



To: Indiana University Chancellors

From: Julie V. Knost, University Director

Date: October 16, 2008

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

OFFICE OF  
AFFIRMATIVE ACTION

Annually the Office of Affirmative Action prepares a report for the University Faculty Council on the status of women and minority faculty on the campuses of Indiana University. This report compares the race and gender demographics of each campus's faculty against both the national average and a benchmark averaged from that campus' peer institution group. Highlights of those comparisons include the following:

- Five of the seven campuses meet or exceed the national representation of female faculty. Two campuses have a lower percentage than the 36% national standard. (IUB-32%, IUPUI-31%) Six campuses meet or exceed their peer institution benchmarks for female faculty representation. One campus is below its peer institution benchmark (IUSB).
- Two of the seven campuses meet or exceed the national representation of Black faculty. Five campuses have a lower percentage than the 5% national standard. (IUB-4%, IUPUI-3%, IUS-3%, IUK-3%, IUE-0%) Four campuses meet or exceed their peer institution benchmarks for Black faculty representation. Three campuses are below their peer institution benchmarks (IUPUI, IUS, IUE).
- Five of the seven campuses meet or exceed the national representation of Hispanic faculty. Two campuses have a lower percentage than the 3% national standard. (IUS-1%, IUE-0%) Two campuses meet or exceed their peer institution benchmarks for Hispanic faculty representation. Five campuses are below their peer institution benchmarks (IUPUI, IUS, IUSB, IUN, IUE).
- All seven campuses meet or exceed the 8% national representation of Asian faculty. Six campuses meet or exceed their peer institution benchmarks for Asian faculty representation. One campus is below its peer institution benchmark (IUB).
- Two of the seven campuses meet or exceed the national representation of American Indian faculty. Five have a lower percentage of American Indian faculty than the .4% national standard (IUPUI-.2%, IUS-0%, IUK-0%, IUN-0%, IUSB-0%) Two campuses meet or exceed their peer institution benchmarks for American Indian faculty representation. Five campuses are below their peer institution benchmarks (IUPUI, IUS, IUK, IUN, IUSB)

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The report provides further comparative detail by rank, and includes historical data for the five and ten year marks.

Copies of this report and past reports can be found on our website at [www.indiana.edu/~affirm](http://www.indiana.edu/~affirm). I encourage you to contact me with any questions or comments you might have regarding this report.