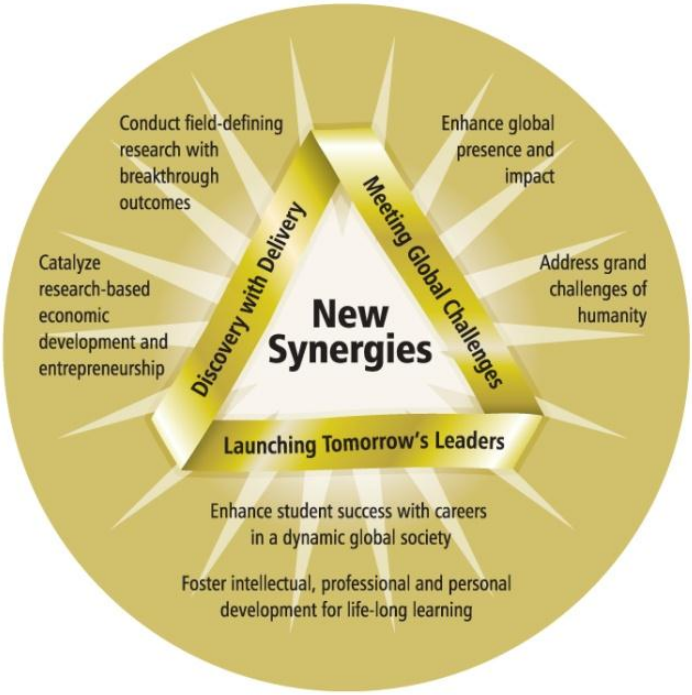
PURDUE
UNIVERSITY



GOVERNANCE REPORT TO THE BOARD OF TRUSTEES

DIVERSITY

May 2012

Purdue University Report to the Board of Trustees
Executive Summary of Institutional Diversity and Inclusion
May 2012

Since 2009, the Office of the Vice Provost for Diversity and Inclusion (VPDI) has provided institutional leadership necessary to strategically and systematically implement previous diversity and inclusion goals, as well as develop new models for institutional transformation. While the 2009-2010 academic year was marked by a significant leadership shift in diversity and inclusion at Purdue, the 2010-2011 academic year was distinguished by realignments and the establishment of key internal and external strategic partnerships necessary to achieve institutional movement and transformation. The academic year 2011-2012 demonstrated stability, as well as evolution in the efforts and initiatives of the Office of the Vice Provost for Diversity and Inclusion.

Beginning in September 2009, the VPDI began a process which reviewed how existing programs, initiatives, systems and procedures impact Purdue's goals for institutional diversity and inclusion and institutional transformation. These conversations between stakeholders - students, faculty, staff, leadership, alumni and institutional collaborative partners - were informed by a theoretical model for understanding diversity which acknowledges the interrelated, interdependent and interconnected nature of institutional characteristics which must be understood and considered when seeking institutional transformation. These institutional characteristics include, historical legacy, inclusion/exclusion of diverse groups; structural diversity-number, proportion and position of diverse people; psychological climate-prevailing perceptions, norms, attitudes and beliefs; and behavioral climate - quantity and quality of interaction among diverse groups.

This governance report will document progress on goals in light of select diversity and inclusion initiatives, highlight accomplishments of the Office, and make recommendations for future office and institutional priorities at Purdue University – West Lafayette, Calumet, IPFW, and North Central campuses.

Previous broad institutional diversity goals that have guided diversity and inclusion initiatives

- Increase and retain the number of historically underrepresented and diverse students
- Increase and retain the number of historically underrepresented and diverse faculty and staff
- Prepare all students to successfully operate and compete in an increasingly diverse and global environment
- Create and sustain an environment in which all members feel welcome and can excel – thriving rather than surviving.

2011 -2012 Academic year has been a robust year for Purdue's Division of Diversity and Inclusion. Major accomplishments include:

LGBTQ

- In 2011, leadership initiated a search process to identify Purdue's first staff member to lead support and awareness activities for the LGBTQ community. An institutional focus on diversity and inclusion with a particular emphasis on the LGBTQ community was strongly recommended in the Purdue Higher Education Accreditation Report. A dedicated position for LGBTQ issues aligns the campus with its peers and other members of the Big Ten.

- Purdue sponsored its second National Coming Out Day (NCOD). Common on many college campuses, NCOD is an event designed to raise awareness about the lives of gays, lesbians, bisexuals, and transgender people. The event was attended by more than 300 people and featured a keynote speaker.

Indiana Black Expo

- The Office of Vice President for Diversity and Inclusion in collaboration with Marketing and Media, and MMPD provided leadership for Purdue's participation the Indiana Black Expo (IBE) the largest cultural event of its kind in the nation. More than 230,000 people attend annually.

- Purdue was the key sponsor for the K-12 Youth Empowerment Summit which attracted approximately 125 participants. During the two day summit, Purdue's multicultural program directors facilitated interactive workshops designed to introduce students to various majors. Purdue staff also presented three seminars to students focused on leadership, decision-making, and goal setting. The Office of VPDI is currently partnering with IBE to attract at least 200 young people for the 2012 event.
- Plans are underway to participate in the first Indiana Latino Expo which shall be held in July as well.

OUR Purdue

- The Office of the Vice Provost for Diversity and Inclusion collaborated with multicultural program directors, admissions, financial aid, alumni, and staff to lead the planning and implementation of **Our Purdue *2012***. This overnight visit program is for admitted underrepresented students who have not accepted admission at Purdue. Our Purdue provides students with an opportunity to "try on" Purdue. The 2012 program expanded to include the Chicago area in addition to Indiana. There were 83 participants in OUR Purdue 2012, up from 34 during the pilot year. As of April 30, 2012 there was a 75% yield rate for the program participants.

Martin Luther King Commemorative Committee

In the fall of 2011, an MLK commemorative committee was established to elevate the campus celebration of the life and legacy of Dr. Martin Luther King. This 14 member standing committee of the Office of Diversity and Inclusion comprised of faculty, staff, and students selected as a campus theme, "The Fierce Urgency of Now" and a keynote speaker, Dr. Bernice Reagon Johnson. Highlights of the celebration included:

- Collection of nonfood items from more than 60 locations and sorted the items for delivery.
- Choral salute to Dr. King coordinated by the Pastor's Alliance. Seventeen congregations and students were represented in the MLK Community Choir.
- Approximately 400 students, 180 of whom were international students, participated in a Day of Service. These students, organized and coordinated by University Residences worked at numerous sites in the community, including the Bauer Family Resource Center, Food Finders Food Bank, Creasy Springs Health Care, Trinity Mission, and others.
- The K-12 Outreach committee invited students from Jefferson High School to participate in the Day of Service. The Latino Cultural Center hosted students for pizza and showing of the film Eyes on the Prize with Purdue LCC students. Students used the adjectives, "enlightening," "inspirational", "complicated", and "educational" to describe their experiences.
- Purdue Libraries displayed exhibits around the theme of "The Fierce Urgency of Now..." from their collections.

First Year Multicultural Leadership Conference:

Empowering and Cultivating Emerging Leaders Conference - October 15, 2011

More than 150 first-year students participated in the one day event. Conference leaders included Purdue staff, faculty, students, and alumni. The event has now become an annual activity.

Similarly Purdue hosted it first Multicultural faculty and staff reception in the fall. Well received, this event will also become part of the institutional traditions.

Hate and Bias Awareness and Response

In the summer of 2011 an online bias and hate incident reporting system was implemented to allow Purdue students, faculty or staff with PUIDs to file anonymous reports electronically.

The marketing campaign, “Not in our house, see it, hear it, report it” was launched in February. Cards and posters have been distributed throughout the campus community and will be made available to the incoming class of first-year students. Teams have begun to present hate and bias awareness workshops to various campus departments. A bias response team will be charged with coordinating the institution’s response to bias and hate incidents.

Cultural Competency Series

The diversity professional development series was expanded this year with three major international speakers, Dr. Frances Kendall, Dr. Patricia Hill Collins, and Dr. Mark Orbe. Each scholar is outstanding in his or her field. Participants evaluated the events positively and indicated plans to apply the knowledge gained to their respective workplaces. Plans are underway for the development of a more comprehensive set of learning opportunities for faculty, staff and students in 2012-2013.

Inaugural Presidential Diversity Lecture

Purdue launched the inaugural presidential diversity lecture with a presentation by Dr. Richard Tapia, Rice University. In 2011, President Obama named Dr. Tapia as one of the recipients of the National Medal of Science, the highest honor bestowed by the United States government on scientists and engineers. Dr. Tapia is distinguished not only for his research but also for his focus on increasing the number of women and URMs who receive terminal degrees in STEM disciplines.

This annual event will feature eminent scholars, artists, thought leaders and professionals who exemplify excellence through diversity. The lecture promotes the university’s commitment to inclusive excellence by presenting diverse ideas, perspectives and viewpoints designed to increase community engagement, discussion and learning from the national discourse on diversity and inclusion.

The 2012-2013 strategic focus for the Division of Diversity and Inclusion will include:

- Accountability and Assessment
- Education for Cultural Competencies
- Cultivating a Climate of Inclusivity
- Recruitment and Retention of Diverse Populations

Diversity Highlights
May 2012

(Note: Starting in fall 2010, the United States Office of Management and Budget (OMB) required reporting federal data on race and ethnicity using new race/ethnicity categories. Data for fall 2010 and 2011 are based on all these federally defined classifications including: African Americans, Hispanic Americans, Asian Americans, American Indians or Alaska Natives, Native Hawaiian or other Pacific Islander, and those indicating two or more races.)

Senior Executive Administrators

- The composition of the thirty-eight senior executive staff for FY11 include the President, senior staff reporting to the President, vice presidents, vice provosts, and deans.

- The senior executive administrators are 40% female (15), this is a 114.3% increase from 2007-08 (7).

- Minorities make up 32% (12) of the senior executive administrators, an increase of 140% from 2007-08 (5).

- Of the minority administrators, 33% are Hispanic American, 50% are African American and 17% are Asian American.

Faculty and Staff

- Females and minorities represented 34% and 30% respectively of the West Lafayette Campus' new faculty hires for 2011-12. Nine percent of the new faculty hires were from underrepresented minority groups (African American, Hispanic Americans, Asian Americans, American Indians or Alaska Natives, Native Hawaiian or other Pacific Islander).

- The West Lafayette Campus female tenure and tenure-track faculty increased by 13% from fall 2006 to fall 2011.

- Since Fall 2006, tenure and tenure-track minority faculty increased by 25% on the West Lafayette Campus, and all minority faculty and staff increased by 13%. African American tenure and tenure-track faculty increased by 13% over the past five years.

- Over the last five years, the Calumet Campus female faculty and staff have increased by 9% and the minority faculty and staff have increased by 30%.

- The Fort Wayne Campus increased by 12% in the number of minority faculty and staff and 12% in female faculty and staff since fall 2006.

- The North Central Campus increased the number of minority faculty and staff by 18% from Fall 2006. The number of female faculty and staff increased by 12% from fall 2006.

- The System-wide total of female tenure system faculty increased by 10% from fall 2006 to fall 2011. Currently, female faculty comprise 31% of system-wide tenure and tenure track faculty, and 24% of these faculty are minorities.

Students

- West Lafayette Campus increased the undergraduate and graduate enrollment of minority students by 9% and 36% respectively from fall 2006 to fall 2011.

- As of fall 2011, at the West Lafayette Campus females comprise 42% of the total enrollment, while 68% of the professional students are female and 38% of the graduate students.

- Enrollment of new undergraduate female students on the West Lafayette campus was 44% in fall 2011. Domestic minority students made up for 18% of the new undergraduates. This includes African Americans, Hispanic Americans, Asian Americans, and American Indians or Alaska Natives, Native Hawaiian or other Pacific Islander and those indicating two or more races.

- The Hispanic American enrollment on the Calumet Campus increased by 12% from fall 2007 to fall 2011.

- At IPFW, the African American student enrollment increased by 67% from fall 2007 to fall 2011 and Hispanic Americans increased by 91%.

- The North Central Campus increased the number of African American students by 74% from fall 2007 to Fall 2011.

- The System-wide total number of minority undergraduate and graduate/professional student enrollment increased by 29% and 39% respectively from Fall 2006 to Fall 2011 and system-wide females increased by 9% during that time period.

Athletics Diversity

- The six-year graduation success rate (averaged over four years) for Purdue student-athletes is 77% compared to 80% for Division 1-A institutions. For African-American student-athletes, the rate is 53% and 65% for Division 1-A institutions. Purdue female student-athletes graduate at a rate of 63% compared to 78% for Division 1-A institutions.

- In Fall 2011, the proportion of undergraduate female student-athletes was 44% compared to all undergraduate females at 43%.

- Thirty-two percent of student-athletes were minority students and 21% were African-American. This compares to 16% and 4% respectively for all undergraduates.

- The composition of the Athletic administrative/professional staff was 28% female, and 15% minority; 22% of the coaches were female and 17% were minority.

- All eighteen sports have minority representation.

- Eight sports comprise 136 of 168 minority student-athletes (81%). The sports are: Football, Men's and Women's Basketball, Soccer, Men's Swimming, Men's Tennis, and Men's and Women's Track and Field.

Supplier Diversity Development

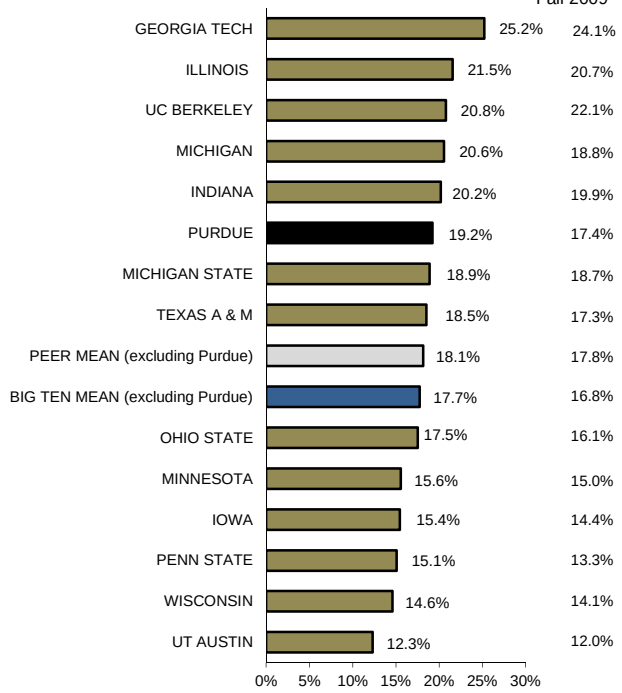
- Completed planning in response to May 2011 Board of Trustee's resolution to address findings of 2010 Indiana Disparity Study. Resulted in development of Advocating Consistent Contracting to Engage Small Businesses for Success (ACCESS) program.
-
- Mackey Construction Utilization MBE 6.9%, WBE 13.8% Combined 20.7% of $64 million.
-
- Student Fitness and Wellness Construction Utilization MBE 2.9%, WBE 9.1%, Combined 9.1% of $75 million.
-
- Installed program to collect subcontractor spend data from prime contractors.
-
- Key stakeholder in eight week training program "How to Become Bondable" designed to inform small diverse construction firms on becoming bond ready.

- Facilitated all seven Indiana State Educational Institutions (SEI's) for a discussion on "How to do Business with Indiana Colleges and Universities" during Indiana Black Expo Summer Celebration.
-
- Appointed by Governor Daniels to serve as a Commissioner on the Governor's Commission on Women and Minority Business Enterprise.
-
- Appointed to Board of Directors of Indiana Minority Supplier Development Council (IMSDC).
-
- Recognized by National Association of Educational Procurement (NAEP) as a recipient of one of "America's Top Diversity Champions" during national conference.
-
- Selected to chair national planning committee for NAEP's Supplier Diversity Institute in Houston, Texas, August 2012.
-
- Hired a full-time Supplier Diversity Specialist.
-
- Conducted multiple outreach activities throughout the year to publicize contracting and procurement opportunities to diverse Indiana businesses.

Diversity West Lafayette - Faculty & Staff

May 2012

BIG TEN PUBLIC AND PEER MINORITY FULL-TIME FACULTY FALL 2010



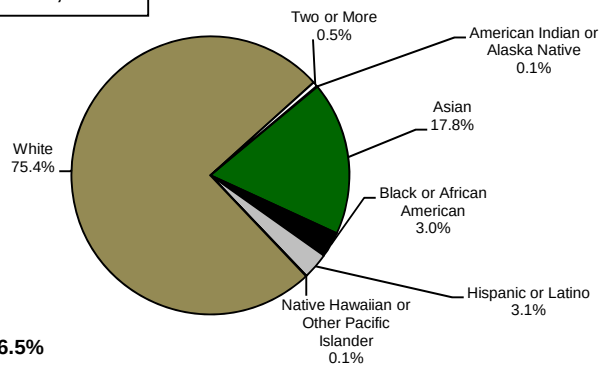
Underrepresented Minority Fall 2010

Peer Mean	7.0%
Big Ten Mean	6.5%
Purdue	5.0%
Purdue Index to Peer Mean	0.71
Purdue Index to Big Ten Mean	0.76

Source: IPEDS Fall Staff Surveys: Purdue includes Statewide Technology faculty

TENURE & TENURE TRACK FACULTY BY RACE/ETHNICITY FOR FALL 2011

Total = 1,827



URM = 6.5%

Source: Workforce File

TENURE & TENURE TRACK FACULTY MINORITY HEADCOUNTS BY COLLEGE/SCHOOL

	Minority		Underrepresented Minority[1]	
	Fall 2011		Fall 2011	
College/School	%	#	%	#
Agriculture	19%	53	7%	21
Education	20%	11	7%	4
Engineering	39%	128	6%	20
Health & Human Sciences	19%	29	6%	10
Liberal Arts	20%	58	10%	29
Libraries	0%	0	0%	0
Management	37%	31	1%	1
Pharmacy	13%	7	4%	2
Science	32%	101	5%	17
Technology	12%	15	5%	6
Veterinary Medicine	17%	13	9%	7
Other[2]	19%	3	13%	2

[1]Underrepresented minority includes African American, American Indian and Alaskan Native, and Hispanic; excludes Asian American.
[2]Other includes Office of the Provost (includes Libraries), Vice President for Research, Vice President for Student Affairs, Vice Provost for Engagement.

NEW FACULTY FOR 2011-12 (as of November 2011)

	Faculty Rank										
	Full	Associate	Assistant		Total	Female		Minority		Underrepresented Minority**	
College/School/Unit*	Professor	Professor	Professor	Instructor	Hires	#	%	#	%	#	%
Agriculture	1	0	6	0	7	1	14%	2	29%	1	14%
Education	0	1	4	2	7	5	71%	0	0%	0	0%
Engineering	4	1	5	0	10	3	30%	2	20%	1	10%
Health & Human Sciences	0	1	13	2	16	9	56%	6	38%	3	19%
Liberal Arts	0	1	10	0	11	3	27%	4	36%	2	18%
Libraries	0	0	2	0	2	0	0%	1	0%	0	0%
Management	0	0	4	0	4	2	50%	1	25%	0	0%
Pharmacy	0	0	1	0	1	0	0%	0	0%	0	0%
Science	0	2	7	0	9	2	22%	2	22%	1	11%
Technology	2	1	6	0	9	4	44%	2	22%	1	11%
Veterinary Medicine	0	0	6	0	6	3	50%	0	0%	0	0%
Student Services	0	0	1	0	1	0	0%	1	0%	1	0%
Total College/School Hires	**7**	**7**	**65**	**4**	**83**	**32**	**39%**	**21**	**25%**	**10**	**12%**
Adjustment - Joint Hires	**0**	**0**	**(1)**	**0**	**(1)**	**(1)**		**0**		**0**	
Total College/School Hires	**7**	**7**	**64**	**4**	**82**	**31**	**38%**	**21**	**26%**	**10**	**12%**

Source: Office of the Provost
*Individual college/school counts include joint hires.
**Underrepresented minorities excludes faculty who are Asian American and includes Multiracial faculty.
Note: Report includes Tenure/Tenure Track, Clinical/Professional and Research Faculty.

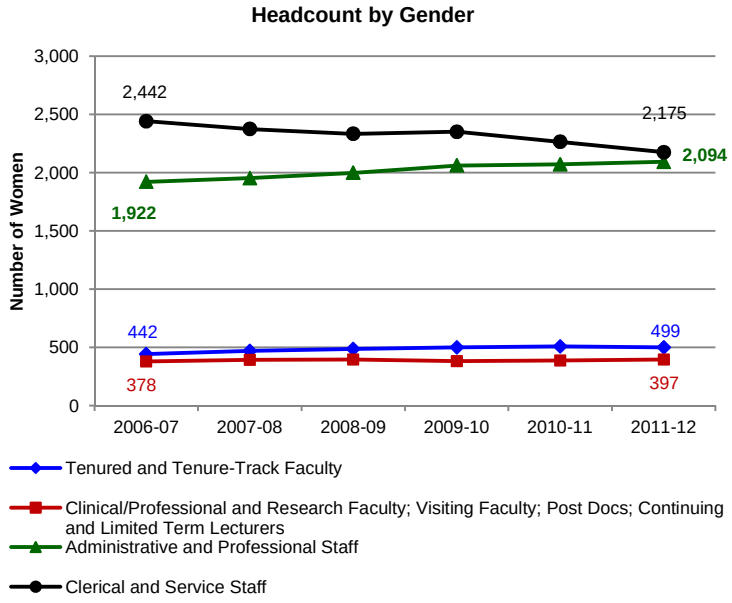
FALL FACULTY & STAFF HEADCOUNT BY RACE/ETHNICITY[1]

Tenured and Tenure-Track Faculty	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
American Indian or Alaska Native	3	3	3	4		
Asian, Hawaiian, or Pacific Islander	264	296	313	329		
Black or African American	48	50	55	54		
Hispanic or Latino	45	48	52	56		
White and Other	1,472	1,475	1,467	1,475		
American Indian or Alaska Native	The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).				2	2
Asian					327	326
Black or African American					51	54
Hispanic or Latino					55	56
Native Hawaiian or Other Pacific Islander					1	1
White					1,443	1,378
Two or More Races					9	10
Unknown					0	0
Compensated Faculty and Staff	1,832	1,872	1,890	1,918	1,888	1,827
Minority	360	397	423	443	445	449
Percent Minority	19.7%	21.2%	22.4%	23.1%	23.6%	24.6%
Underrepresented Minority (URM)	96	101	110	114	114	119
Percent Underrepresented Minority (URM)	5.2%	5.4%	5.8%	5.9%	6.0%	6.5%
Clinical/Professional, and Research Faculty; Visiting Faculty; Post Docs; Continuing and Limited Term Lecturers						
American Indian or Alaska Native	3	4	1	1		
Asian, Hawaiian, or Pacific Islander	279	284	258	269		
Black or African American	21	30	24	25		
Hispanic or Latino	30	35	22	22		
White and Other	530	539	548	528		
American Indian or Alaska Native	The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).				0	0
Asian					274	255
Black or African American					21	15
Hispanic or Latino					30	30
Native Hawaiian or Other Pacific Islander					0	0
White					534	550
Two or More Races					5	4
Unknown					1	1
Compensated Faculty and Staff	863	892	853	845	865	855
Minority	333	353	305	317	330	304
Percent Minority	38.6%	39.6%	35.8%	37.5%	38.2%	35.6%
Underrepresented Minority (URM)	54	69	47	48	53	47
Percent Underrepresented Minority (URM)	6.3%	7.7%	5.5%	5.7%	6.1%	5.5%
Administrative and Professional Staff						
American Indian or Alaska Native	12	18	16	12		
Asian, Hawaiian, or Pacific Islander	179	165	161	159		
Black or African American	82	100	106	113		
Hispanic or Latino	48	44	53	60		
White and Other	3,336	3,338	3,381	3,439		
American Indian or Alaska Native	The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).				9	9
Asian					149	147
Black or African American					110	116
Hispanic or Latino					60	58
Native Hawaiian or Other Pacific Islander					1	1
White					3,437	3,460
Two or More Races					24	28
Unknown					3	1
Compensated Faculty and Staff	3,657	3,665	3,717	3,783	3,793	3,820
Minority	321	327	336	344	353	359
Percent Minority	8.8%	8.9%	9.0%	9.1%	9.3%	9.4%
Underrepresented Minority (URM)	142	162	175	185	190	199
Percent Underrepresented Minority (URM)	3.9%	4.4%	4.7%	4.9%	5.0%	5.2%
Clerical and Service Staff						
American Indian or Alaska Native	20	28	31	32		
Asian, Hawaiian, or Pacific Islander	83	82	74	81		
Black or African American	63	58	75	76		
Hispanic or Latino	101	99	113	125		
White and Other	3,603	3,547	3,533	3,572		
American Indian or Alaska Native	The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).				17	19
Asian					77	80
Black or African American					73	76
Hispanic or Latino					123	139
Native Hawaiian or Other Pacific Islander					0	0
White					3,387	3,247
Two or More Races					15	21
Unknown					39	41
Compensated Faculty and Staff	3,870	3,814	3,826	3,886	3,731	3,623
Minority	267	267	293	314	305	335
Percent Minority	6.9%	7.0%	7.7%	8.1%	8.2%	9.2%
Underrepresented Minority (URM)	184	185	219	233	223	247
Percent Underrepresented Minority (URM)	4.8%	4.9%	5.7%	6.0%	6.0%	6.8%

Source: Workforce File

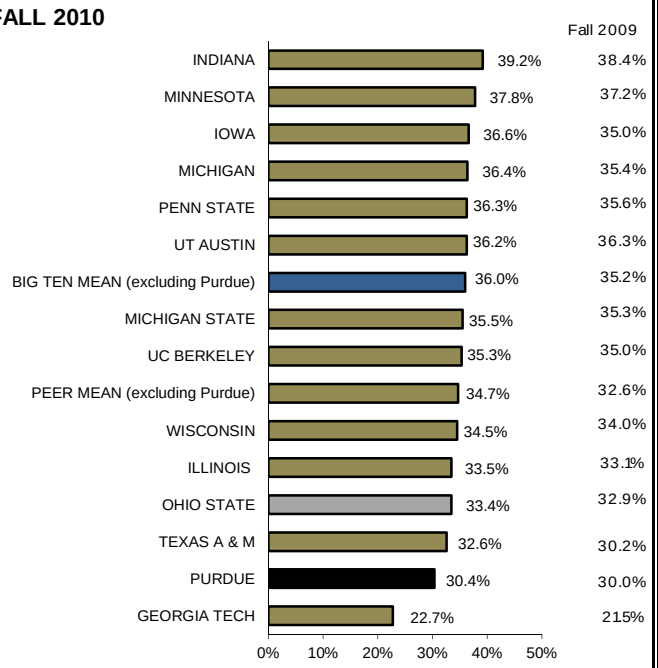
[1]Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the faculty and staff counts.

FALL FACULTY & STAFF HEADCOUNT BY GENDER[1]



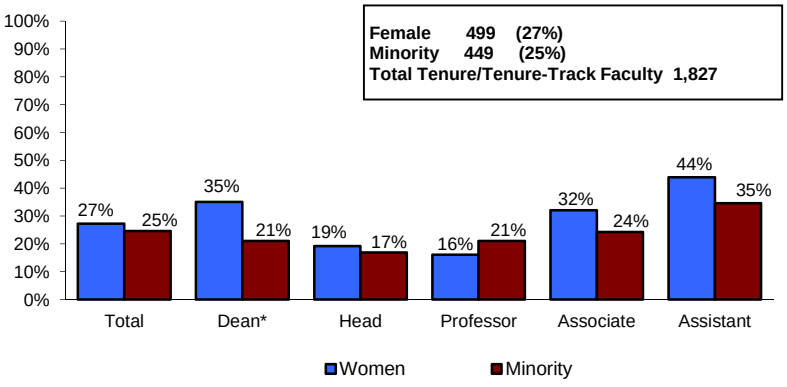
Source: Workforce File

BIG TEN PUBLIC AND PEER FEMALE FULL-TIME FACULTY FALL 2010



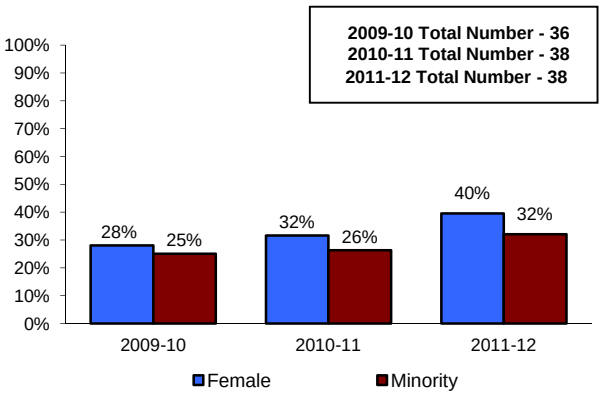
Source: IPEDS Fall Staff Surveys: Purdue includes Statewide Technology

TENURE & TENURE-TRACK FACULTY BY RANK, GENDER AND MINORITY FOR FALL 2011[1]



[1]Excludes one instructor
*Includes associate and assistant deans
Source: Workforce File

SENIOR EXECUTIVE ADMINISTRATORS BY GENDER & MINORITY



Note: Includes the President, senior staff reporting to the President, Vice Presidents, Vice Provosts, and Deans.

FACULTY PROMOTIONS 2010-11

Faculty Promotions

- 108 faculty approved for promotion by the University Level Promotions Committee
- Of the 108 promoted; 70% (76) are male, 30% (32) female
- 36% (39/108) promoted to full professor; 28 male and 11 female
- 64% (69/108) promoted to associate professor; 48 male and 21 female
- 96% (43/45) minority faculty were promoted. This includes Black/African American, Asian, Hispanic/Latino and multiracial/other faculty
- Among the 43 minority faculty promoted, 12 were promoted to full professor and 31 were promoted to associate professor
- Three underrpresented minority faculty were promoted to professor, 14 were promoted to associate professor.

Promotions by Rank, Gender and Ethnicity

	Promoted to Professor		Promoted to Associate Professor		All Ranks	
	Total No. Promoted	Total No.	Total No. Promoted	Total No.	Total No. Promoted	Total No.
All Candidates	39	42	69	73	108	115
Male	28	31	48	52	76	83
Female	11	11	21	21	32	32
Total Minority	12	12	31	33	43	45
Total Underrepresented Minority	3	3	14	14	17	17
Total Non-minority	27	30	38	40	65	70

Source: Office of Institutional Equity

[1]Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the faculty and staff counts.

RETENTION AND GRADUATION RATES BY ENTERING COHORT

	1-Year Retention by Entry Year			2005 Cohort Graduation Rate			3 Yr Avg[1] Grad Rate
	2008	2009	2010	4-Yr	5-Yr	6-Yr	6-Yr
Gender							
Male	87.1%	88.6%	89.7%	32.9%	60.1%	65.7%	67.2%
Female	87.6%	89.5%	90.9%	48.6%	68.2%	73.2%	73.2%
Ethnic Group*							
American Indian or Alaska Native	77.3%	83.3%	66.7%	27.8%	55.6%	61.1%	59.7%
Asian	89.1%	85.7%	92.5%	29.4%	50.0%	60.7%	65.6%
Black or African American	82.4%	87.3%	87.4%	20.0%	40.0%	46.7%	55.1%
Hispanic or Latino	82.2%	87.1%	88.8%	28.6%	55.6%	62.2%	61.1%
Native Hawaiian or Pacific Islander	NA	NA	100.0%	NA	NA	NA	NA
Two or more races	NA	NA	91.7%	NA	NA	NA	NA
White	87.8%	89.2%	90.2%	41.1%	66.0%	70.8%	71.0%
International[2]	86.3%	90.1%	90.2%	40.6%	57.9%	64.0%	69.9%
Fee Residency							
In. Resident	87.8%	88.8%	89.9%	40.2%	64.5%	69.8%	70.0%
U.S. Non-Resident	86.7%	89.0%	91.0%	36.8%	61.8%	67.2%	69.0%
International Fee Resident[3]	86.2%	90.1%	90.1%	40.6%	57.9%	64.0%	69.9%
Overall	87.3%	89.0%	90.2%	39.2%	63.4%	68.7%	69.7%

[1]The three-year average includes data from the 2003, 2004, and 2005 cohorts.
[2]Based on citizenship
[3]Based on fee residency
New Federal race/ethnicity categories effective 2010.

Source: Offfice of Student Analytical Research

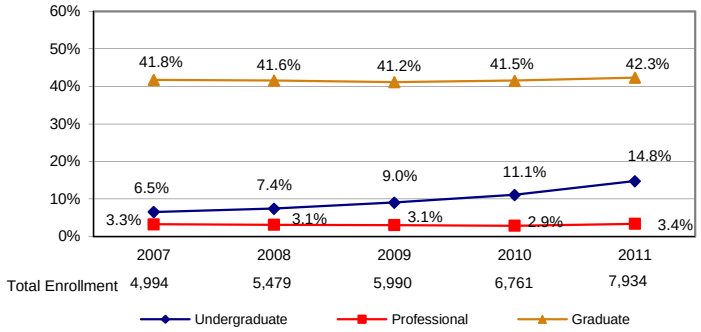
AVERAGE SIX-YEAR GRADUATION RATES* AT PEER UNIVERSITIES, 2001-2004 FRESHMEN

	Average 6-Year Graduation Rate					
All Peers	**Overall**	**Actual vs Predicted****	**African-American**	**American Indian**	**Asian/Pacific Islander**	**Hispanic American**
Cal Berkeley	90.3%	3.0%	75.1%	78.3%	94.0%	83.8%
Georgia Tech	78.2%	-6.0%	67.1%	45.8%	79.7%	83.1%
Illinois	83.0%	3.3%	69.2%	71.3%	85.8%	71.8%
Michigan	89.0%	3.3%	75.7%	83.9%	91.4%	81.9%
Penn State	84.9%	14.7%	72.0%	69.0%	82.0%	75.9%
Purdue	70.2%	4.7%	59.3%	56.3%	68.3%	60.2%
Texas - Austin	79.5%	1.3%	66.7%	68.3%	83.4%	70.8%
Texas A&M	79.2%	4.7%	63.7%	70.8%	78.5%	70.8%
Wisconsin	82.8%	1.7%	60.1%	58.7%	78.0%	74.2%
Indiana	72.7%	12.0%	50.2%	60.3%	79.3%	65.5%
Iowa	68.2%	6.0%	50.1%	60.5%	68.0%	58.5%
Michigan State	78.4%	12.3%	61.4%	62.3%	77.6%	65.8%
Minnesota	68.2%	0.0%	46.0%	34.3%	61.6%	59.7%
Ohio State	75.2%	7.7%	63.1%	69.5%	80.4%	68.5%
Peer mean (Excluding PU)	**79.2%**	**3.3%**	**63.7%**	**68.3%**	**79.7%**	**70.8%**
Big Ten mean (Excluding PU)	**79.2%**	**6.8%**	**63.1%**	**64.1%**	**80.0%**	**71.6%**

*The three-year average includes data from the 2002, 2003, and 2004 cohorts.
**As reported in the 2011-2013 *US News & World Report*

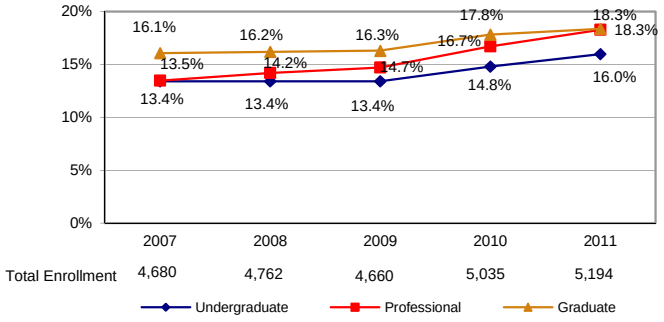
Source: AAUDE CSRDE files; *US News & World Report*

INTERNATIONAL STUDENT PERCENTAGE OF FALL ENROLLMENT



Source: Office of Student Analytical Research

PERCENT MINORITY OF U.S. STUDENTS OF FALL ENROLLMENT



Source: Office of Student Analytical Research

FALL ENROLLMENT BY STUDENT LEVEL, RACE/ETHNICITY

Undergraduate	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
African American	1,104	1,123	1,081	1,072		
American Indian	156	157	175	154		
Asian American	1,724	1,726	1,754	1,668		
Hispanic American	861	900	926	904		
American Indian or Alaska Native					106	77
Asian					1,682	1,575
Black or African American					1,079	1,083
Hispanic or Latino					960	1,052
Native Hawaiian or Other Pacific Islander					14	15
Two or More Races					217	389
Unknown					586	601

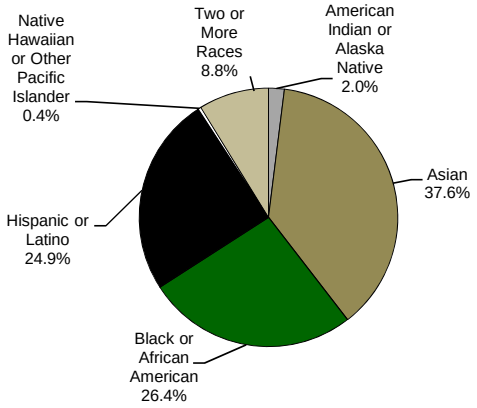
The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

Graduate/Professional	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
African American	281	279	274	288		
American Indian	23	20	31	29		
Asian American	241	295	330	342		
Hispanic American	191	180	191	203		
American Indian or Alaska Native					25	25
Asian					389	376
Black or African American					300	288
Hispanic or Latino					224	242
Native Hawaiian or Other Pacific Islander					2	5
Two or More Races					37	67
Unknown					299	236

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

Source: Office of Student Analytical Research

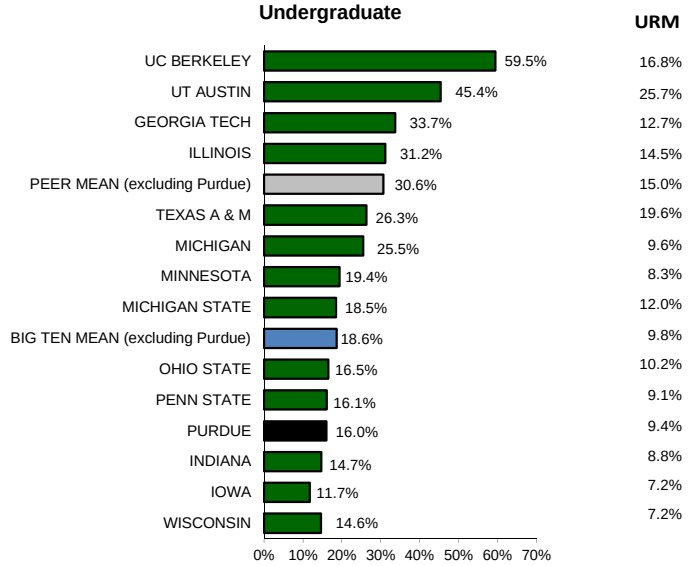
ENROLLMENT BY RACE/ETHNICITY FALL 2011

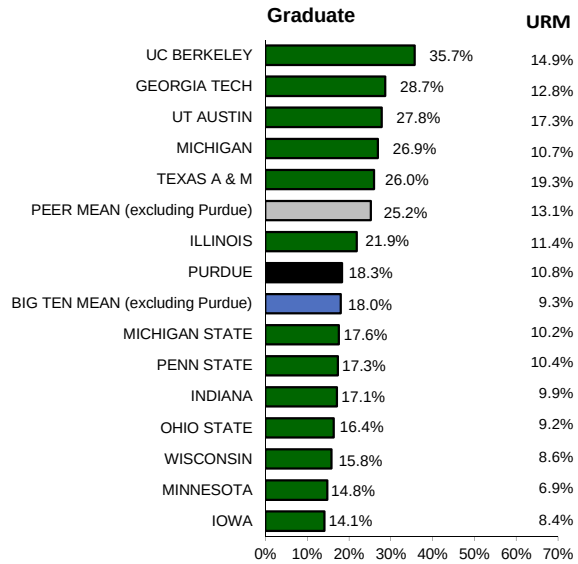


U. S. Minority Enrollment = 5,194
Total Enrollment = 39,637

Note: Pie chart excludes white and unknown.

BIG TEN PUBLIC AND PEER ENROLLMENT OF U.S. MINORITY STUDENTS FALL 2010



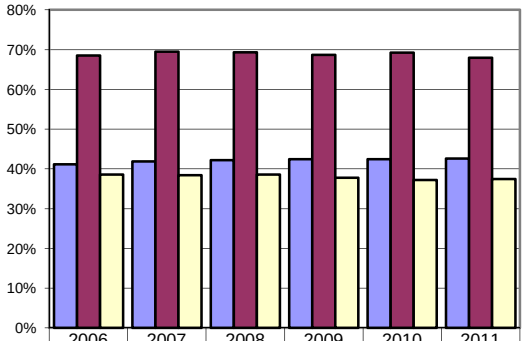


Source: IPEDS Fall Enrollment Surveys except for Purdue whose figures came from the Office of Enrollment Management's official fall enrollment.

STUDENT ENROLLMENT BY LEVEL AND GENDER

Student Level	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Undergraduates								
Male	18,405	18,132	18,349	17,929	17,754	17,668	-4.0%	-0.5%
Female	12,885	13,054	13,412	13,216	13,082	13,108	1.7%	0.2%
% Female	*41.2%*	*41.9%*	*42.2%*	*42.4%*	*42.4%*	*42.6%*		
Professional								
Male	288	281	277	286	280	296	2.8%	5.7%
Female	627	641	625	627	630	628	0.2%	-0.3%
% Female	*68.5%*	*69.5%*	*69.3%*	*68.7%*	*69.2%*	*68.0%*		
Graduate								
Male	4,316	4,307	4,560	4,751	5,010	4,963	15.0%	-0.9%
Female	2,707	2,687	2,867	2,888	2,970	2,974	9.9%	0.1%
% Female	*38.5%*	*38.4%*	*38.6%*	*37.8%*	*37.2%*	*37.5%*		
Total								
Male	23,009	22,720	23,186	22,966	23,044	22,927	-0.4%	-0.5%
Female	16,219	16,382	16,904	16,731	16,682	16,710	3.0%	0.2%
% Female	*41.3%*	*41.9%*	*42.2%*	*42.1%*	*42.0%*	*42.2%*		

% Female



	2006	2007	2008	2009	2010	2011
Undergrad	41.2%	41.9%	42.2%	42.4%	42.4%	42.6%
Prof	68.5%	69.5%	69.3%	68.7%	69.2%	68.0%
Grad	38.5%	38.4%	38.6%	37.8%	37.2%	37.5%

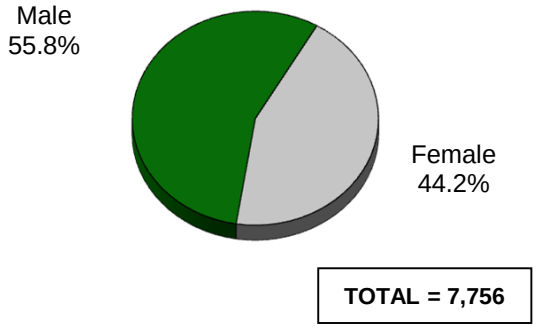
Source: Office of Student Analytical Research

NEW UNDERGRADUATE ENROLLMENT DEMOGRAPHICS

	2009	2010	2011	2-Year Change	1-Year Change
New Freshmen	6,171	6,347	6,659	7.9%	4.9%
New Transfers	1,034	871	868	-16.1%	-0.3%
New Regional Transfers	219	248	229	4.6%	-7.7%
Total	7,424	7,466	7,756	4.5%	3.9%
% Female	43.7%	43.2%	44.2%		
% Minority U.S. Students*	12.7%	16.9%	18.2%		
% URM U.S. Students*	7.8%	9.3%	11.3%		
% International	14.1%	13.8%	20.5%		

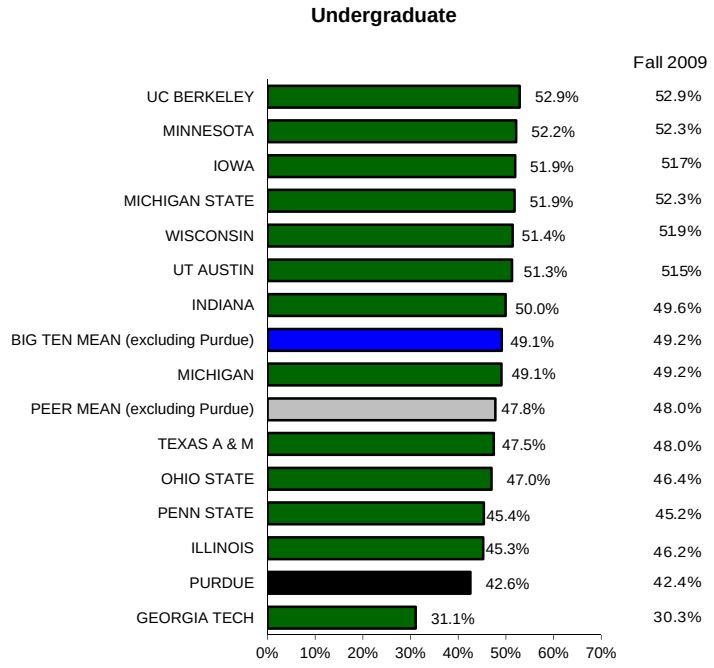
*New race/ethnicity categories for 2010.

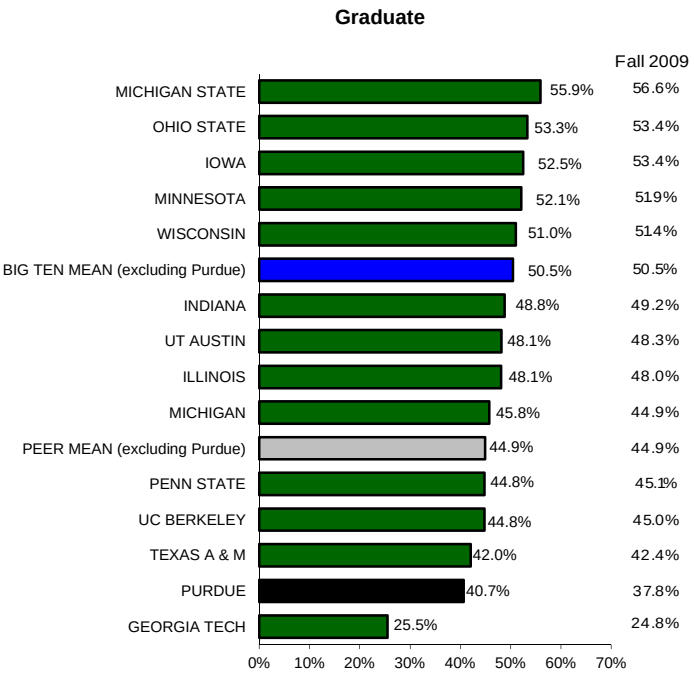
NEW UNDERGRADUATE STUDENTS BY GENDER FALL 2011



Source: Office of Student Analytical Research

BIG TEN PUBLIC AND PEER ENROLLMENT OF FEMALE STUDENTS FALL 2010





Source: IPEDS Fall Enrollment Surveys except for Purdue whose figures came from the Office of Enrollment Management's official fall enrollment.

TENURE & TENURE TRACK SIX-YEAR TREND[1]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	129	136	138	141	142	135	4.7%	-4.9%
Female	101	101	105	109	114	104	3.0%	-8.8%
Percent Female	*43.9%*	*42.6%*	*43.2%*	*43.6%*	*44.5%*	*43.5%*		
Total	**230**	**237**	**243**	**250**	**256**	**239**	**3.9%**	**-6.6%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	0	0	0	0		
Asian Hawaiian or Pacific Islander	33	40	45	50		
Black or African American	6	7	7	7		
Hispanic or Latino	10	11	10	12		
White and Other	181	179	181	181		
American Indian or Alaska Native					0	0
Asian					51	50
Black or African American					8	6
Hispanic or Latino					12	10
Native Hawaiian or Other Pacific Islander					0	0
White					182	173
Two or More Races					0	0
Unknown					3	0
Total Minority	49	58	62	69	71	66
Percent Minority	*21.3%*	*24.5%*	*25.5%*	*27.6%*	*27.7%*	*27.6%*
Total	**230**	**237**	**243**	**250**	**256**	**239**

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

STAFF SIX-YEAR TREND[2]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	150	163	162	174	184	165	10.0%	-10.3%
Female	301	305	321	327	319	324	7.6%	1.6%
Percent Female	*66.7%*	*65.2%*	*66.5%*	*65.3%*	*63.4%*	*66.3%*		
Total	**451**	**468**	**483**	**501**	**503**	**489**	**8.4%**	**-2.8%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	0	1	2	2		
Asian Hawaiian or Pacific Islander	8	6	6	4		
Black or African American	76	83	82	94		
Hispanic or Latino	47	56	57	57		
White and Other	320	322	336	344		
American Indian or Alaska Native					0	0
Asian					4	6
Black or African American					91	90
Hispanic or Latino					63	66
Native Hawaiian or Other Pacific Islander					0	0
White					340	322
Two or More Races					1	1
Unknown					4	4
Total Minority	123	139	139	151	159	163
Percent Minority	*27.8%*	*30.2%*	*29.3%*	*30.5%*	*31.6%*	*33.3%*
Total	**443**	**461**	**475**	**495**	**503**	**489**

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

TOTAL FACULTY & STAFF SIX-YEAR TREND[1]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	398	417	444	463	480	458	15.1%	-4.6%
Female	552	577	570	599	618	604	9.4%	-2.3%
Percent Female	*58.1%*	*58.0%*	*56.2%*	*56.4%*	*56.3%*	*56.9%*		
Total	**950**	**994**	**1,014**	**1,062**	**1,098**	**1,062**	**11.8%**	**-3.3%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011		
American Indian or Alaska Native	1	2	3	3				
Asian Hawaiian or Pacific Islander	54	57	65	72				
Black or African American	102	101	110	125				
Hispanic or Latino	62	76	74	77				
White and Other	731	758	762	785				
American Indian or Alaska Native					2	1		
Asian					71	70		
Black or African American					125	121		
Hispanic or Latino					87	92		
Native Hawaiian or Other Pacific Islander					0	0		
White					786	765		
Two or More Races					1	1		
Unknown					26	12		
Total Minority	219	236	252	277	286	285	**30.1%**	**-0.3%**
Percent Minority	*23.1%*	*23.7%*	*24.9%*	*26.1%*	*26.0%*	*26.8%*		
Total	**950**	**994**	**1,014**	**1,062**	**1,098**	**1,062**		

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

Source: Workforce File
[1] Excludes Graduate Student Staff and Adjunct Faculty.
[2] Staff includes Administrative/Professional, Clerical/Service Staff.

FALL ENROLLMENT BY RACE/ETHNICITY, INTERNATIONAL & GENDER

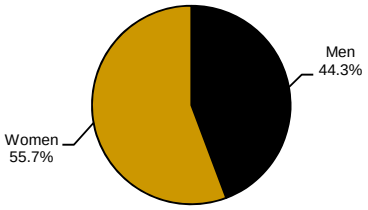
Calumet	2007-08	2008-09	2009-10	2010-11	2011-12
African American	1,619	1,569	1,733		
American Indian	42	26	37		
Asian American	123	134	166		
Hispanic American	1,309	1,315	1,413		
White and Other	6,127	5,822	6,227		
American Indian or Alaska Native				35	32
Asian				165	173
Black or African American				1,621	1,476
Hispanic or Latino				1,546	1,467
Native Hawaiian or Other Pacific Islander				11	3
Two or More Races				113	124
Unknown				185	189
White				5,518	5,676
International[1]	387	459	557	613	646

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

SUMMARY

	2007-08	2008-09	2009-10	2010-11	2011-12
Total Enrollment	9,607	9,325	10,133	9,807	9,786
U.S. Minorities	3,093	3,044	3,349	3,491	3,275
U.S. Students[2]	9,220	8,866	9,576	9,194	9,140
Percent U.S. Minority[3]	*33.5%*	*34.3%*	*35.0%*	*38.0%*	*35.8%*
URM[4]	2,970	2,910	3,183	3,309	3,086
Percent URM	*32.2%*	*32.8%*	*33.2%*	*36.0%*	*33.8%*
Percent Women	***57.3%***	***56.6%***	***55.4%***	***55.7%***	***55.7%***

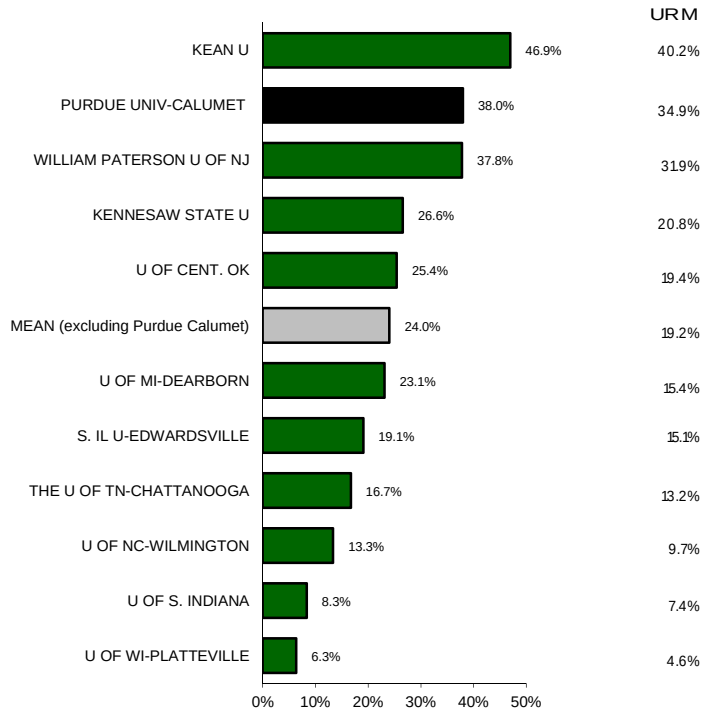
Enrollment by Gender



[1]International count is based on citizenship.
[2]Total U.S. Students is calculated by taking Total Enrollment minus the International Student Headcount.
[3]Total Percent Minority is calculated by taking Minorities divided by U.S. Students.
[4]Total URM excludes Asian.

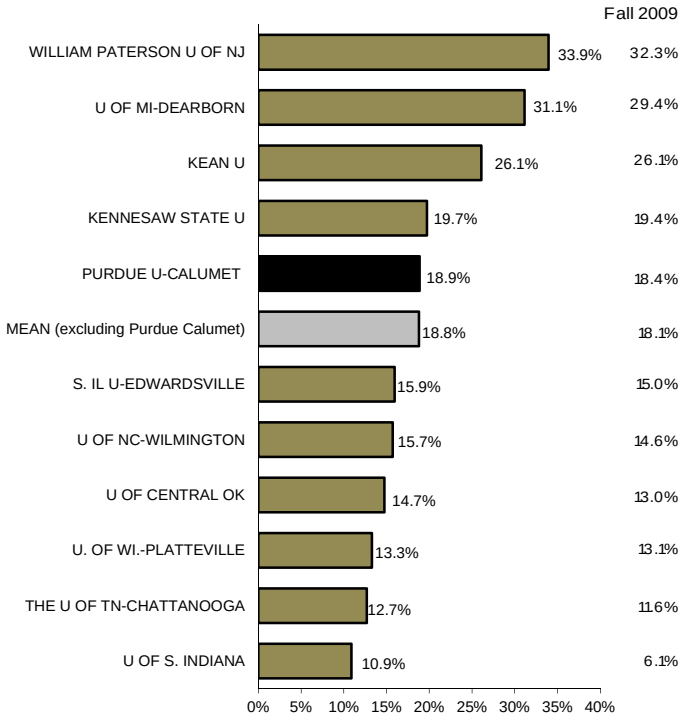
Source: Office of Student Analytical Research

PEER ENROLLMENT OF MINORITY U.S. STUDENTS FALL 2010[1]



Source: IPEDS Fall Enrollment Surveys.
[1] Includes all student levels

PEER MINORITY FULL-TIME FACULTY FALL 2010



Source: IPEDS Fall Staff Surveys

TENURE & TENURE TRACK SIX-YEAR TREND[1]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	201	198	204	199	206	200	-0.5%	-2.9%
Female	114	117	119	124	133	125	9.6%	-6.0%
Percent Female	*36.2%*	*37.1%*	*36.8%*	*38.4%*	*39.2%*	*38.5%*		
Total	**315**	**315**	**323**	**323**	**339**	**325**	**3.2%**	**-4.1%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	4	3	4	4		
Asian Hawaiian or Pacific Islander	31	36	41	44		
Black or African American	8	7	9	8		
Hispanic or Latino	4	7	8	9		
White and Other	268	262	261	258		
American Indian or Alaska Native					4	4
Asian					47	49
Black or African American					10	11
Hispanic or Latino					7	9
Native Hawaiian or Other Pacific Islander					1	0
White					266	251
Two or More Races					1	1
Unknown					3	0
Total Minority	47	53	62	65	70	74
Percent Minority	*14.9%*	*16.8%*	*19.2%*	*20.1%*	*20.6%*	*22.8%*
Total	**315**	**315**	**323**	**323**	**339**	**325**

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STAFF SIX-YEAR TREND[2]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	256	267	266	298	289	306	19.5%	5.9%
Female	410	421	417	452	447	463	12.9%	3.6%
Percent Female	*61.6%*	*61.2%*	*61.1%*	*60.3%*	*60.7%*	*60.2%*		
Total	**666**	**688**	**683**	**750**	**736**	**769**	**15.5%**	**4.5%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	8	7	10	12		
Asian Hawaiian or Pacific Islander	10	14	15	15		
Black or African American	34	34	44	46		
Hispanic or Latino	8	9	9	18		
White and Other	606	624	605	659		
American Indian or Alaska Native					8	9
Asian					18	12
Black or African American					39	44
Hispanic or Latino					20	20
Native Hawaiian or Other Pacific Islander					0	0
White					637	673
Two or More Races					4	6
Unknown					10	5
Total Minority	60	64	78	91	89	91
Percent Minority	*9.0%*	*9.3%*	*11.4%*	*12.1%*	*12.1%*	*11.8%*
Total	**666**	**688**	**683**	**750**	**736**	**769**

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

TOTAL FACULTY & STAFF SIX-YEAR TREND[1]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	680	684	679	716	726	762	12.1%	5.0%
Female	794	793	782	853	848	889	12.0%	4.8%
Percent Female	*53.9%*	*53.7%*	*53.5%*	*54.4%*	*53.9%*	*53.8%*		
Total	**1,474**	**1,477**	**1,461**	**1,569**	**1,574**	**1,651**	**12.0%**	**4.9%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	15	12	16	19		
Asian Hawaiian or Pacific Islander	52	61	70	76		
Black or African American	59	56	64	68		
Hispanic or Latino	23	26	26	36		
White and Other	1325	1322	1285	1370		
American Indian or Alaska Native					16	17
Asian					85	86
Black or African American					68	73
Hispanic or Latino					36	40
Native Hawaiian or Other Pacific Islander					1	0
White					1,342	1,415
Two or More Races					5	8
Unknown					21	12
Total Minority	149	155	176	199	211	224
Percent Minority	*10.1%*	*10.5%*	*12.0%*	*12.7%*	*13.4%*	*13.6%*
Total	**1,474**	**1,477**	**1,461**	**1,569**	**1,574**	**1,651**

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

Source: Workforce File
[1] Excludes Graduate Student Staff and Adjunct Faculty.
[2] Staff includes Administrative/Professional, Clerical/Service Staff.

FALL ENROLLMENT BY RACE/ETHNICITY, INTERNATIONAL & GENDER

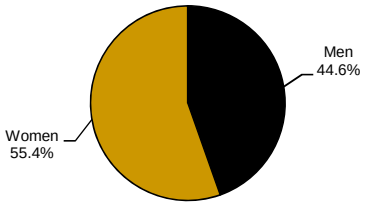
Indiana-Purdue Fort Wayne	2007-08	2008-09	2009-10	2010-11	2011-12
African American	615	719	917		
American Indian	45	45	56		
Asian American	258	260	298		
Hispanic American	326	377	444		
White and Other	10,537	10,792	11,795		
American Indian or Alaska Native				64	57
Asian				284	302
Black or African American				1,045	1,024
Hispanic or Latino				536	624
Native Hawaiian or Other Pacific Islander				7	5
Two or More Races				202	261
Unknown				224	185
White				11,633	11,648
International[1]	162	145	165	197	220

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

SUMMARY

	2007-08	2008-09	2009-10	2010-11	2011-12
Total Enrollment	11,943	12,338	13,675	14,192	14,326
U.S. Minorities	1,244	1,401	1,715	2,138	2,273
U.S. Students[2]	11,781	12,193	13,510	13,995	14,106
Percent U.S. Minority[3]	*10.6%*	*11.5%*	*12.7%*	*15.3%*	*16.1%*
URM[4]	986	1,141	1,417	1,728	1,799
Percent URM	*8.4%*	*9.4%*	*10.5%*	*12.3%*	*12.8%*
Percent Women	***56.9%***	***56.1%***	***55.4%***	***55.3%***	***55.4%***

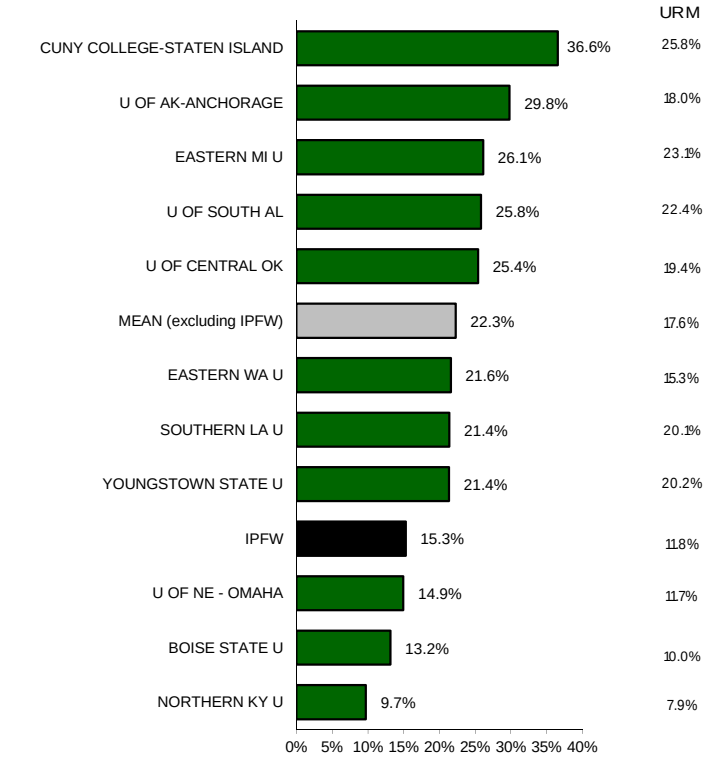
Enrollment by Gender



[1]International count is based on citizenship.
[2]Total U.S. Students is calculated by taking Total Enrollment minus the International Student Headcount.
[3]Total Percent Minority is calculated by taking Minorities divided by U.S. Students.
[4]Total URM excludes Asian.

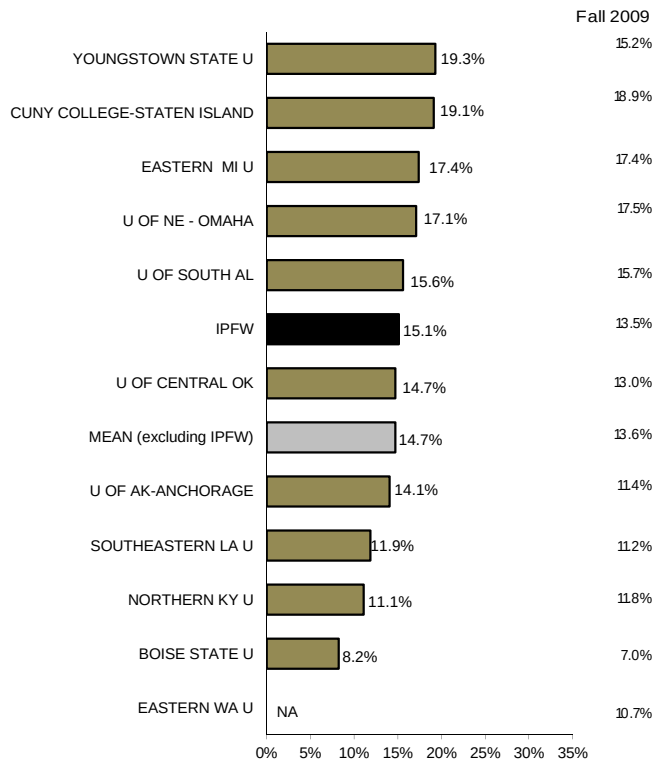
Source: Office of Student Analytical Research

PEER ENROLLMENT OF MINORITY U.S. STUDENTS FALL 2010[1]



Source: IPEDS Fall Enrollment Surveys.
[1] Includes all student levels

PEER MINORITY FULL-TIME FACULTY FALL 2010



Source: IPEDS Fall Staff Surveys

TENURE & TENURE TRACK SIX-YEAR TREND[1]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	53	58	55	59	61	59	11.3%	-3.3%
Female	38	40	42	45	40	39	2.6%	-2.5%
Percent Female	*41.8%*	*40.8%*	*43.3%*	*43.3%*	*39.6%*	*39.8%*		
Total	**91**	**98**	**97**	**104**	**101**	**98**	**7.7%**	**-3.0%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	0	0	0	0		
Asian Hawaiian or Pacific Islander	10	11	12	12		
Black or African American	3	3	2	3		
Hispanic or Latino	6	7	7	7		
White and Other	72	77	76	82		
American Indian or Alaska Native					0	0
Asian					12	12
Black or African American					3	2
Hispanic or Latino					6	4
Native Hawaiian or Other Pacific Islander					0	1
White					79	79
Two or More Races					0	0
Unknown					1	0
Total Minority	19	21	21	22	21	19
Percent Minority	*20.9%*	*21.4%*	*21.6%*	*21.2%*	*20.8%*	*19.4%*
Total	**91**	**98**	**97**	**104**	**101**	**98**

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

STAFF SIX-YEAR TREND[2]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	77	74	68	75	74	74	-3.9%	0.0%
Female	135	139	142	154	153	148	9.6%	-3.3%
Percent Female	*63.7%*	*65.3%*	*67.6%*	*67.2%*	*67.4%*	*66.7%*		
Total	**212**	**213**	**210**	**229**	**227**	**222**	**4.7%**	**-2.2%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	0	0	0	0		
Asian Hawaiian or Pacific Islander	4	5	6	6		
Black or African American	12	10	7	9		
Hispanic or Latino	5	6	7	10		
White and Other	191	192	190	204		
American Indian or Alaska Native					0	0
Asian					4	5
Black or African American					10	9
Hispanic or Latino					9	8
Native Hawaiian or Other Pacific Islander					0	0
White					199	195
Two or More Races					0	1
Unknown					5	4
Total Minority	21	21	20	25	23	23
Percent Minority	*9.9%*	*9.9%*	*9.5%*	*10.9%*	*10.1%*	*10.4%*
Total	**212**	**213**	**210**	**229**	**227**	**222**

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

TOTAL FACULTY & STAFF SIX-YEAR TREND[1]

By Gender

	2006	2007	2008	2009	2010	2011	5-Year Change	1-Year Change
Male	212	228	215	239	237	215	1.4%	-9.3%
Female	262	273	280	303	306	293	11.8%	-4.2%
Percent Female	*55.3%*	*54.5%*	*56.6%*	*55.9%*	*56.4%*	*57.7%*		
Total	**474**	**501**	**495**	**542**	**543**	**508**	**7.2%**	**-6.4%**

By Race/Ethnicity

	2006	2007	2008	2009	2010	2011
American Indian or Alaska Native	0	0	0	0		
Asian Hawaiian or Pacific Islander	15	18	21	22		
Black or African American	19	17	11	16		
Hispanic or Latino	16	19	20	25		
White and Other	424	447	443	479		
American Indian or Alaska Native					0	0
Asian					18	19
Black or African American					20	21
Hispanic or Latino					23	15
Native Hawaiian or Other Pacific Islander					0	1
White					467	435
Two or More Races					2	3
Unknown					13	14
Total Minority	50	54	52	63	63	59	**18.0%**	**-6.3%**
Percent Minority	*10.5%*	*10.8%*	*10.5%*	*11.6%*	*11.6%*	*11.6%*		
Total	**474**	**501**	**495**	**542**	**543**	**508**	**-**	

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

Source: Workforce File
[1] Excludes Graduate Student Staff and Adjunct Faculty.
[2] Staff includes Administrative/Professional, Clerical/Service Staff.

FALL ENROLLMENT BY RACE/ETHNICITY, INTERNATIONAL & GENDER

North Central	2007-08	2008-09	2009-10	2010-11	2011-12
African American	204	267	296		
American Indian	28	30	32		
Asian American	34	44	47		
Hispanic American	184	203	223		
White and Other	3,446	3,693	3,854		
American Indian or Alaska Native	The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).			38	28
Asian				37	63
Black or African American				241	354
Hispanic or Latino				273	409
Native Hawaiian or Other Pacific Islander				5	4
Two or More Races				52	68
Unknown				0	47
White				3,960	4,298
International[1]	8	8	11	8	8

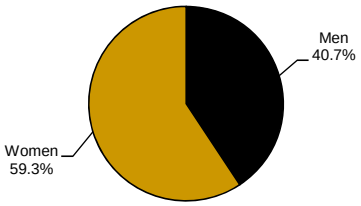
SUMMARY

	2007-08	2008-09	2009-10	2010-11	2011-12
Total Enrollment	3,904	4,245	4,463	4,614	5,279
U.S. Minorities	450	544	598	646	926
U.S. Students[2]	3,896	4,237	4,452	4,606	5,271
Percent U.S. Minority[3]	*11.6%*	*12.8%*	*13.4%*	*14.0%*	*17.6%*
URM[4]	416	500	551	599	858
Percent URM	*10.7%*	*11.8%*	*12.4%*	*13.0%*	*16.3%*
Percent Women	***58.4%***	***57.9%***	***57.0%***	***56.3%***	***59.3%***

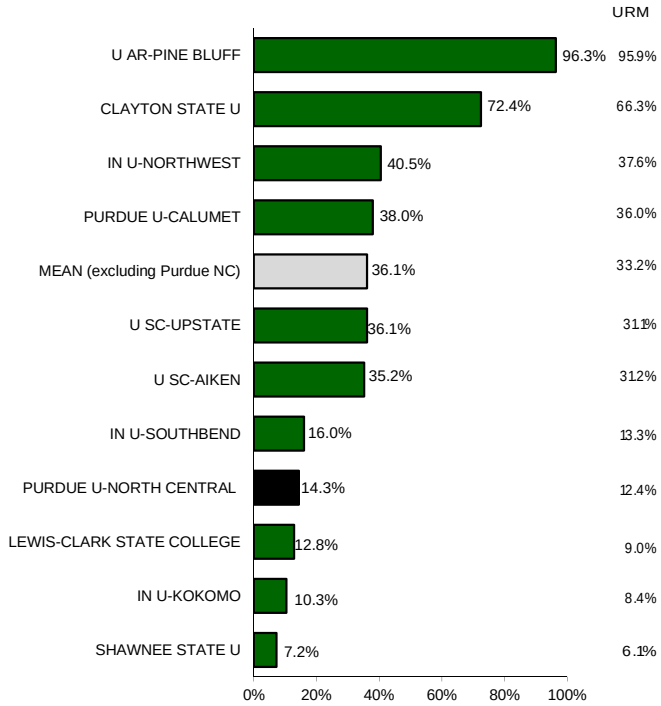
[1]International count is based on citizenship.
[2]Total U.S. Students is calculated by taking Total Enrollment minus the International Student Headcount.
[3]Total Percent Minority is calculated by taking Minorities divided by U.S. Students.
[4]Total URM excludes Asian.

Source: Office of Student Analytical Research

Enrollment by Gender

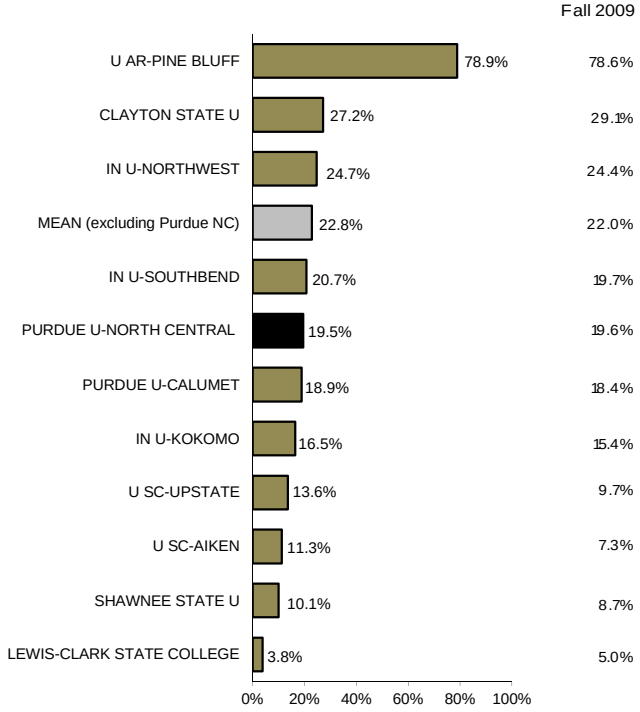


PEER ENROLLMENT OF MINORITY U.S. STUDENTS FALL 2010[1]



Source: IPEDS Fall Enrollment Surveys.
[1] Includes all student levels

PEER MINORITY FULL-TIME FACULTY FALL 2010



ɔurce: IPEDS Fall Staff Surveys

Diversity System-wide - Faculty & Staff

May 2012

FACULTY & STAFF BY GENDER

	2006	2007	2008	2009	2010	2011	5-Year % change	1-Year % change
Tenured/Tenure Track Faculty								
Male	1,810	1,824	1,827	1,846	1,816	1,743	-3.7%	-4.0%
Female	704	739	761	786	801	772	9.7%	-3.6%
Total	2,514	2,563	2,588	2,632	2,617	2,515	0.0%	-3.9%
% Female	28.0%	28.8%	29.4%	29.9%	30.6%	30.7%		
Total All Faculty and Staff								
Male	6,532	6,588	6,616	6,743	6,677	6,573	0.6%	-1.6%
Female	7,002	7,069	7,075	7,286	7,239	7,181	2.6%	-0.8%
Total	13,534	13,657	13,691	14,029	13,916	13,754	1.6%	-1.2%
% Female	51.7%	51.8%	51.7%	51.9%	52.0%	52.2%		

TENURE & TRACK FACULTY BY RACE/ETHNICITY

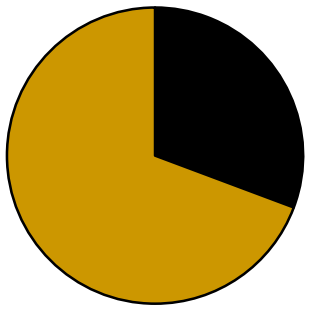
Tenured and Tenure Track Faculty	2008-09	2009-10	2010-11	2011-12
American Indian or Alaska Native	8	9		
Asian, Hawaiian, or Pacific Islander	413	437		
Black or African American	73	72		
Hispanic or Latino	77	84		
White and Other	2,017	2,030		
American Indian or Alaska Native	The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).		6	6
Asian			439	439
Black or African American			72	73
Hispanic or Latino			80	79
Native Hawaiian or Other Pacific Islander			2	2
White			2,001	1,905
Two or More Races			10	11
Unknown			7	0
Subtotal	**2,588**	**2,632**	**2,617**	**2,515**
Minority	**571**	**602**	**609**	**610**
Percent Minority	22.1%	22.9%	23.3%	24.3%
Underrepresented Minority	158	165	166	167
Percent Underrepresented Minority	6.1%	6.3%	6.3%	6.6%

TOTAL ALL FACULTY AND STAFF BY RACE/ETHNICITY

Total Purdue Compensated	2008-09	2009-10	2010-11	2011-12
American Indian or Alaska Native	73	74		
Asian, Hawaiian, or Pacific Islander	967	1,012		
Black or African American	453	485		
Hispanic or Latino	363	404		
White and Other	11,835	12,054		
American Indian or Alaska Native	The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).		47	49
Asian			1,005	986
Black or African American			477	482
Hispanic or Latino			417	434
Native Hawaiian or Other Pacific Islander			3	3
White			11,801	11,641
Two or More Races			62	76
Unknown			104	83
Subtotal	**13,691**	**14,029**	**13,916**	**13,754**
Minority	**1,856**	**1,975**	**2,011**	**2,030**
Percent Minority	13.6%	14.1%	14.5%	14.8%
Underrepresented Minority	889	963	979	1,017
Percent Underrepresented Minority	6.5%	6.9%	7.0%	7.4%

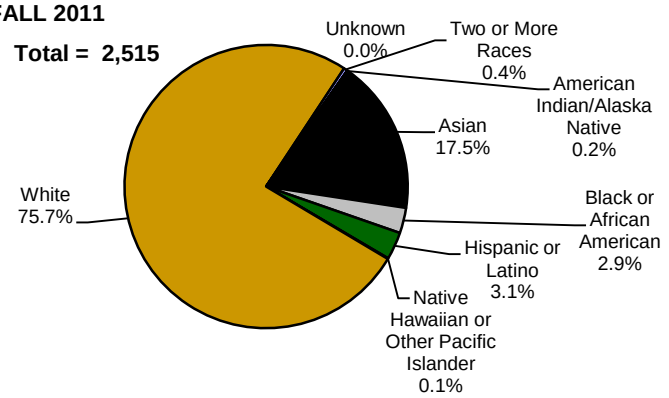
TENURE & TENURE TRACK FACULTY BY GENDER FALL 2011

Total = 2,515



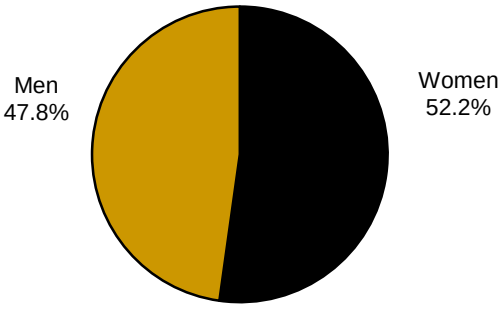
TENURE & TENURE TRACK FACULTY BY RACE/ETHNICITY FALL 2011

Total = 2,515



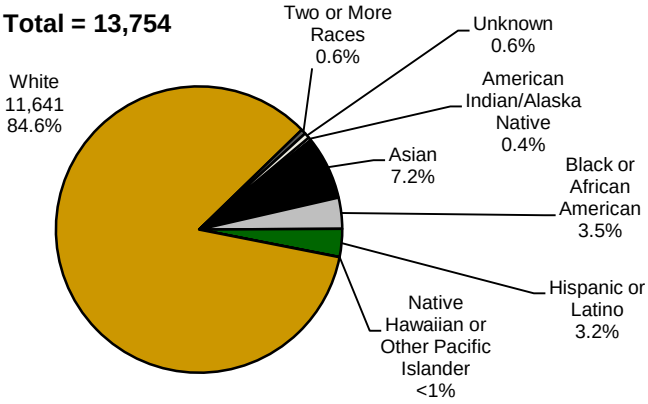
TOTAL ALL FACULTY AND STAFF BY GENDER FALL 2011

Total = 13,754



TOTAL ALL FACULTY AND STAFF BY RACE/ETHNICITY FALL 2011

Total = 13,754



Source: Workforce file. Adjunct faculty and graduate student employees such as Graduate Teaching and Research Assistants are not included in the counts. System-wide includes West Lafayette, Continuing Education, Statewide Technology, Calumet, North Central and both Purdue and IU Faculty and Staff at IPFW.

FALL ENROLLMENT BY STUDENT LEVEL & GENDER

		2006	2007	2008	2009	2010	2011	5-Year % change	1-Year % change
Undergraduate									
	Male	31,576	31,749	32,444	33,420	33,509	33,534	6.2%	0.1%
	Female	27,788	28,282	28,872	29,731	29,721	30,427	9.5%	2.4%
	Total	59,364	60,031	61,316	63,151	63,230	63,961	7.7%	1.2%
	% Female	46.8%	47.1%	47.1%	47.1%	47.0%	47.6%		
Graduate / Professional									
	Male	5,586	5,602	5,894	6,224	6,501	6,497	16.3%	-0.1%
	Female	4,644	4,765	4,778	4,944	5,028	4,977	7.2%	-1.0%
	Total	10,230	10,367	10,672	11,168	11,529	11,474	12.2%	-0.5%
	% Female	45.4%	46.0%	44.8%	44.3%	43.6%	43.4%		
Grand Total									
	Male	37,162	37,351	38,338	39,644	40,010	40,031	7.7%	0.1%
	Female	32,432	33,047	33,650	34,675	34,749	35,404	9.2%	1.9%
	Total	69,594	70,398	71,988	74,319	74,759	75,436	8.4%	0.9%
	% Female	46.6%	46.9%	46.7%	46.7%	46.5%	46.9%		

ENROLLMENT BY RACE/ETHNICITY

Undergraduate	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
African American	3,587	3,762	3,879	4,249		
American Indian	290	291	290	294		
Asian American	2,269	2,287	2,369	2,371		
Hispanic American	2,627	2,781	2,873	3,041		
American Indian or Alaska Native					253	207
Asian					2,370	2,301
Black or African American					4,258	4,221
Hispanic or Latino					3,377	3,633
Native Hawaiian or Other Pacific Islander					39	31
Two or More Races					629	906

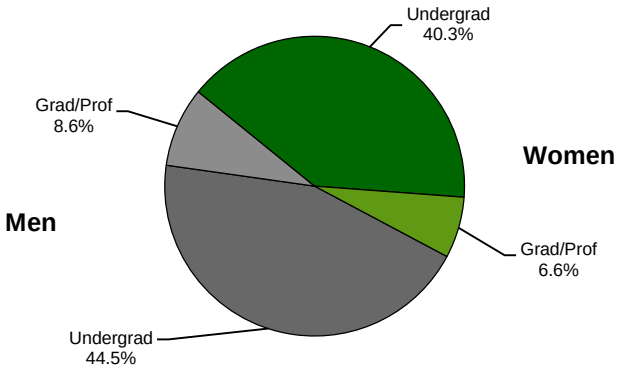
The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

Graduate/Professional	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
African American	423	427	431	493		
American Indian	31	28	37	35		
Asian American	313	372	418	422		
Hispanic American	274	283	290	329		
American Indian or Alaska Native					36	34
Asian					474	470
Black or African American					493	467
Hispanic or Latino					353	377
Native Hawaiian or Other Pacific Islander					3	5
Two or More Races					61	96

The United States Office of Management and Budget (OMB) issued standards for maintaining, collecting, and reporting federal data on race and ethnicity. Institutions are required to report the new categories in the Integrated Postsecondary Education Data System (IPEDS) surveys to the U.S. Department's National Center for Education Statistics (NCES).

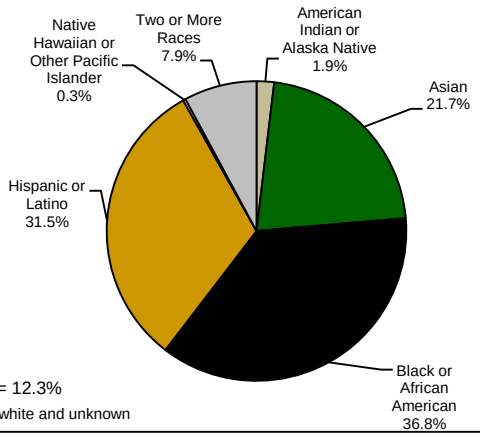
FEMALE ENROLLMENT BY LEVEL FALL 2011

Total = 75,436



PERCENT U.S. MINORITY BY RACE/ETHNICITY FALL 2011

Total Enrollment= 75,436 **Total U.S. Minority = 12,748**



International = 12.3%

Note: Excludes white and unknown

FALL 2011 MINORITY ENROLLMENT COMPARISON TO CENSUS DATA BY RACE/ETHNICITY

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino*	Native Hawaiian or Other Pacific Islander	Two or More Races
Purdue	0.4%	4.2%	7.1%	6.1%	0.1%	1.5%
State of IN	0.3%	1.6%	9.1%	6.0%	~	2.0%
U.S.	1.0%	4.6%	12.9%	15.8%	~	~

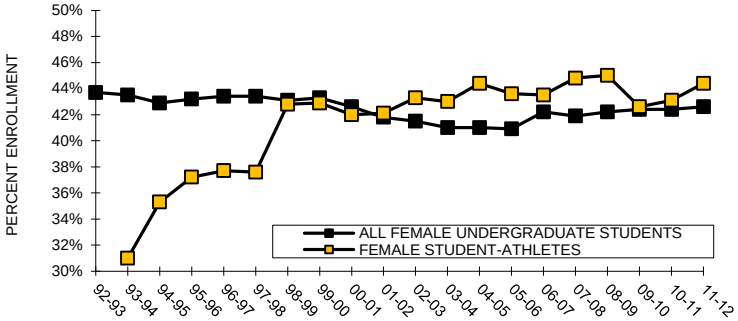
Source: Purdue: Data Digest; State of Indiana: 2010 U.S. Cenus Data; U.S. Census Bureau 2009 population estimates.

Source: Office of Student Analytical Research. System-wide includes West Lafayette, Continuing Education, Statewide Technology, Calumet, IPFW, North Central, and IUPUI.

INTERCOLLEGIATE ATHLETICS STRATEGIC PLAN

- Approved January 13, 2009
- "25/85"
- Five Goals
  - Athletic
  - Academic
  - Fiscal
  - **Equity**
    - Provide quality participation opportunities.
    - Annual program reviews.
    - Annual "three-year" planning process highlights human resource plans.
    - Metrics: Squad size trend data and gender equity indices.
  - Image
  - Leadership

PARTICIPATION OPPORTUNITIES GENDER EQUITY



Data as 3/2/12

INTERCOLLEGIATE ATHLETICS DEMOGRAPHICS

Student-Athletes

	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12
Total Minority	25%	21%	20%	23%	22%	25%	21%	24%	26%	24%	29%	29%	32%
African-American	19%	15%	15%	17%	17%	18%	17%	17%	19%	17%	18%	20%	21%

2011-12 University Domestic Undergraduate: Minority 16.0%; African-American 4.1%

GRADUATION RATES (2001-5 Co-horts; reported May 2011)

All African-American Students

Federal Rate	
Division 1	Purdue
44%	57%

Student-Athletes

NCAA Graduation Success Rate (GSR)		
	Division 1	Purdue
All	80%	77%*
African American (AA)	65%	53%**
AA Male	59%	50%
AA Female	78%	63%

*Adopted NCAA legislation that only permits athletics aid to tranfers that depart previous institution while eligible will have a positive impact on our future GSR beginning with the August 2007 cohort.

**Purdue's 4-year N=81; The 12% difference (65%/53%) means we need to graduate 2.5 more African-American student-athletes each year to close gap.

ADMINISTRATIVE / PROFESSIONAL DEMOGRAPHICS

	September 2006	September 2007	September 2008	September 2009	September 2010	September 2011
Female	30%	31%	33%	33%	29%	28%
Minority	12%	13%	14%	13%	14%	15%

COACHING DEMOGRAPHICS

	Head	Assistant	Total	
Male	15	31	46	78%
Female	3	10	13	22%
Minority	1	9	10	17%
Non-Minority	17	32	49	83%

SPORT CONCENTRATION ANALYSIS

- All eighteen sports have minority representation
- Eight sports comprise 136 of 168 minority student-athletes (81%)*
  – Football, Men's and Women's Basketball, Soccer, Men's Swimming, Men's Tennis and Men's and Women's Track and Field

*RACE DEMOGRAPHICS - Eight Sports

	Coaches				Student-Athletes	
	Head	Assistant	Total			
Minority	0	8	8	22%	168	32%
Non-Minority	8	21	29	78%	356	68%
TOTAL	8	29	37	100%	524	100%

ANNUAL "THREE-YEAR" HR PLAN HIGHLIGHTS 2010-11

Action Plan

- Diversity and inclusion program provided to the Boilermaker Athletics Council consisting of the leaders of the student-athlete teams.
- 2010-11 new hires: 7 African-American (1 female and 6 males)
- Advisory Commission Annual Climate Analysis conducted to help us assess student-athlete environment; positive feedback from student-athletes.
- Big Ten "Tomorrow's Leaders" Internships continues with supporting two internship positions. A key source of future professional hires.
- Equal Access and Equal Opportunity briefings continue for all new employees.
- NCAA Leadership Forum - Chicago (October 2011), Laura Gonzalez-Escallon and Cameron Perkins attend a 3-day workshop on Leadership and Community Service with top student-athlete leaders from across the Country.
- NCAA National Student Athlete Day (March 2012), Kellie Phillps and Marta Lynch worked on values and diversity and as a Community Service project in conjunction with the "Day" the group made 62 blankets for the Battered Women and Children's Shelter
- IMPACT (Influencing and mentoring by Purdue Athletes with Danielle and Brian Cardinal Tradition)

  --mentor a group of African-American boys (Happy Hollow elementary school) to encourage them to continue their education even though their goal is to play professional sports in the future.

  --Purdue student-athletes have started a Sports Academy to teach team values/exercise to at risk kids at Beacon Academy.

SUMMARY

- Strategic Plan recognizes diversity as a competitive advantage in Athletics by …
  - Striving to mirror student-athlete populations while hiring staff who can help them achieve or exceed in all aspects of their Purdue experience.
  - Employing sound hiring processes: national pool for A/P positions and diverse hiring teams.
  - Identifying underrepresented areas and placing particular attention and emphasis throughout the year.
  - Developing annual programmatic efforts to ensure environment expects and values diversity.

Source: Intercollegiate Athletics unless otherwise noted.

SUPPLIER DIVERSITY DEVELOPMENT PROGRAM MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES

	Architect/Engineering Services Awards			Construction Awards			Procurement Expenditures		
FY	MBE	WBE	Percent	MBE	WBE	Percent	MBE	WBE	Percent
2004	2.4 m	0.4 m	16.5	2.6 m	2.9 m	6.3	2.7 m	6.4 m	5.0
2005	2.3 m	0.3 m	24.8	45.0 m	6.4 m	54.0	3.8 m	11.4 m	7.6
2006	5.0 m	0.1 m	25.0	1.2 m	11.3 m	13.8	4.9 m	8.1 m	5.8
2007	1.0 m	0.3 m	15.7	2.1 m	11.7 m	13.9	6.0 m	8.2 m	*
2008	5.6 m	1.6 m	30.5	4.2 m	22.0 m	20.5	7.7 m	12.8 m	5.5
2009	2.8 m	0.9 m	23.3	4.0 m	25.4 m	20.7	6.1 m	13.4 m	5.4
2010	10.7 m	0.8 m	26.0	8.4 m	16.4 m	13.2	4.6 m	11.8 m	4.8
2011	1.4 m	2.2 m	26.4	5.8 m	14.8 m	13.0	7.6 m	13.7 m	5.0
2012 (Jul-Dec)	0.3 m	0.6 m	27.2	.4 m	6.7 m	15.7	6.0 m	7.4 m	5.8

*The percent for July - January 2007 was 6.7 and February - June 2007 was 5.6; due to the enterprise system implementation, the methodology used for determining the procurement base changed in February 2007.

Source: Executive Vice President and Treasurer

DIVERSITY INVESTMENT SURVEY RESULTS 2011-12

Unit	Salaries & Wages / Fringes	Supplies, Support, and Services	Total Expenditures
Agriculture	$223,594	$347,369	$570,963
Discovery Park	$651,784	$1,541,202	$2,192,986
Education	$108,425	$73,171	$181,596
Engineering	$1,073,749	$983,104	$2,056,853
Enrollment Management	$0	$92,357	$92,357
Graduate School	$199,847	$552,865	$752,712
Housing & Food Services	$64,013	$1,860	$65,873
Liberal Arts	$910,611	$36,855	$947,465
Libraries	$0	$29,950	$29,950
Media & Marketing	$0	$50,000	$50,000
Management	$188,772	$218,908	$407,680
Pharmacy	$113,668	$6,488	$120,156
Provost Office	$1,515,236	$579,468	$2,094,703
Student Access, Transition and Success Programs	$451,619	$92,320	$543,939
Science	$393,351	$316,703	$710,054
Supplier Diversity	$222,040	$19,935	$241,975
Technology	$99,458	$27,637	$127,095
University Development Office	$0	$2,442	$2,442
Veterinary Medicine	$138,338	$33,410	$171,748
GRAND TOTAL	***$6,354,504***	***$5,006,043***	***$11,360,547***

Salaries and Wages/Fringes include individual appointments of .5 FTE or higher (50% or greater) dedicated to diversity efforts.
Supplies, Support, and Services include supplies and expenditures, entertainment and food, telefund charges and subcontracts.