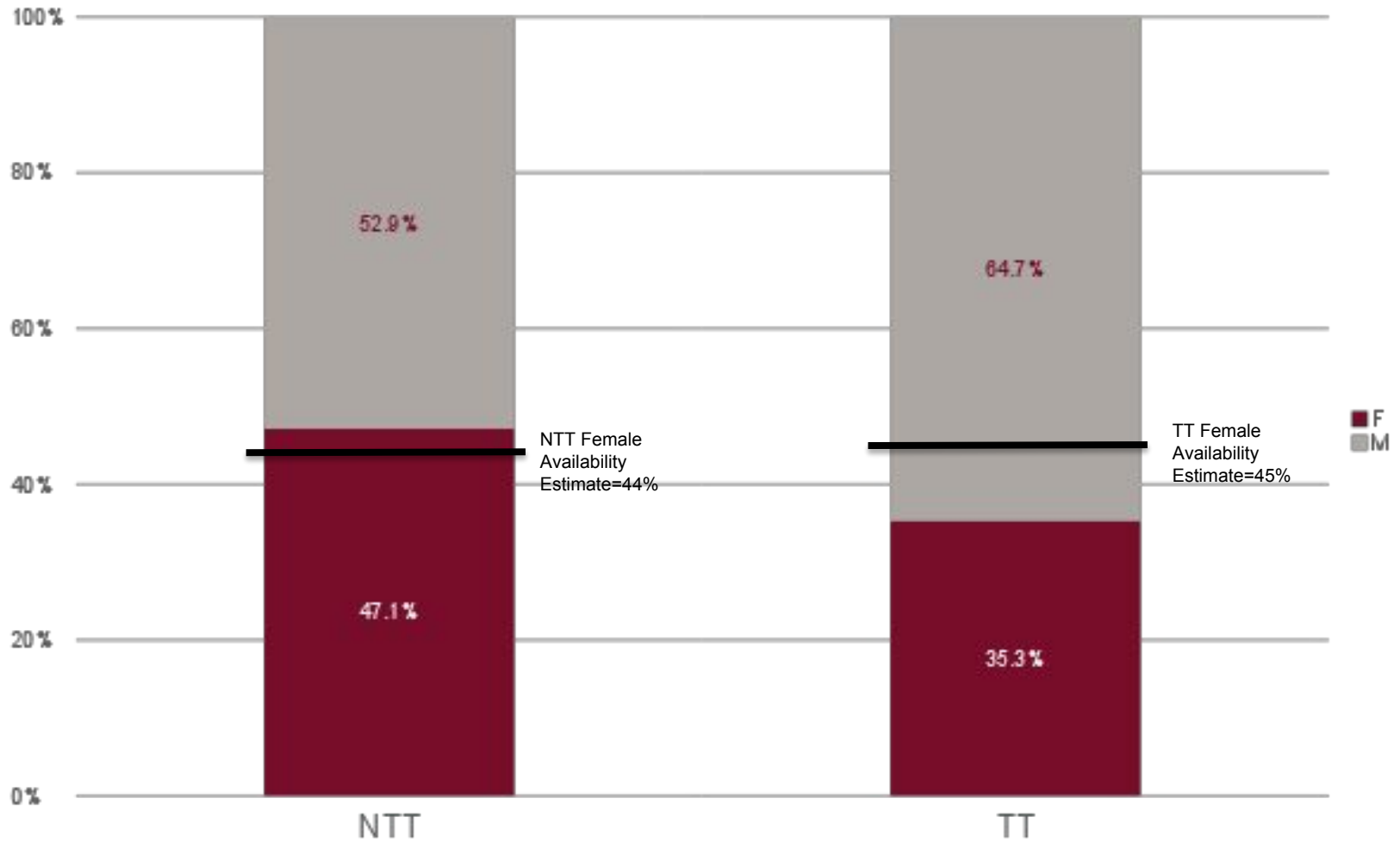
Availability of Demographic Groups

What is an 'Availability' estimate?

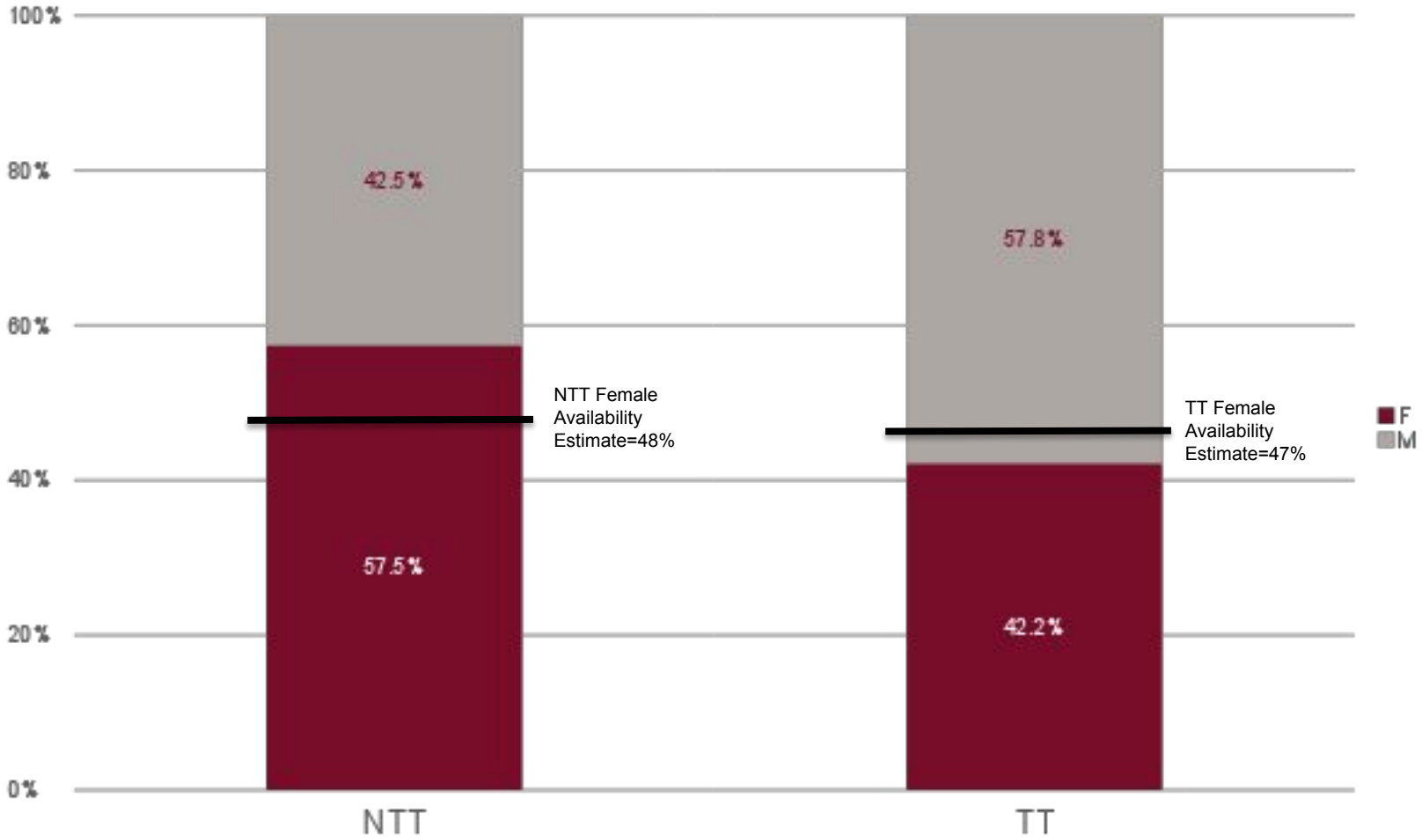
- Indiana University is a federal contractor and required to analyze its workforce
- Must compare current workforce to data sources of similarly qualified people
- Data sources usually include:
 - U.S. Census
 - Survey of Earned Doctorates
 - Professional Association Data: ABA, ADA, AMA, AACSB, etc.
 - National Center for Educational Statistics (NCES)
 - Internal 'Feeder' Job Groups
- Where significant differences exist between percent of females and minorities in current workforce versus estimated availability data = *Underutilization*



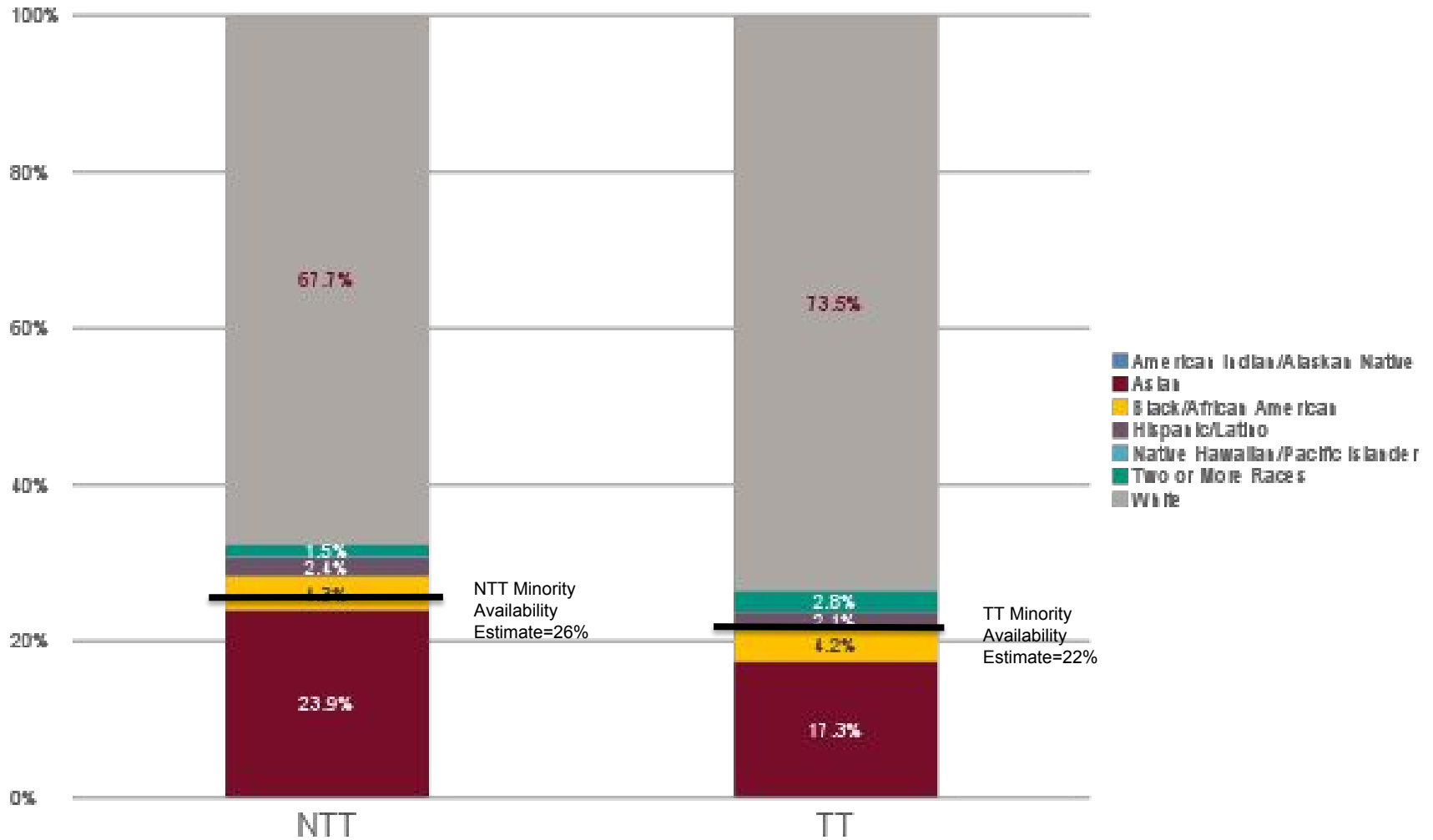
Gender – Incumbency v. Availability: 10/1/2016 (SOM included)



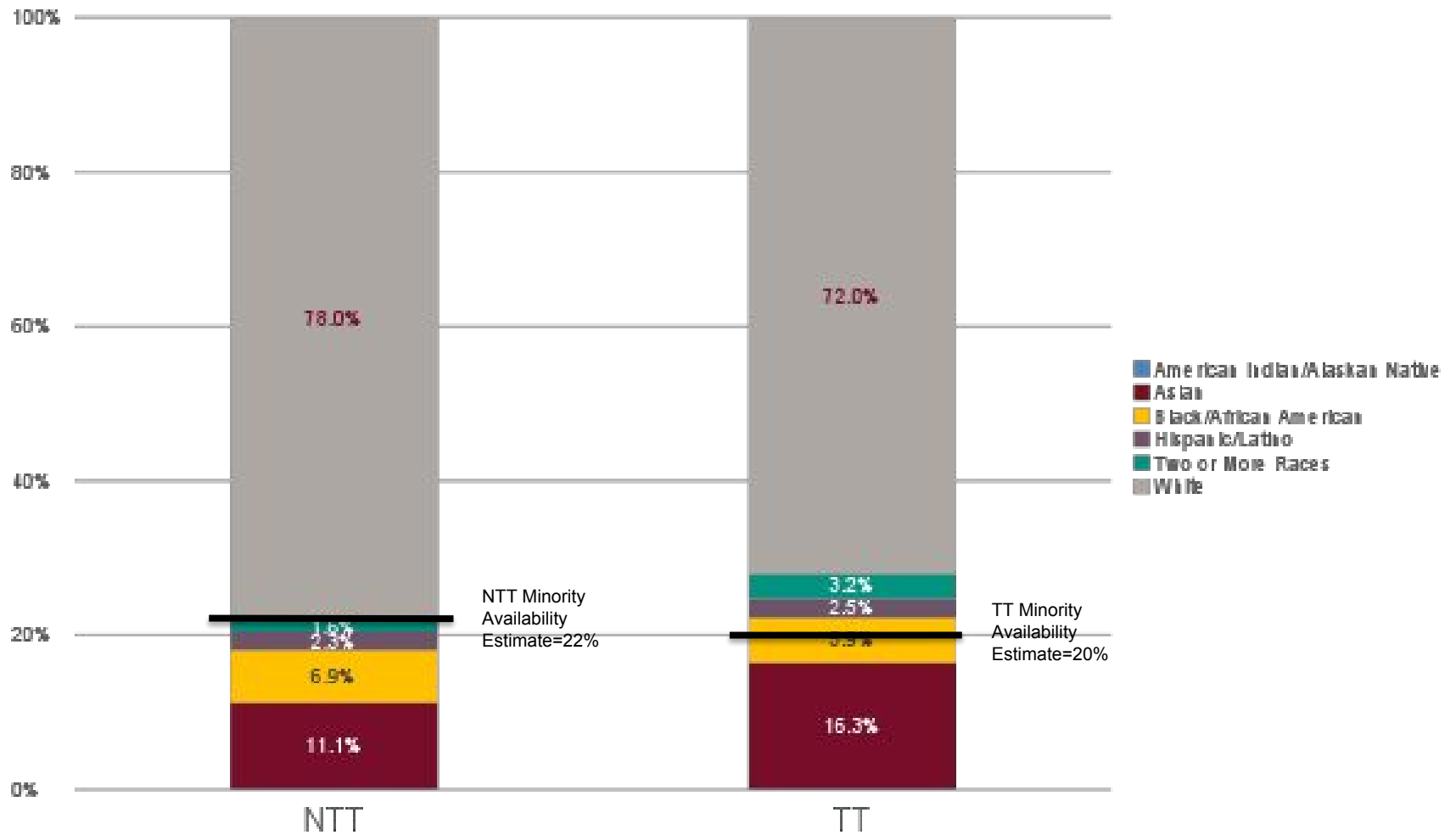
Gender – Incumbency v. Availability: 10/1/2016 (SOM excluded)



Incumbency v. Availability: 10/1/2016 (SOM included)



Incumbency v. Availability: 10/1/2016 (SOM excluded)



Full-Time Faculty Availability Percentage v. School Actual Percentage

School		Female	Minority	African-American	Hispanic/Lantino	Asian	Native-American	Other Pacific Islander	Multi-Race
AHLT	Availability Estimate	69.0%	14.1%	5.5%	2.3%	4.1%	0.4%	0.2%	1.6%
	Workforce Percentage	57.9%	15.8%	0.0%	0.0%	10.5%	0.0%	0.0%	5.3%
BUS	Availability Estimate	35.3%	22.7%	6.6%	2.8%	11.6%	0.3%	0.0%	1.4%
	Workforce Percentage	28.6%	21.4%	7.1%	0.0%	7.1%	3.6%	0.0%	3.6%
COLU	Availability Estimate	46.4%	19.1%	5.7%	3.8%	7.4%	0.5%	0.0%	1.7%
	Workforce Percentage	53.3%	30.0%	6.7%	6.7%	6.7%	0.0%	0.0%	10.0%
CPHL	Availability Estimate	63.1%	26.2%	10.0%	3.7%	6.8%	1.5%	0.0%	4.1%
	Workforce Percentage	50.0%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	10.0%
DENT	Availability Estimate	33.1%	24.4%	4.3%	6.7%	13.0%	0.2%	0.0%	0.2%
	Workforce Percentage	32.4%	35.1%	5.4%	8.1%	16.2%	0.0%	0.0%	5.4%
EDUC	Availability Estimate	63.7%	21.6%	11.3%	4.5%	3.4%	0.9%	0.0%	1.6%
	Workforce Percentage	65.2%	43.5%	30.4%	8.7%	4.3%	0.0%	0.0%	0.0%
ENGT	Availability Estimate	19.1%	29.3%	3.4%	4.0%	20.0%	0.1%	0.0%	1.7%
	Workforce Percentage	23.2%	43.5%	0.0%	2.9%	37.7%	0.0%	0.0%	2.9%
HERR	Availability Estimate	51.5%	14.0%	4.4%	3.2%	5.2%	0.4%	0.2%	0.6%
	Workforce Percentage	56.7%	13.3%	3.3%	0.0%	10.0%	0.0%	0.0%	0.0%
INFO	Availability Estimate	39.9%	20.7%	5.8%	3.4%	9.5%	0.5%	0.0%	1.6%
	Workforce Percentage	44.4%	5.6%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%
LART	Availability Estimate	47.9%	19.4%	5.5%	5.1%	5.7%	1.3%	0.0%	1.8%
	Workforce Percentage	46.0%	21.2%	8.0%	1.5%	8.8%	0.0%	0.0%	2.9%
LAW	Availability Estimate	39.9%	16.5%	7.7%	3.8%	3.2%	0.8%	0.0%	0.9%
	Workforce Percentage	38.7%	16.1%	9.7%	0.0%	3.2%	0.0%	0.0%	3.2%
LIBR	Availability Estimate	80.1%	14.1%	4.1%	3.7%	4.0%	0.8%	0.0%	1.5%
	Workforce Percentage	69.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MED	Availability Estimate	41.5%	25.2%	3.4%	4.6%	14.5%	0.2%	0.0%	2.5%
	Workforce Percentage	25.8%	24.3%	1.9%	1.5%	19.0%	0.0%	0.0%	1.9%
NURS	Availability Estimate	94.4%	13.9%	6.7%	2.1%	3.3%	0.4%	0.1%	1.4%
	Workforce Percentage	100.0%	16.7%	8.3%	0.0%	4.2%	0.0%	0.0%	4.2%
OPT	Availability Estimate	40.5%	18.5%	1.5%	3.8%	12.2%	0.7%	0.1%	0.2%
	Workforce Percentage	38.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PBHL	Availability Estimate	59.3%	27.1%	7.8%	6.5%	11.4%	0.2%	0.0%	1.2%
	Workforce Percentage	44.8%	51.7%	3.4%	6.9%	37.9%	0.0%	0.0%	3.4%
PHED	Availability Estimate	43.8%	13.8%	5.4%	4.2%	2.3%	0.4%	0.0%	1.5%
	Workforce Percentage	31.3%	31.3%	12.5%	0.0%	18.8%	0.0%	0.0%	0.0%
SCI	Availability Estimate	30.2%	20.4%	3.3%	3.4%	11.9%	0.2%	0.0%	1.6%
	Workforce Percentage	21.7%	34.9%	2.3%	0.8%	29.5%	0.0%	0.0%	2.3%
SOCW	Availability Estimate	72.4%	28.8%	15.3%	6.0%	4.9%	0.9%	0.0%	1.7%
	Workforce Percentage	56.5%	26.1%	8.7%	4.3%	10.9%	2.2%	0.0%	0.0%
SPEA	Availability Estimate	45.2%	21.4%	10.9%	4.3%	4.7%	0.3%	0.0%	1.0%
	Workforce Percentage	37.2%	26.9%	5.1%	2.6%	15.4%	0.0%	0.0%	3.8%

IUPUI Tenured/Tenure-Track Faculty: **1,397** Female: **494** (35%) Minority: **372** (27%)



Current FT Faculty Workforce Compared to Availability Estimates

	Headcount		Workforce 10/1/2016			Headcount % /Availability %
			Headcount	%	Availability %	< 80% ?
Tenured/Tenure-Track Faculty & Librarians	1,397	Female	494	35%	45%	78.6%
		Minority	372	27%	22%	121.0%
		Black	58	4%	5%	83.0%
		Hispanic	27	2%	4%	48.3%
		Asian	246	18%	11%	160.1%
		Native American	2	0%	0%	
		Other Pacific Islander	0	0%	0%	
		Multi Race	39	3%	2%	139.6%
Full-Time Non Tenure-Track Faculty	1,472	Female	694	47%	44%	107.2%
		Minority	359	24%	26%	93.8%
		Black	80	5%	5%	108.7%
		Hispanic	30	2%	5%	40.8%
		Asian	232	16%	14%	112.6%
		Native American	0	0%	0%	
		Other Pacific Islander	3	0%	0%	
		Multi Race	14	1%	2%	47.6%



SECTION 3

Faculty Retention

First time Tenure Track Faculty Hires – 4 and 8 year Retention

	MEDICINE	OTHER SCHOOLS	TOTAL
Total Hired	261	319	580
4 year Retained at all	74%	80%	448 (77%)
4 year – Still on Tenure Track	61%	74%	396 (68%)
4 year – Achieved Tenure	2%	3%	15 (3%)
4 year – Switched to NTT	11%	2%	35 (6%)
4 year – No longer faculty at IUPUI	26%	20%	132 (23%)

	MEDICINE	OTHER SCHOOLS	TOTAL
Total Hired	163	170	343
8 year Retained at all	48%	52%	206 (60%)
8 year – Still on Tenure Track	2%	3%	10 (3%)
8 year – Achieved Tenure	38%	56%	162 (47%)
8 year – Switched to NTT	18%	2%	34 (10%)
8 year – No longer faculty at IUPUI	52%	48%	137 (40%)



RETENTION – 8 YEAR – BY DEMOGRAPHICS

	MEDICINE		OTHER SCHOOLS		TOTAL	
	Retained at all	Retained on Tenure-Track	Retained at all	Retained on Tenure-Track	Retained at all	Retained on Tenure-Track
Female	31/55 (56%)	24/55 (44%)	48/80 (60%)	46/80 (58%)	79/135 (59%)	70/135 (52%)
Male	67/112 (60%)	44/112 (39%)	60/96 (63%)	58/96 (60%)	127/208 (61%)	102/208 (49%)
White	77/111 (69%)	54/111 (49%)	62/106 (59%)	61/106 (58%)	139/217 (64%)	115/217 (53%)
Black	3/7 (43%)	0/7 (0%)	11/15 (73%)	11/15 (73%)	14/22 (64%)	11/22 (50%)
Latina/o	3/6 (50%)	1/6 (17%)	4/9 (44%)	3/9 (33%)	7/15 (47%)	4/15 (27%)
Asian, Pacific Islander, Native Hawaiian	14/42 (33%)	12/42 (29%)	31/46 (67%)	29/46 (63%)	45/88 (51%)	41/88 (47%)
American Indian	1/1 (100%)	1/1 (100%)	0/0	0/0	1/1 (100%)	1/1 (100%)
Multiracial	NA	NA	NA	NA	NA	NA
International	10/25 (40%)	5/25 (20%)	19/35 (54%)	18/35 (51%)	29/60 (48%)	23/60 (38%)
U.S. Native / Citizen	88/142 (62%)	63/142 (44%)	89/141 (63%)	86/141 (61%)	177/283 (63%)	149/283 (53%)



SECTION 4

Promotion and Tenure

Click to add engaging text

1. Make your concise point here.
2. Slides with multiple paragraphs of text have shown to significantly decrease the attention of the audience.
3. Let your slides breathe — it lets the audience listen to you.

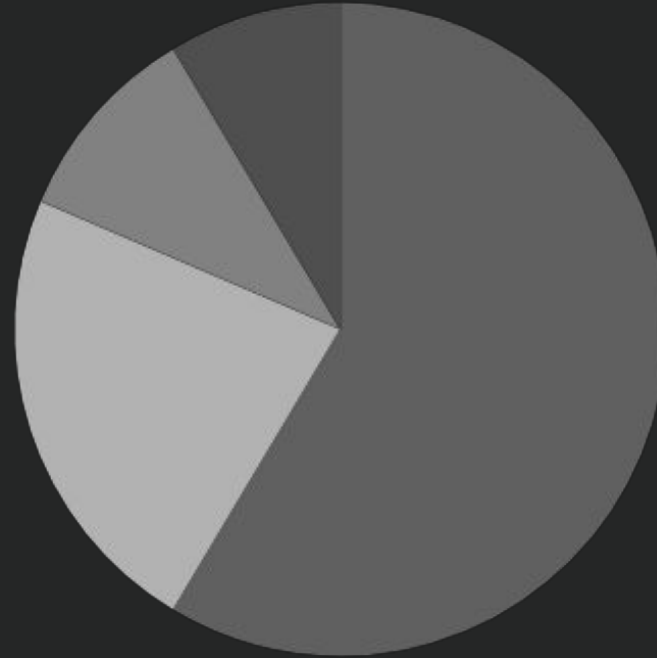


Click to add engaging headline text

- Keep your message **short** and **concise**. No one wants to read a PowerPoint that rivals “*War and Peace*”.
- Use color, size, and weight to add emphasis.
- Add images that support your content



USE BLANK SPREADS FOR
GRAPHICS OR PHOTOS



Sales

- 1st Qtr
- 2nd Qtr
- 3rd Qtr
- 4th Qtr





IUPUI

FULFILLING *the* PROMISE