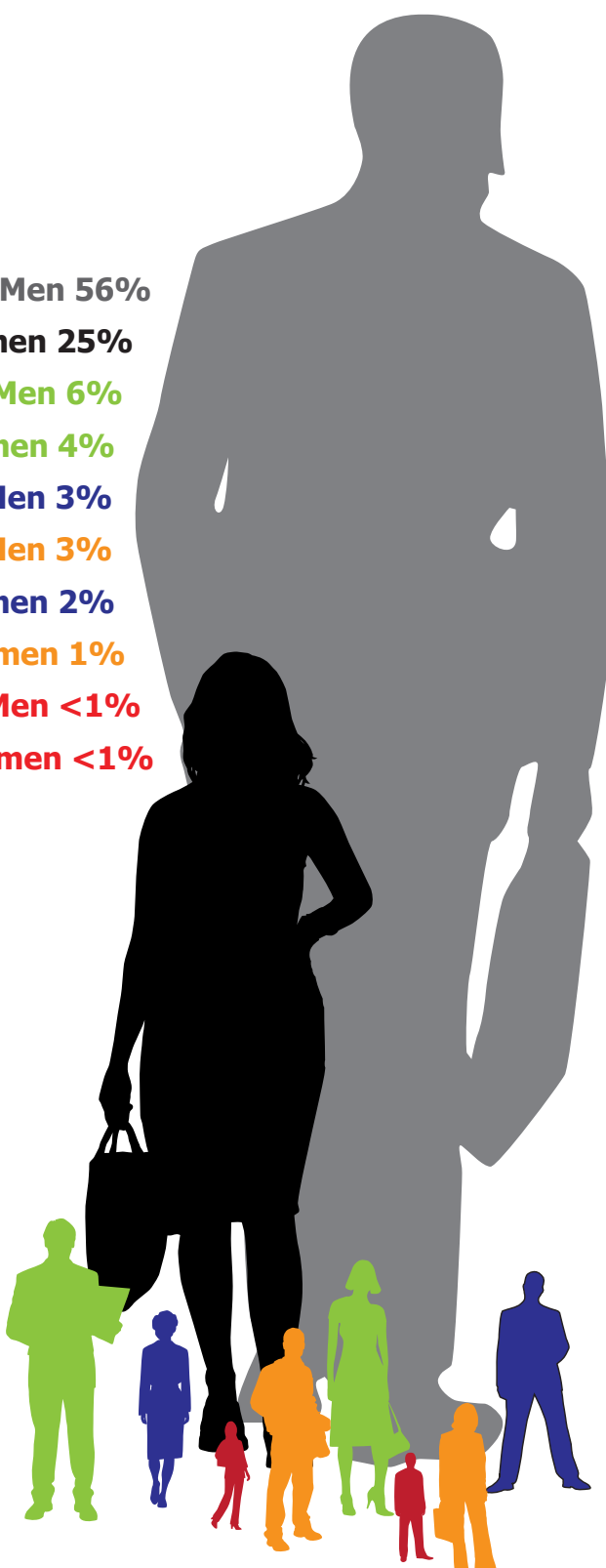


Report to the Bloomington Faculty Council:

Women and Minority Faculty and Librarians
on the Bloomington Campus 2010



White Men 56%
White Women 25%
Asian Men 6%
Asian Women 4%
Black Men 3%
Hispanic Men 3%
Black Women 2%
Hispanic Women 1%
American Indian Men <1%
American Indian Women <1%



INDIANA UNIVERSITY

OFFICE OF AFFIRMATIVE ACTION
AND EQUAL OPPORTUNITY

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

Elizabeth Raff, chair

Rishiba Chadha, Lessie Jo Frazier, Delorice Holliday, Lewis Jones, Stacie King,
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Table of Contents:

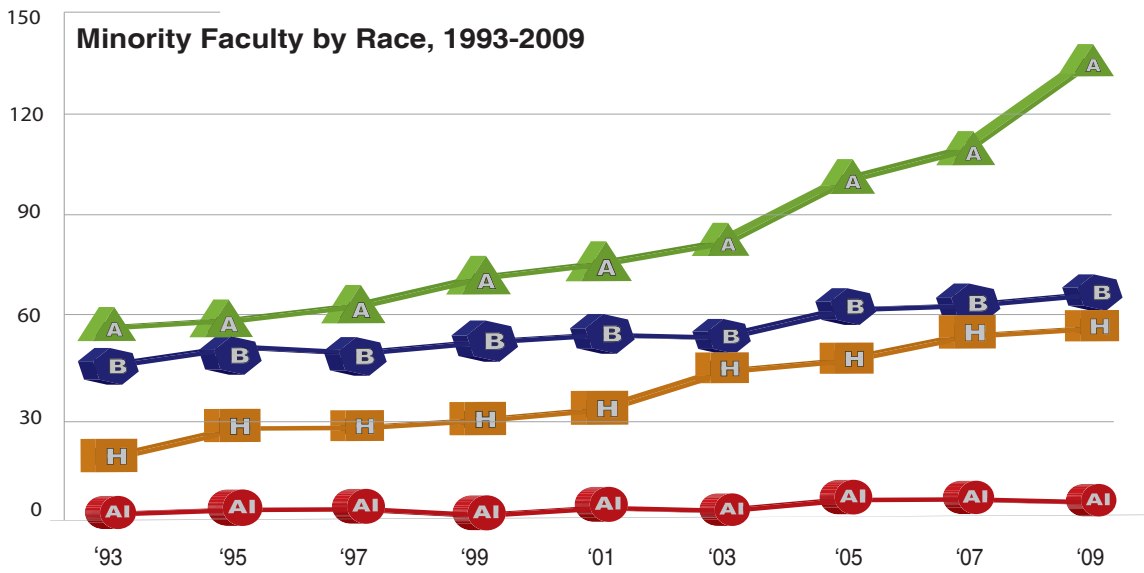
REPORT SUMMARY

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. Comparative 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. The Committee on Institutional Cooperation (CIC) includes: 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.

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 92% over the last 15 years. In 1994 the 124 minority faculty on campus represented 10% of the faculty; in 2009 the 227 minority faculty account for 18% of the faculty at IUB. Most of this increase has been among Hispanic and Asian faculty where the numbers have more than doubled since 1994. Overall among CIC institutions minority faculty represent 18% of all tenure track faculty. Within the CIC the University of Minnesota, the University of Iowa, Penn State University, Ohio State University, and the University of Chicago 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 seven last year. Currently minority faculty represent 10% of all Full Professors at IUB compared with 14% among all CIC intuitions. IUB has the lowest percentage of minority faculty at this rank among all CIC institutions.
- Overall last year the number of women faculty increased by 2%; all at the senior ranks. Women faculty representation decreased at the Assistant Professor rank last year. Women faculty represent 45% of Assistant Professors on campus, 37% of all Associate Professors, and 24% of all Full Professors. Among CIC intuitions IU has the highest percentage of women faculty. However, this statistic may be skewed as large departments such as engineering do not exist on the IUB campus. These departments are predominately male and may account for some of the difference across the CIC.
- Since 1994 the number of librarians on the Bloomington campus has declined by 19% (20 librarians). Despite this, minority representation among librarians has increased by 18% (2 librarians) over that same time period. For the second straight year there was a minority librarian hire and after promotion there is now one minority Full Librarian. This is the first minority Full Librarian since 1999.

TENURE TRACK FACULTY OVERVIEW



across the three ranks among CIC institutions. That is, 37% of all minority faculty at CIC institutions are Full Professors, 31% are Associate Professors, and 32% are Assistant Professors. However, at IUB these numbers are both inverted and unbalanced; 44% of all minority faculty are Assistant Professors, 29% are Associate

Although there is only small incremental changes in the number of women and minority faculty each year on campus, these incremental changes have added up to significant change over the last 15 years. The number of minority faculty has increased 92% over the last 15 years. In 1993 the 134 minority faculty on campus represented only 10% of the faculty, in 2009 the 277 minority faculty account for 18% of the faculty at IUB. Most of this increase has been among Hispanic and Asian faculty where the numbers have more than doubled since 1994. The number of Black faculty has increased by 33% during this time. The number of female faculty increased by 42% during this time. In 1994 women accounted for 25% of the faculty; in 2009 almost a third of all faculty members at IUB are women. (table page 22)

Professors, and 27% are Assistant Professors.

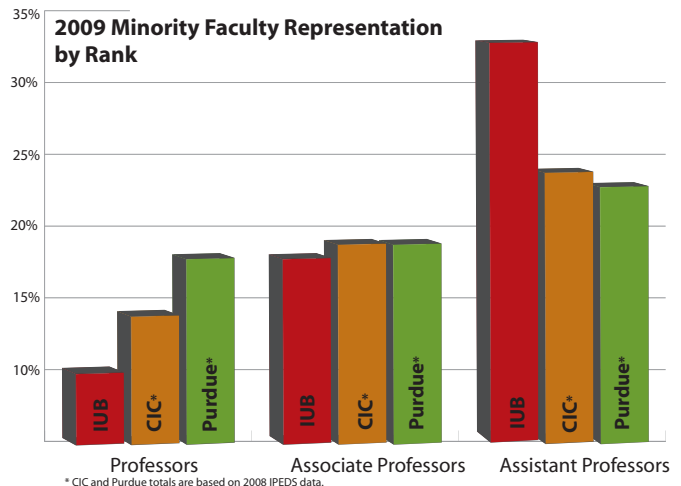
Despite that fact that minority faculty increased by only two at the Assistant Professor rank this year, minority faculty represent a larger portion of this rank than at other CIC institutions. Among CIC institutions minority faculty represent 24% of all Assistant Professors; at IUB they represent 33%. (graph below) The increase of five Black and Asian faculty members was offset by the decrease of two Hispanic faculty members at this rank. The number of minority faculty Assistant Professors has more than doubled over the last 15 years; from 52 in 1994, to 113 in 2009. (table page 22)

There was a 4% change in minority faculty (6 members) at the Associate Professor rank last year. This included increases in the number of Black, Asian, and Hispanic




While the total faculty increased by 1% this year, the number of minority faculty increased by 6%. Additionally, the percentage of minority faculty among the faculty increased to 18%. (Minority faculty represented 17% of the faculty in 2008.) Overall among CIC institutions minority faculty represent 18% of all tenure track faculty as well. Amongst individual institutions, five have higher percentages of minority faculty (Purdue, University of Michigan, Michigan State, University of Illinois, and Northwestern) while five have lower percentages of minority faculty (Ohio State, Penn State, University of Wisconsin, University of Minnesota, University of Iowa, and University of Chicago).

In general minority faculty are divided somewhat evenly



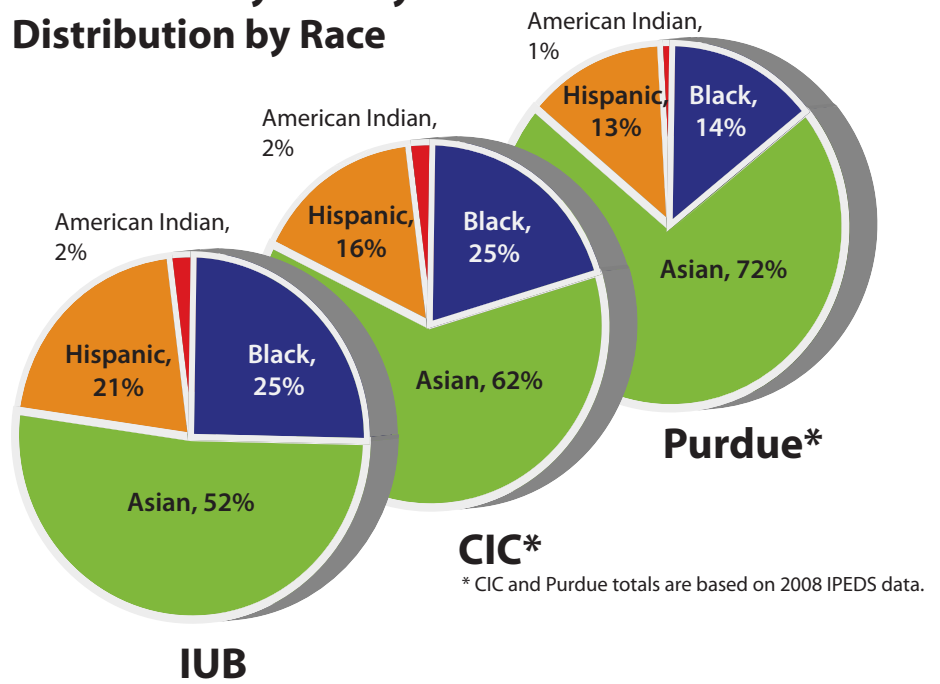
faculty. Minority faculty currently account for 18% of all Associate Professors at IUB. This is slightly below the 19% representation among CIC institutions. (graph page 3) Over the last five years the number of minority faculty has doubled at this rank: from 35 in 1994 to 74 in 2009. (table page 22)

Minority representation among Full Professors at IUB continues to be low. This despite an increase of seven members last year; all either Asian or Hispanic. Currently, minority faculty represent 10% of all Full Professors at IUB compared with 14% among all CIC institutions. (graph page 3) IUB has the lowest percentage of minority faculty at this rank among all CIC institutions. The number of minority faculty at this rank has increased only half as much as the other two ranks over the last 15 years; however the total faculty at this rank increased by 80% over that same time period. Because of this, the representation of minority faculty within the rank has actually decreased over the last 15 years. In 1994 the 47 minority Full Professors represented 12% of the rank; in 2009 the 70 minority Full Professors represent 10% of the rank. (table page 22)

 Asian faculty account for more than 50% of all minority faculty at IUB. This is much lower than the representation among CIC institutions where they account for 62% of all minority faculty. (see graph above) The 133 Asian faculty at IUB represent 9% of the total faculty, which is again, well below the 11% they represent among CIC institutions. In fact, IUB has the lowest percentage of Asian faculty among all CIC institutions. The increase of 11 Asian faculty last year made up most of the increase in minority faculty last year. Asian faculty have had a greater increase in numbers over the last 15 years than any other minority group; from 57 members in 1994 to 133 in 2009. (table page 22)

Within the ranks, most Asian faculty (47%) are Assistant Professors, while 28% are Associate Professors, and 25% are Full Professors. This is inverted from statistics among all CIC institutions which shows most Asian faculty (42%) at the Full Professor rank, 28% at the Associate Professor rank, and 30% at the Assistant Professor rank. The increase of five Asian Full Professors last year was their largest one year increase at this rank. There is usually only an increase of one or two or often negative growth. (table page 22)

2009 Minority Faculty Distribution by Race



Black faculty increased by 7% this year, (4 members), a significant improvement over the preceding two years (a decrease of 2% each year). Currently, Black faculty account for 25% of all minority faculty at IUB which is more than the 20% representation among CIC institutions. (see graph above) The 65 Black faculty members on campus represent 4.4% the total faculty which is again more than the 3.6% representation among CIC institutions. Only three institutions have a higher percentage of Black faculty than IUB (University of Michigan, Michigan State, University of Illinois). Despite the increase last year, Black faculty have had the smallest percentage of change among minority groups over the last 15 years; only 33%. In 1994 the 49 Black faculty members on campus represented 3.6% of the faculty; in 2009 the 65 Black faculty members represent 4.4% of the faculty. (table page 22)

Within the ranks, most Black faculty at IUB are Assistant Professors (40%), 31% are Associate Professors, and 29% are Full Professors. Among CIC institutions the distribution is more balanced; 35% are Assistant Professors, 35% Associate Professors, and 30% Full Professors. For the last three years there has been either no or negative growth at the Full Professor rank for Black faculty; despite a 3% total increase of faculty at this rank over the same time period. However, it is at the Assistant Professor rank that Black faculty have marked their lowest increase over the last 15 years. There are only five more Black Assistant Professors on campus today than there were 15 years ago. (table page 22)



Hispanic faculty account for 21% of all minority faculty at IUB. This is more than the 16% representation among CIC institutions. (graph left, page 4) Although there was no change in the number of Hispanic faculty on campus this year, they continue to represent 3.8% of the faculty. This is greater than their 2.8% representation among CIC institutions. In fact there is only one institution (University of Illinois) which has a larger percentage of Hispanic faculty. This year was their first year since 2001 in which there was no change in the number of Hispanic faculty. The number of Hispanic faculty has more than doubled in the last 15 years; in 1994 25 Hispanic faculty members represented 1.8% of the faculty and in 2009 55 Hispanic faculty members represent 3.8% of the faculty. (table page 22)

Within the ranks most Hispanic faculty at IUB are Assistant Professors (38%), 29% are Associate Professors, and 33% are Full Professors. This distribution is consistent with CIC institutions where 37% of Hispanic faculty are Assistant Professors, 33% Associate Professors, and 30% Full Professors. Although there is more than double the number Hispanic Assistant and Associate Professors on campus than 15 years ago, this is not true at the Full Professor rank. The number of Hispanic faculty has increased only 50% (6 members) at the Full Professor rank in 15 years; despite an 80% increase in total faculty at this rank. This trend is consistent with all minority faculty groups on campus. (table page 22)



American Indian faculty represent 2% of all minority faculty at IUB, which is consistent with

that among CIC institutions. (graph page 4) There are four American Indian Professors on the IUB campus representing less than one percent of the total faculty. This again is consistent with percentages among CIC institutions. Only Michigan State has close to 1% representation and Northwestern and the University of Chicago have no American Indian representation. There has been little change (an increase of one) in the number of American Indian faculty at IUB over the last 15 years. (table page 22)

Within the ranks, as is similar with the other minority faculty groups at IUB, American Indian faculty are mostly Assistant Professors. In fact, three out of the four American

Indian faculty members are at this rank; the other an Associate Professor. There have been no American Indian Full Professors at IUB in seven years. (table page 22)

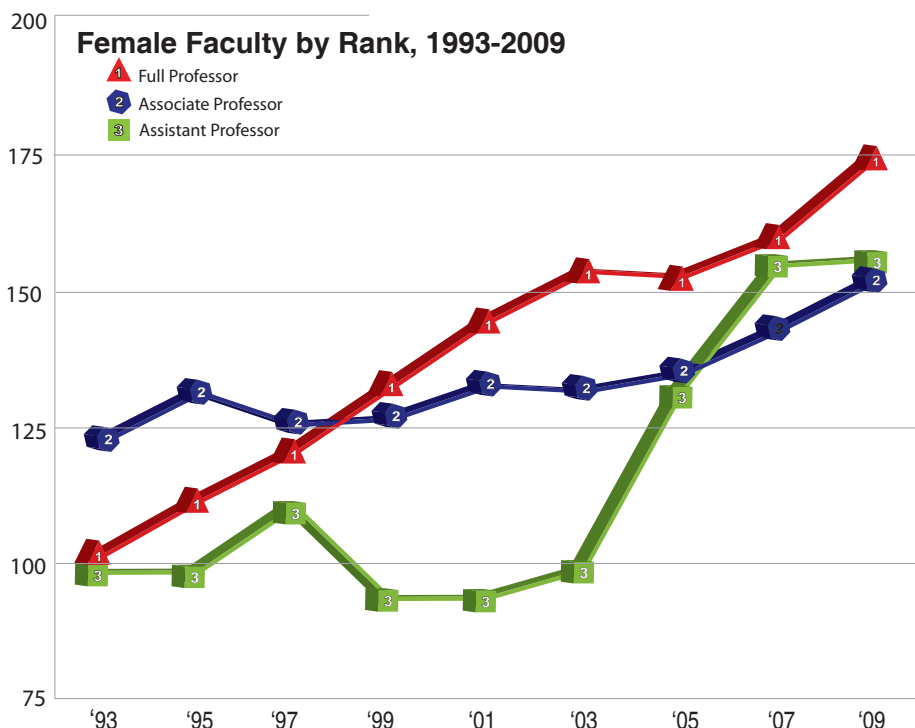


Women faculty increased by eight last year; the smallest increase in six years.

Women currently account for a third of all faculty at IUB (33%). This is above the 30% representation among CIC institutions. IUB has the largest percentage of women faculty among all CIC institutions. There are 42% more women faculty on campus now than 15 years ago. Since the overall increase in faculty has only been 7%, the representation of women among the faculty has also increased. In 1994 the 337 women faculty members represented 25% of the faculty; in 2009 the 480 women faculty members represent 33% of the faculty.

The distribution of women faculty at IUB is relatively balanced between the three ranks; 36% Full Professors, 32% Associate Professors, and 32% Assistant Professors. This is consistent with the representation among CIC institutions. The percentage of women faculty in each rank surpasses the average for each rank among all CIC institutions. (graph page 6)

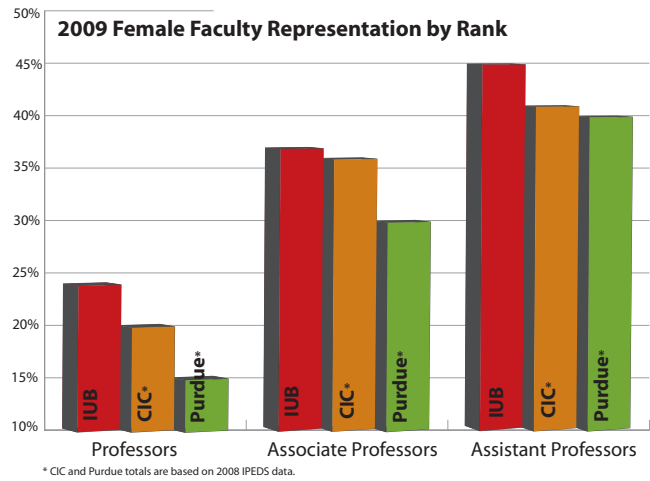
Most women faculty at IUB are Full Professors; as are most male faculty. Despite the fact that the total number of women have increased at this rank, their representation within the rank has actually decreased over the last 15 years. The 66% increase of women faculty at this rank did



not keep pace with the overall 80% increase for the rank. In 1994 the 105 women Full Professors represented 26% of the rank; however in 2009 the 174 women Full Professors represent 24% of the rank. As is similar with minority faculty, women faculty have not benefitted in the same proportion from the great increase in population at this rank. (table page 22)

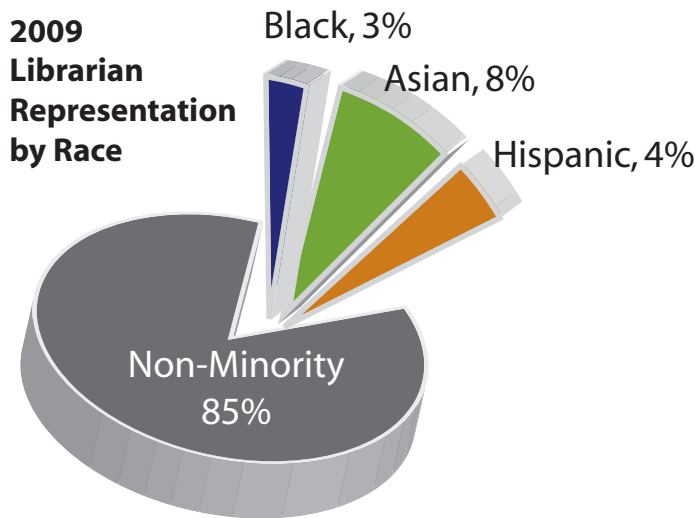
There was an increase of six women faculty at the Associate Professor rank last year. Women faculty members continue to account for 37% of all Associate Professors at IUB which is more than the 36% representation among CIC institutions. (graph left) Only the University of Minnesota has a higher percentage of women faculty at this rank. However, this is the rank that has had the smallest amount of growth for women over the last 15 years. There are only 14% more women Associate Professors on campus today than there were in 1994. (table page 22)

Women faculty represent 45% of all Assistant Professors on campus which is higher than the 41% representation among CIC institutions. In fact only Michigan State has a



similar percentage of women faculty at this rank. Despite a decrease of 3% at this rank last year, women faculty have increased 55% at this rank since 1994. Similarly their representation within the rank has increased from 36% in 1994 to 45% in 2009.

LIBRARIAN OVERVIEW



Since 1994 the number of librarians on the Bloomington campus has declined by 20. Despite this, there has been a steady but slow increase in minority representation among librarians over that same time period. This has resulted in an overall increase of two minority librarians over the last fifteen years. The addition of one minority librarian last year means that minority librarians now represent 15% of all librarians on campus. (table, pg 23)

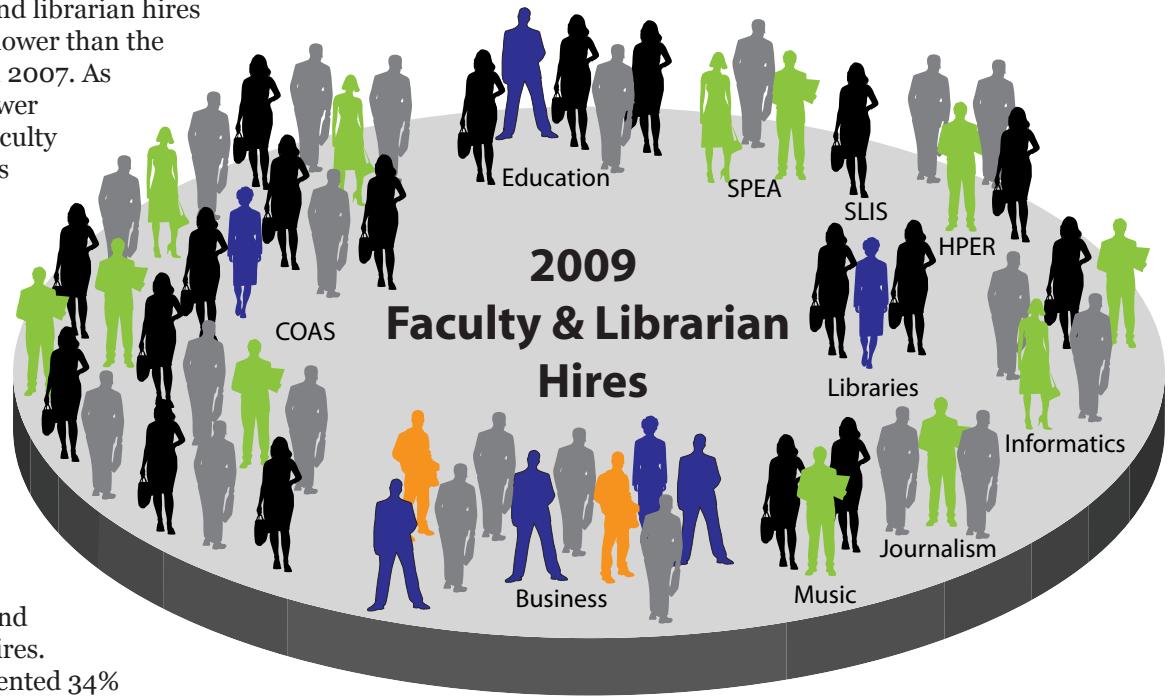
Additionally, there is good news within the ranks. Prior to this year there had been no minority representation at the Full Librarian rank since 2000. This year the addition on one Asian Full Librarian means that minority Full Librarians represent 8% of the rank. This move did, however decrease the number of minority librarians at the Associate Librarian rank by one so that they now account for 13% of the rank. The net change to minority representation therefore was made at the Assistant Librarian rank with the addition of one Black Librarian last year. This increased minority representation for the rank to 28%, which is exactly what it was 15 years ago. (table page 23)

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. They currently represent 63% of all librarians; but only about half of librarians at the Full Librarian rank. Representation of women among Full Librarians has decreased by 54% since 1994 when they represented 54% of all Full Librarians. Women currently represent 65% of Associate Librarians, again lower than their 70% representation in 1994. The increase of three female Assistant Librarians last year brought their numbers back to what it was 15 years ago; 12 members. Yet these 12 members now represent 67% of the rank, while in 1994 they represented 71% of the rank. (table page 23)

FACULTY & LIBRARIAN HIRES

There were 61 faculty and librarian hires in 2009. This is much lower than the 92 hires in 2008 and in 2007. As expected, there were fewer women and minority faculty and librarians hired this year as well. However, the percentage of women among the hires was similar to 2008 and above that of 2007. Minority faculty representation among the hires was greater this year than in any of the last six years. Women represented 40% of all faculty hires this year and 100% of all Librarian hires. Minority faculty represented 34% of all faculty hires this year and 33% of all librarian hires. While there were three more Black faculty members hired this year, there were six fewer Asian faculty and one fewer Hispanic faculty members hired. There have been no American Indian faculty members hired since 2007. (table, page 26)

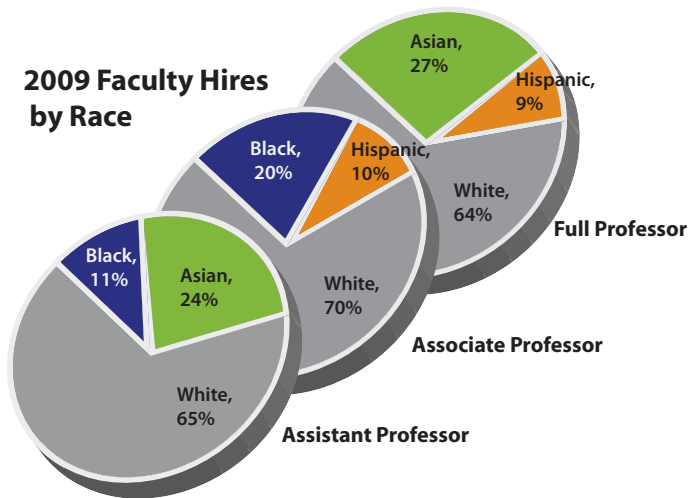
Most new faculty are hired at the Assistant Professor rank. This year 41% of all hires at this rank were women; 35% were minority. These percentages are consistent with previous years, despite the fact there were more than 30 less faculty hired at this rank than in previous years. (table, page 26) Of the 15 women hired at this rank this year more



than half were hired into the College of Arts and Sciences (8 faculty). The School of Education and the School of Informatics each hired two women faculty. The remaining women were hired by the School of Public & Environmental Affairs, The Kelley School of Business, and the School of Library and Information Sciences. While there were no Hispanic faculty hired at this rank this year, four Black faculty (one more than the previous year), and nine Asian faculty (seven less than the previous year) were hired. Of these minority faculty, three were hired in both the College of Arts and Science and the Kelley School of Business; two in both the School of Public and Environmental Affairs and the School of Informatics; and one each in the School of Education, the School of Journalism, and the School of Health, Physical Education and Recreation.

Women faculty represented 50% of all faculty hired at the Associate Professor rank this year. Minority faculty represented 30% of the hires at this rank; their highest representation since 2003. There were actually four more faculty members hired at this rank than the prior year. (table page 26) Three of the five women hired at this rank last year were hired into the College of Arts and Sciences; the other two in the School of Music and the School of Health Physical Education and Recreation. The three minority faculty hired at this rank is a significant improvement over the prior year when no minority faculty were hired at this rank. Of these minority faculty two were

2009 Faculty Hires by Race



Black (the first time since 2005 that Black faculty were hired at this rank), and one was Hispanic (the first time since 2006 that Hispanic faculty were hired at this rank). Two of the three minority faculty hired at this rank were hired by the Kelley School of Business and the other by the College of Arts and Sciences.

There were six fewer faculty hired at the Full Professor rank last year and this was reflected in the number of women hired at this rank. In 2008 the eight women hired at this rank represented 47% of the hires, whereas last year the three women hired at this rank represented 27% of the hires. (table, page 26) These three women Full Professors were hired by the College of Arts and Sciences,

the School of Education, and the School of Music. Minority faculty represented a larger share of the faculty hired at this rank than in previous years. The three Asian and one Hispanic faculty represent 36% of the hires at this rank which is the most in the last six years. (table page 26) Half of these minority faculty were hired by the College of Arts and Sciences while the other two were hired by the Kelley School of Business and the Jacobs School of Music.

There were three librarians hired on the Bloomington campus all of which were women. For the second straight year a Black librarian was hired representing 33% of the hires. All three hires were at the Assistant Librarian rank.

FACULTY & LIBRARIAN PROMOTIONS

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. This year 61 promotions were granted. On average, women faculty account for about 30% of the promotions. This year however, 46% were women which is more than at any time in the last six years. Similarly, last year 21% of promotions went to minority faculty which is again higher than at any time in the last six years. (table, page 36)

Of the 27 promotions this year to Full Professor, 13 (48%) were women and five (19%) were minority faculty. (table, page 36) The 13 new women Full Professors represented the largest number of women promoted to that rank since 2003. Six of the 13 women promoted were within the College of Arts and Sciences; three were within the School of Education; two within the School of Music; and one each within the School of Law and the School of Library and Information Science.

The five minority faculty promoted to Full Professor this year included two Hispanic faculty, two Black faculty and one Asian faculty member. (table page 36) Most of these faculty members (3) were from the College of Arts and Sciences with the others from the Jacobs School of Music and the Law School.

2009 Faculty Promotions



There were 44 promotions to Associate Professor this year; ten fewer than the previous year. Of these, 15 (44%) were women and eight (24%) were minority faculty. The fifteen women represent the largest number of women promoted to this rank in the last six years. Of the fifteen women promoted, seven were in the College of Arts and Sciences; four from the School of Education; and one from each the School of Informatics, the Kelley School of Business, the Jacobs School of Music, the School of Health Physical Education and Recreation.

The eight minority faculty promoted to Associate Professor this year was one fewer than the prior year; yet well above

the average of six. The eight minority faculty promoted included three Hispanic faculty, three Asian faculty and two Black faculty members. (table page 36) Most of these faculty members (5) were from the College of Arts and Sciences; two from the School of Education; and one from the Jacob School of Music.

There were two librarian promotions this year. One at the Full Librarian rank and one at the Associate librarian rank. Both were women. The librarian promoted to Full Librarian last year was also minority. This is first minority promotion to Full Librarian in more than six years. (table page 37)

FACULTY & LIBRARIAN RESIGNATIONS

Faculty resignations account for the majority of terminations on the IUB campus. However, this year there were fewer resignations than at any time in the last six years. There were 30 resignations, of which ten (33%) were women and three (10%) were minority. On average minority faculty represent about 25% of the annual faculty resignations. This year there were two-thirds fewer minority faculty resignations than at any time in the last six years. The number of women faculty resignations is similarly at a four year low.

As expected most faculty resignations are at the Assistant Professor rank. Of the 17 resignations at this rank this year, six (35%) were women and two (12%) were minority. (table, page 30) Both minority faculty resignations were Asian faculty; one from the College of Arts and Sciences and the other from the School of Education. Of the six women who resigned at this rank this year all but one resigned from the College of Arts and Sciences. The other resigned from the School of Informatics.

There were significantly fewer resignations this year at the Associate Professor rank than at any time in the last six years. There were only four resignations at this rank this year compared with 13 in 2008 and 11 in 2009. (table page 30) Two of these resignations were women; both resigned from the College of Arts and Sciences. The sole minority resignation at this rank last year was also from the College of Arts and Sciences.

Nine resignations at the Full Professor rank are similar to the average over the last six years. Of these, two (22%) were women. There were no minority resignations at this rank this year. This is the first time since 2004 that there have been no minority full professor resignations which usually average about two a year. (table page 30) The two women who resigned from this rank this year both resigned from the College of Arts and Sciences.

There was only one librarian resignation this year. This is the fewest since 2004. The sole resignation was an Associate Librarian who was neither a minority nor a woman. (table page 31)



FACULTY & LIBRARIAN RETIREMENTS

The 22 retirements this year marks a more than six year low. There was a little more than half the retirements this year as prior years; 40 in 2008 and 44 in 2007. Since the number of women retiring remained constant despite the drastic overall decrease they made up a much larger percentage of the retirements than usual. This year women represented 32% of the retirements; they normally account for about 20%. However, the number of minority retirements was reflective of the overall decrease. There were only two minority retirements this year compared with four in each of the prior two years. (table page 32)

All but two of the retirements this year were at the Full Professor rank. Most of the women faculty resignations and all of the minority faculty resignations were also at this rank. The five women Full Professors who resigned this year represent 25% of the retirements at this rank. This is slightly higher than normal, but is again the result of low overall retirements and a consistent number of women retirements. (table page 32) Three of the of the five women retired from the College of Arts and Sciences; the other two were from the Jacobs School of Music and the School of Education. Both minority faculty members retired from this rank; both from the College of Arts and Sciences.

There were only two retirements at the Associate Professor rank; both were women. One woman retired from the College of Arts and Sciences and the other from the School of Journalism. This was the first time in three years that there were no minority retirements from this rank. (table page 32)

There were also two librarians who retired this year, which is similar to the prior year. Of these only one was a woman; a Full Librarian. (table page 33)



APPENDIX OF TABLES

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty
Indiana University - Bloomington
Spring 2010

Academic Titles (Tenured/Tenure-Track)	Counts		Female Counts & Percentages			
	2008 Faculty Count	2009 Faculty Count	2008 Female Counts	2009 Female Counts	1 Year Female Change	5 Year Female Change
FT1 - Professor	704	715	167 23.7%	174 24.3%	-2	19
FT2 - Associate Professor	389	403	145 37.3%	151 37.5%	6	17
FT3 - Assistant Professor	358	344	159 44.4%	155 45.1%	-4	24
FG3 - Acting Assistant Professor	4	3	1 25.0%	0 0.0%	-1	-1
Column Total	1455	1465	472 32.4%	480 32.8%	8	59

	2008 Faculty Count	%	2009 Faculty Count	%	1 Year Faculty Change	5 Year Faculty Change
	Faculty Counts	1455		1465		10
Male	983	67.6%	985	67.2%	2	1
Female	472	32.4%	480	32.8%	8	59
Minority Faculty Counts						
Black	61	4.2%	65	4.4%	4	3
Male	35	2.4%	38	2.6%	3	5
Female	26	1.8%	27	1.8%	1	-2

Asian	122	8.4%	133	9.1%	11	32
Male	74	5.1%	81	5.5%	7	14
Female	48	3.3%	52	3.5%	4	18

Hispanic	55	3.8%	55	3.8%	0	8
Male	36	2.5%	36	2.5%	0	4
Female	19	1.3%	19	1.3%	0	4

American Indian	4	0.2%	4	0.2%	0	-1
Male	2	0.1%	2	0.1%	0	-1
Female	2	0.1%	2	0.1%	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	242	16.6%	257	17.5%	15	42
Male	147	10.1%	157	10.7%	10	22
Female	95	6.5%	100	6.8%	5	20

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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 2010

Academic Titles (Tenured/Tenure-Track)	Counts		Female Counts & Percentages			
	2008 Librarian Count	2009 Librarian Count	2008 Female Counts	2009 Female Counts	1 Year Female Change	5 Year Female Change
LT1 - Librarian	13	12	6 46.2%	6 50.0%	0	-3
LT2 - Associate Librarian	55	54	35 63.6%	35 64.8%	0	1
LT3 - Assistant Librarian	15	18	9 60.0%	12 66.7%	3	0
Column Total	83	84	50 60.2%	53 63.1%	3	2

Librarian Counts	2008 Librarian Count	%	2009 Librarian Count	%	1 Year Librarian Change	5 Year Librarian Change
		83		84		1
Male	33	39.8%	31	36.9%	-2	0
Female	50	60.2%	53	63.1%	3	2
Minority Librarian Counts						
Black	2	2.4%	3	3.6%	1	1
Male	0	0.0%	0	0.0%	0	0
Female	2	2.4%	3	3.6%	1	1

Asian	7	8.4%	7	8.4%	0	1
Male	2	2.4%	2	2.4%	0	1
Female	5	6.0%	5	6.0%	0	0

Hispanic	3	3.6%	3	3.6%	0	1
Male	1	1.2%	1	1.2%	0	1
Female	2	2.4%	2	2.4%	0	0

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	14.4%	12	14.3%	0	3
Male	3	3.6%	3	3.6%	0	2
Female	9	10.8%	9	10.7%	0	1

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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 2010

Instructional Titles (Non Tenure-Track)	Counts		Female Counts & Percentages			
	2008 Instruc Count	2009 Instruc Count	2008 Female Counts	2009 Female Counts	1 Year Female Change	5 Year Female Change
FL* - Lecturers	208	224	112 53.8%	122 54.5%	10	38
UAS - Academic Specialist	33	60	31 93.9%	29 48.3%	-2	18
FC* - Clinical	111	109	56 50.5%	57 52.3%	1	8
FP* - Part-Time	21	17	9 42.9%	7 41.2%	-2	-6
UCH - Teachers	42	44	39 92.9%	39 88.6%	0	7
LV* - Visiting Librarian	3	1	3 100.0%	1 100.0%	-2	0
Column Total	418	455	224 53.6%	251 55.2%	27	60

	2008 Instruc Count	%	2009 Instruc Count	%	1 Year Inst. Change	5 Year Inst. Change
Instructional Faculty Counts	418		455		37	141
Male	194	46.4%	204	44.8%	10	81
Female	224	53.6%	251	55.2%	27	60
Minority Instructional Faculty Counts						
Black	19	4.5%	23	5.1%	4	10
Male	12	2.9%	14	3.1%	2	7
Female	7	1.7%	9	2.0%	2	3

Asian	26	6.2%	30	6.6%	4	19
Male	12	2.9%	12	2.6%	0	8
Female	14	3.3%	18	4.0%	4	11

Hispanic	11	2.6%	14	3.1%	3	7
Male	6	1.4%	6	1.3%	0	3
Female	5	1.2%	8	1.8%	3	4

American Indian	1	0.2%	2	0.4%	1	2
Male	0	0.0%	0	0.0%	0	0
Female	1	0.2%	2	0.4%	1	2

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	10.3%	69	15.2%	26	38
Male	21	5.0%	32	7.0%	11	18
Female	22	5.3%	37	8.1%	15	20

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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 2010

Research Ranks (Non Tenure-Track)	Counts		Female Counts & Percentages			
	2008 Research Count	2009 Research Count	2008 Female Counts	2009 Female Counts	1 Year Female Change	5 Year Female Change
RS1 - Senior Scientist/Scholar	30	30	7 23.3%	7 23.3%	0	4
RS2 - Associate Scientist/Scholar	21	26	6 28.6%	8 30.8%	2	3
RS3 - Assistant Scientist/Scholar	49	49	23 46.9%	25 51.0%	2	17
RSP - Post Doctoral Fellow	32	30	8 25.0%	9 30.0%	1	-8
RSS - Research Associate	243	267	109 44.9%	127 47.6%	18	28
Column Total	375	402	153 40.8%	180 44.8%	27	44

	2008 Research Count	%	2009 Research Count	%	1 Year Research Change	5 Year Research Change
Research Ranks Counts	375		402		27	25
Male	222	59.2%	226	56.2%	4	22
Female	153	40.8%	176	43.8%	23	5
Minority Research Ranks Counts						
Black	4	1.1%	8	2.0%	4	3
Male	4	1.1%	4	1.0%	0	-1
Female	0	0.0%	4	1.0%	4	4

Asian	74	19.7%	78	19.4%	4	34
Male	45	12.0%	49	12.2%	4	14
Female	29	7.7%	29	7.2%	0	10

Hispanic	7	1.9%	9	2.2%	2	1
Male	3	0.8%	5	1.2%	2	-2
Female	4	1.1%	4	1.0%	0	3

American Indian	3	0.8%	3	0.7%	0	0
Male	3	0.8%	3	0.7%	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	88	22.2%	88	22.2%	0	38
Male	56	14.9%	61	15.2%	5	11
Female	32	8.5%	37	9.2%	5	17

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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 2010

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
FT1 - Professor	2008						
	Male	14	24	13	0	0	51
	Female	5	4	3	0	0	12
	Total	19	28	16	0	0	63
	2009						
	Male	13	27	14	0	0	54
	Female	6	6	4	0	0	16
	Total	19	33	18	0	0	70
FT2 - Associate Professor	2008						
	Male	9	23	9	1	0	42
	Female	8	12	6	0	0	26
	Total	17	35	15	1	0	68
	2009						
	Male	12	25	10	1	0	48
	Female	8	12	6	0	0	26
	Total	20	37	16	1	0	74
FT3 - Assistant Professor	2008						
	Male	12	26	14	1	0	53
	Female	13	32	10	2	0	57
	Total	25	58	24	3	0	110
	2009						
	Male	12	28	12	1	0	53
	Female	13	34	9	2	0	58
	Total	25	62	21	3	0	111
FG3 - Acting Assistant Professor	2008						
	Male	0	1	0	0	0	1
	Female	0	0	0	0	0	0
	Total	0	1	0	0	0	1
	2009						
	Male	1	1	0	0	0	2
	Female	0	0	0	0	0	0
	Total	1	1	0	0	0	2
Grand Total	2008						
	Male	35	70	36	2	0	143
	Female	26	48	19	2	0	95
	Total	61	118	55	4	0	238
	2009						
	Male	38	81	36	2	0	157
	Female	27	52	19	2	0	100
	Total	65	133	55	4	0	257

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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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 2010

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
LT1 - Librarian	2008						
	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
	Total	0	0	0	0	0	0
	2009						
	Male	0	0	0	0	0	0
	Female	0	1	0	0	0	1
	Total	0	1	0	0	0	1
LT2 - Associate Librarian	2008						
	Male	0	1	0	0	0	1
	Female	1	5	1	0	0	7
	Total	1	6	1	0	0	8
	2009						
	Male	0	1	0	0	0	1
	Female	1	4	1	0	0	6
	Total	1	5	1	0	0	7
LT3 - Assistant Librarian	2008						
	Male	0	1	1	0	0	2
	Female	1	0	1	0	0	2
	Total	1	1	2	0	0	4
	2009						
	Male	0	1	1	0	0	2
	Female	2	0	1	0	0	3
	Total	2	1	2	0	0	5
Grand Total	2008						
	Male	0	2	1	0	0	3
	Female	2	5	2	0	0	9
	Total	2	7	3	0	0	12
	2009						
	Male	0	2	1	0	0	3
	Female	3	5	2	0	0	10
	Total	3	7	3	0	0	13

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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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 2010

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
FL* - Lecturer	2008						
	Male	6	7	5	0	0	18
	Female	2	10	3	1	0	16
	Total	8	17	8	1	0	34
	2009						
	Male	8	7	5	0	0	20
	Female	3	13	5	1	0	22
	Total	11	20	10	1	0	42
UAS - Academic Specialist	2008						
	Male	1	1	0	0	0	2
	Female	1	0	1	0	0	2
	Total	2	1	1	0	0	4
	2009						
	Male	2	2	0	0	0	4
	Female	1	0	2	1	0	4
	Total	3	2	2	1	0	8
FC* - Clinical	2008						
	Male	4	1	1	0	0	6
	Female	4	2	0	0	0	6
	Total	8	3	1	0	0	12
	2009						
	Male	4	1	1	0	0	6
	Female	4	2	0	0	0	6
	Total	8	3	1	0	0	12
FP* - Part-time	2008						
	Male	0	1	0	0	0	1
	Female	0	0	0	0	0	0
	Total	0	1	0	0	0	1
	2009						
	Male	0	1	0	0	0	1
	Female	0	0	0	0	0	0
	Total	0	1	0	0	0	1
UCH - Teachers	2008						
	Male	0	1	0	0	0	1
	Female	0	3	1	0	0	4
	Total	0	4	1	0	0	5
	2009						
	Male	0	1	0	0	0	1
	Female	1	3	1	0	0	5
	Total	1	4	1	0	0	6

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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Continued on next page

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 2010

Minority Faculty Breakdown by Rank

LV* - Visiting Librarian	2008						
	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
	Total	0	0	0	0	0	0
	2009						
	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
	Total	0	0	0	0	0	0
Grand Total	2008						
	Male	11	11	6	0	0	28
	Female	7	15	5	1	0	28
	Total	18	26	11	1	0	56
	2009						
	Male	14	12	6	0	0	32
	Female	9	18	8	2	0	37
	Total	23	30	14	2	0	69

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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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 2010

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
RS1 - Senior Scientist/Scholar	2008						
	Male	0	1	0	1	0	2
	Female	0	0	0	0	0	0
	Total	0	1	0	1	0	2
	2009						
	Male	0	1	0	0	0	1
	Female	0	0	0	0	0	0
	Total	0	1	0	0	0	1
RS2 - Associate Scientist/Scholar	2008						
	Male	0	4	0	0	0	4
	Female	0	1	0	0	0	1
	Total	0	5	0	0	0	5
	2009						
	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	2008						
	Male	1	6	0	0	0	7
	Female	0	2	1	0	0	3
	Total	1	8	1	0	0	10
	2009						
	Male	1	6	0	0	0	7
	Female	0	2	0	0	0	2
	Total	1	8	0	0	0	9
RSP - Post Doctoral Fellow	2008						
	Male	0	8	0	0	0	8
	Female	0	6	0	0	0	6
	Total	0	14	0	0	0	14
	2009						
	Male	0	10	0	0	0	10
	Female	1	6	0	0	0	7
	Total	1	16	0	0	0	17

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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Continued on next page

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 2010

Minority Faculty Breakdown by Rank

		Black	Asian	Hispanic	American Indian	Native Hawaiian	Total
RSS - Research Associate	2008						
	Male	3	26	4	2	0	35
	Female	0	20	2	0	0	22
	Total	3	46	6	2	0	57
	2009						
	Male	3	28	5	2	0	38
	Female	3	20	4	0	0	27
	Total	6	48	9	2	0	65
Grand Total	2008						
	Male	4	45	4	3	0	56
	Female	0	29	3	0	0	32
	Total	4	74	7	3	0	88
	2009						
	Male	4	49	5	2	0	60
	Female	4	29	4	0	0	37
	Total	8	78	9	2	0	97

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

Detailed: Women Faculty Appointment 2009

Tenured/Tenure-Track Faculty, Librarians

Indiana University - Bloomington

Spring 2010

Women Faculty	Assistant Librarian		Associate Librarian		Librarian
Total 2007 - 2008 Women	9		35		6
% Women	60.0%		63.6%		46.2%
2008 - 2009 - New Hire Totals	3		0		0
Count & % Women	(3) 100.0%		(0) 00.0%		(0) 00.0%
2008 - 2009 - Termination Totals	0		2		1
Count & % Women	(0) 00.0%		(0) 00.0%		(1) 100.0%
Retirement Totals	0		1		1
Count & % Women	(0) 00.0%		(0) 00.0%		(1) 100.0%
Deceased Totals	0		0		0
Count & % Women	(0) 00.0%		(0) 00.0%		(0) 00.0%
Resignation Totals	0		1		0
Count & % Women	(0) 00.0%		(0) 00.0%		(0) 00.0%
2008 - 2009 - Promotions to Librarian	0		-13		13
2008 - 2009 - Promotions to Associate Librarian	-15		15		0
2008 - 2009 - Promotion to Assistant Librarian	0		0		0
Total 2008-2009 Women	12		35		6
% Women	66.7%		64.8%		50.0%

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009
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Indiana University-Bloomington
Tenure/Tenure Track Faculty

	2009	1-Year Change		5-Year Change		10-Year Change		15-Year Change	
		2008	% change	2004	% change	1999	% change	1994	% change
Total Faculty	1465	1455	1%	1379	6%	1324	11%	1371	7%
Female	480	472	2%	401	20%	351	37%	337	42%
% of total	33%	32%		29%		27%		25%	
Minority	257	242	6%	201	28%	153	68%	134	92%
% of total	18%	17%		15%		12%		10%	
Black	65	61	7%	59	10%	52	25%	49	33%
Hispanic	55	55	0%	48	15%	29	90%	25	120%
Asian	133	122	9%	90	48%	71	87%	57	133%
American Indian	4	4	0%	4	0%	1	300%	3	33%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Full Professors	715	704	2%	720	-1%	699	2%	397	80%
Female	174	167	4%	156	12%	132	32%	105	66%
% of rank	24%	24%		22%		19%		26%	
Minority	70	63	11%	61	15%	47	49%	47	49%
% of rank	10%	9%		8%		7%		12%	
Black	19	19	0%	20	-5%	13	46%	14	36%
Hispanic	18	16	13%	14	29%	11	64%	12	50%
Asian	33	28	18%	27	22%	21	57%	19	74%
American Indian	0	0	0%	0	0%	1	-100%	2	-100%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Associate Professors	403	389	4%	370	9%	383	5%	396	2%
Female	151	145	4%	134	13%	126	20%	132	14%
% of rank	37%	37%		36%		33%		33%	
Minority	74	68	9%	66	12%	53	40%	35	111%
% of rank	18%	17%		18%		14%		9%	
Black	20	17	18%	22	-9%	19	5%	14	43%
Hispanic	16	15	7%	13	23%	4	300%	5	220%
Asian	37	35	6%	29	28%	30	23%	16	131%
American Indian	1	1	0%	2	-50%	0	100%	0	100%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Assistant Professors	347	362	-4%	289	20%	242	43%	278	25%
Female	155	160	-3%	111	40%	93	67%	100	55%
% of rank	45%	44%		38%		38%		36%	
Minority	113	111	2%	74	53%	53	113%	52	117%
% of rank	33%	31%		26%		22%		19%	
Black	26	25	4%	17	53%	20	30%	21	24%
Hispanic	21	24	-13%	21	0%	13	62%	8	163%
Asian	63	59	7%	34	85%	20	215%	22	186%
American Indian	3	3	0%	2	50%	0	300%	1	200%
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

3/1/2010

Indiana University-Bloomington
Tenure/Tenure Track Librarians

	2009	1-Year Change		5-Year Change		10-Year Change		15-Year Change	
		2008	% change	2004	% change	1999	% change	1994	% change
Total Librarians	84	83	1%	90	-7%	88	-5%	104	-19%
Female	53	50	6%	58	-9%	58	-9%	69	-23%
% of total	63%	60%		64%		66%		66%	
Minority	13	12	8%	10	30%	9	44%	11	18%
% of total	15%	14%		11%		10%		11%	
Black	3	2	50%	2	50%	2	50%	4	-25%
Hispanic	3	3	0%	2	50%	1	200%	0	300%
Asian	7	7	0%	6	17%	6	17%	7	0%
American Indian	0	0	0%	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Full Librarians	12	13	-7.7%	21	-43%	24	-50.0%	24	-100.3%
Female	6	6	0%	13	-54%	14	-57%	13	-54%
% of rank	50%	46%		62%		58%		54%	
Minority	1	0	0%	0	0%	1	0%	1	0%
% of rank	8%	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	1	0	0%	0	0%	1	0%	1	0%
American Indian	0	0	0%	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Associate Librarians	54	55	-2%	55	-2%	55	-2%	63	-14%
Female	35	35	0%	34	3%	35	0%	44	-20%
% of rank	65%	64%		62%		64%		70%	
Minority	7	8	-13%	7	0%	7	0%	5	40%
% of rank	13%	15%		13%		13%		8%	
Black	1	3	-67%	1	0%	2	-50%	2	-50%
Hispanic	1	1	0%	1	0%	0	100%	0	100%
Asian	5	6	-17%	5	0%	5	0%	3	67%
American Indian	0	0	0%	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-	-	-
Assistant Librarians	18	15	20%	14	29%	9	100%	17	6%
Female	12	9	33%	11	9%	9	33%	12	0%
% of rank	67%	60%		79%		100%		71%	
Minority	5	4	25%	3	67%	1	400%	5	0%
% of rank	28%	27%		21%		11%		29%	
Black	2	1	100%	1	100%	0	100%	2	0%
Hispanic	2	2	0%	1	200%	1	100%	0	200%
Asian	1	1	0%	1	0%	0	100%	3	-67%
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.

Office of Affirmative Action

3/1/2010

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty, Librarians & Full-time Lecturers

Indiana University - Bloomington

Spring 2010

New Hires by Gender and Ethnicity

Professor	<u>Gender</u>		<u>Ethnicity</u>	
		Male	8	Black
	Female	3	Asian	3
			Hispanic	1
			American Indian	0
			Native Hawaiian	0
			White	7
Total		11		

Associate Professor	<u>Gender</u>		<u>Ethnicity</u>	
		Male	5	Black
	Female	5	Asian	0
			Hispanic	1
			American Indian	0
			Native Hawaiian	0
			White	7
Total		10		

Assistant Professor	<u>Gender</u>		<u>Ethnicity</u>	
		Male	22	Black
	Female	15	Asian	9
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	24
Total		37		

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

Lecturers	<u>Gender</u>		<u>Ethnicity</u>	
		Male	1	Black
	Female	4	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	5
Total		5		

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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, Librarians & Full-time Lecturers

Indiana University - Bloomington

Spring 2010

New Hires by Gender and Ethnicity

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

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

	<u>Gender</u>		<u>Ethnicity</u>	
Assistant Librarian			Black	1
	Male	0	Asian	0
	Female	3	Hispanic	0
			American Indian	0
			Native Hawaiian	0
		White	2	
Total		3		

	<u>Gender</u>		<u>Ethnicity</u>	
Total Faculty, Librarians & Lecturers			Black	7
	Male	36	Asian	12
	Female	30	Hispanic	2
			American Indian	0
			Native Hawaiian	0
		White	45	
Total		66		

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009
Prepared by the Office of Affirmative Action

Tenure/Tenure Track Faculty
HIRES

	2009	2008	2007	2006	2005	2004	2003
Total Faculty	58	92	92	99	76	100	90
Female	23	37	32	45	30	32	32
<i>% of total</i>	40%	40%	35%	45%	39%	32%	36%
Minority	20	24	25	17	17	25	21
<i>% of total</i>	34%	26%	27%	17%	22%	25%	23%
Black	6	3	3	6	4	7	5
Hispanic	2	3	5	7	1	5	7
Asian	12	18	15	4	11	12	9
American Indian	-	-	2	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Full Professors	11	17	12	17	11	18	13
Female	3	8	2	4	1	2	3
<i>% of rank</i>	27%	47%	17%	24%	9%	11%	23%
Minority	4	2	0	2	1	1	2
<i>% of rank</i>	36%	12%	0%	12%	9%	6%	15%
Black	-	-	-	1	-	1	1
Hispanic	1	-	-	1	1	-	-
Asian	3	2	-	-	-	-	1
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Associate Professors	10	6	18	17	20	14	12
Female	5	1	5	9	6	4	5
<i>% of rank</i>	50%	17%	28%	53%	30%	29%	42%
Minority	3	0	2	2	2	2	4
<i>% of rank</i>	30%	0%	11%	12%	10%	14%	33%
Black	2	-	-	-	1	-	1
Hispanic	1	-	-	1	-	-	3
Asian	-	-	2	1	1	2	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Assistant Professors	37	69	62	65	45	68	65
Female	15	28	25	32	23	26	24
<i>% of rank</i>	41%	41%	40%	49%	51%	38%	37%
Minority	13	22	23	13	14	22	15
<i>% of rank</i>	35%	32%	37%	20%	31%	32%	23%
Black	4	3	3	5	3	6	3
Hispanic	-	3	5	5	-	5	4
Asian	9	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

3/1/2010

Tenure/Tenure Track Librarians

HIRES

	2009	2008	2007	2006	2005	2004	2003
Total Librarians	3	3	6	3	4	5	2
Female	3	2	4	1	3	2	2
<i>% of total</i>	100%	67%	67%	33%	75%	40%	100%
Minority	1	1	0	2	0	0	0
<i>% of total</i>	33%	33%	0%	67%	0%	0%	0%
Black	1	1	0	0	0	0	0
Hispanic	0	0	0	1	0	0	0
Asian	0	0	0	1	0	0	0
American Indian	-	-	0	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Full Librarians	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0
<i>% of rank</i>	0%	0%	0%	0%	0%	0%	0%
Minority	0	0	0	0	0	0	0
<i>% of rank</i>	0%	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Associate Librarians	0	1	3	1	0	3	0
Female	0	0	2	0	0	1	0
<i>% of rank</i>	0%	0%	67%	0%	0%	33%	0%
Minority	0	0	0	0	0	0	0
<i>% of rank</i>	0%	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Assistant Librarians	3	2	3	2	4	2	2
Female	3	2	2	1	3	1	2
<i>% of rank</i>	100%	100%	67%	50%	75%	50%	100%
Minority	1	1	0	2	0	0	0
<i>% of rank</i>	33%	50%	0%	100%	0%	0%	0%
Black	1	1	-	-	-	-	-
Hispanic	-	-	-	1	-	-	-
Asian	-	-	-	1	-	-	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action

3/1/2010

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty, Librarians & Full-time Lecturers

Indiana University - Bloomington

Spring 2010

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	1	Resignation	9	7	2
	Male	23	Asian	0	Retirement	20	15	5
			Female	7	Hispanic	1	Deceased	1
			American Indian	0				
			Native Hawaiian	0				
			White	28				
	Total		30					

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Associate Professor			Black	0	Resignation	4	2	2
	Male	2	Asian	0	Retirement	2	0	2
			Female	4	Hispanic	1	Deceased	0
			American Indian	0				
			Native Hawaiian	0				
			White	5				
	Total		6					

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Assistant Professor			Black	1	Resignation	17	11	6
	Male	12	Asian	2	Retirement	0	0	0
			Female	6	Hispanic	0	Deceased	1
			American Indian	0				
			Native Hawaiian	0				
			White	15				
	Total		18					

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

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Lecturers			Black	0	Resignation	11	6	5
	Male	7	Asian	1	Retirement	1	1	0
			Female	6	Hispanic	0	Deceased	1
			American Indian	0				
			Native Hawaiian	0				
			White	12				
	Total		13					

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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, Librarians

Indiana University - Bloomington

Spring 2010

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	0	0	0
	Male	0	Asian	0	Retirement	1	0	1
			Female	1	Hispanic	0	Deceased	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>
Associate Librarian			Black	0	Resignation	0	0	0
	Male	2	Asian	0	Retirement	1	1	0
			Female	0	Hispanic	0	Deceased	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>
Assistant Librarian			Black	0	Resignation	0	0	0
	Male	0	Asian	0	Retirement	0	0	0
			Female	1	Hispanic	0	Deceased	0
			American Indian	0				
			Native Hawaiian	0				
			White	0				
Total		1						

	<u>Gender</u>		<u>Ethnicity</u>		<u>Reason</u>	<u>Count</u>	<u>Male</u>	<u>Female</u>
Faculty, Librarian & Lecturer			Black	2	Resignation	41	26	15
	Male	46	Asian	3	Retirement	25	17	8
			Female	25	Hispanic	2	Deceased	3
			American Indian	0				
			Native Hawaiian	0				
			White	63				
Grand Total		71						

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

Prepared by the Office of Affirmative Action

Tenure/Tenure Track Faculty
Resignations

	2009	2008	2007	2006	2005	2004	2003
Total Faculty	30	41	35	47	34	27	31
Female	10	17	14	16	10	11	10
<i>% of total</i>	33%	41%	40%	34%	29%	41%	32%
Minority	3	10	10	12	9	6	9
<i>% of total</i>	10%	24%	29%	26%	26%	22%	29%
Black	0	3	3	4	4	3	3
Hispanic	1	2	1	3	3	0	3
Asian	2	4	6	4	1	3	3
American Indian		1	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Full Professors	9	7	12	14	7	7	9
Female	2	1	5	5	3	1	1
<i>% of rank</i>	22%	14%	42%	36%	43%	14%	11%
Minority	0	2	3	3	1	0	1
<i>% of rank</i>	0%	29%	25%	21%	14%	0%	11%
Black	-	1	-	1	1	-	-
Hispanic	-	1	1	-	-	-	-
Asian	-	-	2	2	-	-	1
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Associate Professors	4	13	11	11	7	7	6
Female	2	6	5	1	3	2	3
<i>% of rank</i>	50%	46%	45%	9%	43%	29%	50%
Minority	1	3	1	2	2	1	3
<i>% of rank</i>	25%	23%	9%	18%	29%	14%	50%
Black	-	1	1	-	2	1	-
Hispanic	1	-	-	1	-	-	2
Asian	-	2	-	1	-	-	1
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Assistant Professors	17	21	12	22	20	13	16
Female	6	10	4	10	4	8	6
<i>% of rank</i>	35%	48%	33%	45%	20%	62%	38%
Minority	2	5	6	7	6	5	5
<i>% of rank</i>	12%	24%	50%	32%	30%	38%	31%
Black	-	1	2	3	1	2	3
Hispanic	-	1	-	2	3	-	1
Asian	2	2	4	1	1	3	1
American Indian	-	1	-	1	-	-	-
Native Hawaiian	-	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action

3/1/2010

Tenure/Tenure Track Librarians
Resignations

	2009	2008	2007	2006	2005	2004
Total Librarians	1	5	2	4	3	1
Female	0	5	2	2	2	1
<i>% of total</i>	0%	100%	100%	50%	67%	100%
Minority	0	1	1	0	0	0
<i>% of total</i>	0%	20%	50%	0%	0%	0%
Black	0	1	1	0	0	0
Hispanic	0	0	0	0	0	0
Asian	0	0	0	0	0	0
American Indian	1	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Full Librarians	0	1	0	1	2	1
Female	0	1	0	1	2	1
<i>% of rank</i>	0%	100%	0%	100%	100%	100%
Minority	0	0	0	0	0	0
<i>% of rank</i>	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-
Asian	-	-	-	-	-	-
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Associate Librarians	1	3	1	1	0	0
Female	0	3	1	0	0	0
<i>% of rank</i>	0%	100%	100%	0%	0%	0%
Minority	0	1	1	0	0	0
<i>% of rank</i>	0%	33%	100%	0%	0%	0%
Black	-	1	1	-	-	-
Hispanic	-	-	-	-	-	-
Asian	-	-	-	-	-	-
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Assistant Librarians	0	1	1	2	1	0
Female	0	1	1	1	0	0
<i>% of rank</i>	0%	100%	100%	50%	0%	0%
Minority	0	0	0	0	0	0
<i>% of rank</i>	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

3/1/2010

Tenure/Tenure Track Faculty
Retirements

	2009	2008	2007	2006	2005	2004	2003
Total Faculty	22	40	44	36	41	32	35
Female	7	7	8	4	9	8	5
<i>% of total</i>	32%	18%	18%	11%	22%	25%	14%
Minority	2	4	4	2	0	0	3
<i>% of total</i>	9%	10%	9%	6%	0%	0%	9%
Black	1	1	2	1	0	0	1
Hispanic	1	1	0	0	0	0	0
Asian	0	2	2	1	0	0	2
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Full Professors	20	35	38	31	33	25	31
Female	5	6	7	3	6	8	5
<i>% of rank</i>	25%	17%	18%	10%	18%	32%	16%
Minority	2	3	3	1	-	-	3
<i>% of rank</i>	10%	9%	8%	3%	0%	0%	10%
Black	1	1	2	1	-	-	1
Hispanic	1	1	-	-	-	-	-
Asian	-	1	1	-	-	-	2
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Associate Professors	2	5	5	5	7	6	4
Female	2	1	1	1	3	-	-
<i>% of rank</i>	100%	20%	20%	20%	43%	0%	0%
Minority	0	1	1	1	-	-	0
<i>% of rank</i>	0%	20%	20%	20%	0%	0%	0%
Black	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-
Asian	-	1	1	1	-	-	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
Assistant Professors	0	0	1	0	1	1	0
Female	-	-	-	-	-	-	-
<i>% of rank</i>	0%	0%	0%	0%	0%	0%	0%
Minority	-	-	-	-	-	-	-
<i>% of rank</i>	0%	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

3/1/2010

Tenure/Tenure Track Librarians
Retirements

	2009	2008	2007	2006	2005	2004
Total Faculty	2	2	4	1	3	4
Female	1	1	4	0	2	2
<i>% of total</i>	50%	50%	100%	0%	67%	50%
Minority	0	0	0	0	0	0
<i>% of total</i>	0%	0%	0%	0%	0%	0%
Black	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0
Asian	0	0	0	0	0	0
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Full Professors	1	1	2	1	1	3
Female	1	1	2	0	1	2
<i>% of rank</i>	100%	100%	100%	0%	100%	67%
Minority	0	0	0	0	0	0
<i>% of rank</i>	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-
Asian	-	-	-	-	-	-
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Associate Professors	1	1	2	0	2	1
Female	0	0	2	0	1	0
<i>% of rank</i>	0%	0%	100%	0%	50%	0%
Minority	0	0	0	0	0	0
<i>% of rank</i>	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-
Asian	-	-	-	-	-	-
American Indian	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-
Assistant Professors	0	0	0	0	0	0
Female	0	0	0	0	0	0
<i>% of rank</i>	0%	0%	0%	0%	0%	0%
Minority	0	0	0	0	0	0
<i>% of rank</i>	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

3/1/2010

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of FEMALE & MINORITY FACULTY

Tenured/Tenure-Track Faculty & Librarians

Indiana University - Bloomington

Spring 2010

Promotions to Rank by Gender and Ethnicity

	<u>Gender</u>	<u>Ethnicity</u>		
Professor		Black	2	
	Male	14	Asian	1
	Female	13	Hispanic	2
			American Indian	0
			Native Hawaiian	0
			White	22
	Total	27		

	<u>Gender</u>	<u>Ethnicity</u>		
Associate Professor		Black	2	
	Male	19	Asian	3
	Female	15	Hispanic	3
			American Indian	0
			Native Hawaiian	0
			White	26
	Total	34		

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

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

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

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 & Librarians

Indiana University - Bloomington

Spring 2010

Promotions to Rank by Gender and Ethnicity

Librarian	<u>Gender</u>		<u>Ethnicity</u>	
		Male	0	Black
	Female	1	Asian	1
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	0
Total		1		

Associate Librarian	<u>Gender</u>		<u>Ethnicity</u>	
		Male	0	Black
	Female	1	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	1
Total		1		

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

Total Faculty & Librarians	<u>Gender</u>		<u>Ethnicity</u>	
		Male	33	Black
	Female	30	Asian	5
			Hispanic	5
			American Indian	0
			Native Hawaiian	0
			White	49
Total		63		

Source of Data provided by the Vice Provost for Faculty and Academic Affairs Frozen File as of October 2009

Prepared by the Office of Affirmative Action

Tenure/Tenure Track Faculty Promotions

	2009	2008	2007	2006	2005	2004	2003
Total Faculty	61	66	68	52	35	46	72
Female	28	19	18	20	11	14	27
<i>% of total</i>	46%	29%	26%	38%	31%	30%	38%
Minority	13	11	9	11	2	9	10
<i>% of total</i>	21%	17%	13%	21%	6%	20%	14%
Black	4	1	2	5	1	2	2
Hispanic	5	2	5	-	-	3	3
Asian	4	8	2	6	1	4	5
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
to full Professor	27	22	40	25	20	24	40
Female	13	5	11	8	6	7	13
<i>% of rank</i>	48%	23%	28%	32%	30%	29%	33%
Minority	5	2	5	4	2	4	4
<i>% of rank</i>	19%	9%	13%	16%	0%	0%	10%
Black	2	-	1	2	1	2	-
Hispanic	2	1	3	-	-	1	1
Asian	1	1	1	2	1	1	3
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
to Associate Professor	34	44	28	27	15	22	32
Female	15	14	7	12	5	7	14
<i>% of rank</i>	44%	32%	25%	44%	33%	0%	0%
Minority	8	9	4	7	-	5	6
<i>% of rank</i>	24%	20%	14%	26%	0%	0%	0%
Black	2	1	1	3	-	-	2
Hispanic	3	1	2	-	-	2	2
Asian	3	7	1	4	-	3	2
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action

3/1/2010

Tenure/Tenure Track Librarians
Promotions

	2009	2008	2007	2006	2005	2004	2003
Total Librarians	2	2	4	1	2	2	2
Female	2	2	4	1	2	2	2
<i>% of total</i>	100%	100%	100%	100%	100%	100%	100%
Minority	1	0	0	0	0	0	1
<i>% of total</i>	50%	0%	0%	0%	0%	0%	50%
Black	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	1
Asian	1	-	-	-	-	-	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
to full Librarian	1	0	1	0	0	1	1
Female	1	0	1	0	0	1	1
<i>% of rank</i>	100%	0%	100%	0%	0%	100%	100%
Minority	1	0	0	0	0	0	0
<i>% of rank</i>	100%	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-
Asian	1	-	-	-	-	-	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-
to Associate Librarian	1	2	3	1	2	1	1
Female	1	2	3	1	2	1	1
<i>% of rank</i>	100%	100%	100%	100%	100%	0%	0%
Minority	0	0	0	0	0	0	1
<i>% of rank</i>	0%	0%	0%	0%	0%	0%	0%
Black	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	1
Asian	-	-	-	-	-	-	-
American Indian	-	-	-	-	-	-	-
Native Hawaiian	-	-	-	-	-	-	-

Data as of October 1 for respective year.

Office of Affirmative Action

3/1/2010

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

Faculty Summary Report 2009

Tenured/Tenure-Track Faculty & Librarians

Indiana University - Bloomington

October 2010

	Total	Female	Minority
Faculty Totals	1465	480 32.8%	257 17.5%
Professors	715	174 48.8%	70 27.2%
Associate Professors	403	151 27.5%	74 28.8%
Assistant Professor	344	155 23.5%	111 43.2%
Acting Assistant Professor	3	0 0.2%	2 0.8%
Librarian Totals	84	53 63.1%	12 14.3%
Librarian	12	6 14.3%	1 8.3%
Associate Librarian	54	35 64.3%	7 58.3%
Assistant Librarian	18	12 21.4%	5 41.7%
Grand Total	1549	533 34.4%	269 50.5%

*Prepared by the Office of Affirmative Action

*Source of data provided by the Vice Provost for Faculty and Academic Affairs - October 2009

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC
 Tenured/Tenure-Track Faculty & Librarians
 Bloomington Campus Location
 October 2009
 Percent Changes from 2008 - 2009

		Total	Female	Minority
Faculty Changes	2008	1455	472	242
	2009	1465	480	257
	% Change	0.7%	1.7%	6.2%
Professors	2008	704	167	63
	2009	715	174	70
	% Change	1.6%	4.2%	11.1%
Associate Professors	2008	389	145	68
	2009	403	151	74
	% Change	3.6%	4.1%	8.8%
Assistant Professor	2008	358	159	110
	2009	344	155	111
	% Change	-3.9%	-2.5%	0.9%
Acting Assistant Professor	2008	4	1	1
	2009	3	0	2
	% Change	-25.0%	-100.0%	100.0%
Librarian Changes	2008	83	50	12
	2009	84	53	13
	% Change	1.2%	6.0%	8.3%
Librarian	2008	13	6	0
	2009	12	6	1
	% Change	-7.7%	0.0%	100.0%
Associate Librarian	2008	55	35	8
	2009	54	35	7
	% Change	-1.8%	0.0%	-12.5%
Assistant Librarian	2008	15	9	4
	2009	18	12	5
	% Change	20.0%	33.3%	25.0%

*Prepared by the Office of Affirmative Action

*Source of data provided by the Vice Provost for Faculty and Academic Affairs - October 2009

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