

IUPUI

OFFICE OF EQUAL OPPORTUNITY

2010

ANNUAL REPORT

Summary of Faculty & Professional Staff Recruitment, Appointments, and Separations

Faculty				Professional Staff			
	2009	2008	2007		2009	2008	2007
Applicants	4,170	3,435	2,379	Applicants	9,077	10,931	10,133
Appointments*	169	221	247	Appointments	219	327	399
Exceptions Approved	12	22	69	Exceptions Approved	1	9	23
Exceptions Denied	9	4	1	Exceptions Denied	0	1	0
Separations	173	165	194	Separations	137	216	244
Pending Appointments*	33	35	15	Reclassifications	71	130	126
Search Exception Justification							
Programmatic Need	3	13	21	Programmatic Need	1	6	13
Target Opportunity	4	1	13	Target Opportunity	0	1	0
Transfer	5	8	6	Transfer	0	2	3
Transfer Funding	0	0	29	Transfer Funding	0	0	7

*Excludes Adjunct, Part-time, Postdoctoral, Visitors, and Volunteers

2009 Employment Monitoring Activity By Constituent Group

FACULTY	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	Ami	Unk	Grand Total
Applicants*	1,489	674	2,007	4,170	1,170	97	766	82	6	2,049	4,170
Appointments*	54	42	73	169	61	3	24	5	0	76	169
Pending Appointments*	6	10	17	33	11	2	3	0	0	17	33
Exceptions Granted	6	6	0	12	7	3	1	1	0	0	12
Separations*	80	93	0	173	119	6	41	7	0	0	173

***Excludes Adjunct, Part-time, Postdoctoral, Visiting & Volunteer**

PA STAFF	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	Ami	Unk	Grand Total
Applicants	2,744	5,512	821	9,077	5,570	1,476	539	188	40	1,264	9,077
Appointments	58	132	29	219	143	19	7	6	0	44	219
Exceptions Granted	1	0	0	1	1	0	0	0	0	0	1
Separations	39	98	0	137	111	13	8	4	0	1	137
Reclassifications	28	43	0	71	60	5	5	0	0	1	71

Legend:

Unks: Unknown Gender, Wht: White, Blk: Black, Asn: Asian, Hsp: Hispanic, Ami: American Indian, Unk: Unknown Ethnicity

2009 Faculty Separations

Type	Classification							
	Academic Specialist	Clinical Faculty	Faculty	Lecturer	Librarian	Research Assoc.	Scientist Scholar	Grand Total
18/20 Retirement	0	1	27	0	0	0	1	29
Cancellation of Hire	1	2	2	1	0	0	0	6
Death	0	0	3	2	0	0	0	5
Emeritus Retirement	0	0	2	0	0	0	0	2
End Appointment	5	1	3	3	0	4	7	23
IU Retiree Status	2	2	3	0	0	0	0	7
Medical	0	0	0	0	0	0	1	1
Multiple Jobs Status	0	1	0	0	0	1	0	2
Other	0	0	0	0	0	2	0	2
Resignation	2	28	26	9	2	14	15	96
Grand Total	10	35	66	15	2	21	24	173

2009 Staff Separations

Type	Classification								
	Adm. Serv.	Fac. Serv.	Health Care	Health Admin	Info Tech	Media Rel.	Research Science	Academic Service	Grand Total
18/20 Retirement	0	0	0	0	0	0	0	1	1
Cancel Hire	0	0	0	0	1	0	0	0	1
Death	1	0	0	0	0	0	0	0	1
Failure to Return	0	0	1	0	0	0	0	0	1
Indiana Clinic	0	0	0	1	0	0	0	0	1
IU Retiree Status	3	0	1	0	0	0	1	1	6
RIF	4	0	4	0	1	2	2	0	13
Resignation	24	1	30	2	14	8	17	9	105
Term Hire to Hourly	1	0	1	0	0	1	2	0	5
Terminations	0	0	2	0	1	0	0	0	3
Grand Total	33	1	39	3	17	11	22	11	137

2009 Complaint Data by Activity

Female

	Consult	Mediate	Investigate	Agency	Complaints Filed	% of Total
Faculty	11	0	1	1	13	18%
Staff	29	0	5	5	39	53%
Students	16	0	3	0	19	26%
Other	2	0	0	0	2	3%
Total	58	0	9	6	73	100%

Male

	Consult	Mediate	Investigate	Agency	Complaints Filed	% of Total
Faculty	7	0	0	2	9	21%
Staff	13	1	0	3	17	39%
Students	11	1	1	1	14	33%
Others	3	0	0	0	3	7%
Total	34	2	1	6	43	100%

Total

	Consult	Mediate	Investigate	Agency	Complaints Filed	% of Total
Faculty	18	0	1	3	22	19%
Staff	42	1	5	8	56	48%
Students	27	1	4	1	33	29%
Others	5	0	0	0	5	4%
Total	92	2	10	12	116	100%

2009 Faculty Complaint Data

Type	Consult	Mediate	Investigate	Agency	Total
Age	1	0	0	0	1
Race/Color	2	0	0	2	4
Disability	5	0	0	0	5
Gender	3	0	0	1	4
National Origin	3	0	0	1	4
Retaliation	1	0	0	0	1
Sexual Orientation	1	0	0	0	1
Hostile Work Environment	1	0	0	0	1
Gender Equity	2	0	1	0	3
Total	19	0	1	4	24

2009 Staff Complaint Data

Type	Consult	Mediate	Investigate	Agency	Total
Age	2	0	1	1	4
Race/Color	7	0	0	4	11
Disability	9	0	0	1	10
Gender	1	0	0	1	2
National Origin	1	0	0	0	1
Pregnancy	1	0	0	0	1
Religion	1	0	0	0	1
Retaliation	0	0	0	4	4
Sexual Harassment	4	0	4	0	8
Sexual Orientation	2	0	0	0	2
Human Resources	18	1	0	1	20
Total	46	1	5	12	64

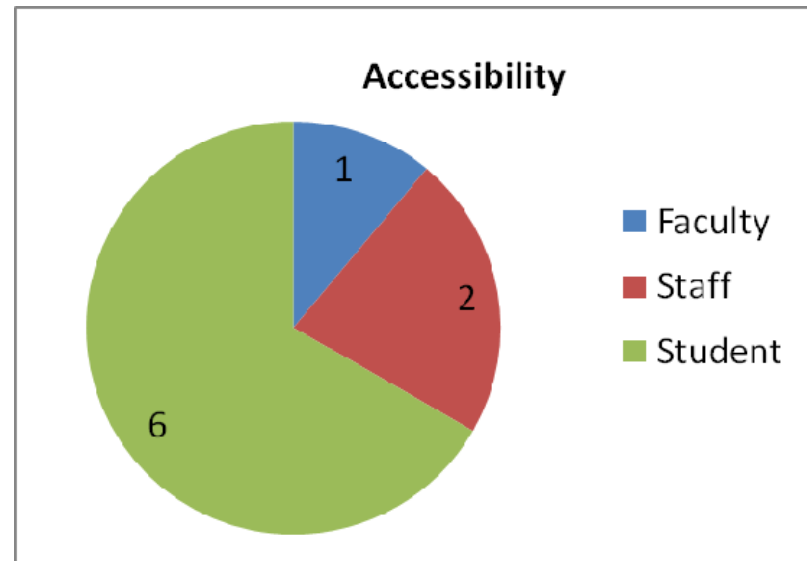
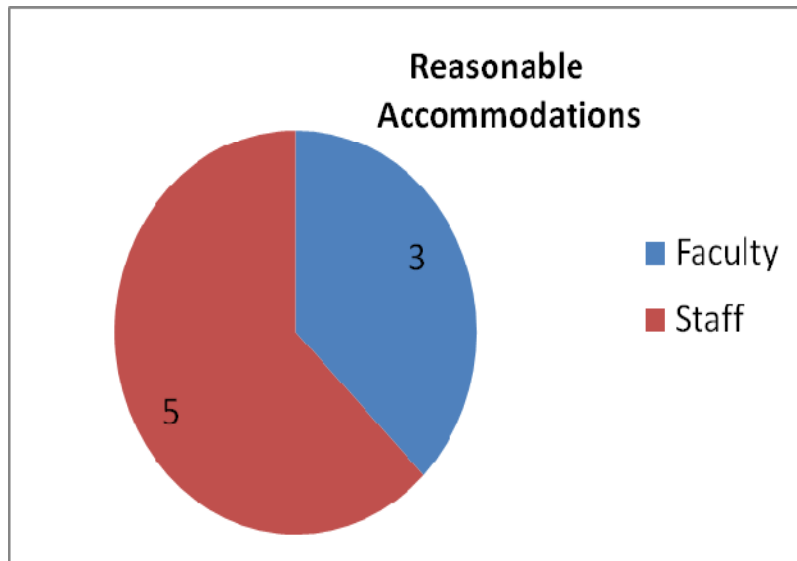
2009 Student Complaint Data

Type	Consult	Mediate	Investigate	Agency	Total
Age	0	0	0	1	1
Race/Color	5	0	2	1	8
Disability	5	0	0	0	5
Gender	1	0	0	0	1
National Origin	1	0	0	0	1
Pregnancy	1	0	0	0	1
Religion	1	0	0	0	1
Retaliation	0	0	0	1	1
Sexual Harassment	8	0	2	0	10
Sexual Orientation	3	0	0	0	3
Academic Environment	2	1	0	0	3
Total	27	1	4	3	35

**2009
Complaint Data
Summary by Basis**

Type	Consult	Mediate	Investigate	Agency	Total
Age	3	0	1	2	6
Race/Color	16	0	2	7	25
Disability	19	0	0	1	20
Gender	5	0	0	2	7
National Origin	5	0	0	1	6
Pregnancy	2	0	0	0	2
Religion	2	0	0	0	2
Retaliation	1	0	0	5	6
Sexual Harassment	13	0	6	0	19
Sexual Orientation	6	0	0	0	6
Academic Environment	4	1	1	0	6
Human Resources	21	1	0	1	23
Total	97	2	10	19	128

2009 Accommodations/Accessibility Issues



2009
Participant Data by
Training & Presentation

Type	Staff	Faculty	Student	Community	Total
ADA	45	0	0	0	45
Diversity	169	27	140	0	336
Equal Opportunity	10	2	0	0	12
EEO/AA/Harassment	76	2	0	0	78
FAM	9	0	0	0	9
Gender Equity	0	130	0	0	130
Harassment Prevention	92	43	0	0	135
Mediation	45	0	0	0	45
OEO Report Card	0	50	0	0	50
OEO Complaint Procedure	75	0	0	0	75
On-Line Sexual Harassment	95	29	139	0	263
Search/Screen	228	21	1	3	253
Sexual Harassment	26	20	56	0	102
Total	870	324	336	3	1,533