

# **Affirmative Action**

## **Report to the Bloomington Faculty Council:**

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

April  
**2008**

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Diversity and Affirmative Action Committee**

Alex Tanford, chair

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Brian O'Donnell, Flynn Picardal, Tiffani Saunders,  
Nazif Shahrani, Asare Thomas

**University Director, Office of Affirmative Action**  
Julie V. Knost

# EXECUTIVE SUMMARY

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

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

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

- Last year more minority faculty were hired than in the previous two year. However, there continues to be low recruitment of minority tenure track faculty at the senior ranks. Last year there were no minority Full Professors hired.
- Although the number of minority librarians has increased by 33% since 1997 there continues to be no minority Full Librarians.
- Last year marked the fourth straight year of double digit increases in the number of women at the Assistant Professor rank. Women currently represent 44% of all Assistant Professors at IUB, second only to Michigan State among all CIC institutions.
- Hispanic tenure track faculty have increased by 179% since 1993; from 19 faculty in 1993 to 53 in 2007. Within the CIC only the University of Illinois has a higher percentage of Hispanic faculty.

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC  
**STATUS of WOMEN & MINORITY FACULTY**  
 Indiana University - Bloomington  
 Spring 2008

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

Total Faculty			Women Faculty					
FACULTY	2006	2007	2006	Female %	2007	Female %	Change 2006 to 2007	Change 2003 to 2007
FT1 Professor	694	695	156	22.5%	158	22.7%	2	5
FT2 Associate Professor	383	379	145	37.9%	141	37.2%	-4	10
FT3 Assistant Professor	326	348	139	42.6%	153	44.0%	14	55
FG3 Acting Assistant Professor	8	6	3	37.5%	1	16.7%	-2	-3
<b>Column Totals</b>	<b>1411</b>	<b>1428</b>	<b>443</b>	<b>31.4%</b>	<b>453</b>	<b>31.7%</b>	<b>10</b>	<b>70</b>

Total Librarians			Women Librarians					
LIBRARIANS	2006	2007	2006	Female %	2007	Female %	Change 2006 to 2007	Change 2003 to 2007
LT1 Librarian	17	16	9	52.9%	8	50.0%	-1	-5
LT2 Associate Librarian	54	55	35	64.8%	37	67.3%	2	4
LT3 Assistant Librarian	17	15	12	70.6%	9	60.0%	-3	-2
<b>Column Totals</b>	<b>88</b>	<b>86</b>	<b>56</b>	<b>63.6%</b>	<b>54</b>	<b>62.8%</b>	<b>-2</b>	<b>-3</b>

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

FACULTY	2006	M	F	2007	M	F	Change 2006 to 2007	Change 2003 to 2007
<b>Total Faculty</b>	<b>1411</b>	<b>969</b>	<b>442</b>	<b>1428</b>	<b>975</b>	<b>453</b>	<b>17</b>	<b>93</b>
Black	63 4.5%	33	30	62 4.3%	35	27	-1	9
Asian	100 7.1%	64	36	107 7.5%	69	38	7	25
Hispanic	50 3.5%	33	17	53 3.7%	34	19	3	10
American Indian	4 0.3%	2	2	5 0.4%	3	2	1	3
Native Hawaiian	0 0.0%	0	0	0 0.0%	0	0	0	0
<b>Minority Total</b>	<b>217 15.4%</b>	<b>132</b>	<b>85</b>	<b>227 15.9%</b>	<b>138</b>	<b>85</b>	<b>10</b>	<b>47</b>

LIBRARIANS	2006	M	F	2007	M	F	Change 2006 to 2007	Change 2003 to 2007
<b>Total Librarians</b>	<b>88</b>	<b>32</b>	<b>56</b>	<b>86</b>	<b>31</b>	<b>55</b>	<b>-2</b>	<b>0</b>
Black	2 2.3%	0	2	3 3.5%	0	3	1	0
Asian	7 8.0%	2	5	6 7.0%	2	4	-1	1
Hispanic	3 3.4%	1	2	3 3.5%	1	2	0	2
American Indian	0 0.0%	0	0	0 0.0%	0	0	0	0
Native Hawaiian	0 0.0%	0	0	0 0.0%	0	0	0	0
<b>Minority Total</b>	<b>12 13.8%</b>	<b>3</b>	<b>9</b>	<b>12 14.1%</b>	<b>3</b>	<b>9</b>	<b>0</b>	<b>3</b>

Data Source: Dean of Faculties as of October 2007

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 2008

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

FACULTY	2006	2006		2007	2007		Changes		
		M	F		M	F	2006 to 2007		2003 to 2007
<b>Total Faculty</b>	<b>1411</b>	<b>969</b>	<b>442</b>	<b>1428</b>	<b>975</b>	<b>453</b>		<b>17</b>	<b>93</b>
Black	63 4.5%	33	30	62 4.3%	35	27		-1	9
Asian	100 7.1%	64	36	107 7.5%	69	38		7	25
Hispanic	50 3.5%	33	17	53 3.7%	34	19		3	10
American Indian	4 0.3%	2	2	5 0.4%	3	2		1	3
Native Hawaiian	0 0.0%	0	0	0 0.0%	0	0		0	0
<b>Minority Total</b>	<b>217 15.4%</b>	<b>132</b>	<b>85</b>	<b>227 15.9%</b>	<b>138</b>	<b>85</b>		<b>10</b>	<b>47</b>
<b>FT1 Professor</b>	<b>2006</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	17	22	13	0	0	52		
	F	5	4	2	0	0	11		
	<b>Total</b>	<b>22</b>	<b>26</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>63</b>		
	<b>2007</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	16	21	12	0	0	49		
	F	5	3	4	0	0	12		
<b>Total</b>	<b>21</b>	<b>24</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>61</b>			
<b>FT2 Associate Professor</b>	<b>2006</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	8	21	8	2	0	39		
	F	9	10	8	0	0	27		
	<b>Total</b>	<b>17</b>	<b>31</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>66</b>		
	<b>2007</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	9	23	9	1	0	42		
	F	8	10	6	0	0	24		
<b>Total</b>	<b>17</b>	<b>33</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>66</b>			
<b>FT3 Assistant Professor</b>	<b>2006</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	7	21	12	0	0	40		
	F	15	22	7	2	0	46		
	<b>Total</b>	<b>22</b>	<b>43</b>	<b>19</b>	<b>2</b>	<b>0</b>	<b>86</b>		
	<b>2007</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	10	23	12	1	0	46		
	F	13	25	9	3	0	50		
<b>Total</b>	<b>23</b>	<b>48</b>	<b>21</b>	<b>4</b>	<b>0</b>	<b>96</b>			
<b>FG3 Acting Assistant Professor</b>	<b>2006</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	1	0	0	0	0	1		
	F	1	0	0	0	0	1		
	<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>		
	<b>2007</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	0	2	1	0	0	3		
	F	1	0	0	0	0	1		
<b>Total</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>			
<b>Grand Total</b>	<b>2006</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	33	64	33	2	0	132		
	F	30	36	17	2	0	85		
	<b>Total</b>	<b>63</b>	<b>100</b>	<b>50</b>	<b>4</b>	<b>0</b>	<b>217</b>		
	<b>2007</b>	<b>BL</b>	<b>AS</b>	<b>HS</b>	<b>AI</b>	<b>NH</b>	<b>Total</b>		
	M	35	69	34	2	0	140		
	F	27	38	19	3	0	87		
<b>Total</b>	<b>62</b>	<b>107</b>	<b>53</b>	<b>5</b>	<b>0</b>	<b>227</b>			

Data Source: Dean of Faculties as of October 2007

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 2008

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

LIBRARIAN	2006	M	F	2007	M	F	Change 2006 to 2007	Change 2003 to 2007
<b>Total Librarian</b>	<b>88</b>	<b>32</b>	<b>56</b>	<b>86</b>	<b>31</b>	<b>55</b>	<b>-2</b>	<b>0</b>
Black	2 2.3%	0	2	3 3.5%	0	3	1	0
Asian	7 8.0%	2	5	6 7.0%	2	4	-1	1
Hispanic	3 3.4%	1	2	3 3.5%	1	2	0	2
American Indian	0 0.0%	0	0	0 0.0%	0	0	0	0
Native Hawaiian	0 0.0%	0	0	0 0.0%	0	0	0	0
<b>Minority Total</b>	<b>12</b> <b>13.8%</b>	<b>3</b>	<b>9</b>	<b>12</b> <b>14.1%</b>	<b>3</b>	<b>9</b>	<b>0</b>	<b>3</b>

LIBRARIAN	2006	2006					Total	
		BL	AS	HS	AI	NH		
LT1 Librarian	M	0	0	0	0	0	0	
	F	0	0	0	0	0	0	
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	2007	M	0	0	0	0	0	0
		F	0	0	0	0	0	0
		<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
LT2 Associate Librarian	2006	BL	AS	HS	AI	NH	Total	
		M	0	1	0	0	0	1
		F	1	4	1	0	0	6
	<b>Total</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	
	2007	M	0	1	0	0	0	1
		F	3	4	1	0	0	8
<b>Total</b>		<b>3</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>9</b>	
LT3 Assistant Librarian	2006	BL	AS	HS	AI	NH	Total	
		M	0	1	1	0	0	2
		F	1	1	1	0	0	3
	<b>Total</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>5</b>	
	2007	M	0	1	1	0	0	2
		F	0	0	1	0	0	1
<b>Total</b>		<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	
Grand Total	2006	BL	AS	HS	AI	NH	Total	
		M	0	2	1	0	0	3
		F	2	5	2	0	0	9
	<b>Total</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>12</b>	
	2007	BL	AS	HS	AI	NH	Total	
		M	0	2	1	0	0	3
F		3	4	2	0	0	9	
<b>Total</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>12</b>		

Data Source: Dean of Faculties as of October 2007

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 2008

OTHER WOMEN FACULTY (Instructional Non-Tenure-Track)

Total Faculty			Women Faculty					
INSTRUCTIONAL FACULTY	2006	2007	2006	%	2007	%	Change 2006 to 2007	Change 2003 to 2007
FL* Lecturer	166	183	92	55.4%	101	55.2%	9	35
FC* Clinical	94	100	50	53.2%	50	50.0%	0	10
FP* Part-Time	28	22	14	50.0%	8	36.4%	-6	-6
<b>Column Totals</b>	<b>288</b>	<b>305</b>	<b>156</b>	<b>54.2%</b>	<b>159</b>	<b>52.1%</b>	<b>3</b>	<b>45</b>

OTHER MINORITY FACULTY (Instructional Non-Tenure-Track)

INSTRUCTIONAL FACULTY	2006	M	F	2007	M	F	Change 2006 to 2007	Change 2003 to 2007
<b>Total Faculty</b>	<b>288</b>	<b>132</b>	<b>156</b>	<b>305</b>	<b>146</b>	<b>159</b>	<b>17</b>	<b>98</b>
Black	12 4.2%	8	4	15 4.6%	9	6	3	5
Asian	11 3.8%	4	7	17 4.9%	6	11	6	9
Hispanic	8 2.8%	4	4	7 2.3%	5	2	-1	-1
American Indian	0 0.0%	0	0	1 0.3%	0	1	1	1
Native Hawaiian	0 0.0%	0	0	0 0.0%	0	0	0	0
<b>Minority Total</b>	<b>31 10.8%</b>	<b>16</b>	<b>15</b>	<b>40 12.1%</b>	<b>20</b>	<b>20</b>	<b>9</b>	<b>14</b>

FL* Lecturer	2006						Total
		BL	AS	HS	AI	NH	
M		4	3	3	0	0	10
F		0	5	4	0	0	9
<b>Total</b>		<b>4</b>	<b>8</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>19</b>
2007							Total
		BL	AS	HS	AI	NH	
M		5	5	3	0	0	13
F		2	9	3	1	0	15
<b>Total</b>		<b>7</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>28</b>
FC* Clinical	2006						Total
		BL	AS	HS	AI	NH	
M		4	1	1	0	0	6
F		4	2	0	0	0	6
<b>Total</b>		<b>8</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12</b>
2007							Total
		BL	AS	HS	AI	NH	
M		4	0	1	0	0	5
F		4	2	0	0	0	6
<b>Total</b>		<b>8</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>11</b>
FP* Part-Time	2006						Total
		BL	AS	HS	AI	NH	
M		0	1	0	0	0	1
F		0	0	0	0	0	0
<b>Total</b>		<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
2007							Total
		BL	AS	HS	AI	NH	
M		0	1	0	0	0	1
F		0	0	0	0	0	0
<b>Total</b>		<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Grand Total	2006						Total
		BL	AS	HS	AI	NH	
M		8	5	4	0	0	17
F		4	7	4	0	0	15
<b>Total</b>		<b>12</b>	<b>12</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>32</b>
2007							Total
		BL	AS	HS	AI	NH	
M		9	6	4	0	0	19
F		6	11	3	1	0	21
<b>Total</b>		<b>15</b>	<b>17</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>40</b>

Data Source: Dean of Faculties as of October 2007

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**STATUS of WOMEN & MINORITY FACULTY**  
 Indiana University - Bloomington  
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OTHER WOMEN FACULTY (Research Ranks Non-Tenure-Track)

Total Faculty			Women Faculty					
RESEARCH RANKS	2006	2007	2006	%	2007	%	Change 2006 to 2007	Change 2003 to 2007
RS1 Senior Scientist/Scholar	28	28	5	17.9%	5	17.9%	0	6
RS2 Assoc Scientist/Scholar	14	17	5	0.0%	6	0.0%	1	3
RS3 Asst Scientist/Scholar	33	41	10	30.3%	16	39.0%	6	15
RSP Post Doctoral Fellow	48	34	15	31.3%	7	20.6%	-8	-3
RSS Research Associate	245	253	121	49.4%	125	49.4%	4	66
<b>Column Totals</b>	<b>368</b>	<b>373</b>	<b>156</b>	<b>42.4%</b>	<b>159</b>	<b>42.6%</b>	<b>3</b>	<b>87</b>

OTHER MINORITY FACULTY TOTALS (Research Ranks Non-Tenure-Track)

RESEARCH RANKS	2006	M	F	2007	M	F	Change 2006 to 2007	Change 2003 to 2007
<b>Total Faculty</b>	<b>368</b>	<b>154</b>	<b>175</b>	<b>373</b>	<b>169</b>	<b>178</b>	<b>5</b>	<b>87</b>
Black	6 1.6%	5	1	6 4.6%	5	1	0	2
Asian	70 19.0%	46	24	67 4.9%	38	29	-3	38
Hispanic	6 1.6%	4	2	7 2.3%	3	4	1	-1
American Indian	3 0.8%	3	0	3 0.3%	3	0	0	2
Native Hawaiian	0 0.0%	0	0	0 0.0%	0	0	0	0
<b>Minority Total</b>	<b>85 23.2%</b>	<b>16</b>	<b>18</b>	<b>83 12.1%</b>	<b>21</b>	<b>22</b>	<b>-2</b>	<b>41</b>

RESEARCH RANKS	2006	2006					Total	
		BL	AS	HS	AI	NH		
RS1 Senior Scientist/Scholar	M	0	1	0	1	0	2	
	F	0	0	0	0	0	0	
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	
	2007	M	0	1	0	1	0	2
		F	0	0	0	0	0	0
		<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>
RS2 Associate Scientist/Scholar	2006	BL	AS	HS	AI	NH	Total	
		M	0	0	0	0	0	0
		F	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	2007	BL	AS	HS	AI	NH	Total	
		M	0	1	0	0	0	1
F		0	1	0	0	0	1	
<b>Total</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>		
RS3 Assistant Scientist/Scholar	2006	BL	AS	HS	AI	NH	Total	
		M	1	3	0	0	0	4
		F	0	0	0	0	0	0
	<b>Total</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	
	2007	BL	AS	HS	AI	NH	Total	
		M	1	5	0	0	0	6
F		0	1	0	0	0	1	
<b>Total</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>		
RSP Post Doctoral Fellow	2006	BL	AS	HS	AI	NH	Total	
		M	0	15	0	1	0	16
		F	0	3	0	0	0	3
	<b>Total</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>19</b>	
	2007	BL	AS	HS	AI	NH	Total	
		M	0	9	0	0	0	9
F		0	5	0	0	0	5	
<b>Total</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>		
RSS Research Associate	2006	BL	AS	HS	AI	NH	Total	
		M	4	27	4	1	0	36
		F	1	21	2	0	0	24
	<b>Total</b>	<b>5</b>	<b>48</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>60</b>	
	2007	BL	AS	HS	AI	NH	Total	
		M	4	22	3	2	0	31
F		1	22	4	0	0	27	
<b>Total</b>	<b>5</b>	<b>44</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>58</b>		
<b>Grand Total</b>	2006	BL	AS	HS	AI	NH	Total	
		M	5	46	4	3	0	58
		F	1	24	2	0	0	27
	<b>Total</b>	<b>6</b>	<b>70</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>85</b>	
	2007	BL	AS	HS	AI	NH	Total	
		M	5	38	3	3	0	49
F		1	29	4	0	0	34	
<b>Total</b>	<b>6</b>	<b>67</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>83</b>		

Data Source: Dean of Faculties as of October 2007

Prepared by the Office of Affirmative Action

# TENURE TRACK FACULTY

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

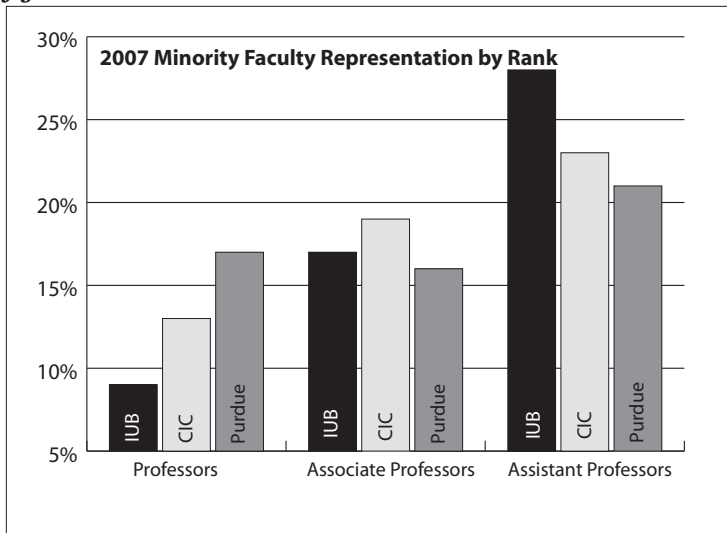
Although the total number of tenure track faculty increased by only 1% last year, the number of women and minority faculty increased by 2% and 5% respectively. This continues the trend of small overall growth of the faculty combined with larger growth in women and minority representation.

## MINORITY FACULTY

With an overall increase of ten members last year, minority faculty currently account for 16% of all tenure track faculty at IUB. Overall among CIC institutions minority faculty represent 17% of all tenure track faculty. Within the CIC only the University of Minnesota and the University of Iowa have lower percentages of minority faculty than IUB.

Unlike most CIC institutions the largest number of minority faculty at IUB are in the Assistant Professor rank. Among CIC institutions minority faculty represent 24% of all Assistant Professors while at IUB they represent 28%. (figure F-01 below) This includes a 14% increase in minority faculty (12 members) last year at this rank. (table F-10 on page 26) Minority faculty representation has increased the most since 1993 among Assistant Professors. (figure F-02 below)

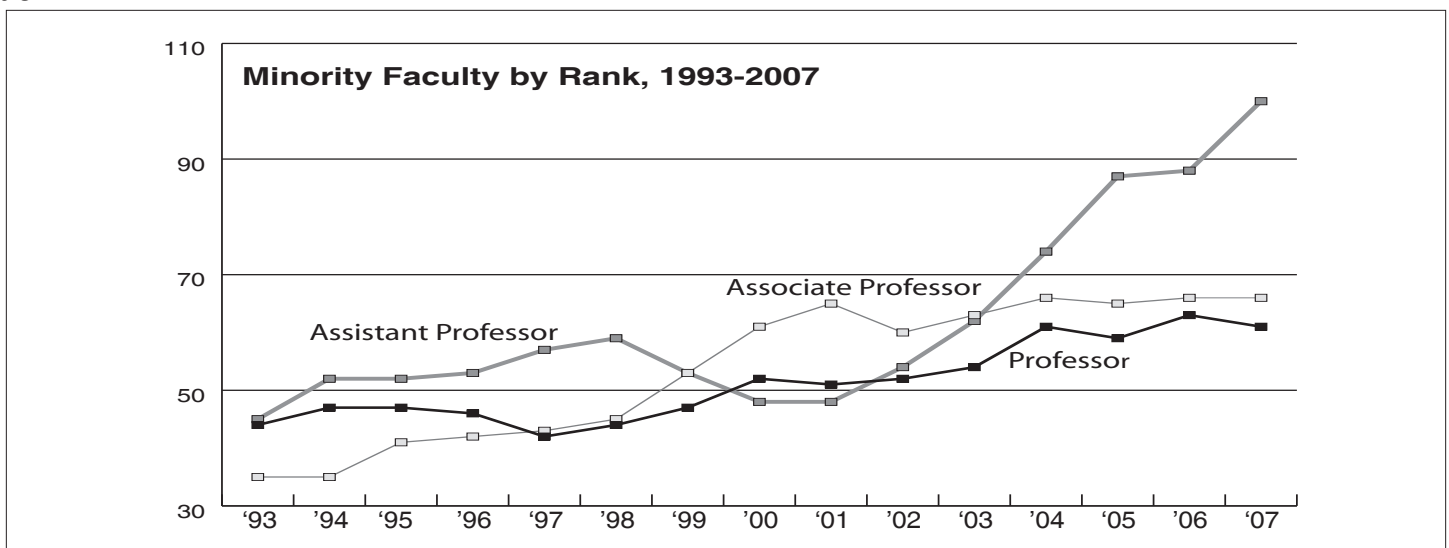
figure F-01



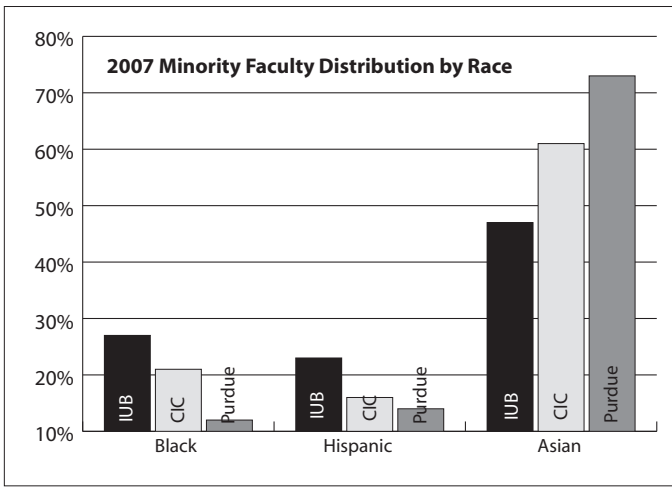
There was no change in minority faculty representation at the Associate Professor rank last year (table F-10) and little change at that rank since 2002. Minority faculty account for 17% of the faculty at this rank at IUB slightly below the average representation at that rank among CIC institutions (18%). (figure F-01)

Minority representation among Full Professors at IUB continues to be low and decreased by two members last year. Currently minority faculty represent 9% of all Full Professors at IUB compared with 13% among all CIC institutions. (figure F-01) IUB, has the lowest percentage of minority faculty at this rank among all CIC institutions. The number of minority full Professors at IUB has increased by 17 since 1993. (figure F-02)

figure F-02



**figure F-03**

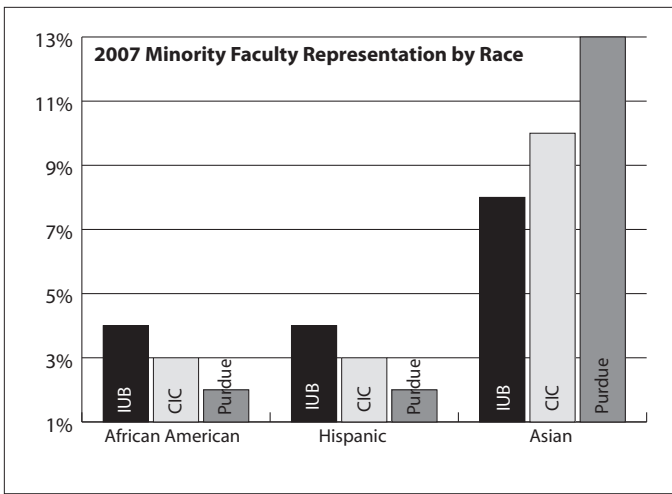


Asian faculty account for 47% of all minority faculty at IUB while Black faculty represent 27%, Hispanic faculty 23% and American Indian faculty 3%. Among CIC institutions Asian faculty account for 61% of all minority faculty while Black faculty represent 21%, Hispanic faculty 16% and American Indian faculty 2%. (figure F-03 left)

The number of IUB Black faculty decreased last year by 2% (1 member) while Hispanic faculty, Asian faculty and American Indian faculty increased by 6%, 7% and 25% respectively. (table F-10)

Since 1993, Hispanic faculty have made the largest gains, increasing from 19 members in 1993 to 53 currently. This represents an increase of 179%. Over the same time Black faculty have increased 35% (16 members), Asian faculty 88% (50 members) and American Indian faculty 150% (3 members). (figure F-05 below)

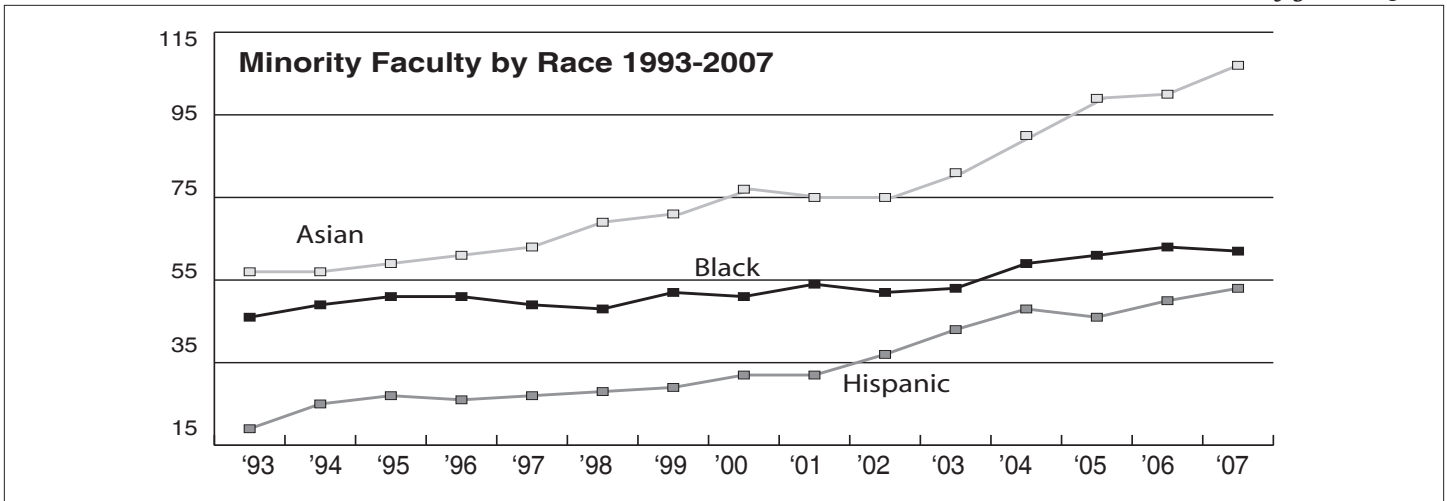
**figure F-04**



At IUB Black faculty currently represent 4.3% of all tenure track faculty on campus. This compares favorably with the average among CIC institutions (3.5%). (figure F-04 left) Only three institutions among the CIC have higher percentages of Black faculty (University of Michigan, Michigan State, Penn State). Ohio State and the University of Illinois have the same percentage as IUB. Hispanic faculty currently represent 3.7% of the tenure track faculty at IUB compared with 2.8% among all CIC institutions. (figure F-04) Within the CIC only the University of Illinois has a higher percentage of Hispanic faculty than IUB.

Asian faculty represent 7.5% of the tenure track faculty at IUB, far below the overall CIC average of 10.2%. (figure F-04) IUB has the lowest percentage of Asian faculty within the CIC. The next lowest in Asian faculty representation is Michigan State (9.1%). American Indians represent .4% of the tenure track faculty at IUB. This representation is average among CIC institutions. Only Michigan State and University of Minnesota have close to 1% with representations of .7% and .8% respectively.

**figure F-05**

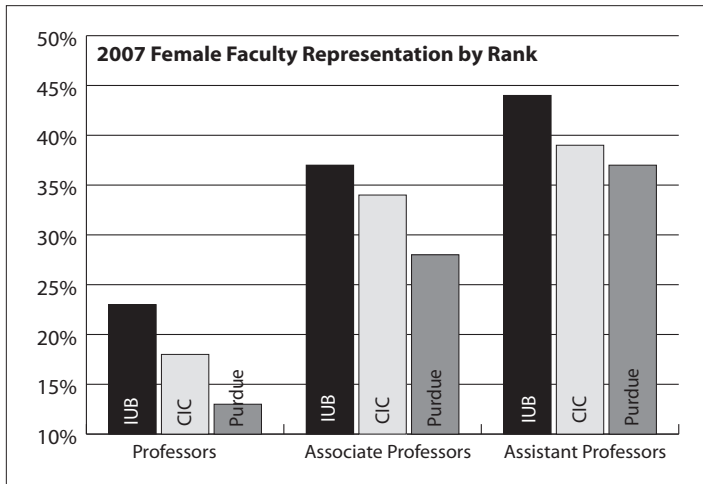


# WOMEN FACULTY

With an increase of ten last year, women currently account for 32% of all tenure track faculty at IUB. This compares favorably among CIC institutions (28%). Among CIC intuitions only Michigan State has a higher percentage of women faculty. However large departments such as engineering that do not exist on the IUB campus are predominately male may account for some of the difference across the CIC.

The distribution of women tenure track faculty at IUB is relatively balanced between the three ranks. Additionally, the percentage of women faculty in each rank surpasses the average for each rank among all CIC institutions. (figure F-06 below) Female representation among tenure track faculty at IUB has increased most among Full Professors and Assistant Professors, both increasing by 56% since 1993. The slowest growth has occurred among Associate Professors which increased by 15% over the same time period. (figure F-07 below)

figure F-06



Only among Associate Professors did female representation decrease last year. The decrease of 3% represented the overall loss of 3 female faculty at this rank. (table F-10) This is the first time since 1999 that the number of women decreased at this rank.

Currently, women account for 37% of all Associate Professors at IUB. Although this is less than last year, it is still above the 35% average among all CIC institutions. (figure F-06) IUB is second only to the University of Michigan among all CIC intuitions for the percentage of women among Associate Professors.

Female representation increased the most last year at the Assistant Professor rank. The increase of 12 female faculty members represented an 8% increase at this rank.

(table F-10) This marks the fourth straight year of double digit increases in the number of women at the Assistant Professor rank on campus. Currently women account for 44% of all Assistant Professors at IUB. This again is above the CIC average for the rank (39%). (figure F-06) IUB is second only to Michigan State among CIC intuitions in female representation at the Assistant Professor rank.

Representation of women at the Full Professor rank last year increased by 1% (2 members). (table F-10) Women currently represent 23% of all full Professors on campus above the 18% average among all CIC intuitions for this rank. (figure F-06) Again IUB is second only to Michigan State among CIC institutions in female representation at the Full Professor rank.

figure F-07

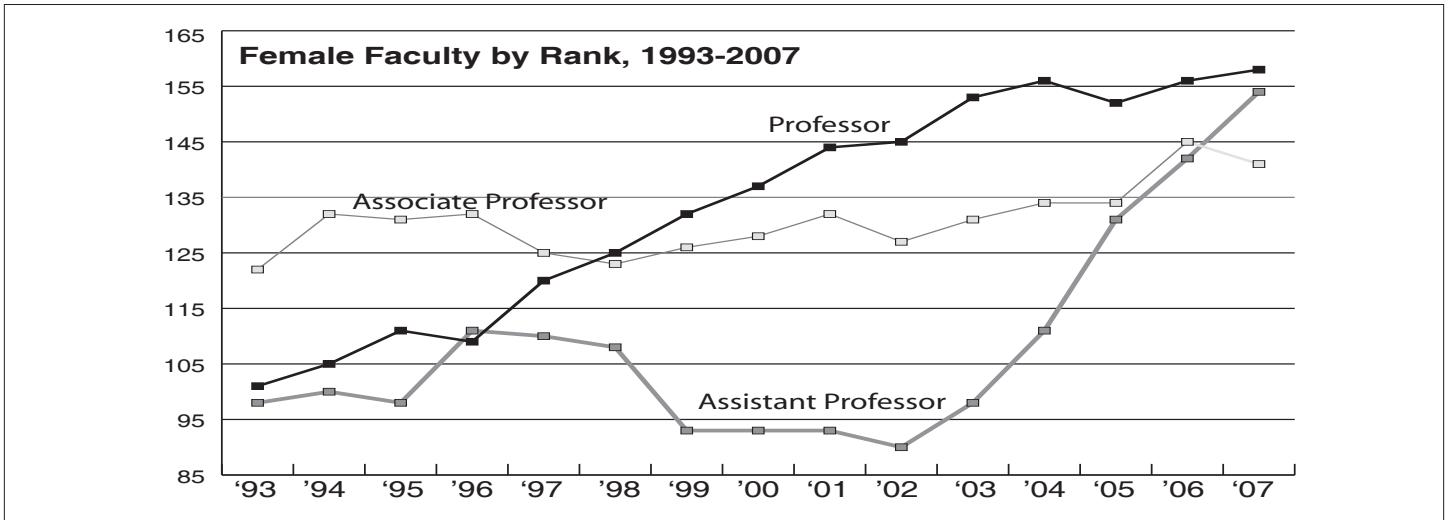


table F-10

## Indiana University-Bloomington

### Tenure/Tenure Track Faculty

	2007	1-Year Change		5-Year Change		10-Year Change	
		2006	% change	2002	% change	1997	% change
<b>Total Faculty</b>	<b>1428</b>	<b>1411</b>	<b>1%</b>	<b>1309</b>	<b>9%</b>	<b>1365</b>	<b>5%</b>
Female	453	443	2%	362	25%	355	28%
% of total	32%	31%		28%		26%	
Minority	227	217	5%	166	37%	142	60%
% of total	16%	15%		13%		10%	
Black	62	63	-2%	52	19%	49	27%
Hispanic	53	50	6%	37	43%	27	96%
Asian	107	100	7%	75	43%	63	70%
American Indian	5	4	25%	2	150%	3	67%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Professors</b>	<b>695</b>	<b>694</b>	<b>0%</b>	<b>699</b>	<b>-1%</b>	<b>696</b>	<b>0%</b>
Female	158	156	1%	145	9%	120	32%
% of rank	23%	22%		21%		17%	
Minority	61	63	-3%	52	17%	42	45%
% of rank	9%	9%		7%		6%	
Black	21	22	-5%	16	31%	13	62%
Hispanic	16	15	7%	12	33%	11	45%
Asian	24	26	-8%	24	0%	17	41%
American Indian	0	0	0%	0	0%	1	-100%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Professors</b>	<b>379</b>	<b>383</b>	<b>-1%</b>	<b>377</b>	<b>1%</b>	<b>390</b>	<b>-3%</b>
Female	141	145	-3%	127	11%	125	13%
% of rank	37%	38%		34%		32%	
Minority	66	66	0%	60	10%	43	53%
% of rank	17%	17%		16%		11%	
Black	17	17	0%	22	-23%	18	-6%
Hispanic	15	16	-6%	10	50%	4	275%
Asian	33	31	6%	27	22%	20	65%
American Indian	1	2	-50%	1	0%	1	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Professors</b>	<b>354</b>	<b>334</b>	<b>6%</b>	<b>233</b>	<b>52%</b>	<b>279</b>	<b>27%</b>
Female	154	142	8%	90	71%	110	40%
% of rank	44%	43%		39%		39%	
Minority	100	88	14%	54	85%	57	75%
% of rank	28%	26%		23%		20%	
Black	24	24	0%	14	71%	18	33%
Hispanic	22	19	16%	15	47%	12	83%
Asian	50	43	16%	24	108%	26	92%
American Indian	4	2	100%	1	300%	1	300%
Native Hawaiian	0	0	0%	-	-	-	-

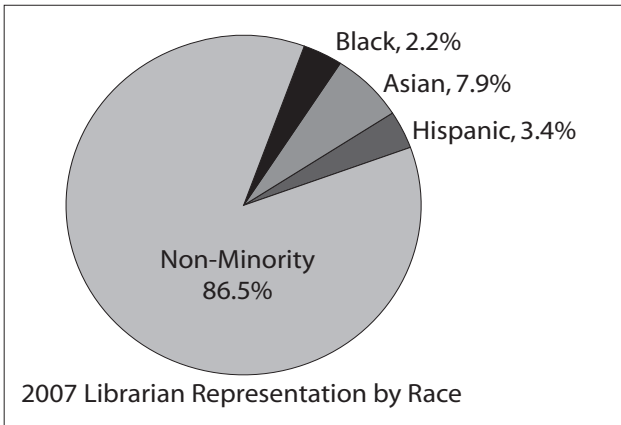
(-) Native Hawaiians prior to 2005 were included in the Asian category

Data as of October 1 for respective year.

**Office of Affirmative Action**

**Mar-08**

figure L-01



Since 1993 the number of librarians on the Bloomington campus has declined. (figure L-03 below) There has been a steady but slow increase in minority representation among those librarians over that same time period. (figure L-02 below)

Last year there was no change in minority representation among librarians despite a decrease of one librarian overall. Within the ranks, however, there was a change in minority representation: an increase of two minority Associate Librarians and a decrease of two at the Assistant Librarian rank. (table L-10 on the next page) This change was the result of both hires and promotions to the Associate Professor rank. This marks the first change in minority representation within that rank since 2003. There continues to be no minority representation among Full Librarians and has been none since 2000.

Women continue to represent a majority of the librarians on the Bloomington campus. They represent 63% of all librarians but 50% of librarians at the Full Librarian rank. Representation of women among Full Librarians has decreased steadily since 2002 when they represented 62% of all Full Librarians. Women currently represent almost 68% of Associate Librarians, up from 2006 when they represented 65% at that rank. Among Assistant Librarians there has been a decrease in women. In 2006 twelve female librarians represented 70% of that rank; currently nine female librarians represent 60% of that rank. (table L-10)

figure L-02

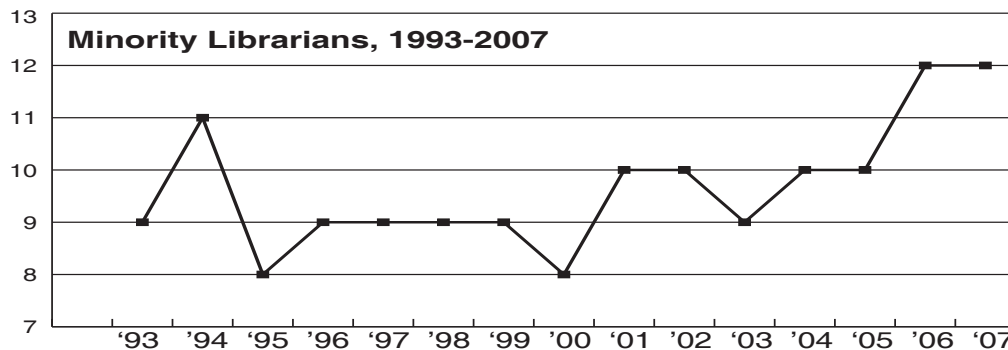


figure L-03

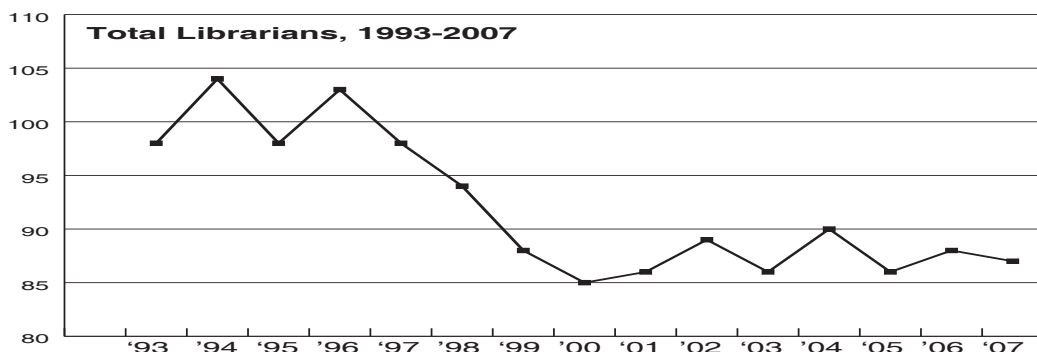


table L-10

## Indiana University-Bloomington Tenure/Tenure Track Librarians

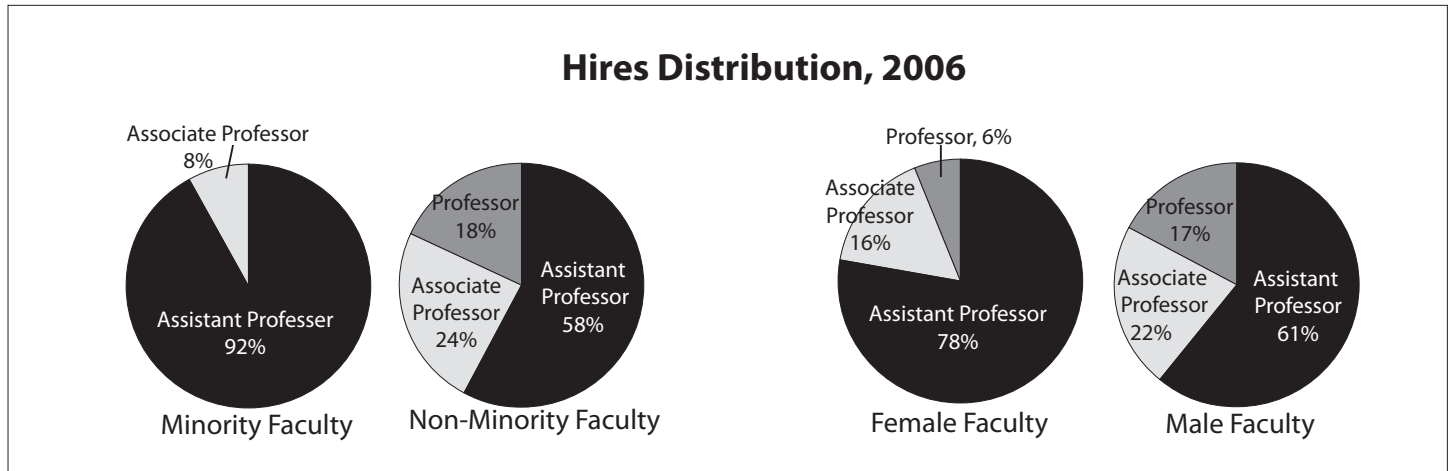
	2007	1-Year Change		5-Year Change		10-Year Change	
		2006	% change	2002	% change	1997	% change
<b>Total Librarians</b>	<b>87</b>	<b>88</b>	<b>-1%</b>	<b>89</b>	<b>-2%</b>	<b>98</b>	<b>-11%</b>
Female	55	56	-2%	58	-5%	66	-17%
<i>% of total</i>	63%	64%		65%		67%	
Minority	12	12	0%	10	20%	9	33%
<i>% of total</i>	14%	14%		11%		9%	
Black	3	2	50%	2	50%	2	50%
Hispanic	3	2	50%	1	200%	1	200%
Asian	6	7	-14%	7	-14%	6	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Full Librarians</b>	<b>16</b>	<b>17</b>	<b>-5.9%</b>	<b>24</b>	<b>-33%</b>	<b>25</b>	<b>-36.0%</b>
Female	8	9	-11%	15	-47%	15	-47%
<i>% of rank</i>	50%	53%		63%		60%	
Minority	0	0	0%	0	0%	1	-100%
<i>% of rank</i>	0%	0%		0%		4%	
Black	0	0	0%	0	0%	0	0%
Hispanic	0	0	0%	0	0%	0	0%
Asian	0	0	0%	0	0%	1	-100%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Associate Librarians</b>	<b>56</b>	<b>54</b>	<b>4%</b>	<b>53</b>	<b>6%</b>	<b>64</b>	<b>-13%</b>
Female	38	35	9%	33	15%	43	-12%
<i>% of rank</i>	68%	65%		62%		67%	
Minority	9	7	29%	6	50%	6	50%
<i>% of rank</i>	16%	13%		11%		9%	
Black	3	1	200%	1	200%	2	50%
Hispanic	1	1	0%	0	100%	0	100%
Asian	5	5	0%	5	0%	4	25%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-
<b>Assistant Librarians</b>	<b>15</b>	<b>17</b>	<b>-12%</b>	<b>12</b>	<b>25%</b>	<b>9</b>	<b>67%</b>
Female	9	12	-25%	10	-10%	8	13%
<i>% of rank</i>	60%	71%		83%		89%	
Minority	3	5	-40%	4	-25%	2	50%
<i>% of rank</i>	20%	29%		33%		22%	
Black	0	1	-100%	1	-100%	0	0%
Hispanic	2	2	0%	1	100%	1	100%
Asian	1	2	-50%	2	-50%	1	0%
American Indian	0	0	0%	0	0%	0	0%
Native Hawaiian	0	0	0%	-	-	-	-

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

Data as of October 1 for respective year.

There were slightly fewer faculty hired in 2007 than in 2006. Correspondingly there were fewer women faculty hired. Women account for 35% of all hires last year which is down from 45% in 2006. (table H-10) Women continue to be hired mostly at the Assistant Professor rank. Last year less than a quarter (22%) of all women faculty hires were within the senior ranks. By comparison 38% of all male hires were within those ranks. (figure H-01 below)

figure H-01



There were significantly more minority hires last year than in either of the two previous years; 25 minority faculty representing 27% of all new hires. (table H-10) However, 92% of those hires (all but two faculty) were Assistant Professors. (figure H-01) There continues to be little minority recruitment within the senior ranks. Although there was an increase in overall minority hires, fewer Black faculty were hired last year than in the previous four years. (table H-10) Last year Black faculty accounted for only 3% of all hires (figure H-02), compared to an average 6% a year for the previous four years.

No minority faculty were hired as Full Professors last year. Of the twelve faculty members hired at this rank last year, two were women (17%), both in the College of Arts and Sciences.

One more faculty member was hired at the Associate Professor rank last year than in 2006, However there were fewer women and no change in the number of minority faculty hired at this rank. Of the 18 new Associate Professors five were women (28%). Of these three were hired in the College of Arts and Sciences, one in the Kelley School of Business, and one in the Law School. The only minority faculty hired last year at this rank were in the College of Arts and Sciences

figure H-02

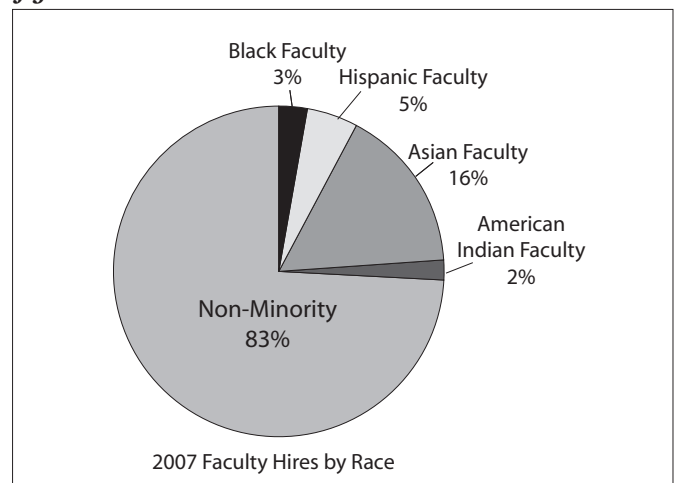
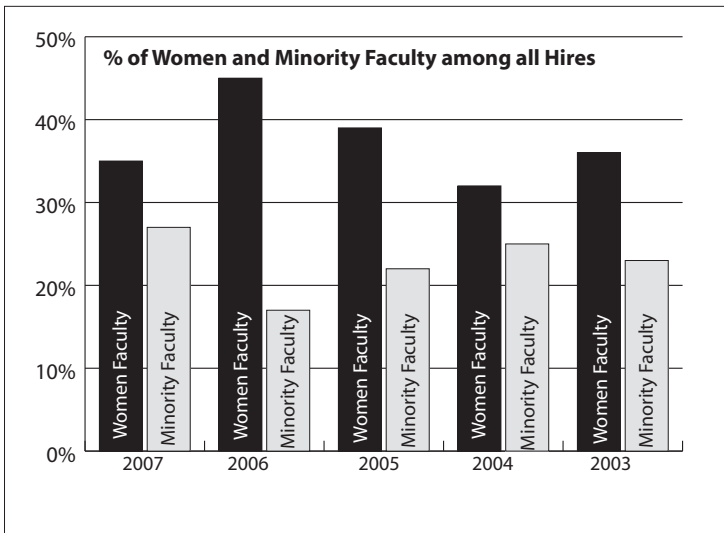


figure H-03



Most women and minority faculty are hired at the Assistant Professor rank. Last year there was a significant increase in newly hired minority Assistant Professors: 13 in 2006 and 23 in 2007. Minority faculty represented 37% of all hires at this level last year, the highest percentage over the last four years. Most minority faculty hired at this rank last year are in the College of Arts and Sciences (12). Six minority Assistant Professors were hired in the School of Education, three in the School of Health Physical Education and Recreation, and one each in the School of Informatics and the School of Journalism.

There were six librarians hired on the Bloomington campus; three men and three women. None of the new librarians are minority. Of the women, one was hired at the Associate Librarian rank and two at the Assistant Librarian rank.

table-H-10

**Tenure/Tenure Track Faculty  
HIRES**

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

Data as of October 1 for respective year.

Office of Affirmative Action

Mar-08

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC  
**STATUS of WOMEN & MINORITY FACULTY**  
 Indiana University - Bloomington  
 (as of October 2007)

**NEW HIRES BY SEX AND RACE**

	Sex		Race	
<b>Professor</b>				
	<b>Female</b>	<b>2</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>10</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>12</b>
<b>Total</b>		<b>12</b>		
<b>Associate Professor</b>				
	<b>Female</b>	<b>5</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>13</b>	<b>Asian</b>	<b>2</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>16</b>
<b>Total</b>		<b>18</b>		
<b>Assistant Professor</b>				
	<b>Female</b>	<b>25</b>	<b>Black</b>	<b>3</b>
	<b>Male</b>	<b>37</b>	<b>Asian</b>	<b>13</b>
			<b>Hispanic</b>	<b>5</b>
			<b>American Indian</b>	<b>2</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>39</b>
<b>Total</b>		<b>62</b>		
<b>Acting Assistant Professor</b>				
	<b>Female</b>	<b>0</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>2</b>	<b>Asian</b>	<b>1</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>1</b>
<b>Total</b>		<b>2</b>		
<b>Total Faculty</b>				
	<b>Female</b>	<b>32</b>	<b>Black</b>	<b>3</b>
	<b>Male</b>	<b>62</b>	<b>Asian</b>	<b>16</b>
			<b>Hispanic</b>	<b>5</b>
			<b>American Indian</b>	<b>2</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>68</b>
<b>Total</b>		<b>94</b>		

Spring 2007 and Fall 2007

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC

**STATUS of WOMEN & MINORITY FACULTY**

Indiana University - Bloomington

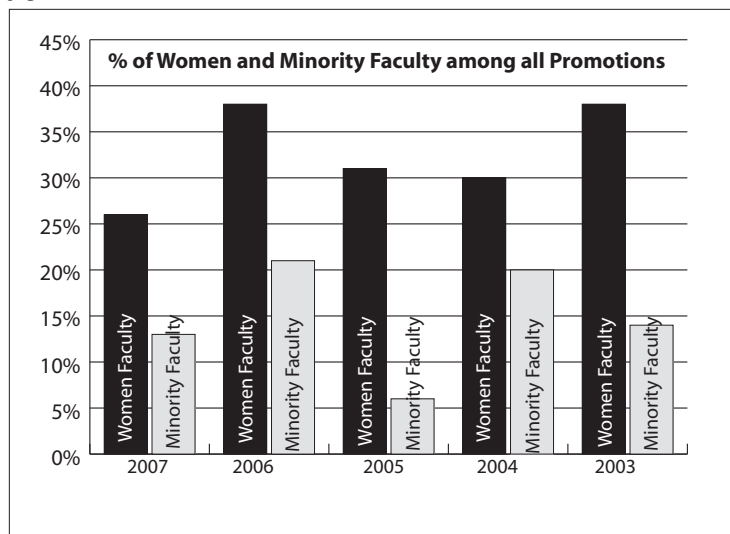
(as of October 2007)

**NEW HIRES BY SEX AND RACE**

	Sex		Race	
<b>Librarian</b>	<b>Female</b>	<b>0</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>0</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>0</b>
	<b>Total</b>	<b>0</b>		
<b>Associate Librarian</b>	<b>Female</b>	<b>1</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>2</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>3</b>
	<b>Total</b>	<b>3</b>		
<b>Assistant Librarian</b>	<b>Female</b>	<b>2</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>1</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>3</b>
	<b>Total</b>	<b>3</b>		
<b>Total Librarians</b>	<b>Female</b>	<b>3</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>3</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>6</b>
	<b>Total</b>	<b>6</b>		
<b>Grand Total Faculty &amp; Librarians</b>	<b>Female</b>	<b>35</b>	<b>Black</b>	<b>3</b>
	<b>Male</b>	<b>65</b>	<b>Asian</b>	<b>16</b>
			<b>Hispanic</b>	<b>5</b>
			<b>American Indian</b>	<b>2</b>
			<b>Native Hawaiian</b>	<b>0</b>
			<b>White</b>	<b>74</b>
	<b>Total</b>	<b>100</b>		

Spring 2007 and Fall 2007

figure P-01



The number of promotions among tenure track faculty from year to year can vary greatly. Over the last ten years there has been as many as 72 and as few as 35 in a given year. Last year 68 promotions were granted. On average, women faculty account for about 30% of the promotions, but last year only 26% were women. Last year 13% of promotions went to minority faculty slightly less than the average (15%) over five years. (figure P-01 left)

Of the 40 promotions last year to Full Professor, eleven (28%) were women and five (13%) were minority faculty. (table P-10) All but two women promoted to Full Professor were from the College of Arts and Sciences. The other two women were from the School of Education and the Nursing Program. All the minority faculty promoted last year were from the College of Arts and Sciences.

There were 28 promotions to Associate Professor last year. Of these, seven (25%) were women and four (14%) were minority faculty. All seven of the women are in the College of Arts and Sciences. Of the minority faculty promoted last year, three of the four are in the College of Arts and Science and the fourth is in the School of Informatics.

The only promotion to Full Librarian last year was a woman. Of the three promotions to Associate Librarian last year all were women and two were minority.

table P-10

*Tenure/Tenure Track Faculty  
Promotions*

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

Data as of October 1 for respective year.

**Office of Affirmative Action****Mar-08**

table P-20

**STATUS of WOMEN & MINORITY FACULTY**  
 Indiana University - Bloomington  
 (as of October 2007)

**PROMOTIONS BY SEX AND RACE**

	<u>Sex</u>		<u>Race</u>	
<b>Professor</b>	<b>Female</b>	<b>11</b>	<b>Black</b>	<b>1</b>
	<b>Male</b>	<b>29</b>	<b>Asian</b>	<b>1</b>
			<b>Hispanic</b>	<b>3</b>
			<b>American Indian</b>	<b>0</b>
			<b>White</b>	<b>35</b>
<b>Total</b>		<b>40</b>		
<b>Associate Professor</b>	<b>Female</b>	<b>7</b>	<b>Black</b>	<b>1</b>
	<b>Male</b>	<b>21</b>	<b>Asian</b>	<b>1</b>
			<b>Hispanic</b>	<b>2</b>
			<b>American Indian</b>	<b>0</b>
			<b>White</b>	<b>24</b>
<b>Total</b>		<b>28</b>		
<b>Assistant Professor</b>	<b>Female</b>	<b>0</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>0</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>White</b>	<b>0</b>
<b>Total</b>		<b>0</b>		
<b>Librarian</b>	<b>Female</b>	<b>1</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>0</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>White</b>	<b>1</b>
<b>Total</b>		<b>1</b>		
<b>Associate Librarian</b>	<b>Female</b>	<b>3</b>	<b>Black</b>	<b>1</b>
	<b>Male</b>	<b>0</b>	<b>Asian</b>	<b>1</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>White</b>	<b>1</b>
<b>Total</b>		<b>3</b>		
<b>Assistant Librarian</b>	<b>Female</b>	<b>0</b>	<b>Black</b>	<b>0</b>
	<b>Male</b>	<b>0</b>	<b>Asian</b>	<b>0</b>
			<b>Hispanic</b>	<b>0</b>
			<b>American Indian</b>	<b>0</b>
			<b>White</b>	<b>0</b>
<b>Total</b>		<b>0</b>		
<b>Grand Total</b>	<b>Female</b>	<b>22</b>	<b>Black</b>	<b>3</b>
	<b>Male</b>	<b>50</b>	<b>Asian</b>	<b>3</b>
			<b>Hispanic</b>	<b>5</b>
			<b>American Indian</b>	<b>0</b>
			<b>White</b>	<b>61</b>
<b>Total</b>		<b>72</b>		

Spring 2007 and Fall 2007

table P-30

IUB Faculty Promotion & Tenure Cases Reviewed  
2002- 2007

2002-03 2003-04 2004-05 2005-06 2006-07

**Total Tenure Cases** 39 33 27 38 43

**Tenures Approved**

Male	18	16	23	19	28
Female	19	9	7	15	11
White	31	19	20	27	30
African American	2	-	-	-	3
Hispanic	2	3	1	3	2
Asian	2	3	2	4	3
American Indian	-	-	-	-	1
Native Hawaiian	-	-	-	-	-

2002-03 2003-04 2004-05 2005-06 2006-07

**Total Promotion Cases** 39 23 29 29 51

**Promotions Approved**

Male	27	15	28	26	49
Female	12	8	12	8	18
White	36	20	25	22	44
African American	-	1	2	2	1
Hispanic	1	-	-	-	3
Asian	2	2	1	2	1
American Indian	-	-	-	-	-
Native Hawaiian	-	-	-	-	-

**Tenures Denied**

Male	1	5	4	2	2
Female	1	3	-	2	2
White	2	8	4	2	3
African American	-	-	-	1	-
Hispanic	-	-	-	-	-
Asian	-	-	-	1	1
American Indian	-	-	-	-	-
Native Hawaiian	-	-	-	-	-

**Promotions Denied**

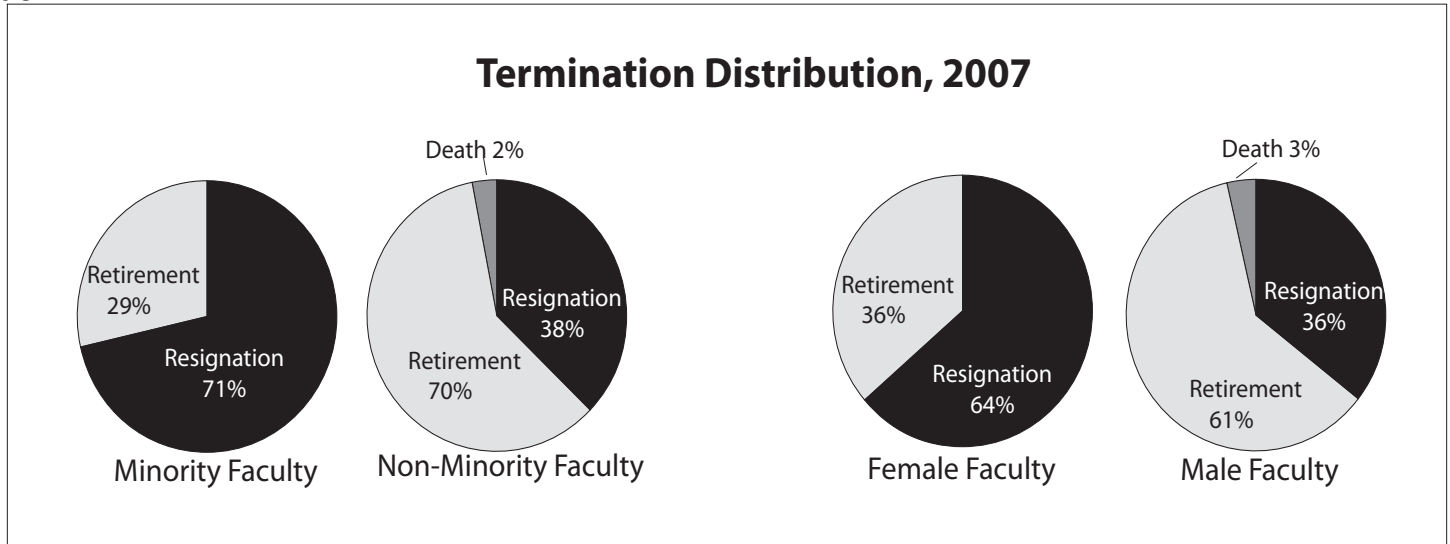
Male	0	0	1	3	2
Female	0	0	1	3	2
White	0	0	1	2	2
African American	-	-	-	-	-
Hispanic	-	-	-	-	-
Asian	-	-	-	1	-
American Indian	-	-	-	-	-
Native Hawaiian	-	-	-	-	-

# TERMINATIONS

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

Faculty retirement continues to account for a significant number of the IUB faculty terminations in any year (44 in 2007, 36 in 2006). However resignations also account for a large number of terminations on the IUB campus (35 in 2007, 47 in 2006) and resignations account for a larger portion of the terminations for women and minorities than for men and non-minorities. (figure T-1) The reason for resignations vary. However most faculty who resign take positions at other institutions. Among those resigning last year women and minority faculty took positions at the University of Michigan, University of London, Morehead State, UCLA, Oxford University, University of Louisiana, University of Georgia, George Mason University and Auburn University.

figure T-01

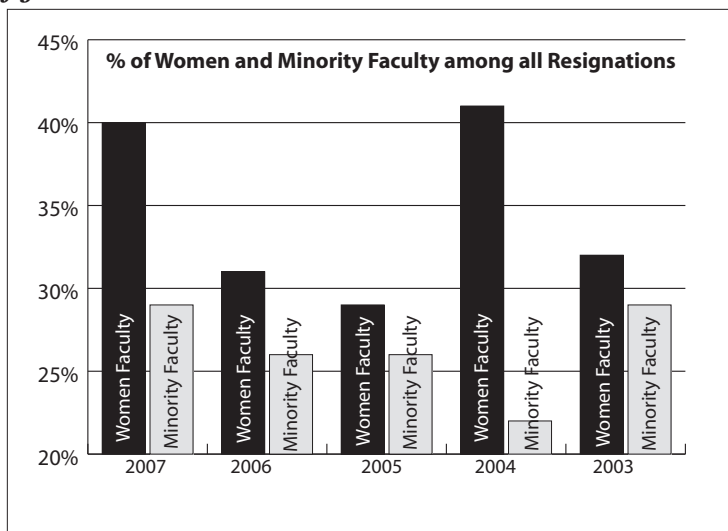


## RESIGNATIONS

In 2006 a record number of tenure track faculty resigned; 47 faculty including 12 minority faculty and 16 women. In 2007 the number decreased to 35, but the percentage of resignations by minority faculty and women increased. In 2006 26% of the faculty resignations were from minority faculty and 34% were by women. Last year, 29% of the resignations were from minority faculty and 40% were women.

(figure T-02 below)

figure T-02



Traditionally, most resignations occur at the Assistant Professor rank, however last year there were an equal number of resignations at the Assistant Professor rank and the Full Professor rank. Twelve faculty members resigned from each rank. (table T-20 on page 20)

Among the twelve resignations last year at the Full Professor rank three were minority faculty. (table T-20) Two minority faculty resigned from the College of Arts and Sciences and one from the School of Library and Information Sciences. Five female Full Professors resigned last year including three from the College of Arts and Sciences and one each from the Jacobs School of Music and the School of Public and Environmental Affairs.

At the Assistant Professor rank half of the twelve resignations last year were minority faculty. Of four female Assistant Professor resignations all were minority faculty. (table -T-20) Three minority faculty terminated from the Kelley School of Business last year; two men and one woman. Of these, one resigned and two were not reappointed. These three Assistant Professors represented three of the four total resignations within the Kelley School of Business last year. Two minority faculty resigned from College of Arts and Sciences last year; both of which were women. In the School of Education one minority Assistant Professor was not reappointed last year.

At the Associate Professor rank there were eleven resignations last year, five of which were women. (table T-20) These resignations came from across the campus and included one each from the Kelley School of Business, the School of Education, the School for Public and Environmental Affairs, the College of Arts and Sciences, and the Jacobs School of Music. The only minority resignation at this rank was within the College of Arts and Sciences.

Additionally, the only resignation with the librarian ranks last year was a woman minority librarian at the Associate Librarian rank.

## RETIREMENTS

There was an increase in the number of retirements last year on campus. (44 in 2007, 36 in 2006) (table T-30) Women and minority faculty continue to represent a fairly low percentage of these retirements. Last year women represented 18% of faculty retirements and minority faculty 9%. (figure T-03 right)

As expected, most retirements occur at the Full Professor rank. Last year out of the total 38 retirements at this rank, seven were women and three were minorities. Of the women retirees at the Full Professor rank, three were from the College of Arts and Sciences, two from the Jacobs School of Music, one from the School of Education, and one from the Kelley School of Business. The minority retirements last year at this rank included one from the Jacobs School of Music, one from the School of Education, and one from the College of Arts and Sciences.

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

Within the Librarian ranks there were four retirements last year, two Full Librarians and two Associate Librarians. Half of these retirements were women including one Full Librarian and one Associate Librarian.

Regrettably there were also two deaths among the faculty last year, neither were women or minority.

figure T-03

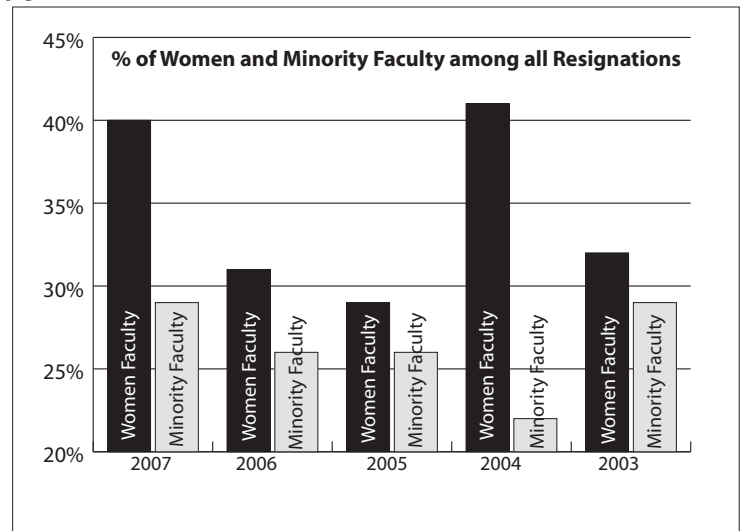


table T-10

Bloomington Faculty Council Affirmative Action Committee Annual Report to the BFC  
**STATUS of WOMEN & MINORITY FACULTY**  
 Indiana University - Bloomington  
 (as of October 2007)

**TERMINATIONS BY SEX AND RACE**

	<u>Sex</u>		<u>Race</u>		<u>Termination Reason</u>	<u>Female</u>	<u>Male</u>
<b>Professor</b>	Female	12	Black	2	Resignation	12	5
	Male	39	Asian	3	Retirement	38	7
			Hispanic	1	Deceased	1	0
			American Indian	0			
			White	45			
Total	51						
<b>Associate Professor</b>	Female	6	Black	1	Resignation	11	5
	Male	11	Asian	0	Retirement	5	1
			Hispanic	0	Deceased	1	0
			American Indian	1			
			White	15			
Total	17						
<b>Assistant Professor</b>	Female	4	Black	2	Resignation	12	4
	Male	9	Asian	4	Retirement	1	0
			Hispanic	0	Deceased	0	0
			American Indian	0			
			White	7			
Total	13						
<b>Librarian</b>	Female	1	Black	0	Resignation	0	0
	Male	1	Asian	0	Retirement	2	1
			Hispanic	0	Deceased	0	0
			American Indian	0			
			White	2			
Total	2						
<b>Associate Librarian</b>	Female	2	Black	1	Resignation	0	0
	Male	1	Asian	0	Retirement	3	2
			Hispanic	0	Deceased	0	0
			American Indian	0			
			White	2			
Total	3						
<b>Assistant Librarian</b>	Female	1	Black	0	Resignation	1	1
	Male	0	Asian	0	Retirement	0	0
			Hispanic	0	Deceased	0	0
			American Indian	0			
			White	1			
Total	1						
<b>Grand Totals</b>	Female	26	Black	6	Resignation	36	15
	Male	61	Asian	7	Retirement	49	11
			Hispanic	1	Deceased	2	0
			American Indian	1			
			White	72			
Total	87						

Spring 2007 and Fall 2007

table T-20

*Tenure/Tenure Track Faculty  
Resignations*

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

Data as of October 1 for respective year.

**Office of Affirmative Action****Mar-08**

**Tenure/Tenure Track Faculty  
Retirements**

table T-30

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

Data as of October 1 for respective year.

**Office of Affirmative Action**

**Mar-08**



Prepared by:

**The Office of Affirmative Action**

Indiana University  
400 E. 7th Street, Poplars 825  
Bloomington, IN 47405

(812) 855-7559  
[affirm@indiana.edu](mailto:affirm@indiana.edu)  
[www.indiana.edu/~affirm](http://www.indiana.edu/~affirm)