

Affirmative Action

Report to the Bloomington Faculty Council:

Status of Women and Minority
Faculty and Librarians on the
Bloomington Campus

**May
2009**

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**INDIANA UNIVERSITY
BLOOMINGTON**

**Bloomington Faculty Council
Diversity and Affirmative Action Committee**

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EXECUTIVE SUMMARY

Report to the Bloomington Faculty Council: *Status of Women and Minority Faculty and Librarians on the Bloomington campus*

This report is prepared and delivered annually to the Bloomington Faculty Council on the status of women and minority faculty and librarians on the Bloomington campus. Data for this report is compiled and analyzed from the employee database. Because the database is an ever changing record, a “frozen file” is created on October first of each year. This shows a picture of the Indiana University workforce on that day. The Committee on Institutional Cooperation (CIC) include: Indiana University, Purdue University, University of Michigan, Michigan State University, Ohio State University, Penn State University, University of Chicago, University of Illinois, University of Wisconsin, University of Minnesota, University of Iowa, Northwestern University. Comparison data for CIC institutions is acquired from the Integrated Post-Secondary Educational Data System (IPEDS) compiled by the Department of Education. The most current data available is used in this report.

This report includes analysis on the composition of tenure and tenure track faculty and librarians by rank, race and sex. It also includes an analysis of recent hires, promotions and terminations including both retirements and resignations. Highlights of the report include:

- The number of minority faculty has increased 83% over the last 15 years. In 1993 the 124 minority faculty on campus represented only 9% of the faculty, in 2008 the 227 minority faculty account for 16% of the faculty at IUB. Most of this increased has been among Hispanic and Asian faculty where the numbers have more than doubled since 1993. Overall among CIC institutions minority faculty represent 17% of all tenure track faculty. Within the CIC only the University of Minnesota, the University of Iowa, and Penn State University all have lower percentages of minority faculty than IUB.
- Within the CIC only the University of Illinois has a higher percentage of Hispanic faculty than IUB. Only three institutions among the CIC have higher percentages of Black faculty (University of Michigan, Michigan State, University of Illinois). However, IUB has the lowest percentage of Asian faculty within the CIC.
- Minority representation among Full Professors at IUB continues to be low despite an increase of one last year. Currently minority faculty represent 9% of all Full Professors at IUB compared with 13% among all CIC intuitions. IUB, has the lowest percentage of minority faculty at this rank among all CIC institutions. Last year 92% of all minority hires (all but two faculty) were Assistant Professors. There continues to be little minority recruitment within the senior ranks.
- While female representation increased at all three ranks last year, it increased the most at the full Professor rank. Female representation increased 5% at this rank last year and has increased by 65% since 1993. Among CIC intuitions IU has the highest percentage of women faculty. However large departments such as engineering that do not exist on the IUB campus and which are predominately male may account for some of the difference across the CIC.
- Since 1993 the number of librarians on the Bloomington campus has declined by 15% (15 librarians). Despite this, minority representation among librarians has increased by 33% (3 librarians) over that same time period. Although women continue to represent a majority of the librarians on the Bloomington campus, their representation has decreased by 22% (14 librarians) over the last fifteen years and 7% (4 librarians) over last year.
- Women accounted for 40% of all tenure track faculty hires last year up from 35% in 2007. Women continue to be hired mostly at the Assistant Professor rank. Last year less than a quarter (24%) of all women faculty hired were within the senior ranks.
- Faculty retirement continues to account for a significant number of the IUB faculty terminations in any year (40 in 2008, 44 in 2007). However resignations also account for a large number of terminations on the IUB campus (41 in 2008, 35 in 2007) and resignations account for a larger portion of the terminations for women and minorities than for men and non-minorities. Additionally, 50% of all minority resignations are at the senior ranks, and 42% of all female resignations are at the senior ranks.

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty
 Indiana University - Bloomington
 Spring 2009

Academic Titles (Tenured/Tenure-Track)	Counts		Female Counts & Percentages			
	2007 Faculty Count	2008 Faculty Count	2007 Female Counts	2008 Female Counts	1 Year Female Change	5 Year Female Change
FT1 - Professor	707	704	159 22.7%	167 23.7%	8	11
FT2 - Associate Professor	380	389	142 37.2%	145 37.3%	3	11
FT3 - Assistant Professor	348	358	153 44.0%	159 44.4%	6	48
FG3 - Acting Assistant Professsor	6	4	1 16.7%	1 25.0%	0	-1
Column Total	1441	1455	455 31.7%	472 32.4%	17	69

	2007 Faculty Count	%	2008 Faculty Count	%	1 Year Faculty Change	5 Year Faculty Change
Faculty Counts	1441		1455		14	62
Male	986	68.5%	983	0.0%	-3	-4
Female	455	31.5%	472	0.0%	17	66
Minority Faculty Counts						
Black	62	4.3%	61	4.2%	-1	3
Male	35	2.4%	35	2.4%	0	4
Female	27	1.9%	26	1.8%	-1	-1

Asian	108	7.5%	122	8.3%	14	29
Male	70	4.8%	74	5.0%	4	11
Female	38	2.7%	48	3.3%	10	18

Hispanic	53	3.6%	55	3.8%	2	6
Male	34	2.3%	36	2.5%	2	3
Female	19	1.3%	19	1.3%	0	3

American Indian	5	0.3%	4	0.2%	-1	0
Male	3	0.2%	2	0.1%	-1	-1
Female	2	0.1%	2	0.1%	0	1

Native Hawaiian	0	0.0%	0	0.0%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	0	0.0%	0	0.0%	0	0

Minority Total	228	15.8%	242	16.6%	14	37
Male	142	9.9%	147	10.1%	5	16
Female	86	5.9%	95	6.5%	9	21

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty

Indiana University - Bloomington

Spring 2009

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
FT1 - Professor	2007						
	Male	16	22	12	0	0	50
	Female	5	3	4	0	0	12
	Total	21	25	16	0	0	62
2008	2008						
	Male	14	24	13	0	0	51
	Female	5	4	3	0	0	12
	Total	19	28	16	0	0	63
FT2 - Associate Professor	2007						
	Male	9	23	9	1	0	42
	Female	8	10	6	0	0	24
	Total	17	33	15	1	0	66
2008	2008						
	Male	9	23	9	1	0	42
	Female	8	12	6	0	0	26
	Total	17	35	15	1	0	68
FT3 - Assistant Professor	2007						
	Male	10	23	12	1	0	46
	Female	13	25	9	3	0	50
	Total	23	48	21	4	0	96
2008	2008						
	Male	12	26	14	1	0	53
	Female	13	32	10	2	0	57
	Total	25	58	24	3	0	110
FG3 - Acting Assistant Professor	2007						
	Male	0	2	1	0	0	3
	Female	1	0	0	0	0	1
	Total	1	2	1	0	0	4
2008	2008						
	Male	0	1	0	0	0	1
	Female	0	0	0	0	0	0
	Total	0	1	0	0	0	1
Grand Total	2007						
	Male	35	70	34	2	0	141
	Female	27	38	19	3	0	87
	Total	62	108	53	5	0	228
2008	2008						
	Male	35	74	36	2	0	147
	Female	26	48	19	2	0	95
	Total	61	122	55	4	0	242

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Librarians

Indiana University - Bloomington

Spring 2009

Academic Titles (Tenured/Tenure-Track)	Counts		Female Counts & Percentages			
	2007 Librarian Count	2008 Librarian Count	2007 Female Counts	2008 Female Counts	1 Year Female Change	5 Year Female Change
LT1 - Librarian	16	13	8 50.0%	6 46.2%	-2	-7
LT2 - Associate Librarian	55	55	37 67.3%	35 63.6%	-2	1
LT3 - Assistant Librarian	15	15	9 60.0%	9 60.0%	0	-2
Column Total	86	83	54 62.8%	50 60.2%	-4	-8

Librarian Counts	2007 Librarian Count	%	2008 Librarian Count	%	1 Year Librarian Change	5 Year Librarian Change
	86			83		
Male	32	37.2%	33	39.8%	1	1
Female	54	62.8%	50	60.2%	-4	-8
Minority Librarian Counts						
Black	2	2.3%	2	2.4%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	2	2.3%	2	2.4%	0	0

Asian	7	8.1%	7	8.5%	0	1
Male	2	2.3%	2	2.4%	0	1
Female	5	5.8%	5	6.1%	0	0

Hispanic	3	3.4%	3	3.6%	0	1
Male	1	1.1%	1	1.2%	0	0
Female	2	2.3%	2	2.4%	0	1

American Indian	0	0.0%	0	0.0%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	0	0.0%	0	0.0%	0	0

Native Hawaiian	0	0.0%	0	0.0%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	0	0.0%	0	0.0%	0	0

Minority Total	12	13.9%	12	14.4%	0	2
Male	3	3.4%	3	3.6%	0	1
Female	9	10.5%	9	10.8%	0	1

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

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Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Librarian

Indiana University - Bloomington

Spring 2009

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
LT1 - Librarian	2007						
	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
	Total	0	0	0	0	0	0
	2008						
	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
	Total	0	0	0	0	0	0
LT2 - Associate Librarian	2007						
	Male	0	1	0	0	0	1
	Female	3	4	1	0	0	8
	Total	3	5	1	0	0	9
	2008						
	Male	0	1	0	0	0	1
	Female	1	5	1	0	0	7
	Total	1	6	1	0	0	8
LT3 - Assistant Librarian	2007						
	Male	0	1	1	0	0	2
	Female	0	0	1	0	0	1
	Total	0	1	2	0	0	3
	2008						
	Male	0	1	1	0	0	2
	Female	1	0	1	0	0	2
	Total	1	1	2	0	0	4
Grand Total	2007						
	Male	0	2	1	0	0	3
	Female	3	4	2	0	0	9
	Total	3	6	3	0	0	12
	2008						
	Male	0	2	1	0	0	3
	Female	2	5	2	0	0	9
	Total	2	7	3	0	0	12

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Instructional Faculty - Non Tenure-Track

Indiana University - Bloomington

Spring 2009

Instructional Titles (Non Tenure-Track)	Counts		Female Counts & Percentages			
	2007 Instruc Count	2008 Instruc Count	2007 Female Counts	2008 Female Counts	1 Year Female Change	5 Year Female Change
FL* - Lecturers	185	208	102 55.1%	112 53.8%	10	65
UAS - Academic Specialist	42	39	19 45.2%	16 41.0%	-3	15
FC* - Clinical	101	111	51 50.5%	56 50.5%	5	26
FP* - Part-Time	22	21	8 36.4%	9 42.9%	1	18
Column Total	350	379	180 51.4%	193 50.9%	13	124

	2007 Instruc Count	%		2008 Instruc Count	%	1 Year Inst. Change	5 Year Inst. Change
Instructional Faculty Counts	350			379		29	88
Male	170	48.6%		186	49.1%	16	45
Female	180	51.4%		193	50.9%	13	43
Minority Instructional Faculty Counts							
Black	16	4.6%		18	4.7%	2	2
Male	9	2.6%		11	2.9%	2	1
Female	7	2.0%		7	1.8%	0	1

Asian	18	5.1%		22	5.8%	4	11
Male	7	2.0%		10	2.6%	2	5
Female	11	3.1%		12	3.2%	2	6

Hispanic	8	2.3%		10	2.6%	2	4
Male	5	1.4%		6	1.6%	1	3
Female	3	0.9%		4	1.0%	1	1

American Indian	1	0.3%		1	0.3%	0	0
Male	0	0.0%		0	0.0%	0	-1
Female	1	0.3%		1	0.3%	0	1

Native Hawaiian	0	0.0%		0	0.0%	0	0
Male	0	0.0%		0	0.0%	0	0
Female	0	0.0%		0	0.0%	0	0

Minority Total	43	12.3%		51	13.5%	8	18
Male	21	6.0%		27	7.2%	6	9
Female	22	6.3%		24	6.3%	2	9

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

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Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Instructional Faculty (Non Tenure-Track)

Indiana University - Bloomington

Spring 2009

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
FL* - Lecturer	2007						
	Male	5	5	3	0	0	13
	Female	2	9	3	1	0	15
	Total	7	14	6	1	0	28
	2008						
	Male	6	7	5	0	0	18
	Female	2	10	3	1	0	16
	Total	8	17	8	1	0	34
UAS - Academic Specialist	2007						
	Male	0	1	0	0	0	1
	Female	1	0	1	0	0	2
	Total	1	1	1	0	0	3
	2008						
	Male	1	1	0	0	0	2
	Female	1	0	1	0	0	2
	Total	2	1	1	0	0	4
FC* - Clinical	2007						
	Male	4	0	1	0	0	5
	Female	4	2	0	0	0	6
	Total	8	2	1	0	0	11
	2008						
	Male	4	1	1	0	0	6
	Female	4	2	0	0	0	6
	Total	8	3	1	0	0	12
FP* - Part-time	2007						
	Male	0	1	0	0	0	1
	Female	0	0	0	0	0	0
	Total	0	1	0	0	0	1
	2008						
	Male	0	1	0	0	0	1
	Female	0	0	0	0	0	0
	Total	0	1	0	0	0	1
Grand Total	2007						
	Male	9	7	4	0	0	20
	Female	7	11	4	1	0	23
	Total	16	18	8	1	0	43
	2008						
	Male	11	10	6	0	0	27
	Female	7	12	4	1	0	24
	Total	18	22	10	1	0	51

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Research Ranks - Non Tenure-Track

Indiana University - Bloomington

Spring 2009

Research Ranks (Non Tenure-Track)	Counts		Female Counts & Percentages			
	2007 Research Count	2008 Research Count	2007 Female Counts	2008 Female Counts	1 Year Female Change	5 Year Female Change
RS1 - Senior Scientist/Scholar	28	30	5 17.9%	7 23.3%	2	1
RS2 - Associate Scientist/Scholar	17	21	6 35.3%	6 28.6%	0	-1
RS3 - Assistant Scientist/Scholar	41	49	16 39.0%	23 46.9%	7	12
RSP - Post Doctoral Fellow	34	32	7 20.6%	8 25.0%	1	-6
RSS - Research Associate	253	243	125 49.4%	109 44.9%	-16	-1
Column Total	373	375	159 42.6%	153 40.8%	-6	5

	2007 Research Count	%	2008 Research Count	%	1 Year Research Change	5 Year Research Change
Research Ranks Counts	373		375		2	25
Male	214	57.4%	222	59.2%	8	22
Female	159	42.6%	153	40.8%	-6	5
Minority Research Ranks Counts						
Black	6	1.6%	4	1.1%	-2	-1
Male	5	1.3%	4	1.1%	-1	0
Female	1	0.3%	0	0.0%	-1	-1

Asian	67	18.0%	74	19.8%	7	33
Male	38	10.2%	45	12.0%	7	20
Female	29	7.8%	29	7.8%	0	13

Hispanic	7	1.9%	7	1.9%	0	1
Male	3	0.8%	4	1.1%	-1	-2
Female	4	1.1%	3	0.8%	1	3

American Indian	3	0.8%	3	0.8%	0	1
Male	3	0.8%	3	0.8%	0	2
Female	0	0.0%	0	0.0%	0	-1

Native Hawaiian	0	0.0%	0	0.0%	0	0
Male	0	0.0%	0	0.0%	0	0
Female	0	0.0%	0	0.0%	0	0

Minority Total	83	22.2%	88	23.5%	5	34
Male	49	13.1%	56	15.0%	7	19
Female	34	9.1%	32	8.5%	-2	15

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

Prepared by the Office of Affirmative Action

STATUS of FEMALE & MINORITY FACULTY

Research Ranks (Non Tenure-Track)

Indiana University - Bloomington

Spring 2009

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
RS1 - Senior Scientist/Scholar	2007						
	Male	0	1	0	1	0	2
	Female	0	0	0	0	0	0
	Total	0	1	0	1	0	2
2008							
	Male	0	1	0	1	0	2
	Female	0	0	0	0	0	0
	Total	0	1	0	1	0	2
RS2 - Associate Scientist/Scholar	2007						
	Male	0	1	0	0	0	1
	Female	0	1	0	0	0	1
	Total	0	2	0	0	0	2
2008							
	Male	0	4	0	0	0	4
	Female	0	1	0	0	0	1
	Total	0	5	0	0	0	5
RS3 - Assistant Scientist/Scholar	2007						
	Male	1	5	0	0	0	6
	Female	0	1	0	0	0	1
	Total	1	6	0	0	0	7
2008							
	Male	1	6	0	0	0	7
	Female	0	2	1	0	0	3
	Total	1	8	1	0	0	10
RSP - Post Doctoral Fellow	2007						
	Male	0	9	0	0	0	9
	Female	0	5	0	0	0	5
	Total	0	14	0	0	0	14
2008							
	Male	0	8	0	0	0	8
	Female	0	6	0	0	0	6
	Total	0	14	0	0	0	14
RSS - Research Associate	2007						
	Male	4	22	3	2	0	31
	Female	1	22	4	0	0	27
	Total	5	44	7	2	0	58
2008							
	Male	3	26	4	2	0	35
	Female	0	20	2	0	0	22
	Total	3	46	6	2	0	57
Grand Total	2007						
	Male	5	38	3	3	0	49
	Female	1	29	4	0	0	34
	Total	6	67	7	3	0	83
2008							
	Male	4	45	4	3	0	56
	Female	0	29	3	0	0	32
	Total	4	74	7	3	0	88

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008
Prepared by the Office of Affirmative Action

TENURE TRACK FACULTY

Report to the Bloomington Faculty Council: Status of Women and Minority Faculty and Librarians on the Bloomington campus

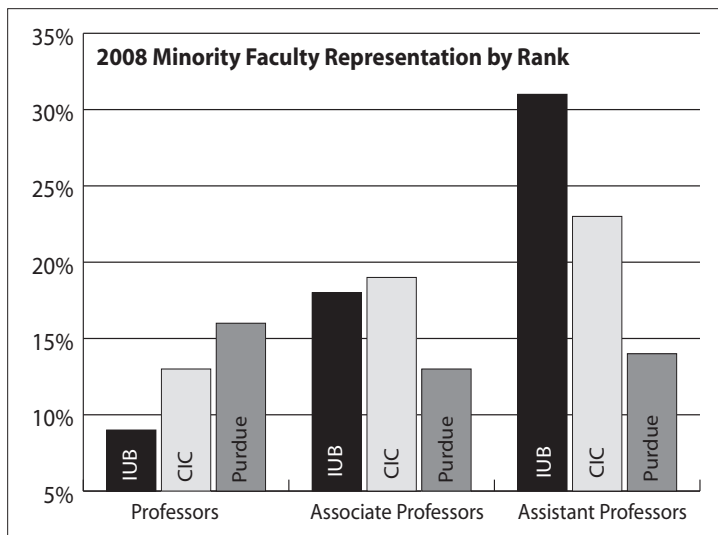
Although in the last few years there has been incremental change in the number of women and minority faculty on campus, a greater longitudinal view shows even more significant change. The number of minority faculty has increased 83% over the last 15 years. In 1993 the 124 minority faculty on campus represented only 9% of the faculty, in 2008 the 227 minority faculty account for 16% of the faculty at IUB. Most of this increase has been among Hispanic and Asian faculty where the numbers have more than doubled since 1993. African American faculty have increased by 33% during this time as well. The number of female faculty has not increased as significantly, however their numbers did increase by 47% during this time. In 1993 women accounted for 24% of the faculty while in 2008 almost a third of all faculty at IUB are women. (table F-10)

MINORITY FACULTY

There was no over overall change in the number of minority faculty last year. Minority faculty continue to account for 16% of all tenure track faculty at IUB. Overall among CIC institutions minority faculty represent 17% of all tenure track faculty. Within the CIC only the University of Minnesota, the University of Iowa, and Penn State all have lower percentages of minority faculty than IUB.

Unlike most CIC institutions the largest number of minority faculty at IUB are in the Assistant Professor rank. Among CIC

figure F-01

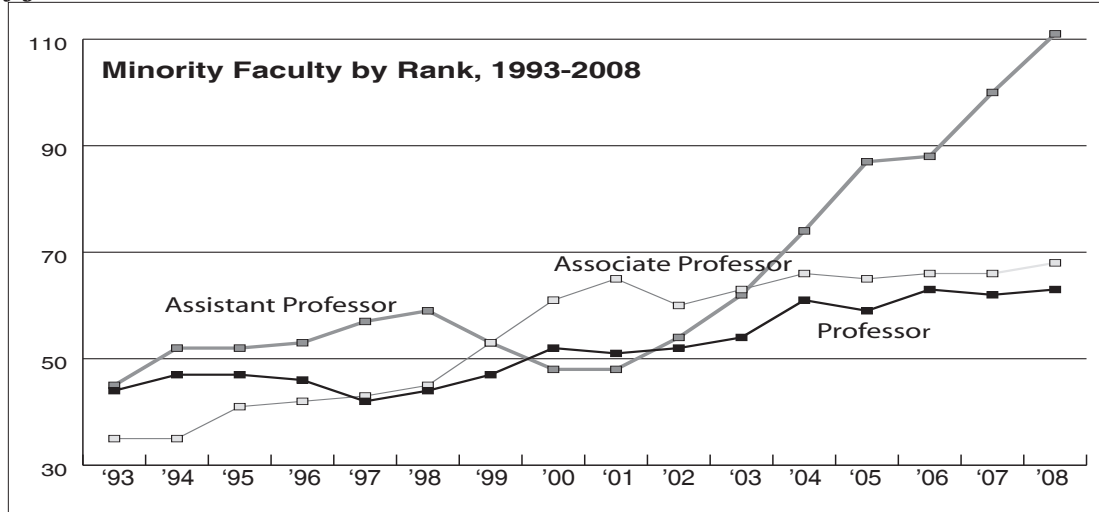


intuitions minority faculty represent 23% of all Assistant Professors while at IUB they represent 31%. (figure F-01) This includes a 11% increase in minority faculty (11 members) last year at this rank. (table F-10) Minority faculty increased the most at the Assistant Professor rank over the last 15 years. (figure F-02) The number of minority faculty Assistant Professors has more than doubled during this time. (table F-10)

There was a 3% change in minority faculty at the Associate Professor rank last year. Minority faculty currently account for 17% of that rank, the same as all years since 2003. This is slightly below the 19% average among CIC institutions. (figure F-01)

Minority representation among Full Professors at IUB continues to be low, despite an increase of one member last

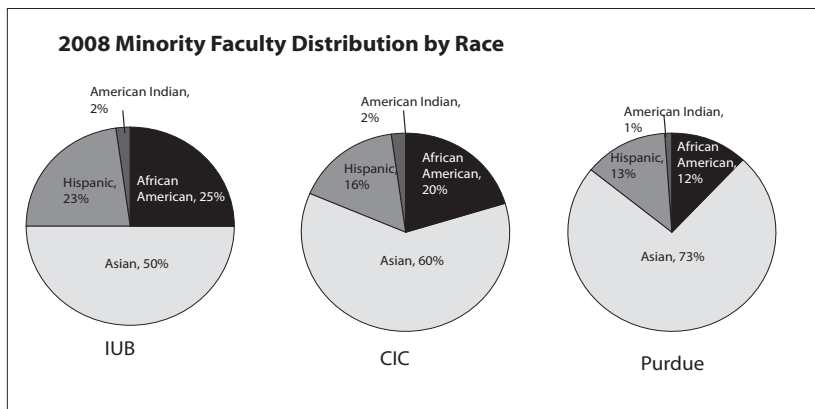
figure F-02



year. Currently minority faculty represent 9% of all Full Professors at IUB compared with 13% among all CIC intuitions. (figure F-01) IUB, has the lowest percentage of minority faculty at this rank among all CIC institutions.

Asian faculty account for 50% of all minority faculty at IUB while Black faculty represent 25%, Hispanic faculty 23% and American Indian

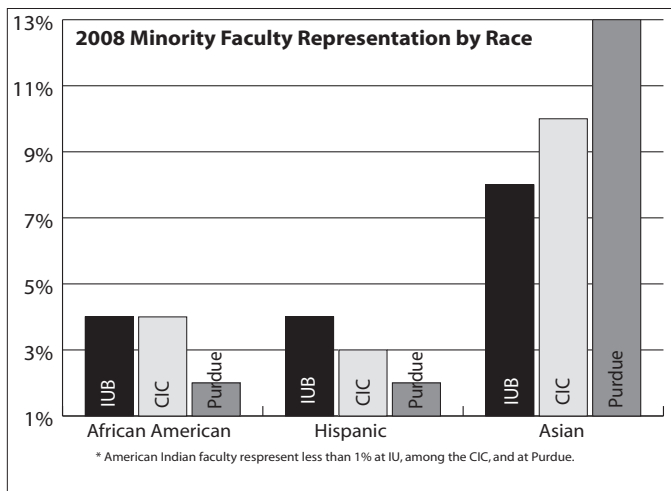
figure F-03



faculty 2%. Among CIC intuitions Asian faculty account for 60% of all minority faculty while Black faculty represent 20%, Hispanic faculty 16% and American Indian faculty 2%. (figure F-03)

The number of IUB Black faculty decreased last year by 2% (1 member) which is the same decrease as last year. Hispanic faculty and Asian faculty both increased last year by 4%, and 13% respectively. Since 1993 there has never been a decrease in the number of either Hispanic or Asian faculty. The number of American Indian faculty also decreased by one last year. (table F-10)

figure F-04



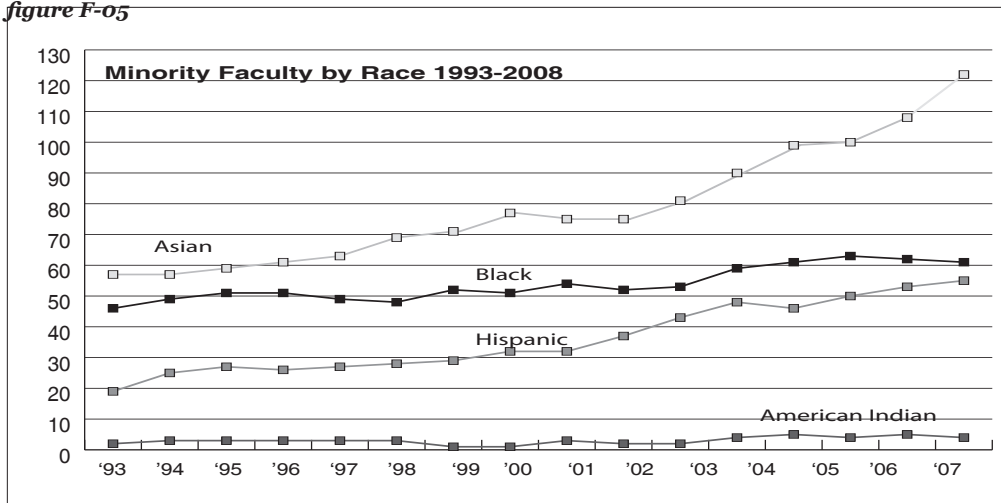
Since 1993, the number of Hispanic faculty have made the largest gain, increasing from 19 members in 1993 to 55 in 2008. This represents an increase of 189%. Over the same time Black faculty have increased 33% (15 members), Asian faculty 114% (65 members) and American Indian faculty 100% (2 members). (figure F-05 & table F-10)

At IUB Black faculty currently represent 4.2% of all tenure track faculty on campus. This compares favorably with the average among CIC institutions (3.5%). (figure F-04) Only three institutions among the CIC have a higher percentage of Black faculty (University of Michigan, Michigan State, University of Illinois). Black faculty have represented roughly 4% of the faculty at IUB since 1994.

Hispanic faculty currently represent 3.8% of the tenure track faculty at IUB compared with 2.8% among all CIC intuitions. (figure F-04) Within the CIC only the University of Illinois has a higher percentage of Hispanic faculty than IUB. In 1993 Hispanic faculty represented only 1% of the faculty at IUB. They have represented close to 4% since 2004.

Asian faculty represent 8.4% of the tenure track faculty at IUB, far below the overall CIC average of 10.3%. (figure F-04) IUB has the lowest percentage of Asian faculty within the CIC. In 1993 Asian faculty represented just over 4% of the faculty at IUB. They have represented roughly 8% of the faculty since last year.

figure F-05



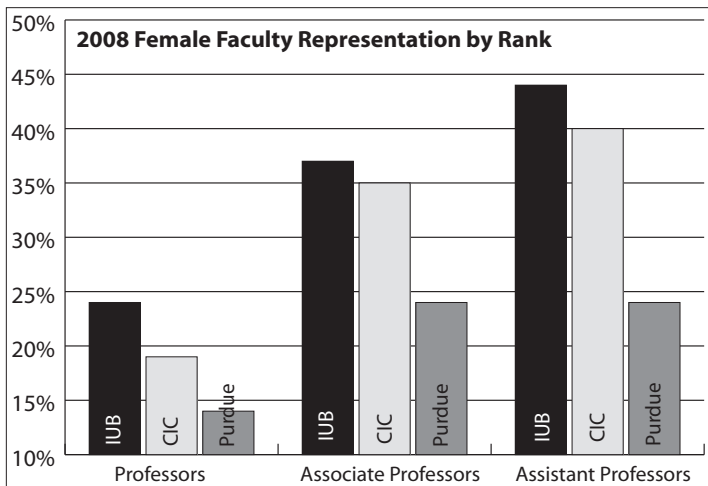
American Indians represent 0.3% of the tenure track faculty at IUB. Among CIC institutions American Indiana continue to represent less than 1% of the faculties. Only Michigan State has close to 1% with a representation of 0.9%.

WOMEN FACULTY

The number of women faculty increased by 17 last year marking the sixth straight year of double digit increases. Currently women account for 32% of all tenure track faculty at IUB. This compares favorably among CIC institutions (29%). Among CIC intuitions IU has the highest percentage of women faculty. However large departments such as engineering do not exist on the IUB campus and these are predominately male and may account for some of the differences across the CIC.

The distribution of women tenure track faculty at IUB is relatively balanced between the three ranks. Additionally, the percentage of women faculty in each rank surpasses the average for each rank among all CIC institutions. *(figure F-06)* Female representation among tenure track faculty at IUB has increased most among Full Professors and Assistant Professors, increasing by 65% and 63% respectively since 1993. The slowest growth has occurred among Associate Professors which has increased by 19% over the same time period. *(figure F-07 & table F-10)*

figure F-06

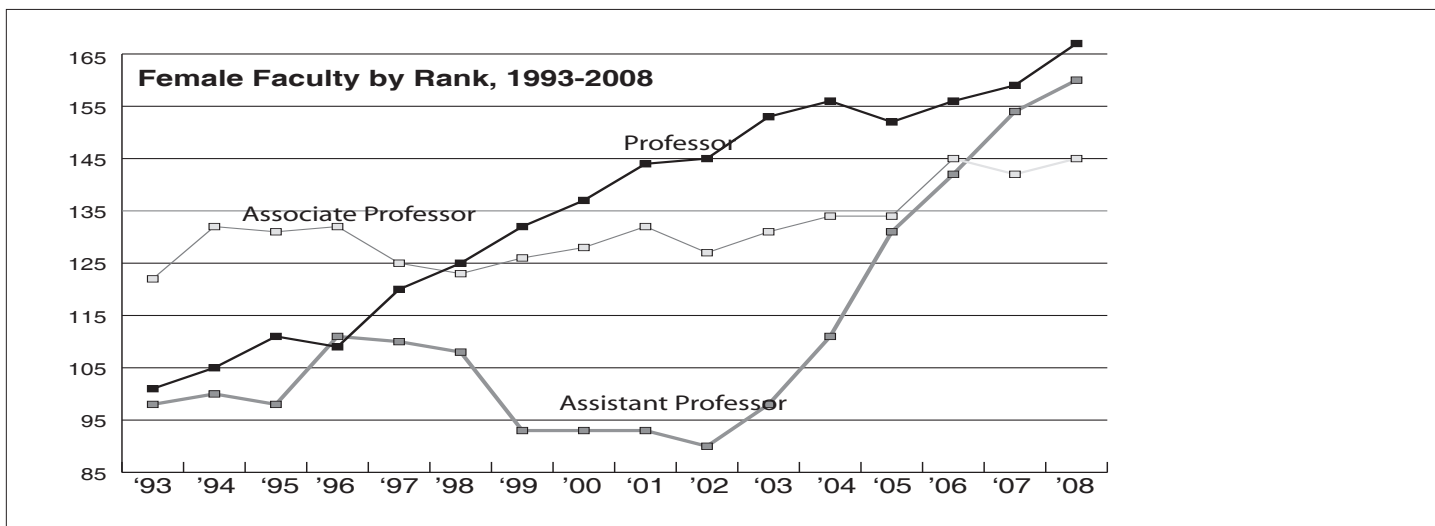


While female representation increased at all three ranks last year, it increased the most at the full Professor rank. Female representation increased 5% at this rank last year and has increased by 65% since 1993. Currently women account for 24% of Professors at IUB. This is above the CIC average for the rank of 19%. *(figure F-06)*

There was an increase of three women at the Associate Professor rank last year. Currently, women account for 37% of all Associate Professors at IUB. This is above the 35% average among all CIC institutions. *(figure F-06)*

Female representation increased by six last year at the Assistant Professor rank. This is a 4% increase over last year and a 63% increase over the last fifteen years. Currently women account for 44% of all Assistant Professors at IUB. This again is above the CIC average for the rank (40%). *(figure F-06)*

figure F-07



Indiana University- Bloomington

Tenure/Tenure Track Faculty

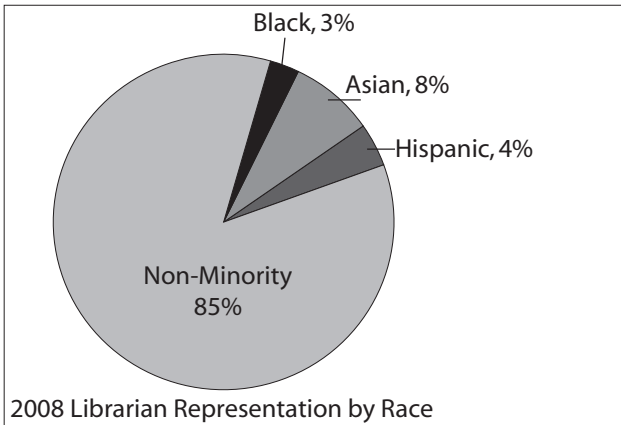
	2008	1- Year Change		5- Year Change		10- Year Change		15- Year Change	
		2007	% change	2003	% change	1998	% change	1993	% change
Total Faculty	1455	1441	1%	1328	10%	1354	7%	1364	7%
Female	472	455	4%	382	24%	356	33%	321	47%
% of total	32%	32%		29%		26%		24%	
Minority	242	227	7%	179	35%	148	64%	124	95%
% of total	17%	16%		13%		11%		9%	
Black	61	62	-2%	53	15%	48	27%	46	33%
Hispanic	55	53	4%	43	28%	28	96%	19	189%
Asian	122	108	13%	81	51%	69	77%	57	114%
American Indian	4	5	-20%	2	100%	3	33%	2	100%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Full Professors	704	707	0%	706	0%	698	1%	699	1%
Female	167	159	5%	153	9%	125	34%	101	65%
% of rank	24%	22%		22%		18%		14%	
Minority	63	62	2%	54	17%	44	43%	44	43%
% of rank	9%	9%		8%		6%		6%	
Black	19	21	-10%	16	19%	13	46%	15	27%
Hispanic	16	16	0%	13	23%	11	45%	8	100%
Asian	28	24	17%	25	12%	18	56%	19	47%
American Indian	0	0	0%	0	0%	2	-100%	2	-100%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Associate Professors	389	380	2%	370	5%	381	2%	393	-1%
Female	145	142	2%	131	11%	123	18%	122	19%
% of rank	37%	37%		35%		32%		31%	
Minority	68	66	3%	63	8%	45	51%	35	94%
% of rank	17%	17%		17%		12%		9%	
Black	17	17	0%	25	-32%	17	0%	12	42%
Hispanic	15	15	0%	12	25%	4	275%	7	114%
Asian	35	33	6%	25	40%	24	46%	16	119%
American Indian	1	1	0%	1	0%	0	100%	0	100%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Assistant Professors	362	354	2%	252	44%	275	32%	272	33%
Female	160	154	4%	98	63%	108	48%	98	63%
% of rank	44%	44%		39%		39%		36%	
Minority	111	100	11%	62	79%	59	88%	45	147%
% of rank	31%	28%		25%		21%		17%	
Black	25	24	4%	12	108%	18	39%	19	32%
Hispanic	24	22	9%	18	33%	13	85%	4	500%
Asian	59	50	18%	31	90%	27	119%	22	168%
American Indian	3	4	-25%	1	200%	1	200%	0	300%
Native Hawaiian	0	0	0%	-	-	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category
Data as of October 1 for respective year.

Office of Affirmative Action

Mar-09

figure L-01



Since 1993 the number of librarians on the Bloomington campus has declined by 14. (figure L-03) Despite this, there has been a steady but slow increase in minority representation among librarians over that same time period. (figure L-02) This has resulted in an increase of 3 minority librarians over the last fifteen years.

There has, however, been no overall change in minority representation among librarians since 2006. Within the ranks, however, there was a change last year in minority representation: an increase of one minority Assistant Librarian and a decrease of one at the Associate Librarian rank. (table L-10) There continues to be no minority representation among Full Librarians and has been none since 2000.

Although women continue to represent a majority of the librarians on the Bloomington campus, their representation has decreased by 22% over the last fifteen years and 7% over last year. They currently

represent 60% of all librarians but less than half of librarians at the Full Librarian rank. Representation of women among Full Librarians has decreased by 53% 2003 when they represented 62% of all Full Librarians. Women currently represent 64% of Associate Librarians, two few than last year. There was no change in female representation last year among Assistant Librarians, but there has been an 18% decrease in less than five years. In 2006 twelve female librarians represented 70% of that rank; currently nine female librarians represent 60% of that rank. (table L-10)

figure L-02

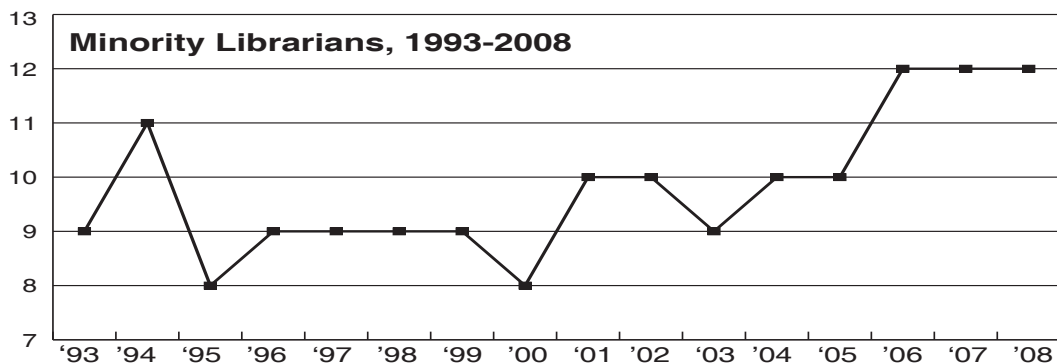


figure L-03

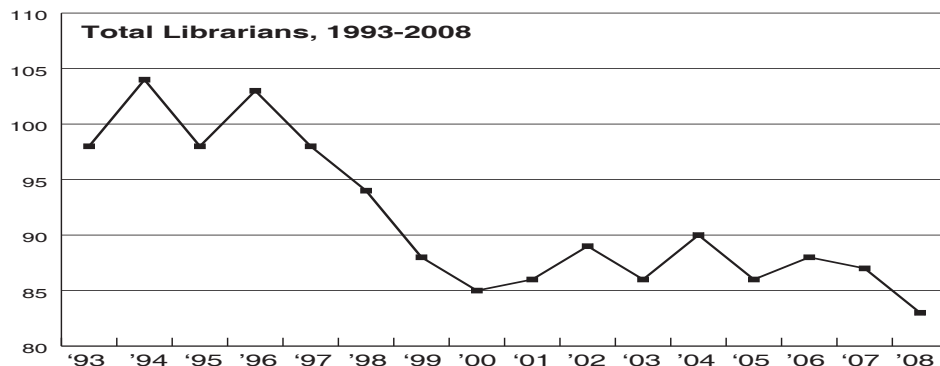


table L-10

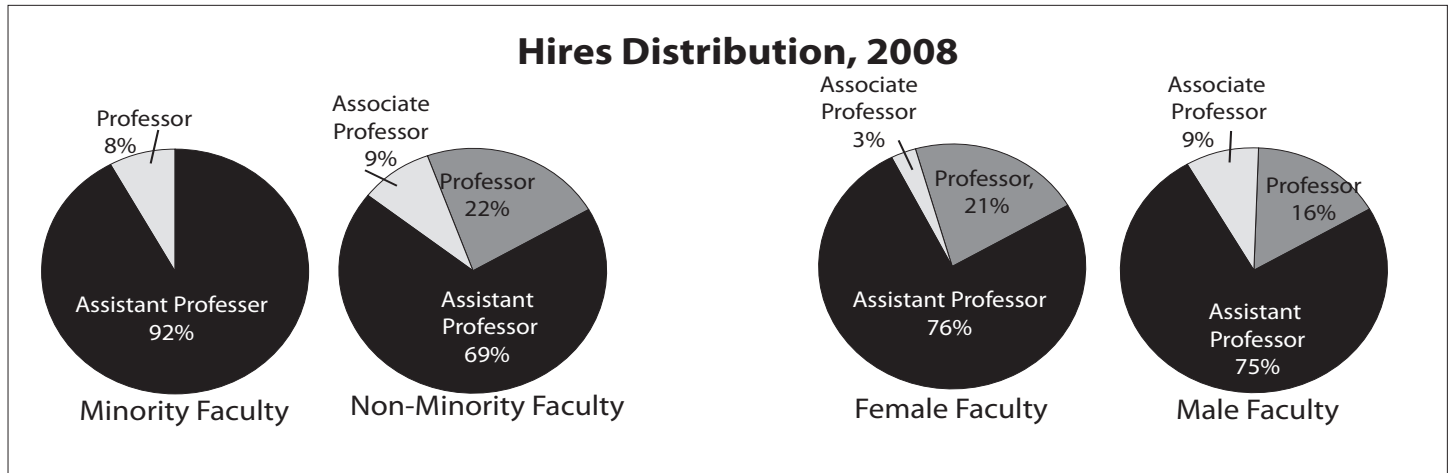
Tenure/Tenure Track Librarians

	2008	1- Year Change		5- Year Change		10- Year Change		15- Year Change	
		2007	% change	2003	% change	1998	% change	1993	% change
Total Librarians	83	86	-3%	86	-3%	94	-12%	98	-15%
Female	50	54	-7%	57	-12%	64	-22%	64	-22%
% of total	60%	63%		66%		68%		65%	
Minority	12	12	0%	9	33%	9	33%	9	33%
% of total	14%	14%		10%		10%		9%	
Black	2	3	-33%	2	0%	2	0%	3	-33%
Hispanic	3	3	0%	1	200%	1	200%	0	300%
Asian	7	6	17%	6	17%	6	17%	6	17%
American Indian	0	0	0%	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Full Librarians	13	16	-18.8%	21	-38%	23	-43.5%	23	-100.8%
Female	6	8	-25%	13	-54%	15	-60%	12	-50%
% of rank	46%	50%		62%		65%		52%	
Minority	0	0	0%	0	0%	1	-100%	1	-100%
% of rank	0%	0%		0%		4%		4%	
Black	0	0	0%	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	1	-100%	1	-100%
American Indian	0	0	0%	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Associate Librarians	55	55	0%	52	6%	62	-11%	58	-5%
Female	35	37	-5%	33	6%	40	-13%	41	-15%
% of rank	64%	67%		63%		65%		71%	
Minority	8	9	-11%	7	14%	7	14%	5	60%
% of rank	15%	16%		13%		11%		9%	
Black	1	3	-67%	1	0%	2	-50%	2	-50%
Hispanic	1	1	0%	1	0%	0	100%	0	100%
Asian	6	5	20%	5	20%	5	20%	3	100%
American Indian	0	0	0%	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Assistant Librarians	15	15	0%	13	15%	9	67%	17	-12%
Female	9	9	0%	11	-18%	9	0%	11	-18%
% of rank	60%	60%		85%		100%		65%	
Minority	4	3	33%	2	100%	1	300%	3	33%
% of rank	27%	20%		15%		11%		18%	
Black	1	0	100%	1	0%	0	100%	1	0%
Hispanic	2	2	0%	0	200%	1	100%	0	200%
Asian	1	1	0%	1	0%	0	100%	2	-50%
American Indian	0	0	0%	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-	-	-

(-) Native Hawaiians prior to 2005 were included in the Asian category
Data as of October 1 for respective year.

There were 92 hires in 2008 and in 2007. However, there were five more female faculty hired in 2008 than in 2007. Women accounted for 40% of all hires last year up from 35% in 2007. (table H-10) Women continue to be hired mostly at the Assistant Professor rank. Last year less than a quarter (24%) of all women faculty hired were in the senior ranks.

figure H-01



There was one fewer minority hire in 2008 than in 2007. Last year 24 minority faculty were hired representing 26% of all new hires. (table H-10) All but two faculty were Assistant Professors. (figure H-01) There continues to be little minority recruitment to the senior ranks. There were three more Asia faculty hired last year than the previous year, while the number of Black hires remained consistent, and the number of Hispanic hires decreased by two.

There were two minority faculty hired as Full Professors last year; both in the College of Arts & Sciences. Of the seventeen faculty members hired at this rank last year, eight were women (47%). Six of these were women were hired into the College of Arts & Science, while the other two were in the School of Journalism and the Jacobs School of Music.

There were significantly fewer faculty hired at the Associate Professor rank last year than in previous years. (table H-10) Of the six faculty hired at that rank last year, none were minority and only one was a woman (17%). She was hired by the School of Education.

Most women and minority faculty are hired at the Assistant Professor rank. Minority faculty represented 32% of all hires at this level last year. Most minority faculty hired last

figure H-02

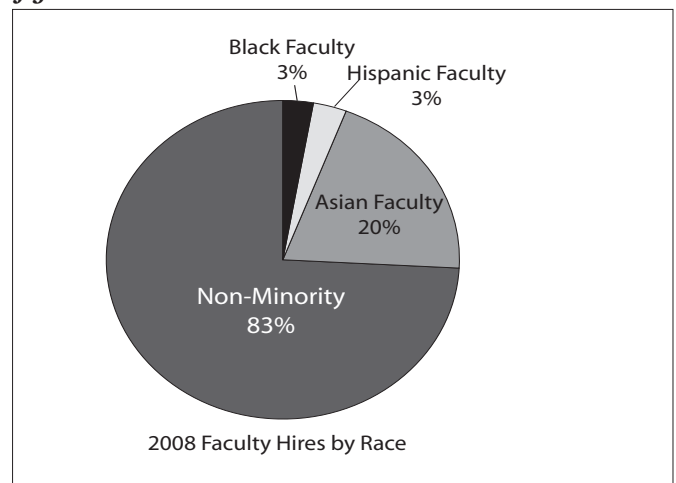
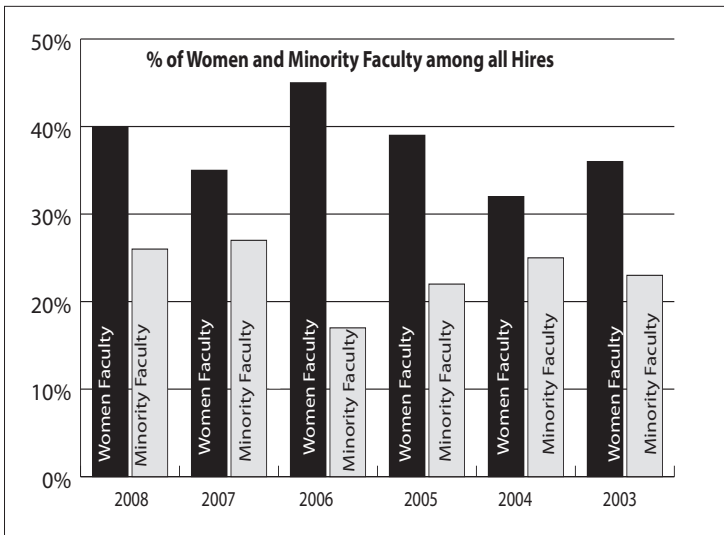


figure H-03



year at this rank last year were hired either into the College of Arts and Sciences (8) or the Kelley School of Business (7). Three minority Assistant Professors were hired in the School of Education, two in the School of Health Physical Education and Recreation, and one each in the School of Library and Information Sciences and the School of Public and Environmental Affairs.

There were three librarians hired on the Bloomington campus; one man and two women. There was one minority Assistant Librarian hired last year. The two women hired last year were both at the Assistant Librarian rank, while the only male hired was at the Associate Librarian rank.

table-H-10

Tenure/Tenure Track Faculty
HIRES

	2008	2007	2006	2005	2004	2003
Total Faculty	92	92	99	76	100	90
Female	37	32	45	30	32	32
<i>% of total</i>	40%	35%	45%	39%	32%	36%
Minority	24	25	17	17	25	21
<i>% of total</i>	26%	27%	17%	22%	25%	23%
Black	3	3	6	4	7	5
Hispanic	3	5	7	1	5	7
Asian	18	15	4	11	12	9
American Indian	0	2	-	-	-	-
Native Hawaiian	0	0	0	0	0	0
Full Professors	17	12	17	11	18	13
Female	8	2	4	1	2	3
<i>% of rank</i>	47%	17%	24%	9%	11%	23%
Minority	2	0	2	1	1	2
<i>% of rank</i>	12%	0%	12%	9%	6%	15%
Black	-	-	1	-	1	1
Hispanic	-	-	1	1	-	-
Asian	2	-	-	-	-	1
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Associate Professors	6	18	17	20	14	12
Female	1	5	9	6	4	5
<i>% of rank</i>	17%	28%	53%	30%	29%	42%
Minority	0	2	2	2	2	4
<i>% of rank</i>	0%	11%	12%	10%	14%	33%
Black	-	-	-	1	-	1
Hispanic	-	-	1	-	-	3
Asian	-	2	1	1	2	-
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Assistant Professors	69	62	65	45	68	65
Female	28	25	32	23	26	24
<i>% of rank</i>	41%	40%	49%	51%	38%	37%
Minority	22	23	13	14	22	15
<i>% of rank</i>	32%	37%	20%	31%	32%	23%
Black	3	3	5	3	6	3
Hispanic	3	5	5	-	5	4
Asian	16	13	3	10	10	8
American Indian	-	2	-	1	1	-
Native Hawaiian	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action

Mar-09

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC
STATUS of FEMALE & MINORITY FACULTY
 Tenured/Tenure-Track Faculty
 Indiana University - Bloomington
 Spring 2009
 New Hires by Gender and Ethnicity

	<u>Gender</u>	<u>Ethnicity</u>
Librarian	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	0	0

	<u>Gender</u>	<u>Ethnicity</u>
Professor	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	17	15

	<u>Gender</u>	<u>Ethnicity</u>
Associate Librarian	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	1	1

	<u>Gender</u>	<u>Ethnicity</u>
Associate Professor	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	6	6

	<u>Gender</u>	<u>Ethnicity</u>
Assistant Librarian	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	2	1

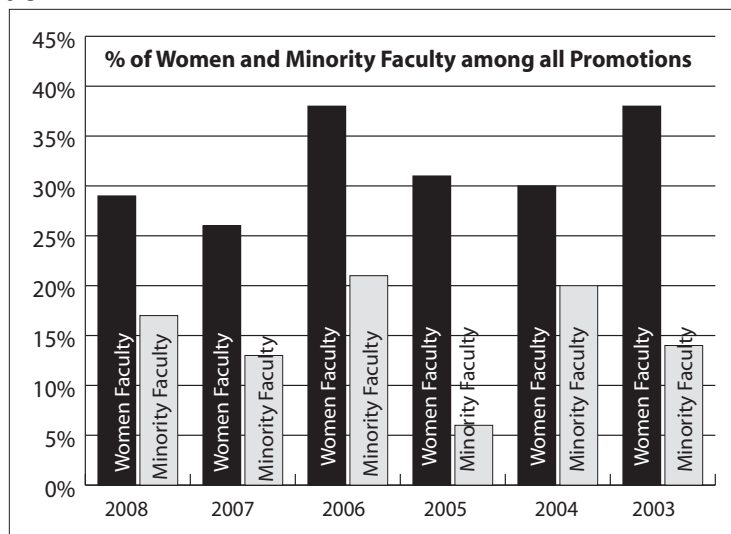
	<u>Gender</u>	<u>Ethnicity</u>
Assistant Professor	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	69	47

	<u>Gender</u>	<u>Ethnicity</u>
Total Faculty & Librarians	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	106	77

	<u>Gender</u>	<u>Ethnicity</u>
Lecturer	Male	Black
	Female	Asian
		Hispanic
	American Indian	
	Native Hawaiian	
White		
Total	11	7

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008
 Prepared by the Office of Affirmative Action

figure P-01



Tenure track faculty promotions can vary greatly year to year. Over the last ten years there has been as many as 72 and as few as 35. Last year 66 promotions were granted. On average, women faculty account for about 30% of the promotions. Last year 29% were women. Last year 17% of promotions went to minority faculty slightly more than the average. (15% over five years) (figure P-01 left)

Of the 22 promotions last year to Full Professor, five (23%) were women and two (9%) were minority faculty. (table P-10) Three of the five women promoted to Full Professor were from the College of Arts and Sciences. The other two women were from the School of Health, Physical Education & Recreation and the Jacobs School of Music. The two minority faculty promoted last year were from the School of Law and the Kelley School of Business.

There were 44 promotions to Associate Professor last year; sixteen more than the previous year. Of these, fourteen (32%) were women and nine (20%) were minority faculty. Of the fourteen women promoted, nine were in the College of Arts and Sciences, two in the Kelley School of Business, and one each in the Jacobs School of Music, the School of Education and the School of Library and Information Science. Of the nine minority faculty promoted last year; four were in the College of Arts and Science, two in the Kelley School of Business, and one each in the School of Education, the School of Informatics, and the School of Library and Information Sciences.

Of the two promotions to Associate Librarian last year both were women and neither were minority.

table P-10

Tenure/Tenure Track Faculty
Promotions

	2008	2007	2006	2005	2004	2003
Total Faculty	66	68	52	35	46	72
Female	19	18	20	11	14	27
<i>% of total</i>	29%	26%	38%	31%	30%	38%
Minority	11	9	11	2	9	10
<i>% of total</i>	17%	13%	21%	6%	20%	14%
Black	1	2	5	1	2	2
Hispanic	2	5	0	0	3	3
Asian	8	2	6	1	4	5
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
to full Professor	22	40	25	20	24	40
Female	5	11	8	6	7	13
<i>% of rank</i>	23%	28%	32%	30%	29%	33%
Minority	2	5	4	2	4	4
<i>% of rank</i>	9%	13%	16%	0%	0%	10%
Black	0	1	2	1	2	-
Hispanic	1	3	-	-	1	1
Asian	1	1	2	1	1	3
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
to Associate Professor	44	28	27	15	22	32
Female	14	7	12	5	7	14
<i>% of rank</i>	32%	25%	44%	33%	0%	0%
Minority	9	4	7	-	5	6
<i>% of rank</i>	20%	14%	26%	0%	0%	0%
Black	1	1	3	-	-	2
Hispanic	1	2	-	-	2	2
Asian	7	1	4	-	3	2
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action

Mar-09

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC
STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty
 Indiana University - Bloomington
 Spring 2009
 Promotions by Gender and Ethnicity

<u>Gender</u>		<u>Ethnicity</u>				
Professor		Black	0	Asian	1	
	Male	17		Hispanic	1	
	Female	5		American Indian	0	
				Native Hawaiian	0	
				White	20	
Total		22				

<u>Gender</u>		<u>Ethnicity</u>				
Librarian		Black	0	Asian	0	
	Male	0		Hispanic	0	
	Female	0		American Indian	0	
				Native Hawaiian	0	
				White	0	
Total		0				

<u>Gender</u>		<u>Ethnicity</u>				
Associate Professor		Black	1	Asian	7	
	Male	30		Hispanic	1	
	Female	14		American Indian	0	
				Native Hawaiian	0	
				White	35	
Total		44				

<u>Gender</u>		<u>Ethnicity</u>				
Associate Librarian		Black	0	Asian	0	
	Male	0		Hispanic	0	
	Female	2		American Indian	0	
				Native Hawaiian	0	
				White	2	
Total		2				

<u>Gender</u>		<u>Ethnicity</u>				
Assistant Professor		Black	0	Asian	0	
	Male	0		Hispanic	0	
	Female	0		American Indian	0	
				Native Hawaiian	0	
				White	0	
Total		0				

<u>Gender</u>		<u>Ethnicity</u>				
Assistant Librarian		Black	0	Asian	0	
	Male	0		Hispanic	0	
	Female	0		American Indian	0	
				Native Hawaiian	0	
				White	0	
Total		0				

<u>Gender</u>		<u>Ethnicity</u>				
Faculty & Librarian Totals		Black	1	Asian	8	
	Male	47		Hispanic	2	
	Female	21		American Indian	0	
				Native Hawaiian	0	
				White	57	
Grand Total		68				

table P-20

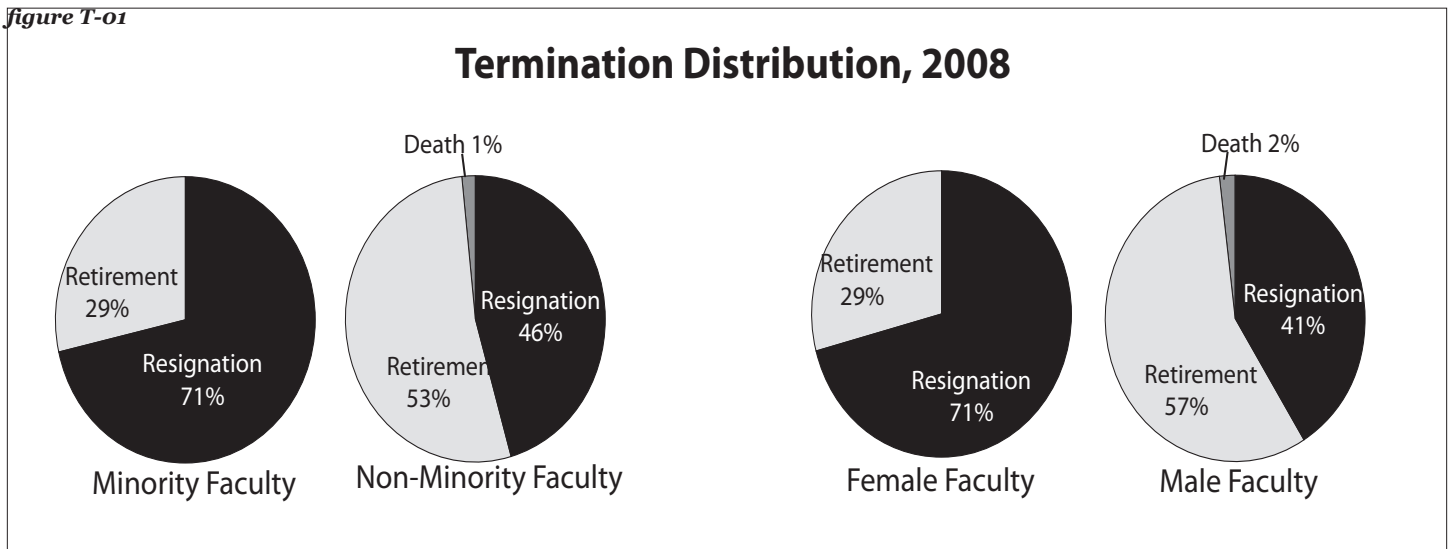
Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008
 Prepared by the Office of Affirmative Action

TERMINATIONS

Report to the Bloomington Faculty Council: Status of Women and Minority Faculty and Librarians on the Bloomington campus

Retirement continues to account for a significant number of the IUB faculty terminations in any year (40 in 2008, 44 in 2007). However resignations also account for a large number of terminations on the IUB campus (41 in 2008, 35 in 2007) and resignations account for a larger portion of the terminations for women and minorities than for men and non-minorities. (figure T-1) Although the reason for resignation varies, most faculty who resign take positions at other institutions. Among those resigning last year women and minority faculty took positions at the University of Michigan, University of Illinois, and Syracuse University.

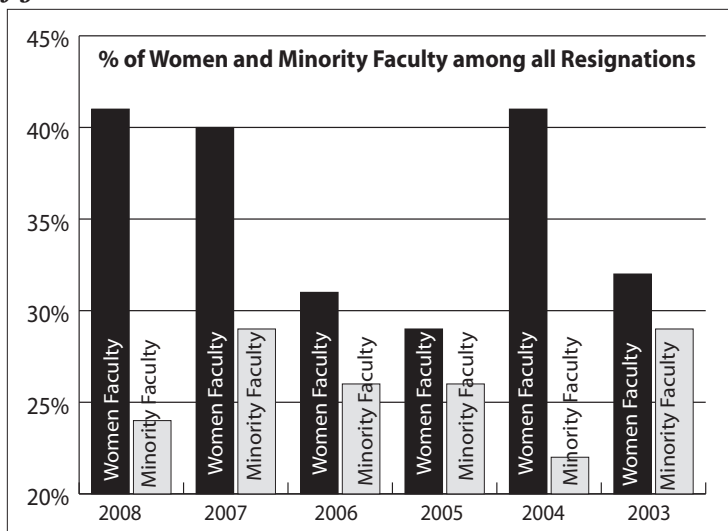
figure T-01



RESIGNATIONS

There were six more resignations in 2008 than in 2007. The number of minority resignations last year remained constant at 10. However, more women resigned last than in any previous year. Last year 41% of all faculty resignations were women despite the fact that women only account for 32% of the total faculty. Last year, 24% of all resignations were minority faculty, although minority faculty account for 17% of the total faculty. There are disproportionately more women and minority faculty resignations every year within the total faculty.

figure T-02



There were fewer resignations at the Professor rank last year and correspondingly less women and minority faculty resigned from this rank. Of the two minority resignations at this rank, one was from the School of Education and one from the College of Arts and Science. The one female resignation from this rank last year was from the School of Library and Informatics Science.

There were more resignations last year at the Associate Professor rank than at anytime in the last six years. Of the six women that resigned from this rank last year, four were from the College of Arts and Sciences, one from the School of Health Physical Education & Recreation, and one from the School of Education. Minority faculty accounted for 23% of the resignations at this rank last year, up from 9% the previous year. Of the three minority resignations, two were from the School of Health, Physical Education & Recreation and one was from the College of

Arts and Sciences.

By far the most resignations last year occurred at the Assistant Professor rank (21 in 2008, 12 in 2007). Women represented almost half of the resignations at this rank.(10 out of 21) Of the ten resignations, most (6) were from the College of Arts and Sciences, one was from the School of Education, one from the School of Health, Physical Education & Recreation, one from the Health Sciences Program, and one from the School of Informatics. The five minority resignations from this rank last year was about the average over the last six years. Of these five, three were from the College of Arts and Science, one from the School of Informatics, and one from the Kelley School of Business.

Of the ten minority resignations last year, half were in the senior ranks. Among the three black faculty members who resigned last year, two were in the senior ranks. Half of both Hispanic and Asian faculty resignations were in the senior ranks. The same is not true of women faculty however, most female resignations are from the Assistant Professor rank, (10 out of 17).

Additionally, there were five resignations within the librarian ranks last year, all five were woman and one of which was a minority librarian. Of these resignations most were at the senior ranks; one at the Librarian rank, three at the Associate Librarian rank.

RETIREMENTS

There was a slight decrease in the number of retirements last year on campus. (40 in 2008, 44 in 2007) (table T-30) Women and minority faculty continue to represent a fairly low percentage of these retirements. Last year women represented 18% of faculty retirements and minority faculty 10%. (figure T-03 right)

As expected, most retirements occur at the Full Professor rank. Last year out of the total 35 retirements at this rank, six were women and three were minorities. Of the women retirees at the Full Professor rank, two were from the College of Arts and Sciences, two from the Jacobs School of Music, and two from the School of Journalism. The minority retirements last year at this rank included one from the School of Public and Environmental Affairs, one from the Kelley School of Business, and one from the College of Arts and Sciences.

Five Associate Professors retired last year including one woman and one minority faculty member, both were the College of Arts and Sciences.

Within the Librarian ranks there were two retirements last year, one Librarian and one Associate Librarian both retirees were women and neither were minority.

Regrettably there was also one death among the faculty last year. The person a non-minority male.

figure T-03

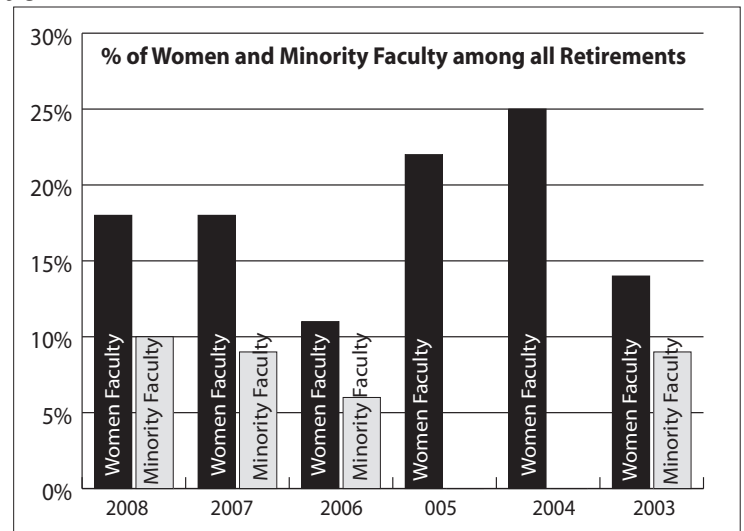


table T-10

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty

Indiana University - Bloomington

Spring 2009

Terminations by Gender and Ethnicity

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Professor			Black	2	Resignation	7	6	1
	Male	36	Asian	1	Retirement	35	29	6
	Female	7	Hispanic	2	Deceased	1	1	0
			American Indian	0				
			Native Hawaiian	0				
			White	38				
Total		43						

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Associate Professor			Black	1	Resignation	13	7	6
	Male	11	Asian	3	Retirement	5	4	1
	Female	7	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			White	14				
Total		18						

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Assistant Professor			Black	1	Resignation	21	11	10
	Male	11	Asian	2	Retirement	0	0	0
	Female	10	Hispanic	1	Deceased	0	0	0
			American Indian	1				
			Native Hawaiian	0				
			White	16				
Total		21						

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Lecturer			Black	0	Resignation	2	2	0
	Male	2	Asian	0	Retirement	1	0	1
	Female	1	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			White	3				
Total		3						

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty

Indiana University - Bloomington

Spring 2009

Terminations by Gender and Ethnicity

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Librarian			Black	0	Resignation	1	0	1
	Male	0	Asian	0	Retirement	1	0	1
	Female	2	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			White	2				
Total		2						

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Associate Librarian			Black	1	Resignation	3	0	3
	Male	0	Asian	0	Retirement	1	0	1
	Female	4	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			White	3				
Total		4						

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Assistant Librarian			Black	0	Resignation	1	0	1
	Male	0	Asian	0	Retirement	0	0	0
	Female	1	Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
			White	1				
Total		1						

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Faculty & Librarian Totals			Black	5	Resignation	48	26	22
	Male	60	Asian	6	Retirement	43	33	10
	Female	32	Hispanic	3	Deceased	1	1	0
			American Indian	1				
			Native Hawaiian	0				
			White	77				
Grand Total		92						

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2008

Prepared by the Office of Affirmative Action

Tenure/Tenure Track Faculty
Resignations

	2008	2007	2006	2005	2004	2003
Total Faculty	41	35	47	34	27	31
Female	17	14	16	10	11	10
<i>% of total</i>	41%	40%	34%	29%	41%	32%
Minority	10	10	12	9	6	9
<i>% of total</i>	24%	29%	26%	26%	22%	29%
Black	3	3	4	4	3	3
Hispanic	2	1	3	3	0	3
Asian	4	6	4	1	3	3
American Indian	1	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Full Professors	7	12	14	7	7	9
Female	1	5	5	3	1	1
<i>% of rank</i>	14%	42%	36%	43%	14%	11%
Minority	2	3	3	1	0	1
<i>% of rank</i>	29%	25%	21%	14%	0%	11%
Black	1	-	1	1	-	-
Hispanic	1	1	-	-	-	-
Asian	-	2	2	-	-	1
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Associate Professors	13	11	11	7	7	6
Female	6	5	1	3	2	3
<i>% of rank</i>	46%	45%	9%	43%	29%	50%
Minority	3	1	2	2	1	3
<i>% of rank</i>	23%	9%	18%	29%	14%	50%
Black	1	1	-	2	1	-
Hispanic	-	-	1	-	-	2
Asian	2	-	1	-	-	1
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Assistant Professors	21	12	22	20	13	16
Female	10	4	10	4	8	6
<i>% of rank</i>	48%	33%	45%	20%	62%	38%
Minority	5	6	7	6	5	5
<i>% of rank</i>	24%	50%	32%	30%	38%	31%
Black	1	2	3	1	2	3
Hispanic	1	-	2	3	-	1
Asian	2	4	1	1	3	1
American Indian	1	-	1	-	-	-
Native Hawaiian	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action**Mar-09**



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table T-30

Tenure/Tenure Track Faculty
Retirements

	2008	2007	2006	2005	2004	2003
Total Faculty	40	44	36	41	32	35
Female	7	8	4	9	8	5
% of total	18%	18%	11%	22%	25%	14%
Minority	4	4	2	0	0	3
% of total	10%	9%	6%	0%	0%	9%
Black	1	2	1	0	0	1
Hispanic	1	0	0	0	0	0
Asian	2	2	1	0	0	2
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Full Professors	35	38	31	33	25	31
Female	6	7	3	6	8	5
% of rank	17%	18%	10%	18%	32%	16%
Minority	3	3	1	-	-	3
% of rank	9%	8%	3%	0%	0%	10%
Black	1	2	1	-	-	1
Hispanic	1	-	-	-	-	-
Asian	1	1	-	-	-	2
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Associate Professors	5	5	5	7	6	4
Female	1	1	1	3	-	-
% of rank	20%	20%	20%	43%	0%	0%
Minority	1	1	1	-	-	0
% of rank	20%	20%	20%	0%	0%	0%
Black	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-
Asian	1	1	1	-	-	-
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Assistant Professors	0	1	0	1	1	0
Female	-	-	-	-	-	-
% of rank	0%	0%	0%	0%	0%	0%
Minority	-	-	-	-	-	-
% of rank	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-
Asian	-	-	-	-	-	-
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action**Mar-09**