



IUPUI

ANNUAL DIVERSITY REPORT

2022

A MESSAGE FROM

VICE CHANCELLOR FOR DIVERSITY, EQUITY & INCLUSION

KAREN DACE

The mission of the Division of Diversity, Equity & Inclusion is to educate, advocate, engage and empower the IUPUI community by cultivating partnerships and resources to create and sustain an environment that is inclusive, equitable and diverse.

“DIVERSITY:

A THOUGHT
(NOT AN
AFTERTHOUGHT).

AN ACTION
(NOT A REACTION).”

Message from the Vice Chancellor

Much has taken place since the last installment of the IUPUI Diversity Report:

- A pandemic caused us to quickly shift the way we study, work, and even engage one another
- Chancellor Nasser Paydar announced his retirement and is now Assistant Secretary for Postsecondary Education in the US Department of Education
- We are in the process of identifying the next Chancellor, with candidates likely arriving for interviews as this most recent iteration of the Diversity Report makes it to your computer
- IUPUI joined each IU campus in developing new strategic plans
- IUPUI announced it will soon become Indiana University Indianapolis in July 2024
- IUPUI received the prestigious INSIGHT Into Diversity Higher Education Excellence in Diversity Award for the 12th year in October 2023
- Diversity efforts have continued including the completion of School Diversity Plans, introduction of a diversity path to tenure and promotion, expansion of anti-racist reading groups with on campus lectures featuring authors and the senior leadership diversity reading initiative

As you explore the tables on the following pages, I hope you will see evidence of our continued growth—especially in the diversity of our student body. While we have more work to do as we strive for a more diverse staff, faculty, and administration, we are confident that we are on the right path to creating a more diverse campus that is welcoming to all.

Sincerely,



Karen L. Dace, Ph.D.
*Vice Chancellor
Diversity, Equity & Inclusion*

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Recruitment of a Diverse Student Population

Fall Undergraduate Enrollment - Race/Ethnicity, International Status, & Gender ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Black/African American	2,352 (10%)	2,159 (10%)	2,195 (10%)	2,053 (10%)	1,925 (9%)	2,015 (10%)	2,078 (10%)	1,924 (10%)
Asian American	804 (4%)	824 (4%)	861 (4%)	944 (4%)	1,039 (5%)	1,152 (5%)	1,187 (6%)	1,208 (6%)
Native Hawaiian/Pacific Islander	18 (<1%)	20 (<1%)	17 (<1%)	14 (<1%)	8 (<1%)	6 (<1%)	6 (<1%)	6 (<1%)
Latinx	1,269 (6%)	1,349 (6%)	1,452 (7%)	1,604 (7%)	1,706 (8%)	1,994 (9%)	2,184 (10%)	2,240 (12%)
American Indian/Alaskan Native	30 (<1%)	21 (<1%)	20 (<1%)	22 (<1%)	17 (<1%)	24 (<1%)	19 (<1%)	14 (<1%)
Two or more races	796 (3%)	847 (4%)	871 (4%)	936 (4%)	975 (5%)	1,013 (5%)	1,058 (5%)	993 (5%)
International	882 (4%)	881 (4%)	909 (4%)	945 (4%)	865 (4%)	824 (4%)	635 (3%)	571 (3%)
White	16,148 (72%)	15,709 (71%)	15,287 (70%)	14,967 (69%)	14,171 (68%)	14,037 (66%)	13,722 (65%)	12,150 (63%)
Unknown	226 (1%)	175 (1%)	136 (1%)	125 (1%)	106 (1%)	108 (1%)	77 (<1%)	91 (1%)
Men	9,801 (43%)	9,599 (44%)	9,503 (44%)	9,427 (44%)	8,899 (43%)	8,802 (42%)	8,477 (40%)	7,777 (40%)
Women	12,724 (57%)	12,386 (56%)	12,245 (56%)	12,183 (56%)	11,913 (57%)	12,371 (58%)	12,489 (60%)	11,420 (60%)
Total Student Headcount	22,525	21,985	21,748	21,610	20,812	21,173	20,966	19,197
Percent Students of Color ²	23%	24%	24%	26%	27%	29%	31%	33%

¹ Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019), non-degree and degree seeking students. Column percentages may show greater than 100% due to rounding. ² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- Enrollment of undergraduate students who identify as Latinx has increased by 6 percentage points over the past seven years.
- Enrollment of undergraduate students who identify as Asian American has increased by two percentage points over the past seven years.
- Enrollment of undergraduate students who identify as Black/African American has remained constant.
- Enrollment of undergraduate students who identify as White has decreased by nine percentage points over the past seven years.
- More than two-thirds of the student body enrolled in Fall 2021 are students of color. There has been an increase of 10 percentage points since 2014.

Recruitment of a Diverse Student Population

Fall Undergraduate Enrollment - Socio-economic Indicators ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Pell Grant Recipient	9,046	8,292	7,875	6,668	6,660	6,707	6,211	6,445
21st Century Scholar	1,922	2,192	2,246	2,388	2,354	2,465	2,301	2,196
First-Generation	7,522	7,022	6,654	6,343	6,127	6,125	6,102	5,568
Percent Pell Grant Recipient ²	40%	38%	36%	31%	32%	33%	30%	34%
Percent 21 st Century Scholar ³	9%	10%	10%	11%	11%	12%	11%	11%
Percent First-Generation ³	33%	32%	31%	29%	29%	29%	29%	29%

¹ Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019). ² Percentage of students who received a Federal Pell Grant based on total of undergraduate degree-seeking students only.

³ Percentage based on all undergraduate students.

- The percentage of 21st Century Scholars has remained about the same since 2017.
- The percentage of undergraduate Pell Grant recipients has slightly increased in 2021 after years of decline.
- First-generation undergraduate enrollment has remained steady since 2017.
- The number of first-generation undergraduate enrollment for 2019 was corrected going from 6,021 to 6,125. The corrected figure includes all undergraduates (both undergraduate and undergraduate special).

Recruitment of a Diverse Student Population

Fall Graduate Enrollment - Race/Ethnicity, International Status, & Gender ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Black/African American	593 (7%)	648 (8%)	633 (8%)	664 (8%)	661 (8%)	666 (8%)	662 (8%)	652 (8%)
Asian American	490 (6%)	518 (6%)	529 (7%)	553 (7%)	557 (7%)	590 (7%)	643 (8%)	656 (8%)
Native Hawaiian/Pacific Islander	3 (<1%)	4 (<1%)	4 (<1%)	4 (<1%)	4 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)
Latinx	288 (4%)	328 (4%)	395 (5%)	398 (5%)	423 (5%)	442 (5%)	517 (6%)	538 (6%)
American Indian/Alaskan Native	5 (<1%)	7 (<1%)	6 (<1%)	6 (<1%)	6 (<1%)	4 (<1%)	4 (<1%)	3 (<1%)
Two or more races	161 (2%)	168 (2%)	171 (2%)	212 (3%)	236 (3%)	242 (3%)	267 (3%)	298 (4%)
International	1,039 (13%)	1,138 (14%)	1,138 (14%)	1,142 (14%)	1,158 (13%)	1,026 (12%)	857 (10%)	949 (11%)
White	5,477 (67%)	5,229 (64%)	5,126 (64%)	5,154 (63%)	5,341 (64%)	5,330 (64%)	5,421 (64%)	5,338 (63%)
Unknown	109 (1%)	80 (1%)	54 (1%)	47 (1%)	47 (1%)	62 (1%)	52 (1%)	58 (1%)
Men	3,654 (45%)	3,624 (45%)	3,611 (45%)	3,637 (44%)	3,538 (44%)	3,442 (41%)	3,320 (39%)	3,166 (37%)
Women	4,511 (55%)	4,496 (55%)	4,445 (55%)	4,543 (56%)	4,795 (56%)	4,922 (59%)	5,104 (61%)	5,327 (63%)
Total Student Headcount	8,165	8,120	8,056	8,180	8,333	8,364	8,424	8,493
Percent Total Students of Color ²	18%	19%	20%	22%	22%	23%	25%	25%

¹ Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019) both non-degree and degree seeking students. Column percentages may show greater than 100% due to rounding. ² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races

- Enrollments of graduate students who identify as Asian, Latinx, and Two or More Races have risen over the past seven years contributing to the slow but steady rise of the overall percentage of underserved graduate students.
- Total enrollment of graduate students of color has increased by seven percentage points since 2014, representing a quarter of all graduate enrollment in 2021.

Recruitment of a Diverse Student Population

Fall Graduate Enrollment - Socio-economic Indicators ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Number of First-Generation	1,320	1,281	1,220	1,228	1,224	1,306	1,619	1,853
Percent First-Generation	16%	16%	15%	15%	15%	16%	19%	22%

¹ Includes IUPUC (2014 to 2019) and IU Ft. Wayne (2019)

- The percentage of first-generation graduate/professional students has increased by six percentage points since 2014.



Student Climate Survey Results

Student Demographics ¹						
	Undergraduate			Graduate		
	2014	2018	2022	2014	2018	2022
LGBTQ+	14%	21%	35%	10%	16%	20%
Non-LGBTQ+	86%	79%	65%	90%	84%	80%
With Disability	5%	11%	17%	4%	6%	13%
No Disability	95%	89%	83%	96%	94%	87%
Conservative	25%	22%	15%	17%	15%	15%
Moderate	45%	42%	38%	39%	34%	33%
Liberal	30%	36%	47%	34%	37%	52%
Current Military/Veteran	N/A	4%	4%	N/A	3%	3%
No Military Experience	N/A	96%	96%	N/A	97%	97%
Number of responses	2,535	1,843	768	972	783	532

¹ Percentages from the 2014, 2018, and 2022 IUPUI Campus Climate Survey. All data are self-reported and should be considered an estimate. IUPUI Campus Climate Survey do not include IUPUC nor IU Fort Wayne.

- The percentages of students who identified as LGBTQ+ and those with a disability continue to increase in 2022 IUPUI Campus Climate Survey.
- The percentage of students who identified as liberal has increased significantly since the first IUPUI Campus Climate Survey.

Student Climate Survey Results

2014, 2018, 2022 Campus Climate Data

Percentage who Agree/Strongly agree with...	2014 All Students	2018 All Students	2022 All Students
I feel free to be myself at IUPUI	94.7%	89.7%	86.8%
I have been able to make enough friends at IUPUI	74.3%	75.8%	72.6%
At IUPUI, I sometimes I fear speaking up for what I think	27.0%	36.0%	40.2%
I feel safe on campus	84.0%	85.1%	79.1%
There are a lot of people like me on campus	71.8%	73.4%	72.9%
It's difficult to find student opportunities at IUPUI ¹	22.4%	24.9%	-
It's difficult to find work/employment at IUPUI ¹	-	-	29.9%
It's difficult to find extracurricular activities at IUPUI ¹	-	-	28.9%
Number of respondents	3,933	3,790	2,087

¹In 2022, the item regarding finding “student opportunities” was split into two separate items of “work/employment at IUPUI” as well as “extracurricular activities”. Both items were higher compared to the 25% that agreed it was difficult to find student opportunities in 2018.

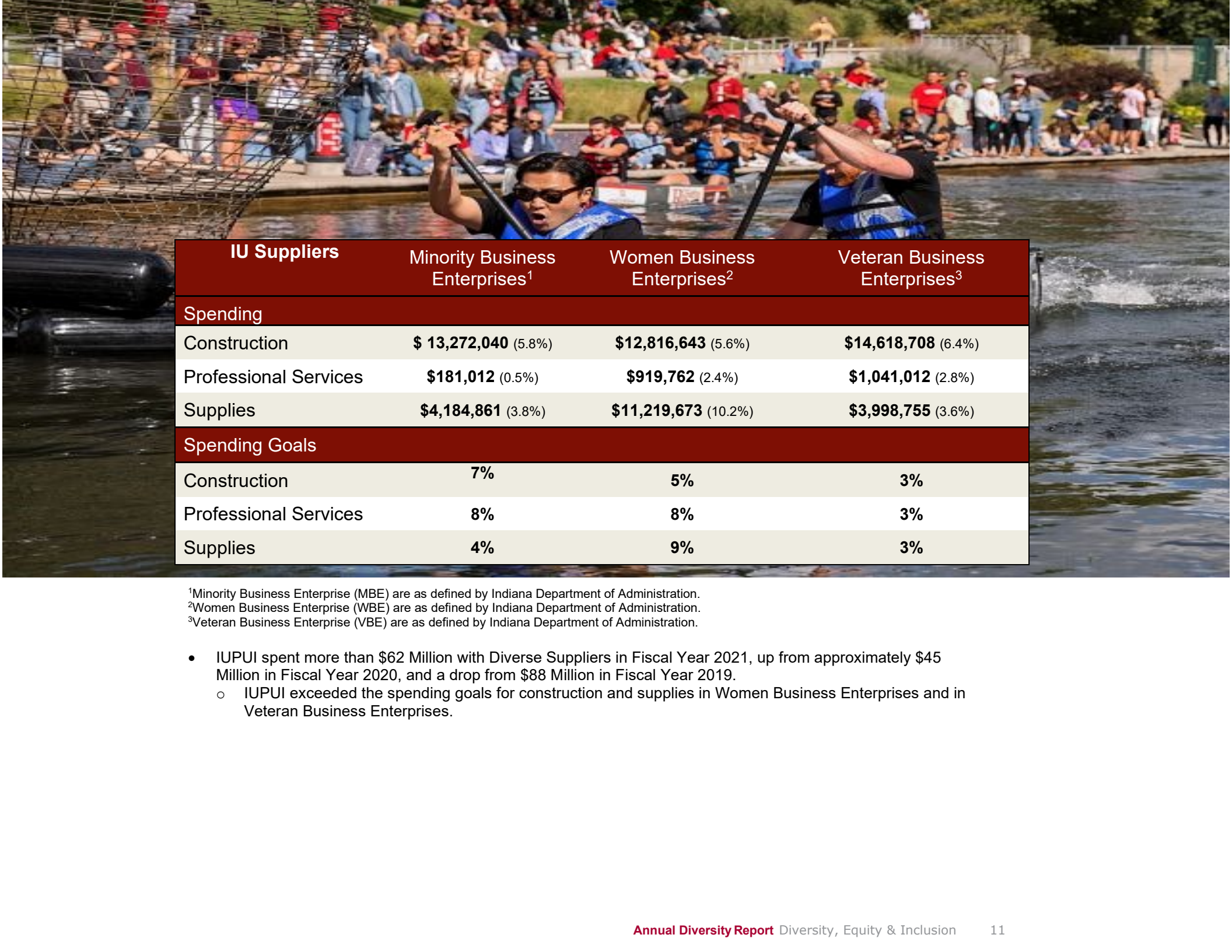
- Approximately 87% of student respondents feel free to be themselves at IUPUI, a decrease of about three percentage points since 2018 and about seven percentage points since 2014.
- 40% of all students at IUPUI fear speaking up for what they think, up from 36% in 2018 and 27% in 2014.
- Approximately 30% of student respondents find it difficult to find work/employment at IUPUI while approximately 29% find it difficult to find extracurricular activities at IUPUI.

Student Climate Survey Results

2014, 2018, 2022 Campus Climate Data

Percentage who Agree/Strongly agree with...	2014 All Students	2018 All Students	2022 All Students
IUPUI has a commitment to diversity	94.4%	92.1%	90.0%
IUPUI places too much emphasis on diversity	27.6%	32.6%	32.5%
IUPUI has a diverse faculty and staff	87.9%	83.5%	78.9%
IUPUI has a diverse student population	94.3%	91.0%	89.7%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website)	87.8%	84.1%	81.8%
IUPUI has a lot of tension around diversity issues	13.7%	25.2%	31.5%
Number of respondents	3,933	3,790	2,087

- Most students feel IUPUI has a commitment to diversity (90%); a third report they believe there is too much emphasis on it (33%).
- Nearly a third of all students feel that there is a lot of tension around this issue, up significantly from 2014 and 2018.
- More than three-fourths of all students feel IUPUI has a diverse faculty, staff, and student population; although, this percentage has been on a downward trend over the years.



IU Suppliers	Minority Business Enterprises ¹	Women Business Enterprises ²	Veteran Business Enterprises ³
Spending			
Construction	\$ 13,272,040 (5.8%)	\$12,816,643 (5.6%)	\$14,618,708 (6.4%)
Professional Services	\$181,012 (0.5%)	\$919,762 (2.4%)	\$1,041,012 (2.8%)
Supplies	\$4,184,861 (3.8%)	\$11,219,673 (10.2%)	\$3,998,755 (3.6%)
Spending Goals			
Construction	7%	5%	3%
Professional Services	8%	8%	3%
Supplies	4%	9%	3%

¹Minority Business Enterprise (MBE) are as defined by Indiana Department of Administration.

²Women Business Enterprise (WBE) are as defined by Indiana Department of Administration.

³Veteran Business Enterprise (VBE) are as defined by Indiana Department of Administration.

- IUPUI spent more than \$62 Million with Diverse Suppliers in Fiscal Year 2021, up from approximately \$45 Million in Fiscal Year 2020, and a drop from \$88 Million in Fiscal Year 2019.
 - IUPUI exceeded the spending goals for construction and supplies in Women Business Enterprises and in Veteran Business Enterprises.

Recruitment of a Diverse Student Population (Continued)

First-Time Fall Beginner Enrollment - Race/Ethnicity, International Status, & Gender ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Black/African American	309 (8%)	268 (7%)	371 (9%)	310 (8%)	282 (7%)	355 (8%)	343 (9%)	353 (10%)
Asian American	141 (3%)	145 (4%)	171 (4%)	188 (5%)	212 (6%)	212 (5%)	203 (5%)	230 (7%)
Native Hawaiian/Pacific Islander	0 (0%)	3 (<1%)	3 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)
Latinx	265 (7%)	295 (8%)	324 (8%)	390 (10%)	417 (11%)	564 (13%)	531 (14%)	565 (16%)
American Indian/Alaskan Native	3 (<1%)	3 (<1%)	1 (<1%)	4 (<1%)	4 (<1%)	3 (<1%)	2 (<1%)	1 (<1%)
Two or more races	145 (4%)	205 (5%)	205 (5%)	210 (5%)	219 (6%)	238 (6%)	216 (6%)	190 (5%)
International	107 (3%)	114 (3%)	127 (3%)	121 (3%)	93 (2%)	72 (2%)	55 (1%)	52 (1%)
White	2,960 (75%)	2,878 (73%)	2,786 (70%)	2,856 (70%)	2,641 (68%)	2,840 (66%)	2,455 (64%)	2,087 (60%)
Unknown	19 (<1%)	18 (<1%)	15 (<1%)	12 (<1%)	10 (<1%)	10 (<1%)	5 (<1%)	17 (<1%)
Men	1,641 (42%)	1,639 (42%)	1,681 (42%)	1,696 (41%)	1,589 (41%)	1,744 (41%)	1,441 (38%)	1,343 (38%)
Women	2,308 (58%)	2,290 (58%)	2,322 (58%)	2,397 (59%)	2,290 (59%)	2,551 (59%)	2,370 (62%)	2,153 (62%)
Total Student Headcount	3,949	3,929	4,003	4,093	3,879	4,295	3,811	3,496
Percent Total Students of Color ³	21%	24%	27%	27%	29%	32%	34%	38%

¹Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Column percentages may show greater than 100% due to rounding. ³Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- First-time fall beginning students who identify as Latinx represent the largest underrepresented group at 16% in 2021. That percentage has more than doubled since 2014.
- First-time fall beginning Black/African American enrollment has increased steadily since 2014.
- The percentage of first-time beginning students of color has almost doubled since 2014, going from 21% in 2014 to 38% in 2021.

Recruitment of a Diverse Student Population (Continued)

First-Time Fall Beginner Enrollment - Socio-economic Indicators ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Pell Grant Receiver	1,704	1,579	1,521	1,617	1,626	1,720	1,229	1,440
21st Century Scholar	801	881	895	919	775	767	669	652
First-Generation	1,383	1,360	1,248	1,271	1,207	1,266	1,151	1,039
Percent Pell Grant Receiver ²	43%	40%	38%	40%	42%	40%	32%	41%
Percent 21 st Century Scholar	20%	22%	22%	22%	20%	18%	18%	19%
Percent First-Generation	35%	35%	31%	31%	31%	29%	30%	30%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019) ² Percentage of students who received a Federal Pell Grant based on total of undergraduate degree-seeking students only.

- The enrollment of first-time beginning students who received a Pell grant has fluctuated over the years and is now at 41%.
- The percentage of 21st Century Scholars has fluctuated over the years and is now at 19%.
- The percentage of First-Generation students has dropped to 30% in 2021 from a high of 35% in 2014 and 2015.



Recruitment of a Diverse Student Population (Continued)

New Fall Undergraduate Transfer Students - Race/Ethnicity, International Status, & Gender ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Black/African American	220 (13%)	187 (13%)	197 (14%)	180 (13%)	177 (14%)	197 (15%)	183 (13%)	175 (14%)
Asian American	54 (3%)	41 (3%)	45 (3%)	52 (4%)	50 (4%)	61 (5%)	69 (5%)	72 (6%)
Native Hawaiian/Pacific Islander	0 (<1%)	2 (<1%)	25 (<1%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Latinx	92 (5%)	86 (6%)	92 (7%)	109 (8%)	97 (8%)	113 (8%)	119 (9%)	118 (9%)
American Indian/Alaskan Native	4 (<1%)	5 (<1%)	4 (<1%)	3 (<1%)	2 (<1%)	2 (<1%)	1 (<1%)	2 (<1%)
Two or more races	63 (4%)	57 (4%)	42 (3%)	55 (4%)	67 (5%)	53 (4%)	75 (6%)	64 (5%)
International	75 (4%)	80 (6%)	59 (4%)	91 (6%)	64 (5%)	51 (4%)	35 (3%)	21 (2%)
White	1,186 (69%)	951 (67%)	919 (67%)	917 (65%)	822 (63%)	853 (63%)	866 (64%)	788 (63%)
Unknown	23 (1%)	8 (1%)	17 (1%)	13 (1%)	20 (1%)	18 (1%)	8 (1%)	8 (1%)
Men	826 (48%)	643 (45%)	642 (47%)	630 (44%)	564 (43%)	605 (45%)	567 (42%)	498 (40%)
Women	891 (52%)	773 (55%)	730 (53%)	791 (56%)	735 (57%)	743 (55%)	789 (58%)	750 (60%)
Total Student Headcount	1,717	1,416	1,372	1,421	1,299	1,348	1,356	1,248
Percent Total Students of Color ²	25%	27%	27%	28%	30%	32%	33%	34%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Column percentages may show greater than 100% due to rounding.

² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- The percentage of new undergraduate transfer students who identify as Latinx has seen a steady percentage increase since 2014.
- The percentage of transferring students of color has increased by 11 percentage points since 2014 to 34% in 2021.

Recruitment of a Diverse Student Population (Continued)

New Fall Undergraduate Transfer Students - Socio-economic Indicators ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Pell Grant Receiver	823	601	563	585	527	488	428	504
21st Century Scholar	105	104	99	109	93	167	59	70
First-Generation	586	473	429	409	430	458	446	416
Percent Pell Grant Receiver ²	48%	42%	41%	41%	43%	36%	32%	40%
Percent 21 st Century Scholar	6%	7%	7%	8%	7%	12%	4%	6%
Percent First-Generation	34%	33%	31%	29%	33%	34%	33%	33%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019) ² Percentage for Pell Eligible based on total of undergraduate degree-seeking students only.

- The percentage of transfer students who are 21st Century Scholars has fluctuated over the years and stands at 6% in 2021.
- The percentage of first-generation transfer students has remained steady over the years.



Recruitment of a Diverse Student Population (Continued)

New Fall Graduate and Doctoral-Practice Students - Race/Ethnicity, International Status, & Gender ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
Black/African American	184 (8%)	188 (8%)	177 (7%)	212 (8%)	188 (7%)	205 (8%)	213 (8%)	204 (8%)
Asian American	158 (6%)	144 (6%)	146 (6%)	148 (6%)	162 (6%)	181 (7%)	209 (8%)	187 (7%)
Native Hawaiian/Pacific Islander	1 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)
Latinx	111 (5%)	109 (5%)	143 (6%)	112 (4%)	133 (5%)	118 (5%)	195 (8%)	153 (6%)
American Indian/Alaskan Native	1 (<1%)	2 (<1%)	3 (<1%)	0 (0%)	2 (<1%)	1 (<1%)	2 (<1%)	0 (0%)
Two or more races	54 (2%)	50 (2%)	64 (3%)	75 (3%)	85 (3%)	84 (3%)	91 (4%)	107 (4%)
International	318 (13%)	316 (13%)	315 (13%)	268 (11%)	294 (12%)	289 (11%)	129 (5%)	288 (11%)
White	1,594 (65%)	1,549 (65%)	1,504 (64%)	1,702 (67%)	1,651 (65%)	1,654 (65%)	1,670 (66%)	1,663 (63%)
Unknown	18 (1%)	17 (1%)	12 (1%)	16 (1%)	14 (1%)	19 (1%)	19 (1%)	17 (1%)
Men	1,128 (46%)	1,024 (43%)	1,036 (44%)	1,028 (41%)	992 (41%)	962 (38%)	891 (35%)	882 (34%)
Women	1,311 (54%)	1,353 (57%)	1,329 (56%)	1,506 (59%)	1,539 (59%)	1,589 (62%)	1,637 (65%)	1,737 (66%)
Total Student Headcount	2,439	2,377	2,365	2,534	2,530	2,551	2,528	2,619
Percent Students of Color ²	20%	21%	23%	22%	23%	23%	28%	25%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019) Column percentages may show greater than 100% due to rounding.

² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races

- The percentage of new graduate and doctoral-practice students who identify as Black/African American has remained steady from 2014 to 2021.
- The percentage of new graduate and doctoral-practice students of color has risen since 2014, reaching a peak in 2020 at 28%.
- The percentage of new women graduate and doctoral-practice students has steadily increased since 2014, reaching a peak in 2021 at 66%.

Recruitment of a Diverse Student Population (Continued)

New Fall Graduate and Doctoral-Practice Students - Socio-economic Indicators ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
First-Generation	394	376	360	413	409	419	610	643
Percent First-Generation	16%	16%	15%	16%	16%	16%	24%	25%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019) Column percentages may show greater than 100% due to rounding.

- The percentage of new graduate and doctoral-practice students who are first-generation has increased since 2014.



Retention and Graduation of a Diverse Student Population

One-Year Retention ¹ Rates by Cohort ²									
	2012	2013	2014	2015	2016	2017	2018	2019	2020
Black/African American	66%	61%	65%	66%	74%	65%	64%	72%	64%
Asian American	89%	85%	85%	86%	87%	88%	83%	89%	89%
Native Hawaiian/Pacific Islander	N/A	1/1	N/A	2/3	1/3	1/2	0/1	0/1	0/1
Latinx	67%	73%	74%	77%	72%	71%	74%	75%	64%
American Indian/Alaskan Native	0/1	4/7	0/3	2/3	1/1	2/4	3/4	3/3	1/1
Two or more races	63%	71%	67%	70%	68%	65%	70%	76%	69%
International	89%	87%	85%	74%	85%	89%	80%	86%	78%
White	72%	70%	74%	74%	75%	71%	73%	74%	69%
All Students of Color	70%	71%	72%	73%	74%	71%	70%	76%	69%
Men	72%	69%	74%	74%	74%	70%	72%	74%	70%
Women	72%	72%	73%	74%	76%	73%	74%	75%	69%
Total	72%	71%	73%	74%	75%	72%	73%	75%	69%

¹ One Year Retention calculated Fall-to-Fall ² Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019), Calculated for first-time full-time undergraduate beginners. Column percentages may show greater than 100% due to rounding.

- Over the years, the highest IUPUI one-year retention rates have been those of students who identify as Asian American or International.
- Retention rates of Black/African American and Latinx students have dropped with the 2020 cohort to 64% each.

Retention and Graduation of a Diverse Student Population

Six-Year Graduation Rates by Cohort ¹							
	2009	2010	2011	2012	2013	2014	2015
Black/African American	24%	31%	33%	36%	34%	40%	42%
Asian American	59%	69%	66%	56%	63%	71%	74%
Native Hawaiian/Pacific Islander ²	N/A	N/A	N/A	N/A	N/A	N/A	67%
Latinx	36%	47%	45%	39%	55%	49%	56%
American Indian/Alaskan Native ²	22%	N/A	N/A	N/A	N/A	0%	33%
Two or more races	49%	43%	40%	42%	46%	55%	46%
International	56%	55%	63%	58%	53%	58%	54%
White	46%	48%	46%	50%	52%	53%	58%
All Students of Color	34%	42%	41%	41%	48%	50%	52%
Men	43%	46%	46%	44%	46%	51%	54%
Women	48%	48%	45%	51%	54%	54%	58%
Total	47%	47%	45%	48%	51%	53%	57%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019), calculated for first-time, full time undergraduate beginners seeking a bachelor's degree. Column percentages may show greater than 100% due to rounding. ²Low enrollment can cause percentages to change dramatically; please consider this when examining trends.

- Although still lower than most of their fellow underrepresented students, six-year graduation rates of students who identify as Black/African American have almost doubled since 2009.

Retention and Graduation of a Diverse Student Population

Four-Year Graduation Rates by Cohort ¹								
	2010	2011	2012	2013	2014	2015	2016	2017
Black/African American	8%	10%	14%	14%	14%	23%	30%	30%
Asian American	37%	30%	33%	37%	37%	48%	44%	55%
Native Hawaiian/Pacific Islander ²	N/A	N/A	N/A	N/A	N/A	2/3	N/A	1/2
Latinx	17%	18%	14%	23%	23%	31%	31%	31%
American Indian/Alaskan Native ²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50%
Two or more races	16%	17%	19%	27%	27%	30%	32%	26%
International	20%	34%	24%	19%	19%	29%	38%	45%
White	20%	22%	27%	30%	30%	40%	42%	40%
All Students of Color	15%	16%	18%	23%	23%	31%	33%	34%
Men	17%	19%	23%	24%	24%	35%	35%	35%
Women	20%	23%	26%	31%	31%	40%	42%	41%
Total	20%	22%	24%	28%	28%	38%	39%	39%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019), calculated for first-time, full time undergraduate beginners seeking a bachelor's degree. Column percentages may show greater than 100% due to rounding. ²Low enrollment can cause percentages to change dramatically; please consider this when examining trends

- The four-year graduation rates of Black/African American students have more than tripled from 8% among the 2010 cohort to 30% among the 2017 cohort; however, much work is still needed in this area.
- The four-year graduation rates of Latinx students have increased over the years from 17% among the 2010 cohort to 31% among the 2017 cohort; however, much work is still needed in this area.

Retention and Graduation of a Diverse Student Population

Undergraduate Degrees Awarded in Fiscal Year ¹							
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Black/African American	324 (8%)	406 (10%)	385 (9%)	386 (9%)	344 (8%)	401 (9%)	417 (10%)
Asian American	138 (3%)	136 (3%)	163 (4%)	177 (4%)	162 (4%)	238 (5%)	253 (6%)
Native Hawaiian/Pacific Islander	2 (<1%)	2 (<1%)	4 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)
Latinx	151 (4%)	193 (5%)	212 (5%)	274 (6%)	288 (7%)	296 (7%)	324 (7%)
American Indian/Alaskan Native	4 (<1%)	4 (<1%)	7 (<1%)	2 (<1%)	5 (<1%)	2 (<1%)	4 (<1%)
Two or more races	115 (3%)	129 (3%)	145 (3%)	158 (4%)	174 (4%)	192 (4%)	187 (4%)
International	155 (4%)	140 (4%)	150 (4%)	182 (4%)	171 (4%)	216 (5%)	175 (4%)
White	3,008 (76%)	2955 (74%)	3,063 (74%)	3,116 (72%)	3,149 (73%)	3,040 (69%)	3,018 (69%)
Unknown	49 (1%)	31 (<1%)	36 (1%)	18 (<1%)	15 (<1%)	18 (<1%)	17 (<1%)
Men	1,631 (41%)	1,615 (40%)	1,681 (40%)	1,825 (42%)	1,828 (42%)	1,783 (41%)	1,716 (39%)
Women	2,315 (59%)	2,381 (60%)	2,484 (60%)	2,490 (58%)	2,482 (58%)	2,622 (59%)	2,681 (61%)
Total	3,946	3,996	4,165	4,315	4,310	4,405	4,397
Percent Students of Color ²	18%	22%	22%	23%	23%	26%	27%

¹Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Consists of associate's & bachelor's degrees. Column percentages may show greater than 100% due to rounding. No undergraduate certificates are included. ²Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- As the total number of undergraduate degrees has increased over the years, so as the percentage of students of color.

Retention and Graduation of a Diverse Student Population

Master's Degrees Awarded in Fiscal Year ¹							
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Black/African American	87 (6%)	120 (7%)	115 (7%)	127 (8%)	133 (8%)	147 (8%)	155 (9%)
Asian American	65 (4%)	75 (5%)	79 (5%)	90 (5%)	87 (5%)	84 (5%)	103 (6%)
Native Hawaiian/Pacific Islander	1 (<1%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	0 (0%)
Latinx	43 (3%)	45 (3%)	53 (3%)	59 (4%)	54 (3%)	66 (4%)	75 (4%)
American Indian/Alaskan Native	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	1 (<1%)	2 (<1%)
Two or more races	23 (2%)	26 (2%)	35 (2%)	37 (2%)	44 (3%)	44 (2%)	63 (4%)
International	285 (19%)	297 (18%)	348 (21%)	340 (20%)	355 (20%)	298 (17%)	298 (16%)
White	980 (66%)	1,053 (65%)	1,052 (62%)	997 (60%)	1,067 (61%)	1,146 (64%)	1,114 (61%)
Unknown	11 (1%)	11 (1%)	8 (<1%)	10 (1%)	9 (1%)	11 (1%)	5 (<1%)
Men	542 (38%)	630 (39%)	682 (40%)	695 (42%)	704 (40%)	677 (38%)	665 (37%)
Women	927 (62%)	998 (61%)	1,008 (60%)	965 (58%)	1,046 (60%)	1,121 (62%)	1,150 (63%)
Total	1,496	1,628	1,690	1,660	1,750	1,798	1,815
Percent Students of Color ²	14%	16%	17%	19%	18%	19%	22%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). No graduate certificates are included. Column percentages may show greater than 100% due to rounding. ²Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

Retention and Graduation of a Diverse Student Population

Doctoral Degrees Awarded in Fiscal Year ¹							
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Black/African American	40 (5%)	51 (6%)	48 (6%)	56 (7%)	64 (8%)	57 (7%)	44 (5%)
Asian American	60 (7%)	70 (9%)	69 (8%)	78 (9%)	79 (10%)	91 (11%)	80 (9%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	1 (<1%)	1 (<1%)	2 (<1%)	0 (0%)	0 (%)
Latinx	25 (3%)	31 (4%)	32 (4%)	47 (6%)	43 (5%)	62 (7%)	64 (7%)
American Indian/Alaskan Native	2 (<1%)	1 (<1%)	0 (0%)	2 (<1%)	2 (<1%)	0 (0%)	0 (0%)
Two or more races	20 (2%)	26 (3%)	15 (2%)	16 (2%)	20 (2%)	28 (3%)	24 (3%)
International	33 (4%)	51 (6%)	51 (6%)	45 (5%)	53 (7%)	48 (6%)	36 (4%)
White	603 (74%)	558 (69%)	602 (73%)	578 (70%)	544 (67%)	562 (66%)	633 (72%)
Unknown	27 (3%)	17 (2%)	8 (1%)	5 (1%)	4 (<1%)	8 (1%)	4 (<1%)
Men	426 (53%)	392 (49%)	418 (51%)	404 (49%)	392 (48%)	428 (50%)	436 (49%)
Women	384 (47%)	413 (51%)	408 (49%)	424 (51%)	419 (52%)	428 (50%)	449 (51%)
Total	810	805	826	828	811	856	885
Percent Students of Color ²	18%	22%	20%	24%	26%	28%	24%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne in 2019. No graduate certificates are included. Column percentages may show greater than 100% due to rounding. ² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- The percentage of graduates who identify as a student of color has increased by nine percentage points since 2014-2015.

Highlights

Multicultural Center

- Helped the student organizations re-envision the cultural dinners – now cultural celebrations and held the MLK, Cesar Chavez and APIDA celebrations in the 2022 spring semester.
- Saw a record number of registrants and attendees at the APIDA graduation celebration.
- The NBDLSP conducted a year-long program review which will inform future program direction. They also returned to in-person monthly meetings and programming. There were 138 scholars with an average GPA of 3.39. Twenty scholars graduated in spring 2022 and 47 will be entering the program for fall 2022.
- Through the efforts of our DACA point person, the Opportunity to Dream website was formed to solicit scholarship donations and \$4500 in scholarships were awarded to DACA students.
- Social Justice Education facilitated a re-envisioned Tunnel of Oppression that consisted of a mostly virtual experience with over 600 participants.
- Distributed over \$3500 in emergency support to students needing assistance.

Staff Highlights:

- Danielle McMillan received the 2021 Tonja Eagan Faculty/Staff Mentoring award.
- Karina Garduno received the Indiana Latino Expo Indiana Latino Educator of the year award and the IU DEI Luminary Award.
- Precious Majors joined the Multicultural Center staff as the Assistant Director for Social Justice Education in November 2021.



Highlights

LGBTQ+ Center

- LGBTQ+ Center hosted 686¹ patrons throughout the 2021-2022 academic year
 - 166 total unique patrons
 - 76% of visits were return visits from patrons
 - The vast majority of patrons were students²
- The Annual Harvey Milk Celebration returned in 2021 in an adjusted format. Food was not permissible, but the community still gathered for a revamped experience focused on local LGBTQ+ artistic talent from poetry to drag performances. Eighty total people came to the Campus Center for our first large-scale, post-lockdown event.
- Lavender Graduation celebrated with 24 in-person graduates and an additional seven graduates who were unable to participate in-person but could still pick up their stole and tassel. Approximately 70 people attended the in-person ceremony.
- The Residential Based Learning Community centered on LGBTQ+ culture and experiences, Unity Hall (formerly known as Qmmunity) had excellent engagement throughout the year from most of its residents.
- The IUPUI LGBTQ+ Center collaborated with Indiana Youth Group to host the 2022 Youth Summit, bringing middle and high school students from across the state to campus to participate in workshops, discussion, and interactive educational experiences.
- The Damien Center provided free HIV testing, harm reduction education, and harm reduction supply kits. The supply kits, along with safe sex supplies from Step-Up, Inc. and Shalom Health Care Center were available in the LGBTQ+ Center throughout the 2021-2022 academic year.
- LGBTea, a weekly, queer-centered, student-facilitated discussion group, was rolled out in Fall 2021 and saw increased attendance throughout the academic year, ending in Spring 2022 with an average of eight weekly participants.

¹ This figure is based on self-reported data collected upon a patron's entry to the LGBTQ+ Center. Should a patron have missed our printed prompts to sign in, they could have visited without their data being collected. This was especially likely during times when LGBTQ+ Center Student Ambassadors were not present to direct patrons to sign in.

² There are limitations on this data, as well. Faculty, staff, alumni, and Indianapolis Community members are more likely to come into the LGBTQ+ Center to inquire about a specific resource or connect with the Director and then leave without signing in compared to students who come into the Center to spend time and have more opportunity to sign in.

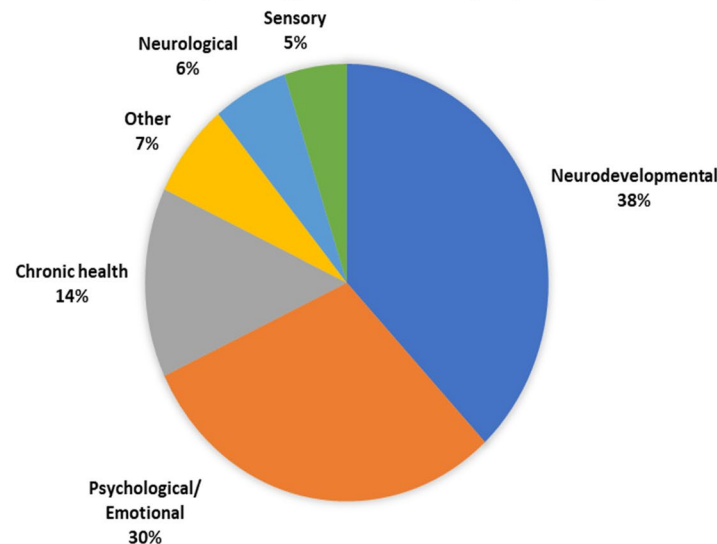


Highlights

Adaptive Educational Services

During calendar year 2021, Adaptive Educational Services continued to encounter numerous pandemic-related challenges. The office continuously improved the transition from a paper-based accommodation process to a remote, electronic process. This transition was supported by the ongoing implementation of Accommodate software introduced in 2020. The office did not fill a vacant customer service position due to the transition to remote work and the uncertain nature of a permanent return to campus. Adaptive Educational Services collaborated with other IU disability services offices, IUPUI's Office of General Counsel, and IU's Office of Institutional Equity to develop responses to accommodation requests for remote participation and other requests.

Disability Categories at AES (09/2021)



The embedded graph describes the students registered with AES as of September 2021. There were approximately 1,800 active students registered with AES. The categories are:

- Neurodiverse: learning disabilities, ADHD, and autism spectrum disorder (38%)
- Psychological/Emotional: anxiety, depression, post-traumatic stress disorder, etc. (30%)
- Chronic Health: diabetes, asthma, allergies, etc. (14%)
- Other: temporary disabilities, pregnancy, and legacy data that was incomplete prior to upload into the new software, etc. (7%)
- Neurological: multiple sclerosis, epilepsy, cerebral palsy, etc. (6%)
- Sensory: blind/visually impaired, deaf/hard-of-hearing (5%)

Some students have diagnoses in multiple categories.

Diversity of Faculty and Staff

Representation of all Full-time Academic Employees ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
American Indian/Alaskan Native	1 (<1%)	1 (<1%)	2 (<1%)	2 (<1%)	3 (<1%)	3 (<1%)	3 (<1%)	2 (<1%)
Asian American	460 (15%)	451 (14%)	468 (14%)	478 (14%)	500 (14%)	521 (14%)	583 (16%)	611 (16%)
Black/African American	128 (4%)	138 (4%)	140 (4%)	144 (4%)	158 (5%)	151 (4%)	177 (5%)	168 (5%)
Latinx	60 (2%)	66 (2%)	65 (2%)	61 (2%)	61 (2%)	113 (3%)	126 (3%)	127 (3%)
Native Hawaiian/ Pacific Islander	3 (<1%)	2 (<1%)	3 (<1%)	3 (<1%)	4 (<1%)	4 (<1%)	3 (<1%)	1 (<1%)
Two or More Races	59 (2%)	57 (2%)	56 (2%)	66 (2%)	83 (2%)	32 (1%)	37 (1%)	44 (1%)
White	2,159 (69%)	2,199 (69%)	2,228 (69%)	2,303 (69%)	2,377 (67%)	2,407 (66%)	2,423 (66%)	2,469 (66%)
International ¹	270 (9%)	266 (8%)	285 (9%)	304 (9%)	362 (10%)	399 (11%)	338 (9%)	321 (9%)
Men	1,835 (58%)	1,847 (58%)	1,863 (57%)	1,912 (57%)	1,974 (56%)	2,030 (56%)	2,067 (56%)	2,095 (56%)
Women	1,305 (42%)	1,333 (42%)	1,384 (43%)	1,449 (43%)	1,574 (44%)	1,600 (44%)	1,626 (44%)	1,652 (44%)
Total Employees	3,140	3,180	3,247	3,361	3,548	3,630	3,693	3,747
Percent Faculty of Color ²	23%	22%	22%	22%	23%	23%	25%	25%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019), International defined as persons who are not citizens or permanent residents of United States. Column percentages may show greater than 100% due to rounding. ²Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- The percentage of faculty of color has steadily increased since 2014.

Diversity of Faculty and Staff

Representation of Tenure/Tenure-Track Faculty & Librarians ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
American Indian/Alaskan Native	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	1 (<1%)	2 (<1%)	1 (<1%)
Asian American	214 (16%)	208 (16%)	211 (16%)	217 (17%)	226 (17%)	237 (18%)	247 (18%)	247 (19%)
Black/African American	56 (4%)	55 (4%)	54 (4%)	54 (4%)	61 (5%)	55 (4%)	62 (5%)	54 (4%)
Latinx	27 (2%)	28 (2%)	26 (2%)	22 (2%)	22 (2%)	53 (4%)	55 (4%)	52 (4%)
Native Hawaiian/Pacific Islander	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	32 (2%)	32 (2%)	36 (3%)	35 (3%)	43 (3%)	16 (1%)	19 (1%)	18 (1%)
White	934 (72%)	941 (72%)	938 (72%)	945 (72%)	924 (70%)	917 (68%)	906 (68%)	860 (68%)
International	40 (3%)	41 (3%)	38 (3%)	44 (3%)	50 (4%)	61 (5%)	46 (3%)	30 (2%)
Men	850 (65%)	856 (66%)	843 (65%)	853 (65%)	848 (64%)	857 (64%)	859 (64%)	813 (64%)
Women	455 (35%)	450 (34%)	461 (35%)	465 (35%)	479 (36%)	483 (36%)	479 (36%)	452 (36%)
Total Employees	1,305	1,306	1,304	1,318	1,327	1,340	1,338	1,265
Percent Faculty of color ²	25%	25%	25%	25%	26%	27%	29%	29%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding. ² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- Representation of Tenured and Tenure-Track employees has increased by five percentage points since 2014.

Diversity of Faculty and Staff

Representation of all Part-Time Academic Employees ¹							
	2014	2015	2016	2017	2018	2019	2020
American Indian/Alaskan Native	3 (<1%)	2 (<1%)	3 (<1%)	2 (<1%)	4 (<1%)	6 (<1%)	4 (<1%)
Asian American	71 (4%)	80 (4%)	86 (5%)	107 (5%)	116 (5%)	126 (6%)	140 (7%)
Black/African American	116 (6%)	110 (6%)	119 (6%)	136 (7%)	140 (7%)	149 (7%)	141 (7%)
Latinx	32 (2%)	35 (2%)	27 (1%)	31 (2%)	33 (2%)	78 (4%)	68 (3%)
Native Hawaiian/Pacific Islander	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	2 (<1%)	3 (<1%)	2 (<1%)
Two or More Races	37 (2%)	45 (2%)	51 (3%)	67 (3%)	65 (3%)	32 (1%)	32 (2%)
White	1,323 (71%)	1,310 (70%)	1,281 (69%)	1,408 (69%)	1,479 (69%)	1,479 (69%)	1,372 (67%)
International	280 (15%)	300 (16%)	301 (16%)	295 (14%)	309 (14%)	334 (15%)	295 (14%)
Men	885 (47%)	892 (47%)	904 (48%)	977 (48%)	999 (46%)	1,018 (46%)	907 (44%)
Women	979 (53%)	992 (53%)	966 (52%)	1,073 (52%)	1,149 (54%)	1,201 (54%)	1,147 (56%)
Total Employees	1,864	1,884	1,870	2,050	2,148	2,219	2,054
Percent Employees of Color ²	14%	15%	15%	17%	17%	18%	19%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding. ² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

Diversity of Faculty and Staff

Representation of all Part-time Academic Employees ¹	
	2021
American Indian/Alaskan Native	5 (<1%)
Asian American	131 (6%)
Black/African American	143 (7%)
Latinx	61 (3%)
Native Hawaiian/Pacific Islander	1 (<1%)
Two or More Races	41 (2%)
White	1,411 (68%)
International	279 (13%)
Men	888 (43%)
Women	1,185 (57%)
Total Employees	2,073
Percent Employees of Color ²	18%

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding. ² Includes Black/African American, Asian American, Native Hawaiian/Pacific Islander, Latinx, American Indian/Alaskan Native, and two or more races.

- The percentage of part-time academic employees of color has increased steadily since 2014.

Representation of Women Among Appointed Staff ¹							
	2014	2015	2016	2017	2018	2019	
Clerical Staff	847/911 (93%)	702/764 (92%)	662/734 (90%)	632/704 (90%)	644/722 (89%)	607/684 (89%)	
Professional Staff	1523/2283 (67%)	1537/2358 (65%)	1619/2464 (66%)	1771/2657 (67%)	1907/2805 (68%)	2032/29292 (69%)	
Resident Appointees	488/1130 (43%)	480/1135 (42%)	490/1135 (43%)	504/1146 (44%)	517/1162 (45%)	543/1199 (45%)	
Research Staff	76/111 (69%)	65/100 (65%)	64/100 (64%)	63/99 (64%)	72/116 (62%)	71/124 (57%)	
Service/Maintenance Staff	133/422 (32%)	134/425 (32%)	141/432 (33%)	144/434 (33%)	148/438 (34%)	152/457 (33%)	
Technical Staff	302/485 (62%)	301/478 (63%)	300/480 (63%)	296/498 (60%)	296/496 (60%)	332/527 (63%)	
Other Staff	60/107 (56%)	54/101 (54%)	56/99 (57%)	50/95 (53%)	44/90 (59%)	47/94 (50%)	
Grand Total	3432/5457 (63%)	3275/5368 (61%)	3333/5450 (61%)	3463/5642 (61%)	3632/5837 (62%)	3789/6022 (63%)	

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

Diversity of Faculty and Staff

Representation of Women Among Appointed Staff ¹				
	2020		2021	
Clerical Staff	599/681	(88%)	n/a	
Professional Staff	1999/2905	(69%)	2991/4173	(72%)
Resident Appointees	569/1259	(45%)	629/1327	(47%)
Research Staff	99/168	(59%)	n/a	
Service/Maintenance Staff	139/435	(32%)	137/419	(33%)
Technical Staff	332/523	(64%)	n/a	
Other Staff	50/97	(52%)	31/76	(41%)
Grand Total	3793/6083	(62%)	3807/6047	(63%)

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

- The percentage of women in research staff has dropped from 69% in 2014 to 59% in 2020.
- The percentage of women in the category “professional staff” has steadily increased since 2014.



Diversity of Faculty and Staff

Representation of Full-time Faculty Hires ¹									
	2014	2015	2016	2017	2018	2019	2020	2021	Total
American Indian / Alaskan Native	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	0 (%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)
Asian American	19 (13%)	34 (20%)	30 (15%)	48 (17%)	39 (16%)	81 (27%)	55 (23%)	52 (18%)	374 (20%)
Black/African American	8 (5%)	12 (7%)	8 (4%)	14 (5%)	8 (3%)	19 (6%)	11 (4%)	12 (4%)	94 (5%)
Latinx	3 (2%)	1 (1%)	1 (1%)	2 (1%)	8 (3%)	8 (3%)	5 (2%)	12 (4%)	51 (3%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	3 (2%)	6 (4%)	7 (3%)	10 (4%)	1 (<1%)	6 (2%)	4 (2%)	11 (4%)	39 (2%)
White	99 (67%)	101 (59%)	133 (65%)	189 (66%)	158 (66%)	171 (57%)	153 (63%)	172 (58%)	1,183 (63%)
International	15 (10%)	17 (10%)	26 (13%)	21 (7%)	24 (10%)	14 (5%)	16 (7%)	38 (13%)	144 (8%)
Men	78 (53%)	94 (55%)	112 (55%)	140 (49%)	131 (55%)	174 (58%)	116 (47%)	135 (45%)	979 (52%)
Women	69 (47%)	77 (45%)	93 (45%)	145 (51%)	108 (45%)	126 (42%)	128 (53%)	162 (55%)	909 (48%)
Grand Total	147 (100%)	171 (100%)	205 (100%)	285 (100%)	239 (100%)	300 (100%)	244 (100%)	297 (%)	1,888 (%)

¹Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

- International representation in full-time faculty hiring has fluctuated over the years with a high of 13% in 2021.
- Asian American hiring in full-time faculty hiring has fluctuated over the years dropping from a high 23% in 2020 to 18% in 2021.



Diversity of Faculty and Staff

Representation of Full-time Professional Staff Hires (Includes Promotions and Transfers) ¹						
	2014	2015	2016	2017	2018	2019
American Indian / Alaskan Native	2 (<1%)	0 (0%)	0 (0%)	1 (<1%)	2 (<1%)	0 (0%)
Asian American	19 (4%)	18 (3%)	22 (4%)	23 (4%)	25 (4%)	25 (7%)
Black / African American	44 (9%)	65 (12%)	77 (13%)	57 (9%)	60 (10%)	39 (11%)
Latinx	9 (2%)	16 (3%)	10 (2%)	5 (2%)	23 (4%)	18 (5%)
Native Hawaiian / Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	2 (1%)
Two or More Races	8 (2%)	19 (3%)	25 (4%)	22 (4%)	13 (2%)	10 (3%)
White	394 (81%)	407 (75%)	436 (71%)	476 (76%)	461 (75%)	255 (71%)
International	7 (1%)	17 (3%)	46 (8%)	40 (6%)	25 (4%)	11 (3%)
Unknown	3 (1%)	1 (<1%)	1 (<1%)	0 (0%)	2 (<1%)	0 (0%)
Men	165 (34%)	174 (32%)	248 (32%)	170 (27%)	170 (27%)	109 (30%)
Women	321 (66%)	369 (68%)	369 (68%)	454 (73%)	451 (74%)	251 (70%)
Grand Total	486 (100%)	543 (100%)	617 (100%)	624 (100%)	612 (100%)	360 (100%)

¹Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

Representation of Full-time Professional Staff Hires (Includes Promotions and Transfers) ¹		
	2020	2021
American Indian/Alaskan Native	1 (<1%)	0 (0%)
Asian American	37 (5%)	82 (5%)
Black/African American	92 (11%)	196 (12%)
Latinx	45 (5%)	104 (7%)
Native Hawaiian/Pacific Islander	0 (0%)	1 (<1%)
Two or More Races	21 (3%)	34 (2%)
White	613 (74%)	1,136 (71%)
International	21 (2%)	44 (3%)
Unknown	1 (<1%)	5 (<1%)
Men	219 (26%)	463 (29%)
Women	612 (74%)	1,139 (71%)
Grand Total	831 (100%)	1,602 (100%)

¹Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding.

Diversity of Faculty and Staff

- Black/African American representation of full-time professional staff hires has remained relatively steady.
- White representation of full-time professional staff hires has decreased 5% between 2014 and 2018 to 76%.

Representation of Full-time Non-Professional Staff Hires ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
American Indian/Alaskan Native	4 (<1%)	2 (<1%)	1 (<1%)	3 (<1%)	1 (<1%)	2 (<1%)	2 (<1%)	1 (<1%)
Asian American	155 (11%)	164 (11%)	138 (9%)	183 (11%)	156 (9%)	93 (10%)	99 (12%)	109 (15%)
Black/African American	128 (9%)	148 (10%)	160 (11%)	147 (9%)	138 (8%)	95 (11%)	90 (11%)	87 (12%)
Latinx	38 (3%)	34 (2%)	39 (3%)	35 (2%)	65 (4%)	47 (5%)	54 (6%)	38 (5%)
Native Hawaiian/Pacific Islander	0 (0%)	1 (<1%)	0 (0%)	1 (<1%)	0 (0%)	0 (0%)	1 (<1%)	1 (<1%)
Two or More Races	22 (2%)	32 (2%)	48 (3%)	79 (5%)	22 (1%)	20 (2%)	17 (2%)	23 (3%)
White	915 (63%)	945 (61%)	905 (61%)	1,035 (60%)	1,000 (60%)	589 (65%)	520 (62%)	413 (58%)
International	181 (13%)	211 (14%)	205 (14%)	250 (14%)	272 (16%)			
Unknown	0 (0%)	0 (0%)	1 (<1%)	3 (<1%)	3 (<1%)	2 (<1%)	1 (<1%)	1 (<1%)
Women	746 (52%)	840 (55%)	782 (52%)	958 (55%)	909 (55%)	504 (56%)	440 (52%)	294 (41%)
Men	697 (48%)	697 (45%)	727 (48%)	778 (45%)	748 (45%)	404 (44%)	406 (48%)	423 (59%)
Grand Total	1,443	1,537	1,497	1,736	1,657	908	846	717

¹Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019). Hire defined as full-time hires between October 1 of the column year and September 30 of the following year. Column percentages may show greater than 100% due to rounding. Includes Clerical, Technical, Research, and Service & Maintenance. In February 2021, IU implemented the Job Framework Realignment project. Clerical/Technical/Research jobs are now counted as Professional.

- Women representation of full-time non-professional staff hires has dropped to 41% in 2021.
- Black/African American and Asian American representations of full-time non-professional staff hires have steadily increased since 2014.

Diversity of Faculty and Staff

Representation of Cabinet Level Leadership						
	2012- 2014	2014- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020
American Indian/Alaskan Native	0	0	0	0	0	0
Asian American	1	0	0	0	0	0
Black/African American	3	3	2	2	2	2
Latinx	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0
White	6	7	13	13	13	9
International	0	0	0	0	0	0
Unknown	0	0	0	0	0	0
Women	3	4	9	9	9	8
Men	7	6	6	6	6	3
Grand Total	10	10	15	15	15	11

- Women representing executive leadership at IUPUI increased from three in 2012 to eight in 2020.
- White representation in executive leadership has dropped to nine from 13 since 2016.
 - Source: <https://chancellor.iupui.edu/campus-leadership/cabinet.html>



Diversity of Faculty and Staff

Representation of Deans (Includes Executive Associate Deans) ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)	1 (5%)
Black/African American	1 (5%)	2 (10%)	0 (0%)	1 (5%)	0 (0%)	1 (5%)	2 (10%)	2 (10%)
Latinx	0 (0%)	0 (0%)	1 (5%)	1 (5%)	2 (11%)	1 (5%)	1 (5%)	1 (5%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	1 (5%)	1 (5%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (%)	0 (0%)
White	18 (86%)	17 (81%)	20 (91%)	19 (86%)	16 (84%)	18 (86%)	16 (84%)	16 (80%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	5 (24%)	5 (24%)	6 (27%)	6 (27%)	4 (21%)	7 (33%)	7 (35%)	9 (45%)
Men	16 (76%)	16 (76%)	16 (73%)	16 (73%)	15 (79%)	14 (66%)	13 (65%)	11 (55%)
Grand Total	21	21	22	22	19	21	20	20

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019).

- 16 out of 20 Deans are White.
- 10 out of 20 Deans are women. That number has doubled since 2014.

Diversity of Faculty and Staff

Representation of Associate Deans ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	3 (4%)	4 (5%)	5 (8%)	5 (8%)	6 (9%)	7 (9%)	6 (9%)	10 (13%)
Black/African American	5 (7%)	4 (5%)	2 (3%)	5 (7%)	4 (6%)	6 (8%)	5 (7%)	7 (9%)
Latinx	2 (3%)	2 (3%)	3 (5%)	1 (1%)	1 (1%)	3 (4%)	3 (4%)	4 (5%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	3 (4%)	3 (4%)	2 (3%)	2 (3%)	2 (3%)	1 (1%)	1 (1%)	1 (1%)
White	56 (80%)	62 (83%)	54 (82%)	62 (82%)	53 (79%)	57 (75%)	55 (79%)	57 (72%)
International	1 (1%)	0 (0%)	0 (0%)	0 (0%)	1 (1%)	2 (3%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	28 (40%)	31 (41%)	28 (42%)	38 (50%)	24 (40%)	32 (48%)	30 (43%)	33 (42%)
Men	42 (60%)	44 (59%)	38 (58%)	38 (50%)	43 (60%)	35 (52%)	40 (57%)	46 (58%)
Grand Total	70	75	66	76	67	67	70	79

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne (2019).


- In 2021, Blacks account for 42% of the representation of Associate Deans.
- In 2021, 57 of 79 Associate Deans are White.
- In 2021, 46 of 79 are men. The number of women Associate Deans has steadily increased since 2014, reaching 33 in 2021.

Diversity of Faculty and Staff

Representation of Chairpersons ¹								
	2014	2015	2016	2017	2018	2019	2020	2021
American Indian/Alaskan Native	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Asian American	7 (9%)	8 (9%)	7 (9%)	9 (11%)	9 (13%)	12 (15%)	14 (18%)	13 (17%)
Black/African American	2 (2%)	3 (3%)	3 (4%)	3 (4%)	2 (3%)	3 (4%)	3 (4%)	3 (4%)
Latinx	4 (5%)	4 (5%)	4 (5%)	3 (4%)	2 (3%)	2 (3%)	3 (4%)	4 (5%)
Native Hawaiian/Pacific Islander	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Two or More Races	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)	1 (1%)
White	69 (84%)	72 (83%)	68 (83%)	70 (82%)	56 (80%)	59 (76%)	60 (75%)	56 (73%)
International	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (3%)	0 (0%)	0 (0%)
Unknown	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Women	23 (28%)	28 (32%)	26 (32%)	24 (28%)	18 (26%)	23 (30%)	22 (27%)	18 (23%)
Men	59 (72%)	59 (68%)	56 (68%)	61 (72%)	52 (74%)	55 (70%)	58 (73%)	59 (77%)
Grand Total	82	87	82	85	70	78	80	77

¹ Includes IUPUI and IUPUC campuses with IU Fort Wayne in 2019.

- Black/African American representation within Chairpersons is only 4%.
- Asian American representation within Chairpersons is 17%.
- 56 of 77 chairs are White.
- 59 of 77 chairs are men.

A photograph of a graduate wearing a black hijab and a black graduation cap with a green tassel. She is wearing a white graduation gown with a red stole and has her mouth wide open in a shout of joy. Her right arm is raised high. To her left, another person is partially visible, wearing a clear plastic rain poncho. To her right, another graduate in a hijab is holding up a smartphone to take a picture. The background shows a large crowd of people in bleachers at an outdoor stadium under a cloudy sky.

***Prepared for Vice Chancellor Karen Dace (Diversity, Equity & Inclusion) by
the Director of Research, Planning, and DEI Evaluation and Institutional Research & Decision Support
Photos Courtesy of Indiana University Communications and the IUPUI Division of Diversity, Equity & Inclusion***