

Report on the
Status of Women and
Minority Faculty on the
Campuses of
Indiana University

April 2005

Report to the University Faculty Council: Status of Women and Minority Faculty on the Campuses of Indiana University

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All workforce data contained in this report was computed by the Office of Affirmative Action from the employee database. Since that is an ever changing record, a “frozen” file is created on October 1 of each year. The frozen file creates a profile of the University workforce on that date each year. Comparative data was obtained from the American Council on Education, as published in their most recent edition of *Minorities in Higher Education: Twenty-first Annual Status Report*, copyright February 2005.

The combined total of faculty across the campuses of IU has been increasing for several years and last year increased by 3.6% to 3238. There was a net increase last year of 113 faculty members, 75 of which were at the Assistant Professor rank, 38 at the Full Professor rank, and only two at the Associate Professor rank.

MINORITY FACULTY REPRESENTATION

The combined minority representation across the campuses of IU increased almost 11% last year. Currently, minority faculty represent 16.6% of the faculty across the campuses of IU. This is above the minority representation reported by the American Council on Education of 14.9% nationally. However, IU is below the national minority representation at the Full Professor rank. With all campuses of IU combined, minority faculty represent 9.7% of all Full Professors, while nationally they make up 11.1% of faculty at that rank. Yet, at both the Associate and Assistant Professor rank IU exceeds the national minority representation. Minority faculty represent, 18.3% of all Associate Professors at IU, compared to 14.9% nationally. Among Assistant Professors, minority faculty represent 26.6% at IU and only 17.8% nationally.

AFRICAN AMERICAN FACULTY REPRESENTATION

African American representation among the faculty across the campuses of IU had a net increase of eleven faculty members last year. With 125 faculty members, African American faculty currently represent 3.9% of all faculty at IU. This is below the national representation reported by the ACE of 5.2%. African American representation increased the most at the Full Professor rank, with an increase of 41.7% over the last seven years and 26% over just last year. African American faculty today represent 2.4% of all Full Professors across the IU campuses. However, this is again lower than the 3.1% representation nationally for that rank. At the Associate Professor rank African American faculty represent 4.8% of the faculty at IU at that rank, while nationally they account for 5.3%. African American faculty across the campuses of IU represent 5.3% of all Assistant Professors. This is below the national African American representation of 6.3% at that rank.

ASIAN AMERICAN FACULTY REPRESENTATION

The combined number of Asian American faculty across the campuses of IU has increased 43% over the last seven years and almost 10% over last year. Currently with 302 faculty members, Asian American faculty represent 9.3% of the IU faculty. This compares favorably with the national Asian American representation of 6.2% as reported by the ACE. However, at the Full Professor rank, IU is slightly below the national Asian American representation for that rank, 5.6% and 5.8% respectively. IU is above the national Asian American representation at both the Associate and Assistant Professor ranks. Asian American faculty account for 10.1% of all Associate Professors across that IU campuses while making up 6.5% of all Associate Professors nationally. At the Assistant Professor rank, Asian Americans represent 15.1% of the faculty at IU, and 7.8% of the faculty nationally at that rank.

HISPANIC FACULTY REPRESENTATION

Hispanic representation among the faculty across the campuses of IU increased by more than 14% last year and more than 52% since 1997. There are currently

more than 100 Hispanic faculty members across the campuses of IU representing 3.2% of all faculty which is higher than the national Hispanic representation. Nationally, according to the ACE, Hispanic faculty account for 3% of all faculty. IU is slightly above the Hispanic representation at the Full Professor rank. Hispanic faculty represent 1.7% of Full Professors across the campuses of IU, while making up 1.9% of all Full Professors nationally. Hispanic representation at the Associate Professor rank increased by 37% last year at IU and is currently 3.2% the faculty at that rank. This is above the national representation of 2.7%. At the Assistant Professor rank, Hispanic representation is also above the national representation for that rank. At IU, Hispanic faculty account for 5.7% of the faculty at the Assistant Professor rank, and only 3.3% nationally.

AMERICAN INDIAN FACULTY REPRESENTATION

Although the number of American Indian faculty has increased across the campuses of IU, they continue to account for only .2% of the faculty. Nationally, according to the ACE, American Indian faculty represent .5% of all faculty. There is only one American Indian Full Professor across the campuses of IU, representing .1% of the faculty at that rank, compared with the .3% national American Indian representation at that rank. American Indian representation has increased from one to three members at the Associate Professor rank over the last seven years. Currently, American Indian faculty account for .3% of the Associate Professors across the campuses of IU, while .4% of the faculty at the rank nationally. At the Assistant Professor rank, American Indian representation at IU exceeds the national representation, .5% and .4% respectively.

FEMALE FACULTY REPRESENTATION

The combined female representation among the faculty across the campuses of IU has increased almost 18% over the last seven years, but remains far below the national minority representation as reported by the American Council on Education (ACE). Currently, only 31.2% of the faculty across the campuses of IU are women, compared to 38.4% nationally. Women across the campuses of IU have made their largest seven-year gain at the Full Professor rank increasing 32.75% over that time. However, the female representation at the Full Professor rank of 21.4% continues to be below the national female representation at that rank of 22.4%. Female representation across the campuses of IU only exceeds the national representation at the Associate Professor rank. Women account for 37.5% of the faculty at IU at the Associate Professor rank and 36.9% of all Associate Professors nationally. The largest increase in female representation last year at IU occurred at the Assistant Professor rank with the net increase of 26 faculty members. Currently, women represent 40.6% of the faculty at the Assistant Professor rank across the campuses of IU while accounting for 44.8% of all Assistant Professors nationally.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANKS

There are 174 Librarians across the campuses of IU which is only slightly higher than it was seven years ago. Currently 9.8% of the Librarians across the campuses of IU are minority, 10.7% of the Associate Librarians are minority and 16.2% of all Assistant Librarians are minority. This composition has remained fairly consistent over the last seven years. There has been no minority representation at the Full Librarian rank since 2000. Female representation among the Librarians across the campuses of IU is 64.9% which is slightly higher than seven years ago when they represented 63.6% of all Librarians.

**IU (all campuses) Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004**

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	3238	3125	3118	3065	3099	3126	3111	3160
African American	125 3.9%	114 3.6%	112 3.6%	112 3.7%	109 3.5%	111 3.6%	107 3.4%	110 3.5%
Asian American	302 9.3%	275 8.8%	258 8.3%	241 7.9%	227 7.3%	224 7.2%	213 6.8%	211 6.7%
Hispanic	102 3.2%	89 2.8%	83 2.7%	71 2.3%	77 2.5%	69 2.2%	68 2.2%	67 2.1%
American Indian	8 0.2%	6 0.2%	7 0.2%	6 0.2%	5 0.2%	4 0.1%	5 0.2%	5 0.2%
Minority Total	537 16.6%	484 15.5%	460 14.8%	430 14.0%	418 13.5%	408 13.1%	393 12.6%	393 12.4%
White	2701 83.4%	2641 84.5%	2658 85.2%	2635 86.0%	2681 86.5%	2718 86.9%	2718 87.4%	2767 87.6%
Full/Titled Professor	1419	1381	1376	1362	1333	1350	1321	1332
African American	34 2.4%	27 2.0%	24 1.7%	23 1.7%	20 1.5%	23 1.7%	22 1.7%	24 1.8%
Asian American	79 5.6%	77 5.6%	74 5.4%	73 5.4%	69 5.2%	68 5.0%	62 4.7%	63 4.7%
Hispanic	24 1.7%	25 1.8%	21 1.5%	19 1.4%	19 1.4%	17 1.3%	16 1.2%	16 1.2%
American Indian	1 0.1%	1 0.1%	2 0.1%	2 0.1%	2 0.2%	2 0.1%	3 0.2%	2 0.2%
Minority Total	138 9.7%	130 9.4%	121 8.8%	117 8.6%	110 8.3%	110 8.1%	103 7.8%	105 7.9%
White	1281 90.3%	1251 90.6%	1255 91.2%	1245 91.4%	1223 91.7%	1240 91.9%	1218 92.2%	1227 92.1%
Associate Professor	1031	1029	1067	1067	1096	1110	1072	1080
African American	49 4.8%	54 5.2%	53 5.0%	54 5.1%	49 4.5%	48 4.3%	48 4.5%	45 4.2%
Asian American	104 10.1%	96 9.3%	92 8.6%	95 8.9%	95 8.7%	93 8.4%	81 7.6%	76 7.0%
Hispanic	33 3.2%	24 2.3%	27 2.5%	25 2.3%	27 2.5%	24 2.2%	23 2.1%	23 2.1%
American Indian	3 0.3%	2 0.2%	2 0.2%	2 0.2%	1 0.1%	0 0.0%	0 0.0%	1 0.1%
Minority Total	189 18.3%	176 17.1%	174 16.3%	176 16.5%	172 15.7%	165 14.9%	152 14.2%	145 13.4%
White	842 81.7%	853 82.9%	893 83.7%	891 83.5%	924 84.3%	945 85.1%	920 85.8%	935 86.6%
Assistant Professor	788	715	675	636	670	666	718	748
African American	42 5.3%	33 4.6%	35 5.2%	35 5.5%	40 6.0%	40 6.0%	37 5.2%	41 5.5%
Asian American	119 15.1%	102 14.3%	92 13.6%	73 11.5%	63 9.4%	63 9.5%	70 9.7%	72 9.6%
Hispanic	45 5.7%	40 5.6%	35 5.2%	27 4.2%	31 4.6%	28 4.2%	29 4.0%	28 3.7%
American Indian	4 0.5%	3 0.4%	3 0.4%	2 0.3%	2 0.3%	2 0.3%	2 0.3%	2 0.3%
Minority Total	210 26.6%	178 24.9%	165 24.4%	137 21.5%	136 20.3%	133 20.0%	138 19.2%	143 19.1%
White	578 73.4%	537 75.1%	510 75.6%	499 78.5%	534 79.7%	533 80.0%	580 80.8%	605 80.9%

Data as of October 1, for respective year

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IU (all campuses) Tenure/Tenure Track Faculty Minority Breakdown
 % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	3238	3125	3.62%	3099	4.49%	3160	2.47%
African American	125	114	9.65%	109	14.68%	110	13.64%
Asian American	302	275	9.82%	227	33.04%	211	43.13%
Hispanic	102	89	14.61%	77	32.47%	67	52.24%
American Indian	8	6	33.33%	5	60.00%	5	60.00%
Minority Total	537	484	10.95%	418	28.47%	393	36.64%
White	2701	2641	2.27%	2681	0.75%	2767	-2.39%
Full/Titled Professor	1419	1381	2.75%	1333	6.45%	1332	6.53%
African American	34	27	25.93%	20	70.00%	24	41.67%
Asian American	79	77	2.60%	69	14.49%	63	25.40%
Hispanic	24	25	-4.00%	19	26.32%	16	50.00%
American Indian	1	1	0.00%	2	-50.00%	2	-50.00%
Minority Total	138	130	6.15%	110	25.45%	105	31.43%
White	1281	1251	2.40%	1223	4.74%	1227	4.40%
Associate Professor	1031	1029	0.19%	1096	-5.93%	1080	-4.54%
African American	49	54	-9.26%	49	0.00%	45	8.89%
Asian American	104	96	8.33%	95	9.47%	76	36.84%
Hispanic	33	24	37.50%	27	22.22%	23	43.48%
American Indian	3	2	50.00%	1	200.00%	1	200.00%
Minority Total	189	176	7.39%	172	9.88%	145	30.34%
White	842	853	-1.29%	924	-8.87%	935	-9.95%
Assistant Professor	788	715	10.21%	670	17.61%	748	5.35%
African American	42	33	27.27%	40	5.00%	41	2.44%
Asian American	119	102	16.67%	63	88.89%	72	65.28%
Hispanic	45	40	12.50%	31	45.16%	28	60.71%
American Indian	4	3	33.33%	2	100.00%	2	100.00%
Minority Total	210	178	17.98%	136	54.41%	143	46.85%
White	578	537	7.64%	534	8.24%	605	-4.46%

Data as of October 1, for respective year

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IU (all campuses) Tenure/Tenure-Track Faculty Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	3238	3128	3118	3065	3099	3126	3111	3160
Male	2227 68.8%	2169 69.3%	2197 70.5%	2161 70.5%	2208 71.2%	2258 72.2%	2253 72.4%	2302 72.8%
Female	1011 31.2%	959 30.7%	921 29.5%	904 29.5%	891 28.8%	868 27.8%	858 27.6%	858 27.2%
Full/Titled Professor	1419	1381	1376	1362	1333	1350	1321	1332
Male	1115 78.6%	1089 78.9%	1098 79.8%	1094 80.3%	1080 81.0%	1107 82.0%	1084 82.1%	1103 82.8%
Female	304 21.4%	292 21.1%	278 20.2%	268 19.7%	253 19.0%	243 18.0%	237 17.9%	229 17.2%
Associate Professor	1031	1032	1067	1067	1096	1110	1072	1080
Male	644 62.5%	659 63.9%	701 65.7%	709 66.4%	751 68.5%	757 68.2%	744 69.4%	758 70.2%
Female	387 37.5%	373 36.1%	366 34.3%	358 33.6%	345 31.5%	353 31.8%	328 30.6%	322 29.8%
Assistant Professor	788	715	675	636	670	666	718	748
Male	468 59.4%	421 58.9%	398 59.0%	358 56.3%	377 56.3%	394 59.2%	425 59.2%	441 59.0%
Female	320 40.6%	294 41.1%	277 41.0%	278 43.7%	293 43.7%	272 40.8%	293 40.8%	307 41.0%

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IU (all campuses) Tenure/Tenure Track Faculty Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	3238	3128	3.52%	3099	4.49%	3160	2.47%
Male	2227	2169	2.67%	2208	0.86%	2302	-3.26%
Female	1011	959	5.42%	891	13.47%	858	17.83%
Full/Titled Professor	1419	1381	2.75%	1333	6.45%	1332	6.53%
Male	1115	1089	2.39%	1080	3.24%	1103	1.09%
Female	304	292	4.11%	253	20.16%	229	32.75%
Associate Professor	1031	1032	-0.10%	1096	-5.93%	1080	-4.54%
Male	644	659	-2.28%	751	-14.25%	758	-15.04%
Female	387	373	3.75%	345	12.17%	322	20.19%
Assistant Professor	788	715	10.21%	670	17.61%	748	5.35%
Male	468	421	11.16%	377	24.14%	441	6.12%
Female	320	294	8.84%	293	9.22%	307	4.23%

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**IU (all campuses) Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004**

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	174	167	173	158	162	167	170	173
African American	4 2.3%	4 2.4%	4 2.3%	3 1.9%	5 3.1%	6 3.6%	6 3.5%	6 3.5%
Asian American	10 5.7%	10 6.0%	11 6.4%	10 6.3%	7 4.3%	8 4.8%	8 4.7%	9 5.2%
Hispanic	3 1.7%	3 1.8%	3 1.7%	2 1.3%	2 1.2%	2 1.2%	2 1.2%	2 1.2%
Minority Total	17 9.8%	17 10.2%	18 10.4%	15 9.5%	14 8.6%	16 9.6%	16 9.4%	17 9.8%
White	157 90.2%	150 89.8%	155 89.6%	143 90.5%	148 91.4%	151 90.4%	154 90.6%	156 90.2%
Librarian	34	34	37	35	33	34	32	34
African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 3.0%	1 2.9%	1 3.1%	1 2.9%
Minority Total	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 3.0%	1 2.9%	1 3.1%	1 2.9%
White	34 100.0%	34 100.0%	37 100.0%	35 100.0%	32 97.0%	33 97.1%	31 96.9%	33 97.1%
Associate Librarian	103	100	102	95	94	96	102	105
African American	2 1.9%	2 2.0%	2 2.0%	1 1.1%	2 2.1%	3 3.1%	3 2.9%	3 2.9%
Asian American	7 6.8%	7 7.0%	7 6.9%	7 7.4%	6 6.4%	7 7.3%	7 6.9%	7 6.7%
Hispanic	2 1.9%	3 3.0%	2 2.0%	1 1.1%	1 1.1%	1 1.0%	1 1.0%	1 1.0%
Minority Total	11 10.7%	12 12.0%	11 10.8%	9 9.5%	9 9.6%	11 11.5%	11 10.8%	11 10.5%
White	92 89.3%	88 88.0%	91 89.2%	86 90.5%	85 90.4%	85 88.5%	91 89.2%	94 89.5%
Assistant Librarian	37	33	34	28	35	37	36	34
African American	2 5.4%	2 6.1%	2 5.9%	2 7.1%	2 5.7%	2 5.4%	2 5.6%	2 5.9%
Asian American	3 8.1%	3 9.1%	4 11.8%	3 10.7%	1 2.9%	1 2.7%	1 2.8%	2 5.9%
Hispanic	1 2.7%	0 0.0%	1 2.9%	1 3.6%	1 2.9%	1 2.7%	1 2.8%	1 2.9%
Minority Total	6 16.2%	5 15.2%	7 20.6%	6 21.4%	4 11.4%	4 10.8%	4 11.1%	5 14.7%
White	31 83.8%	28 84.8%	27 79.4%	22 78.6%	31 88.6%	33 89.2%	32 88.9%	29 85.3%

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IU (all campuses) Tenure/Tenure Track Librarian Minority Breakdown
 % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	174	167	4.19%	162	7.41%	173	0.58%
African American	4	4	0.00%	5	-20.00%	6	-33.33%
Asian American	10	10	0.00%	7	42.86%	9	11.11%
Hispanic	3	3	0.00%	2	50.00%	2	50.00%
Minority Total	17	17	0.00%	14	21.43%	17	0.00%
White	157	150	4.67%	148	6.08%	156	0.64%
Librarian	34	34	0.00%	33	3.03%	34	0.00%
African American	0	0	0.00%	1	-100.00%	1	-100.00%
Minority Total	0	0	0.00%	1	-100.00%	1	-100.00%
White	34	34	0.00%	32	6.25%	33	3.03%
Associate Librarian	103	100	3.00%	94	9.57%	105	-1.90%
African American	2	2	0.00%	2	0.00%	3	-33.33%
Asian American	7	7	0.00%	6	16.67%	7	0.00%
Hispanic	2	3	-33.33%	1	100.00%	1	100.00%
Minority Total	11	12	-8.33%	9	22.22%	11	0.00%
White	92	88	4.55%	85	8.24%	94	-2.13%
Assistant Librarian	37	33	12.12%	35	5.71%	34	8.82%
African American	2	2	0.00%	2	0.00%	2	0.00%
Asian American	3	3	0.00%	1	200.00%	2	50.00%
Hispanic	1	0	100.00%	1	0.00%	1	0.00%
Minority Total	6	5	20.00%	4	50.00%	5	20.00%
White	31	28	10.71%	31	0.00%	29	6.90%

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IU (all campuses) Tenure/Tenure-Track Librarian Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	174	167	173	158	162	167	170	173
Male	61 35.1%	57 34.1%	60 34.7%	61 38.6%	56 34.6%	60 35.9%	61 35.9%	63 36.4%
Female	113 64.9%	110 65.9%	113 65.3%	97 61.4%	106 65.4%	107 64.1%	109 64.1%	110 63.6%
Librarian	34	34	37	35	33	34	32	34
Male	13 38.2%	12 35.3%	13 35.1%	14 40.0%	13 39.4%	14 41.2%	12 37.5%	14 41.2%
Female	21 61.8%	22 64.7%	24 64.9%	21 60.0%	20 60.6%	20 58.8%	20 62.5%	20 58.8%
Associate Librarian	103	100	102	95	94	96	102	105
Male	39 37.9%	37 37.0%	38 37.3%	35 36.8%	31 33.0%	33 34.4%	35 34.3%	34 32.4%
Female	64 62.1%	63 63.0%	64 62.7%	60 63.2%	63 67.0%	63 65.6%	67 65.7%	71 67.6%
Assistant Librarian	37	33	34	28	35	37	36	34
Male	9 24.3%	8 24.2%	9 26.5%	12 42.9%	12 34.3%	13 35.1%	14 38.9%	15 44.1%
Female	28 75.7%	25 75.8%	25 73.5%	16 57.1%	23 65.7%	24 64.9%	22 61.1%	19 55.9%

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IU (all campuses) Tenure/Tenure Track Librarian Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	174	167	4.19%	162	7.41%	173	0.58%
Male	61	57	7.02%	56	8.93%	63	-3.17%
Female	113	110	2.73%	106	6.60%	110	2.73%
Librarians	34	34	0.00%	33	3.03%	34	0.00%
Male	13	12	8.33%	13	0.00%	14	-7.14%
Female	21	22	-4.55%	20	5.00%	20	5.00%
Associate Librarian	103	100	3.00%	94	9.57%	105	-1.90%
Male	39	37	5.41%	31	25.81%	34	14.71%
Female	64	63	1.59%	63	1.59%	71	-9.86%
Assistant Librarian	37	33	12.12%	35	5.71%	34	8.82%
Male	9	8	12.50%	12	-25.00%	15	-40.00%
Female	28	25	12.00%	23	21.74%	19	47.37%

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After decreasing for several years, the number of faculty has increased on the IUB campus for two straight years. Last year the total faculty at IUB increased by 3.8% or 51 members representing the largest one-year increase in more than seven years. Most of this increase was at the Assistant Professor rank which increased by 14.7% or 37 members. The remaining increase came at the Full Professor rank with the addition of 14 members and an increase of 2% over last year.

MINORITY FACULTY REPRESENTATION

Minority representation increased last year at IUB by 12.3%. Over the last seven years it has increased 41.6%. Currently, minority faculty account for 14.6% of the faculty at IUB. This is very close to the nation minority faculty representation of 14.9% as reported by the American Council on Education (ACE). Minority representation at IUB increased the most last year at the Assistant Professor rank with an increase of 19.4%. Minority faculty now represent 25.6% of the Assistant Professors on the IUB campus which exceeds the 17.8% representation of minority faculty at that rank nationally. At the Associate Professor rank IUB also surpasses the national minority representation with minority faculty representing 17.8% of all Associate Professors on campus, while nationally accounting for only 14.9% of all Associate Professors. Minority faculty however, represent only 8.5% of the faculty at the Full Professor rank at IUB. This is below the national minority representation of 11.1% at this rank nationally.

AFRICAN AMERICAN FACULTY REPRESENTATION

African American representation has been slowly increasing at IUB over the last seven years. The increase has been most notable at the Full Professor rank where it has increased 53.9% over the last seven years and 25% over just last year. However, the number of African American faculty at the Associate and Assistant ranks has remained somewhat flat slowing the over all increase. Currently, African American faculty represent 4.3% of the faculty. This is under the national African American representation as reported by the ACE of 5.2%. Despite the increases at the Full Professor rank IUB is still slightly under the national African American representation at the Full and Assistant Professor rank. At IUB African American faculty represent 2.8% of all Full Professors, while nationally accounting for 3.1% of the faculty at that rank. At the Assistant Professor rank African American faculty represent 6.3% nationally and 5.9% at IUB. However, IUB exceeds the national African American faculty representation at the Associate Professor rank. Nationally African American faculty represent 5.3% of Associate Professors and at IUB they account for 5.9% of the faculty at that rank.

ASIAN AMERICAN FACULTY REPRESENTATION

Asian American representation among the faculty at IUB has steadily increased from 4.6% seven years ago to 6.5% of the faculty today. This is slightly above the national representation of Asian American faculty as reported by the ACE of 6.2%. Over the last seven years Asian American representation has increased the most at the Full Professor rank however IUB is still under the national Asian American representation at this rank. At IUB Asian American faculty represent 3.8% of all Full Professors while nationally they account for 5.8% of the faculty at this rank. IUB is however, above the national Asian American representation at the Associate Professor rank and significantly above at the Assistant Professor rank. Nationally Asian American faculty account for 6.5% of all Associate

Professors while at IUB they represent 7.8% at that rank. At the Assistant Professor rank, Asian American faculty account for 7.8% nationally and 11.8% at IUB.

HISPANIC FACULTY REPRESENTATION

Hispanic faculty representation at IUB has increased almost 78% over the last seven years. This increase has been most dramatic at the Associate Professor rank which has increased 225% over the last seven years from four Hispanic faculty members to 13. Currently, 3.5% of the faculty at IUB are Hispanic which reflects favorably against the national Hispanic representation 3.0% as reported by the ACE. Hispanic representation at IUB is at or above the national Hispanic representation at all three ranks. Hispanic faculty represent 1.9% of all Full Professors both nationally and at IUB. At the Associate Professor rank, nationally 2.7% are Hispanic while at IUB Hispanic faculty account for 3.5% of faculty at this rank. Hispanic faculty members represent 7.3% of all Assistant Professors at IUB compared with 3.3% nationally.

AMERICAN INDIAN FACULTY REPRESENTATION

The number of American Indian faculty at IUB doubled last year reaching a seven-year high of four members. Currently .3% of all faculty at IUB are American Indian while, according to the ACE, American Indian faculty account for .5% of all faculty nationally. Although IUB has no American Indian representation at the Full Professor rank it is above the national American Indian representation at both the Associate and Assistant Professor rank. At IUB American Indian faculty represent .5% of all Associate Professors and .7% of all Assistant Professors. Nationally the American Indian representation is .4% at both ranks.

FEMALE FACULTY REPRESENTATION

Female representation among the faculty at IUB has continued to steadily increase over the last seven years. Women made their largest gain last year at the Assistant Professor rank with an increase of 13.3% and their largest seven-year gain at the Full Professor rank with an increase of 30%. Currently, women represent 29.1% of the faculty at IUB which is significantly lower than the national female representation of 38.4% as reported by the ACE. With the strong increase of women at the Full Professor rank their representation is only slightly less than the national female representation at this rank. Nationally, women represent 22.4% of all Full Professors while at IUB they account for 21.7% of the faculty at this rank. The difference at the Associate Professor rank is also very small between the national female representation and female representation at IUB. Women represent 36.2 % of all Associate Professors at IUB and 36.9% nationally. However, representation of women at Assistant Professor rank at IUB is significantly under the national female representation for that rank. Nationally women account for 44.8% of all Assistant Professors while at IUB they represent only 38.4%.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANKS

There has been little increase in minority representation among the Librarians at IUB. Currently minority Librarians represent 11.1% of all Librarians at IUB, 12.7% of all Associate Librarians, and 21.4% of all Assistant Librarians. There continues to be no minority representation at the Full Librarian rank. Women account for the majority of Librarians at IUB representing 64%. However, female representation has decreased by more than 12% over the last seven years.

IUB Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	1379	1328	1309	1319	1317	1324	1354	1365
African American	59 4.3%	53 4.0%	52 4.0%	54 4.1%	51 3.9%	52 3.9%	48 3.5%	49 3.6%
Asian American	90 6.5%	81 6.1%	75 5.7%	75 5.7%	77 5.8%	71 5.4%	69 5.1%	63 4.6%
Hispanic	48 3.5%	43 3.2%	37 2.8%	32 2.4%	32 2.4%	29 2.2%	28 2.1%	27 2.0%
American Indian	4 0.3%	2 0.2%	2 0.2%	3 0.2%	1 0.1%	1 0.1%	3 0.2%	3 0.2%
Minority Total	201 14.6%	179 13.5%	166 12.7%	164 12.4%	161 12.2%	153 11.6%	148 10.9%	142 10.4%
White	1178 85.4%	1149 86.5%	1143 87.3%	1155 87.6%	1156 87.8%	1171 88.4%	1206 89.1%	1223 89.6%
Full/Titled Professor	720	706	699	701	693	699	698	696
African American	20 2.8%	16 2.3%	16 2.3%	15 2.1%	13 1.9%	13 1.9%	13 1.9%	13 1.9%
Asian American	27 3.8%	25 3.5%	24 3.4%	23 3.3%	25 3.6%	21 3.0%	18 2.6%	17 2.4%
Hispanic	14 1.9%	13 1.8%	12 1.7%	12 1.7%	13 1.9%	12 1.7%	11 1.6%	11 1.6%
American Indian	0 0.0%	0 0.0%	0 0.0%	1 0.1%	1 0.1%	1 0.1%	2 0.3%	1 0.1%
Minority Total	61 8.5%	54 7.6%	52 7.4%	51 7.3%	52 7.5%	47 6.7%	44 6.3%	42 6.0%
White	659 91.5%	652 92.4%	647 92.6%	650 92.7%	641 92.5%	652 93.3%	654 93.7%	654 94.0%
Associate Professor	370	370	377	391	398	383	381	390
African American	22 5.9%	25 6.8%	22 5.8%	23 5.9%	21 5.3%	19 5.0%	17 4.5%	18 4.6%
Asian American	29 7.8%	25 6.8%	27 7.2%	31 7.9%	33 8.3%	30 7.8%	24 6.3%	20 5.1%
Hispanic	13 3.5%	12 3.2%	10 2.7%	10 2.6%	7 1.8%	4 1.0%	4 1.0%	4 1.0%
American Indian	2 0.5%	1 0.3%	1 0.3%	1 0.3%	0 0.0%	0 0.0%	0 0.0%	1 0.3%
Minority Total	66 17.8%	63 17.0%	60 15.9%	65 16.6%	61 15.3%	53 13.8%	45 11.8%	43 11.0%
White	304 82.2%	307 83.0%	317 84.1%	326 83.4%	337 84.7%	330 86.2%	336 88.2%	347 89.0%
Assistant Professor	289	252	233	227	226	242	275	279
African American	17 5.9%	12 4.8%	14 6.0%	16 7.0%	17 7.5%	20 8.3%	18 6.5%	18 6.5%
Asian American	34 11.8%	31 12.3%	24 10.3%	21 9.3%	19 8.4%	20 8.3%	27 9.8%	26 9.3%
Hispanic	21 7.3%	18 7.1%	15 6.4%	10 4.4%	12 5.3%	13 5.4%	13 4.7%	12 4.3%
American Indian	2 0.7%	1 0.4%	1 0.4%	1 0.4%	0 0.0%	0 0.0%	1 0.4%	1 0.4%
Minority Total	74 25.6%	62 24.6%	54 23.2%	48 21.1%	48 21.2%	53 21.9%	59 21.5%	57 20.4%
White	215 74.4%	190 75.4%	179 76.8%	179 78.9%	178 78.8%	189 78.1%	216 78.5%	222 79.6%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUB Tenure/Tenure Track Faculty Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	1379	1328	3.84%	1317	4.71%	1365	1.03%
African American	59	53	11.32%	51	15.69%	49	20.41%
Asian American	90	81	11.11%	77	16.88%	63	42.86%
Hispanic	48	43	11.63%	32	50.00%	27	77.78%
American Indian	4	2	100.00%	1	300.00%	3	33.33%
Minority Total	201	179	12.29%	161	24.84%	142	41.55%
White	1178	1149	2.52%	1156	1.90%	1223	-3.68%
Full/Titled Professor	720	706	1.98%	693	3.90%	696	3.45%
African American	20	16	25.00%	13	53.85%	13	53.85%
Asian American	27	25	8.00%	25	8.00%	17	58.82%
Hispanic	14	13	7.69%	13	7.69%	11	27.27%
American Indian	0	0	0.00%	1	-100.00%	1	-100.00%
Minority Total	61	54	12.96%	52	17.31%	42	45.24%
White	659	652	1.07%	641	2.81%	654	0.76%
Associate Professor	370	370	0.00%	398	-7.04%	390	-5.13%
African American	22	25	-12.00%	21	4.76%	18	22.22%
Asian American	29	25	16.00%	33	-12.12%	20	45.00%
Hispanic	13	12	8.33%	7	85.71%	4	225.00%
American Indian	2	1	100.00%	0	200.00%	1	100.00%
Minority Total	66	63	4.76%	61	8.20%	43	53.49%
White	304	307	-0.98%	337	-9.79%	347	-12.39%
Assistant Professor	289	252	14.68%	226	27.88%	279	3.58%
African American	17	12	41.67%	17	0.00%	18	-5.56%
Asian American	34	31	9.68%	19	78.95%	26	30.77%
Hispanic	21	18	16.67%	12	75.00%	12	75.00%
American Indian	2	1	100.00%	0	200.00%	1	100.00%
Minority Total	74	62	19.35%	48	54.17%	57	29.82%
White	215	190	13.16%	178	20.79%	222	-3.15%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUB Tenure/Tenure-Track Faculty Gender Breakdown 1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	1379	1328	1309	1319	1317	1324	1354	1365
Male	978 70.9%	946 71.2%	947 72.3%	950 72.0%	959 72.8%	973 73.5%	998 73.7%	1010 74.0%
Female	401 29.1%	382 28.8%	362 27.7%	369 28.0%	358 27.2%	351 26.5%	356 26.3%	355 26.0%
Full/Titled Professor	720	706	699	701	693	699	698	696
Male	564 78.3%	553 78.3%	554 79.3%	557 79.5%	556 80.2%	567 81.1%	573 82.1%	576 82.8%
Female	156 21.7%	153 21.7%	145 20.7%	144 20.5%	137 19.8%	132 18.9%	125 17.9%	120 17.2%
Associate Professor	370	370	377	391	398	383	381	390
Male	236 63.8%	239 64.6%	250 66.3%	259 66.2%	270 67.8%	257 67.1%	258 67.7%	265 67.9%
Female	134 36.2%	131 35.4%	127 33.7%	132 33.8%	128 32.2%	126 32.9%	123 32.3%	125 32.1%
Assistant Professor	289	252	233	227	226	242	275	279
Male	178 61.6%	154 61.1%	143 61.4%	134 59.0%	133 58.8%	149 61.6%	167 60.7%	169 60.6%
Female	111 38.4%	98 38.9%	90 38.6%	93 41.0%	93 41.2%	93 38.4%	108 39.3%	110 39.4%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUB Tenure/Tenure Track Faculty Gender Breakdown % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	1379	1328	3.84%	1317	4.71%	1365	1.03%
Male	978	946	3.38%	959	1.98%	1010	-3.17%
Female	401	382	4.97%	358	12.01%	355	12.96%
Full/Titled Professor	720	706	1.98%	693	3.90%	696	3.45%
Male	564	553	1.99%	556	1.44%	576	-2.08%
Female	156	153	1.96%	137	13.87%	120	30.00%
Associate Professor	370	370	0.00%	398	-7.04%	390	-5.13%
Male	236	239	-1.26%	270	-12.59%	265	-10.94%
Female	134	131	2.29%	128	4.69%	125	7.20%
Assistant Professor	289	252	14.68%	226	27.88%	279	3.58%
Male	178	154	15.58%	133	33.83%	169	5.33%
Female	111	98	13.27%	93	19.35%	110	0.91%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUB Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	90	86	89	86	85	88	94	98
African American	2 2.2%	2 2.3%	2 2.2%	2 2.3%	1 1.2%	2 2.3%	2 2.1%	2 2.0%
Asian American	6 6.7%	6 7.0%	7 7.9%	7 8.1%	6 7.1%	6 6.8%	6 6.4%	6 6.1%
Hispanic	2 2.2%	1 1.2%	1 1.1%	1 1.2%	1 1.2%	1 1.1%	1 1.1%	1 1.0%
Minority Total	10 11.1%	9 10.5%	10 11.2%	10 11.6%	8 9.4%	9 10.2%	9 9.6%	9 9.2%
White	80 88.9%	77 89.5%	79 88.8%	76 88.4%	77 90.6%	79 89.8%	85 90.4%	89 90.8%
Librarian	21	21	24	24	24	24	23	25
Asian American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 4.2%	1 4.2%	1 4.3%	1 4.0%
Minority Total	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 4.2%	1 4.2%	1 4.3%	1 4.0%
White	21 100.0%	21 100.0%	24 100.0%	24 100.0%	23 95.8%	23 95.8%	22 95.7%	24 96.0%
Associate Librarian	55	52	53	50	54	55	62	64
African American	1 1.8%	1 1.9%	1 1.9%	1 2.0%	1 1.9%	2 3.6%	2 3.2%	2 3.1%
Asian American	5 9.1%	5 9.6%	5 9.4%	5 10.0%	5 9.3%	5 9.1%	5 8.1%	4 6.3%
Hispanic	1 1.8%	1 1.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minority Total	7 12.7%	7 13.5%	6 11.3%	6 12.0%	6 11.1%	7 12.7%	7 11.3%	6 9.4%
White	48 87.3%	45 86.5%	47 88.7%	44 88.0%	48 88.9%	48 87.3%	55 88.7%	58 90.6%
Assistant Librarian	14	13	12	12	7	9	9	9
African American	1 7.1%	1 7.7%	1 8.3%	1 8.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Asian American	1 7.1%	1 7.7%	2 16.7%	2 16.7%	0 0.0%	0 0.0%	0 0.0%	1 11.1%
Hispanic	1 7.1%	0 0.0%	1 8.3%	1 8.3%	1 14.3%	1 11.1%	1 11.1%	1 11.1%
Minority Total	3 21.4%	2 15.4%	4 33.3%	4 33.3%	1 14.3%	1 11.1%	1 11.1%	2 22.2%
White	11 78.6%	11 84.6%	8 66.7%	8 66.7%	6 85.7%	8 88.9%	8 88.9%	7 77.8%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUB Tenure/Tenure Track Librarian Minority Breakdown
 % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	90	86	4.65%	85	5.88%	98	-8.16%
African American	2	2	0.00%	1	100.00%	2	0.00%
Asian American	6	6	0.00%	6	0.00%	6	0.00%
Hispanic	2	1	100.00%	1	100.00%	1	100.00%
Minority Total	10	9	11.11%	8	25.00%	9	11.11%
White	80	77	3.90%	77	3.90%	89	-10.11%
Librarian	21	21	0.00%	24	-12.50%	25	-16.00%
Asian American	0	0	0.00%	1	-100.00%	1	-100.00%
Minority Total	0	0	0.00%	1	-100.00%	1	-100.00%
White	21	21	0.00%	23	-8.70%	24	-12.50%
Associate Librarian	55	52	5.77%	54	1.85%	64	-14.06%
African American	1	1	0.00%	1	0.00%	2	-50.00%
Asian American	5	5	0.00%	5	0.00%	4	25.00%
Hispanic	1	1	0.00%	0	100.00%	0	100.00%
Minority Total	7	7	0.00%	6	16.67%	6	16.67%
White	48	45	6.67%	48	0.00%	58	-17.24%
Assistant Librarian	14	13	7.69%	7	100.00%	9	55.56%
African American	1	1	0.00%	0	100.00%	0	100.00%
Asian American	1	1	0.00%	0	100.00%	1	0.00%
Hispanic	1	0	100.00%	1	0.00%	1	0.00%
Minority Total	3	2	50.00%	1	200.00%	2	50.00%
White	11	11	0.00%	6	83.33%	7	57.14%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUB Tenure/Tenure-Track Librarian Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	90	86	89	86	85	88	94	98
Male	32 35.6%	29 33.7%	31 34.8%	34 39.5%	30 35.3%	30 34.1%	30 31.9%	32 32.7%
Female	58 64.4%	57 66.3%	58 65.2%	52 60.5%	55 64.7%	58 65.9%	64 68.1%	66 67.3%
Librarian	21	21	24	24	24	24	23	25
Male	8 38.1%	8 38.1%	9 37.5%	9 37.5%	9 37.5%	10 41.7%	8 34.8%	10 40.0%
Female	13 61.9%	13 61.9%	15 62.5%	15 62.5%	15 62.5%	14 58.3%	15 65.2%	15 60.0%
Associate Librarian	55	52	53	50	54	55	62	64
Male	21 38.2%	19 36.5%	20 37.7%	20 40.0%	21 38.9%	20 36.4%	22 35.5%	21 32.8%
Female	34 61.8%	33 63.5%	33 62.3%	30 60.0%	33 61.1%	35 63.6%	40 64.5%	43 67.2%
Assistant Librarian	14	13	12	12	7	9	9	9
Male	3 21.4%	2 15.4%	2 16.7%	5 41.7%	0 0.0%	0 0.0%	0 0.0%	1 11.1%
Female	11 78.6%	11 84.6%	10 83.3%	7 58.3%	7 100.0%	9 100.0%	9 100.0%	8 88.9%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUB Tenure/Tenure Track Librarian Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	90	86	4.65%	85	5.88%	98	-8.16%
Male	32	29	10.34%	30	6.67%	32	0.00%
Female	58	57	1.75%	55	5.45%	66	-12.12%
Librarians	21	21	0.00%	24	-12.50%	25	-16.00%
Male	8	8	0.00%	9	-11.11%	10	-20.00%
Female	13	13	0.00%	15	-13.33%	15	-13.33%
Associate Librarian	55	52	5.77%	54	1.85%	64	-14.06%
Male	21	19	10.53%	21	0.00%	21	0.00%
Female	34	33	3.03%	33	3.03%	43	-20.93%
Assistant Librarian	14	13	7.69%	7	100.00%	9	55.56%
Male	3	2	50.00%	0	300.00%	1	200.00%
Female	11	11	0.00%	7	57.14%	8	37.50%

Data as of October 1, for respective year

Affirmative Action

Mar-05

After a decrease in faculty last year, the IUPUI faculty increased almost 4% this year resulting in 49 new faculty members being added. The increases were evenly distributed among the three ranks with 19 faculty members added at the Full Professor rank, 10 at the Associate Professor rank, and 17 at the Assistant Professor rank.

MINORITY FACULTY REPRESENTATION

Minority representation among the faculty increased by almost 11% this year. Currently minority faculty represent 18.9% of all faculty at IUPUI. This is well above the national representation of 14.9% reported by the ACE. Minority representation is greatest at the Assistant Professor rank with minority faculty representing 31.8% of all faculty at the rank. There is a 12% increase over last year and is well above 17.8% national minority representation at this rank. Minority faculty account for 18.2% of the faculty at the Associate Professor rank at IUPUI, which compares favorably with the 14.9% representation reported nationally for this rank. At the Full Professor rank at IUPUI, minority faculty represent 11.0% of the rank which reflects the national representation for that rank.

AFRICAN AMERICAN FACULTY REPRESENTATION

African American representation among the faculty at IUPUI increased more than 10% last year to 41 members representing 3.4% of the entire faculty. Despite this increase, representation is below the African American representation among the faculty nationally of 5.2% as reported by the ACE. This is also true at all three faculty ranks at IUPUI. Currently, African American faculty represent only 1.4% of all faculty at the Full Professor rank at IUPUI, which is below the national representation of 3.1%. African American representation at IUPUI is also below the national representation at the Associate Professor rank. African American faculty make up 5.3% of all Associate Professors nationally, and only 3.7% of the faculty at the rank at IUPUI. At the Assistant Professor rank at IUPUI African American faculty account for 5.4% of all faculty at that rank, compared with 6.3% nationally.

ASIAN AMERICAN FACULTY REPRESENTATION

Asian Americans currently represent more than 12% of the faculty on campus. This is almost double their national representation among the faculty of 6.2% as reported by the ACE. While Asian Americans are represented at all ranks, they have increased the most at the Assistant Professor rank. Seven years ago almost 9% of all Assistant Professors were Asian American, currently more than 20% of all Assistant Professors are Asian American this represents an increase of 161% over the last seven years. Nationally, Asian Americans account for only 7.8% of all Assistant Professors. The 41 Asian American Full Professors account for 7.9% of all Full Professors at IUPUI, compared with a 5.8% representation nationally. At the Associate Professor rank at IUPUI, Asian American faculty make up 11.3% of the faculty at that rank which compares favorably with their national representation at the rank of 6.5%.

HISPANIC FACULTY REPRESENTATION

Hispanic faculty increased by 24% at IUPUI last year. Currently, 3.2% of all faculty members at IUPUI are Hispanic which is slightly higher than their national representation of 3% as reported by the ACE. Hispanic representation increased the most at the Associate Professor rank where their representation

increased by 133% over last year, however, this comes on the heels of a similar size decrease the prior year. The number of Hispanic Associate Professors is currently less than it was seven years ago. The fourteen Hispanic Associate Professors represent 3.2% of all Associate Professors at IUPUI which compares favorably to the 2.7% representation reported nationally. At the Full Professor rank at IUPUI, Hispanic faculty account for 1.5% of the faculty at that rank which exceeds the 1.9% Hispanic representation for that rank nationally. There is more Hispanic representation at the Assistant Professor rank than any other at IUPUI. Hispanic faculty at IUPUI make up 5.7% of the faculty at the Assistant Professor rank while only 3.3% at the national level.

AMERICAN INDIAN FACULTY REPRESENTATION

American Indian Faculty continue to represent less than 1% of the faculty at IUPUI. However, they have increased from one to three members over the last seven years. Currently, American Indian faculty at IUPUI account for .2% of the faculty while the ACE reports they represent .5% of all faculty members nationally. There is one American Indian faculty member at the Full Professor rank representing .2% of all faculty at that rank, which is only slightly lower than the national representation at that rank of .3% with two American Indian faculty members representing .6% of all faculty members at the Assistant Professor rank, IUPUI is above the national representation of .4% for the rank. There has been no American Indian representation at the Associate Professor rank since 2000.

FEMALE FACULTY REPRESENTATION

Female representation among the faculty increased more than 5% last year and 18% over the last seven years. Currently, women account for 28.7% of all the faculty at IUPUI. This is below the national representation reported by the ACE of 38.4%. The same is true at each of the faculty ranks at IUPUI, where female representation is below the national representation for that rank. Currently, women account for 18.6% of the Full Professors at IUPUI, while they make up 22.4% of the Full Professors nationally. At the Associate Professor rank at IUPUI, women represent 35.2% of the faculty, while nationally they represent 36.9% of the faculty at this rank. Female representation at the Assistant Professor rank at IUPUI is 36% compared with 44.8% nationally.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANKS

The number of Librarians on campus has steadily increased over the last seven years. However, over this same period the number of minority librarians has continued to decrease. Four minority Librarians make up 7.5% of all librarians on campus. Currently there are no minority librarians at either the Full or Assistant Librarian rank. At the Associate Librarian rank minority Librarians account for 13.8% of the rank. All Librarian ranks continue to be dominated by women. Women currently account for 62.3% of all Librarians which is an increase of 22.2% over the last seven years.

IUPUI Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	1288	1239	1252	1185	1215	1242	1213	1259
African American	41 3.2%	37 3.0%	36 2.9%	32 2.7%	32 2.6%	34 2.7%	35 2.9%	33 2.6%
Asian American	158 12.3%	146 11.8%	137 10.9%	120 10.1%	108 8.9%	108 8.7%	100 8.2%	104 8.3%
Hispanic	41 3.2%	33 2.7%	35 2.8%	28 2.4%	33 2.7%	30 2.4%	31 2.6%	28 2.2%
American Indian	3 0.2%	3 0.2%	3 0.2%	2 0.2%	3 0.2%	2 0.2%	1 0.1%	1 0.1%
Minority Total	243 18.9%	219 17.7%	211 16.9%	182 15.4%	176 14.5%	174 14.0%	167 13.8%	166 13.2%
White	1045 81.1%	1020 82.3%	1041 83.1%	1003 84.6%	1039 85.5%	1068 86.0%	1046 86.2%	1093 86.8%
Full/Titled Professor	517	498	506	498	478	488	472	490
African American	7 1.4%	5 1.0%	3 0.6%	2 0.4%	2 0.4%	5 1.0%	4 0.8%	6 1.2%
Asian American	41 7.9%	41 8.2%	40 7.9%	38 7.6%	34 7.1%	37 7.6%	37 7.8%	38 7.8%
Hispanic	8 1.5%	9 1.8%	7 1.4%	7 1.4%	5 1.0%	4 0.8%	4 0.8%	4 0.8%
American Indian	1 0.2%	1 0.2%	1 0.2%	1 0.2%	1 0.2%	1 0.2%	1 0.2%	1 0.2%
Minority Total	57 11.0%	56 11.2%	51 10.1%	48 9.6%	42 8.8%	47 9.6%	46 9.7%	49 10.0%
White	460 89.0%	442 88.8%	455 89.9%	450 90.4%	436 91.2%	441 90.4%	426 90.3%	441 90.0%
Associate Professor	435	422	448	430	450	475	456	474
African American	16 3.7%	17 4.0%	19 4.2%	19 4.4%	17 3.8%	19 4.0%	21 4.6%	17 3.6%
Asian American	49 11.3%	45 10.7%	43 9.6%	44 10.2%	43 9.6%	43 9.1%	40 8.8%	40 8.4%
Hispanic	14 3.2%	6 1.4%	12 2.7%	9 2.1%	14 3.1%	14 2.9%	14 3.1%	15 3.2%
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 0.2%	0 0.0%	0 0.0%	0 0.0%
Minority Total	79 18.2%	68 16.1%	74 16.5%	72 16.7%	75 16.7%	76 16.0%	75 16.4%	72 15.2%
White	356 81.8%	354 83.9%	374 83.5%	358 83.3%	375 83.3%	399 84.0%	381 83.6%	402 84.8%
Assistant Professor	336	319	298	257	287	279	285	295
African American	18 5.4%	15 4.7%	14 4.7%	11 4.3%	13 4.5%	10 3.6%	10 3.5%	10 3.4%
Asian American	68 20.2%	60 18.8%	54 18.1%	38 14.8%	31 10.8%	28 10.0%	23 8.1%	26 8.8%
Hispanic	19 5.7%	18 5.6%	16 5.4%	12 4.7%	14 4.9%	12 4.3%	13 4.6%	9 3.1%
American Indian	2 0.6%	2 0.6%	2 0.7%	1 0.4%	1 0.3%	1 0.4%	0 0.0%	0 0.0%
Minority Total	107 31.8%	95 29.8%	86 28.9%	62 24.1%	59 20.6%	51 18.3%	46 16.1%	45 15.3%
White	229 68.2%	224 70.2%	212 71.1%	195 75.9%	228 79.4%	228 81.7%	239 83.9%	250 84.7%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUPUI Tenure/Tenure Track Faculty Minority Breakdown
 % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	1288	1239	3.95%	1215	6.01%	1259	2.30%
African American	41	37	10.81%	32	28.13%	33	24.24%
Asian American	158	146	8.22%	108	46.30%	104	51.92%
Hispanic	41	33	24.24%	33	24.24%	28	46.43%
American Indian	3	3	0.00%	3	0.00%	1	200.00%
Minority Total	243	219	10.96%	176	38.07%	166	46.39%
White	1045	1020	2.45%	1039	0.58%	1093	-4.39%
Full/Titled Professor	517	498	3.82%	478	8.16%	490	5.51%
African American	7	5	40.00%	2	250.00%	6	16.67%
Asian American	41	41	0.00%	34	20.59%	38	7.89%
Hispanic	8	9	-11.11%	5	60.00%	4	100.00%
American Indian	1	1	0.00%	1	0.00%	1	0.00%
Minority Total	57	56	1.79%	42	35.71%	49	16.33%
White	460	442	4.07%	436	5.50%	441	4.31%
Associate Professor	435	422	3.08%	450	-3.33%	474	-8.23%
African American	16	17	-5.88%	17	-5.88%	17	-5.88%
Asian American	49	45	8.89%	43	13.95%	40	22.50%
Hispanic	14	6	133.33%	14	0.00%	15	-6.67%
American Indian	0	0	0.00%	1	-100.00%	0	0.00%
Minority Total	79	68	16.18%	75	5.33%	72	9.72%
White	356	354	0.56%	375	-5.07%	402	-11.44%
Assistant Professor	336	319	5.33%	287	17.07%	295	13.90%
African American	18	15	20.00%	13	38.46%	10	80.00%
Asian American	68	60	13.33%	31	119.35%	26	161.54%
Hispanic	19	18	5.56%	14	35.71%	9	111.11%
American Indian	2	2	0.00%	1	100.00%	0	0.00%
Minority Total	107	95	12.63%	59	81.36%	45	137.78%
White	229	224	2.23%	228	0.44%	250	-8.40%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUPUI Tenure/Tenure-Track Faculty Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	1288	1239	1252	1185	1215	1242	1213	1263
Male	918 71.3%	887 71.6%	911 72.8%	873 73.7%	905 74.5%	929 74.8%	905 74.6%	950 75.2%
Female	370 28.7%	352 28.4%	341 27.2%	312 26.3%	310 25.5%	313 25.2%	308 25.4%	313 24.8%
Full/Titled Professor	517	498	506	498	478	488	472	490
Male	421 81.4%	408 81.9%	421 83.2%	416 83.5%	402 84.1%	412 84.4%	393 83.3%	414 84.5%
Female	96 18.6%	90 18.1%	85 16.8%	82 16.5%	76 15.9%	76 15.6%	79 16.7%	76 15.5%
Associate Professor	435	422	448	430	450	475	456	474
Male	282 64.8%	277 65.6%	300 67.0%	294 68.4%	319 70.9%	335 70.5%	325 71.3%	345 72.8%
Female	153 35.2%	145 34.4%	148 33.0%	136 31.6%	131 29.1%	140 29.5%	131 28.7%	129 27.2%
Assistant Professor	336	319	298	257	287	279	285	299
Male	215 64.0%	202 63.3%	190 63.8%	163 63.4%	184 64.1%	182 65.2%	187 65.6%	191 63.9%
Female	121 36.0%	117 36.7%	108 36.2%	94 36.6%	103 35.9%	97 34.8%	98 34.4%	108 36.1%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUPUI Tenure/Tenure Track Faculty Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	1288	1239	3.95%	1215	6.01%	1263	1.98%
Male	918	887	3.49%	905	1.44%	950	-3.37%
Female	370	352	5.11%	310	19.35%	313	18.21%
Full/Titled Professor	517	498	3.82%	478	8.16%	490	5.51%
Male	421	408	3.19%	402	4.73%	414	1.69%
Female	96	90	6.67%	76	26.32%	76	26.32%
Associate Professor	435	422	3.08%	450	-3.33%	474	-8.23%
Male	282	277	1.81%	319	-11.60%	345	-18.26%
Female	153	145	5.52%	131	16.79%	129	18.60%
Assistant Professor	336	319	5.33%	287	17.07%	299	12.37%
Male	215	202	6.44%	184	16.85%	191	12.57%
Female	121	117	3.42%	103	17.48%	108	12.04%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUPUI Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	53	51	52	40	47	48	45	46
African American	1 1.9%	1 2.0%	1 1.9%	0 0.0%	2 4.3%	2 4.2%	2 4.4%	2 4.3%
Asian American	2 3.8%	2 3.9%	2 3.8%	2 5.0%	2 4.3%	2 4.2%	2 4.4%	3 6.5%
Hispanic	1 1.9%	2 3.9%	2 3.8%	1 2.5%	1 2.1%	1 2.1%	1 2.2%	1 2.2%
Minority Total	4 7.5%	5 9.8%	5 9.6%	3 7.5%	5 10.6%	5 10.4%	5 11.1%	6 13.0%
White	49 92.5%	46 90.2%	47 90.4%	37 92.5%	42 89.4%	43 89.6%	40 88.9%	40 87.0%
Librarian	10	11	11	8	6	7	7	7
White	10 100.0%	11 100.0%	11 100.0%	8 100.0%	6 100.0%	7 100.0%	7 100.0%	7 100.0%
Associate Librarian	29	28	28	24	21	23	22	24
African American	1 3.4%	1 3.6%	1 3.6%	0 0.0%	1 4.8%	1 4.3%	1 4.5%	1 4.2%
Asian American	2 6.9%	2 7.1%	2 7.1%	2 8.3%	1 4.8%	2 8.7%	2 9.1%	3 12.5%
Hispanic	1 3.4%	2 7.1%	2 7.1%	1 4.2%	1 4.8%	1 4.3%	1 4.5%	1 4.2%
Minority Total	4 13.8%	5 17.9%	5 17.9%	3 12.5%	3 14.3%	4 17.4%	4 18.2%	5 20.8%
White	25 86.2%	23 82.1%	23 82.1%	21 87.5%	18 85.7%	19 82.6%	18 81.8%	19 79.2%
Assistant Librarian	14	12	13	8	20	18	16	15
African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 5.0%	1 5.6%	1 6.3%	1 6.7%
Asian American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 5.0%	0 0.0%	0 0.0%	0 0.0%
Minority Total	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 10.0%	1 5.6%	1 6.3%	1 6.7%
White	14 100.0%	12 100.0%	13 100.0%	8 100.0%	18 90.0%	17 94.4%	15 93.8%	14 93.3%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUPUI Tenure/Tenure Track Librarian Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	53	51	3.92%	47	12.77%	46	15.22%
African American	1	1	0.00%	2	-50.00%	2	-50.00%
Asian American	2	2	0.00%	2	0.00%	3	-33.33%
Hispanic	1	2	-50.00%	1	0.00%	1	0.00%
Minority Total	4	5	-20.00%	5	-20.00%	6	-33.33%
White	49	46	6.52%	42	16.67%	40	22.50%
Librarian	10	11	-9.09%	6	66.67%	7	42.86%
White	10	11	-9.09%	6	66.67%	7	42.86%
Associate Librarian	29	28	3.57%	21	38.10%	24	20.83%
African American	1	1	0.00%	1	0.00%	1	0.00%
Asian American	2	2	0.00%	1	100.00%	3	-33.33%
Hispanic	1	2	-50.00%	1	0.00%	1	0.00%
Minority Total	4	5	-20.00%	3	33.33%	5	-20.00%
White	25	23	8.70%	18	38.89%	19	31.58%
Assistant Librarian	14	12	16.67%	20	-30.00%	15	-6.67%
African American	0	0	0.00%	1	-100.00%	1	-100.00%
Asian American	0	0	0.00%	1	-100.00%	0	0.00%
Minority Total	0	0	0.00%	2	-100.00%	1	-100.00%
White	14	12	16.67%	18	-22.22%	14	0.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUPUI Tenure/Tenure-Track Librarian Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	53	51	52	40	47	48	45	46
Male	20 37.7%	19 37.3%	19 36.5%	17 42.5%	17 36.2%	19 39.6%	19 42.2%	19 41.3%
Female	33 62.3%	32 62.7%	33 63.5%	23 57.5%	30 63.8%	29 60.4%	26 57.8%	27 58.7%
Librarian	10	11	11	8	6	7	7	7
Male	3 30.0%	3 27.3%	3 27.3%	3 37.5%	2 33.3%	2 28.6%	3 42.9%	3 42.9%
Female	7 70.0%	8 72.7%	8 72.7%	5 62.5%	4 66.7%	5 71.4%	4 57.1%	4 57.1%
Associate Librarian	29	28	28	24	21	23	22	24
Male	14 48.3%	13 46.4%	13 46.4%	10 41.7%	6 28.6%	9 39.1%	7 31.8%	7 29.2%
Female	15 51.7%	15 53.6%	15 53.6%	14 58.3%	15 71.4%	14 60.9%	15 68.2%	17 70.8%
Assistant Librarian	14	12	13	8	20	18	16	15
Male	3 21.4%	3 25.0%	3 23.1%	4 50.0%	9 45.0%	8 44.4%	9 56.3%	9 60.0%
Female	11 78.6%	9 75.0%	10 76.9%	4 50.0%	11 55.0%	10 55.6%	7 43.8%	6 40.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUPUI Tenure/Tenure Track Librarian Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	53	51	3.92%	47	12.77%	46	15.22%
Male	20	19	5.26%	17	17.65%	19	5.26%
Female	33	32	3.13%	30	10.00%	27	22.22%
Librarians	10	11	-9.09%	6	66.67%	7	42.86%
Male	3	3	0.00%	2	50.00%	3	0.00%
Female	7	8	-12.50%	4	75.00%	4	75.00%
Associate Librarian	29	28	3.57%	21	38.10%	24	20.83%
Male	14	13	7.69%	6	133.33%	7	100.00%
Female	15	15	0.00%	15	0.00%	17	-11.76%
Assistant Librarian	14	12	16.67%	20	-30.00%	15	-6.67%
Male	3	3	0.00%	9	-66.67%	9	-66.67%
Female	11	9	22.22%	11	0.00%	6	83.33%

Data as of October 1, for respective year

Affirmative Action

Mar-05

The total faculty at IUSB has been steadily increasing since 1997 with a 3.3% increase last year and a 15.8% increase over the last seven years. The largest increase last year occurred at the Assistant Professor rank, where there 15 faculty members added. Last year however, the number of Associate Professors decreased by 12 after remaining steady for the last five years

MINORITY FACULTY REPRESENTATION

Minority representation has been consistently increasing at IUSB over the last seven years. In 1997 10.9% of the faculty were minority, today minority faculty represent 17.3% of the faculty at IUSB. Nationally, according to the American Council on Education (ACE), minority faculty account for 14.9% of all faculty. IUSB is thus above the national minority representation. As a result, minority representation among the faculty at each rank at IUSB also exceeds the national minority representation for that rank. At IUSB minority faculty represent 13% of all Full Professors which is a 133% increase over the last seven years and is significantly above the national minority representation of 11.1% among Full Professors. Minority representation at the Associate Professor rank at IUSB has also increased over the years and is currently 16.9%. Nationally, minority faculty account for only 14.8% of all Associate Professors. At the Assistant Professor rank at IUSB there has also been a 133% increase over the last seven years. Currently 21.2% of all Assistant Professors at IUSB are minority, compared with 17.8% nationally.

AFRICAN AMERICAN FACULTY REPRESENTATION

African American representation among the faculty at IUSB has doubled from five to ten in the last seven years. Currently 5.2% of the faculty at IUSB are African American which exactly reflects the representation of African American faculty nationally according to the ACE. African American faculty represent 9.3% of all Full Professors at IUSB. This is a 150% increase over seven years ago and is triple the national African American representation of 3.1% at the Full Professor rank. At the Associate Professor rank African American representation has decreased over the last seven years at IUSB and currently includes one faculty member making up 1.4% of all faculty at that rank. This is well below the national 5.3% representation of African American faculty at the Associate Professor rank. African American representation at IUSB has increased from zero to four at the Assistant Professor rank over the last seven years. Currently African American faculty account for 6.1% of all Assistant Professors at IUSB, which is only slightly below the national African American representation of 6.3% for that rank.

ASIAN AMERICAN FACULTY REPRESENTATION

The representation of Asian American faculty among the faculty at IUSB has increased from 6.7% in 1997 to 9.4% today with most of the increase occurring at the Associate Professor rank. Nationally, according to the ACE Asian American faculty represent 6.2% of all faculty, thus IUSB is above the national Asian American representation. There has been little change in Asian American representation at the Full Professor rank over the years. Currently at IUSB 1.9% of all Full Professors are Asian American, which is significantly under the national representation of 5.8% at that rank. At the Associate Professor rank however, IUSB is above the national Asian American representation of 6.5% at

that rank. At IUSB Asian American faculty represent 14.1% of the faculty at that rank. At the Assistant Professor rank at IUSB Asian American faculty make up 10.6% of all Assistant Professors compared with 7.8% nationally.

HISPANIC FACULTY REPRESENTATION

There has been a slow increase of Hispanic faculty representation at IUSB over the last seven years. Currently with five faculty members representing 2.6% of the faculty they are slightly below the national Hispanic representation as reported by the ACE of 3.0%. With only one faculty member at the Full Professor rank, Hispanic faculty account for 1.9% of all Full Professor at IUSB which also reflects the national Hispanic representation. At the Associate Professor rank there is also only one Hispanic faculty member representing 1.4% of the faculty at that rank, which is significantly lower than the national Hispanic representation of 2.7%. However, at the Assistant Professor rank, IUSB is ahead of the national Hispanic representation of 3.3% with 3 Hispanic faculty members representing 4.5% of all Assistant Professors.

AMERICAN INDIAN FACULTY REPRESENTATION

There has been American Indian representation among the IUSB faculty in seven years.

FEMALE FACULTY REPRESENTATION

Female representation among the faculty at IUSB has increased by more than 40% in the last seven years and more than 6% just last year. Currently, women account for 43.5% of all faculty members at IUSB which exceeds the national 38.4% representation of women among the faculty as reported by the ACE. The number of female Full Professors at IUSB has doubled in the last seven years to 17 representing 31.5% of the faculty at that rank. This is above the 22.4% of women representing Full Professors nationally. Female representation at the Associate Professor rank at IUSB also exceeds the national female representation. Women make up 47.9% of all Associate Professors at IUSB compared to 36.9% nationally. Similarly, at the Assistant Professor rank, women represent more of the faculty at IUSB than nationally, 48.5% to 44.8% respectively.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANKS

There are two Asian American Librarians at IUSB, representing 20% of all librarians. Both are Assistant Librarians. No other minorities are represented among the Librarians at IUSB and there has been no minority representation at either the Associate or Full Librarian rank in seven years. Women currently make up 70% of all Librarians at IUSB, which is an increase of 40% from seven years ago.

IUSB Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	191	185	185	187	182	182	176	165
African American	10 5.2%	9 4.9%	8 4.3%	8 4.3%	7 3.8%	8 4.4%	5 2.8%	5 3.0%
Asian American	18 9.4%	16 8.6%	14 7.6%	13 7.0%	13 7.1%	13 7.1%	12 6.8%	11 6.7%
Hispanic	5 2.6%	3 1.6%	2 1.1%	2 1.1%	2 1.1%	2 1.1%	1 0.6%	2 1.2%
Minority Total	33 17.3%	28 15.1%	24 13.0%	23 12.3%	22 12.1%	23 12.6%	18 10.2%	18 10.9%
White	158 82.7%	157 84.9%	161 87.0%	164 87.7%	160 87.9%	159 87.4%	158 89.8%	147 89.1%
Full/Titled Professor	54	51	51	47	50	50	50	45
African American	5 9.3%	4 7.8%	4 7.8%	4 8.5%	3 6.0%	3 6.0%	2 4.0%	2 4.4%
Asian American	1 1.9%	1 2.0%	1 2.0%	2 4.3%	3 6.0%	2 4.0%	1 2.0%	1 2.2%
Hispanic	1 1.9%	1 2.0%	1 2.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minority Total	7 13.0%	6 11.8%	6 11.8%	6 12.8%	6 12.0%	5 10.0%	3 6.0%	3 6.7%
White	47 87.0%	45 88.2%	45 88.2%	41 87.2%	44 88.0%	45 90.0%	47 94.0%	42 93.3%
Associate Professor	71	83	83	85	80	80	73	60
African American	1 1.4%	2 2.4%	2 2.4%	2 2.4%	3 3.8%	3 3.8%	3 4.1%	3 5.0%
Asian American	10 14.1%	10 12.0%	7 8.4%	7 8.2%	6 7.5%	6 7.5%	6 8.2%	5 8.3%
Hispanic	1 1.4%	1 1.2%	1 1.2%	2 2.4%	2 2.5%	2 2.5%	1 1.4%	1 1.7%
Minority Total	12 16.9%	13 15.7%	10 12.0%	11 12.9%	11 13.8%	11 13.8%	10 13.7%	9 15.0%
White	59 83.1%	70 84.3%	73 88.0%	74 87.1%	69 86.3%	69 86.3%	63 86.3%	51 85.0%
Assistant Professor	66	51	51	55	52	52	53	60
African American	4 6.1%	3 5.9%	2 3.9%	2 3.6%	1 1.9%	2 3.8%	0 0.0%	0 0.0%
Asian American	7 10.6%	5 9.8%	6 11.8%	4 7.3%	4 7.7%	5 9.6%	5 9.4%	5 8.3%
Hispanic	3 4.5%	1 2.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.7%
Minority Total	14 21.2%	9 17.6%	8 15.7%	6 10.9%	5 9.6%	7 13.5%	5 9.4%	6 10.0%
White	52 78.8%	42 82.4%	43 84.3%	49 89.1%	47 90.4%	45 86.5%	48 90.6%	54 90.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUSB Tenure/Tenure Track Faculty Minority Breakdown
 % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	191	185	3.24%	182	4.95%	165	15.76%
African American	10	9	11.11%	7	42.86%	5	100.00%
Asian American	18	16	12.50%	13	38.46%	11	63.64%
Hispanic	5	3	66.67%	2	150.00%	2	150.00%
Minority Total	33	28	17.86%	22	50.00%	18	83.33%
White	158	157	0.64%	160	-1.25%	147	7.48%
Full/Titled Professor	54	51	5.88%	50	8.00%	45	20.00%
African American	5	4	25.00%	3	66.67%	2	150.00%
Asian American	1	1	0.00%	3	-66.67%	1	0.00%
Hispanic	1	1	0.00%	0	100.00%	0	100.00%
Minority Total	7	6	16.67%	6	16.67%	3	133.33%
White	47	45	4.44%	44	6.82%	42	11.90%
Associate Professor	71	83	-14.46%	80	-11.25%	60	18.33%
African American	1	2	-50.00%	3	-66.67%	3	-66.67%
Asian American	10	10	0.00%	6	66.67%	5	100.00%
Hispanic	1	1	0.00%	2	-50.00%	1	0.00%
Minority Total	12	13	-7.69%	11	9.09%	9	33.33%
White	59	70	-15.71%	69	-14.49%	51	15.69%
Assistant Professor	66	51	29.41%	52	26.92%	60	10.00%
African American	4	3	33.33%	1	300.00%	0	400.00%
Asian American	7	5	40.00%	4	75.00%	5	40.00%
Hispanic	3	1	200.00%	0	300.00%	1	200.00%
Minority Total	14	9	55.56%	5	180.00%	6	133.33%
White	52	42	23.81%	47	10.64%	54	-3.70%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUSB Tenure/Tenure-Track Faculty Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	191	185	185	187	182	182	176	165
Male	108 56.5%	107 57.8%	110 59.5%	114 61.0%	111 61.0%	117 64.3%	114 64.8%	106 64.2%
Female	83 43.5%	78 42.2%	75 40.5%	73 39.0%	71 39.0%	65 35.7%	62 35.2%	59 35.8%
Full/Titled Professor	54	51	51	47	50	50	50	45
Male	37 68.5%	36 70.6%	38 74.5%	36 76.6%	38 76.0%	42 84.0%	42 84.0%	37 82.2%
Female	17 31.5%	15 29.4%	13 25.5%	11 23.4%	12 24.0%	8 16.0%	8 16.0%	8 17.8%
Associate Professor	71	83	83	85	80	80	73	60
Male	37 52.1%	47 56.6%	50 60.2%	55 64.7%	54 67.5%	54 67.5%	51 69.9%	40 66.7%
Female	34 47.9%	36 43.4%	33 39.8%	30 35.3%	26 32.5%	26 32.5%	22 30.1%	20 33.3%
Assistant Professor	66	51	51	55	52	52	53	60
Male	34 51.5%	24 47.1%	22 43.1%	23 41.8%	19 36.5%	21 40.4%	21 39.6%	29 48.3%
Female	32 48.5%	27 52.9%	29 56.9%	32 58.2%	33 63.5%	31 59.6%	32 60.4%	31 51.7%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUSB Tenure/Tenure Track Faculty Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	191	185	3.24%	182	4.95%	165	15.76%
Male	108	107	0.93%	111	-2.70%	106	1.89%
Female	83	78	6.41%	71	16.90%	59	40.68%
Full/Titled Professor	54	51	5.88%	50	8.00%	45	20.00%
Male	37	36	2.78%	38	-2.63%	37	0.00%
Female	17	15	13.33%	12	41.67%	8	112.50%
Associate Professor	71	83	-14.46%	80	-11.25%	60	18.33%
Male	37	47	-21.28%	54	-31.48%	40	-7.50%
Female	34	36	-5.56%	26	30.77%	20	70.00%
Assistant Professor	66	51	29.41%	52	26.92%	60	10.00%
Male	34	24	41.67%	19	78.95%	29	17.24%
Female	32	27	18.52%	33	-3.03%	31	3.23%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUSB Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	10	10	9	8	9	9	9	8
Asian American	2 20.0%	2 20.0%	2 22.2%	1 12.5%	0 0.0%	1 11.1%	1 11.1%	1 12.5%
Minority Total	2 20.0%	2 20.0%	2 22.2%	1 12.5%	0 0.0%	1 11.1%	1 11.1%	1 12.5%
White	8 80.0%	8 80.0%	7 77.8%	7 87.5%	9 100.0%	8 88.9%	8 88.9%	7 87.5%
Librarian	1	0	0	0	0	0	0	0
White	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Associate Librarian	6	7	6	6	6	5	6	4
White	6 100.0%	7 100.0%	6 100.0%	6 100.0%	6 100.0%	5 100.0%	6 100.0%	4 100.0%
Assistant Librarian	3	3	3	2	3	4	3	4
Asian American	2 66.7%	2 66.7%	2 66.7%	1 50.0%	0 0.0%	1 25.0%	1 33.3%	1 25.0%
Minority Total	2 66.7%	2 66.7%	2 66.7%	1 50.0%	0 0.0%	1 25.0%	1 33.3%	1 25.0%
White	1 33.3%	1 33.3%	1 33.3%	1 50.0%	3 100.0%	3 75.0%	2 66.7%	3 75.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUSB Tenure/Tenure Track Librarian Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	10	10	0.00%	9	11.11%	8	25.00%
Asian American	2	2	0.00%	0	200.00%	1	100.00%
Minority Total	2	2	0.00%	0	200.00%	1	100.00%
White	8	8	0.00%	9	-11.11%	7	14.29%
Librarian	1	0	100.00%	0	100.00%	0	100.00%
White	1	0	100.00%	0	100.00%	0	100.00%
Associate Librarian	6	7	-14.29%	6	0.00%	4	50.00%
White	6	7	-14.29%	6	0.00%	4	50.00%
Assistant Librarian	3	3	0.00%	3	0.00%	4	-25.00%
Asian American	2	2	0.00%	0	200.00%	1	100.00%
Minority Total	2	2	0.00%	0	200.00%	1	100.00%
White	1	1	0.00%	3	-66.67%	3	-66.67%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUSB Tenure/Tenure-Track Librarian Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	10	10	9	8	9	9	9	8
Male	3 30.0%	3 30.0%	3 33.3%	2 25.0%	2 22.2%	3 33.3%	3 33.3%	3 37.5%
Female	7 70.0%	7 70.0%	6 66.7%	6 75.0%	7 77.8%	6 66.7%	6 66.7%	5 62.5%
Librarian	1	0	0	0	0	0	0	0
Female	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Associate Librarian	6	7	6	6	6	5	6	4
Male	1 16.7%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 16.7%	1 25.0%
Female	5 83.3%	6 85.7%	6 100.0%	6 100.0%	6 100.0%	5 100.0%	5 83.3%	3 75.0%
Assistant Librarian	3	3	3	2	3	4	3	4
Male	2 66.7%	2 66.7%	3 100.0%	2 100.0%	2 66.7%	3 75.0%	2 66.7%	2 50.0%
Female	1 33.3%	1 33.3%	0 0.0%	0 0.0%	1 33.3%	1 25.0%	1 33.3%	2 50.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUSB Tenure/Tenure Track Librarian Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	10	10	0.00%	9	11.11%	8	25.00%
Male	3	3	0.00%	2	50.00%	3	0.00%
Female	7	7	0.00%	7	0.00%	5	40.00%
Librarians	1	0	100.00%	0	100.00%	0	100.00%
Female	1	0	100.00%	0	100.00%	0	100.00%
Associate Librarian	6	7	-14.29%	6	0.00%	4	50.00%
Male	1	1	0.00%	0	100.00%	1	0.00%
Female	5	6	-16.67%	6	-16.67%	3	66.67%
Assistant Librarian	3	3	0.00%	3	0.00%	4	-25.00%
Male	2	2	0.00%	2	0.00%	2	0.00%
Female	1	1	0.00%	1	0.00%	2	-50.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

The total faculty at IUS has increased by 17% over the last seven years to currently 137 members. Despite the over all increase in the faculty, the number of Assistant Professors at IUS has steadily decreased over the same time period by 18.4%. The increase therefore has been completely at the Full and Associate Professor ranks which increased 37.2% and 30.6% respectively over the last seven years.

MINORITY FACULTY REPRESENTATION

Minority representation has increased at IUS 38% over the last seven years and 20% over just last year. The largest increase last year in minority representation at IUS occurred at the Assistant Professor rank, increasing from three to five members. However, this number is still less than the minority representation at this rank seven years ago. Presently, minority faculty represent 13.1% of all faculty at IUS, which is below the national minority representation as reported by the ACE. Minority faculty at IUS represent 16.1% of all Assistant Professors. This is slightly below the national representation of 17.8%. Minority representation at the Associate Professor rank has more than doubled over the last seven years to 10 members today representing 21.3% of all Associate Professors at IUS. This representation exceeds the national representation of 14.9% at the Associate Professor rank. At the Full Professor rank at IUS minority representation has been relatively consistent and low over the last seven years. At IUS 5.1% of all Full Professors are minority compared with 11.1% nationally.

AFRICAN AMERICAN FACULTY REPRESENTATION

African American representation among the faculty at IUS has been unchanged since 1997 and presently includes five members which represent 3.6% of the faculty. This is significantly under the national African American representation reported by the ACE of 5.2%. At the Full Professor rank African American representation has consisted of only one faculty member since 1997 accounting for 1.7% of all faculty at this rank. Again, this is below the national African American representation for this rank of 31%. African American representation at the Associate Professor rank at IUS has doubled over the last seven years to four members representing 8.5% of all Associate Professors. This is above the national African American representation of 5.3%. However, at the Assistant Professor rank there has been no African American representation since 2000 at IUS.

ASIAN AMERICAN FACULTY REPRESENTATION

Asian American representation among the faculty at IUS has increased by 71% over the last seven years and 33% over just last year to 12 faculty members representing 8.8% of the faculty. This exceeds the 6.2% Asian American representation reported by the ACE. With an increase of one Asian American faculty member at the Full Professor rank, Asian American faculty now account for 3.4% of all Full Professors at IUS. This is however, below the 5.8% national Asian American representation at the Full Professor rank. Asian American representation has doubled at the Associate Professor rank at IUS over the last seven years. Currently, Asian American faculty represent 10.6% of Associate Professors at IUS, which compares favorably with 6.5% national Asian American representation for this rank. Again above the national Asian American representation, Asian American faculty account for 16.1% of all Assistant Professors at IUS, while only 7.8% nationally.

HISPANIC FACULTY REPRESENTATION

There is only one Hispanic faculty member at IUS, representing .7% of the entire faculty and 2.1% of all Associate Professors. National representation, according to the ACE, of Hispanic faculty among the faculty is 3.0% well above the IUS representation. At the Associate Professor rank, Hispanic faculty account for 2.7% of all faculty nationally at that rank which is again above their representation at IUS. There has been no Hispanic representation at the Full Professor rank at IUS in seven years, and none at the Assistant Professor rank since 2003.

AMERICAN INDIAN FACULTY REPRESENTATION

There has been no American Indian representation among the faculty at IUS in seven years.

FEMALE FACULTY REPRESENTATION

Female representation at IUS over the last seven years has increased steadily. With women representing 38.7% of the faculty at IUS they are slightly above the national female representation as reported by the ACE of 38.4%. The representation of women among the three faculty ranks at IUS also exceeds the national representation. At the Full Professor rank, women account for 32.2% of the faculty at IUS, compared with 22.4% nationally. Similarly, they make up 40.4% of all Associate Professors at IUS, while only 36.9% nationally. At the Assistant Professor rank women represent 48.4% of the faculty at IUS and 44.8% of all Assistant Professors nationally.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANKS

Of the six librarians at IUS, five or 83.3% are women, which is an increase of 25% over last year. There has been no minority representation among the librarians at IUS in the last seven years.

IUS Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	137	138	132	125	130	126	120	117
African American	5 3.6%	5 3.6%	5 3.8%	6 4.8%	6 4.6%	5 4.0%	5 4.2%	5 4.3%
Asian American	12 8.8%	9 6.5%	9 6.8%	8 6.4%	7 5.4%	7 5.6%	7 5.8%	7 6.0%
Hispanic	1 0.7%	1 0.7%	1 0.8%	1 0.8%	1 0.8%	0 0.0%	0 0.0%	1 0.9%
Minority Total	18 13.1%	15 10.9%	15 11.4%	15 12.0%	14 10.8%	12 9.5%	12 10.0%	13 11.1%
White	119 86.9%	123 89.1%	117 88.6%	110 88.0%	116 89.2%	114 90.5%	108 90.0%	104 88.9%
Full/Titled Professor	59	57	52	49	51	49	43	43
African American	1 1.7%	1 1.8%	0 0.0%	1 2.0%	1 2.0%	1 2.0%	1 2.3%	1 2.3%
Asian American	2 3.4%	1 1.8%	1 1.9%	1 2.0%	1 2.0%	1 2.0%	1 2.3%	1 2.3%
Minority Total	3 5.1%	2 3.5%	1 1.9%	2 4.1%	2 3.9%	2 4.1%	2 4.7%	2 4.7%
White	56 94.9%	55 96.5%	51 98.1%	47 95.9%	49 96.1%	47 95.9%	41 95.3%	41 95.3%
Associate Professor	47	44	45	42	40	41	40	36
African American	4 8.5%	4 9.1%	5 11.1%	5 11.9%	3 7.5%	2 4.9%	2 5.0%	2 5.6%
Asian American	5 10.6%	6 13.6%	6 13.3%	4 9.5%	4 10.0%	4 9.8%	2 5.0%	2 5.6%
Hispanic	1 2.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minority Total	10 21.3%	10 22.7%	11 24.4%	9 21.4%	7 17.5%	6 14.6%	4 10.0%	4 11.1%
White	37 78.7%	34 77.3%	34 75.6%	33 78.6%	33 82.5%	35 85.4%	36 90.0%	32 88.9%
Assistant Professor	31	37	35	34	39	36	37	38
African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 5.1%	2 5.6%	2 5.4%	2 5.3%
Asian American	5 16.1%	2 5.4%	2 5.7%	3 8.8%	2 5.1%	2 5.6%	4 10.8%	4 10.5%
Hispanic	0 0.0%	1 2.7%	1 2.9%	1 2.9%	1 2.6%	0 0.0%	0 0.0%	1 2.6%
Minority Total	5 16.1%	3 8.1%	3 8.6%	4 11.8%	5 12.8%	4 11.1%	6 16.2%	7 18.4%
White	26 83.9%	34 91.9%	32 91.4%	30 88.2%	34 87.2%	32 88.9%	31 83.8%	31 81.6%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUS Tenure/Tenure Track Faculty Minority Breakdown
 % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	137	138	-0.72%	130	5.38%	117	17.09%
African American	5	5	0.00%	6	-16.67%	5	0.00%
Asian American	12	9	33.33%	7	71.43%	7	71.43%
Hispanic	1	1	0.00%	1	0.00%	1	0.00%
Minority Total	18	15	20.00%	14	28.57%	13	38.46%
White	119	123	-3.25%	116	2.59%	104	14.42%
Full/Titled Professor	59	57	3.51%	51	15.69%	43	37.21%
African American	1	1	0.00%	1	0.00%	1	0.00%
Asian American	2	1	100.00%	1	100.00%	1	100.00%
Minority Total	3	2	50.00%	2	50.00%	2	50.00%
White	56	55	1.82%	49	14.29%	41	36.59%
Associate Professor	47	44	6.82%	40	17.50%	36	30.56%
African American	4	4	0.00%	3	33.33%	2	100.00%
Asian American	5	6	-16.67%	4	25.00%	2	150.00%
Hispanic	1	0	100.00%	0	100.00%	0	100.00%
Minority Total	10	10	0.00%	7	42.86%	4	150.00%
White	37	34	8.82%	33	12.12%	32	15.63%
Assistant Professor	31	37	-16.22%	39	-20.51%	38	-18.42%
African American	0	0	0.00%	2	-100.00%	2	-100.00%
Asian American	5	2	150.00%	2	150.00%	4	25.00%
Hispanic	0	1	-100.00%	1	-100.00%	1	-100.00%
Minority Total	5	3	66.67%	5	0.00%	7	-28.57%
White	26	34	-23.53%	34	-23.53%	31	-16.13%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUS Tenure/Tenure-Track Faculty Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	137	138	132	125	130	126	120	117
Male	84 61.3%	86 62.3%	82 62.1%	78 62.4%	82 63.1%	81 64.3%	79 65.8%	74 63.2%
Female	53 38.7%	52 37.7%	50 37.9%	47 37.6%	48 36.9%	45 35.7%	41 34.2%	43 36.8%
Full/Titled Professor	59	57	52	49	51	49	43	43
Male	40 67.8%	38 66.7%	33 63.5%	33 67.3%	36 70.6%	35 71.4%	30 69.8%	31 72.1%
Female	19 32.2%	19 33.3%	19 36.5%	16 32.7%	15 29.4%	14 28.6%	13 30.2%	12 27.9%
Associate Professor	47	44	45	42	40	41	40	36
Male	28 59.6%	28 63.6%	30 66.7%	27 64.3%	24 60.0%	25 61.0%	24 60.0%	21 58.3%
Female	19 40.4%	16 36.4%	15 33.3%	15 35.7%	16 40.0%	16 39.0%	16 40.0%	15 41.7%
Assistant Professor	31	37	35	34	39	36	37	38
Male	16 51.6%	20 54.1%	19 54.3%	18 52.9%	22 56.4%	21 58.3%	25 67.6%	22 57.9%
Female	15 48.4%	17 45.9%	16 45.7%	16 47.1%	17 43.6%	15 41.7%	12 32.4%	16 42.1%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUS Tenure/Tenure Track Faculty Genderakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	137	138	-0.72%	130	5.38%	117	17.09%
Male	84	86	-2.33%	82	2.44%	74	13.51%
Female	53	52	1.92%	48	10.42%	43	23.26%
Full/Titled Professor	59	57	3.51%	51	15.69%	43	37.21%
Male	40	38	5.26%	36	11.11%	31	29.03%
Female	19	19	0.00%	15	26.67%	12	58.33%
Associate Professor	47	44	6.82%	40	17.50%	36	30.56%
Male	28	28	0.00%	24	16.67%	21	33.33%
Female	19	16	18.75%	16	18.75%	15	26.67%
Assistant Professor	31	37	-16.22%	39	-20.51%	38	-18.42%
Male	16	20	-20.00%	22	-27.27%	22	-27.27%
Female	15	17	-11.76%	17	-11.76%	16	-6.25%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUS Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	6	6	6	6	6	6	6	6
White	6 100.0%	6 100.0%	6 100.0%	6 100.0%	6 100.0%	6 100.0%	6 100.0%	6 100.0%
Associate Librarian	4	5	5	5	5	5	5	5
White	4 100.0%	5 100.0%	5 100.0%	5 100.0%	5 100.0%	5 100.0%	5 100.0%	5 100.0%
Assistant Librarian	2	1	1	1	1	1	1	1
White	2 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUS Tenure/Tenure Track Librarian Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	6	6	0.00%	6	0.00%	6	0.00%
White	6	6	0.00%	6	0.00%	6	0.00%
Associate Librarian	4	5	-20.00%	5	-20.00%	5	-20.00%
White	4	5	-20.00%	5	-20.00%	5	-20.00%
Assistant Librarian	2	1	100.00%	1	100.00%	1	100.00%
White	2	1	100.00%	1	100.00%	1	100.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUS Tenure/Tenure-Track Librarian Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	6	6	6	6	5	5	5	5
Male	1 16.7%	2 33.3%	2 33.3%	2 33.3%	2 40.0%	1 20.0%	1 20.0%	1 20.0%
Female	5 83.3%	4 66.7%	4 66.7%	4 66.7%	3 60.0%	4 80.0%	4 80.0%	4 80.0%
Associate Librarian	4	5	5	5	5	5	5	5
Male	1 25.0%	2 40.0%	2 40.0%	2 40.0%	2 40.0%	1 20.0%	1 20.0%	1 20.0%
Female	3 75.0%	3 60.0%	3 60.0%	3 60.0%	3 60.0%	4 80.0%	4 80.0%	4 80.0%
Assistant Librarian	2	1	1	1	0	0	0	0
Female	2 100.0%	1 100.0%	1 100.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUS Tenure/Tenure Track Librarian Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	6	6	0.00%	5	20.00%	5	20.00%
Male	1	2	-50.00%	2	-50.00%	1	0.00%
Female	5	4	25.00%	3	66.67%	4	25.00%
Associate Librarian	4	5	-20.00%	5	-20.00%	5	-20.00%
Male	1	2	-50.00%	2	-50.00%	1	0.00%
Female	3	3	0.00%	3	0.00%	4	-25.00%
Assistant Librarian	2	1	100.00%	0	200.00%	0	200.00%
Female	2	1	100.00%	0	200.00%	0	200.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

The number faculty at IUN has fluctuated slightly over the last seven years and is currently less than it was seven years ago. There has been little change in the faculty composition over the last seven years. The only changes have occurred with the increase of nine Full Professors and one Assistant Professor and the decrease of 14 Associate Professors over the last seven years.

MINORITY FACULTY REPRESENTATION

Minority representation has decreased slightly over the last seven years at IUN, yet minority faculty currently represent 20.5% of the faculty at IUN, which is above the national minority representation reported by the ACE of 14.9%. Minority representation at IUN has decreased most at the Assistant Professor rank. In 1997 minority faculty made up 36% of the Assistant Professors at IUN, today they account for 22% of all faculty at that rank. Yet this is still above the 17.8% minority representation at the Assistant Professor rank nationally. At the Associate Professor rank at IUN 23.6% are minority faculty members, which compares favorably to the national minority representation of 14.9% at that rank. Minority representation increased by one faculty member at the Full Professor rank at IUN over the last seven years. With 15% minority representation, IUN is above the 11.1% national minority representation.

AFRICAN AMERICAN FACULTY REPRESENTATION

African American faculty representation has decreased over the last seven years at IUN. In 1997 African American faculty represented 9.2% of the faculty, while today they account for 6.3% of the faculty. However, even at 6.3% IUN exceeds the national representation of African American faculty members reported by the ACE of 5.2%. With only one African American faculty member at the Full Professor rank representing 2.5% of that rank, IUN is below the national African American representation of 3.1% at that rank. At the Associate Professor rank African Americans account for 10.9% of all faculty at the rank at IUN. This is double the 5.3% of African American faculty at the Associate Professor rank nationally. Yet again at the Assistant Professor rank there is only one African American faculty member representing 3.1% of the rank at IUN. This is less than half the national African American representation of 6.3% for the rank.

ASIAN AMERICAN FACULTY REPRESENTATION

Asian American faculty represent 10.2% of the entire faculty at IUN, which exceeds the national representation of 6.2% as reported by the ACE. Therefore, Asian American representation at IUN is above the national Asian American representation at all three faculty ranks. Nationally Asian American faculty represent 5.8% of all Full Professors, while at IUN they account for 12.5%. Asian American faculty represent 6.5% of all Associate Professors nationally compared with 7.3% at IUN. At the Assistant Professor rank, Asian American faculty make up 12.5% of the rank at IUN and only 7.8% of the faculty at that rank nationally.

HISPANIC FACULTY REPRESENTATION

The number of Hispanic faculty at IUN has remained fairly constant over the last seven years ranging between five and six faculty members representing 3.9% of the entire faculty. This is slightly above the national Hispanic representation as reported by the ACE of 3.0%. The three Hispanic faculty members at the Associate Professor rank account for 5.5% of the faculty at that rank which is above the 2.7% national representation of Hispanic faculty at the Associate

Professor rank. At the Assistant Professor rank two Hispanic faculty members make up 6.3% of the IUN faculty at this rank while nationally Hispanic faculty account for only 3.3% of all Assistant Professors. There has been no Hispanic representation at the Full Professor rank at IUN since 1997.

AMERICAN INDIAN FACULTY REPRESENTATION

There has been no American Indian representation at IUN in the last seven years.

FEMALE FACULTY REPRESENTATION

Female faculty members account for 37.8% of all faculty at IUN, which is a 20% increase over the last seven years and is reflective of the national representation of female faculty as reported by the ACE. This is not true at the Full Professor rank however. Although there has been an increase of 33% over the last seven years in female representation at the Full Professor rank at IUN, this representation is still below the national female representation. Currently 20% of all Full Professors at IUN are female, compared with 22.4% nationally. At the Associate and Assistant Professor rank female representation at IUN exceeds the national female representation. Women make up 38% of all Associate Professor at IUN and 59.4% of all Assistant Professors, while the national female representation at these ranks are 36.9% and 44.8% respectively.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANK

The number of Librarians at IUN has remained fairly unchanged over the last seven years, as has the number of minority librarians. Currently out of the seven librarians at IUN, there is one African American Assistant Librarian representing 14.3% of all Librarians on campus and half of all Assistant Librarians. There is no other minority representation among the Librarians at IUN. Women represent 57.1% of all Librarians, which is an increase 33% over the last seven years when they represented 42.9% of all Librarians.

IUN Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	127	125	127	134	137	137	130	131
African American	8 6.3%	8 6.4%	10 7.9%	11 8.2%	11 8.0%	11 8.0%	13 10.0%	12 9.2%
Asian American	13 10.2%	12 9.6%	12 9.4%	12 9.0%	11 8.0%	10 7.3%	11 8.5%	10 7.6%
Hispanic	5 3.9%	5 4.0%	5 3.9%	6 4.5%	6 4.4%	5 3.6%	5 3.8%	6 4.6%
Minority Total	26 20.5%	25 20.0%	27 21.3%	29 21.6%	28 20.4%	26 19.0%	29 22.3%	28 21.4%
White	101 79.5%	100 80.0%	100 78.7%	105 78.4%	109 79.6%	111 81.0%	101 77.7%	103 78.6%
Full/Titled Professor	40	44	41	41	36	36	30	31
African American	1 2.5%	1 2.3%	1 2.4%	1 2.4%	1 2.8%	1 2.8%	2 6.7%	2 6.5%
Asian American	5 12.5%	6 13.6%	5 12.2%	5 12.2%	4 11.1%	4 11.1%	2 6.7%	2 6.5%
Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 3.2%
Minority Total	6 15.0%	7 15.9%	6 14.6%	6 14.6%	5 13.9%	5 13.9%	4 13.3%	5 16.1%
White	34 85.0%	37 84.1%	35 85.4%	35 85.4%	31 86.1%	31 86.1%	26 86.7%	26 83.9%
Associate Professor	55	57	59	62	68	72	68	69
African American	6 10.9%	6 10.5%	5 8.5%	5 8.1%	5 7.4%	5 6.9%	5 7.4%	5 7.2%
Asian American	4 7.3%	4 7.0%	4 6.8%	4 6.5%	4 5.9%	3 4.2%	6 8.8%	5 7.2%
Hispanic	3 5.5%	3 5.3%	2 3.4%	2 3.2%	2 2.9%	2 2.8%	2 2.9%	2 2.9%
Minority Total	13 23.6%	13 22.8%	11 18.6%	11 17.7%	11 16.2%	10 13.9%	13 19.1%	12 17.4%
White	42 76.4%	44 77.2%	48 81.4%	51 82.3%	57 83.8%	62 86.1%	55 80.9%	57 82.6%
Assistant Professor	32	24	27	31	33	29	32	31
African American	1 3.1%	1 4.2%	4 14.8%	5 16.1%	5 15.2%	5 17.2%	6 18.8%	5 16.1%
Asian American	4 12.5%	2 8.3%	3 11.1%	3 9.7%	3 9.1%	3 10.3%	3 9.4%	3 9.7%
Hispanic	2 6.3%	2 8.3%	3 11.1%	4 12.9%	4 12.1%	3 10.3%	3 9.4%	3 9.7%
Minority Total	7 21.9%	5 20.8%	10 37.0%	12 38.7%	12 36.4%	11 37.9%	12 37.5%	11 35.5%
White	25 78.1%	19 79.2%	17 63.0%	19 61.3%	21 63.6%	18 62.1%	20 62.5%	20 64.5%

Data as of October 1, for respective year

Affirmative Action

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IUN Tenure/Tenure Track Faculty Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	127	125	1.60%	137	-7.30%	131	-3.05%
African American	8	8	0.00%	11	-27.27%	12	-33.33%
Asian American	13	12	8.33%	11	18.18%	10	30.00%
Hispanic	5	5	0.00%	6	-16.67%	6	-16.67%
Minority Total	26	25	4.00%	28	-7.14%	28	-7.14%
White	101	100	1.00%	109	-7.34%	103	-1.94%
Full/Titled Professor	40	44	-9.09%	36	11.11%	31	29.03%
African American	1	1	0.00%	1	0.00%	2	-50.00%
Asian American	5	6	-16.67%	4	25.00%	2	150.00%
Hispanic	0	0	0.00%	0	0.00%	1	-100.00%
Minority Total	6	7	-14.29%	5	20.00%	5	20.00%
White	34	37	-8.11%	31	9.68%	26	30.77%
Associate Professor	55	57	-3.51%	68	-19.12%	69	-20.29%
African American	6	6	0.00%	5	20.00%	5	20.00%
Asian American	4	4	0.00%	4	0.00%	5	-20.00%
Hispanic	3	3	0.00%	2	50.00%	2	50.00%
Minority Total	13	13	0.00%	11	18.18%	12	8.33%
White	42	44	-4.55%	57	-26.32%	57	-26.32%
Assistant Professor	32	24	33.33%	33	-3.03%	31	3.23%
African American	1	1	0.00%	5	-80.00%	5	-80.00%
Asian American	4	2	100.00%	3	33.33%	3	33.33%
Hispanic	2	2	0.00%	4	-50.00%	3	-33.33%
Minority Total	7	5	40.00%	12	-41.67%	11	-36.36%
White	25	19	31.58%	21	19.05%	20	25.00%

Data as of October 1, for respective year

Affirmative Action

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IUN Tenure/Tenure-Track Faculty Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	127	125	127	134	137	137	130	131
Male	79 62.2%	83 66.4%	86 67.7%	88 65.7%	89 65.0%	93 67.9%	89 68.5%	91 69.5%
Female	48 37.8%	42 33.6%	41 32.3%	46 34.3%	48 35.0%	44 32.1%	41 31.5%	40 30.5%
Full/Titled Professor	40	44	41	41	36	36	30	31
Male	32 80.0%	36 81.8%	33 80.5%	33 80.5%	29 80.6%	30 83.3%	24 80.0%	25 80.6%
Female	8 20.0%	8 18.2%	8 19.5%	8 19.5%	7 19.4%	6 16.7%	6 20.0%	6 19.4%
Associate Professor	55	57	59	62	68	72	68	69
Male	34 61.8%	38 66.7%	43 72.9%	46 74.2%	51 75.0%	53 73.6%	53 77.9%	54 78.3%
Female	21 38.2%	19 33.3%	16 27.1%	16 25.8%	17 25.0%	19 26.4%	15 22.1%	15 21.7%
Assistant Professor	32	24	27	31	33	29	32	31
Male	13 40.6%	9 37.5%	10 37.0%	9 29.0%	9 27.3%	10 34.5%	12 37.5%	12 38.7%
Female	19 59.4%	15 62.5%	17 63.0%	22 71.0%	24 72.7%	19 65.5%	20 62.5%	19 61.3%

Data as of October 1, for respective year

Affirmative Action

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IUN Tenure/Tenure Track Faculty Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	127	125	1.60%	137	-7.30%	131	-3.05%
Male	79	83	-4.82%	89	-11.24%	91	-13.19%
Female	48	42	14.29%	48	0.00%	40	20.00%
Full/Titled Professor	40	44	-9.09%	36	11.11%	31	29.03%
Male	32	36	-11.11%	29	10.34%	25	28.00%
Female	8	8	0.00%	7	14.29%	6	33.33%
Associate Professor	55	57	-3.51%	68	-19.12%	69	-20.29%
Male	34	38	-10.53%	51	-33.33%	54	-37.04%
Female	21	19	10.53%	17	23.53%	15	40.00%
Assistant Professor	32	24	33.33%	33	-3.03%	31	3.23%
Male	13	9	44.44%	9	44.44%	12	8.33%
Female	19	15	26.67%	24	-20.83%	19	0.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUN Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	7	8	8	9	9	9	9	7
African American	1 14.3%	1 12.5%	1 12.5%	1 11.1%	1 11.1%	1 11.1%	1 11.1%	1 14.3%
Minority Total	1 14.3%	1 12.5%	1 12.5%	1 11.1%	1 11.1%	1 11.1%	1 11.1%	1 14.3%
White	6 85.7%	7 87.5%	7 87.5%	8 88.9%	8 88.9%	8 88.9%	8 88.9%	6 85.7%
Librarian	1	1	1	2	2	2	1	1
White	1 100.0%	1 100.0%	1 100.0%	2 100.0%	2 100.0%	2 100.0%	1 100.0%	1 100.0%
Associate Librarian	4	4	4	4	4	4	4	4
White	4 100.0%	4 100.0%	4 100.0%	4 100.0%	4 100.0%	4 100.0%	4 100.0%	4 100.0%
Assistant Librarian	2	3	3	3	3	3	4	2
African American	1 50.0%	1 33.3%	1 33.3%	1 33.3%	1 33.3%	1 33.3%	1 25.0%	1 50.0%
Minority Total	1 50.0%	1 33.3%	1 33.3%	1 33.3%	1 33.3%	1 33.3%	1 25.0%	1 50.0%
White	1 50.0%	2 66.7%	2 66.7%	2 66.7%	2 66.7%	2 66.7%	3 75.0%	1 50.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUN Tenure/Tenure Track Librarian Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	7	8	-12.50%	9	-22.22%	7	0.00%
African American	1	1	0.00%	1	0.00%	1	0.00%
Minority Total	1	1	0.00%	1	0.00%	1	0.00%
White	6	7	-14.29%	8	-25.00%	6	0.00%
Librarian	1	1	0.00%	2	-50.00%	1	0.00%
White	1	1	0.00%	2	-50.00%	1	0.00%
Associate Librarian	4	4	0.00%	4	0.00%	4	0.00%
White	4	4	0.00%	4	0.00%	4	0.00%
Assistant Librarian	2	3	-33.33%	3	-33.33%	2	0.00%
African American	1	1	0.00%	1	0.00%	1	0.00%
Minority Total	1	1	0.00%	1	0.00%	1	0.00%
White	1	2	-50.00%	2	-50.00%	1	0.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

**IUN Tenure/Tenure-Track Librarian Gender Breakdown
1997-2004**

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	7	8	8	9	9	9	9	7
Male	3 42.9%	3 37.5%	3 37.5%	4 44.4%	4 44.4%	4 44.4%	4 44.4%	4 57.1%
Female	4 57.1%	5 62.5%	5 62.5%	5 55.6%	5 55.6%	5 55.6%	5 55.6%	3 42.9%
Librarian	1	1	1	2	2	2	1	1
Male	1 100.0%	1 100.0%	1 100.0%	2 100.0%	2 100.0%	2 100.0%	1 100.0%	1 100.0%
Associate Librarian	4	4	4	4	4	4	4	4
Male	1 25.0%	1 25.0%	1 25.0%	1 25.0%	1 25.0%	1 25.0%	2 50.0%	2 50.0%
Female	3 75.0%	3 75.0%	3 75.0%	3 75.0%	3 75.0%	3 75.0%	2 50.0%	2 50.0%
Assistant Librarian	2	3	3	3	3	3	4	2
Male	1 50.0%	1 33.3%	1 33.3%	1 33.3%	1 33.3%	1 33.3%	1 25.0%	1 50.0%
Female	1 50.0%	2 66.7%	2 66.7%	2 66.7%	2 66.7%	2 66.7%	3 75.0%	1 50.0%

Data as of October 1, for respective year

Affirmative Action

Mar-05

**IUN Tenure/Tenure Track Librarian Minority Breakdown
% of Change**

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	7	8	-12.50%	9	-22.22%	7	0.00%
Male	3	3	0.00%	4	-25.00%	4	-25.00%
Female	4	5	-20.00%	5	-20.00%	3	33.33%
Librarians	1	1	0.00%	2	-50.00%	1	0.00%
Male	1	1	0.00%	2	-50.00%	1	0.00%
Associate Librarian	4	4	0.00%	4	0.00%	4	0.00%
Male	1	1	0.00%	1	0.00%	2	-50.00%
Female	3	3	0.00%	3	0.00%	2	50.00%
Assistant Librarian	2	3	-33.33%	3	-33.33%	2	0.00%
Male	1	1	0.00%	1	0.00%	1	0.00%
Female	1	2	-50.00%	2	-50.00%	1	0.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

The composition of the faculty at IUK has remained somewhat constant over the last seven years ranging between 68 and 64 members. Currently there are 65 faculty members on the IUK campus. There are less Associate and Assistant Professors at IUK than seven years ago and only one more Full Professor.

MINORITY FACULTY REPRESENTATION

Minority representation at IUK has decreased over the last seven years. In 1997 minority faculty represented 19% of the faculty while currently they represent only 13.8%. This is under the national minority representation of 14.9% as reported by the American Council on Education (ACE). At the Full Professor rank minority representation includes only Asian American faculty and has remained unchanged over the last seven years. Minority faculty represent 10.5% of all Full Professors at IUK compared with 11.1% nationally at this rank. Minority faculty representation has remained constant at the Associate Professor rank at IUK ranging between four and five members. Currently there are four minority faculty members at the Associate Professor rank representing 14.3% of that rank. This is only slightly below the national minority representation at this rank of 14.9%. Although minority representation among Assistant Professors at IUK is only one point below the national minority representation for the rank, 16.7% and 18.7% respectively, minority representation has dropped significantly since 1997. In 1997 minority representation at the Assistant Professor rank at IUK was 30% while today it is only 16.7%.

AFRICAN AMERICAN FACULTY REPRESENTATION

There are currently two African American faculty members at IUK, both of whom are at the Assistant Professor rank. African American faculty account for 3.1% of the entire faculty at IUK and 11.1% of all faculty at the Assistant Professor rank. While below the over all African American representation nationally reported by the ACE of 5.2%, the representation of African American faculty at the Assistant Professor rank at IUK exceeds the national representation of 6.3% at this rank. There has been no African American representation at either the Full or Associate Professor rank at IUK in seven years.

ASIAN AMERICAN FACULTY REPRESENTATION

There is Asian American representation among the faculty at IUK in all three of the faculty ranks. Presently, Asian American faculty represent 9.2% of the entire faculty at IUK. This a decrease of 33% since 1997 when Asian American faculty accounted for 13.2% of the faculty. Yet, the ACE reports that Asian American faculty represent 6.2% of all faculty nationally so IUK continues to exceed the national Asia American representation. The two Asian American faculty members at the Full Professor rank constitute 10.5% of all Full Professors at IUK which is above the national Asian American representation for this rank of 5.8%. Asian American faculty also represent 10.7% of IUK's Associate Professors while nationally they account for only 6.5% of all Associate Professors. However, with only one Asian American faculty member at the Assistant Professor rank representing 5.6% of the faculty at that rank, IUK is below the national Asian American representation of 7.8% of all Assistant Professors.

HISPANIC FACULTY REPRESENTATION

Hispanic representation among the faculty at IUK has decreased over the last seven years by more than 66%. Currently there is only one Hispanic faculty member at IUK representing 1.5% of the entire faculty and 3.6% of all Associate Professors. This is below the national Hispanic representation 3% among all faculty as reported by the ACE. At the Associate Professor rank, however, it exceeds the national Hispanic representation of 2.7% at that rank. There has been no Hispanic representation at the Full Professor rank in seven years and none at the Assistant Professor rank since 1997 with two members.

AMERICAN INDIAN FACULTY REPRESENTATION

There has been no American Indian representation among the faculty at IUK in seven years.

FEMALE FACULTY REPRESENTATION

The female faculty representation among the faculty at IUK has increased significantly over the last seven years from 36.8% in 1997 to currently 47.7%. Nationally, as reported by the ACE, women account for 38% of all faculty. Representation of women at IUK is therefore above the national female representation. Female representation at each rank at IUK also exceeds the national female representation for the rank. At IUK 26.3% of all Full Professors are women, 50% of all Associate Professors are women, and 66.7% of all Assistant Professors are women. National female representation is 22.4% at the Full Professor rank, 36.9% at the Associate Professor rank, and 44.8% at the Assistant Professor rank.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANKS

There are five Librarians on the IUK campus, the composition of which has remained fairly constant over the last seven years. Currently women represent 80% of all Librarians on campus. There has been no minority representation among Librarians at IUK in seven years.

IUK Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	65	64	64	65	67	65	66	68
African American	2 3.1%	2 3.1%	1 1.6%	1 1.5%	2 3.0%	1 1.5%	1 1.5%	1 1.5%
Asian American	6 9.2%	6 9.4%	6 9.4%	7 10.8%	5 7.5%	9 13.8%	8 12.1%	9 13.2%
Hispanic	1 1.5%	2 3.1%	2 3.1%	2 3.1%	2 3.0%	2 3.1%	2 3.0%	3 4.4%
Minority Total	9 13.8%	10 15.6%	9 14.1%	10 15.4%	9 13.4%	12 18.5%	11 16.7%	13 19.1%
White	56 86.2%	54 84.4%	55 85.9%	55 84.6%	58 86.6%	53 81.5%	55 83.3%	55 80.9%
Full/Titled Professor	19	17	17	17	17	19	19	18
Asian American	2 10.5%	2 11.8%	2 11.8%	2 11.8%	1 5.9%	2 10.5%	2 10.5%	2 11.1%
Minority Total	2 10.5%	2 11.8%	2 11.8%	2 11.8%	1 5.9%	2 10.5%	2 10.5%	2 11.1%
White	17 89.5%	15 88.2%	15 88.2%	15 88.2%	16 94.1%	17 89.5%	17 89.5%	16 88.9%
Associate Professor	28	31	31	29	33	35	30	30
Asian American	3 10.7%	3 9.7%	2 6.5%	2 6.9%	3 9.1%	5 14.3%	3 10.0%	4 13.3%
Hispanic	1 3.6%	2 6.5%	2 6.5%	2 6.9%	2 6.1%	2 5.7%	2 6.7%	1 3.3%
Minority Total	4 14.3%	5 16.1%	4 12.9%	4 13.8%	5 15.2%	7 20.0%	5 16.7%	5 16.7%
White	24 85.7%	26 83.9%	27 87.1%	25 86.2%	28 84.8%	28 80.0%	25 83.3%	25 83.3%
Assistant Professor	18	16	16	19	17	11	17	20
African American	2 11.1%	2 12.5%	1 6.3%	1 5.3%	2 11.8%	1 9.1%	1 5.9%	1 5.0%
Asian American	1 5.6%	1 6.3%	2 12.5%	3 15.8%	1 5.9%	2 18.2%	3 17.6%	3 15.0%
Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 10.0%
Minority Total	3 16.7%	3 18.8%	3 18.8%	4 21.1%	3 17.6%	3 27.3%	4 23.5%	6 30.0%
White	15 83.3%	13 81.3%	13 81.3%	15 78.9%	14 82.4%	8 72.7%	13 76.5%	14 70.0%

Data as of October 1, for respective year

Affirmative Action

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IUK Tenure/Tenure Track Faculty Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	65	64	1.56%	67	-2.99%	68	-4.41%
African American	2	2	0.00%	2	0.00%	1	100.00%
Asian American	6	6	0.00%	5	20.00%	9	-33.33%
Hispanic	1	2	-50.00%	2	-50.00%	3	-66.67%
Minority Total	9	10	-10.00%	9	0.00%	13	-30.77%
White	56	54	3.70%	58	-3.45%	55	1.82%
Full/Titled Professor	19	17	11.76%	17	11.76%	18	5.56%
Asian American	2	2	0.00%	1	100.00%	2	0.00%
Minority Total	2	2	0.00%	1	100.00%	2	0.00%
White	17	15	13.33%	16	6.25%	16	6.25%
Associate Professor	28	31	-9.68%	33	-15.15%	30	-6.67%
Asian American	3	3	0.00%	3	0.00%	4	-25.00%
Hispanic	1	2	-50.00%	2	-50.00%	1	0.00%
Minority Total	4	5	-20.00%	5	-20.00%	5	-20.00%
White	24	26	-7.69%	28	-14.29%	25	-4.00%
Assistant Professor	18	16	12.50%	17	5.88%	20	-10.00%
African American	2	2	0.00%	2	0.00%	1	100.00%
Asian American	1	1	0.00%	1	0.00%	3	-66.67%
Hispanic	0	0	0.00%	0	0.00%	2	-100.00%
Minority Total	3	3	0.00%	3	0.00%	6	-50.00%
White	15	13	15.38%	14	7.14%	14	7.14%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUK Tenure/Tenure-Track Faculty Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	65	64	64	65	67	65	66	68
Male	34 52.3%	34 53.1%	35 54.7%	33 50.8%	34 50.7%	38 58.5%	40 60.6%	43 63.2%
Female	31 47.7%	30 46.9%	29 45.3%	32 49.2%	33 49.3%	27 41.5%	26 39.4%	25 36.8%
Full/Titled Professor	19	17	17	17	17	19	19	18
Male	14 73.7%	13 76.5%	13 76.5%	13 76.5%	13 76.5%	14 73.7%	14 73.7%	13 72.2%
Female	5 26.3%	4 23.5%	4 23.5%	4 23.5%	4 23.5%	5 26.3%	5 26.3%	5 27.8%
Associate Professor	28	31	31	29	33	35	30	30
Male	14 50.0%	16 51.6%	16 51.6%	16 55.2%	18 54.5%	19 54.3%	19 63.3%	22 73.3%
Female	14 50.0%	15 48.4%	15 48.4%	13 44.8%	15 45.5%	16 45.7%	11 36.7%	8 26.7%
Assistant Professor	18	16	16	19	17	11	17	20
Male	6 33.3%	5 31.3%	6 37.5%	4 21.1%	3 17.6%	5 45.5%	7 41.2%	8 40.0%
Female	12 66.7%	11 68.8%	10 62.5%	15 78.9%	14 82.4%	6 54.5%	10 58.8%	12 60.0%

Data as of October 1, for respective year

Affirmative Action

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IUK Tenure/Tenure Track Faculty Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	65	64	1.56%	67	-2.99%	68	-4.41%
Male	34	34	0.00%	34	0.00%	43	-20.93%
Female	31	30	3.33%	33	-6.06%	25	24.00%
Full/Titled Professor	19	17	11.76%	17	11.76%	18	5.56%
Male	14	13	7.69%	13	7.69%	13	7.69%
Female	5	4	25.00%	4	25.00%	5	0.00%
Associate Professor	28	31	-9.68%	33	-15.15%	30	-6.67%
Male	14	16	-12.50%	18	-22.22%	22	-36.36%
Female	14	15	-6.67%	15	-6.67%	8	75.00%
Assistant Professor	18	16	12.50%	17	5.88%	20	-10.00%
Male	6	5	20.00%	3	100.00%	8	-25.00%
Female	12	11	9.09%	14	-14.29%	12	0.00%

Data as of October 1, for respective year

Affirmative Action

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IUK Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	5	3	5	5	4	4	4	5
White	5 100.0%	3 100.0%	5 100.0%	5 100.0%	4 100.0%	4 100.0%	4 100.0%	5 100.0%
Librarian	1	1	1	1	1	1	1	1
White	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%
Associate Librarian	3	2	3	3	2	2	1	2
White	3 100.0%	2 100.0%	3 100.0%	3 100.0%	2 100.0%	2 100.0%	1 100.0%	2 100.0%
Assistant Librarian	1	0	1	1	1	1	2	2
White	1 100.0%	0 0.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	2 100.0%	2 100.0%

Data as of October 1, for respective year

Affirmative Action

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IUK Tenure/Tenure Track Librarian Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	5	3	66.67%	4	25.00%	5	0.00%
White	5	3	66.67%	4	25.00%	5	0.00%
Librarian	1	1	0.00%	1	0.00%	1	0.00%
White	1	1	0.00%	1	0.00%	1	0.00%
Associate Librarian	3	2	50.00%	2	50.00%	2	50.00%
White	3	2	50.00%	2	50.00%	2	50.00%
Assistant Librarian	1	0	100.00%	1	0.00%	2	-50.00%
White	1	0	100.00%	1	0.00%	2	-50.00%

Data as of October 1, for respective year

Affirmative Action

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IUK Tenure/Tenure-Track Librarian Gender Breakdown 1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	5	3	5	5	4	4	4	5
Male	1 20.0%	0 0.0%	1 20.0%	1 20.0%	0 0.0%	1 25.0%	2 50.0%	2 40.0%
Female	4 80.0%	3 100.0%	4 80.0%	4 80.0%	4 100.0%	3 75.0%	2 50.0%	3 60.0%
Librarian	1	1	1	1	1	1	1	1
Female	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%
Associate Librarian	3	2	3	3	2	2	1	2
Male	1 33.3%	0 0.0%	1 33.3%	1 33.3%	0 0.0%	1 50.0%	1 100.0%	1 50.0%
Female	2 66.7%	2 100.0%	2 66.7%	2 66.7%	2 100.0%	1 50.0%	0 0.0%	1 50.0%
Assistant Librarian	1	0	1	1	1	1	2	2
Male	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	1 50.0%
Female	1 100.0%	0 0.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 50.0%	1 50.0%

Data as of October 1, for respective year

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IUK Tenure/Tenure Track Librarian Gender Breakdown % of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	5	3	66.67%	4	25.00%	5	0.00%
Male	1	0	100.00%	0	100.00%	2	-50.00%
Female	4	3	33.33%	4	0.00%	3	33.33%
Librarians	1	1	0.00%	1	0.00%	1	0.00%
Female	1	1	0.00%	1	0.00%	1	0.00%
Associate Librarian	3	2	50.00%	2	50.00%	2	50.00%
Male	1	0	100.00%	0	100.00%	1	0.00%
Female	2	2	0.00%	2	0.00%	1	100.00%
Assistant Librarian	1	0	100.00%	1	0.00%	2	-50.00%
Male	0	0	0.00%	0	0.00%	1	-100.00%
Female	1	0	100.00%	1	0.00%	1	0.00%

Data as of October 1, for respective year

Affirmative Action

Mar-05

The composition of the faculty on the IUE campus has remained fairly constant over the last seven years, so too has the minority representation among the faculty. The number of Assistant Professors has decreased by 24% over the last seven years from 21 to 16 faculty members. Yet, there were 11% and 19% increases at the Full and Associate Professor ranks over this same time period.

MINORITY FACULTY REPRESENTATION

Minority representation decreased among the faculty at IUE last year by one faculty member. This change was the result of a one member increase at the Associate Professor rank, and a one member decrease at both the Full and Assistant Professor ranks. Currently minority faculty represent 13.7% of the total faculty at IUE. According to the American Council on Education (ACE), minority faculty account for 14.9% of all faculty nationally. Even with the decrease at the Full Professor rank IUE exceeds the national minority representation at this rank. At IUE minority faculty represent 20% of all Full Professors while nationally they account for 11.1% of all Full Professors. IUE is above the national minority representation at the Associate Professor rank as well, with minority faculty accounting for 20% of all Associate Professors compared to the national minority representation of 14.9%. IUE currently has no minority representation at the Assistant Professor rank.

AFRICAN AMERICAN FACULTY REPRESENTATION

There is currently no African American representation among the faculty at IUE. The only African American representation in the last seven years existed at the Assistant Professor rank in 1997 with one faculty member.

ASIAN AMERICAN FACULTY REPRESENTATION

The number of Asian American faculty at IUE has remained unchanged since 2002. Currently there are five Asian American faculty members at IUE representing 9.8% of the faculty. This is significantly above the 6.2% Asian American representation among the faculty nationally as reported by the ACE. Four of the five Asian American faculty are at the Associate Professor rank, which is an increase of one over last year. Currently 16% of all Associate Professors at IUE are Asian American, again above the national Asian American representation of 6.5% at that rank. The single Asian American faculty member at the Full Professor rank accounts for 10% of the entire faculty at that rank. This again exceeds the 7.8% Asian American representation nationally at the Full Professor rank. There is no Asian American representation at the Assistant Professor rank at this time.

HISPANIC FACULTY REPRESENTATION

Currently there is one Hispanic faculty member on the IUE campus representing 2% of the entire faculty. This is below the national Hispanic representation reported by ACE which shows that nationally Hispanic faculty account for 3% of all faculty. The one Hispanic faculty member is at the Full Professor rank and thus represents 10% of all Full Professors at IUE which is above the national Hispanic representation of 1.9% at that rank. There has been no Hispanic representation at IUE at either the Associate or Assistant Professor rank in seven years.

AMERICAN INDIAN FACULTY REPRESENTATION

The one American Indian faculty member at IUE represents 2% of the entire faculty. This exceeds the .5% of American Indian representation among faculty nationally as reported by the ACE. As an Associate Professor this American Indian faculty accounts for 4% of all Associate Professors on the IUE campus again exceeding the .4% representation of American Indian faculty nationally.

FEMALE FACULTY REPRESENTATION

Just as the number of faculty at IUE has remained constant over the last seven years so too has the number of female faculty members. Currently 49% of all IUE faculty are women. This is above the national female representation which is 38.4% as reported by the ACE. In line with the overall female representation, IUE also exceeds the national female representation at each of the three faculty ranks. Currently 30% of all Full Professors at IUE are women, 48% of all Associate Professors are women, and 62.5% of all Assistant Professors are women. The national female representation among the faculty is 22.4% at the Full Professor rank, 36.9% at the Associate Professor rank, and 44.8% at the Assistant Professor rank.

FEMALE AND MINORITY REPRESENTATION AT THE LIBRARIAN RANKS

Of the three librarians on the IUE campus all are women. There has been no minority representation among the Librarians at IUE in seven years.

IUE Tenure/Tenure-Track Faculty Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	51	46	49	50	51	50	52	51
African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 2.0%
Asian American	5 9.8%	5 10.9%	5 10.2%	6 12.0%	6 11.8%	6 12.0%	6 11.5%	7 13.7%
Hispanic	1 2.0%	2 4.3%	1 2.0%	0 0.0%	1 2.0%	1 2.0%	1 1.9%	0 0.0%
American Indian	1 2.0%	1 2.2%	2 4.1%	1 2.0%	1 2.0%	1 2.0%	1 1.9%	1 2.0%
Minority Total	7 13.7%	8 17.4%	8 16.3%	7 14.0%	8 15.7%	8 16.0%	8 15.4%	9 17.6%
White	44 86.3%	38 82.6%	41 83.7%	43 86.0%	43 84.3%	42 84.0%	44 84.6%	42 82.4%
Full/Titled Professor	10	8	10	9	8	9	9	9
Asian American	1 10.0%	1 12.5%	1 10.0%	2 22.2%	1 12.5%	1 11.1%	1 11.1%	2 22.2%
Hispanic	1 10.0%	2 25.0%	1 10.0%	0 0.0%	1 12.5%	1 11.1%	1 11.1%	0 0.0%
American Indian	0 0.0%	0 0.0%	1 10.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minority Total	2 20.0%	3 37.5%	3 30.0%	2 22.2%	2 25.0%	2 22.2%	2 22.2%	2 22.2%
White	8 80.0%	5 62.5%	7 70.0%	7 77.8%	6 75.0%	7 77.8%	7 77.8%	7 77.8%
Associate Professor	25	22	24	28	27	24	24	21
Asian American	4 16.0%	3 13.6%	3 12.5%	3 10.7%	2 7.4%	2 8.3%	0 0.0%	0 0.0%
Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
American Indian	1 4.0%	1 4.5%	1 4.2%	1 3.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minority Total	5 20.0%	4 18.2%	4 16.7%	4 14.3%	2 7.4%	2 8.3%	0 0.0%	0 0.0%
White	20 80.0%	18 81.8%	20 83.3%	24 85.7%	25 92.6%	22 91.7%	24 100.0%	21 100.0%
Assistant Professor	16	16	15	13	16	17	19	21
African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 4.8%
Asian American	0 0.0%	1 6.3%	1 6.7%	1 7.7%	3 18.8%	3 17.6%	5 26.3%	5 23.8%
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 6.3%	1 5.9%	1 5.3%	1 4.8%
Minority Total	0 0.0%	1 6.3%	1 6.7%	1 7.7%	4 25.0%	4 23.5%	6 31.6%	7 33.3%
White	16 100.0%	15 93.8%	14 93.3%	12 92.3%	12 75.0%	13 76.5%	13 68.4%	14 66.7%

Data as of October 1, for respective year

Affirmative Action

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IUE Tenure/Tenure Track Faculty Minority Breakdown

% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	51	46	10.87%	51	0.00%	51	0.00%
African American	0	0	0.00%	0	0.00%	1	-100.00%
Asian American	5	5	0.00%	6	-16.67%	7	-28.57%
Hispanic	1	2	-50.00%	1	0.00%	0	100.00%
American Indian	1	1	0.00%	1	0.00%	1	0.00%
Minority Total	7	8	-12.50%	8	-12.50%	9	-22.22%
White	44	38	15.79%	43	2.33%	42	4.76%
Full/Titled Professor	10	8	25.00%	8	25.00%	9	11.11%
Asian American	1	1	0.00%	1	0.00%	2	-50.00%
Hispanic	1	2	-50.00%	1	0.00%	0	100.00%
Minority Total	2	3	-33.33%	2	0.00%	2	0.00%
White	8	5	60.00%	6	33.33%	7	14.29%
Associate Professor	25	22	13.64%	27	-7.41%	21	19.05%
Asian American	4	3	33.33%	2	100.00%	0	400.00%
American Indian	1	1	0.00%	0	100.00%	0	100.00%
Minority Total	5	4	25.00%	2	150.00%	0	500.00%
White	20	18	11.11%	25	-20.00%	21	-4.76%
Assistant Professor	16	16	0.00%	16	0.00%	21	-23.81%
African American	0	0	0.00%	0	0.00%	1	-100.00%
Asian American	0	1	-100.00%	3	-100.00%	5	-100.00%
American Indian	0	0	0.00%	1	-100.00%	1	-100.00%
Minority Total	0	1	-100.00%	4	-100.00%	7	-100.00%
White	16	15	6.67%	12	33.33%	14	14.29%

Data as of October 1, for respective year

Affirmative Action

Mar-05

IUE Tenure/Tenure-Track Faculty Gender Breakdown

1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Faculty	51	46	49	50	51	50	52	51
Male	26 51.0%	23 50.0%	26 53.1%	25 50.0%	28 54.9%	27 54.0%	28 53.8%	28 54.9%
Female	25 49.0%	23 50.0%	23 46.9%	25 50.0%	23 45.1%	23 46.0%	24 46.2%	23 45.1%
Full/Titled Professor	10	8	10	9	8	9	9	9
Male	7 70.0%	5 62.5%	6 60.0%	6 66.7%	6 75.0%	7 77.8%	8 88.9%	7 77.8%
Female	3 30.0%	3 37.5%	4 40.0%	3 33.3%	2 25.0%	2 22.2%	1 11.1%	2 22.2%
Associate Professor	25	22	24	28	27	24	24	21
Male	13 52.0%	11 50.0%	12 50.0%	12 42.9%	15 55.6%	14 58.3%	14 58.3%	11 52.4%
Female	12 48.0%	11 50.0%	12 50.0%	16 57.1%	12 44.4%	10 41.7%	10 41.7%	10 47.6%
Assistant Professor	16	16	15	13	16	17	19	21
Male	6 37.5%	7 43.8%	8 53.3%	7 53.8%	7 43.8%	6 35.3%	6 31.6%	10 47.6%
Female	10 62.5%	9 56.3%	7 46.7%	6 46.2%	9 56.3%	11 64.7%	13 68.4%	11 52.4%

Data as of October 1, for respective year

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IUE Tenure/Tenure Track Faculty Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Faculty	51	46	10.87%	51	0.00%	51	0.00%
Male	26	23	13.04%	28	-7.14%	28	-7.14%
Female	25	23	8.70%	23	8.70%	23	8.70%
Full/Titled Professor	10	8	25.00%	8	25.00%	9	11.11%
Male	7	5	40.00%	6	16.67%	7	0.00%
Female	3	3	0.00%	2	50.00%	2	50.00%
Associate Professor	25	22	13.64%	27	-7.41%	21	19.05%
Male	13	11	18.18%	15	-13.33%	11	18.18%
Female	12	11	9.09%	12	0.00%	10	20.00%
Assistant Professor	16	16	0.00%	16	0.00%	21	-23.81%
Male	6	7	-14.29%	7	-14.29%	10	-40.00%
Female	10	9	11.11%	9	11.11%	11	-9.09%

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IUE Tenure/Tenure Track Librarian Minority Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	3	3	0.00%	4	-25.00%	3	0.00%
White	3	3	0.00%	4	-25.00%	3	0.00%
Associate Librarian	2	2	0.00%	2	0.00%	2	0.00%
White	2	2	0.00%	2	0.00%	2	0.00%
Assistant Librarian	1	1	0.00%	2	-50.00%	1	0.00%
White	1	1	0.00%	2	-50.00%	1	0.00%

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IUE Tenure/Tenure-Track Librarian Minority Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	3	3	4	4	4	3	3	3
White	3 100.0%	3 100.0%	4 100.0%	4 100.0%	4 100.0%	3 100.0%	3 100.0%	3 100.0%
Associate Librarian	2	2	3	3	2	2	2	2
White	2 100.0%	2 100.0%	3 100.0%	3 100.0%	2 100.0%	2 100.0%	2 100.0%	2 100.0%
Assistant Librarian	1	1	1	1	2	1	1	1
White	1 100.0%	1 100.0%	1 100.0%	1 100.0%	2 100.0%	1 100.0%	1 100.0%	1 100.0%

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IUE Tenure/Tenure-Track Librarian Gender Breakdown
1997-2004

	2004	2003	2002	2001	2000	1999	1998	1997
Total Librarians	3	3	4	4	4	3	3	3
Male	0 0.0%	1 33.3%	1 25.0%	1 25.0%	1 25.0%	1 33.3%	1 33.3%	1 33.3%
Female	3 100.0%	2 66.7%	3 75.0%	3 75.0%	3 75.0%	2 66.7%	2 66.7%	2 66.7%
Associate Librarian	2	2	3	3	2	2	2	2
Male	0 0.0%	1 50.0%	1 33.3%	1 33.3%	1 50.0%	1 50.0%	1 50.0%	1 50.0%
Female	2 100.0%	1 50.0%	2 66.7%	2 66.7%	1 50.0%	1 50.0%	1 50.0%	1 50.0%
Assistant Librarian	1	1	1	1	2	1	1	1
Female	1 100.0%	1 100.0%	1 100.0%	1 100.0%	2 100.0%	1 100.0%	1 100.0%	1 100.0%

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IUE Tenure/Tenure Track Librarian Gender Breakdown
% of Change

	2004	2003	1 year change 04-03	2000	4 year change 04-00	1997	7 year change 04-97
Total Librarians	3	3	0.00%	4	-25.00%	3	0.00%
Male	0	1	-100.00%	1	-100.00%	1	-100.00%
Female	3	2	50.00%	3	0.00%	2	50.00%
Associate Librarian	2	2	0.00%	2	0.00%	2	0.00%
Male	0	1	-100.00%	1	-100.00%	1	-100.00%
Female	2	1	100.00%	1	100.00%	1	100.00%
Assistant Librarian	1	1	0.00%	2	-50.00%	1	0.00%
Female	1	1	0.00%	2	-50.00%	1	0.00%

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