Affirmative Action

Report to the Bloomington Faculty Council:

Status of Women and Minority Faculty on the Bloomington Campus

March
2006

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Overview

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Last year the total minority representation among tenure track faculty reached 15.3%. This is an almost 5% increase from the previous year. In achieving this, ten minority faculty members were added to the faculty in a year that saw the total number of faculty increase by only one member.

There was a similar increase in women among tenure track faculty last year. Again, in a year that saw only an overall increase of one faculty member, women's representation increased by 16 members or almost 4%. Women faculty members currently account for over 30% of the tenure track faculty on campus.

The number of Lecturers on the Bloomington campus continued to increase. Last year there were 151 Lecturers compared with 141 the previous year. This trend is also true for the rank of Academic Specialist which increased membership from 27 to 31 last year and Clincials who increased in number from 85 to 90. Women continue to account for well over half of the non-tenure track appointments on campus. Women represent 56% of all Lecturers on campus, 42% of all Academic Specialists, and 53% of Clinicals.

Minority representation among non-tenure track faculty is only 10% and decreased last year by two members. Minority members represent 10% of all Lecturers, 10% of all Academic Specialists, and 11% of all Clinicals.

There was an overall decrease of four Librarians on the Bloomington campus last year, however the number of minority Liberians remained the same. Last year 11% of all librarians were minority members.

15.3% of the tenure track faculty members at IUB are minority.

30.2% of the tenure track faculty members at IUB are women.

53.3% of all non-tenure track faculty at IUB are women.

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

Spring 2006

WOMEN FACULTY and LIBRARIANS (Tenure and Non Tenure On Track)

	Total Faculty		Women Faculty					
	2004	**2005**	2004	%	**2005**	%	**Change 2004 to 2005**	Change 2001 to 2005
FACULTY								
FT1 Professor	720	**691**	156	21.7%	**152**	22.0%	**-4**	8
FT2 Associate Professor	370	**376**	134	36.2%	**134**	35.6%	**0**	2
FT3 Assistant Professor	289	**313**	111	38.4%	**131**	41.9%	**20**	38
Column Totals	1379	**1380**	401	29.1%	**417**	30.2%	**16**	48

	Total Librarians		Women Librarians					
	2004	**2005**	2004	%	**2005**	%	**Change 2004 to 2005**	Change 2001 to 2005
LIBRARIANS								
LT1 Librarian	21	**18**	13	61.9%	**9**	50.0%	**-4**	-4
LT2 Associate Librarian	55	**52**	34	61.8%	**34**	65.4%	**0**	4
LT3 Assistant Librarian	14	**16**	11	78.6%	**12**	75.0%	**1**	1
Column Totals	90	**86**	58	64.4%	**55**	64.0%	**-3**	1

MINORITY FACULTY and LIBRARIANS TOTALS (Tenured and Non Tenure On Track)

		2004	M	F	**2005**	M	F	**Change 2004 to 2005**	Change 2001 to 2005
FACULTY	Total Faculty	**1379**	978	401	**1380**	963	417	**1**	53
	Black	**59**	32	27	**61**	32	29	**2**	7
	Asian	**90**	62	28	**99**	65	34	**9**	24
	Hispanic	**48**	32	16	**46**	31	15	**-2**	14
	American Indian	**4**	3	1	**5**	3	2	**1**	2
	Native Hawaiian	**0**	0	0	**0**	0	0	**0**	0
	Minority Total	**201**	129	72	**211**	131	80	**10**	47

		2004	M	F	**2005**	M	F	**Change 2004 to 2005**	Change 2001 to 2005
LIBRARIANS	Total Librarians	**90**	32	58	**86**	31	55	**-4**	1
	Black	**3**	0	3	**3**	0	3	**0**	1
	Asian	**5**	1	4	**5**	1	4	**0**	-3
	Hispanic	**2**	1	1	**2**	1	1	**0**	1
	American Indian	**0**	0	0	**0**	0	0	**0**	0
	Native Hawaiian	**0**	0	0	**0**	0	0	**0**	0
	Minority Total	**10**	2	8	**10**	2	8	**0**	-1

Data Source: Dean of Faculties as of October 2005

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

Spring 2006

MINORITY FACULTY BREAKDOWN by RANK (Tenure and Non Tenure On Track)

		2004	M	F	2005	M	F	Changes 2004 to 2005
FACULTY	**Total Faculty**	**1379**	978	401	**1380**	963	417	**1**
	Black	**59**	32	27	**61**	32	29	**2**
	Asian	**90**	62	28	**99**	65	34	**9**
	Hispanic	**48**	32	16	**46**	31	15	**-2**
	American Indian	**4**	3	1	**5**	3	2	**1**
	Native Hawaiian	**0**	0	0	**0**	0	0	**0**
	Minority Total	**201**	129	72	**211**	131	80	**10**

FT1 Professor

2004	BL	AS	HS	AI	NH	Total
M	16	22	12	0	0	50
F	4	5	2	0	0	11
Total	20	27	14	0	0	61

2005	BL	AS	HS	AI	NH	Total
M	16	21	12	0	0	49
F	4	4	2	0	0	10
Total	20	25	14	0	0	59

FT2 Associate Professor

2004	BL	AS	HS	AI	NH	Total
M	10	22	7	2	0	41
F	12	7	6	0	0	25
Total	22	29	13	2	0	66

2005	BL	AS	HS	AI	NH	Total
M	9	22	7	2	0	40
F	11	8	6	0	0	25
Total	20	30	13	2	0	65

FT3 Assistant Professor

2004	BL	AS	HS	AI	NH	Total
M	6	18	13	1	0	38
F	11	16	8	1	0	36
Total	17	34	21	2	0	74

2005	BL	AS	HS	AI	NH	Total
M	7	22	12	1	0	42
F	14	22	7	2	0	45
Total	21	44	19	3	0	87

Grand Total

2004	BL	AS	HS	AI	NH	Total
M	32	62	32	3	0	129
F	27	28	16	1	0	72
Total	59	90	48	4	0	201

2005	BL	AS	HS	AI	NH	Total
M	32	65	31	3	0	131
F	29	34	15	2	0	80
Total	61	99	46	5	0	211

Data Source: Dean of Faculties as of October 2005

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

Spring 2006

MINORITY LIBRARIANS BREAKDOWN by RANK (Tenure and Non Tenure On Track)

		2004	M	F	2005	M	F	Change 2004 to 2005
LIBRARIAN	**Total Librarian**	**90**	32	58	**86**	31	55	-4
	Black	**3**	0	3	**3**	0	3	0
	Asian	**5**	1	4	**5**	1	4	0
	Hispanic	**2**	1	1	**2**	1	1	0
	American Indian	**0**	0	0	**0**	0	0	0
	Native Hawaiian	**0**	0	0	**0**	0	0	**0**
	Minority Total	**10**	2	8	**10**	2	8	**0**

LT1 Librarian

2004	BL	AS	HS	AI	NH	Total
M	0	0	0	0	0	0
F	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**

2005	BL	AS	HS	AI	NH	Total
M	0	0	0	0	0	0
F	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**

LT2 Associate Librarian

2004	BL	AS	HS	AI	NH	Total
M	0	1	0	0	0	1
F	1	4	1	0	0	6
Total	**1**	**5**	**1**	**0**	**0**	**7**

2005	BL	AS	HS	AI	NH	Total
M	0	1	0	0	0	1
F	1	4	1	0	0	6
Total	**1**	**5**	**1**	**0**	**0**	**7**

LT3 Assistant Librarian

2004	BL	AS	HS	AI	NH	Total
M	0	0	1	0	0	1
F	2	0	0	0	0	2
Total	**2**	**0**	**1**	**0**	**0**	**3**

2005	BL	AS	HS	AI	NH	Total
M	0	0	1	0	0	1
F	2	0	0	0	0	2
Total	**2**	**0**	**1**	**0**	**0**	**3**

Grand Total

2004	BL	AS	HS	AI	NH	Total
M	0	1	1	0	0	2
F	3	4	1	0	0	8
Total	**3**	**5**	**2**	**0**	**0**	**10**

2005	BL	AS	HS	AI	NH	Total
M	0	1	1	0	0	2
F	3	4	1	0	0	8
Total	**3**	**5**	**2**	**0**	**0**	**10**

Data Source: Dean of Faculties as of October 2005

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

Spring 2006

OTHER WOMEN FACULTY (Convertible to Tenure Track or Non Tenure Not On Track)

		Total Faculty		Women Faculty					
		2004	**2005**	2004	%	**2005**	%	**Change 2004 to 2005**	Change 2001 to 2005
FACULTY									
FL*	Lecturer	140	**151**	74	52.9%	**84**	55.6%	**10**	47
FT5	Convertible Lecturer	1	**0**	0	0.0%	**0**	0.0%	**0**	0
UAS	Academic Specialist	27	**31**	12	44.4%	**13**	41.9%	**1**	12
FC*	Clinical	85	**90**	47	55.3%	**48**	53.3%	**1**	10
	Column Totals	253	272	133	52.6%	145	53.3%	**12**	69

OTHER MINORITY FACULTY TOTALS (Convertible to Tenure Track or Non Tenure Not On Track)

		2004	M	F	**2005**	M	F	**Change 2004 to 2005**
FACULTY	Total Faculty	**253**	120	133	**272**	127	145	**19**
	Black	**15**	9	6	**13**	7	6	**-2**
	Asian	**9**	4	5	**8**	3	5	**-1**
	Hispanic	**6**	3	3	**7**	3	4	**1**
	American Indian	**0**	0	0	**0**	0	0	**0**
	Native Hawaiian	**0**	0	0	**0**	0	0	**0**
	Minority Total	**30**	16	14	**28**	13	15	**-2**

FL*	Lecturer	**2004**	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	3	3	2	0	0	8
		F	0	4	3	0	0	7
		Total	**3**	**7**	**5**	**0**	**0**	**15**
		2005	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	3	2	2	0	0	7
		F	0	4	4	0	0	8
		Total	**3**	**6**	**6**	**0**	**0**	**15**
FT5	Convertible Lecturer	**2004**	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	1	0	0	0	0	1
		F	0	0	0	0	0	0
		Total	**1**	**0**	**0**	**0**	**0**	1
		2005	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	0	0	0	0	0	0
		F	0	0	0	0	0	0
		Total	**0**	**0**	**0**	**0**	**0**	**0**
UAS	Academic Specialist	**2004**	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	2	0	0	0	0	2
		F	2	0	0	0	0	2
		Total	**4**	**0**	**0**	**0**	**0**	**4**
		2005	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	1	0	0	0	0	1
		F	2	0	0	0	0	2
		Total	**3**	**0**	**0**	**0**	**0**	**3**
FC*	Clinical	**2004**	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	3	1	1	0	0	5
		F	4	1	0	0	0	5
		Total	**7**	**2**	**1**	**0**	**0**	**10**
		2005	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	3	1	1	0	0	5
		F	4	1	0	0	0	5
		Total	**7**	**2**	**1**	**0**	**0**	**10**
	Grand Total	**2004**	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	9	4	3	0	0	16
		F	6	5	3	0	0	14
		Total	**15**	**9**	**6**	**0**	**0**	**30**
		2005	**BL**	**AS**	**HS**	**AI**	**NH**	**Total**
		M	7	3	3	0	0	13
		F	6	5	4	0	0	15
		Total	**13**	**8**	**7**	**0**	**0**	**28**

Data Source: Dean of Faculties as of Oct. 2005

Prepared by the Office of Affirmative Action

New Hires

2

There were 24 fewer faculty members hired last year than the previous year which represents a 24% decrease in hires from 2004 to 2005. Women faculty members continued however to be hired in strong numbers. Last year women accounted for 39% of the faculty hired compared with 34% the previous year. There were eight fewer minority faculty members hired last year than the previous year, however they still accounted for 22% of the faculty hired, similar to the previous year.

Last year 31 faculty were hired at the senior rank seven of which were women and three of which were minority faculty. One woman faculty member was hired at the Professor rank in the ***School of Optometry***. Of the six women faculty members hired at the Associate Professor rank three were in the ***Jacobs School of Music*** and three were in the ***College of Arts and Sciences*** (THTR(2), ENG). The two women faculty members hired in Theatre and Drama represented that department's only hires last year. The three women faculty members hired in the ***Jacobs School of Music*** accounted for three out of the schools four hires at that rank last year. One Hispanic male faculty member was hired at the Professor rank and an African American female faculty member was hired at the Associate Professor rank in the ***Jacobs School of Music*** last year. One Asian male faculty member was hired in the College of Arts and Sciences (CHEM) last year at the Associate Professor rank.

As usual most of the hiring occurred at the assistant professor rank last year. However, there were 23 fewer faculty hired at this rank than the previous year, representing a 34% decrease from 2004 to 2005. Last year there were more women than men hired at the Assistant Professor rank. Of the 23 women faculty members hired at this rank last year, 15 were in the ***College of Art and Sciences***. The Department of Religious Studies hired two women faculty members as its only hires last year. The Department of Biology also hired two women faculty members and 11 other departments hired one woman at the Assistant Professor rank last year. (PL, SLAV, ENG, CMCL, FINH, MATH, SPHS, PHYS, POLS, HIST, EALC). The hires in Philosophy, Slavic Languages and Literature, Fine Arts History, Political Science, and East Asian Languages and Cultures represent those departments only hires at the

23 women were hired at the Assistant Professor rank.

14 minority faculty members were hired at the Assistant Professor rank.

39% of new tenure/ tenure track faculty hires at IUB last year were women.

22% of new tenure/ tenure tack faculty hires at IUB last year were minority faculty members.

Assistant Professor rank last year. Three women faculty members were hired in the ***Kelley School of Business*** and two in the ***School of Education*** last year at the Assistant Professor rank. The ***School of Informatics***, the ***School of Health, Physical Education & Recreation*** (KINE) and ***Nursing*** each hired a woman faculty member at this rank last year.

There were 14 minority faculty members hired at the Assistant Professor rank last year; eight fewer than the previous year which represents a decrease of 36% from 2004 to 2005. Of the 14 faculty members hired, ten were Asian, three were African American, and one was American Indian. Six of these 14 hires were in the ***College of Arts and Sciences*** (PHYS, HIST, EALC, BI, SOC, CMLT). Asian women faculty members joined the faculty in Physics, History, East Asian Languages and Cultures and Biology. An Asian male faculty member was hired in Sociology and an African American male faculty member was hired in Comparative Literature. 14% of all new faculty hired into the College of Arts and Sciences last year were minority.

The ***Kelley School of Business*** hired five minority faculty members last year at the Assistant Professor rank including three Asian women faculty members and two Asian male faculty members. Half of the hires in the ***School of Education*** last year were minority faculty including an American Indian woman faculty member and an African American woman faculty member. The ***School of Informatics*** hired an African American woman faculty member as one of its three hires last year.

Four Assistant Librarians were hired last year, three of which were woman and none of which were minority.

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

(as of October 2005)

NEW HIRES BY SEX AND RACE

	Sex		Race	
Professor				
	Female	1	Black	0
	Male	10	Asian	0
			Hispanic	1
			American Indian	0
			Native Hawaiian	0
			White	10
Total		11		

Associate Professor				
	Female	6	Black	1
	Male	14	Asian	1
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	18
Total		20		

Assistant Professor				
	Female	23	Black	3
	Male	22	Asian	10
			Hispanic	0
			American Indian	1
			Native Hawaiian	0
			White	31
Total		45		

Lecturer				
	Female	3	Black	0
	Male	0	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	3
Total		3		

Total Faculty				
	Female	33	Black	4
	Male	46	Asian	11
			Hispanic	1
			American Indian	1
			Native Hawaiian	0
			White	62
Total		79		

Spring 2005 to Fall 2005

Prepared by the Office of Affiramtive Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

(as of October 2005)

NEW HIRES BY SEX AND RACE

	Sex		Race	
Librarian				
	Female	0	Black	0
	Male	0	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	0
Total		0		
Associate Librarian				
	Female	0	Black	0
	Male	0	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	0
Total		0		
Assistant Librarian				
	Female	3	Black	0
	Male	1	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	4
Total		4		
Total Librarians				
	Female	3	Black	0
	Male	1	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	4
Total		4		
Grand Total	Female	36	Black	4
Faculty & Librarians	Male	47	Asian	11
			Hispanic	1
			American Indian	1
			Native Hawaiian	0
			White	66
	Total	83		

Spring 2005 to Fall 2005

Prepared by the Office of Affiramtive Action

PROMOTIONS

3

There were more women faculty promoted last year than in the previous year; 35% of the 37 total promotions last year went to women faculty members. However, there were far fewer minority faculty members promoted last year than in the previous two years. Last year only two minority faculty members were promoted representing 5% of all promotions. In 2004 minority faculty accounted for 19% of all promotions and in 2003 they represented 14% of all promotions.

Last year six women were promoted from Associate Professor to Professor which accounted for 30% of the 20 promotions to that rank. The ***College of Arts and Sciences*** promoted the most faculty to Professor with 15, five of which were women (CRIM, ENG, GEO, SOC, SOC). As its only promotion last year, the ***School of Education*** promoted a women faculty member to the rank of Professor.

Two minority faculty members were promoted to the rank of Professor last year, which is half the number promoted the previous year. An African American male faculty member was promoted in the ***College of Arts and Sciences*** (ENG) and an Asian male faculty member was promoted in the ***School of Informatics***. This promotion represented the only promotion in the ***School of Informatics*** last year.

Women faculty members accounted for a third of the promotions last year from Assistant to Associate Professor. There were five women faculty members promoted to Associate Professor which accounted for 33% of the total. Of the 11 promotions to this rank in the ***College of Arts and Sciences***, two were women faculty members (SPAN, CMCL). The only promotion in the ***Jacobs School of Music*** last year was a woman faculty member promoted to Associate Professor. ***The School of Library and Information Science*** and ***Nursing*** each promoted a woman faculty member to the Associate Professor rank last year.

There were no minority faculty members promoted to Associate Professor last year.

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

6 women were promoted to Professor at IUB last year.

2 minority faculty members were promoted at IUB last year.

33% of promotions to Associate Professor at IUB last year were women.

5% of all promotions at IUB last year were minority faculty members.

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

(as of October 2005)

PROMOTIONS BY SEX AND RACE

	Sex		Race	
Professor	Female	6	Black	1
	Male	14	Asian	1
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	18
Total		20		
Associate Professor	Female	5	Black	0
	Male	10	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	15
Total		15		
Assistant Professor	Female	0	Black	0
	Male	0	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	0
Total		0		
Librarian	Female	0	Black	0
	Male	0	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	0
Total		0		
Associate Librarian	Female	2	Black	0
	Male	0	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	2
Total		2		
Assistant Librarian	Female	0	Black	0
	Male	0	Asian	0
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	0
Total		0		
Grand Total	Female	13	Black	1
	Male	24	Asian	1
			Hispanic	0
			American Indian	0
			Native Hawaiian	0
			White	35
	Total	37		

TERMINATIONS

4

RETIREMENTS

Last year on the Bloomington campus there were a significant number of retirements. There were 40 tenure track faculty and librarians who retired last year. This is two more than the previous year. In total over the last three years 117 faculty and librarians have retired from the Bloomington campus.

Over the last three years the number of women faculty members retiring has steadily increased and last year ten women tenure track faculty and librarians retired. This accounted for 25% of the 40 total retirements and is one more than the previous year. Two woman librarians retired from the library. Five women faculty retired from the ***College of Arts and Sciences*** (SPHS, GERM, ENG, FINH, FINS) last year, and one each from the ***School of Education***, the ***Jacobs of School of Music***, and the ***School of Library and Information Science***.

For the second straight year there were no minority faculty member retirements.

RESIGNATIONS

Over the last three years 106 faculty members and librarians have resigned on the Bloomington campus. Of these resignations 40% were women faculty members or librarians and 25% were minority faculty members. Loss of women and minority faculty members to resignation remains significant. Last year out of 37 resignations 12 were women faculty members and eight were minority faculty members.

There were seven resignations at both the Professor and Associate Professor rank last year. At the Professor rank, three of the seven resignations were women faculty members and one was a minority faculty member. An African American woman faculty member resigned from the ***School of Education*** and one woman faculty member each resigned from the ***College of Arts & Sciences*** (ANTH) and the ***Kelley School of Business***. Of these, one left for personal reasons, but the other two accepted better positions elsewhere. At the Associate Professor rank three of the seven resignations were women faculty members and two were minority faculty members. Six of the seven resignations were in the ***College of Arts and Sciences*** and included women faculty members from both English and Psychology

117 tenure track faculty and librarians have retired from IUB over the last three years.

25% of tenure track faculty & librarian retirements last year at IUB were women.

8 minority tenure track faculty members resigned last year from IUB.

12 women tenure track faculty members resigned last year from IUB.

and an African American woman faculty member from Folklore/ Ethnomusicology. All three accepted better positions elsewhere and two included spousal hiring issues. An African American male faculty member resigned from Criminal Justice and accepted a position elsewhere.

By far the largest number of resignations occurred at the Assistant Professor rank. Out of the twenty resignations four were women faculty members and six were minority faculty members. Twelve of the 20 resignations at this rank, and three out of the four resignations from women faculty members were in the ***College of Arts and Sciences*** (REL, SPAN, TEL). The other women faculty member resigned from the ***Kelley School of Business***. Of these resignations two were the result of tenure issues and two accepted better offers elsewhere including one with spousal hiring issues. Of the six minority faculty member resignations, three were in the ***College of Arts and Sciences***. A Hispanic woman faculty member resigned from Spanish and Portuguese, an Asian woman faculty member from Telecommunications, and an African American male faculty member from Economics. The remaining minority faculty member resignations were a Hispanic male faculty member from each of the ***Jacobs School of Music*** and the ***School of Education*** and an Asian male faculty member from the ***Kelley School of Business***. Of these resignations one was the result of tenure issues and three accepted better offers elsewhere including one with spousal hiring issues.

Regrettably there were three deaths among tenure track faculty last year, two of which were women faculty members and one was an African American male faculty member.

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

STATUS of WOMEN & MINORITY FACULTY

Indiana University - Bloomington

(as of October 2005)

	Sex		Race		Termination Reason		Female	Male
Professor								
	Female	10	Black	1	Resignation	7	3	4
	Male	31	Asian	0	Retirement	33	6	27
			Hispanic	0	Deceased	1	1	0
			American Indian	0				
			Native Hawaiian	0				
	Total	41	White	40				
Associate Professor	Female	6	Black	2	Resignation	7	3	4
	Male	5	Asian	0	Retirement	3	2	1
			Hispanic	0	Deceased	1	1	0
			American Indian	0				
			Native Hawaiian	0				
	Total	11	White	9				
Assistant Professor	Female	4	Black	2	Resignation	20	4	16
	Male	18	Asian	2	Retirement	1	0	1
			Hispanic	3	Deceased	1	0	1
			American Indian	0				
			Native Hawaiian	0				
	Total	22	White	15				
Lecturer	Female	4	Black	1	Resignation	8	4	4
	Male	5	Asian	1	Retirement	0	0	0
			Hispanic	0	Deceased	1	0	1
			American Indian	0				
			Native Hawaiian	0				
	Total	9	White	7				
Librarian	Female	3	Black	0	Resignation	2	2	0
	Male	0	Asian	0	Retirement	1	1	0
			Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
	Total	3	White	3				
Associate Librarian	Female	1	Black	0	Resignation	0	0	0
	Male	1	Asian	0	Retirement	2	1	1
			Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
	Total	2	White	2				
Assistant Librarian	Female	0	Black	0	Resignation	1	0	1
	Male	1	Asian	0	Retirement	0	0	0
			Hispanic	0	Deceased	0	0	0
			American Indian	0				
			Native Hawaiian	0				
	Total	1	White	1				
Grand Totals	Female	28	Black	6	Resignation	45	16	29
	Male	61	Asian	3	Retirement	40	10	30
			Hispanic	3	Deceased	4	2	2
			American Indian	0				
			Native Hawaiian	0				
	Total	89	White	77				

Spring 2005 and Fall 2005

Prepared by the Office of Affiramtive Action

Tenure Track Faculty

5

Last year the total tenure track faculty at IUB increased overall by only one member. This change was the result of an increase of six Associate Professors and 24 Assistant Professors offset by a decrease of 29 Professors. The more than 4% decrease at the Professor rank last year brings the total number of Professors to 691, the lowest number in more than twelve years. This decrease also resulted in a decrease of minority faculty members by two and women faculty members by 16 at the Professor rank. Although the overall number at the Associate Professor rank increased there was a decease of one minority member. The increase of 24 faculty members at the Assistant Professor rank included an overall increase of 13 minority faculty members and 20 women faculty members at that rank.

African American faculty made up 4.4% of the faculty last year (61 members). This represents a 33% increase over twelve years. The strongest increase over this time period in African American faculty occurred at the Associate Professor rank. This is the result of both promotions from Assistant Professor and increasing efforts to recruit senior level minority candidates. There has been a 67% increase in African American Associate Professors over the last twelve years and a 33% increase at the Professor rank. African American faculty last year made up not just 4% of the total faculty but also 4% of the senior faculty.

After years of declining or stagnant representation at the Assistant Professor rank, the number of African American faculty are increasing. There are now more African American faculty at the Assistant Professor rank than at anytime in the last ten years. African American faculty currently represent 6.7% of all Assistant Professors on campus.

The number of Hispanic faculty members on campus decreased overall by two members last year with the entire change reflected at the Assistant Professor rank. However, Hispanic faculty member representation has increased 142% over the last twelve years. These increases have slowed in the last two years with Hispanic representation becoming stagnant at just over 3%.

Asian American tenure track faculty have continued to increase at a steady pace. In 1993 they were slightly more than 4%

15.3% of the tenure track faculty at IUB are minority.

50% increase in women at the Professor rank over the last ten years.

27 Hispanic tenure track faculty members have been added to the faculty over the last 12 years.

67% increase in African American faculty at the Associate Professor rank over the last 12 years.

96 Women tenure track faculty members were added to the faculty over the last 12 years.

of the tenure track faculty. Last year they accounted for 7.2% of the faculty. This represents a 73% increase over the last twelve years. The distribution of Asian American faculty is very balanced between the three ranks. Among Asian American faculty 25 are Professors, 30 are Associate Professors and 44 are Assistant Professors.

American Indian representation within the tenure track faculty continues to be small. It ranges in number between one and five faculty members a year.

The race category of Native Hawaiian was added by federal regulation this year. Prior to now Native Hawaiian's were counted in the Asian American category. All Asian American faculty were surveyed to determine whether they would now identify as Native Hawaiian. There were no changes. All new hires have the opportunity to identify themselves as Native Hawaiian. Currently there is no Native Hawaiian representation among the faculty on the Bloomington campus.

Female representation among the tenure track faculty has steadily increased over the last twelve years. In 1993 women made up 23.5% of the tenure track faculty, last year they accounted for 30% of that faculty. This in an increase of almost 30%, or 96 faculty members, over the twelve years. Of this 96 faculty member increase, 51 were at the Professor rank. In 1993 there were 101 female Professors, last year there were 152 female Professors resulting in an increase of more than 50%. Combined with a 10% increase at the Associate Professor rank, senior female faculty representation has increased by 23% over the last twelve years. Female faculty last year represented 27% of the senior faculty. The number of female faculty members overall increased by 16 last year. The majority of the increase was at the Assistant Professor rank where there was an increase of 20 female faculty members. This was offset by a decrease of four female faculty members at the Professor rank and no change at the Associate Professor rank.

INDIANA UNIVERSITY

Faculty Summary Report: Full-time, Tenure - Not Tenured on Track Faculty for 2005
Bloomington Campus Location
October 2005

EEO Category	Total	Male	Female	White	Minority	Black	Asian	Hispanic	American Indian	Native Hawaiian
Faculty Total	1380	963	417	1169	211	61	99	46	5	0
		69.8%	30.2%	84.7%	15.3%	4.4%	7.2%	3.3%	0.4%	0.0%
Professor	691	539	152	632	59	20	25	14	0	0
		78.0%	22.0%	91.5%	8.5%	2.9%	3.6%	2.0%	0.0%	0.0%
Associate Professor	376	242	134	311	65	20	30	13	2	0
		64.4%	35.6%	82.7%	17.3%	5.3%	8.0%	3.5%	0.5%	0.0%
Assistant Professor	313	182	131	226	87	21	44	19	3	0
		58.1%	41.9%	72.2%	27.8%	6.7%	14.1%	6.1%	1.0%	0.0%

Source of Data provided by the Dean of Faculties Office Frozen File as of October 2005

Prepared by the Office of Affirmative Action

INDIANA UNIVERSITY

Faculty Summary Report: Full-time, Tenure - Not Tenured on Track Faculty for 2005
Bloomington Campus Location
October 2005

EEO Category		Total	Male	Female	White	Minority	Black	Asian	Hispanic	American Indian	Native Hawaiian
Faculty Total	2004	1379	978	401	1178	201	59	90	48	4	0
	2005	1380	963	417	1169	211	61	99	46	5	0
%Change		**0.1%**	**-1.5%**	**4.0%**	**-0.8%**	**5.0%**	**3.4%**	**10.0%**	**-4.2%**	**25.0%**	**0.0%**
Professor	2004	720	564	156	659	61	20	27	14	0	0
	2005	691	539	152	632	59	20	25	14	0	0
%Change		**-4.0%**	**-4.4%**	**-2.6%**	**-4.1%**	**-3.3%**	**0.0%**	**-7.4%**	**0.0%**	**0.0%**	**0.0%**
Associate Professor	2004	370	236	134	304	66	22	29	13	2	0
	2005	376	242	134	311	65	20	30	13	2	0
%Change		**1.6%**	**2.5%**	**0.0%**	**2.3%**	**-1.5%**	**-9.1%**	**3.4%**	**0.0%**	**0.0%**	**0.0%**
Assistant Professor	2004	289	178	111	215	74	17	34	21	2	0
	2005	313	182	131	226	87	21	44	19	3	0
%Change		**8.3%**	**2.2%**	**18.0%**	**5.1%**	**17.6%**	**23.5%**	**29.4%**	**-9.5%**	**50.0%**	**0.0%**

Source of Data provided by the Dean of Faculties Office Frozen File as of October 2005

Prepared by the Office of Affirmative Action

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

Detail: Women Faculty Appointment Changes, 2004 - 2005

Indiana University - Bloomington

Women Faculty	Assistant Professor	Associate Professor	Professor
Total 2003-2004	111	134	156
New Hires	23	6	1
Terminations	-4	-6	-10
Retirements	0	-2	-6
Deceased	0	-1	-1
Resignations	-4	-3	-3
Promotions to Professor		-6	6
Promotions to Assoc Prof	-5	5	
Promotions to Asst Prof	0		
Total 2004-2005	131	134	152

Data Source: Office of Academic Affairs and Dean of the Faculties

Prepared by the Office of Affirmative Action

Tenure/Tenure-Track Faculty Gender Breakdown

Indiana Univeristy-Bloomington Campus

1993-2005

	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993
Total Faculty	**1380**	**1379**	**1328**	**1309**	**1319**	**1317**	**1324**	**1354**	**1365**	**1374**	**1374**	**1371**	**1364**
Male	963	978	946	947	950	959	973	998	1010	1022	1034	1034	1043
	69.8%	70.9%	71.2%	72.3%	72.0%	72.8%	73.5%	73.7%	74.0%	74.4%	75.3%	75.4%	76.5%
Female	**417**	**401**	**382**	**362**	**369**	**358**	**351**	**356**	**355**	**352**	**340**	**337**	**321**
	30.2%	**29.1%**	**28.8%**	**27.7%**	**28.0%**	**27.2%**	**26.5%**	**26.3%**	**26.0%**	**25.6%**	**24.7%**	**24.6%**	**23.5%**
Full/Titled Professor	**691**	**720**	**706**	**699**	**701**	**693**	**699**	**698**	**696**	**697**	**705**	**697**	**699**
Male	539	564	553	554	557	556	567	573	576	588	594	592	598
	78.0%	78.3%	78.3%	79.3%	79.5%	80.2%	81.1%	82.1%	82.8%	84.4%	84.3%	84.9%	85.6%
Female	**152**	**156**	**153**	**145**	**144**	**137**	**132**	**125**	**120**	**109**	**111**	**105**	**101**
	22.0%	**21.7%**	**21.7%**	**20.7%**	**20.5%**	**19.8%**	**18.9%**	**17.9%**	**17.2%**	**15.6%**	**15.7%**	**15.1%**	**14.4%**
Associate Professor	**376**	**370**	**370**	**377**	**391**	**398**	**383**	**381**	**390**	**394**	**396**	**396**	**393**
Male	242	236	239	250	259	270	257	258	265	262	265	264	271
	64.4%	63.8%	64.6%	66.3%	66.2%	67.8%	67.1%	67.7%	67.9%	66.5%	66.9%	66.7%	69.0%
Female	**134**	**134**	**131**	**127**	**132**	**128**	**126**	**123**	**125**	**132**	**131**	**132**	**122**
	35.6%	**36.2%**	**35.4%**	**33.7%**	**33.8%**	**32.2%**	**32.9%**	**32.3%**	**32.1%**	**33.5%**	**33.1%**	**33.3%**	**31.0%**
Assistant Professor	**313**	**289**	**252**	**233**	**227**	**226**	**242**	**275**	**279**	**283**	**273**	**278**	**272**
Male	182	178	154	143	134	133	149	167	169	172	175	178	174
	58.1%	61.6%	61.1%	61.4%	59.0%	58.8%	61.6%	60.7%	60.6%	60.8%	64.1%	64.0%	64.0%
Female	**131**	**111**	**98**	**90**	**93**	**93**	**93**	**108**	**110**	**111**	**98**	**100**	**98**
	41.9%	**38.4%**	**38.9%**	**38.6%**	**41.0%**	**41.2%**	**38.4%**	**39.3%**	**39.4%**	**39.2%**	**35.9%**	**36.0%**	**36.0%**

Affirmative Action Data as of October 1 for respective year Mar-06

Tenure/Tenure-Track Faculty Gender Breakdown

Indiana Univeristy-Bloomington Campus

% of Change

	2005	2004	1 year change 05-04	1999	6 year change 05-99	1993	12 year change 05-93
Total Faculty	**1380**	**1379**	**0.07%**	**1324**	**4.23%**	**1364**	**1.17%**
Male	963	978	-1.53%	973	-1.03%	1043	-7.67%
Female	**417**	**401**	**3.99%**	**351**	**18.80%**	**321**	**29.91%**
Full/Titled Professor	**691**	**720**	**-4.03%**	**699**	**-1.14%**	**699**	**-1.14%**
Male	539	564	-4.43%	567	-4.94%	598	-9.87%
Female	**152**	**156**	**-2.56%**	**132**	**15.15%**	**101**	**50.50%**
Associate Professor	**376**	**370**	**1.62%**	**383**	**-1.83%**	**393**	**-4.33%**
Male	242	236	2.54%	257	-5.84%	271	-10.70%
Female	**134**	**134**	**0.00%**	**126**	**6.35%**	**122**	**9.84%**
Assistant Professor	**313**	**289**	**8.30%**	**242**	**29.34%**	**272**	**15.07%**
Male	182	178	2.25%	149	22.15%	174	4.60%
Female	**131**	**111**	**18.02%**	**93**	**40.86%**	**98**	**33.67%**

Affirmative Action Data as of October 1 for respective year Mar-06

Tenure/Tenure-Track Faculty Minority Breakdown

Indiana Univeristy-Bloomington Campus

1993-2005

	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993
Total Faculty	**1380**	**1379**	**1328**	**1309**	**1319**	**1317**	**1324**	**1354**	**1365**	**1374**	**1374**	**1371**	**1364**
African American	61 4.4%	59 4.3%	53 4.0%	52 4.0%	54 4.1%	51 3.9%	52 3.9%	48 3.5%	49 3.6%	51 3.7%	51 3.7%	49 3.6%	46 3.4%
Asian American	99 7.2%	90 6.5%	81 6.1%	75 5.7%	75 5.7%	77 5.8%	71 5.4%	69 5.1%	63 4.6%	61 4.4%	59 4.3%	57 4.2%	57 4.2%
Hispanic	46 3.3%	48 3.5%	43 3.2%	37 2.8%	32 2.4%	32 2.4%	29 2.2%	28 2.1%	27 2.0%	26 1.9%	27 2.0%	25 1.8%	19 1.4%
American Indian	5 0.4%	4 0.3%	2 0.2%	2 0.2%	3 0.2%	1 0.1%	1 0.1%	3 0.2%	3 0.2%	3 0.2%	3 0.2%	3 0.2%	2 0.1%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**211** **15.3%**	**201** **14.6%**	**179** **13.5%**	**166** **12.7%**	**164** **12.4%**	**161** **12.2%**	**153** **11.6%**	**148** **10.9%**	**142** **10.4%**	**141** **10.3%**	**140** **10.2%**	**134** **9.8%**	**124** **9.1%**
White	1169 84.7%	1178 85.4%	1149 86.5%	1143 87.3%	1155 87.6%	1156 87.8%	1171 88.4%	1206 89.1%	1223 89.6%	1233 89.7%	1234 89.8%	1237 90.2%	1240 90.9%
Full/Titled Professor	**691**	**720**	**706**	**699**	**701**	**693**	**699**	**698**	**696**	**697**	**705**	**697**	**699**
African American	20 2.9%	20 2.8%	16 2.3%	16 2.3%	15 2.1%	13 1.9%	13 1.9%	13 1.9%	13 1.9%	13 1.9%	13 1.8%	14 2.0%	15 2.1%
Asian American	25 3.6%	27 3.8%	25 3.5%	24 3.4%	23 3.3%	25 3.6%	21 3.0%	18 2.6%	17 2.4%	18 2.6%	19 2.7%	19 2.7%	19 2.7%
Hispanic	14 2.0%	14 1.9%	13 1.8%	12 1.7%	12 1.7%	13 1.9%	12 1.7%	11 1.6%	11 1.6%	13 1.9%	13 1.8%	12 1.7%	8 1.1%
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 0.1%	1 0.1%	1 0.1%	2 0.3%	1 0.1%	2 0.3%	2 0.3%	2 0.3%	2 0.3%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**59** **8.5%**	**61** **8.5%**	**54** **7.6%**	**52** **7.4%**	**51** **7.3%**	**52** **7.5%**	**47** **6.7%**	**44** **6.3%**	**42** **6.0%**	**46** **6.6%**	**47** **6.7%**	**47** **6.7%**	**44** **6.3%**
White	632 91.5%	659 91.5%	652 92.4%	647 92.6%	650 92.7%	641 92.5%	652 93.3%	654 93.7%	654 94.0%	651 93.4%	658 93.3%	650 93.3%	655 93.7%
Associate Professor	**376**	**370**	**370**	**377**	**391**	**398**	**383**	**381**	**390**	**394**	**396**	**396**	**393**
African American	20 5.3%	22 5.9%	25 6.8%	22 5.8%	23 5.9%	21 5.3%	19 5.0%	17 4.5%	18 4.6%	21 5.3%	18 4.5%	14 3.5%	12 3.1%
Asian American	30 8.0%	29 7.8%	25 6.8%	27 7.2%	31 7.9%	33 8.3%	30 7.8%	24 6.3%	20 5.1%	17 4.3%	18 4.5%	16 4.0%	16 4.1%
Hispanic	13 3.5%	13 3.5%	12 3.2%	10 2.7%	10 2.6%	7 1.8%	4 1.0%	4 1.0%	4 1.0%	4 1.0%	5 1.3%	5 1.3%	7 1.8%
American Indian	2 0.5%	2 0.5%	1 0.3%	1 0.3%	1 0.3%	0 0.0%	0 0.0%	0 0.0%	1 0.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**65** **17.3%**	**66** **17.8%**	**63** **17.0%**	**60** **15.9%**	**65** **16.6%**	**61** **15.3%**	**53** **13.8%**	**45** **11.8%**	**43** **11.0%**	**42** **10.7%**	**41** **10.4%**	**35** **8.8%**	**35** **8.9%**
White	311 82.7%	304 82.2%	307 83.0%	317 84.1%	326 83.4%	337 84.7%	330 86.2%	336 88.2%	347 89.0%	352 89.3%	355 89.6%	361 91.2%	358 91.1%
Assistant Professor	**313**	**289**	**252**	**233**	**227**	**226**	**242**	**275**	**279**	**283**	**273**	**278**	**272**
African American	21 6.7%	17 5.9%	12 4.8%	14 6.0%	16 7.0%	17 7.5%	20 8.3%	18 6.5%	18 6.5%	17 6.0%	20 7.3%	21 7.6%	19 7.0%
Asian American	44 14.1%	34 11.8%	31 12.3%	24 10.3%	21 9.3%	19 8.4%	20 8.3%	27 9.8%	26 9.3%	26 9.2%	22 8.1%	22 7.9%	22 8.1%
Hispanic	19 6.1%	21 7.3%	18 7.1%	15 6.4%	10 4.4%	12 5.3%	13 5.4%	13 4.7%	12 4.3%	9 3.2%	9 3.3%	8 2.9%	4 1.5%
American Indian	3 1.0%	2 0.7%	1 0.4%	1 0.4%	1 0.4%	0 0.0%	0 0.0%	1 0.4%	1 0.4%	1 0.4%	1 0.4%	1 0.4%	0 0.0%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**87** **27.8%**	**74** **25.6%**	**62** **24.6%**	**54** **23.2%**	**48** **21.1%**	**48** **21.2%**	**53** **21.9%**	**59** **21.5%**	**57** **20.4%**	**53** **18.7%**	**52** **19.0%**	**52** **18.7%**	**45** **16.5%**
White	226 72.2%	215 74.4%	190 75.4%	179 76.8%	179 78.9%	178 78.8%	189 78.1%	216 78.5%	222 79.6%	230 81.3%	221 81.0%	226 81.3%	227 83.5%

Affirmative Action Data as of October 1 for respective year Mar-06

(-) Native Hawaiians prior to 2005 were included in the Asian American category

Tenure/Tenure-Track Faculty Minority Breakdown

Indiana Univeristy-Bloomington Campus

% of Change

	2005	2004	1 year change 05-04	1999	6 year change 05-99	1993	12 year change 05-93
Total Faculty	**1380**	**1379**	**0.07%**	**1324**	**4.23%**	**1364**	**1.17%**
African American	61	59	3.39%	52	17.31%	46	32.61%
Asian American	99	90	10.00%	71	39.44%	57	73.68%
Hispanic	46	48	-4.17%	29	58.62%	19	142.11%
American Indian	5	4	25.00%	1	400.00%	2	150.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**211**	**201**	**4.98%**	**153**	**37.91%**	**124**	**70.16%**
White	1169	1178	-0.76%	1171	-0.17%	1240	-5.73%
Full/Titled Professor	**691**	**720**	**-4.03%**	**699**	**-1.14%**	**699**	**-1.14%**
African American	20	20	0.00%	13	53.85%	15	33.33%
Asian American	25	27	-7.41%	21	19.05%	19	31.58%
Hispanic	14	14	0.00%	12	16.67%	8	75.00%
American Indian	0	0	0.00%	1	-100.00%	2	-100.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**59**	**61**	**-3.28%**	**47**	**25.53%**	**44**	**34.09%**
White	632	659	-4.10%	652	-3.07%	655	-3.51%
Associate Professor	**376**	**370**	**1.62%**	**383**	**-1.83%**	**393**	**-4.33%**
African American	20	22	-9.09%	19	5.26%	12	66.67%
Asian American	30	29	3.45%	30	0.00%	16	87.50%
Hispanic	13	13	0.00%	4	225.00%	7	85.71%
American Indian	2	2	0.00%	0	200.00%	0	0.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**65**	**66**	**-1.52%**	**53**	**22.64%**	**35**	**85.71%**
White	311	304	2.30%	330	-5.76%	358	-13.13%
Assistant Professor	**313**	**289**	**8.30%**	**242**	**29.34%**	**272**	**15.07%**
African American	21	17	23.53%	20	5.00%	19	10.53%
Asian American	44	34	29.41%	20	120.00%	22	100.00%
Hispanic	19	21	-9.52%	13	46.15%	4	375.00%
American Indian	3	2	50.00%	0	300.00%	0	0.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**87**	**74**	**17.57%**	**53**	**64.15%**	**45**	**93.33%**
White	226	215	5.12%	189	19.58%	227	-0.44%

Affirmative Action Data as of October 1 for respective year Mar-06

(-) Native Hawaiians prior to 2005 were included in the Asian American category

Librarians

6

The number of librarians at IUB has varied over the last twelve years from a high of 104 in 1994 and a low of 85 in 2000. Last year there were 86 librarians at IUB which is four less than the previous year. The number of minority librarians have remained fairly constant over this same time ranging from eleven to eight members. Last year there were ten minority librarians representing 11% of the all librarians on campus.

There has been no minority representation at the Librarian rank in the last five years. The majority of minority librarians are within the Associate Librarian rank. At this rank there are five Asian American librarians, one African American, and one Hispanic librarian. At the Assistant Librarian rank there are two African American Librarians and one Hispanic Librarian.

Female representation among librarians continues to be the norm. Last year, 64% of the librarians at IUB were female. However, female representation has decreased by over 14% in the last twelve years.

64% of librarians at IUB are women.

11% of librarians at IUB are minority.

0% of librarians at the Librarian rank have been minority members in the last five years.

INDIANA UNIVERSITY

Librarian Summary Report: Full-time, Tenure - Not Tenured on Track Faculty for 2005
Bloomington Campus Location -- October 2005

EEO Category	Total	Male	Female	White	Minority	Black	Asian	Hispanic	American Indian	Native Hawaiian
Librarians	86	31	55	76	10	3	5	2	0	0
		36.0%	64.0%	88.4%	11.6%	3.5%	5.8%	2.3%	0.0%	0.0%
Librarian	18	9	9	18	0	0	0	0	0	0
		50.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Associate Librarian	52	18	34	45	7	1	5	1	0	0
		34.6%	65.4%	86.5%	13.5%	1.9%	9.6%	1.9%	0.0%	0.0%
Assistant Librarian	16	4	12	13	3	2	0	1	0	0
		25.0%	75.0%	81.3%	18.8%	12.5%	0.0%	6.3%	0.0%	0.0%

Source of Data provided by the Dean of Faculties Office Frozen File as of October 2005

Prepared by the Office of Affirmative Action

INDIANA UNIVERSITY

Librarian Summary Report: Full-time, Tenure - Not Tenured on Track Faculty for 2005
Bloomington Campus Location -- October 2005
Percent Change for 2004-2005

EEO Category		Total	Male	Female	White	Minority	Black	Asian	Hispanic	American Indian	Native Hawaiian
Librarians	2004	90	32	58	80	10	3	5	2	0	0
	2005	86	31	55	76	10	3	5	2	0	0
%Change		**-4.4%**	**-3.1%**	**-5.2%**	**-5.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**
Librarian	2004	21	8	13	21	0	0	0	0	0	0
	2005	18	9	9	18	0	0	0	0	0	0
%Change		**-14.3%**	**12.5%**	**-30.8%**	**-14.3%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**
Associate Librarian	2004	55	21	34	48	7	1	5	1	0	0
	2005	52	18	34	45	7	1	5	1	0	0
%Change		**-5.5%**	**-14.3%**	**0.0%**	**-6.3%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**
Assistant Librarian	2004	14	3	11	11	3	2	0	1	0	0
	2005	16	4	12	13	3	2	0	1	0	0
%Change		**14.3%**	**33.3%**	**9.1%**	**18.2%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**

Source of Data provided by the Dean of Faculties Office Frozen File as of October 2005

Prepared by the Office of Affirmative Action

Tenure/Tenure-Track Librarian Gender Breakdown

Indiana Univeristy-Bloomington Campus

1993-2005

	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993
Total Librarians	**86**	**90**	**86**	**89**	**86**	**85**	**88**	**94**	**98**	**103**	**98**	**104**	**98**
Male	31 36.0%	32 35.6%	29 33.7%	31 34.8%	34 39.5%	30 35.3%	30 34.1%	30 31.9%	32 32.7%	33 32.0%	33 33.7%	35 33.7%	34 34.7%
Female	**55** **64.0%**	**58** **64.4%**	**57** **66.3%**	**58** **65.2%**	**52** **60.5%**	**55** **64.7%**	**58** **65.9%**	**64** **68.1%**	**66** **67.3%**	**70** **68.0%**	**65** **66.3%**	**69** **66.3%**	**64** **65.3%**
Librarian	**18**	**21**	**21**	**24**	**24**	**24**	**24**	**23**	**25**	**26**	**23**	**24**	**23**
Male	9 50.0%	8 38.1%	8 38.1%	9 37.5%	9 37.5%	9 37.5%	10 41.7%	8 34.8%	10 40.0%	10 38.5%	10 43.5%	11 45.8%	11 47.8%
Female	**9** **50.0%**	**13** **61.9%**	**13** **61.9%**	**15** **62.5%**	**15** **62.5%**	**15** **62.5%**	**14** **58.3%**	**15** **65.2%**	**15** **60.0%**	**16** **61.5%**	**13** **56.5%**	**13** **54.2%**	**12** **52.2%**
Associate Librarian	**52**	**55**	**52**	**53**	**50**	**54**	**55**	**62**	**64**	**66**	**62**	**63**	**58**
Male	18 34.6%	21 38.2%	19 36.5%	20 37.7%	20 40.0%	21 38.9%	20 36.4%	22 35.5%	21 32.8%	20 30.3%	19 30.6%	19 30.2%	17 29.3%
Female	**34** **65.4%**	**34** **61.8%**	**33** **63.5%**	**33** **62.3%**	**30** **60.0%**	**33** **61.1%**	**35** **63.6%**	**40** **64.5%**	**43** **67.2%**	**46** **69.7%**	**43** **69.4%**	**44** **69.8%**	**41** **70.7%**
Assistant Librarian	**16**	**14**	**13**	**12**	**12**	**7**	**9**	**9**	**9**	**11**	**13**	**17**	**17**
Male	4 25.0%	3 21.4%	2 15.4%	2 16.7%	5 41.7%	0 0.0%	0 0.0%	0 0.0%	1 11.1%	3 27.3%	4 30.8%	5 29.4%	6 35.3%
Female	**12** **75.0%**	**11** **78.6%**	**11** **84.6%**	**10** **83.3%**	**7** **58.3%**	**7** **100.0%**	**9** **100.0%**	**9** **100.0%**	**8** **88.9%**	**8** **72.7%**	**9** **69.2%**	**12** **70.6%**	**11** **64.7%**

Affirmative Action Data as of October 1 for respective year Mar-06

Tenure/Tenure-Track Librarian Gender Breakdown

Indiana Univeristy-Bloomington Campus

% of Change

	2005	2004	1 year change 05-04	2001	4 year change 05-01	1997	8 year change 05-97
Total Librarians	**86**	**90**	**-4.44%**	**88**	**-2.27%**	**98**	**-12.24%**
Male	31	32	-3.13%	30	3.33%	34	-8.82%
Female	**55**	**58**	**-5.17%**	**58**	**-5.17%**	**64**	**-14.06%**
Librarians	**18**	**21**	**-14.29%**	**24**	**-25.00%**	**23**	**-21.74%**
Male	9	8	12.50%	10	-10.00%	11	-18.18%
Female	**9**	**13**	**-30.77%**	**14**	**-35.71%**	**12**	**-25.00%**
Associate Librarian	**52**	**55**	**-5.45%**	**55**	**-5.45%**	**58**	**-10.34%**
Male	18	21	-14.29%	20	-10.00%	17	5.88%
Female	**34**	**34**	**0.00%**	**35**	**-2.86%**	**41**	**-17.07%**
Assistant Librarian	**16**	**14**	**14.29%**	**9**	**77.78%**	**17**	**-5.88%**
Male	4	3	33.33%	0	400.00%	6	-33.33%
Female	**12**	**11**	**9.09%**	**9**	**33.33%**	**11**	**9.09%**

Affirmative Action Data as of October 1 for respective year Mar-06

Tenure/Tenure-Track Librarian Minority Breakdown

Indiana Univeristy-Bloomington Campus

1993-2005

	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993
Total Librarians	**86**	**90**	**86**	**89**	**86**	**85**	**88**	**94**	**98**	**103**	**98**	**104**	**98**
African American	3 3.5%	2 2.2%	2 2.3%	2 2.2%	2 2.3%	1 1.2%	2 2.3%	2 2.1%	2 2.0%	2 1.9%	2 2.0%	4 3.8%	3 3.1%
Asian American	5 5.8%	6 6.7%	6 7.0%	7 7.9%	7 8.1%	6 7.1%	6 6.8%	6 6.4%	6 6.1%	6 5.8%	6 6.1%	7 6.7%	6 6.1%
Hispanic	2 2.3%	2 2.2%	1 1.2%	1 1.1%	1 1.2%	1 1.2%	1 1.1%	1 1.1%	1 1.0%	1 1.0%	0 0.0%	0 0.0%	0 0.0%
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**10** **11.6%**	**10** **11.1%**	**9** **10.5%**	**10** **11.2%**	**10** **11.6%**	**8** **9.4%**	**9** **10.2%**	**9** **9.6%**	**9** **9.2%**	**9** **8.7%**	**8** **8.2%**	**11** **10.6%**	**9** **9.2%**
White	76 88.4%	80 88.9%	77 89.5%	79 88.8%	76 88.4%	77 90.6%	79 89.8%	85 90.4%	89 90.8%	94 91.3%	90 91.8%	93 89.4%	89 90.8%
Librarian	**18**	**21**	**21**	**24**	**24**	**24**	**24**	**23**	**25**	**26**	**23**	**24**	**23**
African American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Asian American	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 4.2%	1 4.2%	1 4.3%	1 4.0%	1 3.8%	1 4.3%	1 4.2%	1 4.3%
Hispanic	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**0** **0.0%**	**0** **0.0%**	**0** **0.0%**	**0** **0.0%**	**0** **0.0%**	**1** **4.2%**	**1** **4.2%**	**1** **4.3%**	**1** **4.0%**	**1** **3.8%**	**1** **4.3%**	**1** **4.2%**	**1** **4.3%**
White	18 100.0%	21 100.0%	21 100.0%	24 100.0%	24 100.0%	23 95.8%	23 95.8%	22 95.7%	24 96.0%	25 96.2%	22 95.7%	23 95.8%	22 95.7%
Associate Librarian	**52**	**55**	**52**	**53**	**50**	**54**	**55**	**62**	**64**	**66**	**62**	**63**	**58**
African American	1 1.9%	1 1.8%	1 1.9%	1 1.9%	1 2.0%	1 1.9%	2 3.6%	2 3.2%	2 3.1%	2 3.0%	2 3.2%	2 3.2%	2 3.4%
Asian American	5 9.6%	5 9.1%	5 9.6%	5 9.4%	5 10.0%	5 9.3%	5 9.1%	5 8.1%	4 6.3%	3 4.5%	2 3.2%	3 4.8%	3 5.2%
Hispanic	1 1.9%	1 1.8%	1 1.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**7** **13.5%**	**7** **12.7%**	**7** **13.5%**	**6** **11.3%**	**6** **12.0%**	**6** **11.1%**	**7** **12.7%**	**7** **11.3%**	**6** **9.4%**	**5** **7.6%**	**4** **6.5%**	**5** **7.9%**	**5** **8.6%**
White	45 86.5%	48 87.3%	45 86.5%	47 88.7%	44 88.0%	48 88.9%	48 87.3%	55 88.7%	58 90.6%	61 92.4%	58 93.5%	58 92.1%	53 91.4%
Assistant Librarian	**16**	**14**	**13**	**12**	**12**	**7**	**9**	**9**	**9**	**11**	**13**	**17**	**17**
African American	2 12.5%	1 7.1%	1 7.7%	1 8.3%	1 8.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 11.8%	1 5.9%
Asian American	0 0.0%	1 7.1%	1 7.7%	2 16.7%	2 16.7%	0 0.0%	0 0.0%	0 0.0%	1 11.1%	2 18.2%	3 23.1%	3 17.6%	2 11.8%
Hispanic	1 6.3%	1 7.1%	0 0.0%	1 8.3%	1 8.3%	1 14.3%	1 11.1%	1 11.1%	1 11.1%	1 9.1%	0 0.0%	0 0.0%	0 0.0%
American Indian	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Native Hawaiian	0 0.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Minority Total	**3** **18.8%**	**3** **21.4%**	**2** **15.4%**	**4** **33.3%**	**4** **33.3%**	**1** **14.3%**	**1** **11.1%**	**1** **11.1%**	**2** **22.2%**	**3** **27.3%**	**3** **23.1%**	**5** **29.4%**	**3** **17.6%**
White	13 81.3%	11 78.6%	11 84.6%	8 66.7%	8 66.7%	6 85.7%	8 88.9%	8 88.9%	7 77.8%	8 72.7%	10 76.9%	12 70.6%	14 82.4%

Affirmative Action Data as of October 1 for respective year Mar-06

(-) Native Hawaiians prior to 2005 were included in the Asian American category

Tenure/Tenure-Track Librarian Minority Breakdown

Indiana Univeristy-Bloomington Campus

% of Change

	2005	2004	1 year change 05-04	1999	6 year change 05-99	1993	12 year change 05-93
Total Librarians	**86**	**90**	**-4.44%**	**88**	**-2.27%**	**98**	**-12.24%**
African American	3	2	50.00%	2	50.00%	3	0.00%
Asian American	5	6	-16.67%	6	-16.67%	6	-16.67%
Hispanic	2	2	0.00%	1	100.00%	0	200.00%
American Indian	0	0	0.00%	0	0.00%	0	0.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**10**	**10**	**0.00%**	**9**	**11.11%**	**9**	**11.11%**
White	76	80	-5.00%	79	-3.80%	89	-14.61%
Librarian	**18**	**21**	**-14.29%**	**24**	**-25.00%**	**23**	**-21.74%**
African American	0	0	0.00%	0	0.00%	0	0.00%
Asian American	0	0	0.00%	1	-100.00%	1	-100.00%
Hispanic	0	0	0.00%	0	0.00%	0	0.00%
American Indian	0	0	0.00%	0	0.00%	0	0.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**0**	**0**	**0.00%**	**1**	**-100.00%**	**1**	**-100.00%**
White	18	21	-14.29%	23	-21.74%	22	-18.18%
Associate Librarian	**52**	**55**	**-5.45%**	**55**	**-5.45%**	**58**	**-10.34%**
African American	1	1	0.00%	2	-50.00%	2	-50.00%
Asian American	5	5	0.00%	5	0.00%	3	66.67%
Hispanic	1	1	0.00%	0	0.00%	0	100.00%
American Indian	0	0	0.00%	0	0.00%	0	0.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**7**	**7**	**0.00%**	**7**	**0.00%**	**5**	**40.00%**
White	45	48	-6.25%	48	-6.25%	53	-15.09%
Assistant Librarian	**16**	**14**	**14.29%**	**9**	**77.78%**	**17**	**-5.88%**
African American	2	1	100.00%	0	200.00%	1	100.00%
Asian American	0	1	-100.00%	0	0.00%	2	-100.00%
Hispanic	1	1	0.00%	1	0.00%	0	100.00%
American Indian	0	0	0.00%	0	0.00%	0	0.00%
Native Hawaiian	0	-	-	-	-	-	-
Minority Total	**3**	**3**	**0.00%**	**1**	**200.00%**	**3**	**0.00%**
White	13	11	18.18%	8	62.50%	14	-7.14%

Affirmative Action Data as of October 1 for respective year Mar-06

(-) Native Hawaiians prior to 2005 were included in the Asian American category

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